

# Injury and Illness Prevention Program (IIPP)

Staying safe on your farm



**Q: What is an Injury and Illness Prevention Program (IIPP)?**

A: The IIPP is a workplace health and safety program. All employers in California are required to establish, implement, and maintain an effective IIPP. It needs to be in writing and address several required elements ([www.dir.ca.gov/title8/3203.html](http://www.dir.ca.gov/title8/3203.html)).



**Q: Do I have to train all workers on every piece of equipment on the farm?**

A: Employees must be properly trained to use the equipment they operate, regardless of how often they do so. Other employees not operating equipment but working nearby must also be trained on how to protect themselves from any hazards they may be exposed to.



**Q: Do I need to have an IIPP if only my spouse and I work at the farm?**

A: If the farm is under both of your names and you are both owners, then neither of you are considered an employee and you do not need an IIPP.



**Q: When does training need to occur?**

A: The IIPP requires employees be effectively trained on the hazards in their job when they start work and whenever new hazards are introduced such as when they are given a new job, task, or equipment. Re-training may be necessary to ensure employees can do their work safely. Employers also need to familiarize themselves with the hazards to which their employees may be exposed. There are certain topics that have other training requirements including heat illness prevention, field sanitation, and pesticide application.



**Q: Do I need to have an IIPP if only my family works on my farm?**

A: If you have at least one employee, you must have a written IIPP. Family members, such as a spouse, children, cousins, aunts, and uncles, may be considered employees.



**Q: Do I need to have an IIPP if my employees only work on my farm for a few days a season?**

A: Yes, you need to have an up-to-date IIPP when employees are working.



**Q: How can I get more information if I have questions about the IIPP?**

A: You can call the Cal/OSHA Consultation Services at 1-800-963-9424. Their advice is free and they are NOT inspectors who issue fines.



**Q: Does the IIPP need to be written?**

A: Yes, your IIPP must be written. It can be on paper or electronic. As an employer, you must make your IIPP available to employees and you must give a copy to employees if they ask for one.

*Note:* The information presented here is general in nature. Not all Cal/OSHA requirements are addressed. Read Title 8 CCR section 3203 for details on all requirements of an effective IIPP. Sample written programs are available at [dir.ca.gov](http://dir.ca.gov).