

Observing OSHA Regulations

Key Tactics to Remain Compliant

In today's construction industry, numerous regulations are applied to companies, including OSHA compliance laws. Staying compliant and OSHA prepared should be a priority in day-to-day operations, not only to aid in keeping employees out of danger, but also to sufficiently prepare companies in the event of an audit.

As a commercial insurance provider, I often see construction companies experience problems because OSHA logs are not up-to-date and other regulations are not met. A well-made plan containing key preparation tactics will make keeping compliancy standards simple. As a precaution, consider some of the following ideas for your company's policies.

Log OSHA incidents as they occur. Don't scramble later to remember what actually happened the day of the accident—log the incident right away. Doing this also ensures a more accurate report.

Store OSHA compliancy information in a central, convenient place. If HR managers file in this manner, it will streamline the

report process and allow all managers to pull complete, correct information on a moment's notice.



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Create a hazards communication policy. This type of policy ensures hazardous substances present in the workplace are identified and accurately labeled. Information should be disseminated about the hazards of these substances and how to prevent injury or illness if an employee is exposed to such materials.

Facilitate a personal protective equipment program. Minimum personal protective equipment requirements should be established through a program of this nature. These requirements should be carefully followed for tasks in which hazards are present or likely to be present.

Design an emergency action plan. Unfortunately, emergencies happen, and when they do everyone should be prepared. A detailed plan of action, with references to appropriate state and federal regulations, should be available and posted for employees to follow should an emergency occur. The plan should outline fire prevention and safety procedures among other pre-emptive measures that are company specific.

Educate employees about the dangers of performing elevated tasks. A Fall Protection Program establishes requirements for employees who perform elevated work activities more than six feet above the ground. Designed to prevent injury and hazards leading to injuries, information provided through such a program demonstrates a desire to protect employees, reinforcing employee retention goals.

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Provide safety reference materials to employees. All employees should be briefed and given access to literature regarding any materials commonly used that could be considered a hazardous substance alone or mixed with other substances. Resource materials and safety fact sheets should also be available for workplace equipment and machinery.

Many companies provide an admirable amount of education and training to their employees, but overlook the most simple preparation tactics such as a central filing system. Others have only a minimal amount of materials and training available. OSHA takes all weak points into consideration when performing an audit. By adhering to the tactics described above, commercial companies can demonstrate quality leadership in safety and remain OSHA compliant.

ABOUT THE AUTHOR



MASTERS

Ron Masters is the president and CEO of MaximGroup, an insurance agency in the greater Houston area. As president, Ron manages the operations of all facets of the company's expanded business, overseeing more than 40 employees in two locations and providing the best insurance protection to more than 8,000 clients. Masters serves on the board of BAHEP Space Advisory Council. He is a former president of the Galveston County Independent Agents Association. To contact Ron, call (281)337-2516.

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