

# Risk Services Newsletter

FALL 2020

## Now Available!

### [2020-2021 Safety Services Catalog](#)

The Ohio Bureau of Workers' Compensation's (BWC) Division of Safety and Hygiene (DS&H) offers a variety of programs, training, services and resources to help Ohio employers create safe and healthy workplaces. Premiums paid to the BWC cover the cost of DS&H services including classroom and online training, safety consultations, safety library services and more.

To view the current DS&H services available in the 2020-2021 safety services catalog, please [click here](#).

Source: BWC DS&H

### [OSHA COVID-19 Posters](#)

You can order printed copies of the Occupational Safety and Health Administration (OSHA) COVID-19 posters and guidance booklets for your workplace. All items are free and available in multiple languages. Please visit the OSHA's [publications page](#) to place your order now.

Source: OSHA

## Safety Academy Webinars

CompManagement is offering a FREE Safety Academy webinar. This session will count as one hour of credit towards the Ohio Bureau of Workers' Compensation (BWC) safety training requirement for employers participating in a group program. Clients required by BWC to take two hours of safety training have been contacted directly by CompManagement.

### [Violence in the Workplace](#)

Join us as John Valentine discusses workplace violence and how COVID-19 has created an increased risk for violence in many workplace environments. Register today to learn more about:

- Who is at risk
- How employers should respond
- COVID-19's impact
- Preventative training and procedures

**Sept  
25**

**1:00 pm  
(EST/EDT)**

**REGISTER NOW!**

### ALSO IN THIS ISSUE

2

[ASK THE EXPERT](#)

4

[INDUSTRY UPDATE](#)

## Building A Safety Program That Lasts

The key to any lasting and effective safety program is the ability to adapt and change with your everchanging business and the unexpected turns the world takes. The last thing any business owner wants is a safety program that dissolves or stops producing results due to upset or upheaval. With a focus on responding to change—be it through personnel shifts or business transitions—that can be prevented and one can create a safety program that lasts.

Through the five previous articles in this series, I've presented the cornerstones of a business approach that sets up a company and its safety program for success. Building this foundation gives an opportunity to create a strong framework for a safety program that can handle the evolution of your business as well as significant adversities such as the coronavirus pandemic.

Once we have skillful safety managers with the right mindset in place, people of competence and character (as highlighted in Issue 3 of this newsletter). But what happens when a great safety manager moves on or is promoted, when your staff changes, or when personnel joins new teams as part of a merger or acquisition?

A safety program that relies on one person and that person's "system" will crumble when he/she leaves. How will you prepare your safety program to transition and remain consistently highly effective as people come and go? A great safety program should be like a luxury sports car that will continue performing at a high level, regardless of who takes the wheel, assuming its new driver possesses the knowledge and skills to handle it. Without someone who knows how to drive a manual shift vehicle properly, that sports car will either sit in the garage or be driven into the ground.

Your safety program is no different. Building a strong safety program that will last means creating a safety program that can be passed on and implemented with a competent driver. A safety manager who possesses character and connects with the workforce is still an

essential gear in your sports car, but indeed, it is one that should be able to be replaced without causing much disruption.

In my work with city governments, I stress that leadership changes occur predictably and need to be considered in the development of a safety program. Elections can result in a new mayor and management team, and often a new safety manager, but leadership changes must not impact the execution and performance of the safety program. Injury reporting, training, hazard identification, near-miss reporting, preventative maintenance, and recordkeeping must continue in a business-like fashion under the direction of an effective safety manager who has the recognized authority to administer the program. Selecting the right people to manage your safety program and empowering them to get high-quality results is paramount.

Another change that can impact the continuing effectiveness of your safety program is modifications to your business or processes. A new product, new partner, new customer, new building, or new technology can alter your business, possibly creating new hazards and gaps that require you to reexamine your safety program so that it can continue to effectively prevent workplace injuries, and in some cases, deaths. Additionally, safety management philosophies, international standards, and advancements in software and safety engineering continue to improve. And, these are worth researching and employing. Keep in mind though that lasting success does not come solely from adopting the next great safety platform, idea, or technology. Success comes from responsiveness to change, understanding what each circumstance requires, and the ability to adapt and choose the right path forward.

I have been working with several healthcare organizations who have struggled during the pandemic response to develop respiratory protection programs that meet the Occupational Safety and Health Administration (OSHA) standards and the Centers for Disease Control and Prevention (CDC) guidelines. Most nursing homes historically did not need to be concerned with OSHA's

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respiratory protection standard (1910.134) unless they have patients with tuberculous or other airborne pathogens. Due to the pandemic, nursing home employers now require workers to don respiratory protection, employers must perform medical evaluations to ensure no health conditions exist preventing respirator use, and providers are challenged to find proper personal protective equipment (PPE). At the same time, OSHA is issuing citations and fines to long-term care facilities that do not have an updated written policy on respiratory protection.

With this unanticipated, unprecedented change, an entire healthcare industry sector must now comply with the OSHA standard. Those organizations with effective safety programs already in place—ones that always sought to make improvements, considered an evolution in their plans and practiced responding to change—have fared far better to these challenges than those caught off guard.

Great safety programs produce consistent results and adapt well to change. Most companies choose between innovation or conservatism in their business approach and this tends to translate to their safety programs. I work with companies that take a conservative and stable approach in their day-to-day business operations, and conversely, there are companies that look to disrupt, innovate, and run fast. Rarely can companies manage both.

While few companies embrace both approaches simultaneously, there are examples of organizations, like GE or Alcoa, who tend to produce both exceptional business and safety performance results year after year. Safety programs by their nature must take a stable and conservative approach on a day-to-day basis to be effective. Those that are continuously successful also set assertive and focused goals that seek to provide efficiency, which is often termed “stretch goals”.

Well managed companies protect the core of their business while running seamlessly. But they must also try to stimulate outcomes in order to facilitate growth, such as by adding a feature or product. Safety operates the same way. Why not try to perform a manufacturing task faster and safer? Ordinarily, one might think those two concepts conflict, but that is not necessarily so. For

example, improving ergonomics is a worthy goal. Because workers are physically more comfortable at a task, they can work faster and more effectively without sacrificing quality, leading to better safety outcomes and higher productivity for the company’s bottom line. It can be a win-win as worker’s compensation costs decrease, workers stay safe, and profits increase. Why not challenge yourself to this stretch goal?

Organizations always improve from challenging themselves to doing better today than they did yesterday. Legendary football coach Vince Lombardi is credited with saying that while perfection may not be attainable that “if we chase perfection, we can catch excellence.” Having a mindset for improvement drives success in developing a culture around safety in the workplace. Overcoming adversity is essential to that achievement and stretch goals help create an environment where a company is practiced and prepared to handle adversity when a crisis presents itself.

It should be impossible for anyone—company executives, supervisors, managers, workers, even contractors, and guests—to misunderstand the company’s stance on safety. When you have constructed a program from these practices and goals that optimize profits along with safe practices, just walking into your lobby will communicate your commitment to a safety culture that is built to last.



*Brad Hunt, MBA, Licensed  
P&C Insurance Agent*

## Occupational Safety and Health Administration (OSHA)

### *7th Annual National Safety Stand-Down*

The 7th Annual [National Safety Stand-Down](#) to Prevent Falls Postponed Due to COVID-19, has been rescheduled for the week of September 14-18.

A [new page](#) on the OSHA website assists oil and gas workers and employers with information on risk assessments, engineering, and administrative controls, safe work practices, and personal protective equipment related to the risk of exposure to COVID-19.

OSHA posted a new [public service announcement video](#) listing five things you should know to stay safe in a trench. Add this brief video to your training and check out [OSHA's trenching and excavation safety and health topic](#) page for more resources.

Source: OSHA

## The National Institute for Occupational Safety and Health (NIOSH)

### *Hazard communication for disinfectants used against viruses*

NIOSH has a new topic page offering resources for [hazard communication for disinfectants used against viruses](#). This page offers information about the health hazards that could be caused by cleaning products and disinfectants and the recommended barrier and respiratory protection workers can use to protect themselves from these hazards.

Source: NIOSH

## Centers for Disease Control and Prevention (CDC)

### *CDC has a new recorded webinar*

The webinar, [Respiratory Protection Resources in Long Term Care](#), features a panel of speakers from NIOSH, OSHA, and the University of North Carolina-Chapel Hill discussing how long-term care facilities can implement respiratory protection programs to help prevent the spread of COVID-19.

CDC recently published eight transit-related [fact sheets](#) with COVID-19 related information.

CDC has created [tools](#) to assist employers in investigating and responding to COVID-19 cases in non-healthcare work settings.

Source: CDC

**For more information,  
connect with us!**

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