

Initial Certification Training



Understand safety committee operations

Understand basic hazard detection and inspection methods

Understand (and apply) basic incident investigation techniques

Gain basic awareness of how drug, alcohol and opioid substance use disorder impacts the workplace

New Additional Requirements



As a result of the Opioid Epidemic in PA, legislation was passed (SB147) mandating new additional requirements for Certified Workplace Safety Committees as follows:

- Drug and Alcohol Awareness previously presented as part of Hazard Detection and Awareness is now a required 4th “Module” and must include Opioid awareness and Substance Use Disorder (SUD) training
- All Committee members must receive training in opioid awareness and substance use disorder and how it can impact the workplace
- If all members have not received this training initially as well as annually, the Committee is not eligible for certification or recertification
- These new requirements will be part of items checked during an Audit of the employer’s Safety Committee

Committee Member Composition

- Minimum of 2 employer and 2 employee representatives
- Number of employer representatives CANNOT exceed number of employee representatives
- Quorum = $1/2$ Plus 1 “need a quorum to hold a monthly meeting: not concerned with who is present”

Committee Members

Employer – Authority to do one or more:

- Select or hire an employee
- Remove or terminate an employee
- Direct the manner of employee performance
- Control the employee

Employee – Does not possess any authority or responsibility described for the Employer

A person cannot function as both of the above

- Should be “full time” – do not have “alternate” members (they are not counted)
- Any non-member should be listed as a guest and does not count toward quorum
- Non-members/guests are not allowed to vote
- Quorum needs to be achieved for each meeting
- Members can attend via conference call/Skype
- Those attending by call/Skype – must be noted as such in the minutes

Single - One workplace, one committee

Centralized – More than one workplace

- One committee in a central location with representation for each outlying workplace location

Multiple - More than one workplace

- Separate individual committees at each workplace

Safety Committee Purpose

- Improve safety & health in the workplace
- Generate ideas for improving safety & health
- Inform and educate employees on safe practices
- Stimulate employee interest & involvement in the safety function



Extent should be determined and communicated to all employees; e.g.:

- Empowered and endorsed by top management
- Promotes safety within the organization
- Acts as a recommending body
- Investigate incidents
- Implement changes



Role and Function



- Provide support (time, effort, money)
- Promote positive effects of Committee activities on individual basis or at group meetings
- Support training for Committee members
- Enforce safety policies and procedures
- Attend Committee meetings



Employees' Responsibilities

- Follow safe practices/procedures
- Identify safety and health hazards
- Report all unsafe conditions and practices
- Make suggestions for improving workplace safety



Members' Responsibilities



- Attend meetings
- Notify all employees in your area that you are their representative on the Committee
- Be watchful for unsafe conditions and acts and report them
- Be responsive to employee concerns; follow up
- Ask employees for safety suggestions and concerns
- Discuss safety issues with employees

Committee Chairperson

- Accountable to top management
- Facilitates meetings
- Ensures agenda is followed
- Ensures everyone is heard
- Chairperson rotation (monthly/
quarterly/yearly)



Safety Committee Meetings

- Must have formal (documented) monthly meetings with Agenda & Minutes
- Hold meetings on same day and time of month
- Must have a quorum
- Must post the meeting minutes



“S.M.A.R.T” Objectives:

Specific

Measurable

Attainable

Relevant

Time-bound



Objectives

Objectives should be:

1. Set as part of your planning process.
2. Worded clearly.
3. Must be assigned to committee member.
4. Completion dates must be established for each objective.



Safety Committee Activities



- Review & update safety training
- Develop safety work practices
- Recommend use of safety equipment/devices
- Incident report reviews
- Action items from reports & safety inspections
- Avenue for employee safety-related issues

Successful Safety Committees

- Competent -- dedicated
- Support goals & objectives
- Demonstrate team effort
- Effective communication
- Develop mutual trust, respect & support
- Effective goal setting & problem solving



Can be done on-line using HandS system

Initial certification:

- After 6 months of functional committee operation (suggest 7 calendar months of operation)
- Within 90-30 days of insurance policy renewal
- Submit Form LIBC-372

EXAMPLES OF CERTIFICATION APPLICATION

Workers' Comp renewal date on July 1

Initial certification:

Apply between April 2 and May 31

– on or before June 1 (30 and 90 days)

Renewal certification:

Apply between April 2 and June 15

– on or before June 16 (15 and 90 days)

Technical Assistance Manual



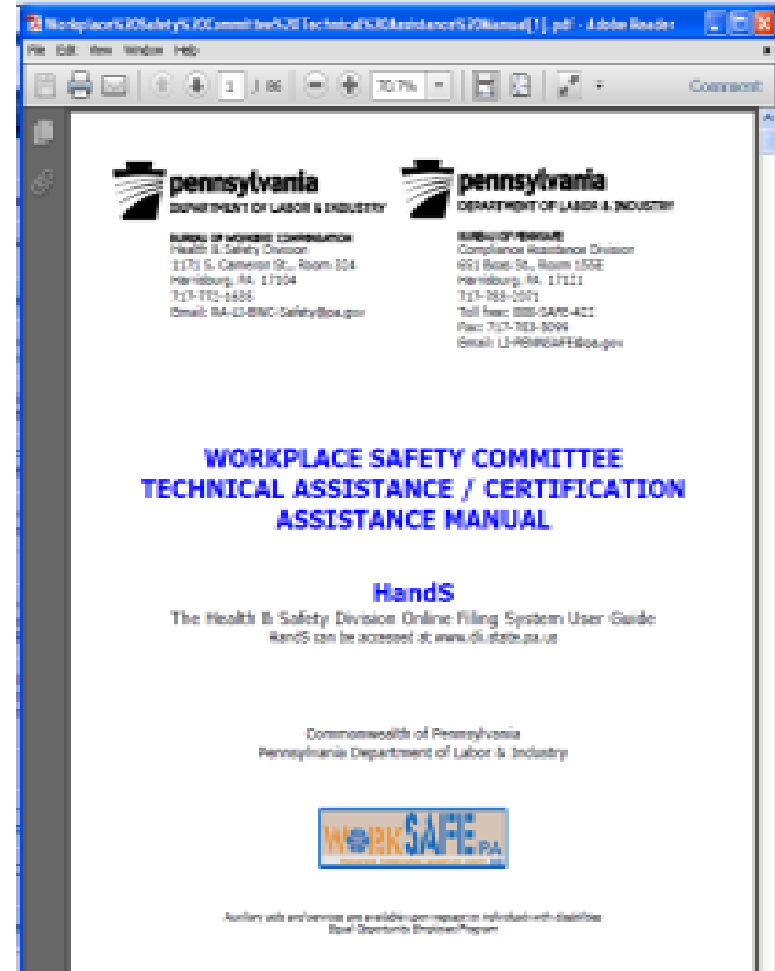
www.dli.pa.gov

Click on "Workers'
Compensation Online"

Click on "HANDS" under
"Resources"

Go to the last item under
"Hands user information"

Click on "Workplace Safety
Committee Technical
Assistance Manual"



Sample Programs found on following pages:

Safety Committee Compliance Checklist	49
Sample Bylaws	51
Sample Safety Policy	54
Sample Meeting Agenda	55
Sample Meeting Minutes	56
Sample Training Documentation	57
Sample Incident Investigation Report	58-60
PPE Program Checklist	61-67
Workplace Inspection Checklist	68-74
Safety Orientation	75

10 Reasons for Non-Certification



1. Application must be submitted in the defined timeframe.
2. Committee must be in existence and operating for six full, consecutive calendar months prior to submission of application.
3. Not eligible during review period: Committees missing a monthly meeting or not holding a qualifying meeting with a quorum.
4. Every committee member must receive adequate committee training prior to submission of application.
5. Certified committees must be comprised of at least four members-2 employer, 2 employee.

10 Reasons for Non-Certification



6. Agendas submitted within Initial Application should be an outline of topics for an upcoming meeting.
7. Committees are responsible for conducting a review of incidents.
8. Committees are responsible for performing periodic workplace inspections to locate and identify hazards.
9. The application must include workers' comp policy details for the current policy period.
10. Job titles provided in the Application should indicate the position held within the company by each member.

Hazard Detection and Identification



- What is a hazard?
- What methods can be used to identify hazards?
- Why perform safety inspections?
- What should I look for?
- What standards do I reference?
- How do I perform the inspection?
- How do I document the inspection?



Definition of a hazard

HAZARD - An unsafe condition or activity that, if left uncontrolled, can contribute to an incident

National Safety Council



Types of Workplace Hazards

- Biological
- Chemical
- Ergonomic
- Physical



- The following list shows the main ways to identify hazards:



- Walkthrough Surveys
- Inspection Checklists
- Past Records
- Incident Investigations
- JSA/JHA
- Documentation

Purpose of Safety Inspections

- Identify potential hazards so they are corrected before an injury occurs
- Implement or improve safety programs
- Increase safety awareness
- Display concern for workers' safety
- Communicate safety standards of performance



High Hazard Areas: Equipment and operations that involve *energy transfer* including: chemical, mechanical, pneumatic, physical, electrical, gravitational, etc. (Unsafe Conditions)

Procedures and behaviors, including: Use of protective equipment, safe operating speeds, following proper procedures, horseplay, inattentive behavior, etc. (Unsafe Acts)

- OSHA
 - Federal Regulations (29 CFR 1910)
 - Available at www.osha.gov
- PA Department of Labor & Industry
 - www.dli.pa.gov
- PA Department of Environmental Protection
 - www.dep.pa.gov
- Other technical standards
(NFPA, ANSI, ASTM, ASME, etc.) – *get help if necessary!*

Are you *AUDITING* or *INSPECTING*?

Safety Inspections examine physical facilities – looking for unsafe conditions, unsafe acts, housekeeping issues, etc.

Safety Audits examine procedures & policies

- Observe processes, equipment, and work locations for unsafe conditions
- Obtain comments and suggestions from employees
- Review Records such as training, Safety Data Sheet's, Incident Reports, etc.
- Formulate recommendations
- Report findings to management
- Follow-up for implementation

In Writing, In Writing, In Writing!

- Email.....
- Checklists.....
- Memorandums.....
- Written inspection reports.....



Safety Inspection Checklist



OII&S Tool Kit – Appendix 7

General Health and Safety Inspection Checklist

LOCATION:				INSPECTION TEAM:				INSPECTION DATE:						
#	OHS PROGRAM REVIEW WITH ADMINISTRATOR	A	NI	NA	#	A	NI	NA	#	A	NI	NA		
1	OH&S Policy / Roles/Responsibilities Communicated and Posted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	21	First Aid Training current and adequate No. of trained staff available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	42	Combustible materials do not exceed 20% of wall surface	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	OH&S Administrative Standards/ Tool Kit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	22	Eyewash stations adequate and maintained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	INDOOR ENVIRONMENTAL QUALITY (IEQ)				
3	Hazard Notification Process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	23	CHEMICALS/HAZARDOUS MATERIAL				43	Good entrance mats in place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Reporting Work Related Injury/Illness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	24	Asbestos Survey report on site and updated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	44	No visual evidence of mould or water damage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Accident/ Incident Investigations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	25	WHMIS/TDG training current for applicable staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	45	Facility free of unpleasant odours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Worksite Hazard Assessments Completed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	26	Current chemical inventory in place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	46	Ventilation operational and unobstructed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Working Alone procedures in place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	27	MSDS accessible and less than 3 years old	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	47	Use of scented products restricted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	GENERAL SAFETY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	28	WHMIS supplier/worksite labels on all chemicals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	48	Carpets cleaned at least annually	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Fall protection for elevated work areas > 3m	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	29	Chemicals stored by compatibility and at or below eye level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	HAZARD CONTROL				
9	Electrical cords, cover plates good condition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	30	No acid bowl cleaners on site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	49	Fume hoods inspected / maintained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	Storage rooms, shelves, cabinets, and equipment etc. secure/clean/good condition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	31	Asbestos materials in good condition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	50	Local exhaust ventilation (e.g. dust collectors) inspected and maintained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Boiler/mechanical/utility rooms kept locked	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	32	Chemical spill kit on site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	51	Hoists, lifts, elevators inspected / maintained annually	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	Adequate lighting interior and exterior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	33	Procedures for blood/body fluids	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	52	Floor cleaning equipment maintained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	Stairways/floors/aisles unobstructed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	34	High noise areas identified and measured	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	53	Guards and safety devices in place on moving machinery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	Building free of accumulations of dust, debris or combustible materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	35	No accumulations of hazardous waste	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	54	Approved respiratory protection on site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15	Walking/standing surfaces free of openings slipping and tripping hazards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	FIRE PREVENTION					55	Respiratory fit test complete for respirator users	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16	Mechanical/boiler rooms labelled as restricted areas and not used for storage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	36	Fire exits unobstructed/clearly marked	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	56	Approved eye, hearing, hand and skin protection on site.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17	Confined spaces identified and labelled (e.g. crawlspaces)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	37	Propane and gasoline storage outside building in approved storage area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	57	Hearing tests done bi-annually for staff exposed to noise. (e.g. shop and music teachers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	FIRST AID/EMERGENCY PREPAREDNESS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	38	Flammable / acid materials stored in approved containers/cabinets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	58	Playgrounds inspected annually	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18	Emergency preparedness plan current and follows CESD template	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	39	No accumulation of combustibles in classrooms / mechanical areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	59	Building exterior and grounds free of hazards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19	First Aid Kits – adequate No. & maintained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	40	Fire extinguishers clearly marked, inspected monthly and unobstructed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	OTHER				
20	First aid records all sent to HR department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	41	Fire evacuation procedures posted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	60		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

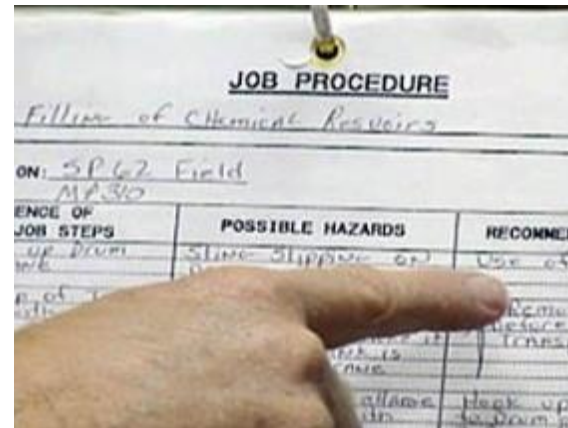
See attached "Health and Safety Inspection Report" for additional comments and recommendations.

NOTE: "A" means Acceptable; "NI" means Needs Improvement; "NA" means Not Acceptable or unable to assess during this inspection
Additional checklists on other specific areas / operations (e.g. shops, CIS labs, science labs, etc.) are available on request

Created: January 2006
Revised:
Reviewed:

Job Safety Analysis Steps

1. Break a job or task into specific steps
2. Identify hazards
3. Evaluate the hazards
4. Determine safe procedures and protective measures
5. Revise the JSA



- Individuals are given training in safe, efficient procedures
- Identify existing & potential hazards
- Prioritize corrective actions
- Leads to recommended action or procedure to perform the job safely

What's wrong here?

- Identify the hazards



- Conduct a hazard assessment of the workplace
- Correct identified hazards
- Train employees in safety and health policies and procedures
- Keep the process up-to-date and effective



A hazard left uncorrected is an incident **postponed**

A hazard corrected is an incident **prevented**

Incident Investigation and Reporting



- What is an incident?
- What are the causes of an incident?
- How do I investigate an incident?
- What should I put in my report?
- What's next?

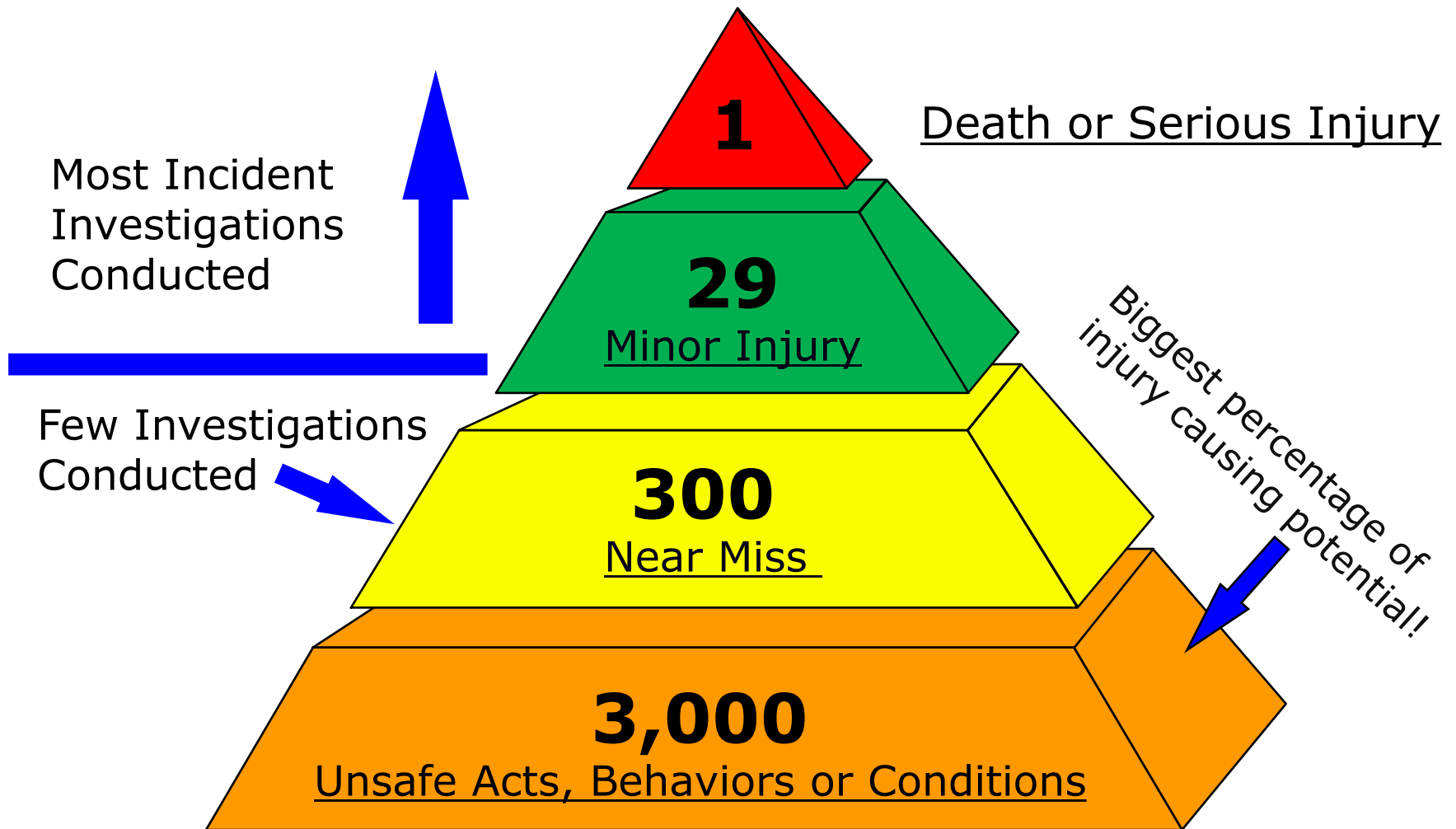


What is an incident?

An uncontrolled and/or unplanned release of energy that causes or contributes to illness, injury, death and/or damage to property, equipment, or materials.

All incidents have a cause and effect!

Incident Ratio Model



Hidden Costs of Incidents

- Total Costs = Direct + Indirect Expenses
- Direct (insured) = e.g., wage loss, medical
- Indirect (uninsured, cost to company) = e.g. downtime, property damage, morale of injured worker and others in department, hiring, training, possible OSHA citations



- Inadequate Ventilation
- Failure to Wear Proper PPE
- Using Defective Equipment
- Failure to follow policies & procedures
- Inadequate Guards
- Congested Area
- Noise Exposure
- Improper Lifting
- Inadequate PPE



- Review all reported incidents causing injury, damage or a “near miss”
- What happened
- Identify the root cause
- Recommend corrective measures

Who Should do the Investigation?

- First Line supervisor
- Safety Committee
- Safety Director/Safety Person
- All of the above
- A combination of the above



HOW DO I INVESTIGATE AN INCIDENT?

1. Call for first aid/emergency response
2. Survey the Scene/Secure the scene
3. Photograph the scene
4. Interview witnesses
5. Collect physical evidence
6. Follow Up

Investigation “Go Bag”

Some suggestions:

- ✓ Camera
- ✓ Flashlight
- ✓ Tape Measure
- ✓ Surgical Gloves
- ✓ Necessary PPE
- ✓ Note Pad/Tablet
- ✓ “Sticky Notes”
- ✓ Pens



Goal of the investigation



IS NOT TO:

- Exonerate individuals or management
- Satisfy insurance requirements
- Defend a position for legal argument
- Assign blame

Remember, *fact* finding not *fault* finding

Photographs

Why are photographs so important

- Support facts
- Document scene
- Become the “eyes” for people not in the field
- May be required if litigated



What Do You Photograph or Videotape?

- Defects and Hazards
- Unusual Conditions
- Conditions that differ from what the employee describes
- Areas or equipment in need of maintenance
- Housekeeping issues



- Interview as soon as possible after the incident
- Do not interrupt medical care to interview
- Interview each person separately
- Do not allow witnesses to confer prior to interview



The Interview

- Put the person at ease.
- Take notes!
- Do not make suggestions:
 - If the person is stumbling over a word or concept, do not help them out.
- Ask open ended questions:
 - What did you see?
 - What happened?



- Summarize what you have been told
 - Correct misunderstandings of the events between you and the witness
- Ask the witness/victim for recommendations to prevent recurrence
 - These people will often have the best solution to the problem

WHAT SHOULD I PUT IN MY REPORT?

1. All the facts, statements, documents, photos, etc. that were obtained during the investigation
2. Remember, no opinions (e.g. "I think that, I believe that"...)
3. Analysis of the cause
4. Corrective actions



- Told person involved to use common sense
- Read safety policy to employee
- Told co-worker to watch employee
- Told employee to watch what they are doing

Do you think these are EFFECTIVE means of corrective action?

Obviously not - They do not really *correct* anything.

A Better Corrective Action

- Discussed incident with employee, reviewed proper procedures, ensured employee's understanding of procedures
- Observed employee performing task to see if correct practices being followed
- Discussed incident with all employees at the next department safety meeting



What's next?

Follow-up!
Follow-up!
Follow-up!



Ensure that corrective actions
are being implemented.

Root Cause(s)

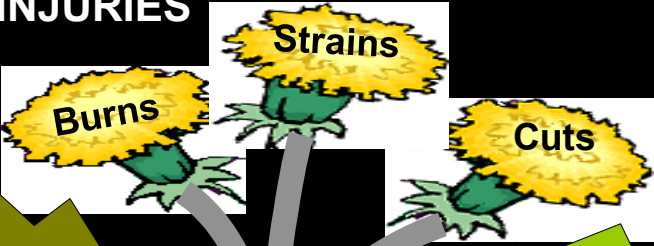
The Root Cause is the initiating event. Take that away and the sequence of events that follows does not happen



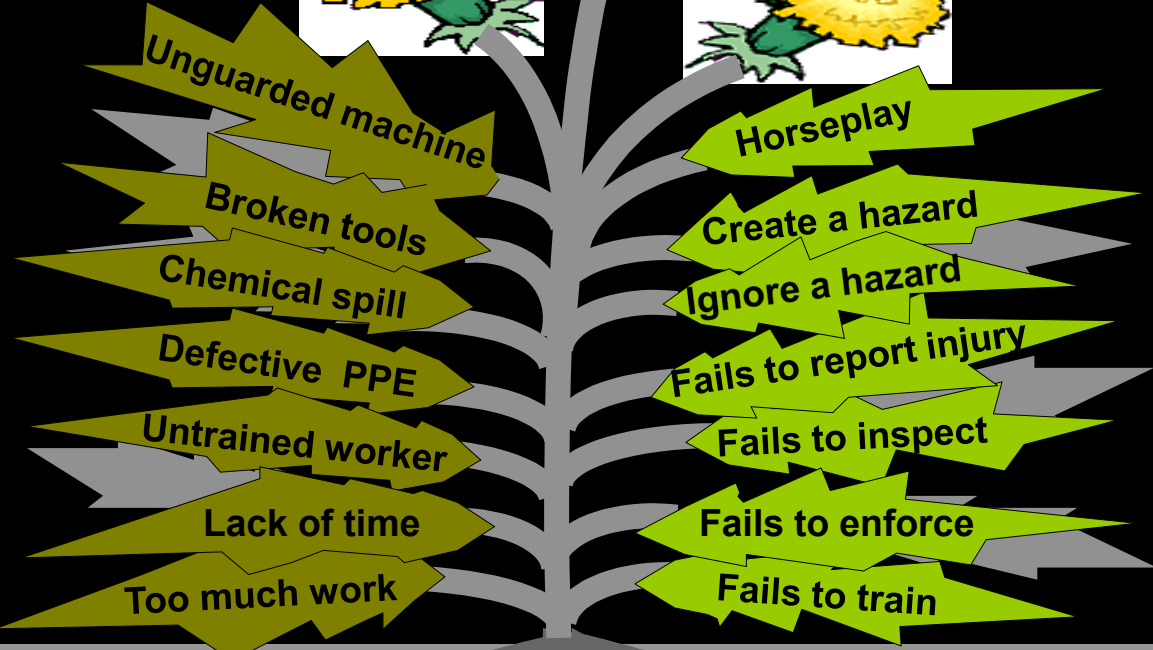
Root Cause

What is the initiating event in this picture?

WEED OUT THE CAUSES OF INJURIES AND ILLNESSES



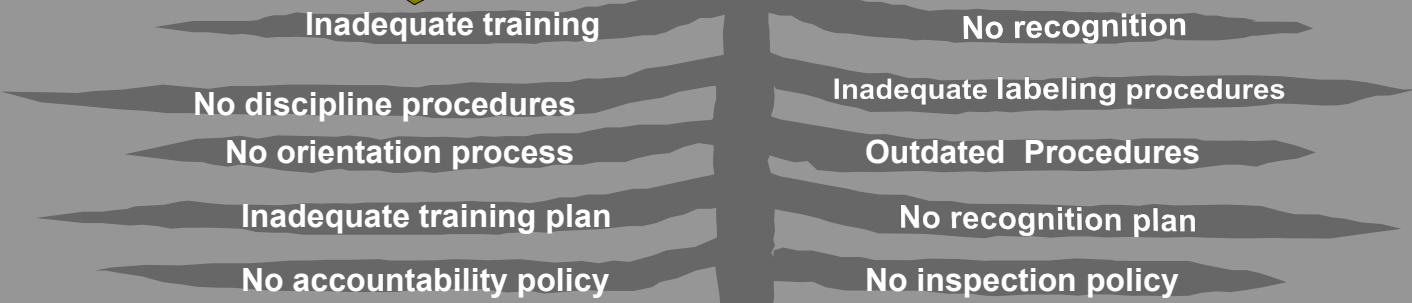
DIRECT CAUSES OF INJURY/ILLNESS



Surface Causes of the Accident

Conditions

Behaviors



Root Causes of the Accident

- Incident Investigations
 - First Aid & Emergency Response
 - Secure Scene
 - Photograph/Document Scene
 - Interviews/Statements
 - Review Records
 - Prepare a Report:
 - Include Causes & Effects
 - Include Corrective Actions
 - Follow-up!



Near Miss/Hit

- What is a near miss/hit and how to identify
- Why near misses/hits are important
- How to encourage near miss/hit reporting



What is a Near Miss/Hit

Near Miss/Hit - is an unplanned event that did not result in injury, illness, or damage – but had the potential to do so. Only a fortunate break in the chain of events prevented an injury, fatality or damage.



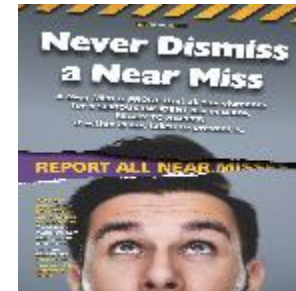
Near Miss/Hit

- Opportunity to improve safety practice based on condition or incident with potential for more serious consequence.
- In this definition, “incident” or “condition” is anything a witness views worthy of addressing to eliminate potential to cause harm.



Why Report A Near Miss/Hit

- Reduces tolerance for risk.
- Avoids complacency.
- Provides a tool to identify workplace hazards.
- Allows employee involvement in safety program.
- Demonstrates management's commitment to safety.
- Allows identification of possible trends.



Why Report A Near Miss/Hit



- Reporting a near miss helps to establish and continue safe practices within the workplace.
- Information provided enables an employer to communicate facts, causes and corrective actions to all employees regarding near misses.
- Provides valuable information to employees about how to avoid/prevent future incidents and injuries.
- Provides opportunity to improve safety, health, environment and security of operation.

- Employees need to feel comfortable reporting near misses.
- Employees should not fear disciplinary action or peer pressure by reporting.
- Organization's safety culture is such that reporting a near miss is important and necessary.

- Not only important to resolve near misses to ensure potential incidents do not occur, but also essential to success of near-miss program.
- If employees don't think near misses are acted upon, they will not report in the future.
- Resolutions should be promoted and tracked.

Employee Substance Use Awareness & Prevention (ESUAP) & Opioid Use Disorder



Think PA's workplaces are drug free? **Think again.**

- 75% of drug users are employed
- Almost one in ten employees has a substance use disorder (SUD)
- 24% of workers admit to drinking during the workday at least once in the past year
- 15% of U.S. workers report using alcohol or being impaired on the job in the past year

- Individuals who use drugs or alcohol are three and a half times more likely to be involved in a workplace incident compared to individuals who do not use drugs or alcohol
- 47% of industrial injuries are directly related to alcohol use or alcoholism

- Substance Use Disorder is a disease that affects a person's brain and behavior.
- When a person is given a prescription pain reliever, they may feel if one pill "calms down" the pain, two may stop it completely.
- When drugs are misused, their pleasurable effect eventually makes a person want to keep using them.

Six Signs of SUD



- Appearance: Usually well-kempt employee may appear disheveled as drug addiction becomes worse.
- The following physical signs from Helpguide.org may indicate drug abuse:
 - ✓ Bloodshot eyes, dilated or constricted pupils.
 - ✓ Change in appetite: weight loss or gain.
 - ✓ Unusual smells on breath, body, or clothing.
 - ✓ Tremors, slurred speech, or impaired coordination.
 - ✓ Needle marks with heroin use.

Opioids

- Medications that relieve pain.
- They reduce the intensity of pain signals reaching the brain and affect those brain areas controlling emotion, which diminishes the effects of a painful stimulus.
- Medications that fall within this class include hydrocodone (e.g., Vicodin), oxycodone (e.g., OxyContin, Percocet), morphine (e.g., Kadian, Avinza), codeine, and related drugs.

*Taken from an on-line article from the National Institute of Drug Abuse

- Hydrocodone products are the most prescribed for a variety of painful conditions, including dental and injury-related pain.
- Morphine is often used before and after surgical procedures to alleviate severe pain.
- Codeine, on the other hand, is often prescribed for mild pain.
- In addition to their pain-relieving properties, some of these drugs - codeine and diphenoxyate (Lomotil) for example - can be used to relieve coughs and severe diarrhea.

What Can Happen



- If an employee is injured at work and is prescribed an opioid, they may become dependent upon the medication to manage their pain.
- If the physician determines their pain is no longer at the level where opioids are necessary, they may discontinue prescribing them.
- If an employee has a dependency problem, they can turn to other methods to find relief for their real or imagined pain.
- This can lead to the use of heroin or other similar drugs.

Heroin-Drug of Selection



- Heroin is a highly addictive drug derived from morphine, obtained from the opium poppy.
- It is a “downer” or depressant that affects the brains pleasure systems.
- Interferes with the brain’s ability to feel pain.
- Street names: Big H, Blacktar, Smack, Junk.
- White to dark brown powder or tar-like substance.
- Can be injected into a vein or muscle or smoked in a water pipe or standard pipe.
- Short term affects appear after a single dose and disappear in a few hours.

- **Communicate treatment options:**
 - If treatment is necessary, it is important to educate the worker on options, including counseling and pharmaceutical treatment.
 - Substance Use Disorder is a brain disease that can be treated effectively.
 - Treatment options include behavior modification and may include pharmacological interventions.
 - Behavioral treatments help the addict deal with cravings, avoid situations where drugs are present and strengthen social support.
 - Pharmacological interventions include the use of addiction medications.
 - The specific approach is individualized based on clinical need.

Accomplishes two major things:

1. Sends a clear message that use of alcohol and drugs in the workplace is prohibited



2. Encourages employees who have problems with alcohol and other drugs to voluntarily seek help

- Drug-Free Workplace Policy
- List of local Substance Use Programs and Resources
- Annual Substance Use Awareness Training
- Specialized Training for Supervisors & Managers



A Safer, Drug-Free Workplace



- Recognize the impact of alcohol and drug use on the workplace
- Understand and follow the Drug-Free Workplace Policy
- Know the types of assistance available
- Visit www.samhsa.gov, the website for the Substance Abuse and Mental Health Services Administration (SAMHSA), maintained by the U.S. Department of Health and Human Services

Additional Resources



To assist you in your program development, you can contact us for your own PowerPoint copy of:

1. Drug & Alcohol Awareness-Employee
2. Drug & Alcohol Awareness-Supervisor
3. Opioid Use Disorder
4. Medical Marijuana

Department of Labor and Industry
Bureau of Workers' Compensation
Email: RA-LI-BWC-Safety@pa.gov
Phone: (717) 772-1635

PA Training for Health and Safety

PATHS is a “no fee” state-wide service providing Pennsylvania employers and employees with coordinated Health and Safety resources through easy access and affordability



Contact Information



To contact a Health & Safety Training Specialist:

Bureau of Workers' Compensation
1171 South Cameron Street Room 324
Harrisburg, PA 17104-2501
717-772-1635

RA-LI-BWC-Safety@pa.gov



Related PowerPoints

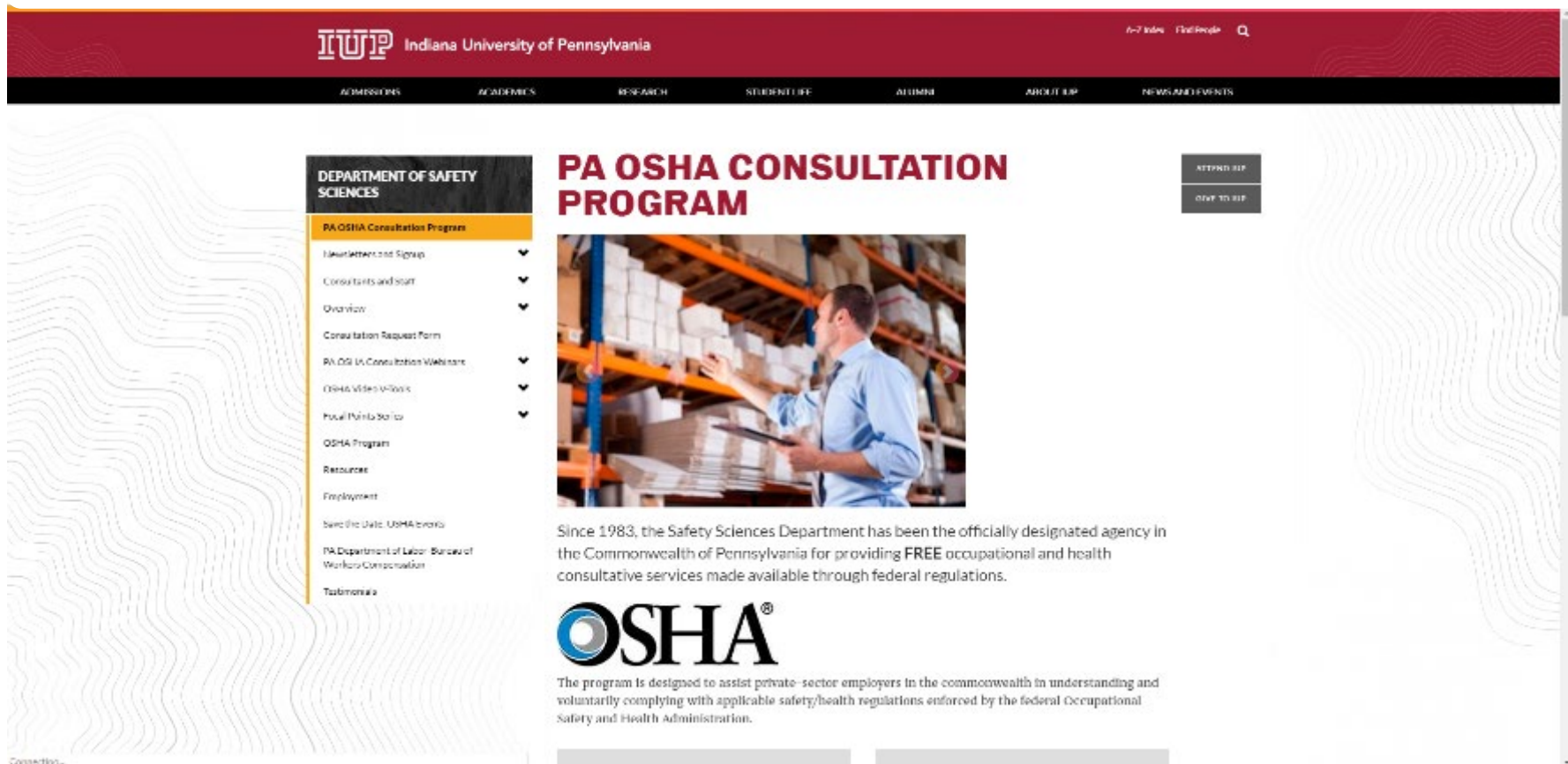
- Creating Effective Safety Committees
- Incident Investigation for Supervisors/Mgr's
- Hazard Identification
- Effective Safety Committee Communication
- Near Miss
- Opioid Use Disorder
- Medical Marijuana
- Job Safety/Hazard Analysis
- Safety Culture
- Safety for Supervisors
- Workplace Safety Committee Leadership



????? Questions & Answers



Telephone Number 1-800-382-1241



The screenshot shows the website for the PA OSHA Consultation Program. At the top is a red navigation bar with the IUP logo and the text "Indiana University of Pennsylvania". Below this is a black navigation bar with links for ADMISSIONS, ACADEMIES, RESEARCH, STUDENT LIFE, ALUMNI, ABOUT IUP, and NEWS/EVENTS. The main content area has a white background with a decorative wavy pattern on the left and right sides. On the left, there is a dark grey sidebar for the "DEPARTMENT OF SAFETY SCIENCES" with a yellow highlight on the "PA OSHA Consultation Program" link. Below this link is a list of menu items: "Make Letters and Signup", "Consultants and Staff", "Overview", "Consultation Request Form", "PA OSHA Consultation Webinars", "OSHA Video Library", "Practical Training Services", "OSHA Program", "Resources", "Employment", "Service Units: OSHA Events", "PA Department of Labor: Bureau of Workers' Compensation", and "Testimonials". The main content area features the title "PA OSHA CONSULTATION PROGRAM" in large red letters. Below the title is a photograph of a man in a light blue shirt working in a warehouse. To the right of the photo are two buttons: "RETURN TO IUP" and "GO TO IUP". Below the photo is a paragraph of text: "Since 1983, the Safety Sciences Department has been the officially designated agency in the Commonwealth of Pennsylvania for providing FREE occupational and health consultative services made available through federal regulations." Below this text is the OSHA logo, which consists of a blue circle with a white 'O' inside, followed by the word "OSHA" in a bold, sans-serif font. Underneath the logo is another paragraph: "The program is designed to assist private-sector employers in the commonwealth in understanding and voluntarily complying with applicable safety/health regulations enforced by the federal Occupational Safety and Health Administration." At the bottom of the page, there are two grey rectangular buttons.