



OSHA NEP Focuses on Recordkeeping – And So Should You

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OSHA recordkeeping can be time-consuming, especially if you still do it the old-fashioned manual way. But whether you're moving mountains of paperwork or leveraging web-based software solutions like PureSafety's to simplify the task, correctly documenting OSHA-recordable injuries and illnesses is not optional. As of October 1, OSHA is underscoring that fact with a National Emphasis Program (NEP) targeting the accuracy of injury and illness data recorded by employers.

OSHA lists a number of reasons for the NEP, starting with studies that found under-recording of workplace injuries and illnesses on OSHA Form 300. OSHA's stepped up efforts to identify and correct under-recorded and incorrectly recorded cases are also designed to complement related work being done by the Government Accountability Office (GAO) and Bureau of Labor Statistics (BLS). In addition to the NEP, OSHA is also expanding training of compliance staff to help them better identify and correct recordkeeping violations.

The NEP focuses on industries with high injury and illness rates – the same industries served by PureSafety. In other words, if you're reading this article, now is the time to make sure your OSHA recordkeeping is in perfect order. Employers who get inspected as a result of the NEP can expect a records review, employee interviews and a limited safety and health inspection of the workplace.

In our experience, under-recording and inaccuracy are rarely a matter of outright neglect (to keep insurance rates down, for example). More often, problems stem from a lack of understanding on the employer's part, or due to inefficient clerical systems. The threat of increased OSHA inspections is certainly one incentive to look at how you can improve your recordkeeping, but at PureSafety we like to emphasize the "carrot" as well as the "stick" on this critical issue. If you typically trudge through recordkeeping as "just one of those things you have to do", consider this statement from Jordan Barab, OSHA's acting Assistant Secretary: "Accurate and honest recordkeeping is vitally important to workers'

health and safety. This information is not only used by OSHA to determine which workplaces to inspect, but it is an important tool that employers and workers can use to identify health and safety problems in their workplace."

Similarly, PureSafety's industry-leading workplace safety and health solutions include powerful recordkeeping and reporting tools, not just to help you remain compliant, but to empower you to better protect your greatest assets: your people and profits. Accurate recordkeeping and reporting are fundamental to risk management, building a strong safety culture, and ensuring transparency and accountability throughout your organization. Better data drives better decisions, enhancing workplace safety, health, efficiency and profitability.

In short, proper recordkeeping delivers a great return on investment – and should be a high priority even without the threat of OSHA inspections. If you're still employing paper copies and a weekly note on your computer screen to update your lost and restricted day totals, it's time to reevaluate your methods. Using Excel spreadsheets? That's a step in the right direction, but are you tying your data directly to your accident investigation reports and your first-report-of-injury information? PureSafety solutions allow you to integrate your OSHA 300 log with your first-report-of-injury form and incident/accident investigation reports – and much more. Give us a call or visit our website to find out how we can help you with OSHA compliance and all your workplace safety and health challenges.