



COMMUNITY ADVISORY PANEL

Cal/OSHA – Voluntary Protection Program(VPP)
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Cooperative Programs

- **Golden Gate**
- **SHARP(SEVCP)**
- **Alliance**
- **Challenge**
- **VPP-Construction**
- **Demonstration**
- **Cal/VPP Star & Reach (oldest)**

Cal/VPP Mission

...promote a culture in which knowledgeable employees and management work together to systematically identify and control workplace hazards.

History

The Cal/VPP Concept was developed by **Building Trades Council, Bechtel and Cal/OSHA** during construction of the San Onofre plant in 1970s.

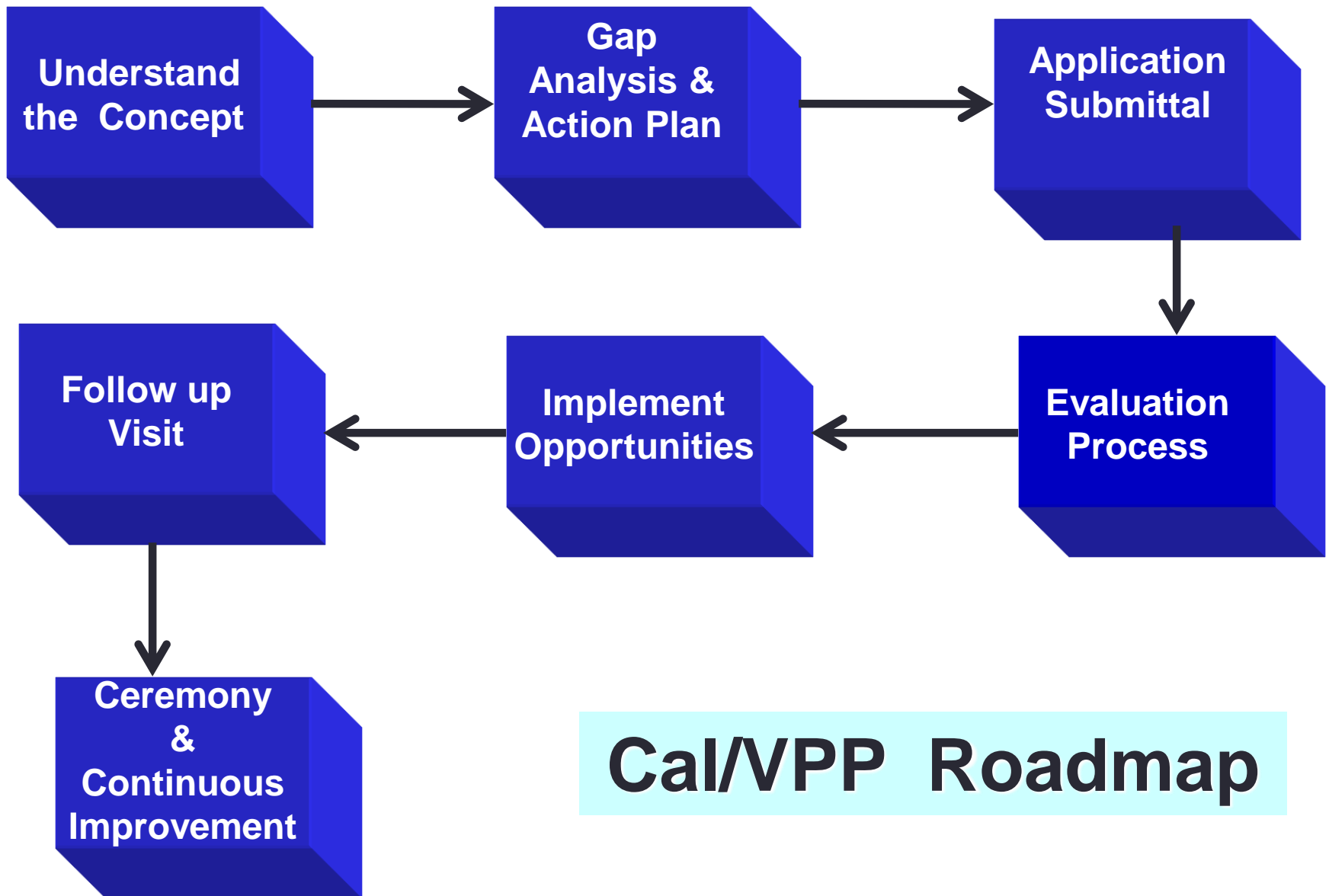
Key Elements:

- *Management Commitment*
- *Employee Involvement*
- *Training*
- *Worksite Analysis*
- *Hazard Prevention & Control*
- *Continual Improvement*





Voluntary Protection Program



Cal/VPP Roadmap

Cal/VPP Characteristics

➤ **Management Commitment**

- ✓ **Visible top management support**
- ✓ **Foster mutual trust**
- ✓ **Screening and monitoring of contract workers**
- ✓ **Open and effective communication systems**
- ✓ **Goals & Objectives**
- ✓ **Clearly defined responsibilities & accountabilities**

Cal/VPP Characteristics

➤ **Management Commitment**

- ✓ **Determine systematic root causes**
- ✓ **Focus on continuous improvement**
- ✓ **Recognize safety contributions**
- ✓ **Use audit reports for identification leading indicators**
- ✓ **Plan and monitor of leading indicators**
- ✓ **Allocation of resources; expertise, budget and time**
- ✓ **Update health & safety policies**

Cal/VPP Characteristics

➤ **Employee Involvement**

- ✓ **Encourage & promote by management**
- ✓ **Establish & implement process**
- ✓ **Participate in active and efficient manner**
- ✓ **Identify problems and resolutions**
- ✓ **Endorse by unions**

Cal/VPP Characteristics

➤ **Training**

- ✓ **Provide based on responsibilities**
- ✓ **Include managers, hourly workers & subcontractors**
- ✓ **Schedule sessions on a regular basis**
- ✓ **Evaluate effectiveness of the training sessions**

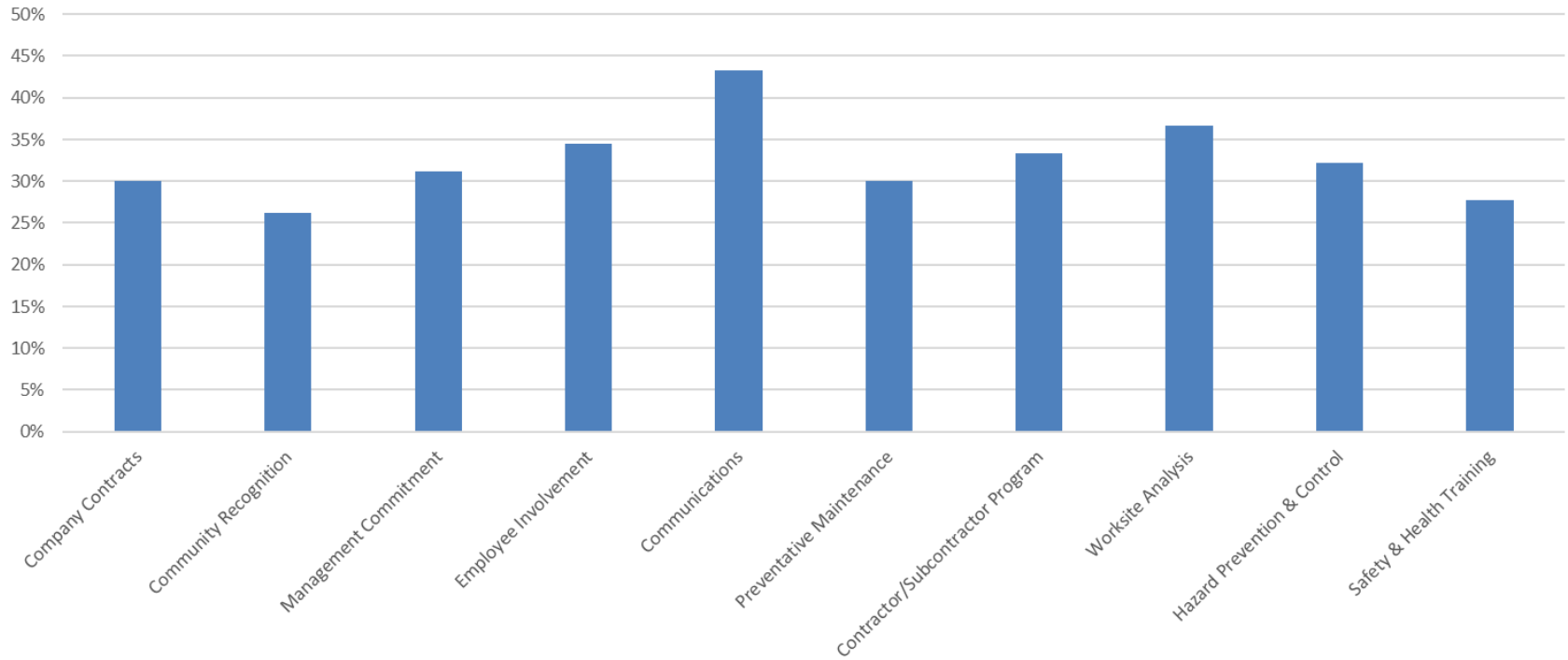
Cal/VPP Characteristics

➤ **Continuous Improvement**

- ✓ **In depth root cause analysis of weaknesses**
- ✓ **Developing leading indicators/metrics**
- ✓ **Communicating to managers & supervisors**
- ✓ **Engaging all employees**
- ✓ **Form teams to focus and plans to eliminate them**

Business Values Survey Results

Percentage Increased After VPP Program



Reduction in lost work days



Benefits

- **Improvement in employee morale and motivation to work safely**
- **Enhance labor/management relation**
- **Reduction in overall injuries and illnesses**
- **Higher product quality and work productivity**
- **Lower workers' compensation and insurance costs**
- **Comprehensive evaluation by a team of health and safety consultants**
- **Networking with government and industry**
- **Exempt from routine compliance programmed inspection**



Cal/VPP Star Recertification Ceremony