



STATE OF NEVADA

**DEPARTMENT OF BUSINESS & INDUSTRY
DIVISION OF INDUSTRIAL RELATIONS**

**OCCUPATIONAL SAFETY & HEALTH
ADMINISTRATION**

ANNUAL REPORT

**FISCAL YEAR 2011
REVISED JANUARY 10, 2012**



State of Nevada
Occupational Safety and Health Administration
Annual Report

Federal Fiscal Year 2011

Executive Summary

The Nevada OSHA (NVOSHA) Program is a results-oriented program that strives to ensure that all of Nevada's workers are provided safe and healthful working conditions. In 2010, NVOSHA established its Five-Year Strategic Plan, covering Federal Fiscal Years 2011-2015, setting up goals to meet the agency's mission. These strategic goals are listed below:

- Reduce workplace injuries and illnesses within the state.
- Change workplace culture through education, outreach and employer incentives.
- Enhance compliance officer's knowledge, skills and abilities through formal and informal training.

Mapping out a course to achieve goals set in the Strategic Plan, NVOSHA established the FY11 Annual Performance Plan. The annual plan listed objectives that will help measure the agency's progress. Specifically in FY11, NVOSHA aimed to:

- Reduce worker injury and illness DART (Days Away, Restricted or Transferred) rate by 1 percent.
- Verify that 96 percent of serious hazards are abated in a timely manner.
- Increase the number of participants in the Nevada Voluntary Protection Program (VPP) Star Program by one site.
- Conduct field training and evaluate the performance of at least 20 percent of field assigned compliance safety and health officers (CSHOs).

Here's how Nevada fared in meeting the FY2011 Annual Plan objectives (See Tables on the following pages for additional information):

- Nevada's 2010 DART rate of 2.0 is a 17 percent drop from the 2008 baseline of 2.4. The decrease in DART rate exceeded Nevada's goal of five percent that it has set for its Five-Year Strategic Plan.

The 2010 DART rates for Construction and Manufacturing are also lower compared to the 2008 DART rates, 49 percent and 19 percent, respectively.

- NVOSHA verified abatement on 96% of serious hazards found during enforcement inspections. Note: This rate includes willful and repeat violations.

Although Nevada achieved its goal for FY2011, it will continue to re-emphasize staff's focus in minimizing coding errors. The agency also intends to take a more vigorous approach to facilitate employer corrective action(s) through follow-up inspections, if necessary.

- The agency's VPP Team awarded the VPP Star to two Nevada worksites—this is one more than its goal for FY2011, putting it closer to its goal of awarding five Star sites at the end of FY2015.
- A dedicated NVOSHA Trainer completed field training and evaluation on 20 percent of the CSHO staff. NVOSHA is on-track in meeting its five-year goal of 60 percent.

As evidenced above, NVOSHA accomplished most of its stated objectives. However, it failed to meet its Program Activity Projection for inspections. Compliance officers conducted 1,265 safety and health inspection—short of the goal of 2,132 inspections that was set for FY2011. NVOSHA will re-examine this goal more closely in the future to ensure that the goals are achievable and realistic. Adjustments will be made as necessary.

Of the 1,265 enforcement inspections, 835 were safety and 430 were health inspections; 461 and 163 inspections were in construction and manufacturing, respectively. There were 919 inspections involving complaints and referrals, accounting for 72 percent of all NVOSHA's inspections.

Many factors impacted NVOSHA's ability to meet this goal: current economic conditions that negatively touched many industries in the state, including construction activity; the agency's continued focus on addressing Federal OSHA findings; and its own internal review and process improvement undertakings. But of major significance, is its lingering challenge in recruitment and retention of experienced compliance officers.

Note that in FY2010, NVOSHA had a 20 percent staff turnover rate; FY2011 followed with 17 percent. At the end of last fiscal year, half of the agency's CSHOs had less than five years of OSHA experience—six positions remained unfilled.

Although the state legislature appropriated sufficient training funds last legislative session, this will be a continuing need until the stability of compliance staff is maintained. The Chief Administrative Officer, NVOSHA is fully aware of the situation. He has addressed and intends to continue addressing the need for competitive staff compensation through all available channels. However, with the current economic realities, achieving substantive results will remain to be elusive.

The tables in the following pages illustrate Nevada's performance in FY2011.



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Strategic Goal 1. Workplace Safety and Health. Reduce workplace injuries and illnesses within the state.

Performance Goal 1.1: Reduce worker injury and illness DART (Days Away, Restricted, or Transferred) rate by 1 percent.

<i>Performance Indicator Type</i>	<i>Indicators</i>	<i>Results</i>	<i>Comments</i>
Activity Measures	Percent of serious, repeat, and willful citations issued	49%	<i>Source: Inspection Summary Report</i>
Secondary Outcome Measure	Percent of inspections with no violations found	32%	<i>Source: Inspection Summary Report</i>
Primary Outcome Measure	Percent of DART rate decrease	17%	<i>2010 DART rate = 2.0; 2008 DART Rate (baseline) = 2.4</i>

Table 1. Strategic Goal 1. Performance Goal 1.1 – DART Rate Decrease

<i>Industry</i>	<i>2008 DART Rate Baseline</i>	<i>2008 versus 2009 DART Rate Percent Change</i>	<i>2008 versus 2010 DART Rate Baseline Percent Change</i>
Total All Industries	2.4	2.4 vs. 2.3 -4%	2.4 vs. 2.0 -17%
Construction (SIC 1500-1799)	3.5	3.5 vs. 3.2 -9%	3.5 vs. 1.8 -49%
Manufacturing (SIC 2000-3999)	3.1	3.1 vs. 2.4 -23%	3.1 vs. 2.5 -19%

Table 2. Strategic Goal 1. Performance Goal 1.1 – Construction & Manufacturing DART rates



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Strategic Goal 1. Workplace Safety and Health. Reduce workplace injuries and illnesses within the state.

Performance Goal 1.2: Verify that 96% of serious hazards are abated in a timely manner (per SAMM #6 – verify abated within the abatement due date plus 30 calendar days).

<i>Performance Indicator Type</i>	<i>Indicator</i>	<i>Results</i>	<i>Comments</i>
Primary Outcome Measure	Percent of serious hazards with verified abatement	92%	Source: SAMM #6

Table 3. Strategic Goal 1, Performance Goal 1.2 -- Abatement Verification

Strategic Goal 2: Employer Involvement. Change workplace culture through education, outreach and employer incentives.

Performance Goal 2: Increase the number of participants in the Nevada Voluntary Protection Program (VPP) Star Program by one site.

<i>Performance Indicator Type</i>	<i>Indicator</i>	<i>Results</i>	<i>Comments</i>
Activity Measure	Number of VPP applications received	1	<i>Intentionally left blank</i>
Intermediate Measure	Number of VPP audits conducted	3	<i>Intentionally left blank</i>
Primary Outcome Measure	Number of VPP Star sites awarded	2	VPP Log

Table 4. Strategic Goal 2, Performance Goal 2 –VPP Activity



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Strategic Goal 3: Staff Professional Development

Performance Goal 3: Conduct field training and evaluate the performance of at least 20% of field-assigned compliance safety and health officers.

<i>Performance Indicator Type</i>	<i>Indicator</i>	<i>Results</i>	<i>Comments</i>
Activity Measure	Number of field training contacts with compliance officers.	7	<i>Intentionally left blank.</i>
Primary Outcome Measure	Percent of compliance officers evaluated relative to the number of field assigned compliance officers.	20%	<i>Based on average no. of field CSHOs in FY2011 (35)</i>

Table 5. Strategic Goal 3, Performance Goal 3 – CSHO Training & Evaluation