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From the Director

Seems as if winter has been really tough in some parts of the country. For those who are in the middle of the mess our thoughts are with you as you dig out.

A reminder: ISHM has two renewal cycles annually, March 30 or September 30 depending on when you earned your certification. This information is on your wallet card for easy reference. For the cycles we send an invoice generally 3 months in advance, then a statement monthly. So for March 30 the invoice is sent mid-January and a statement on February 1 and March 1 (or close to those dates). For September 30 the invoice will be sent mid July and a statement on August 1 and September 1 (or close to those dates).

This is election year for three members on the board of directors whose terms expire in September of this year. We will soon put out a call for nominations. Being on the board is a great way to help shape ISHM for future growth. Please give it some thought..................
Soon we will be issuing a call for nominations for "ISHM Safety Manager of the Year". This year the award will be presented in Atlanta in conjunction with the NSC Expo. We look forward to great inputs. (My goal is to make it VERY tough on the selection committee by offering several highly qualified submissions.) please consider yourself or someone you know whom you would like to nominate.

We are still suffering from the ravages of our failed attempt to use a CRM to manage your certifications. Each day we think we have it and then something else pops. Please bear with us as we get back to normal.

Thanks to all for your great support of ISHM!!!!

From the Certification Manager

Help Us Help You!!!

Although ISHM is in the business of certifying EHS Professionals; we strive to build strong long lasting relationships with our partners and certificants. In order to do this, we focus on operating in excellence, especially when it comes to customer service. The staff at ISHM just wanted to take this time to let our customers know that we are here to serve, communicate, direct, and facilitate in any way possible your professional goals pertaining to safety certification. Being a safety professional at times can be very stressful, the road to obtaining an accredited safety certification should not be. We welcome customer feedback! Let us know how we're doing and what you would like to see more of... How can we better serve you? If you're happy with our services, let us know! If you're dissatisfied in anyway, let us know! Your input will help us map the road to success that is clearly defined and easy to follow. ISHM staff can be reached at www.info.com.

Thank you for trusting us with your safety professional needs!
Monique Grannum
Certification Manager
Small businesses could benefit from workplace wellness programs: study

Aurora, CO - Small employers are a good target for the introduction of workplace wellness programs, according to a new study from the Colorado School of Public Health. For the study, Pinnacol Assurance, a Colorado workers' compensation insurer, offered a free health risk management program and implementation to small-business policyholders. More than 250 employers hosted the program, and about half of the 6,507 eligible employees participated. According to the study's researchers, one-third of the participants were overweight, one-quarter were obese, one-fifth reported depression, and another fifth had chronic fatigue. Previous research has indicated that although more than three-quarters of large employers offer wellness programs, only one-third of small businesses do. In the new study, researchers found that small-business employers were more willing to adopt wellness programs if they were provided for free by insurers and tailored to the worksite. The study was published in the January issue of the Journal of Occupational & Environmental Medicine.

Are you Ready?

We live in some troubling times with the many things that are going on. We read about terrorist attacks throughout the world, watch as people are attacked in crowded venues with gunman, the school shootings and I'm sure there are many more that we all could add to this list.

Recently we had a bomb threat on our jobsite and actually were able to catch the person who wrote the threat. We have video cameras set up throughout our job-site due to security requirements from our client, so we reviewed the videos and got the police involved and an arrest was made. The FBI was also involved and we received "Active Shooter" training from them. And we recently had a couple men die of Heart Attacks several months before the threat. So awareness has been heightened throughout. We installed AED's in all of our buildings and support trailers totally over 25.

After this the EAP Coordinator and I have been reviewing our EAP (Emergency Action Plan). We have well over 2500 construction workers; add in the supporting staff and all their trailers, the location of the buildings under construction, 24/7 full-time security team, an on-site medical clinic and the site covering hundreds of acres and you can see there are a lot of things to review and coordinate.

The standard; 1910.38(a) - "An employer must have an emergency action plan whenever an OSHA standard in this part requires one. The requirements in this section apply to each such emergency action plan." This is a "horizontal regulation" that applies to all industries. The purpose of an EAP is to facilitate, organize and plan in advance what could possibly happen during workplace emergencies. How will injured people be evacuated should there be a major fire? What is the impact if there is a major weather
event and the power is out in the surrounding area? Assess your ability to respond in a
variety of emergency situations, but also be realistic in imagining possible emergency
situations.
We have these wonderfully written plans; we implement, review them, and assign
different responsibilities to our people, but when was the last time we physically
practiced to see if there was room for improvement? Remember when we were in School
and had a practice "Fire Drill", we would line up and walk single file to our designated
muster points. The Fire Department would be there and clear the building while we all
stood there waiting for them to allow us to go back inside. We practiced I'm guessing
twice a year. If you practiced at your place of employment would it run smoothly or
would it be like the first time in "Kindergarten Cop" when it was utter and mass
confusion.
Writing an emergency action plan is not enough. For example, should an evacuation be
necessary, responsible, trained individuals will be needed to supervise, organize and
coordinate the response to the emergency, including a safe evacuation. An emergency
action plan is only useful if it is up-to-date and everyone is trained on what the EAP
requires. After you develop your plan, review it with your employees to make sure
everyone knows what to do before, during, and after an emergency. Keep a copy of your
emergency action plan in a convenient location where employees can read it, or provide a
copy to all of your employees. If you have ten or fewer employees, you may simply
communicate your plan orally.
Several weeks ago we had some confusion when we had called an ambulance to our site.
The plan was in place, but, we never had an opportunity to physically practice it, we did
only in theory. I investigated the incident and interviewed all of the key players. I
developed a time line with the results so everyone could see clearly what took place. We
made some corrections/changes to the plan and decided to have an un-announced drill to
see if we had improved for the following week.
Friday of that week the Coordinator stepped out of his office and said there was a man
who had had a Heart Attack with the building number and location in the building. At
first I thought they had stepped up the practice run. This took place at the end of the day
where the first shift was leaving and the second shift was arriving. Well, it took about
three seconds to realize this was not a practice run, but the real deal. The Medic was
called along with 911 and the plan was in motion. We have a team with a specific
colored hard-hat and stickers called CERT (Construction Emergency Response Team)
they all jumped into motion. Meanwhile a few of the man's co-workers actually started
compressions from their CPR training and one of the CERT members in the building was
coming with an AED. The Medic and CERT member arrived at the same time and took
over the scene. An AED was placed on the man and he received several shocks before he
was revived. The ambulance arrived eleven minutes after the call and took the man to the
hospital. We will never know if this event had taken place a few weeks prior would he
have survived with all the confusion we had. Are you ready?
In closing, the most effective EAPs include annual retraining of employees, as well as
drills in which employees can practice evacuating their workplace and gathering in the
assembly area. Inform employees about any special or unique hazards in your workplace.
Keep in mind that hazardous materials used in one area, may impact workers in other
areas. For example, discuss the hazards of materials such as flammable materials, explosive materials, toxic chemicals, radioactive sources, and water-reactive substances. In addition, OSHA requires that employees be informed about the fire hazards they are exposed to and employers must review with each employee the parts of the fire prevention plan they need to know about for self-protection (OSHA 1910.39(d)). In addition, clearly communicate to all employees the identity of the person(s) who will be in charge during an emergency. This will minimize confusion, and result in a safer response to the emergency. And remember, if re-training is not done it will be forgotten. Consider retraining employees annually.

Once your emergency action plan has been reviewed with your employees, and everyone has the proper training, hold practice drills as often as necessary to keep employees prepared. When appropriate include outside resources such as fire and police departments. After each drill, evaluate the effectiveness of the drill, and identify areas in which your emergency action plan can be improved. You never know if it might save a life!!!

Judd Christensen, CSHM
ISHM Board of Directors

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The Importance of Voluntary Programs

Over the years, I have observed that most companies operate under a "command and control" approach where production and quality is managed fairly well, and compliance with standards is strived for. The goal is to be "in compliance" with various mandatory standards, (i.e., environmental, security or health and safety) while producing a quality product at a profit. These companies tend to have widely varying degrees of success or failure following this model.

It is my observation and belief that the development and implementation of occupational health and safety management systems is vital to success of any business. There are many models available, and most of them are voluntary consensus standards as opposed to mandatory standards. Two of those voluntary occupational safety and health management models are the OSHA Voluntary Protection Programs (VPP) and the Safety and Health Achievement Recognition Program (SHARP).

While it is not "mandated," developing, implementing, and following an occupational safety and health management system is simply smart business. Such a system can help a company ensure ongoing success in managing environmental, health and safety compliance while they continue to produce a quality product.

It is also my observation and belief that compliance with regulations alone will not protect employees as effectively as a proactive safety and health management system that involves employees. While compliance with the rules is vital to the success of any company, the OSHA rules and regulations are, after all, minimum standards. Those companies that want to be more than simply "compliant" are looking for means and methods in which they can take their safety programs to the next level. Voluntary compliance programs provide those companies with direction or guidance necessary to take their safety performance to a higher level.
The philosophy behind voluntary programs is to encourage companies to go above and beyond compliance with the rules and learn to more effectively manage their own occupational safety and health programs. Voluntary programs have shown companies, through their successes, that safety and health improvement can translate into more efficient processes, improved employee morale, more productive workers, better product quality, and a stronger sense of workforce ownership of safety and health processes.

One of the things that make voluntary programs so effective is that the companies WANT to do the things that will help them to be more successful. They are not forced into doing it. They do these things not because they are easy, but because they believe it is possible to take their safety systems to a more efficient level. The companies that participate in these programs understand the importance of compliance with the rules, but also understand there must be more to it, and they are looking to find ways to make their safety systems better.

Proactive companies voluntarily improve their safety and health management systems by incorporating certain elements into those systems. These companies strive for continuous improvement of their safety and health management systems in order to move them through a continuum toward self sufficiency. The voluntary programs have shown that when businesses are educated and coached to more effectively manage their own workplace safety and health programs, they will come to a point where employees and management work together to make safe production and continuous improvement part of their culture.

One of the most important aspects of the voluntary programs, and the cornerstone of their success, is that they require meaningful employee involvement. The OSHA Voluntary Protection Program (VPP) and their Safety and Health Achievement Recognition Program (SHARP) require that all employees, from hourly personnel to senior management, have a voice and participation in their safety programs. The voluntary programs have encouraged and helped many companies to actively involve employees in workplace safety and health, to the point where such safety programs no longer belong to management, they belong to and are driven by all employees at the worksite, effectively giving those companies safety people at all levels of the organization.

Are companies in the voluntary programs perfect? Absolutely not, but they are actively working toward becoming safer, more efficient and more profitable. They are showing other companies that safety and health can be managed effectively and profitably. They lead by their example.

I have been fortunate enough to have been associated with many companies participating in the Voluntary Protection Program. Over that association, I have witnessed significant and phenomenal growth in companies that choose to pursue SHARP and/or VPP status. The Voluntary Compliance Programs provide these companies with proven roadmaps and guidance so they can transform haphazard safety and health management systems into exemplary programs. The VPP companies provide real benefit to OSHA. The benefits are in the form of mentoring and outreach activities with other sites and with local communities. The VPP sites expect all companies contracting with them to step up to their level of safety protection, then provide other companies with assistance to help them achieve success as well. This mentoring, networking and contracting causes other, non-VPP facilities to improve their own safety programs in a grass root sort of way, from the ground up.

I strongly believe that safety and health in the workplace requires the careful balance of both enforcement methods and cooperative programs. The OSHA enforcement model works well for employers who are trying to get by with minimal efforts. That model will never get our nation's workplaces to the levels of health and safety we need. Those companies that want to do the right thing and protect their employees NEED to have a model and an example they can follow. Since 1982, the VPP has been that model.
The current administration and leadership within federal OSHA have determined the course of action is to bring back a strong enforcement element, and policy is being made to move in that direction. Strong enforcement is a good thing, but not when the trade-off is a weakening of the very successful Voluntary Compliance programs. The Voluntary Compliance Programs add value to workplace safety and health by encouraging worksites to go beyond mere compliance.

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By Mark E. Hurliman, CSHM

**ISO 45001**

This whitepaper is a great update on the ISO standard under revision. Understanding that BSI (British Standards Institute) focuses mainly on the ISO standards relating to personal certification so their interpretation may differ from some other organizations

Overall a very good update on the progress of the update.

**ISO 45001 Whitepaper**