

What are the Rewards?

In the opening meeting, the consultant will review the employer's request for consultation assistance, and will review the program requirements with the employer to ensure the employer understands the commitment necessary to pursue SHARP.

As the SHARP process progresses from the hazard identification stage to the safety and health program improvement stage, the employer will need to commit additional resource to develop and complete action plans. All hazards identified will be discussed in light of how the elements of a safety and health management system will address their continued correction and control.

Employee involvement is a key component to continued safety and health improvement. Employee representatives must be involved in the consultative process, including hazard assessment and action plan formulation.

MIOSHA onsite consultants will continue to coach applicant companies as long as there is commitment to correcting hazards and improving the safety and health program.

The primary rewards of the SHARP program are:

- Protecting workers by reducing injuries and illness.
- Recognizing employers who have achieved an outstanding level of safety and health management; and
- Providing a way for showing other employers that safety and health can work—for everyone.

When all requirements have been satisfied, the applicant company will be issued a **Michigan SHARP Certificate of Achievement**, as well as a 12-month exemption from MIOSHA "programmed" inspections. Other types of inspections, such as those based on formal employee complaints, imminent danger, referrals, and fatality investigations are not preempted by participation in SHARP.

Some insurance carriers recognize SHARP achievement, which may qualify your company for a premium reduction. Check with your carrier for more information.

SHARP recognition is an excellent marketing tool and positive image-maker for your company and employees.

Developing a self-sustaining safety and health management system for your business, and participating in SHARP is a win-win proposition for all.

SHARP recognition is granted in 12-month increments and is limited to three years. To continue in the program, employers must apply for renewal annually to the CET Onsite Program. Because the employer should be making progress toward self sufficiency, it is expected that the employer will take more of the responsibility for activities associated with their continued improvement and MIOSHA's involvement will be limited.

Who should I Call?

If your company is interested in the Michigan SHARP program, please contact the **Consultation Education and Training Division (CET) Onsite Consultation Program** to discuss details and to schedule an onsite safety and health survey.

A Michigan SHARP information kit, which includes the application guidelines, is available from the CET Division at:

517.322.1809

In addition to the Michigan SHARP, the CET Division has other awards and recognition programs. The highest level of recognition is the **Michigan Voluntary Protection Programs (MVPP)** for companies that have an outstanding safety and health management system and injury and illness rates below the industry average.

Other awards include recognition for employers who have achieved a required number of continuous hours worked without days away from work and/or reducing MIOSHA recordable cases by 50 percent.

Participation in the Michigan SHARP program does not diminish existing employer and employee rights and responsibilities under the MIOSHA Act.



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Be Safe. Be SHARP!



Michigan Safety & Health Achievement Recognition Program



Are you ready to be a Michigan SHARP company?

Do you want to get started saving money by reducing your potential for losses due to occupational injuries, illnesses and related costs? We will work with you at each step. Join the group of elite Michigan companies who have profited by doing just that.

Your business can be part of a very select group of employers who voluntarily take the steps necessary to ensure their employees' safety and health. Michigan SHARP companies may earn an exemption from MIOSHA "programed" inspections for up to three years.

By developing a comprehensive Safety and Health Management System that is the basis of SHARP, you will not only protect your workers, but also reduce workers' compensation costs and insurance premiums, improve employee morale, and increase productivity.

These kinds of paybacks have been enjoyed by small businesses across the state. To help you get started, we will provide free guidance and technical services.



What is Michigan SHARP?

The Michigan Safety and Health Achievement Recognition Program (SHARP) is a program that provides support to smaller, high-hazard employers, to develop, implement and continuously improve the effectiveness of their workplace safety and health programs.

Workplace safety and health is a long-term endeavor. It requires daily diligence and ongoing commitment. SHARP is a cooperative program between business and government and recognizes Michigan employers committed to creating a safe workplace culture. SHARP provides an incentive for employers to emphasize accident and illness prevention by **anticipating** problems rather than simply reacting to them.

The backbone of SHARP is the establishment of a **Safety and Health Management System**. Employers electing to pursue SHARP must be committed to developing a safety and health management system that involves employees in significant ways.

Education and training is one of the foundations of the MIOSHA program. A key component of the program is the opportunity for employers to invite a MIOSHA consultant into their worksite to address specific safety and health concerns without the threat of citations or fines.

The **Onsite Consultation Program** within the **Consultation Education & Training (CET) Division** operates the Michigan SHARP program. Onsite consultants will work with employers to help them become self-sufficient in managing occupational safety and health.

Do I QUALIFY?

Michigan SHARP is a process designed to identify the strengths and weaknesses of an employer's occupational safety and health management system. The process starts with a request from the employer and completion of the application.

- Designed to assist the small employer, eligibility is limited to employers having fewer than 250 employees at the worksite.
- Applicant companies must be on the MIOSHA list of high-hazard industries, or be a part of Michigan's Strategic Plan focus. This gives greatest attention to industries with a previous history of elevated lost-time injuries and illnesses. These characteristics allow the MIOSHA program to target resources where they are most needed.
- Applicant companies must have the potential to reduce their injury and illness incidence rates below the Michigan average in their Standard Industrial Classification (SIC) code over the last year.
- Applicant companies must have a single, fixed worksite.

How do I START?

The application by the employer initiates a comprehensive consultation including an initial assessment, followed by a report with recommendations.

The process includes one or more action plan meetings between the employer and the onsite consultant to identify and begin implementation of objectives designed to meet the goal of achieving SHARP certification.

After the application and assessment have been completed, the company must agree to the following:

- Allow a **free comprehensive safety and health survey** of the worksite.
- Work with MIOSHA onsite consultants to **correct any hazards** within reasonable time frame.
- Develop and maintain a comprehensive **Safety and Health Management System**.
- **Involve employees** in the development, implementation and operation of the safety and health program.
- **Maintain injury and illness incidence rates** below the Michigan average in their industry.
- Achieve a score of two out of a possible three on the required MIOSHA Safety and Health Program Assessment tool.
- Inform MIOSHA prior to making significant work process changes that might introduce new hazards into the workplace.
- Conduct annual self-evaluations and submit the MIOSHA 300 log for review.

