

# Health & Safety Compliance: Common Gaps And How To Fix Them

Is your workplace's health and safety compliance program leaving you vulnerable? Hidden gaps can put employees at risk, expose your organization to regulatory penalties, and damage your reputation. To help you safeguard your workplace, we've identified some common health and safety compliance gaps—along with practical solutions to address them effectively.



Contact us today to learn more:

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# Why Is It Important To Evaluate Your IPAC Program For Possible Gaps?

Recognizing compliance gaps early allows organizations to take proactive steps to improve workplace safety, prevent incidents, and ensure adherence to regulatory requirements.



Even a single gap in your health and safety program can **put your workplace at risk**. Non-compliance can lead to citations, financial penalties, workplace injuries, and even legal action.



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## GAP 1: INCONSISTANT SAFETY TRAINING & LACK OF COMPETENCY CHECKS

### ✗ The Risks:

- Employees may receive inconsistent safety training on workplace hazards, emergency procedures, or the proper use of personal protective equipment (PPE).
- Lack of role-specific training means workers may not fully understand their health and safety responsibilities.
- Without frequent competency checks, unsafe practices can go unnoticed, increasing the risk of workplace injuries.

### ✓ Correction Strategies:

- Ensure all employees complete mandatory health and safety training upon hire and at least annually. Document all training.
- Provide role-specific training to ensure that both front-line workers and management understand their responsibilities.
- Conduct practical competency assessments on:
  - ▣ Proper PPE use, including donning and doffing procedures.
  - ▣ Safe operation of equipment and tools.
  - ▣ Emergency response procedures (fire drills, first aid, spill containment, etc.).



## GAP 2: LACK OF PREPAREDNESS FOR WORKPLACE HAZARDS & EMERGENCIES

### ✗ The Risks:

- Unclear protocols for handling workplace hazards can lead to preventable incidents.
- Employees may not be properly trained on emergency procedures, including fire evacuations, chemical spills, and medical emergencies.
- Inadequate PPE or emergency equipment (e.g., first aid kits, fire extinguishers, eye wash stations) can put employees at serious risk.

### ✓ Correction Strategies:

- Develop and regularly review an emergency response plan tailored to your workplace.
- Train employees on hazard identification, reporting procedures, and emergency response protocols.
- Conduct regular safety drills to ensure preparedness.
- Maintain an adequate stock of PPE, first aid supplies, and emergency equipment.



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### **GAP 3: INADEQUATE WORKPLACE INSPECTIONS & HAZARD ASSESSMENTS**

#### **✗ The Risks:**

- Failure to conduct regular workplace inspections can allow hazards to go undetected.
- Lack of proper risk assessments can result in unsafe working conditions.
- Poor incident reporting practices can prevent organizations from identifying and addressing recurring safety issues.

#### **✓ Correction Strategies:**

- Implement routine workplace inspections and hazard assessments to proactively identify risks.
- Ensure all hazards are documented and corrective actions are taken promptly.
- Encourage a culture of safety where employees feel comfortable reporting hazards and near misses.



### **GAP 4: INCOMPLETE DOCUMENTATION AND OUTDATED POLICIES**

#### **✗ The Risks:**

- Missing safety records and inspection logs make compliance verification difficult during audits or inspections.
- Outdated or incomplete safety policies can result in repeated violations.
- Lack of internal audits can leave workplaces unprepared for unannounced regulatory inspections.

#### **✓ Correction Strategies:**

- Maintain accurate and complete safety records, including training logs, inspection reports, and incident records.
- Regularly review and update workplace safety policies to align with current regulations.
- Conduct internal self-audits to ensure ongoing compliance and readiness for inspections.



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