

# **STATE OSHA ANNUAL REPORT (SOAR) 2016**

## **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 2016**

## 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.

## MANDATED ACTIVITIES

Activity	Safety		Health	
	Goal	Actual	Goal	Actual
Enforcement Inspection	720	*608	175	168
Consultation Visit	50	44	40	**37
Training Program	100	121	50	**39
Outreach Participants	1,500	1680	1,500	1,110

\* The number of Safety Enforcement staff members was reduced from nine (9) to seven (7). Two (2) recently hired staff in FFY 2015, were lost in the 1<sup>st</sup> quarter of FFY 2016. One (1) of the two (2) replacement hires was lost in the 2<sup>nd</sup> quarter of FFY 2016. And one (1) senior Safety Enforcement staff member was promoted to Assistant Chief of the Safety Enforcement unit.

\*\* NJDOH had one consultant and one trainer for FFY2016.

## ENFORCEMENT INSPECTIONS

	Safety	Health	Total
Programmed	260	32	292
Complaint	28	89	117
Referral	29	14	43
Accident	12	1	13
Fatality	2	0	2
Technical/Monitoring	0	16	16
Follow-up	277	16	293
Total	608	168	776

## CONSULTATIONS

Visit Type	Safety	Health	Total
Initial	44	21	65
Follow-up	22	16	38
Training & Assistance	121	0	121
Total	187	37	224

## 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			
Nursing and residential care facilities	623	11.9	11.1	10.5			
<b>Local government</b>							
Water, sewage and other systems	2213	8.1	9.3	8.2			
Nursing and residential care facilities	623	14.0	11.3	10.1			
Fire protection	92216	10.5	8.2	9.4			
Public Works Departments <sup>4</sup>	921	3.3	3.7	3.3			

<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> *North American Industry Classification System* -- 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, October 25, 2016

### 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 NJ Department of Health 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).

## **State Plan Final Certification**

NJ PEOSH has completed all developmental steps as a State Plan State. During FFY 2013 NJ PEOSH revised and submitted to the Region a revised written State Plan that reflects all updated changes and adoptions. The revised updated plan was submitted to OSHA Region II as part of the final State plan approval process. New Jersey received final Certification as a State Plan from Federal OSHA on January 22, 2016 and it is published in the Federal Register at: <http://federalregister.gov/a/2016-01286>.)

## **Progress Toward Strategic Plan Goals**

The New Jersey Public Employees Occupational Safety and Health State OSHA Annual Report (SOAR) for FFY 2016 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 FFY2016 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).

NJ-LWD 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.

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

The following Programs are associated with this performance goal:

- Highway Workzone Safety

**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 2015. The 2015 total recordable cases for Support Activities for Transportation decreased from the baseline of 11.1 to 9.5. 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 (The OSHA 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.)

**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 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 2015. The 2015 total recordable cases for State Nursing and Residential Care Facilities decreased from the baseline of 11.9 to 10.5 for State Government facilities and 14.0 to 10.1 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 Workzone Safety

### **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 2015. The 2015 total recordable cases for Local Fire Protection decreased from the baseline of 10.5 to 9.4. The goal was met for this year.

### **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 Workzone Safety
- Trenching

**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 2015. The 2015 incident rate for cases with days away from work for NAICS 921 maintained at the baseline of 3.3. The goal was not 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;
- 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 Workzone Safety
- Trenching

**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/occsafheavy\\_index.html](http://lwd.dol.state.nj.us/labor/lpa/content/occsafheavy_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 2015. The 2015 total recordable cases for Water and Sewage Treatment Facilities increased from the baseline of 8.1 to 8.2. 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 FFY2016 included employee involvement. The goal was met for this year.

**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 companies 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 FFY2016, 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.

**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, three (3) specific interventions were conducted which reached 297 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 twenty-two (22) public employee fatalities in FFY 2016. Eighteen (18) were determined to be non-work-related and no investigations were initiated either due to a pre-existing medical condition or a motor vehicle accident. The four (4) 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 2016, NJ PEOSH Safety Enforcement received 28 formal complaints.

#### **Outcome Measures:**

100% of the FFY 2016 complaint investigations were initiated within five (5) days. The goal was met for this year.

#### **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 2016, NJDOH PEOSH Program received 31 non-IAQ/Sanitation complaints. Thirty (30) inspections were initiated within five (5) days (average 2.1 days, range 1-5 days). The NJDOH PEOSH Program received 140 IAQ and sanitation complaints in FFY 2016.

**Outcome Measures:**

The goal to initiate 95% of non-IAQ/sanitation complaints was met. 99% (30/31) 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 15 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).

**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 58 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 21 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 608 inspections which was 112 short of its goal. The number of NJLWD Safety Enforcement Staff was reduced from nine (9) to seven (7) in FFY 2016. The two (2) staff that were hired in the 3<sup>rd</sup> quarter of FFY 2015 were lost in the 1<sup>st</sup> quarter of FFY 2016. One (1) of the two (2) replacement hires left the Safety Enforcement unit in the 2<sup>nd</sup> quarter of FFY 2016 and one (1) senior staff member was promoted to Assistant Chief of the Safety Enforcement unit.

Replacement staff are subject to initial training requirements at the OSHA Training Institute (OTI) in Chicago Illinois and field training for 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, two (2) 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 168 inspections, exceeding the goal of 175, which was seven (7) short of its goal of 175. One NJDOH PEOSH enforcement staff has not been replaced. Requests to fill this position will be moved forward.

**Consultation:**

LABOR: The NJDL&WD PEOSH Program conducted 44 initial visits, 22 follow up visits, and 121 training and assistance visits.

HEALTH: The NJDOH PEOSH Program conducted 37 consultations, but was unable to attain the goal of 40. In FFY 2016 the NJDOH PEOSH had one (1) consultant.

## **Training:**

**LABOR:** The PEOSH Training Unit exceeded the goal of 100 training classes reaching 1,500 students. In FFY 2016, 121 training classes were provided to 1,680 public employees in New Jersey.

**HEALTH:** The NJDOH PEOSH Program conducted 39 training classes and reached 1,110 participants, but was unable to meet the goal of 50 classes and 1,500 participants. The NJDOH PEOSH Program had one (1) trainer for FFY 2016.

## **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 Department of Labor and Workforce Development (LWD) and the Department of Health (DOH) 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 LWD consultation services along with the DOH 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 DOH 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 2016 there were three (3) penalties issued by NJ PEOSH. There was one (1) penalty settlement agreement that resulted in full safety and health consultation.

## **Informal conferences:**

NJ PEOSH conducted three (3) informal conferences during FFY 2016.

## **Monetary Penalties Collected:**

Total monetary penalties collected for FFY 2016: **\$64,375.00**

## **Discrimination:**

**NJDLWD:** PEOSH processed eleven (11) discrimination complaints under its jurisdiction, all of which were completed within 90 days. One (1) case was determined to have dual coverage under PEOSH and under the Directorate of Whistleblower Protection Programs (DWPP) Federal Rail Safety Act (FRSA); this case was deferred to the DWPP for investigation. Two (2) cases were investigated and determined non-meritorious. And eight (8) cases were administratively closed as they did not establish all of the required prima-facie

elements to initiate a formal discrimination investigation. Three (3) of the administratively closed/non prima-facie 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 FFY2016. 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.

Two (2) NJDLWD PEOSH personnel are trained to conduct discrimination complaints.

### **Compliance Assistance:**

NJDLWD PEOSH reported the following notable Compliance Assistance Activities in FFY 2016:

On December 16, 2015, a PEOSH employee provided training to students involved in the Gateway to Careers program at Gateway High School in Woodbury, NJ. These students will be participating in internships at local businesses. The training, which was done in conjunction with a Gloucester County Safety professional, covered employee rights under OSHA and common occupational hazards in the industries they will be working. Ten (10) students attended the training.

On January 26, 2016, a PEOSH employee attended a meeting of the NJ Highway Work Zone Partnership in Piscataway, NJ. The purpose of the meeting was to discuss the upcoming NJ Highway Work Zone Conference including potential speakers, exhibitors, and award recipients.

On February 11, 2016, a PEOSH Employee participated in OSHA's quarterly Compliance Assistance Conference Call. The call provided information on a number of topics including the new Silica standard, 2016 Fall Protection Stand-Down, OSHA penalty increases, new publications, and youth workers.

On February 18, 2016, a PEOSH Employee attended a meeting of the Public Entity Joint Insurance Fund (PEJIF) in Woodbridge, NJ. The PEJIF is comprised of seven municipalities in northern NJ. PEOSH attended to provide an overview of PEOSH, enforcement procedures, penalties, common violations, and to promote the PEOSH Consultation Unit. Approximately (30) PEJIF members were in attendance.

On April 4, 2016, a PEOSH employee attended a meeting of the NJ Highway Work Zone Safety Partnership at Rutgers Center for Advanced Infrastructure and Transportation (CAIT) in New Brunswick, NJ. The meeting focused on the upcoming 17<sup>th</sup> Annual NJ Work Zone Safety Conference which is coming up on April 27, 2016. Topics of discussion included attendees, exhibitors, panel discussions, and awards for the conference.

On April 15, 2016, a PEOSH employee assisted staff from Rutgers Center for Advanced Infrastructure and Transportation (CAIT) with a Work Zone Safety Training Class held at the Somerset County Emergency Services Training Academy in Hillsborough, NJ. The focus audience was municipal and county public utilities and public works personnel who have to set up safe highway work zones. In all, (28) public sector employees attended the training from various municipalities throughout NJ. Additionally, PEOSH cooperative services including consultation and training were promoted.

On May 5, 2016, a PEOSH employee participated in a meeting of the New Jersey Cooperative Education Association in Bordentown, NJ. PEOSH Update training was provided for the (19) attendees including how to



obtain PEOSH Consultation and Training services. Employee rights and PEOSH Complaint filing procedures were also reviewed.

On May 10, 2016, a PEOSH employee participated in a meeting with NJDOT with reference to the Traffic Incident Management (TIM) Program in Ewing, NJ. Representatives from NJDOT and NJSP were also present. The purpose of the meeting was to describe the TIM Program, sponsoring agencies, and goals going forward. The TIM Program is focused on providing training to emergency responders involved in responding to accidents/incidents on public highways and roads.

On May 13, 2016, a PEOSH employee attended a meeting of the tri-county Strategic Alliance of First Responders (SAFR) in Bellmawr, NJ (Burlington, Camden, and Gloucester). The meeting focused on traffic incident fatalities suffered by first responders throughout the country. The fatalities were analyzed and lessons learned were discussed. The PEOSH SHARP Program was also discussed as the meeting took place at the Bellmawr Fire Department who is a SHARP participant.

On May 19, 2016, a PEOSH employee attended Traffic Incident Management Training administered by the NJDOT at the NJSP Tech Center in Hamilton, NJ. This curriculum is endorsed by the NJ Attorney General, in addition to the Federal Highway Administration. The training is specific to emergency responder activities as they pertain to traffic control.

Twenty nine (29) students received this new training on Traffic Incident response practices, procedures and traffic control procedures.

On May 25, 2016, a PEOSH employee attended a meeting of the 1<sup>st</sup> Annual Firefighter Safety and Health Conference at Middlesex County Fire Academy. Thirty eight (38) firefighters attended the conference. The primary topic was the high cancer rates found in firefighters which might occur from overhaul, contaminated PPE, and insufficient cleaning of PPE.

On June 24, 2016, a PEOSH employee assisted in teaching a Confined Space Workshop held by the NJ Utilities Authority at the Middlesex County Fire Academy in Sayreville, NJ. The course focused on the requirements of the Permit Required Confined Space (PRCSP) Standard, alternative procedures for entry, reclassification, completing a PRCSP permit, atmospheric monitoring, and many other topics. Forty eight (48) public utility workers attended the training.

On August 24, 2016, the Compliance Assistance Specialist attended a meeting of the NJ Highway Work Zone Safety Partnership. The meeting focused on the modification and presentation of the Susan Harwood developed OSHA Outreach 10 hrs. for Roadway Workers, the Rollout of the Traffic Incident Management Program, and the Scheduling of the Incident Update Workshops.

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

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

For FFY 2016, 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 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 2016, the Committee worked on issues including: Firefighter Health and wellness, the respiratory protection standard and facial hair, full personal protective equipment requirements when responding to vehicle fires, SCBA cylinder filling stations compatibility with cylinder psi ratings, and the new acceptable exposure levels to airborne silica.

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

On October 8 and 15, 2015, (2) PEOSH employees assisted OSHA Region 2 staff with an OSHA 10 Hour General Industry training class which was held at the PSE&G Training Center in Edison, NJ. Fifteen (15) public and private sector employees attended the training. These students were instructed in topics including Introduction to OSHA, Hazard Communication, Slip/Trips/Falls, Confined Space, and Personal Protective Equipment. The students that completed the training received their OSHA 10 Hour General Industry Cards.

On October 9 and 16, 2015, a PEOSH employee assisted OSHA Region 2 staff with an OSHA 10 Hour Construction training class which was held at the PSE&G Training Center in Edison, NJ. Nineteen (19) public and private sector employees attended the training. These students were instructed in topics including Introduction to OSHA, the focus four hazards in construction, health hazards in construction, and Personal Protective Equipment. The students that completed the training received their OSHA 10 Hour Construction Cards.

On June 29 and June 30, 2016, an OSHA 10 Hour General Industry class was held at the Trenton NJLWD building. The course was attended by (24) students from both the private and public sector industries. Students were instructed in topics including introduction to OSHA, hazard communication, machine guarding, electrical safety, and several others. All (24) students completed the training and received their OSHA 10 Hour General Industry cards.

### **Promotional Activities:**

From November 17 to 19, 2015, 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.

On February 18, 2016, a PEOSH Employee attended a meeting of the Public Entity Joint Insurance Fund (PEJIF) in Woodbridge, NJ. The PEJIF is comprised of seven municipalities in northern NJ. PEOSH attended to provide an overview of PEOSH, enforcement procedures, penalties, common violations, and to promote the PEOSH Consultation Unit. Approximately (30) PEJIF members were in attendance.

On April 27, 2016, (3) PEOSH Consultation and Training employees attended the NJ State Highway Work Zone Partnership Conference in Piscataway, NJ. Exhibiting in cooperation with USDOL OSHA, information on NJLWD's Cooperative Assistance programs including Consultation and Training was provided to the over 300 attendees. Both public and private sector attendees were well represented at the conference which featured speakers from OSHA, Rutgers CAIT, the Federal Highway Administration, and NJDOT. Promotional materials featuring PEOSH, OSHA On-Site Consultation and Training were disseminated to attendees.

On June 8, 2016, a PEOSH Employee provided a 2016 PEOSH Update presentation to members of the Burlington County Joint Insurance Fund in Bordentown, NJ. The presentation covered PEOSH, PEOSH inspection procedures, penalties, commonly found hazards, and promoted PEOSH cooperative services including Consultation and Training. Promotional literature was also provided describing these programs. Twenty five (25) municipal employees from various Burlington County municipalities attended the training.

On July 21, 2016, a PEOSH employee attended a meeting of the NJ Safe Schools Alliance in Lawrenceville, NJ. PEOSH provided information regarding OSHA's recent changes to the Recordkeeping rule, and Globally Harmonized Hazard Communication.

On August 08 and 11, 2016, the Compliance Assistance Specialist did CAS presentations at the Atlantic OSHA Training Center in Piscataway, NJ. Fourteen (14) students attended these classes with representation from both public and private sector employers. The content of the presentations included OSHA/PEOSH regulations, complaint filing procedures, penalty structures, and OSHA/PEOSH website information. NJLWD Cooperative services including Training and On-Site Consultation were promoted and literature on these services was provided to attendees.

### **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 six (6) courses throughout the state in FFY 2016. 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 two (2) courses throughout the state in FFY 2016.

### **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 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 eight (8) IAQ courses throughout the state in FFY 2016. In addition, six (6) IAQ courses were given as part of the Rutgers Certified Educational Facility Management Program (CEFM).

### **Homeland Security:**

January 25, 2016, a PEOSH employee met with New Jersey State Police (NJSP) Hazardous Materials Response Unit (HMRU) staff at NJSP Headquarters in Ewing, NJ. The purpose of the meeting was to better understand the HAZMAT On-Scene Incident Commander class offered through HMRU, and how to promote the class to the firefighting community. The 24 hour long course is available at no charge and can be requested by local fire departments. OSHA On-Site and PEOSH will assist the HMRU in promoting the course.

May 26, 2016, a PEOSH staff employee attended the Domestic Security Preparedness Planning Group meeting held in Lawrenceville NJ. Topics of discussion; Terrorism Threat Brief and NJ Shelter Task Force.

June 8, 2016, a PEOSH employee attended a biannual State Emergency Response Commission (SERC) meeting in West Trenton, NJ. The purpose of the meeting was to discuss with NJSP Hazardous Materials Response Unit (HMRU) staff the availability of Hazmat Incident Commander training. The HMRU will provide this training for free if an appropriate amount of students are lined up. PEOSH will promote the availability of this class to NJ emergency responders such as police, fire, and EMS.

September 15, 2016, a PEOSH employee attended the Annual Refresher on Health and Safety for Hazardous Waste Site Investigation Personnel course at the Rutgers School of Public Health in Somerset, NJ.

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

On October 23, 2015, (14) PEOSH Employees attended Forklift Operator Training at Smith and Solomon in Bellmawr, NJ. This class featured hands on training with three styles of forklifts, specifically ITA classes 2, 3, and 4. Students were given the opportunity to operate the different lifts to get a better understanding of the hazards associated with these machines. All (14) PEOSH Employees completed the training and received completion certificates.

From November 3 to 6, 2015, a PEOSH employee attended the OSHA 500 Construction Industry Trainer Class at the Atlantic OSHA Training Institute in Piscataway, NJ. This course allows the student to become an OSHA Outreach trainer who can conduct both 10 and 30 Hour Construction classes and issue cards to participants who complete the course. The PEOSH employee completed the training and is now an authorized OSHA Outreach instructor for Construction Industry.

From November 4 to 6, 2015, (9) PEOSH employees attended NJ Office of Dispute Settlement Basic 18 Hour Mediator Class which was held at the Trenton NJLWD Building. This course orients attendees to the mediation process, explores the components of mediation that can lead to resolution, and educates attendees on how to successfully conclude a mediation. All (9) PEOSH employees completed the training.

On March 14, 2016, nine (9) PEOSH Safety Enforcement employees attended a Temporary Worker seminar. The class was held at the Atlantic OSHA Training Center at Rutgers School of Public Health in Piscataway, NJ. Topics covered by the seminar included: training requirements, HAZCOM, record keeping requirements, job hazard analysis, communications between host employers and employees, the temporary job placement agency, and the workers. All 9 employees completed the training.

From April 5 – 15, 2016, a PEOSH Safety Enforcement Employee attended the OSHA 1000 Initial Compliance training class at the OSHA Training Institute in Arlington Heights, IL. The course is a mandatory requirement for all new compliance officers. This course covers the applications of the OSH Act, Field Operations Manual, OSHA standards, inspection/investigation criteria, and case file development. The PEOSH safety enforcement employee completed the course.

On April 22, 2016, (3) PEOSH employees attended OSHA Training proctored by USDOL OSHA Regional 2 staff at the NJLWD Trenton Labor building. The training covered process safety management, combustible dust, incentive programs, and case file documentation. All (3) employees that attended completed the training.

From June 7 to 16, 2016, (2) PEOSH employees attended the OSHA 1500 Basic Onsite Consultation Program class at the OSHA Training Institute in Arlington Heights, IL. The OSHA 1500 is a prerequisite class to conduct consultation and training through the OSHA grants received by NJLWD. Through the class these employees received a comprehensive review of the Consultation Procedure and Policy Manual (CPPM), hazard assessment, and abatement of hazards. They also learned how to document forms and write case files which will meet the requirements of the agency. Both employees completed the training.

From June 13 – 16, 2016, a PEOSH Safety Enforcement employee 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 June 23, 2016, a PEOSH employee attended a webinar entitled “Smarter Work Zones” in Vineland, NJ. This webinar was developed and proctored by the Federal Highway Administration and NJ Local Technical Assistance Program (LTAP). The course focused on how to better coordinate construction projects and use technology to manage and minimize work zone safety and traffic impact. The PEOSH employee completed the webinar.

From June 28 – July 1, 2016, a PEOSH Safety Enforcement employee attended the OSHA 2050 Cranes in Construction course. The course was brought to Region 2 by Federal OSHA and was held at Local #825 in Jamesburg, NJ. The course covers the various types of mobile cranes used in construction operations. Information is provided on crane operations, inspections, maintenance and corresponding OSHA standards. The PEOSH employee completed the course.

From July 18 to 20, 2016, a PEOSH employee attended the OSHA 5402 Update for Maritime Outreach Trainers class at the Atlantic OSHA Training Center in Piscataway, NJ. The PEOSH employee must take the OSHA 5402 Update class every three years to maintain their status as a Maritime Outreach Trainer. The PEOSH employee completed the training and will maintain their Maritime Outreach Trainer status.

On September 7-9, 2016, (1) PEOSH Employee attended the OSHA 502 Update for Construction Industry Outreach Trainers class. The class was held at the Atlantic OSHA Training Center at Rutgers School of Public Health in Somerset, NJ. The focus of this class was to provide an update on such topics as OSHA construction standards, policies and regulations. Outreach trainers are required to attend OSHA 502 at least once every four years to maintain their trainer status. The PEOSH Employee completed the training and maintain his trainer status.

On September 8, 2016, 13 PEOSH Employees received OSHA 7500 Introduction to Safety and Health Management Training from the Atlantic OSHA Training Center. The class was held at the Trenton NJLWD building. The course provides an introduction to basic effective implementation of an employer's Safety and health Management System and the core elements critical to a SHMS. All 13 PEOSH Employees completed the training.

On September 9, 2016, 14 PEOSH Employees received OSHA 7100 Introduction to Machinery and Machine Safeguarding Training from the Atlantic OSHA Training Center. The class was held at the Trenton NJLWD building. The course covers the basic required knowledge and skill in proper machine safeguarding techniques. All 14 PEOSH Employees completed the training.

From September 12 - 23, 2016, a PEOSH Safety Enforcement Employee attended the OSHA #1410 Inspection Techniques and Legal Aspects training class at the OSHA Training Institute in Arlington Heights, IL. The course is a mandatory requirement for all compliance officers. This course covers inspection techniques related to OSHA compliance activity and the relationship to the requirements and processes of the legal system. The PEOSH safety enforcement employee completed the course.

On September 15, 2016, (2) PEOSH employees attended the annual 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 Somerset, 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. The (2) PEOSH employees completed the training and maintains their 40 Hour HAZWOPER status.

On September 26 and 27, 2016, 20 PEOSH Employees attended Aerial Boomlift and Scissor Lift Training Burlington, NJ. The class provides classroom and hands-on training as related to applicable OSHA regulations. All 20 PEOSH Employees completed the classroom portion of the training.

### **Standards and Regulations Adoption FFY 2016:**

No Adoptions in FFY 2016 by NJ PEOSH

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health FFY 2016  
State OSHA Annual Report (SOAR): Results Summary Chart**

**Strategic Goal:** 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 and illnesses; the most hazardous public occupations and the most hazardous workplaces.

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

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	9	2	11
	Indicator 2 – Number of consultation visits conducted	0	0	0
	Indicator 3 – Number of outreach/training and education seminars conducted	5	0	5
	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)	72	6	78
	Indicator 2 - Serious hazards (Consultation)	0	0	0
	Indicator 3 - Number of employees trained	87	0	87
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 2015 total recordable cases decreased from the baseline of 11.1 to 9.5.		



**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 State OSHA Annual Report (SOAR): Results Summary Chart**

**Strategic Goal:** 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 and illnesses; the most hazardous public occupations and the most hazardous workplaces.

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

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	4	2	6
	Indicator 2 – Number of consultation visits conducted	0	0	0
	Indicator 3 – Number of outreach/training and education seminars conducted	16	0	16
	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)	14	0	14
	Indicator 2 - Serious hazards (Consultation)	0	0	0
	Indicator 3 - Number of employees trained	244	0	244
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 2015 total recordable cases decreased from the baseline of 11.9 to 10.5 for State Govt. facilities and 14.0 to 10.1 for Local Govt. facilities.		
Comments	Activity measures include initial and follow-up			

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 State OSHA Annual Report (SOAR): Results Summary Chart**

**Strategic Goal:** 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 and illnesses; the most hazardous public occupations and the most hazardous workplaces.

**Performance Goal 1.3:** 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): **Local Fire Protection (NAICS: 92216)**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	101	29	130
	Indicator 2 – Number of consultation visits Conducted (initial and follow up)	18	15	33
	Indicator 3 – Number of outreach/training and education seminars conducted	7	10	17
	Indicator 4 – Number of outreach materials Distributed	0	190	190
	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)	291	63	354
	Indicator 2 - Serious hazards (Consultation)	50	19	69
	Indicator 3 - Number of employees trained	149	190	339
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 2015 total recordable cases decreased from the baseline of 10.5 to 9.4.		
Comments	Activity measures include initial inspections.			

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 State OSHA Annual Report (SOAR): Results Summary Chart**

**Strategic Goal:** 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 and illnesses; the most hazardous public occupations and the most hazardous workplaces.

**Performance Goal 1.4:** 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): **Public Works Departments (NAICS: 921)**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	117	9	126
	Indicator 2 – Number of consultation visits Conducted (initial and follow up)	16	1	17
	Indicator 3 – Number of outreach/training and education seminars conducted	57	2	59
	Indicator 4 – Number of outreach materials Distributed	0	35	35
	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)	673	14	687
	Indicator 2 - Serious hazards (Consultation)	79	2	81
	Indicator 3 - Number of employees trained	712	35	747
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 2015 incident rate for cases with days away from work in NAICS 921 maintained at the baseline of 3.3.		
Comments	Activity measures include initial inspections.			

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 State OSHA Annual Report (SOAR): Results Summary Chart**

**Strategic Goal:** 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 and illnesses; the most hazardous public occupations and the most hazardous workplaces.

**Performance Goal 1.5:** 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): **Water and Sewage Treatment (NAICS: 2213)**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	66	26	92
	Indicator 2 – Number of consultation visits Conducted (initial and follow up)	14	9	23
	Indicator 3 – Number of outreach/training and education seminars conducted	36	0	36
	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)	302	36	338
	Indicator 2 - Serious hazards (Consultation)	40	12	52
	Indicator 3 - Number of employees trained	407	0	407
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 2015 total recordable cases increased from the baseline of 8.1 to 8.2.		
Comments	Activity measures include initial inspections.			

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 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:** To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.

**Performance Goal 2.1:** 100% of PEOSH Interventions (e.g., inspections, consultations, etc.) will include employee involvement (every year)

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of inspections* conducted	608	168	776
	Indicator 2 – Number of inspections conducted where employees were conferred with	608	168	776
	Indicator 3 – Number of consultation* visits conducted	66	37	103
	Indicator 4 – Number of consultation visits conducted where employees were conferred with	66	37	103
	Indicator 5 – Number of education/training seminars conducted	220	39	259
	Indicator 6 – Number of education/training seminars conducted where employees were conferred with.	220	39	259
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)			

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 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:** To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.

**Performance Goal 2.2:** Award Safety and Health Achievement Recognition (e.g., SHARP, Inspection Deferral) to twenty (20) worksites by 2018 (4 per year).

<b>Performance Indicator Type</b>	<b>Indicator</b>	<b>Result Total</b>
Activity Measures	Indicator 1 – Number of Safety and Health Achievement Recognitions Awarded.	2
Intermediate Outcome Measures	Award SHARP to 4 workplaces.	
Primary Outcome Measures	Award SHARP to 20 worksites by 2018.	
Comments	Existent two SHARP organizations; Bellmawr Fire Department, and Raritan Township Municipal Complex.	

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 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:** To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.

**Performance Goal 2.3:** 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	44	21	65
	Number of initial Consultation visits where site specific recommendations to improve Safety and Health Program Management Systems were provided.	44	21	65
Primary Outcome Measures	100% of PEOSH Consultations will include site specific recommendations.	100% of PEOSH Consultations included site specific recommendations in FFY2016.		
Baseline	Goal is measured annually, no baseline is applicable.			
Comments	Recommendations will be included as an attachment to each consultation report.			

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health FFY 2016 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:** To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.

**Performance Goal 2.4:** 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	3	9
	Indicator – Number of individuals affected by these interventions.	149	297	446
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.			



**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 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 3.1:** 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	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of fatalities/catastrophes reported.	22	0	22
	Indicator 2 – Number of fatalities/catastrophes investigated within one (1) day of notification.	4	NA	4
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.			

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 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 safety complaint inspections within five (5) working days of notification.

<b>Performance Indicator Type</b>	<b>Indicator</b>	<b>Total</b>
Activity Measures	Indicator 1 – Number of safety complaints received	28
	Indicator 2 – Number of safety complaints initiated within five (5) working days of notification.	28
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.	

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 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.

<b>Performance Indicator Type</b>	<b>Indicator</b>	<b>Result Total</b>
Activity Measures	Indicator 1 – Number of health complaints received	171
	Indicator 2 – Number of non-IAQ/sanitation complaints received	31
	Indicator 3 – Number of non-IAQ/sanitation health complaints initiated within five (5) days.	30 One initiated within 6 days
Intermediate Outcome Measures	95% of non-IAQ, sanitation health complaint inspections initiated within five (5) working days of notification.	99% of non-IAQ, sanitation health complaints were initiated within 5 days. The average for initiating was less than five days (2.1 days).
Primary Outcome Measures	95% of non-IAQ, sanitation health complaint inspections initiated within five (5) working days of notification.	
Comments		

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 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	44	21	65
	Indicator 2 – Number of consultation surveys received.	15	5	20
	Indicator 3 – Number of surveys received that rate the intervention as highly effective	15	5	20
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				

**New Jersey Department of Labor & Workforce Development in conjunction with  
The New Jersey Department of Health  
FFY 2016 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 3.4:** 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	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of compliance assistance activities conducted	119	39	158
	Indicator 2 – Number of compliance assistance surveys received.	58	21	79
	Indicator 3 – Number of surveys received that rate the intervention as highly effective	58	21	79
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				