



Michigan Safety and Health Achievement Recognition Program

What is the Michigan Safety and Health Achievement Recognition Program (MSHARP)?

Michigan SHARP is a cooperative program between eligible smaller, high-hazard employers and government, that provides support and recognizes Michigan employers who are committed to establishing and implementing an effective Safety and Health Management System (SHMS). The On-Site Consultation Program, within MIOSHA's Consultation Education and Training (CET) Division, operates the MSHARP program.

Who is eligible for MSHARP?

Employers with **250 or fewer onsite employees and fewer than 500 corporate-wide employees are eligible to apply for the Michigan SHARP**. Additionally, companies must have injury and illness rates below their respective industry average and have implemented a safety and health management system (SHMS). Applicant companies must have at least one year of operating history at the applying worksite and it must be a single, fixed worksite (no construction sites). Priority will be given to high hazard industries and to employers in industries that are covered by MIOSHA's Strategic Plan.

What are the benefits of becoming an MSHARP company?

By achieving MSHARP status, **companies become part of an elite group of small businesses that are recognized for maintaining an excellent safety and health management system**. When all MSHARP eligibility requirements have been satisfied, the applicant companies are recommended for MSHARP approval. MIOSHA will formally recognize approved companies with an **MSHARP Certificate of Achievement and an MSHARP flag to display at their worksite**. MIOSHA will also coordinate with approved worksites to hold ceremonies and further recognize their achievements.

When a company is initially approved as an MSHARP site, the site will be granted an exemption from MIOSHA "programmed" inspections for up to 3 years. Other types of non-programmed inspections such as those based on formal employee complaints, imminent danger, referrals, and fatality investigations are not preempted by participation in MSHARP.

After the initial approval, a site may request MSHARP renewal for up to 3 years. Sites are eligible for up to two MSHARP renewals, for up to 3 years per renewal provided that the following criteria is met:

- Apply for renewal during the last quarter of the exemption period;
- Allow a full-service comprehensive visit to ensure that MSHARP eligibility and program criteria have been effectively maintained or improved; and
- Agree to conduct and submit an Annual MSHARP Site Self-Evaluation to MIOSHA On-Site Consultation Program that is based on the attributes of the Safety and Health Management System (SHMS); and includes your worksite's injury and illness logs that are required by MIOSHA to be maintained. The SHMS attributes are within the following seven categories:
 - Hazard Anticipation and Detection: This first category asks what proactive strategies the employer is using to anticipate and identify hazards in the workplace.
 - Hazard Prevention and Control: This category evaluates the organization's ability to use engineering and management strategies to control hazards and exposure.
 - Planning and Evaluation: This category examines the organization's SHMS structure and its ability to evaluate that structure.
 - Administration and Supervision: This category evaluates SHMS performance in administering safety and health programs and supervising employees.
 - Safety and Health Training: This category examines the SHMS Training program and the effectiveness of training.
 - Management Leadership: This category uncovers how well management is demonstrating leadership through word and deed.
 - Employee Participation: This final category evaluates the level of employee involvement in the SHMS.

By developing a comprehensive Safety and Health Management System your company not only protects your workers but also improves employee morale while likely increasing productivity. Some workers' compensation insurance carriers recognize MSHARP achievement which may qualify your company for a premium reduction (check with your insurance carrier for more information). MSHARP recognition is an excellent marketing tool and positive image-maker for your company and employees.

How do I get started?

MSHARP is a process designed to identify the strengths and weaknesses of an employer's safety and health management system. The process starts with a request from the employer and completion of the [application](#). The application by the employer initiates a comprehensive consultation including an initial assessment, followed by a report with recommendations.

After the request for consultation services has been completed, the company must agree to the following:

- Allow a **free comprehensive safety and health survey** of the worksite
- Work with MIOSHA On-Site consultants to **correct any hazards** within a reasonable time frame
- Develop and maintain a comprehensive **Safety and Health Management System**
- **Involve employees** in the development, implementation, and operation of safety and health programs
- **Maintain injury and illness incidence rates** below the national average in their industry
- **Achieve a score of two out of a possible three** on our 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 or any move to a new location
- Conduct annual self-evaluations and **submit the annual MIOSHA 300 log** for review

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 MSHARP. As the MSHARP process progresses from the hazard identification stage to the safety and health program improvement stage, the employer will need to commit additional resources to develop and complete action plans. All hazards identified will be discussed while considering 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 system improvement. Employee representatives must be involved in the consultative process, including hazard assessment and action plan formulation.

MIOSHA CET On-Site Program consultants will continue to coach applicant companies, as long as there remains commitment to correcting hazards and improving the overall safety and health program.

Are you ready to be a MSHARP company?

If your company is interested in being considered for the MSHARP program, please contact the **Consultation Education and Training Division (CET) On-Site Consultation Program** at **517-284-7720** for additional information and to schedule a **free** onsite safety and health survey.

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