



**S**AFETY  
**S**OLUTIONS &  
**S**UPPLY

# Legal & Safety Teams: Working Together for OSHA Solutions

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## INTRODUCTION

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Forming a collaborative team of lawyers and safety professionals when addressing an OSHA violation is in everyone's best interest. Lawyers know the relevant laws and regulations governing workplace safety and are experienced in finding effective legal solutions to address potential citations. At the same time, safety professionals have experience in assessing risks and hazards in the workplace and developing methods to ensure safe work practices. Working together, these two parties can craft solutions that both adhere to legal standards and meet practical considerations related to workplace safety.

## ACCIDENT INVESTIGATIONS

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A safety consultant's role in resolving an OSHA violation is significant. These professionals have the specialized knowledge necessary to investigate what went wrong and why successfully. They can objectively evaluate a situation by gathering evidence, interviewing employees, taking pictures or video footage, or collecting other pertinent information related to the incident. By conducting a thorough analysis of what happened leading up to the incident, they can recommend practical steps for avoiding similar issues in the future.

In addition to investigative abilities, safety consultants can offer suggestions for resolving violations. Once the cause of the issue has been identified, they can help develop a comprehensive plan to prevent similar situations. One way to achieve this is by creating safety protocols or providing educational opportunities for staff members who may be unaware of existing regulations or their responsibilities.

## EMPLOYEE DEVELOPMENT & RETRAINING

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Safety consultants have the expertise necessary to provide employee development to mitigate the risks associated with an OSHA violation. Through consultation with managers, they can create courses that help ensure that workers are well informed about their job duties and hazards that may be present in the workplace. They can also help employees understand proper health and safety protocols, such as using appropriate protective gear when necessary or responding if a hazardous situation arises. Furthermore, they can provide insights into how workers can best prevent potential workplace accidents by using recommended safety practices or processes put into place by the organization.

*Safety consultants have the expertise necessary to provide employee development to mitigate the risks associated with an OSHA violation.*

Another area where safety consultants are highly beneficial is in the area of retraining current employees. Retraining is typically necessary when employees have been identified as needing additional training to meet specific safety or performance standards and may include training on specific procedures or equipment or retraining on a new safety program. It is often necessary when an employee has been involved in an accident or near-miss or has been found to violate safety policies or procedures. It may also be required when new equipment or methods are introduced or when OSHA citations are received.

## WRITTEN PROGRAM DEVELOPMENT

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By following these steps and utilizing both lawyer's legal knowledge and a safety consultant's technical know-how, companies can efficiently develop a comprehensive written program for OSHA compliance that ensures employee health and well-being are maintained at all times. In addition to mitigating potential liabilities for businesses, this process will allow them to remain compliant with state laws so that employees have a safe workplace environment where their rights are respected.

**The development of a written program typically involves several key steps:**

01

**Identify specific safety concerns:** The first step in developing a written program is to identify the safety concerns the program will address and may involve conducting a risk assessment, reviewing accident and injury reports, and consulting with employees and other stakeholders.

02

**Research relevant regulations and standards:** Once the specific safety concerns have been identified, research applicable OSHA regulations and industry standards that apply to the organization to help ensure the written program complies with all relevant laws and regulations.

03

**Develop policies and procedures:** Based on the research and safety concerns identified, develop specific policies and procedures for addressing the hazards. They should include concise instructions for employees to work safely and procedures for reporting hazards and incidents.

04

**Communicate and train employees:** Once the written program is developed, it is essential to communicate it to all employees and provide training on the policies and procedures to ensure that all employees are aware of the safety expectations and requirements of the organization.

05

**Review and update:** Regularly review and update the written program as necessary to ensure that it remains current and practical, including conducting regular safety audits, reviewing accident and injury reports, or consulting with employees and other stakeholders.

## AUDITING

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Safety consultants provide an invaluable service to employers and OSHA lawyers by helping audit worksites and ensure compliance with relevant regulations. They typically evaluate the work conditions of a facility, identify areas that may not be compliant with OSHA standards, provide recommendations for corrective action if necessary, and offer education on best practices to promote a safe workplace. Furthermore, they often review policies related to employee training, job hazard analysis, and incident investigation procedures.

Safety consultants also have an essential role to play when it comes to assisting OSHA lawyers during an audit process. Reviewing company policies related to safety procedures and working with employers to make improvements where needed can help identify potential problems before the audit begins. They may even take on a proactive role in offering advice on handling any potential violations found during an audit and ensuring all corrective measures are implemented correctly afterward. In short, they provide guidance throughout the entire audit process and help ensure that any findings are addressed in accordance with current regulations.

### There are different types of safety audits, including:

- ▶ **Compliance audit:** This audit ensures that the organization complies with laws, regulations, and industry standards.
- ▶ **Performance audit:** This type of audit focuses on evaluating the overall effectiveness of the safety program, including the identification and assessment of hazards, the implementation of safety policies and procedures, and the effectiveness of safety training.
- ▶ **Self-audit:** This type of audit is conducted by the organization to identify areas of non-compliance and evaluate the overall effectiveness of the safety program.

### The audit process typically includes several steps:

- ▶ **Planning:** The audit team will plan the audit by identifying the scope and objectives of the audit, as well as determining the personnel, resources, and equipment required.
- ▶ **Fieldwork:** The audit team will conduct the fieldwork, which may include visiting the workplace, reviewing documents and records, and interviewing employees.
- ▶ **Reporting:** The audit team will prepare a report detailing their findings and recommendations.
- ▶ **Follow-up:** The organization will implement the recommendations made in the report and follow up on the progress.

In summary, safety consultants provide vital support for employers and OSHA lawyers alike when it comes to auditing worksites for compliance with safety regulations. Through their expertise in occupational health and safety issues, they help companies ensure they are adhering to current guidelines and taking appropriate steps to protect their employees' well-being while at work. Their involvement in audits also allows OSHA lawyers access to additional resources that can prove invaluable when addressing any potential violations found during an inspection.

## SUPERVISOR SAFETY DEVELOPMENT

Safety consultants are highly valuable professionals in the occupational health and safety industry, often called upon by OSHA lawyers to provide advice and expertise in developing safe work practices for supervisors. Their primary responsibility is to assist in reducing risk and providing guidance for implementing necessary policies to ensure compliance with all relevant regulations.



The most important responsibility of a safety consultant is assisting with supervisor safety development. By taking the lead on various initiatives such as developing procedures, training personnel, managing hazard identification programs, and providing feedback on management systems – supervisors will have the tools to better protect workers from injury or harm while at work, in addition to helping craft policies designed to protect employees from harm. At the same time, on the job, safety consultants also assist in ensuring that managers remain informed of any organizational changes that could impact their ability to maintain safe conditions within the workplace environment.

### Some vital elements of supervisor safety development include:



**Safety regulations and best practices:** Supervisors should be familiar with the safety regulations and best practices that apply to their organization and industry to ensure compliance and identify and address workplace hazards.



**Hazard identification and assessment:** Supervisors should be trained on how to effectively identify and assess hazards in the workplace, including how to conduct regular safety inspections and audits.



**Safety incident investigation:** Supervisors should be trained to effectively investigate safety incidents, including how to gather and analyze evidence, identify root causes, and make recommendations for preventing similar incidents in the future.



**Safety leadership:** Supervisors should be trained to effectively lead by example in terms of safety behavior and create a culture of safety within their teams.



**Safety communication:** Supervisors should be trained to effectively communicate safety information and policies to their team and address safety concerns and incidents with their team.

Safety consultants are an essential asset when it comes to ensuring occupational health and safety compliance within any business or organization. When paired with experienced OSHA lawyers, they become even more valuable for creating a safe workplace for supervisors by identifying areas for improvement and offering practical solutions for resolving issues that arise due to negligence or lack of knowledge regarding workplace safety regulatory guidelines.

## INDUSTRIAL HYGIENE

Safety consultants provide a unique and essential service in ensuring that organizations comply with safety regulations set by the Occupational Safety and Health Administration (OSHA). The importance of OSHA compliance has grown over the years, and the need for skilled and knowledgeable professionals to assess the workplace is increasing. One group of professionals who play a vital role in helping organizations stay compliant is industrial hygiene safety consultants.

Industrial hygiene safety consultants objectively assess health risks associated with a specific workplace or job function. Their primary purpose is to protect workers from hazardous conditions that may be present in the workplace, as well as identify potential sources of exposure to these hazards.

### The primary responsibilities of an industrial hygiene safety consultant include the following:

- ▶ Performing physical assessments of the work environment
- ▶ Measuring worker exposures
- ▶ Evaluating processes or materials used on-site
- ▶ Identifying health hazards
- ▶ Designing engineering solutions to address identified problems
- ▶ Recommending control strategies to reduce risk factors
- ▶ Monitoring occupational exposures
- ▶ Enforcing health policies

They also serve as a liaison between workers and management in providing technical assistance to ensure the proper implementation of recommended solutions.



**Industrial hygienists use a variety of techniques to identify and evaluate potential hazards, including:**



**Air monitoring:**

Measuring the levels of contaminants in the air, such as dust, fumes, vapors, and gases.



**Noise measurements:**

Measuring the workplace noise levels to determine if they exceed safe levels.



**Lighting evaluations:**

Assessing the adequacy and quality of lighting in the workplace.



**Ergonomic assessments:**

Identifying and evaluating potential ergonomic hazards, such as repetitive motions or awkward postures, that can lead to musculoskeletal disorders.



**Biological monitoring:**

Evaluating employees' exposure to biological hazards, such as bacteria or viruses.

The types of industrial hazards assessed by industrial hygiene safety consultants include dust, gases, and vapors; biological agents such as bacteria, viruses, fungi, and molds; airborne fibers; chemical toxins; physical stressors such as noise, vibration, and extreme temperatures; ionizing radiation; static electricity; lightning discharges; and UV light. Industrial hygiene safety consultants have specialized training to identify and measure these environmental hazards using advanced instruments like thermal imaging cameras, gas monitors, and noise dosimeters.

Industrial hygiene safety consultants play a critical role in ensuring workplaces are safe for workers by providing knowledge and expertise related to potential workplace hazards that could cause harm if left unchecked. Companies benefit from having such experts periodically review their operations to ensure they meet all OSHA requirements. Without this service, it would be difficult for organizations to remain compliant while protecting their most valuable asset – their people.

## **THE BENEFITS OF PARTNERING WITH SAFETY SOLUTIONS & SUPPLY FOR OSHA CASES**

As an Occupational Safety and Health Administration (OSHA) lawyer, you are responsible for ensuring employers provide a safe working environment for their employees. However, navigating the complex regulations and laws surrounding OSHA can be overwhelming and time-consuming. That's where Safety Solutions and Supply comes in.

- ▶ **Expertise:** Our Safety Solutions and Supply team has extensive knowledge and experience in OSHA regulations and laws. We can provide the information and support you need to build a strong case.
- ▶ **Cost-effective:** Partnering with us can save time and money by streamlining the research and investigation process. We can also provide a detailed analysis of the employer's compliance with OSHA regulations, which can help you avoid costly and time-consuming litigation.
- ▶ **Resources:** We have access to a wide range of resources, including industry experts and specialized equipment, that can aid your investigation and strengthen your case.
- ▶ **Results:** Our track record speaks for itself. We have a proven track record of helping OSHA lawyers achieve positive outcomes in their cases.

## CONCLUSION

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Overall, partnering with experts specializing in workplace safety, such as Safety Solutions and Supply, provides law firms access to resources necessary to resolve existing legal disputes and protect against future liabilities. Utilizing our safety consultants helps create a thorough review process that ultimately produces factual evidence in any situation. Combined with strategies designed to enhance employee awareness of proper operating procedures will aid in successfully handling past and present legal issues facing companies today.

## ABOUT SAFETY SOLUTIONS AND SUPPLY

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Our qualified professionals specialize in developing and supporting your company personnel through safety training programs, general consulting services, program development, and selecting the appropriate personal protective equipment for your team. Using only leading industry best practices, we are committed to creating a more productive and safe work environment within your organization and pride ourselves on our ability to create a customized safety solution tailored to your needs.



314 East Canal Street | Mulberry, Florida 33860

866-537-2262 | [www.solutionsinsafety.com](http://www.solutionsinsafety.com)

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