

North Carolina

State OSHA Annual Report (SOAR)

Fiscal Year 2010



January 15, 2011

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State Plan Activity

Overview

The North Carolina State Plan received final approval on December 10, 1996. Since final approval, the state's injury and illness rate has steadily dropped from 6.7 to the most current FY 2009 rate of 3.4. Current fatality statistics are also some of the lowest in program history with 43 total fatalities in FY 2009 as opposed to 71 in FY 1997. There were 18 construction fatalities in FY 2009 compared to the baseline number of 24 for the current strategic management plan. The number of Hispanic work place deaths dropped to 7 in FY 2010 from 11 in FY 2008 before the current strategic planning cycle began. This improvement in program outcome statistics has taken place in a period of time when government programs performance has been measured in terms of positive outcome in pursuit of specific goals and objectives included in the Strategic Management Plan.

In 1997, North Carolina was one of the first states to enter into a performance agreement with federal OSHA in which program outcome was the dominant factor in determining whether the state program was as effective as federal OSHA performance. At the same time, the state's improved outcome measures have not come at the expense of compliance activity. Inspections totaled 3,692 in FY 1996 while the state conducted 4491 inspections in FY 2010. This is one of the highest program totals in the country. North Carolina compliance officers also cite more violations per inspection than the average state plan state or cited by federal OSHA.

Outcome and activity improvements have all come about in a monitoring environment in which policies and procedures were not required to be identical to federal OSHA. The State has had the option to adopt those policies that best respond to the needs of the State, and pass on other federal initiatives that do not add value to the state program. For example, the State chose to adopt and maintain the Field Operations Manual (FOM) that had been originally developed by federal OSHA, which was based on many years of field experience. When federal OSHA abandoned their Operations Manual and adopted the Field Inspection Reference Manual (FIRM), North Carolina did not do likewise. The North Carolina State Plan determined that while the FOM provided clear, easily locatable guidance for the field compliance staff, the FIRM made locating guidance cumbersome for the staff. After many years, Federal OSHA recently reinstated their FOM, as the FIRM proved to be an inadequate substitute. However, the State has adopted eight of the current federal OSHA National Emphasis Programs and most of the federal enforcement procedures. Ultimately the differences in the state and federal programs are negligible from a policies and procedures standpoint and do not affect the state's "at least as effective" as status by any established outcome measurement.

Program improvement is also evident by the fact that, since the State received final state plan approval only the FY 2009 Enhanced Federal Annual Monitoring and Evaluation Report (FAME) included recommendations. Most of the items classified as recommendations in the FY 2009 audit were not based on the state's nonconformity to approved policies and procedures but rather observations made by the audit team reflecting the federal OSHA way of doing things. Also, only one Complaint About State Program Administration (CASPA) was filed in FY 2010 in a year in which 4491 inspections were conducted.

Communications

North Carolina maintains on-going communications with federal OSHA. This includes both formal and informal communications. The State Plan Coordinator and the Area Director maintain continuous contact on all issues that affect the State Plan and phone conversations or e-mails are exchanged weekly if not daily. OSH senior management staff is also in contact with federal OSHA at the national level relating to policies issues that are not necessarily related to day-to-day activity.

Face-to-face quarterly monitoring meetings are held with the federal OSHA Area Office staff and the OSHNC management team including compliance, consultation, training, and support personnel. The meeting location alternates between the federal OSHA office and the state office. To discuss FY 2010 state activity, quarterly meetings were held on:

November 10, 2009

February 18, 2010

October 7, 2010

November 22, 2010

Meeting dates are dictated by the availability of statistical data for review and the schedules of meeting participants.

Significant activity may also warrant special communications. For example, after a food manufacturing plant explosion, the Area Director accompanied OSHNC staff to the accident site to monitor progress of the investigation and offer assistance. As a result of communications at this site visit, a piece of equipment was secured by the Area Office from the Salt Lake City Lab for use by the State. In previous significant investigations, federal OSHA has provided technical expertise and on-site personnel. The Area Director is on the distribution list for updates relating to the investigation of any significant event in the State. The enhanced federal evaluation in FY 2010 of FY 2009 activity also resulted in significant contact between the State and Federal OSHA including weeks spent at the state offices by the federal OSHA audit team reviewing case files and other state activity.

The Area Director also participates in meetings with the Commissioner of Labor and the State Advisory Council on Occupational Safety and Health. This group advises the Commissioner on all issues relating to safety and health and includes representatives of the public, management, and organized labor.

The communications between federal OSHA and the State have been conducted in the spirit of partnership and oversight has been consistent with a peer review process. The state's performance, expertise, resources, and final approval status warrant this type monitoring approach.

Internal Audits

North Carolina has a viable quality system that includes an internal audit component. The OSH Compliance, Education, Training, and Technical Assistance, and Consultative Bureaus have

been ISO 9001 certified which reflects a high standard of quality commitment. As well as program audits, the compliance staff industrial hygienist routinely conducts reviews of compliance case files. Program audits can also include case file reviews or examination of specific program areas. In addition to Bureau program audits, previous program review has included an evaluation of the division's response to combustible dust explosions, lapse time for fatality investigations, and the strategic planning process.

In FY 2010, audits were completed of the internal safety and health programs of the state's compliance, consultative services, and education, training and technical assistance bureaus. As well as a commitment to the safety and health of OSHNC Division employees, the State feels that it is important to set an example for the employers that are regulated by maintaining an effective employee safety and health program.

An important component of the state's quality program is the action request process. Any employee can submit an action request form when they discover an activity that does not conform to established policies or procedures or a practice or procedure that can be improved. In FY 2010, the Compliance Bureau conducted four management review meetings and processed 23 action requests with Consultative Services processing three additional action requests. Policies were revised and updated as a result of the action requests as evidenced by the 14 Operations Manual related plan changes submitted to federal OSHA in FY 2010.

The citation review process, as described in Administrative Procedure Notice 16D, is also part of the quality commitment of the North Carolina Department of Labor. The citation review committee reviews all high profile case files that include fatalities, accidents resulting in multiple hospitalizations, media involvement, high penalties, or failures to abate. The purpose of the review is to assure that the State has a properly documented case file that will be legally defensible in the event that the case is contested. The review committee includes senior management and legal staff including the NCDOL's General Counsel and attorneys from the Attorney General's Office. In FY 2010, a survey was conducted of review committee participants, including CSHOs whose work is being reviewed, to determine if the process could be improved.

Funding

Because of funding uncertainty, the State operated with 22 vacancies as of October 1, 2010 including 20 compliance officers. Four noncompliance positions were cut from the program in FY 2009. From an activity level, reduced funding has an impact on activity throughout the Division including number of inspections, and reaching training goals. The recent budget crisis in North Carolina is in contrast with the additional state funding since 1991 that has allowed the State to reach its benchmark numbers for required safety and health compliance officers. The percent of federal funding has not increased proportionately during this same time frame and the original 50% federal participation is currently at approximately 30%. Since FY 1991, the state funding amount has increased from \$3,311,534 to \$12,354,071 while federal funding has only increased to \$5,180,700 from \$ 2,662,672 in FY 1991.

Mandated Activities

The State Activity Mandated Measures (SAMM) report and the State Information Report (SIR) are the primary statistical reports for evaluating state performance on mandated activity. These reports are produced quarterly and are reviewed prior and during the quarterly meeting with federal OSHA staff. The final reports for FY 2010, reflecting data for the entire year, indicate effective performance by the State. The lapse time for responding to employee complaints was less than three days and well within the established criteria of 15 and 5 days. Another highlight of the reports is the citation issuance lapse time. The safety lapse time of 28.43 days and health lapse time of 32.05 days surpass the national data of 47.3 and 61.9 days. The state's average violations per inspection, programmed inspections with violations, and inspections per 100 hours are all comparable to federal OSHA activity.

The average serious penalty amount for FY 2010 was \$1165 and comparable to the federal OSHA three year average serious penalty amount of \$1360. Consistent with federal OSHA policy, penalties are intended to provide an incentive toward correcting violations voluntarily prior to an enforcement inspection and not as a punishment for violations. When conditions dictate and the deterrent affect are called for, the state can impose significant penalties using the violation-by-violation penalty policy. In the past, penalties in excess of \$500,000 have been issued. In FY 2010, two penalty totals of \$350,000 were issued as the result of construction investigations.

One report outlier was the state's percent serious violations. The State has well defined policies and procedures pertaining to violation classification. The State will continue to review case files to ensure that violations are classified accurately and train employees in the proper classification of violations. While classification of violations is an important part of the inspection process, there has been no supportable documentation indicating the classification of violations has any impact on employee safety and health. A reduction in the number of serious violations should also be a goal of any Occupational Safety and Health enforcement program and can be interpreted as a reflection of program success and not an indication of any program deficiency. While North Carolina's percent serious violations are less than the national average, so are fatality rates, number of fatalities, and injury and illness rates. In addition, North Carolina Worker's Compensation claims and rates have been declining for several years. These outcome measures are arguably a better measure of program effectiveness than the percent serious violations. Also, from a safety and health perspective all violations must be corrected regardless of classification.

Since case file review has been reestablished as part of the federal OSHA monitoring process, the most credible way to determine if violations are classified correctly is on a case file by case file basis. As the case file review process progresses, the State will work with federal OSHA to address any specific instances in which there is agreement that the violation classification is inaccurate.

Training

Newly-hired compliance officers are trained based on requirements included in the recently revised Operational Procedure Notice (OPN) 64C, Initial Training Program for OSH Compliance

Personnel. OPN 64C is similar to the federal OSHA initial training policy for CSHOs TED 01-00-018. OSHA Training Institute equivalent courses are taught by OSHNC personnel. These courses have been audited and approved by federal OSHA and attended by federal OSHA personnel and compliance personnel from neighboring states.

Training needs of all OSHNC personnel are evaluated during the annual evaluation process. Administrative Procedure Notice 15C requires that each OSHNC bureau must provide the Education, Training, and Technical Assistance (ETTA) Bureau with an annual summary of bureau training needs determined through the employee individual development plans. ETTA compiles training information on each OSH Division employee and can run individual employee training audits to make sure that employees are qualified to perform assigned responsibilities.

Recent budget restrictions and cutbacks have had some impact on how training is delivered. The training “road show” has replaced the practice of bringing all employees to Raleigh for training events. A total of 13 technical training courses were conducted in FY 2010 for OSHNC personnel.

Complaint About State Program Administration (CASPA)

Any person or group can file a complaint with federal OSHA relating to the operation or administration of a state plan. One way of measuring customer satisfaction is through the number of complaints received. The State received only one CASPA in FY 2010 and only ten total in the last seven years reflecting the last two five-year strategic planning cycles. Of these ten, only three included recommendations. During the same time period, OSHNC conducted 29,654 compliance inspections reflecting only one CASPA for every 2,965 inspections.

The State utilizes a quality program mechanism to respond to recommendations provided by federal OSHA as a result of a CASPA investigation. An action request form is completed for each recommendation made by federal OSHA. The action request form is submitted to the affected Bureau’s management representative who schedules the request for management review. After management review is completed, corrective action is documented on the form. For example, a recommendation that OSHNC employees adhere to established state policies and procedures resulted in all compliance personnel re-attending the Technical Writing Course that is based on policies and procedures included in the Compliance Operations Manual.

As well as the CASPA review process, employees who have filed an OSH complaint can also request a review of compliance activity by the OSHNC Director. The State will continue to strive to meet customer requirements and provide quality service to employers and employees.

Targeting

North Carolina has a multidimensional targeting system for programmed inspections. The highest inspection priority, however, is placed on unprogrammed inspections such as fatalities, accidents, and complaints. Assigned programmed inspections are generated from the general industry assignment schedule which is made up of two hazard indexes. One is for safety that is based on injury and illness rates and serious safety violations per inspection, and the health index uses a listing of serious health violations per inspection. Both indexes are industry specific and

not site specific. It is possible that assignments can include specific employers with low injury and illness rates in an industry with higher rates. The selection of sites for inspection is not determined exclusively by injury and illness data compiled and submitted by employers.

Targeting schedules are also developed to support the Strategic Management Plan that includes specific areas of emphasis for industries with high injury and illness or fatality rates. The primary purpose of the plan is to determine where limited resources should be allocated. In-compliance rates for special emphasis industries include 23% for logging and arborist, 61% for sawmills, veneer, manufactured home and other wood products manufacturing, 48% for long term care, 3% for specific health hazards, and 50% for food manufacturing. There were 2,075 SEP inspections conducted in FY 2010.

To compliment the industry specific general industry assignment schedule, site specific data compiled from the OSHA Data Initiative (ODI) survey is also used to generate inspections. Employer-submitted data that is twice the private sector national incidence rate is used to schedule inspections, and this rate is confirmed during the on-site inspection. The in-compliance rate for the 191 sites inspected from the SST assignment list was 37%

The state's construction targeting schedule is administered by federal OSHA's Office of Statistics and the University of Tennessee's Construction Resource Analysis Center. The 1,628 construction inspections had a 29% in-compliance rate.

Generally, North Carolina's inspection in-compliance rates for scheduled inspections are consistent with federal OSHA rates. North Carolina inspection targeting does not rely solely on specific employer provided data to schedule inspections and the site specific data provided by employers reflect injury and illness rates that are greater than national average rates. The targeting system is continuously reviewed and updated.

Standards

The North Carolina Commissioner of Labor has the statutory authority to promulgate safety and health standards in response to specific state conditions that would warrant such action. The state process of standard development is quicker than the federal model. The State has promulgated a state specific Crane and Derrick Standards, Blasting and Use of Explosives, and Communication Tower Standards, as well as Medical Records Rules.

The final stages of work are being completed on a public sector diving standard. The need for this standard became apparent through information made available as a result of a formal alliance with the North Carolina Public Safety Divers' Association. The purpose of the standard is to address hazards unique to those public sector divers who conduct water rescue and recovery, as well as crime scene searchers and evidence recovery. The coverage of public sector employees is an important part of the North Carolina State Plan and unique to state plan activity.

The adoption of federal OSHA promulgated standards is a streamlined process that allows for almost immediate adoption. North Carolina adopted all federal OSHA promulgated standards in FY 2010.

Special Accomplishments

- The State's total recordable case rate was the lowest in program history at 3.4.
- The total number of work place fatalities was 43 in FY 2010 and less than the base line number of 47.
- A total of 11,578 persons were trained through the speaker's bureau, field office workshops, webinars, and 10& 30 hour courses.
- 608 participants attended the 2009 Carolina STAR Conference.
- A total of 27 safety and health professionals participated in Special STAR Team Member Program training.
- Twenty two new Star Sites were recognized during FY 2010 with a total of 83 Star Sites.
- Three training courses including cranes and derricks, fall protection, and trenching and excavations were conducted in support of the OSHNC Construction Safety Specialist Program for division personnel.
- The first State Plan State 500 and 501 courses were developed and presented.
- A nine day Process Safety Management Course was conducted for OSHNC personnel and was also attended by Kentucky and South Carolina compliance personnel.
- A stakeholder inclusive panel was created to pursue state specific PELs.
- The state's new Medical Records Rules became effective on March 1, 2010.
- Thirty nine safety and health power point presentations are available on line.
- The OSHA Data Initiative (ODI) survey was completed by the Planning, Statistics, and Information Management (PSIM) Bureau.
- PSIM was recognized in FY 2010 by the OSHA Office of Statistical Analysis for outstanding performance during the 2008 OSHA Log Data Initiative Collection.
- The Public Sector injury and illness data survey was completed by PSIM.
- PSIM updated targeting schedules for use in scheduling compliance inspections.
- PSIM processed 850 disclosure requests in FY 2010.
- A total of 2,592 workplaces were recognized at 30 events by the Safety Awards Program.
- Operational Procedure Notice 140A was updated to provide inspection procedures relating to the food manufacturing special emphasis program.
- SEP procedural documents were updated in FY 2010.
- Fourteen chapter revisions to the state's Field Operations Manual were submitted as state plan changes including a Penalty Chapter change relating to completion of a final probability assessment.
- PSIM completed the FY 2009 Program Statistics publication.
- The A-Z training topic pages on the state's internet site were expanded.
- A new industry guide on respiratory protection was developed.
- Nine industry guides were revised.
- Hazard Alerts on pyrotechnics, tree care, natural gas pipe purging and bridge construction were created and distributed.
- Specialized brochures for several industries including medical and dental offices, logging and arborists were completed.
- Three new quick cards were developed in English including women in construction requested by the ACCSH and 17 new quick cards in Spanish were developed.
- The Agriculture Safety and Health (ASH) Bureau developed a training DVD in Spanish

and English including the topics hazard communications programs and green tobacco sickness. This was completed in cooperation with NC State University.

- The NCDOL library received 2,616 information requests and 3,878 audio visual loans were made including 445 in Spanish.
- The Consultative Services Bureau confirmed abatement of 875 serious hazards during visits to public sector sites.
- Twenty two OSH personnel attained Manager of Environmental Safety and Health status as a result of receiving 100 hours of safety and health training.
- The Raleigh Field Office completed a move to a new facility.
- The Employment Discrimination Bureau manager completed the Certified Public Manager's Program.

Part II Strategic Management Plan

Outcome Goals - On October 1, 2008, North Carolina began its third five year planning cycle as documented in the Strategic Management Plan. The five year plan includes two primary outcome goals.

- Reduce the rate of workplace fatalities by 5%
- Reduce the rate of workplace injuries and illnesses by 15%

Outcome Results

- The number of work related fatalities dropped from the baseline of 47 to 43 in FY 2010 representing a 9% reduction.
- Fatalities among public sector employees dropped from six in FY 2008 to 2 in FY 2010.
- Deaths within the Hispanic population totaled 9 in FY 2009 compared to 7 in FY 2010 or a 22% reduction. There has been a 36% drop from the FY 2008 baseline of 11.
- The North Carolina occupational injury and illness case rate for total recordable cases was 3.6 in FY 2008 and 3.4 in FY 2009, the most recent statistical year available. This represents a 6% reduction.
- The North Carolina occupational injury and illness case rate for total recordable cases in construction was 3.7 in FY 2008 and 3.1 in FY 2009. This is a 16% reduction.
- The North Carolina occupational injury and illness rate for total recordable cases in manufacturing was 4.2 in FY 2008 and 3.5 in FY 2009 or a 17% reduction.

Areas of Emphasis – North Carolina's strategy for reducing injuries, illnesses, and fatality rates is based on addressing specific areas that have an impact on the overall rates. The areas of emphasis in the current Strategic Management Plan include:

- Construction Industry
- Logging and Arborist
- Sawmills, Veneer, Manufactured Home, and other Wood Products Manufacturing
- Long Term Care
- Exposures for Specific Health Hazards
- Food Manufacturing

Strategic Activity to Support Outcome Goals

- Improve safety and health programs through compliance, consultative, and training intervention
- Expand safety and health recognition programs
- Develop partnerships and alliances in the areas of emphasis

Goal Setting Process

- Evaluate injury, illness, and fatality data
- Establish five year outcome goals
- Select areas of emphasis and strategies to impact outcome goals
- Create a committee made up of division employees with a committee chair to manage the specific areas of emphasis in the Strategic Management Plan as described in Administrative Procedure Notice 19C
- Secure input from stakeholders
- Share progress with staff on a monthly basis
- Evaluate the process

Factors Affecting Achievement of Outcome Goals and Strategic Activity Goals

- Funding
- Trained Division Personnel Available
- Fluctuation in work force of affected employers
- Strategies employed

Fatality Statistics

	2008	2009	2010	2011	2012	2013	Reduction
Total	47	41	43				
Construction	17	10	18				
Manufacturing	4	13	6				
Public Sector	6	2	2				
Logging	3	1	3				
Hispanic	11	9	7				

Injury and Illness Rates

	2008	2009	2010	2011	2012	Reduction
TRC (All)	3.6	3.4				
DART(All)	1.7	1.6				
Public Sector TRC	4.7	4.5				
Public Sector DART	2.2	2.1				

Intervention Statistics	2009	2010	2011	2012	2013
Inspections	5,117	4,491			
Inspection Goals	4,950	4,467			
Consultation	1,186	1,213			
Consultation Goals	1,000	1,000			
Trained	13,173	11,578			
Training Goals	20,000	11,900			

Compliance Activity	2009	2010	2011	2012	2013
Serious Violations	5,239	4,761			
Willful Violations	1	23			
Average Serious Penalty	627	1,165			
Followups	47	110			

Part III Review of Specific Outcome Goals/Areas of Emphasis FY 2009-2013

1.1 Reduce Construction Industry Fatality Rate Statewide by 5% by FY 2013

Great safety and health strides have been made in the construction industry but with 24 baseline fatalities, this industry is still a leader in workplace deaths and can have a significant impact on the state's overall outcome goal of reducing the rate of workplace fatalities.

Strategies for Achieving Specific Outcome Goal

- Conduct OSH compliance, consultative, and training interventions
- Identify high fatality high activity counties for special emphasis
- Provide Hispanic outreach personnel to conduct construction training in Spanish
- Establish partnership agreements at high visibility construction sites
- Build alliances with construction industry groups
- Develop Spanish language publications and training materials
- Promote recognition programs such as building/sub-contractor STAR
- Conduct consultative blitzes in targeted counties
- Initiate an intervention process for all cranes operating on construction sites
- Utilize Labor One for on-site training as requested
- Enhance coding of construction inspections to differentiate between residential and construction activity to determine best allocation of resources

Outcome

	Baseline	2009	2010	2011	2012	2013
Fatalities	24	10	18			
Rate	.01020	.00400	.00720			
Hispanic	N/A	7	6			

Activity in Emphasis Counties

	2009	2010	2011	2012	2013	Total
Inspections	1,753	1,275				
Goals	1,440	1,320				
Consultation	229	186				
Goals	140	150				
Trained	2,703	2,448				
Goals	7,500	2,500				

1.2 Decrease Fatality Rate in Logging, and Arborist Activity by 5% by FY 2013

The State has had success in the past reducing the number of logging and arborist fatalities. Experience has shown that a reduction in OSH activity can translate into an increase in the number of injuries and fatalities in this industry. The first state Special Emphasis Program for logging was initiated in FY 1994 in response to 13 logging fatalities in FY 1993.

Strategy for Achieving Specific Outcome Goal

- Increase employer and employee awareness of regulatory requirements and safety and health work practices
- Change employer and employee behavior to improve job safety and health through education, consultation, and compliance
- Establish and maintain strong working relationships with industries, associations, groups, and key individuals
- Emphasize overhead hazards for arborists

Outcome

	Baseline	2009	2010	2011	2012	2013
Fatalities	4	2	3			
Rate	.01688	.01640	.02530			

Activity in Logging and Arborist Industry

	2009	2010	2011	2012	2013	Total
Inspections	77	70				
Goals	75	75				
Consultation	16	15				
Goals	15	15				
Trained	0	50				
Goals	75	25				

2.1 Reduce the Injury and Illness Rate in Sawmills, Veneer, Manufactured Home, and Other Wood Products Manufacturing (NAICS 321) by 15% by FY 2013

The baseline DART rate of 3.3 is higher than the industry average rate of 1.9.

Strategy for Achieving Specific Outcome Goal

- Provide OSH compliance, consultation and training intervention
- Conduct focused inspections to address industry specific hazards
- Develop partnership or alliance with industry trade groups
- Expand recognition programs such as Carolina STAR and SHARP program in NAICS codes 321
- Evaluate employer's safety and health program

Outcome

	Baseline	2008	2009	2010	2011	2012
DART 321	3.3	2.8	2.5			

Activity in Wood Products, Furniture and Related Products Manufacturing

	2009	2010	2011	2012	2013
Inspections	126	49			
Goals	100	100			
Consultation	91	86			
Goals	30	50			
Trained	0	18			
Goals	20	20			

2.2 Reduce the Days Away, Restricted, or Transferred (DART) Rate in Long-Term Care (LTC) Facilities by 15% by 2013

While progress has been made in this industry group, the baseline rate of 4.8 is still more than twice the over all DART rate. For this reason, this emphasis area has been carried over from the previous strategic plan.

Strategy for Achieving Specific Outcome Goal

- Conduct OSH compliance, consultation, and training interventions
- Explore alliance or partnership opportunities in the LTC sector
- Advance ergonomics guidelines during OSH interventions
- Address elements of long term care intervention including bloodborne pathogens, tuberculosis, ergonomics, and slips, trips, and falls

Outcome	Baseline	2008	2009	2010	2011	2012
DART Rate	4.8	4.6	5.3			

Activity in Long-Term Care Facilities

	2009	2010	2011	2012	2013	Total
Inspections	126	105				
Goals	60	60				
Consultation	38	45				
Goals	20	20				
Trained	39	67				
Goals	75	75				

2.3 Conduct Emphasis Inspections, Training, and Consultation Activity in Establishments Where Employees Might be Exposed to Health Hazards Such as Lead, Silica, Asbestos, Hexavalent Chromium and Isocyanates

The State has established a special emphasis program to address health hazards in the work place. The current health hazards include lead, silica, asbestos, hexavalent chromium, and isocyanates. Tracking mechanisms have not been developed to allow for the establishment of specific outcome measures in this area of emphasis. The State will continue to monitor the progress of Federal OSHA in developing reliable outcome measures for health issues. A reduction in illnesses relating to the emphasis health hazards could have of an affect in the primary outcome goal of reducing the overall injury and illness rate by 15% during the five year cycle of the strategic plan.

Strategy for Affecting Overall Outcome Goals through Elimination of Health Hazards

- Conduct OSH compliance, consultation and training intervention
- Develop specific hazard alert training materials for selected health hazards
- Provide consultative support on chemicals identified in health hazards SEP
- Research and review site specific data sources that could be used to identify employers having or potentially having health hazard exposures
- Identify workplace activities where health hazards may be present

Activity for Selected Health Hazards

	2009	2010	2011	2012	2013	Total
Inspections	179	151				
Goals	200	200				
Consultation	185	147				
Goals	50	75				
Trained	906	663				
Goals	500	700				

Sampling Data With Detectable Results

Hazard	% samples >PEL	% of inspections w/samples >PEL	Total Samples	Total Inspections
Silica	63.6%	83.3%	11	6
Lead	37.5%	33.3%	8	6
Asbestos	0%	0%	0	0
Cr(VI)	16.7%	6.3%	24	16
Isocyanates	0%	0%	4	2
Totals			47	30

2.4 Reduce the Injury and Illness Rate (DART) in Establishments in Food Manufacturing (NAICS 311) by 15% by 2013

The strategic planning process is intended to allocate limited resources in those areas of emphasis with above average injury and illness rates in an attempt to impact the overall State injury and illness rate. The food manufacturing DART rate was 3.5 in FY 2007 which was more than the overall industry DART rate of 1.9. For this reason, food manufacturing was added to the current strategic management plan that began on 10/1/2008. The baseline rate for this industry was 4.3 which represents the three year average DART rate for the period 2005-2007. The first year of the five year cycle for this SEP was a planning year. Intervention relating to the strategic plan began on 10/1/09. Operational Procedure Notice 140 was developed that includes procedures for implementing the special emphasis program (SEP) for food manufacturing facilities.

Intervention Strategy

- Special attention will be given to the OSHA recordkeeping process at each site visited.
- Facilities will be evaluated for accumulation of combustible dust.
- Confined spaces programs will be reviewed.
- Electrical issues will be addressed especially during wet processes.
- Ergonomics programs will be reviewed and processes evaluated.
- Chemical use will be evaluated in terms of compliance with haz comm. requirements.
- Machinery will be inspected to assure proper guarding is in place.
- Screening, for coverage under process safety management requirements, will be conducted.
- Potential exposure to hexavalent chromium, when welding on stainless steel and other activity, will be examined.
- Food manufacturing employers affected by the SEP will be contacted and offered assistance including education and training and consultative services including correspondence from the OSH Director.

Outcome

	Baseline	2008	2009	2010	2011	2012
DART Rate	4.3	3.9	2.9			

Activity in Food Manufacturing

	2009*	2010	2011	2012	2013	Total
Inspections		72				
Goals		60				
Consultation		25				
Goals		10				
Trained		9				
Goals		25				

*planning year with no intervention specifically related to the strategic plan

2.5 Develop/Sustain Partnerships and Alliances Supporting OSHNC Mission

Developing and sustaining partnerships and alliances are a viable strategy for supporting the outcome goals associated with specific areas of emphasis described in the Strategic Management Plan. Partnerships and alliances with companies and associations allow the department to leverage resources and to promote employee safety and health. This include partnerships at high profile construction sites. Partnerships are performance based and have been terminated in the past when partnership participants did not adhere to requirements of the partnership.

The NASCAR Partnership that included Turner Construction Company, BE&K Building Group and Walter B. Davis Company ended with a ceremony on March 31, 2010. The partnership goals were met on this high profile construction site.

New partnerships were initiated with Archer Western-Granite for the Western Wake Toll Road Project in Raleigh with D.H. Griffin Construction Co. and Balfour Beatty Construction Company for the completion of the Guilford County Detention Center in Greensboro.

Three new alliances were signed with Sampson Community College, Public Safety Divers' Association, and Carolinas AGC.

Strategy for Affecting Outcome Goals through Partnerships and Alliances

- Pursue partnerships and alliances in areas of emphasis or other areas that advance achievement of established goals and objectives
- Establish construction partnerships in high visibility sites
- Formalize partnership agreement with specific outcome measures
- Conduct OSH verification inspections at partnership sites
- Prepare partnership evaluations yearly and following project completion
- Establish specific training and education goals and safety and health promotion goals for each alliance

Activity for Partnerships and Alliances

	2009	2010	2011	2012	2013
Partnerships	4	4			
Alliances	12	12			
Total	16	16			

Part IV Summary

North Carolina has developed a Strategic Management Plan with outcome goals that are consistent with federal OSHA activity. As well as specific outcome measures, the plan includes activity goals for each major component of the state program. The plan is reviewed on an annual basis and strategies can be altered and activities increased or decreased to enhance program performance. Special Emphasis Programs included in the plan are managed by specific committees made up of division personnel.

A review of statistical and program information indicates that after two years of the five year Strategic Management Plan, the State is making adequate progress in meeting the five year goals contained in the plan. All comparative injury and illness data is not available. However, the progress in reducing workplace fatalities is demonstrated by the fact that the total number of workplace fatalities decreased from the baseline number of 47 to 43 in FY 2010. Fatality rates have also decreased which factors in industry employment levels along with total number of fatalities. The total recordable case rate for all industries including government declined again to 3.4 and 3.1 in private industry only. The DART rate dropped from 1.7 to 1.6.

Overall program activity is also impressive including 4,491 inspections in FY 2010. This compares favorably to inspections conducted in the four federal OSHA jurisdiction states in Region IV. Cutbacks in personnel and vacant positions required because of budget cuts have had an impact on training activity, as well as inspection totals in comparisons to other years. A fully staffed Consultative Services Bureau did meet their activity goals for the year.