

**FY 2017 Comprehensive  
Federal Annual Monitoring Evaluation (FAME) Report**

**State of New Jersey  
Public Employees Occupational Safety and Health (PEOSH)**



**Evaluation Period: October 1, 2016 – September 30, 2017**

**Initial Approval Date: January 11, 2001  
Program Certification Date: January 22, 2016  
Final Approval Date: Not Applicable**

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## Contents

I.	Executive Summary.....	3
II.	State Plan Background.....	4
	A. Background.....	4
	B. Major New Issues.....	5
III.	Assessment of State Plan Performance.....	5
	A. Data and Methodology.....	5
	B. Review of State Plan Performance .....	6
	1. Program Administration.....	6
	2. Enforcement.....	7
	3. Review Procedures.....	11
	4. Standards and Federal Program Changes (FPCs) Adoption.....	11
	5. Variances.....	13
	6. State and Local Government Worker Program.....	13
	7. Whistleblower Program.....	13
	8. Complaint About State Program Administration (CASPA).....	13
	9. Voluntary Compliance Program.....	13
	10. State and Local Government 23(g) On-Site Consultation Program.....	14

## Appendices

Appendix A – New and Continued Findings and Recommendations.....	A-1
Appendix B – Observations and Federal Monitoring Plans.....	B-1
Appendix C – Status of FY 2017 Findings and Recommendations.....	C-1
Appendix D – FY 2017 State Activity Mandated Measures (SAMM) Report.....	D-1
Appendix E – FY 2017 State OSHA Annual Report (SOAR).....	E-1

## I. Executive Summary

The purpose of this report is to assess the New Jersey Public Employee Occupational Safety and Health (PEOSH) State Plan's performance for Fiscal Year (FY) 2017, and its progress in resolving outstanding findings from previous Federal Annual Monitoring Evaluation (FAME) reports.

PEOSH continues to have a significant presence in the workplace through its inspection activity, partnerships, and outreach activity. This year, PEOSH conducted 141 safety and 24 health visits totaling 165 consultation visits which exceeded the projected consultation goal by 27%. PEOSH also continues to excel in outreach and training, and its compliance assistance and training staff conducted significant outreach in targeted high-hazard industries.

PEOSH also continues to be a leader in the realm of homeland security in New Jersey. PEOSH personnel continues to serve as key members of the emergency response community and has served in leadership roles in a number of local, state, and federal emergency response efforts and activities. This participation helps to ensure effective PEOSH integration into the emergency response community. During FY 2017, OSHA showcased several of PEOSH's successful initiatives and best practices on its public webpage, including its Indoor Air Quality Best Practices and its Cold Weather Best Safety Practices.

During the FY 2017 performance period, PEOSH was very responsive to providing requested information to the Region in a timely manner, and actively participated in the regular Quarterly Meetings. Staff made it a priority to work through outstanding findings and recommendations identified in previous FAME reports. In general, PEOSH program administration maintains a high level of program performance.

Last year's FAME report included one finding which related to the subject of granting Petition for Modification of Abatements (PMAs) without the required interim steps necessary to protect workers. This continued to be an issue in 2017 due to PEOSH granting PMAs to employers who failed to properly address all of the steps necessary to ensure protection for workers; therefore, this finding was continued. An additional finding related to data and information not being complete and/or not being entered into OIS was also identified. A previous observation related to consultation case file documentation was converted to a finding. Therefore, a total of three findings are included in this report.

The FY 2016 follow-up FAME report included four observations. One previous observation was closed and another was converted to a finding. The remaining two observations were continued. During the FY 2017 FAME, OSHA identified three new observations. Therefore, a total of five observations are included in this report. Appendix A of this report describes the new and continued findings and recommendations. Appendix B describes observations and the related federal monitoring plans. Appendix C describes the status of previous findings with associated completed corrective actions.

## II. State Plan Background

### A. Background

PEOSH is administered by the Public Safety and Occupational Safety and Health Division of the New Jersey Department of Labor and Workforce Development (NJDLWD) in partnership with the Consumer Environmental Occupational Health Service (CEOHS) of the New Jersey Department of Health (NJDOH). Robert Asaro-Angelo is currently the commissioner who oversees the NJ State Plan which included two offices: a labor (safety) central office and a health central office – both located in Trenton, New Jersey. These offices cover all state and local government sector enforcement and consultation activities in New Jersey.

PEOSH covers both safety and health disciplines. Private sector enforcement is retained under federal jurisdiction, while private sector consultative services are provided by the NDJLWD Consultation Services Bureau under section 21(d) of the OSH Act. Private sector consultation services are administered under a separate grant. A review of that program is not included in this report. The New Jersey State Plan agreement requires PEOSH to adopt all applicable OSHA safety and health standards – either identically or as alternative standards “at least as effective as” the federal standards.

PEOSH does not contain provisions for the issuance of monetary penalties for state and local government sector employers found not to be in compliance with applicable standards on a first instance basis, except in cases of willful or repeat violations. There is also a provision for penalties on all failure to correct violations. PEOSH’s review proceedings are similar to OSHA review procedures.

In their FY 2017 grant application, PEOSH allocated for 17.60 enforcement staff and has 15.60 on board; they allocated for 2.10 safety and health consultants and have 2.10 on board. PEOSH has half a full-time employee whistleblower investigator position on board. PEOSH does not meet staffing expectations (20 safety/seven health); however, as a state and local government-only State Plan, PEOSH is not subject to required benchmark levels.

The table below presents PEOSH’s funding history over the past five years:

FY 2013-2017 Funding History					
Fiscal Year	Federal Award (\$)	State Plan Match (\$)	100% State Plan Funds (\$)	Total Funding (\$)	Percentage of State Plan Contribution
2017	1,921,400	\$1,921,400	\$1,252,679	\$5,095,479	62.3%
2016	1,921,400	\$1,921,400	\$1,165,793	\$5,008,593	61.6%
2015	\$1,921,400	\$1,921,400	\$911,664	\$4,754,464	59.5%
2014	\$1,912,800	\$1,912,800	\$824,156	\$4,649,756	58.9%
2013	\$1,901,900	\$1,901,900	\$946,025	\$4,749,825	59.3%

## **B. Major New Issues**

On November 7, 2017, Phillip D. Murphy was elected as the 56<sup>th</sup> governor of New Jersey and was sworn in on January 16, 2018. As governor of New Jersey, he has announced his nomination of Robert Asaro-Angelo as Labor Commissioner who was confirmed on March 26, 2018.

## **III. Assessment of State Plan Progress and Performance**

### **A. Data and Methodology**

OSHA established a two-year cycle for the FAME process. FY 2017 is a comprehensive year and as such, OSHA was required to conduct an on-site evaluation and case file review. A four person OSHA team, which included a whistleblower investigator, was assembled to conduct a comprehensive on-site case file review. The on-site case file review was conducted at the PEOSH Trenton, New Jersey State Plan office during the timeframe of January 29 through February 2, 2018. A total of 102 safety, health and whistleblower inspection case files were reviewed. The safety and health inspection files were randomly selected from closed inspections conducted during the evaluation period (Oct 1, 2016 through September 30, 2017). The selected population included:

- 67 enforcement case files (43 safety and 24 health – fatalities/hospitalization, complaints, planned, referrals, and PMA)
- 13 whistleblower case files
- 15 consultation case files
- Seven phone/fax non-formal complaints

The analyses and conclusions described in this report are based on information obtained from a variety of monitoring sources, including the:

- State Activity Mandated Measures Report (Appendix D)
- State Information Report (SIR)
- Mandated Activities Report for Consultation (MARC)
- State OSHA Annual Report (SOAR) (Appendix E)
- State Plan Annual Performance Plan
- State Plan Grant Application
- Quarterly monitoring meetings between OSHA and the State Plan
- Comprehensive on-site case file review

Each State Activity Mandated Measures (SAMM) report has an agreed-upon Further Review Level (FRL) which can be either a single number or a range of numbers above and below the

national average. State Plan SAMM data that falls outside the FRL triggers a closer look at the underlying performance of the mandatory activity. Appendix D presents the State Plan's FY 2017 State Activity Mandated Measures Report and includes the FRL for each measure.

## **B. Review of State Plan Performance**

### **1. PROGRAM ADMINISTRATION**

- a) Training – PEOSH continues to provide CSHOs the opportunity to attend the OSHA Training Institute (OTI) for safety and health technical training. During FY 2017, seven staff attended six OTI courses. In addition, PEOSH took advantage of a number of local training opportunities as well as taking full advantage of applicable OSHA in-house webinars. One observation (FY 2016-OB-04) noted in the most recent follow-up FAME report entailed consultants conducting visits had not received the required OTI Course #1500 (Introduction to On-Site Consultation). All consultants have received the training outlined in the Consultation Policies and Procedures Manual (CPPM) prior to conducting visits. This observation is closed.
- b) OSHA Information System (OIS) – PEOSH uses OIS data for tracking purposes. The FRL for average lapse time for safety is +/- 20% of the two-year national average of 45.29 days which equals a range of 36.23 days to 54.35 days. During FY 2017, PEOSH's average lapse time for citations was calculated at 13.87 days for safety – a slight decrease from 14.04 days in FY 2016 and considerably lower than the two-year national average of 45.29 days. The FRL for average lapse time for health is +/- 20% of the two-year national average of 56.03 which equals a range of 44.82 days to 67.24 days. The health lapse time was calculated at 72.22 days compared to 56.64 days in FY 2016 and is higher than the acceptable FRL range. PEOSH's high lapse time for health can be attributed to the temporary transfer of one enforcement officer to consultation in August, 2017, due to retirement of the health consultant. (SAMM #11)

#### *OIS Data/Information*

#### **Finding 17-01**

Data/information was incomplete and/or not entered into OIS. Incomplete data entry or missing OIS 93 forms were observed in all (100%) six enforcement health case files where sampling was performed. OIS 93 forms were missing the pre- and post- calibration results for the Qtrak meter, there were no forms to document readings taken for carbon monoxide relative humidity and temperature, and there were no readings or a form 93 in the file documenting the results of formaldehyde area sampling using a dragger tube. Also, documentation in the case file is lacking as to whether the employer/employee/complainant was provided a copy of the sampling results.

Both of the health consultation files (100%) with sampling conducted were

missing OIS 93 form or evidence of data entry into OIS.

**Recommendation 17-01**

PEOSH enforcement and consultation should ensure that when sampling is performed complete data is entered in the OIS 93 form and copies of the sampling results are provided to both the employer/worker/complainant.

- c) State Internal Evaluation Program Report (SIEP) – The New Jersey SIEP consists of field audits conducted to evaluate CSHO performance to key job elements. Documentation of these audits is retained and was reviewed during this evaluation period. This program was initiated to determine if program operations conform to policies and procedures established by the State Plan.
- d) Staffing – PEOSH’s staffing continues to remain fairly consistent. In FY 2016 there were 30 FTEs allocated and in FY 2017 there were 34. PEOSH currently has 32.09 FTEs onboard. PEOSH was unable to hire one of the approved vacant CSHO positions in FY 2017 due to a hiring freeze imposed in February 2017. They also experienced a one-day furlough due to the budget impasse in July 2017. During FY 2016, there were no furloughs or hiring freezes.

**2. ENFORCEMENT**

a) Complaints

During this evaluation period, PEOSH responded to 120 complaints with an average response time of 19.58 days from notification. This represents a decrease from 26.66 days in FY 2016. The 19.58 day response time is skewed due to the high number of indoor air quality (IAQ) complaints that were received by the NJDOH during the year. PEOSH’s response to all non-IAQ complaints averaged less than five days which is within the negotiated level of five days for serious/120 days for other-than-serious hazards (SAMM #1a).

The average number of days to initiate complaint investigations was 4.47 days which is above the negotiated level of one day (SAMM #2a). All seven (100%) phone/fax complaint investigation case files reviewed were completed in a timely manner.

During FY 2017 and FY 2016, PEOSH did not receive any imminent danger complaints or referrals (SAMM #3), and they also did not receive any denials of entry (SAMM #4). Twelve complaint case files were reviewed during this evaluation. The case file review showed that PEOSH sent a response to the complainants in a timely manner.

## *Notification to Complainant*

### **Observation 17-01**

In two (33%) of the six health complaint case files reviewed, the letter sent to the complainant did not address why a complaint item was not cited or the results of the inspection.

### **Federal Monitoring Plan 17-01**

In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.

#### b) Fatalities

Eight of the 10 fatalities recorded in FY 2017 were appropriately determined to be either non-work related or unconfirmed work-related. No investigations were initiated due to pre-existing medical conditions, suicide, motor vehicle accidents, or prolonged periods of time in excess of 15 years from the incident to when the fatalities occurred. In FY 2016, 18 of the 22 fatalities recorded were also appropriately determined to be non-work-related and no investigations were initiated either due to a pre-existing medical condition or a motor vehicle accident.

Two fatality case files were reviewed during this evaluation. Both case files (100%) contained the next-of-kin (NOK) notification of involvement as well as the closeout letter. One-day response time to the two investigations that were undertaken in FY 2017 was 100%. (SAMM#10)

#### c) Targeting and Programmed Inspection

PEOSH conducted a total of 767 inspections in FY 2017 which is 86% of the projected goal of 895 inspections. Safety staff conducted 621 inspections (86% of the goal), and the industrial hygiene staff conducted 146 inspections (83% of the goal). (SAMM #7) PEOSH focused its inspection resources within the five state and local government agencies targeted for enforcement interventions as follows:

- Transportation – 16 inspections
- Nursing and Residential Care Facilities – eight inspections
- Fire Protection – 131 inspections
- Public Works Departments – 108 inspections
- Water and Sewage Treatment Facilities – 68 inspections

The FRL for percent in-compliance for safety inspections is +/- 20% of the two-year national average of 29.53% which equals a range of 23.62% to 35.44%. PEOSH's percent in-compliance for safety is 18.71% which is substantially lower than the FRL. The FRL for percent in-compliance for health inspections is +/- 20% of the two-year national average of 35.78% which equals a range of 28.62% to



42.94%. PEOSH's percent in-compliance for health is 27.68% which is also below the FRL.

d) Citations and Penalties

A review of case files with violations showed a continued improvement in documentation to support the violations from previous years. Of the 67 enforcement case files reviewed, 31 had citations issued.

*Adequate Evidence to Support Violations*

**Observation 17-02**

Evidence to support violations was inadequate in six (19%) of the 31 case files reviewed (zero of nine NJDOH files/six of 22 NJDLWD files) that had citations issued. All six case files had citations issued for 1910.38(b) and 1910.39(b). No other standard was referenced. The 1910.38 provisions are applicable and may be referenced only when another OSHA standard requires an Emergency Action Plan (EAP).

**Federal Monitoring Plan 17-02**

In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.

*Missed Violations*

**Observation 17-03**

Missed violations were noted in three of the 31 (10%) case files reviewed (three of nine NJDOH files/zero of 22 NJDLWD files) with violations. The missed violations included inoperable bathrooms, missing exit signs, housekeeping for asbestos, access to exposure records, eye wash not functioning correctly, and a lack of an emergency response plan.

**Federal Monitoring Plan 17-03**

In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.

PEOSH's violations continue to be above average. The FRL for the average number of violations per inspection with violations by violation type is +/- 20% of the two-year national average of 1.83 for serious/willful/repeat (S/W/R) violations which equals a range of 1.46 to 2.20. PEOSH's S/W/R average is 3.12 violations which is above the FRL range. The FRL for other-than-serious (OTS) violations is +/- 20% of the two-year national average of 0.99 which equals a range of 0.79 to 1.19. PEOSH's OTS average is 2.69 which is also above the FRL range. (SAMM #5)

During FY 2017 and FY 2016, no significant cases were noted.

*Appropriateness of Violation Classification*

**Observation 17-04**

The severity/probability noted on the violation worksheet did not match to the injury/illness assessed in six of the 31(16%) case files reviewed (five of nine NJDOH files/one of 22 NJDLWD files) that had violations.

**Federal Monitoring Plan 17-04**

In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.

PEOSH does not issue monetary penalties except in cases of willful or repeat violations. There were no willful or repeat violations issued during FY 2017, subsequently there were no penalties issued by PEOSH during FY 2017. (NJ FY 2017 SOAR)

e) Abatement

The review of case files during this evaluation period revealed that adequate verification/evidence of abatement was obtained in 31 (100%) of the case files reviewed with violations. Follow-up inspections were performed when warranted.

*Petition for Modification of Abatement (PMA)*

**Finding 17-02 (Finding 16-01)**

In seven of the nine (78%) PMA case files reviewed (five of seven NJDOH files/two of two NJDLWD files), the written PMA documentation provided by the employer did not meet all five of the requirements under 1903.14a (b) (1-5). PEOSH was granting PMAs to employers who failed to properly address at least one or more of the following:

- Steps taken by the employer
- Reason why additional time is needed
- Interim steps to safeguard employees
- Certification that a copy of the request was posted

**Recommendation 17-02**

PEOSH should ensure the procedures as stated in its Field Operations Manual (FOM) Chapter 7, III “Petition for Modification of Abatement” are followed for any requested PMA.

f) Worker and Union Involvement

PEOSH continues to follow proper procedures outlined in their FOM with regard to

appropriate notification being delivered to workers and their union representatives. Of the 67 case files reviewed, 33 (49%) involved unions. Union representation was involved in 99.74% (SAMM #13) aspects of the inspection process. In those few cases where the union was not available during the inspection, the case file contained documentation that contact had been made with the representative.

### **3. REVIEW PROCEDURES**

The Office of Public Employees Occupational Safety and Health's (OPEOSH) has concluded that to better serve and to make workplaces safer and healthier, any areas that incur penalties for violations should utilize consultation services in their workplaces. As a result, and to encourage the use of these consultation services, OPEOSH may at an informal conference offer a reduction in the amount of the imposed penalties of up to 75% provided that the offending authority agrees to total consultation services for all facilities within its control. This agreement would include both the NJDLWD and NJDOH consultation units. Should the offending authority agree to a partial consultation involving only the facility where violations were cited, a penalty reduction would be limited to 25% of the original penalty. In FY 2017, there were no penalties issued by NJ PEOSH. Subsequently, there were no penalty settlement agreements that resulted in full safety and health consultations.

#### **a) Informal Conferences**

PEOSH has no first instance sanctions and therefore conducts very few informal conferences. PEOSH held two informal conferences during FY 2017 that addressed abatement issues. Three informal conferences were conducted during FY 2016. Two resulted in a 50% reduction in the penalty, and one was requesting clarification of the cited violation. (NJ SOAR, FY 2017 and FY 2016)

#### **b) Formal Review of Citations**

During FY 2017 and FY 2016, PEOSH did not have any contested cases. (NJ SOAR, FY 2017 and FY 2016)

### **4. STANDARDS AND FEDERAL PROGRAM CHANGE (FPC) ADOPTION**

In accordance with 29 CFR 1902, State Plans are required to adopt standards and Federal Program Changes (FPCs) within a six-month time frame. State Plans that do not adopt identical standards and procedures must establish guidelines which are "at least as effective as" the federal rules. State Plans also have the option to promulgate standards covering hazards not addressed by federal standards. During FY 2016 and FY 2017, PEOSH responded in a timely manner with the required notice of intent to adopt. The tables below provide a complete list of the federal directives and standards which required action during this period:

a) Standards Adoption

Standards Requiring Action	Federal Register Date	Adopted Identical	Date Promulgated
29 CFR PART -1910,1915,1926 Final Rule for Occupational Exposure to Respirable Crystalline Silica	03/25/2016	Yes	09/26/2016
29 CFR PART – 1902, 1904 Final Rule to Improve Tracking of Workplace Injuries & Illnesses	05/12/2016	Yes	Exception depends on the rule
29 CFR 1902, 1903 Interim Final Rule on Maximum Penalty Increases	07/01/2016	No	State Plans covering state and local government only are not required to collect monetary penalties and, therefore are not required to adopt the increase in maximum penalties.
Final Rule on Walking-Working Surfaces and PPE (Fall Protection Systems)	11/18/2016	Yes	4/17/17
Final Rule on Occupational Exposure to Beryllium	01/09/2017	Yes	07/09/2017
Final Rule – Implementation of 2017 Annual Adjustment to Civil Penalties for Inflation	01/18/2017	No	N/A

b) Federal Program Change (FPC) Adoption

FPCs Requiring Action and Federal Directive Number	Date of Directive	Adopted Identical	Adoption Date
CPL 02-00-159 Field Operations Manual	10/01/2015	No	05/01/2016
TED 01-00-020 Mandatory Training Program for OSHA Whistleblower Investigators	10/08/2015	Yes	05/08/2016
CSP 02-00-03 Consultation Policies and Procedures Manual	11/19/2015	Yes	02/05/2016
CPL 02-03-007 Whistleblower Investigations Manual	01/28/2016	No	07/28/2016
CPL 03-00-020 NEP Shipbreaking	03/07/2016	Yes	05/06/2016
CPL 02-00-160 Field Operations Manual	08/02/2016	No	N/A (Not adopting penalty increase)
CPL 02-01-058 Enforcement Procedures and Scheduling for Occupational Exposure to Workplace Violence	01/10/2017	Yes	03/13/2017

## **5. VARIANCES**

Variance requests were not received or processed during FY 2017 and FY 2016. (NJ SOAR, FY 2017 and FY 2016)

## **6. STATE AND LOCAL GOVERNMENT WORKER PROGRAM**

One hundred percent (100%) of all inspections conducted by PEOSH occurred within the state and local government workplaces. (SAMM #6) PEOSH does not contain provisions for the issuance of monetary penalties for state and local government employers found not to be in-compliance with applicable standards on a first instance basis, except in cases of willful or repeat violations. There is, also a provision for penalties on all failure to correct violations. If an employer incurs penalties for violations, PEOSH may (at an informal conference) offer a reduction in the amount of the imposed penalty – providing the employer agrees to total consultation services for all facilities within the municipality.

## **7. WHISTLEBLOWER PROGRAM**

PEOSH investigated 19 allegations of workplace retaliation during FY 2017 and 11 allegations in FY 2016. During this evaluation period, a regional discrimination investigator reviewed 13 case files (five from FY 2016 and eight from FY 2017). Of these 13 case files reviewed, seven were found to be no jurisdiction, two had no adverse action, one had lack of cooperation, one had no possible inference of nexus, and two were dismissed as non-merit. The cases were well-documented as well as put in an order in accordance with PEOSH's whistleblower manual. PEOSH's procedure in evaluating their cases upon screening as well as after their evaluation of closed cases is impressive. Case files contained sufficient documentation to support determinations, settlement and litigation rates were appropriate, and investigations were conducted timely.

## **8. COMPLAINT ABOUT STATE PROGRAM ADMINISTRATION (CASPA)**

No CASPAs were filed against PEOSH during FY 2017 and FY 2016. (NJ SOAR, FY 2017 and FY 2016)

## **9. VOLUNTARY COMPLIANCE PROGRAM**

PEOSH does not have a voluntary compliance program; however, it does administer its Safety and Health Achievement Recognition Program (SHARP) which is comparable. Currently PEOSH has two state and local government employers in SHARP. During FY 2017 and FY 2016, there were no new SHARPs awarded. (NJ SOAR, FY 2017 and FY 2016)

## 10. STATE AND LOCAL GOVERNMENT 23(g) ON-SITE CONSULTATION PROGRAM

PEOSH's state and local government workers' consultation program exceeded its Annual Performance Plan projections in both FY 2017 and FY 2016. PEOSH conducted 141 safety and 24 health visits for a total of 165 consultation visits during FY 2017 – 35 visits (27%) above the projected goal of 130 visits. The 165 visits included 83 initial, eight follow-up and 74 training and assistance visits. In FY 2016, 187 safety and 37 health visits were conducted for a total of 224 consultation visits – 134 visits (149%) above the projected 90 visits. The 224 visits included 65 initial, 38 follow-up and 121 training and assistance visits. (NJ SOAR, FY 2017 and FY 2016) The percentage of visits with hazards abated within a timely manner was 100% for both FY 2017 and FY 2016. (MARC #4a)

During FY 2017, the number of consultants decreased. The number of safety consultants decreased from four to three due to retirement. A request has been submitted/approved to fill the vacancy. The NJDOH consultant also retired, and in the interim, a CSHO was temporarily transferred from enforcement and trained to conduct consultation activities until a permanent replacement can be hired. A replacement was hired in FY 2018; however, the required OTI training still needs to be completed before visits can be conducted by the new hire. During this evaluation period, 15 consultation case files were reviewed. The case files were broken down as follows: four training and assistance, eight full service, and three limited.

### *Consultation Case File Documentation*

#### **Finding 17-03**

The documentation in the reviewed consultation case files was lacking. Specifically:

- Ten out of 10 (100%) case files that required a Form 33 to be completed had incompletely filled out forms and the rationale for scoring was not supported by the facts in the files.
- Adequate abatement was lacking in seven out of 10 (70 %) consultation files with hazard notices.
- Three out of four (75%) extension requests were missing information such as interim protections and/or the reason for the delay.
- Seven out of seven (100%) files lacked evidence of the List of Hazards being forwarded to the union.
- Two out of four (50%) technical assistance case files were missing evidence of a hazard assessment.

- Two out of three (67%) consultation health files failed to document the noise levels even though these hazards were recognized and sampling had not been conducted previously.

**Recommendation 17-03**

PEOSH should ensure consultants complete case files in accordance with CSP 02-00-002 to improve documentation of case files.

*Consultation Reports*

**Observation 17-05**

There were delays in issuing consultation reports. Specifically:

- Five out of 15 (33%) consultation reports were not issued to the employer within 20 calendar days.
- Three out of 15 (20%) consultation files had opening conference dates that were different than the closing conference date.

**Federal Monitoring Plan 17-05**

In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.

## Appendix A – New and Continued Findings and Recommendations

### FY 2017 PEOSH Comprehensive FAME Report

FY 2017-#	Finding	Recommendation	FY 2016-# or FY 2016-OB-#
FY 2017-01	<p><i>OIS Data/Information</i> Data/information was incomplete and/or not entered into OIS. Incomplete data entry or missing OIS 93 forms were observed in all six (100%) of the enforcement health case files where sampling was performed. In addition, both of the consultation files with sampling conducted were missing OIS 93 form or evidence of data entry into OIS.</p>	PEOSH enforcement and consultation should ensure that when sampling is performed complete data is entered in the OIS 93 form and copies of the sampling results are provided to both the employer/employee/complainant.	
FY 2017-02	<p><i>Petition for Modification of Abatement (PMA)</i> PMAs are being granted without the required interim steps necessary to protect workers in seven of the nine (78%) case files reviewed (five of seven NJDOH files/two of two NJDLWD files).</p>	PEOSH should ensure the procedures as stated in its Field Operations Manual (FOM) Chapter 7, III “Petition for Modification of Abatement” are followed for any requested PMA.	FY 2016-01



## Appendix A – New and Continued Findings and Recommendations

### FY 2017 PEOSH Comprehensive FAME Report

FY 2017-#	Finding	Recommendation	FY 2016-# or FY 2016-OB-#
FY 2017-03	<p><i>Consultation Case File Documentation</i> Documentation in the consultation case files was lacking. Specifically:</p> <p>All 10 (100%) case files that required a Form 33 to be completed had incompletely filled out forms and the rationale for scoring was not supported by the facts in the files.</p> <p>Adequate abatement was lacking in seven out of 10 (70%) consultation files with hazard notices.</p> <p>Three out of four (75%) extension requests were missing information such as interim protections and/or the reason for the delay.</p> <p>Seven out of seven (100%) case files lacked evidence of the List of Hazards being forwarded to the union.</p> <p>Two out of four (50%) technical assistance files were missing evidence of a hazard assessment.</p> <p>Two out of three (67%) consultation health files failed to document the noise levels even though these hazards were recognized and sampling had not been conducted previously.</p>	PEOSH should ensure consultants complete case files in accordance with CSP 02-00-003 to improve documentation of case files.	FY 2016-OB-03

## Appendix B – New and Continued Findings and Recommendations

### FY 2017 PEOSH Comprehensive FAME Report

Observation # FY 2017-OB-#	Observation# FY 2016-OB-# or FY 2016-#	Observation	Federal Monitoring Plan	Current Status
FY 2017-OB-01	FY 2016-OB-02	<p><i>Notification to Complainant</i></p> <p>In two (33%) of the six health complaint case files reviewed, the letter sent to the complainant did not address why a complaint item was not cited or the results of the inspection.</p>	In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.	Continued
FY 2017-OB-02		<p><i>Adequate Evidence to Support Violations</i></p> <p>Evidence to support violations was inadequate in six (19%) of the 31 case files reviewed that had citations issued (zero of nine NJDOH files/six of 22 NJDLWD files). All six case files had citations issued for 1910.38(b) and 1910.39(b). No other standard referenced. The 1910.38 provisions are applicable and may be referenced only when another OSHA standard requires an Emergency Action Plan (EAP).</p>	In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.	New
FY 2017-OB-03		<p><i>Missed Violations</i></p> <p>Missed violations were noted in three of the 31 (10%) case files reviewed with violations (three of nine NJDOH files/zero of 22 NJDLWD files). The missed violations included inoperable bathrooms, missing exit signs, housekeeping for asbestos, access to exposure records, eye wash not functioning correctly, and a lack of an emergency response plan.</p>	In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.	New
FY 2017-OB-04	FY 2016-OB-01 FY 2015-OB-03	<p><i>Appropriateness of Violation Classification</i></p> <p>Severity/probability given on the violation worksheet did not match to the injury/illness assessed in six of the 31 (16%) case files reviewed that had violations (five of nine NJDOH files/one of 22 NJDLWD files).</p>	In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.	Continued

## Appendix B – New and Continued Findings and Recommendations

### FY 2017 PEOSH Comprehensive FAME Report

Observation # FY 2017-OB-#	Observation# FY 2016-OB-#	Observation	Federal Monitoring Plan	Current Status
FY 2017-OB-05		<p><i>Consultation Reports</i> There were delays in issuing consultation reports. Specifically:</p> <ul style="list-style-type: none"> <li>• Five out of 15 (33%) consultation reports were not issued to the employer within 20 calendar days.</li> <li>• Three out of 15 (20%) consultation files had opening conference dates that were different than the closing conference date.</li> </ul>	In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if these are isolated instances or if this represents a trend that requires further action.	New
	FY 2016-OB-03	<p><i>Consultation Case File Documentation</i> In two of the eight (25%) 23(g) program consultation case files reviewed, the safety and health hazard survey (Form 33) was not completed correctly.</p>		Converted to a Finding
	FY 2016-OB-04	<p><i>Consultant Training</i> One of the three (33%) 23(g) program consultants who were conducting training and assistance visits had not received the required OTI Course #1500 (Introduction to On-Site Consultation) as outlined in the Consultation Policies and Procedures Manual (CSP 02-00-003).</p>		Closed

## Appendix C - Status of FY 2016 Findings and Recommendations

### FY 2017 PEOSH Comprehensive FAME Report

FY 2016-#	Finding	Recommendation	State Plan Corrective Action	Completion Date	Current Status
FY 2016-01	<i>Petition for Modification of Abatement (PMA)</i> PMAs are being granted without the required interim steps necessary to protect workers in all four (100%) of the case files reviewed.	PEOSH should ensure the procedures as stated in its Field Operations Manual (FOM) Chapter 7, III “Petition for Modification of Abatement” are followed for any requested PMA.	On March 13, 2017, safety enforcement staff was instructed to ensure the elements for granting a PMA, in accordance with the PEOSH FOM, is met prior to granting an extension. Specifically, the employer must provide the interim steps to be taken to protect its employees from the identified hazard until abatement can be completed. Supervisors will monitor incoming extension requests to ensure all requirements are satisfied.	Not Completed	Open

## Appendix D - FY 2017 State Activity Mandated Measures (SAMM) Report

### FY 2017 PEOSH Comprehensive FAME Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
New Jersey - PEOSH			FY 2017	
SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
<b>1a</b>	Average number of work days to initiate complaint inspections (state formula)	19.58	5 days for serious hazards; 120 days for other than serious hazards	The further review level is negotiated by OSHA and the State Plan.
<b>1b</b>	Average number of work days to initiate complaint inspections (federal formula)	17.98	N/A	This measure is for informational purposes only and is not a mandated measure.
<b>2a</b>	Average number of work days to initiate complaint investigations (state formula)	4.47	1	The further review level is negotiated by OSHA and the State Plan.
<b>2b</b>	Average number of work days to initiate complaint investigations (federal formula)	1.02	N/A	This measure is for informational purposes only and is not a mandated measure.
<b>3</b>	Percent of complaints and referrals responded to within one workday (imminent danger)	N/A	100%	The further review level is fixed for all State Plans.  N/A - The State Plan did not receive any imminent danger complaints or referrals in FY 2017.
<b>4</b>	Number of denials where entry not obtained	0	0	The further review level is fixed for all State Plans.
<b>5</b>	Average number of violations per inspection with violations by violation type	SWRU: 3.12	+/- 20% of SWRU: 1.83	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 1.46 to 2.20 for SWRU and from 0.79 to 1.19 for OTS.
		Other: 2.69	+/- 20% of Other: 0.99	

## Appendix D - FY 2017 State Activity Mandated Measures (SAMM) Report

### FY 2017 PEOSH Comprehensive FAME Report

SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
<b>6</b>	Percent of total inspections in state and local government workplaces	100%	100%	Since this is a State and Local Government State Plan, all inspections are in state and local government workplaces.
<b>7</b>	Planned v. actual inspections – safety/health	S: 621	+/- 5% of S: 720	The further review level is based on a number negotiated by OSHA and the State Plan through the grant application. The range of acceptable data not requiring further review is from 684 to 756 for safety and from 166.25 to 183.75 for health.
		H: 146	+/- 5% of H: 175	
<b>8</b>	Average current serious penalty in private sector - total (1 to greater than 250 workers)	N/A	+/- 25% of \$2,516.80	N/A – This is a State and Local Government State Plan.  The further review level is based on a two-year national average.
	<b>a.</b> Average current serious penalty in private sector (1-25 workers)	N/A	+/- 25% of \$1,706.10	N/A – This is a State and Local Government State Plan.  The further review level is based on a two-year national average.
	<b>b.</b> Average current serious penalty in private sector (26-100 workers)	N/A	+/- 25% of \$2,867.94	N/A – This is a State and Local Government State Plan.  The further review level is based on a two-year national average.
	<b>c.</b> Average current serious penalty in private sector (101-250 workers)	N/A	+/- 25% of \$3,952.26	N/A – This is a State and Local Government State Plan.  The further review level is based on a two-year national average.

## Appendix D - FY 2017 State Activity Mandated Measures (SAMM) Report

### FY 2017 PEOSH Comprehensive FAME Report

SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
	d. Average current serious penalty in private sector (greater than 250 workers)	N/A	+/- 25% of \$5,063.48	N/A – This is a State and Local Government State Plan.  The further review level is based on a two-year national average.
9	Percent in compliance	S: 18.71%	+/- 20% of S: 29.53%	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 23.62% to 35.44% for safety and from 28.62% to 42.94% for health.
		H: 27.68%	+/- 20% of H: 35.78%	
10	Percent of work-related fatalities responded to in one workday	100%	100%	The further review level is fixed for all State Plans.
11	Average lapse time	S: 13.87	+/- 20% of S: 45.29	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 36.23 to 54.35 for safety and from 44.82 to 67.24 for health.
		H: 72.22	+/- 20% of H: 56.03	
12	Percent penalty retained	99.93%	+/- 15% of 67.44%	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 57.32% to 77.56%.
13	Percent of initial inspections with worker walk around representation or worker interview	99.74%	100%	The further review level is fixed for all State Plans.
14	Percent of 11(c) investigations completed within 90 days	50%	100%	The further review level is fixed for all State Plans.

## Appendix D - FY 2017 State Activity Mandated Measures (SAMM) Report

### FY 2017 PEOSH Comprehensive FAME Report

SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
<b>15</b>	Percent of 11(c) complaints that are meritorious	0%	+/- 20% of 25%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 20% to 30%.
<b>16</b>	Average number of calendar days to complete an 11(c) investigation	100	90	The further review level is fixed for all State Plans.
<b>17</b>	Percent of enforcement presence	N/A	+/- 25% of 1.26%	N/A – This is a State and Local Government State Plan and is not held to this SAMM.  The further review level is based on a two-year national average.



**STATE OSHA ANNUAL REPORT (SOAR) 2017**

**NEW JERSEY**

**New Jersey Department of Labor and Workforce Development  
Labor Standards and Safety Enforcement  
Division of Public Safety and Occupational Safety and Health  
Office of Public Employees Occupational Safety and Health**

*In partnership with the*

**New Jersey Department of Health  
Public Health Services Branch  
Division of Epidemiology, Environmental and Occupational Health  
Consumer, Environmental and Occupational Health Service  
Environmental and Occupational Health Assessment Program**

**December 2017**

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### INTRODUCTION

The purpose of the New Jersey Public Employees Occupational Safety and Health (PEOSH) Act, N.J.S.A. 34:6A-et seq. is to ensure that all New Jersey public employees are provided with a safe and healthful work environment, free from recognized hazards. In New Jersey, the Federal Occupational Safety and Health Administration (OSHA) responds to private sector safety and health concerns and has no jurisdiction over public employees' safety and health matters.

Major provisions of the PEOSH Act include the promotion of occupational safety and health; the adoption of federal OSHA standards, (29 CFR 1910) General Industry Standards, (29 CFR 1926) Construction Standards, , (29 CFR 1928) Agricultural Standards, (29 CFR 1915) Shipyard Standards, (29 CFR 1917) Marine Terminal Standards, (29 CFR 1918) Long shoring Standards, (29 CFR 1919) Gear Certification Standards and (29 CFR 1924) Standards for workshops/rehabilitation facilities; the promulgation of standards in the absence of federal standards if existing standards are not strict enough; employee rights to request an inspection; and employer responsibilities.

In accordance with the New Jersey Public Employee's Occupational Safety and Health Act employers have an obligation to provide public employees with a workplace free from recognized hazards which may cause serious injury or death and to comply with occupational safety and health standards adopted under the Act.

An employee, group of employees, or employee representative has the right to request an inspection of a public facility by notifying, in writing, the appropriate agency charged with investigating safety or health concerns; remain anonymous to the employer after signing the complaint; be present during the inspection; and be protected from discriminatory action as a result of filing a safety or health complaint.

Two state agencies are responsible for implementing the PEOSH Act. The New Jersey Department of Labor and Workforce Development (NJDLWD) is the lead agency responsible for administering and enforcing the law throughout the State. In addition, the NJDLWD responds to complaints, conducts seminars and distributes information regarding safety hazards. The New Jersey Department of Health (NJDOH) responds to complaints, conducts seminars, and distributes information regarding health hazards.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### MANDATED ACTIVITIES

Activity	Safety		Health	
	Goal	Actual	Goal	Actual
Enforcement Inspection	720	*624	175	146
Consultation Visit	50	67	30	**24
Training Program	100	***147	50	51
Outreach Participants	1,500	2,051	1,500	1,601

\* The number of Safety Enforcement staff members was seven (7) for the 1<sup>st</sup> and 2<sup>nd</sup> quarters of FFY 2017. An additional Safety Enforcement staff member was hired at the beginning of the 3<sup>rd</sup> quarter of FFY 2017 and required in-field training from the existing senior Safety Enforcement staff members for the 3<sup>rd</sup> and 4<sup>th</sup> quarters of FFY 2017.

\*\* NJDOH had one consultant and one trainer for FFY2017.

\*\*\* The number of Safety Consultation staff members was reduced from three (3) to two (2) due to a staff retirement in FFY2017. The program area has submitted a request to fill the vacancy. Additionally, the Assistant Chief of PEOSH Consultation/Training changed on 9/02/2017.

### ENFORCEMENT INSPECTIONS

	Safety	Health	Total
Programmed	236	26	262
Complaint	42	91	133
Referral	51	12	63
Accident	19	0	19
Fatality	2	0	2
Technical/Monitoring	0	10	10
Follow-up	274	7	281
Total	624	146	770

### CONSULTATIONS

Visit Type	Safety	Health	Total
Initial	64	19	83
Follow-up	3	5	8
Training & Assistance	74	0	74
Total	141	24	165

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### 2014-2018 Non-Fatal Occupational Injury and Illness Incident Rates for Industry Sectors Covered by PEOSH 5-Year Strategic Plan

Incidence rates <sup>1</sup> of non-fatal occupational injuries and illnesses by industry and case types, New Jersey, 2013							
		Total recordable cases					
Industry <sup>2</sup>	NAICS code <sup>3</sup>	2013	2014	2015	2016	2017	2018
<b>State government</b>							
Support activities for transportation	488	11.1	11.7	9.5	8.4		
Nursing and residential care facilities	623	11.9	11.1	10.5	8.8		
<b>Local government</b>							
Water, sewage and other systems	2213	8.1	9.3	8.2	11.7		
Nursing and residential care facilities	623	14.0	11.3	10.1	10.6		
Fire protection	92216	10.5	8.2	9.4	8.7		
Public Works Departments <sup>4</sup>	921	3.3	3.7	3.3	2.7		
<sup>1</sup> Incidence rates represent the number of injuries and illnesses per 100 full-time workers and were calculated as: (N/EH) x 200,000 where N = number of injuries and illnesses EH = total hours worked by all employees during the calendar year 200,000 = base for 100 equivalent full-time workers (working 40 hours per week, 50 weeks per year).  <sup>2</sup> Totals include data for industries not shown separately. <sup>3</sup> <i>North American Industry Classification System</i> -- United States, 2007. <sup>4</sup> Public Works Departments (PWD) do not have an individual NAICS code. Therefore, the measure used for the PWD category is the incident rate for the occupational duties found at PWD facilities under the 921 NAICS code for recordable cases with days away from work. This incident rate for PWD occupational duties for days away from work under the NAICS 921 comprises the majority (average 83 %) of the total number of cases. SOURCE: N.J. Department of Labor & Workforce Development, in cooperation with U.S. Bureau of Labor Statistics, U.S. Department of Labor, Survey of Occupational Injuries and Illnesses, November 9, 2017							

### Analysis

PEOSH began its new 5-Year Strategic Plan in Federal Fiscal Year (FFY) 2014. Revisions from the previous Strategic plan are reflected in the removal of Local Police Protection and the addition of Public Works Departments and Water and Sewerage Treatment Facilities.

PEOSH continues to use data provided by NJDLWD's Office of Research and Information, formerly known as the Division of Labor Planning and Analysis, to evaluate industry trends in non-fatal occupational injury and illness incidence rates and identify those with the highest injury and illness rates.

Information provided by the NJDOH indicates that assaults on employees and musculoskeletal disorders from improper lifting account for one-half to three-quarters of the injuries at NJ State Developmental Centers which comprise the majority of facilities within NAICS 623 (Nursing Homes/Residential Care Facilities).

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### **Progress Toward Strategic Plan Goals**

The New Jersey Public Employees Occupational Safety and Health State OSHA Annual Report (SOAR) for FFY 2017 provides a summary of the PEOSH activities and results as they relate to the PEOSH Strategic Plan for FFY2014 – FFY2018. The strategic goals, objectives, and activities provide the focus for PEOSH enforcement, education and training, outreach, and administrative programs. Our strategic goals help us to accomplish our mission by focusing on prevention and protection in the targeted industries. Working in partnership with our customers, PEOSH focuses on providing safe and healthful workplaces for New Jersey’s public employees, and on preventing workplace injuries and illnesses.

PEOSH’s success in meeting the goals and objectives as outlined in the Strategic Plan are measured by combining results from multiple program areas in both the NJDLWD and the NJDOH. The Strategic Plan is designed to integrate various activities, and to present a unified purpose and direction for all of the programmatic elements within PEOSH. For example, when a new standard is adopted, compliance inspections will be conducted to ensure compliance with the standard, training and outreach materials will be developed, and compliance assistance will be provided to educate employers and workers and to assist employers in compliance.

The strategic plan identifies three (3) fundamental goals to reduce workplace injuries, illnesses and fatalities in New Jersey. The goals, activities to meet the goals and FFY2017 outcomes are described below.

### **Strategic Goal #1**

*Improve workplace safety and health for all public employees as evidenced by fewer hazards, reduced exposures and fewer injuries, illnesses, and fatalities.*

**Outcome Goal:** Reduce the number of worker injuries and illnesses, by focusing statewide attention and Agency resources on the most prevalent types of injuries, illnesses, the most hazardous public occupations, and the most hazardous workplaces.

### **Performance Goal 1.1 - State Support Activities for Transportation (NAICS 488)**

Decrease non-fatal occupational injury and illness incident rates in state, county and/or local agencies in the specific NAICS segments by 5 % by 2018 (1 % per year).

NJDLWD planned to:

- Identify and verify all worksites covered by NAICS 488;
- Identify appropriate outreach materials;
- Make outreach materials available through mass mailing and the website;
- Conduct outreach for training and consultation services;
- Identify organizations to form alliance/partnership; and
- Develop a baseline.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### **National/Special Emphasis Programs and Campaigns (NEP/SEP):**

The following Programs are associated with this performance goal:

- Highway Work Zone Safety
- Heat Stress

### **Activities:**

A summary of activities is found in the table at the end of the report.

### **Outcome Measures:**

All NAICS 488 work sites were identified. The employers are:

- New Jersey Turnpike Authority (includes Garden State Parkway);
- South Jersey Transportation Authority (includes Atlantic City Expressway); and
- South Jersey Port Corporation.

The baseline to be used is the 2013 NAICS 488 incidence rate of non-fatal occupational injuries and illnesses of **11.1** total recordable cases (Source the NJDLWD, Office of Research and Information) See chart on page four (4). The current Occupational Injury and Illness data table can be found at: [http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy\\_index.html](http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy_index.html)).

A 5% decrease from the baseline of 11.1 will result in 10.6 total recordable cases. The latest Division of Program Planning, Analysis and Evaluation data is for the year 2016. The 2016 total recordable cases for Support Activities for Transportation decreased from the baseline of 11.1 to 8.4. The goal was met for this year.

### **Performance Goal 1.2 - State Nursing and Residential Care Facilities (NAICS 623)**

Decrease non-fatal occupational injury and illness incident rates in state, county and/or local agencies in the specific NAICS segments by 5 % by 2018 (1 % per year).

NJDLWD planned to:

- Identify and verify all worksites covered by NAICS 623;
- Develop a baseline;
- Identify appropriate outreach materials;
- Make outreach materials available through mass mailing and the website;
- Conduct outreach for training and consultation services; and
- Identify organizations to form alliance/partnership.

**National/Special Emphasis Programs and Campaigns (NEP/SEP/LEP):** The following Programs are associated with this performance goal:

- Nursing Homes Residential Care (OSHA's National Emphasis Plan (NEP) for Nursing Homes expired as of April 2015, PEOSH continues to inspect nursing homes in accordance with its 5-year strategic plan and the June 25, 2015 OSHA Inspection Guidance for Inpatient Healthcare Settings.)

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

- Temporary Workers
- Workplace Violence

### **Activities:**

A summary of activities is found in the table at the end of the report. In addition, the following activities were undertaken;

PEOSH Program consultation staff initiated a consultation emphasis program to reduce the injuries and illnesses related to workplace violence and lifting (safe patient handling). These facilities have recorded high injury and illness rates. The PEOSH Program will evaluate rates, evaluate the workplace and make recommendations to reduce injuries and illnesses related to workplace violence

The NJ PEOSH Safety Training / Consultation Unit exhibited at the Healthcare Association of New Jersey's (HCANJ) Annual Convention. This convention provided an opportunity to promote PEOSH cooperative services to public sector nursing home Administrators, Directors of Nursing, and other high ranking officials.

### **Outcome Measures:**

All worksites were identified. Employers with facilities included in this NAICS code are:

#### **NJ Department of Corrections:**

- Garden State Youth Reception and Corrections Center
- Wagner Youth Correctional Institute

#### **NJ Department of Human Services:**

Division of Developmental Disabilities

- Hunterdon Developmental Center
- New Lisbon Developmental Center
- Vineland Developmental Center
- Woodbine Developmental Center

#### **NJ Department of Law and Public Safety:**

- Training School for Boys and Girls

#### **NJ Department of Military and Veterans Affairs:**

- NJ Veterans Home, Menlo Park
- NJ Veterans Home, Paramus
- NJ Veterans Home, Vineland

The baseline used is the 2013 NAICS 623 incidence rates of non-fatal occupational injuries and illnesses of **11.9** total recordable cases for State Government facilities and **14.0** for Local Government facilities. (Source the NJDLWD, Office of Research and Information) See chart on

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

page four (4). The current Occupational Injury and Illness data table can be found at: [http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy\\_index.html](http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy_index.html)).

A 5% decrease from the baselines of 11.9 (State Government) and 14.0 (Local Government) will result in 11.3 and 13.3 total recordable cases respectively. The latest Division of Program Planning, Analysis and Evaluation data is for the year 2016. The 2016 total recordable cases for State Nursing and Residential Care Facilities decreased from the baseline of 11.9 to 8.8 for State Government facilities and 14.0 to 10.6 for Local Government facilities. The goal was met for this year.

### **Performance Goal 1.3 – Local Fire Protection (NAICS 92216)**

Decrease non-fatal occupational injury and illness incident rates in state, county and/or local agencies in the specific NAICS segments by 5 % by 2018 (1 % per year).

NJDLWD planned to:

- Develop a baseline;
- Identify appropriate outreach materials;
- Make outreach materials available through mass mailing and the website;
- Conduct outreach for training and consultation services; and
- Identify organizations to form alliance/partnership.

### **National/Special Emphasis Programs and Campaigns (NEP/SEP):**

The following Programs are associated with this performance goal:

- Highway Work Zone Safety
- HAZWOPER
- Heat Stress

### **Activities:**

A summary of activities is found in the table at the end of the report.

### **Outcome Measures:**

The baseline to be used is the 2013 NAICS 92216 incidence rate of nonfatal occupational injuries and illnesses of **10.5** total recordable cases (Source the NJDLWD, Office of Research and Information) See chart on page four (4). The current Occupational Injury and Illness data table can be found at: [http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy\\_index.html](http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy_index.html)).

A 5% decrease from the baseline of 10.5 will result in 10.0 total recordable cases. The latest Division of Program Planning, Analysis and Evaluation data is for the year 2016. The 2016 total recordable cases for Local Fire Protection decreased from the baseline of 10.5 to 8.7. The goal was met for this year.



## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### Performance Goal 1.4 – Public Works Departments

Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS segments by 5 % by 2018 as follows (1% per year):

NJDLWD planned to:

- Develop a baseline;
- Identify appropriate outreach materials;
- Make outreach materials available through mass mailing and the website;
- Conduct outreach for training and consultation services; and
- Identify organizations to form alliance/partnership.

### National/Special Emphasis Programs and Campaigns (NEP/SEP):

The following Programs are associated with this performance goal:

- Highway Work Zone Safety
- Amputations
- Heat Stress
- Temporary Workers

### Activities:

A summary of activities is found in the table at the end of the report.

### Outcome Measures:

The baseline to be used is the 2013 NAICS 921 incidence rate of cases involving days away from work by occupation of **3.3** (Source the NJDLWD, Office of Research and Information). See chart on page four (4). The current Occupational Injury and Illness data table can be found at: [http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy\\_index.html](http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy_index.html)).

A 5% decrease from the baseline of 3.3 will result in a 3.1 incident rate for cases with days away from work. The latest Division of Program Planning, Analysis and Evaluation data is for the year 2016. The 2016 incident rate for cases with days away from work for NAICS 921 decreased from the baseline of 3.3 to 2.7. The goal was met for this year.

### Performance Goal 1.5 –Water and Sewage Treatment Facilities (NAICS 2213)

Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS segments by 5 % by 2018 as follows (1% per year):

NJDLWD planned to:

- Develop a baseline;
- Identify appropriate outreach materials;
- Make outreach materials available through mass mailing and the website;

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

- Conduct outreach for training and consultation services; and
- Identify organizations to form alliance/partnership.

### **National/Special Emphasis Programs and Campaigns (NEP/SEP):**

The following Programs are associated with this performance goal:

- Highway Work Zone Safety
- Trenching
- Temporary Workers

### **Activities:**

A summary of activities is found in the table at the end of the report.

### **Outcome Measures:**

The baseline to be used is the 2013 NAICS 221320 incidence rate of nonfatal occupational injuries and illnesses of **8.1** total recordable cases (Source the NJDLWD, Office of Research and Information) See chart on page four (4). The current Occupational Injury and Illness data table can be found at: [http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy\\_index.html](http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy_index.html)).

A 5% decrease from the baseline of 8.1 will result in 7.7 total recordable cases. The latest Division of Program Planning, Analysis and Evaluation data is for the year 2016. The 2016 total recordable cases for Water and Sewage Treatment Facilities increased from the baseline of 8.1 to 11.7. The goal was not met for this year.

### **Strategic Goal #2**

*To promote safety and health values in New Jersey's public sector workplaces.*

**Outcome Goal:** To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.

### **Performance Goal 2.1 – Employee Involvement**

100% of PEOSH Interventions (e.g., inspections, consultations, etc.) will include employee involvement (every year).

### **Activities:**

A summary of activities is found in the table at the end of the report.

### **Outcome Measures:**

100% of PEOSH Interventions conducted in FFY2017 included employee involvement. The goal was met for this year.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### **Performance Goal 2.2 – SHARP Award**

Award Safety and Health Achievement Recognition (e.g., SHARP, Inspection Deferral) to 20 worksites by the end of 2018 (4 per year).

#### **Activities:**

A summary of activities is found in the table at the end of the report. In addition, the following activities were undertaken;

Safety and Health SHARP is discussed during each consultation visit.

#### **Outcome Measures:**

Presently there are two (2) public sector SHARP facilities in NJ. SHARP is promoted during each consultation visit and consultants are encouraged to work with employers that are interested in the program to hopefully add additional SHARP sites in FY 2017. The goal was not met for this year.

### **Performance Goal 2.3 – Promote Safety and Health Management System**

100% of PEOSH Consultations will include site specific recommendations to improve the Safety and Health Program Management System in place at that facility.

#### **Activities:**

A summary of activities is found in the table at the end of the report.

#### **Outcome Measures:**

In FFY2017, 100% of PEOSH Consultations included site specific recommendations to improve the Safety and Health Program Management System in place at that facility. The goal was met for this year.

### **Performance Goal 2.4 – Compliance Assistance for High Hazard Industry Organizations/Groups**

Perform compliance assistance interventions for high hazard industry organizations / groups specifically those named in Performance Goals 1.1, 1.2, 1.3, 1.4, and 1.5 (State Support for Transportation, Public Nursing Homes, Local Fire Protection, Public Works, and Water and Sewer). These interventions will focus on the hazards of relevant National and Local Emphasis Programs, and promoting PEOSH cooperative services.

Examples of interventions are speaking engagements, exhibitions, training sessions, etc. at high hazard industry associations/groups. National Emphasis Programs include Work Zone safety and Excavation / Trenching. Local Emphasis Programs will be determined in the Annual Performance Plan.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### **Activities:**

A summary of activities is found in the table at the end of the report

### **Outcome Measures:**

From NJDLWD, six (6) specific interventions were conducted which reached 149 individuals in high hazard industry organizations / groups. This goal was met for this year.

From NJDOH, fifteen (15) specific interventions were conducted which reached 496 individuals in high hazard industry organizations / groups. The goal was met for this year.

### **Strategic Goal #3**

*Secure public confidence through excellence in the development and delivery of PEOSH programs and services.*

**Outcome Goal:** Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.

### **Performance Goal 3.1–Fatality Investigations/Inspections**

Initiate inspections of fatalities and catastrophes within one (1) day of notification for 100% of occurrences to prevent further injuries or deaths by the end of FFY 2018.

### **Activities:**

A summary of activities is found in the table at the end of the report.

### **Outcome Measures:**

There were ten (10) public employee fatalities recorded in FFY 2017. Eight (8) were determined to be either non-work related or unconfirmed work related; and no investigations were initiated due to pre-existing medical conditions, suicide, motor vehicle accidents, or prolonged periods of time in excess of 15 years from the incident to when the fatalities occurred. The two (2) investigations that were undertaken were initiated within one (1) day of notification meeting the Strategic Goal of 100%. The goal was met for this year.

### **Performance Goal 3.2A–Safety Complaints Received**

As stated in the Annual Plan, the NJDLWD planned to initiate 100% of safety complaint inspections within five (5) working days of notification.

### **Activities:**

For FFY 2017, NJ PEOSH Safety Enforcement received 34 formal complaints.

### **Outcome Measures:**

100% of the FFY 2017 complaint investigations were initiated within five (5) days. The goal was met for this year.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### Performance Goal 3.2B –Health Complaints Received

As stated in the Annual Plan, the NJDOH goal is to initiate 95% of non-IAQ/ sanitation complaint inspections within five (5) working days of notification.

#### Activities:

For FFY 2017, NJDOH PEOSH Program received 34 non-IAQ/Sanitation complaints. Thirty-four (34) inspections were initiated within five (5) days (average 2.0 days, range 1-5 days). The NJDOH PEOSH Program received 140 IAQ and sanitation complaints in FFY 2017.

#### Outcome Measures:

The goal to initiate 95% of non-IAQ/sanitation complaints was met. 100% (34/34) of the non-IAQ, non-sanitation complaints were initiated within five (5) days. The goal was met for this year.

### Performance Goal 3.3 – Consultation Customer Satisfaction Surveys

Each year, 90% of public employers targeted through consultation visits rate the intervention as highly effective (score 7 or higher on a scale of 1 through 10 on a customer satisfaction survey).

#### Activities:

All public employers who participate in initial consultations are provided with a customer satisfaction survey which rates the consultation intervention on a scale of 1 to 10. PEOSH strives to rate 7 or better on all customer satisfaction surveys that are returned by public employers.

A summary of activities is found in the table at the end of the report.

#### Outcome Measures:

NJDLWD PEOSH received 67 customer satisfaction surveys for initial consultation interventions. 100% of the customer satisfaction surveys received rated the consultation interventions as highly effective (score 7 or higher on a scale of 1 through 10 on a customer satisfaction survey). This goal was met for this year.

NJDOH PEOSH received five (5) customer satisfaction surveys for initial consultation interventions. 100% of the customer satisfaction surveys received rated the consultation interventions as highly effective (score 7 or higher on a scale of 1 through 10 on a customer satisfaction survey). The goal was met for this year.

### Performance Goal 3.4 – Compliance Assistance Customer Satisfaction Surveys

Every year, 90% of compliance assistance interventions (e.g., outreach, seminars, mass mailings, hazard bulletins, newsletters, etc.) conducted/distributed in the public sector have rated the intervention as highly effective (score of 7 or higher, on a scale of 1 thru 10 on customer satisfaction survey).

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### **Activities:**

All public employers who participate in compliance assistance interventions are provided with a customer satisfaction survey which rates the compliance assistance intervention on a scale of 1 to 10. PEOSH strives to rate 7 or better on all customer satisfaction surveys that are returned by public employers.

A summary of activities is found in the table at the end of the report.

### **Outcome Measures:**

NJDLWD PEOSH received 52 customer satisfaction surveys for compliance assistance interventions. 100% of the customer satisfaction surveys received rated the compliance assistance interventions as highly effective (score 7 or higher on a scale of 1 through 10 on a customer satisfaction survey). The goal was met for this year.

NJDOH PEOSH received 31 customer satisfaction surveys for compliance assistance interventions. 100% of the customer satisfaction surveys received rated the compliance assistance interventions as highly effective (score 7 or higher on a scale of 1 through 10 on a customer satisfaction survey). The goal was met for this year.

### **Assessment of State Performance of Mandated Activities**

#### **Outcome Measures:**

#### **Enforcement:**

LABOR: The NJDLWD safety enforcement conducted 624 inspections which was 96 short of its goal. The number of NJDLWD Safety Enforcement Staff was seven (7) for the 1<sup>st</sup> and 2<sup>nd</sup> quarters of FFY 2017. An additional Safety Enforcement staff member was hired at the beginning of the 3<sup>rd</sup> quarter of FFY 2017 and required field training from the existing senior Safety Enforcement staff members for the 3<sup>rd</sup> and 4<sup>th</sup> quarters of FFY 2017.

New staff is subject to initial training requirements which include field training for up to a six (6) month period prior to working independently. New staff trainees require the accompaniment of senior compliance staff as part of the training process during the training period. As a result of this training process, there is reduced productivity resulting in fewer inspections. Additionally, three (3) of the enforcement staff are assigned to conduct PEOSH whistleblower complaint investigations which can also displace enforcement inspection activity.

HEALTH: The NJDOH PEOSH Program conducted 146 inspections, but was unable to attain the goal of 175. One NJDOH PEOSH enforcement staff was temporarily transferred to Consultation and one position has not been replaced. Requests to fill this position will be moved forward.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### **Consultation:**

LABOR: The NJDLWD PEOSH Program conducted 64 initial visits, 3 follow up visits, and 74 training and assistance visits.

HEALTH: The NJDOH PEOSH Program conducted 24 consultations, but was unable to attain the goal of 30. In FFY 2017 the NJDOH PEOSH lost the one (1) consultant to retirement. In the interim CSHO was temporarily transferred from Enforcement and trained to conduct consultation activities until a permanent replacement can be hired.

### **Training:**

LABOR: The NJDLWD PEOSH Training Unit exceeded the goal of 100 training classes reaching 1,500 students. In FFY 2017, 147 training classes were provided to 2,051 public employees in New Jersey.

HEALTH: The NJDOH PEOSH Program conducted 51 training classes and reached 1,601 participants. The goal of 50 classes and 1,500 participants was met. The NJDOH PEOSH Program had one (1) trainer for FFY 2017.

### **Penalties:**

The Office of Public Employees Occupational Safety and Health (OPEOSH) has concluded that to better serve and to make workplaces safer and healthier, those areas that incur penalties for violations could create safer and healthier environments by using consultation services in their workplaces. As a result and to encourage the use of these consultation services, the OPEOSH may at an informal conference offer a reduction in the amount of the imposed penalties of up to 75% provided that the offending authority agrees to total consultation services for all facilities within its control. This agreement would include both the NJDLWD and NJDOH consultation units. Should the offending authority agree to a partial consultation involving only the facility where violations were cited, a penalty reduction would be limited to 25% of the original penalty.

Should a penalty reduction agreement be made at the informal conference, the Assistant Director overseeing the NJDLWD consultation services along with the NJDOH designee shall ensure that the proper documents are filled out and that the consultation visits are initiated in a timely manner. Upon the completion of consultation services, the Assistant Director and NJDOH designee shall advise the Chief of PEOSH of said completion so that the penalty case may be closed. PEOSH will extend abatement dates if necessary following established PEOSH guidelines.

In FFY 2017 there were no penalties issued by NJ PEOSH. Subsequently, there were no penalty settlement agreements that resulted in full safety and health consultations.

## **Appendix E - FY 2017 State OSHA Annual Report (SOAR)**

### **Informal conferences:**

NJ PEOSH conducted two (2) informal conferences during FFY 2017.

### **Monetary Penalties Collected:**

Total monetary penalties collected for FFY 2017: **\$156,125.00**

### **Discrimination:**

**NJDLWD:** PEOSH processed nine (9) discrimination complaints under its jurisdiction, seven (7) of which were completed within 90 days. Four (4) cases were investigated and determined non-meritorious, and five (5) cases were administratively closed as they did not establish all of the required prima-facie elements to initiate a formal discrimination investigation. Two (2) of the non prima-facie cases and one (1) of the administratively closed cases were appealed and transferred to the Office of Administrative Law (OAL) to be heard before an administrative law judge. The appealed cases were pending at the close of FFY2017. Once the hearing decision/recommendations are returned to NJDLWD, the Commissioner of NJLWD may adopt, reject or modify the recommendations which will become a final determination not more than 45 days from receipt of the OAL hearing report.

Three (3) NJDLWD PEOSH personnel are trained to conduct discrimination complaints. All three (3) were scheduled to attend the #1610, Interviewing Techniques for Whistleblower Investigators in September 2017 at the OSHA Training Institute in Chicago in accordance with OSHA Training Directive TED-01-00-020. However, the training was cancelled. PEOSH will pursue additional training for its whistleblower investigators in FFY 2018.

### **Compliance Assistance:**

NJDLWD PEOSH reported the following notable Compliance Assistance Activities in FFY 2017:

On March 29, 2017, PEOSH consultants attended a meeting of the NJ Highway Work Zone Safety Partnership Alliance. The meeting focused on Short Term / Mobile Operation. Topics dealt with during the meeting were discussions on the hazards and benefits of night work, presentations by guest speakers, and awards for the conference.

### **General Issues of Concern/Note/Information:**

#### **PEOSH Advisory Board:**

For FFY 2017, PEOSH conducted a total of four (4) PEOSH Advisory Board meetings as part of their outreach program. These meetings involve employer and employee representatives from State, counties and municipalities. Several public representatives are also represented. Minutes are provided to members on health and safety topics that are presented for discussion at the



## **Appendix E - FY 2017 State OSHA Annual Report (SOAR)**

meetings. Ongoing data for enforcement, consultation and training services provided by PEOSH is presented to the group. Special alerts and updates on standard adoptions are also presented.

Minutes are kept on file and are used to continually improve the level of service provided by PEOSH.

### **New Jersey Fire Commission, Firefighter Health and Safety Advisory Council:**

The Committee meets quarterly to discuss health and safety issues that affect New Jersey Firefighters and make recommendations to the NJ Fire Commission. In FFY 2017, the Committee worked on issues including: Firefighter Health and wellness, fitness for duty, and the hazardous exposures to members of a Junior Fireman's Auxiliary (under the age of eighteen) when at a fire scene or certain training exercises at a training academy such as live burns or power tools with task associated hazards.

### **OSHA Outreach Training Presented:**

On December 01 and 02, 2016, a PEOSH consultant provided the "2016 PEOSH Fire Service Update" at the Passaic County Fire Academy, and at Kean College for the Union County Fire Academy. This training was offered to New Jersey Fire Departments as an opportunity to learn more about PEOSH, PEOSH regulations, the N.J.A.C. 12:100-10 Firefighter Standards, hazards specific to firefighting, and the PEOSH On-Site Consultation and Training program. In all, (27) firefighters attended the training.

On December 05, 06, and 08, 2016, a PEOSH consultant provided the "2016 PEOSH Fire Service Update" at the Gloucester County Fire Academy, Ocean County Fire Academy, and at Mercer County Fire Academy. This training was offered to New Jersey Fire Departments as an opportunity to learn more about PEOSH, PEOSH regulations, the N.J.A.C. 12:100-10 Firefighter Standards, hazards specific to firefighting, and the PEOSH On-Site Consultation and Training program. In all, (29) firefighters attended the training.

On January 19 and January 20, 2017, an OSHA 10 Hour Construction Industry Class was held at the Trenton NJDOL&WD building. The course was attended by (16) Wage & Hour Compliance Staff in the Construction Industry. Students were instructed in topics including Introduction to OSHA, Hazard Communication, Electrocution, Fall Hazards, Caught-in or Between Hazards, Struck-By Hazards, Personal Protective Equipment, Walking and Working Surfaces, and Exit Routes, EAP/FPP. All (16) students completed the training and will be receiving their OSHA 10 Hour Construction Industry Cards.

On January 27, 2017, a PEOSH consultant provided the "2017 PEOSH Fire Service Update" at the Morris County Fire Academy. This training was offered to New Jersey Fire Departments as an opportunity to learn more about PEOSH, PEOSH regulations, the N.J.A.C. 12:100-10 Firefighter Standards, hazards specific to firefighting, and the PEOSH On-Site Consultation and Training program. In all, (29) firefighters attended the training.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

On April 18 and April 19, 2017, an OSHA 10 Hour Construction Industry class was held at Ironbound Community Center, in Newark. The course was attended by (20) students from both the private and public sector industries. Students were instructed in topics including introduction to OSHA, Hazard Communication and the Globally Harmonized System (GHS), the construction Focus Four: Struck by, Electrocution, Caught-in or- Between, and Falls, PPE in construction, the new confined spaces in construction, and several others. All (20) students completed the training and will be receiving their OSHA 10 Hour Construction Industry cards.

On May 02, 2017, a PEOSH consultant provided the “2017 PEOSH Fire Service Update” at the Burlington County Emergency Services Training Center. This training was offered to Kean University’s Fire fighter program as an opportunity to learn more about PEOSH, PEOSH regulations, the N.J.A.C. 12:100-10 Firefighter Standards, hazards specific to firefighting, and the PEOSH On-Site Consultation and Training program. In all, (21) firefighters attended the training.

On May 23, 2017, a PEOSH consultant provided the “2017 PEOSH Fire Service Update” at the Middlesex Fire Academy. This training was offered to Kean University’s Fire fighter program as an opportunity to learn more about PEOSH, PEOSH regulations, the N.J.A.C. 12:100-10 Firefighter Standards, hazards specific to firefighting, and the PEOSH On-Site Consultation and Training program. In all, (36) firefighters attended the training.

In September 2017, a PEOSH Safety Consultant and the PEOSH Assistant Chief met with LWD staff to plan a series of training sessions focused on hazard recognition for LWD and Treasury/DPMC staff. The training included the following topics: electrical safety, electrical LOTO awareness, ladder safety, slips/trips/falls, hand/power tool use, PPE/hierarchy of controls, and exits/egress. This training was an outcome identified during a building emergency where LWD employees were working around electricity during a flooding situation. Through the end of September, 25 state employees attended the two-hour training sessions.

### **Promotional Activities:**

From November 15 to 17, 2016, PEOSH Consultation and Training exhibited at the NJ League of Municipalities (NJLOM) Annual Conference at a dedicated promotional booth. The conference was held at the Atlantic City Convention Center. Thousands of public sector employers / employees attend the NJLOM providing a great audience to promote PEOSH cooperative services. Literature detailing these services was provided and many good leads for training and consultation were collected.

June 7, 2017 Staff prepared and delivered a 1-hour presentation on the hazards of Lead in Indoor Firing Ranges at the Spring 2017 OSHSPA Meeting in Burlington, VT.

July 11, 2017 Staff prepared and delivered a 30-min presentation on the hazards of Lead in Indoor Firing Ranges at the 2017 OSHA Region 2 Managers Meeting, Mt. Arlington, NJ.

## **Appendix E - FY 2017 State OSHA Annual Report (SOAR)**

### **Certified Education Facilities Manager Training:**

The NJDOH PEOSH Program enforces the New Jersey Indoor Air Quality Standard, which applies to all public and charter schools in New Jersey. While the standard is intended to protect the health of teachers and custodians, compliance with the standard also is protective of the health of public school children throughout the state from indoor contaminants, including mold. One of the requirements of the standard is for the employer to identify and train a Designated Person responsible for complying with the standard. This responsibility typically falls on the Facilities Manager. Every school district is required to employ a Certified Educational Facilities

Manager (CEFM), a certification granted by Rutgers University. The PACNJ, NJSB & GA and PEOSH IAQ Designated Person Course is approved for four (4) CEU's toward maintenance of this certification.

The NJDOH PEOSH Program continued its' training partnership with the Rutgers CEFM program to provide indoor air quality training as part of the CEFM curriculum. NJDOH PEOSH Program staff taught eight (8) courses throughout the state in FFY 2017. This partnership allows PEOSH to more efficiently reach our target audience while minimizing the cost of compliance to school districts. The CEFM program benefits from this partnership by being able to offer students up-to-date regulatory guidance directly from the regulatory agency and being able to assure that students who achieve the certification will meet the training requirements of the Indoor Air Quality Standard. Assuring that facilities managers in New Jersey Schools have a basic understanding of the importance of good indoor air quality is anticipated to have a benefit to all occupants of our public schools by reducing preventable and costly chronic diseases associated with poor indoor air quality, including asthma.

### **Hazard Communication - Train the Trainer Program:**

The New Jersey Hazard Communication Standard requires that each employer train potentially exposed employees using Hazard Communication trainers who are "Technically Qualified" as defined in NJAC 12:100-7. In addition, all Hazard Communication trainers need training on the new GHS classifications, SDSs and labels. PEOSH has rewritten and started to test drive and perfect a new Hazard Communication Train the Trainer course to prepare more qualified trainers. To increase participation, the course was reduced to three (3) days (from six (6) days) by eliminating a day about teaching adults and a day of short presentations by all the participants. The new course focuses strictly on the health & safety topics: chemical health hazards (recognition, evaluation & control), hazard information (SDS, labels & GHS classifications). NJDOH PEOSH Program staff taught six (6) courses throughout the state in FFY 2017.

### **Indoor Air Quality:**

NJDOH PEOSH continues to work with The American Lung Association, Pediatric/Adult Asthma Coalition of New Jersey (PACNJ) and the NJ School Building and Grounds Association to present a four (4) hour Indoor Air Quality (IAQ) course. The main goal of the course is to assist school districts in understanding the NJ Indoor Air Quality Standard and provide guidance

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

on implementation of a successful IAQ program. The presentations also stress the value of the school nurse as an active participant in the IAQ Program and the establishment of an effective IAQ Team which includes the school nurse.

The course is free and open to anyone involved in indoor air quality in schools from Superintendent to Janitor. Participation in the program is approved for four (4) CEU's toward the maintenance of several certifications required in New Jersey: Nursing, Public Health Official and the Certified Educational Facilities Manager.

PACNJ also presents information concerning the Asthma Friendly Schools Award requirements, an initiative of the Lung Association nationwide to reduce the incidence and cost in terms of both lost school days and money resulting from asthma. Improved indoor air quality in schools, by using "green cleaning products and improving conditions that trigger asthma will reduce the incidence of asthma attacks for students and teachers and improve learning.

There are six (6) requirements that must be met by a school district to be recognized as an Asthma Friendly School:

1. Asthma Training for School Nurses: Each school nurse is to complete the PACNJ Asthma Basics for School Nurses and Gadgets and Gizmos for Asthma Control online training.
2. Asthma In-Service for Faculty: Each school nurse is to conduct the PACNJ Faculty In-Service Program: Asthma Management in the Classroom: What Teachers Need to Know.
3. Asthma Treatment Plan Training: "PACNJ Asthma Treatment Plan: School Nurses Leading the Way" online training presentation and quiz is completed by school nurse.
4. Indoor Air Quality (IAQ) Training: NJ PEOSH Indoor Air Quality Designated Persons Training is completed by a School Nurse and the IAQ Designated Person from the school district and an Indoor Air Quality Team has been established in the school.
5. No-Idling Pledge, from the NJ Department of Environmental Protection, has been completed by the school district.
6. A nebulizer is required in each school

NJDOH PEOSH Program staff taught seven (7) IAQ courses throughout the state in FFY 2017. In addition, eight (8) IAQ courses were given as part of the Rutgers Certified Educational Facility Management Program (CEFM).

### **Homeland Security:**

### **NJDOH Activities**

Jan 24, 2017 Staff attended a meeting with senior staff of the New Jersey Department of Community Affairs, State Fire Marshall's Office to discuss potential outreach opportunities within the NJ Fire Service.

## **Appendix E - FY 2017 State OSHA Annual Report (SOAR)**

February 13, 2017 Staff attended a Hazardous Materials planning meeting with the New Jersey Hazardous Materials Response Unit to discuss Geographic Information System Database and Mapping Technology.

March 27, 2017 Staff attended a meeting with the NJDOH-Public Health Infrastructure Preparedness Program to discuss opportunities to collaborate on PEOSH emergency response outreach efforts.

July 5, 2017 Staff attended a meeting with the NJ Office of the Attorney General to discuss opportunities to collaborate on HAZMAT outreach and training.

July 10, 2017 Staff attended a meeting at NJDEP-Hazardous Materials Response Unit to discuss HAZMAT Vulnerability Analysis.

### **NJDLWD Activities**

October 12–13, 2016, A PEOSH Safety Enforcement employee, attended the New York / New Jersey Regional Response Team meeting in Edison, NJ.

On November 04, 2016, a PEOSH consultant completed the 40 Hour Hazardous Waste Operations and Emergency Response refresher class (HAZWOPER). The class was held at the Atlantic OSHA Training Center at Rutgers School of Public Health in Piscataway, NJ. In order to enter hazardous waste sites OSHA requires that employees have 40 Hour HAZWOPER training. To maintain this training an 8-hour annual refresher class must be taken.

February 15, 2017, the Assistant Director of NJDLWD PEOSH, attended the Domestic Security Planning & Preparedness Group meeting held in Hamilton, NJ.

August 16, 2017, the Assistant Director of NJDLWD PEOSH, attended a meeting of the Domestic Security Planning and Preparedness Group held at the New Jersey Regional Operation Intelligence Center in West Trenton, NJ. Topics discussed: Homeland Response Plan and changes to the SEOC Management System & E-Team.

On September 15, 2017, (1) PEOSH consultant completed HAZWOPER refresher training.

### **Training Received by PEOSH Staff:**

#### **NJDOH Training**

Dec 1, 2016 Staff attended SCBA Filling Station Hazard Alert Technical Training provided by DLWD Boiler and Pressure Vessels Unit regarding a Hazard Alert that was issued for SCBA Filling Station Compressors in firehouses that have the potential to overfill and explode.

Dec 12, 2016 Staff attended the Ocean County Forensic Epidemiology Course which provided information on WMDs.

## **Appendix E - FY 2017 State OSHA Annual Report (SOAR)**

January 9-13, 2017 Staff attended Safety Hazard Awareness for Industrial Hygienists at OSHA-OTI.

Jan 26, 2017 Staff attended a webinar which outlined the NJDOH plan for Ebola and other related infectious diseases.

February 27-March 3, 2017 Staff attended Evaluation of Safety and Health Management Systems at OSHA-OTI.

March 20-31, 2017 Staff attended Introduction to Health Standards for Industrial Hygienists at OSHA-OTI.

March 28-30, 2017 Three staff attended a 3-day WMD Response – Sampling Techniques and Guidelines Training. The course provided hands-on training for the identification and sample collection methods for WMD samples.

May 3, 2017 Staff attended the Introduction to the Strategic National Stockpile Webinar.

May 5, 2017 Staff attended Advanced Legionella Workshop (EMSL).

May 16, 2017 Staff attended an Emerging Infectious Diseases Webinar.

Aug 14, 2017 Staff attended the OSHA Silica Webinar (Part 1).

Aug 28, 2017 Staff attended the OSHA Silica Webinar (Part 2).

### **NJDLWD Training**

On March 1, 2017, one (1) PEOSH consultant attended the Assessing, Controlling and Managing Dynamic Hazards Associated with Confined Spaces in Construction. The class was held at the Atlantic OSHA Training Center at Rutgers School of Public Health in Somerset, NJ. Some of the topics covered in the training were Worker Training Requirements and Employer Responsibilities, and Creating an Inventory of Confined Spaces.

On May 16, 2017, seven (7) PEOSH Safety Enforcement employees attended a seminar provided by the Industrial Truck Association for Forklift Best Practices. The seminar covered areas of forklift safety for the operator, machine and environment.

On June 1, 2017, two (2) PEOSH Safety Enforcement employees received OSHA 7505 Introduction to Incident (Accident) Investigation Training from the Atlantic OSHA Training Center. The class was held at the Trenton NJLWD building. The course provides an introduction to basic accident investigation procedures and describes accident analysis techniques. Both PEOSH Employees completed the training.

One (1) PEOSH Safety Enforcement employee attended the OSHA 1420 Whistleblower Investigation Fundamentals course from June 6-13, 2017 at the OSHA Training Institute in



## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

Chicago. The course includes lecture, discussion and practical exercises to enable the investigator to complete field investigations of whistleblower cases specific to OSHA 11(c) investigations. This training provides PEOSH with a third safety enforcement staff able to conduct whistleblower complaint investigations in accordance with the PEOSH Act.

From June 13–22, 2017, five (5) PEOSH Safety Enforcement employees and one (1) PEOSH Consultant attended the OSHA 3090 course presented in Region II in New Jersey. This course provides compliance officers with the knowledge and skills necessary to document electrical hazards encountered during an inspection. An in-depth study of OSHA’s electrical standards is covered to address hazards associated with electrical installations and equipment in general industry and construction.

One (1) PEOSH Safety Enforcement employee attended the OSHA 1310 Investigative Interviewing Techniques course from August 15 – 17, 2017 at the OSHA Training Institute in Chicago. This is a mandatory course for enforcement staff. The course provides practical interviewing methods. Topics covered include: interviewing preparation, nonverbal communication, types of interviewees, multicultural interviewing differences, empathy, active listening skills, and influencing skills. The course includes role playing exercises to address the challenges that compliance officers face during the course of an interview.

From July 18-21, 2017, five (5) PEOSH Safety Enforcement employees and two (2) PEOSH consultants attended the OSHA 2450 Safety and Health Management Systems course. The course was brought to Region 2 by Federal OSHA and was held at the Middlesex Fire Academy, Sayreville, NJ. The course covers the ability for CSHOs to describe the principles of an effective Safety and Health Management System (SHMS) and the ability to promote the implementation of SHMSs by employers. The PEOSH employee completed the course.

On July 24-27, 2017, one (1) PEOSH consultant completed the OSHA 500 Trainer Course in Occupational Safety and Health Standards for the Construction Industry. The class was held at the Atlantic OSHA Training Center at Rutgers School of Public Health in Somerset, NJ. This course allows the student to become a trainer in the Outreach Program and to conduct both a 10 and 30-hour construction safety and health course and to issue cards to participants verifying course completion.

On September 14, 2017, two (2) PEOSH Safety Enforcement employees attended the NJ Traffic Incident Management training provided by the NJ Department of Transportation (NJDOT). The course is intended for police, firefighters, medical response, the NJDOT, towing and other incident responders. The course focuses on response efforts that will provide safety for motorists and responders and includes interactive hands –on incident resolution exercises.

### **Standards and Regulations Adoption FFY 2017:**

11/21/2016 Occupational Exposure to Respirable Crystalline Silica

11/21/2016 Occupational Exposure to Respirable Crystalline Silica; Correcting Amendment

## **Appendix E - FY 2017 State OSHA Annual Report (SOAR)**

- 11/21/2016 Occupational Exposure to Respirable Crystalline Silica – Correction
- 11/21/2016 Updating OSHA Standards Based on National Consensus Standards; Eye and Face Protection
- 11/21/2016 Occupational Exposure to Respirable Crystalline Silica; Approval of Collections of Information
- 04/17/2017 Walking Working Surfaces & Personal Protective Equipment (Fall Protection Systems)
- 06/05/2017 Hazard Communication (29CFR1910.1200)
- 06/05/2017 Standard for Hazard Communication (Adopted Repeals, New Rules and Amendments for N.J.A.C. 12:100-7)



## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

New Jersey Department of Labor & Workforce Development in conjunction with The New Jersey Department of Health FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart				
<b>Strategic Goal:</b> Improve workplace safety and health for all public employees as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.				
<b>Outcome Goal:</b> Reduce the number of worker injuries and illnesses by focusing statewide attention and agency resources on the most prevalent types of injuries and illnesses; the most hazardous public occupations and the most hazardous workplaces.				
<b>Performance Goal 1.1:</b> Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS code by 5% by 2018 as follows (1% per year): <b>State Support Activities for Transportation (NAICS: 488)</b>				
Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	14	2	16
	Indicator 2 – Number of consultation visits conducted	1	0	1
	Indicator 3 – Number of outreach/training and education seminars conducted	6	0	6
	Indicator 4 – Number of outreach materials distributed	0	0	0
	Indicator 5 – Number of alliance/partnerships established	0	0	0
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 488 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	73	1	74
	Indicator 2 - Serious hazards (Consultation)	0	0	0
	Indicator 3 - Number of employees trained	122	0	122
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 488 by 5% by 2018 (1% per year) from 2013 baseline of <b>11.1</b> Total Recordable Cases.	The 2016 total recordable cases decreased from the baseline of 11.1 to 8.4.		

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

New Jersey Department of Labor & Workforce Development in conjunction with The New Jersey Department of Health FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart				
<b>Strategic Goal:</b> Improve workplace safety and health for all public employees as evidenced by fewer hazards; reduced exposures and fewer injuries, illnesses and fatalities.				
<b>Outcome Goal:</b> Reduce the number of worker injuries and illnesses by focusing statewide attention and agency resources on the most prevalent types of injuries and illnesses; the most hazardous public occupations and the most hazardous workplaces.				
<b>Performance Goal 1.2:</b> Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS code by 5% by 2018 as follows (1% per year): <b>State Nursing and Residential Care Facilities (NAICS: 623)</b>				
Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	8	0	8
	Indicator 2 – Number of consultation visits conducted	1	0	1
	Indicator 3 – Number of outreach/training and education seminars conducted	0	0	0
	Indicator 4 – Number of outreach materials Distributed	0	0	0
	Indicator 5 – Number of alliance/partnerships established	0	0	0
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 623 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	11	0	11
	Indicator 2 - Serious hazards (Consultation)	6	0	6
	Indicator 3 - Number of employees trained	0	0	0
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 623 by 5% by 2018 (1% per year) from 2013 baselines of <b>11.9</b> (State Govt. Facilities) and 14.0 (Local Govt. Facilities) Total Recordable Cases.	The 2016 total recordable cases decreased from the baseline of 11.9 to 8.8 for State Govt. facilities and 14.0 to 10.6 for Local Govt. facilities.		
Comments	Activity measures include initial and follow-up			

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

New Jersey Department of Labor & Workforce Development in conjunction with The New Jersey Department of Health FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart					
<b>Strategic Goal:</b> Improve workplace safety and health for all public employees as evidenced by fewer hazards; reduced exposures and fewer injuries, illnesses and fatalities.					
<b>Outcome Goal:</b> Reduce the number of worker injuries and illnesses by focusing statewide attention and agency resources on the most prevalent types of injuries and illnesses; the most hazardous public occupations and the most hazardous workplaces.					
<b>Performance Goal 1.3:</b> Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS code by 5% by 2018 as follows (1% per year): <b>Local Fire Protection (NAICS: 92216)</b>					
Performance Indicator Type	Indicator	Labor	Health	Total	Result
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	117	14	131	
	Indicator 2 – Number of consultation visits Conducted (initial and follow up)	12	9	21	
	Indicator 3 – Number of outreach/training and education seminars conducted	7	15	22	
	Indicator 4 – Number of outreach materials Distributed	0	211	211	
	Indicator 5 – Number of alliance/partnerships established	0	0	0	
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 92216 by 1% per year.				
	Indicator 1 - Serious citations (Enforcement)	256	7	263	
	Indicator 2 - Serious hazards (Consultation)	31	15	46	
	Indicator 3 - Number of employees trained	147	211	358	
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 92216 by 5% by 2018 from 2013 baseline of <b>10.5</b> Total Recordable Cases.				The 2016 total recordable cases decreased from the baseline of 10.5 to 8.7.
Comments	Activity measures include initial inspections.				

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

New Jersey Department of Labor & Workforce Development in conjunction with The New Jersey Department of Health FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart				
<b>Strategic Goal:</b> Improve workplace safety and health for all public employees as evidenced by fewer hazards; reduced exposures and fewer injuries, illnesses and fatalities.				
<b>Outcome Goal:</b> Reduce the number of worker injuries and illnesses by focusing statewide attention and agency resources on the most prevalent types of injuries and illnesses; the most hazardous public occupations and the most hazardous workplaces.				
<b>Performance Goal 1.4:</b> Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS code by 5% by 2018 as follows (1% per year): <b>Public Works Departments (NAICS: 921)</b>				
Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	104	4	108
	Indicator 2 – Number of consultation visits Conducted (initial and follow up)	13	2	15
	Indicator 3 – Number of outreach/training and education seminars conducted	23	0	23
	Indicator 4 – Number of outreach materials Distributed	0	0	0
	Indicator 5 – Number of alliance/partnerships established	0	0	0
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 921 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	381	0	381
	Indicator 2 - Serious hazards (Consultation)	46	1	47
	Indicator 3 - Number of employees trained	348	0	348
Primary Outcome Measures	Reduction in the incident rate for cases with days away from work in NAICS 921 by occupation listing common in Public Works facilities by 5% by 2018 (1% each year).	The 2016 incident rate for cases with days away from work in NAICS 921 decreased from the baseline of 3.3 to 2.7.		
Comments	Activity measures include initial inspections.			

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

New Jersey Department of Labor & Workforce Development in conjunction with The New Jersey Department of Health FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart				
<b>Strategic Goal:</b> Improve workplace safety and health for all public employees as evidenced by fewer hazards; reduced exposures and fewer injuries, illnesses and fatalities.				
<b>Outcome Goal:</b> Reduce the number of worker injuries and illnesses by focusing statewide attention and agency resources on the most prevalent types of injuries and illnesses; the most hazardous public occupations and the most hazardous workplaces.				
<b>Performance Goal 1.5:</b> Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS code by 5% by 2018 as follows (1% per year): <b>Water and Sewage Treatment (NAICS: 2213)</b>				
Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	48	20	68
	Indicator 2 – Number of consultation visits Conducted (initial and follow up)	5	2	7
	Indicator 3 – Number of outreach/training and education seminars conducted	6	0	6
	Indicator 4 – Number of outreach materials Distributed	0	0	0
	Indicator 5 – Number of alliance/partnerships established	0	0	0
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 2213 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	167	14	181
	Indicator 2 - Serious hazards (Consultation)	19	4	23
	Indicator 3 - Number of employees trained	78	0	78
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 2213 by 5% by 2018 from 2013 baseline of 8.1 Total Recordable Cases.	The 2016 total recordable cases increased from the baseline of 8.1 to 11.7.		
Comments	Activity measures include initial inspections.			

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

New Jersey Department of Labor & Workforce Development in conjunction with The New Jersey Department of Health FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart				
<b>Strategic Goal:</b> To promote safety and health values in New Jersey’s public sector workplaces.				
<b>Outcome Goal:</b> To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.				
<b>Performance Goal 2.1:</b> 100% of PEOSH Interventions (e.g., inspections, consultations, etc.) will include employee involvement (every year)				
Performance Indicator Type	Indicator	Labor	Health	Total
Activity Measures	Indicator 1 – Number of inspections* conducted	624	146	770
	Indicator 2 – Number of inspections conducted where employees were conferred with	624	146	770
	Indicator 3 – Number of consultation* visits conducted	67	24	91
	Indicator 4 – Number of consultation visits conducted where employees were conferred with	67	24	91
	Indicator 5 – Number of education/training seminars conducted	118	51	169
	Indicator 6 – Number of education/training seminars conducted where employees were conferred with	118	51	169
Intermediate Outcome Measures	100% of PEOSH interventions include employee involvement.	100% of PEOSH interventions included employee involvement		
Primary Outcome Measures	100% of PEOSH interventions include employee involvement.	100% of PEOSH interventions included employee involvement		
Comments	*Includes Initial and Follow Up (Does not include Training and Education for Consultation)			

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

<b>New Jersey Department of Labor &amp; Workforce Development in conjunction with                      The New Jersey Department of Health                      FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart</b>		
<b>Strategic Goal:</b> To promote safety and health values in New Jersey’s public sector workplaces		
<b>Outcome Goal:</b> To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.		
<b>Performance Goal 2.2:</b> Award Safety and Health Achievement Recognition (e.g., SHARP, Inspection Deferral) to twenty (20) worksites by 2018 (4 per year).		
Performance Indicator Type	Indicator	Result Total
Activity Measures	Indicator 1 – Number of Safety and Health Achievement Recognitions Awarded	0
Intermediate Outcome Measures	Award SHARP to 4 workplaces	0
Primary Outcome Measures	Award SHARP to 20 worksites by 2018	0
Comments	Existent two SHARP organizations; Bellmawr Fire Department, and Raritan Township Municipal Complex.	

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

<b>New Jersey Department of Labor &amp; Workforce Development in conjunction with                      The New Jersey Department of Health                      FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart</b>				
<b>Strategic Goal:</b> To promote safety and health values in New Jersey's public sector workplaces.				
<b>Outcome Goal:</b> To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.				
<b>Performance Goal 2.3:</b> 100% of PEOSH Consultations will include site specific recommendations to improve the Safety and Health Program Management System in place at that facility.				
Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Percent of PEOSH Consultations that include site specific recommendations.	100%		
Intermediate Outcome Measures	Number of initial Consultation visits conducted	67	17	84
	Number of initial Consultation visits where site specific recommendations to improve Safety and Health Program Management Systems were provided.	67	17	84
Primary Outcome Measures	100% of PEOSH Consultations will include site specific recommendations.	100% of PEOSH Consultations included site specific recommendations in FFY2017.		
Baseline	Goal is measured annually, no baseline is applicable.			
Comments	Recommendations will be included as an attachment to each consultation report.			



## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

New Jersey Department of Labor & Workforce Development in conjunction with The New Jersey Department of Health FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart				
<b>Strategic Goal:</b> To promote safety and health values in New Jersey's public sector workplaces.				
<b>Outcome Goal:</b> To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.				
<b>Performance Goal 2.4:</b> Perform compliance assistance interventions for high hazard industry organizations/groups concerning the hazards of relevant National and Local Emphasis Programs, and promoting PEOSH Cooperative Services.				
Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator - Number of interventions for high hazard public employers	6	15	21
	Indicator – Number of individuals affected by these interventions.	149	496	645
Intermediate Outcome Measures	Compliance assistance interventions for high hazard industry organizations/groups concerning the hazards of relevant National and Local Emphasis Programs, and promoting PEOSH Cooperative services are performed.		Yes	
Final Outcome Measures	Compliance assistance interventions for high hazard industry organizations/groups concerning the hazards of relevant National and Local Emphasis Programs, and promoting PEOSH Cooperative services are performed.		Yes	
Comments	Examples of interventions are speaking engagements, exhibitions, training sessions, etc. at high hazard industry associations/groups. National Emphasis Programs include work zone safety and trenching. Local Emphasis Programs include Noise and Asbestos.			

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

<b>New Jersey Department of Labor &amp; Workforce Development in conjunction with                      The New Jersey Department of Health                      FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart</b>				
<b>Strategic Goal:</b> To secure public confidence through excellence in the development and delivery of PEOSH programs and services.				
<b>Outcome Goal:</b> Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.				
<b>Performance Goal 3.1:</b> Initiate inspections of fatalities and catastrophes within one (1) day of Notification for 100% of occurrences to prevent further injuries or deaths.				
Performance Indicator Type	Indicator	Labor	Result Health	Total
Activity Measures	Indicator 1 – Number of fatalities/catastrophes reported.	8	2	10
	Indicator 2 – Number of fatalities/catastrophes investigated within one (1) day of notification.	2	0	2
Intermediate Outcome Measures	100% of investigations started in one (1) day.	100% of fatality investigations were initiated within 1 day.		
Primary Outcome Measures	100% of investigations started in one (1) day.			
Comments	Goal is measured annually, no baseline applies.			

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart**

**Strategic Goal:** To secure public confidence through excellence in the development and delivery of PEOSH programs and services.

**Outcome Goal:** Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.

**Performance Goal 3.2A:** Safety complaints: Initiate 100 % of formal safety complaint inspections within five (5) working days of notification.

Performance Indicator Type	Indicator	Total
Activity Measures	Indicator 1 – Number of formal safety complaints received	34
	Indicator 2 – Number of formal safety complaint initiated within five (5) working days of notification.	34
Intermediate Outcome Measures	100% of safety complaint inspections initiated within five (5) working days of notification.	100% of safety complaint inspections were initiated within 5 days.
Primary Outcome Measures	100% of safety complaint inspections initiated within five (5) working days of notification.	
Comments:	Goal is measured annually, no baseline applies.	

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart**

**Strategic Goal:** To secure public confidence through excellence in the development and delivery of PEOSH programs and services

**Outcome Goal:** Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.

**Performance Goal 3.2B:** Health complaints: Initiate 95% of non-indoor air quality (IAQ), sanitation Health complaint inspections within five (5) working days of notification.

Performance Indicator Type	Indicator	Result  Total
Activity Measures	Indicator 1 – Number of health complaints received	111
	Indicator 2 – Number of non-IAQ/sanitation complaints received	34
	Indicator 3 – Number of non-IAQ/sanitation health complaints initiated within five (5) days.	34  One initiated within 6 days
Intermediate Outcome Measures	95% of non-IAQ, sanitation health complaint inspections initiated within five (5) working days of notification.	100% of non-IAQ, sanitation health complaints were initiated within 5 days. The average for initiating was less than five days (2.0 days).
Primary Outcome Measures	95% of non-IAQ, sanitation health complaint inspections initiated within five (5) working days of notification.	
Comments		

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart**

**Strategic Goal:** To promote safety and health values in New Jersey’s public sector workplaces.

**Outcome Goal:** Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.

**Performance Goal 3.3:** Every year, 90% of public employers targeted through consultation visits rate the intervention as highly effective (score 7 or higher, on a scale of 1 thru 10 on a customer satisfaction survey).

	Activity Measures	Result		
		Labor	Health	Total
Performance Indicators	Indicator 1 – Number of initial consultation visits conducted	67	17	84
	Indicator 2 – Number of consultation surveys received.	38	6	44
	Indicator 3 – Number of surveys received that rate the intervention as highly effective	38	6	44
Intermediate Outcome Measures	90% of public employers rate the consultation visits as highly effective (score 7 or higher on a scale of 1 through 10).	100% of the survey responses received rated the consultation services as highly effective.		
Primary Outcome Measures	90% of public employers rate the consultation visits as highly effective (score 7 or higher on a scale of 1 through 10).	100% of the survey responses received rated the consultation services as highly effective.		
Comments				

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

<b>New Jersey Department of Labor &amp; Workforce Development in conjunction with                      The New Jersey Department of Health                      FFY 2017 State OSHA Annual Report (SOAR): Results Summary Chart</b>				
<b>Strategic Goal:</b> To secure public confidence through excellence in the development and delivery of PEOSH programs and services.				
<b>Outcome Goal:</b> Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.				
<b>Performance Goal 3.4:</b> Every year, 90% of compliance assistance interventions (e.g., outreach, seminars, mass mailings, hazard bulletins, newsletters, etc.) conducted/distributed in the public sector have rated the intervention as highly effective (score of 7 or higher, on a scale of 1 thru 10 on customer satisfaction survey).				
Performance Indicator Type	Indicator	Labor	Health	Total
Activity Measures	Indicator 1 – Number of compliance assistance activities conducted	122	51	173
	Indicator 2 – Number of compliance assistance surveys received.	52	31	83
	Indicator 3 – Number of surveys received that rate the intervention as highly effective	52	31	83
Intermediate Outcome Measures	90% of compliance assistance interventions are rated as highly effective (score of 7 or higher, on a scale of 1 thru 10 on customer satisfaction survey).	100%		
Primary Outcome Measures	90% of compliance assistance interventions are rated as highly effective (score of 7 or higher, on a scale of 1 thru 10 on customer satisfaction survey).	100%		
Comments				