

# INJURY & ILLNESS PREVENTION PROGRAM



**VALLEY REGIONAL OCCUPATIONAL PROGRAM**

*Revised: January 2019*

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## **Introduction**

The Injury & Illness Prevention Program (IIPP) is established to provide a framework for the VALLEY REGIONAL OCCUPATIONAL PROGRAM to ensure a safe and healthy work environment for all of its employees. The purpose of this manual is to provide information necessary to communicate the elements of the Injury and Illness Prevention Program. All employees of the VALLEY REGIONAL OCCUPATIONAL PROGRAM are governed by the procedures outlined in this manual, unless otherwise stipulated.

The goal of the program is to eliminate occupational injuries and illnesses. This program has been developed and implemented as required under the California Code of Regulations, Title 8, Chapter 4, Subchapter 7, Section 3203.

The SUPERINTENDENT is responsible for the implementation and coordination of the Injury and Illness Prevention Program. This plan will be reviewed annually and revised as necessary. The master copy of this IIPP can be found in the SUPERINTENDENT's office at the District Office. Copies of the IIPP will be available at each district location and in the Teacher's Resources section of the website.

The IIPP will include the following topics: Responsibilities, Compliance, Communication, Hazard Assessment, Hazard Correction, Accident/Injury Investigation, Training/Instruction, and Recordkeeping.

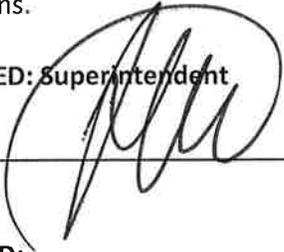
# Responsibility

## The Superintendent Designation Form

The SUPERINTENDENT is the person responsible for implementing the VALLEY REGIONAL OCCUPATIONAL PROGRAM'S Injury and Illness Prevention Program.

The SUPERINTENDENT is responsible for occupational safety and health, and will assure that the VALLEY REGIONAL OCCUPATIONAL PROGRAM provides employees with a safe and healthy workplace, which complies with all Cal/OSHA and other applicable health and safety standards and regulations.

APPROVED: Superintendent

 \_\_\_\_\_

Date 2/7/19

ACCEPTED:

\_\_\_\_\_ Date \_\_\_\_\_

## The Superintendent

The SUPERINTENDENT will serve as the Injury & Illness Prevention Program Coordinator/Safety Officer for the VALLEY REGIONAL OCCUPATIONAL PROGRAM. The Injury & Illness Prevention Program Coordinator/Safety Officer is responsible for implementing and maintaining the following aspects of the safety program:

1. Coordinating all risk control activities
2. Maintaining, evaluating, and revising the Injury & Illness Prevention Program
3. Providing advice and guidance to VALLEY REGIONAL OCCUPATIONAL PROGRAM management and supervisors
4. Communicating safety objectives
5. Developing and/or assisting in the development of employee training programs
6. Reviewing all accident reports and investigations
7. Serving as liaison between management and outside safety agencies
8. Maintaining records as prescribed by the Recordkeeping Section of the Injury & Illness Prevention Program

## Supervisor Responsibilities

VALLEY REGIONAL OCCUPATIONAL PROGRAM's Supervisors are responsible, where appropriate, for specific elements of the Injury and Illness Prevention Program. Supervisors play an integral role within the Injury & Illness Prevention Program. Supervisors are in constant and direct contact with their employees and can greatly influence safety attitudes and practices. It is essential that the Supervisors set the example for employees in regards to safety responsibilities. There are several specific responsibilities for Supervisors:

1. Managing the injury prevention efforts in their area of responsibility
2. Providing the necessary means of ensuring a safe and healthy work environment for their staff
3. Providing employees with safety training and job instruction
4. Providing written documentation of employee training and instruction for employees in their area of responsibility
5. Providing a planned safety meeting or "safety talk" program
6. Ensuring compliance with applicable federal, state, and local safety codes. Cal/OSHA safety regulations can be found in the California Code of Regulations, Title 8, by applicable topic. These regulations can be accessed via the Internet at [www.ccr.oal.ca.gov](http://www.ccr.oal.ca.gov) or [www.dir.ca.gov](http://www.dir.ca.gov). The JPA Risk Manager may be contacted as a resource for compliance based inquiries
7. Conducting Accident/Injury Investigations
8. Taking any reasonable action necessary to prevent injuries when an immediate danger exists
9. Taking responsibility for the safety of all employees under their supervision and for any employee not under their supervision but in the supervisor's work area
10. Providing and maintaining a clean and hazard-free work area
11. Providing safety orientation and job instruction to supervised employees
12. Planning, conducting, and documenting safety evaluations in assigned areas of responsibility
13. Conducting safety observations of employee safe work practices
14. Developing and maintaining cooperative safety attitudes in employees through the application of approved methods or preventive and corrective discipline
15. Maintaining emergency readiness
16. Ensuring employees receive prompt medical treatment for all injuries
17. Ensuring employees are fit to work

## **Employee Responsibilities**

Employees are charged with adhering to the Injury & Illness Prevention Program as directed by management.

Employee responsibilities are listed below:

1. Adhering to all safety rules and operating procedures established by the VALLEY REGIONAL OCCUPATIONAL PROGRAM
2. Wearing appropriate personal protective equipment as required and provided by the VALLEY REGIONAL OCCUPATIONAL PROGRAM
3. Inspecting and maintaining equipment for proper and safe operation
4. Reporting all injuries immediately, including first aid only injuries
5. Encouraging other workers to work in a safe manner
6. Reporting all observed unsafe acts and conditions to their supervisor
7. Reporting to work in an acceptable condition and not under the influence of alcohol or drugs

## **Compliance**

### **Valley Regional Occupational Program Commitment**

The VALLEY REGIONAL OCCUPATIONAL PROGRAM is committed to providing all employees a safe and healthy work environment.

The VALLEY REGIONAL OCCUPATIONAL PROGRAM maintains an open door policy, allowing all employees to communicate any safety concerns without fear of repercussion.

Furthermore, the VALLEY REGIONAL OCCUPATIONAL PROGRAM is committed to providing full cooperation with any outside safety agency during the course of any inspection or audit.

### **Employee Compliance**

Occupational safety and health regulations and workplace practices are designed to reduce or eliminate occupational injuries and illnesses of employees. Employee compliance with all rules and regulations is essential to maintaining a safe and healthy workplace.

Employees that have displayed an outstanding commitment to safety may be recognized through an employee recognition program. Conversely, employees that violate any safety policy, procedure, rule and/or regulation may be subject to disciplinary action.

### **Disciplinary Action**

The VALLEY REGIONAL OCCUPATIONAL PROGRAM will utilize appropriate disciplinary action for employees who violate VALLEY REGIONAL OCCUPATIONAL PROGRAM safety policies, rules, and procedures, or for employees who require any counseling as a result of unsafe work practices.

## **Communication**

### **General Information**

The VALLEY REGIONAL OCCUPATIONAL PROGRAM recognizes that open, two-way communication between management and staff on health and safety issues is essential to an injury-free, productive workplace. The system of communication regarding safety and health at the VALLEY REGIONAL OCCUPATIONAL PROGRAM consists of many facets designed to facilitate a continuous flow of safety and health information between management and staff.

Managers and supervisors are responsible for communication with all employees about occupational safety and health issues in a manner or form readily understandable by all employees. Safety information will also be distributed or posted on a periodic basis.

Employees are encouraged to inform their managers and supervisors about workplace hazards without fear of reprisal.

### **Review of Injury & Illness Prevention Program**

The Injury & Illness Prevention Program is to be used as a reference source for safety information pertaining to the VALLEY REGIONAL OCCUPATIONAL PROGRAM Schools. All employees are entitled to review the contents of the Injury & Illness Prevention Program. Each site should have a copy of the program. The program should be kept at a location readily accessible to all employees.

All new employees will be informed of the program during orientation and where copies of the written plan are located. All employees will be notified of any revisions to the program as the revisions are made.

The Injury & Illness Prevention Program will be reviewed annually and revised as necessary.

Any employee who may have comments and/or suggestions is encouraged to provide feedback regarding the program to The SUPERINTENDENT for consideration.

# **Hazard Assessment**

## **General Information**

The detection of hazards in the workplace is essential in ensuring a safe work environment. Undetected and uncorrected safety hazards may cause accidents resulting in serious injury to employees. There are two major sources of unsafe conditions – normal wear and tear of equipment and employee actions.

Normal wear and tear is the constant process in which equipment and facilities deteriorate. Routine evaluations of equipment and areas can detect hazardous conditions before they cause injury.

Employee actions can contribute to unsafe conditions in several ways. Misused and abused equipment can be dangerous. Additionally, employees may leave their work area untidy, which can contribute to a dangerous environment.

Regular hazard identification and assessment can minimize the quantity and severity of hazards to which employees may become exposed. Safety Evaluations and Hazard Analysis are tools utilized by the VALLEY REGIONAL OCCUPATIONAL PROGRAM to identify hazards.

Periodic inspections are always performed according to the following schedule:

- When we initially established our IIPP.
- Whenever new substances, processes, procedures or equipment which present potential new hazards are introduced into our workplace.
- Whenever new, previously unidentified hazards are recognized.

## **Safety Walks**

Supervisors shall conduct safety walks quarterly in their area of responsibility. Supervisors are encouraged to continuously monitor their areas during the work day for safety hazards and report and safety concerns to the SUPERINTENDENT.

## **Safety Evaluations**

Supervisors shall conduct safety evaluations annually in areas where they are knowledgeable.

Safety evaluations must be documented. All documentation shall be forwarded to the SUPERINTENDENT.

The Supervisor, along with site staff will review all safety evaluations and initiate corrective action via the appropriate district's work order system.

The SUPERINTENDENT will also review the safety evaluations and investigate long-term solutions to recurring hazards.

## **Safety Inspections**

The VALLEY REGIONAL OCCUPATIONAL PROGRAM has site safety inspections conducted every three years via an outside consultant. Approximately six months after the conclusion of the inspection, a visit is paid to the district to obtain information regarding the status of priorities 1 and 2. Also, approximately 18 months after the three year inspection is conducted, middle school and high school industrial arts, ag, science, and art facilities are inspected again.

## **Hazard Reporting System**

It is the responsibility of all employees to report unsafe work conditions and practices to their appropriate supervisor or the SUPERINTENDENT. Employees may use the appropriate district's work order system to report unsafe work conditions or practices.

Employees may also use the *Report of Unsafe Condition or Hazard Form* to report unsafe work conditions and practices. Employees should forward the completed form to their supervisor for review and appropriate action. The *Report of Unsafe Condition or Hazard Form* may be obtained by contacting the SUPERINTENDENT, and can be submitted anonymously.

It is the policy of the VALLEY REGIONAL OCCUPATIONAL PROGRAM to prohibit employee reprisal for reporting unsafe/unhealthy work conditions and practices. Management personnel who are found in violation of this policy shall be held accountable.

Conversely, employees who have knowledge of an unsafe/unhealthy work condition or practice and who intentionally conceal this information will be in violation of VALLEY REGIONAL OCCUPATIONAL PROGRAM's policy.

The VALLEY REGIONAL OCCUPATIONAL PROGRAM is committed to conducting complete and thorough investigations of all reports of hazardous conditions. If conditions are determined to be hazardous, appropriate measures will be taken by the VALLEY REGIONAL OCCUPATIONAL PROGRAM to correct those conditions.

# **Hazard Correction**

## **Hazard Correction Responsibilities**

The correction of any identified hazards should be conducted immediately. Personnel at all levels of employment have responsibilities in hazard correction. All personnel should have an understanding of their role in hazard correction to effectively eliminate identified hazards.

### **The Superintendent**

The SUPERINTENDENT is responsible for allocating appropriate resources and funding for the correction of unsafe/unhealthy work conditions or practices.

The SUPERINTENDENT is responsible for immediately initiating corrections to any hazard that has come to his/her attention.

Any safety-related work requests should be given the highest priority to ensure prompt correction.

The SUPERINTENDENT will follow up on corrective activity for all reports of unsafe or unhealthy conditions.

The SUPERINTENDENT will review all reports of unsafe/unhealthy work conditions on a monthly basis to determine the development of any patterns.

### **Supervisors**

Upon the identification of an unsafe/unhealthy work condition or practice, the Supervisors will initiate the appropriate corrective action by way of a work order or communication with the appropriate department.

Supervisors are responsible for identifying and controlling access to a hazard and to prevent further danger to employees and the public, as well as notifying the necessary persons responsible for taking required action to correct the hazard.

Supervisors have the responsibility of investigating and determining the root cause of any unsafe condition. Any source of hazard that is beyond the ability of the Supervisor to correct should be immediately reported to the SUPERINTENDENT.

Supervisors are also responsible for taking temporary precautions until corrections can be made. Supervisors shall provide a status report to the SUPERINTENDENT when a temporary correction has been made.

### **Employees**

All Employees are responsible for taking appropriate action to correct unsafe and unhealthy working conditions by immediately notifying appropriate management personnel of the conditions.

## **Hazard Correction Follow-Up**

Whenever any report of an unsafe or unhealthy condition has been made, follow-up is essential to ensure that proper corrections are being or have been made. Persons of responsibility should conduct the necessary follow-up. Persons initiating a Report of Unsafe Condition or Hazard should follow up with their supervisors regarding the status of corrections.

Any unnecessary delays in hazard correction should be investigated by Supervisors and reported to the SUPERINTENDENT.

In the event an unreasonable delay in correcting safety hazards occurs, the SUPERINTENDENT should inquire with the necessary personnel the status of the work and report any pertinent information back to the Supervisor.

Once a reported hazard has been corrected, Supervisors should conduct a safety evaluation to ensure that the hazard has been completely eliminated.

Access should only be permitted upon the approval of the persons responsible for the area.

# Accident Investigation

## Supervisor Accident Investigation

It is the responsibility of the immediate supervisor to investigate all injuries (or near misses) and report on the VALLEY REGIONAL OCCUPATIONAL PROGRAM'S *Supervisor's Report of Injury or Illness*. Supervisors will retain a copy and supply a separate copy to the appropriate department. These reports are subject to review by the SUPERINTENDENT.

Procedures for investigating employee injuries include:

- 1. Visiting the accident scene as soon as possible.**  
This will allow the supervisor to see the scene of the accident before any alterations to the scene can be made. It also allows the supervisor to be visible and available to Employees in the area.
- 2. Interviewing injured workers and witnesses.**  
Several points of view may be helpful in determining the actual cause of an accident. Always include statements in the accident investigation report.
- 3. Examining the workplace for factors associated with the accident.**  
It is essential to inspect the scene of the accident to determine if any hazards are present that may cause future accidents.
- 4. Determining the cause of the accident.**  
Understanding the root cause of an accident will allow management to develop measures to prevent similar accidents from recurring. Determining the root cause of an incident may be a difficult or arduous task. A diligent investigation will allow management to understand the root cause.
- 5. Taking corrective action to prevent the accident from recurring.**  
Immediate and complete corrective action is essential.
- 6. Documenting the findings and corrective actions taken by completing Supervisor's Accident Investigation Report.**  
Attach all necessary information to the investigation report.

The SUPERINTENDENT is responsible for maintaining all accident investigation reports and ensuring that a copy of the report is forwarded to the appropriate department.

## **Outside Agency Investigation**

Serious injuries and fatalities may be investigated by agencies outside of the VALLEY REGIONAL OCCUPATIONAL PROGRAM in addition to any internal investigation. Insurance agencies, as well as Cal/OSHA, fire departments, law enforcement agencies, and the VALLEY REGIONAL OCCUPATIONAL PROGRAM attorney may desire to investigate serious accidents and fatalities.

The VALLEY REGIONAL OCCUPATIONAL PROGRAM will cooperate with and assist outside agencies during the course of these investigations.

## **Reports to Cal-OSHA**

Serious and fatal injuries are to be immediately reported to Cal/OSHA by the SUPERINTENDENT or Workers' Compensation Coordinator. Immediately means as soon as practically possible but not longer than 8 hours after the VALLEY REGIONAL OCCUPATIONAL PROGRAM knows or with diligent inquiry would have known of the death, serious injury, or illness. If the VALLEY REGIONAL OCCUPATIONAL PROGRAM can demonstrate that exigent circumstances exist, the time frame for the report may be made no longer than 8 hours after the incident.

Serious injuries warranting Cal/OSHA notification include injuries that occur in a place of employment or in connection with any employment which requires inpatient hospitalization for a period in excess of 24 hours for other than medical observation, or in which an employee suffers a loss of any member of the body or suffers any serious degree of permanent disfigurement.

When making such report, the SUPERINTENDENT or designee shall include the following information, if available:

- (1) The time and date of the accident or event
- (2) The VALLEY REGIONAL OCCUPATIONAL PROGRAM Schools' name, address, and telephone number
- (3) The name and job title of the person reporting the accident or event
- (4) The address of the site of the accident or event
- (5) The name of person to contact at the site of the accident or event.
- (6) The name(s) and address(es) of any injured employee(s)
- (7) The nature of the injury
- (8) The location where injured employee(s) was/were moved to
- (9) The identities of other law enforcement agencies present at the site of the accident or event
- (10) A description of the accident or event and whether the accident/event scene or instrumentality has been altered

## **Training & Instruction**

### **Training Programs**

The VALLEY REGIONAL OCCUPATIONAL PROGRAM is committed to providing all necessary safety training to its employees. Safety training programs are necessary for the VALLEY REGIONAL OCCUPATIONAL PROGRAM to communicate to employees the hazards associated with their positions and safe work practices necessary to mitigate those hazards.

Training will be communicated through a number of ways: dialog between trainer and trainee, online courses, safety videos or DVDs, safety literature, hands-on examples, on-the-job training, seminars, and workshops.

Communication during training sessions should be two-way to ensure that employees understand their training and are afforded the opportunity to ask questions to clarify any information they may not understand initially.

The SUPERINTENDENT will periodically review the effectiveness of specific training programs and recommendations will be communicated to the necessary personnel or agencies conducting the training.

### **Initial Job Instruction**

Initial job instruction (or job position safety orientation) refers to the on-the-job training given to new employees to prepare them to do a specific job. It covers such topics as general hazards, cleanliness and housekeeping responsibilities, and appropriate general safety rules. This type of safety training is an initial effort to generally acquaint employees with what they will need to know to perform their new positions safely.

Whether the employee is a new hire or a transfer from area position, safety training is essential.

When Employees move to new occupations, they are confronted with an entirely new workstation and a new set of safety hazards.

## **Pre-Job Safety Instructions for Hazardous Jobs**

For hazardous jobs, it is advisable to cover the major job hazards with pre-job safety instructions. These are overviewed in an employee-specific orientation for hazardous operations. During this orientation, the employee's supervisor will cover specific hazards of the job and necessary precautions.

Information to be included during this type of training should include, but not be limited to:

- Safety equipment and personal protective equipment requirements
- Potential exposure to toxic materials
- Emergency procedures
- Physical hazards associated with the work area

## **Safety Talks**

### **Planned Safety Talks**

Planned safety talks are one of several supervision tools for ongoing safety instructions designed to increase awareness of hazards, safe job procedures, and critical safety rules. These are designed to be short five to ten minute instructional talks between the first line supervisor and one or more employees. The subject of each talk is a specific topic like a safety rule or a particular hazard that is in need of emphasis. Supervisors should conduct these safety talks.

Planned safety talks should be used whenever a new substance, process, procedure, or piece of equipment presenting a new hazard is introduced and whenever a supervisor becomes aware of a new or previously unrecognized hazard. If a new substance, process, procedure or piece of equipment presenting a new hazard is not introduced, supervisors may schedule regular safety talks at a frequency that best suits the operations of the department or affected employees.

### **Correctional Safety Talks**

When an employee is observed working in an unsafe manner, it is the responsibility of the supervisor to correct the employee in a manner appropriate to the facts of the case.

## **Recordkeeping**

There are several forms of documentation that must be retained for recordkeeping purposes:

### **Safety Evaluation Documentation**

- Safety evaluation documentation will be maintained by the SUPERINTENDENT and/or Supervisor
- Safety evaluation documentation should include the name(s) of the person(s) conducting the evaluation
- Safety evaluation documentation should include any unsafe conditions or work practices
- Safety evaluation documentation should include corrective actions
- Safety evaluation documentation should be maintained for no less than three (3) years

### **Safety Training Documentation**

- The SUPERINTENDENT or designee will maintain safety training documentation for a period of no less than three (3) years
- Safety training documentation should include the employee's name, training dates, type of training, and training providers
- Safety training documentation is available in the SUPERINTENDENT'S office or via the District's Online Training Resource

### **Employee Injury Reports/Supervisor Accident Investigation Reports**

- The SUPERINTENDENT will maintain Supervisor Accident Investigation Reports
- Copies of Supervisor Accident Investigation Reports will be maintained in the injured employee's personnel file
- Copies of Supervisor Accident Investigation Reports shall remain in the injured employee's file for the duration of his or her employment

# Appendix

## Report of Unsafe Condition or Hazard Form

Note: All workplace safety concerns communicated to your management team are strictly confidential. Under no circumstances shall the employee be reprimanded or be retaliated against for making the District aware of any safety hazard.

Name Hazard:

Location of Hazard

How Can This Hazard Be Corrected?

Name (Optional) \_\_\_\_\_ Date: \_\_\_\_\_

## **Employee First Notice Reporting Process**

The District will be implementing a new process for reporting work related injuries. Please follow the new process below for all work related injuries or illnesses.

1. Report all on-the-job injuries or illnesses, whether you go to the doctor or not. Immediately call (Toll-Free) 1-844-752-0415.
2. Notify your supervisor immediately. Follow your department procedures.
3. You must submit a work status report to your supervisor after you go to a Medical Provider Network (MPN) Clinic or Physician.
4. After the initial medical appointment, future appointments should be scheduled not to conflict with your work schedule.
5. The FCSIG Workers' Compensation Claims Administrator is TRISTAR Risk Management. For follow-up information on your claim, call (559) 432-1260.
6. LIFE- OR LIMB-THREATENING EMERGENCIES: Call 911 or go to the nearest medical facility. Immediately notify your supervisor. Supervisor or designee will report injury to (Toll-Free) 1-844-752-0415.
7. For NON-LIFE-THREATENING EMERGENCIES and AFTER HOURS CARE, go to the closest hospital. Follow-up care must be provided by one of the designated providers.

## Supervisor's Report Of Injury Or Illness

Return this form and the Employee's Report of Injury or Illness to the departmental safety officer

Employee's name \_\_\_\_\_ Social Security Number \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Job position/title \_\_\_\_\_ Supervisor's name \_\_\_\_\_

Date and time of injury or illness \_\_\_\_\_ Location \_\_\_\_\_

Task being performed when injury occurred \_\_\_\_\_

\_\_\_\_\_

Date and time injury was reported to you \_\_\_\_\_

Name(s) of witness(es) \_\_\_\_\_

\_\_\_\_\_

Accident resulted in: Injury \_\_\_\_\_ Fatality \_\_\_\_\_ Property damage \_\_\_\_\_

First aid given? \_\_\_\_\_ Medical treatment required? \_\_\_\_\_ Workdays lost \_\_\_\_\_

Describe how the injury or illness occurred:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What actions, events, or conditions contributed most directly to this injury or illness?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Could anything be done to prevent occurrence of this type? If so, what?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Supervisor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Safety Officer

\_\_\_\_\_  
Date

Comments:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Basic Rules For Accident Investigation

- The purpose of an investigation is to find the cause of an accident and prevent further occurrences, not to fix the blame. An unbiased approach is necessary to obtain objective findings.
- Visit the accident scene as soon as possible while the facts are fresh and before witnesses forget important details.
- If possible, interview the injured worker at the scene of the accident and “walk” him or her through a re-enactment.
- All interviews should be conducted as privately as possible. Interview witnesses one at a time. Talk with anyone who has knowledge of the accident, even if they did not actually witness it.
- Consider taking signed statements in cases where facts are unclear or there is an element of controversy.
- Document details graphically. Use sketches, diagrams, and photos as needed, and take measurements if appropriate.
- Focus on causes and hazards. Develop an analysis of what happened, how it happened, and how it could be prevented. Determine what caused the accident itself, not just the injury.
- Every investigation should include an action plan. How will you prevent such accidents in the future?
- If a third party or defective product contributed to the accident, save any evidence. It could be critical to the recovery of claims costs.

Every employer shall report immediately (within 24 hours) by telephone or telegraph to the nearest District Office of the Division of Occupational Safety and Health any serious injury or illness, or death of an employee occurring in a place of employment or in connection with any employment (see Cal. Code Reg., tit. 8, § 342)

