



A commitment to Safety improves performance, productivity and employee morale.

1 A March 2010 Liberty Mutual Workplace Safety Index showed that the most disabling injuries (those involving 6 or more days away from work) cost American employers more than \$53 billion a year – over \$1 billion a week – in direct worker's compensation costs alone. Indirect costs to employers, such as cost of down time for other employees as a result of the accident, investigations, claims adjustments, legal fees, and associated property damage can potentially double these costs. Costs to employees and their families through wage losses, uncompensated expenses, loss of home production and family care for the workers, further increase the total costs to the economy.

2 The 2010 Liberty Mutual Workplace Safety Index indicated the top five injury causes: overexertion, fall on the same level, bodily reaction, struck by an object, and fall to a lower level accounted for 71% of the total 2008 cost burden. Overexertion, which includes injuries related to lifting, pushing, pulling, holding, carrying or throwing, maintained its first place rank costing businesses \$13.40 billion in direct costs. This category accounted for more than one-quarter of the overall national burden.

3 Construction is among the most dangerous industries in the country and construction inspections comprise 60% of OSHA's total inspections. 2009, data from the Bureau of Labor Statistics indicates that there were 816 fatal on-the-job injuries to construction workers; more than in any other single industry sector and nearly one out of every five work-related deaths in the U.S. during that year.

4 In 2009, private industry construction workers had a fatal occupational injury rate nearly three times that of all workers in the United States: 9.7 injuries per 100,000 full-time equivalent construction workers vs. 3.3 for all workers. Construction also had two of the ten occupations with the highest fatal injury rates: roofers at 34.7 fatal work injuries per 100,000 full-time equivalent workers and structural iron and steel workers at 30.3.

5 The leading causes of worker deaths in the construction industry were: falls, struck by object, caught-in/between, and electrocution. These 'fatal four' were responsible for nearly three out of five (59%) construction worker deaths in 2009, as reported by the BLS.

SAFETY IS NOT OPTIONAL

Through interactive safety training, ClickSafety provides the required knowledge to achieve worker safety and regulatory compliance.

LEADERSHIP – FIRST ONLINE PROVIDER OF OSHA 10, OSHA 30, & 16-HOUR EM 385-1-1

KNOWLEDGE – OVER 300 CONSTRUCTION RELATED COURSES

EXPERIENCE – DISTINGUISHED INDUSTRY CREDENTIALS & HONORS

GUIDANCE – AUTHORIZED OSHA OUTREACH TRAINER

– *We focus on the construction industry.*

– *We were the first to offer online OSHA 10 and 30 hour training and have the most comprehensive offering of construction related courses.*

– *Our safety management solutions, technology and support team, help you mitigate risk, improve productivity, reduce training costs and build business profitability.*

BUILDING A SAFETY CULTURE

ClickSafety, through interactive safety training, provides the required knowledge to achieve worker safety and regulatory compliance, delivering over 300 courses developed by Certified Safety Professionals and Certified Industrial Hygienists.



6 According to Purdue University's Analysis of Safety Programs of 16 Large Construction Companies...

- The primary element that contributed to reducing accidents is the commitment of upper management to support and promote safety as a top priority. The development of a "safety culture" was the cornerstone of effective safety programs. The second most important element was training line supervisors in the area of supervision. The safety directors reported that a shortcoming of most line supervisors was that they lacked the necessary supervisory skills to effectively promote safety. The third most important element was regular onsite training from the construction superintendent. Task specific training was seen as the most important part of the onsite training.
- Indicated that incentive programs do improve injury incidences, but behaviors change over time and incentive programs become less effective over time. In order to combat this finding, companies should examine their incentive programs often and update them so that they remain effective over time.
- Participants were asked in what context was it okay to ignore safety regulations. 22% indicated that convenience and ease were the largest contributing factors for ignoring safety protocols. Another 22% said they forgot about safety regulations or didn't realize that they were in non-compliance until after the fact. Lack of time was a contributing factor for 16% of the respondents. The remaining 11% were evenly distributed within, not informed; the right equipment was not available, texting/talking on the phone while driving.
- 49.5 percent of respondents have been in or have witnessed an accident on the construction jobsite at some time in their career. Of those 49% who said they have been involved or witnessed an accident, 56.3% said the cause of accidents was due to lack of awareness.
- Indicate that the fear of the injury is the leading reason why people chose to follow safety regulations. However the group having 10 or more years of experience chose promotion as a motivator for following safety regulations, while the majority of people with 1-3 years' experience chose fear of injury. The older group has set into "I'm not going to get hurt anymore" mentality while the younger generation is not sure of what they can and can't do without getting hurt.

7 OSHA's plan to increase citation penalties includes four factors when deciding each proposed citation penalty to an employer: (1) the gravity of the violation; (2) the employer's prior citation history; (3) employer size and (4) good faith at compliance by the employer. Highlight of OSHA new penalty structure includes:

- OSHA Area Directors will only be authorized to offer up to a 30% total penalty reduction to employers during an Informal Conference and only an additional 20% for employers with less than 251 employees if they agree to hire and pay for an outside safety and health consultant. Any further reduction will have to be approved by a Regional Administrator.
- OSHA's gravity-based penalty determination will be significantly increased to \$3,000 - \$7,000 per serious violation, up from \$1,500 - \$5,000 (\$7,000 in rare cases) per violation.
- The time period for considering an employer's prior citation history will expand from three to five years, and employers that have been cited for any high gravity serious, willful, repeat or failure-to-abate violation during the previous five years will receive a 10% increase in current penalties.

- A maximum 40% penalty reduction will apply to employers with 1-25 employees (currently 60%), 30% for those with 26-100 employees (currently 40%), 10% for those with 101-250 employees (currently 20%), and no size penalty reduction for employers with 251 or more employees.
- Proposed penalties will be calculated separately, unlike the current practice with all potential penalty reductions grouped and applied to the gravity-based penalty to arrive at the total penalty. This change alone will result in a penalty increase of approximately 50%, on average, per violation.
- High gravity serious violations of the OSHA regulations in its new Severe Violator Enforcement Program (SVEP) will no longer need to be grouped or combined, and may be cited as separate violations (even if arguably duplicative), each with its own separate proposed penalty. For example, this will apply to certain fall hazard; machine guarding, lockout/tag out and mechanical power press violations; combustible dust hazard violations under its Combustible Dust
- National Emphasis Program; excavation/trenching hazard violations; and airborne lead hazard violations under OSHA's general industry, construction and maritime regulations.
- The look-back period for repeat violations (up to \$70,000 in penalties per violation) will be increased from three years to five years.
- OSHA continues its authority to issue separate citations and penalties on a per-employee and violation-by-violation basis. For example, in the past, if there was a serious OSHA violation by failing to provide training to 10 employees under a regulation, the employer may have received one serious citation and one penalty up to \$7,000. Now, under OSHA's expanding authority, the same employer could receive 10 separate serious citations, and 10 separate \$7,000 penalties, based on each of these same employees who were not properly trained.
- Multi-employer citation policy: On multi-employer worksites (in all industry sectors), more than one employer may be citable for a hazardous condition that violates an OSHA standard.

8 The following are the standards for which OSHA assessed the highest number of citations during fiscal year 2011.

- Fall Protection
- Scaffolding
- Hazard Communication
- Respiratory Protection
- Lockout/Tagout/Electrical (wiring)
- Powered Industrial Trucks
- Ladders
- Electrical (general)
- Machine Guarding

OUR HISTORY

Founded in 1999, ClickSafety was the first OSHA Outreach Provider to offer both the 10-Hour and 30-Hour OSHA safety training courses online. Today, ClickSafety employs a team of Certified Safety Professionals (CSP), Certified Industrial Hygienists (CIH) and other industry professionals to create and maintain the most comprehensive and up-to-date online safety training programs available.

FOOTNOTES

2010 Liberty Mutual Workplace Safety Index

U.S. Bureau of Labor Statistics – Injuries, Illnesses and Fatalities

Statement of David Michaels, PHD, MPH before the Committee on Oversight and Government Reform – Subcommittee on Regulatory Affairs, Stimulus Oversight and Government Spending – March 16, 2011.

An in depth study of how psychological behaviors affect construction safety. Author Kyle Quinn, Purdue University. June 15, 2010.

Analysis of Safety Programs at 16 Large Construction Companies, Purdue University.

WANT MORE INFORMATION

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