

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

**Calendar Year 2024**

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## Table of Contents

The Secretary of Labor’s Report to the President on the Status of Federal Agencies’ Occupational Safety and Health Programs .....	1
PREFACE .....	4
EXECUTIVE SUMMARY .....	5
Agency Reporting Requirements .....	5
Federal Agency OSH Activities .....	7
THE SECRETARY’S REPORT TO THE PRESIDENT .....	12
INTRODUCTION .....	13
SECTION 1 – INJURY AND ILLNESS STATISTICS AND ANALYSIS .....	14
Reporting Summaries .....	16
SECTION 2 – OSHA ACTIVITIES .....	24
Enforcement .....	24
OSHA: Compliance Assistance .....	26
SECTION 3 – FEDERAL AGENCY OSH ACTIVITIES .....	30
Agency Self-Assessment Evaluation Components and Attributes .....	30
Component Assessment – Seven Total Attributes .....	34
APPENDICES .....	63
Appendix 1: CY 2024 Active Field Federal Safety and Health Councils by OSHA Region .....	64
Appendix 2: NIOSH – Agencies’ Assistance Requests & NIOSH’s Investigations .....	65
Appendix 3: Fatalities, Hospitalizations, and Amputations Reported in CY 2024 .....	68
Appendix 4: Agency Best Practices for Reporting/Tracking Hazards and Tracking Abatement .....	81

# 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) 2024, 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' 2024 annual reports, workers' compensation data, and OSHA tracked data. It includes the 2024 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.

## Agency Reporting Requirements

Federal agencies are required to submit an annual report to OSHA and submit their OSHA required injury and illnesses data to OSHA (via 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 2024, OSHA conducted 430 programmed (i.e., targeted inspections) and 251 unprogrammed inspections (e.g., fatality/catastrophe, complaint/referral, etc.) at federal worksites, averaging 2.7 violations per programmed inspection with violations and 2.2 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, 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 with the opportunity to assess and improve their OSH programs. In the CY 2024 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), 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), OSHA's Advisory Committees such as the Construction Safety and Health (ACCSH), Federal Advisory Council on Occupational Safety and Health (FACOSH), Maritime Advisory Committee for Occupational Safety and Health (MACOSH) and National Advisory Committee on Occupational Safety and Health (NACOSH), Occupational Safety and Health (OSH) Manager's Roundtables, assisting agencies with developing alternate and/or supplemental standards, and 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 (DOE), the Food and

Drug Administration (FDA), the Environmental Protection Agency (EPA), the American National Standards Institute (ANSI), and the National Labor Relations Board (NLRB), among others.

The 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 2024, 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 2024, 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 OSH managers together to share presentations and discuss current topics of interest. In 2024, OSHA held four 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 fire safety in air traffic control towers, special-purpose ladders, lifting devices, NASA diving operations, NOAA 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 11 half-day seminars on safety and health topics. During 2024, 1144 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 2024 reporting period, federal Executive Branch departments and independent agencies reported 19 civilian employee fatalities, 337 hospitalizations, and 27 amputations. Each reported incident is a singular event. The category of "slips, trips, and falls" was the leading cause of hospitalizations for CY 2024.

**Table 1: Incidents Reported for CY 2024**

<b>Agency</b>	<b>Fatalities</b>	<b>Hospitalizations</b>	<b>Amputations</b>
Department of Commerce	1	8	0
Department of Defense	0	10	3
Department of the Air Force	0	14	0
Department of the Army	0	45	6
Department of the Navy	0	21	2
Department of Energy	0	3	1
Department of Health and Human Services	1	9	1
Department of Homeland Security	7	19	0
Department of the Interior	3	65	1
Department of Justice	2	40	2
Department of Labor	0	0	1
Department of State	1	40	4
Department of Transportation	1	15	1
Department of Treasury	0	0	1
Department of Veterans Affairs	2	25	4
National Aeronautics & Space Administration	0	2	0
Nuclear Regulatory Commission	0	1	0
Peace Corps	0	1	0
John F. Kennedy Center for the Performing Arts	0	1	0
Selective Service System	0	1	0
Smithsonian Institution	1	3	0
Social Security Administration	0	12	0
Tennessee Valley Authority	0	1	0
U.S. Securities and Exchange Commission	0	1	0
<b>Total</b>	<b>19</b>	<b>337</b>	<b>27</b>

### **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 2024, 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 2024, 39 federal agencies with MVSPs reported a total of 9,106 motor vehicle accidents which is lower than the previous year (CY 23) of 9,472. 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 (NSC).

### **Agency Self-Inspections of Safety and Health Programs**

Many agencies have returned to routine operations while some employees continued to telework. Several agencies reported non-return to workplaces which obviated the need for self-inspections, while some reinstated their self-inspection procedures on return to the office space. Those agencies reported performing announced, unannounced, formal, and informal inspections. Overall, 87 percent of responding agencies (77/89) 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 2024. 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 working conditions, and those requirements have no geographic limits. In CY 2024, Executive Branch agencies reported that the 109,805 federal civilian employees who worked overseas received OSH coverage through the Department of Defense (DoD), the Department of State (DOS), 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.

## 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 an unsafe or unhealthful 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 2024. Almost all agencies acknowledged their whistleblower responsibilities and reported having a well-designed protection program. In all, 85 percent of agencies (76/89) reported having functional whistleblower protection programs.

## 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). 93 percent (83/89) of agencies reported complying with the standard. Some agencies indicated the absence of a product safety program due to not using chemicals. Nine of the responding agencies did not respond to this question. 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 and implementing RTO policies. In addition, some agencies increased the frequency of facility inspections and used risk assessment findings to develop relevant training.

OSHA decreased its inspections of federal agency worksites during CY 2024, by 26 percent over CY 2023. Programmed inspections continue to generate 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. Like CY 2023, 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 temporary power cords); and other workplace exposures. Many federal agencies reported they do performed ergonomic assessments of employee workstations unless requested by the employee.

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, and the loss of an eye decreased from CY 2023

to CY 2024 by 9 percent and fatalities decreased by 5 percent. The category for the most common cause of injuries were slips, trips, and falls, followed by struck/struck by injuries. 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 74 percent (66/89) of agencies rated as “needs minor improvements” or “highly effective”.

### **Agencies Annual Report Submission**

For CY2024, 91 percent (89/98) of agencies submitted annual reports. OSHA’s Office of Federal Agency Programs (OFAP) will continue outreach efforts to encourage agencies to submit reports.

The nine agencies that did not submit annual reports:

1. U.S. Access Board (AB)
2. African Development Foundation (ADF)
3. Export-Import Bank of the United States (Exim Bank)
4. Harry S. Truman Foundation (HSF)
5. Inter-American Foundation (IAF)
6. Millennium Challenge Corporation (MCC)
7. Marine Mammal Commission (MMC)
8. National Endowment for the Humanities (NEH)
9. U.S. Department of Agriculture (USDA)

# 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 2024) 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 2024, 98 Executive Branch agencies received the CY 2024 Annual Report Template and CY 2024 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, 2025.

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 2024, federal government employment increased by 48,088 (2.12 percent) to 2,312,301 employees.

The costs related to the Federal Employees Compensation Act (workers compensation for the federal sector) for chargeback year (CBY) 2024 were approximately \$1.4 billion, compared to CBY 2023's \$1.9 billion, 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 OSHA incidents that involve work-related fatalities, hospitalizations, amputations, and loss 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 2024, the total number of reportable incidents decreased by 10 percent. Fatalities decreased by 14 percent. Table 2a summarizes all such reports across the Executive Branch while Tables 2b-2p provide individual agency information. Agencies not listed in Table 2a did not report a fatality, hospitalization, or amputation incident during CY 2023 or 2024.

**Table 2a: Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Department of Agriculture	2	NR	*33	NR	4	NR	↓ NR
Department of Commerce	0	1	12	8	0	0	↓ 25
Department of Defense	1	0	6	10	6	3	↔ 0
Department of Energy	0	0	3	3	0	1	↑ 33
Department of Health and Human Services	0	1	2	9	0	1	↑ 450
Department of Homeland Security	4	7	61	19	1	0	↓ 60
Department of Justice	0	2	47	40	11	2	↓ 24
Department of Labor	0	0	2	0	1	1	↓ 67
Department of the Air Force	1	0	11	14	1	0	↑ 8
Department of the Army	1	0	24	45	4	6	↑ 76
Department of the Navy	2	0	31	21	8	2	↓ 44
Department of the Interior	0	3	49	65	1	1	↑ 38
Department of the State	5	1	36	40	0	5	↑ 12
Department of Transportation	0	1	5	15	1	1	↑ 183
Department of Treasury	1	0	0	0	1	1	↓ 50
Department of Veterans Affairs	4	2	31	25	2	4	↓ 16
John F. Kennedy Center for the Performing Arts	0	0	0	1	0	0	↑ 100
National Aeronautics and Space Administration	0	0	2	2	0	0	↔ 0
Nuclear Regulatory Commission	0	0	1	1	0	0	↔ 0
Office of Director for National Intelligence	0	0	1	0	0	0	↓ 100
Peace Corps	0	0	1	1	0	0	↔ 0
Selective Service System	0	0	0	1	0	0	↑ 100
Small Business Administration	0	0	4	0	0	0	↓ 400
Smithsonian Institution	0	1	1	3	0	0	↑ 300
Social Security Administration	0	0	0	12	0	0	↑ 1200
Tennessee Valley Authority	1	0	0	1	0	0	↔ 0
Trade and Development Agency	0	0	1	0	0	0	↓ 100
U.S. Securities and Exchange Commission	0	0	0	1	0	0	↑ 100
<b>Total</b>	<b>22</b>	<b>19</b>	<b>364</b>	<b>337</b>	<b>41</b>	<b>27</b>	<b>↓ 10</b>

The ↑ indicates a respective increase, ↓ indicates a respective decrease, and ↔ indicates no change in the Total Reports in CY 2024 compared to CY 2023. \*The Department of Agriculture's CY 2023 Hospitalizations included one incident that also involved the loss of an eye.

## Reporting Summaries

Tables 2b through 2r classify the primary cause for fatalities, hospitalizations, and amputations for agencies that reported three or more incidents in either CY 2023 or 2024.

The **Department of Commerce (DOC)** total reported incidents declined from 12 in CY 2023 to nine in CY 2024, a 25 percent decrease. Decreases occurred in almost every risk category. There was one fatality in 2024 resulting from a fall.

**Table 2b: DOC Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Crushed by/Caught in	0	0	1	0	0	0	↓ 100
Cut, Pierce	0	0	1	0	0	0	↓ 100
Canine	0	0	1	0	0	0	↓ 100
Fall from height	0	1	1	0	0	0	↔ 0
Other	0	0	1	0	0	0	↓ 100
Slip, Trip, Fall	0	0	3	5	0	0	↑ 67
Vehicle	0	0	3	3	0	0	↔ 0
COVID-19	0	0	1	0	0	0	↓ 100
<b>Total</b>	<b>0</b>	<b>1</b>	<b>12</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>↓ 25</b>

The **Department of Defense (DoD)** total reported incidents remained the same for CY24 as in CY23. The number of fatalities decreased from one to zero.

**Table 2c: DoD Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Crushed by/Caught in	0	0	0	0	3	0	↓300
Cut, Pierce	0	0	0	0	3	3	↔ 0
In-flight Pressure	1	0	1	0	0	0	↓200
Slip, Trip, Fall	0	0	5	1	0	0	↓ 80
Burn	0	0	0	1	0	0	↑100
Other			0	6			↑600
Incidents NR			0	2			↑200
<b>Total</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>10</b>	<b>6</b>	<b>3</b>	<b>↔ 0</b>

The Department of Energy (DOE) had three reported incidents in CY 2023, with no fatalities and four reported incidents in CY 2024, a 33 percent increase. The decreases in category are unknown due to incident reports not submitted.

**Table 2d: DOE Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Dehydration/Heat	0	0	1	0	0	0	↓ 100
Slip, Trip, Fall	0	0	1	0	0	0	↓ 100
Vehicle	0	0	1	0	0	0	↓ 100
Incidents NR				3		1	↑ 400
<b>Total</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>↑ 33</b>

The **Department of Homeland Security (DHS)** reported incidents declined from 66 in CY 2023 to 26 in CY 2024, a 61 percent decrease. The submitted data indicates a substantial reduction in reports involving COVID-19, firearms, and vehicle accidents risk categories. Fatalities increased 75 percent in various risk categories.

**Table 2e: DHS Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Bite sting insect	0	0	7	0	0	0	↓ 100
Cut by/Pierced	0	0	2	0	0	0	↓ 100
Dehydration/Heat	0	0	5	0	0	0	↓ 100
Fall from height	0	0	2	1	0	0	↓ 50
Firearm	0	0	1	3	0	0	↑ 200
Snake and animal bite	0	0	0	2	0	0	↑ 200
Illness (not COVID-19)	1	0	3	1	0	0	↓ 75
Overexertion/Strain	0	0	2	1	0	0	↓ 50
Slip, Trip, Fall	0	0	7	1	0	0	↓ 85
Struck/Struck by	0	2	2	0	0	0	↔ 0
Unclassified	1	3	7	3	0	0	↓ 25
Unk Chemical Substance	0	0	4	0	0	0	↓ 100
Vehicle	1	1	19	5	1	0	↑ 71
COVID-19	1	1	0	0	0	0	↔ 0
Incidents NR				2			↑ 200
<b>Total</b>	<b>4</b>	<b>7</b>	<b>61</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>↓ 61</b>

The **Department of Health and Human Services (HHS)** reported incidents increased from two non-fatal incidents in CY 2023 to 11 in CY 2024, a 450 percent increase. Fatalities also increased from zero in CY 2023 to one in CY 2024. The increases occurred in the slip, trip, and fall, vehicle, and LOTO risk categories.

**Table 2f: HHS Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Cut, Pierce	0	0	0	0	0	1	↑ 100
Dust exposure	0	0	1	0	0	0	↓ 100
allergic reaction	0	0	0	1	0	0	↑ 100
other	0	0	0	1	0	0	↑ 100
Slip, Trip, Fall	0	0	1	2	0	0	↑ 400
Fall from height	0	1	0	1	0	0	↑ 200
LOTO	0	0	0	1	0	0	↑ 100
Vehicle	0	0	0	1	0	0	↑ 100
Incidents NR	0	0	0	2	0	0	↑ 200
<b>Total</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>↑ 450</b>

The **Department of Justice's (DOJ)** reported incidents declined overall from 58 in CY 2023 to 44, a 24 percent decrease. DOJ reported increases in the categories of slips, trips, and falls, other, and LOTO risk categories. There were reductions in the categories of heat, firearm, and vehicle risk categories. The Department reported two amputations down from 11, an 82 percent decrease from CY 2023. There were no fatalities in CY 2023 and two fatalities in CY 2024 in the categories of chemical and firearm risk category.

**Table 2g: DOJ Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Allergy (Flu Vaccine)	0	0	1	0	0	0	↓ 100
Bike	0	0	1	0	0	0	↓ 100
Crushed by/Caught in	0	0	2	2	6	1	↓ 67
Cut/Pierce	0	0	0	1	5	1	↑ 150
Dehydration/Heat	0	0	6	1	0	0	↓ 83
Canine	0	0	2	0	0	0	↓ 100
Electrical LOTO	0	0	0	2	0	0	↑ 200
Explosion	0	0	1	0	0	0	↓ 100
Exposure to Chemical	0	1	2	0	0	0	↑ 100
Fall from height	0	0	3	1	0	0	↓ 67
Firearm	0	1	6	2	0	0	↓ 50
Illness (Not COVID-19)	0	0	1	0	0	0	↓ 100
Slip, Trip, Fall	0	0	6	10	0	0	↑ 67
Other	0	0	1	7	0	0	↑ 600
Overexertion/ Strain	0	0	6	6	0	0	↔ 0
Struck/Struck by	0	0	1	3	0	0	↑ 200
Vehicle	0	0	7	4	0	0	↓ 43
Insect bite			0	1			↑ 100
<b>Total</b>	<b>0</b>	<b>2</b>	<b>47</b>	<b>40</b>	<b>11</b>	<b>2</b>	<b>↓ 24</b>

The **Department of Labor** reported three non-fatal incidents in CY 2023, and one non-fatal incident in CY 2024, a 67 percent decrease. The decreases were in the slip, trip, and fall, and vehicle risk category.

**Table 2h: DOL Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Crushed by/Caught in	0	0	0	0	1	1	↔ 0
Slip, Trip, Fall	0	0	1	0	0	0	↓ 100
Vehicle	0	0	1	0	0	0	↓ 100
<b>Total</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>↓ 67</b>

The Department of State's (DOS) non-fatal incidents rose from 36 in CY 2023 to 45 in CY 2024, a 25 percent increase. There was a decrease in fatalities from five to one in CY2024, an 83 percent decrease in the firearm risk category. DOS reported increases in the risk categories of struck by and slip, trip, and falls, and a decrease in the vehicle risk category.

**Table 2i: State Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Bicycle	0	0	1	0	0	0	↓ 100
Chemical inhalation	0	0	2	0	0	0	↓ 200
Crushed by/Caught in	0	0	2	3	0	3	↑ 200
Cut/Pierce	0	0	1	1	0	1	↑ 100
Electrical	0	0	0	2	0	0	↑ 200
Fall from height	0	0	3	3	0	0	↔ 0
Firearm	4	0	2	0	0	1	↓ 83
Overexertion/Strain	0	0	3	2	0	0	↓ 33
Slip, Trip, Fall	0	0	10	12	0	0	↑ 20
Snake	0	0	2	0	0	0	↓ 200
Stress	0	0	1	0	0	0	↓ 100
Struck/Struck by	1	1	1	9	0	0	↑ 400
Vehicle	0	0	8	2	0	0	↓ 75
Insect bite			0	1			↑ 100
Incidents NR			0	5			↑ 500
<b>Total</b>	<b>5</b>	<b>1</b>	<b>36</b>	<b>40</b>	<b>0</b>	<b>5</b>	<b>↑ 12</b>

The **Air Force's** reported incidents rose from 13 in CY 2023 to 14 in CY 2024, an 8 percent increase. There was one fatality in CY2023 and no fatalities in CY2024. The increases were in the struck by risk category and a decrease in the vehicle category.

**Table 2j: USAF Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2022	2023	
Cut/puncture	0	0	0	1	0	0	↑ 100
Chemical inhalation	0	0	1	0	0	0	↓ 100
Crushed by/Caught in	0	0	1	0	0	0	↓ 100
Electrical	0	0	0	2	0	0	↑ 200
Fall from height	0	0	1	1	0	0	↔ 0
Slip, Trip, Fall	0	0	4	5	0	0	↑ 25
Strain/Over-exertion	0	0	0	1	0	0	↑ 100
Struck/Struck by	1	0	1	4	1	0	↑ 33
Vehicle	0	0	3	0	0	0	↓ 300
<b>Total</b>	<b>1</b>	<b>0</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>↑ 8</b>

The **Department of the Army's** reported incidents increased from 29 in CY 2023 to 51 in CY 2024, a 76 percent increase. There were no fatalities in CY2024. The increases were in the slip, trip, and fall, and other risk categories, and an decrease in the struck by category.

**Table 2k: Army Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Allergy (Shellfish)	0	0	1	0	0	0	↓ 100
Crushed by/Caught in	0	0	1	3	3	3	↑ 50
Cut/Pierce	0	0	1	0	0	0	↓ 100
Dehydration/heat	0	0	1	0	0	0	↓ 100
Fall from height	0	0	1	1	0	0	↔ 0
Insect bite	0	0	3	1	0	0	↓ 67
Other	0	0	1	2	0	0	↑ 100
Overexertion/Strain	0	0	1	1	0	0	↔ 0
Slip, Trip, Fall	0	0	8	10	0	0	↑ 25
Snake bite	0	0	1	1	0	0	↔ 0
Struck/Struck by	0	0	4	2	1	0	↓ 60
Vehicle	1	0	1	2	0	0	↔ 0
Incidents NR		0		22		3	
<b>Total</b>	<b>1</b>	<b>0</b>	<b>24</b>	<b>45</b>	<b>4</b>	<b>6</b>	<b>↑ 76</b>

The **Department of the Interior's (DOI's)** reported incidents rose from 50 in CY 2023 to 69 in CY 2024, a 38 percent increase. Fatalities increased from zero in CY 2023 to three in CY 2024. The increases were in the illness, slip, trip, and fall, firefighting, struck by risk categories and a decrease in the overexertion/strain category.

**Table 2l: DOI Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Animal	0	0	3	0	0	0	↓ 100
Crushed by/Caught in	0	1	0	1	1	1	↑ 200
Dehydration/Heat	0	0	4	4	0	0	↔ 0
Electrical	0	0	0	1	0	0	↑ 100
Fall from height	0	0	2	1	0	0	↓ 50
Fire fighting	0	0	1	7	0	0	↑ 600
Illness (not COVID-19)	0	1	0	8	0	0	↑ 700
Insect bite	0	0	3	2	0	0	↓ 33
Snake bite	0	0	0	3	0	0	↑ 300
Overexertion/Strain	0	0	8	4	0	0	↓ 50
Slip, Trip, Fall	0	1	11	16	0	0	↑ 55
Struck/Struck by	0	0	5	9	0	0	↑ 80
Unclassified	0	0	3	1	0	0	↓ 67
Vehicle	0	0	4	5	0	0	↑ 25
Violence/Attack	0	0	2	1	0	0	↓ 50
COVID-19	0	0	2	0	0	0	↓ 200
CO			0	1			↑ 100
Animal bite			0	1			↑ 100
<b>Total</b>	<b>0</b>	<b>3</b>	<b>49</b>	<b>65</b>	<b>1</b>	<b>1</b>	<b>↑ 38</b>

The **Navy's** reported incidents declined from 41 in CY 2023 to 23 incidents in CY 2024, a 44 percent decrease. Fatalities declined from two in CY 2023 to zero in CY 2024. Incidents decreased in falls from height, and slip, trip, and fall risk categories.

**Table 2m: Navy Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Confined space	1	0	0	0	0	0	↓ 100
Crushed by/Caught in	0	0	1	1	4	2	↓ 40
Cut/Pierce	0	0	3	0	2	0	↓ 500
Dehydration/Heat	0	0	3	0	0	0	↓ 300
Electrical	0	0	1	3	0	0	↑ 200
Fall from height	1	0	5	1	0	0	↓ 83
Insect	0	0	2	0	0	0	↓ 200
Overexertion/Strain	0	0	0	1	0	0	↑ 100
Metal fume fever	0	0	0	1	0	0	↑ 100
Slip, Trip, Fall	0	0	13	11	0	0	↓ 15
Struck/Struck by	0	0	0	0	1	0	↓ 100
Unclassified	0	0	2	1	0	0	↓ 50
Vehicle	0	0	1	2	0	0	↑ 100
<b>Total</b>	<b>2</b>	<b>0</b>	<b>31</b>	<b>21</b>	<b>8</b>	<b>2</b>	<b>↓ 44</b>

The **Department of Transportation's** incident reports increased by 183 percent in CY 2024, from six incidents in CY 2023 to 17 incidents in CY 2024. The increases were in the slip, trip, and fall, vehicle, and other risk categories.

**Table 2n: DOT Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Crushed by/Caught in	0	0	0	0	1	0	↓ 100
Fall from height	0	0	1	1	0	0	↔ 0
Inhalation (dust)	0	0	1	0	0	0	↓ 100
Other	0	0	2	6	0	0	↑ 200
Overexertion, /Strain	0	0	1	0	0	0	↓ 100
Slip, Trip, Fall	0	0	0	5	0	1	↑ 600
Vehicle	0	1	0	3	0	0	↑ 400
<b>Total</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>↑ 183</b>

The **Department of Veterans Affairs' (VA's)** reported incidents information for CY 2024 was not available (N/A) because the agency did not report the cause of the incidents. However, the VA reported that in CY 2024, there were two fatalities, 25 hospitalizations, and four amputations which resulted in an overall 16 percent decrease of total incidents from CY 2023.

**Table 2o: VA Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Allergy (airborne)	0	N/A	4	N/A	0	N/A	N/A
Allergy (food)	0	N/A	1	N/A	0	N/A	N/A
Apparel abrasion	0	N/A	1	N/A	0	N/A	N/A
Cardiac	3	N/A	0	N/A	0	N/A	N/A
Crushed by, caught in	0	N/A	0	N/A	1	N/A	N/A
Cut/pierce	0	N/A	0	N/A	1	N/A	N/A
Fall from height	0	N/A	2	N/A	0	N/A	N/A
Illness (food)	0	N/A	1	N/A	0	N/A	N/A
Illness (unknown)	0	N/A	3	N/A	0	N/A	N/A
Overexertion/Strain	0	N/A	3	N/A	0	N/A	N/A
Slip, trip, fall	0	N/A	8	N/A	0	N/A	N/A
Stress	0	N/A	1	N/A	0	N/A	N/A
Struck/Struck by	0	N/A	3	N/A	0	N/A	N/A
Unclassified	0	N/A	1	N/A	0	N/A	N/A
Vehicle	1	N/A	1	N/A	0	N/A	N/A
COVID-19	0	N/A	16	N/A	0	N/A	N/A
<b>Total</b>	<b>4</b>	<b>2</b>	<b>31</b>	<b>25</b>	<b>2</b>	<b>4</b>	<b>NA</b>

The **Smithsonian Institution** reported incidents increased from the previous year. Non-fatal incidents went from zero to three; there was one fatal incident in CY 2024.

**Table 2p: Smithsonian Institution Fatalities/Hospitalizations/Amputations for CY 2023 and 2024**

Cause	Fatalities		Hospitalizations		Amputations		Percent Change
	2023	2024	2023	2024	2023	2024	
Struck by	0	1	0	2	0	0	↑ 300
Slip, Trip, Fall	0	0	0	1	0	0	↑ 100
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>↑ 400</b>

The **Social Security Administration (SSA)** incident information for CY 2024 was not available (N/A) because the agency did not report the cause of the incidents. However, the SSA reported that in CY 2024, there were 12 hospitalizations.

### Incident Cause Categories

Table 2q 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 2023 and 2024 (listed above by individual agency in Tables 2b-2p). 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” accounted for 21.8 percent of the incidents and increased from 20 percent. The second highest leading category was struck/struck by which increased from 7.5 percent to 9.1 percent. Incidents related to vehicle risk category was third but decreased 40 percent overall from 13.8 percent to 8.3 percent.

**Table 2q: Incident Cause Categories from CY 2023 to CY 2024 for Tables 2b-2p**

Cause	% of Incidents in CY 2023	% of Incidents in CY 2024
Slip, Trip, Fall	20.0	21.8
Struck/Struck by	7.5	9.1
Vehicle	13.8	8.3
Crushed by/Caught in	6.0	6.1
Overexertion/Strain	6.3	4.4
Fall from Height	5.5	3.5
Electrical	NR	3.0
Cut/Pierce	4.1	2.5

## 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 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 expose 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 long-term abatement within the given timeframe.

Table 3 below illustrates both programmed and unprogrammed inspection activity in CY 2024. Of the 33,157 total inspections OSHA conducted in CY 2024, 681 (2 percent) involved federal worksites. In CY 2024, OSHA inspected 26 percent fewer federal sites than in CY 2023.

The 681 federal inspections OSHA conducted during CY 2024 consisted of 430 programmed and 251 unprogrammed activities. Unprogrammed inspections decreased 28 percent and programmed inspections decreased by 24 percent. The top two national emphasis programs used to target programmed inspections at federal agency worksites in CY 2024 were:

- Federal Agency Targeting Inspection Program (124 inspections)
- Heat National Emphasis Program (79 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 San Francisco Region (220 inspections)
- Regional Emphasis Program for Federal Agencies for Atlanta Region (45 inspections)

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

In CY 2024, there were an average of 2.7 violations per programmed inspection and 2.2 violations per unprogrammed inspection: like previous years. OSHA found that 40.8 percent of establishments receiving programmed inspections and 50.9 percent receiving unprogrammed inspections were following 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 2024 OSHA's programmed inspections continued to focus on specific federal agency establishments and hazards.

**Table 3. OSHA Federal Agency Inspection Activity CY 2020-2024**

	CY2024	CY 2023	CY 2022	CY 2021	CY 2020
<b>Programmed Inspections</b>	430	565	462	295	195
Percent in Compliance	40.8	33.8	32.9	44.4	20.0
Average Number of Violations*	2.7	2.8	2.9	2.5	2.6
#Serious, Willful, Repeat Violations	180	306	582	289	374
Percent of Violations Issued as Serious, Willful, Repeat	70.9	84.8	70.5	71.5	75.3
<b>Unprogrammed Inspections</b>	251	351	373	303	251
Percent in Compliance	50.9	44.4	43.5	57.9	59.0
Average Number of Violations*	2.2	2.0	2.3	2.5	2.3
#Serious, Willful, Repeat Violations	98	129	274	200	171
Percent of Violations Issued as Serious, Willful, Repeat	86	84.9	73.1	74.1	81.0
<b>Total Inspections</b>	<b>681</b>	<b>916</b>	<b>835</b>	<b>598</b>	<b>446</b>

\*Includes only inspections with violations.

### Significant/Novel Cases

Although OSHA cannot assess monetary penalties against federal agencies by law, 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 one federal agency significant or novel case in CY 2024.

### 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 conducted two Health related ATARS in CY 2024.

#### Field Federal Safety and Health Councils

FFSHCs are Secretary-charted 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 2024, 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 by some agencies 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 2024. 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, hold leadership positions, and participate in working groups.

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 2024, 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 – Dallas/Fort Worth

Category II: Federal employee population between 12,000 and 24,000

- Superior Performance – Greater St. Louis
- Meritorious Achievement – Minneapolis
- Notable Recognition – Mt. Rainier

Category III: Federal employee population of fewer than 12,000

- Superior Performance – Mississippi Gulf Coast
- Meritorious Achievement – Louisville Area
- Notable Recognition – North Carolina

### **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 for 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 2024, OTI provided both in-person and virtual half-day seminars: Blood Borne Pathogens, Fire Protection, Forklifts and Material Handling, Scaffolding in Construction, Heat Stress, Electrical Safety, Control of Hazardous Energy, Walking Working Surfaces, Managing an Effective Respiratory Protection Program, Verbal De-Escalation Techniques, and Respirable Crystalline Silica.

Over the past five years, FEDWEEK attendance has varied due to several factors. In CY 2020 FEDWEEK was cancelled due to the COVID-19 pandemic, and in CY 2021 OTI held FEDWEEK entirely virtually. CY 2022 was also entirely virtual, because of low registrations for in-person classes. CY 2023 held both virtually and in-person, included attendees from 36 different agencies. In CY2024, FEDWEEK classes were again held both virtually and in-person and again 36 agencies were represented by 1144 participants, the highest number of participants in the last five years. 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**

	2024	2023	2022	2021	2020
<b>Participants</b>	1144	191	334	805	*
<b>Agencies Represented</b>	36	36	**	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 OSH managers together to share presentations and discuss current topics of interest. In 2024, OSHA held four Roundtable meetings and addressed a range of topics.

February 6, 2024

Legionella

Lockout/Tagout training requirements and inspection

Heat Stress/WBGT Monitoring

Did the Worker Experience an Injury or Illness?

May 16, 2024

Electrical Safety in the Office and Finding your Spark After Adversity Strikes

ASSP Standard on Heat Stress in Construction

Everything else on OSHA Injury or Illness Recordkeeping

August 22, 2024

Driver Event Recorder Program (DriveCam)

Safe + Sound (JHA)

OSHA Recordkeeping Rule Review and How to fill out the forms

November 11, 2024

Re-Energizing your Safety Program - (DHS – Department of Homeland Security)

Silica Dust

Safety Stations

## 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 2024 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 2024 reporting period, OSHA received responses from 89 agencies: a 90.8 percent response rate.

### Agency Self-Assessment Evaluation Components and Attributes

**Table 5 – Evaluation Components and Attributes**

<b>Operational Component – 2 Attributes</b>
<p><b>Hazard Anticipation and Detection</b></p> <ul style="list-style-type: none"> <li>• <b>Effective safety and health self-inspections are performed regularly,</b> determines if personnel in the agency regularly perform effective OSH inspections.</li> </ul>
<p><b>Hazard Prevention and Control</b></p> <ul style="list-style-type: none"> <li>• <b>Effective safety and health rules and work practices are in place,</b> determines if the agency has established both general workplace rules and specific work practices that prescribe safe and healthful behavior and task performance methods.</li> </ul>

### Managerial Component – 3 Attributes

#### Planning and Evaluation

- **Hazard incidence data are effectively analyzed**, determining 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 2024 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 89 agencies that self-evaluated their OSH programs, 51 percent (45) provided an average rating of “highly effective” for each of the seven attributes, while 38 percent (33) indicated most of their OSH program components needed minor improvements. Six agencies (8%) reported that most elements of their OSH programs required major improvements. Other agencies did not rate its program but answered 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.

**Table 6: Average Department/Agency OSH Program Self Rating**

Agency	Rating	Agency	Rating
AbilityOne Commission	NA	Federal Retirement Thrift Investment Board	▲
Access Board	NR	Federal Trade Commission	▲
Advisory Council on Historic Preservation	▼	General Services Administration	▲
African Development Foundation	NR	Harry S. Truman Scholarship Foundation	NR
Agency for Global Media	△	Holocaust Memorial Museum	▲
Agency for International Development	▲	Institute of Museum and Library Services	NA
American Battle Monument Commission	▲	Inter American Foundation	NR
Armed Forces Retirement Home	△	International Boundary and Water Commission	▲
Board of Governors of the Federal Reserve System	△	International Development Finance Corporation	NA
Central Intelligence Agency	NR	International Trade Commission	NA
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	NA	Marine Mammal Commission	NR
Commodity Futures Trading Commission	△	Merit Systems Protection Board	▼
Consumer Product Safety Commission	▲	Millennium Challenge Corporation	NR
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	NR	National Capital Planning Commission	NR
Department of Commerce	△	National Council on Disability	▲
Department of Defense	△	National Credit Union Administration	↓
Department of Education		National Endowment of the Arts	▲

	△		
Department of Energy	▲	National Endowment for the Humanities	NR
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	NR
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	NR	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	NA

Legend	
▲	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
▽	Virtually Nonexistent – Little indication that any portion/aspect exists
NR	Agency did not complete the self-rating portion of its Annual Report
NA	Agency indicated the attribute was not applicable

## Component Assessment – Seven Total Attributes

Most agencies reported that the seven attributes assessed for CY 2024 were generally effective. Specifically, of the 89 that completed the self-assessment, 74 percent (66) 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 healthy behavior and task performance methods.

### Self-Inspection Attribute

Of the 89 responding agencies, a majority 77 (86 percent) rated the **self-inspection attribute** as “needs minor improvements” or “highly effective.” There were five marked not applicable and two rated needs major improvement. 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. A randomly chosen response of five agencies rational of rating are below for CY 2024:

- 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.
  - 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.
  - Building engineers perform daily building inspections to ensure common areas and workspaces remain hazard free.
  - 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.
  - The Occupant Emergency Team Coordinator monitors emergency supplies and on-site automated emergency defibrillators (AEDs) to ensure items are current and functional.
  - 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.
  - Building owners conduct annual life safety and indoor air quality testing, as required.
  - Identified hazards are immediately corrected or identified for correction in the organization's action plans for safety and health.

The FEC also 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 2024 all except one bureau was unable to conduct all necessary OSH inspections. 99 percent of 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 percent. For the one affected bureau, mission-essential critical infrastructure facilities were the highest inspection priority

- The Defense Nuclear Facilities Safety Board noted that it inspected all workplaces in CY 2024 and conducts monthly and quarterly safety and health inspections.
- The National Credit Union Administration (NCUA) began annual inspections of office workplaces in 2024 utilizing a 29-point checklist to inspect general office safety, trip and fall hazards, equipment safety, and maintenance at its four establishments. Actions requiring immediate abatement, for example, the purchase of basic cleanup supplies for a new leased space location, were addressed promptly. These annual workplace inspections required submission of inspection reports to the NCUA Safety Officer. Areas for minor improvement include the conduct of formal life safety inspections, first aid training, and preparedness activities in coordination with NCUA's Office of Continuity and Security Management.

Of the 83/89 responding agencies, 57 (69 percent) said that they had inspected all their facilities during CY 2024. Many agencies did not respond or said the attribute was not applicable to them because their employees teleworked, they faced staffing issues, employees were overseas, and they added a new worksite. One did not perform any inspections in CY 2024 due to low reporting to the office of twice a pay period. One agency may have inadvertently entered "no" for quarter two when they indicated that all were completed in 2024 and reported an inspection on high-risk work. One agency selected "no" even though they had all six sites inspected and one site inspected by a new Certificate of Occupancy which should appear to be a "yes." Another agency reported 100 percent for all onsite workplaces and no for remote worksites, it is assumed this should have been a "yes" for that question. There were eight agencies that reported conducting 70 percent or less inspections of their facilities.

Several agencies discussed increasing inspections in CY 2025. 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:

- Populating spreadsheets or other tracking sheets.
- Obtaining supervisory signoff on specific form(s).
- Developing an abatement plan.
- Include tracking requirements in standard operating procedures.
- Conduct follow-up inspections.

- Use various electronic systems.
- Create a log.
- Discussions with supervisor.
- File work orders.
- Implement follow-up notifications at regular intervals until abated.
- Provide inspection reports to management.
- Increased 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; however, it continues working towards developing a unified system across the department. 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 79/89 responders (89 percent) rated themselves as “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. A randomly chosen sample of five agencies’ rationale of rating, provided in their responses, are below for CY 2024:

- The Federal Retirement Thrift Investment Board (TSP) indicated that with the introduction of COVID-19, safety and health rules changed and will continue to change accordingly. During this time, improvements were made, and minor improvements will continue to be made as changes can be unforeseen. OSH managers will continue to adhere to ongoing rule changes effectively and immediately to help eliminate potential risks.
- The Institute of Museum and Library Services (IMLS) indicated that it has a dedicated area to their intranet for Emergency Preparedness, which includes documents, tips, articles on effective safety and health rules, and workplace practices.
- The National Science Foundation (NSF) stated that the NSF exhibits a collaborative effort to ensure workplace rules are distributed and followed by employees and management. New safety rules are circulated through weekly articles via the agency’s intranet and are reinforced during the new employee orientation training, supervisor training, Directorate meetings, Directors’ emails, and facility signage.
- The Railroad Retirement Board (RRB) indicated that all new employees receive safety and health information which is provided to them as part of their new employee orientation. This includes general safety and health rules and regulations. New employees were also provided with an informational booklet in CY 2024, which cited the most common office hazards and protections, and recommended the proper way of performing various tasks. New employees were

given a copy of the RRB Emergency Response Plan, which was discussed as well. New employees were also provided with specific guidance on reporting unsafe working conditions to any supervisor or member of the six-member agency safety committee. All employees are provided with safety training and participate in fire drills.

- The Department of the Navy (DON) stated that preventing mishaps, saving lives, and preserving combat readiness are core values in all DON operations and commands, units and activities. DON policy 56 provides commanders, commanding officers, officers in charge; military and civilian supervisors; safety managers; SOH professionals; industrial hygienists; occupational medical professionals; collateral duty safety officers; operators; design agents; life-cycle managers; installation managers; and military and civilian employees with comprehensive and effective policy guidance, tools, and training to support operational readiness and sustainability, in compliance with safety laws, regulations, and Executive Orders (E.O.). The DON follows safety management system principles that provide a logical framework for redefining safety in terms of risk management and refocusing safety on achieving operational excellence. Specifically, "safety" becomes the execution of the discrete tasks associated with the Risk Management process: identifying hazards, assessing risks, and implementing controls. This system's approach moves beyond the legacy focus on preventing mishaps by refocusing on the application of high standards, attaining operational excellence, and improving readiness. Annual self-assessments and required external inspections and audits are prescribed at the appropriate management level. The Navy and Marine Corps Inspectors General offices conduct independent audits on all major commands to ensure the inspection and audit process is applied appropriately and uniformly throughout the DON.

### **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.

Of responding agencies 56 percent (50/89) provided a method for anonymously reporting safety and health issues while a majority 83 percent (74/89) indicated that employees could report hazards electronically. The U.S. Chemical Safety and Hazard Investigation Board (CSB) noted CSB Board Order 017 and CSB Board Order 040 contain the safety and health rules and work practices that CSB personnel are expected to follow in order to perform their jobs safely. CSB Board Order 017 contains numerous appendices that specify how OSHA-mandated programs are to be implemented at the agency. CSB Board Order 040 contains numerous checklists that CSB employees and Board Members directly involved in conducting and assisting with incident investigations can use to assess hazards during deployment activities. The DASHO and SHO have used this information to develop the necessary practices and training materials to implement these programs. The Office of Special Counsel (OSC) stated that In addition to carrying out a comprehensive inspection in April, OSC worked with an OSHA-certified consultant to draft an agency safety and health policy to ensure effective OSH rules, safe work practices, and administrative controls are in place in accordance with OSHA guidelines. 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
- 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 is considering 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:

- **Hazard incidence data are effectively analyzed**, determining 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.
- **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.

Of the responding agencies, 78 percent (69/89) reported that the three managerial attributes were needing minor improvements or 'highly effective'.

### Hazard Incidence Data Analysis

Attribute 1 focused on using **effective hazard incidence data analysis** to set safety and health priorities. Of the responding agencies, 72 percent (64/89) reported as "needs minor improvements" or 'highly effective'. Of the remaining 19 agencies, two selected 'needs major improvement' and 16 agencies said the attribute was 'not applicable' and one reported as "does not exist".

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."

The Federal Election Commission (FEC) indicated that the agency has mitigated any potential hazards over the past five years, and safety personnel have interpreted the data. Formal analysis of data was not necessary as any reported hazards are reviewed and corrected by the responsible parties. This is further supported by the agency's continuous low injury/illness rates. No cases were reported in CY2020, CY2021, CY2022, CY2023 or CY2024.

- U.S. Trade and Development Agency (USTDA) indicated that no hazards were identified or reported during CY 24.
- The Smithsonian Institution (SI) stated that it has several comprehensive data management systems for injury/illness reporting, medical surveillance, exposure assessment, and inspections. The AIRS system allows OSHM staff and Safety Coordinators to conduct trend analysis on injuries and illnesses experienced by SI staff dating back to 2007. The AIRS Tableau dashboard facilitates trend analysis back to 2014. SI's METR Manager system allows OSHM staff, Safety Coordinators, and Facilities Management staff to examine trends in deficiencies identified during the comprehensive METRs conducted by OSHM. Cority is used by OSHM staff and Safety Coordinators to administer SI's medical surveillance, industrial hygiene, and safety programs.

The SI Safety Coordinators and Safety Committee Members can review injury/illness data to identify causal factors and at-risk groups, perform analysis, and develop recommended incident prevention strategies. In October 2020, AIRS underwent some changes because of the DOL requirement to use the Office of Workers' Compensation Program (OWCP) ECOMP for filing of compensation claims. Prior to this change, all injury and illness data were submitted through AIRS, which ensured that SI had accurate and current information on staff injuries and illnesses. SI must rely on data back feed from OWCP to ensure that our data is accurate, although it is no longer as timely as it once was. In CY 2024, this change continued to be a challenge to the quality of our injury/illness data.

In CY 2017, OSHM restructured the analysis of the injury/illness trends to provide more information in a condensed fashion and introduced Safety Coordinators to Tableau, a data visualization software that presents one or more dashboards that simplifies trend analysis. Over the past several years we have done a lot of work on the Tableau dashboards for data from AIRS, METR Manager, medical surveillance, and learning management systems. The dashboards have proved incredibly useful at identifying gaps and areas where corrective actions are needed. They have also greatly facilitated presentations and discussions with leadership. As the use of these tools has expanded, we have also made several changes to improve and expand the information provided, its quality, and its usefulness.

- Other agencies said the attribute was inapplicable. For example:
  - The Institute of Museum and Library Services (IMLS) indicated this attribute was not applicable because it has used telework to ensure the safety of the staff during telework and upon reopening the office the agency has developed, trained, and published office safety protocols in line with GSA, SFWTF, OMB, and OSHA requirements

on its website to ensure safety in the office.

- The Commission of Fine Arts (CFA) stated it was not applicable because it did not have its own specific OSH program during calendar year 2024; however, it did continue to follow the program of GSA (the building where the office is located), and its shared provider, Department of Transportation/BSEE.

### **Annual SHMS Review Attribute**

Attribute 2, 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 79 percent (66/84) of agencies rated as “needs minor improvements” or “highly effective”. Of the remaining, 17 agencies, five stated that it “needed major improvement,” six said it was “not applicable,” five said it did not exist, one agency left the response blank. A couple of responses for the ‘needs major improvements were not formal/official safety and health management system. However, staff are prepared to identify and resolve workplace hazards in a timely and efficient manner. Another agency indicated that it is the process of improving its annual SHMS evaluation and has developed a working group.

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 and 40 reports included SHMS successes, a sample of review responses are below:

- The American Battle Monuments Commission (ABMC) stated that they developed and implemented monthly safety training sessions tailored specifically for cemetery personnel, focusing on protocols related to handling specialized equipment, emergency response procedures, and effective communication.
  - Conducted safety orientation sessions for all new employees, ensuring they gained a solid understanding of safety measures, emergency exit routes, and personal protective equipment protocols to promote a culture of safety.
  - Performed routine self-assessments and virtual inspections, utilizing a structured checklist to systematically identify potential hazards and analyze trends, ultimately fostering a safer working environment.
  - Completed detailed reviews of work processes for non-routine and seasonal tasks, drawing from the findings of the 2023 safety and health checklist to recommend and implement necessary safety improvements and procedural adjustments.
  - Organized and delivered general safety briefings for all ABMC personnel, covering vital safety practices, updates on safety regulations, and strategies to enhance the well-being of everyone on-site, ensuring a unified approach to workplace safety.
- The U.S. Department of Veterans Affairs (VA) indicated that for continuous improvement, VA Administrations and Staff Offices conduct regular reviews including Annual Workplace Evaluations for all Administrations and Environment of

Care Rounds (in health care facilities only). When complex hazards require extended solutions, facilities implement interim controls while developing permanent fixes, with progress monitored by safety managers and leadership. This systematic approach, combining strict timelines, accountability measures, and technology solutions for identified administrations ensures both prompt hazard resolution and ongoing safety program enhancement.

- The National Gallery of Art (NGA) indicated that the following reviews were conducted in CY 2024: fire safety inspections, Automatic External Defibrillator (AED) inspections, incident investigations, construction site inspections, health and safety inspections, hazardous chemical storage inspections, and pest control inspections.
  - The National Transportation Safety Board (NTSB) stated that the Safety Division regularly meets with the offices and senior leadership to review existing safety policies, procedures, and protocols to solicit information regarding safety needs that require attention. These meetings include briefings on updated personal protective equipment (PPE) for staff, safety training, resources that are available, such as providing Employee Assistance Program (EAP) support at the scene of an accident, or ways that the Safety Division can provide support during an accident investigation or in the office.
  - The U.S. Trade and Development Agency (USTDA) said that in CY 2024 USTDA OSH Manager shared information with the staff and posted up to date information on the Office of Admin's intranet page.

Other agencies, such as:

- The Selective Service System (SSS) indicated that it is working to formalize its SHMS with new personnel and workspaces.
- The General Services Administration (GSA) said that a review of all risk conditions or hazards recorded during facility safety and health inspections and annual workplace OSH inspections.
- The Board of Governors of the Federal Reserve System (FRB) stated that it reviews non-recordable and damage only incidents. Inspection findings (unacceptable conditions present).
- The Federal Deposit Insurance Corporation (FDIC) indicated that it reviews its safety and health management system (SHMS) annually. FDIC examines leading indicators, such as OSHA training records, tracking facility management participation in walkthroughs and inspections, and reviews of existing budgets for OSH items and actions. In addition to those leading indicators, FDIC examines lagging indicators, such as OSHA recordable injuries, injury frequency and severity, and worker's compensation costs. The reviews are written – identifying accomplishments, failures, root causes, and recommendations. FDIC management is provided with this SHMS review report. FDIC has accomplished SHMS audits annually for many years including audits in accordance with OSHA's guidance documents.
- The Department of Housing and Urban Development conducted a review of its SHMS in CY 2024, and it was identified that an industrial hygienist was needed in the OSHEO staff and additional inspections are required. The addition of an industrial hygienist helped identify additional shortcomings in the OSH program which are a priority to correct. In CY2025, it plans to conduct an in-depth review of its OSH program to ensure it is aligned with the requirements outlined in 29 CFR

Part 1960.

### **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 protection.

Under Attribute 4, OSHA asked agencies how they **tracked hazard abatement and adhered to abatement dates**. Of the responding agencies, 66 percent (59/89) specified that they identify and abate hazards. Various agencies use a variety of analysis tools (reporting forms, dashboards, and/or surveillance systems) to aid in detecting trends and patterns to minimize or eliminate safety and health hazards. Of the remaining agencies, two agencies did not submit an answer, and 25 percent (22/89) said the attribute was not applicable or there were no hazards to abate.

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 a random sample of 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.

Of the responding agencies, 75 percent (67/89) 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' rules for root cause analysis. Of the remaining agencies, 16 percent (14/89) said the attribute was not applicable or their worksites had no hazards. Two agencies did not answer. Randomly selected agencies' description of their root cause analysis is included below:

- The American Battle Monuments Commission (ABMC) indicated that during calendar year 2024, the Safety Manager conducted a total of forty Safety Incident Reporting Forms (SIRF) assessments aimed at identifying potential hazards in operations. These assessments help facilitate the implementation of new control

measures to protect individuals, property, and the environment. The Safety Management team collaborated with Overseas Operations to address safety issues identified in the ABMC Safety & Health inspection report. As a result, proposed controls for implementing administrative actions were developed.

- The National Labor Relations Board (NLRB) said that the NLRB typically has a very small number of accidents each year, which vary by type. There are not enough cases to warrant a root cause analysis, but, if there were, an investigation would be started.
- The National Mediation Board (NMB) stated that the five Whys technique/methodology used to define, measure, analyze, improve, control) by repeatedly asking the question “Why”, we peel away the layers of symptoms which can lead to the root cause of a problem. Very often the ostensible reason for a problem will lead to another question. This helps identify the root cause of a problem. Determine the relationship between different root causes of a problem. One of the simplest tools; easy to complete without statistical analysis.

For agencies that misinterpreted root cause analysis or were challenged with implanting it in their agencies, OSHA will explore ways to assist these agencies. OSHA will individually contact the offices and discuss the results of their evaluation and best practices of the agencies with successful safety and health management systems.

### **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** of the responding agencies 85 percent (76/89) rated it “needs minor improvements” or “highly effective”. Of the seven remaining agencies, six rated needs major improvement and one listed the attribute as not applicable. A random sample of responses are below:

- The John F. Kennedy Center for the Performing Arts (JFK) indicated that Kennedy Center personnel with OSH responsibilities possess the necessary requirements to perform their duties daily.
- The U.S. Environmental Protection Agency (EPA) stated that SHEMP managers and other OSH staff receive training through a variety of avenues, including agency-provided classroom and online training. Additionally, some (but not all) have taken training through OSHA FedWeek, the OSHA Education Center and the OSHA Training Institute. In a recent questionnaire, 91 percent of EPA locations said “yes” when asked if all their OSH personnel are up to date with their OSH-related competency requirements (in terms of education, training and experience); 9 percent said “no.”

EPA’s training requirements for OSH personnel are clearly outlined in SHEM Guideline 51, which aligns with the requirements of 29 CFR 1960, Subpart H. The guideline says that:

- SHEMP managers must take at least 30 hours of initial training and at least 8 hours of continuing education classes annually, as well as additional targeted training depending on site-specific duties. For example, if a SHEMP manager’s facility has

boating and diving programs, they must be knowledgeable in those subject areas. Or, as another example, if a SHEMP manager's facility uses radioactive materials, EPA's SHEM Guideline 51 requires them to take radiation safety awareness training.

- Collateral duty safety officers must complete at least 24 hours of safety and health training prior to assuming their duties.
- Safety and health committee members must complete eight hours of safety training prior to assuming their committee member responsibilities.

OSH personnel are also encouraged to take additional training. In a recent questionnaire, 91 percent of EPA locations said "yes" when asked if sufficient funding is available for OSH personnel to take SHEM training that exceeds their minimum training requirements; 9percent said "no."

- The National Credit Union Administration (NCUA) said that while it has organized and timely information, the former NCUA Safety Officer, who was the only agency employee with formal training through the OSHA Education Center and OSHA Training Institute, passed away unexpectedly in November 2024. Unfortunately, the hiring of his replacement was delayed by the federal hiring freeze and budgetary cuts have adversely impacted external training temporarily. NCUA will ensure individuals with assigned OSH responsibilities have the necessary knowledge and skills once personnel and training resources become available.
- The National Gallery of Art (NGA) indicated that its safety and health management system allocates sufficient financial resources to support various aspects of the system. Assigned staff, with assistance from support contractors, can meet organizational needs by developing policies, conducting risk assessments, and performing safety audits and inspections. A "Highly Effective" rating was not achieved because the process for acquiring funding is not well defined. As a result, OSH staff have encountered challenges in identifying how to secure funding for critical safety requirements and professional development opportunities.
- The Office of the Director of National Intelligence (ODNI) stated that Safety personnel at ODNI possess documented skill sets in the form of certifications through nationally recognized safety organizations as well as university health and safety related degrees and years of practical safety experience both within ODNI and other government agencies.

Some agencies indicated that this attribute needed major improvements. For example, the Selective Service System (SSS) said that new personnel training will be required due to workforce turnover.

## 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**, determine 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**, determining if there is an established organizational process that

employees know, trust, and use to provide input regarding safety and health issues.

When averaging the responding agencies for the combined cultural component, 81 percent (72/89) reported that both cultural component attributes were “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, 78 percent (69/89) responding agencies 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. Of the remaining 14 agencies, eight reported this attribute as does not exist or needs major improvements, five indicated that this attribute was not applicable, and one did not answer.

- The Federal Deposit Insurance Corporation (FDIC) indicated that it supports professional development for its employees by allocating annual stipends. OSH professionals at FDIC may attend safety and health training courses, conferences, and other safety and health meetings in-person or online. All indicated PPE is provided for FDIC employees at no cost. The OSH budget is significant and easily identified within the operating budget of the FDIC.
- The U.S. Environmental Protection Agency (EPA) stated that as of December 31, 2024, 56 full-time safety and health staff were spread across EPA’s major offices and laboratories, and an additional 65 personnel offered at least some OSH support on a part-time basis. In a recent questionnaire, however, only 44 percent of EPA locations said “yes” when asked if they had enough human resources (OSH personnel) to meet their OSH goals; 56 percent said “no.” Some locations said that they do not have enough support and resources to fully implement or maintain a SHMS based on ISO 45001.
- The U.S. Office of Government Ethics (OGE) said that OGE managers take health and safety of our staff very seriously and allocate the time and resources to ensure proper safety measures are in place.
- The Occupational Safety and Health Review Commission (OSHRC) indicated that senior management officials support and approve funding for the agency’s safety and health management program.
- The Pension Benefit Guaranty Corporation (PBGC) stated that it provides funding for training or equipment, as needed by the Budget Department.

### **Employee Participation Attribute**

This attribute addressed the **presence of a process for employee involvement in the SHMS**. Of the responding agencies, 84 percent (75/89) rated their employee participation attribute as “needs minor improvements” or “highly effective”. Of the remaining eight agencies, five reported this attribute as does not exist or needs major improvements, two indicated that this attribute was not applicable. A random sample of agencies response to this attribute is below:

- The U.S. Chemical Safety and Hazard Investigation Board (CSHIB) indicated that employee involvement is typically solicited through e-mail postings, “All hands” meetings and small group debrief meetings conducted after investigation reports are issued. Periodic investigator training sessions are also held where input on

safety and health issues is sought. Anonymous safety perception surveys have been conducted during Safe + Sound Week.

- The Federal Trade Commission (FTC) said that they communicate to staff about safety issues, the FTC OSH Manager publishes safety guidance and tips in the daily newsletter that goes to all FTC staff. For example, Monthly Safety Tips related to holiday safety tips are provided to all staff through the FTC Daily. Also, employees can make anonymous suggestions to the Office of the Executive Director's suggestion box. Lastly, the FTC includes employees in emergency drills to ensure that staff are prepared for unforeseen emergencies and apply employee input to help shape emergency protocols.
- The U.S. International Boundary and Water Commission (IBWC) indicated that the most effective process in place at the field office level is the Joint Labor Management and Employee Committee meetings conducted quarterly at least three times per year. Also, the safety office's primary focus is to keep employees informed of all safety related information. The safety office has an establish SharePoint website on which the whole safety program is located based on topics. All employees have access to the site. In addition, periodic emails to "All IBWC" are sent to cover special or important current safety and health information.
- The United States International Trade Commission (ITC) stated that the OSH team engages employees during building walk through assessments.
- The Department of the Treasury (Treas) noted that monthly health and wellness bulletins are distributed to all employees. Electronic bulletin boards are utilized throughout all facilities to promote employee safety, featuring relevant information and updates. The "See Something, Say Something" program is actively emphasized. Quarterly facility safety meetings are held to address critical concerns and foster communication. Safety inspections are conducted quarterly by on-site personnel and annually by OSH. Employees are offered EAP and FOH Work Life presentations throughout the year to support their well-being. Additionally, the Bureau's website provides comprehensive safety and health information accessible to all employees.

### **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 2026.

### **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 in 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 2024, 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 2024 reporting period. TVA reported that during 2024, 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 89 responding agencies, 24 percent (21) reported the complete absence of an internal OSH committee. The Postal Regulatory Commission's internal OSH committee was disbanded before the pandemic and has not been reestablished. The Pension Benefit Guaranty Corporation mentioned that it does not have an internal OSH committee currently, however, the improvement of PBGC's Safety and Health Management System includes the establishment of an internal Safety and Health Committee by end of CY 2026. There were five other agencies mentioned possibly implementing an OSH committee during CY 2024 in their 2023 report. However, 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 did not establish an internal Safety and Health Committee CY 2024.

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 on committee activities.

- The AmeriCorps noted that it leads a facilities security council at its headquarters

building with membership from other federal building agencies; at these meetings they discuss safety issues that can affect all within the building.

- The Department of Homeland Security (DHS) and its Components reported that they encourage participation in FFSHCs, by both safety professionals and collateral duty safety personnel. Due to the size of the Department and the wide distribution of employees, FFSHC participation is nationwide. Components provide employees with time and, in some cases, miscellaneous administrative resources to support the work of Field Councils. DHS employees have served in FFSHC leadership roles and conducted multiple presentations with the support of their Components.
- In CY 2024, Peace Corps implemented more local Safety Committees at overseas posts. Staff at all levels can serve on the Post Safety Committees.
- The Department of Energy (DOE) mentioned that they support and highly encourage employee participation in local OSH committees and councils. DOE field management encourages safety subject matter experts to participate in their local and professional association safety training and in safety councils and specific councils including other working groups.
- The Department of Interior reported that the agency encourages employees to collaborate with other Federal, state, or local entities nation-wide to share occupational health and safety training and educational resources, as they deem appropriate. Interior OSH staff are active in external safety and health organizations such as the National Fire Protection Association, National Response Framework-Worker Safety and Health Support Annex, and the U.S. Public Health Service.

### Agency Staff Teleworking or Remote

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 workforce 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	10	37	16	4	0	13	9
#Agencies/Telework*	1	5	13	14	17	30	9

\*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 banning texting while driving, respectively. Of the responding agencies collectively, 39 federal agencies

provided information on the 9,106 motor vehicle accidents their employees experienced during CY 2024. As previously depicted in Table 2q, in CY 2024 motor vehicles were the third 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 2020-2024.

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.

- Department of Homeland Security reported there were no planned initiatives for the DHS motor vehicle program in CY 2025 and most DHS Components report no planned changes to their motor vehicle programs as well. There are a few exceptions; FLETC is implementing a new motor vehicle/pedestrian safety program on campuses, FEMA is planning to publish a vehicle utilization dashboard, and FPS plans to update vehicle operations policies to include input by the OSH manager.
- The Department of Interior (DOI) reported that a comprehensive review and revision of 485 DM 16, Motor Vehicle Safety policy was initiated in calendar year 2024. This review will involve stakeholder consultations, assessments of current practices, and the incorporation of new safety standards to ensure the policy remains relevant and effective. A work group of subject matter experts from the DOI OSH office and various bureaus and offices throughout the Department was chartered and the review process began. The DM will be revised to include motor vehicles, commercial motor vehicles, and off-highway vehicles. DM 16 will be shared through the Interior with the expectation that appropriate feedback will culminate in positive changes to the agency's motor vehicle safety policy – in addition to better alignment with driver requirements prescribed in 49 CFR Part 383, Commercial Driver's License Standards; Requirements and Penalties; Part 392, Driving of Commercial Motor Vehicles and 5 CFR Part 339, Medical Qualifications Determinations.
- The Department of Justice reported they made changes to its motor vehicle program in CY 2024. ATF is moving more towards reducing its carbon footprint through the purchase of two electric vehicles (EV). ATF currently has three charging with six plugs at HQ. The DEA Foreign Motor Vehicle Safety Program was migrated from a stand-alone policy into an admin manual. The FBI is pausing a plan to replace vehicles utilizing internal combustion engines with electric vehicles. Installation of charging stations began in CY 2022. This is a multi-year program. USMS communicated to leadership on trend analysis and notifications to heads of field offices.

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. Fifteen agencies failed to respond while 45 asserted that a MVSP was "not applicable" to them or they did not have any motor vehicle accidents.

**Table 9: Reported Motor Vehicle Accidents CYs 2021-2024.**

<b>Department/Agency</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Department of Agriculture	NR	NR	1,129	1,918
Department of the Air Force	21	20	17	19
Department of the Army	86	387	349	514
Department of Commerce	60	90	32	25
Department of Defense	541	782	664	929
Department of Energy	94	85	58	89
Department of Health and Human Services	37	23	NR	45
Department of Homeland Security	671	503	375	1,042
Department of Housing and Urban Development	1	1	NR	NR
Department of Justice	2748	3202	2,921	2,825
Department of Labor	421	267	235	227
Department of the Interior	865	925	638	595
Department of the Navy	25	18	9	2
Department of State	1774	1,862	1,836	1,598
Department of Transportation	29	75	10	11
Department of the Treasury	0	105	108	127
Department of Veterans Affairs	1260	498	42	147
Environmental Protection Agency	17	24	13	10
General Services Administration	39	8	6	20
National Aeronautics and Space Administration	101	87	114	123
Social Security Administration	2	2	6	8
Tennessee Valley Authority	178	201	183	153
Office of Personnel Management	1	1	2	2
AbilityOne Commission	0	0	0	0
Access Board	NR	0	0	0
African Development Foundation	NR	0	0	0
Agency for Global Media	NR	0	0	0
Agency for International Development	2	1	0	0
American Battle Monuments Commission	3	4	5	0
Armed Forces Retirement Home	0	0	0	0
Chemical Safety and Hazard Investigation Board	0	0	0	0
Commission of Fine Arts	0	0	NR	NR
Commission on Civil Rights	0	0	0	0
Commodity Futures Trading Commission	0	0	0	0
Consumer Product Safety Commission	0	1	1	0
Court Services and Offender Supervision Agency	NR	11	0	0

<b>Department/Agency</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Defense Nuclear Facilities Safety Board	1	0	0	0
Equal Employment Opportunity Commission	2	3	2	2
Export-Import Bank of the United States	NR	0	0	0
Farm Credit Administration	0	0	1	0
Federal Communications Commission	2	1	1	0
Federal Deposit Insurance Corporation	1	2	5	0
Federal Election Commission	0	0	0	0
Federal Housing Finance Agency	1	0	0	0
Federal Labor Relations Authority	0	0	0	0

Federal Maritime Commission	0	0	0	0
Federal Mediation and Conciliation Service	NR	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0
Federal Reserve Board	6	4	0	0
Federal Retirement Thrift Investment Board	0	0	0	0
Federal Trade Commission	0	0	0	0
Harry S. Truman Foundation	NR	0	0	NR
Holocaust Memorial Museum	0	0	0	0
Institute of Museum and Library Services	0	0	0	0
Inter-American Foundation	NR	0	0	0
International Trade Commission	0	0	0	0
International Boundary and Water Commission	8	5	5	2
James Madison Memorial Fellowship Foundation	NR	0	0	0
John F. Kennedy Center	0	0	0	0
Marine Mammal Commission	NR	0	0	0
Merit Systems Protection Board	1	0	0	0
Millennium Challenge Corporation	NR	0	0	NR
Morris K. Udall & Stewart L. Udall Foundation	1	0	0	0
National Archives and Records Administration	1	0	3	0
National Capital Planning Commission	0	0	0	0
National Council on Disability	0	0	0	0
National Credit Union Administration	3	0	0	0
National Endowment for the Arts	0	0	0	0
National Endowment for the Humanities	NR	0	0	0
National Gallery of Art	0	1	1	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	2	1	1	1
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	0	NR	NR

Department/Agency	2024	2023	2022	2021
International Development Finance Corporation	0	0	0	0
Peace Corps	52	41	18	9
Pension Benefit Guaranty Corporation	0	0	0	0
Postal Regulatory Commission	0	0	0	0
Presidio Trust	6	5	0	4
Railroad Retirement Board	0	1	0	1
Securities and Exchange Commission	0	0	0	0
Selective Service System	0	0	NR	NR
Small Business Administration	6	0	2	0
Smithsonian Institution	32	26	36	5
Social Security Advisory Board	0	0	0	0
Trade and Development Agency	0	0	0	0

Advisory Council on Historic Preservation	0	0	0	NR
Central Intelligence Agency	NR	C	C	C
Corporation for National and Community Service	0	6	1	NR
Department of Education	0	0	0	0
Federal Energy Regulatory Commission	5	2	2	0
Office of Director for National Intelligence	0	2	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 2024 and how they provided those employees with safe and healthy workplaces.

According to agency reports, at least 109,805 employees worked outside the borders of the United States during CY 2024. 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. 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 2020-2024**

Department/Agency	2024	2023	2022	2021	2020
Department of the Air Force	6034				
Department of Agriculture	NR	319	98	NR	
Department of Commerce	393	236	217	212	
Department of Defense	19,363	88,295	56,453	52,678	
Department of Education	8				
Department of Energy	44	39	25	19	
Department of Health and Human Services	450	444	375	368	
Department of Homeland Security	1870	1194	6,044	6,363	
Department of the Interior	380	26	1,199	318	
Department of Justice	2173	1346	1,061	1,122	
Department of Labor	11	12	9	5	
Department of the Navy	11395				
Department of State	62,497	61,958	52,546	58,997	
Department of Transportation	492	440	352	10	
Department of Veterans Affairs	371	771	113	138	
Department of the Treasury	0	13	35	39	
Environmental Protection Agency	60	10	117	2	

No Data Requested\*

General Services Administration	99	23	23	22
National Aeronautics and Space Administration	9	8	7	8
African Development Foundation	NR	26	0	NR
Agency for Global Media	NR	19	55	56
Agency for International Development	1694	1841	0	6,417
American Battle Monuments Commission	41	43	43	40
Consumer Product Safety Commission	1	1	1	1
Millennium Challenge Corporation	NR	30	24	NR
Nuclear Regulatory Commission	1	2	4	3
Overseas Private Investment Corporation	7	7	8	NR
Peace Corps	1859	2273	3,224	2,298
Smithsonian Institute	404	486	372	429
Small Business Administration	1			
Office of Special Counsel	132			
Office of Personnel Management	3			
National Archives and Records Administration	1			
United States International Trade Commission	2			
U.S. Department of Housing and Urban Development	79			
Corporation for National Community Service	1			
<b>Total</b>	<b>109875</b>	<b>161,885</b>	<b>124,427</b>	<b>129,334</b>

## Heat

### Risk Factors and Prevention Plans

For the second year, OSHA asked about heat-related risk factors and how agencies addressed the hazard. Similar to last year, 43 percent (38/89) of the responding agencies confirmed the existence of heat-related risk factors at their workplaces and 74 percent of this subset (28/38) reported having heat prevention plans, 51 percent (45/89) indicated that there were no job-related risk factors for heat-related illnesses and did not require a heat prevention plan and 15 agencies did not respond. Ten agencies acknowledged risk factors for heat-related illnesses but reported lacking heat prevention plans.

Some agencies that did not have a Heat Risk/Illness Prevention Plan stated their employees perform work in a sedentary office environment within air-conditioned facilities. They indicated HVAC systems were maintained and inspected by maintenance engineering staff.

**Table 11: Heat Risk/Illness Prevention Plan\***

	Have prevention plan or do not require one	Lack prevention plan
Have heat risk factor	29	15
Lack heat risk factor	45	NA

### Heat Hazard Recognition

Environmental heat is more than just temperature. Four factors could 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**

In general, agencies that reported heat-related risks implemented some prevention measures: engineering and administrative controls. Four agencies mentioned acclimatization as a possible control.

The Agencies' primary measure 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 allow telework when air conditioning fails. Agencies also provided training.

Thirty-three 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. A random selection of agency responses to prevent heat-related illness are below:

- The Veterans Administration (VA) and Staff Offices implement comprehensive measures to protect employees from heat-related illness, tailored to different work environments and conditions. For office and facility staff, primary controls include climate-controlled workspaces, accessible hydration stations, and scheduled breaks in cool areas. Employees performing moderate activities in high temperature environments are required to take periodic breaks in air-conditioned spaces. Field operations and construction sites follow contractor-developed accident prevention plans that incorporate heat-illness prevention strategies, aligned with OSHA standards/recommendations. These plans include provisions for potable water, shaded rest areas, and adjusted work schedules. One subagency of VA provides the summer quarterly OSH Tips that address the dangers of heat-related illnesses. Another employs additional protective measures such as increased work rest cycles, cooling devices, modified shifts, and targeted staff training. Another provides structured breaks including two 15-minute rest periods and a 30-minute lunch break with flexibility for unscheduled cooling breaks during extreme heat. Cemetery staff also benefit from reduced service scheduling to minimize heat exposure during peak temperatures. Across all Administrations, administrative controls form the foundation of heat safety programs, supplemented by environmental modifications and policy/procedure driven work adjustments. These layered protections demonstrate VA's proactive approach to safeguarding employee health in high temperature working conditions.
- The Department of Defense (DOD) indicated that organizations are responsible to manage heat stress as all other hazards in accordance with DoDI 6055.05. Some DoD organizations have local instructions and guidance on how to prevent heat injury and illnesses. Engineering controls are used in some DoD organizations to

include evaporative cooling fans or systems to provide ventilation and reduce indoor temperatures. PPE may also be used to include cooling vest and air-cooled PPE for operations such as welding, abrasive blasting and painting. Administrative controls are utilized including work-rest breaks, scheduling heavy or strenuous tasks earlier in the day and hydration breaks. DoD organizations provide training on hydration strategies and proper use of arm immersion cooling to lessen heat risks associated with concurrent illness or medications. Black, red, and green flag operations are in place for training and other operations based on WGBT readings.

- The National Aeronautics and Space Administration (NASA) stated that Heat Stress has long been recognized as a potential hazard in the workplace. While OSHA actively works to finalize its proposed Heat Injury and Illness prevention in outdoor and Indoor Work Settings rule, the OSHA General Duty clause allows for citation of heat stress hazards. Although our current NPR1800.1 does not explicitly address heat stress, it emphasizes the importance of anticipating, recognizing, evaluating, and controlling workplace hazards. It outlines expectations for conducting exposure assessments of known workplace hazards, such as heat stress. 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**

Of the responding agencies, 55 percent (49/89) reported providing heat stress related information and training to employees including first aid. 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.

For example, the American Battle Monuments Commission (ABMC) provided additional training on First Aid for Heat Illness to ensure a comprehensive understanding of prevention and response strategies for employees and visitors.

The current training program includes essential components such as: Access to Shade, Provision of Water, Access to Air Conditioning, Air Movement Systems and Listed Heat Stress Responsibilities.

Agencies used many methods to communicate information and training to employees, such as:

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

### **Other Heat Resources**

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

- In CY 2024, the U.S. Department of Commerce proactively strengthened its efforts to prevent heat-related illnesses by implementing new and enhanced safety controls across its bureaus. Recognizing seasonal risks and evolving operational needs, bureaus introduced targeted initiatives to promote awareness, prevention, and response readiness. The bureau-level initiatives reflect the Department's unified commitment to safeguarding employee health through practical, preventative, and responsive measures tailored to heat-related workplace hazards.
- The Department of Interior has an Occupational Safety and Health field safety guide that includes a Field Injury Prevention and First Aid section which provides information on heat injury, illness and first aid. A pocket-size hard-copy version was provided to employees in all Bureaus and Offices at the time of development. This field guide is also available as an e-Guide in the DOI OSH Mobile App. Also available in the Mobile App are numerous news articles on heat injury prevention, recognition and treatment and links to RSS feeds (i.e., OSHA, CDC, NIOSH) that provides additional information on this topic and others. In addition, at least one Bureau referenced the use of technology where in the use of ice cooling vests and smart-temp tags was also utilized by one state.
- In July 2024, EPA's Safety, Occupational Health and Sustainability Division (SOHSD) invited a student intern from the agency's Research Triangle Park location to deliver a presentation to the SHEM community on the benefits of using the OSHA-NIOSH Heat and Safety Tool App. Additionally, some specific EPA locations implemented new protective measures to address heat stress in CY 2024. For example, the Office of Research and Development's Atlantic Coastal Environmental Sciences Division added rehydration gels to its field first-aid kits, and Region 10 provided additional protection for field staff working in the heat, such as sunblock and clothing that allows better airflow.

### **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 and comments:

- Provide a model program for federal agencies.
- The Bureau of Naval Medicine provides updated guidance on any heat or cold stress issues.
- Provide more ability for rapid cooling in the field via vehicle-based kits in remote locations.

- Allow use of the OSHA NIOSH Heat Safety Tool on CBP (government-issued) phones.
- Obtain more WBGT measuring devices and new personal monitoring devices.
- Formal training on heat prevention and safety.
- Easy-to-understand heat hazard training.
- Develop a heat illness prevention policy to further mitigate heat-related illnesses and associated hazards
- 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**

For the second year, the Annual Report included whether an agency had performed an ergonomic assessment for each workstation. Of the responding agencies, 27 percent (24/89) reported performing ergonomic assessments for each workstation. Of the 56 agencies who responded “no” a majority indicated that an assessment would be done on request. Four agencies indicated that this assessment was not applicable to their agency. Most of the agencies that reported not performing assessments for each workstation clarified that they assessed a workstation upon request. There are also agencies that performed initial ergonomic workstation evaluations but did not conduct a new evaluation when an individual changed their workstation location or obtained new furniture. Other agencies responded with a simple negative and did not indicate whether they had ever assessed any workstations.

Some agencies indicated that they provide ergonomic assessments upon staff request for both onsite and home workstations or use the telework ergonomic workstation. Other agencies that specified “no” stated that ergonomic training is not presently on the training platform but is being reviewed and may be added to the CY 2025 training platform.

- About half of the agency's EPA locations provided ergonomics training for staff. Collectively, they provided this training to 615 people over the course of the year.
- The National Gallery of Art meets with staff routinely to perform Ergonomic assessments and assists staff with improving their work area and habitat management.

### **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 89 agencies that responded to OSHA’s inquiry, 30 percent (27/89) said they set a maximum weight lift limit for all or some employees. 60 percent (53/89) reported “no”, and some did not answer. Of the 27 that said they had a weight limit, 81 percent (22/27) of the agencies indicated that the range was 5-51 pounds with about half stating it was 50 pounds.

### **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 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 2024 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 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 84 responding agencies, 78 percent (69/89) reported it was following the standard, 16 percent (14/89) indicated it was not applicable, and 1 percent (1/89) did not answer. Most respondents followed GSA guidelines and purchased goods and services through GSA to ensure compliance. The Department of Education, the Defense Nuclear Facilities Safety Board, and the United States Holocaust Memorial Museum, to mention a few, highlighted specific aspects of their product safety programs and discussed how they order products through GSA. Other agencies with noteworthy product safety programs include EPA and NASA. EPA subscribes to ChemWatch, a database that provides SDSs for millions of chemicals, including uncommon ones. NASA indicated that all of its locations are required to be compliant with 29 CFR 1960.34 and 29 CFR 1910.1200.

NASA further indicated that Safety Data Sheets (SDSs) for all hazardous chemicals used on NASA Centers are available and accessible to all employees with computer access inside the agency firewall; hard copy SDSs are maintained in areas where computer access is not available. NASA also uses the Government-Industry Data Exchange Program (GIDEP) to ensure the most up-to-date information is available for products that are procured.

### **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 2024 reports, agencies included information on their whistleblower protection programs, any allegations of reprisal, and their responses to those allegations. The responding agencies acknowledged their whistleblower responsibilities, 87 percent (77/89) reported having well designed protection programs and one agency did not answer. Of the reporting agencies, 7 percent (6/89) of the agencies lacked a written anti-retaliation policy:

- Advisory Council on Historic Preservation (ACHP)
- Commission of Fine Arts (CFA)
- Nuclear Waste Technical Review Board (NWTRB)
- Postal Regulatory Commission (PRC)
- Environmental Protection Agency (EPA)
- Federal Housing Finance Agency (FHFA)

For agencies that lacked written policies, some included clarifications or noted that the policies were in development. For example, the FHFA does not have an anti-retaliation policy that specifically addresses reports of unsafe or unhealthy working conditions. However, FHFA does adhere to the Office of Special Counsel's guidance in "Know Your Rights When Reporting Wrongs." It specifically provides guidance on danger to public health or safety. It also addresses whistleblower protection and prohibits retaliation.

### **Retaliation Investigations**

Seven agencies (Department of Commerce, Department of Justice, John F. Kennedy Center for the Performing Arts, National Aeronautics and Space Administration, Small Business Administration, Department of the Air Force, and Department of the Treasury) reported investigating claims of reprisal during CY 2024. Equal Employment Opportunity Commission reported that the Agency is not able to share information about any claims of retaliatory harassment; however, they can share the manner in which they would have investigated such an allegation. If at any time during CY 2024 an applicant, employee, or former employee reported harassing conduct to an EEOC official, that official would have immediately followed guidance in EEOC regulation and properly notified the supervisor, manager, or the Agency Harassment Prevention Coordinator.

### **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 2024.

### **General Services Administration (GSA)**

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 also reported 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 notify 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)**

NIOSH's Health Hazard Evaluation (HHE) Program received 24 requests in CY 2024; NIOSH's Health Hazard Evaluation Program completed a total of 22 requests for evaluations in federal workplaces. Of the 22 requests, 18 were initiated as desk investigations and four as field investigations. 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: NIOSH – Agencies' Assistance Requests & NIOSH's Investigations for more on NIOSH HHE investigations)

Federal agencies also asked for NIOSH's help with both exposure and health problems (outside of the HHEs). 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. Health issues ranged from respiratory to non-specific problems to microbial (viral/bacterial) infections to skin issues. (See Appendix 2: NIOSH – Agencies' Assistance Requests & NIOSH's Investigations for more information.)

# **APPENDICES**

## Appendix 1: CY 2024 Active Field Federal Safety and Health Councils by OSHA Region

### Appendix 1a: Field Federal Safety and Health Councils

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

**Appendix 2: NIOSH – Agencies’ Assistance Requests & NIOSH’s Investigations**

**Appendix 2a: New NIOSH Health Hazard Evaluation (HHE) Requests for Assistance by Department/Agency CY 2024**

Department/Agency	
Health and Health Services	4
Defense of Defense	2
Homeland Security	2
Department of Justice	2
U.S. Postal Service	7
Department of Agriculture	1
Veterans Affairs	3
State Department	1
Treasury Department	1
GPO	1
<b>Total</b>	<b>24</b>

**Appendix 2b: 2024 New NIOSH HHE Requests for Assistance by Department/Agency and Exposure Group\***

Department/Agency	Chemical	Biological	IEQ**	Safety	Behavioral	Radiation	Ergonomics
Health and Human Services	1	1				1	1
Department of Defense							2
Homeland Security					2		
Department of Justice	1		1				
U.S. Postal Services	1		4	1		1	
Department of Agriculture	1						
Veterans Affairs			3				
State Department	1						
Department of Treasury	1						
GPO	1						
<b>Total</b>	<b>7</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>3</b>

\* An investigation may address more than one exposure; or exposure may be poorly characterized (unknown)

\*\* Indoor Environmental Quality

**Appendix 2c: 2024 New NIOSH HHE Requests for Assistance by Department/Agency and Health Issue\***

Department/Agency	Respiratory	Viral/bacterial	Cancer	Musculo-skeletal	Non-Specific	Injury	Stress	Sensory
Health and Human Services		1		1	2			
Department of Defense				2				
Homeland Security							2	
Justice	1				1			
USPS	2		2		2	1		
Agriculture					1			
Veterans					3			
State					1			
Treasury					1			
GPO								1
<b>Total</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>11</b>	<b>1</b>	<b>2</b>	<b>1</b>

\* An investigation may address more than one health issue; or investigation may have no health effects listed or determined

**Appendix 2d: 2024 Completed NIOSH HHE Investigations by Department/Agency and Investigation Type**

Department/Agency	Total	Desktop	Field
Health and Human Services	2	1	1
Homeland Security	2	2	0
Department of Justice	3	3	0
Department of Defense	5	2	3
Social Security Admin.	1	1	0
Department of Transportation	1	1	0
U.S. Postal Service	5	5	0
Veterans Affairs	3	3	0
<b>Total</b>	<b>22</b>	<b>18</b>	<b>4</b>

**Appendix 2e: 2024 Completed NIOSH HHE Investigations by Department/Agency and Exposure Group\***

Department/Agency	Chemical	IEQ**	Safety	Behavioral	Radiation	Ergonomics
Health and Human Services					1	1
Homeland Security				2		
Department of Justice	1	2				
Department of Defense	2	1				2
Social Security		1				

<b>Administration</b>						
<b>Department of Transportation</b>		1				
<b>U.S. Postal Service</b>	1	2	1			1
<b>Veterans Affairs</b>		3				
<b>Total</b>	4	10	1	2	1	4

\* An investigation may address more than one exposure; or exposure may be poorly characterized (unknown)

\*\* Indoor Environmental Quality

**Appendix 2f: 2024 Completed NIOSH HHE Investigations by Department/Agency and Health Problem\***

<b>Department/ Agency</b>	<b>Respiratory</b>	<b>Musculo-skeletal</b>	<b>Non-Specific</b>	<b>Injury</b>	<b>Stress</b>
<b>Health and Human Services</b>		1	1		
<b>Homeland Security</b>					2
<b>Department of Justice</b>	3				
<b>Department of Defense</b>	1	1	3		
<b>Social Security Administration</b>			1		
<b>Department of Transportation</b>			1		
<b>U.S. Postal Service</b>	1	1	2	1	
<b>Veterans Affairs</b>	1		2		
<b>Total</b>	6	3	10	1	2

\* An investigation may address more than one health issue; or investigation may have no health effects listed or determined

## Appendix 3: Fatalities, Hospitalizations, and Amputations Reported in CY 2024

**\*Not all injury and illness reported could be verified as work-related.**

### Department of Commerce

#### Fatalities:

1. Employees stepped back too far, lost balance and fell causing a struck by laptop to head by a resulting in injury.

#### Hospitalizations:

1. Employee MVA drove past a parking area and was hit by a car pulling out.
2. Vehicle was T-Boned when another vehicle went through a red light and hit the government employee's POV.
3. Employee was walking to assigned case stumbled and fell, breaking hip.
4. Employee stepped down steep stairs without a banister, lost balance, and fell.
5. Employee at the top of the stairs reached for a tarp to open the entryway and fell, resulting in injury.
6. Employee left a private residence when a rodent ran under foot, causing a fall resulting in injury.
7. Employee foot stuck to the concrete floor causing a fall resulting in injury.
8. Employee was in a MVA rear-ended and pushed into the car in front, resulted in injury.

### Department of Homeland Security

#### Fatalities:

1. Helicopter crashed, cause unknown resulted in injury.
2. An employee working at a telecommunication tower became unconscious suffered medical condition causing injury.
3. An employee felt unwell during training and afterward suffered a health condition.
4. Employee suffered COVID related complications resulting in injury.
5. A two-vehicle accident involving a government owned and a civilian vehicle collided causing injury.
6. An employee suffered a medical emergency resulting in injury.
7. An employee was in an aircraft crash resulting in an injury.

#### Hospitalizations:

1. Employee was involved in a two-vehicle accident involving a government owned and a civilian vehicle resulted in injury.
2. An employee suffered a medical emergency resulting in injury.
3. Employee sustained injuries in an all-terrain vehicle (ATV) accident on duty.
4. Employee operated on an ATV in training and had an accident resulting in injury.
5. An employee was in a collision with an ATV and oncoming government vehicle suffered back and knee injury.

6. Employee suffered a rattle snake bite on their left calf resulted in injury.
7. Employee was seriously injured in an all-terrain vehicle accident.
8. Employee developed a pulmonary embolism during a long flight.
9. Employee suffered a torn bicep lifting items.
10. Employee fell out a window lacerating elbow and arm which became infected resulted in injury.
11. The weapon malfunctioned during training and the employee received a gunshot wound to the right calf due to an unintentional discharge.
12. Employee re-holstering weapon suffered a gunshot wound.
13. Gun shot wound to the right calf because of an unintentional discharge due to holster malfunction.
14. Employee wore a hole in the bottom of a shoe which resulted in a foot infection.
15. A canine handler running with a canine conducting training tripped on a log and broke right ankle.
16. Employee encountered latex and experienced an allergic reaction.
17. Feline scratched and bit an employee's arm and hand resulted in injury.

## Department of Defense

### Amputations:

1. Employee cut right index finger while cutting steaks on the band saw without a push plate.
2. Employee reached around saw blade to remove cut meat from band saw prior to blade coming to a complete stop, amputating fingertip.
3. An employee cutting beef short ribs with a band saw was reaching for a push plate resulting in amputation of right pinkie fingertip.

### Hospitalizations:

1. An employee burned leg and foot with hot water opening a combo steam oven.
2. An employee contracted Legionella bacteria while staying in military lodging.
3. Employee experienced a medical emergency resulted in injury.
4. Employee loaded cases of grapes to a stocking cart when their right leg collapsed causing a fall, resulting in broken hip.
5. An employee contracted Legionella bacteria while staying in military lodging.
6. An employee contracted Legionella bacteria while staying in military lodging.
7. An employee contracted Legionella bacteria while staying in military lodging.
8. An employee contracted Legionella bacteria while staying in military lodging.

## Department of Energy

CY2024 Incident Reports not submitted.

## Department of Health and Human Services

### Fatalities:

1. Employee stood on a steel plate that covered an air intake shaft for an HVAC system was working on electrical components, fell approximately 20 feet into the shaft when the grate shifted.

**Amputations:**

1. Worker using a scalpel to cut packaging bands off boxes amputated the tip of finger.

**Hospitalizations:**

1. Employee walking from one building to another slipped on ice injuring their neck and back.
2. An employee fell when reporting to duty in inclement conditions resulting in fractures of right humerus and patella.
3. Employee lost balance and fell from ladder when struggling to open water valve above ceiling resulted in injury.
4. Employee injured from aggravating a pre-existing toe injury.
5. Employee operated a motor vehicle on roads with slush after rain and snow melted resulting in an accident-causing injuries.
6. Employee ignored lockout/tagout procedure by not de-energizing power source while replacing a light fixture near pharmacy. The employee was shocked, burned, and fell off a ladder causing further injury.
7. Employee suffered an allergic reaction causing injury.

**Department of Interior****Fatalities:**

1. Employee's death from cancer under the Defense Authorization Act was considered presumptive based on work-exposures over the years of service as a Wildland Fire Fighter.
2. Employee fell over a low wall and hit the back of head resulting in fatal injury.
3. Employee responding to distressed vessels, while towing it vessel capsized, and employee drowned.

**Amputations:**

1. An employee pinched finger between two halves of a metal ramp was amputated.

**Hospitalizations:**

1. Employee stepped off of curb and began walking, hit a lip on the pavement and caught foot causing a fall forward resulting in injury.
2. Employee fell when shoe caught on office carpet, resulted in left hip injury and struck the back and left side of head on copier machine.
3. Employee donned required PPE to perform 'open switch' task. As the employee opened the 'switch' the live electrical current (69KV) transferred through the 'switch' into the employees' body, entering through the hands and exited through right foot. Employee was on speaker phones with SCIP dispatch during this task assignment. SCIP dispatch and employee stated that he received an electrical shock.
4. Employee mopping the floor slipped and fell causing injury.

5. Employee climbing down a ladder twisted their legs and fell, resulting in injury.
6. Employee operating a government motorcycle slid down and hyper-extended their arm resulted in injury.
7. Employee conducting fieldwork experienced food poisoning or stomach bug.
8. Employee navigating a cave entrance and returning to camp, stepped on a rock that moved and fell backwards, struck head resulted in injury.
9. Employee inspecting an appliance, stood up then fell backwards striking hip resulted in injury.
10. Employee took pack off to grab headlamp then heard a pop when putting shoulder down resulted in dislocated shoulder.
11. Employee did physical therapy in the morning and during sit down training later stood up and fainted causing injury.
12. Employee was bitten by a rattle snake not seen in the grass resulted in injury.
13. The employee after fighting fire contracted the disease "Valley Fever".
14. During a helicopter water drop, a standing dead snag behind the squad was working loose from the rotor wash and struck the employee.
15. Employee fell and hurt right wrist.
16. The employee on a fire assignment contracted valley fever and pneumonia.
17. Employee had trouble breathing while working on fire crew for 10 days resulted in injury.
18. Employee suffered carbon monoxide poisoning from a heating device in an unventilated tent while battling a fire.
19. Employee tripped on broken barbed wire then fell into a yucca plant and had multiple thorns embedded in skin.
20. Employee was hit by a horse from behind and knocked into the pipe corral fence resulted in injury.
21. Employee after performing janitorial duties had sharp pain (lower abdomen) while sitting resulted in injury.
22. Employee's right foot was crushed while working on the crest of a dam.
23. Employee on a work trip became ill, resulting in injury.
24. Employee while walking collided with a white delivery van and fell causing injury.
25. Employee conducting mobile attacks and wet line operations succumbed to heat from fire burning around and underneath the engine was forced to escape from passenger side of the vehicle, resulting in injury.
26. Employee conducting wildland fire initial attack operations were exposed to high temperatures, gases and direct flame resulted in injury.
27. Employee grabbed a log to clear drainage to facilitate waterflow was bit by a water moccasin snake on left hand between thumb and forefinger resulted in injury.
28. Employee walking slipped and fell suffered a broken arm.
29. Employee participating in a rescue operation were overcome by excessive heat resulting in injury.
30. Employee stumbled and fell suffered a hip fracture.
31. Employee had a medical emergency due to potential reaction to COVID vaccine.
32. Employee suffered stomach issues/pain source or caused other Bacteria, Virus

- (not human contact).
33. Employee had a motor vehicle accident resulting in knee injury.
  34. Employee responding to the fire had pain in their abdomen and lower back.
  35. Employee was ejected from boat resulting in injury.
  36. Employee right eye injury while cleaning with compressed air tool.
  37. Employee slipped and fell on ice during water plant maintenance injuring leg.
  38. Employee was struck in the face by a tree while removing downed trees.
  39. Employee suffered spider bites while washing vehicles.
  40. Employee suffered overexertion during tactical physical training.
  41. Employee sampling vegetation plots bit by a copperhead snake resulted in injury.
  42. Employee hiking to perform trail maintenance charged by a bear that bit left hand.
  43. Employee hiking on trail slipped and fell backwards and injured left hand.
  44. Employee suffered from heat exhaustion while working in excessive heat all day.
  45. Employee while trimming brush were stung by insect suffered left forearm infection.
  46. Employee working in excessive heat suffered chest pain.
  47. Employee shot in the foot in response to active shooter threat.
  48. Employee while fueling vehicles tripped over fuel hose causing injury.
  49. Employee hiking a trail suffered a heart attack after returning.
  50. Employee suffered high blood pressure and dehydration in excessive heat.
  51. Employee operating vehicle hit a pole suffered injury.
  52. Employee suffered bacterial infection after responding to raw sewage leaks.
  53. Employee while hiking down a trail slipped, injuring right knee and fracture.
  54. Employee operated and were involved in single motor vehicle accidents suffered health condition.
  55. Employee firefighting at high altitude experienced shortness of breath and difficulty breathing.
  56. Employee slip and fell while installing decking and straddling joists fractured left leg.
  57. Employee hiking up a fire line experienced lost vision and unconsciousness suffered health condition.
  58. Employee installing a fence hit finger with hammer resulting in fracture.
  59. Employee tripped on table leg and fell resulted in fracture to left leg.
  60. A public member riding a bike did not pay fee, an employee ran after member and was struck by the bike rider and fell resulting in injury.
  61. Employee responding to wildland fire suffered health condition.
  62. Employee taking off in aircraft suffered hard landing resulting in injury.
  63. Employee slip and fell on black ice while waking to work truck resulted in broken ribs.
  64. Employee operating a vehicle and de-icing a road were hit and rear ended by another vehicle resulting in injury.
  65. Employee lifting equipment out of water to clean, left pinky finger was scratched by a barnacle and suffered infection which spread to arm.

## Department of Justice

### Fatalities:

1. Employee processing mail without gloves was exposed to fentanyl which resulted in fatal injury.
2. Employee shot and killed while serving search warrant.

### Amputations:

1. Worker operating press with safety guard removed amputated tip of index finger.
2. Worker operated table saw without a guard causing an amputated finger.

### Hospitalizations:

1. Employee conducting arrests exited vehicles without placing into park or brake, vehicle rolled and struck right ankle.
2. Employee driving 5.5 hours after training suffered health conditions.
3. Employee after completing training suffered extreme dehydration.
4. Employee was shot attempting to break up altercation.
5. Worker fell through ceiling working in a pipe chase resulting in injury.
6. Worker slip and fell on wet floor fractured hand.
7. Worker slipped and fell on ice in dock area resulted in foot and ankle crushed by heavy pallet.
8. Worker inhaled steam from beans suffered allergic reactions.
9. Workers operating PIT crashed into a light pole resulted in injury.
10. Worker slipped and fell on the wet floor fracturing hips.
11. Employee ran and suffered health condition.
12. Employee performed maintenance without de-energizing equipment suffered electrical burns and shock.
13. Worker mixing concrete caught hand under mixing unit crushed hand resulting in fracture.
14. Worker punctured hand while attempting to stop the hydraulic leak on the excavator.
15. Worker struck by forklift suffered leg and foot fractures.
16. Worker pushing cart through doorway caught finger and crushed it.
17. Worker cleaning dishes slipped and fell on the wet floor resulting in hip fracture.
18. Employee working inside a transformer without de-energizing equipment suffered arc flash injuries.
19. Employee doing firearms attempted to holster weapons, shoot and injure their fingers.
20. Employee reacting to an emergency while running slipped and felt injuring right shoulder.
21. Employee operating an OGV enroute to training suffered health condition.
22. Employee participating in training exercises experienced health condition.
23. Employee diagnosed with cancer over the course of their career.
24. Employee crossing an intersection and was struck by a vehicle resulted in an injury.

25. Employee driving an OGV was stuck by a vehicle resulting in injuries.
26. Employee misstepped while walking and fell causing a femur fracture.
27. Employee walking on ice in the parking lot slipped and fell fracturing tailbone.
28. Employee while running on sidewalk tripped and fell resulted in a chipped tooth.
29. Employee doing physical activity and overexertion incurred rhabdomyolysis.
30. Employee doing physical activity and overexertion incurred rhabdomyolysis.
31. Employee while repairing a tow truck part fell on leg resulting in fracture.
32. Employee in pursuit slipped and fell in a ditch resulting in injury.
33. Employee sorting through toolbox was bitten by a brown recluse spider resulting in infection.
34. Employee conducting physical fitness suffered health condition.
35. Employee walking slipped and fell causing a fractured patella.
36. Employee traveling home after training by aircraft suffered health condition.
37. Employee doing physical activity and overexertion incurred rhabdomyolysis.
38. Employee doing physical activity and overexertion incurred rhabdomyolysis.
39. Employee doing physical activity and overexertion incurred rhabdomyolysis.
40. Employee operating GOV struck a semi-truck; while exiting the vehicle, the vehicle was struck by another semi-truck resulting in injuries.

### **Department of Labor**

#### Amputations:

1. A worker operated a skill saw when the sawblade caught the glove striking left index finger, partially removing the finger.

### **Department of State**

#### Fatalities:

1. An employee attempting to open the large sliding gate manually, accidentally pushed it beyond the limits of its stop support which caused the door to become unhinged from its track and fell on him, resulted in fatal injury.

#### Amputations:

1. Employee suffered a gunshot wound which resulted in partial amputation to the middle finger of right hand.
2. An employee amputated multiple fingers while attempting to untangle a grass cutter without powering down the device.
3. An employee amputated part of ring finger while performing preventative maintenance on a piece of machinery.
4. An employee right pinky finger was severed when finger got pinched in a door.
5. An employee sustained a finger injury while using the fuel truck to refuel a manlift resulting in partial amputation of a finger.

#### Hospitalizations:

1. An employee tripped on a chair while getting up fell and suffered a fracture to left forearm.

2. While exiting a vehicle an employee foot was struck and run over by another vehicle resulted in a broken ankle.
3. An employee fell and suffered head and back injuries.
4. An employee operating a motorcycle was struck by a vehicle resulting in injuries.
5. An employee operating a golf cart collided with a building while attempting to park. The driver and passenger were ejected resulting in injuries.
6. An employee participating in drill exercise fell, resulting in an arm fracture.
7. An employee operating a power drill, the tool slipped from hand and caused a deep laceration to two fingers.
8. Two mechanical employees were servicing a utility cart when the cart fell from the automotive lift and struck them, one employee had suffered injuries.
9. An employee walking along the side of the road, slipped on wet grass and fell down an embankment, fracturing their legs and three ribs.
10. An employee was injured while lifting a metal plate during maintenance resulted in a torn distal tendon.
11. An employee performing a security walk caught foot in a temporary staircase and fell which resulted in a fractured ankle.
12. An employee tripped and fell down the stairs while conducting security rounds suffered a hip fracture.
13. An employee tripped and fell while working in the vehicle inspection area resulted in a shoulder fracture.
14. An employee fell off a ladder while serving an HVAC air-conditioning unit and sustained a broken leg.
15. An employee was injured while removing metal sheets from a rack in the shop resulted in a tibia fracture. The employee made a sudden movement trying to avoid contact with the falling metal sheets when their leg struck another piece of equipment.
16. An employee while dismantling a stage, a piece of it fell and struck the employee suffered head injury.
17. An employee installing a lawn mower tire, the tire separated from the rim striking the employee in the face during inflation causing injury.
18. An employee working on a circuit breaker, when an arc flash to the face occurred causing injury.
19. An employee taking measurements on a distribution transformer encountered an energized conductor resulting in burn injuries.
20. An employee right pinky finger severed in a door resulted in injury.
21. An employees two fingers on left hand were caught between a door and the door frame resulting in severe laceration.
22. An employee operated a vehicle with three passengers was involved in a head-on collision with another vehicle resulting in injury.
23. An employee fell and fractured ankle while getting off a stool.
24. An employee fell off a mobile scaffold platform while installing a bird spike system received lacerations.
25. An employee fractured index finger.

26. An employee suffered a fall resulting in neck sprain.
27. An employee carrying an object while walking took a step down felt knee pain.
28. An employee suffered a leg injury that resulted from a collision.
29. An employee removing curtains from a residence was bit by a spider suffered injury.
30. While ascending a ladder to address a roof leak, an employee fell from a ladder, fracturing their leg.
31. An employee suffered a leg injury when a heavy object fell on their leg.
32. An out-of-control vehicle drove onto a sidewalk outside of an office, crashing into a parked POV. The force of the collision resulted in a parked vehicle striking an employee conducting security rounds.
33. An employee suffered a knee injury while participating in a defensive tactics maneuver.
34. While descending a ladder, an employee attempted to avoid an object on the ground and tripped, fracturing a toe.

### Department of the Air Force

#### Hospitalizations:

1. The member was leaning back in a chair falling backwards which resulted in back and neck fractures.
2. The member operating forklift was rearended by PMV resulted in injury.
3. Working on switch gear, an ARC flash burned worker resulted in injury.
4. Member was testing fire hose when a part failed and struck member resulting in injury.
5. Worker lowering helicopter when towing handle struck workers head resulting in injury.
6. Employee tripped when walking, fell and struck head on wall and fractured neck.
7. The operator assisting a co-worker was struck by a motor vehicle resulted in injury.
8. Employee stepping down from truck bed fell and suffered a broken tibia.
9. Member checking rudder rigging when a safety wire punctured index finger knuckle resulting in right hand infection.
10. Employee stepped backwards and tripped over a trashcan and short file cabinet resulting in a fractured vertebra.
11. Employee walked in high winds fell against planters suffered injury.
12. Member walked on gravel mis-stepped and fell and suffered an injury.
13. Workers suffered overexertion while lifting tents suffered an injury.
14. Members who replaced a fan motor on HVAC suffered an electrical shock and electrical burn.

## Department of the Army

### Amputations:

1. Employee while moving a multi-lift, manually placed hand on the tooth block, entered the inner core which retracted and caused a pinch point resulting in fingertip amputation.
2. During FL maintenance employee moved counterweight which fell on finger resulting in partial amputation at finger joint.
3. Employee operated a press with inadequate controls caught thumb, resulting in partial right thumb amputation.

### Hospitalizations:

1. Employee operating vehicles lost traction resulted in injury.
2. Employee missed chair fell backwards and struck head resulted in injury.
3. Employee participated in physical activity fell on their left knee which resulted in ACL tear.
4. Employee mis-stepped a stair and fell fracturing left tibia.
5. Employee loaded a machine onto icy trailer which started to slide, the employee jumped off the trailer and broke right ankle.
6. Employee operated loader then descended ladder and released it prior to ensuring firm footing, slipped on icy surface, fell backward and struck head resulting in injury.
7. Employee responding to a fire drill, tripped and felt breaking left leg.
8. Employee conducting duty on an ATV, crossed a washed-out road and rolled resulting in injury.
9. Employee experienced PTSD responding to a vehicle crash.
10. Employee was bitten by a rattlesnake while closing a gate resulted in injury.
11. Employee mis-stepped on a curb fell and fractured hip.
12. Employee fell from chair injuring hips.
13. Employee was struck by a mag door with a broken hinge causing a fall off dock resulting in a broken left leg.
14. Employee slipped on stair tread fell and fractured foot.
15. Employee operated FL failed to set brake, rolled off dock and was caught between FL and object resulted in injury.
16. Employee lowering material was struck by it resulted in broken leg.
17. Employee riding a cart was pinned between cart and rack resulted in cracked ribs and injuries.
18. Employee slipped on ice while exiting vehicles resulted in broken ribs.
19. Employee processing was caught by moving material and pinned between material and cart resulting in injury.
20. Employee inadvertently closed the pneumatic door and fell causing broken pelvis and hip.
21. Employee bitten by insects suffered encephalitis.
22. Employee training and riding a horse bridle snapped causing fall resulting in injury.
23. Employee slipped onto the wet floor resulting in injury.

## Department of the Navy

### Amputations:

1. Employee troubleshooting (end-to-end testing) crushed right index finger resulting in partial amputation.
2. An employee created a cable hanger, and his gloved hand was pulled into bender resulting in index finger de-gloved.

### Hospitalizations:

1. An employee lost balance when standing from the picnic table, fell and fractured hip.
2. Employee leaving tank via ladder missed ladder rung and fell fracturing left ankle.
3. Employees were injured by arc flash while repairing cross arm utility pole resulted in 2nd degree burns.
4. An employee troubleshooting energized high voltage cabinet suffered arc flash burn injuries.
5. An employee turned to grab something and tripped on a pallet. The employee fell and broke hip.
6. Employee doing a crane load test tripped over outrigger and fell, resulting in broken left wrist.
7. An employee passed out and fell while performing masking operation prior to painting equipment resulting in injuries.
8. An employee standing guard suffered health condition and lost consciousness and fell resulting in right elbow contusion.
9. An employee removing tile in a super structure strained back.
10. Employees operating GMV when final denial barrier activated resulted in multiple injuries.
11. An MV was welding an aluminum box on the roof suffering from metal fume fever.
12. Employees were injured by an arc flash while repairing a cross-arm utility pole resulting in 2nd burns.
13. An employee placing a flag on the greens at the golf course trip and fell suffered a broken leg.
14. An employee parked and exited the work truck then slipped and fell on loose gravel on pavement resulting in fractured left leg and foot.
15. An employee entering a building due to the wind the entry door slammed and caught thumb resulting in injury.
16. An employee carrying boxes into work tripped onto the parking block resulting in compound fractures.
17. An employee fell forward while standing at a bus stop striking head suffered injury.
18. Employee was traversing uneven pavement when knees gave out and fell resulting in broken knee and clavicle.
19. An employee descending stairs slip and fell resulting in lower left leg injury.

20. Two employees were warming up a Ground Mobility Vehicle (GMV), they were exiting turn 2 on the test track when the vehicle lost control then went through the test track fence and rolled into the nearby desert resulting in injury.
21. An employee exiting a ship onto a barge mis-stepped and fell, tearing knee ligaments.
22. An employee briefing aircrew in the pilot pit lost consciousness and fell to floor, hitting head and knee resulting in injury.

### **Department of Transportation**

#### Fatalities:

1. Employee was involved in a motor vehicle accident colliding with another vehicle which resulted in fatal injuries.

#### Amputations:

1. Employee exiting vehicle stood quickly to put on a raincoat, lost footing caused a slip and fall hitting right side of head on foot sill resulting in partially amputated right ear and fractured vertebra.

#### Hospitalizations:

1. A worker entered a restroom slipped, fell and broke right ankle.
2. An employee was driving; another car hit the vehicle on the passenger side resulting in injuries.
3. An Employee experienced mold exposure in the building suffered a health condition.
4. An employee finished performing an annual maintenance experience while driving had a medical emergency and lost control of the vehicle and struck a tree on the median strip resulting in injury.
5. A worker ate food at a restaurant and experienced food poisoning which resulted in a health condition.
6. An employee working on the computer blacked out and fell over resulted in a health condition.
7. An employee was involved in an accident investigation on scene passed out fell suffered a health condition.
8. An employee performing oversight duties while standing and speaking with a group of airshow performers and other employees, experienced a health condition fell and struck head on the asphalt ramp.
9. An employee riding a motorcycle was struck by a car which resulted in a broken tibia, fibular, and shattered ankle.
10. An Employee traveling from experienced health condition.
11. An employee repairing light ballast, received an electrical shock and fell from a ladder resulting in a dislocated and fractured shoulder.
12. A worker had a health condition while conducting air traffic control operations.
13. While unloading the buckets & scoops from a loader the employee tripped on the curb and fell injuring right knee.

### **Department of Veterans Affairs**

CY2024 Incident Reports not submitted.

### **National Aeronautics and Space Administration**

#### Hospitalizations:

1. Employee was supporting a sponsored event at an off-site conference building while walking tripped and fell over a curb in the parking lot sustained injuries.
2. Employee walking tripped on the carpeted floor and hit their knee resulting in injury.

### **Nuclear Regulatory Commission**

#### Hospitalizations:

1. Employee sitting and experienced a health condition.

### **Peace Corps**

#### Hospitalizations:

1. Employee injured back lifting furniture.

### **Smithsonian Institution**

#### Fatalities:

1. The security team saw a storm approaching and went to find shelter. The employee crouched down and was struck by lightning and was killed.

#### Hospitalizations:

1. The security team of 3 employees was patrolling and performing trail maintenance, saw a storm approaching and went to find shelter, resulting in injury.
2. Employee walking up the stairs tripped and fell forward, breaking nose in multiple places. At the hospital, the employee fell forward again on the face re-injuring nose and hit forehead.
3. The employee was performing a u-turn in a utility vehicle but continued the turn and struck into the concrete base of the facility fence resulting in injury.

## Appendix 4: Agency Best Practices for Reporting/Tracking Hazards and Tracking Abatement

Some agencies have elaborated on mechanisms for reporting and/or tracking workplace hazards and their abatement.

This appendix of randomly chosen agencies describes abatement tracking mechanisms.

### The Department of Defense

1. DoD Components track workplace hazards, corrective actions, and risk management actions at local (establishment), regional, and enterprise-wide levels, following the risk management procedures prescribed in DoDI 6055.01.
2. Risk Assessment Codes are used to identify hazards and the abatement of hazards within a required timeframe.
3. Many DoD Component's safety and health offices track identified hazards, associated controls, and planned abatement projects using information management systems such as the Army Safety Management Information System 2.0 or the Air Force Safety Assessment System.
4. Several Defense Agencies participated in an FSOH-sponsored pilot for an SOH case management tool that is integrated with the Force Risk Reduction tool, which has the potential to support all DoD Components in the future.
5. Hazards are routinely reviewed, controls identified, and abatement actions planned and tracked as part of a formal component hazard abatement plan requirements.

### American Battle Monuments Commission

1. During calendar year 2024, the Safety Manager conducted a total of forty Safety Incident Reporting Forms (SIRF) assessments aimed at identifying potential hazards in operations.
2. These assessments help facilitate the implementation of new control measures to protect individuals, property, and the environment.
3. The Safety Management team collaborated with Overseas Operations to address safety issues identified in the ABMC Safety & Health inspection report.
4. As a result, proposed controls for implementing administrative actions were developed.

### The National Gallery of Art

1. The Risk Management Department conducts multidisciplinary monthly health and safety audits on departments and services identified as "high-risk" work areas.
2. As part of the inspection process, assessment forms and checklists and Corrective Action Reports are utilized to track hazards, implement target dates for follow-up, and set correction dates.
3. These assessment forms are part of the information used to mitigate safety hazards.

**The U.S. Agency for International Development (USAID)**

1. Safety and health mishap corrective actions and inspection recommendation follow-up; inspection reports

**The U.S. Department of Veterans Affairs**

1. Each VA Administration follows structured protocols to ensure timely corrections while continuously seeking improvement opportunities.
2. For hazard resolution, the administrations employ tiered timelines based on risk levels.
3. For example, OIT categorizes deficiencies using a RAC system, requiring immediate work stoppage for RAC 4-5 hazards
4. 30-day correction for RAC 3 issues
5. 90-day correction resolution for RAC 1-2 finding
6. Regular strategy meetings with safety officers monitor progress until full abatement is confirmed.
7. VBA employees track all safety hazard-related work until completion using the Mission Accountability Submission Tracking (MSAT) system.

**The United States Holocaust Memorial Museum**

1. A supervisor/employee recognizes a hazard and initiates a work order.
2. The hazard is reported to the safety specialist and recorded in the hazard analysis system (Incident Tracking System) by the safety Specialist.
3. An effective procedure for tracking hazard correction is accomplished through the "incident tracking system".
4. A start date and end date are created and is put into the computer and tracked.
5. The safety office tracks the on-going progress of the hazard correction.
6. The progress is also reported in safety committee meetings.
7. At the completion of the project, final disposition is recorded and the status is updated in the database and communicated to the safety committee.