

# How to meet the challenge of greatly increased OSHA enforcement

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OSHA has announced a wide variety of initiatives to increase enforcement, which raises a natural question for any employer: What should I do to be ready?

So here are five key things to do to improve the safety of your workplace and to have the best result possible if and when OSHA does come calling.

## **Documentation**

Make sure that all your documentation is accurate and your written health and safety program is current. It should reflect all of OSHA's current requirements. Any internal inspections it calls for should have taken place.

In addition make sure your injuries and illnesses are accurately recorded and classified in your OSHA log.

This is vital as OSHA has put extra focus on recordkeeping.

## **Training**

Make sure you have conducted all training required under your program and by federal regulation. That could include everything from forklift training to lockout-tagout to fall protection. If your program does not already call for it, you should consider specialized training for supervisors.

## **Accident analysis**

Identify where your accidents and illnesses are happening. Analyze work habits and processes associated with the accidents and illnesses and then put permanent corrective action into place.

## **Mock OSHA audit**

The best way to predict what an inspector will find is to conduct a mock inspection yourself, or have a consultant do it for you. You should inspect your facility just as OSHA would.

## **The extra mile**

Go beyond OSHA requirements and promote a safety culture. Part of this might include safety motivational training, which gets employees to understand why they should act safely. This is a highly effective supplement to skills training.

In addition, you should refer to the FDRsafety article on ["How to be ready when an OSHA inspector comes calling"](#). This article provides five key actions to prepare for the actual day of inspection (different from the five tips above).

If you show an effort to truly improve your workplace environment, OSHA will recognize your efforts, and any fines you might receive could be lower than they otherwise would be.

But the larger point is that you will create a safer workplace that is likely to produce fewer accidents and illnesses for your employees. A safer workplace makes for more productive employees because they are more likely to believe their employer has their interests at heart.

In addition, a safer workplace reduces the risk to your company's reputation that occurs when accidents are reported at your workplace.

To keep up with the latest news on OSHA enforcement, visit our blog at [www.fdrsafety.com/blog](http://www.fdrsafety.com/blog) or have the latest blog posts sent to your inbox at [www.fdrsafety.com/feed](http://www.fdrsafety.com/feed).

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