



NORTH RISK PARTNERS®

TOP 10 OSHA VIOLATIONS

JULY 2025

NORTH RISK WEBINARS | 2025

PRESENTERS



John Grayson

Senior Safety Specialist
The Builders Group



Steve Thelen

Risk Advisor, Partner
North Risk Partners



Charlie Raeker

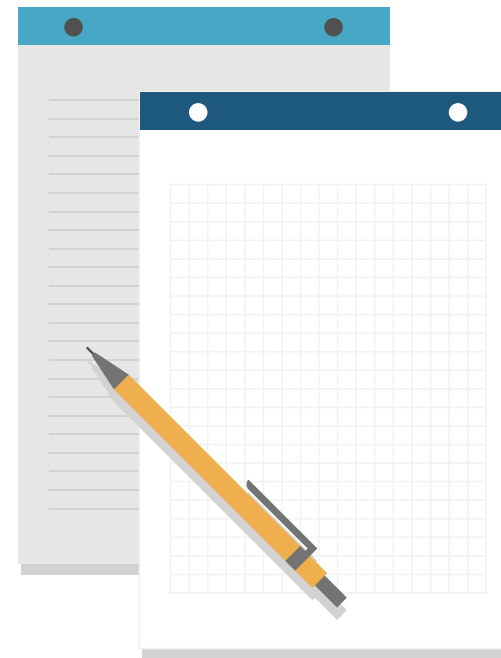
Risk Advisor
North Risk Partners

NORTH RISK WEBINARS | 2025



AGENDA

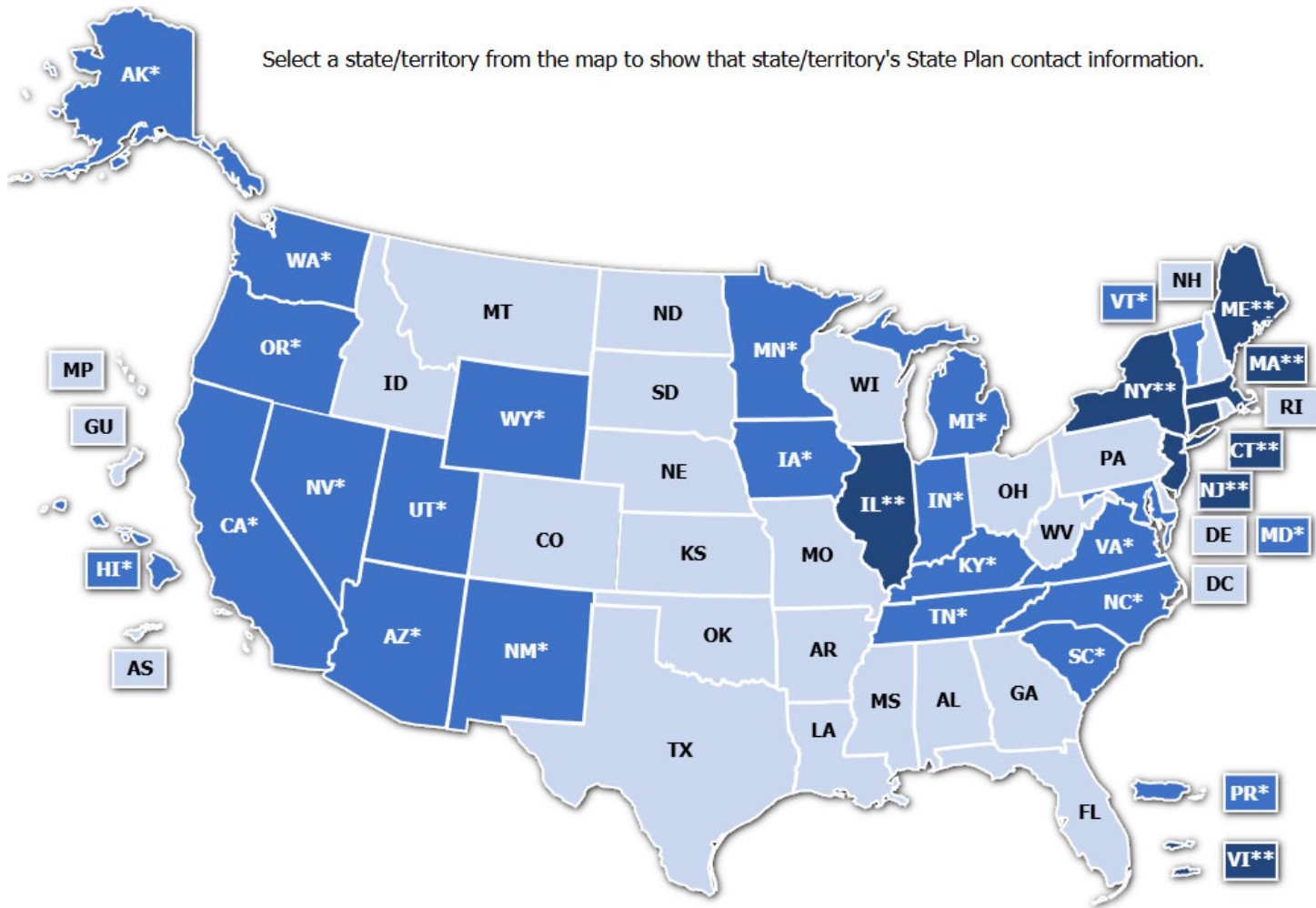
- Top 10 most frequently cited standards for construction
- Top 10 most frequently cited standards for general industry (non-construction)
- Injury prevention strategies to be best in class



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

NORTH RISK WEBINARS | 2025





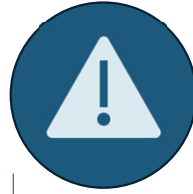
- This state's OSHA-approved State Plan covers private and state/local government workplaces.
- This state's OSHA-approved State Plan covers state/local government workers only.
- This state (with no asterisk *) is a federal OSHA state.

TOP 10 MOST CITED STANDARDS (1-5)

FY 2024



1 **Fall protection: General Requirements**
1926.501
7,036 Violations



2 **Hazard Communication**
1910.1200
3,277 Violations



3 **Control of Hazardous Energy (Lockout/Tagout)**
1910.147
2,967 Violations




4 **Ladders**
1926.1053
2,897 Violations



5 **Respiratory Protection**
1910.134
2,835 Violations

TOP 10 MOST CITED STANDARDS (6-10)

FY 2024



6 **Powered Industrial Trucks**
1910.178
2,604 Violations



7 **Fall Protection: Training Requirements**
1926.503
2,310 Violations



8 **Scaffolding**
1926.503
2,071 Violations

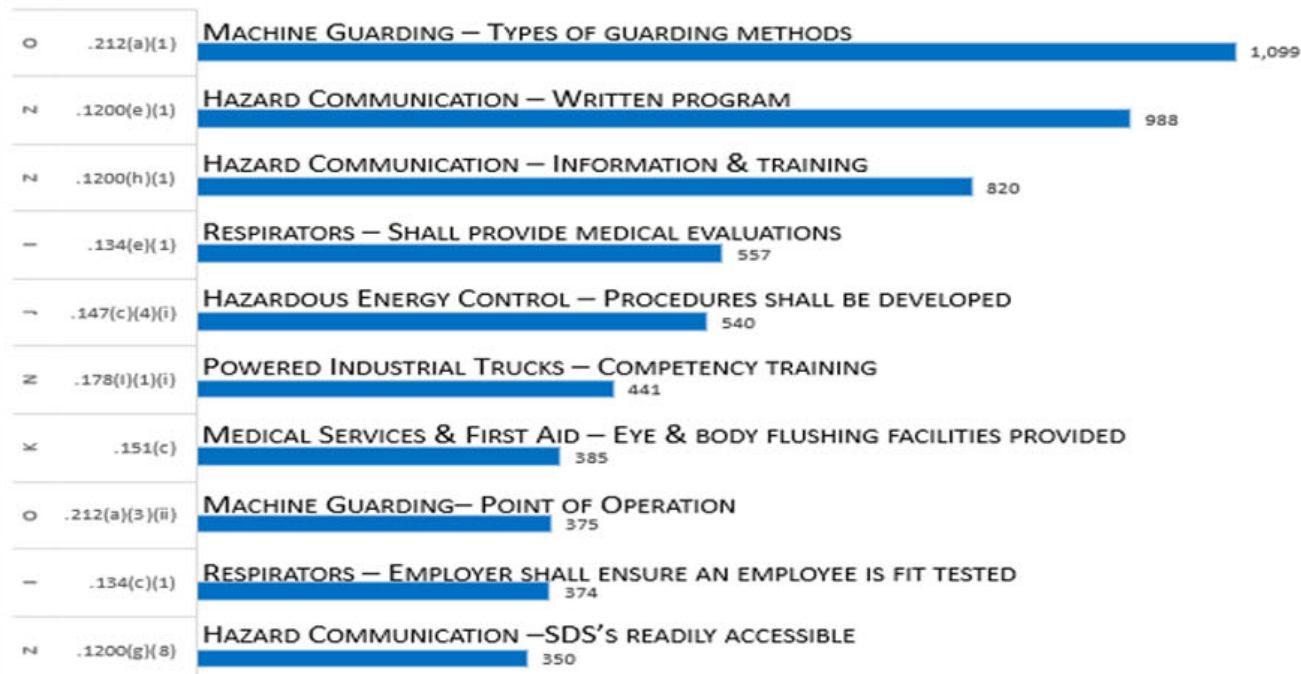


9 **Personal Protective & Lifesaving Equipment: Eye & Face Protection**
1926.102
2,007 Violations



10 **Machine Guarding**
1910.212
1,780 Violations

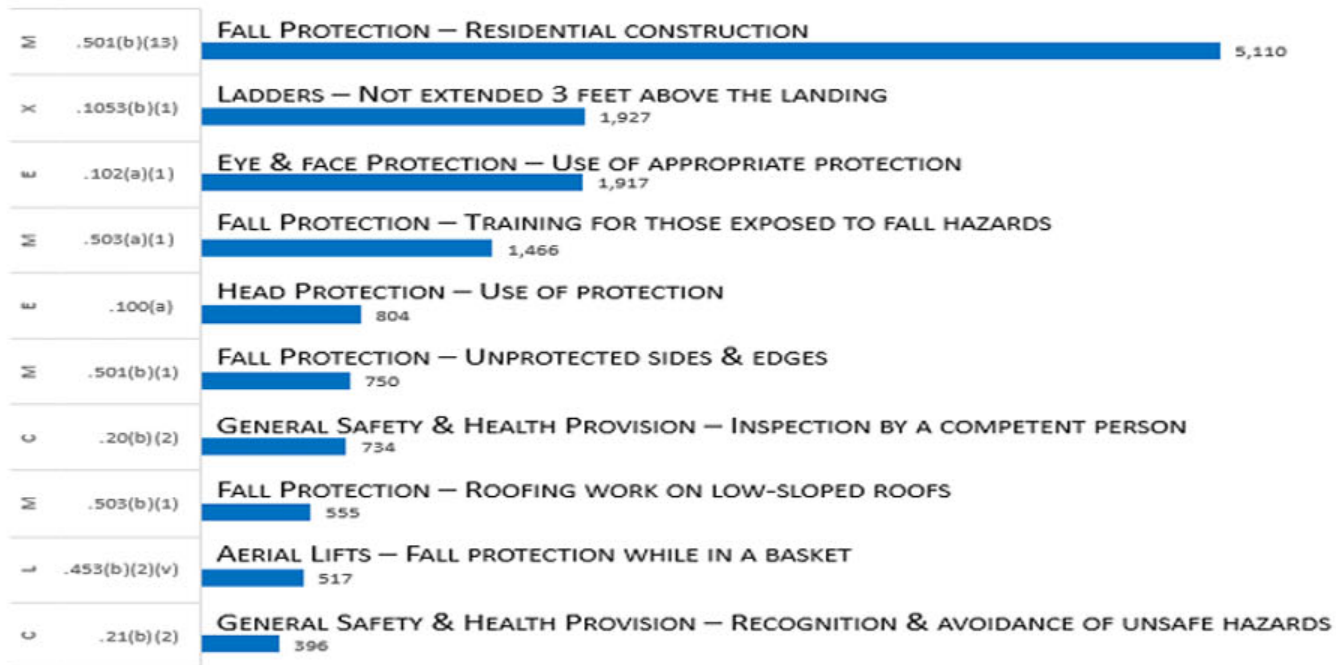
MOST FREQUENTLY CITED SERIOUS VIOLATIONS (GENERAL INDUSTRY FY 2024)



29 CFR 1910.

1910 Overall MFC

MOST FREQUENTLY CITED SERIOUS VIOLATIONS (CONSTRUCTION FY 2024)



29 CFR 1926.

1926 Overall MFC

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

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.

WHAT INJURY PREVENTION STRATEGIES LEAD TO SUCCESS?

NORTH RISK WEBINARS | 2025



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.



SAFETY FOR OSHA COMPLIANCE

Minimum Standards

Always room to go above and beyond

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

A TRUE SAFETY CULTURE REQUIRES TOP-DOWN COMMITMENT

VALUES START FROM THE TOP!

SAFETY DIRECTOR ENFORCEMENT VS. TRUE SAFETY CULTURE

Previous model:

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



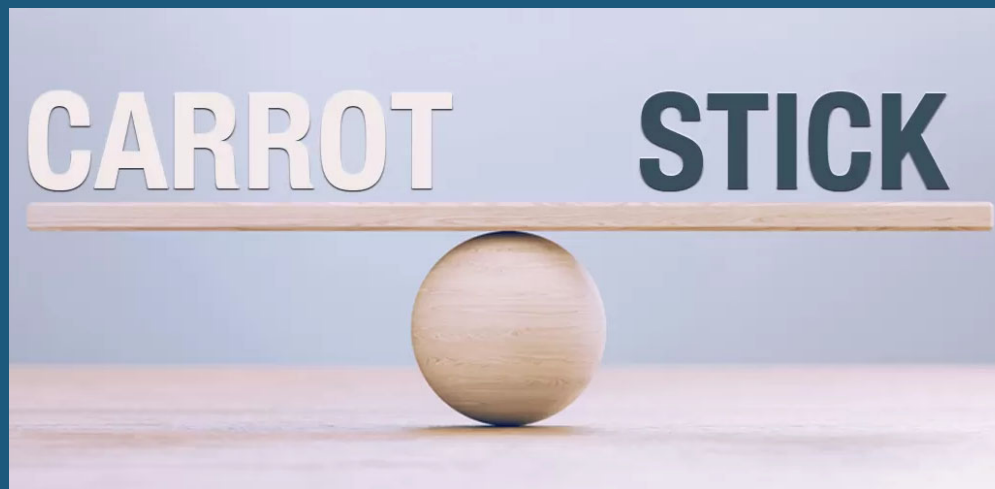
Effective model: Safety is the way we all do business as usual

- 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

OTHER EFFECTIVE APPROACHES



Worker recognition





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

LEADING INDICATORS VS. LAGGING INDICATORS

NORTH RISK WEBINARS | 2025



WHEN NO ONE ELSE IS LOOKING...

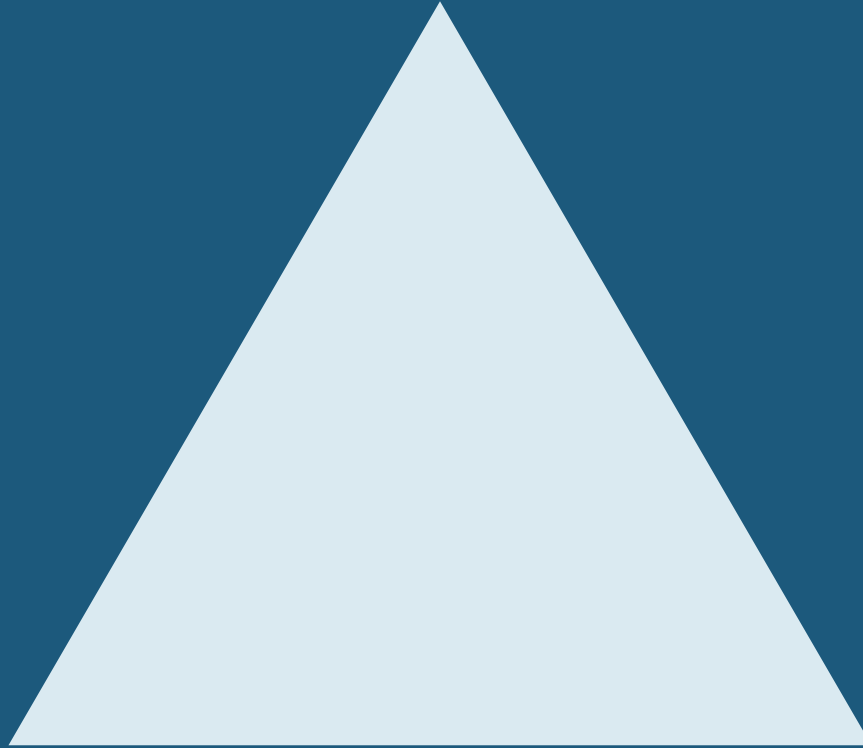
Do we have safety in mind?

Do our actions show that we work safely?

NORTH RISK WEBINARS | 2025



SAFETY



PRODUCTION

QUALITY

QUESTIONS?

