Introduction to Virginia’s VPP Program
What is VPP?

“Best of the Best”
-Commitment vs. Compliance
-Foundation for Continuous Improvement
-Voluntary
-No Fees!
-Exemption program
-Recognition program
- Star Worksite
- Merit Worksite
VPP Star

• Highest Level of Participation
  ★ Requires a VOSH/OSHA compliant/successful safety and health program
  ★ 3-year average Days Away, Restricted, or Transferred (DART) and Total Case Incident Rate (TCIR) below industry average
  ★ Re-evaluated every 3 - 5 years
Growth of VPP
Federal & State

As of 03/31/2016

Source: OSHA, Office of Partnerships & Recognition
Growth of VPP
State Plan States
As of 12/31/2015

Fiscal Year

Source: OSHA, Office Partnerships & Recognition
Growth of VPP
Federal & State

As of 03/31/2016

Source: OSHA, Office of Partnerships & Recognition
Size Of VPP Sites
Number of Sites by Employment (Federal Only)

As of 12/31/2015

Number of Employees x 100

Source: OSHA, Office of Partnerships & Recognition
SIZE OF VPP SITES
Virginia Only

As OF 12/31/15

Number of employees

- <100: 12
- 1-200: 9
- 2-300: 8
- 3-500: 9
- 5-700: 4
- 7-1000: 2
- 10-2500: 2
Top 15 Industries In The VPP
Federal Only
As of 12/31/2015

Number of Sites

Source: OSHA, Office of Partnerships & Recognition
Who’s in the Virginia VPP

- The Virginia VPP participants are a select group of facilities in high hazard industries that have implemented outstanding health and safety programs.
Virginia Voluntary Protection Program (VPP)

[Logos of various companies]
Virginia VPP Participants
Types of Industries

- Printers
- Warehousing
- Correctional Centers
- Plastics
- Turkey Processing
- Pollution Control
- Brewery
- Electrical Transformers
- Mining Equipment
- Insulation
Types of Industries

- Chemical
- Forest Products
- Electric Utility
- Snack Foods
- Electronics
- Freight Haulers
- Airlines
- Windows and Doors
- Pharmaceuticals
- Industrial Launderer
- Foundry
Current Virginia Statistics

- First Star Worksite in 1996
  - (GE Salem)
- 67 Worksites achieved VPP
- 44 Active Star Worksites and 1 Merit Worksite
- 34 Different companies
- 22 Different industries
- Size from 21 to 1,500 employees
The VPP is...

-An opportunity to develop cooperative relationships with other VPP sites, VOSH and employees
-Designed to recognize and promote effective safety and health management
-Not just an award, it’s a continual process reaching toward excellence
-Leads to enhanced worker safety and health
## ISO compared to VPP

<table>
<thead>
<tr>
<th>ISO 14001</th>
<th>OHSAS 18001</th>
<th>OSHA VPP</th>
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</thead>
<tbody>
<tr>
<td>4.3.2 Legal and Other Requirements</td>
<td>4.3.2 Legal &amp; Other Requirements</td>
<td>– 29 Code of Federal Regulations (CFR) 1960 – 29 CFR 1910 or 1926</td>
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<tr>
<td>4.3.3 EHS Objectives and Targets</td>
<td>4.3.3 Management Arrangements and Objectives</td>
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<td>4.3.4 EHS Management Programs</td>
<td>4.3.4 Management Program</td>
<td>– Management Leadership and Employee Involvement – Industrial Hygiene (IH) Program – Occupational Health Care Program</td>
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<td>4.4 Implementation and Operation</td>
<td>4.4 Implementation &amp; Operation</td>
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<tr>
<td>4.4.1 Organizational Structure and EHS Responsibilities</td>
<td>4.4.1 Responsibility and Authority, Structure and Responsibility</td>
<td>– Management Commitment</td>
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</table>
Elements of a Successful VPP Facility

- Management Leadership and Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training
Management Leadership

- Top management visibility
- Clear S&H policies communicated
- Responsibility, planning, resources, accountability
- Includes contract workers
Employee Involvement

- Active and meaningful
- Problem identification and resolution
- Employees involved in S&H planning
- Employee feedback
Worksite Analysis

- Pre-use/Pre-Startup Analysis
- Comprehensive Surveys
- Self Inspections
- Job Hazard Analysis
- Employee Reporting of Hazards
- Accident Investigation
- Trend Analysis
Hazard Prevention & Control

- Hazard Tracking System
- “Hierarchy of Controls”
- Preventive Maintenance
- Emergency Response Procedures
- Medical Program
Training

★ Everyone’s responsibility
★ From top managers to line workers
★ New Hire/Transfer Orientations
★ Contractor and Visitors, too
★ Schedule training sessions on a regular basis
Why Pursue VPP?

- Economic benefits
- Enhanced public recognition
- Improved safety performance
- Increased employee morale
Why Pursue VPP?

- To Save Money!
  - The average lost-time injury direct costs equal $54,000!
  - Work injuries cost Americans $250 billion in 2013, (The National Safety Council)
  - A workplace injury takes place every six seconds, which means 96,000 each week
VPP: A Model for Better Government

• VPP sites serve as models for standards development also assist other companies

• VPP promotes innovation and facilitates expansion of cooperative programs vs. compliance programs
Recordable Injuries

- 1995: 16
- 1996: 10
- 1997: 4
- 1998: 2
- 1999: 5
- 2000: 3
- 2001: 3
- 2002: 4
- 2003: 1
- 2004: 2
- 2005: 1
- 2006: 1
- 2007: 1
- 2008: 1
- 2009: 1

Began VPP
HEW Recordable Injuries (all 5 sites)

<table>
<thead>
<tr>
<th>Year</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008F</th>
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<tbody>
<tr>
<td>Count</td>
<td>44</td>
<td>26</td>
<td>25</td>
<td>21</td>
<td>19</td>
<td>9</td>
<td>11</td>
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</table>
Huber S&H Metrics

- Safety Training Attendance
- Safety Behaviors
- Compliance VPP Related Items
- Compliance with Safety Policies
- OSHA Regulatory Completion of Site EHS Goals Items
- Completion of EHS Corrective Actions
- Conformance to MMSRs
- Overall Huber Safety Score
- Near Misses
- Overall Incident Rate (which includes 1st aid injuries)
### Safety Performance Numbers

<table>
<thead>
<tr>
<th>Component</th>
<th>Series 1</th>
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<tbody>
<tr>
<td>VPP/ Huber STAR Items</td>
<td>97</td>
</tr>
<tr>
<td>Injury Corrective Actions</td>
<td>100</td>
</tr>
<tr>
<td>Incident Rate</td>
<td>92</td>
</tr>
<tr>
<td>The Safety Plan</td>
<td>99</td>
</tr>
<tr>
<td>Safety Training</td>
<td>100</td>
</tr>
<tr>
<td>Work Orders On Time</td>
<td>100</td>
</tr>
<tr>
<td>FAP</td>
<td>100</td>
</tr>
<tr>
<td>Policy/ Regulatory</td>
<td>98</td>
</tr>
<tr>
<td>Star Award Total</td>
<td>98</td>
</tr>
</tbody>
</table>

**HSS - Huber Safety Score**

**STAR AWARD Components - HSS Current Month**

- VPP/ Huber STAR Items: 97
- Injury Corrective Actions: 100
- Incident Rate: 92
- The Safety Plan: 99
- Safety Training: 100
- Work Orders On Time: 100
- FAP: 100
- Policy/ Regulatory: 98
- Star Award Total: 98
Lunenburg Correctional Center
LCC Stats

• Lunenburg Correctional Center is a Security Level 2 facility housing adult male felons.
• Opened in 1995 and is located on 205 acres outside of the town of Victoria in Lunenburg County.
• Averages 257 full time positions and houses 1,186 offenders.
• Has a Virginia Correctional Enterprise seating and upholstery production program.
Workers' Comp Savings for LCC

- In a comparative analysis with like Virginia prisons of the Medium Security Dormitory design (MSD), LCC incurred 57% less workers’ compensation costs than the average of other MSDs for the analysis period.

- If all five of the MSDs used for the analysis had been Star certified during the analysis period and achieved similar results as LCC then the potential savings may have been:
  - $3,007,334 in direct (insured) costs;
  - $10,405,377 indirect costs for a total of approximately $13.5 million
How to Get Started?

How can your site join the over 2215 sites in the United States that are experiencing injury and illness rates that are less than half of national averages?
VPP Application Process

Initial inquiry by employer

Initial VPP gap review by site

Select a Mentor for the site
Visit other VPP sites

Benchmark other VPP sites
Work with Mentor(s) gaps

Application to VPP Manager
Once gaps closed

Application accepted
Employer and VOSH prepare for onsite review

Volunteer VPP Team
Onsite review (3-5 days)

Team recommends VPP
Report submitted for review

Report submitted to
DOLI Commissioner

Commissioner approves

*Employer can withdraw at ANY time*
SAVE THE DATE
21ST VOSH CONFERENCE
OCTOBER 19 – 21, 2016

Embassy Suites by Hilton Hampton Hotel
Convention Center & Spa
Hampton, VA
Presented by the Virginia Department of Labor and Industry
in cooperation with
The Virginia State Association of Occupational Health Nurses
Any Questions

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