

STATE OF CONNECTICUT
STATE OSHA ANNUAL REPORT
(SOAR)

October 1, 2008 through September 30, 2009



Prepared By:

State of Connecticut
Department of Labor
Division of Occupational Safety and Health

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**DEPARTMENT OF LABOR
DIVISION OF OCCUPATIONAL SAFETY AND HEALTH**

**STATE OSHA ANNUAL REPORT
(SOAR)
FISCAL YEAR 2009**

EXECUTIVE SUMMARY

The State of Connecticut Department of Labor Division of Occupational Safety and Health Public Sector Only State Plan (CONN-OSHA) submits this State OSHA Annual Report (SOAR) to the Federal Occupational Safety and Health Administration (OSHA) for evaluation of the State program.

The SOAR covers the time period October 1, 2008 through September 30, 2009. This submission is in accordance with the State Plan Policies and Procedures Manual dated March 21, 2001.

This SOAR contains the following sections:

- Executive Summary
- State Results Summary Chart
- Evaluation of Strategic Plan Accomplishment
- State Internal Evaluation Program (SIEP) Report

Prior to Fiscal Year 2009 (FY '09) CONN-OSHA developed a new 5-year Strategic Plan. This report covers the Annual Performance Plan for October 1, 2008 through September 30, 2009 (FY '09), the first year in the 5-year Strategic Plan.

Following is a summary of the Annual Performance Goals in CONN-OSHA's FY '09 Annual Performance Plan, as well as the strategies used to accomplish these goals. FY '09 results are discussed in detail in the ensuing sections of this report.

Strategic Goal 1: Improve workplace safety and health for all workers, as evidenced by reducing hazards, exposures, injuries, illnesses, and fatalities.

- Annual Performance Goals 1.1a states, “Reduce the average incidence rate for cases with Days Away, Restricted or Transferred (DART) by ten percent (10%) in the following Connecticut state government industries identified as high hazard: state hospitals, NAICS Code 622000; state nursing and residential care facilities, NAICS Code 623000; and state highway maintenance and repair operations, NAICS code 237310.” To accomplish this goal, CONN-OSHA set intermediate outcomes of twenty-five percent of all inspections and twenty-five percent of all consultations to be performed in the targeted agencies.
- Annual Performance Goals 1.1b states, “Reduce the average incidence rate for cases with Days Away, Restricted or Transferred (DART) by ten percent (10%) in the following Connecticut municipal government industries identified as high hazard: municipal public works – street and highway operations, NAICS code 237310; municipal water, sewage and other systems, NAICS code 221300; and municipal waste management and remediation services, NAICS code 562000.” To accomplish this goal, CONN-OSHA set intermediate outcomes of twenty-five percent of all inspections and twenty-five percent of all consultations to be performed in the targeted municipal departments.
- Annual Performance Goal 1.1c states, “Decrease total fatalities in the public sector by focusing resources to the most hazardous industries.” To accomplish this goal, CONN-OSHA planned to investigate fatalities within 1 work day of notification and focus a section of the CONN-OSHA Quarterly on fatality prevention.

Strategic Goal 2: Promote a safety and health culture through compliance assistance, cooperative programs and strong leadership.

- Annual Performance Goal 2.1a states, “One hundred percent of participating municipalities indicate positive change in safety and health awareness.” To accomplish this goal, CONN-OSHA has committed to conduct a minimum of seven training programs across all municipal workplaces with emphasis on the most hazardous operations.
- Annual Performance Goal 2.1b states, “Safety and health awareness is improved in each participating state agency.” To accomplish this goal, CONN-OSHA planned to conduct seven safety and health training programs across all state workplaces with emphasis on the most hazardous operations.
- Annual Performance Goal 2.1c states, “Increase public sector awareness of workplace safety and health by providing training, outreach and seminars based on needs.” To accomplish this goal, CONN-OSHA planned to meet all requested activity. Subject matter would be based on requests and needs such as those created by adoption of new standards, hazard recognition and current trends.
- Annual Performance Goal 2.1d states, “Current alliances that share and promote the goal of reducing injuries and illnesses will be maintained and additional alliances that support the strategic goals will be solicited.” To accomplish this goal, CONN-OSHA planned to renew the alliances that share and promote the goal of reducing injuries and illnesses and solicit new alliances that support the strategic goals.
- Annual Performance Goal 2.2a states, “One hundred percent (100%) of CONN-OSHA onsite activities (e.g., inspections, consultation visits) will include a worker involvement component.” To accomplish this goal, CONN-OSHA planned to attain a one-hundred percent (100%) worker involvement component for each quarter of FY ‘09.

Strategic Goal 3: Maximize CONN-OSHA effectiveness and efficiency by strengthening its capabilities and infrastructure.

- Annual Performance Goal 3.1a states, “CONN-OSHA staff members complete at least one safety and/or health training course per year.” To accomplish this goal every 23(g) staff member will be enrolled and complete at least one safety and/or health training course.
- Annual Performance Goal 3.1b states, “CONN-OSHA staff members will be provided the opportunity to attend at least one professional development course/seminar per year.” To accomplish this goal every 23(g) staff member will be provided the opportunity to complete at least one professional development activity.
- Annual Performance Goal 3.2a states, “Maintain the CONN-OSHA Local Emergency Management plan and revise when necessary.” To accomplish this goal, CONN-OSHA planned to participate as team members, schedule training sessions, coordinate development and implementation of plan changes with state and local agencies, and monitor development and implementation of plan.

STATE OSHA ANNUAL REPORT
STATE RESULTS SUMMARY CHART
STATE OF CONNECTICUT
DIVISION OF OCCUPATIONAL SAFETY AND HEALTH
FISCAL YEAR 2009

Strategic Goal 1: *Improve workplace safety and health for all workers, as evidenced by reducing hazards, exposures, injuries, illnesses, and fatalities.*

Performance Goals 1.1a,b: *Reduce the cases with Days Away from work, Restriction, or job Transfer (DART) incidence rate by ten percent in selected North American Industry Classification System (NAICS) codes by focusing on individual workplaces with high injury and illness levels and/or those occupations or practices that pose the greater risks to workers (e.g., state hospitals, state nursing & residential care facilities, state highway maintenance and repair operations, municipal public works – street & highway, municipal water, sewage & other systems, municipal waste management & remediation).*

Performance Indicator Type	Indicator	Results	Comments																												
Activity Measures	The percent reduction in DART incidence rate from the baseline (2004-2006 average).	<table border="1"> <thead> <tr> <th></th> <th>NAICS</th> <th>04-06 Ave.</th> <th>2008 DART</th> </tr> </thead> <tbody> <tr> <td>State Hospitals</td> <td>622000</td> <td>10.0</td> <td>10.4</td> </tr> <tr> <td>State Nursing & Residential Care Facilities</td> <td>623000</td> <td>9.9</td> <td>10.3</td> </tr> <tr> <td>State Highway Maintenance & Repair Ops.</td> <td>237000</td> <td>10.0</td> <td>15.2</td> </tr> <tr> <td>Mun. Public Works – Street & Highway</td> <td>237000</td> <td>10.0</td> <td>15.2</td> </tr> <tr> <td>Mun. Water, Sewage & Other Systems</td> <td>221300</td> <td>9.3</td> <td>11.5</td> </tr> <tr> <td>Municipal Waste Management & Remediation</td> <td>562000</td> <td>22.6</td> <td>18.1</td> </tr> </tbody> </table>		NAICS	04-06 Ave.	2008 DART	State Hospitals	622000	10.0	10.4	State Nursing & Residential Care Facilities	623000	9.9	10.3	State Highway Maintenance & Repair Ops.	237000	10.0	15.2	Mun. Public Works – Street & Highway	237000	10.0	15.2	Mun. Water, Sewage & Other Systems	221300	9.3	11.5	Municipal Waste Management & Remediation	562000	22.6	18.1	Goal to be evaluated at the conclusion of the five-year strategic plan.
	NAICS	04-06 Ave.	2008 DART																												
State Hospitals	622000	10.0	10.4																												
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Municipal Waste Management & Remediation	562000	22.6	18.1																												
Intermediate Outcome Measures	Twenty-five percent of all safety and health inspections will be performed in these state and municipal government industries.	There were a total of 194 inspections for FY '09, of which 90 were performed in targeted state and municipal government industries. Therefore, forty-five percent (46%) of all inspections were performed in the targeted industries, surpassing the goal of 25%.	Goal accomplished.																												
Intermediate Outcome Measures	Twenty-five percent of all safety and health consultations will be performed in these state and municipal government industries.	There were a total of 103 consultations for FY '09, of which 29 were performed in targeted state and municipal government industries. Therefore, twenty-eight percent (28%) of all consultations were performed in the targeted industries, surpassing the goal of 25%.	Goal accomplished.																												
Primary Outcome Measures	Ten percent reduction in DART incidence rate.	See Results on Activity Measures above.																													

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Strategic Goal 1: <i>Improve workplace safety and health for all workers, as evidenced by reducing hazards, exposures, injuries, illnesses, and fatalities.</i>
Performance Goal 1.1c: <i>Decrease total fatalities in the public sector by focusing resources to the most hazardous industries.</i>

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	The percent reduction in fatalities.		
Intermediate Outcome Measures	Investigate fatalities within one work day of notification.	There were no fatalities that required an investigation during fiscal year 2009.	Goal accomplished.
	CONN-OSHA Quarterly will include a fatality prevention aspect.	Each issue of the CONN-OSHA Quarterly included a fatality prevention aspect.	Goal accomplished.
Primary Outcome Measures	The established baseline is 0.34 days (lapse time from date reported to inspection; 3 year average).	There were no fatalities that required an investigation during fiscal year 2009.	Goal accomplished.

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Strategic Goal 2: <i>Promote a safety and health culture through compliance assistance, cooperative programs and strong leadership.</i>
Performance Goal 2.1a: <i>One hundred percent of participating municipalities indicate positive change in safety and health awareness.</i>

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	The percent of participating municipalities that indicate positive change in safety and health awareness.	Post seminar questionnaires completed by all participating municipalities.	
Intermediate Outcome Measures	<p>In an effort to improve safety and health awareness in municipalities CONN-OSHA will conduct seven seminars annually, 1-2 per quarter:</p> <ul style="list-style-type: none"> • One confined space entry • One lockout/tagout • One material handling & ergonomics • One safe driving • One trenching & excavation • One work zone safety • One workplace violence <p>Post seminar questionnaires will be evaluated to determine the effectiveness of the seminars.</p>	39 seminars were conducted in FY '09 that 145 municipal representatives attended. Topics included: 10-hour construction, 10-hour general industry, bloodborne pathogens, confined space entry , construction site safety, hazard communication, lockout/tagout, material handling & ergonomics , OSHA mandates, powered industrial trucks, recordkeeping, safe driving, trenching & excavation, work zone safety and workplace violence .	Goal accomplished.
Primary Outcome Measures	One-hundred percent (100%) of participating municipalities indicate positive change in safety and health awareness.	One-hundred percent (100%) of participating municipalities indicated that the seminar would assist them in safety and health awareness.	Goal accomplished.

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Strategic Goal 2: <i>Promote a safety and health culture through compliance assistance, cooperative programs and strong leadership.</i>
Performance Goal 2.1b: <i>Safety and health awareness is improved in each participating state agency.</i>

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	The percent of participating state agencies that indicate positive change in safety and health awareness.	Post seminar questionnaires completed by all participating municipalities.	
Intermediate Outcome Measures	<p>In an effort to improve safety and health awareness in state agencies CONN-OSHA will conduct seven seminars annually, 1-2 per quarter:</p> <ul style="list-style-type: none"> • One confined space entry • One lockout/tagout • One material handling & ergonomics • One safe driving • One trenching & excavation • One work zone safety • One workplace violence <p>Post seminar questionnaires will be evaluated to determine the effectiveness of the seminars.</p>	31 seminars were conducted in FY '09 that 69 state agency representatives attended. Topics included: 10-hour construction, 10-hour general industry, bloodborne pathogens, citations & penalties, confined space entry , construction site safety, general safety awareness, hazard assessment, hazard communication, hazard recognition, intro to OSHA, lockout/tagout , machine guarding, material handling & ergonomics , recordkeeping, safe driving, trenching & excavation, work zone safety and workplace violence .	Goal accomplished.
Primary Outcome Measures	One-hundred percent (100%) of participating state agencies indicate positive change in safety and health awareness.	One-hundred percent (100%) of participating state agencies indicated that the seminar would assist them in safety and health awareness.	Goal accomplished.

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Strategic Goal 2: <i>Promote a safety and health culture through compliance assistance, cooperative programs and strong leadership.</i>
Performance Goal 2.1c: <i>Increase public sector awareness of workplace safety and health by providing training, outreach, and seminars based on needs.</i>

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	The percent of employers that indicate positive change in safety and health awareness.	Post seminar questionnaires completed by all employers at training, outreach, and seminars provided based on needs.	
Intermediate Outcome Measures	Programs provided at the request of employers.	36 sessions were provided at the request of the employer.	Every request for training, outreach, and seminars was honored. Goal accomplished.
Primary Outcome Measures	One-hundred percent (100%) of participating employers indicate positive change in safety and health awareness.	One-hundred percent (100%) of employers indicated that the training, outreach, and/or seminar provided at their request would assist them in safety and health awareness.	Goal accomplished.

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Strategic Goal 2: <i>Promote a safety and health culture through compliance assistance, cooperative programs and strong leadership.</i>
Performance Goal 2.1d: <i>Current alliances that share and promote the goal of reducing injuries and illnesses will be maintained and additional alliances that support the strategic goals will be solicited.</i>

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	The number of alliances initiated.	Signed one new alliance with the Connecticut Department of Transportation.	
Intermediate Outcome Measures	CONN-OSHA will participate in training and outreach with alliance partners in order to improve their safety and health awareness.	Provided 29 training seminars with alliance partners. Participated in 7 outreach events with alliance partners.	Goal accomplished.
Primary Outcome Measures	CONN-OSHA will renew current alliances that share and promote the goal of reducing injuries and illnesses and solicit additional alliances that support the strategic goals.	An alliance was initiated with an organization that addresses hazardous employment.	Goal accomplished.

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Strategic Goal 2: <i>Promote a safety and health culture through compliance assistance, cooperative programs and strong leadership.</i>
Performance Goal 2.2a: <i>One-hundred percent (100%) of CONN-OSHA onsite activities include a worker involvement component.</i>

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	The percent of CONN-OSHA onsite activities that include a worker involvement component.	Ensure worker involvement in all CONN-OSHA onsite activities.	
Intermediate Outcome Measures	One-hundred percent (100%) worker involvement is attained each quarter.	One-hundred percent (100%) worker involvement was attained each quarter in FY '09.	Goal accomplished.
Primary Outcome Measures	One-hundred percent (100%) of CONN-OSHA onsite activities include a worker involvement component.	One-hundred percent (100%) of CONN-OSHA onsite activities included a worker involvement component in FY '09.	Goal accomplished.

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Strategic Goal 3: <i>Maximize CONN-OSHA effectiveness and efficiency by strengthening its capabilities and infrastructure.</i>
Performance Goal 3.1a: <i>CONN-OSHA staff members complete at least one safety and/or health training course per year.</i>

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	The percent of staff completing at least one safety and/or health training course.		
Intermediate Outcome Measures	List of training courses attended by 23(g) staff members.	Staff 1, Incident Command System, FOM Overview, PSM of Chlorine Hazards Staff 2, Citation Guidance Related to Tree Care & Tree Removal Operations, Incident Command System, FOM Legal Issues Staff 3, Citation Guidance Related to Tree Care & Tree Removal Operations, Incident Command System, FOM Overview, FOM Legal Issues, Chemical Industry NEP Staff 4, Citation Guidance Related to Tree Care & Tree Removal Operations, Incident Command System, Integrated Emergency Management Staff 5, Citation Guidance Related to Tree Care & Tree Removal Operations, Incident Command System, FOM Overview, Integrated Emergency Management, PSM of Chlorine Hazards, FOM Legal Issues, Chemical Industry NEP Staff 6, Incident Command System, FOM Overview, Powered Industrial Vehicles Staff 7, Incident Command System, FOM Overview, Integrated Emergency Management, FOM Legal Issues Staff 8, Incident Command System, FOM Overview, FOM Legal Issues Staff 9, Citation Guidance Related to Tree Care & Tree Removal Operations, Incident Command System, Trainer Course in OSH Standards for General Industry, FOM Overview, PSM of Chlorine Hazards, Chemical Industry NEP Staff 10, Citation Guidance Related to Tree Care & Tree Removal Operations, OSH Standards for General Industry, FOM Overview, Powered Industrial Vehicles, Excavation, Trenching, and Soil Mechanics, FOM Legal Issues, OSH Standards for Construction	Goal accomplished.
Primary Outcome Measures	One-hundred percent (100%) of CONN-OSHA staff complete at least one training course.	One-hundred percent (100%) of CONN-OSHA staff complete at least one training course. Due to travel restrictions imposed by the Governor's Office most of the training was accomplished by webinar.	Goal accomplished.

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Strategic Goal 3: <i>Maximize CONN-OSHA effectiveness and efficiency by strengthening its capabilities and infrastructure.</i>
Performance Goal 3.1b: <i>CONN-OSHA staff members will be provided the opportunity to attend one professional development class per year.</i>

Performance indicator Type	Indicator	Results	Comments
Activity Measures	Percent of staff provided the opportunity to attend at least one professional development course/seminar.		
Intermediate Outcome Measures	List of professional development courses/seminars attended by 23(g) staff members.	All staff attended Diversity Training. All staff participated in a tri-office meeting with the two federal OSHA Area Offices. Topics included combustible dust, cranes and recordkeeping One staff member attended a “Get Motivated Seminar”.	Goal accomplished.
Primary Outcome Measures	One-hundred percent (100%) of CONN-OSHA staff is provided the opportunity to attend at least one professional development course/seminar.	One-hundred percent (100%) of CONN-OSHA staff was provided the opportunity to attend professional development courses/seminars.	Goal accomplished.

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Strategic Goal 3: <i>Maximize CONN-OSHA effectiveness and efficiency by strengthening its capabilities and infrastructure.</i>			
Performance Goal 3.2a <i>Maintain the CONN-OSHA Local Emergency Management plan and revise when necessary.</i>			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	The maintenance and revision (when necessary) of the CONN-OSHA Emergency Management Plan.		
Intermediate Outcome Measures	Revise the plan when necessary.	There were no revisions of the plan required.	Goal accomplished.
Primary Outcome Measures	Maintain and revise (when necessary) the plan.	The plan has been maintained.	Goal accomplished.

EVALUATION OF STRATEGIC PLAN ACCOMPLISHMENT

Three strategic goals were established for the Connecticut Division of Occupational Safety and Health's (CONN-OSHA) five-year Strategic Plan. These three strategic goals are:

- *Strategic Goal 1: Improve workplace safety and health for all workers, as evidenced by reducing hazards, exposures, injuries, illnesses, and fatalities.*
- *Strategic Goal 2: Promote a safety and health culture through compliance assistance, cooperative programs, and strong leadership.*
- *Strategic Goal 3: Maximize CONN-OSHA's effectiveness and efficiency by strengthening its capabilities and infrastructure.*

A summary of CONN-OSHA's achievement of each of its five-year strategic goals follows:

Strategic Goal 1: Improve workplace safety and health for all workers, as evidenced by reducing hazards, exposures, injuries, illnesses, and fatalities.

Outcome goal 1.1:

Reduce the number of worker injuries, illnesses and fatalities by focusing CONN-OSHA resources on the most hazardous workplaces.

Performance Goal

1.1a,b Reduce the average incidence rate for cases with Days Away, Restricted or Transferred (DART) in the following Connecticut state and municipal government industries identified as high hazard: state hospitals, NAICS Code 622000; state nursing and residential care facilities, NAICS Code 623000; state highway maintenance and repair operations, NAICS code 237310; municipal public works – street and highway operations, NAICS code 237310; municipal water, sewage and other systems, NAICS code 221300; and municipal waste management and remediation services, NAICS code 562000.

1.1a,b Discussion of strategies used to support goal accomplishment and data used in measuring outcomes.

Strategies listed to support this goal are, "Twenty-five percent of all inspections and "twenty-five percent of all consultations for safety and health will be performed in these state and municipal government industries". Data sources used to measure outcomes goal are Bureau of Labor Statistics (BLS) and Integrated Management Information

System (IMIS).

1.1a,b Conclusion

The tables below show the results for FY '09 for the intermediate outcome measures. The primary outcome measure will be evaluated at the conclusion of the five-year strategic plan. The new baseline for the primary outcome was the three-year (2004-2006) average DART rate in the selected industries based on NAICS codes. See table below.

INTERMEDIATE OUTCOMES

Goal: Twenty-five percent of inspections and consultations will be conducted in targeted agencies.

COMPLIANCE INSPECTIONS	
Total Number of Inspections FY 2009	194 (Projected 250)
Total Inspections and Percentage in Targeted Agencies	90 (46%)
CONSULTATIONS	
Total Number of Consultations FY 2009	103 (Projected 150)
Total Consultations and Percentage in Targeted Agencies	29 (28%)

PRIMARY OUTCOMES

Goal: Ten percent reduction in the DART incidence rate. To be evaluated at the conclusion of the five-year strategic plan.

Targeted industry	NAICS code	2004-2006 Average DART Rate	2008 DART Rate	Percent change
State Hospitals	622000	10.0	10.4	4.0%
State Nursing & Residential Care Facilities	623000	9.9	10.3	4.0%
State Highway Maintenance & Repair Operations	237000	10.0	15.2	52.0%
Municipal Public Works – Street & Highway	237000	10.0	15.2	52.0%
Municipal Water, Sewage & Other Systems	221300	9.3	11.5	23.7%
Municipal Waste Management & Remediation Services	562000	22.6	18.1	-19.9%

1.1c Decrease total fatalities in the public sector by focusing resources to the most hazardous industries.

1.1c Discussion of strategies used to support goal accomplishment and data used in measuring outcomes.

The strategies used to support goal accomplishment are to focus a section of the CONN-OSHA Quarterly to fatality prevention and investigate fatalities within one work day of notification. Data source used to measure outcomes is Integrated Management Information System (IMIS).

1.1c Conclusion

The baseline was established as the average number of days of lapse time from date reported to inspection and is equal to 0.34 days. Fortunately, there were no fatalities that required an investigation during fiscal year 2009.

Each issue of the CONN-OSHA Quarterly included articles that addressed fatality prevention. All articles published in the Quarterly are written with an emphasis on reducing injuries, illnesses and fatalities.

A review of the IMIS database revealed that there were no fatality investigations during fiscal year 2009. Once again, the Fatality/Catastrophe Tracking report was run using the NCR. The results are shown below.

FATALITY/CATASTROPHE TRACKING REPORT

10/01/08 to 09/30/09

TOTAL NUMBER OF:

EVENTS REPORTED	= 4
FATILITY INJURIES	= 4
HOSPITALIZED	= 0
NON-HOSPITALIZED	= 0
INSPECTIONS CONDUCTED	= 0
EVENT RELATED VIOLATIONS	= 0
VIOLATIONS REPORTED	= 0

AVERAGE LAPSE TIME FOR:

DATE REPORTED TO INSPECTION	= 0.00
INSPECTION TO CITATION ISSUE:	= 0.00

Report includes: All OSHA 36 records within the specified date range.

Strategic Goal 2: Promote a safety and health culture through compliance assistance, cooperative programs and strong leadership.

Outcome Goal 2.1:

Participating state agencies and municipal governments enhance their safety and health management systems through improved safety and health awareness.

Performance Goal

2.1a One hundred percent of participating municipalities indicate positive change in safety and health awareness.

2.1a Discussion of strategies used to support goal accomplishment and data used in measuring outcomes.

Strategies used to support this goal are stated as conducting seven seminars (approximately one-two per quarter) that address the most serious hazards in the identified industries. Data source to be used to measure outcomes was listed as post seminar questionnaires.

2.1a Conclusion

Each of the seven seminars that were targeted was conducted. Additionally, 32 other seminars were conducted specific to the hazards found in municipal departments. According to surveys collected from the 145 municipal employers, 100% reported that the seminars would help improve safety and health awareness.

2.1b Safety and health awareness is improved in each targeted state agency.

2.1b Discussion of strategies used to support goal accomplishment and data used in measuring outcomes.

Strategies used to support this goal are stated as conducting seven seminars (approximately one-two per quarter) that address the most serious hazards in the identified industries. Data source to be used to measure outcomes was listed as post seminar questionnaires.

2.1b Conclusion

Each of the seven seminars that were targeted was conducted. Additionally, 24 other seminars were conducted specific to the hazards found in state agencies. According to surveys collected from the 69 state employers, 100% reported that the seminars would help improve safety and health awareness.

2.1c Increase public sector awareness of workplace safety and health by presenting training, outreach and seminars based on needs and requests.

2.1c Discussion of strategies used to support goal accomplishment and data used in measuring outcomes.

Strategies used to support goal accomplishment include conducting seminars as requested by employers, professional associations and/or union groups. Data source to be used to measure outcomes was listed as post seminar questionnaires.

2.1c Conclusion

CONN-OSHA conducted thirty-six (36) seminars specifically requested during FY '09. The 36 seminars conducted were on a wide range of topics which included:

- 10-hour Construction Outreach
- 10-hour General Industry Outreach
- Bloodborne Pathogens
- Chemical Hazard Communication
- Confined Space Safety
- Lockout/Tagout
- Machine Guarding
- Powered Industrial Trucks
- Recordkeeping
- Safe Driving
- Work Zone Safety
- Workplace Violence

The primary outcome for FY '09 was the number of seminars provided at the employer's request. CONN-OSHA met 100% of employer requests for training and provided information on all CONN-OSHA services at fourteen trade shows and conferences.

2.1d **Current alliances that share and promote the goal of reducing injuries and illnesses will be maintained and additional alliances that support the strategic goals will be solicited.**

2.1d **Discussion of strategies used to support goal accomplishments and data used in measuring outcomes.**

Strategies used to support the goal accomplishment were to participate in training and outreach with current alliance partners, to renew current alliances that share and promote the goal of reducing injuries and illnesses, and solicit additional alliances that support the strategic goals.

2.1d **Conclusion**

During FY '09 an alliance was signed with the Connecticut Department of Transportation (DOT). Previous alliances still in effect are with Prevent Blindness Tri-State (PBTS), Connecticut Business & Industry Association (CBIA), Connecticut Tree Protective Association, University of Connecticut (UConn) Transportation Institute Technology Transfer Center, Connecticut Highway Street Supervisor Association (CHSSA), Atlantic States Rural Water & Wastewater Association (ASRWVA), Connecticut Interlocal Risk Management Agency (CIRMA), Department of Environmental Protection (DEP), Connecticut Association of Street & Highway Officials (CASHO) and the State of Connecticut Office of Apprenticeship Training (CTOAT). CONN-OSHA provided 29 training seminars and participated in 7 outreach events with alliance partners.

Performance Goal

2.2a **One-hundred percent (100%) of CONN-OSHA onsite activities (e.g., inspections, consultation visits) will include a worker involvement component.**

2.2a **Discussion of strategies used to support goal accomplishment and data used in measuring outcomes.**

The strategy used to support goal accomplishment is stated as ensuring one-hundred percent worker involvement is attained each quarter. Data source used to measure outcomes is Integrated Management Information System (IMIS).

2.2a **Conclusion**

IMIS and Federal reports confirmed that one-hundred percent (100%) of CONN-OSHA onsite activities included a worker involvement component.

Strategic Goal 3: Maximize CONN-OSHA effectiveness and efficiency by strengthening its capabilities and infrastructure.

Outcome Goal 3.1

Continue a steady course to strengthen both technical and professional skills and education of all CONN-OSHA staff.

Performance Goal

3.1a CONN-OSHA staff members complete at least one safety and/or health training course per year.

3.1a Discussion of strategies used to support goal accomplishment and data used in measuring outcomes.

Strategy used to support goal accomplishment is listed as one-hundred percent of CONN-OSHA staff completes at least one safety and/or health training course. Data used in measuring outcomes is listed as the percent of staff completing at least one training course.

The primary outcomes were stated as one-hundred percent of CONN-OSHA staff completes at least one training course.

3.1a Conclusion

One-hundred percent (100%) of CONN-OSHA staff completed at least one safety and/or health training course. Due to travel restrictions imposed by the Governor's Office most of the training was accomplished by webinar.

Performance Goal

3.1b CONN-OSHA staff will be provided the opportunity to attend at least one professional development course/seminar per year.

3.1b Discussion of strategies used to support goal accomplishment and data used in measuring outcomes.

Strategy used to support goal accomplishment is listed as one-hundred percent (100%) of CONN-OSHA staff will be provided the opportunity to attend at least one professional development course/seminar. Data used in measuring outcomes is listed as the percent of staff provided the opportunity to attend at least one professional development course/seminar.

The primary outcomes were stated as one-hundred percent of CONN-OSHA staff was provided the opportunity to attend at least one professional development course/seminar.

3.1b Conclusion

One-hundred percent of CONN-OSHA staff has completed at least one professional development course/seminar with most staff attending multiple sessions.

Performance Goal

3.2a Maintain the CONN-OSHA Emergency Management plan and revise when necessary.

3.2a Discussion of strategies used to support goal accomplishment and data used in measuring outcomes.

The strategy used to support goal accomplishment is to maintain the CONN-OSHA Emergency Operations Plan and revise when necessary.

3.2a Conclusion

The CONN-OSHA Emergency Operations Plan is monitored continuously. There were no revisions to the plan during fiscal year 2009. CONN-OSHA staff participated in a Chlorine drill and the Region 1 Table Top Hurricane Exercise Conference Call. Several staff attended Incident Command System (ICS 400) training. CONN-OSHA is now designated as a member of Emergency Support Function #11 – Oil and Hazardous Materials Response. Team members continuously attend Local Emergency Planning Committee (LEPC) meetings throughout the year.

STATE OF CONNECTICUT
STATE INTERNAL EVALUATION PLAN
(SIEP)
FISCAL YEAR 2009
EVALUATION REPORT
OCTOBER 1, 2008 THROUGH SEPTEMBER 30, 2009

The State of Connecticut Public Sector 23(g) compliance and consultation programs submit this Evaluation Report of the State Internal Evaluation Plan (SIEP) for Fiscal Year 2009, (FY '09) which covers the period October 1, 2008 through September 30, 2009. The issues evaluated during this time period have been:

- Citation Processing
- Public Sector Consultation Turnaround Time.
- Assurance of Abatement of Hazards in Public Sector Consultations.

The primary tools utilized for this monitoring procedure were the State Activity Mandated Measures (SAMM) and the Inspection Summary Report for compliance and the Mandated Activities Report for Consultation (MARC) for consultation. The local ACE reports and queries, micro reports, host reports, state logs, on-the-job evaluations, and staff interviews supplement these on a weekly and/or monthly basis.

CITATION PROCESSING

Lapse days from inspection to citation issued had been a long-standing concern at CONN-OSHA. The State has for many years monitored its performance in this area on at least a weekly basis through the use of host and micro reports.

The quarterly federal report, State Activity Mandated Measures (SAMM), continues to be used as the primary evaluation tool for this measure.

The State Activity Mandated Measures (SAMM) report for FY '08 and FY '09 showed the following data for this measure, "Average Number of Calendar Days from Opening Conference to Citation Issuance". The most recent national data is shown for comparison.

Table 1

Discipline	Total FY '08	10/1/08 – 12/31/08	1/1/09 – 3/31/09	4/1/09 – 6/30/09	7/1/09 – 9/30/09	Total FY '09	National Data
Safety	43.60 Days	40.94 Days	33.00 Days	30.26 Days	39.68 Days	37.11 Days	43.8 Days
Health	32.91 Days	23.47 Days	33.50 Days	36.00 Days	52.75 Days	35.37 Days	57.4 Days

Source: State Activity Mandated Measures (SAMM) Report

The fourth quarter results for the safety discipline continue to improve. The results were significantly less than the national average for this measure. One safety compliance officer has transferred to consultation leaving two safety compliance officers.

The health discipline continues to be significantly less than the national average for the time it takes to issue citations following an inspection. However, the fourth quarter results are higher than usual for our staff. The health compliance officer with the most experience has retired and we are unsure of when and if he will be replaced.

CONN-OSHA supervisory staff will continue to utilize all tools at its disposal to monitor the performances of all compliance officers to assure acceptable performances. If anyone falls below the acceptable parameters again, appropriate corrective action will be taken.

PUBLIC SECTOR CONSULTATION TURNAROUND TIME

Public Sector consultation turnaround time has been another long-standing issue at CONN-OSHA. Table 2 shows the average days between closing conference and written report for Public Sector consultations.

The original source for these statistics had been the Consultation Activity Measures (CAM) report, CAM Measure 9, “Average Days between Closing Conference and Written Report”. However, starting in the first quarter FY ‘02, Federal OSHA no longer produced and distributed the CAM Report to the states. Therefore, to measure performance on this item, CONN-OSHA is now using a state developed ACE report. This report has been used by the state for many years to monitor performance on the average number of days between closing conference and written report. By utilizing the ACE report in this manner, Connecticut has been able to track performances on an ongoing basis, rather than relying on just the quarterly performance figures previously supplied by the CAM.

Table 2 below shows the performance for safety and health for fiscal years 2007, 2008 and 2009.

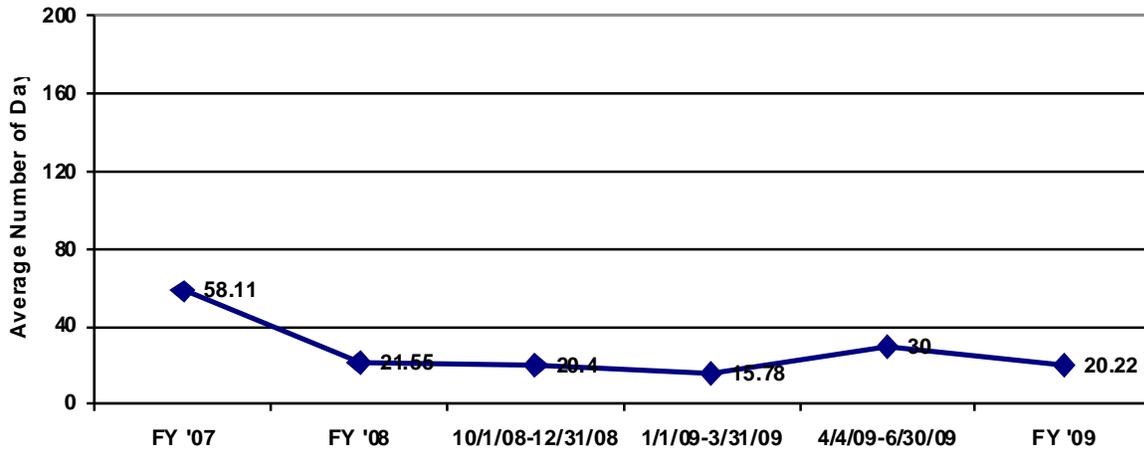
Table 2

Type of Visit	FY ‘07	FY ‘08	10/01/08 – 12/31/08	1/01/09 – 3/31/09	4/01/09 – 6/30/09	7/01/09 – 9/30/09	FY ‘09
Safety	<i>58.11 Days</i>	<i>21.55 Days</i>	<i>20.40 Days</i>	<i>15.78 Days</i>	<i>30.00 Days</i>	<i>N/A</i>	<i>20.22 Days</i>
Health	<i>26.24 Days</i>	<i>23.06 Days</i>	<i>19.63 Days</i>	<i>30.27 Days</i>	<i>17.32 Days</i>	<i>19.29 Days</i>	<i>22.33 Days</i>

Source: State developed ACE Report

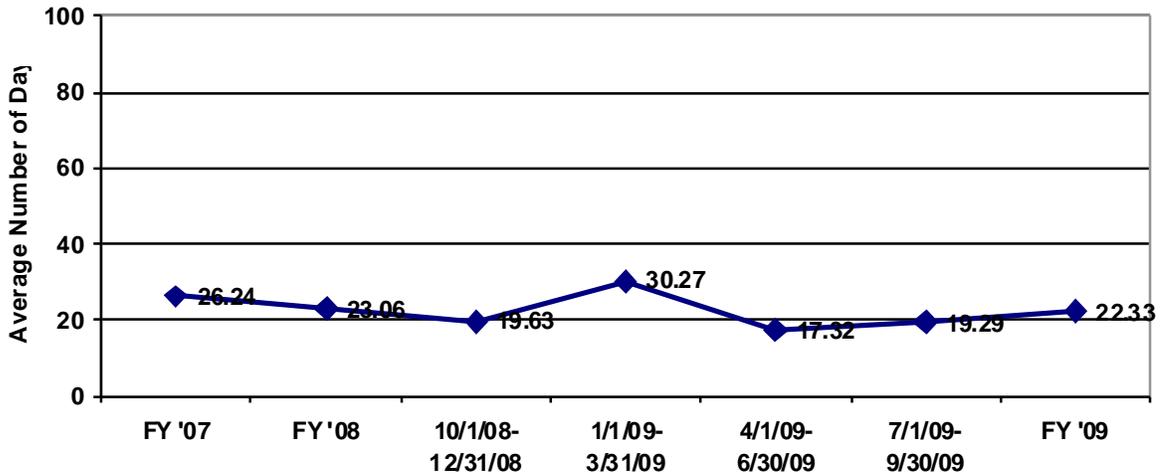
To demonstrate the results shown on Table 2 with greater clarity, they are presented in graphic format on the following pages. The first graph is for safety and the second is for health.

CONN-OSHA



Average Days between Closing Conference and Written Report Public Sector Consultations Safety

Source: State Developed ACE Report



CONN-OSHA Average Days between Closing Conference and Written Report Public Sector Consultations Health

Source: State Developed ACE Report

The one safety consultant decided to accept an early retirement incentive effective July 1, 2009. Therefore, there is no data for the fourth quarter. His cumulative results for the three quarters were excellent. It is expected that his replacement will undergo a learning curve before he can achieve superior results.

The time required to issue reports had climbed slightly above twenty days during the previous two fiscal years for the health discipline. However, in this most recent quarter and the entire fiscal year the results were outstanding. We expect the health consultants' performance to continue below the twenty days required by the Consultation Policies and Procedures Manual (CPPM).

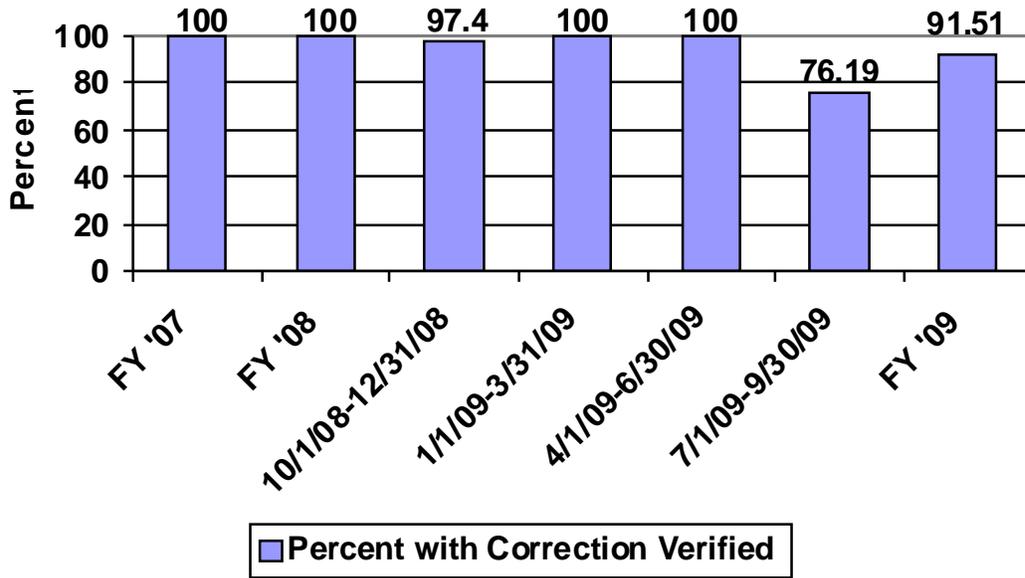
It is anticipated that both safety and health performances will continue to achieve acceptable levels. CONN-OSHA management will continue to use all tools at its disposal to monitor the performances of all public sector consultants to assure optimum achievement for both safety and health.

ASSURANCE OF ABATEMENT OF HAZARDS
IN PUBLIC SECTOR CONSULTATIONS

CONN-OSHA performance for assurance of abatement of hazards in public sector consultations is presented on the following pages in graphic format. Sources for these data are the Mandated Activity Report for Consultation (MARC), Item # 4A, reports for FY '07, FY '08 and FY '09.

Percent of Hazards with Correction Verified

Goal: One hundred percent within fourteen days of latest correction due date



Source: Mandated Activity Measures for Consultation (MARC) report

The results for fiscal year 2009 are disappointing and unacceptable. All of the outliers can be attributed to the one safety consultant who has since retired. There were extenuating circumstances with a single employer (multiple work sites). The importance of this goal has been stressed to his replacement and the rest of the staff. CONN-OSHA remains committed to maintaining performance on this measure and had achieved perfect results (100% of hazards verified as corrected within 14 days of the due date) for the previous two fiscal years. Management will continue to monitor this aspect of performance very closely. During FY '02, the Safety and Health Program Manager has initiated a procedure where all consultants are given a state developed ACE report every Friday. This report lists all establishments with hazard abatements due within ten days, thus enabling the consultants to contact the employers in advance to give them a “heads-up” that abatements are coming due. In addition, all safety and health consultants will continue to make extensive use of the “Uncorrected Hazards Report” for those hazards which are overdue. This report also allows consultants to monitor their own performances. Furthermore, CONN-OSHA management will continue to make the consultants aware of the importance of verifying hazard correction in a timely manner.