

FY 2017
Follow-up Federal Annual Monitoring Evaluation (FAME) Report

Puerto Rico Department of Labor
Puerto Rico Occupational Safety and Health Administration (PR OSHA)



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

Initial Approval Date: August 30, 1977
Program Certification Date: September 7, 1982
Final Approval Date: None

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I. Executive Summary

The purpose of this Federal Annual Monitoring Evaluation (FAME) report is to assess the Puerto Rico Occupational Safety and Health Administration (PR OSHA) program's progress in Fiscal Year (FY) 2017, and its progress in resolving outstanding findings identified during previous FAMEs.

At the end of FY 2017, Hurricane Maria unleashed powerful winds and heavy rainfall, tearing off roofs, downing trees, and decimating the communications and power grid across the island of Puerto Rico. According to the Department of Homeland Security, this Category 4 Hurricane left the island of Puerto Rico in "total devastation." As of the end of calendar year 2017, Puerto Rico's governor and power utility company indicated that more than 1.5 million people on the island were still in the dark.

Due to the devastating effects of Hurricane Maria, the PR OSHA program could not perform normal enforcement activities for months. Instead, PR OSHA took a grassroots approach, driving around the island where it was possible to identify hazards and conduct more than 30 interventions and compliance assistance activities – reaching over 150 workers and removing at least 27 workers from hazards. Shortly after Hurricane Maria struck, Region II began conducting daily hurricane planning and situation report ("sitrep") teleconference calls with designated Regional Office staff and the Assistant Secretary of the PR OSHA program. The purpose of the calls was to discuss/obtain information regarding the current status and operations in Puerto Rico. PR OSHA provided critical information during these calls regarding the restoration of power, communications, transportation, and structures. As of January 2018, these teleconference calls continued to be conducted on a weekly basis with PR OSHA's participation.

Prior to Hurricane Maria, PR OSHA focused on its internal and external workplace safety and health training efforts, conducting almost 70 training and conference sessions in FY 2017. The majority were conducted at external workplaces, including universities and schools. PR OSHA's response time to complaints was significantly below the negotiated level. In FY 2017, PR OSHA's safety staff exceeded its inspection goal by 118%. During FY 2017, seven fatalities were reported which PR OSHA responded to within one day.

Although the FAME cycle designates FY 2017 as a comprehensive year when comprehensive on-site case file reviews are conducted by OSHA, due to the destructive effects of Hurricane Maria that destroyed much of Puerto Rico, OSHA determined that it was appropriate to conduct a follow-up FAME for the second year in a row. Additional time was needed for Puerto Rico to continue its reconstruction efforts and recovery. PR OSHA actively engages with OSHA by providing information in a timely manner and implementing recommendations when appropriate. PR OSHA has been responsive to OSHA's FAME findings and continuously works to improve its program.

Last year's PR OSHA FAME report included two findings (non-formal complaint investigations and informal conferences), and four observations (citation lapse time, violation classification, policies and procedures involving the timeframe of informal conferences, and consultation case file documentation). Since OSHA did not conduct an on-site case file review, these findings and observations will remain open and continue to be monitored by the Region during the next performance period.

II. State Plan Background

PR OSHA is responsible for administering the Puerto Rico State Plan which is part of the Puerto Rico Department of Labor and Human Resources headed by the Secretary of Labor. PR OSHA serves a population of over 760,000 private sector workers and over 137,000 state and local government workers. There is a central administrative office and six area offices for enforcement activities. PR OSHA's consultation program is funded under the 23(g) grant agreement and its services are provided primarily out of the central office.

In the private sector, PR OSHA covers all employers with the exception of those from the maritime industry (e.g. marine cargo handling, long shoring, shipbuilding, and ship repairing). Employers of the Commonwealth and local government are under PR OSHA's jurisdiction. The United States Postal Service (USPS), all federal agencies, and military facilities are under OSHA's jurisdiction.

OSHA safety and health standards are adopted identically by PR OSHA. The regulations and operational systems of the plan are essentially the same as the federal program. A hearing examiner handles review procedures with employer rights of appeal to the district court.

The table below presents PR OSHA's funding history over the past five years:

PR OSHA's FY 2013-2017 Funding History					
Fiscal Year	Federal Award (\$)	State Plan Match (\$)	100% State Plan Funds (\$)	Total Funding (\$)	Percent of State Plan Contribution
2017	\$2,506,300	\$2,506,300	\$2,497,206	\$7,509,806	66.6%
2016	\$2,506,300	\$2,506,300	\$2,637,272	\$7,649,872	67.2%
2015	\$2,495,100	\$2,495,100	\$2,665,555	\$7,655,755	67.4%
2014	\$2,480,900	\$2,480,900	\$3,003,444	\$7,965,244	68.8%
2013	\$2,480,900	\$2,480,900	\$2,404,990	\$7,366,790	65.9%

In its FY 2017 grant application, PR OSHA allocated for 53 enforcement staff and has 48 onboard. In addition, they allocated for 10 safety and health consultants and have eight onboard. They also have one whistleblower investigator and one compliance assistant specialist onboard.

PR OSHA began a new Five-Year Strategic Plan in FY 2017, and as such, new baselines were established. Revisions from the previous Strategic Plan are reflected in the removal of blood in the emergency room industry (ambulatory surgical and emergency centers and general medical and surgical hospitals), fast food industries, and emergency, disaster preparedness and management offices. PR OSHA's Five-Year Strategic Plan now focuses on three industries: Local Emphasis Program (LEP) on amputations, retail industry, and hazardous public activities for mobile crews.

Major New Issues

Following the effects of Hurricane Maria that occurred on September 17, 2017, the PR OSHA program was unable to resume its normal operations; instead, it conducted over 30 interventions and compliance assistance activities – reaching over 150 workers. Due to these activities, at least

27 workers were removed from hazards. PR OSHA provided, and continues to provide, critical information regarding the status of the restoration efforts to the island during regional hurricane planning and sitrep teleconference calls held on a daily basis.

New Leadership and Economic Crisis

Effective January 2017, Carlos J. Saavedra-Gutiérrez, Esq. was appointed the new Puerto Rico Department of Labor Secretary. Luis E. Pardo-Rosado was appointed the PR OSHA's new Assistant Secretary of Labor. Unfortunately, Puerto Rico's economy is entering its 12th year of negative or flat growth. This crisis has resulted in the island having more than \$72 billion of debt which could have an impact on the payment of state and local government workers' salaries. The 114th United States Congress enacted the "Puerto Rico Oversight, Management, and Economic Stability Act" ("PROMESA") effective on June 30, 2016. The Financial Oversight and Management Board for Puerto Rico (Junta de Control Fiscal) was established to assist the Government of Puerto Rico, including instrumentalities, managing its public finances, and for other purposes. It is important to note that the Puerto Rico State Plan budget has so far been protected from economic crisis.

III. Assessment of State Plan Progress and Performance

A. Data and Methodology

OSHA established a two-year cycle for the FAME process. FY 2017 is a comprehensive year; however, in light of Hurricane Maria which destroyed much of the island of Puerto Rico, the National Office and Region II agreed that OSHA would not perform a comprehensive on-site case file review this year, but instead would focus on deficiencies identified in the FY 2016 Follow-up FAME Report. The analyses and conclusions described in this report are based on information obtained from a variety of monitoring sources, including:

- State Activity Mandated Measures Report (Appendix D)
- State Information Report (SIR)
- Mandated Activities Report for Consultation
- State OSHA Annual Report (Appendix E)
- State Plan Annual Performance Plan
- State Plan Grant Application
- Quarterly monitoring meetings between OSHA and the State Plan

B. Findings and Observations

This follow-up FAME report contains two continued findings and four continued observations as identified in the FY 2016 FAME report. There were no new findings and observations identified during this year's FAME. Appendix A describes new and continued findings and recommendations. Appendix B describes observations and the related federal monitoring plans. Appendix C describes each FY 2016 finding and recommendation, as well as the status of the State Plan's corrective actions in detail.

Completed Findings

There were no completed findings identified in FY 2017.

Continued Findings

Finding FY 2017-01 (FY 2016-01): *Non-Formal Complaint Investigations*

In the two (100%) non-formal (phone/fax) complaint investigations reviewed, complaint items were not adequately addressed prior to closing the case files.

Status: An on-site case file review is necessary to gather the facts needed to evaluate progress on this item. This finding remains open and will be a focus during the next on-site case file review.

Finding FY 2017-02 (2016-02): *Informal Settlements*

In six of 13 (46%) cases where informal conferences were held, the area directors did not request approval from the director of the Bureau of Inspections (BI) for a penalty reduction above 50% as described and required in PR OSHA's FOM.

Status: An on-site case file review is necessary to gather the facts needed to evaluate progress on this item. This finding remains open and will be a focus during the next on-site case file review.

New FY 2017 Findings

There were no new findings identified in FY 2017.

Closed FY 2017 Observations

There were no closed observations identified in FY 2017.

Continued FY 2016 Observations

Observation FY 2017-OB-01 (FY 2016-OB-01): *Citation Lapse Time*

Citation lapse time was calculated at 65.05 days for safety – an increase of 13.44 days from 51.62 days in FY 2015 and above the further review level of 45.15 days. The lapse time for health was 77.93 days – an increase of 11.6 days from 66.33 days in FY 2015 and above the national average of 57.32 days.

Status: Due to the devastating effects of the hurricanes, the PR OSHA program was unable to perform its normal enforcement operations through the end of the fiscal year. For FY 2017, PR OSHA's average lapse time (SAMM #11) for citations was calculated at 65.98 days for safety – compared to 65.06 days in FY 2016 – which is above the two-year national average of 45.29 days. The health lapse time was calculated at 75.63 days, compared to 77.93 days in FY 2016, but was still above the two-year national average of 56.03 days. Although this observation has been open for three consecutive years, due to the extenuating circumstances of the natural disasters that PR OSHA experienced, this observation will remain open and closely monitored by OSHA during the next performance period.

Observation FY 2-17-OB-02 (FY 2016-OB-02): *Violation Classification*

In one of nine (11%) case files reviewed with citations issued, a violation related to general duty clause 6(a)(1): a microbiological contamination citation was issued as an other-than-serious when the related conditions should have been issued as serious.

Status: An on-site case file review is necessary to gather the facts needed to evaluate performance in relation to this observation. This observation will be continued and will be a focus during the next on-site case file review.

Observation FY 2017-OB-03 (FY 2016-03): *Informal Conferences*

In one of the 13 (7.7%) case files reviewed, the informal conference was not held within 15 days.

Status: An on-site case file review is necessary to gather the facts needed to evaluate performance in relation to this observation. This observation will be continued and will be a focus during the next on-site case file review.

Observation FY 2017-OB-04 (FY 2016-04): *Consultation Case File Documentation*

The safety and health hazard survey (Form 33) comments section did not provide comments necessary to ensure that the number assigned and description corresponded in two of the eight (25%) consultation case files reviewed.

Status: An on-site case file review is necessary to gather the facts needed to evaluate performance in relation to this observation. This observation will be continued and will be a focus during the next on-site case file review.

New FY 2017 Observations

There were no new observations identified in FY 2017.

C. State Activity Mandated Measures (SAMM) Highlights

Each SAMM has an agreed upon Further Review Level (FRL) which can be either a single number, or a range of numbers above and below the national average. State Plan SAMM data that falls outside the FRL triggers a closer look at the underlying performance of the mandatory activity. Appendix D presents PR OSHA's FY 2017 SAMM Report and includes the FRLs for each measure. PR OSHA was outside the FRL on the following SAMMs:

SAMM 1A – Time to Initiate Complaint Inspections (Average Number of Work Days to Initiate Complaint Inspections):

PR OSHA's response time to complaints averaged 2.85 days which was significantly below the negotiated level of five days.

SAMM 7 – Inspections:

Prior to Hurricane Maria's destruction, PR OSHA had completed 1,354 inspections in FY 2017 which is 94% of its inspection goal. In FY 2017, safety staff conducted 1,050 inspections (118% of their goal). The health staff conducted 304 inspections (55% of their goal).

SAMM 8 – Average Current Penalty per Serious Violation (Private Sector):

The FRL is +/- 25% of the \$2,516.80 two-year national average which equals a range of \$1,887.60 to \$3,146.00. PR OSHA's average current penalty per serious violation in the private sector (SAMM 8: 1-250+ workers) was \$925.87 in FY 2017. Penalties are one component of effective enforcement. State Plans are required to adopt penalty policies and procedures that are "at least as effective" (ALAE) as those contained in OSHA's FOM (revised on August 2, 2016) to include changes to the penalty structure in Chapter 6 – Penalty and Debt Collection. OSHA will continue to explore ALAE analysis of State Plan penalty structures to include evaluation of average current penalty per serious violation data.

Maximum Penalty Increase

With the passage of the Bipartisan Budget Bill on November 2, 2015, OSHA raised its maximum penalties effective August of 2016. As required by law, OSHA then increased maximum penalties annually, on January 1, 2017 and January 1, 2018, according to the Consumer Price Index (CPI). State Plans are required to adopt both initial increase and subsequent annual increases. PR OSHA has not yet completed the legislative changes to increase maximum penalties, but plans to have it passed by the end of June 2018. OSHA will continue to monitor PR OSHA's progress on this issue.

SAMM 9 – Percent in-compliance:

The FRL for percent in-compliance for safety inspections is +/- 20% of the two-year national average of 29.53% which equals a range of 23.62% to 35.44%. PR OSHA's percent in-compliance for safety is 47.07% which exceeds the FRL and warrants a closer look at the situation during quarterly meetings. The FRL for percent in-compliance for health inspections is +/- 20% of the two-year national average of 35.47% which equals a range of 28.62% to 42.94%. PR OSHA's percent in-compliance for health is 41.75% which is within the FRL range

SAMM 10 – Percent of Work-Related Fatalities Responded to in One Work Day:

During FY 2017, seven fatalities were reported. This was one less fatality (eight) than was reported in FY 2016. PR OSHA's one-day response time was 100%.

Appendix A – New and Continued Findings and Recommendations

FY 2017 PR OSHA State Plan Follow-up FAME Report

FY 2017-#	Finding	Recommendation	FY 2016-#
FY 2017-01	<p><i>Non-Formal Complaint Investigations</i> In FY 2016, two (100%) non-formal (phone/fax) complaint investigations reviewed, complaint items were not adequately addressed prior to the closing of the case files.*</p>	<p>PR OSHA should ensure all complaint items are addressed using phone/fax procedures and/or assigned for inspection in accordance with PR OSHA’s FOM.</p>	<p>FY 2016-#01 FY 2015-#01</p>
FY 2017-02	<p><i>Informal Settlements</i> In FY 2016, six of 13 (46%) cases where informal conferences were held, the area directors did not request approval from the director of the Bureau of Inspections for a penalty reduction above 50% as describe and required in PR OSHA’s FOM.*</p>	<p>PR OSHA should ensure that area directors request approval from the director of the Bureau of Inspections for a penalty reduction above 50% in accordance with PR OSHA’s FOM.</p>	<p>FY 2016-#02 FY 2015-OB-08</p>

*Note: An on-site case file review is necessary to evaluate progress on this finding. This finding will be a focus during the next comprehensive on-site case file review.

Appendix B – Observations and Federal Monitoring Plans

FY 2017 PR OSHA State Plan Follow-up FAME Report

Observation # FY 2017-OB-#	Observation# FY 2016-OB-#	Observation	Federal Monitoring Plan	Current Status
FY 2017-OB-01	FY 2016-OB-01 FY 2015-OB-01 FY 2014-OB-02	<p><i>Citation Lapse Time</i></p> <p>In FY 2017, the citation lapse time was calculated at 65.98 days for safety – compared to 65.06 days in FY 2016 – which is above the two-year national average of 45.29 days. The FY 2017 health lapse time was calculated at 75.63 days – compared to 77.93 days in FY 2016 – and is above the two-year national average of 56.03 days.</p>	The Region will continue to monitor this issue by utilizing the quarterly SAMM reports.	Continued
FY 2017-OB-02	FY 2016-OB-02 FY 2015-OB-05 FY 2014-OB-03	<p><i>Violation Classification</i></p> <p>In FY 2016, one of nine (11%) case files reviewed with citations issued, a violation related to general duty clause 6(a)(1): a microbiological contamination citation was issued as an other-than-serious when the related conditions should have been issued as serious.*</p>	In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if this item was addressed.	Continued
FY 2017-OB-03	FY 2016-OB-03 FY 2015-OB-08	<p><i>Informal Conferences</i></p> <p>In FY 2016, one of the 13 (7.7%) case files reviewed the informal conference was not held within 15 days.*</p>	In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if this item was addressed.	Continued
FY 2017-OB-04	FY 2016-OB-04 FY 2015-OB-10 FY 2014-OB-06	<p><i>Consultation Case File Documentation</i></p> <p>In FY 2016, the safety and health hazard survey (Form 33) comments section did not provide comments necessary to ensure that the number assigned and description corresponded in two of the eight (25%) consultation case files reviewed.*</p>	In FY 2018, a limited number of case files will be selected randomly and reviewed to determine if this item was addressed.	Continued

*Note: An on-site case file review is necessary to evaluate progress on this observation. This observation will be a focus during the next comprehensive on-site case file review.

Appendix C - Status of FY 2016 Findings and Recommendations

FY 2017 PR OSHA State Plan Follow-up FAME Report

FY 2016-#	Finding	Recommendation	State Plan Corrective Action	Completion Date	Current Status and Date
FY 2016-01	<p><i>Non-Formal Complaint Investigations</i> In the two (100%) non-formal (phone/fax) complaint investigations reviewed, complaint items were not adequately addressed prior to closing the case files.</p>	<p>PR OSHA should ensure all complaint items are addressed using phone/fax procedures and/or assigned for inspection in accordance with PR OSHA's Field Operations Manual (FOM).</p>	<p>All area directors were reminded that all complaint items must be adequately addressed. In addition, PR OSHA's Evaluation Division began evaluating this issue during its monthly visits to the area offices. The first round of the evaluation with results should be completed January 2018.</p>	July 21, 2017	Awaiting Verification
FY 2016-02	<p><i>Informal Settlements</i> In six of 13 (46%) cases where informal conferences were held, the area directors did not request approval from the director of the Bureau of Inspections for a penalty reduction above 50% as described and required in PR OSHA's FOM.</p>	<p>PR OSHA should ensure that area directors request approval from the director of the Bureau of Inspections for a penalty reduction above 50% in accordance with PR OSHA's FOM.</p>	<p>The Bureau of Inspections reminded area directors that penalties cannot be reduced more than 50%. If employers request a reduction of more than 50%, the area directors were instructed that the employer will have to contest the case.</p>	July 21, 2017	Awaiting Verification

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

FY 2017 PR OSHA Follow-up FAME Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
State Plan: Puerto Rico – PR OSHA			FY 2017	
SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
1a	Average number of work days to initiate complaint inspections (state formula)	2.85	5	The further review level is negotiated by OSHA and the State Plan.
1b	Average number of work days to initiate complaint inspections (federal formula)	1.86	N/A	This measure is for informational purposes only and is not a mandated measure.
2a	Average number of work days to initiate complaint investigations (state formula)	3.50	1	The further review level is negotiated by OSHA and the State Plan.
2b	Average number of work days to initiate complaint investigations (federal formula)	3.50	N/A	This measure is for informational purposes only and is not a mandated measure.
3	Percent of complaints and referrals responded to within one workday (imminent danger)	100%	100%	The further review level is fixed for all State Plans.
4	Number of denials where entry not obtained	0	0	The further review level is fixed for all State Plans.
5	Average number of violations per inspection with violations by violation type	SWRU: 1.83	+/- 20% of SWRU: 1.83	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 1.46 to 2.20 for SWRU and from 0.79 to 1.19 for OTS.
		Other: 1.11	+/- 20% of Other: 0.99	

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

FY 2017 PR OSHA Follow-up FAME Report

SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
6	Percent of total inspections in state and local government workplaces	21.42%	+/- 5% of 38.41%	The further review level is based on a number negotiated by OSHA and the State Plan through the grant application. The range of acceptable data not requiring further review is from 36.49% to 40.33%.
7	Planned v. actual inspections – safety/health	S: 1,050	+/- 5% of S: 1,010	The further review level is based on a number negotiated by OSHA and the State Plan through the grant application. The range of acceptable data not requiring further review is from 959.50 to 1,060.50 for safety and from 413.25 to 456.75 for health.
		H: 304	+/- 5% of H: 435	
8	Average current serious penalty in private sector - total (1 to greater than 250 workers)	\$925.87	+/- 25% of \$2,516.80	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$1,887.60 to \$3,146.00.
	a. Average current serious penalty in private sector (1-25 workers)	\$569.39	+/- 25% of \$1,706.10	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$1,279.58 to \$2,132.63.
	b. Average current serious penalty in private sector (26-100 workers)	\$953.31	+/- 25% of \$2,867.94	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$2,150.96 to \$3,584.93.
	c. Average current serious penalty in private sector (101-250 workers)	\$1,190.70	+/- 25% of \$3,952.26	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$2,964.20 to \$4,940.33.
	d. Average current serious penalty in private sector (greater than 250 workers)	\$1,444.21	+/- 25% of \$5,063.48	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$3,797.61 to \$6,329.35.

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

FY 2017 PR OSHA Follow-up FAME Report

SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
9	Percent in compliance	S: 47.07%	+/- 20% of S: 29.53%	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 23.62% to 35.44% for safety and from 28.62% to 42.94% for health.
		H: 41.75%	+/- 20% of H: 35.78%	
10	Percent of work-related fatalities responded to in one workday	100%	100%	The further review level is fixed for all State Plans.
11	Average lapse time	S: 65.98	+/- 20% of S: 45.29	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 36.23 to 54.35 for safety and from 44.82 to 67.24 for health.
		H: 75.63	+/- 20% of H: 56.03	
12	Percent penalty retained	72.11%	+/- 15% of 67.44%	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 57.32% to 77.56%.
13	Percent of initial inspections with worker walk around representation or worker interview	99.48%	100%	The further review level is fixed for all State Plans.
14	Percent of 11(c) investigations completed within 90 days	44%	100%	The further review level is fixed for all State Plans.
15	Percent of 11(c) complaints that are meritorious	2%	+/- 20% of 25%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 20% to 30%.
16	Average number of calendar days to complete an 11(c) investigation	96	90	The further review level is fixed for all State Plans.

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

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SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
17	Percent of enforcement presence	3.78%	+/- 25% of 1.26%	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 0.95% to 1.58%.



GOBIERNO DE PUERTO RICO

DEPARTAMENTO DEL TRABAJO Y RECURSOS HUMANOS

**PUERTO RICO OCCUPATIONAL SAFETY AND
HEALTH ADMINISTRATION**

**STATE OSHA ANNUAL REPORT
FISCAL YEAR 2017**

Appendix E – FY 2017 State OSHA Annual Report (SOAR)

FY 2017 PR OSHA Follow-up FAME Report

STATE OSHA ANNUAL REPORT 2017 PUERTO RICO

INTRODUCTION

The Puerto Rico Occupational Safety and Health Administration established two interdependent and complementary strategic goals to guide the development of its activities, and achieve its vision.

PR OSHA's two strategic goals are:

- To improve workplace safety and health for all employees, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.
- To workplace culture, increase employer and employee's awareness of commitment and involvement in safety and health.

The strategic, outcome, and performance goals discussed below will provide a performance assessment of the PR OSHA's program and its accomplishments for FY 2017.

PR OSHA PROGRESS TOWARD STRATEGIC PLAN ACCOMPLISHMENT

Our assessment of the progress obtained at the beginning of Fiscal Year 2017 reflects improvements of our annual performance goals.

The Program has complied with our mandated activities.

PR OSHA's Strategic Goal 1

Annual Performance Goal 1.1.1A

As stated in our Annual Performance Goal 1.1.1A for FY2017, we focused on the Local Emphasis Program on Amputations (NAICS Code 311, 322, 326, 327, 335, 451, 452, 445 and 722), using different strategic tools and activities.

PR OSHA Instruction CPL 003 LEP for Amputations, which targeted the Local Emphasis Program on Amputations (NAICS Code 311, 322, 326, 327, 335, 451, 452, 445 and 722) with was issued on October 1, 2016. This instruction describes the policies and procedures to implement a Local Emphasis Program for the programmed health inspections for the establishments that are targeted with the Amputations LEP (NAICS Code 311, 322, 326, 327, 335, 451, 452, 445 and 722) in accordance with the provisions of the Field Operations Manual (FOM), Chapter II, Program Planning.

The Bureau of Inspections (hence forth BI) identified three hundred seventy-four (384) establishments to which the LEP Directive would apply during the five year strategic period. There was a balance of three hundred eighty-four (384) establishments to be inspected in Fiscal Year 2017.

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The BI conducted thirty-one (31) inspections and there remain three hundred fifty-three (353) establishments that were not inspected. As a result of these thirty one (31) inspections, a total of fifty- six (56) violations were issued and classified as follows: thirty three (33) serious violations and twenty three (23) other than serious violations. We are concluding the LEP.

Baseline:

NAICS 311, 322, 326, 327, 335, 451, 452, 445 and 722: FY 2017 data will be gathered and evaluated from OSHA 300's of year 2016.

During FY 2017, three (3) employers from the Local Emphasis Program on Amputations requested an onsite consultation visits by the Voluntary Programs Division. Thirteen (13) hazards were identified and reported to the employer. Two hundred twenty-eight (228) employees were impacted.

The Division of Voluntary Programs provided support to this goal by delivering two (2) open training sessions about Amputation Prevention delivered in Caguas and San Juan Puerto Rico in March 29 and April 4, 2017 covering one hundred twenty four (124) employers and employees who were trained on the following topics:

- OSHA Act
- Machine Guarding
- Electrical Hazards
- Hand and Power Tools
- Personal Protective Equipment
- Safety and Health Program and Worker Involvement in Safety and Health Matters

One hundred twenty-seven (127) CDs and or informational booklets were provided to participants and employers during the conferences and consultations.

Annual Performance Goal 1.1.1B

As stated in our Annual Performance Goal 1.1.1B for FY 2017, we focused on the Retail Industry (NAICS 445120, 448110, 448120, 448130, 448140, 448150, 448190, 442110, 453930, 453998, 452210, 452311 and 452319) using different strategic tools and activities.

PR OSHA Instruction CPL 002, which targeted the Retail Industry (NAICS 445120, 448110, 448120, 448130, 448140, 448150, 448190, 442110, 453930, 453998, 452210, 452311 and 452319, was issued on October 19, 2016. This instruction describes the policies and procedures to implement a Local Emphasis Program for the programmed safety inspections for the Retail Industry in accordance with the provisions of the Field Operations Manual (FOM), Chapter II, Program Planning.

The Bureau of Inspections identified Nine hundred fifty seven (957) establishments to which the LEP Directive would apply during the five-year strategic period. During this fiscal year there were nine hundred fifty seven (957) establishments to be inspected. The BI conducted three hundred

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thirty (330) inspections and there remain six hundred twenty seven (627) establishments. As a result of these inspections, a total of two hundred fifty seven (257) violations were issued and classified as follows: one hundred fifty three (153) serious violations, one hundred four (104) other than serious none (0) failure to abate violations related to hazards associated with the LEP

The baseline will be provided with OSHA 300 Logs of Year 2016, gathered on FY 2017 inspections.

During FY2017, forty-three (43) employers of the specific NAICS Retail Industry requested onsite consultations visits by the Voluntary Programs Division. Two hundred thirty four (234) serious hazards and eighteen (18) other than serious hazards were identified and reported to the employers. Five hundred thirty-two (532) employees were impacted.

The Division of Voluntary Programs provided support to this goal by delivering one (1) formal open training session for the Retail Industry this fiscal year. Twenty-six (26) employers were trained on the following topics:

- OSHA Act
- Safety and Health in the Retail Industry
 - Walking/working surfaces
 - Electrical hazards
 - Hazard Communication
 - Bloodborne Pathogens
 - Flammable liquids
 - PPE
 - Heat stress/stroke
 - Workplace Violence
- Recordkeeping Requirements (OSHA 300s)
- Safety and Health Program and Worker Involvement in Safety and Health Matters

Two hundred (200) CDs and or informational booklets were provided to employers during conferences, consultation services and orientation office visits.

Annual Performance Goal 1.1.1C

As stated in our Annual Performance Goal 1.1.1C for FY 2017, we focused on **Hazardous Public Activities for Mobile Crews (NAICS 561 and 562)** using different strategic tools and activities.

PR OSHA Instruction CPL 001, which targeted the **Hazardous Public Activities for Mobile Crews (NAICS 561 and 562)**, was issued on October 1, 2016. This instruction describes the policies and procedures to implement a Local Emphasis Program for the programmed safety and health inspections for **Hazardous Public Activities for Mobile Crews** in accordance with the provisions of the Field Operations Manual (FOM), Chapter II, Program Planning.

The Bureau of Inspections identified one hundred and four (104) establishments to which the LEP Directive would apply during the five (5) year strategic period. During this fiscal year there was a balance of one hundred and four (104) establishments to be inspected. The BI conducted twelve

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(12) inspections and remaining ninety-two (92) establishments. As a result of these inspections, a total of twenty-five (25) violations were issued and classified as follows: eleven (11) serious violations and fourteen (14) other than serious violations.

Baseline:

NAICS 5617, 2373, 2371, 2382 and 5621: FY 2017 data will be gathered and evaluated from OSHA 300s of year 2016

During FY2017, five employers of the specific NAICS in the Mobile Crews Industry requested onsite consultations visits by the Voluntary Programs Division. Forty (40) serious hazards were identified and reported to the employers. Two hundred eighty five (285) employees were impacted.

The Division of Voluntary Programs provided support to this goal by delivering five (5) open training sessions about Safety and Health for Mobile Crews delivered around the island during the months of October 2016, May, June and July 2017. Three hundred sixty (360) employers and employees were trained on the following topics:

- OSHA Act
- Safety and Health for Mobile Crews
 - Traffic Control devices
 - Signals
 - Work zones
- Personal Protective Equipment
- Safety and Health Program and Worker Involvement in Safety and Health Matters

Annual Performance Goal 1.1.2

During FY2017, the BI conducted 157 construction inspections, which breakdown as follows: ninety four (94) programmed planned safety inspections and sixty-three (63) unprogrammed inspections 153 safety inspection, and four health inspections.

During FY 2017, we investigated zero fatalities in the construction industry; none were related to the four (4) leading causes: zero (0) struck-by, zero (0) electrocutions. As a result of the zero fatalities investigated, no citations were issued related to the four leading causes.

In FY 2017 the fatality rate was 0.0.

Note: The workforce in the Construction Industry for this period was 36,000 employees. The baseline for FY 2017for the fatality rate was 0.0 per 10,000 employees.

During FY 2017, the Voluntary Programs Division conducted 108 on-site consultation visits in the construction industry, resulting in two hundred thirty-two (232) hazards identified and notified to the employers. One hundred forty-one (141) of the 232 hazards identified were related to the four leading causes of fatalities in construction.

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As part of our continuing effort to control the fatalities related to the four leading causes in the Construction Industry, the Voluntary Programs Division offered three 10-hour and one 30-hour Safety and Health in Construction Industry courses during the months of October and November 2016, April, and May 2017, where 109 employers/employees were trained.

During FY 2017, PR OSHA joined in the National Fall Prevention Stand-Down in an attempt to reduce and/or control the four leading causes related to fatalities in the construction industry: Falls, Struck-by, Trenching and Electrical.

In addition, the Voluntary Programs Division continued with the “Door-to-Door in Construction” initiative to promote safety and health on-site consultation visits in construction projects throughout the Island. During the month of May, 2017 the PR OSHA On-Site Consultation Program received the OSCAR Award for the “Door to Door in Construction” initiative. The general contractors accepting to participate in this initiative agree to abate all the hazards identified, improve their safety and health program, and receive an onsite consultation visit at least every three months. A banner concept will be posted in a conspicuous place in the project, which reads as follows: “Construyendo con Seguridad” (Building Safely).

The participation of fifteen (15) new sites was approved during FY 2017:

Date	Company Name	Project Name
2/14/2017	Aireko Construction	Golden Residences at the Village
2/14/2017	Aireko Construction	CIRT Guayama
2/15/2017	OSSAM Construction	Guardia Nacional Gurabo
3/03/2017	Constructora Santiago II	Extensión Ave. Caridad del Cobre
4/05/2017	Caribe Techno CRL	Residencial Jardines del Paraíso
4/06/2017	CIC Construction	Sartorious
5/10/2017	Constructora Santiago	Puente Carr #982
6/07/2017	F&R Construction	Las Gladiolas Revitalization
6/07/2017	F&R Construction	San Juan Beach Hotel
7/12/2017	Constructora Santiago II	Supermercado Pueblo
7/17/2017	Ferrovial Agroman	Carr #18/21
7/24/2017	QB Group, LLC	Malecón de Santa Isabel
8/25/2017	CIC Construction	Palacio Dorado
8/25/2017	CIC Construction	Vistas del Boulevard
10/30/2017	Desarrollos Metropolitanos	Pan Pepín Phase II

Three hundred and nineteen booklets and or CDs on Safety and Health in the Construction Industry were provided to employers/employees.

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PR OSHA's Strategic Goal 2

Annual Performance Goal 2.1.1A

The Annual Performance Goal 2.1.1A for FY 2017 was to achieve 80% of the targeted employers in general industry that received an inspection and implemented a Safety and Health Program or improved their existing program. Of a total of one thousand two hundred thirteen (1,213) inspections in General Industry, one thousand one hundred four (1,104) establishments implemented a Safety and Health Program or improved their existing program.

Through these comprehensive inspections, the Bureau of Inspections reached 91% of the targeted employers in General industry that received an inspection.

Two (2) booklets were requested by two employers. Four hundred and fifty CDs were provided to participants in conference.

Annual Performance Goal 2.1.1B

The Annual Performance Goal 2.1.1B for FY 2017 was to achieve 80% percent of the targeted employers in general industry who requested an on-site visit and who have either implemented an effective safety and health program or significantly improved their existing program.

During FY 2017, the Voluntary Programs Division conducted one hundred sixty one (161) on-site consultation visits to employers in general industry. All of these employer's Safety and Health Programs were thoroughly reviewed and recommendations on how to improve the program were given. 100% of the employers targeted by the on-site consultation visits developed or improved their safety and health program.

The percent from the Annual Performance Goal for FY 2017 was achieved 80%.

Four formal open training sessions on how to develop or improve an Effective Safety and Health Program and Worker Involvement in Safety and Health Matters were delivered on October 2016, February, April, and September 2017. One hundred seventy-five (175) employers and employees were trained.

During FY 2017, the Voluntary Programs Division actively participated in OSHA's Safe and Sound Week. New training materials were developed and presented during an activity held in the Metropolitan University (UMET) Cupey Campus on June 16, 2017. There were 100 employers trained in the new guidelines for Effective Health and Safety Management Systems.

During FY2017, 3,842 CDs and or informational booklets on how to develop and implement effective Safety and Health Program and Worker Involvement in Safety and Health Matters were given out to employers and employees during conferences, outreach trainings, on site consultation visits, and office visits.

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Annual Performance Goal 2.2.2A

The Annual Performance Goal 2.2.2A was developed to provide training to employers and workers on the skills necessary for effective worker involvement in safety and health matters in inspections related to amputations in the targeted industries.

The Bureau of Inspections conducted thirty one (31) inspections, of which all provided training to employers and workers, for 100%. As it arises from the evaluation of the Annual Performance Plan, a baseline of 85% has been established in inspections related to amputations in the targeted industries where employers and workers received training on the skills necessary for effective worker involvement in safety and health matters.

As a result of the 31 inspections conducted in this industry, 31 trainings were offered to employers and workers. This represent 100% and this goal was reached and exceeded by 15% from the baseline.

During FY 2017, three employers from the Local Emphasis Program on Amputations requested onsite consultation visits by the Voluntary Programs Division. All (100%) of the employers were trained on the skills necessary for effective worker involvement in safety and health matters.

In addition, two open training sessions about Amputation Prevention delivered in Caguas and San Juan Puerto Rico in March 29 and April 4, 2017 covering 124 employers and employees who were trained on the following topics:

- OSHA Act
- Machine Guarding
- Electrical Hazards
- Hand and Power Tools
- Personal Protective Equipment
- Safety and Health Program and Worker Involvement in Safety and Health Matters

Annual Performance Goal 2.2.2B

The Annual Performance Goal 2.2.2B was developed to provide training to employers and workers on the skills necessary for effective worker involvement in safety and health matters in Retail Industries.

The Bureau of Inspections conducted 330 inspections of which 330 provided training to employers and workers for 100%. As it arises from the evaluation of the Annual Performance Plan, a baseline of 90% has been established in the Limited and Full Services Restaurants where employers and workers received training on the skills necessary for effective worker involvement in safety and health matters.

As a result of the 330 inspections conducted during this period, 330 were offered to employers and workers. This represent 100% and this goal was reached and exceeded by 10% from baseline.

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During FY 2017, 43 employers of the specific NAICS Retail Industry requested onsite consultations visits by the Voluntary Programs Division. 100% of the employers were trained on the skills necessary for effective worker involvement in safety and health matters.

In addition one (1) formal open training session for the Retail Industry was held this fiscal year.

Twenty-six (26) employers were trained on the following topics:

- OSHA Act
- Safety and Health in the Retail Industry
 - Walking/working surfaces
 - Electrical hazards
 - Hazard Communication
 - Bloodborne Pathogens
 - Flammable liquids
 - PPE
 - Heat stress/stroke
 - Workplace Violence
- Recordkeeping Requirements (OSHA 300s)
- Safety and Health Program and Worker Involvement in Safety and Health Matters

Annual Performance Goal 2.2.2C

The Annual Performance Goal 2.2.2C was developed to provide training to employers and workers on the skills necessary for effective worker involvement in safety and health matters in the Hazardous Public Activities for Mobile Crews.

As a result of the twelve (12) inspections conducted during this period, twelve (12) trainings were offered to employers and workers. This represents 100% and this goal was reached and exceeded from the baseline.

During FY 2017, five (5) employers of the specific NAICS in the Mobile Crews Industry requested onsite consultations visits by the Voluntary Programs Division 100% of the employers were trained on the skills necessary for effective worker involvement in safety and health matters.

In addition the Division of Voluntary Programs delivered five (5) open training sessions about Safety and Health for Mobile Crews. Three hundred and sixty (360) employers and employees were trained on the following topics:

- OSHA Act
- Safety and Health for Mobile Crews
 - Traffic Control devices
 - Signals
 - Work zones
- Personal Protective Equipment

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- Safety and Health Program and Worker Involvement in Safety and Health Matters

During FY 2017, an informational booklet on Safety and Health for Mobile Crews was developed and distributed to all employers/employees who participated in the on-site consultation visits and conferences.

Annual Performance Goal 2.3.1

As stated in the Annual Performance Goal 2.3.1 for Fiscal Year 2017, the Voluntary Programs Division developed and disseminated occupational safety and health training and reference materials to 100% of the workplaces identified in the Dentist Industry: NAICS 621210 via innovative approaches, such as outreach, training, seminars and relationship-building with Trade and Business Associations.

The Voluntary Programs Division conducted fifteen (15) onsite consultation visits in the Dentist Office Industries. Eighty (80) serious, nine (9) other than serious and seven (7) regulatory hazards were identified and notified to the employer.

One training session of Safety and Health in the Dental Offices was delivered on April 2017. Eighty (80) employers participated.

A second activity was coordinated with the “Colegio de Cirujanos Dentistas de PR” and was to be held during the month of September but had to be cancelled due to Hurricanes Irma and Maria. This training session was rescheduled for FY2018.

During FY 2017, an informational booklet on Safety and Health for Dental Offices was developed and distributed to all employers/employees who participated in the on-site consultation visits and conferences.

Assessment of State Performance of Mandated Activities

During 2017, the Bureau of Inspections conducted a total of one thousand three hundred and seventy (1,370) inspections which breakdown as follows:

Safety Inspections

During 2017, the Bureau of Inspections carried out one thousand fifty nine (1,059) safety inspections, which breakdown as follows: five hundred thirty (530) programmed inspections, four hundred thirty one (431) planned, sixty two (62) programmed-related and thirty seven (37) programmed other, five hundred twenty nine (529)unprogrammed inspections, nine (9) accident investigations, one hundred seventy five (175)complaints, two hundred sixty four (264)referrals, three (3) follow-ups, seventy one (71) unprogrammed-related and seven (7) unprogrammed other. During this period, one thousand two (1,002) citations were issued we proposed \$1,859,314.00 in penalties for safety inspections.

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Health Inspections

We also carried out three hundred eleven (311) health inspections, which breakdown as follows: twelve (12) programmed inspections, three (3) planned, four (4) programmed other and five (5) programmed-related, and two hundred ninety nine (299) unprogrammed inspections, two hundred (200) complaints, fifty four (54) referrals, five (5) follow-up, none (0) accident and forty (40) unprogrammed-related and none (0) unprogrammed other. During this period, two hundred sixty nine (269) citations were issued with a proposed penalty of \$961,743.00 for health inspections.

Bureau of Inspections Activities – Planned vs. Actual

For FY 2017, the Bureau of Inspections projected one thousand four hundred forty five (1,445) inspections. These inspections were projected as follows: seven hundred (700) in the private sector and three hundred ten (310) in the public sector, for a total of one thousand ten (1,010) safety inspections. Also, PR OSHA projected four hundred thirty five (435) health inspections: one hundred ninety (190) in the private sector and two hundred forty five in the public sector.

The Bureau of Inspections conducted a total one thousand three hundred seventy (1,370) inspections. These inspections were conducted as follows: one thousand fifty nine (1,059) safety inspections; nine hundred twenty two (922) in the private sector and one hundred thirty seven (137) in the public sector. As to health inspections, PR OSHA conducted three hundred eleven (311) inspections; one hundred fifty two (152) in the private sector and one hundred fifty nine (159) in the public sector. The total number of inspections conducted during FY 2017 was below the projected by seventy five (75) inspections. PR OSHA did not reach this goal by 5%, it is important to note that PR OSHA numbers were affected by Hurricane Irma and Maria.

Discrimination Program

During FY 2017, The BI received eighteen (18) cases. The evaluation and results of those cases breakdown as follow: two (2) were merit cases, one (1) case was withdrawn, four (4) were closed at the administrative level, ten (10) were dismissed and one (1) case a settlement agreement was reached. Seven (7) discrimination cases were not completed within the established timeframe of ninety (90) days, for an achievement of 56% of completion within the 90 days

The Evaluation Division

The Evaluation Division performed the following audits, monitoring and evaluations activities during FY 2017:

October, November, December - Inform the achievements of the PR OSHA program to the PR Secretary of Labor

October, November, December - Inform the prospective plan of PR OSHA program to the PR Secretary of Labor

October, November, December - Audit of the amounts of consultations by consultants for

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Voluntary Protection Program

October, November, December - Audit the Progress of PR OSHA intervention for enforcement and consultation

October 2016 –Analysis of the data for SAMM’s, SIR’s and MARC’s reports for Q4 FY 2016

December 2016- Analysis FY 2016 SAMM’s, SIRs and MARCs reports

February 2017- Analysis Strategic Plan 2012-2016

February 2017- Analysis of Enforcement most cited standards for the 2012-2016 strategic plan

March 2017- Report for the Case File Review and Accompanied Visit perform in San Juan Area Office for CSHO C8977

April 2017- Accompanied Visit evaluation to CSHO A4463

May 2017- Analysis of health closed cases with citations on OIS from October 2016 to March 2017

May 2017- Accompanied Visit evaluation to enforcement CSHO’s: M5303, V4411, F7892, I2014, and consultant CSHO E5835

June 2017- VPP evaluation

June 2017- Report for Accompanied Visit perform in Caguas Area Office for CSHO I2017

July 2017- Report for Accompanied Visit perform in Carolina Area Office for CSHO M5303

July 2017- Analysis of cases with abatement due over 60 days

July 2017- Evaluation of email complaints received in Arecibo Area Office

August 2017- Report for Accompanied Visit performs in Ponce Area Office for CSHO A4463

August 2017- Evaluation of email complaints received in Carolina Area Office

The Evaluation Division sent reports with the findings and recommendations to the Assistant Secretary, Bureau of Enforcement Director, the Area Directors and the Director of Voluntary Protection Division for their respective audits, special study case file review, monitoring and evaluation activities.

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Alliance Program

PR OSHA continues to work with Metropistas, Ferrovia Agroman, Econo Supermarkets, Sistema Universitario Ana G. Méndez, College of Engineers and Land Surveyors of PR. One new alliance was signed with the Mexican Consulate.

Through these Alliances we expect to provide employees and employers with information, guidance, and training sessions that will help employers to protect employees.

On-site Consultation and Off-site Assistance

As of September 30, 2017, the Voluntary Programs Division conducted two hundred sixty nine (269) on-site consultation visits: 140 safety (3 in the public sector and 137 in the private sector), 24 health (3 in the public sector and 21 in the private sector), 103 Both (all in the private sector), 2 Follow Ups (all in the private sector) and 0 training and assistance visits.

Also, the Voluntary Programs Division provides over-the-phone and on-site assistance or orientations to employers and employees on safety and health matters. During this fiscal year the following services were provided:

- 50 office visits requesting assistance or orientation in safety matters and health
- 288 telephone calls requesting assistance or orientation in safety matters

SHARP

During FY 2017, the participation for a second, third or fourth two-year or three-year term in the SHARP was approved for the following sites:

- Lab. Clínico y Bacteriológico de Lares, 3/27/2017
- Clínica Dental Dra. Díaz, 8/17/2017

One SHARP retired its participation: Laboratorio Clínico Ortega.

Door-to-Door in Construction Industry

During Fiscal Year 2017, we continued with this initiative. Our goal is to promote safety and health through island wide on-site consultation visits to construction projects. Those general contractors accepting to participate in this initiative agree to abate all the hazards identified, improve their safety and health program, and receive quarterly on-site consultation visits. During this fiscal year, fifteen (15) new construction projects were accepted in this initiative.

Voluntary Protection Programs

During FY 2017, two (2) sites were re-evaluated for continuing participation at the Guanín level:

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- Pfizer Consumer Products, Guayama – March 2017
- Stryker Puerto Rico, Ltd, Arroyo – June, 2017

At present, all twelve (12) sites approved in the VPP are in the Guanín level. The VPP sites are:

1. Honeywell Aerospace – Aguadilla
2. Amphenol Advanced Sensors – Añasco
3. Caribe GE International Controls – Vega Alta
4. Caribe GE Distribution Components – Arecibo
5. Caribe GE International Meters – Humacao
6. Caribe GE Manufacturing – Vieques
7. GE International of Puerto Rico – Añasco
8. Pfizer Consumer Healthcare – Guayama
9. Veolia ES Technical Solutions, LLC – Gurabo
10. Stryker Puerto Rico, Ltd – Arroyo
11. Pfizer Global Manufacturing – Vega Baja
12. Hamilton Sundstrand – Santa Isabel

External Training and Education

As of September 30, 2017, sixty nine (69) training and conference sessions were provided: fifty-nine (59) were delivered at different workplaces and ten (10) were addressed to employers, employees and general public in Hato Rey.

The total participation for the sixty nine (69) trainings and conference sessions delivered in different workplaces, including universities and schools were as follows: 3,268 employer representatives, employees, students, and the general public.

In addition, eleven (11) formal Outreach Training Sessions in General Industry and Construction were offered during this fiscal year. Three hundred twenty-three (323) employers/employees were formally trained in General Industry and Construction.

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Voluntary Programs Division Activities – Planned vs. Actual

The Voluntary Programs Division conducted on-site consultation visits, including those for SHARP and Door to Door recognitions; delivered training sessions and promotion of safety and health in different types of activities; and conducted two (2) VPP evaluations for participating sites.

For FY 2017, the Voluntary Programs Division projected two hundred forty seven (247) on-site consultation visits: one hundred eighty one (181) safety consultations and sixty six (66) health consultations. The on-site consultation visits projection breakdown was as follows: one hundred eighty one (181) in the private sector (one hundred twenty-five (125) safety and fifty six (56) health), and sixty-six (66) in the public sector (56 safety and 10 health).

The Voluntary Programs Division exceeded the benchmark by 9%. As of September 30, 2017 the Voluntary Programs Division conducted two hundred sixty nine (269) on-site consultation visits: one hundred forty (140) safety (three (3) in the public sector and one hundred thirty seven (137) in the private sector), twenty four (24) health (three (3) in the public sector and twenty one (21) in the private sector), one hundred three (103) Both (all in the private sector) and two (2) Follow Ups (all in the private sector).

Division of Technical Assistance

Standard adopted by the Program:

- Updating OSHA Standards Based on National Consensus Standards; Signage, Direct Final Rule, (4 OSH 1910 – 10 OSH 1926) - June 13, 2013- 78.114 - (35559-35567) Nov 1, 2016
- Updating OSHA Standards Based on National Consensus Standards; Signage, Final Rule Confirmation, (4 OSH 1910 – 10 OSH 1926) - Nov 6, 2013 -78.215 -(66642-66643)
- Record Requirements in the Mechanical Power Presses Standard, Direct Final Rule (4 OSH 1910) - Nov 20, 2013- 78.224 (69543-69550) Nov 1, 2016
- Record Requirements in the Mechanical Power Presses Standard, Final Rule Confirmation, (4 OSH 1910) - April 18, 2014 - 79.75 - (21848-21849) Nov 1, 2016
- Vehicle-Mounted Elevating and Rotating Work Platforms and Logging Operations; Corrections, (4 OSH 1910) - July 1, 2014 -79.126 - (37189-37190) Nov 1, 2016
- Electric Power Generation, Transmission, and Distribution; Electrical Protective Equipment, Corrections, (4 OSH 1910 – 10 OSH 1926) - Sept 24, 2014 -79.185-(56955-56962) Nov 1, 2016

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- Electrical Safety-Related Work Practices; Electric Power Generation, Transmission, and Distribution; Electrical Protective Equipment; Corrections, (4 OSH 1910 – 10 OSH 1926) - October 5, 2015 - 80.192 - (60033-60040) Nov 1, 2016
- Occupational Exposure to Respirable Crystalline Silica Final Rule, (4 OSH 1910 – 10 OSH 1926 – 12 OSH 1915-18) March 25, 2016 - 81.58 (16286-16889) Nov 1, 2016
- Updating OSHA Standards Based on National Consensus Standards, Eye and Face Protection, Final Rule, (4 OSH 1910 – 10 OSH 1926 – 12 OSH 1915-18) March 25, 2016 - 81.58 - (16085-16093) Nov 1, 2016
- Recording and Reporting Occupational Injuries and Illnesses, corrections and amendments, incorporated from Improve Tracking of Workplace Injuries and Illnesses - (2 OSH 1904) - May 12, 2016 - 81.92 -(29624-29692) Nov 1, 2016
- Occupational Safety and Health Standards for Agriculture (11 OSH Part 1928) - Nov 1, 2016
- Occupational Exposure to Respirable Crystalline Silica (4 OSH 1910, 10 OSH 1926, 12 OSH 1915-18) - May 18, 2016-81.96 (31167-31169) - Jan 4, 2017
- Walking-Working Surfaces and Personal Protective Equipment (Fall Protection Systems), Final Rule (4 OSH 1910) - Nov 18, 2016 -81.223-(82494-83006) Jan 4, 2017
- Occupational Exposure to Beryllium, Final Rule(4 OSH 1910, 10 OSH 1926, 12 OSH 1915-18) January 9, 2017 - 82.5 - (2470-2757) June 15, 2017

Standard adopted by the Program (Not required):

None

Administrative Regulation:

None

Regulation adopted by the Program:

None

OSHA Instruction Required:

- CPL 02-01-058 Enforcement Procedures and Scheduling for Occupational Exposure to Workplace Violence, February 09, 2017.

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- CPL 02-02-079 Inspections Procedures for the Hazard Communication Standard (HCS 2012), December 5, 2016- Updated
- CSP 02-00-003 Consultation Policies and Procedures Manual, November 8, 2016.
- CPL 2.111- Updated Citation Policy for Paperwork and Written Program Requirement Violations, November 30, 2016.

OSHA Instruction Not Required

None

Local PR OSHA Instructions:

PR OSHA Instruction CPL 001 Local Emphasis Program (LEP) - Amputations, October 1, 2016.

PR OSHA Instruction CPL 002 Local Emphasis Program (LEP) – Retail Establishments, Amendment July 21, 2017.

PR OSHA Instruction CPL 003 Local Emphasis Program (LEP) - Hazardous Public Activities (Mobile Crews), October 1, 2016.

PR OSHA Notice 16-004 (CPL 2.0) Guide for Access to Bathrooms for Transgender and Transsexual Employees in Puerto Rico, December 07, 2016.

PR OSHA Instruction CPL 001 Local Emphasis Program (LEP) - Amputations, Amendment July 20, 2017.

PR OSHA Instruction CPL 16-003 Ergonomic, December 6, 2016.

PR OSHA Instruction PED 01-00-001- Internal Evaluation Program Procedures, December 22, 2016.

Variances

None

State Supplement

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Standard translated and filed in the Department of State:

Updating OSHA Standards Based on National Consensus Standards; Signage, Direct Final Rule, (4 OSH 1910 – 10 OSH 1926) - June 13, 2013- 78.114 - (35559-35567)

Nov 1, 2016

Updating OSHA Standards Based on National Consensus Standards; Signage, Final Rule Confirmation, (4 OSH 1910 – 10 OSH 1926) - Nov 6, 2013 -78.215 -(66642-66643)

Record Requirements in the Mechanical Power Presses Standard, Direct Final Rule (4 OSH 1910) - Nov 20, 2013- 78.224 (69543-69550) Nov 1, 2016

Record Requirements in the Mechanical Power Presses Standard, Final Rule Confirmation, (4 OSH 1910) - April 18, 2014 - 79.75 - (21848-21849) Nov 1, 2016

Vehicle-Mounted Elevating and Rotating Work Platforms and Logging Operations; Corrections, (4 OSH 1910) - July 1, 2014 -79.126 - (37189-37190) Nov 1, 2016

Electric Power Generation, Transmission, and Distribution; Electrical Protective Equipment, Corrections, (4 OSH 1910 – 10 OSH 1926) - Sept 24, 2014 -79.185-(56955-56962) Nov 1, 2016

Confined Spaces in Construction, Final Rule (10 OSH 1926) – May 4, 2015 -80.85-(25366-25526) Nov 1, 2016

Electrical Safety-Related Work Practices; Electric Power Generation, Transmission, and Distribution; Electrical Protective Equipment; Corrections, (4 OSH 1910 – 10 OSH 1926) - October 5, 2015 - 80.192 - (60033-60040) Nov 1, 2016

Updating OSHA Standards Based on National Consensus Standards, Eye and Face Protection, Final Rule, (4 OSH 1910 – 10 OSH 1926 – 12 OSH 1915-18) March 25, 2016 - 81.58 - (16085-16093) Nov 1, 2016

Recording and Reporting Occupational Injuries and Illnesses, corrections and amendments, incorporated from Improve Tracking of Workplace Injuries and Illnesses - (2 OSH 1904) -May 12, 2016 - 81.92 -(29624-29692) Nov 1, 2016

Occupational Safety and Health Standards for Agriculture (11 OSH Part 1928) - Nov 1, 2016

Occupational Exposure to Respirable Crystalline Silica (4 OSH 1910, 10 OSH 1926, 12 OSH 1915-18) - May 18, 2016-81.96 (31167-31169) - Jan 4, 2017

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Walking-Working Surfaces and Personal Protective Equipment (Fall Protection Systems), Final Rule (4 OSH 1910) - Nov 18, 2016 -81.223-(82494-83006) Jan 4, 2017

Training and Education:

- November 3, 7, 16, 2017- CPL Enforcement Procedures and Scheduling for Occupational Exposure to Workplace Violence
- August 15, 16 and 17, 2017 – Walking Working Surfaces Standard
- May 02, 03 and 4, 2017 – LEP Retail, Amputations y Mobile Crews, Inspection and Citation Guidance for Roadway and Highway Construction, Work Zones
- March 21 to 31, 2017 – Course 3300 Safety and Health in the Chemical Processing Industries
- November 16, 17 and 18, 2016 – CPL 02-02-079 Inspection Procedures for Hazard Communication Standard

Review Procedures - FY 2017 (October 1, 2016 - September 30, 2017)

The Legal Division received sixty six (66) contested cases on FY2017. Twenty six (26) out of thirty five (35) cases were closed with Hearing Examiner Resolutions as follows: twenty two (22) hearing with stipulated agreement, four (4) dismissed, none (0) discharged and nine (9) pending the Secretary notification. The remaining none (0) cases are under legal analysis.

Penalty Collection	
Cases received for collection until September 30, 2016	61
Outstanding cases in September 2016	34
Cases collected from October 2015 through September 2016	22
Penalties Collected	\$ 54,189.00
Uncollectible Cases	11
Uncollectible Penalties	\$17,770
Outstanding Cases, includes public debt	77
Outstanding Penalty Amount, includes public debt	\$717,819.00
Total Closed Cases (Received during the fiscal year and previous years): 427	358

Note: The figures in the table include uncontested cases referred for direct collection of payment, and contested cases with adjudicated penalty.

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that cause the most injuries/illnesses and pose the greatest risk to workers in with industries that are targeted as having high amputation hazards (NAICS 311, 322, 326, 451, 452, 445 and 722)		
1.1.1A			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of inspections conducted in FY 2017	Thirty-one establishments were inspected in FY 2017.	31 inspections conducted during FY2017
	Indicator 2 - Number of inspections under LEP to be conducted.	384-31= 353 inspections to be performed for the next four years.	384 establishments scheduled for inspection in the Five-year Strategic Plan
	Indicator 3 - Number of most common violations in the targeted industries with high amputation hazards	56 violations related to industries with high amputation hazards were issued.	33 serious and 23 other
	Indicator 4 – Number of compliance assistance provided	None were provided.	
	Indicator 5 -Number of on-site visits (Number of technical assistance activities.)	The Voluntary Programs Division conducted three on-site consultation visits in the industries targeted for high hazard in amputation.	13 hazards were identified and notified to the employer; 228 employees impacted.
	Indicator 6- Number of off-site assistance	No off-site assistance was requested.	
	Indicator 7 - Number of training sessions conducted	<p>Two (2) open training sessions about Amputation Prevention were delivered in Caguas and San Juan Puerto Rico in march 29 and April 4, 2017</p> <ul style="list-style-type: none"> • OSHA ACT MACHINE Guarding Electrical Hazards Hand and Power Tools • Guidelines for implementing a Safety and Health Program and Workers Involvement in Safety and Health Matters 	Participants: 124 employees

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1.1.1A			
Performance Indicator Type	Indicator	Results	Comments
	Indicator 8- Number of materials disseminated	127 were provided to participants and employers in conferences and consultations.	.
Primary Outcome Measures	Baseline established in 2017with 2016 Data: Indicator 1-TRC Rate	2016 TRC Rate	FY 2017 rate reduction: NAICS Included on LEP (OSHA 300)

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the Retail (NAICS 445120, 448110, 448120, 448130, 448140, 448150, 448190, 442110, 45930, 453998, 452210, 452311 and 452319).		
1.1.1B			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of inspections conducted FY2017	330 inspections were conducted for FY2017	330 inspections conducted on FY2017
	Indicator 2 - Number of inspections under LEP to be conducted.	957 – 330 = 627 inspections to be conducted in the next four years.	Nine hundred fifty seven (957) establishments scheduled for inspection in the Five-year Strategic Plan.
	Indicator 3 - Number of most common violations in the Emergency Room Industries	257 violations were issued related to the Retail Industry.	One hundred fifty three (153) serious, one hundred four (104) other than serious.
	Indicator 4 – Number of compliance assistance provided	None were requested	
	Indicator 5 -Number of on-site visits (Number of technical assistance activities.)	The Voluntary Programs Division conducted 43 on-site consultation visits in Retail.	234 and 18 other than serious hazards were identified and notified to the employers. 532 employees were impacted.
	Indicator 6- Number of off-site assistance	No offsite assistance was requested.	

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the Retail (NAICS 445120, 448110, 448120, 448130, 448140, 448150, 448190, 442110, 45930, 453998, 452210, 452311 and 452319).		
1.1.1B			
Performance Indicator Type	Indicator	Results	Comments
	Indicator 7 - Number of training sessions conducted	One open training session of Safety and Health for the Retail Industry delivered this year. <ul style="list-style-type: none"> • OSHA Act • Safety and Health in the Retail Industry • Walking/working surfaces • Electrical hazards • Hazard Communication • Bloodborne Pathogens • Flammable liquids • PPE • Heat stress/stroke • Workplace Violence • Recordkeeping Requirements (OSHA 300's) • Safety and Health Program and Worker Involvement in Safety and Health Matters 	Participants: 26 employers
	Indicator 8- Number of materials disseminated	200 CD disks were provided to participants in conference.	
Intermediate Outcome Measures	Indicator 1 - Number of programmed inspections resulting in the identification of targeted hazards	149 inspections with identification on targeted hazards	257 violations were issued; 153 serious violations, 104 other violations
	Indicator 2 – Number of the most common injuries/illnesses in targeted industry.		OSHA 300 - 2016
	Indicator 3 – Number of on-site visits resulting in the identification of targeted hazards	The Voluntary Programs Division conducted forty three (43) onsite consultation visits for Industries included in the Retail LEP.	234 serious hazards and 18 other than serious hazards were identified and notified to the employer
	Indicator 4- Number of compliance assistance provided	None were requested	

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the Retail (NAICS 445120, 448110, 448120, 448130, 448140, 448150, 448190, 442110, 45930, 453998, 452210, 452311 and 452319).		
1.1.1B			
Performance Indicator Type	Indicator	Results	Comments
Primary Outcome Measures	Baseline will be established in 2017 with 2016 Data: Indicator 1-TRC Rate	2016 - TRC Rate (OSHA 300):	

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the Hazardous Public Activities for Mobile Crews (NAICS 5617, 2373, 2371, 2382 and 5621)		
1.1.1C			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of inspections conducted FY2017	Twelve (12) inspections were conducted in FY 2017.	Twelve (12) inspections conducted
	Indicator 2 - Number of inspections under LEP to be conducted	104-12 = 92 inspections to be conducted during the next four years.	Ninety two (92) establishments scheduled for inspection in the Five-year Strategic Plan.
	Indicator 3 - Number of most common violations in the Emergency Room Industries	Twenty five (25) violations were issued related to Hazardous Public Activities for Mobile Crews.	The violations were classified as follows: Eleven (11) serious and fourteen (14) other.
	Indicator 4 – Number of Compliance assistance provided	None were request	
	Indicator 5 -Number of on-site visits Number of technical assistance activities.)	Five (5) employers of the specific NAICS in the Mobile Crews Industry requested onsite consultations visits	Forty (40) serious hazards were identified and reported to the employers. Two hundred eighty five (285) employees were impacted.
	Indicator 6- Number of offsite assistance	No offsite assistance was requested.	

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the Hazardous Public Activities for Mobile Crews (NAICS 5617, 2373, 2371, 2382 and 5621)		
1.1.1C			
Performance Indicator Type	Indicator	Results	Comments
	Indicator 7 - Number of training sessions conducted	Five (5) open training sessions about Safety and Health for Mobile Crews <ul style="list-style-type: none"> • OSHA Act • Safety and Health for Mobile Crews <ul style="list-style-type: none"> o Traffic Control devices o Signals o Work zones • Personal Protective Equipment • Safety and Health Program and Worker Involvement in Safety and Health Matters 	Participation was as follows: 360 employers and employees
	Indicator 8- Number of materials disseminated	Three hundred sixty five CD's disks were provided to participants in conference.	
Intermediate Outcome Measures	Indicator 1 - Number of programmed inspections resulting in the identification of targeted hazards	Twelve (12) inspections were conducted.	Twenty five (25) violations were issued and were classified as follows: Eleven (11) serious and fourteen (14) other.
	Indicator 2 – Number of the most common injuries/illnesses in targeted industry. identified		OSHA 300 – 2016
	Indicator 3 – Number of on-site visits resulting in the identification of targeted hazards	The Voluntary Programs Division conducted five (5) onsite consultation visits	Forty (40) serious hazards were identified and reported to the employers.
	Indicator 4- Number of compliance assistance provided	None were requested	

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the Hazardous Public Activities for Mobile Crews (NAICS 5617, 2373, 2371, 2382 and 5621)		
1.1.1C			
Performance Indicator Type	Indicator	Results	Comments
Primary Outcome Measures	Baseline established in FY2017 with 2016 Data: Indicator 1-TRC Rate -	2016 - TRC Rate (OSHA 300):	

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Strategic	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance	To decrease the fatality rate in the construction industry by an additional 5% from baseline by focusing on the four leading causes of fatalities: (falls, struck-by, crushed-by, electrocutions and electrical injuries).		
	To establish baseline measure and performance measure to assess the strategic goal.		
1.1.2			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of fatalities inspected	None (0)	
	Indicator 2 - Number of fatalities directly related to the four leading causes of fatalities	None (0)	
	Indicator 3 - Number of citations issued	None (0)	
	Indicator 4 – Number of settlement agreements with safety and health programs included in fatalities inspections	None	
	Indicator 5 - Number of on-site consultation visits in the Construction Industry	The Voluntary Programs Division conducted one hundred eight onsite consultation visits in the construction industry.	One hundred forty-one (141) of the two hundred thirty-two (232) hazards identified and notified to the employer were related with the 4 leading causes of fatalities 2,587 employees were impacted.
	Indicator 6 – Number of the Door to Door Initiative participants	15 new construction sites are participating for a total of 21	
	Indicator 7 - Number of training delivered	Three (3) 10 hours course in of Safety and Health in the Construction Industry Were delivered during the months of October and November 2016 and April and May 2017	Participants: 109 employers/employees were trained

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Strategic	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance	To decrease the fatality rate in the construction industry by an additional 5% from baseline by focusing on the four leading causes of fatalities: (falls, struck-by, crushed-by, electrocutions and electrical injuries).		
	To establish baseline measure and performance measure to assess the strategic goal.		
1.1.2			
Performance Indicator Type	Indicator	Results	Comments
	Indicator 8 - Number of materials developed related to the four leading causes of fatalities	Two hundred seventeen (217) CDs disks were provided to participants in conference and on-site consultation.	
Intermediate Outcome Measures	Indicator 1 - Percent of fatalities in the construction industry resulting from the four leading causes of fatalities in the FY 2017	None (0)	Fatality/Catastrophe Tracking Report
	Indicator 2 - Percent of citations with hazards on the four leading causes	None (0)	None
	Indicator 3 - Percent of SEP, LEP inspections resulting in the identification of targeted hazards		
	Indicator 4 - Percent of on-site visits in the construction industry identifying hazards from the four leading causes of fatalities in the current year	100%	135 out of 314 hazards were identified that were related with the 4 leading causes of fatalities
Primary Outcome Measures	Indicator 1- Percent change from baseline Baseline 2012- 1.28	0.0fatalities	2012: 5/48,000 = 1.04 2013: 3/35,614 = 0.84 2014: 5/36,050 = 1.38 2015: 3/37,000= 0.80 2016:4/30,095 = 1.33 2017:0/36,000 = 0.0

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performanc	To achieve that eighty five percent (85%) of employers in general industries that are targeted for an inspection have either implemented an effective safety and health program or significantly improved their existing program.		
2.1.1A			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of inspections in general industries where employers have either implemented an effective safety and health programs or improvement of existing programs.	One thousand two hundred thirteen (1,213) inspections in general industry. One thousand one hundred four (1,104) employers implemented or improved their safety and health program as result of the inspections. Representing a 91% of achievement in the strategic parameter.	(1,104) out of one thousand four hundred twenty-seven (1,213) inspections in general industry. The goal was 80 % for 2017, we achieved 91%.
	Indicator 2 - Number of training sessions on safety and health programs conducted	Four (4) formal open training sessions on how to develop or improve an Effective Safety and Health Program and Worker Involvement in Safety and Health Matters were delivered on October 2016, February, April, and September 2017.	Participants: One hundred seventy five (175) employers and employees were trained
	Indicator 3 - Number of informational materials disseminated	Four hundred fifty (450) CD disks were provided to participants in conference.	
Intermediate Outcome Measures	Indicator 1 - Number of training sessions on safety and health program evaluation conducted	Four (4) open training sessions on how to develop or improve an Effective Safety and Health Program and Worker Involvement in Safety and Health Matters were delivered on October 2016, February, April and September 2017. During FY 2017 the Voluntary Programs Division actively participated in OSHAs Safe and Sound Week. New training materials were developed and presented during an activity held in the Metropolitan University (UMET) Cupey Campus on June 16, 2017	Participants: One hundred seventy five (175) employers and employees were trained. 100 employers and employees.

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performanc	To achieve that eighty five percent (85%) of employers in general industries that are targeted for an inspection have either implemented an effective safety and health program or significantly improved their existing program.		
2.1.1A			
Performance Indicator Type	Indicator	Results	Comments
	Indicator 2 - Number of employers in the general industry that have implemented or improved their existing program	One thousand one hundred four (1,104)	
	Indicator 3 - Number of employers in the general industry targeted	One thousand two hundred thirteen (1,213)	
Primary Outcome Measures	Indicator 1- Percent of targeted employers of on-site visits in general industry that have implemented or improved their existing program. Baseline -2017 85%	91%	(1,104) out of (1,213) employers of on-site inspections implemented or improved their S&H programs. Representing a 91% of achievement in the strategic parameter.

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performanc	To achieve that eighty five percent (85%) of employers in general industries who request an on-site visit have either implemented an effective safety and health program or significantly improved their existing program		
2.1.1B			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of on-site visits in general industry where employers developed or improved their safety and health programs	161 on-site visits to employers in general industry were conducted by onsite consultation services and 161 employers implemented or improved their safety and health program as result of the onsite consultation visits	100% of the employers targeted by on-site visits developed or improved their safety and health programs
	Indicator 2 - Number of training in safety and health programs conducted	<p>Four (4) formal open training sessions on how to develop or improve an Effective Safety and Health Program and Worker Involvement in Safety and Health Matters were delivered on October 2016, February, April and September 2017</p> <p>During FY 2017 the Voluntary Programs Division actively participated in OSHAs Safe and Sound Week. New training materials were developed and presented during an activity held in the Metropolitan University (UMET) Cupey Campus on June 16, 2017</p>	<p>Participants:</p> <p>One hundred seventy five (175) employers and employees were trained.</p> <p>100 employers and employees.</p>
	Indicator 3 - Number of informational materials disseminated	During FY2017 three thousand eight hundred forty two (3,842) CDs and or informational booklets on how to develop and implement effective Safety and Health Program and Worker Involvement in Safety and Health Matters were given out to employers and employees during conferences, outreach trainings, on-site consultation visits and office visits.	

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State OSHA Annual Report: State Results Summary Chart			
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Performanc	To achieve that eighty five percent (85%) of employers in general industries who request an on-site visit have either implemented an effective safety and health program or significantly improved their existing program		
2.1.1B			
Performance Indicator Type	Indicator	Results	Comments
	Indicator 4 – Number of VPP sites	Two VPP sites were re-certified in the Guanín level.	<ul style="list-style-type: none"> •Pfizer Consumer Products, Guayama – March 2017 •Stryker Puerto Rico, Ltd, Arroyo – June, 2017
Intermediate Outcome Measures	Indicator 1 - Number of training sessions on safety and health program evaluation conducted	<p>Four (4) formal open training sessions on how to develop or improve an Effective Safety and Health Program and Worker Involvement in Safety and Health Matters were delivered on October 2016, February, April and September 2017.</p> <p>During FY 2017 the Voluntary Programs Division actively participated in OSHAs Safe and Sound Week. New training materials were developed and presented during an activity held in the Metropolitan University (UMET) Cupey Campus on June 16, 2017</p>	<p>Participants: One hundred seventy five (175) employers and employees were trained.</p> <p>100 employers and employees.</p>
	Indicator 2 - Number of VPP sites	Two VPP sites were re-certified in the Guanín level.	<ul style="list-style-type: none"> •Pfizer Consumer Products, Guayama – March 2017 •Stryker Puerto Rico, Ltd, Arroyo – June, 2017

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performanc	To achieve that eighty five percent (85%) of employers in general industries who request an on-site visit have either implemented an effective safety and health program or significantly improved their existing program		
2.1.1B			
Performance Indicator Type	Indicator	Results	Comments
	Indicator 3 - Number of employers in General Industries that developed or improved their safety and health program	During FY2017 the Voluntary Programs Division conducted one hundred sixty one (161) On site consultation visits to employers in general industry. 100% of the employers targeted by the on-site consultation visits developed or improved their safety and health program.	All of these employer’s Safety and Health Programs were thoroughly reviewed and recommendations on how to improve the program were given.
	Indicator 4 - Number employers in general industry visited.	161 employers	
Primary Outcome Measures	Indicator 1- Percent of targeted employers of on-site visits in general industry that have implemented or improved their existing program. Baseline 2017 – 85 %	100% of the employers targeted by the on-site consultation visits developed or improved their safety and health program.	All of these employer’s Safety and Health Programs were thoroughly reviewed and recommendations on how to improve the program were given.

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performanc	To develop and provide training to employers and workers in the skills necessary for effective worker involvement in safety and health matters to 80% of employers who received inspections related to amputations in the targeted industry.		
2.2.2A			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 -- Number of training skills provided to employers and workers in targeted industries	As a result of 31 inspections conducted in the targeted industry, in all of the inspections trainings were provided to employers and workers.	Thirty one (31) trainings to employees and employer representatives.
	Indicator 2 - Number of training in employee involvement provided for employers and employees inspected for hazards related to amputations in the targeted industries.	Three (3) training sessions conducted during FY2017.	Three (3) sessions out of three (3) consultation visits conducted.
	Indicator 3 - Number of informational material disseminated	Four hundred fifty eight (458) CD disks were provided to participants in conference.	
Intermediate Outcome Measures	Indicator 1 - Number of employers and workers in targeted industries trained	Eighty seven (87)	87 employers and employees trained in 31 inspections.
	Indicator 2 - Number of targeted industry establishments that incorporate worker involvement into safety and health matters	31 Establishments	Thirty one (31) out of thirty one (31) inspections conducted for 100 % establishments that incorporate worker involvement in safety and health matters.

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Strategic	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performanc	To develop and provide training to employers and workers in the skills necessary for effective worker involvement in safety and health matters to 80% of employers who received inspections related to amputations in the targeted industry.		
2.2.2A			
Performance Indicator Type	Indicator	Results	Comments
Primary Outcome Measures	Indicator 1 - Percent of inspections related to amputations in the targeted industries where employers and workers received training on the skills necessary for workers involvement in safety and health matters Base Line for FY2017 is 80%	100%	Thirty one (31) training sessions provided in the thirty one (31) inspections conducted.

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance	To develop and provide training to employers and workers in the skills necessary for effective worker involvement in safety and health matters to 80% of employers who received inspections in the Retail		
2.2.2B			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of training skills provided by CSHO's to employers and workers in targeted industries	Three hundred thirty (330) training sessions conducted during inspections in FY2017.	Three hundred thirty (330) training sessions conducted during inspections.
	Indicator 2 - Number of training skills provided to employers and workers in targeted industries	The Division of Voluntary Programs provided support to this goal by delivering one (1) formal open training session for the Retail Industry this fiscal year. In addition forty three (43) Consultation Visits for this targeted industry were provided by request from employers.	Participants: Twenty six (26) employers were trained.
	Indicator 3 - Number of informational materials developed and disseminated	Two hundred (200) CD's disks were provided to participants during conferences, consultations services and orientation office visits.	
Intermediate Outcome Measures	Indicator 1 - Number of employers and workers in targeted industries trained	Nine hundred fifty seven 957	
	Indicator 2 - Number of targeted industry establishments that incorporate worker involvement in safety and health matters	Three hundred thirty (330)	Three hundred thirty (330) establishments that incorporate worker involvement in safety and health matters in the three hundred thirty inspections conducted for a 100%.

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance	To develop and provide training to employers and workers in the skills necessary for effective worker involvement in safety and health matters to 80% of employers who received inspections in the Retail		
2.2.2B			
Performance Indicator Type	Indicator	Results	Comments
Primary Outcome Measures	Indicator 1 - Percent of Retail Industries where employers and workers received training on the skills necessary for workers involvement in safety and health matters.	100%	Three hundred thirty (330) training sessions provided in the three hundred thirty inspections conducted for 100%.

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State OSHA Annual Report: State Results Summary Chart			
Strategic	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance	To develop and provide training to employers and workers on the skills necessary for effective worker involvement in safety and health matters to 80% of employers who received inspections in Hazardous Public Activities for Mobile Crews		
2.2.2C			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of training skills provided by CSHOs to employers and workers in targeted industries	Twelve (12) training sessions conducted during inspections in FY2017.	Twelve (12) training sessions in the twelve (12) inspections conducted.
	Indicator 2 - Number of trainings skills provided to employers and workers in targeted industries	Five (5) formal open training sessions for Mobile Crews.	Three hundred sixty (360) employers and employees were trained
	Indicator 3 - Number of informational materials developed and disseminated	Three hundred sixty five (365) CDs and informational booklets disks were provided to participants during conferences, consultation services and orientations office visits.	
Intermediate Outcome Measures	Indicator 1 - Number of employers and workers in targeted industries trained	Twelve (12)	Twelve (12) training sessions in the twelve (12) inspections conducted.
	Indicator 2 - Number of targeted industry establishments that incorporate worker involvement in safety and health matters	Twelve (12)	Twelve (12) establishments that incorporate worker involvement in safety and health matters.
Primary Outcome Measures	Indicator 1 – Percent of Hazardous Public Activities for Mobile Crews where employers and workers received training on the skills necessary for workers involvement in safety and health matters.	100%	Twelve (12) training sessions provided in the twelve (12) inspections conducted.

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance	To develop and disseminate occupational safety and health training and reference materials to 100% of small employers and workers identified in the targeted industry, via innovative approaches, such as outreach, training, seminars and relationship-building with Trade and Business Associations in the Dental Offices NAICS 621210 via innovative approaches, such as outreach, training, seminars and relationship-building with Trade and Business Associations.		
2.3.1			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of material disseminated to targeted industry	One hundred (100) booklets and or CDs were provided to employers, employees who participated in conferences, on site visits and office visits.	
	Indicator 2 - Number of outreach developed and provided	One training session of Safety and Health in the Dental Offices was delivered on April 2017.	Participants: Eighty (80) employers participated.
	Indicator 3 - Number of relationship-building with Trade and Business Associations (outreach, seminars and relationships)	100%	1 of 1: Colegio de Cirujanos Dentistas de PR
	Indicator 4 - Number of on-site visits in the Dental Offices NAICS 621210	The Voluntary Programs Division conducted fifteen (15) onsite consultation visits in the Dentist Office Industries.	Eighty (80) serious, nine (9) other than serious and seven (7) regulatory hazards were identified and notified to the employer.
	Indicator 5 – Number of training Delivered	One training session of Safety and Health in the Dental Offices was delivered on April 2017.	Participants: Eighty (80) employers participated.
Intermediate Outcome Measures	Indicator 1 - Number of on-site visits generated by training	No onsite visits were generated by training	
	Indicator 2 - Number of occupational safety and health training provided to targeted workplaces	100%	From 1 training session programmed
	Indicator 3 - Number of reference materials disseminated	None booklets were requested by visitors. One hundred (100) booklets and or CDs were provided to participants in conferences, on site visits and office visits.	

Appendix E – FY 2017 State OSHA Annual Report (SOAR)

FY 2017 PR OSHA Follow-up FAME Report

State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance 2.3.1	To develop and disseminate occupational safety and health training and reference materials to 100% of small employers and workers identified in the targeted industry, via innovative approaches, such as outreach, training, seminars and relationship-building with Trade and Business Associations in the Dental Offices NAICS 621210 via innovative approaches, such as outreach, training, seminars and relationship-building with Trade and Business Associations.		
Performance Indicator Type	Indicator	Results	Comments
Primary Outcome Measures	Indicator 1- Percent of training and reference materials provided to the targeted industry	100%	From 1 training session offered