

**North Carolina**

**State OSHA Annual Report (SOAR)**

**Fiscal Year 2009**



**January 15, 2010**

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## **Part I                      State Plan Activity**

### **Overview**

The North Carolina State Plan received final approval on December 10, 1996. Since final approval, the state's injury and illness rate has steadily dropped from 6.7 to the most current FY 2008 rate of 3.6. Current fatality statistics are also some of the lowest in program history with 41 total fatalities in FY 2009 as opposed to 71 in FY 1997. There were 10 construction fatalities in FY 2009 compared to 24 which is the baseline number for the current strategic management plan. This improvement in program outcome statistics has taken place in a period of time when government programs performance has been measured in terms of positive outcome in pursuit of specific goals and objectives.

North Carolina was one of the first states to enter into a performance agreement with federal OSHA in 1997 in which program outcome was a dominant factor in determining whether the state program was as effective as federal OSHA performance. The state's improved outcome measures have not come at the expense of compliance activity. Inspections totaled 3,692 in FY 1996 while the state conducted 5,117 inspections in FY 2009. This is one of the highest program totals in the country.

Outcome and activity improvements have all come about in a monitoring environment in which policies and procedures were not required to be identical to federal OSHA. The State has had the option to adopt those policies that best respond to the needs of the State, and pass on other federal initiatives that do not add value to the state program. For example, the State chose to maintain the Operations Manual that had been developed by federal OSHA based on many years of field experience when federal OSHA adopted the FIRM. The State has also adopted six of the current federal OSHA National Emphasis Programs and most of the federal enforcement procedures.

Program improvement is also evident by the fact that, since the State received final state plan approval, none of the Federal Annual Monitoring Evaluation Reports (FAME) has included recommendations. This typifies a federal/state partnership that assists the State in continuous improvement throughout the year, and it is not limited to formal recommendations exclusively received on an annual basis in a report format.

### **Communications**

North Carolina maintains on-going communications with federal OSHA. This includes both formal and informal communications. The State Plan Coordinator and the Area Director maintain continuous contact on all issues that affect the State Plan and phone conversations or e-mails are exchanged weekly if not daily. OSH senior management staff is also in contact with federal OSHA at the national level relating to policies issues that are not necessarily related to day-to-day activity.

Face-to-face quarterly monitoring meetings are held with the federal OSHA Area Office staff and the OSHNC management team including compliance, consultation, training, and support personnel. The location alternates between the federal OSHA office and the state office. In FY

2009, quarterly meetings were held on:

November 11, 2008

February 26, 2009

May 19, 2009

August 20, 2009

Specific meeting dates are dictated by the availability of statistical data.

Significant activity may also warrant special communications. For example, after a food manufacturing plant explosion, the Area Director accompanied OSHNC staff to the accident site to monitor progress of the investigation and offer assistance. As a result of communications at this site visit, a piece of equipment was secured by the Area Office from the Salt Lake City Lab for use by the State. In previous significant investigations, federal OSHA has provided technical expertise and on-site personnel. The Area Director is on the distribution list for updates relating to the investigation of any significant event in the State.

The Area Director is also a frequent participant in meetings between the Commissioner of Labor and the State Advisory Council on Occupational Safety and Health. This group advises the Commissioner on all issues relating to safety and health and includes representatives of the public, management, and organized labor.

### **Internal Audits**

North Carolina has a viable quality system that includes an internal audit component. The OSH Compliance, Education, Training, and Technical Assistance, and Consultative Bureaus have been ISO 9001 certified which reflects a high standard of quality commitment. As well as program audits, the compliance staff industrial hygienist routinely conducts reviews of compliance case files. Program audits can also include case file reviews or examination of specific program areas. In FY 2009, an audit was completed of the Agricultural Safety and Health Bureau which conducts OSHA inspections of migrant housing and field activity. As well as other Bureau audits, previous program review has included an evaluation of the division's response to combustible dust explosions, lapse time for fatality investigations, and the strategic planning process.

An important component of the state's quality program is the action request process. Any employee can submit an action request form when they discover an activity that does not conform to established policies or procedures or relating to any practice or procedure that can be improved. In FY 2009, the Compliance Bureau processed 14 action requests that received management review with some resulting in changes to division procedures and four management review meetings were held. Consultative Services processed an action request based on a federal OSHA audit recommendation.

The citation review process, as described in Administrative Procedure Notice 16D, is also part of the quality commitment of the North Carolina Department of Labor. The citation review committee reviews all high profile case files that include fatalities, accidents resulting in multiple hospitalizations, media involvement, high penalties, or failures to abates. The purpose of the

review is to assure that the State has a properly documented case file that will be legally defensible in the event that the case is contested. The review committee includes senior management and legal staff including the NCDOL General Counsel and attorneys from the Attorney General's Office.

## **Funding**

Because of funding uncertainty, the State operated with 18 vacancies on November 1, 2009. Four noncompliance positions were cut from the program in FY 2009. From an activity level, the lack of funding had the biggest impact on training goals as documented by training statistics. The recent budget crisis in North Carolina is in contrast with the additional state funding since 1991 that has allowed the State to reach its benchmark numbers for required safety and health compliance officers. The percent of federal funding has not increased proportionately during this same time frame and the original 50% federal participation is currently at approximately 30%. Since FY 1991, the state funding amount has increased from \$3,311,534 to \$11,952,262 while federal funding has only increased to \$5,180,579 from \$ 2,662,672 in FY 1991.

## **Mandated Activities**

The State Activity Mandated Measures (SAMM) report and the State Information Report (SIR) are the primary statistical reports for evaluating state performance on mandated activity. These reports are produced quarterly and are reviewed prior and during the quarterly meeting with federal OSHA staff. The final reports for FY 2009, reflecting data for the entire year, indicate effective performance by the State. The lapse time for responding to employee complaints was less than three days and well within the established criteria of 15 and 5 days. Another highlight of the reports is the citation issuance lapse time. The safety lapse time of 26.42 days and health lapse time of 31.13 days surpass the national data of 43.8 and 57.4 days. The state's average violations per inspection, programmed inspections with violations, and inspections per 100 hours were all comparable to federal OSHA activity.

The report outliers include the state's percent serious and average serious penalty amounts. The State has recently submitted a plan change affecting the calculation of penalties that could change future penalty amounts. Consistent with federal OSHA policy, penalties are intended to provide an incentive toward correcting violations voluntarily prior to an enforcement inspection and not as a punishment for violations. When conditions dictate and the deterrent affect are called for, the state can impose significant penalties using the violation-by-violation penalty policy. In the past, penalties in excess of \$500,000 have been issued. Recently a penalty amount of \$134,773 was issued as the result of an explosion at a food manufacturing plant.

The State will continue to review case files to ensure that violations are classified accurately and train employees in the proper classification of violations. The Technical Writing Course was recently presented to all compliance staff. The classification of violations is part of the course material. While classification of violations is an important part of the inspection process, there has been no supportable documentation correlating injury and illness outcomes with percent serious or average penalty amounts. Although North Carolina's percent serious rates and penalties are less than the national average, so are fatality rates, fatalities, and injury and illness rates. These outcome measures are arguably a better measure of program effectiveness than

specific inspection related activity. Also, from a safety and health perspective all violations must be corrected regardless of classification.

## **Training**

Newly-hired compliance officers are trained based on requirements included in the recently revised Operational Procedure Notice (OPN) 64B, Initial Training Program for OSH Compliance Personnel. OPN 64B is similar to the federal OSHA initial training policy for CSHOs TED 01-00-018. OSHA Training Institute equivalent courses are taught by OSHNC personnel. These courses have been audited and approved by federal OSHA and attended by federal OSHA personnel and compliance personnel from neighboring states.

Training needs of all OSHNC personnel are evaluated during the annual evaluation process. Administrative Procedure Notice 15B requires that each OSHNC bureau must provide the Education, Training, and Technical Assistance (ETTA) Bureau with an annual summary of bureau training needs determined through the employee individual development plans. ETTA compiles training information on each OSH Division employee and can run individual employee training audits to make sure that employees are qualified to perform assigned responsibilities.

Recent budget restrictions and cutbacks have had some impact on how training is delivered. The training “road show” has replaced the practice of bringing all employees to Raleigh for training events. A total of 53 technical training courses were conducted in FY 2009.

## **Complaint About State Program Administration (CASPA)**

Any person or group can file a complaint with federal OSHA relating to the operation or administration of a state plan. One way of measuring customer satisfaction is through the number of complaints received. The State received two CASPAs in FY 2009 and only nine total in the last five years reflecting the last two strategic planning cycles. Of these nine, only three included recommendations. During the same time period, OSHNC conducted 25,178 compliance inspections reflecting only one CASPA for every 2,797 inspections.

The State utilizes a quality program mechanism to respond to recommendations provided by federal OSHA as a result of a CASPA investigation. An action request form is completed for each recommendation made by federal OSHA. The action request form is submitted to the Compliance Bureau management representative who schedules the request for management review. After management review is completed, corrective action is documented on the form. For example, a recommendation that OSHNC employees adhere to established state policies and procedures resulted in all compliance personnel attending the Technical Writing Course that is based on policies and procedures included in the Compliance Operations Manual.

The State will continue to strive to meet customer requirements and provide quality service to employers and employees.

## **Targeting**

North Carolina has a multidimensional targeting system for programmed inspections. The

highest inspection priority, however, is placed on unprogrammed inspections such as fatalities, accidents, and complaints. Programmed inspection assignments are generated from the general industry assignment schedule which is made up of two hazard indexes. One is for safety that is based on injury and illness rates and serious safety violations per inspection, and the health index uses a listing of serious health violations per inspection. Both indexes are industry specific and not site specific. It is possible that assignments can include specific employers with low injury and illness rates in an industry with higher rates. The selection of sites for inspection is not determined exclusively by injury and illness data compiled and submitted by employers.

Targeting schedules are developed to support the Strategic Management Plan that includes specific areas of emphasis for industries with high injury and illness or fatality rates. The primary purpose of the plan is to determine where limited resources should be allocated. In-compliance rates for special emphasis industries include 26% for logging and arborist, 29% for sawmills, veneer, manufactured home and other wood products manufacturing, 29% for long term care, and 4% for specific health hazards. There were 2,767 SEP inspections conducted in FY 2009.

To compliment the industry specific general industry assignment schedule, site specific data compiled from the OSHA Data Initiative (ODI) survey is also used to generate inspections. Employer-submitted data that is twice the private sector national incidence rate is used to schedule inspections, and this rate is confirmed during the on-site inspection. The in-compliance rate for the 148 sites inspected from the SST assignment list was 34%.

The state's construction targeting schedule is administered by federal OSHA's Office of Statistics and the University of Tennessee's Construction Resource Analysis Center. The 2,259 construction inspections had a 25% in-compliance rate.

Generally North Carolina's inspection in-compliance rates for scheduled inspections are consistent with federal OSHA rates. North Carolina inspection targeting does not rely solely on specific employer provided data to schedule inspections and the site specific data provided by employers reflect injury and illness rates that are greater than national average rates. The targeting system is continuously reviewed and updated.

## **Standards**

The North Carolina Commissioner of Labor has the statutory authority to promulgate safety and health standards in response to specific state conditions that would warrant such action. The state process of standard development is quicker than the federal model. For this reason, the State was able to initiate the crane and derrick standards promulgation process in August 2008, and complete all standards-related activity in 2009 with the standards effective date of October 1, 2009.

The final stages of work are being completed on a public sector diving standard. The need for this standard became apparent through information made available as a result of a formal alliance with the North Carolina Public Safety Diver's Association. The purpose of the standard is to address hazards unique to those public sector divers who conduct water rescue and recovery, as well as crime scene searchers and evidence recovery. The coverage of public sector employees is an important part of the North Carolina State Plan and unique to state plan activity.

North Carolina was also one of the first states in the country to adopt Communication Tower Standards in response to the number of deaths associated with tower work.

The adoption of federal OSHA promulgated standards is a streamlined process that allows for almost immediate adoption. North Carolina adopted all federal OSHA promulgated standards in FY 2009.

### **Special Accomplishments**

- The State's total recordable case rate was the lowest in program history at 3.6.
- The total number of work place fatalities decreased for the third year in a row with 41 in FY 2009, and fatality rates for construction and logging also decreased.
- 502 participants attended the 2009 Carolina STAR Conference.
- The Occupational Safety and Health Act of North Carolina was amended to increase penalty amounts for serious violations that involve an injury to an employee under 18 years of age.
- Over 8,000 persons were trained through the speaker's bureau, individual training workshops and webinars.
- Work was completed on 50 Power Point training presentations to be posted on the state's internet site for use by the public and the OSHNC staff.
- A health hazard alert was mailed to employers that may have employees exposed to Chromium VI.
- Compliance district office structure was revised with 11 districts instead of 10.
- A safety and health alliance was signed with Lamar Advertising Company which has resulted in the placement of safety and health theme billboards across the State.
- An alliance agreement was signed with the NC Association of Professional Loggers.
- The first Special STAR Team Member Program training was conducted.
- Construction Manager of Environmental Safety and Health Program was created in conjunction with NC State University.
- An alliance was signed with the NC Utility Contractors Association.
- An alliance was signed with Builders Mutual Insurance Company.
- A hazard alert related to anhydrous ammonia was developed and distributed.
- The OSHA Data Initiative (ODI) survey was completed.
- The Public Sector injury and illness data survey was completed.
- The NASCAR partnership received a 1,000,000 man-hour safety award.
- A total of 2,423 workplaces were recognized through the Safety Awards Program.
- A safety partnership was signed with Skanska USA for their Hammond Road Detention Center expansion project in Raleigh, NC.
- Crowder Construction Company completed a successful partnership with the NCDOL during a three year construction project in Wilmington, NC with more than 800,000 hours on the project without a lost work time accident.
- An internal training program was developed to promote the designation of OSH Construction Safety Specialist (OCSS) for OSHNC employees.
- Training on the new crane standard was conducted across the State for both internal and

external participants.

- A new IMIS coding designation was developed to differentiate between residential and commercial construction activity.
- Operational Procedure Notice 140 was developed to provide inspection procedures relating to the food manufacturing special emphasis program.
- SEP procedural documents were updated in FY 2009.
- A revision was made to the professional development plan for new safety and health compliance officers.
- Ten chapter revisions to the state's Field Operations Manual were submitted as state plan changes.
- The A-Z training topic pages on the state's internet site were expanded.
- A total of 16 industry guides were revised including two in Spanish.
- Quick cards for PSM and pneumatic nail guns were published.
- A language translation service was made available and accessible to all OSH compliance personnel.
- The NCDOL library received 2,628 information requests and 3,876 audio visual loans were made including 414 in Spanish.

## **Part II Strategic Management Plan**

**Outcome Goals** - On October 1, 2009, North Carolina began its third five year planning cycle as documented in the Strategic Management Plan. The five year plan includes two primary outcome goals.

- Reduce the rate of workplace fatalities by 5%
- Reduce the rate of workplace injuries and illnesses by 15%

### **Outcome Results**

- The number of work related fatalities dropped from 47 in FY 2008 to 41 in FY 2009 representing a 13% reduction.
- Construction fatalities decreased from 17 in FY 2008 to 10 in FY 2009 for a 41% reduction and the fatality rate dropped to .0040.
- Manufacturing fatalities increased from 4 in FY 2008 to 13 in FY 2009. Seven of these deaths occurred in two events.
- Deaths within the Hispanic population totaled 11 in FY 2008 and 9 in FY 2009 or a 18% reduction.
- The North Carolina occupational injury and illness case rate for total recordable cases was 3.8 in FY 2007 and 3.6 in FY 2008, the most recent statistical year available. This represents a 5% reduction.
- The North Carolina occupational injury and illness case rate for total recordable cases in construction was 4.0 in FY 2007 and 3.7 in FY 2008. This is a 8% reduction.
- The North Carolina occupational injury and illness rate for total recordable cases in manufacturing was 4.4 in FY 2007 and 4.2 in FY 2008 or a 5% reduction.

**Areas of Emphasis** – North Carolina’s strategy for reducing injuries, illnesses, and fatality rates is based on addressing specific areas that have an impact on the overall rates. The areas of emphasis in the current Strategic Management Plan include:

- Construction Industry
- Logging and Arborist
- Sawmills, Veneer, Manufactured Home, and other Wood Products Manufacturing
- Long Term Care
- Exposures for Specific Health Hazards
- Food Manufacturing

**Strategic Activity to Support Outcome Goals**

- Improve safety and health programs through compliance, consultative, and training intervention
- Expand safety and health recognition programs
- Develop partnerships and alliances in the areas of emphasis

**Goal Setting Process**

- Evaluate injury, illness, and fatality data
- Establish five year outcome goals
- Select areas of emphasis and strategies to impact outcome goals
- Create a committee made up of division employees with a committee chair to manage the specific areas of emphasis in the Strategic Management Plan as described in Administrative Procedure Notice 19C
- Secure input from affected customers
- Share progress with staff on a monthly basis
- Evaluate the process

**Factors Affecting Achievement of Outcome Goals and Strategic Activity Goals**

- Funding
- Trained Division Personnel Available
- Fluctuation in work force of affected employers

**Fatality Statistics**

	2008	2009	2010	2011	2012	2013	Reduction
Total	47	41					
Construction	17	10					
Manufacturing	4	13					
Public Sector	5	2					
Logging	4	2					
Hispanic	9	9					

### Injury and Illness Rates

	2008	2009	2010	2011	2012	Reduction
TRC (All)	3.6					
DART(All)	1.7					
Public Sector TRC	4.7					
Public Sector DART	2.2					

### Intervention Statistics

	2009	2010	2011	2012	2013
Inspections	5,117				
Inspection Goals	4,950				
Consultation	1,186				
Consultation Goals	1,000				
Trained	13,173				
Training Goals	20,000				

## Part III Review of Specific Outcome Goals/Areas of Emphasis FY 2009-2013

### 1.1 Reduce Construction Industry Fatality Rate Statewide by 5% by FY 2013

Great safety and health strides have been made in the construction industry but with 24 baseline fatalities, this industry is still a leader in workplace deaths and can have a significant impact on the state's overall outcome goal of reducing the rate of workplace fatalities.

#### Strategies for Achieving Specific Outcome Goal

- Conduct OSH compliance, consultative, and training interventions
- Identify high fatality high activity counties for special emphasis
- Provide Hispanic outreach personnel to conduct construction training in Spanish
- Establish partnership agreements at high visibility construction sites
- Build alliances with construction industry groups
- Develop Spanish language publications and training materials
- Promote recognition programs such as building/sub-contractor STAR
- Conduct consultative blitzes in targeted counties
- Initiate an intervention process for all cranes operating on construction sites
- Utilize Labor One for on-site training as requested

#### Outcome

	Baseline	2009	2010	2011	2012	2013
Fatalities	24	10				
Rate	.01020	.00400				
Hispanic	N/A	7				

### Activity in Emphasis Counties

	2009	2010	2011	2012	2013	Total
Inspections	1,753					
Goals	1,440					
Consultation	229					
Goals	140					
Trained	2,703					
Goals	7,500					

### 1.2 Decrease Fatality Rate in Logging, and Arborist Activity by 5% by FY 2013

The State has had success in the past reducing the number of logging and arborist fatalities. Experience has shown that a reduction in OSH activity can translate into an increase in the number of injuries and fatalities in this industry. The first state Special Emphasis Program for logging was initiated in FY 1994 in response to 13 logging fatalities in FY 1993.

#### Strategy for Achieving Specific Outcome Goal

- Increase employer and employee awareness of regulatory requirements and safety and health work practices
- Change employer and employee behavior to improve job safety and health through education, consultation, and compliance
- Establish and maintain strong working relationships with industries, associations, groups, and key individuals
- Emphasize overhead hazards for arborists

#### Outcome

	Baseline	2009	2010	2011	2012	2013
Fatalities	4	2				
Rate	.01688	.01640				

#### Activity in Logging and Arborist Industry

	2009	2010	2011	2012	2013	Total
Inspections	77					
Goals	75					
Consultation	16					
Goals	15					
Trained	0					
Goals	75					

### 2.1 Reduce the Injury and Illness Rate in Sawmills, Veneer, Manufactured Home, and Other Wood Products Manufacturing (NAICS 321) by 15% by FY 2013

The baseline DART rate of 3.3 is higher than the industry average rate of 1.9.

**Strategy for Achieving Specific Outcome Goal**

- Provide OSH compliance, consultation and training intervention
- Conduct focused inspections to address industry specific hazards
- Develop partnership or alliance with industry trade groups
- Expand recognition programs such as Carolina STAR and SHARP program in NAICS codes 321

**Outcome**

	Baseline	2008	2009	2010	2011	2012
DART 321	3.3	2.8				

**Activity in Wood Products, Furniture and Related Products Manufacturing**

	2009	2010	2011	2012	2013
Inspections	126				
Goals	100				
Consultation	91				
Goals	30				
Trained	0				
Goals	20				

**2.2 Reduce the Days Away, Restricted, or Transferred (DART) Rate in Long-Term Care (LTC) Facilities by 15% by 2013**

While progress has been made in this industry group, the baseline rate of 4.8 is still more than twice the over all DART rate. For this reason, this emphasis area has been carried over from the previous strategic plan.

**Strategy for Achieving Specific Outcome Goal**

- Conduct OSH compliance, consultation, and training interventions
- Explore alliance or partnership opportunities in the LTC sector
- Utilize ergonomics guidelines during OSH interventions

**Outcome**

	Baseline	2008	2009	2010	2011	2012
DART Rate	4.8	4.6				

### Activity in Long-Term Care

	2009	2010	2011	2012	2013	Total
Inspections	126					
Goals	60					
Consultation	38					
Goals	20					
Trained	39					
Goals	75					

### 2.3 Conduct Emphasis Inspections, Training, and Consultation Activity in Establishments Where Employees Might be Exposed to Health Hazards Such as Lead, Silica, Asbestos, Hexavalent Chromium and Isocyanates

The State has established a special emphasis program to address health hazards in the work place. The health hazards include lead, silica, asbestos, hexavalent chromium, and isocyanates. Tracking mechanisms have not been developed to allow for the establishment of specific outcome measures in this area of emphasis. The State will continue to monitor the progress of Federal OSHA in developing reliable outcome measures for health issues. A reduction in illnesses relating to the emphasis health hazards could have of an affect in the primary outcome goal of reducing the overall injury and illness rate by 15% during the five year cycle of the strategic plan.

#### Strategy for Affecting Overall Outcome Goals through Elimination of Health Hazards

- OSH compliance, consultation and training intervention
- Develop specific hazard alert training materials for selected health hazards
- Provide consultative support on chemical identified in health hazards SEP
- Research and review site specific data sources that could be used to identify employers having or potentially having health hazard exposures.

### Activity for Selected Health Hazards

	2009	2010	2011	2012	2013	Total
Inspections	179					
Goals	200					
Consultation	185					
Goals	50					
Trained	906					
Goals	500					

### Sampling Data With Detectable Results

Hazard	% samples >PEL	% of inspections w/samples >PEL	Total Samples	Total Inspections
Silica	48%	53.8%	25	13
Lead	37.5%	33.3%	8	6
Asbestos	0.0%	0.0%	2	1
Cr(VI)	20%	20%	10	5
Isocyanates	8.7%	12.5%	23	8
Totals			68	33

### 2.4 Reduce the Injury and Illness Rate (DART) in Establishments in Food Manufacturing (NAICS 311) by 15% by 2013

The strategic planning process is intended to allocate limited resources in those areas of emphasis with above average injury and illness rates in an attempt to impact the overall State injury and illness rate. The food manufacturing DART rate was 4.4 in FY 2007 which is over twice the overall industry DART rate of 2.1. For this reason, food manufacturing was added to the current strategic management plan that began on 10/1/2008. The first year of the five year cycle was a planning year. Intervention relating to the strategic plan began on 10/1/09. Operational Procedure Notice 140 was developed that includes procedures for implementing the special emphasis program (SEP) for food manufacturing facilities.

#### Intervention Strategy

- Special attention will be given to the OSHA recordkeeping process at each site visited.
- Facilities will be evaluated for accumulation of combustible dust.
- Confined spaces programs will be reviewed.
- Electrical issues will be addressed especially during wet processes.
- Ergonomics programs will be reviewed and processes evaluated.
- Chemical use will be evaluated in terms of compliance with haz comm. requirements.
- Machinery will be inspected to assure proper guarding is in place.
- Screening, for coverage under process safety management requirements, will be conducted.
- Training and consultation will be provided.

#### Outcome

	Baseline	2008	2009	2010	2011	2012
DART Rate	4.3	3.9				

## Activity in Food Manufacturing

	2009*	2010	2011	2012	2013	Total
Inspections						
Goals						
Consultation						
Goals						
Trained						
Goals						

\*planning year with no intervention specifically related to the strategic plan

## 2.5 Develop/Sustain Partnerships and Alliances Supporting OSHNC Mission

Developing and sustaining partnerships and alliances is a viable strategy for supporting the outcome goals associated with specific areas of emphasis described in the Strategic Management Plan. Partnerships and alliances with companies and associations allow the department to leverage resources and to promote employee safety and health at high profile construction sites. Partnerships are performance based and have been terminated in the past when partnership participants did not adhere to requirements of the partnership.

### Strategy for Affecting Outcome Goals through Partnerships and Alliances

- Partnerships and alliances pursued in areas of emphasis or other areas that advance achievement of established goals and objectives
- Construction partnerships established in high visibility sites
- Formalize partnership agreement with specific outcome measures
- Conduct OSH verification inspections at partnership sites
- Prepare partnership evaluations yearly and following project completion
- Establish specific training and education goals and safety and health promotion goals for each alliance

### Activity for Partnerships and Alliances

	2009	2010	2011	2012	2013
Partnerships	4				
Alliances	12				
Total	16				

## Part IV Summary

North Carolina has developed a Strategic Management Plan with outcome goals that are consistent with federal OSHA activity. As well as specific outcome measures, the plan includes activity goals for each major component of the state program. The plan is reviewed on an annual basis and revised as conditions dictate not to include changing of outcome goals or most program

activity. Strategies could be altered to enhance program performance.

A review of statistical and program information indicates that after one year of the five year strategic management plan, the State is making adequate progress in meeting the five year goals contained in the plan. All comparative injury and illness data is not available. However, the progress in reducing workplace fatalities is demonstrated by the fact the total number of workplace fatalities decreased for the third year in a row dropping from 47 to 41 from FY 2008 to FY 2009 and fatality rates have also decreased which factor in industry employment levels along with total number of fatalities. The total recordable case rate was 3.6 and workers compensation claims declined by 2% resulting in a 9.6% decrease in the workers compensation premium rate.

Overall program activity is also impressive including 5,117 inspections in FY 2009. This compares to 5,748 inspections conducted in the four federal OSHA jurisdiction states in Region IV. Consultative Services also met their activity goals for the year. Cutbacks in training and education resources and personnel however had a significant impact on training activity as documented by reported training statistics.