

VPP

The Voluntary Protection Program

*The Path Towards an Incident-free Workplace
the New York District*

Randall G. Hintz
Chief, Operations Support Branch
U.S. Army Corps of Engineers, New York

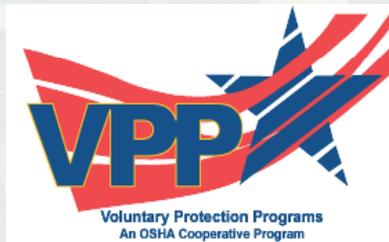


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VPP Background

- In 1982, the Occupational Safety and Health Administration (OSHA) developed VPP to recognize and promote effective worksite-based safety and health management systems.
- In 1998, Federal worksites became eligible for VPP



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The Vision of VPP

The Voluntary Protection Program (VPP) promotes effective worksite-based safety and health. In the VPP, management, labor, and OSHA establish cooperative relationships at workplaces that have implemented a comprehensive safety and health management system. Approval into VPP is OSHA's official recognition of the outstanding efforts of employers and employees who have achieved exemplary occupational safety and health.



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VPP Benefits

- Improved Safety and Health for workers
- Improved morale and workplace productivity
- Fewer reportable/recordable injuries and illnesses
- Lower worker's compensation costs
- Positive return on investment
- OSHA validation/recognition of Safety Program excellence



The VPP Process

VPP is a process, a culture, not an inspection.



The 4 main elements of VPP are:

- ▶ Management Leadership and Employee Involvement
- ▶ Work Site Analysis
- ▶ Hazard Prevention and Control
- ▶ Safety and Health Training



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The First Steps To Implementing VPP

- **Management Leadership and Employee Involvement**
 - ▶ Begin demonstrating visible, serious, and committed safety and health leadership by publicly accepting ultimate responsibility for safety and health in the total site and taking other appropriate actions to begin developing a culture, creating systems, and establishing policies and procedures that support a safe and healthy work environment in the total site.
- **Worksite Analysis**
 - ▶ Begin to develop a system for identifying basic and unforeseen safety and health hazards, evaluating their risks, prioritizing them, and recommending methods to eliminate or control hazards to an acceptable level of risk.
- **Hazard Prevention and Control**
 - ▶ Begin to develop systems to prevent and control hazards in the total site.
- **Safety and Health Training**
 - ▶ Begin to provide training to safety and health and other staff to help them acquire the knowledge and skills they need to perform their safety and health responsibilities in the total site.
- **Documentation**
 - ▶ The Challenge participant must be able to submit documentation, at least in draft form, that demonstrates the desired outcomes and required actions for this Stage. It is understood that documents may be "live" and may continue to change and improve over time. It is up to the participant to maintain adequate documentation.



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Why Change?

- Developing a solid safety and health culture will impact your workplace by progressively moving from reactive to preventive behaviors
- More than any other process, the culture of a workplace has the single greatest impact on injury and illness experience



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Why Change?

- VPP sites have proven over time that the costs of unsafe and unhealthy behaviors can no longer be ignored.
- Workplace behaviors impact behaviors in other areas such as:
 - Productivity and Morale
 - Management & Employee relations
 - Turnover rates
 - Off-the-job activities at home, and in the community.



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The VPP Process

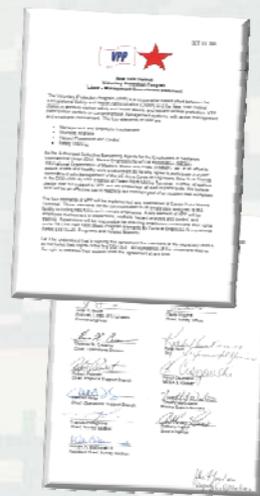
- VPP Cx Completes Safety & Health Management Survey
- VPP Cx Briefs Management
- VPP Cx Sets up EVPP Tool with specific tasks to meet VPP Goals
- VPP Cx conducts facility orientation session
- Management executes Action Plan
 - ▶ Establish Steering Committee with Management, Labor and Union Representation
 - ▶ Establish Employee Driven Safety Committees

 **GOAL: Star Status in 3-years**



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Labor - Management Commitment



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USACE Caven Point Marine Terminal

- The Caven Point Marine Terminal, located in Jersey City, NJ, is a satellite field office of the New York District Operations Division and serves as the base of logistical operations for the New York Harbor Drift and Survey missions.
- The Caven Point facility is 6.78 square acres and has a daily on-site work force of over 87 employees both Federal and non-Federal.
- The facility is responsible for the daily operation and maintenance of 18 floating plant vessels ranging from a 17 ft. survey vessel to a 124 ft. drift collection vessel.



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Caven Point VPP Milestones

- Safety and Health Management Survey completed 6-Jan-09
- VPP Cx Management Brief 8-Sep-09
- VPP Cx Orientation / Kick-off Meeting 9-Sep-09
- Labor – Management Commitment Signed 6-Oct-09
- VVP Steering Committee Charter Signed 12-Dec-10
- Employee Driven Safety Committee Established 14-Jan-10



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Keys to VPP Success



- Involve workers in finding hazards and making decisions:
 - ▶ They know where the hazards are.
 - ▶ They know what works for them, and what doesn't.
- Union support
- Empower everyone to see, report, and act.
- Pursue systematic continuous improvement.



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Keys to VPP Success



- Looking at Safety and Health in a different way
 - ▶ It's not a program, it's a core value.
 - ▶ It's not just meeting requirements - it's eliminating hazards.
 - ▶ "We don't do it until we can do it safely."



- Managers are committed to worker safety.



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VPP Benefits

- Improved safety and health for workers
 - ▶ Average injury/illness rates of VPP Star sites are **52% below** those of their industry peers.
- Cost savings
 - ▶ Lost time and property
 - ▶ Disruption and lost productivity
 - ▶ Medical treatment
 - ▶ Workers compensation.
- Improved morale and productivity.



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The EVPP Tool



[Login](#) | [Logout](#)

Main Menu

- [System Admin Instructions](#)
- [Register Admin User](#)
- [Register Gap User](#)
- [Approve Accounts](#)
- [Award Star Status](#)
- [Manage Installations](#)
- [Manage Major Commands](#)
- [List Declined Accounts](#)
- [List All Users](#)
- [List Admin Users](#)
- [List Site Feedback](#)
- [System Configuration](#)
- [Manage Folders and Files](#)
- [Gap Tool](#)

Electronic Voluntary Protection Program (e-VPP) On-line Application Function

Welcome to the DoD Voluntary Protection Program Center of Excellence's Electronic VPP application (DoD VPP CX e-VPP). The e-VPP represents a convenient and easy to use tool for interested installations to prepare, manage, and submit documentation related to the Department's Voluntary Protection Program, such as an initial application, annual program evaluation, best practices information, and outreach/awareness activities. The on-line application function incorporates several features that will greatly simplify your application preparation and submittal process:

[View Release Notes](#) UPDATED

- Online completion and submission capability
- Incorporates an "update" feature for saving each session's information allowing the user to complete the application over a period of time
- Enables portal creation for users coupled with a secure socket layer capability. This allows the Installation Coordinator to create a unique installation identifier and personal password
- Capability for DoD-VPP Installation Coordinator to assign responsibility for completing application elements or sub-elements to other individuals. Provides overall project status charts for easy tracking of progress on assignments.
- Standardized application format with accompanying guidelines for each sub-element
- Screen enlarge feature for ease of information entry
- Convenient uploading feature for files and URL addresses relative to each sub-element. Provides capability for easy administrative management (e.g., editing, deleting, or updating functions) of uploaded information
- Built-in calculator for computing record-keeping statistics
- Editing capability before final submission
- Automatic e-mail alerts from applicant installations and reviewing offices which includes capability to reply to comments and/or append additional material
- Dated action tracking history
- Application printing feature
- Easy to access help menus for each section

This site is best viewed in



Internet Explorer
6 & 7

Lessons Learned

- Leadership / Employee Involvement
 - ▶ Lock-in Leadership commitment before expending valuable resources.
 - ▶ Identify strategic opportunities for key leaders to visibly demonstrate active involvement.
 - ▶ Employee Safety Committees must be supported by upper management .
 - ▶ Get Union Leadership on the team early in process.
 - ▶ Get employees involved early in the process.
 - ▶ Saturate employees with VPP and Safety knowledge.
 - ▶ Keep reinforcing VPP program with supervisors and employees.
 - ▶ Identify key staff that have VPP as a major job responsibility.



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Lessons Learned

- Systematic implementation starts with management and employee orientation on VPP.
- Identify short term achievable goals to maintain momentum (use Action Plan to guide approach)



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Helpful Web Sites



OSHA

Voluntary Protection Programs

<http://www.osha.gov/dcsp/vpp/index.html>



DoD VPP Center of Expertise

<http://www.vppcx.org/>



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Any Questions?



Randall G. Hintz
Chief, Operations Support Branch
U..S. Army Corps of Engineers, New York
(917) 790-8550
Randall.G.Hintz@usace.army.mil



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