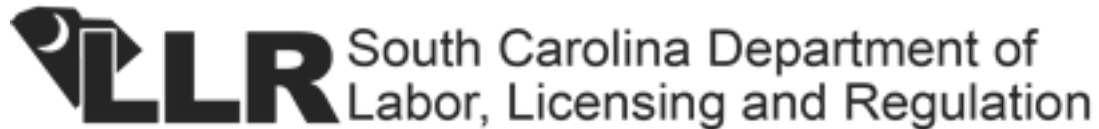


FY 2020
Follow-up Federal Annual Monitoring Evaluation (FAME) Report

**SOUTH CAROLINA DEPARTMENT OF LABOR, LICENSING AND REGULATION,
OFFICE OF OCCUPATIONAL SAFETY AND HEALTH**



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Table of Contents

I. EXECUTIVE SUMMARY	ERROR! BOOKMARK NOT DEFINED.3
II. STATE PLAN BACKGROUND	4
III. ASSESSMENT OF STATE PLAN PROGRESS AND PERFORMANCE.....	5
A. DATA AND METHODOLOGY	5
B. FINDINGS AND OBSERVATIONS	6
C. STATE ACTIVITY MANDATED MEASURES (SAMM) HIGHLIGHTS.....	9

Appendices

Appendix A – New and Continued Findings and Recommendations.....	A-1
Appendix B – Observations and Federal Monitoring Plans.....	B-1
Appendix C – Status of FY 2019 Findings and Recommendations.....	C-1
Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report.....	D-1
Appendix E – FY 2020 State OSHA Annual Report (SOAR).....	E-1

I. Executive Summary

The primary purpose of this report is to assess the South Carolina State Plan's progress in Fiscal Year (FY) 2020, in resolving outstanding findings and observations from the previous FY 2019 Comprehensive Federal Annual Monitoring Evaluation (FAME) Report. This report also assesses the South Carolina Department of Labor, Licensing, and Regulations (SCDLLR) – Occupational Safety and Health Administration Program's (SC OSHA's) progress toward achieving its performance goals established in their Strategic Management Plan. This report also reviews the effectiveness of programmatic areas related to enforcement activities.

Fiscal Year 2020 was a productive year for SC OSHA, despite the effects from the COVID-19 pandemic. Division restructuring allowed for a more formalized team approach, which facilitated in collaborating on SC OSHA's 2020 strategic goals and in reaching most of its strategic goals successfully. In addition to meeting most of its strategic goals set in 2020, SC OSHA accomplished internal goals, such as a further improved website, revised operational documents, amended internal policies for uniformity, and developed and implemented virtual training programs and videos.

Fatalities remained unchanged in South Carolina with 29 in FY 2019, and 29 in FY 2020, which included five work-related COVID-19 fatalities investigated by SC OSHA. In addition, in FY 2020, there were six construction fatalities. The fatality rate in construction was reduced by 40%, since FY 2019. During FY 2020, SC OSHA conducted a construction focus in an area of high construction activity. Due to the emergence of COVID-19, SC OSHA received over 900 complaints and conducted 15 inspections related to COVID-19.

From FY 2019 to FY 2020, the State Plan made progress in addressing the five findings on worker interviews, documentation, citations, number of inspections, violations and penalties. SC OSHA also made progress in addressing two of the eight observations, as noted in the FY 2019 Comprehensive FAME Report. No new findings or observations were identified. One finding was closed, i.e., SC OSHA's Whistleblower Investigation Manual was approved. Two observations were closed, based on policy implementation and training. Corrective actions, e.g., hiring and training CSHOs and administrative staff were implemented for the four continued findings, which are now awaiting on-site verification scheduled as part of the FY 2021 comprehensive FAME. The six continued observations are related to inspections, citations, and violations, and are also subject to continued monitoring, or are continued and awaiting verification.

South Carolina's Total Recordable Case (TRC) rate for Calendar Year 2019 was below the national average. The private sector TRC rate was 2.4, and the days away, restricted, or transferred (DART) rate was 1.4. When the state and local government sector numbers were included, the overall TRC rate was 2.6 and the DART rate was 1.5. This data was released by the Bureau of Labor Statistics (BLS) in November 2019, and it is the most current data available. South Carolina continues to be one of the few states with TRC and DART rates below the national average. SC OSHA will continue working to develop strategies that can further reduce these rates during the next year.

II. State Plan Background

The South Carolina Occupational Safety and Health State Plan was one of the first programs approved by the U.S. Department of Labor, per the guidelines of the Occupational Safety and Health Act of 1970. This was accomplished on November 30, 1972, and final approval was granted in 1987. In 1994, the South Carolina Department of Labor was eliminated, as part of the reorganization of the state government, and the SCDLLR was created. During this review period, Emily H. Farr was the Director of SCDLLR, and Kristina Baker was the Deputy Director. SCDLLR is divided into the following three divisions: Labor; Fire and Life Safety; and Professional and Occupational Licensing. The Office of OSHA, within the Division of Labor, is responsible for management and operation of the State Plan.

It is important to note that SC OSHA is organized into four main areas: Administration, Compliance, Legal, and Outreach and Education. The Deputy Director, Kristina Baker oversees the program and has four strong area leads that manage the day to day running of the program.

During the review period, Gwen Thomas was the State Plan Manager for the SC OSHA program and was responsible for the area of Administration. This included leading the following departments: Training; Technical Support and Standards; the Web Integrated Management Information System; and the South Carolina Bureau of Labor Statistics. The Office of Technical Support and Standards provided information to assist the public in complying with standards. The Office also supported the enforcement program with compliance guidance by providing guidance for internal and external use. In addition, the Office reviewed new OSHA standards and directives to determine whether SC OSHA should adopt them.

The Compliance Manager, Anthony Wilks, manages the compliance area, including leading the safety and health compliance teams, including supervisors, compliance officers and administrative staff.

The Chief OSHA Counsel, Deidre Laws, manages the legal area, which includes whistleblower-11 (c) cases, informal conferences, contested cases, and FOIAs.

The SC OSHA Consultation Manager, Sharon Dumit, oversees the Office of Outreach and Education (O&E) which includes safety and health training, compliance assistance, the South Carolina Palmetto Star Program, Youth Training Program, and onsite consultative services. The Palmetto Star Program is the equivalent to the OSHA Voluntary Protection program. The onsite consultative services are provided to the private sector and are funded by an annual 21(d) grant award.

In South Carolina, state and local government agencies and workers are afforded the same rights, responsibilities, and coverage as those in the private sector.

During FY 2020, SC OSHA conducted a construction focus in an area of high construction activity. Due to the emergence of COVID-19, SC OSHA received over 900 complaints, and conducted 15 inspections related to COVID-19. The safety in-compliance rate for FY020 was 28.29%. This is a significant improvement over the last several years and is well within the FRL.

The table below shows SC OSHA’s funding levels from FY 2016 through FY 2020:

FY 2016-2020 Funding History					
Fiscal Year	Federal Award (\$)	State Plan Match (\$)	100% State Funds (\$)	Total Funding (\$)	% of State Plan Contribution
2020	2,299,700	2,299,700	-	4,599,400	50%
2019	2,095,200	2,095,200	-	4,190,400	50%
2018	2,054,700	2,054,700	-	4,109,400	50%
2017	2,054,700	2,054,700	-	4,109,400	50%
2016	2,054,700	2,054,700	-	4,109,400	50%

New Issues

In accordance with the Bipartisan Budget Bill passed on November 2, 2015, OSHA published a rule on July 1, 2016, raising its maximum penalties. As required by law, OSHA then increased maximum penalties annually, most recently on January 8, 2021, according to the Consumer Price Index (CPI). State Plans are required to adopt both the initial increase and subsequent annual increases within the corresponding six-month timeframe set by regulation. December 2020 marked four years since the first deadline passed for adoption and the South Carolina State Plan has not yet completed the legislative changes to increase maximum penalties.

III. Assessment of State Plan Progress and Performance

A. Data and Methodology

Kurt A. Petermeyer, Regional Administrator, Region IV, Atlanta, Georgia, directed the preparation of this report covering the period of October 1, 2019, through September 30, 2020. OSHA has established a two-year cycle for the FAME process. This is the follow-up year, and as such, OSHA did not perform an on-site case file review associated with a comprehensive FAME. This strategy allowed the State Plan to focus on correcting deficiencies identified in the most recent comprehensive FAME. 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
- 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

FINDINGS (STATUS OF PREVIOUS AND NEW ITEMS)

SC OSHA made progress in addressing the previous findings and observations from the FY 2019 Comprehensive FAME Report. This follow-up FAME report contains four continued findings awaiting verification, and six continued observations. One finding was closed and two observations were closed. Appendix A describes the new and continued findings and recommendations. Appendix B describes observations subject to continued monitoring and the related federal monitoring plan. Appendix C describes the status of each FY 2019 recommendation in detail.

Continued Findings

Finding FY 2020-01 (Previous Finding FY 2019-01): In FY 2019, in 21 of the 33 construction in-compliance case files reviewed, worker interviews were not performed and/or the interviews or contemporaneous notes were not documented in the case file.

Status: SC OSHA conducted training with CSHOs regarding the number, quality, and documentation of employee interviews. SC OSHA safety and health supervisors have been conducting periodic reviews to ensure worker interview documentation is present in the case files. SC OSHA is awaiting verification of corrective action through case file review during the FY 2021 comprehensive FAME. This finding is continued and awaiting verification.

Finding FY 2020-02 (Previous FY 2019-02, FY 2018-01 and 2017-01): In FY 2020, the percentage of safety (28.29%) and health inspections (55.26%) that were in-compliance (SAMM 9) were within the range of the FRL of +/-20% of 31.03%, which equals a range of 24.82% to 37.24% for safety, but for health, the in-compliance rate was 25% above the rate of 44.58% (FRL for health is +/-20% of 37.15%, which equals a range of 29.72% to 44.58%).

Status: The safety in-compliance rate for FY 2020 was 28.29%, as compared to 47.25% in FY 2019. This is a significant improvement over the last several years and is well within the FRL. The health in-compliance rate of 55.26% was out of range, however, this was an improvement, as compared to the FY 2019 rate of 61.64%. Inspections are conducted, according to SC OSHA's high hazard planning guide and the number of unprogrammed inspections received. SC OSHA will continue to review the NAICS that are assigned, and determine which industries warrant enforcement based on industry incidence rates. SC OSHA will also continue to provide additional training to CSHOs to ensure that all potential violations are addressed. In-compliance health inspections will be a focus during the FY 2021 comprehensive FAME. This finding is continued.

Finding FY 2020-03 (Previous Finding FY 2019-03): In FY 2019, twenty case files had clearly supportable other-than-serious (OTS) violations that were not cited.

Status: SC OSHA's safety and health supervisors have been conducting periodic training to ensure that OTS violations are appropriately cited. OSHA will continue to work with SC OSHA to better assess, how SC OSHA's unique policy affects in-compliance rates. This finding is continued and

awaiting verification, after a case file review is conducted during the FY 2021 comprehensive FAME.

Finding FY 2020-04 (Previous Finding FY 2019-04, FY 2018-02 and 2017-02): In FY 2019, seven case files did not provide documentation of the rationale to support or explain the reason changes were made to the violations and penalties during informal conferences.

Status: - SC OSHA hired and trained a new informal settlement staff member on its informal conference policy. This individual was trained to document changes to citations, penalties, and justifications resulting from informal conferences, which are typed and inserted into the file in a logical, organized, and uniform format. This finding is continued and awaiting verification of the corrective action, through its case file review during the FY 2021 comprehensive FAME.

Closed FY 2019 Findings

Finding FY 2019-05: The SC Whistleblower Investigation Manual has not been approved.

Status: The SC Whistleblower Investigation Manual was provided to OSHA and has received final approval. This finding is closed.

Continued FY 2019 Observations

Observation FY 2020-OB-01 (Previous FY 2019-OB-01): In FY 2019, missed violations were noted in seven of the 33 (21%) case files reviewed. Several of the missed violations include, personal protective equipment, slip hazards, electrical hazards, hazard communication, and OSHA 300 logs.

Status: SC OSHA provided retraining to supervisors and CSHOs. A case file review is necessary to gather the facts needed to evaluate final performance in relation to this observation. This observation will be a focus of next year's on-site case file review during the FY 2021 comprehensive FAME. This observation is continued.

Observation FY 2020-OB-02 (Previous FY 2019-OB-02): In 11 out of 33 (33%) cases reviewed from FY 2019, decisions regarding on-site inspections were not appropriately based on the severity of hazards alleged and resources available.

Status: SC OSHA provided retraining to supervisors and Safety and Health Compliance Officers (CSHOs). A case file review is necessary to gather the facts needed to evaluate the final performance relative to this observation. This observation will be a focus of next year's on-site case file review, during the FY 2021 comprehensive FAME. This observation is continued.

Observation FY 2020-OB-03 (Previous FY 2019-OB-03): In FY 2019, two of 17 (12%) fatality investigations reviewed lacked documentation to determine the reasons SC OSHA's standards or its general duty clause was not cited.

Status: SC OSHA provided retraining to supervisors and CSHOs. A case file review is necessary to gather the facts needed to evaluate final performance on this observation. This observation will be a focus of next year's onsite case file review, during the FY 2021 comprehensive FAME. This observation is continued and awaiting verification.

Observation FY 2020-OB-04 (Previous FY 2019-OB-04): In FY 2019, in six of 22 (27%) programmed comprehensive inspections that were reviewed, the inspections did not include the CSHOs physical review and evaluation of the employer's written safety and health program.

Status: SC OSHA provided retraining to supervisors and CSHOs. A case file review is necessary to gather the facts needed to evaluate the State Plan's final performance on this observation. This observation will be a focus of next year's onsite case file review during the FY 2021 comprehensive FAME. This observation is continued and awaiting verification.

Observation FY 2020-OB-05 (Previous FY 2019-OB-06): SC OSHA conducted 104% of the planned safety inspections (297 of 285) and 61% of health inspections (52 of 85). Turnover rate and the loss of experienced CSHOs continue to contribute to the lower number of planned health inspections.

Status: There was significant improvement with regard to this observation in FY 2020. SC OSHA conducted 370 compliance inspections, which amounted to 94% of the total goal. The State Plan does not anticipate meeting its goal, until compliance staffing retention issues are resolved. This observation is continued.

Observation FY 2020-OB-06 (Previous FY 2019-OB-07): In FY 2019, three of the case files reviewed did not include citations for willful violations, when the evidence in the case files indicated willful classification and it should have been considered.

Status: SC OSHA provided retraining to supervisors and CSHOs. A case file review is necessary to gather the facts needed to evaluate SC OSHA's final performance relative to this observation. This observation will be a focus of next year's on-site case file review during the FY 2021 comprehensive FAME. This observation is continued and awaiting verification.

Closed FY 2019 Observations

Observation FY 2019-OB-05: In FY 2019, there were three inspections of general contractors, where the CSHO opened an inspection and cited a subcontractor, without providing any documentation to show that the CSHO evaluated the host employer (general contractor) as the "controlling employer."

Status: Regarding this observation on multi-employer worksites, SC OSHA's inspections in the construction industry are similar to OSHA's. An inspection is opened and assigned an inspection number to all employers covered by the scope of the inspection. SC OSHA conducts an inspection with each general contractor or subcontractor exposed to the hazard. This issue does not continue to warrant focused monitoring. This observation is closed.

Observation FY 2019-OB-8: In FY 2019, in approximately 40 cases, whistleblower complaint information was not accurately or timely entered into the IMIS database for purposes of case tracking.

Status: SC OSHA has implemented a policy to input data into WebIMIS. The problem has been resolved. Appropriate staff have been trained and data is being accurately entered into WebIMIS for FY 2020. This observation is closed.

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 the State Plan's FY 2020 State Activity Mandated Measures (SAMM) Report, and includes the FRLs for each measure. There were also some deviations, where SC OSHA operated outside of the FRLs for some of the SAMMs. Where deviations or outliers were identified, the data was closely monitored by OSHA and discussed with the State Plan at quarterly meetings. SC OSHA was outside the FRL on the following SAMMs:

SAMM 1a – Average number of workdays to initiate complaint inspections (state formula) and SAMM 2a – Average number of workdays to initiate complaint inspections (state formula)

Discussion of State Plan data and FRL: In FY 2020, SC OSHA initiated complaint inspections in an average of 14.51 days (state formula) and complaint investigations in 12.37 days (state formula). For SAMM 1a, the FRL is 7, which is the average number of days to initiate complaint inspections, and for SAMM 2a, the FRL is 5, which is the average number of days to initiate complaint investigations. SC OSHA was outside of the FRLs in SAMM 1a and SAMM 2a.

Explanation: SC OSHA was outside of the state formula's FRL for inspections (7 days) and investigations (5 days), but below the federal formula for investigations. SAMM 1a and 2a calculate the number of days between complaint receipt date and the first action. Under this formula, longer response times may be caused by incomplete complaints. SAMM 1b is for informational purposes only, and is not a mandated measure, but it calculates the number of days between the date the office deems the complaint to be valid (having all information needed to initiate a complaint inspection) and the first action date. Under SAMM 1b, SC OSHA had an average of 11.11 days for complaint inspections, and for SAMM 2b, SC OSHA had 4.09 days for complaint investigations. Due to the circumstances surrounding COVID-19, coupled with the review of federal formula calculations resulting in more accurate and representative State Plan data, OSHA has no concern with the State Plan's performance. These results do not rise to the level of an observation, and these performance measures will continue to be discussed at quarterly meetings.

SAMM 6 – Percent of inspections in state and local government workplaces

Discussion of State Plan data and FRL: The FRL was +/-5% of the negotiated level of 4.05%. The range of acceptable data not requiring further review was 3.85% to 4.26%. SC OSHA conducted 3.44% of its total inspections in state and local government workplaces.

Explanation: Although this result was slightly below the FRL, it is not an issue at this time because of the current COVID-19 circumstances. OSHA has no concern.

SAMM 7 – Planned v. Actual Inspections – Safety/Health

Discussion of State Plan Data and FRL: Observation FY 2020-OB-05 (Previous FY 2019-OB-06): SC OSHA conducted 104% of the planned safety inspections (297 of 285) and 61% of health inspections (52 of 85). Turnover rate and the loss of experienced CSHOs continue to contribute to the lower number of planned health inspections.

Explanation: There was significant improvement with regard to this observation in FY 2020. SC OSHA conducted 370 compliance inspections, which amounted to 94% of the total goal. The State Plan does not anticipate meeting its goal, until compliance staffing retention issues are resolved. This observation is continued. See Observation FY 2020-OB-05.

SAMM 8 – Average current serious penalty in private sector - total (1 to greater than 250 workers)

Discussion of State Plan data and FRL: The FRL for SAMM 8, total average current penalty per serious violation (1 to greater than 250 employees) is +/- 25% of the three-year national average of \$2,964.86, which equals a range of \$2,223.65 to \$3706.08. The South Carolina State Plan's total average current penalty per serious violation (1 to greater than 250 employees) is \$1,509.68, which is lower than the FRL.

Explanation: SC OSHA is below the FRL on average current serious penalties per violation. OSHA will continue to work with SC OSHA on this issue. SC OSHA has not increased its maximum penalties per the Bipartisan Budget Bill, which has resulted in the State Plan's penalties, which were below the FRL.

SAMM 9 – Percent in-compliance for health inspections

Discussion of State Plan data and FRL: The FRL was +/-20% of the three-year national average of 37.15% for health inspections. The range of acceptable data not requiring further review was from 29.72% to 44.58% for health. SC OSHA had a health in-compliance rate of 55.26%.

Explanation: SC OSHA exceeded the standard set by the FRL for safety, which indicates that the State Plan was better than average, but was outside the FRL for health. See Finding FY 2020-02.

SAMM 10 - Percent of fatalities responded to in one workday

Discussion of State Plan Data and FRL: SAMM 10 indicates that the State Plan responded to 96%

of fatalities within one workday. The further review level is fixed at 100%.

Explanation: Further investigation revealed that the State Plan did not meet the one workday response goal because there was one fatality inspection, which was delayed because of COVID-19 exposure issues.

SAMM 11 – Average lapse time

Discussion of State Plan Data and FRL: The FRL for the average lapse time is +/-20% of 50.58 days for safety inspections and +/-20% of 60.39 days for health inspections. SC OSHA initiated and completed safety inspections within an average of 67.41 days, which was outside the FRL range of 40.46 to 60.70. SC OSHA initiated and completed health inspections within an average of 84.61 days, which was outside the FRL range of 48.31 to 72.47 days.

Explanation: Due to the current COVID-19 circumstances, coupled with the fact that this was the first year SC OSHA was outside the FRL for safety and health average lapse times (SAMM 11). OSHA will continue to monitor this performance measure.

SAMM 14 - Percent of 11(c) investigations completed within 90 days

Discussion of State Plan data and FRL: OSHNC completed only 4% of their retaliation investigations within 90 days. This is well below the fixed FRL of 100%.

Explanation: Due to the current COVID-19 pandemic, this metric has been a challenge in FY 2020. Two new investigators (one full-time and one part-time) were hired in mid-2020, and they were in training before being assigned to any 11(c) cases. Due to the circumstances, this result does not rise to the level of an observation but will continue to be discussed at quarterly meetings.

SAMM 15 - Percent of 11(c) complaints that are meritorious

Discussion of State Plan data and FRL: The FRL for this SAMM is of +/- 20% of 18%. The range of acceptable data not requiring further review is 14.4% to 21.6%. The State Plan's percent of retaliation cases that are meritorious for this measure is 4%, which is below the acceptable lower range for the FRL.

Explanation: OSHA will continue to work with SC OSHA on this issue.

SAMM 16 - Average number of calendar days to complete an 11(c) investigation

Discussion of State Plan data and FRL: The FRL for this SAMM is fixed at 90 days. The average number of days to complete 11(c) investigations was 459 days, which was above the FRL.

Explanation: The average number of days to complete cases opened in FY 2020 was slightly higher than the national average of 316 days. Due to COVID-19 related issues, this result does not rise to the level of an observation, but it will continue to be discussed at quarterly meetings.

Appendix A – New and Continued Findings and Recommendations

FY 2020 South Carolina Follow-up Fame Report

FY 2020-#	Finding	Recommendation	FY 2019#
Finding FY 2020-01	In 21 of the 33 construction in-compliance case files reviewed in FY 2019, worker interviews were not performed and/or the interviews or contemporaneous notes were not documented in the case file.	SC OSHA should determine the cause for the lack of worker interviews and implement corrective actions to ensure that workers are interviewed during inspections and that the interviews and contemporaneous notes are documented.	Finding FY 2019-01
Finding FY 2020-02	The percentage of safety (28.29%) and health inspections (55.26%) that were in-compliance was higher than the FRL of 24.82% to 37.24% for safety and 29.72% to 44.58% for health.	Ensure inspection resources are spent in workplaces that are exposing workers to hazards by implementing corrective action in the most hazardous worksites.	Finding FY 2019-02
Finding FY 2020-03	In FY 2019, twenty case files had clearly supportable OTS violations that were not cited.	Ensure that hazards identified during inspections are addressed through citation, notification of violation or recommendation letter.	Finding FY 2019-03
Finding FY 2020-04	In FY 2019, seven case files did not provide documentation of the rationale to support or explain the reason changes were made to the violations and penalties during informal conferences.	SC OSHA should ensure that informal conference notes document changes made to violations, and/or penalties. SC OSHA should ensure that notes are legible, organized, and include justifications in case files, as well as ensure that documentation is received from the employers.	Finding FY 2019-04

Appendix B – Observations Subject to Continued Monitoring

FY 2020 South Carolina Follow-up Fame Report

Observation # FY 2020-OB-#	Observation# FY 2019-OB-# or FY 20XX-#	Observation	Federal Monitoring Plan	Current Status
<i>FY 2020-OB-01</i>	<i>FY 2019-OB-01</i>	In FY 2019, missed violations were noted in seven of the 33 (21%) case files reviewed. Several of the missed violations include personal protective equipment, slip hazards, electrical hazards, hazard communication, and OSHA 300 logs.	During next year's FAME, a limited scope review will be conducted to determine if this observation is reflected in the data trend.	Continued
<i>FY 2020-OB-02</i>	<i>FY 2019-OB-02</i>	In 11 out of 33 (33%) cases reviewed in FY 2019, decisions regarding on-site inspections were not appropriately based on the severity of hazards alleged and resources available.	During next year's FAME, a limited scope review will be conducted to determine if this observation is reflected in the data trend.	Continued
<i>FY 2020-OB-03</i>	<i>FY 2019-OB-03</i>	In FY 2019, two of 17 (12%) fatality investigations reviewed lacked documentation to determine the reason(s) an OSHA standard or the general duty clause was not cited.	During next year's FAME, a limited scope review will be conducted to determine if observation is reflected in the data trend.	Continued
<i>FY 2020-OB-04</i>	<i>FY 2019-OB-04</i>	In FY 2019, in six of 22 (27%) programmed comprehensive inspections that were reviewed, the inspections did not include the CSHOs physical review and the evaluation of the employer's written safety and health program.	During next year's FAME, a limited scope review will be reviewed to determine if this observation is reflected in the data trend.	Continued
	<i>FY 2019-OB-05</i>	There were three inspections of General Contractors where the CSHO opened an inspection and presumably cited a subcontractor without providing any documentation to show that the CSHO evaluated the host employer (general contractor) as the "Controlling Employer" for the subcontractor's violation based on <i>OSHA's Multi-Employer Citation Policy</i> .		Closed

Appendix B – Observations Subject to Continued Monitoring

<i>FY 2020-OB-05</i>	<i>FY 2019-OB-06</i>	SC OSHA conducted 104% of the planned safety inspections (297 of 285) and 61% of health inspections (52 of 85). Turnover rate and the loss of experienced CSHOs continue to contribute to the lower number of planned health inspections.	During next year’s FAME, a limited scope review will be reviewed to determine if this observation is reflected in the data end.	Continued
<i>FY 2020-OB-06</i>	<i>FY 2019-OB-07</i>	In FY 2019, three case files reviewed did not include citations for willful violations where the evidence in the case file indicated willful classification should have been considered.	During next year’s FAME, a limited scope review will be conducted to determine if this observation is reflected in the data trend.	Continued
	<i>FY 2019-OB-08</i>	In approximately 40 cases, whistleblower complaint information was not accurately or timely entered into the IMIS database for purposes of case tracking.		Closed

Appendix C - Status of FY 2019 Findings and Recommendations

FY 2020 South Carolina Follow-up Fame Report

FY 2019-#	Finding	Recommendation	State Plan Corrective Action	Completion Date	Current Status and Date
Finding FY 2019-01	In 21 of the 33 construction in-compliance case files reviewed, worker interviews were not performed and/or the interviews or contemporaneous notes were not documented in the case file.	SC OSHA should determine the cause for the lack of worker interviews conducted and implement corrective action to ensure that workers are interviewed during inspections and that the interviews and contemporaneous notes are documented.	SC OSHA conducted training with CSHOs regarding number, quality, and documentation of employee interviews. SC OSHA safety and health supervisors have been conducting periodic reviews to ensure worker interview documentation is present in the case files. SC OSHA is awaiting verification of corrective action through case file review during the FY 2021 comprehensive FAME.		Awaiting Verification 5/13/20
Finding FY 2019-02	The percentage of safety (47.25%) and health inspections (61.64%) that were in-compliance was higher than the FRL of 24.24% to 36.36% for safety and 28.09% to 43.35% for health.	Ensure inspection resources are spent in workplaces that are exposing workers to hazards by implementing corrective action in the most hazardous worksites.	The safety-in-compliance rate for FY 2020 was 28.29%. This is a significant improvement over the last several years and is well within the FRL. However, the health in-compliance rate was out of range. Inspections are conducted according to SC OSHA's high hazard planning guide and the number of programmed inspections received. SC OSHA will continue to review the NAICS that are assigned and determine which industries warrant enforcement based on industry incidence rates. SC OSHA will also continue to provide additional training to CSHOs to ensure that all potential violations are addressed. In-compliance health inspections will be a focus during the FY 2021 comprehensive FAME.		Awaiting Verification 4/17/20

Finding FY 2019- 03	Twenty case files had clearly supportable OTS violations that were not cited.	Ensure that hazards identified during inspections are addressed through citation, notification of violation or recommendation letter.	SC OSHA safety and health supervisors have been conducting periodic training to ensure that OTS are appropriately cited. OSHA will continue to work with SC OSHA to better assess how SC OSHA's unique policy affects the in-compliance rates. SC OSHA is awaiting verification of corrective action through case file review during the FY 2021 comprehensive FAME.		Awaiting Verification 4/17/20
Finding FY 2019- 04	Seven case files did not provide documentation of the rationale to support or explain the reason changes were made to the violations and penalties during informal conferences.	SC OSHA should ensure that informal conference notes document changes made to the citations, and/or penalties are legible, organized, and include justification in the case file and ensure documentation is received.	SC OSHA hired and trained a new Informal Settlement staff member on its informal conference policy. This individual was trained to document changes to citations, penalties, and justification of the results of the conference, which are typed and inserted into the file in a logical, organized, and uniformed format. SC OSHA hired and trained a new Informal Settlement staff member on the informal conference policy. This individual was trained to document changes to citations, penalties, and justification of the results of the conference, which are typed and inserted into the file in a logical, organized, and uniformed format.		Awaiting Verification 4/17/20
Finding FY 2019- 05	The State Plan's Whistleblower Investigation Manual has not been approved.	SC OSHA should ensure that a Whistleblower Investigation Manual is approved and issued that implements policies and procedures that are at least as effective as the federal Whistleblower Manual.	SC OSHA submitted their final Whistleblower Investigation Manual, which has received final approval.		Closed

Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report

FY 2020 South Carolina Follow-up Fame Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
State Plan: South Carolina - SC OSHA			FY 2020	
SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
1a	Average number of work days to initiate complaint inspections (state formula)	14.51	7	The further review level is negotiated by OSHA and the State Plan.
1b	Average number of work days to initiate complaint inspections (federal formula)	11.11	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)	12.37	5	The further review level is negotiated by OSHA and the State Plan.
2b	Average number of work days to initiate complaint investigations (federal formula)	4.09	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.

Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report

FY 2020 South Carolina Follow-up Fame Report

U.S. Department of Labor				
5	Average number of violations per inspection with violations by violation type	SWRU: 1.86	+/- 20% of SWRU: 1.79	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 1.43 to 2.15 for SWRU and from 0.76 to 1.14 for OTS.
		Other: 0.49	+/- 20% of Other: 0.95	
6	Percent of total inspections in state and local government workplaces	3.44%	+/- 5% of 4.05%	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 3.85% to 4.26%.
7	Planned v. actual inspections – safety/health	S: 297	+/- 5% of S: 285	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 270.75 to 299.25 for safety and from 80.75 to 89.25 for health.
		H: 52	+/- 5% of H: 85	
8	Average current serious penalty in private sector - total (1 to greater than 250 workers)	\$1,509.68	+/- 25% of \$2,964.86	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$2,223.65 to \$3,706.08.
	a. Average current serious penalty in private sector (1-25 workers)	\$1,152.00	+/- 25% of \$1,967.64	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$1,475.73 to \$2,459.55.

Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report

FY 2020 South Carolina Follow-up Fame Report

U.S. Department of Labor				
	b. Average current serious penalty in private sector (26-100 workers)	\$1,528.30	+/- 25% of \$3,513.45	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$2,635.09 to \$4,391.81.
	c. Average current serious penalty in private sector (101-250 workers)	\$1,540.70	+/- 25% of \$5,027.02	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$3,770.27 to \$6,283.78.
	d. Average current serious penalty in private sector (greater than 250 workers)	\$2,441.22	+/- 25% of \$6,190.91	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$4,643.18 to \$7,738.64.
9	Percent in compliance	S: 28.29%	+/- 20% of S: 31.03%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 24.82% to 37.24% for safety and from 29.72% to 44.58% for health.
		H: 55.26%	+/- 20% of H: 37.15%	
10	Percent of work-related fatalities responded to in one workday	96%	100%	The further review level is fixed for all State Plans.
11	Average lapse time	S: 67.41	+/- 20% of S: 50.58	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 40.46 to 60.70 for safety and from 48.31 to 72.47 for health.
		H: 84.61	+/- 20% of	

Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report

FY 2020 South Carolina Follow-up Fame Report

U.S. Department of Labor				
			H: 60.39	
12	Percent penalty retained	78.66%	+/- 15% of 67.51%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 57.38% to 77.64%.
13	Percent of initial inspections with worker walk around representation or worker interview	100%	100%	The further review level is fixed for all State Plans.
14	Percent of 11(c) investigations completed within 90 days	4%	100%	The further review level is fixed for all State Plans.
15	Percent of 11(c) complaints that are meritorious	4%	+/- 20% of 18%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 14.40% to 21.60%.
16	Average number of calendar days to complete an 11(c) investigation	459	90	The further review level is fixed for all State Plans.
17	Percent of enforcement presence	0.40%	+/- 25% of 1.09%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 0.82% to 1.36%.

NOTE: The national averages in this report are three-year rolling averages. Unless otherwise noted, the data contained in this Appendix D is pulled from the State Activity Mandated Measures (SAMM) Report in OIS and the State Plan WebIMIS report run on November 9, 2020, as part of OSHA's official end-of-year data run.

South Carolina

State OSHA Annual Report (SOAR)

October 1, 2019 – September 30, 2020

Fiscal Year 2020



Appendix E – FY 2020 State OSHA Annual Report (SOAR)
FY 2020 South Carolina Follow-up Fame Report

Table of Contents

Executive Summary.	3
Overview of Fiscal Year 2020	8
State Demographic Profile	8
Areas of Emphasis and Accomplishments	11
Special Accomplishments	19
Summary of Strategic Plan Goals for FY 2020	23

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Executive Summary

The State OSHA program is administered by the Director of the South Carolina Department of Labor, Licensing and Regulation. The Department of Labor, Licensing and Regulation is divided into divisions of Labor, Fire and Life Safety, and Professional and Occupational Licensing. The South Carolina Occupational Safety and Health Administration (SC OSHA) program has the distinction of being one of the first programs approved by the United States Department of Labor in accordance with the guidelines of the Occupational Safety and Health Act of 1970. This was accomplished on November 30, 1972.

The SC OSHA plan has been considered fully operational since 1974. This status was recognized in 1975, when the Commissioner for the South Carolina Department of Labor and the OSHA Regional Administrator in Atlanta, Georgia, signed an “Operational Status Agreement”. The agreement suspended the concurrent jurisdiction exercised by federal officials in all areas covered by the state plan. This was closely followed by “certification” in 1976, when South Carolina OSHA completed all developmental steps as outlined in its plan and as required by the United States Department of Labor.

On December 15, 1987, the South Carolina OSHA program received 18(e) determination (final approval). Final approval of the South Carolina State Plan represented a judgment, after extensive evaluation, that the South Carolina Department of Labor was administering its state plan in an effective manner, and resulted in formal relinquishment of concurrent federal authority to enforce occupational safety and health standards in areas covered by the state.

The State OSHA Annual Report (SOAR) for fiscal year 2020 provides a summary of South Carolina OSHA activities and results for the strategic plan, grant commitments, and other program accomplishments. The strategic goals have provided the focus for SC OSHA’s compliance, training, outreach and education, legal, and administrative programs. During fiscal year (FY) 2020, SC OSHA continued activities directly related to the five-year strategic plan for FY 2017-2021.

The SC OSHA annual report documents progress toward achieving the SC OSHA strategic vision of an agency that promotes workplace safety and health by motivating employers and employees to be actively involved in preventing hazards, which lead to reduced injuries and illnesses on the job.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

The role of SC OSHA is to enforce safety and health regulations for employers who are not in compliance with the rules and regulations through enforcement efforts, and to provide compliance assistance through targeted outreach, education, and training and to emphasize increased awareness for South Carolinians on the importance of a safety and health culture.

SC OSHA strives to provide as many employers as possible with assistance in achieving voluntary compliance with SC OSHA standards before enforcement measures become necessary and, more importantly, before an employee is injured or killed. Traditional enforcement methods are supplemented by incentive and education programs and targeted outreach that encourage voluntary compliance. Alliances and partnerships are also a part of SC OSHA's resources to encourage voluntary compliance.

In accordance with the requirements of the Government Performance and Results Act (GPRA), South Carolina developed a five-year strategic plan covering the period 2017 through 2021. The five-year strategic plan incorporates the two OSHA goals as its direction. The two overall strategic goals are:

Goal 1. Ensure and improve workplace safety and health.

Goal 2. Promote a culture of safety and health.

The Fiscal Year (FY) 2020 Annual Performance Plan developed by SC OSHA was intended to support the overall goals of the five-year strategic plan. The 2020 performance plan included specific performance goals designed to produce measurable progress toward realization of SC OSHA's strategic goals. The performance goals include:

- Reducing fatalities and occupational injuries in construction.
- Reducing injuries, illnesses and fatalities in selected high hazard industries with a goal of removing the industry from the high hazard list due to decreased injury and illness rates.
- Improving communication and interaction with high-risk worker organizations regarding workplace safety and health.
- Identifying employers who have the potential to successfully participate in and/or renew their status in the SC Voluntary Protection Program (SC VPP); and,
- Effective responses to mandates so workers are provided full protection under SC OSHA by timely issuance of citations, so that hazards could be corrected quickly, and by timely response to work related fatality/catastrophe reports.

This annual report for SC OSHA compliance reflects the integrated approach to achieving goals which were outlined in the SC OSHA Strategic Plan.

Jurisdiction

The South Carolina OSHA Program exercises jurisdiction over all public and private sector employers and employees except:

- private sector marine terminals,
- employment on military bases,

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

- private sector employment at Area D of the Savannah River Site,
- Three Rivers Solid Waste Authority,
- federal government employers and employees, and
- The U.S. Postal Service (USPS), including USPS employees, contract employees and contractor-operated facilities engaged in USPS mail operations.

Regulations and Standards

States must set job safety and health standards that are “at least as effective as” comparable OSHA standards. Most states adopt standards identical to OSHA standards.

South Carolina OSHA has the statutory authority to promulgate safety and health standards in response to specific state conditions that would warrant such action. In South Carolina, the adoption of OSHA promulgated standards is a streamlined process that allows for formal adoption after the standards are promulgated at the federal level. South Carolina held three public standards adoption hearings and adopted all OSHA standards in fiscal year 2020.

Compliance Programs

The South Carolina Occupational Safety and Health Act requires South Carolina employers to provide their employees with safe and healthy worksites that are free from recognized hazards which may cause injuries and illnesses to workers. The SC Office of Occupational Safety and Health conducts inspections of businesses to ensure compliance with the law utilizing a staff of 17 safety compliance officers and 10 health compliance officers.

Outreach and Education Programs

Consultation

The South Carolina Consultation Program is a cooperative approach to solving safety and health problems in the workplace. As a voluntary activity, it is neither automatic nor expected. The employer must request it. The only obligation for the employer is a commitment to correct, in a timely manner, all safety and health hazards that are found during the consultation visit. In addition to helping employers identify and correct specific hazards, consultants provide guidance in establishing or improving an effective safety and health program and offering training and education for the employer, supervisors and employees.

Primarily targeted for smaller businesses in higher hazard industries or with especially hazardous operations, the safety and health consultation program is completely separate from the compliance effort. In addition, no citations are issued or penalties proposed. The service is confidential, too. The name of the employer, and any information about the workplace, plus any unsafe or unhealthy working conditions the consultant uncovers, will not routinely be reported to the SC OSHA compliance staff.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Outreach and Education Training

OSHA's Outreach and Education program provides a variety of training programs and presentations designed to raise awareness and to reduce or eliminate safety and health hazards in the workplace. As a collaborative goal, the team worked to meet the new virtual needs of SC employers and employees. During the COVID-19 pandemic, a virtual Re-Entry training program was developed for approximately 450 SC OSHA and SC Department of Labor, Licensing and Regulation employees. Thereafter, training has been offered virtually to both the public and private sector upon request to meeting customer service needs with flexible options. With newly acquired virtual training and development skills, 5 Safety Short videos were created to offer quick, short safety reminders. These videos were publicly published on social media platforms, such as Facebook and Twitter.

SC OSHA's training curriculum of virtual training include the following:

- Bloodborne Pathogens
- Respiratory Protection – COVID-19 Specific
- Hazard Communication
- Fall Protection
- Personal Protective Equipment
- Permit Required Confined Spaces
- Powered Industrial Trucks (forklifts)
- Ladder Safety
- Heat Stress – Importance of Hydration

Recognition Programs

South Carolina OSHA has designated two award programs for recognizing employers with exemplary cultures of workplace safety and health. Palmetto Star Program and the Safety and Health Achievement Recognition Program (SHARP).

Palmetto Star Program

This program, which is voluntary, provides recognition to qualified employers who exceed the requirements of the Occupational Safety and Health Act of 1970 in providing their workers a safe and healthy workplace. Any employer in North American Industry Classification System (NAICS) 31-33 may choose to apply.

Palmetto Star sites are not expected to be perfect, but they are expected to effectively protect their workers from the hazards of the workplace through their safety and health systems. A Palmetto Star site is one that has proven it is able to function independently of OSHA and is self-sufficient in its ability to control hazards at the worksite.

To qualify, an applicant must demonstrate management's commitment to safety, assess hazards that may be present within the workplace, maintain a system for hazard correction and control, provide employees safety and health training, and assure employee participation in safety and health programs. Finally, the company must have a total injury/illness incident rate and a total lost workday

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

incident rate that is 50 percent or more below the state average for the applicant's industry in each of the last three years.

Approval for participation is determined by the SC OSHA Deputy Director. By approving an application for participation in the Palmetto Star, OSHA recognizes that the applicant is providing, at a minimum, the basic elements of ongoing, systematic protection of workers at the site.

Safety and Health Achievement Recognition Program (SHARP)

The SHARP program is designed to provide incentives and support to employers that implement and continuously improve their safety and health management systems at their worksites. The standards required to get into the SHARP are less stringent than that of the Palmetto Star program. It is a good alternative for a smaller company that may not have the resources to become a Star site or as a stepping-stone to becoming a Star. Acceptance into SHARP by SC OSHA is an achievement of status that makes companies stand out among their peers as a model for workplace safety and health. SHARP participants are exempted from SC OSHA programmed inspections.

Requirements for participation in the SHARP program are:

- Receive a full-service safety and health consultation visit and a comprehensive review of safety and health management systems. In addition, all hazards found by the consultant(s) must be corrected.
- Receive a score of at least two on all 50 basic attributes of the Form 33. Additionally, all “stretch items” of the Form 33 must be scored. “Stretch items” are those safety and health attributes above the basic attributes of a foundational safety and health management system, such as employee participation in hazard prevention and control activities within the worksite.
- Agree to notify the Office of Outreach and Education and request a subsequent on-site consultation visit when changes in working conditions or work processes occur that may introduce new hazards into the workplace.
- Include a total injury/illness incident rate and a total lost workday incident rate that is below the state average for the applicant's industry for the previous year.
- Submit a request for SHARP participation.

Youth Safety Outreach Program

To promote a culture of safety and health in the youth of South Carolina, the Office of Outreach and Education provides South Carolina high school students attending career centers with OSHA General Industry Safety Training.

During Fiscal Year 2020, the outreach program provided safety training to six hundred eighty-two (682) students at six high school career centers in the Greenville/Spartanburg area. Students were trained and certified in the OSHA 10-hour class. This certification gives the students an advantage when entering the workforce. General safety awareness training was provided for students on career paths that do not require an OSHA 10 certification. This training helps students working at manufacturing facilities, in vocational education pathways, or for students that seek general safety

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

knowledge which will benefit students as well as potential employers. With safety awareness training, students enter the workforce with safety knowledge that will empower students to assist employers in building a safety culture. This foundational awareness will lower the state’s overall injury and illness rates, which, in turn, will lower worker compensation claims while increasing productivity. In addition, this training will also assist the schools in fulfilling the South Carolina Department of Education requirement for OSHA awareness training, as stated in the Career and Technology Education Manufacturing Course Standards for Introduction to Manufacturing, Welding, Mechatronics, Machine Technology, and Electronics.

Overview of Fiscal Year 2020

The South Carolina Department of Labor, Licensing, and Regulation is authorized to use “other agency funds”, through a proviso, to provide matching funds for federal grant funds received for OSHA programming. SC OSHA continues to use funding efficiently and effectively to achieve its goal of safe and healthy worksites.

As with many OSHA programs across the country, SC OSHA continues to combat issues of hiring and retention. A recent wave of retirees and separations have opened the door for healthy transition, internal promotion, and an influx of new and innovative thinking for operations, continuous hiring, and training during the COVID-19 pandemic.

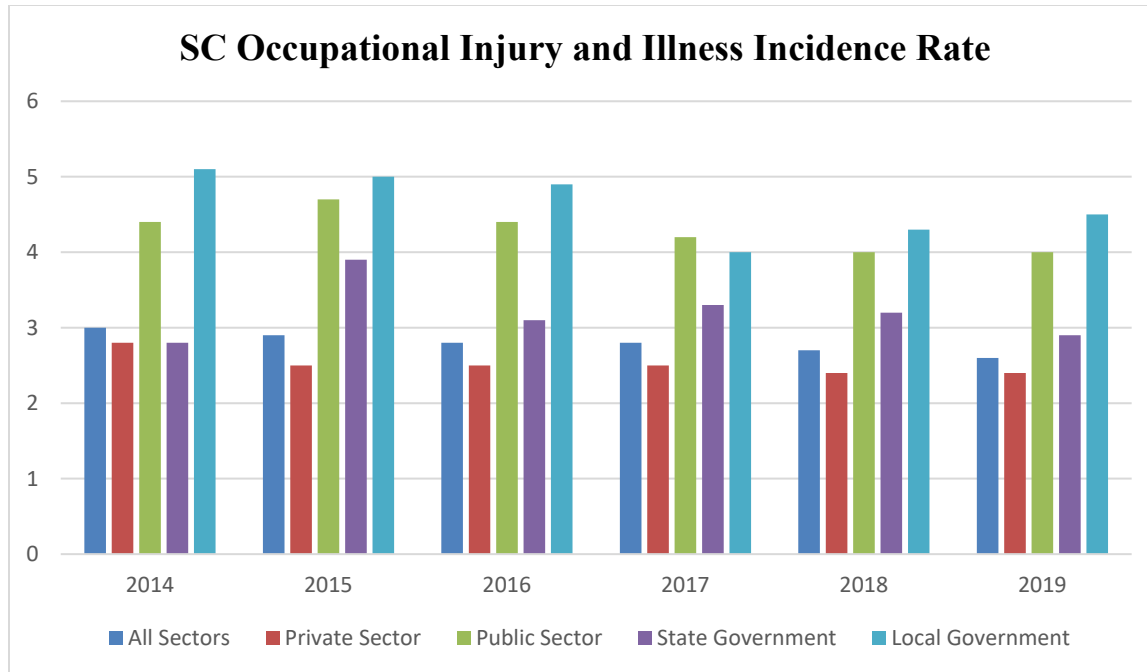
Fiscal year 2020 was a productive year for South Carolina OSHA despite the effects from the pandemic. Further division restructuring allowed for a more formalized team approach, which made collaboration easier and facilitated success in reaching most of our strategic goals. In addition to meeting most of our strategic goals set in 2020, we have also made enormous strides in accomplishing internal goals such as a further improved website, revising operational documents, amending internal policies for uniformity and developing and implementing virtual training programs and video.

State Demographic Profile

Sector	Establishments	Employees
Total Private Industry	137,130	1,768,781
Total Public Sector	3,106	319,457

According to the 2019 estimates from the Survey of Occupational Injuries and Illnesses, South Carolina workers for all industries including state and local government experienced nonfatal workplace injuries and illnesses at a total recordable case (TRC) incidence rate of 2.6 cases per 100 equivalent full-time workers. Private industry in the state TRC incidence rate remained relatively unchanged at 2.4. The state’s public sector TRC incidence rate was 4.0 in 2018 and 2019. South Carolina continues to be one of the few states with rates below the national average. SC OSHA will continue working to develop strategies that can further reduce these rates during the next year.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)
 FY 2020 South Carolina Follow-up Fame Report



SC Occupational Injury and Illness Incidence Rates

	2014	2015	2016	2017	2018	2019
TRC (All)	3.0	2.9	2.8	2.8	2.7	2.6
Private Sector	2.8	2.5	2.5	2.5	2.4	2.4
Public Sector	4.4	4.7	4.4	4.2	4.0	4.0

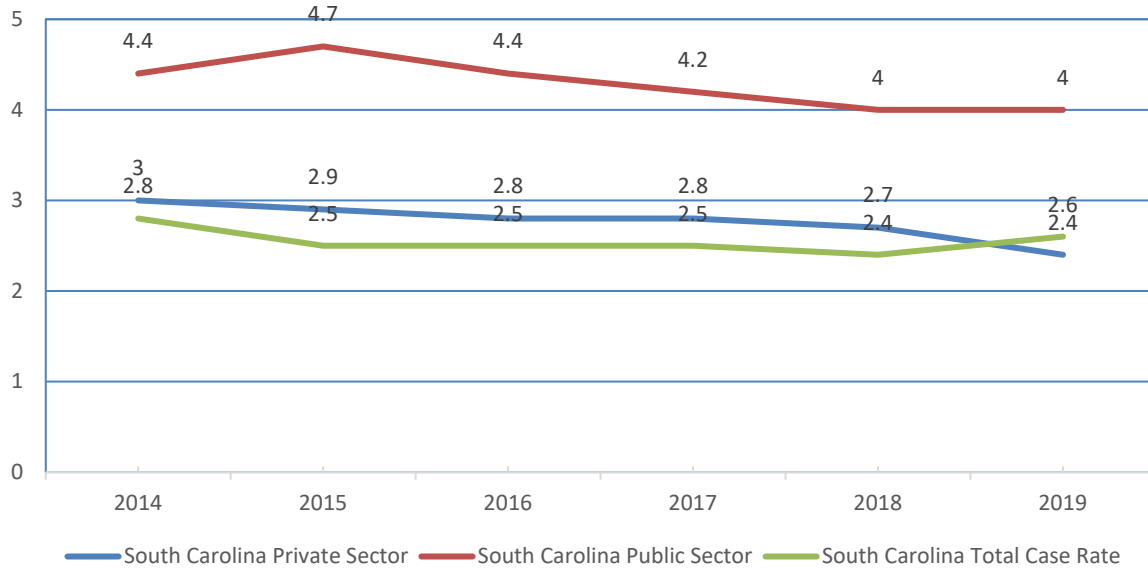
Total Recordable Cases (TRC) and Days Away Restricted and Transferred (DART) Rate Comparison*

CY 2019*	South Carolina	National Average	Comparison	
TRC Rate	2.4	2.6*	3.0*	<i>13.3% Lower than National Average*</i>
DART Rate	1.4	1.5*	1.6*	<i>6.3% Lower than National Average*</i>

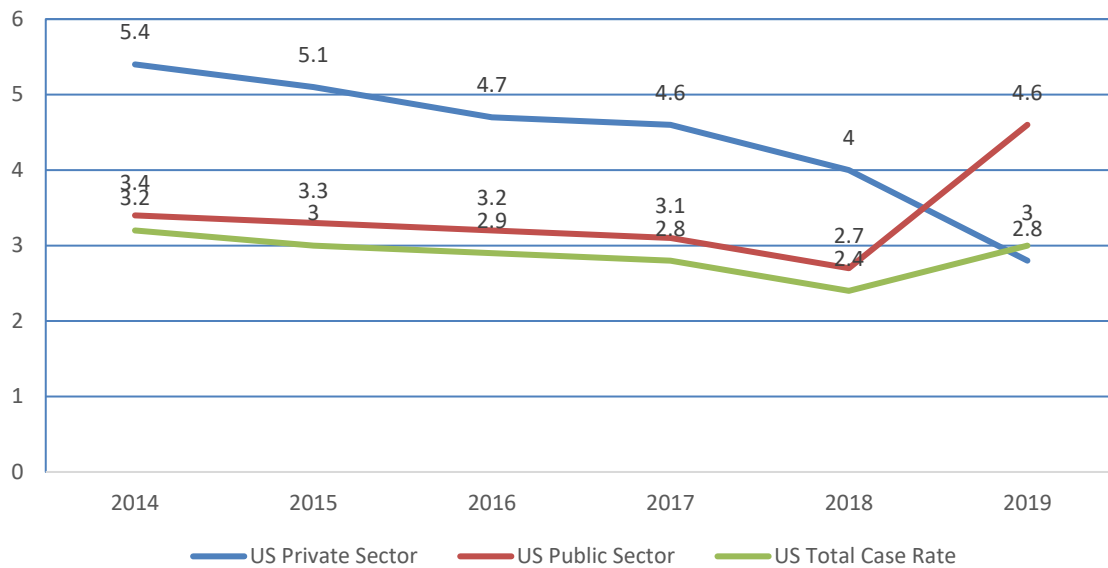
**All industries, including state and local government.
 CY = Calendar Year*

Appendix E – FY 2020 State OSHA Annual Report (SOAR)
 FY 2020 South Carolina Follow-up Fame Report

SC Occupational Injury and Illness Incidence Rates



US Occupational Injury and Illness Incidence Rates



Areas of Emphasis and Accomplishments

Outreach and Education

During fiscal year 2020, South Carolina OSHA’s Outreach and Education (O & E) program

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

conducted three hundred twenty (320) consultation site visits and identified one thousand one hundred eighty-six (1,186) safety and health hazards. Two hundred ninety-nine (299) of these visits resulted in the development of safety and health programs and improvements to existing safety and health programs. The consultation division received an overall customer satisfaction rating of one hundred (100) percent from the companies they visited.

The Office of Outreach and Education (O&E) has continued to work with employers throughout the state to explore new initiatives to improve workplace safety and health. Among these new initiatives, the Office of O&E began the South Carolina Occupational Safety and Health Administration Outreach Initiative to provide South Carolina high school students with basic safety orientation. This training helps students that are working at manufacturing facilities, following vocational education pathways, or just looking to obtain general safety knowledge in addition to benefiting potential employers. With this safety awareness training, the student will enter the workforce with a safety knowledge that will empower the student to help employers build a safety culture. This foundational support will lower overall injury and illness rates, and, in turn, will lower workers compensation claims while increasing productivity. In addition, this also helps the schools to fulfill the South Carolina Department of Education requirement for OSHA 10 training. Some of the benefits of this program include students entering the workforce with Southeastern Workforce knowledge of general safety and workers' rights, students receiving instruction from and building relationships with major area companies, and employers obtaining workers who can build upon a workplace's existing safety culture.

From October 1, 2019 through April 30, 2020 the Office of Outreach and Education visited Golden Strip Career Center, J. Harley Bonds Career Center, Enoree Career Center, Swofford Career Center, Anderson School District 1 & 2 Career Center, Daniel Morgan Career Center and Dorchester County Career and Technology Center to continue the Youth Safety Awareness Training Initiative. With the assistance of seventeen (18) VPP sites, a total of six hundred eighty-two (682) students received their OSHA 10 certification.

The 2020 Southeastern Workforce Protection Conference was canceled due to the COVID-19 Pandemic. Planning stages are in the process for the 2021 Safety Conference to be held in Spartanburg, S.C.

There are currently thirty-seven 37 active VPP "Palmetto Star" sites. During fiscal year 2020, there were eight (8) VPP re-evaluations. Four (4) Safety and Health Achievement Recognition Program (SHARP) sites were recertified during this fiscal year, bringing the program total to seven (7) sites. SC OSHA Outreach and Education is working with new companies to potentially achieve SHARP status and continues to promote this program to encourage companies to participate.

- OSHA's Outreach and Education (O & E) trainers conducted a total of one hundred twenty-two (122) classes for public and private-sector employers during fiscal year 2020. The total number of training classes dramatically dropped due to the COVID-19 pandemic.
- Four thousand and sixty (4,060) South Carolina workers received training in South Carolina.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Statistical Training Information FY 2020

Private sector employers trained	420
Private sector employees trained	1,403
Public sector employers trained	280
Public sector employees trained	1,957
Total number of workers that received training	4,060

The training division continues to reach out to employers and employees through organizations and associations. Training conducted at these meetings resulted in several individual training requests by companies. Some of the groups South Carolina O &E worked with include:

SC Association of Counties, SC Manufactures Alliance, NC State OTI Outreach Center, SC Department of Transportation, Horry Georgetown Technical College, SC Dietary Managers Association, SC Metal Finishers Association, Low Country and Piedmont ASSE, Professional Construction Estimators Association, SC Masonry Contractors Association, SC Asphalt Association and the Home Builders Association.

OSHA Standards

The South Carolina OSHA Standards Office provides accurate and consistent safety and health standard interpretations and compliance assistance to the public and South Carolina OSHA staff.

The Standards Office also reviews all OSHA documents; recommends action to the OSHA State Plan Manager, such as standard changes and directives for state adoption, maintains tracking logs, drafts interpretive memorandums or directives, and coordinates all public hearings for standard promulgation and amendment adoptions. There were three public standard adoption hearings held during fiscal year 2020.

The standards office serves as support staff to the South Carolina OSHA Program by promulgating OSHA regulations, responding to OSHA inquiries, and providing interpretations of OSHA standards and regulations to compliance staff, employers, and employees who desire to eliminate safety and health hazards in their workplaces. Electrical hazards, machine guarding problems, bloodborne pathogens, recordkeeping requirements and respiratory protection are examples of conditions for which information and assistance are frequently requested.

The standards office also evaluates and provides guidance on OSHA standards and directives promulgated by OSHA which may be adopted in South Carolina. The standards office provides training for South Carolina OSHA personnel on new or amended standards. This office also evaluates the validity of requests for temporary and permanent variances from OSHA standards and facilitates public hearings, as needed.

There are two positions within the standards office. These positions are the safety standards officer

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

and health standards officer. Currently, the South Carolina OSHA standards officer is fully staffed.

South Carolina Standards Office personnel spend the greatest amount of their time providing compliance assistance. Personnel respond to volumes of customer requests in the forms of phone calls, letters, e-mails, and walk-ins. The following chart represents the number of individual safety and health standard inquiries answered by the standards division during fiscal year 2020:

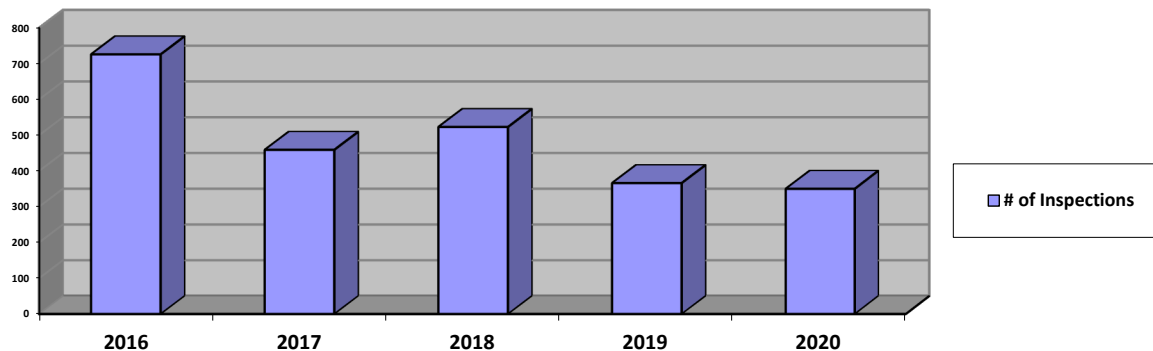
Statistical Standards Information FY 2020

Requests for Information	Number of Calls / Responses
Standards Information	294
Technical Information and Advice	341
Standards Interpretation	51
General Information	425
Referrals	374
Letters	55
E-mails	872
Total	2,412

OSHA Compliance

South Carolina OSHA Compliance conducted 350 inspections resulting in 617 violations being issued during fiscal year 2020. Seventy-nine percent of the citations issued were serious in nature. Additionally, five (5) repeat violation were issued. During fiscal year 2020, SC OSHA conducted 29 fatality investigations.

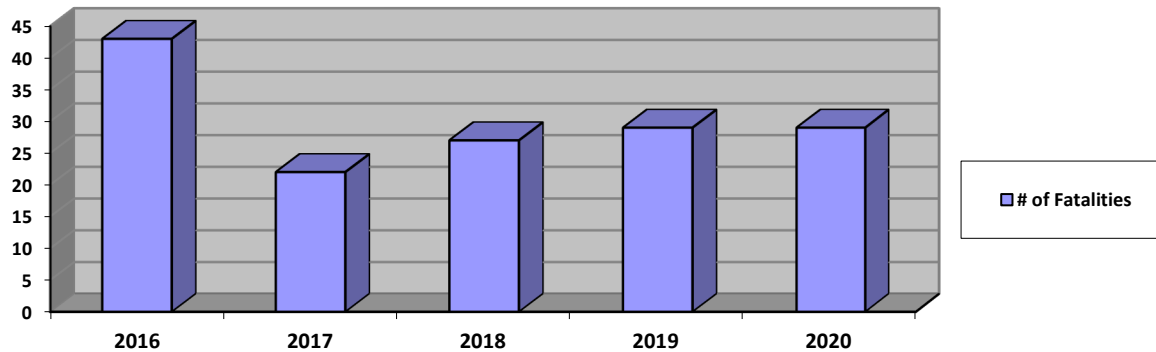
Compliance Inspections



Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Fatalities



SC OSHA conducted 350 inspections during the fiscal year. Six hundred seventeen (617) citations were issued with 1,211 instances for a serious violation rate of 79%. During the year, SC OSHA conducted a construction focus in an area of high construction activity. These inspections primarily focused on the Construction Focus Four hazards. Construction fatalities were reduced by 40% for FY 2020. Also, SC OSHA followed the national initiative on trenching and excavation hazards. In FY 2020, there were no fatalities reported involving trenching and excavation work. SC OSHA conducted six inspections related to trenching and excavation.

Hazard Communication, machine guarding and electrical hazards were the most prominent violations in the general industry sector. SC OSHA conducted inspections in high hazard industries based upon BLS data. According to BLS data, acts of violence have consistently been one of the leading causes of fatal injuries in South Carolina. SC OSHA conducted fatality and complaint inspections related to violence in the workplace.

An outbreak of a novel coronavirus, SARS-CoV-2, was identified. During the outbreak, the virus spread to a number of countries worldwide including the United States. On March 11, 2020, the World Health Organization declared COVID-19 a pandemic. The emergence of the novel coronavirus created a workplace safety and health issue. SC OSHA received over 900 complaints and conducted 15 inspections related to COVID-19. Violations of the respirator standard were the most prominent citations issued for COVID-19.

Fiscal Year 2020

1. During the period of October 1, 2019 through September 30, 2020, South Carolina OSHA implemented and/or was actively engaged in emphasis initiatives involving industries with high injury and illness rates within the State of South Carolina.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

SC OSHA Emphasis/Initiatives	Inspections	# of Citations Issued/Instances	# of Employees
Respirable Silica	2	4	9
Combustible Dust	0	0	0
Lead	2	5	9
PSM Facilities	1	0	28
Hexavalent Chromium	1	7	5
Primary Metals	1	0	7
Residential Construction	26	28	134
Trenching and Excavation	6	17	23
Plain View Hazards	17	35	68
Temporary Worker	18	103	1286
Workplace Violence	4	2	121
COVID-19 Inspections	12	9	718

2. Fatalities, Catastrophes, Accidents.

Accident Reporting			
Fatalities		29	
Catastrophes		0	
Severe Injury Reports (SIR)		369	
SIR Inspections		38	
Rapid Response Investigations (RRI)		257	

3. Safety and Health complaints received, inspected and investigated.

Complaints			
Safety and Health Complaints Received		1,667	

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Complaints			
Inspections Accomplished		93	
Investigations (Mail/Phone/Fax)		849	

4. Whistleblower complaints received, investigated, settled, administratively screened and/or referred to another agency.

During the period of October 1, 2019 through September 30, 2020, South Carolina OSHA received 128 Section 11(c) discrimination complaints, and closed 70 cases. South Carolina OSHA continued to work towards addressing the backlog of cases from prior years, so 18 of the closed cases, were from prior fiscal years. The status of the Section 11(c) cases and the percentages of total cases they represent are presented below:

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

<u>STATUS</u>	<u>NUMBER OF CASES</u>	<u>PERCENTAGE</u>
Dismissed – Complaint Not Timely	7	10%
Dismissed – Non-Cooperation by Complainant	29	41.4%
Dismissed - Non-Merit	8	11.4%
Dismissed – Investigation Precluded by prior settlement	1	1.4%
Dismissed – Public Sector Employee	6	8.6%
Dismissed – Settled	0	0%
Referred to DOL-OSHA	2	2.9%
Settlement - Merit	1	1.4%
Settlement Prior to Completed Investigation	0	0%
Withdrawn	4	5.7%
Litigated	0	0%
No Adverse Action	1	1.4%
No Protected Activity	10	14.3%
Complainant Wants Confidentiality	1	1.4%
Duplicate Entry	0	0%
Total Cases Closed:	70	99.9%

Informal Conferences

The Informal Conference Office provides an avenue for employers to settle cases and reach a better understanding of the citations received after an inspection. This office also maintains inspection files and handles Freedom of Information Act (FOIA) requests for SC OSHA records. In the past year,

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

69 informal conferences were requested, with thirteen (13) moving forward to formal contest.

One hundred ninety-eight (198) FOIA requests were received, and one hundred eighteen (118) of those requests were filled. All outstanding requests have been acknowledged and are waiting for file documents to become releasable.

South Carolina OSHA Information System (SC OIS)

The South Carolina OSHA Information System, also known as “The South Carolina OSHA Redesign and Enhancement” (SCORE) is into its eleventh year of operation and continues to provide a significant cost avoidance through the reduction of paper files. During FY 2020, SCORE obviated the need to keep and maintain paper inspection reports for 350 inspections and 320 consultation visits. Those inspections and consultation visits generated 670 inspection and consultation reports, citations, etc. South Carolina OIS not only provides an efficient means of data entry and secure storage, it also allows South Carolina OSHA to retrieve and analyze that data instantaneously. The development of a system-to-system interface between SC OSHA’s OIS and the federal OIS system allows SC OSHA to conduct its own data management while providing the required data to OSHA on a daily basis.

Training Division

The following training activities have taken place at South Carolina OSHA:

1. By October 2019, two Compliance Safety and Health Officers (CSHOs) were released to conduct independent field inspections having completed a year of classroom and onsite training. Four new hires arrived and completed their in-house training modules and a portion of their field training by the onset of COVID-19. All four were still released to conduct field inspections by the fourth quarter of FY20. This put 6 new CHSOs in the field in Construction (2), Safety (2) and Health (2). A fifth new hire in Construction started prior to the onset of the COVID-19 pandemic and was able to complete his classroom training virtually. Some training modules (i.e. a mock inspection) were conducted outside independently and with social distance monitoring. Construction was the first discipline to get back to conducting on-site with “socially distance style” inspections. This provided the fifth inspector the field opportunities necessary to accelerate his release by the 2020 calendar year’s end. A sixth CSHO was brought on board in September for training in Safety and has begun his virtual training. He will be joined by others in early FY21.
2. Formal training was provided to Compliance and Outreach and Education divisions by the OSHA Training Institute. The classes held were Accident Investigation Training in January and Evaluation of Safety and Health Management Systems in February. Each class provided training for 35 employees. SC OSHA continues to achieve and supersede their target goals of 40 hours of professional development training for each Compliance Safety & Health Officer per year.
3. In addition to the hosted classes, SC CSHOs also spent part of the year in Chicago for professional OSHA Training Institute classes until COVID-19 pandemic restrictions ceased all travel opportunities in March of 2020. The Compliance division was able to attend over 665 hours of formal training at the institute in Chicago in FY20. Once COVID-19 hit, 642 classroom hours were cancelled until

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

virtual classes were developed. A few months later, virtual classes became available in July and provided an additional 390 hours of training. While many of the specialized skill courses were discontinued, this time provided an opportunity for CSHOs to cross train into other disciplines on basic standards.

4. Loss of formal training at the institute didn't slow down the "learning train" with South Carolina CSHOs. Various specialized technical training courses were sourced from other venues. Many associations began hosting and making training available free online. Grainnet sponsored some of the best Grain Bin Safety Training sessions attended in years. Training was developed to help combat rising accidents and fatalities in the industry by providing four critical training courses over four days on maintenance, machine guarding, silo entry, and fall protection. Other stand out training related to construction, safety stand-downs for fall protection, and women in construction was attended on LinkedIn. CSHOs also attended many sessions regarding the COVID-19 pandemic and how to assist employers with compliance.
5. As a result of the COVID-19 pandemic, agency program changes, and a limited inspection status, Course Mill, an OSHA provided learning platform, became a large focus for the CSHOs to self-train using one to two-hour webinars and various length web-based courses. These courses were completed with knowledge checks, a post test, and certificates of achievement. The course topics were selected by the CSHO in order to sharpen their individual skill sets. Over 1,380 hours of web-based training courses were completed in an eight-month time frame and over 1,433 separate webinars were viewed by the CSHOs. These totals are in addition to other online training courses on topics of interest CSHOs participated in from public safety vendors.

Special Accomplishments

1. Partnered with South Carolina Department of Health and Environmental Control (SC DHEC) and South Carolina Department Commerce, through the Governor's Task Force, and Accelerate South Carolina, to develop best practices for numerous industries in the State as they prepared for re-entry into the workplace.
2. Partnered with South Carolina Department of Social Services to develop COVID-19 plans for the Childcare Industry employees and patrons in South Carolina.
3. Provided guidance to SC DHEC for employers dealing with patient care information on N95 respirators and alternates to deal with supply issues and worked to provide information regarding PPE for those dealing with patient care and pre-hospital.
4. In August, SC OSHA continued its partnership with SC DHEC to address issues in food service and now provides intervention to restaurants and others in the food service industry to address public complaints and concerns.
5. Conducted webinars and training for N95 use in the Nursing Home and Long-Term care facilities.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

6. Developed a digital billboard campaign throughout the state to provide timely information of safety protocols, contact information related to COVID-19, and other seasonal precautions (heat stress, etc.). These billboards included phone numbers and website information for SC OSHA, so those impacted could get guidance or information associated with safety and health issues.
7. Developed an Online COVID-19 PSA and Consultation marketing campaign.
8. Created a dedicated COVID-19 email address for complaints or concerns related to COVID-19.
9. Worked with a variety of stakeholders throughout the state to provide information to cities, counties, associations, and other state agencies through panel discussions, webinars, trainings, calls and emails. These stakeholders included the City of Columbia, Richland County Offices, The South Carolina Manufacturers Alliance, South Carolina Chapter of the American Society of Safety Professionals, American Industrial Hygiene Association, Carolina's AGC, various Residential Builder Associations, local Chambers of Commerce, South Carolina Department of Education, and Public Charter School Alliance of South Carolina.
10. Hosted twenty-one health and safety webinars on a variety of in-depth topics related to COVID-19 training and workplace re-entry information.
11. Developed and sent intervention letters and emails for meat processing plants in South Carolina during COVID-19.
12. SC OSHA partnered with SC DHEC to assist in COVID-19 workplace complaints.
13. A dedicated email address was established for complaints and concerns related to COVID-19.
14. SC OSHA has developed various factsheets and/or toolkits for industries to review and consider during re-entry and for those who continued working during the pandemic. Targeted intervention for meat processing plants during COVID-19. Updates to the website are constantly being added to include new helpful information as data continues to change.
15. The work of SC OSHA continues to evolve to meet the everchanging needs of employers and employees during the pandemic. Since March 2020, SC OSHA has received 1,450 calls and 948 complaints related to COVID. In response, it has resolved 636 complaints, sent 278 emails, and referred 239 complaints. It also has continued to educate employers and employees about COVID by sending out more than 2,700 intervention emails/letters, making 277 calls, and providing 35 webinars/trainings and 15 virtual consultations.
16. Our dedicated employees have worked many long hours, weekends and holidays to meet the needs of our employers and employees. That will continue as long as our State deals with the challenges brought on by COVID-19.
17. The State's total recordable case (TRC) rate for Calendar Year (CY) 2019 was 2.6. This rate is 13.3% lower than the national average. The State's days away, restricted or transferred (DART) rate for CY 2019 was 1.5. This rate is 6.3% lower than the national average. This data was released by the Bureau of Labor Statistics (BLS) in November 2020 and it is the most current data available.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

18. SC OSHA participated in the following OSHA outreach and education initiatives in 2020: Fall Stand Down, Heat Campaign, National Safety Month, and Safe and Sound Week. Many South Carolina employers and employees participated in these awareness campaigns at various events throughout the state.
19. In FY 2020 SC OSHA transmitted data from OE to OSHA's Information System (OIS) via an interface. SC OSHA and the OE vendor continue to work together to ensure that the OE and OIS, State Activity Mandated Measures (SAMM) and State Information Report (SIR) reports are providing accurate data.
20. SC OSHA compliance developed and purchased equipment for an Unmanned Aircraft Systems (UAS) program as a resource for use during compliance inspections requiring aerial photographs or videos.
21. One SC OSHA employee attained the Certified Safety Professional certification. Certified Safety Professional (CSP) is a safety and/or health professional who has met education and experience requirements, has demonstrated by examination the knowledge that applies to professional safety practice, continues to meet recertification requirements established by the Board of Certified Safety Professionals, and is authorized by Board of Certified Safety Professionals (BCSP) to use the Certified Safety Professional designation.
22. South Carolina Department of Labor, Licensing and Regulation announced the recipients of the 2020 Safety Achievement Awards. The Safety Awards program is a way of rewarding employers, both large and small, for the success of their safety and health programs. The 2020 Safety Award Recipients were in the following three categories: Palmetto Shining Star, Rising Star, and Gleaming Star.
23. Fourteen Palmetto Shining Star awards were issued. These employers met at least one of the following criteria: (1) no recordable injuries or illnesses during calendar year 2019; (2) a reduction of at least 40% in the employer's incidence rate between 2018 and 2019; (3) a difference of at least 75% in the employer's 2019 incidence rate and the 2018 South Carolina average rate for that industry; or (4) worked one million or more safe work hours without a lost-time injury or illness.
24. Three Rising Star awards were issued. These employer's 2019 incidence rate were at least 75% lower than the 2018 national average incident rate for the respective industry.
25. Fifteen Gleaming Star awards were issued. These employers had less than 100 employees during 2018 and 2019, and demonstrated a culture of safety and health both on-site and in the community.

Summary

South Carolina OSHA continues to operate an effective state OSHA program. SC OSHA reviews the annual high hazard planning guide for targeting hazards in specific industries. As a result of this practice, we have seen a reduction in the number of injuries and illnesses in these high hazard industries. SC OSHA has developed a strategic management plan with outcome goals that are consistent with OSHA activity. As well as specific outcome measures, the plan includes activity goals for all components of the state program. Strategies are altered and activities increased or decreased to further enhance program performance.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Over the last year, SC OSHA has continued to identify and reduce the number of worker injuries, illnesses and fatalities in construction by focusing attention and resources on the most prevalent types of workplace injuries and illnesses (e. g., falls, electrocutions, struck-by equipment, and crushed by/caught between equipment hazards) through construction focused inspections.

The annual Southeastern Workforce Protection Conference scheduled for March 2020 was canceled due to the COVID-19 Pandemic. Through partnership in conferences, forums, and training courses, SC OSHA continues to work with associations, employers, and other groups to promote SC OSHA's Outreach and Education services. Services are provided by the O & E division to promote a positive safety and health environment and to ensure a safe and healthy workplace for employees in South Carolina.

SC OSHA continues to develop and provide safety and health training programs on new or amended standards for OSHA staff members and companies.

South Carolina OSHA received comments and recommendations from the Enhanced Federal Annual Monitoring Evaluation (EFAME) report. Upon review of the responses from OSHA, there were recommendations to improve the program, but only minor deficiencies were noted. These deficiencies have been resolved and measures have been implemented to review outcomes and make appropriate adjustments as needed.

SC OSHA Goals and Strategies

1.1 Area of Emphasis	On-site Consultation
1.1 SC OSHA 5-Year Outcome Goal	Target 20 High Hazard NAICS Industries.
1.2 SC OSHA Annual Outcome Goal	FY 2020 - Conduct a minimum of 30 inspections in targeted High Hazard Industries
Division Participation	Compliance; Consultative Services; Education, Training and Technical Assistance
Indicator	Reduction of Injuries and illnesses in the targeted industries and sites

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Source of Data	BLS Survey Data, High Hazard Planning Guide, SCORE, Internal Tracking
Baseline	2014 Data
Results	The goal of conducting a minimum of 30 inspections in targeted high hazard industries was not met for the one-year period. There were only 15 inspections conducted in high hazard industries due to COVID-19 restrictions.

1.2 Area of Emphasis	On-site Consultation
1.2 SC OSHA 5-Year Outcome Goal	Target Industries for OSHA Courtesy Inspections where potential exposures to OSHA National Emphasis Program (NEP) Air Contaminants Exist. The targeted air contaminants are Hexavalent Chromium, Crystalline Silica, Asbestos, Lead, and Isocyanates.
1.2 SC OSHA Annual Outcome Goal	FY 2020 - Consultation will target 20 employers for NEP air contaminant inspections. Each NEP includes lists of the industries where these air contaminant exposures are likely to occur and substance specific inspection instructions. Consultants will use the NEPs for inspection guidance.
Division Participation	Compliance; Consultative Services; Education, Training, and Technical Assistance
Indicator	Identify and reduce or eliminate incidences of adverse health effects associated with NEP air contaminant exposures. Heighten employer awareness of the high degree of hazard associated with NEP air contaminants allowing substitution of

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

	safer alternatives when possible.
Source of Data	SCORE, Internal Tracking
Baseline	2014 Data
Results	The goal of targeting 20 employers for NEP air contaminant inspections was not met for the one-year period. There were only 2 inspections conducted due to the COVID-19 restrictions. Several referrals were made for construction sites, however, when Consultants arrived on site, no work activity was being conducted. The number of serious hazards identified increased per inspection, producing higher quality inspections.

1.3 Area of Emphasis	On-site Consultation
1.3 SC OSHA 5-Year Outcome Goal	Target Fall protection, trenching and excavation hazards on construction sites.
1.3 SC OSHA Annual Outcome Goal	FY 2020 – Construction consultants will emphasize these measures on all relevant inspections where these hazards are present.
Division Participation	Compliance; Consultative Services; Education, Training, and Technical Assistance
Indicator	Decrease both injuries and fatalities caused by falls and trenching and excavation

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Source of Data	BLS Survey Data, SCORE, Internal Tracking
Baseline	2014 Data
Results	Construction consultants emphasizing these measures on all relevant inspections where these hazards were present, was met for the one-year period.

1.4 Area of Emphasis	On-site Consultation
1.4 SC OSHA 5-Year Outcome Goal	Develop and implement emphasis programs that will address hazards to SC workers.
1.3 SC OSHA Annual Outcome Goal	FY 2020– The consultation manager will assist in the emphasis programs as designated by the Deputy Director. Companies will be contacted in those emphasis areas and attempt to get consent to do a consultative visit.
Division Participation	Compliance; Consultative Services; Education, Training and Technical Assistance
Indicator	Companies which have been selected for emphasis will receive special attention in order to bring them into compliance with OSHA Safety and Health rules.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Source of Data	BLS Survey Data, SCORE, Internal Tracking
Baseline	2014 Data
Results	The goal of companies being contacted in emphasis areas and attempts being made to get consent to do consultative visits was met for the one-year period.

1.5 Area of Emphasis	General Industry Safety and Health
1.5 SC OSHA 5-Year Outcome Goal	Reduction in Injury and Illness rates in General Industry safety and health by 5%.
1.4 SC OSHA Annual Outcome Goal	FY 2020 – Reduction in Injury and Illness rates in General Industry safety and health by 1%.
Division Participation	Compliance, Consultative Services; Education, Training and Technical Assistance

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Indicator	Develop training programs for new hazards new targeted industries, as needed. Reduce the injury and illness rate for the top five (5) industries as listed in the high hazard planning guide.
Source of Data	SCORE, BLS Survey Data, CFOI Data
Baseline	2014 Data
Results	The goal of reducing Injury and Illness rates in General Industry safety and health by 1% was met for the one-year period based on BLS data.

1.6 Area of Emphasis	Construction Industry
1.5 SC OSHA 5-Year Outcome Goal	Reduction in Injury and Illness rates in Construction Industry by 5%.
1.6 SC OSHA Annual Outcome Goal	FY 2020 – Reduction in Injury and Illness rates in Construction Industry by 1%.
Division Participation	Compliance, Consultative Services; Education, Training and Technical Assistance

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Indicator	Develop training programs for new hazards new targeted industries, as needed. Reduce the injury and illness rate for the top five (5) industries as listed in the high hazard planning guide.
Source of Data	SCORE, BLS Survey Data, CFOI Data
Baseline	2014 Data
Results	The goal of reducing Injury and Illness rates in the Construction Industry by 1% was met for the one-year period based on BLS data.

2.1 Area of Emphasis	On-site Consultation
2.1 SC OSHA 5-Year Outcome Goal	Promote and increase the number of SHARP sites.
2.1 SC OSHA Annual Outcome Goal	FY 2020 – Increase the number of SHARP sites in SC by 1 per year.
Division Participation	Consultative Services; Education, Training and Technical Assistance; Director’s Office

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Indicator	Safer workplaces because of a better safety culture at the SHARP sites.
Source of Data Baseline	SCORE, VPP and SHARP Tracker, Internal Tracking
Baseline	2014 Data
Results	The goal of increasing the number of SHARP sites in SC by 1 per year was not met for the one-year period due to COVID-19 restrictions.

2.2 Area of Emphasis	On-site Consultation
2.2 SC OSHA 5-Year Outcome Goal	Promote Consultation programs within the state to increase awareness.
2.2 SC OSHA Annual Outcome Goal	FY 2020 – Consultation Manager and the Outreach Coordinator will conduct a minimum of 5 outreach speeches per year

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

Division Participation	Consultative Services; Education, Training and Technical Assistance; Standards, and Director’s Office
Indicator	More companies will learn about SC OSHA Consultation and use those services to create a safer workplace.
Source of Data	SCORE, VPP and SHARP Tracker, Internal Tracking
Baseline	2014 Data
Results	The goal of the Consultation Manager and the Outreach Coordinator conducting a minimum of 5 outreach speeches per year has been exceeded. There were 31 outreach speeches provided to employers and employees this year.

2.3 Area of Emphasis	On-site Consultation
2.3 SC OSHA 5-Year Outcome Goal	Develop new outreach initiatives such as publications, seminars, regional training opportunities, and focused inspections.
2.3 SC OSHA Annual Outcome Goal	FY 2020 – The consultation will group will develop quick cards and other brochures for seasonal hazards such as heat stress and Hurricanes as well as for emphasis industries such as the construction industry. Consultation will

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

	participate in regional training with other groups such as ASSE, ACG, and various professional organizations.
Division Participation	Compliance; Consultative Services; Education, Training and Technical Assistance
Indicator	More employees will be able to be reached with essential hazard information. New construction employers in our state will have knowledge of OVP services early in process to help prevent injuries and illnesses
Source of Data	SCORE, Internal Tracking
Baseline	2014 Data
Results	The goal of the consultation group developing quick cards and other brochures for seasonal hazards such as heat stress, hurricanes and COVID-19 was met. This was instrumental for emphasis in the construction industry and when participating in regional training with other groups such as ASSE, ACG, and other various professional organizations. COVID-19 informational webinars conducted to include respirator training for long term health care facilities. This goal was met for the one-year period.

2.4 Area of Emphasis	On-site Consultation
2.4 SC OSHA 5-Year Outcome Goal	Increase outreach for public understanding of safety and health as a value in businesses a. Through technical assistance and communication, encouragement in the development of written safety and health programs for all industries.
2.4 SC OSHA Annual Outcome Goal	FY 2020 – All consultation visits include a review of the employer’s safety and health program if they have one, and if not, they will be given material and a

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 South Carolina Follow-up Fame Report

	<p>short training session on how to develop a written safety and health system. The goal is to assist all employers in developing a written safety and health system.</p> <p>Through the use of our website and outreach materials, we will make more companies aware of the value of a safety and health program and increase implementation in the workplace.</p>
Division Participation	Consultative Services; Education, Training and Technical Assistance
Source of Data	SCORE, Internal Tracking
Baseline	<u>2014</u>
Results	The goal of all consultation visits including a review of the employer's safety and health program was met for the one-year period. If the employer did not have a safety and health program, the employer was provided material and a short training session on how to develop a written safety and health system.