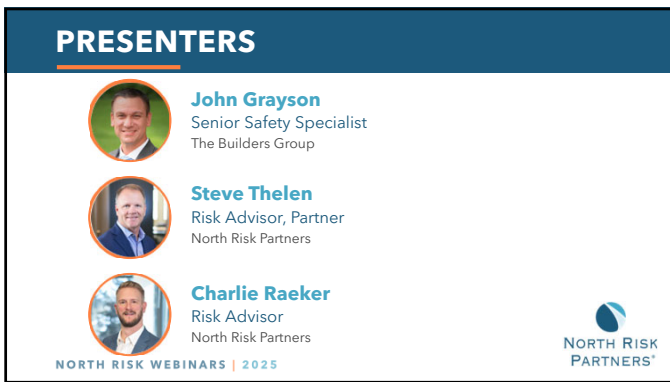
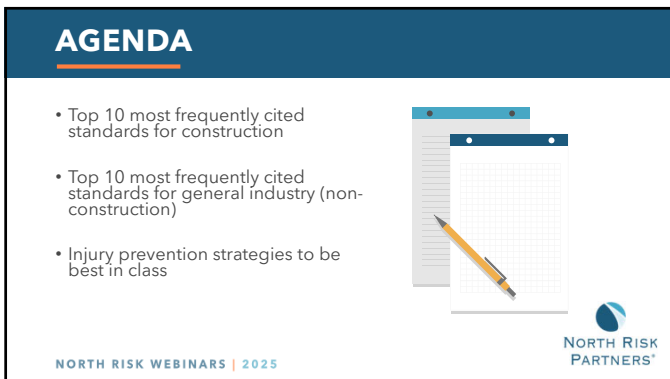




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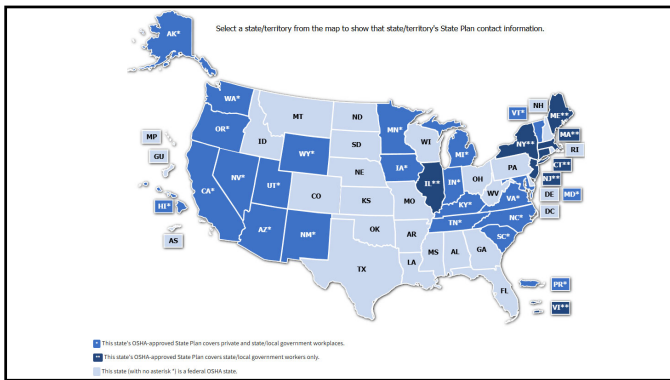
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BEST IN CLASS COMPLIANCE DOES NOT ALWAYS EQUATE TO BEST IN CLASS INJURY PREVENTION

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4



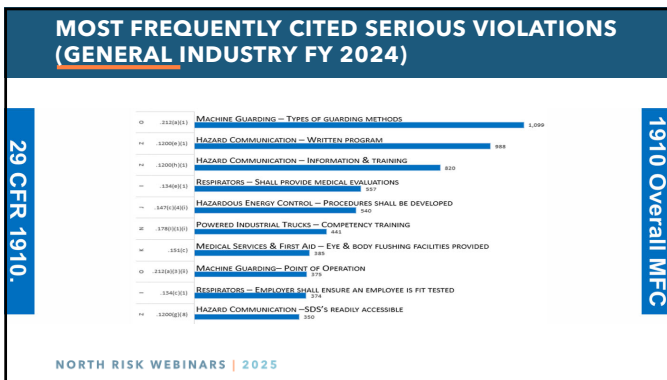
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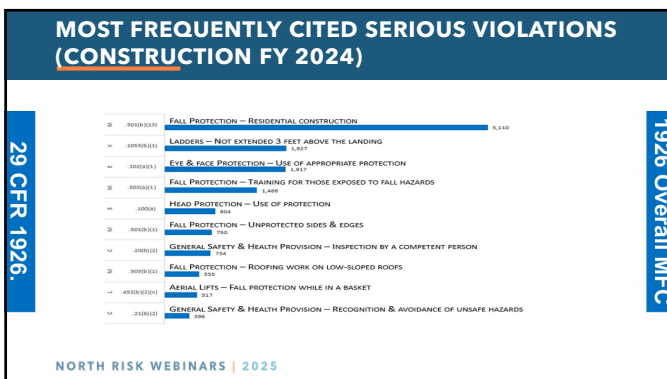
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9

WHAT WILL HELP YOU HAVE YOUR BEST OUTCOMES WITH OSHA?

- Formalize your safety programs according to what you do
 - Customize them - do not present a template program
- Prepare for an inspection
 - OSHA 300 logs, training documentation, inspection documentation, procedures
- Use the OSHA logs to pinpoint issues/areas and show progress
- Utilize OSHA consultation if your state offers it
- Try not to be adversarial, but you can defend your practices

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10

REPORT A FATALITY OR SEVERE INJURY

- All employers are **required to notify OSHA** when an employee is killed on the job or suffers a work-related hospitalization, amputation, or loss of an eye.
- A fatality must be reported within **8 hours**.
- An in-patient hospitalization, amputation, or eye loss must be reported within **24 hours**.

To Make a Report

- Call the nearest OSHA office.
- Call the OSHA 24-hour hotline at 1-800-321-6742 (OSHA).
- Report online.

Be prepared to supply: Business name; names of employees affected; location & time of the incident; brief description of the incident; contact person & phone number.

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Source: <https://www.osha.gov/report>

11

WHAT INJURY PREVENTION STRATEGIES LEAD TO SUCCESS?

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12

WHAT MOTIVATES YOUR ORGANIZATION TO INVEST IN WORKER SAFETY?

The #1 reason should be that safety is a **top value**—not priority—and you want the best for your employees as humans.



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13

SAFETY FOR OSHA COMPLIANCE

Minimum Standards
Always room to go above and beyond




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14

BE GOOD, NOT LUCKY

- Create formal programs that say what you do; then do what you say!
 - Safety training, onboarding, mentoring, procedures, policies, discipline, safety committees, inspections, rewards
 - Spend additional time coaching up your leaders



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15

A TRUE SAFETY CULTURE REQUIRES TOP-DOWN COMMITMENT

VALUES START FROM THE TOP!



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16

SAFETY DIRECTOR ENFORCEMENT VS. TRUE SAFETY CULTURE

Previous model:
Safety Director is in charge of hazard ID and write ups for safety

Effective model: Safety is the way we all do business as usual

- Supervisors are key
- Requires massive buy-in by employees
- Realize employees do not want to get hurt
 - But, do they believe in the steps to prevent injuries?
- Safety is sales!!!
- Kudos to workers who get it right!
- Get cultural feedback from employees - surveys and safety committees



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17

OTHER EFFECTIVE APPROACHES

 Worker recognition




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18




19

COACHING VS. DISCIPLINE

When a performance issue presents, what do you do?

- Retrain
- Monitor and discuss (endlessly)
- Document
- Evaluate
- Develop a PIP
- Change duties
- Discipline
- Terminate
- Nothing

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20

LEADING INDICATORS VS. LAGGING INDICATORS

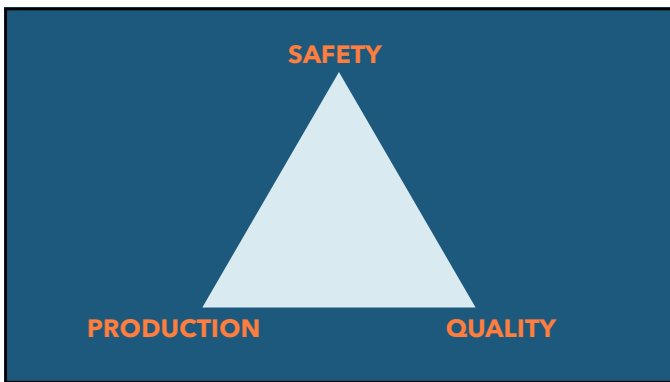
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21



22



23



24
