



Injury and Illness Prevention Plan (IIPP)

Product Description

An injury and illness prevention plan (IIPP) describes an employers' responsibilities in establishing, implementing, maintaining, an IIP Program. It also outlines steps that can be taken to develop an effective Program that helps assure the safety and health of employees while on the job. The IIPP is a written plan that includes, at a minimum, the following elements:

- Management commitment/assignment of responsibilities;
- Safety communications system with employees;
- System for assuring employee compliance with safe work practices;
- Scheduled inspections/evaluation system;
- Accident investigation;
- Procedures for correcting unsafe/ unhealthy conditions;
- Safety and health training and instruction; and
- Recordkeeping and documentation.

Regulatory Drivers

According to the California Occupational Safety and Health Act of 1973, every employer has a legal obligation to provide and maintain a safe and healthful workplace for employees. As of 1991, a written Injury and Illness Prevention (IIP) Program is required of every California employer, with the exception of employers that employ fewer than 10 employees. The requirement is codified in section 3203 of Title 8 of the California Code of Regulations (8 CCR 3203).

Penalties for Non-Compliance

Penalties can be as high as \$70,000 for a single 'repeat' or 'willful' violation. Penalties for regulatory violations can be as high as \$7,000.

Employer Activities

While implementing an IIP Program, employers will engage in the following activities:

- Assign responsibilities
- Communicate occupational safety and health issues to employees
- Assemble a safety committee that meets regularly
- Training
- Perform safety surveys
- Investigate accidents
- Implement corrective and preventive actions associated with safety survey findings and accident investigations