

## *Injury and Illness Prevention Plan – Value in Your Organization*

Courtesy of  
California Employers Association

**S**afety programs, efforts and activities not only satisfy the law, they can save your organization money and help it run more efficiently. Frequently, an effective safety process can help management discover inefficiencies they were not aware of previously. By lowering costs of doing business (insurance rates, administrative costs, operational expenses, “re-do” work, etc.), a company can compete in previously inaccessible markets and an organization can become that much more efficient: **safety DOES make a difference and it can contribute to the bottom-line.**

If you would like to reduce the costs and risks associated with workplace injuries and illnesses, you need to address safety and health right along with operations. Safety should be managed like any other function. Just as you plan, organize and control your work process, you should plan, organize and control your safety program.

**Question.** Does the California requirement for the Injury & Illness Prevention Program (IIPP) have value to your organization? To answer that question, we must revisit the reason WHY the IIPP became required in the first place.

Many of us remember the workers’ compensation days of the late 80’s and early 90’s. At that time, it appeared that workers’ compensation costs were going to continue to spiral out of control. Enter the Commission on Health and Safety and Workers’ Compensation (CHSWC), which is a joint labor-management body created by the workers’

compensation reform legislation of 1993 and charged with overseeing the health and safety and workers’ compensation systems in California, and recommending administrative and/or legislative modifications to improve their operation. The Commission was established to conduct a continuing examination of the workers’ compensation system and of the state’s activities to prevent industrial injuries and occupational diseases and to examine those programs in other states. In essence, the CHSWC was formed to research, evaluate and seek ways to stabilize and make the workers’ compensation system more cost effective and affordable.

**Where does the IIPP fit in?** Organizations operate with budgets (some with profit) and all seek efficiency. This means value becomes the affect on the bottom-line. Many claims have been made regarding safety programs, especially the IIPP, and saving money. The IIPP fits in by addressing the following questions with your company’s safety efforts. Is the IIPP:

- Saving money
- Contributing to profitability
- Helping with operational efficiency

Visit the CAC Toolbox in the Members-Only portion of [www.calcollectors.net](http://www.calcollectors.net) for a sample IIPP. Customize it for your agency. ••