The Secretary of Labor's Report to the President on the Status of Federal Agencies' Occupational Safety and Health Programs

Calendar Year 2023

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Contents

PREFACE

The [Occupational Safety and Health Act of 1970 (the Act)](#), [Executive Order (EO) 12196](#), and [29 CFR Part 1960](#) require the head of each federal agency to submit an annual report on the respective agency's occupational safety and health (OSH) program to the Secretary of Labor. Specifically:

- [Section 19](#)(a) of the Act (29 United States Code (U.S.C.) § 668(a)) directs, "the head of each Federal agency to establish and maintain an effective and comprehensive occupational safety and health program which is consistent with the occupational safety and health standards promulgated under [Section 6](#)" (of the Act (29 U.S.C. § 655)).

- Section 19(a)(5) of the Act (29 U.S.C. § 668(a)(5)) requires each Executive Branch federal agency head to, "make an annual report to the Secretary with respect to occupational accidents and injuries and the agency's program under this section."

- EO 12196, "Occupational Safety and Health Programs for Federal Employees," guides the heads of federal Executive Branch agencies in implementing Section 19 of the Act and directs the Secretary to issue a set of basic program elements to assist agencies in carrying out their responsibilities.

- Title 29 Code of Federal Regulations (CFR) Part 1960, "Basic Program Elements for Federal Employee Occupational Safety and Health Programs and Related Matters," establishes the requirements for agency heads to implement OSH programs in their respective agencies.

Section 19(b) of the Act requires the Secretary to inform the President about the status of federal agencies' OSH programs and the accidents and injuries that occurred at federal worksites. This report provides an analysis of the reports each agency submitted to the Secretary, along with an account of the activities that the Occupational Safety and Health Administration (OSHA) conducted at or with federal agencies during Calendar Year (CY) 2023, thereby fulfilling the Secretary's responsibility.

EXECUTIVE SUMMARY

This report summarizes information on the status of federal agencies' occupational safety and health programs and activities, gathered from several sources, including agencies' 2023 annual reports, workers' compensation data, and OSHA tracked data. It includes the 2023 injury and illness rates for federal Executive Branch employees and describes how agencies analyzed trends and improved programs to assess the government's trends and overall progress toward improving worker safety and health. The report covers the CY 2023 reporting period and includes information on how the coronavirus pandemic that began in 2019 (COVID-19), persisted in calendar year 2023, and impacted federal agencies, including efforts to return workers to federal offices.

Agency Reporting Requirements
Federal agencies are required to submit an annual report to OSHA and submit their OSHA required injury and illnesses data to the Bureau of Labor Statistics annually.

Agency Annual Reports
Section 19(a)(5) of the Act requires each Executive Branch agency to provide an annual report to the Secretary. That report must include information on occupational accidents, injuries, and illnesses, along with details on the agency's program for providing safe and healthful working conditions. The report should also assess the effectiveness of the agency's OSH program.

Reporting Federal Agency Injury and Illness Information
Per 29 CFR § 1960.72(a), each agency must submit to the Secretary by May 1 of each year all information included on the agency's previous calendar year's occupational injury and illness recordkeeping forms. The agency must include all data entered on OSHA Form 300, Log of Work-Related Injuries and Illnesses; OSHA Form 301, Injury and Illness Incident Report; and OSHA Form 300A, Summary of Work-Related Injuries and Illnesses (or respective equivalent forms).

OSHA Activities
OSHA engaged in extensive enforcement, oversight, and compliance assistance activities to address OSH-related issues at federal agencies. Enforcement activities focused on inspections of federal worksites to identify violations of OSHA standards and monitor agencies' injury and illness rates. Oversight activities consisted of calculating quarterly injury and illness rates and assessing agencies' OSH programs through the annual report submissions. Compliance assistance activities included consulting with federal agencies, explaining the importance of providing safe and healthy working environments, and highlighting best practices or methods to help agencies accomplish their OSH-related goals.

Enforcement

In CY 2023, OSHA conducted 565 programmed (i.e., targeted inspections) and 351 unprogrammed inspections (e.g., fatality/catastrophe, complaint/referral, etc.)   at federal worksites, averaging 2.8 violations per programmed inspection with violations and 2.0 violations per unprogrammed inspection with violations. OSHA inspected federal agencies under the nationwide Federal Agency Targeting Inspection Program (FEDTARG), which targeted federal establishments with high injury and illness rates, along with a variety of national and local emphasis programs targeting specific hazards (e.g., amputations, COVID-19, heat) and types of industries (e.g., warehouse).

Oversight

OSHA assesses federal agencies' occupational safety and health programs by reviewing injury and illness rates, evaluating their OSH program self-evaluations, and tracking their injury and illness submissions. OSHA calculates injury and illness incidence rates for individual agencies using fiscal year (FY) injury and illness claims data reported to the Department of Labor's (DOL's) Office of Workers' Compensation Programs (OWCP), together with employment data from the Office of Personnel Management (OPM). OSHA also tracks workers' compensation injury and illness rates to document the financial impact of federal worker injuries and illnesses. Workers' compensation benefits provided to employees include payments for medical treatment, rehabilitation services, lost wages replacement, and survivors' benefits in cases of death.

OSHA's annual report request provided federal agencies the opportunity to assess and improve their OSH programs. In the CY 2023 annual report request, OSHA asked agencies to rate the operations, management, and culture components of their OSH programs using a seven-question tool. The tool evaluated how they fulfilled specific requirements of 29 CFR Part 1960 and EO 12196.

Most agencies reportedly met the regulatory requirements of 29 CFR Part 1960 and noted improvements such as: creating return-to-office (RTO) policies that ensured continued protection from COVID-19, better mechanisms for tracking safety and health hazards and abatement, improved recordkeeping, and training beyond that provided solely for OSH professionals.

Some agencies identified OSH program areas that needed improvement. A small number indicated being unaware of their OSH responsibilities or how to implement the attributes of an effective OSH program. To assist these agencies, OSHA contacted them to discuss those OSH responsibilities and ensure that relevant agency personnel understood OSH program implementation strategies and best practices.

Compliance Assistance

OSHA assists federal agencies to improve worker safety and health by responding to federal agency technical assistance requests (ATARs), encouraging participation in

Field Federal Safety and Health Councils (FFSHCs) and Federal Agency OSH Managers' Roundtables, assisting agencies with developing alternate and/or supplemental standards, providing training opportunities.

Like the Consultation Programs service for private-sector employers, ATARs provide federal agencies with technical assistance, including hazard abatement advice, training, consultation visits, and/or OSH program assistance through their local OSHA Area Office. While the request is considered consultative, OSHA expects recipient agencies to abate identified hazards and correct violations of the citable program elements of 29 CFR Part 1960 or other OSHA standards observed during the visit.

In certain situations, OSHA works with an individual department or agency to develop an agreement, known as a memorandum of understanding (MOU), that describes parameters for a specific interagency OSH-related project or goal. Over the years, OSHA has implemented MOUs with entities such as the Department of Energy, the Food and Drug Administration (FDA), the Environmental Protection Agency (EPA), the American National Standards Institute, and the National Labor Relations Board (NLRB), among others. In 2022, OSHA updated its MOU with the Department of Agriculture's Food Safety Inspection Service (FSIS) with the goal of protecting workplace safety and health in FSIS-regulated establishments for both FSIS and establishment employees. In 2023, OSHA and FSIS continued to pursue various goals described in the MOU.

Field Federal Safety and Health Councils (FFSHCs) are Secretary-chartered federal interagency groups that enable local OSH professionals to share knowledge and resources. In CY 2023, 31 FFSHCs worked to improve the effectiveness of OSH functions within the government. Over 30 departments and agencies participated in council activities and more than 2,000 federal employees attended meetings and/or council-provided training. Each year, OSHA assesses the councils' efforts so that the Secretary can recognize those that best exemplify the intent and purpose of the program; in CY 2023, OSHA identified nine FFSHCs to receive a Secretary's award for their activities.

The Federal Agency OSH Managers' Roundtables are a valuable tool that allows agencies to exchange information on safety and health issues and share best practices. For these meetings, OSHA brings national-level OSH managers together to share presentations and discuss current topics of interest. In 2023, OSHA held three Roundtable meetings and addressed a range of safety and health topics.

Under 29 CFR § 1960.17, if an agency cannot comply with an applicable OSHA standard, it may request permission to comply with an alternate standard to ensure appropriate protection for affected employees. An alternate standard is the federal agency equivalent of a private-sector variance from OSHA standards. There are seven OSHA-approved alternate standards that address air traffic control towers, special-purpose ladders, lifting devices, diving standards, weight-handling equipment, and gas-free engineering.

Under 29 CFR § 1960.18, if no OSHA standard exists for a specific working condition of federal agency employees, an agency must develop a supplementary standard for that working condition and provide the standard to OSHA. Currently, there are two supplementary standards: one addresses explosives, propellants, and pyrotechnics; the other covers portable tank transport.

OSHA provides many training opportunities to federal agency OSH personnel, mostly through the OSHA Training Institute (OTI). "FEDWEEK" is training OSHA offers through OTI and attendance is solely for federal agency OSH personnel. During FEDWEEK 2024, OSHA provided 9 half-day seminars on safety and health topics. During 2023, 191 federal employees attended the virtual and in person seminars.

Federal Agency OSH Activities

Fatalities, Hospitalizations, and Amputations

The Act, provisions of 29 CFR Part 1960, and other regulations require employers, both private and public, to investigate, track, and promptly report to OSHA all incidents involving work-related fatalities, hospitalizations, amputations, and loss of an eye. As shown in Table 1, for the CY 2023 reporting period, federal Executive Branch departments and independent agencies reported 22 civilian employee fatalities, 364 hospitalizations, and 41 amputations. Each reported incident is a singular event. Non-work-related cases reported were included due to an incident occurring while the employee was in work status. The category of "slips, trips, and falls" was the leading cause of hospitalizations for CY 2023.

Table 1: Incidents Reported for CY 2023

Agency	Fatalities	Hospitalizations	Amputations
Department of Agriculture	2	33*	4
Department of Commerce	0	12	0
Department of Defense	1	6	6
Department of Energy	0	3	0
Department of Health and Human Services	0	2	0
Department of Homeland Security	4	61	1
Department of the Interior	0	49	1
Department of Justice	0	47	11
Department of Labor	0	2	1
Department of the Air Force	1	11	1
Department of the Army	1	24	4
Department of the Navy	2	31	8
Department of State	5	36	0
Department of Transportation	0	5	1
Department of the Treasury	1	0	1
Department of Veterans Affairs	4	31	2
National Aeronautics & Space Administration	0	2	0
Nuclear Regulatory Commission	0	1	0

Agency	Fatalities	Hospitalizations	Amputations
Office of Director for National Intelligence	0	1	0
Peace Corps	0	1	0
Small Business Administration	0	4	0
Smithsonian Institution	0	1	0
Tennessee Valley Authority	1	0	0
United States Trade and Development Agency	0	1	0
Total	**22**	**364**	**41**

*One of the hospitalizations incidents also involved loss of an eye.

Certified Safety and Health Committees

Under 29 CFR Part 1960, Subpart F, any agency can form a certified safety and health committee (CSHC) to monitor and assist with its OSH program. An agency with a CSHC must have committees at both the national and field/regional levels. The national-level committees provide policy guidance, while the local committees monitor and assist in executing the agency's OSH policies. An agency with an approved CSHC is exempt from unannounced OSHA inspections.

During CY 2023, the Department of Labor and the Tennessee Valley Authority (TVA) maintained Secretary-approved CSHCs. These agencies provided information certifying to the Secretary that their respective CSHCs met Subpart F's requirements. While many other agencies have internal OSH committees, they have not certified those committees under Subpart F.

When an agency decides to form a CSHC, it must report this intent to the Secretary and include:

- The existence, location, and coverage (establishments and populations) area of the committee; and

- The names and phone numbers of each committee chair (national and local).

The agency must certify to the Secretary of Labor that the committee meets all the requirements of 29 CFR Part 1960, Subpart F and must provide an update on its CSHC as part of its required Annual Report to the Secretary of Labor.

Hazard Identification and Control Measures

An effective OSH program encourages all workers (such as an agency's federal civilian employees, its private sector contractors, and volunteers) to participate in and feel comfortable providing input on OSH programs, and reporting safety and health concerns. It also prohibits retaliation when they report safety and health concerns, injuries, illnesses, and hazards; participate in the OSH program; or exercise their safety and health rights. The departments/agencies used a variety of methods to report and encourage reporting and most provided a method to report hazards anonymously.

Motor Vehicle Safety

OSHA asked for details on agencies' motor vehicle safety programs (MVSPs), including the number of motor vehicle accidents that occurred during the reporting period. In CY 2023, 39 federal agencies with MVSPs reported a total of 9,472 motor vehicle accidents. Most agencies reported having MVSPs that complied with the Executive Orders requiring the use of seatbelts in motor vehicles and banning texting while driving. Some departments and agencies offered hands-on training to employees, such as defensive driving, while most relied on training courses provided through either the General Services Administration (GSA) or the National Safety Council.

Agency Self-Inspections of Safety and Health Programs

Post-pandemic, many agencies have returned to routine operations while maintaining most or all employees as teleworking. While, according to several agencies, empty workplaces obviated the need for self-inspections, some reinstituted their self-inspection procedures. Those agencies reported performing announced, unannounced, formal, and informal inspections. Overall, 85 percent of responding agencies (83 agencies) selected a rating of "highly effective" or "needs minor improvements" for the self-inspection attribute. (See the discussion on the Operational Component Self-Inspection Attribute for additional information).

Federal Employee Training

Agencies offered a wide range of OSH training opportunities to their employees during CY 2023. While most agencies provided employees with OSH training based solely on their job responsibilities, some augmented their efforts to ensure that collateral duty OSH personnel received all appropriate training. Many agencies also published OSH information on their websites and in newsletters, encouraged OSH personnel to participate in local FFSHCs and professional OSH organizations, and recognized employees who collaborated with safety professionals to identify and mitigate workplace hazards.

OSH Overseas

Section 19 of the Act, EO 12196, and 29 CFR Part 1960 all require agencies to provide safe and healthful workplaces and those requirements have no geographic limits. In CY 2023, Executive Branch agencies reported that the 112,147 federal civilian employees who worked overseas received OSH coverage through the Department of Defense (DoD), the Department of State (State), or their own respective agency programs. Agencies noted that workers received mandatory safety and health training prior to or upon arrival at their overseas locations.

o Whistleblower Protection Programs

Per 29 CFR Part 1960, Subpart G, agencies must ensure that employees are not subject to restraint, interference, coercion, discrimination, or reprisal for filing a report of unsafe or unhealthy working conditions. OSHA asked agencies to provide information on any federal employee allegations of reprisal as well as all actions taken in response to the allegations in CY 2023. Almost all agencies acknowledged their whistleblower

responsibilities and reported having a well-designed protection program. In all, 88 agencies (90 percent, a 10 percent increase from CY 2022) reported having functional whistleblower protection programs. For CY 2023, seven agencies reported investigating allegations of reprisal.

Product Safety

OSHA asked agencies to describe their compliance with the provisions of 29 CFR § 1960.34, which addresses conflicts that may exist in standards concerning federal buildings, leased space, products purchased or supplied, and other requirements affecting federal employee safety and health. Specifically, OSHA asked each agency how it ensured its purchases complied with the standard's product safety requirements, including the use of safety data sheets (SDSs). While 76 (77 percent) reported complying with the standard, some agencies indicated the absence of a product safety program and stated they do not use chemicals. OSHA will continue to work with noncompliant agencies to ensure they understand their responsibilities in this area.

Accomplishments

Agencies reported on a broad range of OSH program improvements, such as enhancing their injury and illness tracking systems; revising existing policies, procedures, and manuals; implementing new OSH training; using telework to reduce COVID-19 exposures; and – for some – establishing return-to-work policies. In addition, agencies increased the frequency of facility inspections and used risk assessment findings to develop relevant training. Due to the reduction in COVID-19 related illnesses, both the total and lost time case rates decreased, by 44 percent and 51 percent, respectively.

OSHA increased its inspections of federal agency worksites during CY 2023, by 10 percent over CY 2022 and 36 percent over the pre-pandemic inspection numbers of CY 2019. Programmed inspections generated a greater number of violations per inspection than unprogrammed inspections, confirming appropriate targeting.

Areas of Concern

While most agencies confirmed – and provided information on and assessments of their active safety and health management systems, a few lacked basic programs, despite Section 19 of the Act requiring each Executive Branch agency to develop and implement an OSH program. Similar to CY 2022, some agencies continued to incorrectly assert that sedentary jobs equated to a lack of employee hazard exposures. These agencies fail to account for the hazards associated with repetitive motion; poor workstation design; slip, trip, and fall hazards; electrical hazards (such as those from temporary power cords); and other workplace exposures. Most federal agencies reported they have not performed an ergonomic assessments of employee workstations.

In addition to Section 19's requirement for agency OSH programs, 29 CFR § 1960.6 requires each agency to assign an official – the Designated Agency Safety and Health

Official (DASHO) – who should be an Assistant Secretary or equivalent, to manage and administer the agency's OSH program. Multiple agencies continue to appoint the required DASHO.

Fatalities, hospitalizations, amputations, or the loss of an eye – continued to increase, while agencies' reports of injury and illnesses overall are declining. The category for the most common cause of injuries were slips, trips, and falls, followed by motor vehicle accidents. Other trends identified in this report include: motor vehicle accidents in all-terrain type vehicles, amputations while cutting meat with band saws, and amputations in federal prisons.

According to 29 CFR § 1960.46, agencies must develop policies protecting employees from various types of reprisal. Despite this statutory requirement, 10 agencies indicated that they do not have such a policy.

Agencies Annual Report Submission

For CY2023, all agencies submitted annual reports, for the second year in a row. OSHA's Office of Federal Agency Programs (OFAP) will continue outreach efforts to encourage agencies to submit reports and request extensions when needed.

THE SECRETARY'S REPORT TO THE PRESIDENT

INTRODUCTION

This "Secretary of Labor's Report to the President on the Status of Federal Agencies' Occupational Safety and Health Programs" covers the approximately 2.25 million (for CY 2023) federal employees in the Executive Branch. "Employees" includes the volunteers and contractors under departments' and agencies' supervision. As 29 CFR § 1960.71(b) mandates, the Report to the President provides the status of the occupational safety and health of federal workers based on agency reports, evaluations of agencies' progress and problems in correcting unsafe and unhealthy working conditions, and recommendations for improving performance.

In September 2023, 98 Executive Branch agencies received the CY 2023 Annual Report Template and CY 2023 Incident Report Template, which vary each year. While OSHA granted extensions to a few agencies to ensure they were able to submit accurate information, most provided their completed annual and incident reports by the statutory deadline of May 1, 2024.

For purposes of this report, the Departments of the Army, Navy, and Air Force are separate from the Department of Defense. In addition, due to the requirements of national security, some agencies' information is classified and does not appear. For instance, while the Central Intelligence Agency (CIA) responds to OSHA's report request, the information is classified; the CIA does not provide the data to OSHA.

This report collates the Executive Branch's annual and incident reports along with data OSHA compiled from other agencies (e.g. the Office of Workers' Compensation, Bureau of Labor Statistics, National Institute for Occupational Safety and Health, and the General Services Administration).

SECTION 1 – INJURY AND ILLNESS STATISTICS AND ANALYSIS

Injury and Illness Statistics and Workers' Compensation Costs

OSHA calculates injury and illness incidence rates for individual agencies using fiscal year injury and illness claims data reported to OWCP together with OPM's employment data. In FY 2023, federal government employment increased by 22,523 (1.00 percent) to 2,264,213 employees. The total injury and illness cases decreased by 41,369 (43 percent) to 53,762 and the total case rate decreased 44 percent from 4.24 occurrences per 100 to 2.37. The Government's lost-time cases decreased 50 percent from 80,166 to 40,176 and its lost-time case rate decreased 51 percent from 3.58 occurrences per 100 to 1.77. These decreases reflect the reduction in workers' compensation cases submitted for COVID-19.

The costs related to the Federal Employees Compensation Act (workers compensation for the federal sector) for chargeback year (CBY) 2023 were approximately $1.9 billion compared to CBY 2022's $1.6 billion, CBY 2021's $1.33 billion, and CBY 2020's $1.4 billion. Workers' compensation benefits include payments for medical treatment and rehabilitation services, lost wage replacement, and survivor benefits in cases of death. Since Congress amended the Act on September 28, 1998, to make it applicable to the U.S. Postal Service (USPS) as though it were a private sector employer, OSHA does not include USPS data in this report.

Fatalities, Hospitalizations, and Amputations

The Act, provisions of 29 CFR § 1960.70, 29 CFR § 1960.66, and 29 CFR § 1904.39 require federal Executive Branch employers to investigate, track, and promptly report to OSHA incidents that involve work-related fatalities, hospitalizations, amputations, and losses of an eye. Incidents in this report refer to incidents that Executive Branch Departments and independent agencies communicated to OSHA via their annual reports.

Departments and Agencies

In CY 2023, the total number of reportable incidents substantially increased by 35 percent despite the decrease in cases related to COVID-19. Fatalities decreased eight percent and amputations increased 45 percent. Table 2a summarizes all such reports across the Executive Branch while Tables 2b-2r provide individual agency information. Agencies not listed in Table 2a did not report a fatality, hospitalization, or amputation incident during CY 2022 or 2023.

Table 2a: Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Department/Agency	Fatalities		Hospitalizations		Amputations		Percent Change	
	2022	2023	2022	2023	2022	2023		
Department of Agriculture	1	2	19	33*	2	4	↑	77
Department of Commerce	1	0	5	12	0	0	↑	100
Department of Defense	1	1	9	6	2	6	↑	8
Department of Energy	0	0	0	3	0	0	↑	
Department of Health and Human Services	0	0	6	2	0	0	↓	67
Department of Homeland Security	8	4	46	61	0	1	↑	22
Department of Justice	1	0	19	47	7	11	↑	115
Department of Labor	0	0	0	2	0	1	↑	
Department of the Air Force	0	1	20	11	1	1	↓	38
Department of the Army	2	1	9	24	5	4	↑	81
Department of the Interior	2	0	36	49	3	1	↑	22
Department of the Navy	1	2	16	31	5	8	↑	87
Department of the State	1	5	29	36	2	0	↑	28
Department of Transportation	0	0	7	5	0	1	↓	14
Department of the Treasury	0	1	0	0	1	1	↑	100
Department of Veterans Affairs	4	4	32	31	0	2	↑	3
Environmental Protection Agency	1	0	0	0	0	0	↓	100
National Aeronautics and Space Administration	0	0	1**	2	0*	0	↑	100
Office of Director for National Intelligence	0	0	0	1	0	0	↑	
Nuclear Regulatory Commission	0	0	1	1	0	0	↔	0
Peace Corps	0	0	4	1	0	0	↓	75
Small Business Administration	0	0	2	4	0	0	↑	100
Smithsonian Institution	0	0	2	1	0	0	↓	50
Tennessee Valley Authority	1	1	0	0	1	0	↓	50
Trade and Development Agency	0	0	0	1	0	0	↑	
Total	**24**	**22**	**263**	**364**	**29**	**41**	↑	**35**

The ↑ indicates a respective increase, ↓ indicates a respective decrease, and ↔ indicates no change in the Total Reports in CY 2023 compared to CY 2022. *The Department of Agriculture's CY 2023 Hospitalizations included one incident that also involved the loss of an eye. **The National Aeronautics and Space Administration submitted some corrections for its CY 2022 Hospitalization incident numbers.

Reporting Summaries

Tables 2b through 2r classify the primary causes for fatalities, hospitalizations, and amputations for agencies that reported three or more incidents in either CY 2022 or 2023.

The **Department of Agriculture's (USDA's)** total reported incidents rose from 22 in CY 2022 to 39 in CY 2023, a 77% increase. Increases occurred in almost every risk category. Fatalities rose from one to two.

Table 2b: USDA Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2022	2023	2022	2023	2022	2023	
Allergy	0	0	0	1	0	0	↑
Crushed by/Caught in	0	0	0	0	1	3	↑ 200
Dehydration/Heat	0	0	2	3	0	0	↑ 50
Fall from height	0	0	3	4*	0	0	↑ 33
Fire	0	0	1	0	0	0	↓ 100
Equine	0	0	0	1	1	0	↔ 0
Hot surface other than fire	0	0	1	0	0	0	↓ 100
Illness	0	0	0	1	0	0	↑
Other	0	1	0	3	0	0	↑
Repetitive Trauma	0	0	0	2	0	0	↑
Slip, Trip, Fall	0	0	1	4	0	0	↑ 300
Smoke Inhalation	0	0	0	1	0	0	↑
Strain/Overexertion	0	0	5	1	0	0	↓ 80
Stress	0	0	0	1	0	0	↑
Struck/Struck by	0	0	4	8	0	1	↑ 125
Vehicle	1	1	1	2	0	0	↑ 50
Violence	0	0	0	1	0	0	↑
COVID-19	0	0	1	0	0	0	↓ 100
Total	**1**	**2**	**19**	**33**	**2**	**4**	**↑ 77**

*This category included one incident that also involved the loss of an eye.

The **Department of Commerce's (DOC's)** total reported incidents rose from six in CY 2022 to 12 in CY 2023, a 100% increase. Increases occurred in almost every risk category. There was a fatality in CY 2022 but none in CY 2023.

Table 2c: DOC Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2022	2023	2022	2023	2022	2023	
Crushed by/Caught in	0	0	0	1	0	0	↑
Cut, Pierce	0	0	0	1	0	0	↑
Canine	0	0	0	1	0	0	↑

Cause	Fatalities 2022	Fatalities 2023	Hospitalizations 2022	Hospitalizations 2023	Amputations 2022	Amputations 2023	Percent Change	
Fall from height	1	0	0	1	0	0	↔	0
Other	0	0	0	1	0	0	↑	
Slip, Trip, Fall	0	0	1	3	0	0	↑	200
Stress	0	0	1	0	0	0	↓	100
Vehicle	0	0	1	3	0	0	↑	200
COVID-19	0	0	2	1	0	0	↓	50
Total	**1**	**0**	**5**	**12**	**0**	**0**	**↑**	**100**

The **Department of Defense's (DoD's)** total reported incidents increased from 12 in CY 2022 to 13 in CY 2023. Three (50%) of the six amputations in CY 2023 involved the use of a band saw to cut meat. The number of fatalities remained the same.

Table 2d: DoD Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	Fatalities 2023	Hospitalizations 2022	Hospitalizations 2023	Amputations 2022	Amputations 2023	Percent Change	
Crushed by/Caught in	0	0	0	0	2	3	↑	50
Cut, Pierce	0	0	0	0	0	3	↑	
Dehydration, Heat	0	0	1	0	0	0	↓	100
In-flight Pressure	0	1	0	1	0	0	↑	
Overexertion/Strain	0	0	1	0	0	0	↓	100
Slip, Trip, Fall	1	0	2	5	0	0	↑	67
Vehicle	0	0	2	0	0	0	↓	100
COVID-19	0	0	3*	0	0	0	↓	100
Total	**1**	**1**	**9**	**6**	**2**	**6**	**↑**	**8**

*One hospitalization related to a COVID-19 vaccine.

The **Department of Energy (DOE)** had no reported incidents in CY 2022 and three in CY 2023 with no fatalities.

Table 2e: DOE Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	Fatalities 2023	Hospitalizations 2022	Hospitalizations 2023	Amputations 2022	Amputations 2023	Percent Change
Dehydration/Heat	0	0	0	1	0	0	↑
Slip, Trip, Fall	0	0	0	1	0	0	↑
Vehicle	0	0	0	1	0	0	↑
Total	**0**	**0**	**0**	**3**	**0**	**0**	**↑**

The **Department of Health and Human Services' (HHS')** reported incidents declined from six non-fatal incidents in CY 2022 to two in CY 2023, a 67% decrease.

Table 2f: HHS Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Dust exposure	0	0	0	1	0	0	↑	
Flu vaccine reaction	0	0	1	0	0	0	↓	100
Needlestick	0	0	1	0	0	0	↓	100
Slip, Trip, Fall	0	0	1	1	0	0	↔	0
Struck/Struck by	0	0	1	0	0	0	↓	100
Vehicle	0	0	2	0	0	0	↓	100
Total	**0**	**0**	**6**	**2**	**0**	**0**	↓	**67**

The **Department of Homeland Security's (DHS')** reported incidents rose from 54 in CY 2022 to 66 in CY 2023, a 22% increase. The submitted data indicates a substantial reduction in reports involving COVID-19 and firearms, but there was a large increase (+9) in vehicle accidents. (There have been slight changes to the 2022 data.) Of the 19 incidents involving vehicle accidents, 10 (including a fatality) involved an all-terrain vehicle (ATV) or utility task vehicle (UTV); an additional two incidents involved motorcycles; and another one involved a snowmobile. OSHA currently has no standards pertaining to the use of ATVs or UTVs. Fatalities decreased 50%.

Table 2g: DHS Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Bite/Sting	0	0	0	7	0	0	↑	
Cut by/Pierced	0	0	0	2	0	0	↑	
Dehydration/Heat	1	0	0	5	0	0	↑	400
Fall from height	0	0	0	2	0	0	↑	
Firearm	2	0	3	1	0	0	↓	80
Equine	0	0	1	0	0	0	↓	100
Illness (not COVID-19)	0	1	5	3	0	0	↓	20
Overexertion/Strain	0	0	0	2	0	0	↑	
Slip, Trip, Fall	0	0	5	7	0	0	↑	40
Struck/Struck by	0	0	0	2	0	0	↑	
Unclassified	1	1	3	7	0	0	↑	100
Unk Chemical Substance	0	0	0	4	0	0	↑	
Vehicle	2	1	10	19	0	1	↑	75
COVID-19	2	1	19	0	0	0	↓	95
Total	**8**	**4**	**46**	**61**	**0**	**1**	↑	**22**

The **Department of Justice's (DOJ's)** reported incidents rose from 27 in CY 2022 to 58 in CY 2023, a 115% increase. DOJ reported increases in the categories of amputations; exposure to a chemical; fall from height; heat/dehydration; slips, trips, and falls; and vehicular incidents. The Department reported 11 amputations, a 57%

increase from CY 2022. In CY 2023, all 11 of the amputations occurred within DOJ's Bureau of Prisons. Of those 11, at least 8 (73%) were employed federal prisoners. There was one fatality in CY 2022 and none in CY 2023.

Table 2h: DOJ Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities		Hospitalizations		Amputations		Percent Change	
	2022	2023	2022	2023	2022	2023		
Allergy (Flu Vaccine)	0	0	0	1	0	0	↑	
Bike	0	0	0	1	0	0	↑	
Burn	0	0	1	0	0	0	↓	100
Crushed by/Caught in	0	0	1	2	2	6	↑	167
Cut/Pierce	0	0	2	0	4	5	↓	17
Dehydration/Heat	0	0	0	6	0	0	↑	
Canine	0	0	0	2	0	0	↑	
Electrical	0	0		0	0	0	↓	100
Explosion	0	0	0	1	0	0	↑	
Exposure to Chemical	0	0	0	2	0	0	↑	
Fall from height	0	0	0	3	0	0	↑	
Firearm	0	0	3	6	1	0	↑	50
Illness (Not COVID-19)	0	0	0	1	0	0	↑	
Slip, Trip, Fall	0	0	1	6	0	0	↑	500
Other	0	0	0	1	0	0	↑	
Overexertion/ Strain	1	0	6	6	0	0	↓	14
Struck/Struck by	0	0	2	1	0	0	↓	50
Unclassified	0	0	1	1	0	0	↔	0
Vehicle	0	0	0	7	0	0	↑	
COVID-19	0	0	1	0	0	0	↓	100
Total	**1**	**0**	**19**	**47**	**7**	**11**	↑	**115**

The **Department of Labor** reported no incidents in CY 2022 but had three non-fatal incidents in CY 2023.

Table 2i: DOL Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2022	2023	2022	2023	2022	2023	
Crushed by/Caught in	0	0	0	0	0	1	↑
Slip, Trip, Fall	0	0	0	1	0	0	↑
Vehicle	0	0	0	1	0	0	↑
Total	**0**	**0**	**0**	**2**	**0**	**1**	↑

The **Department of State's** incidents rose from 32 in CY 2022 to 41 in CY 2023, a 28% increase. Four of CY 2023's five fatalities were the result of attacks overseas. Three

died during an attack on a convoy in Nigeria and a guard in Saudia Arabia was fatally shot.

Table 2j: State Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Bicycle	0	0	0	1	0	0	↑	
Chemical inhalation	0	0	0	2	0	0	↑	
Crushed by/Caught in	0	0	1	2	2	0	↓	33
Cut/Pierce	0	0	1	1	0	0	↔	0
Electric shock	0	0	1	0	0	0	↓	100
Fall from height	0	0	4	3	0	0	↓	25
Firearm/Attack	1	4	1	2	0	0	↑	200
Ingest toxic substance	0	0	1	0	0	0	↓	100
Overexertion/Strain	0	0	1	3	0	0	↑	200
Slip, Trip, Fall	0	0	12	10	0	0	↓	17
Snake	0	0	0	2	0	0	↑	
Stress	0	0	0	1	0	0	↑	
Struck/Struck by	0	1	3	1	0	0	↓	33
Unclassified	0	0	1	0	0	0	↓	100
Vehicle	0	0	3	8	0	0	↑	167
Total	**1**	**5**	**29**	**36**	**2**	**0**	↑	**28**

The **Air Force's** reported incidents declined from 21 in CY 2022 to 13 in CY 2023, a 38% increase. There were no fatalities in CY 2022 and one in CY 2023.

Table 2k: USAF Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Animal	0	0	1	0	0	0	↓	100
Chemical inhalation	0	0	0	1	0	0	↑	
Crushed by/Caught in	0	0	1	1	1	0	↓	50
Explosion	0	0	2	0	0	0	↓	100
Fall from height	0	0	0	1	0	0	↑	
Slip, Trip, Fall	0	0	9	4	0	0	↓	56
Strain/Over-exertion	0	0	4	0	0	0	↓	100
Struck/Struck by	0	1	2	1	0	1	↑	50
Vehicle	0	0	1	3	0	0	↑	200
Total	**0**	**1**	**20**	**11**	**1**	**1**	↓	**38**

The **Army's** reported incidents rose from 16 in CY 2022 to 29 in CY 2023, an 81% increase. There were two fatalities in CY 2022 and one in CY 2023.

Table 2l: Army Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Allergy (Shellfish)	0	0	0	1	0	0	↑	
Carbon Monoxide	1	0	0	0	0	0	↓	100
Crushed by/Caught in	0	0	0	1	3	3	↑	33
Cut/Pierce	0	0	0	1	1	0	↔	0
Dehydration/heat	0	0	1	1	0	0	↔	0
Fall from height	0	0	0	1	0	0	↑	
High-Pressure Equipment	0	0	2	0	0	0	↓	100
Insect	0	0	0	3	0	0	↑	
Other	0	0	1	1	0	0	↔	0
Overexertion/Strain	0	0	1	1	0	0	↔	0
Slip, Trip, Fall	0	0	2	8	0	0	↑	300
Snake	0	0	0	1	0	0	↑	
Struck/Struck by	0	0	1	4	1	1	↑	150
Vehicle	1	1	1	1	0	0	↔	0
Total	**2**	**1**	**9**	**24**	**5**	**4**	**↑**	**81**

The **Department of the Interior's (DOI's)** reported incidents rose from 41 in CY 2022 to 50 in CY 2023, a 22% increase. Fatalities decreased from two in CY 2022 to zero in CY 2023.

Table 2m: DOI Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Animal	0	0	1	3	0	0	↑	200
Crushed by/Caught in	0	0	0	0	1	1	↔	0
Cut/Pierce	0	0	0	0	2	0	↓	100
Dehydration/Heat	0	0	0	4	0	0	↑	
Drowning	1	0	0	0	0	0	↓	100
Electrical	0	0	1	0	0	0	↓	100
Fall from height	0	0	2	2	0	0	↔	0
Fire	1	0	0	1	0	0	↔	0
Illness (not COVID-19)	0	0	12	0	0	0	↓	100
Insect	0	0	1	3	0	0	↑	200
Other	0	0	0	1	0	0	↑	
Overexertion/Strain	0	0	0	8	0	0	↑	
Slip, Trip, Fall	0	0	8	11	0	0	↑	38
Struck/Struck by	0	0	2	5	0	0	↑	100
Unclassified	0	0	1	3	0	0	↑	200
Vehicle	0	0	5	4	0	0	↓	20

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Violence/Attack	0	0	0	2	0	0	↑	
COVID-19	0	0	3	2	0	0	↓	33
Total	**2**	**0**	**36**	**49**	**3**	**1**	↑	**22**

The **Navy's** reported incidents rose from 22 in CY 2022 to 41 incidents in CY 2023, a 105% increase. Fatalities rose from one in CY 2022 to two in CY 2023. Incidents increased in most categories, particularly in falls from height, and slip, trip, and fall.

Table 2n: Navy Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Confined space	0	1	0	0	0	0	↑	
Crushed by/Caught in	0	0	0	1	3	4	↑	67
Cut/Pierce	0	0	0	3	1	2	↑	400
Dehydration/Heat	0	0	0	3	0	0	↑	
Drowning	1	0	0	0	0	0	↓	100
Electric shock	0	0	0	1	0	0	↑	
Fall from height	0	1	0	5	0	0	↑	
Insect	0	0	1	2	0	0	↑	100
Overexertion/Strain	0	0	1	0	0	0	↓	100
Shoes	0	0	0	0	0	1	↑	
Slip, Trip, Fall	0	0	7	13	0	0	↑	86
Struck/Struck by	0	0	3	0	1	1	↓	75
Unclassified	0	0	2	2	0	0	↔	0
Vehicle	0	0	2	1	0	0	↓	50
Total	**1**	**2**	**16**	**31**	**5**	**8**	↑	**87**

The **Department of Transportation's** incident reports decreased by 14 percent in CY 2023, from seven non-fatal incidents in CY 2022 to six in CY 2023.

Table 2o: DOT Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Crushed by/Caught in	0	0	0	0	0	1	↑	
Electric Shock/Arc	0	0	2	0	0	0	↓	100
Fall from height	0	0	0	1	0	0	↑	
Inhalation (dust)	0	0	0	1	0	0	↑	
Other	0	0	1	2	0	0	↑	100
Overexertion, /Strain	0	0	1	1	0	0	↔	0
Slip, Trip, Fall	0	0	2	0	0	0	↓	100

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
COVID-19	0	0	1	0	0	0	↓	100
Total	0	0	7	5	0	1	↓	14

The **Department of Veterans Affairs' (VA's)** reported incidents rose from 36 in CY 2022 to 37 in CY 2023, a 3% increase. The overall percent was so small despite incidents increasing in almost every category because VA's COVID-19 cases declined dramatically: from 20 incidents in CY 2022 to two in CY 2023, a 90 percent decrease. OSHA determined one incident that VA originally listed as a hospitalization was inaccurately characterized; it is omitted from this table. In CY 2022, there were four fatalities, all related to COVID-19. In CY 2023, there were four fatalities that were primarily cardiac-related.

Table 2p: VA Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Allergy (airborne)	0	0	0	4	0	0	↑	
Allergy (food)	0	0	0	1	0	0	↑	
Apparel abrasion	0	0	0	1	0	0	↑	
Cardiac	0	3	0	0	0	0	↑	
Crushed by, caught in	0	0	0	0	0	1	↑	
Cut/pierce	0	0	0	0	0	1	↑	
Fall from height	0	0	1	2	0	0	↑	100
Illness (food)	0	0	0	1	0	0	↑	
Illness (unknown)	0	0	1	3	0	0	↑	200
Overexertion/Strain	0	0	2	3	0	0	↑	50
Slip, trip, fall	0	0	7	8	0	0	↑	14
Stress	0	0	0	1	0	0	↑	
Struck/Struck by	0	0	3	3	0	0	↔	0
Unclassified	0	0	0	1	0	0	↑	
Vehicle	0	1	2	1	0	0	↔	0
COVID-19	4	0	16	2	0	0	↓	90
Total	4	4	32	31	0	2	↑	3

The **Peace Corps'** reported incidents declined from four non-fatal incidents in CY 2022 to one in CY 2023, a 75% decrease.

Table 2q: Peace Corps Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Illness (Not COVID-19)	0	0	1	0	0	0	↓	100

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Overexertion/Strain	0	0	1	0	0	0	↓	100
Slip, Trip, Fall	0	0	2	0	0	0	↓	100
COVID-19	0	0	0	1	0	0	↑	
Total	**0**	**0**	**4**	**1**	**0**	**0**	↓	**75**

The **Small Business Administration's (SBA's)** incident reports rose from two non-fatal incidents in CY 2022 to four in CY 2023 a 100 percent increase.

Table 2r: SBA Fatalities/Hospitalizations/Amputations for CY 2022 and 2023

Cause	Fatalities 2022	2023	Hospitalizations 2022	2023	Amputations 2022	2023	Percent Change	
Illness (Not COVID-19)	0	0	1	2	0	0	↑	100
Slip, Trip, Fall	0	0	0	1	0	0	↑	
Vehicular	0	0	0	1	0	0	↑	
COVID-19	0	0	1	0	0	0	↓	100
Total	**0**	**0**	**2**	**4**	**0**	**0**	↑	**100**

Incident Cause Categories

Table 2s provides information on the main categories of causes that were at the root of most of the fatalities, hospitalizations, and amputations that federal Executive Branch agencies reported to OSHA during CYs 2022 and 2023 (listed above by individual agency in Tables 2b-2r). The table uses the total incidents the agencies reported for the listed years. For both years, the most frequent cause of fatalities, hospitalizations, and amputations was the category of "slips, trips, and falls." The next leading category changed drastically from CY 2022 to CY 2023. In CY 2022 COVID-19 was the second highest category while in CY 2023, it ranked last of those listed. Incidents related to vehicles was the third highest, and several percent lower than COVID-19, in CY 2022 but ranked second in CY 2023. Struck/Struck by was a distant third in CY 2023.

Table 2s: Main Incident Cause Categories for Tables 7b-7r

Cause	% of Incidents in CY 2022	% of Incidents in CY 2023
Crushed by/Caught in	5.8	6.0
Cut/Pierce	3.6	4.1
Dehydration/Heat	1.6	5.5
Fall from Height	3.6	5.5
Overexertion/Strain	7.8	6.3
Slip, Trip, Fall	19.8	20.0
Struck/Struck by	7.5	7.5
Vehicle	11.2	13.8
COVID-19	17.2	1.7

SECTION 2 – OSHA ACTIVITIES

OSHA Activities discusses OSHA's enforcement, oversight, and compliance assistance activities; significant/novel enforcement cases involving federal agencies; and agencies' self-evaluations of their OSH programs using components of a safety and health evaluation tool OSHA provided.   Further, this section includes information on OSHA training opportunities available solely to federal personnel.

Enforcement

Inspections

OSHA's federal workplace inspections assess agencies' compliance with safety and health standards, as well as the requirements of 29 CFR Part 1960, thus reducing the number of workplace hazards. Inspections commonly fall into one of two categories: programmed or unprogrammed. Programmed inspections generally focus resources on a particular safety or health issue, workplaces associated with specific hazards or adverse health outcomes/effects, or establishments where there are high rates of injuries and illnesses. Unprogrammed inspections occur primarily in response to employee complaints about, or notifications of, serious hazards.

OSHA further categorizes inspections as related to either safety or health. Safety inspections focus on workplace issues such as means of egress, electrical hazards, machine guarding, or confined space entry procedures. Health inspections may focus on worker exposures to specific chemical hazards, infectious disease, or physical hazards such as occupational noise and ergonomics.

If OSHA discovers that workplace exposures to safety and/or health hazards exist, it documents the conditions and determines whether they violate an OSHA standard. For federal agencies, OSHA issues "Notices of Unsafe or Unhealthful Working Conditions" (Notices), similar to private sector citations but without monetary penalties.

As in the private sector, different types of violations indicate the severity of the hazard or the agency's response to the condition:

- "De Minimis" violations have no direct or immediate relationship to safety or health and do not result in a Notice.

- Other-Than-Serious violations describe hazards that cannot reasonably be predicted to cause death or serious physical harm to exposed employees but have a direct and immediate relationship to their safety and health.

- Serious violations involve hazards that could cause injury or illness that would most likely result in death or serious physical harm to the employee(s).

- Willful violations exist where an agency has demonstrated either an intentional disregard for the requirements of the Act or a plain indifference to employee safety and health.

- A Repeat violation occurs when an agency's prior Notice for the same or a substantially similar condition has become a final order.

- A Failure-To-Abate (FTA) violation occurs when an agency fails to correct a violation for which OSHA has issued a Notice and the abatement date has passed or is covered under a settlement agreement. An FTA also exists when the agency has failed to comply with the interim measures of a long-term abatement within the given timeframe.

Of the 35,778 total inspections OSHA conducted in CY 2023, 916 (2.6%) involved federal worksites. In CY 2023, OSHA inspected 10% more federal sites than in CY 2022 and 36% more than in CY 2019, prior to the COVID-19 pandemic. CY 2023's 916 worksite inspections were the highest number of federal agency inspections in the past five years.

The 916 federal inspections OSHA conducted during CY 2023 consisted of 565 programmed and 351 unprogrammed activities. While unprogrammed inspections decreased 6%, this slight decline was offset by the 22% increase in programmed inspections. The top two national emphasis programs used to target programmed inspections at federal agency worksites in CY 2023 were:

- Federal Agency Targeting Inspection Program (160 inspections),

- Heat National Emphasis Program (136 inspections).

The top two regional emphasis programs used to target programmed inspections of federal agency worksites within specific OSHA regions were:

- Regional Emphasis Program for Federal Agencies for Region 10 (229 inspections),

- Regional Emphasis Program for Federal Agencies for Region 9 (167 inspections).

OSHA can initiate a single programmed inspection under more than one emphasis program.

In CY 2023, there were an average of 2.8 violations per programmed inspection and 2.0 violations per unprogrammed inspection: almost the same as in CY 2019. OSHA found that 33.8 percent of establishments receiving programmed inspections and 44.4 percent receiving unprogrammed inspections were in compliance with safety and health standards. The higher rates of violations per inspection and lower in-compliance rates for programmed inspections strongly indicate that OSHA's emphasis programs and other methods for targeting programmed inspection activities are being appropriately applied. OSHA continues to inspect sites exposing federal workers to safety and health hazards.

Like prior years, during CY 2023 OSHA's programmed inspections continued to focus on specific federal agency establishments and hazards. Table 3 illustrates both programmed and unprogrammed inspection activity in CY 2023.

Table 3. OSHA Federal Agency Inspection Activity CY 2019-2023

	CY 2023	CY 2022	CY 2021	CY 2020	CY 2019
Programmed Inspections	565	462	295	195	388
Percent in Compliance	33.8	32.9	44.4	20.0	30.4
Average Number of Violations*	2.8	2.9	2.5	2.6	3.07
Serious, Willful, Repeat Violations	306	582	289	374	529
Percent of Violations Issued as Serious, Willful, Repeat	84.8	70.5	71.5	75.3	76.8
Unprogrammed Inspections	351	373	303	251	287
Percent in Compliance	44.4	43.5	57.9	59.0	45.2
Average Number of Violations*	2.0	2.3	2.5	2.3	2.3
Serious, Willful, Repeat Violations	129	274	200	171	261
Percent of Violations Issued as Serious, Willful, Repeat	84.9	73.1	74.1	81.0	77.0
Total Inspections	916	835	598	446	675

*Includes only inspections with violations.

Significant/Novel Cases

Although by law OSHA cannot assess monetary penalties against federal agencies, it can determine the equivalent penalties that it would have assessed had the case involved a private sector employer. Federal agency significant cases are those with equivalent penalties that are a minimum of $250,000. Novel cases involve specific enforcement issues.   In addition, some federal agency enforcement actions become "significant/novel cases" because they require review prior to headquarters-level interagency communication and discussions.

OSHA issued four federal agency significant and/or novel cases in CY 2023 with a single case each against the Departments of Army, Interior (DOI), Justice (DOJ), and Veterans Affairs (VA). Table 4 provides details on the four cases.

Table 4. Summary of Federal Agency Significant/Novel Cases

Department/Agency	Inspection Type	Violations
Department of Army – Directorate of Public Works Fort Campbell, Kentucky	Programmed	Willful: 1 Serious: 2 Other than Serious: 1

Department/Agency	Inspection Type	Violations
OSHA initiated the inspection due to a regional emphasis inspection program for federal agencies. The one willful and two serious Notices concerned employee exposures to serious fall and electrical hazards. The other than serious Notice was for failure of the management official to be available to OSHA investigators fwithin a reasonable time.		
DOI – National Park Service Lassen Volcanic National Park Mineral, California	Programmed	Repeat: 5 Serious: 3
OSHA initiated the inspection due to a regional emphasis inspection program for federal agencies. The five repeat violations concerned the failures to: provide machine guarding, conduct annual maintenance checks on fire extinguishers, maintain clear space around electrical equipment, and reduce compressed air pressure to a safe use pounds per square inch (PSI). Three serious violations addressed the failures to: maintain clear exit routes, provide fall protection, and correctly calibrate a grinding wheel.		
DOJ – U.S. Marshals Service New York, New York	Programmed	Willful: 1
OSHA initiated the inspection due to the Federal Agency Targeting Inspection Program. One willful serious Notice was issued for failure to obtain annual audiograms for employees exposed to noise levels above an 8-hour time weighted average (TWA) of 85 dBA during required firearm qualifications. The employer previously received Notices for violations of the same standard at least three times prior to this inspection.		
VA – Northern Arizona Veterans Affairs Health Care System Prescott, Arizona	Unprogrammed – Complaint	Willful: 1 Repeat: 2 Serious: 3
OSHA initiated this inspection following a complaint regarding unsafe entry into a permit- required confined space and improper use of lockout/tagout (LOTO). OSHA issued a willful Notice for failing to use or document LOTO procedures; two repeat violations for failing to: train employees and properly lockout and tagout machines; and three serious items addressed LOTO violations.		

OSHA: Compliance Assistance
Agency Technical Assistance Request
OSHA's Agency Technical Assistance Request (ATAR) service resembles the Consultation Program OSHA provides for private-sector employers.   For an ATAR, a federal agency can contact its local OSHA Area Office and request the desired technical assistance, such as hazard abatement advice, training, a partial or comprehensive site visit, and/or OSH program assistance.   While the request is consultative, an agency's

subsequent failure or refusal to abate serious hazards may result in an inspection referral. OSHA did not conduct any ATARs in CY 2023.

Field Federal Safety and Health Councils

FFSHCs are Secretary-chartered federal interagency groups that bring local OSH professionals together for education, problem solving, and cooperation in the safety and health field.   Located throughout the nation, FFSHCs work to reduce the incidence, severity, and cost of accidents, injuries, and illnesses within their designated geographic areas.

In CY 2023, 31 FFSHCs (see Appendix 1 for a list of FFSHCs by OSHA region) actively carried out efforts to improve the effectiveness of OSH functions within the government. According to the annual reports submitted to OSHA, 29 departments and agencies participated in the FFSHCs and more than 2,000 federal employees attended meetings and/or council-provided training. Participation decreased for some because of limited funds and personnel shortages.

Agency involvement in council activities varied from extensive engagement to occasional attendance at FFSHC meetings. The Department of the Army, for example, reported that approximately 50 percent of its subagencies participated in local FFSHCs during CY 2023. GSA reported that all regions and the headquarters office supported employee participation, while NASA said that its field centers participated, and both DOT and EPA reported encouraging employees to attend meetings and hold leadership positions.

Under 29 CFR § 1960.89, each active FFSHC must submit an annual report to the Secretary describing activities and programs for the previous calendar year along with plans, objectives, and goals for the current year. OSHA uses these reports to assess each FFSHC's program plans to determine the success of these goals and objectives. The FFSHCs that best exemplify the intent and purpose of the FFSHC program may receive an achievement award from the Secretary.

In determining award recipients, OSHA forms three categories, based on the size of the federal populations served, which allows FFSHCs to compete with other councils that have similar resources. OSHA evaluates and rates each council's annual report, ranking it against other FFSHCs in its category. The top three FFSHCs in each category receive awards for Superior Performance, Meritorious Achievement, and Notable Recognition.

In CY 2023, OSHA identified nine FFSHCs as eligible for a Secretary's Award for their activities. By category, these were:

Category I: Federal employee population exceeding 24,000
- Superior Performance – Greater Kansas City
- Meritorious Achievement – Atlanta
- Notable Recognition – Greater Boston

Category II: Federal employee population between 12,000 and 24,000
             • Superior Performance – Minneapolis
             • Meritorious Achievement – Greater St. Louis
             • Notable Recognition – Puerto Rico

Category III: Federal employee population of fewer than 12,000
             • Superior Performance – Mississippi Gulf Coast
             • Meritorious Achievement – Louisville Area
             • Notable Recognition – Greater Omaha

Alternate and Supplementary Standards

Under 29 CFR § 1960.17, if an agency cannot comply with an applicable OSHA standard, it may submit a request to OSHA to comply with an alternate standard. An alternate standard is the federal sector's equivalent of a private-sector variance. Any alternate standard must provide protection for affected federal employees that is equal to or greater than the applicable OSHA standard. There are seven OSHA-approved alternate standards:

- Federal Aviation Administration – Alternate Standard for Fire Safety in Air Traffic Control Towers;

- National Archives and Records Administration – Standard on Special-Purpose Ladders;

- NASA – Standard for Lifting Devices and Equipment;

- NASA – Alternate Standard for Diving Operations

- National Oceanic and Atmospheric Administration – Alternate Diving Standards;

- Navy, Naval Facilities Engineering Command – Management of Weight-Handling Equipment; and

- Navy – Gas Free Engineering Manual.

Under 29 CFR § 1960.18, if no existing OSHA standard applies to a working condition of an agency's federal employees, the agency must develop a supplementary standard. There are two supplementary standards:

- NASA – Safety Standard for Explosives, Propellants, and Pyrotechnics; and

- DOI/National Park Service – Supplementary Standard for Containers and Portable Tanks Transport.

FEDWEEK

Each year, OSHA provides a week of training, known as FEDWEEK, specifically federal agency OSH personnel through the OSHA Training Institute (OTI) in Arlington Heights, Illinois. When developing the FEDWEEK curriculum, OSHA seeks input from federal agencies and federal OSH personnel. In CY 2023, OTI provided both in-person and

virtual half-day seminars: Accident Investigation, Workplace Violence, Forklifts and Material Handling, Job Hazard Analysis (JHA), Machine Guarding, Fall Protection, Construction Safety – Focus 4, Confined Spaces, and Making the Most of Your Safety Data Sheets.

Over the past five years, FEDWEEK attendance has varied due to several factors. In CY 2019 attendance included more federal agencies represented than in prior years. Due to the COVID-19 pandemic, in CY 2020 FEDWEEK was cancelled and in CY 2021 OTI held FEDWEEK entirely virtual. And CY 2022 was also entirely virtual, this time because of low registrations for in-person classes. CY 2023, held both virtually and in-person, included attendees from 36 different agencies (the most agencies ever). While sometimes in-person and hands-on attendance is a better choice for learning specific skills, offering options for virtual courses allows more OSH professionals to participate.

Table 7: FEDWEEK Participation by Participants/Agencies and Calendar Year

	2023	2022	2021	2020	2019
Participants	191	334	805	*	80
Agencies Represented	36	**	30	*	30

*Cancelled due to the COVID-19 pandemic.
**OTI did not track students' agency affiliations.

Federal Agency OSH Managers' Roundtable

The Federal Agency OSH Managers' Roundtable meetings are a valuable tool that allows agencies to exchange information on safety and health issues and share best practices. For these meetings, OSHA brings national-level OSH managers together to share presentations and discuss current topics of interest. In 2023, OSHA held three Roundtable meetings and addressed a range of topics such as the 2023 Fall Stand-down, 2023 Safe + Sound Week, and work-related recordkeeping.

OSHA/FSIS Memorandum of Understanding

OSHA and FSIS have cooperated for almost 30 years, agreeing to the first MOU in 1994. On August 1, 2022, the agencies' leadership signed an updated MOU on worker safety to help both OSHA and FSIS pursue the shared goal of protecting the safety and health of workers in FSIS-regulated facilities. The MOU, slated to run for a span of five years, describes OSHA-FSIS collaboration on training, sharing information, and addressing workplace hazards. During 2023, OSHA and FSIS met quarterly and discussed several topics, among them completing the required training for FSIS personnel and metrics for measuring progress on several of the MOU's requirements such as referrals, inspections, and addressed hazards. OSHA also provided safety posters to FSIS for distribution to regulated facilities.

SECTION 3 – FEDERAL AGENCY OSH ACTIVITIES

This section 3 contains agency-specific OSH program information. Agencies' annual reports include data on fatalities, hospitalizations, and amputations; injury and illness trend analyses and hazard mitigation methods; OSH training programs; OSH committee and council participation; and whistleblower protection provisions.

In accordance with 29 CFR §§ 1960.34 and 1960.35, GSA and the National Institute for Occupational Safety and Health (NIOSH), respectively, must provide specified services to federal agencies to support improved safety and health conditions for federal employees; this section ends with summaries of their reported activities.

OSHA's Program Evaluations

As 29 CFR § 1960.80 and Section 1-401(h) of EO 12196 both require, OSHA evaluated agencies' OSH programs. Under 29 CFR Part 1960 agencies must develop and maintain effective safety and health management systems. Within this framework, OSHA assesses whether agencies regularly monitor, modify, and if necessary, implement OSH program policies and procedures to correct problems, adapt to changing worksite environments, and promote workplace safety and health.

To assess federal agencies' OSH programs, OSHA used parts of the Form 33 evaluation tool to develop a self-assessment template. OSHA developed Form 33 in 1985 and validated the tool to measure the effectiveness of private sector employers' safety and health management systems. For the past several years OSHA has asked agencies to evaluate their programs using the provided template's questions, based on the concept of an organizational safety and health program.

For the CY 2023 report, OSHA asked agencies to assess their OSH programs using seven main attributes along with questions about heat, ergonomics, COVID-19, telework, and overseas work. (See Table 5 for Components and Attributes.)

For the CY 2023 reporting period, and second successive year, OSHA received responses from all 98 agencies: a 100 percent response rate.

Non-Responding Federal Agencies
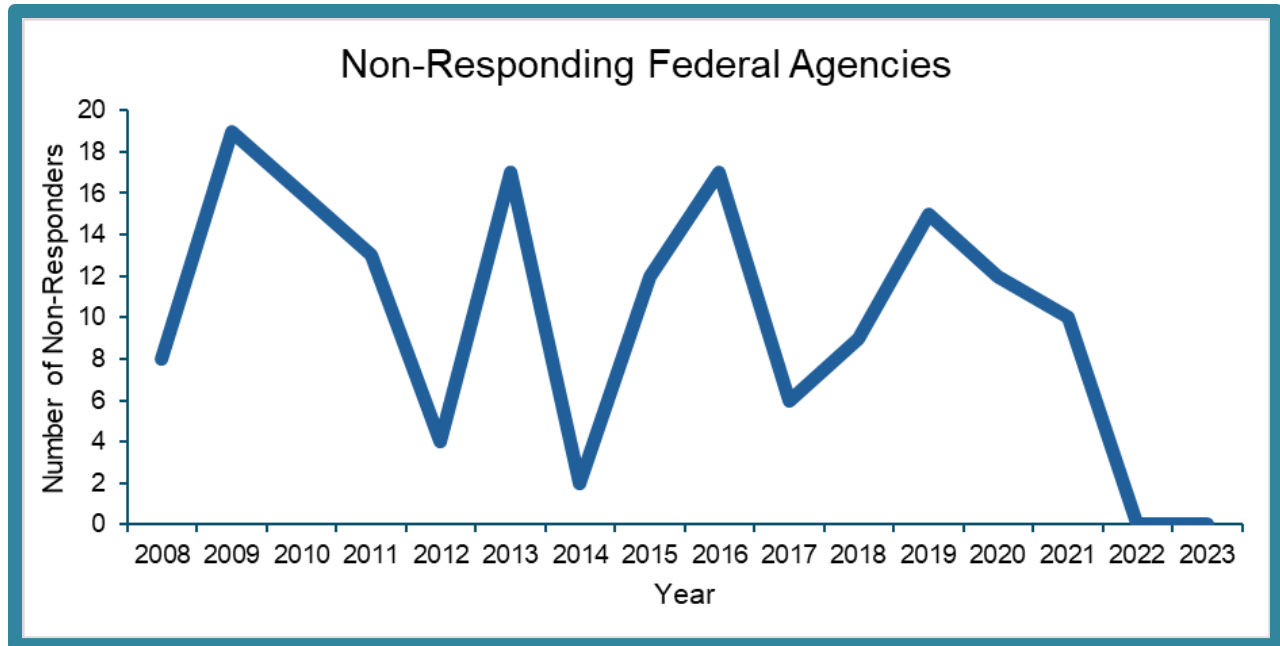
Agency Self-Assessment Evaluation Components and Attributes

Table 5 – Evaluation Components and Attributes

Operational Component – 2 Attributes
Hazard Anticipation and Detection • **Effective safety and health self-inspections are performed regularly** determines if personnel in the agency regularly perform effective OSH inspections.
Hazard Prevention and Control • **Effective safety and health rules and work practices are in place** determines if the agency has established both general workplace rules and specific work practices that prescribe safe and healthful behavior and task performance methods.
Managerial Component – 3 Attributes
Planning and Evaluation • **Hazard incidence data are effectively analyzed** determines if the agency uses hazard incidence data to set safety and health priorities. • **A review of the overall safety and health management system is conducted at least annually** determines if the agency periodically audits the management aspects of its SHMS, identifying progress and needed changes/improvements.

Administration and Supervision   • **Individuals with assigned safety and health responsibilities have the necessary knowledge, skills, and timely information to perform their duties** determines if the agency's personnel have the understanding, skill, and current information needed to effectively fulfill their OSH responsibilities.
Cultural Component – 2 Attributes
Management Leadership   • **Managers allocate the resources needed to properly support the agency's safety and health program** determines if the agency's managers demonstrate OSH leadership, promote a culture of safety and health in the organization, and support effective operation of the OSH program by allocating needed resources.
Employee Participation   • **There is an effective process to involve employees in safety and health issues** determines if there is an established organizational process that employees know, trust, and use to provide input regarding safety and health issues.

OSHA asked agencies to rate each of the seven attributes based on their CY 2023 reporting period experiences and select one of the following responses:

- does not exist – the attribute was not in place at all;

- needs major improvements – some aspect of the attribute was present, but it needed major improvements;

- needs minor improvements – some aspect of the attribute was present, but it needed minor improvements;

- highly effective – the attribute was completely effective and integrated into the OSH program without the need for improvement; or

- not applicable – the agency thought an attribute did not apply to its program.

In addition to scoring each attribute, OSHA asked agencies to provide detailed information supporting each rating chosen.

Agency Self-Assessment Responses
Of the 97 agencies that self-evaluated their OSH programs, 53 (55 percent) provided an average rating of "highly effective" for each of the seven attributes, while 36 (37 percent) indicated most of their OSH program components needed minor improvements. Seven agencies (7 percent) reported that most elements of their OSH programs required major improvements. One agency (1 percent) indicated that it lacked most OSH program elements. One other agency failed to rate its program but did answer questions about its attributes.

According to their assessments, agencies recognized the benefits of effective safety and health programs. Several reported a commitment to safety but also noted a lack of dedicated safety and health or collateral duty staff. These agencies further opined that because their operations were solely administrative, many or all their employees

teleworked most of the time, and they employed only a few workers, the attributes were inapplicable. However, office work can involve ergonomic hazards such as extensive keyboarding and the potential for poor workstation positioning. Some agencies with similar tasks provided safety checklists for teleworkers. Since office and ergonomic hazards have been a concern for at least the past two years, OFAP provided training on the hazards of office work, along with teleworking considerations, during a virtual OSH Managers' Roundtable discussion with agency safety and health managers.

Table 6: Average Department/Agency OSH Program Self Rating

Agency	Rating	Agency	Rating
AbilityOne Commission	▽	Federal Retirement Thrift Investment Board	▲
Access Board	▲	Federal Trade Commission	▲
Advisory Council on Historic Preservation	▽	General Services Administration	▲
African Development Foundation	▽	Harry S. Truman Scholarship Foundation	*
Agency for Global Media	△	Holocaust Memorial Museum	▲
Agency for International Development	▲	Institute of Museum and Library Services	▲
△ American Battle Monument Commission	△	Inter American Foundation	△
Armed Forces Retirement Home	△	International Boundary and Water Commission	▲
Board of Governors of the Federal Reserve System	△	International Development Finance Corporation	▲
Central Intelligence Agency	△	International Trade Commission	△
Chemical Safety and Hazard Investigation Board	▲	James Madison Memorial Fellowship Foundation	▲
Commission on Civil Rights	△	John F. Kennedy Center for the Performing Arts	△
Commission on Fine Arts	▼	Marine Mammal Commission	▲
Commodity Futures Trading Commission	▲	Merit Systems Protection Board	△
Consumer Product Safety Commission	▲	Millennium Challenge Corporation	△
Corporation for National and Community Service	△	Morris K. and Stewart L. Udall Foundation	▲
Court Services and Offender Supervision Agency	▲	National Aeronautics and Space Administration	△
Defense Nuclear Facilities Safety Board	▲	National Archives and Records Administration	▲
△ Department of Agriculture	△	National Capital Planning Commission	▲
Department of Commerce	△	National Council on Disability	△

Agency	Rating	Agency	Rating
Department of Defense	△	National Credit Union Administration	△
Department of Education	▲	National Endowment of the Arts	▲
Department of Energy	▲	National Endowment for the Humanities	▲
Department of Health and Human Services	△	National Gallery of Art	△
Department of Homeland Security	▲	Office of Director for National Intelligence	▲
Department of Housing and Urban Development	▽	National Labor Relations Board	△
Department of Interior	△	National Mediation Board	▲
Department of Justice	△	National Science Foundation	▲
Department of Labor	▲	National Transportation Safety Board	▲
Department of State	▲	Nuclear Regulatory Commission	△
Department of the Air Force	△	Nuclear Waste Technical Review Board	▽
Department of the Army	△	Occupational Safety and Health Review Commission	▲
Department of the Navy	▲	Office of Government Ethics	▲
Department of the Treasury	△	Office of Navajo and Hopi Indian Relocation	▲
Department of Transportation	△	Office of Personnel Management	△
Department of Veterans Affairs	△	Office of Special Counsel	△
Environmental Protection Agency	△	Peace Corps	▽
Equal Employment Opportunity Commission	△	Pension Benefit Guaranty Corporation	▲
Export Import Bank of the US	▲	Postal Regulatory Commission	▲
Farm Credit Administration	▲	Presidio Trust	▲
Federal Communications Commission	▲	Railroad Retirement Board	▲
Federal Deposit Insurance Corporation	▲	Securities and Exchange Commission	▲
Federal Election Commission	▲	Selective Service System	△
Federal Energy Regulatory Commission	▲	Small Business Administration	▲
Federal Housing Finance Agency	▽	Smithsonian Institution	△
Federal Labor Relations Authority	△	Social Security Administration	▲
Federal Maritime Commission	▲	Social Security Advisory Board	▲
Federal Mediation and Conciliation Service	▲	Tennessee Valley Authority	△
Federal Mine Safety and Health Review Commission	△	Trade and Development Agency	△
LEGEND			

Agency	Rating	Agency	Rating

△ (green) Highly Effective – Completely in place
△ Needs Minor Improvements – Mostly in place but needs minor improvements
▽ Needs Major Improvements – Some portion/aspect is present but needs major improvements
▼ (red) Virtually Nonexistent – Little indication that any portion/aspect exists
* Agency did not complete the self-rating portion of its Annual Report.

Component Assessment – Seven Total Attributes

Most agencies reported that the seven attributes assessed for CY 2023 were generally effective. Specifically, 60 agencies (61 percent) rated all seven component attributes as either "needs minor improvements" or "highly effective."

Operational Component

The **Operational Component Assessment** evaluated two attributes:

1. **Effective safety and health self-inspections are performed regularly** determines if personnel in the agency regularly perform effective OSH inspections.

2. **Effective safety and health rules and work practices are in place** determines if the agency has established both general workplace rules and specific work practices that prescribe safe and healthful behavior and task performance methods.

Self-Inspection Attribute

A majority of agencies (89; 91 percent) rated the **self-inspection attribute** as "needs minor improvements" or "highly effective." Most agencies stated that their methods for hazard recognition and control included employee reports to managers and/or safety personnel. Some agencies maintained electronic hazard reporting systems and anonymous hotlines.

- The EPA rated itself "highly effective" because it performs three types of self-inspections:
    - **Internal walkthroughs/inspections:** EPA locations look for uncontrolled hazards, monitor hazard controls, and confirm employee compliance with OSH rules and responsible work practices. Some locations perform walkthroughs/inspections daily or weekly, others monthly, some quarterly, and others less often.
    - **Self-assessments**: EPA locations participate in a Self-Assessment Program, which provides a standardized set of SHEM (Safety, Health, and Environmental Management) audit checklists and electronic tools to assess internal SHEM performance. The tools calculate scores so locations can determine performance in individual SHEM areas (OSH, fire and life safety, environmental). Senior managers receive summaries so they can identify corrective actions to address deficiencies or improve SHEM performance. EPA locations should complete self-assessments at least annually.

- o **Formal SHEM audits:** The Safety, Occupational Health and Sustainability Division (SOHSD) implemented a SHEM Audit and Evaluation Program, auditing EPA offices, laboratories, and research vessels and offering recommendations. SOHSD audits laboratories and vessels every three years and offices every five years. The audit assesses SHEM program effectiveness and determines compliance with OSH, fire and life safety, and environmental requirements.

- The Federal Election Commission (FEC) rated its program as "highly effective" because it regularly performs a variety of safety and health self-inspections.

  - o Building engineers perform daily building inspections to ensure common areas and workspaces remain hazard free.

  - o A security officer patrols daily and brings concerns to the attention of the Physical Security Officer. Identified hazards are immediately corrected or identified for correction in the organization's action plans for safety and health.

  - o The Occupant Emergency Team Coordinator monitors emergency supplies and on-site automated emergency defibrillators (AEDs) to ensure items are current and functional.

  - o Federal Protective Services (FPS) conducts periodic building security assessments and inspections to ensure measures are in place to sufficiently mitigate identified and existing threats to federal space.

  - o Building owners conduct annual life safety and indoor air quality testing, as required.

The FEC asserted that its low workplace injury/illness rates confirm the effectiveness of these safety and health inspections.

- The Department of the Interior indicated that its program "needs minor improvements" because during CY 2023 three bureaus were unable to conduct all necessary OSH inspections. (Most bureaus and offices regularly performed all necessary inspections.) One bureau reported that vacancies, lack of trained personnel, or lack of travel capability affected various locations unable to perform at 100%. For the three affected bureaus, mission-essential critical infrastructure facilities were the highest inspection priority.

- The Armed Forces Retirement Home (AFRH) noted that its program "needs minor improvements." A multidisciplinary team performs Environment of Care rounds (required by The Joint Commission for accreditation related to patient safety) as well as safety walkthrough inspections on an ongoing cycle of at least semiannual inspections in all service areas accessible to residents, employees, and visitors. The team provides summary reports of these inspections to the corresponding departmental chiefs and supervisors for corrective action and follows-up with items so documented. Any identified patterns or trends become monthly meeting topics.

- The Court Services and Offender Supervision Agency reported conducting weekly (informal) and semiannual (formal) safety and health inspections during CY 2023.

- The Defense Nuclear Facilities Safety Board noted that it conducts monthly and quarterly safety and health inspections.

- The U.S. Agency for Global Media said that its safety and health programs are effective. Areas that benefit from continuous improvement include:

  o Promoting employee awareness and understanding of safety and health policies and practices, and

  o Fostering a work environment that encourages knowledge sharing and open communication between employees and managers about workplace OSH issues and other concerns.

- The National Credit Union Administration (NCUA) drafted an office inspection checklist in CY 2023 but did not complete office inspections. NCUA indicated that it planned to begin office inspections in CY 2024, starting with its Central Office (Headquarters) building in Alexandria, Virginia.

Of the 98 responding agencies, 58 (59 percent) said that they had inspected all their facilities during CY 2023. Three agencies did not respond or said the attribute was not applicable to them because their employees teleworked. The AbilityOne Commission said that its entire workforce was permanently remote, so it had no workplaces to inspect. Of the remaining 37 agencies, eight did not perform any inspections in CY 2023, and some of the agencies did not track the number of inspections performed. Several agencies discussed increasing inspections in CY 2024. Most of the agencies conducted announced informal, rather than unannounced formal, self-inspections but the category differences were negligible.

Staff performing inspections were primarily supervisors, managers, and safety and health professionals. Some agencies also included facility and property managers, building engineers and maintenance staff, collateral duty OSH personnel, GSA employees, administrative officers, safety and security managers, contractors, contract managers, project managers, and safety and health committee members. In a few cases agencies invited union representatives to assist in inspections and some invited employees.

Agencies track hazard abatement through various means such as:

- Enter into spreadsheets or other tracking sheets

- Obtain supervisory signoff on specific form(s)

- Develop an abatement plan

- Include tracking requirement in standard operating procedures

- Conduct follow up inspections

- Use various electronic systems

- Create a log

- Discuss with supervisor

- File work order

- Implement follow up notifications at regular intervals until abated

- Provide inspection reports to management

- Increase the priority for OSH related tickets

Some agencies reported issues with tracking abatement. The Department of Health and Human Services has difficulty comprehensively tracking hazard abatement and abatement dates due to its size and number of subagencies. Because the subagencies use different and incompatible software there is no simple means of combining the data at the Department level. Among independent agencies, the Peace Corps lacks a formal, electronic OSH information management system to track hazard abatement. Currently, its informal process is that the OSH Specialist Expert follows up with responsible officials.

Rules and Work Practices Attribute
Nearly all agencies (94; 96 percent) rated themselves as generally effective ("needs minor improvements" or "highly effective") for the **rules and work practices attribute**, claiming that policies and procedures supported robust OSH programs. Several reportedly implemented engineering controls to eliminate or reduce workplace hazards. A few agencies implemented new procedures.

- The U.S. Chemical Safety and Hazard Investigation Board (CSB) indicated that CSB Orders 17 and 40 cover the OSH rules and work practices it expects CSB personnel to follow. Order 17 includes numerous appendices that specify how to implement OSHA-mandated programs. Order 40 contains checklists personnel can use to assess hazards during deployment activities. CSB said it has developed the necessary practices and training materials to implement these programs.

- The National Archives and Records Administration (NARA) said that it mandates annual OSH training and has a formal policy to strive for zero workplace injuries. If an injury occurs, the supervisor must provide a written report to the NARA Headquarters Safety program staff with mitigating actions to prevent similar injuries.

- The Federal Trade Commission (FTC) stated that due to its effective health and safety rules and work practices it continues to reflect low hazard and injury rates. The health and safety of FTC employees remains the agency's top priority.

- The U.S Equal Employment Opportunity Commission (EEOC) said its Safety Order describes how to implement its Safety Program. The Order includes effective work practices and safety and health rules consistent with OSHA-

mandated programs. EEOC noted that it posts the OSH Poster conspicuously in its Headquarters and in all field offices.

- The Farm Credit Administration (FCA) said it performs annual inspections and immediately remediates identified issues. In CY 2023, the county Fire Marshall inspected FCA's headquarters in Fairfax County, VA. FCA received favorable results and immediately corrected deficiencies.

- The National Transportation and Safety Board (NTSB) indicated that it completes annual comprehensive facility safety inspections in office spaces and works with investigative teams to assess accident worksites. Occasionally, it finds hazards that warrant immediate mitigation. Other than immediate mitigations, it documents deficiencies, addresses them with the correcting official, and performs a 30-day follow-up safety inspection to verify hazard abatement. NTSB creates an abatement plan for deficiencies that cannot be corrected in 30 days.

Reporting Hazards

An effective OSH program encourages all employees (such as the agency's federal civilian workforce along with its federally-supervised volunteers and private-sector contractors) to participate in, and feel comfortable providing input, on the OSH program and report safety and health concerns; and prohibits retaliation when they report safety and health concerns, injuries, illnesses, and hazards; participate in the OSH program; or exercise their safety and health rights.

OSHA asked agencies how they advised employees of their OSH-related rights and encouraged them to participate in the OSH program. Agencies listed a variety of methods they used, such as:

- Classroom and on-line training sessions;

- Automated systems;

- New employee orientation sessions;

- Newsletters, emails, and intranet posts;

- Electronic publication of OSH-related policies and directives that include information on hazard reporting methods;

- Recognition programs for employees who collaborate to identify and mitigate hazards;

- Safety meetings;

- Advisory councils;

- OSH committees;

- Participating in OSHA-sponsored programs like the Safe + Sound Campaign;

- Management encouragement;

- Senior leadership involvement;

- Promotional posters;

- Encouraging employees to participate in site surveys and inspections; and

- Injury and illness reporting and prevention annual campaign.

Only 75% of agencies provided a method for anonymously reporting safety and health issues. The Office of Special Counsel (OSC) stated that it was in the process of developing an occupational safety and health program and would have a method for anonymous reporting. Agencies provided various examples of mechanisms employees could use to report concerns:

- Supervisors;

- Local safety managers;

- Collateral duty safety officers;

- Specific personnel or offices such as an Employee Concerns Office, Ombudsman, or union/employee representative;

- Office of the Inspector General

- OSH committees;

- Safety stand downs/safety awareness programs;

- Town hall meetings;

- Safety walkthroughs;

- Web-based systems (e.g., intranet, SharePoint);

- Safety apps;

- OSH hotline;

- Dedicated email address;

- Dedicated help desk;

- Reports to the Inspector General, OSHA, or OSC;

- A ticketing program for OSH hazards that alerts facility services or OSH personnel;

- Ergonomic help desk;

- Suggestion/comment drop box for anonymous reporting;

- Email or phone for facilities management;

- Electronic form; and

- Daily task briefing in which employees analyze their workplaces and tasks.

An important element of an effective hazard reporting system is notifying employees about actions taken to resolve their reported concerns. However, very few agencies

mentioned communicating with employees about actions taken to resolve their concerns. OSHA will consider adding questions about tracking employee-reported issues and providing feedback on actions taken to resolve the concerns to future information requests.

Managerial Component

The **Managerial Component Assessment** evaluated three attributes:

1. **Hazard incidence data are effectively analyzed** determines if the agency uses hazard incidence data to set safety and health priorities.

2. **A review of the overall safety and health management system is conducted at least annually** determines if the agency periodically audits the management aspects of its SHMS, identifying progress and needed changes/improvements.

3. **Individuals with assigned safety and health responsibilities have the necessary knowledge, skills, and timely information to perform their duties** determines if the agency's personnel have the understanding, skill, and current information needed to effectively fulfill their OSH responsibilities.

More than half of the responding agencies (64; 65 percent) reported that the three managerial attributes were generally effective ("needs minor improvements" or "highly effective").

Hazard Incidence Data Analysis

The attribute that focused on using **effective hazard incidence data analysis** to set safety and health priorities had the fewest ratings of "needs minor improvements" or "highly effective"; only 72 agencies (73 percent) rated the attribute as generally effective. Of the remaining 26 agencies, only two selected "needs major improvement." The other agencies said the attribute was "not applicable," "does not exist," or failed to respond.

However, according to OSHA's information request, selecting "highly effective" for this attribute indicated either that the agency collected and analyzed its hazard incidence data or had recorded fewer than 10 hazards over the previous three years, and responsible persons in the organization interpreted the data. OSHA would encourage agencies to revisit their analyses; if "competent persons" reviewed the data, agencies could possibly revise their selections from "inapplicable" to "highly effective." Also, 24 agencies' analyses should have included near misses along with recordable injuries and illnesses. OSHA will clarify its CY 2024 information request.

- The U.S. Department of Agriculture stated that it lacks departmental data analysis. It attests that each subagency has a system to track and abate reported hazards.

- The National Aeronautics and Space Administration (NASA) indicated that its NASA Mishap Information System collects incident data. The NASA Safety Center manages data and conducts data mining and taxonomic coding for: the activity underway at the time of the incident, the initiating event, and what could

have prevented a mishap. An annual summary report provides data and trend analyses. Hazard-specific working groups receive custom analyses as needed. The analyses drive changes in policy and program requirements, focus the scope of special audits and assessments, and serve as means of programmatic health assessment. In addition, NASA's Human Factors Task Force reviews mishap reports from the perspective of the effects of human performance in the work environment. The Task Force annually identifies the top factors and communicates findings and recommendations to the agency's senior leadership.

- The Department of Justice noted that most subcomponents use various hazard incidence data to monitor OSH program performance and progress:
    - The Bureau of Alcohol, Tobacco, and Firearms discusses trends and reducing/preventing mishaps with the respective Program Manager.
    - Each Bureau of Prisons institution has a Safety Committee that meets at least quarterly. Each institution's OSH Department tracks available data, reports at Safety Committee meetings, and determines appropriate actions to address identified trends.
    - The Drug Enforcement Administration's analysis process determines what happened, how and why it occurred, and necessary corrections.
    - The Executive Office for Immigration Review and Executive Office for U.S. Attorneys review injury and illness reports in ECOMP for trends, recurring incidents, and other relevant information.
    - The Federal Bureau of Investigation uses its Injury and Illness Tracking System to track incidence data. The Bureau reviews injury and illness trends monthly and shares specific trends with various leadership. This process enables those briefed to address significant hazards in their span of control.
    - The U.S. Marshals' Service (USMS) may refine the overall OSH program by incorporating additional leading indicators. USMS is also considering lagging indicators such as injury frequency, OSHA recordable injuries, lost workdays, and workers compensation costs, etc.

- Other agencies said the attribute was inapplicable. For example:
    - The Federal Labor Relations Authority indicated this attribute was not applicable because it does not have hazardous work or materials.
    - The Federal Housing Finance Agency said this attribute was not applicable because it did not have any hazardous incidents.

Annual SHMS Review Attribute

The managerial component attribute that dealt with **annually reviewing the overall safety and health management system**, correcting shortcomings, and identifying additional opportunities to improve hazardous incident data analyses to set OSH priorities had 81 agencies (83 percent) rate it as generally effective ("needs minor improvements" or "highly effective"). Of the remaining 17 agencies, six needed major

improvement and the rest said it was not applicable, did not exist, or left the response blank. The primary causes for the 17 responses appear to be the lack of staff and relying on the building landlord's SHMS.

When conducting their reviews, most agencies included a written report, management briefings, management involvement, root cause analyses, and OSH accomplishments. Most agencies analyzed both leading and lagging indicators but only 43 reports included SHMS failures.

- The Department of Transportation (DOT) stated that it conducted formal safety program reviews of each subagency. DOT safety committees conduct on-going reviews of OSH performance and identify areas for improvement. Among its subagencies, the Federal Aviation Administration conducts semi-annual self-evaluations; and the Federal Railroad Administration's Safety Management System manages safety risks, sets goals, implements plans, and measures safety performance.

- The Federal Deposit Insurance Corporation (FDIC) said that it uses both leading and lagging indicators to annually review its SHMS and identify accomplishments, failures, root causes, and recommendations. According to FDIC, it provides copies of these written annual reviews to management.

- The Federal Maritime Commission noted that it does not have a safety and health management system; however, the agency ensures the safety and health of agency employees. The FMC's employees are encouraged to use the services/programs the nurse provides in the FOH Unit. The nurse is available for First Aid, consultation on general health issues, and annual flu shots. The nurse has also sponsored Health and Wellness Seminars.

- The U.S. Consumer Product Safety Commission (CPSC) noted that it requires Safety Data Sheets (SDSs) from all hazardous chemical vendors. The Fireworks Team's fire extinguishers are hydrostatically tested in accordance with NFPA guidelines. Fireworks explosive storage magazines must meet ATF requirements.

- The Department of the Navy (Navy) noted that DoD policy requires an annual program management assessment with results to both Navy and DoD leadership. The Navy's safety management system (SMS) provides a comprehensive framework to ensure operational readiness through continuous improvement and risk-based decision-making processes and procedures. Several commands have SMSs that comply with either ISO 45001:2018 or ANSI Z-10 (2012) and many have received OSHA VPP status. Safety assurance also requires annual establishment evaluations to measure whether organizations conform to standards and are progressing towards established goals. The Naval Safety Command and Commandant of the Marine Corps Safety Division use analyses of mishaps and reported hazards to provide weekly Lessons Learned on risk management. Monthly webinars and professional development symposiums provide additional discussion opportunities.

- State said that it conducts two levels of overall SHMS reviews: at each embassy and consulate, and at headquarters to assess overall program performance. At the site level, SHEM routinely conducts program audits and assistance visits to support and encourage post management to meet Department and federal OSH requirements. Additionally, posts must audit their own programs annually using a provided standardized tool and the onsite OSH officers must provide annual written program assessments. At the headquarters level, SHEM analyzes mishap trends from worldwide injury and motor vehicle mishaps. While the Medical Services Industrial Hygienist continues to update internal OSH policies for Medical Services to include program review criteria, implementing the program review still requires improvement. The goal is to implement a program review by the end of CY 2024.

- The U.S. Air Force (USAF) indicated that it conducts annual reviews of the overall SHMS at every level from the local installations to its Headquarters via self-inspections and safety office inspections, assessments, and evaluations. Qualified safety professionals conduct evaluations of the wings through virtual and in-person visits. USAF policy requires each establishment to conduct a program management review. The Air Force Safety Center evaluates each Major and Field Command. Collectively, these periodic audits of the overall SHMS at every organizational level allow a sight picture of the conformance and effectiveness of the USAF SHMS and provide contributions to the annual report.

- The U.S. International Development Finance Corporation said that its safety manager reviews the SHMS annually to find opportunities for improvement. For example, in CY 2023 the safety manager increased awareness on reimbursement for safety boots.

- The Pension Benefit Guaranty Corporation (PBGC) noted its OSH program would benefit from:
    - Notifying senior leadership of self-assessment results.
    - Establishing an OSH committee to ensure worker participation and promote an inclusive OSH culture.
    - Implementing a more transparent hazard identification and assessment process to ensure availability of injury/illness and hazard information.
    - Continuing to track hazards and unsafe conditions to ensure timely abatement.
    - Increasing OSH awareness.
    - Establishing an at-least-annual program evaluation and improvement process.

    PBGC reportedly plans to complete these improvement efforts by the end of CY 2025.

- The Railroad Retirement Board (RRB) indicated that its Safety and Health Committee is responsible for continuously monitoring and evaluating its SHMS

for effectiveness. RRB's extremely low total case rate supports the efficacy of the review process. The most recent evaluations, in CY 2023, included:

- o Safety Inspections: Members of the Safety Committee review all safety inspection reports to verify completed safety inspections and corrected deficiencies.

- o Accident Review and Follow Up: Building Operations and Human Resources Staff track all accidents and report them quarterly to the Safety Committee, which reviews for trends and recommends corrective actions to the Facility Manager. The last review of accidents, in October 2023, indicated no specific trends and reported that the Facility Manager had implemented all Safety Committee recommendations.

- o Employee Support and Training: the RRB Safety Committee last reviewed the RRB Employee Support and Training program in CY 2023. The review confirmed sufficient training.

- Other agencies, such as the

  - o Social Security Administration (SSA) indicated that it is working to formalize its SHMS with new personnel and workspaces.

  - o U.S. Nuclear Waste Technical Review Board stated that it relies on GSA guidance.

  - o U.S. Trade and Development Agency noted that it had not reported issues that warranted a systematic SHMS review.

  - o Merit Systems Protection Board said that there was nothing uniquely hazardous about its mission; it conducted no formal annual SHMS audit.

  - o The Harry S. Truman Foundation reported conducting an annual walkaround but noted it lacks a SHMS. The lack may be due to employing a total of only five staff.

  - o The Federal Mine Safety and Health Review Commission said it did not conduct a review due, in part, to its current lack of administrative support staff. It plans to schedule a review process after hiring a Facilities Management Specialist.

  - o The Federal Housing Finance Agency does not have a Safety Officer. While its Space Operations and Sustainment Specialist is now responsible for the OSH role, other priorities limit the Specialist's ability to review or improve the agency's SHMS.

  - o The Pension Benefit Guaranty Corporation said it needs to develop a SHMS. It expects to see results in 2025.

  - o The Department of Housing and Urban Development failed to conduct a review of its SHMS due to an absence of staff in the Safety Office. It reportedly scheduled a thorough review for CY 2024.

Abatement Tracking

Effective SHMSs have several key components. Along with processes to routinely identify and report hazards, agencies must ensure they have established methods to select and track appropriate measures to abate or control hazards, and then monitor or assess those abatements (or controls) to ensure they continue to remain effective.

Effective controls protect workers from workplace hazards; help them avoid injuries, illnesses, and incidents; minimize or eliminate safety and health risks; and help employers provide safe and healthful workplaces and working conditions. They include interim measures to protect workers from hazards until the employer can implement permanent protections.

Under Attribute 4, OSHA asked agencies how they **tracked hazard abatement and adhered to abatement dates**. About half of the respondents (49 agencies; 50 percent) specified either the hazard abatement tracking tool or described the tracking process; some provided both. The rest did not provide an abatement tracking method. Of the remaining 48 agencies, 45 either did not submit an answer, said the attribute was not applicable or not available, or said there were no hazards to abate. Three agencies said they did not track hazard abatement on an agency-wide basis but that their various subcomponent levels tracked and monitored such abatement. Four agencies discussed hazard identification rather than hazard abatement tracking.

Agencies that reported abatement methods discussed a wide range of tracking processes, from the very simple – informing management with managers following up – to those that were more involved – using spreadsheets or various software programs, or providing for tracking in standard operating procedures. See Appendix 4 for several agencies' Best Practices.

Root Cause Analysis

Root Cause Analysis (RCA) and identifying those responsible for implementing changes based on investigative findings is another key SHMS component. In its annual report, USAID provided a helpful description of root cause analysis (paraphrased below).

Root Cause Analysis is problem solving method used to identify the root cause of faults or problems and looks for deeper causal factors that lead to mishaps. Analyzing causal factors allows investigator(s) to sift through facts, testing presumptions and scenarios to determine mishap causes. When analyzing accidents, investigators emphasize finding the root and contributing cause(s) of the incident to prevent recurrence. RCA's purpose is not to find fault, but to find facts that can lead to corrective actions.

In 74 (76 percent) of the reports, agencies said they had a method to identify the cause of an incident and/or said they had identified who would be responsible for

implementing changes based on investigative findings. Many of the respondents mentioned using the 'five why rule' for root cause analysis.

- The Office of Navajo and Hopi Indian Relocation said that its approach to root cause analysis was to ensure sufficient budget resources to address OSH management.

- The National Labor Relations Board claimed there were not enough cases to warrant a RCA – but only one case is necessary.

- Among other responses, 20 agencies (20 percent) said the attribute was not applicable, their worksites had no hazards, or simply did not answer. The Departments of the Treasury, Agriculture, and Veterans Affairs reported that their local sites performed the RCAs; they did not have oversight at the Department level. The Corporation for National and Community Service said that it did not have documented policy/procedures for RCA.

- For agencies that misinterpreted root cause analysis or were challenged with implanting it in their agencies OSHA will explore ways to assist these agencies. One example of assistance OSHA could utilize is a presentation on RCA during a future Roundtable discussion.

Knowledge, Skills, Timely Information Attribute

The attribute that dealt with the individuals assigned OSH responsibilities having the necessary **knowledge, skills, and timely information to perform their duties** had 90 agencies (92 percent) that rated it generally effective ("needs minor improvements" or "highly effective"). Of the eight remaining agencies, five needed major improvement and others listed the attribute as not applicable, does not exist, or left the response blank.

- The Export Import Bank of the United States indicated that all facility management staff possess OSHA workplace knowledge and are true professionals in the facility management field.

- TVA noted that it hires OSH employees based on job classification requirements that include minimum years of experience, education, and/or certifications; and defines policy and procedural roles and responsibilities for safety professionals as well as those fulfilling competent/qualified person duties. TVA promotes and funds continuous education and provides access to safety resources such as national consensus standards, safety manuals, equipment manuals, and chemical safety data sheets. It participates in industry and professional organizations for benchmarking.

- The U.S. International Boundary and Water Commission (IBWC) said that it employs one safety professional, and its supervisors and facility safety staff take safety courses online. Newly hired or promoted managers and supervisors must take a series of online safety courses specially selected to raise safety leadership at their units.

- The Federal Retirement Thrift Investment Board stated that it requires annual and mandatory safety training to stay current on any OSHA regulatory changes and its safety/alternate officer attended OSHA roundtables and workshops.

- The Department of Veterans Affairs (VA) indicated that it did not complete all of its Administration and Staff Office's training plans in CY 2023 but claimed that its safety teams have the essential knowledge, skills, and access to timely information required to effectively carry out their duties. VA asserts that its safety staff possess extensive knowledge and experience concerning relevant OSHA regulations, and regulatory guidance via VA Directives and Handbooks.

- The Federal Mediation and Conciliation Service (FMCS) noted that even though OSH personnel have the necessary knowledge and skills to perform their duties, FMCS may need more training to protect employees from respiratory viral illnesses and other issues affecting workplace safety.

- The Social Security Advisory Board stated that although staff is currently working remotely, in case of return-to-work, the DASHO has maintained CPR certification, received the building fire safety training, receives yearly Active Shooter training, and attends OSHA's OSH Managers' Roundtables when available. The DASHO also reviews, and shares with staff, information leaflets on bomb threat preparedness, suicide, and violence in the workplace.

- The Peace Corps said that it currently has two full-time OSH staff in Washington, DC, who provide support and assistance to managers responsible for its OSH program. The agency's OSH Specialist/Manager Expert is a certified industrial hygienist with over 40 years' experience in implementing and managing health, safety, and environmental programs in private and public entities. Its Occupational Health Services Expert is a licensed registered nurse with over 25 years of public and occupational health administrative experience in the federal government. However, the Peace Corps admitted it needs to implement a more comprehensive program to identify specific needs and provide training and support to develop the knowledge and skills for overseas supervisors and staff with OSH responsibilities.

- The U.S. Nuclear Waste Technical Review Board stated that as a micro agency it lacks the resources to support a full-time OSH staff person.

- Some agencies indicated that this attribute needed major improvements. For example, the Federal Housing Finance Agency said that it does not have an assigned full time Safety Officer. The agency would normally assign the responsibilities to the Emergency Management Specialist as an additional duty, but as this position is vacant, the duties shifted to the Space Operations and Sustainment Specialist whose other priorities prevent developing an OSH management program.

Cultural Component

The Cultural Component Assessment evaluated two attributes:

1. **Managers allocate the resources needed to properly support the agency's safety and health program** determines if the agency's managers demonstrate OSH leadership, promote a culture of safety and health in the organization, and support effective operation of the OSH program by allocating needed resources.

2. **There is an effective process to involve employees in safety and health issues** determines if there is an established organizational process that employees know, trust, and use to provide input regarding safety and health issues.

Most agencies (82; 84 percent) reported that both cultural component attributes were generally effective ("needs minor improvements" or "highly effective").

Resource Allocation Attribute

This attribute addressed whether managers demonstrated leadership, promoted a safety and health culture, and provided adequate support and resources. Specifically, 86 agencies (88 percent) rated their management leadership attribute as "needs minor improvements" or "highly effective," reporting that their managers allocated the resources and the personnel needed to support their respective OSH program.

- The Merit Systems Protection Board (MSPB) indicated that it ensured funding for disinfectant wipes and spray, alcohol-based hand sanitizer, personal protective equipment (PPE) such as latex gloves, and social distancing floor signs and other safety signage. However, MSPB clarified that its budget did not specifically identify resources to accomplish safety and health programs.

- The Occupational Safety and Health Review Commission noted that its senior management officials support and approve funding for the safety and health management program.

- The Federal Mine Safety and Health Review Commission stated that its budget accommodates and supports work safety initiatives and training.

- The Office of Personnel Management said that its supervisors and managers may conduct more frequent unannounced inspections to increase the safety culture of the agency.

- The Pension Benefit Guaranty Corporation noted that a Collateral Duty Safety Officer monitors and maintains an "OSHA Inspection Log" SharePoint list that includes the inspection date, location, hazard type, hazard observations, corrective actions, written violation (yes or no), target completion date, and actual completion. Additionally, incidents are tracked through incident reports.

- The Presidio Trust indicated that resources and funding are readily available and budgeted for safety and health management needs.

- The Small Business Administration stated that funding was available, and managers supported the resources to address employee health and safety.

- The Smithsonian Institution indicated that while most safety coordinators confirmed the availability of OSH resources, including those for hazard abatement, some lacked dedicated funds so obtaining accurate data on OSH

budgets was challenging. Most safety coordinators also confirmed that OSH personnel have the authority to act, to abate/control hazards, and that, even absent dedicated OSH funds, avenues existed to obtain OSH resources. In some cases, GSA or the building lessor's management are responsible for corrective actions.

- The Office of Government Ethics affirmed its managers commitment to both staff health and safety, and allocating the time and resources to ensure implementation of proper safety measures.

- The Postal Regulatory Commission stated that IT upgrades allowed employees to safely and efficiently telework as necessary. Throughout CY 2023, the Senior Administrative Officer was instrumental in effectively approving requests and reviewing the texts of health/safety-related messages that had previously routed to the DASHO. During 2023, the safety manager ordered first-aid supplies and new batteries for the three AED devices. In addition, the agency maintained a supply of disinfectant, hand sanitizer, and masks so that staff felt comfortable and safe on-site.

- The U.S. Securities and Exchange Commission said that it updated OSH policies and procedures and the ECOMP reporting system.

- The Marine Mammal Commission said that it is a small agency and has the resources needed.

- The U.S. Trade and Development Agency stated that, since it is a small agency, it does not have dedicated OSH resources but will allot any needed funding. Management also supports training and/or resources related to OSH improvement.

Employee Participation Attribute
This attribute addressed the **presence of a process for employee involvement in the SHMS**. Specifically, 88 agencies (90 percent) rated their employee participation attribute as generally effective ("needs minor improvements" or "highly effective").

- The Department of Education stated that although there has not been a safety committee for some time, it follows articles 13 and 34 in its union contract that cover union participation in committees and safety and health. The Safety Manager works with management to enhance employee involvement in safety-related matters. In the future, the department plans to include staff in safety inspections, safety training, and the development of a regional safety liaison program. While it added tools like the safety webpage, incident report form, and quarterly assessment to the OSH program, awareness has lagged.

- The CSB indicated that it solicits employee involvement through e-mail postings, "all hands" meetings, and small group debrief meetings conducted after issuing investigation reports. It also holds periodic investigator training sessions where it seeks input on safety and health issues. CSB has conducted anonymous safety perception surveys during Safe + Sound Week.

- EPA noted that it routinely assesses workplace hazards and alerts employees if they need to participate in specific safety programs, take training, or implement operational controls or protective best practices. More importantly, EPA empowers employees to watch for work hazards, report hazards to OSH personnel, and offer suggestions and input that will help EPA locations improve their OSH performance. Other examples of EPA's actions to involve employees in OSH issues include asking for suggestions; involving them in safety and health committees; and including them in post-incident investigations, corrective and preventative activities, safety and health self-assessments, and work control planning.

- The Federal Energy Regulatory Commission indicated that it uses multiple channels to send and receive OSH communication with employees. It encourages its employees, who actively report safety concerns to their supervisors, management, or directly to OSH staff. Additionally, it solicits feedback from staff on new or proposed policy changes, safety equipment, and satisfaction with OSH program and personnel performance. Employees regularly report appreciation for timely communication and responses to requests.

- The Department of the Treasury noted that its employees can submit ideas, questions, and concerns using multiple methods including anonymously. Timely organizational emails, electronic bulletin boards, and SharePoint websites allow them to review important health and wellness information and provide reminders of their ability to become involved in OSH programs. Subagency employees can participate in safety and wellness committees, advisory groups, and – for IRS employees – volunteer as safety inspectors. The Mint's safety leadership adopted an open-door policy to answer questions in person, on the phone, or via e-mail.

- The Peace Corps stated that during CY 2023, 50% of overseas posts reported establishing a safety committee in accordance with their staff OSH policy and procedures. Agency safety committees provide a forum for staff and management to work collaboratively to discuss and solve staff OHS problems/issues, communicate information, and promote implementing OSH program procedures.

- The Federal Mine Safety and Health Review Commission noted it lacked processes to involve employees in OSH issues, in part because it needed additional staff resources to improve the program.

- The SSA stated that open communication channels are available, and it encourages maximum participation.

- The U.S. International Development Finance Corporation said that it continues to build on its robust workforce health program that engages employees in health through planned activities such as lunchtime walks and webinars on various health and wellness issues such as its "Fall into Fitness" campaign that ran for eight weeks.

- The Federal Housing Finance Agency noted that it strives to maintain open communication regarding OSH issues but needs a Safety Officer FTE. It conducted its annual health fair; hands-on classroom training for Active Shooter, CPR/First-Aid, and AED; and continues to publish articles and reminders in its weekly Fresh Facts newsletter.

- The Federal Communications Commission stated that it designed its OSH program to support and involve its workforce: establishing a safe work environment for its staff and providing them the training, outreach, education, and assistance needed to promote safe and healthful conditions in the workplace. The OSH program leaders communicate with staff frequently and through multiple channels, encouraging them to share concerns, suggestions, and questions directly or anonymously.

- The Federal Labor Relations Authority attested to not having OSHA issues.

Attribute Resolutions
OSHA will reach out to the agencies that reported the attributes were not applicable, did not exist, or needed major improvement, and offer to help them build their OSH management systems. The comparison data to assess any improvement based on the outreach will likely not be available or relevant until at least CY 2025.

Certified Safety and Health Committees
A Certified Safety and Health Committee (CSHC) is an agency OSH committee that the Secretary has approved and the agency's head has certified as meeting the requirements of 29 CFR Part 1960, Subpart F. A CSHC monitors and supports an agency's OSH program and improves safety awareness by providing the agency an open channel of communication between employees and management. A CSHC also allows an agency to facilitate employee input on OSH-related policies, conditions, and practices.

An agency that wants to form a CSHC must report its intent to the Secretary. Specifically, the agency must provide the Secretary with information regarding the location and coverage area (establishments and populations) of the committee. The agency must also provide the name and phone number of each committee chair and certify that the committee meets all the requirements of Subpart F. Also, as part of the required annual report to the Secretary, the agency must provide an update of its OSH program activity.

While agencies with CSHCs that meet all requirements are exempt from unannounced OSHA inspections, they may request an inspection. For CY 2023, the Secretary recognized two Executive Branch agencies, DOL and TVA, as having functional CSHCs according to the requirements of Subpart F. Both DOL and TVA submitted information certifying to the Secretary that their respective CSHCs met the requirements of the subpart during the CY 2023 reporting period.

TVA reported that during 2023, following reduced COVID-19 restrictions, in-person meeting options returned in combination with the addition of a site walkaround. TVA's CSHC meetings included increased emphasis on open safety concerns and suggestions, completing annual inspections, and closing out open action items.

Other OSH Committees and Councils

OSHA asked agencies to provide information on their involvement in both internal and external OSH committees and councils, including their participation in FFSHCs. Many reported on a variety of non-certified OSH-related committees that functioned at the departmental, agency and field operation levels. Of the 98 agencies, 45 (46 percent) reported the complete absence of an internal OSH committee. The Postal Regulatory Commission mentioned that it had an occupational safety and health committee, but it disbanded during the COVID-19 pandemic and had never been reestablished. Five agencies mentioned possibly implementing an OSH committee during CY 2024: the U.S. Chemical Safety and Health Investigation Board, the Board of Governors of the Federal Reserve Board, the John F. Kennedy Center for the Performing Arts, and the Office of Special Counsel.

Committee membership varied from agency to agency, with some comprised of various levels of managers, others focused on expertise in a specific area, and others having members with only OSH-related duties and responsibilities. According to the various reports, most of the agencies considered the non-Certified OSH committees to be vital components of OSH programs while a few others thought such committees were unnecessary due to their size, limited hazards, or having a manager or department assigned occupational safety and health duties. Some agencies mentioned having an occupant emergency team or committee but clarified that the committee's scope dealt only with emergencies. Given the reported participation levels for some of the OSH committees, some agencies may want to pursue certifying their committees.

Many federal agencies reported minimal to no involvement in FFSHC activities, some agencies described a variety of committees and other venues to address workplace OSH issues. These departments and agencies reported active participation in FFSHC activities and said they encouraged employees to participate in regularly scheduled monthly meetings of the Metropolitan Washington Federal Safety and Health Council (MWFSHC).

Several agencies included reports of committee activities.

- The Federal Trade Commission noted that two of its OSH committees monitor and assist its OSH Program and ensure its effective implementation. The two committees consist of voluntary employees in DC and all regional office locations and serve as hubs for transferring information such as policy updates and workspace safety guidelines. The committees meet at least semiannually or when otherwise necessary.

- The Peace Corps reported that it has a senior-level OSH Working Group to advise the DASHO on implementing the OSH program, including developing and approving new policy and procedures and conducting an annual program review.

In CY 2023, Peace Corps implemented more local Safety Committees at overseas posts. Staff at all levels can serve on the Post Safety Committees.

- The Court Services and Offender Supervision Agency reported that its Pretrial Services Agency's safety committee met on a quarterly basis to discuss topics such as facility safety and health related issues.

- The USAF has its Environmental, Safety, and Occupational Health Council (ESOHC). The ESOHC is the cornerstone of the ESOH program and provides senior leadership involvement and direction at all levels of command to ensure compliance, reduce risk, and continuously improve; annually establishes goals, measures, objectives, and targets; and provides additional ESOH guidance to subordinate organizations. Safety committees are optional and encouraged at the work center level.

Specific Hazards
COVID-19

Regarding COVID-19, federal agencies reported that during CY 2023, they were concerned with the health and safety of their employees and customers and were proud of their efforts to protect them. The effects of COVID-19 on the health of the federal workforce continued to decline during the calendar year. The number of COVID-19-related reportable incidents decreased as reported in Table 7s, and the total number of COVID-19 cases drastically declined. In CY 2022, COVID-19 was 22.1 percent of the agencies' reported incidents while in CY 2023, COVID-19 cases fell to only 2.3 percent. Per OWCP data, there were 63,925 cases in CY 2022 and 18,677 cases in CY 2023, a 71 percent decrease. However, CY 2023's 18,677 confirmed cases demonstrate that COVID-19 was still an infectious hazard in need of mitigation and control.

When discussing the various actions taken to protect employees from COVID-19, most agencies referenced using information from the Centers for Disease Control (CDC), GSA, the Office of Management and Budget (OMB), OPM, OSHA, successive Executive Orders, and relevant local authorities. Agencies noted that the periodically evolving guidelines required ongoing modification of policies and procedures to protect workers, particularly after the President declared an end to the public health emergency in May 2023.

When feasible, agencies continued allowing employees to telework:

- The Federal Mine Safety and Health Review Commission continued to have almost all its employees work from home rather than onsite.

- GSA has worked towards some pre-COVID normalcy and simplification for those who still work in the office. However, telework is still an option for many employees and masking is by choice.

- The Udall Foundation took an active approach to working remotely during COVID-19 and alternate worksites required a safety assessment prior to approval of those locations. Following the end of the state of emergency, the

agency modified its policies in accordance with federal guidance and clarified that employees could choose to continue using PPE.

- For the Postal Review Commission, it required non-remote staff to report on-site one day per week. This became the Commission's new "normal" operating procedure. To further curtail COVID-19 virus transmission, the chairman maintained a custom of encouraging all employees who travel during the summer or for the holidays, to work remotely an extra week after their return. The Commission reported zero incidents of work-related COVID transmission during CY 2023.

- Many agencies, such as the VA, continued encouraging employees to take precautions against COVID-19 to minimize risks. Following the declared end of the COVID-19 public health emergency, the VA ended its restrictions on Department-hosted events larger than 50 people. The VA said that in CY 2024 it plans to continue using administrative controls such as telework, and staggered work shifts to promote social distancing and minimize employee risk from COVID-19. Also, it will use various strategies such as posters and vignettes to encourage employees to continue getting vaccinated and boosted against the disease.

Agencies with missions requiring onsite work used a range of controls to protect employees, from creating physical barriers to providing PPE. To help track the evolving guidance and develop internal policies, many agencies established workgroups comprised of senior management officials with decision making authority, safety professionals, industrial hygienists, and, at times, medical staff. In some cases, agencies modified policies to return to onsite (RTO) work. The Drug Enforcement Agency (DEA) within the Department of Justice (DOJ) transitioned to a flexible remote work schedule in CY 2023.

To provide an overview of how agencies apportioned staff between remote work (100% telework), some telework (at least one day per week), or work that required employees to always be onsite, OSHA asked agencies about the percentage of their workforces working remotely, and what percentage they allowed to telework at least one day per week. Bearing in mind that agencies can have both teleworkers and remote workers, Table 8 lists broad percentage categories and the number of agencies that responded with the percentage of their workforces that either teleworked or worked remotely. Some agencies did not respond to the question.

Table 8: Percent of Agency Staff Teleworking* or Remote

	<1%	1-20%	21-50%	51-80%	81-99%	>99%	NR
Agencies/Remote	13	49	18	4	1	2	6
Agencies/Telework*	3	5	12	17	26	31	5

*Telework: At least one day/week.   NR: No Response

Motor Vehicles
Like previous years, OSHA again asked for information on agencies' motor vehicle safety programs (MVSPs) and the number of motor vehicle accidents involving their workers. Most agencies reported having an MVSP, and the majority noted compliance with EOs 13043 and 13513, which require the use of seatbelts in motor vehicles and to ban texting while driving, respectively. Collectively, 40 federal agencies provided information on the 9,283 motor vehicle accidents their employees experienced during CY 2023. As previously depicted in Table 2s, in CY 2023 motor vehicles were the second highest cause of reportable incidents of fatalities, hospitalizations, and amputations. See Table 9 for the numbers of motor vehicle accidents individual agencies reported for CYs 2019-2023.

Regarding motor vehicle training, agencies continued to provide programs to limit the likelihood and effect of motor vehicle accidents. As in prior years, many agencies said they required defensive driving courses, with a majority using courses from GSA, DOT, or similar providers. Training topics included distracted driving prevention, defensive driving, reducing texting while driving, and accident reporting procedures.

- DOT said that to encourage reporting and obtain more accurate data on the total number of accidents, in CY 2023 it changed how it reported motor vehicle accidents depending on whether they resulted in an injury. According to DOT, like in CY 2022, the number of accidents in CY 2023 was again much lower than CY 2021's, 206 accidents, demonstrating a downward trend. The number of accident-related injuries has reportedly remained relatively steady at 3-5 over the last few years. DOT plans to continue reviewing accident reports to identify further trends.

- The Department of Labor reported that many – primarily administrative – subagencies said an MVSP was "not applicable." However, its subagencies with personnel who operated vehicles in the field reported having MVSPs. In CY 2023, DOL subagencies with MVSPs reported a total of 267 motor vehicle accidents. These subagencies said they offered motor vehicle safety training from GSA or similar organizations on topics such as vehicle safety inspection procedures, defensive driving, distracted driving prevention, and accident reporting procedures. They offered driver improvement training for personnel involved in vehicle mishaps.

- State reported 1,862 motor vehicle accidents in CY 2023. Of those, 1,783 occurred overseas. Overseas, 43% of the preventable collisions were due to failures to inspect and scan mirrors while driving, and collisions with stationary objects. State did not analyze trends for the domestic incidents and noted the need to remedy that omission. It said it plans to develop a domestic program to improve vehicle operations and mitigate accidents.

Among other responses, a few agencies confirmed compliance with EOs 13043 and 13513 but provided no supporting information on safety measures. Some agencies

indicated they lacked an MVSP for a variety of reasons such as a small workforce, a mission that did not support official use of vehicles, or lack of an agency-dedicated fleet. And several agencies simply failed to respond while some others asserted that a MVSP was "not applicable" to them.

OSHA will follow up with agencies to help them address motor vehicle safety.

Table 9: Reported Motor Vehicle Accidents CYs 2020-2023.

Department/Agency	2023	2022	2021	2020
Department of Agriculture	NR	1,129	1,918	NR
Department of the Air Force	20	17	19	94
Department of the Army	387	349	514	288
Department of Commerce	90	32	25	306
Department of Defense	782	664	929	812
Department of Energy	85	58	89	63
Department of Health and Human Services	23	NR	45	25
Department of Homeland Security	503	375	1,042	1,765
Department of Housing and Urban Development	1	NR	NR	NR
Department of Justice	3202	2,921	2,825	2,311
Department of Labor	267	235	227	213
Department of the Interior	925	638	595	564
Department of the Navy	18	9	2	12
Department of State	1,862	1,836	1,598	1,102
Department of Transportation	75	10	11	13
Department of the Treasury	105	108	127	93
Department of Veterans Affairs	498	42	147	21
Environmental Protection Agency	24	13	10	12
General Services Administration	8	6	20	26
National Aeronautics and Space Administration	87	114	123	104
Social Security Administration	2	6	8	13
Tennessee Valley Authority	201	183	153	175
Office of Personnel Management	1	2	2	1
AbilityOne Commission	0	0	0	0
Access Board	0	0	0	NR
African Development Foundation	0	0	0	0
Agency for Global Media	0	0	0	0
Agency for International Development	1	0	0	0
American Battle Monuments Commission	4	5	0	1
Armed Forces Retirement Home	0	0	0	0
Chemical Safety and Hazard Investigation Board	0	0	0	0
Commission of Fine Arts	0	NR	NR	NR
Commission on Civil Rights	0	0	0	0
Commodity Futures Trading Commission	0	0	0	0
Consumer Product Safety Commission	1	1	0	0
Court Services and Offender Supervision Agency	11	0	0	1

Department/Agency	2023	2022	2021	2020
Defense Nuclear Facilities Safety Board	0	0	0	0
Equal Employment Opportunity Commission	3	2	2	2
Export-Import Bank of the United States	0	0	0	0
Farm Credit Administration	0	1	0	0
Federal Communications Commission	1	1	0	NR
Federal Deposit Insurance Corporation	2	5	0	NR
Federal Election Commission	0	0	0	0
Federal Housing Finance Agency	0	0	0	0
Federal Labor Relations Authority	0	0	0	0
Federal Maritime Commission	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0
Federal Reserve Board	4	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0
Federal Trade Commission	0	0	0	0
Harry S. Truman Foundation	0	0	NR	NR
Holocaust Memorial Museum	0	0	0	0
Institute of Museum and Library Services	0	0	0	0
Inter-American Foundation	0	0	0	0
International Trade Commission	0	0	0	0
International Boundary and Water Commission	5	5	2	2
James Madison Memorial Fellowship Foundation	0	0	0	0
John F. Kennedy Center	0	0	0	0
Marine Mammal Commission	0	0	0	NR
Merit Systems Protection Board	0	0	0	0
Millennium Challenge Corporation	0	0	NR	NR
Morris K. Udall & Stewart L. Udall Foundation	0	0	0	0
National Archives and Records Administration	0	3	0	0
National Capital Planning Commission	0	0	0	0
National Council on Disability	0	0	0	0
National Credit Union Administration	0	0	0	0
National Endowment for the Arts	0	0	0	0
National Endowment for the Humanities	0	0	0	NR
National Gallery of Art	1	1	0	0
National Labor Relations Board	0	0	0	0
National Mediation Board	0	0	0	0
National Science Foundation	0	0	0	0
National Transportation Safety Board	0	0	0	0
Nuclear Regulatory Commission	1	1	1	0
Nuclear Waste Technical Review Board	0	0	0	0
Occupational Safety and Health Review Commission	0	0	0	0
Office of Government Ethics	0	0	0	0
Office of Navajo and Hopi Indian Relocation	0	0	0	0
Office of Special Counsel	0	NR	NR	NR

Department/Agency	2023	2022	2021	2020
International Development Finance Corporation	0	0	0	NR
Peace Corps	41	18	9	2
Pension Benefit Guaranty Corporation	0	0	0	0
Postal Regulatory Commission	0	0	0	0
Presidio Trust	5	0	4	4
Railroad Retirement Board	1	0	1	0
Securities and Exchange Commission	0	0	0	0
Selective Service System	0	NR	NR	NR
Small Business Administration	0	2	0	2
Smithsonian Institution	26	36	5	11
Social Security Advisory Board	0	0	0	NR
Trade and Development Agency	0	0	0	NR
Advisory Council on Historic Preservation	0	0	NR	NR
Central Intelligence Agency	C	C	C	C
Corporation for National and Community Service	6	1	NR	NR
Department of Education	0	0	0	0
Federal Energy Regulatory Commission	2	2	0	0
Office of Director for National Intelligence	2	0	0	0

NR: No response   C: Classified information

Federal Employees Overseas

The Act, EO 12196, and 29 CFR Part 1960 have no geographical limits; agencies must provide safe and healthful workplaces to all federal civilian employees, including those who work outside U.S. borders. OSHA asked agencies about the number of federal employees stationed overseas during CY 2023 and how they provided those employees with safe and healthful workplaces.

According to agency reports, at least 112,147 employees worked outside the borders of the United States during CY 2023. Most agencies reported that their overseas employees were under the auspices of either DoD's or State's overseas OSH program.

DoD (including civilian employees of the armed service departments) employed the largest overseas workforce – 88,295 employees – and indicated that its OSH programs and coverage included those workers. It noted that it followed OSHA standards in all operations worldwide, where feasible, and that when compliance with OSHA standards was impracticable, infeasible, or inappropriate, it applied risk management procedures. It said its management documented and communicated the results of risk management decisions to all affected personnel.

The Department of State reported that its Foreign Affairs Manual includes a comprehensive OSH policy and program document that incorporates the requirements of 29 CFR Part 1960.

Table 10: Federal Civilian Employees Overseas CYs 2019-2023

Department/Agency	2023	2022	2021	2020	2019
Department of Agriculture	319	98	NR		999
Department of Commerce	236	217	212		252
Department of Defense	88,295	56,453	52,678		55,762
Department of Energy	39	25	19		50
Department of Health and Human Services	444	375	368		438
Department of Homeland Security	1194	6,044	6,363		1,500
Department of the Interior	26	1,199	318		881
Department of Justice	1346	1,061	1,122		1,062
Department of Labor	12	9	5		6
Department of State	61,958	52,546	58,997		NR
Department of Transportation	440	352	10		20
Department of Veterans Affairs	771	113	138		94
Department of the Treasury	13	35	39		41
Environmental Protection Agency	10	117	2		1,150
General Services Administration	23	23	22		24
National Aeronautics and Space Administration	8	7	8		8
African Development Foundation	26	0	NR		12
Agency for Global Media	19	55	56		NR
Agency for International Development	1841	0	6,417		1,399
American Battle Monuments Commission	43	43	40		38
Consumer Product Safety Commission	1	1	1		1
Export-Import Bank	0	0	NR		0
Millennium Challenge Corporation	30	24	NR		NR
Nuclear Regulatory Commission	2	4	3		2
Overseas Private Investment Corporation	7	8	NR		NR
Peace Corps	2273	3,224	2,298		245
Smithsonian Institute	486	372	429		NR
Trade and Development Agency	0	0	0		1
Total	161,885	124,427	129,334		63,985

The 2020 column is labeled vertically: No Data Requested*

* Given the pandemic-related fluctuations in the overseas federal workforce in CY 2020, OSHA did not ask agencies to provide data on the numbers of workers employed outside U.S. borders.

Heat

Risk Factors and Prevention Plans

This year, for the first time, OSHA asked about heat-related risk factors and how agencies addressed the hazard. While some agencies failed to respond, several indicated lacking both job-related risk factors for heat-related illnesses and the prevention plans. Many agencies confirmed the existence of heat-related risk factors at their workplaces and reported having prevention plans. Fourteen agencies acknowledged risk factors for heat-related illnesses but admitted to lacking related prevention plans. An additional three agencies indicated the presence of localized heat

stress factors in specific areas and said they had implemented prevention plans for those areas, but also reported they lacked comprehensive agency-wide plans.

Table 11: Heat Risk/Illness Prevention Plan*

	Have prevention plan	Lack prevention plan
Have heat risk factor	26	14
Lack heat risk factor	1	55

Heat Hazard Recognition

Environmental heat is more than just temperature. Four factors contribute to heat stress in workers: 1) Air temperature; 2) Humidity (high relative humidity makes it difficult for the body to cool itself through sweating; 3) Radiant heat from sunlight or artificial heat sources such as furnaces; and 4) Air movement. In most situations, wind helps workers cool off. An environmental heat assessment should account for all of these factors.

Heat Stress Controls

Recommended heat stress controls include providing adequate water, rest breaks, cool shaded areas, and acclimatization of workers. In general, agencies that reported heat-related risks implemented some prevention measures: engineering and administrative controls. However, in many cases, the agencies could increase the variety of controls. For instance, only four agencies mentioned acclimatization as a possible control. This is of concern because most – 50-70% – outdoor fatalities occur when beginning work (during the first few days) in warm or hot environments; the body needs to develop tolerance (acclimatization) to the heat gradually, over time.

Agencies' primary control was providing and encouraging employees to drink water. Some agencies offered hydration breaks or electrolyte replacement drinks, or packets. In addition to water, some agencies provided controls to reduce direct sun exposure (areas of shade under canopies, tents, and other installations) or the effects of high temperatures (fans, misters, portable air conditioners). For offices with air conditioning, some agencies allowed telework when air conditioning failed. Agencies also provided training.

Other frequently used controls involved varying work schedules to take advantage of cooler temperatures; at least 10 agencies discussed scheduling work – especially physically energetic work – during the cooler hours of the day. Other controls to reduce time working in the heat included increasing the frequency or length of breaks, taking breaks in cool areas, implementing work/rest cycles, limiting effort or labor required, limiting time spent on physically demanding tasks, limiting outdoor work, limiting movement, rotating employees, canceling work on hot days, and not scheduling outdoor work on hot days. Among agencies:

- State reported that at some overseas posts, local labor regulations prohibited outdoor work during certain times of the year.

- Treasury discussed increasing the cooling capacity of air conditioning systems and reducing humidity by eliminating steam leaks and reducing wet floors.

- A few agencies encouraged telework for at-risk employees – such as asthmatics – during times of excessive heat or poor air quality.

- At least two agencies mentioned using the OSHA-NIOSH Heat Safety Tool App.

- In a few cases, agencies implemented a buddy system (involved supervisors or peers) to watch for symptoms of heat stress.

- The military installations use a Flag Conditions Notification Systems where a color-coded flag program informs employees of heat-related emergency conditions using a WBGT Index to determine weather conditions, heat, humidity, and intensity of physical exercise.

- In several cases, agencies indicated that job risk assessments or job hazard analyses identified necessary controls.

- In some cases, employees received water cooled garments (e.g. chilling towels, headbands, neck scarves, bandanas, iced vests); sunscreen, hats – including wide brim hats; and UV-protective clothing.

- DoD provided air-cooled PPE for operations such as welding, abrasive blasting, and painting.

- Where first responders may have to treat heat-related illnesses, agencies noted that they receive training on symptom recognition and treatment, along with access to various treatment modalities such as cold packs, ice baths, and hydration supplies.

Heat Stress Training

Over half of the responding agencies reported providing heat stress related information and training to employees. While the following list is not exhaustive, the topics were wide-ranging and included: Heat Stress, Heat Exhaustion, Heat Rash, Heat Cramps, Heat Stroke, Work Rest Cycles, Acclimated & Unacclimated Workers, Easy/Moderate/Hard Work Examples for Daily Operations and Ceremonies, Heat Index Charts, First Aid, CPR, AED, Importance of Job Hazard Analyses, How To Maintain Hydration, Calling 911, Dehydration Dangers, How to Recognize Dehydration by the Color of Your Urine, How to Report Symptoms, and Where To Get Treatment.

Agencies used many methods to communicate information and training to employees:

- virtual and in-classroom courses;

- pre-work briefs;

- various electronic media (PowerPoint presentations, agency training websites, email, all employee virtual sessions, etc.);

- a multitude of printed materials (Quick Sheets, Fact Sheets, posters in bathrooms and elevators, training bulletins, etc.);

- meetings and discussion groups of one form or another (staff meetings, morning safety briefings, local safety improvement team meetings, toolbox talks, Roll Call talks); and

- other techniques (attendance at OSHA's Safe + Sound Week, monthly "safety tips," awareness campaigns, etc.).

DHS reported that each subagency chooses its own method to communicate heat stress information and training to its workforce. For instance, the Federal Emergency Management Agency (FEMA) targets its disaster responders with heat-illness training including "Heat Stress Training for Leadership and Supervisors." The Secret Service provides heat-related instruction as part of its training center curriculum as well as briefing heat-related topics prior to physical training or control tactic exercises. The Science and Technology Component incorporates hazards of heat stress training in its "Temporary Duty Health and Safety Training for Travelers."

Some agencies targeted training specifically to at-risk workers. The Presidio Trust provided standalone heat-illness prevention training to all staff who work outdoors (e.g. gardening, forestry) prior to the summer months. Other agencies, such as the CIA, reported that they plan to add the topic to their training schedule.

More than a third of the agencies indicated that they did not provide training to their employees mostly based on a perception of minimal risk. These responses may be missing some valuable risk factors. OSHA will work with these agencies to provide further information and encourage them to implement relevant training.

Other Heat Resources

In addition to already-mentioned controls, information, or training, agencies commented on other heat-related resources they provided to employees.

- Customs and Border Protection offered three-liter hydration packs to personnel training at its academy.

- In 2023, Border Patrol issued 16,000 heat stress kits to agents along the southwest border as a feasibility study in reducing heat illness fatalities.

- The Department of Commerce hosts an annual safety and health fair for both virtual and in-person attendees. The fair offers seasonal topics, among them heat-related illness. Some agencies, such as the Department of Energy, provided on-site Emergency Medical Technicians who respond to injuries and conduct physical examinations for employees potentially exposed to extreme temperatures.

Requested Assistance

When OSHA asked, "If you feel your agency is ill-prepared with regards to heat hazards, what would be helpful to assist your agency in protecting workers?" agencies responded with suggestions for help with policies, equipment, and training. Among agencies' suggestions:

- Provide a model program for federal agencies.

- Raise awareness on the topic and possibly incorporate heat illness prevention into training conducted throughout the year.

- Provide more ability for rapid cooling in the field via vehicle-based kits in remote locations.

- Allocate funding to evaluate the effectiveness of Border Patrol's Heat Stress Kits currently undergoing feasibility study along the SW border.

- Modify DHS' EMS Basic and Advance Life Support Protocols (2019) to give EMS providers the most up-to-date and science-based guidance on caring for heat injuries.

- Increase resources to allow EMS to provide cooling enroute to the hospital.

- Continue to support technology evaluation projection aimed at investigating the feasibility of collecting core body temperature and other wearable device data for at-risk personnel.

- Allow use of the OSHA NIOSH Heat Safety Tool on CBP (government-issued) phones.

- Obtain more WBGT measuring devices and new personal monitoring devices that work inside PPE.

- Outside review of, and improvement suggestions for, OSH programs including the heat and cold stress programs.

- Agency literature.

- Training on heat prevention and safety.

- Easy to understand and culturally appropriate heat hazard and climate awareness training for non-native English speakers.

- Develop a heat Illness prevention policy to further mitigate heat-related illnesses and associated hazards for employees who may potentially work in high-heat areas.

- Provide free First Aid and CPR training or other training in this area.

OSHA will continue to encourage agencies to utilize the extensive information on heat-related hazards available on OSHA's webpage.

Ergonomics
Workstation Assessments
Also, for the first time, the Annual Report Template asked whether an agency had performed an ergonomic assessment for each workstation. Of the 97 agencies that responded to this question, 21 reported performing ergonomic assessments for each workstation.

OSHA realizes that some agencies may have conflated installing "ergonomic" labeled equipment with performing an "ergonomic assessment" of an individual workstation: ensuring a given workstation and its equipment fit a specific worker. Many of the agencies that reported not performing assessments for each workstation clarified that they assessed a workstation upon request. Other agencies responded with a simple negative and did not indicate whether they had ever assessed any workstations.

Among respondents, the Department of State said that it performed ergonomic assessments by request and reported completing 470 such assessments within domestic U.S. boundaries in CY 2023. Presidio Trust indicated that its Department of Public Safety provided ergonomic assessments upon staff request for both onsite and home workstations.

Weight Lift Limits

OSHA inquired as to whether an agency had set a limit for how much weight it would allow employees to lift. NIOSH developed a mathematical model– and useful, model-derived lifting equation – to help predict the risk of injury for a lift. NIOSH based the model on previous medical research into the compressive forces required to damage the bones and ligaments of the back.

The lifting equation NIOSH derived from its model uses several criteria, one of which is the weight lifted, to calculate a maximum recommended weight limit (RWL) for a lift based on several factors and allows determining an index value (the "lifting index") indicating the risk of injury from the lift. According to NIOSH's research and calculations, under ideal conditions the maximum weight for any two-handed lift is 51 pounds. The NIOSH lifting equation will reduce the weight limit – from that 51-pound maximum – based on the horizontal distance of the load from the worker, the vertical distance of the lift, the distance between the load and the lifter's body, frequency of lifts (per 15 minutes), duration of lift tasks and rest periods over an 8-hour day, how easily the lifter can hold onto the load, and whether the lifter must move the load either towards or away from the center of the lifter's trunk. Once the lifting equation provides the RWL for a lift, that RWL plugs into the lifting index calculation to provide a number indicating the degree of risk the lift poses for the worker.

Of the 96 agencies that responded to OSHA's inquiry, 24 said they set a maximum weight lift limit for all or some employees. Those agencies reported maximum weight limits ranged from 25 pounds to 100 pounds. In some cases, the large departments noted different weight limits for individual subagencies, resulting in multiple answers. Limits ranged from 25-100 pounds, and some agencies varied the maximum weight by gender or job title, the most common limit was 50 pounds. The National Gallery of Art (NGA), the agency with the highest maximum weight limit at 100 pounds, included guidance for workers to work as a team to move objects that were "fragile, unwieldy, or cumbersome" and weighed over 100 pounds. NGA also noted that workers should always use proper rigging, moving, and lifting techniques to avoid injury or property damage.

Table 12: Agency Maximum Weight Lift Limits

Limit in Pounds	Number of Agencies with Limit	Limit Information
25	1	For females*
25	1	For all workers
30	3	
40	1	
40	1	For males*
44	1	
45	2	
50	15	
50	1	For Industrial Hygienists
50	1	For overseas
51	1	
70	1	For overseas when lifting at waist level
100	1	
By JHA	2	Dependent on limit listed in JHA for that job

*DHS' Federal Law Enforcement Training Centers reported setting gender-based lifting maximums.

OSH Training and Resources

EO 12196 requires agencies to provide OSH training for all employees. Additionally, 29 CFR Part 1960, Subpart H specifies the necessary OSH-related training for all levels of agency employees. OSHA requested that agencies report on the OSH-related training they provided to their employees.

Most agencies reported that that they provided OSH training to employees via conventional methods, such as virtual, classroom, computer based learning, and practical (hands-on) training. Agencies also used the educational opportunities OSHA offered only to federal agency OSH personnel: FEDWEEK and the Federal Agency Occupational Safety and Health Managers' Roundtable, an informational exchange forum for federal OSH management personnel.

Product Safety Programs

In the CY 2023 information request, OSHA asked federal agencies to describe their compliance with the provisions of 29 CFR § 1960.34 that addresses conflicts that may exist in standards concerning federal buildings, leased space, products purchased or supplied, and other requirements affecting federal employee safety and health. Specifically, OSHA asked each agency to address how it ensured that the products and services it procured complied with the standard's product safety requirements, including the use of safety data sheets (SDSs, formerly MSDSs or material safety data sheets), and how the agency responds to product recalls.

Of the 98 responding agencies, 76 (77 percent) reported they were in compliance with the standard. Most respondents followed GSA guidelines and purchased goods and services through GSA to ensure compliance.

Some agencies indicated that they lacked a product safety program, attesting they do not use chemicals. However, even "household" cleaners and other consumer products may be considered to be hazardous chemicals, and depending on the manner of use, agencies may be required to provide SDSs. OSHA will continue to work with agencies to ensure they understand their compliance responsibilities in this area.

Several agencies, including the United States Holocaust Memorial Museum, Department of Housing and Urban Development, and the Inter-American Foundation highlighted specific aspects of their programs. EPA's product safety program is noteworthy; the agency reported that 80 percent of its operating locations follow the standard.

Whistleblower Protection

As 29 CFR Part 1960, Subpart G requires, agencies must ensure that employees are not subject to restraint, interference, coercion, discrimination, or reprisal for filing a report of unsafe or unhealthy working conditions.

In CY 2023 reports, agencies included information on their whistleblower protection programs, any allegations of reprisal, and their responses to those allegations. Almost all agencies acknowledged their whistleblower responsibilities and reported having well-designed protection programs. Ten agencies indicated they lacked a written anti-retaliation policy:

- Advisory Council on Historic Preservation
- Commission of Fine Arts
- Commodity Futures Trading Commission
- Environmental Protection Agency
- Federal Housing Finance Agency
- Harry S. Truman Foundation
- Nuclear Waste Technical Review Board
- Office of Special Counsel
- Postal Regulatory Commission
- Department of Agriculture

For agencies that lacked written policies, some included clarifications or noted that the policies were in development. For example, the Office of Special Counsel (OSC) stated that it was in the process of drafting its policy and once drafted, will follow up with training and posters. The Federal Housing Finance Agency (FHFA) said it does not have an anti-retaliation policy that specifically addresses OSH issues but adheres to the OSC's "Know Your Rights When Reporting Wrongs," which provides guidance on dangers to public health or safety. FHFA will continue to assess the need for a specific policy.

Retaliation Investigations

Seven agencies (Corporation for National and Community Service; the Departments of Homeland Security, the Army, Commerce, and Justice; EPA, and NASA) reported investigating claims of reprisal during CY 2023. Each VA staff office and administration was directed to submit a plan to ensure VA employees know their rights and the zero-tolerance anti-retaliation policy.

Specific Agency Reporting Programs

Under 29 CFR Part 1960, Subpart E, GSA and NIOSH must assist federal agencies with specific activities affecting the safety and health conditions of federal employees. Each year, GSA and NIOSH provide details on these activities in their annual reports. In its annual report, GSA provided information on its programs for ensuring that federal facilities are designed, operated, and maintained in accordance with OSH requirements and best practices; that products and services offered to federal agencies complied with product safety requirements; how federal purchasers received information on the safe use of such products; and how it implemented safety recalls.   NIOSH's annual report detailed its Request for Technical Assistance program and included information on the assistance it provided to federal agencies during CY 2023.

General Services Administration (GSA)

GSA reported that throughout the pandemic it provided extensive information and guidance on protecting building occupants from COVID-19. The guidance followed CDC or OSHA information, or both, and GSA reported holding numerous meetings with its federal customers and the CDC to provide additional information to ensure the safety of all occupants.

GSA noted that it includes safety and health requirements for leased facilities in its "Request for Leasing Proposals" and lease contract forms and continually updates the requirements. GSA contracts most operations and maintenance activities and most contracts include safety and health clauses. GSA stated it required contractors to provide necessary information to the federal facility such as emergency planning, a list of SDSs, and toxic chemical and hazardous substance release data.

GSA noted that if it receives notice of a product recall in the commodity line it manages, it initiates a review of that line to determine if agencies received the recalled item and then immediately notifies suppliers to cease shipping associated products, identifies customers that have ordered the item, and provides instructions concerning the recall. Product manufacturers generally handle recalls directly with the procuring agency.

National Institute for Occupational Safety and Health

NIOSH received 21 Requests for Technical Assistance/Health Hazard Evaluations (HHEs) from federal agencies in CY 2023 and completed eight of those requests along with 13 requests from previous years. Of the 21 requests, 17 were initiated as desk

investigations and four as field investigations. An HHE is a workplace study to learn whether workers are exposed to hazardous materials or harmful conditions. Based on the information provided, NIOSH answers an HHE/technical assistance request in one of the following ways: in writing with pertinent information or a referral to a more appropriate agency, by telephone to discuss the problems and possible solutions, or with a workplace visit. During an initial visit, NIOSH will meet with the employer and employee representatives to discuss the issues and tour the workplace. During one or more subsequent visits, NIOSH may review exposure and health records, interview or survey employees, measure exposures, and perform medical testing. At the end of an evaluation, NIOSH will provide a written report to both the employer and employee representatives. Depending on the type of evaluation, developing the final report may require a few months to a few years. (See Appendix 2 for information on agencies' assistance requests to NIOSH.)

Federal agencies asked for NIOSH's help with both exposures and health problems. Each completed request addressed multiple exposure groups and/or health issues. For the reporting period, the exposure group categories NIOSH evaluated were indoor environmental quality, chemical hazards, and biological hazards; while health problems ranged from respiratory or non-specific problems to microbial (viral/bacterial) infections to skin issues. (See Appendix 2 for breakdowns of NIOSH investigations.)

APPENDICES

Appendix 1: CY 2023 Active Field Federal Safety and Health Councils by OSHA Region

Region I (CT, MA, ME, NH, RI, VT)	Region V (IL, IN, MI, MN, OH, WI)
Greater Boston FFSHC	Chicago FFSHC
	Detroit FFSHC
Region II (NJ, NY, PR, VI)	Duluth/Superior FFSHC
Hudson Valley FFSHC	Minneapolis FFSHC
Puerto Rico FFSHC	
Southern New Jersey FFSHC	**Region VI (AR, LA, NM, OK, TX)**
Western New York FFSHC	Dallas/Fort Worth FFSHC
	South Texas FFSHC
Region III (DC, DE, MD, PA, VA, WV)	
Hampton Roads FFSHC	
Metropolitan Washington, DC FFSHC	**Region VII (IA, KS, NE, MO)**
Region IV (AL, GA, FL, KY, MS, NC, SC, TN)	Greater Des Moines FFSHC
	Greater Kansas City FFSHC
Atlanta FFSHC	Greater Omaha FFSHC
Central Florida FFSHC	Greater St. Louis FFSHC
Coastal Empire FFSHC	**Region VIII (CO, MT, ND, SD, UT, WY)**
Louisville Area FFSHC	Denver FFSHC
Middle Tennessee FFSHC	**Region IX (AS, AZ, CA, GU, HI, MP, NV)**
Mississippi Gulf Coast FFSHC	Phoenix FFSHC
North Alabama FFSHC	San Francisco Bay Area FFSHC
North Carolina FFSHC	**Region X (AK, ID, OR, WA)**
South Florida FFSHC	Mt. Rainier FFSHC

Appendix 2: NIOSH – Agencies' Assistance Requests & NIOSH's Investigations

Appendix 2a: Requests to NIOSH for Technical Assistance CYs 2019-2023

Requestor	2023	2022	2021	2020	2019
Agriculture	0	1	0	0	0
Commerce	0	0	0	0	1
Defense	3	2	0	4	10
Environmental Protection Agency	0	1	0	0	0
General Services Administration	1	1	0	0	1
Health and Human Services	3	1	1	0	0
Homeland Security	0	1	1	1	6
Interior	0	0	0	0	2
Justice	4	6	0	0	4
Labor	0	2	0	0	0
U.S. Postal Service	3	2	1	3	9
Social Security Administration	1	1	0	0	0
Transportation	1	1	0	0	1
Treasury	1	0	2	0	1
Veterans Affairs	4	6	3	3	5
Total	**21**	**25**	**8**	**11**	**40**

Appendix 2b: Completed NIOSH Investigations by Type, CYs 2019-2023

	Investigation Type									
	Desktop					Field				
Requestor	2023	2022	2021	2020	2019	2023	2022	2021	2020	2019
Agriculture	1	0	0	1	2	0	0	0	0	1
Commerce	0	0	0	0	1	0	0	0	0	0
Defense	1	0	2	4	9	0	0	0	0	1
EPA	0	0	0	0	0	1	0	0	0	0
GSA	1	1	0	0	1	0	0	0	0	0
HHS	1	1	1	0	1	1	0	0	0	0
DHS	1	2	0	1	1	1	0	0	0	2
Interior	0	0	0	1	1	0	0	0	0	1
Justice	7	1	0	1	3	0	0	0	0	1
Labor	1	1	0	0	0	0	0	0	0	0
USPS	2	0	0	0	0	0	0	0	0	0
SSA	0	1	0	0	0	0	0	0	0	0
Transportation	0	0	0	0	2	1	0	0	0	0
Treasury	0	0	2	0	1	0	0	0	0	0
VA	2	4	2	5	3	0	0	0	0	0
Total	**17**	**11**	**7**	**13**	**25**	**4**	**0**	**0**	**0**	**6**

Appendix 2c: CY 2023 Completed NIOSH Investigations* by Requestor and Exposure Group**

Requestor	Chem	Bio	IAQ	Stress
Agriculture	0	0	1	0
Defense	0	0	1	0
EPA	1	0	0	0
GSA	0	0	1	0
HHS	0	1	1	0
DHS	1	1	0	0
Justice	3	0	2	2
Labor	0	0	1	0
USPS	1	1	0	0
Transportation	1	0	0	0
Veterans Affairs	0	0	2	0
Total	**7**	**3**	**9**	**2**

* A Request for Technical Assistance, also known as a Health Hazard Evaluation request, may involve an investigation under more than one exposure group category. The request may also come in due to a poorly characterized (unknown) exposure.
** Exposure Group: Chemical (Chem), Biological (Bio), Indoor Air Quality (IAQ), Stress

Appendix 2d: CY 2023 Completed Investigations* by Requestor and Health Issue**

Requestor	Resp	V/B	NS	Skin
Agriculture	0	0	1	0
Defense	0	0	1	0
EPA	0	0	1	0
GSA	1	0	0	0
HHS	1	1	0	0
DHS	0	0	1	1
Justice	5	0	2	0
Labor	1	0	0	0
USPS	1	1	0	0
Transportation	0	0	1	0
Veterans Affairs	0	0	2	0
Total	**9**	**2**	**9**	**1**

* An investigation may address more than one health issue; or may have no health effects listed or determined.
** Health Issue: Respiratory (Resp), Viral/Bacterial (V/B), Non-Specific (NS), Skin

Appendix 3: Fatalities, Hospitalizations, and Amputations Reported in CY 2023

Department of Agriculture

Fatalities

- A volunteer suffered cardiac arrest while hiking and working on a trail.

- An employee suffered fatal injuries in a vehicle accident.

Amputations

- While trying to move an object, an employee pinched a finger between the backhoe bucket and a chain, amputating the fingertip.

- An employee was removing a heavy motorcycle carrier from a truck hitch when the carrier fell on the employee's foot, crushing the right toe.

- An employee caught a thumb in a dump trailer door while unloading brush.

- A top dressing machine at a nursery activated unintentionally, catching an employee's fingertip.

Hospitalizations

- An employee swinging a hand tool repetitively to construct fire lines during wildland fire operations suffered abscesses to both hands.

- An employee lost footing while mapping weeds and perennial species, sliding 60 feet down a steep embankment and suffering left leg and mouth injuries.

- A firefighter was diagnosed with a brain tumor after many years of exposure to smoke while fighting wildfires.

- An employee had an allergic reaction to catered food while attending Fire Guard School in a remote area.

- An employee had an intestinal blockage while working as a road guard.

- An employee's leg was pinned under a storm damaged fallen tree after felling the tree with a chainsaw.

- An employee was lightheaded in the office.

- An employee was physically assaulted.

- An employee experienced muscle pain and weakness while carrying a battery pack.

- A forklift hit an employee, injuring both ankles.

- An employee fell from a railcar after conducting sampling.

- An employee driving at UTV had a seizure after stopping to free a stuck snowmobile.

- An employee suffered elbow inflammation from repetitive office work including data entry.

- An employee suffered injuries from a chainsaw kickback.

- An employee suffered ischemic stroke while performing a high stress office leadership role.

- A volunteer on trail patrol in an outdoor recreation area slipped, tripped, fell, and suffered a head injury.

- A boulder struck an employee, fracturing a forearm.

- An employee suffered heat stress/rhabdomyolysis during a physical training run in 80-degree heat.

- An employee was cutting down a suspended tree. Tree fell, struck employee, and impaled employee's leg.

- A pack mule knocked an employee to the ground.

- An employee was felling a tree when it struck another tree and rebounded, hitting employee in chest and leg. Employee suffered broken bones.

- A falling tree rebounded and hit an employee in lower leg.

- An employee suffered a brain aneurysm while performing normal work duties.

- Driver and volunteer injured in motor vehicle accident when driver ran a red light.

- An employee conducting fire line wildfire control suffered injuries when the top of a burning tree broke off and fell on the employee.

- An employee working in high heat experienced a syncopal episode, fell, and struck head on wood pile during fall. Employee suffered brain bleed.

- A tree fell and struck an employee engaged in firefighting.

- An employee suffered heat stress/rhabdomyolysis during arduous physical training and fire line exercises.

- An employee was carrying an unbalanced, unsecured 32-pound box. Employee slipped and fell on penultimate stair, fracturing a knee.

- An employee engaged in proficiency training hit a tree, fell to the ground, and fractured a bone.

- An employee fell while climbing during recreation climbing patrol, suffering a leg abrasion.

- An employee fell to the ground while entering vehicle at the end of the day.

Eye Loss

- An employee fell from the roof during roof maintenance, impaling head on a post.

Department of Commerce

Hospitalizations

- An employee fell from a personnel lift while it was being lifted by a truck liftgate that suddenly tilted. The employee dropped 35 inches onto the pavement.
- An employee sitting in a motor vehicle suffered a cerebrovascular injury.
- An employee's arm was pinned between the trawl door and stern of the ship in rough seas: the trawl wires took tension and shifted the trawl door.
- An employee using a utility knife to cut a bilge pump hose suffered a wrist laceration.
- An employee was dragged while exiting personal car in driveway.
- An employee contacting survey respondents at their homes was hospitalized due to COVID-19.
- An employee contacting survey respondents in their homes slipped and fell on the steps of a residence, suffering a fractured left hand and right arm.
- An employee slipped and fell while walking at home after getting up from the workstation.
- An employee ran a stop sign while driving after dark. Another vehicle t-boned the employee who suffered multiple fractures.
- An employee ran a red light and was struck by another car. The employee suffered a broken kneecap.
- An employee fell ascending her apartment stairs while carrying packages.
- An employee was trying to obtain information about a vacant residence from a neighbor and was bitten by the neighbor's dog. The bite injury required surgery.

Department of Homeland Security

Fatalities

- An employee was found unresponsive in his vehicle after a border patrol shift.
- An employee who felt ill after training on a flight simulator went home and felt worse and passed away. The hospital diagnosed bacterial meningitis.
- An employee passed away after an extended illness from COVID-19.
- An employee crashed his ATV into a light pole.

Amputations

- A speeding vehicle struck two employees at a checkpoint. Both employees were hospitalized. One employee suffered an amputation; the other employee's incident is described under Hospitalizations.

Hospitalizations

- An agent inspecting passengers felt chest pains and was hospitalized.

- An employee driving a service vehicle with emergency lights on began a U-turn and a civilian vehicle ran into the driver's side. The employee driver was pinned in the motor vehicle and then life-flighted to the hospital.

- An employee on patrol was maneuvering his snowmobile around a corner and lost control. He jumped from the snowmobile to avoid the crash and struck a tree, injuring his hip and leg.

- An employee broke his clavicle and ribs when he was thrown off his malfunctioning ATV.

- An employee lost control of his motorcycle while riding down a deep ravine and slid down an embankment. When he stuck out his leg to stay upright, the motorcycle fell on his leg, causing injury.

- An employee suffered a cardiac event while using the functional fitness gym.

- An employee's lung collapsed in an ATV accident while patrolling the border.

- An employee was caring for his Border Patrol canine when it bit him. The employee was hospitalized with a severe laceration.

- An employee was hospitalized for difficulty breathing.

- An employee injured a hand while deploying a Vehicle Immobilization Device.

- An employee suffered a head injury when unloading a ladder from a truck.

- Two employees were critically injured in a vehicle accident with a tractor trailer.

- An employee suffered multiple fractures while ascending stairs in an airport.

- An employee suffered a cerebrovascular accident while performing work duties.

- Three employees were exposed to unknown substances while inspecting a vehicle that contained narcotics. One of the employees lost consciousness and received naloxone. All were transported to the hospital.

- An employee suffered severe arm pain after crashing his ATV into a closed metal gate he hadn't seen.

- An employee on travel suffered a cerebrovascular accident in his hotel room.

- An employee involved in a motor vehicle accident while driving suffered a broken arm, concussion, and compound leg fracture.

- An employee welding a shipping container suffered a knee laceration that became infected.

- An employee was sitting in a marked service vehicle at a checkpoint when a civilian driver crashed into the vehicle at a high rate of speed. Both employee and civilian were seriously injured.

- An employee suffered heat-related illness (lightheadedness, nausea, and unconsciousness) while patrolling on foot in extreme conditions (116-degree heat with 38 percent humidity).

- An employee broke his clavicle and lacerated his knee in an ATV accident while on border patrol.

- An employee suffered broken ribs and a punctured lung during motorcycle drills.

- An employee suffered heat-related illness performing a certification course.

- An employee regurgitated blood in the office.

- Four employees were stung by bees during patrol boat operations.

- An employee injured a leg in an ATV accident.

- An employee suffered right shoulder and arm injuries in an ATV accident.

- An employee attending a muster at an airport fell ill and had cardiovascular surgery.

- An employee suffered multiple fractures in a UTV accident when the UTV rolled onto its side.

- An employee (trainee) on foot patrol suffered heat-related symptoms.

- An employee was securing a helicopter at an Arizona airport and suffered a rattlesnake bite.

- An employee fell from an ATV during training operations, suffering lower back and hip injuries.

- An employee fell 12 feet onto rocks while apprehending subjects. The employee lost consciousness and suffered compression fractures of multiple vertebrae.

- An employee (trainee) experienced heat-related illness and was admitted to the hospital with rhabdomyolysis.

- An employee on duty at an airport suffered a medical episode.

- Two employees were struck by a vehicle at a checkpoint and suffered critical injuries. Both were hospitalized. (One employee's amputation is described here.)

- An employee on an ATV had a medical emergency and lost consciousness.

- An employee on an ATV struck a cement K-Rail and broke his pelvis.

- An employee leaned against a high-top chair and, due to a loose seat cushion, fell to the concrete floor and suffered a leg injury.

- An inexperienced employee negligently discharged a firearm while holstering the pistol during weapons qualification at indoor range/training facility.

- An employee struck a parking lot telephone pole after experiencing a medical emergency.

- An employee slipped and fell on ice in the parking lot of the ICE building.

- An insect bit/stung an employee in a dorm room. The employee could not use the arm the next day due to swelling.

- An employee suffered heat stroke in early morning while training and participating in a practice run prior to performing a physical fitness test.

- An employee was exposed to an illegal substance during law enforcement duties and became ill.

- An employee suffered back pain during defensive tactics training.

- An employee suffered a medical event due to a pre-existing medical condition while interviewing personnel at a detention facility.

- An employee was walking to a conference in the rain when he slipped on the downward sloping asphalt paved surface.

- An employee tripped and fell during an aviation inspection and suffered left arm and hip injuries.

- An employee lost balance and fell while attempting to stand from a kneeling position after performing a pat-down drill at an airport.

- An employee tripped on cracked cement and fell, injuring her head, neck, spine, and wrist.

- A semi-truck ran a red light and struck an employee driving a government car on official business. The employee suffered shoulder, leg, and face injuries.

- An employee was inspecting a commercial fuel truck to check the seals on the top compartment when the employee's hand slipped on the fixed ladder on the back of the truck. The employee fell four to six feet and suffered a back injury.

- An employee was carrying a broken porcelain toilet out of the building and suffered a calf laceration from a piece of broken porcelain.

Department of Defense

Fatalities

- An employee on an air drop mission developed decompression symptoms due to altitude changes.

Amputations

- An employee was replacing a tire when the jack slipped, crushing the employee's left hand and amputating the index finger.

- An employee was putting away equipment and bumped the right foot into a cabinet, resulting in amputation of second toe.

- An employee used a forklift to assist a team stacking aluminum skids. The forklift tines became stuck in the skids. Employees held the skids while the forklift backed out. The skids shifted, crushing an employee's pinky finger that eventually had to be amputated.

- An employee cutting steaks on a band saw lacking a push plate cut his right thumb.

- An employee's hand contacted the blade while cutting meat on a band saw that lacked a push plate.

- An employee's hand contacted the blade while cutting meat on a band saw.

Hospitalizations

- An employee in a food service facility tripped and fell over a stanchion pole while preparing merchandise for transport.

- An employee in a food service facility slipped and fell due to a wet spot on the floor.

- An employee slipped and fell on an icy surface while taking out the trash.

- An employee whose hands were full was descending a stairway. The employee mis-stepped near the bottom and fell to the ground, tearing both quadriceps.

- A cashier tripped over a curled-up mat and fell.

- An employee was traveling overseas when his lung collapsed in flight.

Department of Energy

Hospitalizations

- An employee tripped on a stanchion at the entrance to a controlled area and fell, breaking a hip.

- An employee suffered rhabdomyolysis after performing a team physical fitness exercise in the air-conditioned gym while wearing body armor – part of normal training for security forces.

- An employee who was stopped at a traffic light was rear ended by another vehicle. The employee suffered an arm hematoma and non-displaced left transverse process fracture of the C7 vertebrae.

Health and Human Services

Hospitalizations

- An employee was exposed to high levels of dust and dirt from the office ventilation system.

- An employee walking across a parking lot fell and fractured her wrist.

Department of Interior

Amputations

- A cable on a sewer auger machine amputated an employee's pinky fingertip. The employee moved the auger tension wheel while turning a knob on the cable, causing the cable to shoot out of the augur, pinching the finger and ripping off the fingertip.

- An employee on foot patrol through a partially snow-covered boulder field placed a hand on some boulders for balance. A large boulder balanced atop others dislodged and rolled onto the employee's hand, crushing it before rolling away. The employee suffered a hand fracture with avulsion.

Hospitalizations

- An employee suffered shortness of breath and a cardiac event after a pack test (arduous duty work capacity). Temperature was 72 degrees with 30 percent relative humidity.

- An employee suffered a medical event while sitting at a desk and was found unconscious on the floor.

- Two employees were injured when their vehicle hit a guard rail on their way back to the station after cutting out a fuel break.

- An employee suffered dehydration during a physical training hike.

- An employee who uses a walker for assistance fell while stepping onto a sidewalk that had traction aid bumps on it.

- An employee was hiking to a work area to dig fireline during firefighting operations and had heat-related illness including dehydration and altered mental status.

- An employee was admitted to the hospital for evaluation.

- An employee struck a civilian truck/camper after it made a sudden left turn in front of the employee's vehicle, causing the government car to roll over several times. Employee wore a seatbelt. Loose, heavy items in the vehicle became projectiles but narrowly missed the employee.

- An employee suffered a cardiac event from smoke inhalation during firefighting.

- An employee slipped and fell on ice while walking to pick up agency mail at the post office.

- A juvenile male inmate assaulted an employee distributing night medication. The employee suffered head and neck injuries.

- An employee suffered from rhabdomyolysis during heavy physical exercise.

- An employee overheated due to lifting and moving heavy equipment.

- An employee fell in the hotel bathroom shower and impaled an eye on the toilet paper holder.

- An employee transferring debris to a dumpster slipped and fell to the pavement from the truck liftgate, injuring his left side.

- Electrical conduit, temporarily positioned against the side of a boat, shifted, fell, and impaled an employee.

- An employee contracted COVID-19 while on a temporary duty assignment that required air travel and attendance at a 600-attendee workshop.

- An employee contracted COVID-19 while on work-related travel.

- An employee suffered a medical event travelling in high elevation in the mountains.

- An employee fell and suffered a chin laceration after a syncopal episode due to dehydration and exhaustion after driving a long distance the night before. At the time of the event, the employee was in a cubicle speaking with a supervisor.

- A volunteer removed a solar-powered electric fence, then tripped and fell over the downed fence when exiting the greenhouse.

- An employee experienced a syncopal episode during the morning briefing on a wildfire assignment.

- An employee fell from a roof onto a sidewalk/stair.

- An employee fell into a vault toilet while trying to remove trash.

- An employee attempting to change a tank float suffered an elbow fracture after falling from an A-frame ladder that was leaning against the side of a flush tank. When the employee climbed the ladder, the ladder slid to the floor.

- An employee experienced shortness of breath during a work capacity test for arduous duty.

- An employee slipped and fell while walking on snow covered ice and struck head on the pavement.

- An employee who had an acute upper respiratory infection suffered shortness of breath and a cardiac event while performing a 1.5-mile run, the last portion of a physical efficiency battery test.

- An employee slipped and fell on ice while walking at the entrance of the engine bay and struck the back of his head on pavement.

- An employee slipped, fell, and injured her ankles after losing her balance descending the stairs.

- An employee was maintaining a boundary in steep terrain. He tried to steady himself on a large rock that dislodged and rolled on his leg, causing him to fall 10-15 feet from a steep slope.

- A volunteer performing a litter patrol service hike slipped and fell while walking on ice covered in leaf debris and lay in cold water for ten minutes before being found.

- A volunteer had Ehrlichiosis due to a tick bite. The volunteer was in tick territory only during work duties.

- An employee fell off a horse and suffered a hip injury when the horse spooked at something in the woods.

- A falling tree struck an employee during felling operations.

- An employee trying to mount a mule fell on a log when the mule bolted. Employee's chest impacted the log.

- An employee suffered from knee pain during control tactics training.

- An employee cleaned restrooms for two hours and then lost consciousness when standing up after eating lunch. The incident appears exertion related.

- An employee became ill after three weeks of hiking approximately eight miles per day while wearing the wrong shoe size and getting blisters. Employee was hospitalized for dehydration and a severe infection.

- An employee broke a leg when driving a golf cart that overturned as the right tire dipped off the side of the road.

- An employee fell off his horse during patrol operations when the horse touched an electrified fence and started to run. The employee hurt his back.

- An employee tripped and fell while hiking down a trail with a 30-pound backpack. His left knee fractured when it hit a rock.

- An insect bit/stung an employee causing intense pain in the lower half of the body.

- An employee was maintaining a boundary and tumbled 20 feet after stepping on an unstable boulder.

- An employee broke an ankle while attempting to detain an individual.

- An employee lost mobility and dexterity during physical fitness training.

- A Brown Recluse spider bit an employee.

- An employee was cutting a felled tree that had compressed saplings underneath it. The tree kicked back, knocked him to the ground, and landed on his leg. He required surgery on the leg the next day.

Department of Justice

Amputations

- An inmate amputated a finger on an unguarded table saw.

- An inmate placing celery into a food chopper amputated a finger.

- An inmate amputated a finger on a table saw. The inmate did not use a push stick to push the stock into the blade.

- Two inmates were pushing loaded food tray carts, passing each other from opposite directions. One of the inmates caught a finger between the two carts, severing part of the finger.

- An employee put a hand in a door to close it quietly. The door shut on the employee's hand, crushing it.

- An inmate was using a table saw that lacked kickback fingers. The inmate lost his balance when the stock kicked back. His fingers contacted the saw blade, resulting in amputations.

- An employee was moving a large file holder with a hand truck when the holder shifted, pinning his hand against the hand truck.

- An inmate was using a planer with push sticks and amputated a finger.

- An inmate was pushing a cart that held steel tubing. His thumb was amputated.

- An inmate was cleaning a stainless steel serving line table that had a gap between the table and the plexiglass covering the front of the table. The inmate got his finger stuck in the gap, causing an amputation.

- An employee had his hand in the closing area of the rear gate's pedestrian door when it closed and amputated his finger.

Hospitalizations

- Two employees serving a search warrant suffered multiple dog bites.

- A deputy was shot while assisting in fugitive operations. The bullet trajectory went from the upper thigh into the abdomen.

- An employee trying to arrest a fugitive was shot above the left knee.

- A deputy was breaching a hotel room to arrest a fugitive and was shot in ankle.

- A deputy conducting live fire training on a range was hit by ricocheted bullet fragments that penetrated the inner left leg.

- An employee participating in physical fitness training became dehydrated, collapsed, and was incoherent.

- An employee participating in special team tryouts suffered severe dehydration and rhabdomyolysis.

- An employee fell from an elevated surface during tactical operations training, suffering a fractured forearm and back. There was an error when checking the safety device.

- An employee suffered heat exhaustion/rhabdomyolysis after training in extreme heat.

- An employee's bike slipped on a wet crosswalk and the employee crashed, suffering a fractured pelvis.

- An employee fell from a ladder during a boat training exercise, suffering a fractured arm and leg.

- An employee participating in SWAT training/tryouts suffered dehydration and heat stroke.

- An employee suffered severe dehydration and rhabdomyolysis during training operations in temperatures up to 85 degrees.

- An agent suffered a dislocated shoulder, concussion, and internal bleeding during cross country skiing SWAT tactical alpine mobility training.

- An agent suffered a dislocated elbow and fractured arm during the grappling segment of defensive tactics training.

- An employee caught and injured the index finger of the right hand between the side of a storage bin and the cutting area of a machine used to destroy weapons.

- An employee suffered bodily injury in a vehicle collision.

- An employee's shoes stuck to glue in the carpet. The employee's feet twisted out of the shoes and the employee fell on arm and knee, also hitting the head on the wall.

- An employee suffered bodily injury in a vehicle collision.

- An employee broke two toes while stepping up onto the curb from the parking lot.

- An employee suffered bodily injury in a vehicle collision.

- An employee suffered bodily injury in a vehicle collision.

- An employee tripped on an electrical wire in the office and fell.

- An employee was in a motor vehicle accident and suffered a concussion and lip/chin laceration.

- An officer involved in a shooting went to a hospital for evaluation.

- An employee participating in a physical assessment test suffered muscle fatigue, dizziness, tachycardia, and labored breathing.

- An employee suffered a back injury while lifting material.

- An employee was loading a noise flash diversionary device when it detonated, causing traumatic injuries to right arm and hand.

- An agent accidentally exposed to fentanyl while searching a residence received naloxone.

- An employee suffered bodily injury in a vehicle collision.

- An agent had an exposure and reaction to an unknown substance and received naloxone.

- An employee suffered bodily injury in a vehicle collision.

- An employee involved in a shooting suffered trauma.

- An employee passed out while driving, possibly due to dehydration.

- An employee had a heart attack while in a work area.

- An employee participating in physical training that included tactical physical activity developed a cyst on the left knee and suffered a torn meniscus and partially torn lateral cruciate ligament.

- An employee engaged in strenuous exercises at a SORT course had a heart attack.

- An employee stepping into a helicopter simulator slipped and fell backwards, landing on the back and injuring the left fibula.

- An employee suffered damage to a calf muscle when starting to jog.

- An employee awoke to a severe headache that impaired movement.

- An employee had an allergic reaction to a flu vaccine.

- An employee who was part of an employee chain passing boxes on stairs slipped and fell, fracturing an ankle.

- An employee engaged in training exercises was grappling down a tower wall and fell due to poor anchoring.

- An employee engaged in training suffered cardiac dysrhythmia during sprinting.

- An employee suffered head trauma when inadvertently struck by inmates fighting each other.

- An employee unloading equipment from a work vehicle pinched a finger in a drawer, partially degloving the fingertip.

Department of Labor

Amputations

- A student severed a middle finger while greasing an excavator. The student began to remove the pin from the hinge point of the bucket thumb. As the pin came out, the pitch brace fell onto the student's hand, severing the middle finger.

Hospitalizations

- An employee fell in the agency parking lot while avoiding a vehicle backing up.

- An employee was injured in a vehicle accident.

Department of State

Fatalities

- A vehicle gate being tested after repairs slipped from the rail and fell to the ground, crushing the supervisor who was supervising the repairs.

- Bandits attacked and killed three employees in a convoy in Nigeria. (This incident also included two hospitalizations.)

- A local guard force employee in Saudi Arabia at the consulate entrance was shot and killed.

Hospitalizations

- An employee was using a pallet jack to move a wooden pallet. The pallet jack was pumped too high. During the move, the jack and pallet tipped sideways, squeezing the employee's foot behind the shoe's steel toe cap, fracturing the foot.

- An employee used the remote to move a scissor lift to a new location. The equipment rolled over his ankle, fracturing his foot.

- An embassy driver in Indonesia who was riding a motorcycle while conducting surveillance duties collided with another motorcycle and fractured a finger.

- An employee was descending a fixed ladder from the roof and fell to the ground.

- An employee was unloading materials from a golf cart. The cart driver backed up, pinning the employee against a structure and fracturing his femur.

- An officer at a formal event at a U.S. government residence missed a step and fell to the ground, suffering serious trauma.

- An employee was assisting with a vehicle gate repair. A forklift was lifting the gate when it swung, pinning the employee's hand against the wall.

- A locally employed staff foreign service national investigator tore a tendon while trying to push a stuck government car.

- An employee stepping down from the guard room tripped on an unstable rubber floor mat and twisted an ankle.

- An employee put a hand in the pinch point of a very heavy door (forced entry and ballistic resistant door) to hold it open. The door pinched the employee's finger, causing a blood clot.

- A moving vehicle backing up to make a turn struck an employee, causing neck and knee injuries.

- A fatigued employee driving a government vehicle rearended a tractor-trailer truck and suffered bodily injury.

- An employee slipped and fell while walking out of a warehouse and down a slight slope.

- An employee tripped over barbed wire, suffering a leg injury.

- An employee fractured a leg while hiking at a post-organized excursion.

- Security personnel trying to put out a fire sprayed an employee in the face with fire suppressant.

- An employee lifting boxes from a table suffered a back injury.

- An employee tripped and fell in the compound parking lot, suffering a fractured hip.

- An employee who was carrying items tripped on a cable protector and fell, breaking an elbow.

- An employee who was descending the stairs missed a step and fell, tearing a quadricep muscle.

- An employee slipped and fell, dislocating his wrist.

- An employee missed the last step while exiting the passenger side of a truck cab, suffering rib injuries and a concussion.

- An employee injured a thumb on an unguarded table saw.

- An employee lifting a heavy box suffered a strained back.

- An employee suffered a snakebite while patrolling consulate grounds.

- An employee walking backwards to unload furniture from a truck fell off the loading platform, suffering fractured ribs and a concussion.

- An employee was exposed to an acid mist while adding hydrochloric acid to a pool system.

- An employee patrolling the grounds of a government residence in Tanzania suffered a venomous bite.

- A driver in a local vehicle rearended an embassy employee driving a government vehicle. The embassy employee was hospitalized for neck pain/strain.

- An employee fell from an elevated platform, suffering multiple fractures.

- An employee in a bus that rolled over suffered multiple fractures.

- Bandits injured two employees in a convoy in Nigeria. (This incident also included three fatalities.)

- An employee experienced psychosis due to week-long intense training exercises.

- A car hit an employee crossing a street in Boston. The employee suffered several fractures.

- An employee riding a cargo bicycle suffered a fractured leg when the bicycle tipped over. A passenger in the bicycle's cargo section received minor injuries.

Department of the Air Force

Fatalities

- An employee conducting an Electromagnetic Interference/Electromagnetic Compatibility Test walked into the test aircraft's propeller arc and was struck by the descending blades.

Amputations

- An employee was installing aircraft flight surface when the load shifted, resulting in injury.

Hospitalizations

- An employee was emptying trash into a dumpster when a broken toilet tank lid ripped the bag and struck the employee on the back of a leg.

- An employee was lubricating an aircraft's nose landing gear when the gear retracted, pinning the employee under the aircraft.

- Several personnel struck an employee when the vessel they were on made a 90-degree turn. The employee suffered hip and knee injuries.

- An employee stood in a golf cart while it was in motion, overturning the golf cart. The employee was ejected from the cart.

- An employee fell while entering a vehicle, resulting in injury.

- An employee struck a curb while driving a golf cart, overturning the golf cart and injuring the employee.

- An employee was injured while removing servicing equipment from an air conditioning system when refrigerant discharged unintentionally.

- An employee was pulling a chair dolly with a utility vehicle. When the vehicle's wheels caught the dolly, the employee lost control and suffered injury.

- An employee was walking through an aircraft, stepped into an open section of the aircraft, and suffered an injury.

- An employee walking around an aircraft tripped on a crew ladder and suffered an injury.
- An employee was pulling a wagon when the wagon's handle disconnected, causing the employee to lose balance and suffer an injury.

Department of the Army

Fatalities

- An employee attempting to drive a front-end bucket loader across a railroad crossing was struck by an oncoming train that he did not hear or see.
- An employee suffered fatal injuries in a vehicle accident.

Amputations

- An employee caught a finger in the mechanism of a parked truck's rear liftgate.
- An employee's finger was struck by a hand tool during training for breaching a door.
- An employee who was greasing the bearings on the range ventilation system suffered two partial finger amputations when he placed his hands on moving fan belts.
- An employee was working near a blast load simulator when one of the simulator's metal rings rolled off the platform onto the employee's foot.

Hospitalizations

- An employee fell in the steam plant building and fractured an elbow.
- An employee was driving a sprayer vehicle on a steep slope and tried to turn. The vehicle rolled over, ejecting the driver, who landed on his back.
- An employee was descending an exterior set of frost-covered stairs to exit a building. The employee slipped on a step, fracturing the tibia and fibula.
- An employee fell while walking on a wet surface.
- A roach under the desk startled an employee, who suffered a strained cardiovascular system.
- An employee passed out at work and struck his head.
- A dehydrated employee participating in firefighter training passed out in the confined space trainer.
- An employee slipped while stepping across a hatchway on a bridge boat and struck a bracket, suffering a laceration.
- An employee loading a 10-ton floor jack onto the lift gate of a service truck caught a pinky finger between a swiveling caster wheel and its mount.

- An employee was struck when a pad containing heavy equipment tilted and dropped objects to the floor.

- A gardener cutting the grass got stung by wasps and went into anaphylactic shock.

- A machinist and coworker tried to turn a large piece of metal. The metal piece slipped out their hands and landed on the machinist's foot.

- A security guard picking up trash suffered a rattlesnake bite on his hand.

- An employee descending the stairs tripped, fell, and ruptured a tendon.

- An employee slipped and fell in the steam plant building, suffering a left elbow fracture.

- An employee was outside, walking around a four-foot dirt pile and looking for a covered manhole. The employee tripped on a weed, fell, was unconscious, and suffered a fractured wrist and jawbone, sprained wrist, and concussion.

- An employee at team building event slipped and fell backwards, suffering a spine injury.

- An employee climbed a ladder to remove a valve base. He stepped from the ladder to the valve cabinet and injured his back.

- An employee caught a foot in the slatted carpet at the building entrance, fell, and suffered a broken pelvis.

- A park ranger on patrol contracted Lyme disease from a tick bite.

- An employee on a moving vessel fell headfirst down approximately15 steps to the deck below, suffering bodily injury.

- An employee operating a chainsaw during routine maintenance tasks suffered a cut left bicep.

- An employee taking pictures of a lock wall fell 10 feet down an open ladder access hole and suffered a back injury.

- An employee was loosening bolts using an air powered one-inch drive impact wrench. Since he was in a tight area his face was close to the tool. When he bumped the trigger, the wrench spun around, and the sharp trigger struck him.

Department of the Navy

Fatalities

- A firefighter fell and was trapped when the floor gave way while trying to exit a collapsing, burning house.

- An employee died after entering a confined space with two access openings – a 35-foot-deep tank holding approximately 23,000 gallons.

Amputations

- An employee suffered a fracture and traumatic amputation of the fingertip when a heavy wooden block used as a counterweight fell onto the employee's hand.

- An employee's boots caused foot blisters that became infected and required a toe amputation.

- An employee was helping to disassemble steel shelf racks when the bottom fastener was removed, causing a cross member to slice off the top of a finger.

- An employee was making internal adjustments to a metal lathe when the lathe's gears started turning and cut off the tip of the employee's thumb.

- An employee was clearing lawn debris from a gas-powered running lawnmower when the spinning blades amputated the employee's index finger.

- An employee caught a hand between the scuttle and scaffold bar while opening a hatch. The 4th distal phalange was surgically removed.

- An employee's fingertip was pulled off when it was caught between a rope connected to hundreds of feet of chemical fence boom in choppy water and the side of the boat.

- An employee caught a fingertip between the door and the frame trying to keep the door open when it shut suddenly.

Hospitalizations

- An employee ran under a canopy booth during a downpour. The employee's head struck the low canopy beam and the employee fell to the ground, suffering a fractured femur.

- An employee inspecting a crack stepped on the reduction gear to get a better look. The employee slipped on the oil and moisture on the bearing and fell into the bilge.

- An employee turned to grab something and tripped on a pallet. The employee fell and broke a hip.

- An employee tripped over a slightly inclined metal transition strip separating flooring surfaces and fell to the floor.

- An employee was leaving the building on her way to her car when she slipped on a step.

- An employee was operating a magnetic drill. The drill bit caught the employee's gloved left thumb, then entrained the employee's sweatshirt and hair, pulling them into the machine.

- An employee suffered a puncture wound to his left wrist from the non-rotating drill bit as he was tightening the chuck on a milling machine. The wound swelled.

- An employee on a vessel was climbing a ladder while holding a fire extinguisher in one hand. His hand slipped on the top rung and he fell approximately 10 feet onto a second employee (a welder). The first employee suffered only minor injuries, but the welder suffered four fractured vertebrae and required hospitalization.

- An employee was transferring used oil from a drum to a retention tank. The employee suffered a venomous bite when a spider crawled under the worker's protective clothing.

- An employee used a hand to try to stop the uncontrolled unspooling of sounding tape and suffered a significant hand injury.

- An employee assessing a wastewater treatment plant felt lightheaded and dizzy due to heat and an underlying health issue.

- A member of the Fire Department had to set up a ladder system for a technical rescue. The employee's gloves did not provide adequate protection. The employee suffered lacerations that became infected.

- An employee climbed onto cargo to unstick a tarp. As he pulled on the tarp it broke free, and the employee fell.

- An employee working in a hot shipboard environment became dehydrated.

- An employee lost balance while exiting an elevator and fell to the floor.

- An employee was stepping on a ladder to descend when the employee's heel slid out. The employee slid down the entire length of the ladder to the deck below, breaking both ankles.

- An employee working on a light fixture received a 277-volt shock. CPR was successful.

- An employee received a spider bite while making copies in the office. The bite site swelled and required surgery to remove flesh-eating bacteria.

- An employee tripped over a steel cable suspended six inches off the ground to facilitate dewatering a dry-dock.

- An employee using an inclined ladder well missed a step and fell the remaining steps to the deck.

- An untrained employee was told to use a Gator utility vehicle that was corroded and missing a seat belt. The employee required knee surgery after crashing the Gator into a tree.

- An employee exiting a ship onto a barge mis-stepped and fell to the ground, tearing knee ligaments.

- An employee briefing aircrew in the pilot pit lost consciousness and fell to floor, hitting head and knee.

- A custodial worker changing a liner on a 30-gallon trash can tripped on the bungie cord that held the liner in place, dangling from the can's handle to the floor. The employee fell and suffered a broken hip.

- An employee walking to the shop from a ship tripped over an uneven walking surface, suffering back injuries.

- An employee prepping walls for paint climbed down from a desktop to a foot board to a ladder. The employee fell and suffered bone fractures.

- An employee tripped while walking atop a submarine and suffered a small laceration that became infected.

- An employee cleaning up a closed food court slipped in standing water and suffered a hip injury.

- An employee suffered heat stroke due to insufficient air conditioning in the office.

- An employee tripped over cord used as a fire safety prop during training.

- An employee was injured while removing a window frame and broken glass.

Department of Transportation

Amputations

- An employee who was installing a belt on an air handler system locked out the system but failed to wait for the handler to stop moving. When the employee used a hand to stop the handler's movement, the employee trapped a finger between the belt and pulley, severing the finger.

Hospitalizations

- An employee's foot slipped off the third rung of a six-foot ladder. The employee fell onto the concrete floor, suffering an injured torso.

- An employee climbed 760 steps in one day because the air traffic control tower's elevator was out of service. Afterwards, the employee suffered back and leg pain requiring surgery. The tower's elevator was not working due to prior water intrusion (approximately two weeks before).

- An employee moving a 50-pound box that blocked other equipment suffered a stroke.

- An employee suffered difficulty breathing due to dust exposure from ceiling tile removal during fire alarm system installation.

- An employee had a transient ischemic attack.

Department of the Treasury

Fatalities

- A fellow agent shot an employee during a qualification exercise.

Amputations

- An employee was adjusting a load of plastic skids when the skids shifted, catching the employee's finger.

Department of Veterans Affairs

Fatalities

- A vehicle hit an employee on a public road. The employee died days later.

- An employee was found unresponsive on the floor of the outpatient clinic.

- An employee had a heart attack at work while walking into the lobby waiting area.

- A police officer was found unresponsive at a desk.

Amputations

- An employee severed four fingers while cutting a piece of aluminum trim using a radial arm chop saw equipped with a wood cutting blade. The blade grabbed the aluminum trim, whipping it into his hand.

- An employee was manually adjusting forklift tines on a telescoping lift, using his hand to lift a tine. The employee lost his grip and crushed his finger between the tine and backplate, amputating part of his index finger.

Hospitalizations

- An employee lost consciousness, fell, and hit head on the hospital floor.

- An employee using a hand truck stepped backwards to hold a door open, not realizing there were stairs behind him. He fell down the stairs.

- An employee had a severe allergic reaction to aerosol scent.

- An employee's work shoes caused abrasions that got infected.

- An employee tripped on a sticky floor, fell, and broke a hip.

- An employee working in the lab suffered an asthmatic reaction to a fragrance spray in the lab.

- An employee became unresponsive and confused from an unknown cause.

- An employee suffered numbness and blurred vision while working at a computer.

- An employee was unloading a food cart from a delivery vehicle. When the employee stepped off the lift gate, the cart continued to roll and fell on top of her, fracturing her leg.

- An employee tripped on a patient's Foley tube and fell, breaking her hip.

- An employee had a vehicle accident when crossing lanes into the parking lot.

- Unsecured limb positioning equipment struck an employee on the head during disassembly.

- An employee tripped on a keyboard cord, suffering fractures.

- An employee tripped on a curb at night outside the ER and struck head on concrete.

- An employee tripped on the transition between sidewalk and grass and suffered a fractured upper left arm joint.

- An employee's foot rolled on a stick in the grass, suffering a broken left leg.

- A cabinet falling off the wall struck an employee on the head.

- A pregnant employee was injured when lifting a patient on a stretcher up two steps into the patient's home.

- An employee was working on a steam pipe atop a makeshift platform. The platform broke and the employee fell 12 feet, suffering fractured wrists.

- An employee suffered a campylobacter infection, possibly from consuming contaminated food.

- An employee contracted COVID-19 with secondary complications.

- An employee fell while descending a steep, wet, muddy hill.

- An employee began driving, became unconscious, and hit a concrete barrier.

- An employee received threatening emails from a co-worker. The situation caused stress-induced chest pain.

- An employee drank a co-worker's protein shake and had an allergic reaction.

- An employee slipped and fell on a wet hallway floor.

- An employee was hospitalized due to working 3-5 hours per day in the dental lab grinding or waxing while looking through a microscope.

- An employee was injured when cleaning and moving trash.

- An employee contracted COVID-19. The employee worked with customers all day but did work behind a barrier.

- An employee had an asthma attack when exposed to an air freshener.

- An employee who was exposed to an unknown aerosol became dizzy and fell, striking her head on the floor.

National Aeronautics and Space Administration

Hospitalizations

- An employee who was loosening bolts suffered a fractured right femur.

- An employee fell when entering the elevator vestibule, suffering a fractured left leg.

Nuclear Regulatory Commission

Hospitalizations

- An employee broke an arm during a team building athletic event.

Peace Corps

Hospitalizations

- An employee in Liberia contracted COVID-19.

Office of the Director for National Intelligence

Hospitalizations

- An employee tripped on a bike lane separator, suffering a fractured shoulder.

Small Business Administration

Hospitalizations

- An employee became dizzy during a flight and sought medical attention in an ER.
- An employee began feeling ill while assisting a customer during customer orientation.
- An employee was exhausted and passed out while driving. The employee had a vehicle accident.
- An employee who was experiencing flu-like symptoms stood up, fell against furniture and then to the floor, hitting head.

Smithsonian Institution

Hospitalizations

- An employee tripped over a six-inch high utility cart that had been left in the hallway for three days.

Tennessee Valley Authority

Fatalities

- An employee was struck by a vent pipe that collapsed while releasing gas from a high-pressure system.

Trade and Development Agency

Hospitalizations

- An employee experienced excessive elbow pressure while teleworking. The pressure created a sore that became infected.

Appendix 4: Agency Best Practices for Reporting/Tracking Hazards and Tracking Abatement

Some agencies elaborated on mechanisms for reporting and/or tracking workplace hazards and their abatement.   This appendix lists some of those mechanisms.

American Battle Monuments Commission
1. Uses the "ABMC Safety and Health Inspection Checklist" and "Supervisor Incident Reporting Form (SIRF)" for work area and operational inspections to ensure both are safe and healthy for all employees.

2. After the inspection, the inspector submits findings.

3. Then the safety management team collaborates with the cemetery operations team to implement necessary controls to minimize the risk to an acceptable level.

4. The cemetery operations team must approve all mitigation plans. Applicable authority must accept OSH risks in writing and sign before resuming work. The Superintendent signs the SIRF upon completion.

5. Additionally, any deficiencies beyond the cemetery Superintendent's control or that cannot be fixed the same day require submitting a Hazard Abatement Plan.

Armed Forces Retirement Home
1. Established Standard Operating Procedures (SOPs) to address labeling, storing, and tracking hazard abatement; the purpose of SOPs is to promulgate OSH standards and minimize safety hazards.

2. Hazardous materials and waste are identified, labeled, inventoried, handled, managed, and disposed in compliance with applicable regulations to minimize risk to residents, employees, visitors, and the environment.

3. Use a checklist of safety indicators to conduct Safety Walk Through inspections. After Walk Through inspections, document findings and provide to leadership of the identified service area. Establish a time period for correcting and abating identified hazards.

4. Schedule follow-up inspections to assess corrective action(s). EOC Point of Contact maintains documentation in a folder for accessibility. Use deficiencies showing a pattern or trend as a basis for staff education, training, and tracking in the various Performance Improvement meetings and/or risk mitigation planning.

Defense Nuclear Facilities Safety Board
1. OSH Manager maintains a hazard tracking spreadsheet and updates and reviews the status of hazards monthly.
2. If a hazard presents an immediate threat to safety, it is tracked daily until abated.

Department of Education
1. Developed an All-Hazards Log (HAZLOG) that provides safety staff and management with the fault/finding, regulatory guidance, cost, effect on mission,

mitigation, and resolution. HAZLOG identifies each finding by its sequence number of occurrences in the FY (23-01, 23-02, 23-03…).

2. HAZLOG also includes the date a fault/finding was located, a tentative resolution date, and follow-up/completion dates. HAZLOG is a living document that changes as project/fault statuses change. It assigns each fault/finding a Risk Assessment Code (RAC) based on its impact on the mission and likelihood of occurrence. Once the fault/finding is removed, the RAC code is adjusted to reflect its status.

Department of Justice

1. Many DOJ components and offices use hazard abatement forms or logs to ensure implementation of corrective actions. In leased facilities, the lessor is responsible for facility related hazards.

2. Bureau of Prisons routes all hazards found during inspections to both the CEO and supervisor responsible for the area; corrective action is documented and sent to the OSH Department.

3. FBI uses the Facilities Integration Tool at owned and operated facilities where ESH and facilities professionals can report potential hazards and track corrective action through work orders.

4. USMS tracks hazard abatement weekly using an application in SharePoint and documents all abatement notes, updates, and resolutions.

Department of State

1. Typically, certified OSH professionals assess the approximately 287 posts worldwide at least every four years to identify and resolve workplace hazards. Inspection data is recorded in the SHEM Management Assessment Results Tracking System (SMARTS).

2. Posts are allotted a specific timeframe to address inspection findings based on the level of risk involved. If a post fails to address the findings promptly, both the post and its managing regional geographic bureau receive notices.

3. Department policy mandates that POSHOs conduct self-audits of all operations annually and higher-risk work environments at least twice a year. The audit criteria, developed by safety and health professionals, yield results captured in the SHEM SMARTS system, which monitors posts' actions in resolving hazards.

4. SHEM intervenes with posts, as necessary, to assist and facilitate any required program modifications. On the domestic front, DESD tracks hazard abatement and completion through a combination of the facilities work order system and follow-up reviews by DESD staff.

Department of the Interior

1. Interior's abatement tracking is primarily decentralized to its various subagencies. The subagencies use spreadsheets or a database to track reported hazards and abatement.

2. Subagencies record status updates to hazards and safety deficiencies at various intervals; quarterly updates are the most frequent. A few subagencies have developed a more comprehensive means to track abatement:

   - The Bureau of Indian Affairs (BIA) developed the Safety and Condition Assessment Portal (S&CAP) that enables BIA safety inspectors to document the results of several types of inspections into the Indian-Affairs Facilities Management System (IA-FMS). The S&CAP enables authorized users to create an abatement/correction plan for the inspection.

     The S&CAP includes an automated abatement plan email notification process that begins after finalizing an inspection. It provides reminder emails to the Official-in-Charge until abatement. It also sends escalated emails to the Official-in-Charge and respective program officials if hazards are not abated within 30 calendar days.

     The S&CAP module also includes a Risk Assessment Coding tool to rank safety and health findings by hazard severity, probability of occurrence, number of persons exposed, or amount of resource loss in the event of failure. Using risk assessment codes aids management with prioritizing resources to timely abate the most critical hazards or deficiencies.

   - The U.S. Fish and Wildlife Service (FWS) tracks all identified hazards and hazard abatement in a new electronic safety and health software system. The system allows FWS to capture both self and formal inspections, open hazards found and documentation for abated items, and provides real-time incident management tools with easy reporting and training for field stations.

     The system can send automatic reminders to those responsible for correcting a hazard within an established timeline. And it documents and tracks the process of correcting hazards until completed or resolved.

   - The National Park Service uses the Facility Management Software System to document and track all hazards. Hazards receive an RAC based on expected severity, probability, and exposure. The RAC code sets the abatement priority on a worst-first basis. The system tracks all hazards to closure.

   - The U.S. Geological Survey (USGS), Bureau of Land Management (BLM), and Bureau of Reclamation (BOR) all use an electronic system such as the Safety Management Information System's Inspection and Abatement System (SMIS IAS) to create abatement plans that integrate RAC codes for all safety and health findings and those initially identified through condition assessments. All inspection findings not abated within 30

calendar days automatically transfer to the local organization's hazard abatement log within the IAS.

This system provides automated email notifications on the hazard abatement status to both management and those responsible for abatement. Abatement status must be updated within IAS every 90 calendar days until abatement of all findings.

- In addition to the SMIS IAS system, in CY 2023 BLM also used the Compliance Assessment of Safety, Health, and Environment (CASHE) electronic abatement tracking system that tracks abatement actions through completion. Offices did not receive "good condition" ratings if they did not complete abatements within required time periods and had no abatement plans at the time of the CASHE annual status updates. Management team meetings included weekly updates of open inspection findings. Supervisors worked to address employee-reported hazards as quickly as possible.

Department of Transportation

1. DOT's subagencies use both formal and informal tracking:

   - FAA has the most robust hazard tracking system within DOT; its Workplace Inspection Tool software documents inspections and tracks hazard abatement. Any finding that needs longer than 30 days to complete requires a written hazard abatement plan. Hazards unabated beyond 90 days are flagged for management and receive priority.

     FAA also uses an Unsatisfactory Condition Report application that allows employees to report unsatisfactory workplace safety conditions.

2. DOT safety committees and leadership track hazard abatement using spreadsheets and meeting minutes. They give the most hazardous and probable items the highest abatement priority.

3. The OSH teams from four DOT subagencies (FMCSA, FRA, GLS, and OST) use spreadsheets and meeting minutes to review safety inspection findings and track abatements.

Environmental Protection Agency

1. All EPA locations have internal systems to document hazards, provide an abatement date, and track progress. Safety and health committees across the agency also take an active role in tracking local hazards.

2. If SOHSD identifies an uncontrolled hazard during a formal SHEM audit, inspectors encourage facility representatives to mitigate the issue on the spot. If such is not possible, SOHSD flags the hazard as an audit finding, documents it in a formal report, and instructs local SHEMP managers and senior managers to submit corrective action plans.

   SOHSD also enters audit findings into EPOCH, a centralized Web-based automated tracking database. EPOCH sends automatic emails to SHEMP

managers, reminding them to update corrective action plans and close open audit findings. EPOCH tracks findings and allows EPA to assess progress toward resolution. If corrective actions fall behind schedule, SOHSD contacts local managers to ask if they need assistance.

Federal Deposit Insurance Corporation

FDIC records routine, annual, periodic, and investigative safety and health surveys and inspections in written reports that include findings and recommended actions. It uses "Maximo" – a facilities automated system to track all complaints and corrective actions, including those specific to safety and health. The Health, Safety, and Environmental Unit tracks routine reports separately. In 2023 FDIC used risk to allocate immediate, 7-day, or 30-day action timelines and successfully adhered to established completion dates. Routine written IAQ and WQ reports are issued within 45 days. Relevant personnel report critical issues verbally and handle necessary actions immediately.

National Aeronautics and Space Administration

1. In the final quarter of CY 2022, NASA finished developing a replacement inspection database application tool that is more aligned with a centralized agency approach to facilities funding. Most agency installations have used the tool since its completion.

2. Most Centers use the System for Tracking Audits/Assessments and Reviews (STAR) to track and correct hazards found as part of annual safety inspections. Centers not using STAR have a system with similar functionality. OSH inspectors use the application to coordinate with applicable personnel (i.e., facility safety heads, building managers, system or facility managers, or employee supervisors) and track to closure any hazards or non-compliances found during routine and unannounced inspections.

   There is a set amount of time allotted for incorporating the abatement plan and a fixed period assigned for final closure. Failing to meet a specified date prompts the system to generate an automatic email to the safety professional who issued the finding along with the employee assigned to correct the finding. The system will continue sending emails until proper closure of the finding.

3. Hazards identified due to a mishap or employee injury require immediate abatement to an acceptable level of risk. The hazard's final abatement is documented as part of a corrective action plan to prevent similar work-related injury, property damage, or mission failure.

   The specific manager responsible for tracking and completing corrective actions depends on the mishap classification. The NASA Mishap Information System tracks corrective actions until resolution. The appropriate SMA Engineer then reviews and authorizes them as complete.