UNITED STATES DEPARTMENT OF LABOR

PRESIDENT'S REPORT

THE SECRETARY OF LABOR'S REPORT
TO THE PRESIDENT
ON
FEDERAL DEPARTMENT AND AGENCY
OCCUPATIONAL SAFETY AND HEALTH
PROGRAM ACTIVITY

CALENDAR YEAR 2014

PREPARED BY THE OFFICE OF
FEDERAL AGENCY PROGRAMS
OCCUPATIONAL SAFETY AND
HEALTH ADMINISTRATION

OSHA

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Abstract

The *Secretary Of Labor's Report to the President on Federal Department and Agency Occupational Safety and Health Program Activity* summarizes the data received by the Department of Labor's Occupational Safety and Health Administration (OSHA) from Executive Branch agencies for the calendar year (CY) 2014 reporting period. In their reports, agencies identified their significant achievements and challenges faced in providing safe and healthy working environments for federal employees. An analysis of the data assessed the functioning of agencies' safety and health management systems (SHMSs). It indicates significant improvements in federal agency SHMSs, as well as identifies areas needing attention.

Overall, in CY 2014, federal agencies continued to strive for excellence in the management and functioning of their SHMSs. Outcome evidence of these efforts include, 1) the steady *decline* in workers' compensation costs over the previous two chargeback years; 2) a *decrease* in the Government's total illness and injury cases and its total case rate; 3) an approximately 32 percent *decrease* in work-related civilian employee fatalities reported from the previous reporting period; 4) a *steady* in-compliance rate and average number of violations identified during OSHA inspections; 5) a 10 percent *decrease* in the number of significant cases involving federal agencies; 6) an *increase* in the number of agencies that provided an assessment of their SHMSs, and a concomitant *increase* in the percentage of federal agencies identifying their SHMS as 'model', 7) the partial success of Presidential Initiative *Protecting Our Workers and Ensuring Reemployment*; 8) a 98 percent participation rate for federal agencies in the CY 2014 Federal Recordkeeping Collection process; 9) OSHA's approval of two new alternate standards; and 10) consistent participation in the Federal Advisory Committee on Occupational Safety and Health, the Federal Agency Safety and Health Roundtable, and other training venues offered through the OSHA Training Institute.

The Department of Labor will continue to work with Executive Branch agencies as they pursue efficiency and effectiveness in their SHMSs. Several of those areas that need continued agencies' attention include:

- Annual Occupational Safety and Health Reporting – as evidenced by federal agencies' failure to provide annual reports promptly containing quality data;
- Certified Safety and Health Committees – as evidenced by only half of the six federal agencies having committees submitting information that their respective committees met the requirements of the standard, and several agencies' without committees nearing completion of certification requirements;
- Field Federal Safety and Health Councils – as evidenced by a steady decline in federal agency participation in and support of the Councils;
- Motor Vehicle Safety Programs (MVSPs) – as evidenced by the increased number of motor vehicle accidents reported, and the continued reporting by federal agencies that MVSPs are not needed or applicable to their situations;
- Product Safety – as evidenced by agencies' near complete reliance on the General Services Administration to oversee agency programs;

- Recordkeeping Data Collection – as evidenced by only 62 agencies reporting partial data, and only 43 reaching 80 percent completion;
- SHMS Self-assessment – as evidenced by federal agencies identifying multiple elements of the system's components as 'not applicable' or 'not reported' to their situations, and inconsistencies between the overall rating, and among the ratings of component attributes; and the
- Timely Filing of Injury and Illness Claims, and Return-to-Work – as evidenced by the Federal Government's failure to sustain improvement and achieving POWER targets.

PREFACE

This Report fulfills the Secretary of Labor's (the Secretary's) annual responsibility, as set forth in Section 19(b) of the *Occupational Safety and Health Act of 1970* (the Act), to inform the President about the status of federal agencies' occupational safety and health (OSH) programs, and the accidents and injuries that occurred at federal worksites. The Report provides an analysis of agencies' reports submitted to the Secretary. It also describes the activities that OSHA conducted at or with federal agencies during CY 2014.

Agency heads must establish and provide guidance on their OSH programs, as well as report on the status of these programs, as mandated by:

- Section 19(a) of the Act [29 United States Code (U.S.C.) 668(a)], which 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)], which requires federal agency heads to, "*make an annual report to the Secretary with respect to occupational accidents and injuries and the agency's program under this section*" for providing safe and healthful places and conditions of employment.

- Presidential Executive Order (E.O.) 12196, *Occupational Safety and Health Programs for Federal Employees*, signed by President Carter on February 26, 1980, which 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 the various federal agencies in carrying out their responsibilities.

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

The Act, E.O. 12196, and 29 CFR §1960 require the heads of federal agencies to submit annual reports on their OSH programs to the Secretary. According to amended 29 CFR §1960.71(a)(1), the annual report is due to OSHA, annually, no later than May 1.[1]

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[1] Historically, 29 CFR §1960.71(a)(1) required federal agencies to submit the annual report to OSHA by the first of January. As of August 5, 2013, OSHA amended the regulation requiring agencies to submit their reports no later than May 1. The 78 Federal Register 47180 (8/5/2013), amending 29 CFR §1960 is available at: http://www.gpo.gov/fdsys/pkg/FR-2013-08-05/pdf/2013-18457.pdf.

Format

This SECRETARY OF LABOR'S REPORT TO THE PRESIDENT ON FEDERAL DEPARTMENT AND AGENCY OCCUPATIONAL SAFETY AND HEALTH PROGRAM ACTIVITY – CALENDAR YEAR 2014 (Report), includes an EXECUTIVE SUMMARY, the two main sections of the Report proper, and six APPENDICES.

The EXECUTIVE SUMMARY summarizes some of the significant achievements and challenges Executive Branch agencies faced in providing safe and healthy working environments for federal employees. The Report includes two main sections: OSHA ACTIVITIES, and FEDERAL AGENCY OSH ACTIVITIES. These sections describe support activities OSHA provided to federal agencies, and provides OSHA's summative analysis of specific categories of information federal agencies reported to OSHA.

The first section of the Report, OSHA ACTIVITIES, provides information on OSHA activities under the categories of enforcement, oversight, and compliance assistance, including a summary of the Presidential Initiative, *Protecting Our Workers and Ensuring Reemployment* (POWER) *Initiative*.

Section 2 of the Report, FEDERAL AGENCY OSH ACTIVITIES, summarizes agency occupational safety and health activities, and contains descriptions on the various types of OSH committees, agency self-evaluations; and efforts agencies made to discover and control injury and illness trends.

The APPENDICES section provides information on federal agencies' response to the electronic records collection initiative, agency participation in field federal safety and health councils (FFSHCs), analyses of agencies' requests for technical assistance, an outline of *Agency OSH Responsibilities*, a listing of *OSH-related Resources and Information*, and a list of *Acronyms* used in the Report.

The *Recordkeeping* appendix details the status of federal agency injury and illness reporting that were reported by agencies separately from the occupational safety and health reporting request to the Occupational Safety and Health Administration . The *2014 FFSHC* appendix contains data regarding Councils' annual reports; FFSHCs with federal agency appointed, non-appointed, and newly appointed members; and 2014 Council award winners.

The *Agency OSH Responsibilities* appendix provides information on federal agency responsibilities with respect to OSH programs as delineated by the Act, E.O. 12196, and Title 29 CFR §1960. This appendix is divided into five subsections: *Program*, *Standards*, *Workplace*, *Records*, and *Inspections and Investigations*. Each subsection lists agencies' responsibilities; and discusses each responsibility, along with providing hyperlinks to the specified reference(s).

Secretary of Labor's Report: Executive Summary

During the 2014 reporting period, both the Occupational Safety and Health Administration (OSHA) and federal agencies continued their efforts to protect the health and safety of federal employees and support agencies' respective safety and health management systems (SHMSs). This report provides calendar year (CY) 2014 injury and illness data for this sector, and is a compilation of the required annual reports that OSHA received from federal Executive Branch agencies. In addition, this Report summarizes the efforts OSHA and agencies made to improve OSH programs for federal workers. The reader should refer to the various sections of the Report for specific details regarding the subject matter contained in this EXECUTIVE SUMMARY.

As in prior years, this Report assesses trends and progress the departments and agencies, and the Government as a whole, less the U.S. Postal Service[2] (USPS) and non-Executive Branch agencies, made in improving workplace safety and health. This Report also provides information about the types of support OSHA has provided to federal agencies, including enforcement, oversight, and compliance assistance activities, with an emphasis on the Agency's efforts to assist federal agencies in complying with recent recordkeeping rule changes. In addition, it describes the actions federal agencies took during the reporting period to analyze trends and improve their SHMSs. The Report continues with an analysis of federal agencies' self-evaluations of their respective SHMSs using an extant private sector consultative tool. (Please refer to SECTION 1 – OSHA ACTIVITIES, for a complete description of the EVALUATIONS.)

Statistics and Trends

Injury and Illness Statistics

OSHA uses injury and illness claims data reported to the Department of Labor's (DOL's) Office of Workers' Compensation Programs (OWCP), together with the Office of Personnel Management's (OPM's) employment data, to calculate injury and illness incidence rates for individual agencies.

In FY 2014, the Government's employment rolls *decreased* by 43,674 employees to 2,155,519 (2.0 percent) employees. Its total injury and illness cases *decreased* by 3,101 to 52,104, and its total case rate (TCR) *decreased* from 2.51 to 2.42 (3.6 percent). The Government's lost-time cases *decreased* by 584 to 25,852; and its lost-time case rate (LTCR) remained *unchanged* at 1.20.

Workers' Compensation Costs

For chargeback year (CBY) 2014, the Federal Government's workers' compensation costs (less the USPS and non-Executive Branch agencies) were approximately $1.4 billion. This figure illustrates the steady *decline* in costs that has occurred over the past two CBYs. In CBY 2013,

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[2] On September 28, 1998, Congress amended the Act to make it applicable to the USPS. Therefore, the USPS is not included in this Report.

costs were approximately $1.6 billion; and in CBY 2012, costs were approximately $1.7 billion. Workers' compensation benefits provided to employees and their survivors include payments for medical treatment, rehabilitation services, replacement of lost wages, and death benefits.

FATALITIES AND CATASTROPHIC EVENTS

The Act, and provisions of 29 CFR §1960 and other regulations, require employers, both private and public, to investigate, track, and report findings involving work-related fatalities and catastrophic events to OSHA in an expeditious manner. Federal agencies reported that 13 work-related civilian employee fatalities occurred during CY 2014. The Departments of Agriculture (USDA), Homeland Security, and the Interior, reported two work-related fatalities each. The Department of Defense (DoD) reported seven work-related fatalities.

OSHA ACTIVITIES

During the reporting period, OSHA's Directorate of Enforcement Programs - Office of Federal Agency Programs engaged in a wide range of activities to assist federal agencies in improving their SHMSs, and continued to ensure that agencies could easily access OSH-related information. In general, the Office's activities fell into three categories: *enforcement*, *oversight*, and *compliance assistance*. Enforcement activities primarily focused on inspections of federal workplaces to identify violations of OSHA standards. Oversight activities ranged from monitoring injury and illness rates, to providing leadership in identifying issues specific to federal agencies. Compliance assistance included consultation activities that assisted federal agencies in understanding both the importance of providing safe and healthy working environments, and possible methods for accomplishing this goal. (Please refer to SECTION 1 – OSHA ACTIVITIES, for a complete explanation of these activities.)

ENFORCEMENT

During CY 2014, OSHA conducted 496 programmed inspections, and 332 un-programmed inspections of federal worksites, with an average of 3.59 violations per programmed inspection, and 3.44 violations per un-programmed inspection. In addition, OSHA inspected federal agencies under a variety of national and local emphasis programs that targeted specific hazards, such as lead, fall prevention, powered industrial vehicles, energized equipment, and specific injuries (such as amputations), or industries (such as manufacturing and maritime). During CY 2014, under the Federal Agency Targeting Inspection Program (FEDTARG), OSHA continued to specifically target for inspection those federal agencies with the highest numbers of lost-time cases. An analysis of FEDTARG data identified a decrease in programmed inspection activity with a flat in-compliance rate, and an increase in the issuance of *Notices of Unsafe or Unhealthful Working Conditions* (Notices) for serious violations of OSHA standards.

In CY 2014, OSHA issued a total of nine federal agency *significant* case reports involving the Departments of Agriculture, Defense, Homeland Security, the Interior, Justice, and Veterans Affairs. (Please refer to SECTION 1 – OSHA ACTIVITIES, Table 1, for specific information on the agency inspected, the reason for the inspection, the emphasis program, and the number and severity of the violations.)

Oversight

The Presidential Initiative, *Protecting Our Workers and Ensuring Reemployment*, established in 2010 is a fiscal year program that was created to challenge federal Executive Branch agencies to improve their safety, health, and injury case management programs. Agencies strived to meet their goals. POWER originally had seven goals; an eighth goal was introduced in 2012. Overall, fiscal year (FY) 2014, the final year of the POWER Initiative, saw partial success. The Government as a whole (less the USPS and non-Executive Branch agencies) met three out of the six measurable goals. One Executive Branch agency, the Department of Housing and Urban Development, met all of its measurable goals.

In FY 2014, federal employees (excluding those employed by the USPS and non-Executive Branch agencies) filed more than 63,800 injury notices. While the number of reported injuries has continued to *decline* in the Federal Government over the past several years, compensation for lost wages and medical benefits still represents a significant cost to the American taxpayer. In CBY 2014 alone, total costs were approximately $1.4 billion (less the USPS and non-Executive Branch agencies).

Compliance Assistance

OSHA provides assistance to federal agencies using a variety of strategies, including responding to agency technical assistance requests; optimizing the use of the field federal safety and health councils, and other safety and health committee formats; supporting the development of federal agency alternate and supplementary standards; and providing federal agencies with OSH training opportunities.

An agency technical assistance request (ATAR) is a consultative service open only to federal agencies; it is analogous to OSHA's Consultation Program for private sector employers. In CY 2014, OSHA conducted an ATAR at the request of the U.S. Secret Service, and began planning the process with the National Archives and Records Administration.

Field Federal Safety and Health Councils are federal interagency groups, chartered by the Secretary, that encourage local OSH professionals to cooperate for education and problem solving. In CY 2014, 34 councils actively carried out efforts to improve the effectiveness of OSH functions within the Government. The OSHA Assistant Secretary recognized 10 of these councils for *Superior Performance*, *Meritorious Achievement*, and *Notable Recognition* awards.

Under 29 CFR §1960.17, if agencies cannot comply with an applicable OSHA standard, the agency may submit a request for an *alternate standard*. Currently, there are five OSHA-approved alternate standards; two additional alternate standards are pending OSHA review. Under §1960.18, if no OSHA standard exists that is appropriate for application to working conditions 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.

OSHA provides federal agency OSH personnel with training opportunities though the OSHA Training Institute and other venues, such as the newly-inaugurated Federal Agency OSH Managers' Roundtable. Federal OSH personnel may attend any of the myriad of professional

and technical courses provided through the Institute.   In addition to the on-site training courses, OSHA provides a week of training specifically for federal agency OSH personnel at the Institute, commonly referred to as FEDWEEK. During the 2014 FEDWEEK, OSHA provided nine half-day seminars offered twice during the week on topics chosen after surveying federal OSH personnel. The 109 federal OSH employee participants, representing 34 federal agencies, had the opportunity to attend up to six different sessions on various topics. Attendees who were surveyed reported it was a valuable experience.

The Federal Advisory Council on Occupational Safety and Health continued its efforts to identify strategies to assist federal agencies to progress in providing safe and healthy workplaces. The Council investigated the utility of field federal safety and health councils, continued its pursuit of applying optimal occupational exposure limits to the federal work environment, and began the development of strategies to best use occupational safety and health professionals within Government OSH programs.

Agency Activities

Occupational Safety and Health Committees

Federal agencies reported a range of OSH committees and the benefits from these committees. While four agencies continued to maintain *Certified Safety and Health Committees* (CSHCs), regulated by 29 CFR §1960, Subpart F, most agencies described internal OSH committees developed outside of these regulatory requirements.

Any Executive Branch agency can form a CSHC under 29 CFR §1960, Subpart F to monitor and assist an agency's OSH program. Agencies with Secretary-approved CSHCs 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 the execution of the agency's OSH policies. When appropriately implemented, an approved-CSHC exempts agencies from *unannounced* OSHA inspections. Currently, six agencies have authorized Secretary-approved CSHCs, including: the Central Intelligence Agency, Department of Labor (DOL), General Services Administration (GSA), Tennessee Valley Authority, U.S. International Trade Commission, and the U.S. Securities and Exchange Commission.

Per 29 CFR §1960, Subpart F, the Central Intelligence Agency, DOL, and the Tennessee Valley Authority submitted information certifying to the Secretary of Labor that their respective CSHCs met the requirements of the subpart. The GSA reported that it successfully revitalized its national level committee in the CY 2014 reporting period, thereby meeting the requirements of a Secretary-approved CSHC. The U.S. International Trade Commission reported that it no longer has a CSHC; and the U.S. Securities and Exchange Commission did not report on the status of its CSHC for CY 2014. The Department of Energy and the National Archives and Records Administration reported progress in establishing a CSHC.

Self-Evaluations

29 CFR §1960.79 requires that agencies periodically evaluate their OSH programs. These evaluations should assess both the extent to which the agency's program conforms to the

requirements of E.O. 12196, and the corresponding regulations, as well as whether the agency has implemented the program effectively in all agency establishments and field activities. Although a handful of agencies still did not differentiate their workplace inspections from their self-evaluations, most agencies reported conducting some type of periodic review of their SHMSs and related OSH programs. Many agencies reported evaluating their programs themselves, using a variety of pre-packaged and/or agency-developed tools; while others requested assistance from outside experts, including assistance from GSA, OSHA, and the Joint Commission – an independent, not-for-profit, private sector organization, with the mission to continuously improve health care. With few exceptions, those agencies that reported performing self-evaluations indicated resultant improvement in the different aspects of their SHMSs, including gains in the operational, managerial, and cultural components that encompass an effective SHMS. Agencies' self-assigned ratings of the attributes of their SHMSs reflect these system-wide improvements.

For the third consecutive year, OSHA asked agencies to 'self-rate' the **Operational**, **Managerial**, and **Cultural** components of their SHMSs. This assessment used a 30-question (attribute) prescribed tool, of which five attributes were newly added for the reporting period. An analysis of the reported data indicates that the majority of federal agencies are in compliance with the requirements of 29 CFR §1960, and have effectively functioning SHMSs. Overall, agencies' ratings of the three SHMS components indicate an *increase* in the number and percentage providing higher ratings, with the managerial and cultural components seeing the greatest increase.

However, subcomponents within each of the three components are amenable to improvement, even in those agencies that provided higher ratings of their SHMSs. The operational component's *hazard survey*, *surveillance*, *use of SDSs*, *engineering controls*, and *tracking hazard correction* attributes; the managerial component's *incidence data* attribute; and the cultural component's *organizational decision-making on resources*, and *training attributes* may require additional emphasis in subsequent years. The analysis also indicated that multiple agencies are not fully cognizant of their OSH responsibilities and all the attributes of an effective SHMS in assuring employee safety and health and the efficient management of Government operations, even in those agencies that report a 'purely' administrative mission. (Please refer to SECTION 1 – OSHA ACTIVITIES, Figures 1 through 4, and the ensuing discussion, for a description of the components of a SHMS and an analysis of the self-evaluations as reported by agencies.)

Controlling Trends

As a way to assess how well agencies were tracking their injuries, OSHA asked agencies to summarize whether or not they met their POWER goals. FY 2014, the final year of the POWER Initiative, was a partial success. Summarily, the Government as a whole (less the USPS) met three out of the six measurable goals. One Executive Branch agency, the Department of Housing and Urban Development, met all of its measurable goals.

Annual Information Request

Each year, OSHA asks agencies to provide information on a variety of OSH-related topics and programs. While OSHA consistently requests information on such topics as OSH accomplishments for the reporting period and goals for the upcoming year, other information requests may be based on findings from previous annual reports or developing trends. For the current reporting period, OSHA requested an assessment of OSH program activities and events, including: Presidential and Federal Government-wide Initiatives; occupational illnesses, injuries, fatalities, and catastrophic events; specific 29 CFR §1960 requirements, an agency SHMS self-evaluation, and CY 2015 OSH goals.

Presidential and Other Government-wide Initiatives

OSHA asked federal agencies to provide information on their motor vehicle safety programs, and POWER. (Please refer to Section 2 – Federal Agency OSH Activities, for detailed information on these items.)

Motor Vehicle Safety

Collectively, 39 federal agencies reported that approximately 9,798 motor vehicle accidents (MVAs) occurred in CY 2014, which represents approximately a 25 and 13.6 percent *increase* from the approximate 7,843 and 8,627 as reported in CY 2013 and FY 2012, respectively. Most agencies reported having motor vehicle safety programs (MVSPs) that are in compliance with the Executive Orders requiring the use of seatbelts in motor vehicles, and the ban on distracted driving. Agencies reported that their programs had demonstrable effects on limiting the likelihood and effect of MVAs on the mission. Many departments and agencies reported requiring defensive driving courses, with the majority using courses through either GSA or the National Safety Council.

Similar to previous years' information, agencies also reported having programs to encourage seatbelt use, such as the placement of decals in vehicles, or reminders on employee websites or in break rooms. While several agencies reported tracking seatbelt use after an accident – many using information from police reports – few had a system for tracking seatbelt use at other times. A number of agencies mentioned having random compliance checks, including one agency that reported using in-vehicle camera surveillance. Of those agencies that responded to this item, approximately 14 agencies indicated not having a motor vehicle safety program for a variety of reasons, including: their size and number of employees assigned, mission - such as not driving in an 'official capacity,' not owning an agency-dedicated fleet, or that agency employees use mass transit for travel needs. Fifteen other agencies indicated that a motor vehicle safety program was "not applicable" to their situations, or failed to report the existence of a program. Comparative to last year's reporting, and equally perplexing, was the assertion by a few agencies that, because they had zero MVAs, they did not need a motor vehicle safety program.

Even though most agencies noted striving toward program excellence, several agencies reportedly have taken the lead, including the U.S. Department of State (State), and the Environmental Protection Agency (EPA). State's use of Event Data Recorders, both domestically and overseas, to monitor drivers has significantly reduced fatalities and injuries

associated with MVAs. In fact, many agencies report using State's driving program for their overseas deployed employees. The EPA's reported data demonstrated a marked improvement in the number of MVAs between FYs 2010 and 2011, which has held relatively stable over the past four years. In addition, EPA released a new driving guideline to further reduce driving-related hazards.

Protecting Our Workers and Ensuring Reemployment (POWER)

The POWER Initiative is a more challenging government-wide effort that succeeded the six-year Safety, Health, and Return-to-Employment (SHARE) Initiative that ended in FY 2009. The POWER Initiative expanded on SHARE by revising its four goals in order to set more challenging performance targets, thereby establishing FY 2009 as its baseline. It also introduced three performance measures that focus on improving the analysis of lost time injury and illness data, increasing the timely submission of wage-loss claims, and enhancing agencies' efforts to return injured employees to work as soon as possible. An eighth goal, a measure of the electronic submission of workers' compensation claims, was added in 2012.

The DOL leads the POWER Initiative to help ensure federal employees are provided with safe and healthy work environments, as well as the support they need after experiencing a serious work-related injury or illness. OSHA tracks the first three goals (two of which are measureable); OWCP tracks the remaining five goals (four of which are measureable).

Each year, tens of thousands of federal employees file claims for workers' compensation benefits due to workplace injuries or illness. In FY 2014, federal employees (excluding those employed by the USPS and non-Executive Branch agencies) filed more than 63,800 injury notices. While the number of reported injuries has continued to decline in the Federal Government over the past several years, compensation for lost wages and medical benefits still represents a significant cost to the American taxpayer. In CBY 2014 alone, total costs were approximately $1.4 billion (excluding the USPS and non-Executive Branch agencies).

FY 2014, the final year of the POWER Initiative, was a partial success. The Government as a whole (less the USPS and non-Executive Branch agencies) met three out of the six measurable goals. One Executive Branch agency, the Department of Housing and Urban Development, met all of its measurable goals.

During FY 2014, the POWER Initiative continued to provide a framework that focused agencies' attention and resources on improving their safety, injury management, and return-to-work programs. As the performance results illustrate, while the Federal Government as a whole (less the USPS) achieved success in these areas during the first two years of the Initiative, in the final two years, it has experienced some difficulty in sustaining improvement and achieving targets. Moving forward, it is apparent that further improvement is needed, notably in the areas of timely filing of injury and illness claims, and return-to-work. OWCP's focus on the importance of electronic filing and monitoring of agency progress is expected to produce further improvement in timely filing performance. Continuing partnership and collaboration between OWCP and federal agencies to emphasize the importance of return-to-work should foster further improvement toward achieving an improved outcome for this measure moving forward.

29 CFR §1960 Requirements

OSHA asked federal agencies to provide information regarding several requirements of 29 CFR §1960, specifically: the organization of the agency's safety and mission, involvement in field federal safety and health council activities, agency self-inspections, OSH training of employees, program improvements for protecting employees from reprisal for reporting OSH hazards, and product safety compliance programs.

Federal Agency Safety and Health Mission

29 CFR §1960, Subpart B describes the administration of agencies' OSH programs. For the first time, agencies were asked to describe how the organization met these OSH responsibilities per the subpart. The majority of reporting agencies identified the presence of a designated agency safety and health official (DASHO), or other senior OSH manager with primary OSH responsibilities. Agencies reported that this organizational function is managed under the auspices of Human Resources. A few of the agencies indicated that the OSH function is managed in a totally independent organizational safety and health division/department. Of those agencies that reported on this item, the majority alluded to the availability of the necessary resources, including personnel, and financial needs, to accomplish necessary OSH activities. Agency reports indicated that employee-identified OSH issues are handled internally, at the lowest possible level. According to reports, if such issues have agency-wide implications, they may be forwarded to the agency OSH committee, if existing, for resolution.

Field Federal Safety and Health Councils

In CY 2015, 34 field federal safety and health councils (FFSHCs) submitted annual reports detailing their CY 2014 activities. The FFSHCs represent OSHA Regions 2 through 10. Due to inactivity, no councils in OSHA Region 1 submitted an annual report. According to the submitted annual reports, approximately 621 appointed representatives from 76 federal agencies participated in FFSHCs across the country; along with 532 non-appointed members, from at least 91 federal agencies; and 712 associate members from roughly 320 local businesses, local governments, safety and health associations, and labor unions. Ten FFSHCs (~29 percent) do not have any officially appointed representatives on their councils. These councils' memberships consist of associate members and non-appointed members. In CY 2014, 39 federal agencies appointed new representatives to 18 FFSHCs (~53 percent). Of the new appointments, 23 were management representatives and 35 were non-management representatives.

EPA's support of local FFSHCs is most noteworthy. The Agency's management and professional staff have provided their expertise and knowledge in multiple areas of concern, and in various levels of participation, including holding council offices, and disseminating information to council members.

Agency's Self-inspection of Safety and Health Management System

Federal agencies reported involvement in a variety of inspection activities, including internal and external inspections; and various responses to the inspection process, including immediate correction, working with GSA and other public and private sector entities to abate the hazards, settlement negotiations with OSHA, and updating policy and procedural guidance. Some agencies, including the Departments of Health and Human Services, and Justice, and the U.S. International Trade Commission, indicated that they encouraged employee and contractor

participation in the inspection process. A preliminary review of the data reported by federal agencies in the requested self-evaluation of their SHMSs indicates that this number may be much higher than overtly reported. While 85 agencies (~87 percent of reporting agencies) indicate conducting some sort of self-inspection activities, 92 agencies (~94 percent of reporting agencies) indicated that there is an effective process to involve agency employees in the resolution of safety and health issues. (Please refer to SECTION 1 – OSHA ACTIVITIES, for an analysis of agencies' evaluation of their SHMSs.)

Training of Federal Employees (including Overseas)

The legislative provisions of the Act, E.O. 12196, and 29 CFR §1960 that require agencies to provide safe and healthful workplaces have no geographical limits. According to agency reports, more than 75,000 government employees worked outside the boundaries of the United States in CY 2014, with the majority identified by the Departments of Defense (DoD) and State. This is approximately a 47 percent *decrease* from the previous reporting period. Of those that reported on this item, agencies reported that they extend their OSH training programs and coverage to include their overseas federal civilian employees. Multiple agencies indicated the presence of a federal civilian overseas workforce, but did not disclose the approximate numbers of these employees serving in overseas locations. In addition, several independent agencies reported that they rely totally on either DoD or State OSH programs to provide coverage for their overseas-deployed employees. At a minimum, these agencies reportedly may provide pre-deployment preparations for their employees, which may include prophylactic immunizations, training, and other pre-travel information.

As in previous annual summary reports, several agencies also reported on agency support of their stateside employees, noting a range of employee support activities for OSH-related activities. Some reported that employee training was largely based on job responsibilities. Some also reported making special efforts to ensure that collateral duty OSH personnel received the appropriate training. In addition, several agencies reported that employees were encouraged to seek professional OSH certification and participate in professional OSH organizations. Agencies also provided support by maintaining OSH websites, distributing OSH awards, publishing OSH newsletters, and encouraging participation in FFSHCs. Many agencies reported that they also supported employees' safety and health through encouraging healthy lifestyles by providing on-site fitness centers; subsidizing gym memberships; sponsoring health fairs; and offering a variety of health-related services, such as health-screenings and physical examinations.

Whistleblower Protection Programs

The OSHA Directorate of Whistleblower Protection Programs enforces the whistleblower provisions of more than 20 whistleblower statutes protecting employees who report violations of various workplace safety, airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, health insurance reform, motor vehicle safety, nuclear, pipeline, public transportation agency, railroad, maritime, and securities laws. One statute is specific to federal agencies; 29 CFR §1960, Subpart G requires federal agencies to ensure that employees are not subjected to reprisal or other forms of restraint for filing a report of unsafe or unhealthy working conditions. In an effort to assess agencies' whistleblower protection programs, OSHA requested that agencies provide information on improvement to their whistleblower protection programs, any federal employee allegations of reprisal, and the actions taken in response to the

allegations. Most agencies indicated awareness of provisions of the *Whistleblower Protection Act*, Title 5, U.S.C. § 2302(c), and reported having functional protection programs. The Access Board reported that it does not have such a program. The Inter-American Foundation indicated minimal progress in establishing its program.

No agency reported cases of allegation of reprisal that occurred during the reporting period. Forty-seven of the reporting agencies indicated no programmatic changes occurred during the reporting period. The Smithsonian Institution reported an employee complaint about a series of safety and personnel violations that did not result in allegations of reprisal.

PRODUCT SAFETY

Newly added to the CY 2014 information request to federal agencies, OSHA requested that federal agencies describe their compliance with the provisions of 29 CFR 1960.34, specifically addressing how the agency ensures that the products and services that it procures comply with the product safety requirements of the standard, including the use of safety data sheets (SDSs) (aka material safety data sheets - MSDSs), and responding to product recalls. Of the 98 responding agencies, 46 reported compliance with the standard; 20 indicated that such a program does not exist within their respective agencies; and the remaining agencies did not respond to this item.

The majority of agencies, even those that responded, deferred their programs to GSA. Several agencies, including the Departments of Health and Human Services, Justice, Labor, and the Treasury, and the National Labor Relations Board highlighted specific aspects of their programs. The EPA product safety program is noteworthy, indicating that 89 percent of its operating locations are in compliance with the standard.

ACCOMPLISHMENTS

Federal agencies continue to make strides in providing a safe and healthy work environment for the federal worker. Agencies reported on a broad range of improvements, from revising OSH programs, procedures, and manuals, to developing training programs and inspecting their facilities and establishments. As in previous years, agencies reported adding risk assessments to their safety policies, incorporating safety considerations into their building plans for new facilities, and including safety in management performance criteria. A few agencies indicated that they are in the infancy stages of developing SHMSs. In addition, several agencies reported encouraging employees to become certified in first aid, cardiopulmonary resuscitation, and the use of automatic external defibrillators. Although federal agencies reported that multiple fatalities occurred in CY 2014, these same agencies reported instituting a multitude of corrective actions to preclude similar future occurrences. Agencies reported implementing policy changes, developing new and improving upon existing training protocols, and performing safety audits, to mention a few of these improvements.

CY 2015 Goals

There were no significant changes regarding agencies proposed OSH goals for CY 2015 from previous reporting periods. Most agency goals were broad-based in scope incorporating various strategies to improve the effectiveness of specific OSH programs, such as motor vehicle safety, and the efficiency of their SHMSs. Agencies reported on plans to reduce the incidence of work-related illnesses and injuries, to participate in the POWER successor program, and incorporate more extensive analyses of OSH-related information from reports on incidents and near-misses. The specificity of these action plans was lackluster. A few agencies reported an interest in pursuing varying levels of participation in OSHA's Voluntary Protection Programs, and FFSHCs; abate specific physical, chemical, and environmental workplace hazards; and expand OSH training and employee participation in OSH program development and evaluation.

Agencies Failing to Submit Annual Reports

OSHA did not receive reports from the American Battle Monuments Commission,[3] and the U.S. Office of Special Counsel,[4] for inclusion in the CY 2014 Report.

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[3] Please note that the American Battle Monuments Commission has failed to submit an agency report for the past three consecutive years (FY 2012 through CY 2014, inclusive).

[4] Please note that the U.S. Office of Special Counsel has failed to submit an agency report for the past two consecutive years (CYs 2013 and 2014).

Secretary of labor's Report Calendar Year 2014

Section 1 - OSHA Activities

This section provides information about OSHA activities concerning enforcement, oversight, and compliance assistance; including a summary of the Presidential Initiative - *Protecting Our Workers and Ensuring Reemployment*, significant/novel enforcement cases involving federal agencies, and agencies' reporting of self-evaluations using components of an integrated safety and health evaluation tool. This section also contains information on recordkeeping, and a summary of agency reports on fatalities and catastrophic events, along with a brief description of FEDWEEK - a training opportunity provided by OSHA for federal OSH personnel, and the federal agency safety and health roundtable – a newly created federal OSH information exchange forum.

Enforcement

Inspections

29 CFR §1960 provides for OSHA inspections of federal agencies, which are similar to those conducted within the private sector. OSHA inspections can occur for many reasons, but generally fall into one of two categories: *programmed* or *un-programmed*. Programmed worksite inspections occur as the result of OSHA's emphasis on a particular safety or health issue, such as sites reporting injury and illness statistics that exceed industry averages, or sites associated with particular hazards, or adverse health outcomes, such as amputations. Un-programmed inspections occur for other reasons, such as when OSHA receives an employee complaint or notification of serious hazards.

OSHA further categorizes its inspections as either a *safety*, or a *health* inspection. Safety inspections may focus on workplace issues, such as egress, electrical safety, machine guarding, or proper confined space procedures. Health inspections may include worker exposures to specific chemicals or noise, ergonomic issues, or proper protection from an infectious disease agent.

During an inspection, if OSHA determines that safety and/or health hazards exist, OSHA may document those violations of its standards. In the private sector, OSHA issues citations, often with monetary penalties, for violations. However, for federal agencies, OSHA issues *Notices of Unsafe or Unhealthful Working Conditions* (Notices), which carry no monetary penalties. For either sector, the "cited" employer may appeal the citation/Notice.

There are different types of violations, depending on the severity of the hazard or the employer's response to the condition, including:

- *De Minimis*: Violations that have no direct or immediate relationship to safety or health, and do not result in citations.

- *Other-Than-Serious*: The hazard cannot reasonably be predicted to cause death or serious physical harm to exposed employees, but does have a direct and immediate relationship to their safety and health.

- *Serious*: The hazard could cause injury or illness that would most likely result in death or serious physical harm to the employee(s).

- *Willfull*: A willful violation exists under the Act where an employer has demonstrated either an intentional disregard for the requirements of the Act or a plain indifference to employee safety and health.

- *Repeat*: An employer may be cited for a repeated violation if that employer has been cited previously for the same or a substantially similar condition or hazard and the Notice has become a final order.

- *Failure-To-Abate*: The employer has not corrected a violation for which OSHA has issued a Notice, and the abatement date has passed or is covered under a settlement agreement. A *failure-to-abate* also exists when the employer has not complied with interim measures involved in a long-term abatement within the given timeframe.

OSHA Inspection Activity

During CY 2014, OSHA conducted 496 programmed inspections, and 332 un-programmed inspections of federal worksites, with an average of 3.59 violations per programmed inspection, and 3.48 violations per un-programmed inspection. According to data obtained through the OSHA Information System, of these inspections, 441 (~89 percent) were categorized as 'not in compliance'; and 3.54 violations were issued per inspection. Overall, OSHA discovered 702 violations including: 3 *Willful*, 476 *Serious*, 135 *Repeat*, and 88 *Other-Than-Serious* violations.

In CY 2014, OSHA's National Office continued the *Federal Agency Targeting Inspection Program* (FEDTARG), which is an inspection program targeting federal worksites. OSHA uses the previous fiscal year's OWCP data to identify federal establishments with the highest number of lost-time cases.

In addition, OSHA inspected federal agencies under a variety of national and local emphasis programs (NEPs/LEPs) that targeted specific hazards, such as lead, falls, powered industrial vehicles, energized equipment; and specific injuries, such as amputations; or industries, such as manufacturing or maritime.

By way of comparison, in 2013 OSHA conducted 645 inspections, and discovered an average of 3.75 violations per inspection, a *slight increase* from FY 2012's average of 3.56 violations per inspection. Overall, for the 2013 reporting period, OSHA discovered 442 violations, including: 3 *Willful*, 714 *Serious*, 101 *Repeat*, and 117 *Other-Than-Serious* violations. In the 2012 reporting period, OSHA discovered 442 violations, including: 1 *Willful*, 265 *Serious*, 58 *Repeat*, and 118 *Other-Than-Serious* violations.

Table 1. *OSHA Federal Agency Programmed, Un-programmed Inspection Activity*[*]*, FY 2012 through CY 2014.*

	CY 2014	FY 2013	FY 2012
Programmed Inspections	496	645	598
Percent in Compliance	11	11	17
Average Number of Violations	3.59	3.75	3.56
Serious Violations	476	265	276
Average Number Serious Violations	0.96	0.57	0.46
Unprogrammed Inspections	332	304	270
Percent in Compliance	47	22	56
Avg. No. of Violations	3.48	3.38	3.53
Serious Violations	314	395	248
Average Number Serious Violations	0.95	1.30	0.92

* Please note the switch to Calendar Year tracking in 2014. For this reason, there is no concrete analysis or comparison with earlier years; all analyses are tentative.

Further comparison of the data extracted from the OSHA federal agency inspection activity database illustrates the following trends: 1) a *decrease in programmed inspection activity* with a *steady* in-compliance rate and average numbers of violations; and, 2) an *increase in serious violations* identified under programmed inspection activities for the three year period. These trends suggest that federal agencies have improved the levels of occupational safety and health within their establishments.

The abovementioned trends include several contributing factors. Recall that programmed inspections of federal establishments are based on an analysis of the previous year's lost time case data reported through OWCP, with absolute cut-offs for various levels of injuries. A reduced number of programmed inspections may result when fewer establishments qualify for inspection due to their lower injury and illness rates. The flat or decreasing levels of 'in-compliance inspections' and 'average violations' implicates the accuracy of the targeting of establishments with higher injury and illness rates. Similarly, the higher numbers of serious violations implies increasing accuracy of the targeting system. In addition, the flat or decreasing levels of average violations could indicate that, while more federal employees were reporting OSH concerns and/or followed-up by regulatory agencies – including OSHA, the relative risks in federal workplaces remained fairly constant. These further support the suggestion that federal agencies have improved the levels of occupational safety and health within their establishments.

Previously, OSHA began a campaign to encourage the private sector's 'workers voice' in identifying workplace hazards. The campaign focused on informing civilian workers of their OSH-related rights, and providing guidance on seeking redress if the employer failed to abate the hazard even after notification. This effort seemed to increase complaint-based inspections within the private sector, and spilled over into the public sector, including federal agencies. Even though minor fluctuations in the "in-compliance" rate and serious violations may be seen over the three-year period, it does not support the conclusion that a significant trend exists.

Significant/Novel Cases

OSHA defines *significant cases* as those inspections having penalties over $100,000, or cases involving novel enforcement issues, such as: workplace violence; ergonomics; heat stress; federal agency cases that would receive a press release; and some general duty clause cases, regardless of penalty amount. While, by law, OSHA cannot assess penalties against federal agencies, it can determine the *significance* of a federal agency inspection by comparing the violations to the penalties that would be assessed to a "similar" private sector employer.

In CY 2014, OSHA issued a total of nine federal significant case reports. These cases involved the Departments of Agriculture-Forest Service (one case), Defense-U.S. Air Force (three cases), Homeland Security-U.S. Coast Guard (novel case), Interior (two cases-including one novel case), Justice- Federal Bureau of Prisons (novel case), and Veterans Affairs-Veterans Health Administration (VHA; novel case) (Please refer to Table 2, for specific information on the

Table 2. *Summary of OSHA Significant Cases Involving Federal Agencies.*

Department/Agency	Inspection Type	Program	Type of Violations
Interior – Gatlinburg, Tennessee	Complaint	Not Applicable	Serious: 1 Repeat: 11 Other-Than-Serious: 2
Interior – National Park Service – Death Valley National Park	Heat Stress	Heat Stress, Novel	Serious: 6
USDA – Forest Service Deschutes National Forest	Planned Programmed	FEDSAFE	Serious: 6 Repeat: 12 Other-Than-Serious: 6
DoD – U.S. Air Force Joint Base Elmendorf-Richardson AFB– Anchorage, Alaska	Follow Up	Follow Up	FTA Serious: 3 Other-Than-Serious: 2

Department/Agency	Inspection Type	Program	Type of Violations
DoD – U.S. Air Force Beale AFB	Planned Programmed	LEP, Amputation	FTA Serious: 1 FTA Repeat-Serious: 2 FTA Repeat-Other-Than-Serious: 1
DoD – U.S. Air Force Travis AFB	Planned Programmed	LEP, Amputation/Forklift	Serious: 1 Other-Than-Serious: 1 Repeat-Other-Than-Serious: 2 Repeat-Serious: 2
DHS – Coast Guard	Complaint	Complaint, Novel	Serious: 1
Justice – Bureau of Prisons	Complaint	Complaint, Novel	Serious: 7 Other: 1
Veterans Affairs - Aleda E. Lutz VHA Medical Center	Planned Programmed	LEP, Novel	Serious: 5 Repeat: 1 Other-Than-Serious: 1

significant cases involving federal agencies.). None of the involved federal agencies appealed the case(s). As with all inspections, OSHA worked with these agencies to ensure that they both abated the hazards and made the necessary improvements to their SHMSs.

OVERSIGHT

Presidential Initiative - POWER

The Presidential Initiative - Protecting Our Workers and Ensuring Reemployment is a more challenging government-wide effort that succeeded the six-year Safety, Health, and Return-to-Employment (SHARE) Initiative that ended in FY 2009. The POWER Initiative expanded on SHARE by revising its four goals in order to set more challenging performance targets, thereby establishing FY 2009 as the baseline for the Initiative. It also introduced three performance measures that focus on improving the analysis of lost time injury and illness data, increasing the

timely submission of wage-loss claims, and enhancing agencies' efforts to return injured employees to work as soon as possible.

The POWER Initiative was established in 2010 to challenge federal Executive Branch agencies to improve their safety, health, and injury case management programs through eight goals: 1) reduce total injury and illness case rates; 2) reduce lost time injury and illness case rates; 3) analyze lost time injury and illness data; 4) increase timely filing of injury and illness notices; 5) increase timely filing of wage loss claims; 6) reduce lost production days; and 7) increase return-to-work outcomes for those federal employees who sustain serious workplace injuries. Goal 8, initiated in 2012, tracks whether an agency has established a method for its employees to electronically submit OWCP's workers' compensation claim forms.

The Department of Labor leads the POWER Initiative to help ensure federal employees are provided with safe and healthy work environments, as well as the support they need after experiencing a serious work-related injury or illness. OSHA tracks the first three goals; OWCP tracks the remaining five goals[5].

Each year, tens of thousands of federal employees file claims for workers' compensation benefits due to workplace injuries or illness. In FY 2014, federal employees (excluding those employed by the USPS) filed more than 63,800 injury notices. Although the vast majority of claimants often return-to-work following only a brief disruption in employment, thousands take longer to recover, and may remain on workers' compensation rolls for months, years, or in some cases permanently. While the number of reported injuries has continued to decline in the Federal Government over the past several years, compensation for lost wages and medical benefits still represents a significant cost to the American taxpayer. In CBY 2014 alone, total costs were approximately $1.4 billion (excluding the USPS).

FY 2014, the final year of the POWER Initiative, was a partial success. The Government as a whole (less the USPS) met three out of the six measurable goals. One Executive Branch agency, the Department of Housing and Urban Development, met all of its measurable goals.

Goal 1 directs agencies to reduce their total injury and illness case rates. In this fourth year of the POWER Initiative, the Government as a whole (less the USPS) exceeded this goal. The FY 2014 performance target was for agencies to have no more than 2.48 total injury and illness cases per 100 employees; government-wide, the total case rate was 2.42, representing a 25 percent *decrease* over the rate of 3.22 in the FY 2009 baseline year. In FY 2014, 14 of the 18 Executive Branch Departments met their goals. Among the remaining 44 independent agencies that are tracking Goal 1, 29 met the goal, seven fell short, and eight had no measurable data.

Goal 2 directs agencies to reduce their lost time case rates. In this fourth year of the POWER Initiative, the Government as a whole (less the USPS) failed to meet this goal. The FY 2014 performance target was for agencies to have no more than 1.19 lost time cases per 100 employees; Government-wide, the lost time case rate was 1.20, representing a 19 percent decrease over the rate of 1.48 in the FY 2009 baseline year. Twelve of the 18 Executive Branch

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[5] OSHA only tracks Executive Branch Departments and agencies; OWCP tracks all federal agencies.

departments met their goals. Among the remaining 44 independent agencies that are tracking Goal 2, 29 agencies met their performance targets, three failed to do so, and 12 agencies had no measurable data.

Goal 3 requires agencies with a lost time case rate above the national average to analyze their injury and illness data, and report to OSHA on the steps they are taking to mitigate the most common hazards. Although results of their analyses are reportable to OSHA through their annual reports, agencies did not report specific strategies to mitigate hazards as required by this goal. (Please refer to Tables 3a and 3b for those agencies, identified by the red triangular symbol ▲, that did not achieve their respective LTCR goals.) Even so, agencies reported on general mitigation strategies, including incident analysis methodologies; integrating OSH-related considerations into agency operations, and tracking near misses. Agencies stressed the importance of self-inspection, both internal and external, in identifying hazards, and analyzing and controlling trends.

Goal 4 concerns the timely filing of initial injury and illness claim forms. Agencies are expected to increase their timely filing by 3 percent per year (with the goal capped at 95 percent) above the baseline or meet the minimum threshold of 80 percent for FY 2014. Government-wide (less the USPS), these claims were timely filed 88.76 percent of the time, which represents an *increase* of 11 percent over the baseline of 80.1 percent, but which fell short of the performance target of 90.38 percent. Among the 18 Executive Branch departments, only seven met this goal. Of the 11 that failed, two did not meet the minimum threshold, and the remaining nine failed to increase timely filing by 3 percent per year above the baseline year. Seven of the Legislative Branch agencies met their performance targets. One of the remaining two agencies failed to meet the minimum threshold of 80 percent, and one failed to increase timely filing by 3 percent per year above the baseline year. Two of the three Judicial Branch agencies met their targets, and one had no measurable data. Of the 44 independent agencies, seven had no claims filed during FY 2014, 19 met their goal, and the remaining 19 failed to meet their performance targets. (Fifteen did not meet the minimum threshold, and the other three failed to increase by 3 percent per year above the baseline year.)

Goal 5 asks agencies to meet or exceed minimum timely filing requirements for compensation claims. All Departments and agencies were tasked with increasing the timely filing of these claims by 3 percent per year above the baseline, or meeting a minimum threshold of 70 percent for FY 2014. Government-wide (less the USPS), 82.86 percent of wage loss claims were filed on-time, *surpassing* the goal of 77.95 percent. Of the 18 Executive Branch departments, 12 met or exceeded their targets, and six did not. Two Legislative Branch agencies met their goals, four did not, and three had no claims filed during the fiscal year. One of the Judicial Branch agencies met its target, and two had no wage loss claims filed. Of the 44 independent agencies that were tracked, 14 met their targets for timely filing of wage loss claims, 17 had no wage loss claims filed, and the remaining 13 failed to meet their targets or meet the minimum threshold of 68 percent for the year.

Goal 6 tasked agencies with decreasing the number of lost production days per 100 employees by 1 percent below the baseline year or maintaining a rate of 15 days or less. The Government

as a whole (less the USPS) achieved a lost production day rate of 31.8 days, *exceeding* the target of 34.4 days. Among the 18 Executive Branch departments, 13 met or exceeded their targets. Seven Legislative Branch agencies met lost production day targets, while two did not. Two Judicial Branch agencies met their targets, and one had no measurable data. Of the 44 independent agencies being tracked for Goal 6, 30 met their lost production day targets, six failed to do so, and eight had no measurable data.

Goal 7 tasked the 14 agencies with the largest, statistically significant, numbers of serious injuries with increasing the return-to-work outcomes in these cases. These agencies are: the Departments of Agriculture, Air Force, Army, Defense, Health and Human Services, Homeland Security, the Interior, Justice, Labor, the Navy, Transportation, the Treasury, and Veterans Affairs; and the Social Security Administration. Collectively, these agencies were to increase the return-to-work of their seriously injured employees to 95 percent. For FY 2014, their actual percentage return-to-work was 90.73 percent. One agency, the Department of Labor, met its return-to-work target.

Goal 7 also serves to support E.O. 13548: *Increasing Federal Employment of Individuals with Disabilities*. As noted in section 3(b) of the E.O.,

> *Agencies shall make special efforts, to the extent permitted by law, to ensure the retention of those who are injured on the job. Agencies shall work to improve, expand, and increase successful return-to-work outcomes for those of their employees who sustain work-related injuries and illnesses, as defined under the Federal Employees' Compensation Act (FECA), by increasing the availability of job accommodations and light or limited duty jobs, removing disincentives for FECA claimants to return-to-work, and taking other appropriate measures. The Secretary of Labor, in consultation with the Director of the Office of Personnel Management, shall pursue innovative re-employment strategies and develop policies, procedures, and structures that foster improved return-to- work outcomes, including by pursuing overall reform of the FECA system. The Secretary of Labor shall also propose specific outcome measures and targets by which each agency's progress in carrying out return-to-work and FECA claims processing efforts can be assessed.*

In support of POWER Goal 7 and E.O. 13548, the OWCP established the POWER Return-to-Work Council to serve as a forum for: discussing and exchanging best practices in the area of return-to-work; reviewing the results of analytical studies on return-to-work and promoting the sharing and implementation of identified best practices; forming a bridge between the workers' compensation and disability hiring personnel; and establishing a continuity of practice for the sharing of information, ideas, and experiences. The Council comprises representatives of the 14 agencies subject to POWER Goal 7, as well as representatives from DOL's OWCP, Office of Disability Employment Policy; OSHA; DoD's Computer/Electronic Accommodations Program; and OPM. The Council continued to hold quarterly meetings during FY 2014, during which members shared their experiences and best practices toward promoting the importance of return-to-work in the federal community.

Goal 8 of the POWER Initiative tracks whether an agency has established a method for its employees to electronically submit workers' compensation forms, specifically the CA-1, CA-2 and CA-7. Of the 18 Executive Branch agencies, 17 were reportedly in compliance with this requirement. Among the 44 independent agencies tracked by the POWER Initiative, 21 agencies have established electronic filing capability.

During FY 2014 the POWER Initiative continued to provide a framework that focuses agencies' attention and resources on improving their safety, injury management, and return-to-work programs. As the performance results in this narrative illustrate, while the Federal Government as a whole (less the USPS) achieved success in these areas during the first two years of the Initiative, in the final two years, it has experienced some difficulty in sustaining improvement and achieving targets. Moving forward, it is apparent that further improvement is needed, notably in the areas of timely filing of injury/illness claims, and return-to-work. OWCP's focus on the importance of electronic filing and monitoring of agency progress is expected to produce further improvement in timely filing performance. Continuing partnership and collaboration between OWCP and federal agencies to emphasize the importance of return-to-work should foster further improvement toward achieving an improved outcome for this measure moving forward.

CONTROLLING TRENDS

Last year, OSHA requested a limited assessment of whether agencies met their POWER goals. However, this year agencies were asked to summarize whether or not they met their POWER goals. Although some agencies complied with this request, responses were largely inconsistent.

Table 3a. *POWER Goals 1 and 2, Lost Time Case Rates, Total Case Rates for Departments and Large Independent Agencies.*

● Green = Met Goal ▲ Red = Did Not Meet Goal

Total Case Rates					Lost Time Case Rates			
Agency	**FY2009 TCR Baseline**	**FY2014 TCR Target**	**Final TCR**		**FY2009 LTC Baseline**	**FY2014 LTC Target**	**Final LTCR**	
All Government, less USPS	3.22	2.48	2.42	●	1.48	1.19	1.20	▲
Department of Agriculture	5.50	4.67	4.07	●	1.85	1.57	1.93	▲
Department of Commerce	2.36	1.00	0.80	●	1.03	1.00	0.38	●
Department of Defense (including Air Force, Army, Navy/Marines)	2.76	2.06	2.10	▲	1.48	1.10	1.15	▲
Department of the Air Force	2.73	1.77	1.71	●	1.49	1.10	1.05	●
Department of the Army	3.02	2.23	2.38	▲	1.56	1.12	1.23	▲
Department of the Navy	2.77	2.11	2.12	▲	1.44	1.06	1.11	▲
Department of Education	1.00	1.00	0.41	●	0.63	1.00	0.32	●
Department of Energy	1.66	1.40	1.45	▲	0.67	1.00	0.75	●
Department of Health and Human Services	1.43	1.00	0.79	●	0.73	0.52	0.48	●

Total Case Rates					Lost Time Case Rates			
Agency	FY2009 TCR Baseline	FY2014 TCR Target	Final TCR		FY2009 LTC Baseline	FY2014 LTC Target	Final LTCR	
Department of Homeland Security	6.79	5.42	5.36	🟢	2.48	2.11	2.34	🔺
Department of Housing and Urban Development	0.77	1.00	0.99	🟢	0.41	1.00	0.43	🟢
Department of Interior	6.03	5.13	5.08	🟢	2.08	1.67	1.67	🟢
Department of Justice	4.14	3.52	3.37	🟢	2.35	2.00	2.01	🔺
Department of Labor	1.99	1.67	1.67	🟢	0.87	1.00	0.76	🟢
Department of State	1.02	1.00	0.46	🟢	0.52	1.00	0.26	🟢
Department of Transportation	1.64	1.45	1.35	🟢	0.98	1.00	0.77	🟢
Department of Treasury	1.22	1.00	0.83	🟢	0.73	1.00	0.51	🟢
Department of Veterans Affairs	3.7	3.02	2.93	🟢	1.71	1.42	1.36	🟢

Under Goal 1, agencies are called upon to reduce their TCR by 4 percent per year below the FY 2009 baseline if the rate is at or above the national target of 3.22; or by 1 percent per year if the TCR is below the national average. Under Goal 2, agencies are called upon to reduce their LTCR by 4 percent per year below the FY 2009 baseline if the rate is at or above the national target of 1.48; or by 1 percent per year if the LTCR is below the national average. No further reductions are required if an agency has a rate of 1 or less per year for goals 1 and 2. (Please refer to Tables 3a and 3b for details regarding POWER Goals 1 and 2, TCR and LTCR for departments and large independent agencies, and small independent agencies, respectively.)

Table 3b. *POWER Goal 2, Lost Time Case Rates, Total Case Rates for Small Independent Agencies.*

🟢   Green = Met Goal   🔺   Red = Did Not Meet Goal

Total Case Rates					Lost Time Case Rates			
Agency	FY2009 TCR Baseline	FY2014 TCR Target	Final TCR		FY2009 LTC Baseline	FY2014 LTC Target	Final LTCR	
Agency for International Development	0.87	1.00	0.68	🟢	0.4	1.00	0.36	🟢
Armed Forces Retirement Home	9.03	7.67	5.28	🟢	6.5	3.52	3.52	🟢
Commission on Civil Rights	2.27	1.00	0.00	🟢	0	1.00	0.00	🟢
Consumer Product Safety Commission	0.92	1.00	0.96	🟢	0.92	1.00	0.38	🟢
Corporation. for National and Community Service	0.52	1.00	0.16	🟢	0.17	1.00	0.16	🟢
Environmental Protection Agency	0.62	1.00	0.53	🟢	0.29	1.00	0.34	🟢
Equal Employment Opportunity Commission	1.05	1.01	0.99	🟢	0.32	1.00	0.41	🟢
Federal Communication Commission	0.22	1.00	0.17	🟢	0.22	1.00	0.12	🟢
Federal Deposit Insurance Corporation	0.6	1.00	0.44	🟢	0.39	1.00	0.35	🟢

Agency	FY2009 TCR Baseline	FY2014 TCR Target	Final TCR		FY2009 LTC Baseline	FY2014 LTC Target	Final LTCR	
Federal Election Commission	0.28	1.00	0.00	🟢	0.28	1.00	0.00	🟢
Federal Energy Regulatory Commission	NA			NA	NA			NA
Federal Maritime Commission	1.69	1.00	0.00	🟢	1.69	1.00	0.00	🟢
Federal Mediation and Conciliation Services	1.21	1.00	0.00	🟢	0	1.00	0.00	🟢
Federal Reserve - Board of Governors	1.28	1.23	0.96	🟢	1.23	1.00	0.96	🟢
Federal Trade Commission	0.09	1.00	0.71	🟢	0.09	1.00	0.35	🟢
General Services Administration	1.06	1.00	0.68	🟢	0.69	1.00	0.44	🟢
Holocaust Memorial Council	3.66	2.78	1.17	🟢	3.14	1.00	1.17	🔺
International Boundary and Water Commission	9.52	7.46	6.67	🟢	7.14	4.33	2.92	🟢
International Broadcasting Bureau	0.87	1.00	0.45	🟢	0.66	1.00	0.28	🟢
International Trade Commission	0.54	1.00	0.25	🟢	0.27	1.00	0.25	🟢
J.F. Kennedy Center for the Performing Arts	2.13	2.05	4.08	🔺	0	1.00	0.00	🟢
Merit Systems Protection Board	1.86	1.00	0.00	🟢	0	1.00	0.00	🟢
National Aeronautics and Space Administration	0.48	1.00	0.24	🟢	0.17	1.00	0.12	🟢
National Archives and Records Administration.	4.51	1.96	2.30	🔺	2.27	1.72	2.17	🔺
National Credit Union Administration	0.74	1.00	0.40	🟢	0.53	1.00	0.16	🟢
National Endowment for the Arts	1.2	0.62	0.00	🟢	0.60	1.00	0.00	🟢
National Endowment for the Humanities	1.88	1.00	0.00	🟢	1.88	1.19	0.00	🟢
National Gallery of Art	2.97	2.77	2.61	🟢	1.85	1.00	0.62	🟢
National Labor Relations Board	0.74	1.00	0.38	🟢	0.31	1.00	0.19	🟢
National Science Foundation	0.5	1.00	0.68	🟢	0.43	1.00	0.27	🟢
National Transportation Safety Board	0.75	1.00	0.49	🟢	0.75	1.00	0.00	🟢
Nuclear Regulatory Commission	0.51	1.00	0.57	🟢	0.34	1.00	0.23	🟢
Office of Personnel Management	1.18	0.98	0.95	🟢	0.59	1.00	0.56	🟢
Peace Corps	0	1.00	0.19	🟢	0	1.00	0.09	🟢
Pension Benefit Guarantee Corporation	0.44	1.00	0.10	🟢	0.33	0.00	0.00	🟢
Presidio Trust	4.55	3.86	6.94	🔺	3.94	3.35	3.15	🟢
Railroad Retirement Board	0.63	1.00	0.11	🟢	0.52	0.32	0.00	🟢
Securities and Exchange Commission	0.14	1.00	0.09	🟢	0.08	0.12	0.07	🟢
Selective Service System	2.14	0.64	0.66	🔺	2.14	0.64	0.66	🟢
Small Business Administration	1.27	1.23	0.42	🟢	0.49	0.63	0.27	🟢
Smithsonian Institution	2.49	2.39	3.67	🔺	1.21	1.09	1.99	🔺
Social Security Administration	1.27	1.15	1.09	🟢	0.82	0.73	0.73	🟢
Tennessee Valley Authority	2.18	1.61	1.53	🟢	0.20	0.13	0.20	🟢

Federal Advisory Council on Occupational Safety and Health

The Federal Advisory Council on Occupational Safety and Health (FACOSH) is an advisory council to the Secretary of Labor on occupational safety and health matters focusing on federal agencies. The Assistant Secretary of Labor for Occupational Safety and Health chairs the Council, which consists of 16 members: half represent federal agency management, and half are representatives from labor organizations having OSH responsibilities in their organizations. DOL's Office of the Solicitor-OSH Division provides counsel to the Council. Five special agency liaisons from various federal agencies provide consultative support to FACOSH.

FACOSH met once during the reporting period on November 6, 2014. The Council received updates from its Emerging Issues Subcommittee[6] – Field Federal Safety and Health Councils (FFSHCs); and on the POWER Initiative, and Whistleblower Protection Programs. It also received an informational briefing on Ebola Hemorrhagic Fever. There were no motions considered by FACOSH at this meeting.

The certified minutes for the November 2014 meeting are available on the OSHA page at: http://www.osha.gov/dep/facosh/facosh_11062014_mtgmnts.pdf.

FFSHC Subcommittee. During the reporting period, the Subcommittee developed and administered a survey to OSHA Federal Agency Program Officers and the FFSHCs' executive council members, to get a better perspective on council issues/matters. The Subcommittee met twice during the reporting period to begin analysis of the survey data, discuss recommendations, and develop the annual activity report to FACOSH.
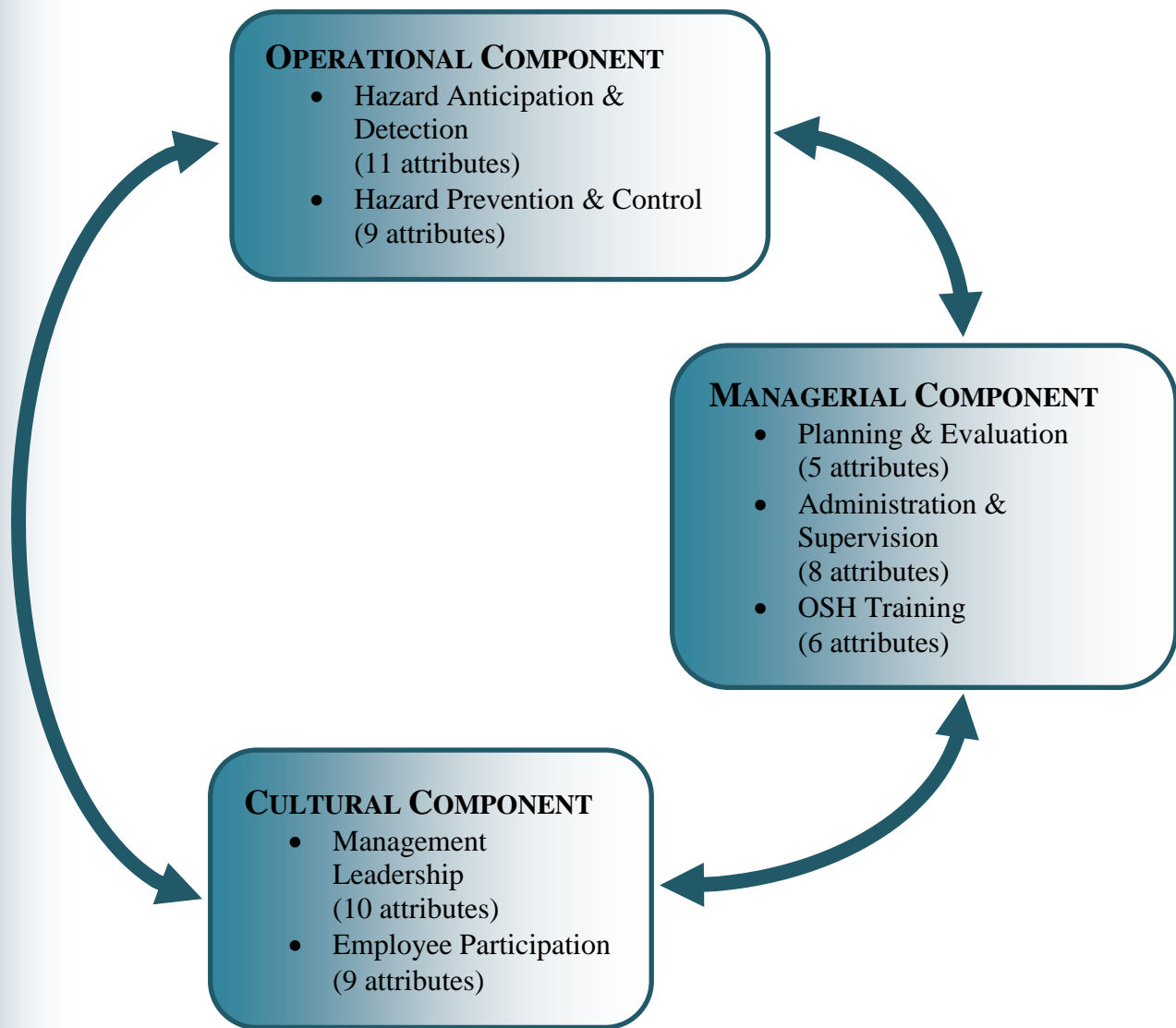
Evaluations

Section 1-401(h) of E.O. 12196 requires the Secretary of Labor to, "*evaluate the occupational safety and health programs of agencies and promptly submit reports to the agency heads*." While the E.O. establishes OSHA's responsibility for evaluating federal agencies, 29 CFR §1960.79 expands the evaluation responsibilities to the federal agencies themselves. In addition, 29 CFR §1960.80 develops OSHA's responsibilities for conducting evaluations. Accordingly, both the OSHA evaluations and the agencies' self-evaluations should focus on an assessment of agencies' OSH program elements, vis-a-vis, the safety and health management system.

In an effort to find a consistent and standard evaluation method, OSHA determined that the OSHA Form 33, an extant private sector consultative tool, might be beneficial for both OSHA and federal agencies. The OSHA Form 33, developed in 1984, is a safety and health program assessment tool used to evaluate a private sector employer's safety and health management system. A SHMS integrates OSH attributes into an organizational structure. Therefore, evaluating a SHMS requires a systematic approach to determine whether policies and procedures are appropriately developed and implemented, and regularly monitored and modified to correct any problems and/or adapt to a changing worksite environment. Its relevancy applies to all employers, regardless of size, number of employees, or industrial sector.

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[6] FACOSH tasked the *Training Subcommittee* with evaluating the relevancy of field federal safety and health councils as an adjunct to federal agency safety and health programs. FACOSH further tasked the *Subcommittee* with developing strategies to revitalize the councils. Its deliberations will continue into calendar year 2015 and beyond.

Figure 1. *Components and Subcomponents of a Safety and Health Management System*

OPERATIONAL COMPONENT
- Hazard Anticipation & Detection
  (11 attributes)
- Hazard Prevention & Control
  (9 attributes)

MANAGERIAL COMPONENT
- Planning & Evaluation
  (5 attributes)
- Administration & Supervision
  (8 attributes)
- OSH Training
  (6 attributes)

CULTURAL COMPONENT
- Management Leadership
  (10 attributes)
- Employee Participation
  (9 attributes)

Based on the concept of an organizational safety and health program, the OSHA Form 33 provides for the assessment of the three components of a SHMS—*operational*, *managerial*, and *cultural*—using 58 attributes as metrics for the program's overall effectiveness and integration into the organization. (Please refer to Figures 1 thru 4 for a depiction of the components and attributes of a SHMS that OSHA/agencies evaluated in CY 2014.)

The *Operational Component* measures whether a SHMS has a well-defined and communicated system to identify, correct, and control hazards. The *Managerial Component* assesses whether the SHMS incorporates effective planning, administration, training, management leadership, and supervision to support the prevention or elimination of workplace hazards. Finally, the *Cultural Component* evaluates whether the SHMS has developed an effective safety culture in which

management and labor come together to effectively reduce or eliminate hazards. While the attributes within each of the components are distinct, they are interdependent, cross-feeding into each other.

Figure 2. *Operational Safety and Health Management System Attributes Evaluated in FY 2014*

OPERATIONAL COMPONENT

- HAZARD ANTICIPATION AND DETECTION (5 OF 11 ATTRIBUTES ASSESSED)
  - **A comprehensive, baseline hazard survey has been conducted within the past 5 years.** *The purpose of this attribute is to determine if the agency, through site inspection and analysis, has developed a reasonably complete inventory of the safety and health hazards existing at a certain time, to serve as the basis for subsequent action planning and priority setting.*
  - **Effective safety and health self-inspections are performed regularly.** *The purpose of this attribute is to determine if personnel in the agency are performing effective safety and health inspections on a regular basis.*
  - **Effective surveillance of established hazard controls is conducted.** *The purpose of this attribute is to determine if the agency regularly assesses if previously established safety and health controls are still effective; or if they are either improperly applied, or otherwise inadequate.*
  - **Change analysis is performed whenever a change in facilities, equipment, materials, or processes occurs.** *The purpose of this attribute is to determine if the agency has effective policies and procedures that result in advance detection of potential hazards associated with planned or anticipated changes in the workplace.*
  - **Safety Data Sheets (SDSs) are used to reveal potential hazards associated with chemical products in the workplace.** *The purpose of this attribute is to determine if the agency is effectively utilizing the information contained in the SDSs to detect existing or potential hazards.*

- HAZARD PREVENTION AND CONTROL (4 OF 9 ATTRIBUTES ASSESSED)
  - **Feasible engineering controls are in place.** *The purpose of this attribute is to determine if the agency identifies and employs engineering methods to eliminate or control workplace hazards.*
  - **Effective safety and health rules and work practices are in place.** *The purpose of this attribute is to determine if the agency has established general workplace rules, and specific work practices that prescribe safe and healthful behaviors and task performance methods.*
  - **Applicable OSHA-mandated programs are effectively in place.** *The purpose of this attribute is to determine if the agency has effectively implemented program management requirements in applicable OSHA standards.*
  - **An effective procedure for tracking hazard correction is in place.** *The purpose of this attribute is to determine if the agency monitors timely correction of identified hazards.*

For this year's Report, OSHA selected 30 of the tool's 58 attributes to provide a well-rounded assessment of agencies' OSH programs (nine from the Operational, 11 from the Managerial, and 10 from the Cultural components, respectively; please refer to Figures 2, 3, and 4 for the attributes evaluated in CY 2014) across the three components of a SHMS for the agencies to assess. Five new items (attributes) were added to the self-evaluation tool; one item (attribute) from the FY 2012 evaluation tool was omitted from this year's evaluation tool. (In FYs 2013

and 2012, 25 and 17 attributes were assessed, respectively). Agencies were asked to rate each of these attributes, based on their CY 2014 reporting period experience, and were provided criteria

Figure 3. *Managerial Safety and Health Management System Attributes Evaluated in FY 2014.*

MANAGERIAL COMPONENT

- PLANNING AND EVALUATION (3 OF 5 ATTRIBUTES ASSESSED)
  - o **Hazard incidence data are effectively analyzed.** *The purpose of this attribute is to determine if the agency uses hazard incidence data to set safety and health priorities.*
  - o **An action plan designed to accomplish the organizations safety and health objectives is in place.** *The purpose of this attribute is to determine if the agency has established a plan to achieve its safety and health objectives.*
  - o **A review of the overall safety and health management system is conducted at least annually.** *The purpose of this attribute is to determine if the agency periodically audits the management aspects of its SHMS, identifying progress, and needed changes/improvements.*

- ADMINISTRATION AND SUPERVISION (5 OF 8 ATTRIBUTES ASSESSED)
  - o **Safety and health program tasks are each specifically assigned to a person or position for performance or coordination.** *The purpose of this attribute is to determine if the essential OSH responsibilities are identified and assigned to appropriate personnel.*
  - o **Individuals with assigned safety and health responsibilities have the necessary knowledge, skills, and timely information to perform their duties.** *The purpose of this attribute is to determine if the agency's personnel have the understanding, skill and current information needed to effectively perform their OSH responsibilities.*
  - o **Individuals with assigned safety and health responsibilities have the authority to perform their duties.** *The purpose of this attribute is to determine if the agency's personnel have adequate authority to perform their safety and health responsibilities effectively.*
  - o **Individuals with assigned safety and health responsibilities have the resources to perform their duties.** *The purpose of this attribute is to determine if the agency's personnel have the necessary resources to perform their safety and health responsibilities effectively.*
  - o **Organizational policies promote the performance of safety and health responsibilities.** *The purpose of this attribute is to determine if the agency's personnel are provided positive incentive for performance of their safety and health responsibilities.*

- SAFETY AND HEALTH TRAINING (3 OF 6 ATTRIBUTES ASSESSED)
  - o **Employees receive appropriate safety and health training (including those overseas).** *The purpose of this attribute is to determine if the agency's personnel are provided appropriate training to perform their assigned safety and health responsibilities.*
  - o **New employees' orientation includes applicable safety and health information.** *The purpose of this attribute is to determine if the agency provides appropriate education and training in safety and health protection for new employees who are assuming new duties.*
  - o **Supervisors receive training that covers the supervisory aspects of their safety and health responsibilities.** *The purpose of this attribute is to determine if the agency provides supervisory training that address their responsibilities and an understanding of hazards.*

for the rating of each attribute. Specifically, agencies were asked to rate each attribute on a "0"indicating the attribute's complete effectiveness and integration into the SHMS without the need for improvement – thereby indicating its 'model' nature. Furthermore, OSHA asked agencies to provide a detailed narrative, with examples to support each self-identified attribute rating.

Figure 4. *Cultural Safety and Health Management System Attributes Evaluated in FY 2014.*

CULTURAL COMPONENT

- MANAGEMENT LEADERSHIP (6 OF 10 ATTRIBUTES ASSESSED)
    o **Top management policy establishes clear priority for safety and health.** *The purpose of this attribute is to determine if the agency has an established policy, emanating from top management, that sets worker safety and health as an organizational priority.*
    o **Top management provides competent safety and health staff support to line managers and supervisors.** *The purpose of this attribute is to determine if the agency provides appropriate staff guidance and assistance to managers and supervisors relative to their safety and health responsibilities.*
    o **Managers delegate the authority necessary for personnel to carry out their assigned safety and health responsibilities effectively.** *The purpose of this attribute is to determine if the agency's managers promote a culture of safety and health and support effective operation of the SHMS by delegating adequate authority for personnel to perform their OSH responsibilities.*
    o **Managers allocate the resources needed to properly support the organization's SHMS.** *The purpose of this attribute is to determine if the agency's managers demonstrate OHS leadership, promote a culture of safety and health in the organization, and support effective operation of the SHMS by allocating needed resources.*
    o **Managers assure that appropriate safety and health training is provided.** *The purpose of this attribute is to determine if the agency's managers demonstrate safety and health leadership, promote a culture of safety and health in the organization, and support effective operation of the safety and health management system by ensuring that appropriate safety and health education and training is provided to workers, supervisors, and managers.*
    o **Top management is involved in the planning and evaluation of safety and health performance.** *The purpose of this attribute is to determine if the agency's top managers personally track performance in safety and health protection to demonstrate visible management leadership.*

- EMPLOYEE PARTICIPATION (4 OF 9 ATTRIBUTES ASSESSED)
    o **There is an effective process to involve employees in safety and health issues.** *The purpose of this attribute is to determine if there is an established organizational process that is known, trusted, and used by employees to provide input regarding safety and health issues.*
    o **Employees are involved in organizational decision-making in regard to the allocation of safety and health resources.** *The purpose of this attribute is to determine if agency employees influence the allocation of resources affecting their safety and health.*
    o **Employees are involved in organizational decision-making in regard to safety and health training.** *The purpose of this attribute is to determine if agency employees influence training decisions affecting their safety and health.*
    o **Employees participate in the evaluation of safety and health performance.** *The purpose of this attribute is to determine if agency employees are actively engaged in reviews and audits of safety and health performance.*

OVERALL ASSESSMENT

For the CY 2014 reporting period, OSHA received responses from 98 out of 100[7] agencies (a 98 percent response rate), evaluating their respective agencies' SHMSs, with a mean overall rating of "2.3." This is an *increase* in the number and percentage of reporting agencies from the FY 2013 reporting period, where 77 out of 98 agencies (~79 percent response rate) reported evaluation data for their respective SHMSs, with a mean overall rating of "2.2." The FY 2012 mean was reported as "2.35."

For CY 2014, 36 out of the 98 responding agencies (~37 percent), provided a "3" rating for the overall assessment of their SHMSs, as compared to 34 out of the 77 responding agencies (~44 percent) in CY 2013, and nine out of 85 responding agencies (~11 percent) in FY 2012. Viewed in the aggregate, between 61 to 92 out of the 98 responding agencies (~62 to ~94 percent) provided a "2," or better rating for the 30 attributes used to rate the three components of a SHMS; thereby representing that their respective SHMSs are effective- to highly-effective, with only minor to little improvements needed. This is in spite of the fact that the CY 2014 overall mean rating showed a diminutive *decrease* from the overall mean ratings reported in the previous two reporting periods. Stated otherwise, federal agencies' SHMSs are 'model' programs that are in compliance with the provisions of 29 CFR §1960.

Of the 98 agencies that provided input into this year's Report, only four (~4 percent) either did not provide a self-evaluation of their SHMSs, or provided a "not-applicable" rating for the overall assessment and respective SHMS's attributes. This is a dramatic decrease from the 15 out of 77 responding agencies (~20 percent) in CY 2013, and the 12 out of 85 responding agencies (~14 percent) in FY 2012 that provided similar ratings for the overall assessment and respective SHMS's attributes.

As noted, an agency's assignment of a "3" rating for its SHMS's overall score is indicative of a 'model' program, with equal ratings expected to be assigned to all of the component's attributes. Such ratings indicate that improvements to the program and its attributes are *minimally* or *nominally* necessary. As identified earlier, 36 agencies provided an overall score of "3" to their SHMSs. However, 32 (~89 percent) of these agencies[8] [compared to 28 out of 34 agencies (~82 percent) in CY 2013] identified that improvements were needed in the three components of their programs, as indicated by self-assessment ratings of less than "3" across 10 to100 percent of the component-attribute spectrum. This phenomenon suggests incongruences between the agency's overall assessment of their SHMSs and the need for improvement *across* the SHMS's component-attribute spectrum. This effect includes those agencies that reported the most effective systems, as indicated by a "3" rating, as well as those that indicated a SHMS, in full or part, was "not applicable" to their situations, or did not report on the status of their SHMSs. (Please refer to Table 4 for the discrete number of responding federal agencies that provided the specified rating for the 30 assessed attributes.)

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[7] Tables 4a, and 4b depict the overall score assigned by federal agencies to the self-evaluation of their respective SHMSs for CY 2014. Those responding agencies, that either did not provide an overall rating of their respective SHMSs, or did not provide documentation that they conducted a self-evaluation, are identified as "NR"(not reported) in the Table. In addition, the two agencies that did not provide an agency report (indicated in the EXECUTIVE SUMMARY) are included in the Table, and their score is indicated as "NR."

[8] Only the Armed Forces Retirement Home, Office of Special Trustee for American Indians, the Social Security Advisory Board, and the U.S. Commission of Fine Arts provided a "3" rating for the overall score and all 30 attributes.

As indicated above, the three components of a SHMS and their related attributes apply to any system, regardless of such agency factors as: size, number of employees, scope of mission, and organizational function. Therefore, it is disconcerting that between nine (~9 percent) to 41 (~42 percent) of reporting agencies indicated that _all_ or part of the 30 SHMSs' attributes were rated as either "not applicable," or were "not-rated" by the respective agencies. This is of concern when individual attributes and their interrelatedness are taken into account, especially the CY 2014 ratings assigned to the operational attributes of _hazard survey_, _surveillance_, _change analysis_, _use of SDSs_, _engineering controls_, and _tracking hazard correction_; and the managerial attributes of the _use of incidence data_, and _action plan_, and the three **Safety/Health Training** subcomponent attributes. Although the attributes of the two subcomponents of the Cultural Component received the greatest number of "2" or higher ratings, multiple agencies seemingly demeaned the value of these attributes by providing a "not applicable" or were "not rated" by the agency. These aspects of a 'safety culture' need to be pervasive in an organization if it is to sustain a safe and healthful working environment. OSHA is working with these agencies to ensure they better understand the applicability of the SHMS for the protection of their workers, and the mitigation of hazards in their work environments.

OPERATIONAL COMPONENT ASSESSMENT

Federal agencies were provided nine attributes, without change from the FY 2013 reporting period, to rate the **operational** component of their SHMSs. Overall, the attributes of the operational component were rated highly, indicated by a "2" or higher rating, with the _self-inspection_, _surveillance_, and the _presence of work rules and practices_, being rated the highest by more federal agencies than in previous reporting periods. Sixty-four agencies (~66 percent of reporting agencies) provided a "3" rating: for the _self-inspection_ attribute for the reporting period, as compared to 41 agencies (~53 percent of reporting agencies) and 41 agencies (~48 percent of reporting agencies) for the CY 2013 and FY 2012 reporting periods, respectively. Fifty agencies (~52 percent of reporting agencies) provided a "3" rating for the _surveillance_ attribute, as compared to 40 agencies (~52 percent of reporting agencies) and 38 agencies (~45 percent of reporting agencies) for the CY 2013 and FY 2012 reporting periods, respectively. Sixty-four agencies (~65 percent of reporting agencies) provided a "3" rating for the _presence of work rules and practices_ attribute, as compared to 43 agencies (~56 percent of reporting agencies) and 44 agencies (~52 percent of reporting agencies) for the CY 2013 and FY 2012 reporting periods, respectively.

A significant _increase_ in the number of agencies' ratings of a "2" or higher rating for _hazard survey_, _change analysis,_ and _OSHA-mandated programs_ attributes illustrate agency efforts toward improvements in the **operational** component of their respective SHMSs from the previous reporting period.[9] Sixty-two agencies (~63 percent of reporting agencies) provided a "2" or higher rating: for the _hazard survey_ attribute, as compared to 52 agencies (~68 percent of reporting agencies); and 78 agencies (~80 percent of reporting agencies) for the _OSHA-mandated programs_ attribute, as compared to 61 agencies (~79 percent of reporting agencies) for the CY 2014 and 2013 reporting periods, respectively. A similar _increase_ in the number of agencies

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[9] The _hazard survey_ and the _change analysis_ attributes of the operational component of a SHMS were added to the extended FY 2013 Report. They were not evaluated for FY 2012 reporting period.

providing a "2" or higher rating for the *change analysis* attribute was noted for the reporting period, with 69 agencies (~70 percent of reporting agencies), as compared to 45 agencies (~58 percent of reporting agencies) for the CY 2014 and 2013 reporting periods, respectively.

Although the ratings of specific subcomponents of the **operational** component of federal agencies' SHMSs indicate overall improvement from previous years' ratings, some of the ratings may indicate a reversal. Overall, an increased number of reporting agencies provided either a "non-applicable" or "not reported" rating for the: *hazard survey* (27 agencies, ~28 percent); *surveillance* (26 agencies, ~27 percent); *use of SDSs* (41 agencies, ~42 percent); *engineering controls* (35 agencies, ~36 percent); and *tracking hazard correction* (21 agencies, ~21 percent) attributes, for the reporting period. In CY 2013, fewer agencies provided such rating for these same attributes: 16 agencies (~21 percent), 13 agencies (~17 percent), 21 agencies (~27 percent), 20 agencies (~26 percent), and 14 agencies (~18 percent), respectively.

Table 4a. *Major Departments and Independent Agencies' Overall Safety and Health Management System Self-rating Score* (n = 23).

Agency	Score	Agency	Score
Department of Agriculture	🟨	Department of Labor	🟨
Department of the Air Force	🟨	Department of the Navy	🟢
Department of the Army	🟢	Department of State	🟨
Department of Commerce	🟨	Department of Transportation	🟨
Department of Defense	🟨	Department of the Treasury	🟨
Department of Education	🟢	Department of Veterans Affairs	🟨
Department of Energy	🟨	Environmental Protection Agency	🟢
Department of Health and Human Services	🟨	General Services Administration	🟢
Department of Homeland Security	🟨	National Aeronautics and Space Administration	🟢
Department of Housing and Urban Development	🟢	Social Security Administration (includes SSAB)	🟢
Department of the Interior	🟨	Tennessee Valley Authority	🟢
Department of Justice	🟢		

Legend for Table 4a and 4b.

Symbol	Color	Indicates a SHMS Score of: (Interpretation)
🟢	Green	3 (Completely in place)
🟨	Yellow	2 (Mostly in place with only minor improvements needed)
🔺	Red	1 (Some portion or aspect is present although major improvement is needed)
◇	Purple	0 (No discernible or meaningful indication that portion or aspect is even in place)
NR		Data not reported by agency

MANAGERIAL COMPONENT ASSESSMENT

Federal agencies were provided 11 attributes[10] to rate the **managerial** component of their SHMSs. Overall, the attributes of the managerial component were rated highly, indicated by a "3" or "2" rating. For the CY 2014 reporting period, the majority of reporting agencies provided

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[10] For the CY 2014 reporting period, no new attributes were added for federal agency assessment. In CY 2013, three attributes were added: *incidence data*, *authority to perform*, and *appropriate resources*.

a "3" rating across the five attributes used to assess the ***Administration/ Supervision*** subcomponent of their respective SHMSs, with 60 to 74 agencies (~61 to ~76 percent) of the reporting agencies providing a "3" rating for these attributes. The reported data demonstrates a *steady increase* in the number and percentage of agencies that reported similar ratings for the previous reporting periods For the CY 2013 reporting period, 44 to 52 (~57 to ~68 percent) of reporting agencies providing a "3" rating for these attributes. For the FY 2012 reporting period, 37 to 48 (~48 to ~62 percent) of the reporting agencies similarly rated the *specific assignment of OSH tasks; knowledge, skills, and information;* and *OSH organizational policies* attributes, by providing the "3" rating for these attributes.

Additional observations may be made from a comparison of the CY 2014 reported data to previous reporting periods' data, specifically in the ***Planning/Evaluation***, and ***Training*** subcomponents. For the reporting period, agencies' rating of the three attributes of the Planning/Evaluation subcomponent of their respective SHMSs, illustrate added emphasis on this critical part of management's involvement in SHMSs. For the reporting period, 78 (~80 percent) of the reporting agencies provided a "2" or higher rating of the *action plan*, and *annual SHMS review* attributes. For the CY 2013 reporting period, 51 to 56 (~66 to ~73 percent) of the reporting agencies provided similar ratings for the attributes of the Planning/Evaluation subcomponent. However, a dichotomous relationship may be seen in the agency rating of the *incidence data* attribute of the subcomponent. Although 63 (~64 percent) of the reporting agencies provided a "2' or higher rating of the *incidence data* attribute, a contrasting 34 (~35 percent) provided a "non-applicable" or a "not reported" rating for the attribute. This is an *increase* from the CY 2013 ratings, where 19 (~25 percent) of the reporting agencies provided similar ratings for the *incidence data* attribute.

The data implicates that agencies perceive the importance of training, at all levels and at all locations, as they pursue excellence in their SHMSs. More than 80 percent of reporting agencies provided a "2" or higher rating of the *employee training* (87 agencies, ~89 percent) *new employee orientation* (83 agencies, ~ 85 percent), and *supervisory training* (79 agencies, ~81 percent) attributes. This is a significant improvement in the ratings provided for the CY 2013 reporting period, where 46 to 53 (~60 to ~71 percent) of the reporting agencies provided similar rating for these training attributes.

Table 4b. *Smaller Independent Agencies' Overall Safety and Health Management System Self-rating Score* (n =77).

Agency	Score	Agency	Score
Advisory Council on Historic Preservation	🟨	National Capital Planning Commission	🟨
Architectural and Transportation Barriers Compliance Board (Access Board)	🟨	National Council on Disability	🟨
American Battle Monuments Commission	NR	National Credit Union Administration	🟨
Armed Forces Retirement Home	🟢	National Endowment for the Arts	🟢
Broadcasting Board of Governors	🟨	National Endowment for the Humanities	🟨
Board of Governors of the Federal Reserve System	🟢	National Gallery of Art	🟢
Central Intelligence Agency	🟢	National Labor Relations Board	🟨

Agency	Score	Agency	Score
Committee for Purchase from People Who Are Blind or Severely Disabled (Ability One)	🟢	National Mediation Board	🟡
Commodity Futures Trading Corporation	🟢	National Science Foundation	🟡
Consumer Product Safety Commission	🟡	National Transportation Safety Board	🟡
Corporation for National and Community Service	🟡	Nuclear Regulatory Commission	NR
Court Services and Offender Supervision Agency	🟡	Occupational Safety and Health Review Commission	🟢
Defense Nuclear Facilities Safety Board	🟡	Office of Navajo and Hopi Indian Relocation	🟢
Defense Intelligence Agency	🟡	Office of Personnel Management	🟡
Equal Employment Opportunity Commission	🟡	Office of Special Trustee for American Indians	🟢
Export-Import Bank of the United States	🟡	Overseas Private Investment Corporation	🟡
Farm Credit Administration	🟢	Peace Corps	🟢
Federal Communications Commission	🟡	Pension Benefit Guaranty Corporation	🟢
Federal Deposit Insurance Corporation	🟢	Postal Regulatory Commission	🟢
Federal Election Commission	🟢	Railroad Retirement Board	🟡
Federal Energy Regulatory Commission	🟡	Security and Exchange Commission	🟢
Federal Housing Finance Agency	🔺	Selective Service System	🟡
Federal Labor Relations Authority	🟢	Small Business Administration	🔺
Federal Maritime Commission	🟢	The Presidio Trust	🟡
Federal Mediation and Conciliation Service	🟡	The Smithsonian Institution	🟡
Federal Mine Safety and Health Review Commission	🟡	U.S. African Development Foundation	🟡
Federal Retirement Thrift Investment Board	🔺	U.S. Agency for International Development	🟢
Federal Trade Commission	🟡	U.S. Arctic Research Commission	🟢
Harry S. Truman Scholarship Foundation	🟡	U.S. Chemical Safety and Hazard Investigation Board	🟡
Institute of Museum and Library Services	🟡	U.S. Commission on Civil Rights	🟡
Inter-American Foundation	🟡	U.S. Commission of Fine Arts	NR
International Boundary and Water Commission	🟢	U.S. Holocaust Memorial Museum	🟡
James Madison Memorial Fellowship Foundation	🟢	U.S. International Trade Commission	🟡
Kennedy Center	🟡	U.S. Nuclear Waste Technical Review Board	🟢
Marine Mammal Commission	🟢	U.S. Office of Government Ethics	🟡
Merit Systems Protection Board	🟢	U.S. Office of Special Counsel	NR
Millennium Challenge Corporation	🟡	U.S. Trade and Development Agency	🟢
Morris K. and Stewart L. Udall Foundation	🟡	Vietnam Education Foundation	🟡
National Archives and Records Administration	🟡		

Table 5. *Number of Federal Agencies Assigning Ratings to Safety and Health Management System Attributes* (n = 100).

Component	Subcomponent	Attribute	Number of Agencies with the Self-assigned Rating					
			3	2	1	0	NA	NR
Operational	Hazard Anticipation/Detection	Hazard survey	35	27	0	11	16	11
		Self-inspection	64	21	2	2	5	6
		Surveillance	50	21	1	3	17	9
		Change analysis	41	28	4	5	12	10
		Use of SDSs	32	24	0	3	31	10
	Hazard Prevention/Control	Engineering controls	42	19	1	3	24	11
		Work rules and practices	64	21	1	1	3	10
		OSHA-mandated programs	47	31	1	4	5	12
		Tracking hazard correction	52	23	2	2	14	7
Managerial	Planning/ Evaluation	Incidence data	44	19	0	3	25	9
		Action plan	46	32	4	4	6	8
		Annual SHMS review	47	31	5	6	3	8
	Administration/ Supervision	Specific assignment of OSH tasks	69	19	1	1	1	9
		Knowledge, skills, and information	61	25	2	2	1	9
		Authority to perform	74	14	0	1	1	10
		Appropriate resources	69	17	2	1	1	10
		OSH organizational policies	60	28	2	1	1	8
	Safety/Health Training	Employee training	53	34	1	3	1	8
		New employee orientation	50	33	4	2	3	8
		Supervisory training	34	45	8	3	2	8
Cultural	Management Leadership	OSH priority policies	63	19	4	2	2	10
		Provided competent staff	63	18	2	1	5	11
		Delegate authority	68	19	1	2	2	8
		Resource allocation	55	31	1	1	3	9
		Safety and health training	48	31	4	3	3	11
		Safety/health performance	55	29	1	3	2	10
	Employee Participation	Process involvement	63	26	1	1	2	7
		Organizational decision-making on resources	29	40	10	4	5	12
		Organizational decision-making on training	32	40	7	5	5	11
		Evaluation of OSH performance	40	39	3	4	6	8

Cultural Component Assessment

For the CY 2014 reporting period, 10 attributes[11] were provided to federal agencies to rate the **cultural** component of their SHMSs. Overall, the majority of federal agencies, between 69 to 92 (~70 to ~94 percent) of reporting agencies providing a "2" or higher rating for the 10 attributes used to assess the cultural component. This reporting *exceeds* previous years' ratings for the **cultural** component attributes. For the CY 2013 reporting period, between 52, to 58 (~68 to ~75 percent) of the reporting agencies provided similar ratings of the available **cultural** component attributes. For the CY 2012 reporting period, between 56, to 68 (~66 to ~80 percent) of reporting agencies provided similar ratings of the available cultural component attributes.

From the CY 2014 submitted data, federal agencies' reports reflected improvement in all five attributes used to assess the **cultural** component for the CY 2013 reporting period, specifically *provided competent staff*, *delegate authority, resource allocation*, *process involvement*, and *evaluation of OSH performance* attributes. This observation is indicated by the increase in the absolute number of agencies providing higher ratings to these attributes, and, conversely, fewer agencies providing either a "not-applicable," or a "not rated" rating for these same attributes. The *process improvement* attribute demonstrated a 38 percent *increase* in agencies providing either a "2" or higher rating; with *resource allocation* attribute demonstrating the least increase being noted at 13 percent. Only nine (~9 percent) of reporting agencies provided either a "not-applicable," or a "not rated" rating for the *process improvement* attribute, as compared to seventeen (~22 percent) for the CY 2013 reporting period. The three remaining attributes used from the CY 2013 reporting period, *provided competent staff*, *delegate authority*, and *evaluation of OSH performance,* demonstrated at least a 14 percent increase in higher ratings provided for the CY 2014 reporting period.

Recordkeeping

Since January 1, 2005, federal agencies have been required to maintain injury and illness records in essentially the same format as the private sector, as set forth in 29 CFR §1904. On August 5, 2013, OSHA finalized a rule change that allowed the Department of Labor to annually collect certain components of the statutorily-required injury and illness records from all Executive Branch agencies. In addition, the rule clarified and updated some existing provisions of 29 CFR §1960 for better application to the Executive Branch. It was envisioned that improving records creation and initiating collection of these records would assist both agencies and OSHA to identify those worksites with the highest injury and illness rates, and better target needed training for federal agencies.

Throughout CY 2013, OSHA worked with the Bureau of Labor Statistics to adapt its private sector survey to the federal sector for universal data collection. At the same time, in order to ensure the best response rate and ease compliance for federal agencies, OSHA began providing agencies with guidance about the data collection process and advance information about the data to be collected. OSHA also provided and continues to offer outreach and training to participants

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[11] For the CY 2014 reporting period, five attributes were added to the CY 2013 attribute listing for federal Departments and agencies to assess the *Cultural c*omponent of their respective SHMSs: *OSH priority policies*; *safety and health training*; *safety and health performance*; and *organizational decision-making on resources*, and *training*.

at all levels of the recordkeeping and reporting process on the changes to 29 CFR §1960 and the data collection system. A pilot collection in CY 2014, of 2013 data, involved 12 agencies and 2,000 establishments.

In the first full year of data collection, the 2015 Federal Recordkeeping Collection process, 94 agencies (out of a possible 100 agencies) provided establishment lists for the CY 2014 data collection. In order to facilitate a near-100 percent completion rate, and assist agencies with compliance hurdles, OSHA worked closely with agencies by collaborating on formats; advising on implementing centralized recordkeeping systems; working with federal agencies to clean-up improperly formatted data; and creating a 'late collection' process that enabled basic compliance. Of these, 62 agencies managed to complete at least some reporting, although only 43 reached the 80 percent completion mark. On a Government-wide basis, some reporting was provided, or at least attempted, for 14,306 establishments, which is 73 percent of the total number of establishments registered for the 2014 collection (Please see Appendix 1 for the tables detailing the status of federal agencies' injury and illness reporting.).

OSHA will analyze the collected data for key findings, and use it to develop the CY 2016 Federal Agency Targeting Inspection Program. In addition, the Agency will analyze the collection process itself for lessons-learned to further streamline and simplify the process.

COMPLIANCE ASSISTANCE

Agency Technical Assistance Request
An agency technical assistance request, known as an ATAR, is a consultative service open only to federal agencies, and is analogous to OSHA's Consultation Program for private sector employers. Federal agencies may contact an OSHA Area Office and request technical assistance, which may include hazard abatement advice, training, a partial or comprehensive inspection, and/or program assistance. While the request is generally considered to be strictly consultative, an agency's subsequent failure or refusal to abate serious hazards may result in an inspection referral.

In CY 2014, OSHA did not conduct, nor did federal agencies request, any ATARs.

Field Federal Safety and Health Councils
Field federal safety and health councils (FFSHCs) are federal interagency groups, chartered by the Secretary, that bring together local OSH professionals for education, problem solving, and cooperation in the safety and health field. Located throughout the nation, these councils work to reduce the incidence, severity, and cost of accidents, injuries, and illnesses within their designated geographic areas. In CY 2014, 34 FFSHCs actively carried out efforts to improve the effectiveness of OSH functions within the Government (Please see Appendix 2, for a complete listing of active FFSHCs for CY 2014.). Twenty-three agencies had appointed representatives to their local FFSHCs. The majority of this personnel support was provided through the Departments of Defense (19 FFSCHCs), Homeland Security (13 FFSHCs), Labor (17 FFSHCs), Veterans Affairs (12 FFSHCs), Agriculture (11 FFSHCs), and the U.S. Postal Service (10 FFSHCs) (Please see Appendix 2 for a listing of these agencies.). Some of these same agencies

also had non-appointed members to local FFSHCs; others appointed new representation to their local FFSHCs. (Please see Appendix 2 for a listing of these agencies.)

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

In determining award recipients, councils are separated into three categories based on the size of the federal population they serve, which allows them to compete with other councils that possess approximately the same resources and serve similar populations. Each council's annual report to the Secretary is evaluated, rated and ranked with other FFSHCs in its category. The top three scorers in each category receive awards for *Superior Performance*, *Meritorious Achievement*, and *Notable Recognition*. The CY 2014 FFSHC Award Winners were as follows:

CATEGORY I: FFSHCs serving an area with a federal employee population exceeding 24,000

Superior Performance – Northern New Jersey FFSHC
Meritorious Achievement – Dallas / Fort Worth FFSHC
Notable Recognition – Denver FFSHC
Notable Recognition – San Francisco Bay Area FFSHC

CATEGORY II: FFSHCs serving an area with a federal employee population numbering between 12,000 and 24,000

Superior Performance – Western New York FFSHC
Meritorious Achievement – Greater St. Louis FFSHC
Notable Recognition – Minneapolis FFSHC

CATEGORY III: FFSHCs serving an area with a federal employee population of fewer than 12,000

Superior Performance – Hudson Valley FFSHC
Meritorious Achievement – Mississippi Gulf Coast FFSHC
Notable Recognition – Duluth/Superior FFSHC

Due to tie scores in Category I, 10 FFSHCs received a Secretarial award for their CY 2014 council activities.

Federal agencies reported providing a variety of support to FFSHCs, including participating in meetings, and providing administrative support, speakers, and meeting space. Of note are EPA's employees' actions in supporting 12 local FFSHCs. According to their report, 386

representatives from 16 EPA locations participated in supporting FFSHCs in Chicago, IL; Cincinnati, OH; Dallas/Fort Worth, TX; Denver, CO; Detroit, MI; Duluth, MN; Edison, NJ; Guaynabo, PR; Kansas City, KS; New York, NY; San Francisco, CA; and Washington, DC. Collectively, these participants attended 51 council meetings over the course of the year. In addition to providing meeting space, the Agency indicated that its employees have officiated over council meetings as chair and secretary; and have provided expertise to these councils in the areas of chemical safety, enforcement investigations, environmental response and protection, industrial hygiene, infrastructure program management, laboratory safety, mid-continent ecology, safety engineering and operations, occupational safety and health management, and vehicle and fuel emissions.

Alternate and Supplementary Standards

Under 29 CFR §1960.17, an agency cannot comply with an applicable OSHA standard, the agency may submit a request to OSHA for an *alternate standard*.[12] Currently, there are six OSHA-approved alternate standards.

In CY 2014, OSHA approved two new alternate standards: the National Archives and Records Administration's modification to its *Special Purpose Ladders (Pulpit Ladders)* alternate standard, and the National Oceanic and Atmospheric Administration's *Alternate Diving Standards*.

The agencies and their alternate standards include:
- Federal Aviation Administration - *Alternate Standard for Fire Safety in Air Traffic Control Towers*;
- National Archives and Records Administration - *Standard on Special-Purpose Ladders*;
- National Aeronautics and Space Administration - *Standard for Lifting Devices and Equipment*;
- National Oceanic and Atmospheric Administration - *Alternate Diving Standards*;
- U.S. Navy, Naval Facilities Engineering Command - *Management of Weight-Handling Equipment*; and,
- U.S. Navy - *Gas Free Engineering Manual*.

Under 29 CFR §1960.18, if no OSHA standard exists that is appropriate for application to working conditions of federal agency employees, an agency must develop a *supplementary standard*. Currently, there are two supplementary standards: the National Aeronautics and Space Administration's (NASA's) *Safety Standard for Explosives, Propellants, Pyro-technics*; and U.S. Department of Agriculture/Forest Service's *Supplementary Standard for Containers and Portable Tanks Transport*.

OSHA Training

OSHA provides federal agency OSH personnel with training opportunities. Two of the most highly regarded and widely attended opportunities are FEDWEEK - a one-week training

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[12] An alternate standard is the federal agency equivalent of a private sector variance. Any alternate standard must provide equal or greater protection than the applicable OSHA standard for the affected federal employees.

experience, and the *Federal Agency Occupational Safety and Health Managers' Roundtable* (Roundtable) – an informational exchange forum for federal OSH management personnel.

Occupational Safety and Health Training

Annually, OSHA provides a week of training, known as FEDWEEK, specifically for federal agency OSH personnel, tuition-free, at the OSHA Training Institute, located in Arlington Heights, Illinois. The number of participants and federal agencies represented has remained relatively consistent of the years (Please see Table 6 below). Similar to previous years' offerings, at the CY 2014 event, OSHA provided nine half-day seminars, offered twice during the week on topics chosen after surveying federal OSH personnel. The 109 federal OSH employee participants, representing 34 federal agencies, had the opportunity to attend up to six different sessions on various topics, including: *Asbestos Management and Housekeeping; Construction Safety*; *Distracted Driving*; *Electrical Safety*; *Fall Protection*; *Fundamentals of Industrial Hygiene Exposure Assessment*; *OSHA National Emphasis Programs and Health Hazards*; *Heat Stress*; and *Safety and Health Management Systems*.

Table 6: *FEDWEEK Participation by Attendees and Calendar Year (2014-2012).*

	Calendar Year		
	2014	2013	2012
Participants	109	104	111
Seminar Registrants	477	496	490
Agencies Represented	34	31	34

Previous years' seminar topics have included: *Confined Spaces; Hearing Conservation; Indoor Air Quality*; *Office Ergonomics; Record Keeping; and Machine Guarding.* In addition, the Institute offers a myriad of professional and technical courses that are open to the private and public sectors alike. Federal OSH personnel regularly attend these courses.

Federal Agency OSH Managers' Roundtable

In its second year, and after four meetings since its inception, the Roundtable has proven its value as an effective informational exchange of issues relevant to federal agency best practices, in both the number of participants and the topics addressed. Participation by federal senior OSH managers, medical personnel, technical experts, and labor representatives has *increased* by 340 percent. At its June 2013 foundational meeting, the Roundtable was attended by 22 individuals, representing 13 Executive Branch departments and independent agencies (no labor organizations were represented). By its fourth meeting, held in September 2014, attendance increased to 75 individuals, representing 37 Executive Branch departments and independent agencies, and eight labor organizations representing federal employees (nearly quadrupling the number of agencies/labor organizations represented). In addition to the issues discussed at the CY 2014 meetings (see below), Roundtable participants discussed a variety of relevant topics, including the application of the multi-employer worksite to construction in federal worksites; federal agency recordkeeping requirements, the Global Harmonizing Standard; the *Secretary of Labor's Report to the President on Federal Department and Agency Occupational Safety and Health*

Program Activity; strategies to reduce injuries and illnesses among the federal workforce; and OSHA federal agency inspection process.

The Roundtable met twice in CY 2014. At the June 6, 2014 meeting, participants discussed several areas of interest:
- DOL's lessons learned from a recent fire at its Headquarters Building
- OSHA's guidance on occupational exposure to heat, and isocyanates
- NASA's experiences with the development of an alternate standard
- American Federation of Government Employees perspective on unions' contributions to safer workplaces
- FACOSH's recent efforts to transition the GS-0018 job series from 'Administrative' to 'Professional' standing.

At the year's second Roundtable, held September 29, 2014, participants discussed:
- The Presidential POWER Initiative, including leading indicators and metrics
- Strategies to protect employees from slips, trips, and falls
- Federal agency OSH self-assessment tools, including OSHA's Federal Agency Employee Occupational Safety and Health Toolkit

Section 2 – Federal Agency OSH Activities

This section provides information on agency-reported fatalities and catastrophes; and selected agency activities, including participation in OSH committees and councils, and agencies' efforts to increase motor vehicle safety. It also provides a summary of agencies' methods of controlling occupational injury and illness trends; the impact of the inspection process on an agency's safety and health management system; OSH training programs; protections afforded employees who report safety and health hazards, and product safety. Per statute, the GSA and the National Institute for Occupational Safety and Health (NIOSH) are required to provide certain services to federal agencies in pursuing the safety and health of federal employees. This section ends with a brief regarding these activities.

Fatalities and Catastrophes

The Act, and provisions of 29 CFR §1960 and other regulations, require employers, both private and public, to investigate, track, and report findings involving work-related fatalities and catastrophic events to OSHA in an expeditious manner. For the CY 2014 reporting period, agencies reported 13 work-related federal civilian employee fatalities. This is approximately a 32 percent *decrease* from the 41 (37 of which were determined to be work-related) federal civilian employee fatalities reported for the previous reporting period. The agencies and the respective numbers of fatal/catastrophic incidents were:
- Department of Agriculture (USDA): two work-related fatalities;
- Department of Homeland Security (DHS): two work-related fatalities;
- Department of the Interior: two work-related fatalities;
- Department of Defense (DoD)/Defense Logistics Agency: one work-related fatality;
- DoD/Department of the Army: three work-related fatalities, two catastrophic events; and
- DoD/Department of the Navy: three work-related fatalities.

Summary of Agency Fatality/Catastrophic Reports

The USDA reported two work-related fatalities:
- A Forest Service Law Enforcement Officer and his working dog were killed in a shoot-out while pursuing a double-homicide suspect in Burke County, NC. When later confronted by other officers, the suspect fatally shot himself in the head. The agency determined that while work-related, the officer's death was due to a criminal act. It reported that the Forest Service Law Enforcement procedures were thoroughly reviewed, but that no changes were required.
- A 60-year-old, male, seasonal, recreational trails employee from the Routt National Forest, CO, working near Buffalo Pass, failed to check-in at the end of the day. A search found the employee deceased in his government pick-up truck. The investigation did not determine the direct cause of the incident, but determined that the vehicle had gone over an embankment, rolling over several times. The Colorado Highway Patrol assumed distracted driving played a part in the incident. As a result of this fatality, the agency reported that it has improved employee check-in/out procedures; clarified the 'missing

employee notification' process; enhanced search and rescue procedures; and improved critical incident stress management response.

The Department of the Interior reported two work-related fatalities.

- According to its report, a Bureau of Reclamation employee was returning to his duty station after attending a two-day training class in Colorado. He was riding his privately-owned motorcycle. When he tried to avoid hitting an animal, he lost control of the motorcycle, sustaining multiple injuries which resulted in his death. As a result of this incident, the agency disseminated a regional policy letter emphasizing that riders should wear personal protective equipment, especially a helmet, eye protection, jacket, trousers, and footwear, as a minimum, while operating a POV-motorcycle for official government travel.
- The Department reported that a Bureau of Land Management (BLM) timber cruiser/appraiser died when a tree fell on his government-owned vehicle. It indicated that contract timber operations were occurring in the vicinity of the road where the employee was driving. An analysis of the incident determined that the road was not marked 'CLOSED,' and no flagger was present to prevent driving on the road. The BLM Oregon State Director issued a *Safety and Contractual Responsibility Reminder for BLM Timber Sale Contract Purchasers*, and a safety message for BLM employees. In addition, Oregon State, and OSHA are planning training for employees who work in the vicinity of active timber felling operations. BLM reported that it is developing a pre-work meeting, and an electronic inspection checklist.

The DoD reported seven work-related fatalities, and two catastrophic events. These included one fatality reported by the Defense Logistics Agency, and three fatalities reported each by the Departments of the Army and Navy. The DoD report indicated that a Defense Logistics Agency civilian employee was killed when a car bomb exploded near him while on deployment in Afghanistan. The incident report did not indicate that any corrective actions or programmatic changes occurred as a result of the incident.

According to the DoD report, the Department of the Army reported three work-related fatalities:

- A civilian employee was killed while attempting to mow a large area laterally on a sloping downgrade, which caused the mower to overturn. The downgrade was in excess of the manufacturers' specification of 15 degrees. The employee struck his head on the mower bar and was pinned underneath the mower. An investigation revealed the mower's rollover protection was not raised/locked in place, and that the employee was not wearing a seatbelt. As a result of this incident, the agency reported that it has retrained personnel on the safe use of mowers, and had briefed OSH managers on the incident's cause and recommended strategies to prevent future occurrences. Programmatically, supervisors were encouraged to enforce safety standards and were provided training.
- A civilian employee was killed after being struck by a moving vehicle. The investigation report indicated that the pedestrian employee was returning to his workplace after training, and that the roadways were covered with snow and ice at the time of the incident. As a result of this incident, the agency reported that the specifics of the incident

will be briefed at future safety meeting and be included in winter driving training sessions.

- A third civilian employee was killed while discharging a fire extinguisher installed in Army vehicles. An investigation revealed that the employee failed to adhere to the manufacturer's warning label on the fire extinguisher which resulted in the fire extinguisher becoming a lethal projectile. It struck the employee in the face, causing massive fatal head trauma. As a result of this incident, the agency has communicated with all Army Reserve maintenance organizations on the importance of adhering to all manufacturer cautions and warnings, as well as those provided in technical manuals. In addition, the agency is considering the development of a training video that demonstrates the potentially lethal effects of disregarding the warnings and cautions associated with the maintenance of the fire extinguisher equipment found in numerous Army fleet vehicles.

In addition to the above work-related fatalities, the Army reported two work-related catastrophic events that involved two U.S. Army Corps of Engineers employees, independent of each other:

- One employee was injured when a powerhouse fire occurred as a result of an electric arc. As a result of this incident, the agency instituted daily working meetings between the Corps, contractor, and plant personnel to discuss the day's work plan, and provided for correct work practices.
- Another employee was injured when a concrete bag slipped and fell, resulting in the crushing, and later surgical amputation, of the employee's right pinky finger. As a result of the incident, the agency completed a work plan and a risk/hazard analysis. It did not indicate the need for programmatic changes.

According to the DoD report, the Department of the Navy reported three work-related fatalities:

- A civilian employee was killed when his car ran off the road, hit a guardrail, and came to a stop in a creek. The police report indicated that the employee appeared to have experienced a seizure while driving, and was not wearing a seatbelt. As a result of this incident, the agency reported that it has made changes to its driver's validation process, specifically the periodic concurrent reviews of the operator's driver's license and medical history, reinforced its policy requiring seatbelt use and the inspection of government vehicles for non-functioning seatbelt alarms. The agency also reported that programmatic changes provided for the updating of Department-wide policy documents, including the pre-operational vehicle seatbelt-alarm checks, and stricter supervisory enforcement of existing policies to ensure employees are medically qualified and continue to demonstrate competence to operate the type of motor vehicle to which they are assigned.
- A civilian employee fell while entering her workplace during inclement weather. She sustained a broken femur and an aortic dissection; her injuries were treated in the hospital. She died shortly thereafter. As a result of the incident, the agency reported multiple corrective actions including the development of a base-wide snow/ice removal policy, providing for the adjustment of working hours when inclement weather adversely impacts employee reporting for duty, outlining command responsibilities during inclement weather incidents, and provided for employee training on related issues; and programmatic changes including, modifying Command personnel responsibilities, the

posting of educational materials base-wide, and the purchase and distribution of needed equipment/ supplies to support the implemented changes.

- A third civilian employee was killed while walking on a sidewalk when she was struck by a privately-owned vehicle driven by a military member. An initial investigation determined that the military member, unfamiliar with the direction of the road, overcorrected his vehicle at a turn causing his vehicle to jump the curb and proceed onto the sidewalk striking the pedestrian employee. As a result of this incident, the agency reported the installation of 'candlestick' dividers at the turn at the intersection where the mishap occurred. The final investigation report is pending.

The DHS reported two work-related fatalities:

- One of its employees was killed after the driver's side tire blew out of his vehicle, causing him to lose control of the vehicle, which then rolled over. The agency did not report any corrective actions or programmatic changes.
- Another employee collapsed and died while boarding a ship for inspection at the Brownsville Seaport, TX. The agency did not report any corrective actions or programmatic changes.

Certified Safety and Health Committees

A certified safety and health committee is an agency OSH committee that the head of the sponsoring agency has certified to the Secretary of Labor as meeting the requirements of 29 CFR §1960, Subpart F. The purposes of a CSHC are to monitor and assist with an agency's OSH program; maintain an open channel of communication between employees and management; and facilitate employee input to improve OSH-related policies, conditions, and practices. In addition to an improved OSH program and a safe and healthful workplace, agencies with a CSHC are statutorily exempt from 'unannounced' OSHA inspections.

Both E.O. 12196 and 29 CFR §1960, Subpart F discuss the formation, composition, and duties of CSHCs. In brief, an agency that wants to establish a CSHC must establish OSH committees at both the national and – if the agency has subcomponents located outside its national office or headquarters – other appropriate levels within the organization. Committee membership must include equal numbers of management and non-management representatives. In addition, the committee must have access to OSH-related information, monitor the agency's OSH program, and consult and advise on OSH program operations.

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).

In addition, the agency must certify to the Secretary of Labor that the committee meets all the requirements of 29 CFR §1960, Subpart F. The agency must also provide an annual update on its CSHC as part of its required *Annual Report to the Secretary of Labor on the Agency's Occupational Safety and Health Program Activity*.

In an effort to support agency formation of CSHCs, OSHA may not conduct unannounced inspections at federal agencies with CSHCs unless the CSHC has requested an inspection. While any agency may form a CSHC, only six such certified committees currently exist. The Secretary recognizes the following Departments and independent agencies as having CSHCs:

- Central Intelligence Agency,
- Department of Labor,
- General Services Administration,
- Tennessee Valley Authority,
- U.S. International Trade Commission, and the
- U.S. Securities and Exchange Commission.

Status of Agency CSHCs

As previously noted, the aforementioned agencies are required to provide the Secretary with an annual status report on their respective CSHCs. The Central Intelligence Agency, DOL, and the Tennessee Valley Authority submitted information certifying to the Secretary of Labor that their respective CSHCs met the requirements of the subpart. The U.S. International Trade Commission reported that it no longer has a CSHC. The U.S. Securities and Exchange Commission did not report on the status of its CSHC for CY 2014. In its CY 2013 report, the GSA indicated that it is no longer is eligible to have a CSHC. Since then, the agency reported that it successfully revitalized its national level committee in the CY 2014 reporting period, thereby meeting the requirements to have a CSHC. Two agencies, the Department of Energy, and the National Archives and Records Administration, are reportedly continuing their efforts to establish a CSHC. During CY 2016, OSHA will be following up with these agencies to confirm the status of their CSHCs.

Other OSH Committees and Councils

Federal agencies were queried regarding the depth of their involvement in field federal safety and health councils (FFSHCs). While 42 federal agencies reported some involvement, 36 reported no involvement in these councils. The remainder did not report on this item. Involvement varied. The Departments of Education, Health and Human Services, Homeland Security, and the Navy; and the Federal Reserve Board and GSA reported that agency senior OSH management participated within local FFSHCs, some even holding council offices. Only seven agencies reported that they provide in-kind supports to their local councils, including advertising and providing meeting space, and administrative support.

Although the majority of 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 agencies reported active participation in FFSHC activities (Please see Appendix 1 for specific data regarding agencies involvement with FFSHCs.), and reported that they encourage employees to participate in local council activities and appropriate OSH professional organizations, such as the American Biological Safety Association, the American Conference of Governmental Industrial Hygienists, the American Industrial Hygiene Association, the American Society of Safety Engineers, Health Physics Society, the Human

Factors and Ergonomics Society, the National Fire Protection Association, the National Strength and Conditioning Association, as well as, nationally- and locally-oriented safety organizations, such as the National Safety Council, and local working groups, to assess safety procedures for specific jobs or draft worksite safety policies. The agencies, listed below, reported making efforts to reestablish their OSH committees that had become inactive in recent years.

- The Army indicated that most of its major Commands, subordinate Commands, and organizations participate in Command OSH advisory councils at least twice a year, and that it encourages its personnel to participate in other agencies' OSH councils.
- The Department of Commerce reported active encouragement of its employees to participate in Bureau field office OSH meetings, and that its various Bureaus participate in the Department's semiannual OSH council and the monthly safety managers' workgroup meetings.
- The Department of Education stated that the current Chairperson of the Metropolitan Washington FFSHC is a departmental employee, and has held that position for the past six years.
- State indicated that it participated in several of the FACOSH subcommittees and workgroups.
- NASA and the National Traffic Safety Board indicated that their headquarters personnel respectively participate in FACOSH and its various subcommittees.

Little change from previous years was noted in federal agencies' participation in other venues in support of their OSH programs. For CY 2014, nearly all agencies (as compared to 37, and 34 agencies in FYs 2013 and 2012, respectively) reported on a variety of non-certified OSH-related committees that function at the departmental, agency, and field operation levels, including FFSHCs. Committee membership varied from agency-to-agency, with some comprised of various levels of managers, others focused on expertise in a specific area, and still others had members with only OSH-related duties and responsibilities. According to the various reports, most of these OSH committees were considered vital components of the respective agency's OSH program. Given the reported levels of participation of some of the OSH committees, some of the agencies may want to pursue certifying their committees and achieving the recognition and OSH benefits such certification would provide them.

Several of the smaller independent agencies reported little need for an agency-wide safety committee, voicing that issues are handled on a person-to-person, issue-by-issue basis. These included the Broadcasting Board of Governors, Defense Nuclear Facilities Safety Board, Occupational Safety and Health Review Commission, and the Office of Navajo and Hopi Indian Relocation.

Motor Vehicle Safety

Collectively, 39 federal agencies, including those agencies that reported zero incidents, reported that approximately 9,798 motor vehicle accidents (MVAs) occurred in CY 2014, which represents approximately a 25, and 14 percent *increase* from the approximate 7,843 and 8,627 as reported in CY 2013 and FY 2012, respectively. (Please see Table 7 for a side-by-side

comparison of CY 2014 to FY 2012 and 2013 MVAs reported by federal agencies.) The majority of agencies reported having a motor vehicle safety program (MVSP), with most agencies noting compliance with E.O.s 13043 and 13513, which require the use of seatbelts in motor vehicles and ban texting while driving, respectively. In addition, agencies reported that they continued to provide programs to limit the likelihood and impact of MVAs. Paradoxically, while the majority of these federal agencies reported training as an integral part of their programs, 23 agencies reported little to no training of employees in this area.

Similar to previous years' reports, many agencies required defensive driving courses, the majority using courses through GSA, or the National Safety Council or similar organizations. Several agencies also reported having programs to encourage seatbelt use, such as decals in vehicles, or reminders on employee websites or in break rooms. While several agencies reported tracking seatbelt use after an accident – many using information from police reports – few had any full-time tracking of seatbelt use at other times. A number of agencies mentioned having random compliance checks, including one agency that reported using camera surveillance.

A few agency efforts toward reducing MVAs and personal injury are noteworthy, including: the U.S. Department of State, and the Environmental Protection Agency. Equally noteworthy is the Armed Forces Retirement Home reporting that it recently enacted a MVSP that includes driver safety training.

The Department of State's efforts at reducing the number and severity of MVAs, domestically and at its overseas posts, are particularly noteworthy. According to the Agency report, it continues to install event data recorders in its fleet at its highest risk domestic and overseas posts. State estimates that this program has reduced risky driving behaviors by 77 percent, and has saved at least 25 lives since its inception. Vehicles so-equipped provide direct measurement of seatbelt compliance. Overseas, this has resulted in reducing compliance violations by 60 percent from 2013 to 2014. Observational data obtained during the agency's post assessment visits confirmed compliance at 83 percent, increasing up to 97 percent from corrective actions implemented after such visits. Observational data on distracted driver compliance demonstrates similar results, with 94 to 96 percent compliance. In 2014, 79 operators had two or more violations, a 35 percent reduction from 2013.

For the 2014 reporting period, the Environmental Protection Agency reported that its 3,200 employees drove a combined 6.5+ million miles on government business, but were involved in only 37 MVAs (four of which resulted in personal injury). These data, compared to the previous 4-year period demonstrates a significant *decrease* in the Agency's overall number of MVAs, and the number of incidents involving personal injury. This effect was reported to be a result of the Agency's emphasis on seatbelt use and prohibition on distracted driving. The Agency also reported that it released a new driving guideline to help its managers and employees further reduce driving-related hazards. The document outlines roles and responsibilities, identifies operational controls that must be followed to reduce driving hazards, and specifies driver safety training and periodicity requirements. The EPA also reported using a myriad of approaches to continually educate and train its employees on safe driving techniques.

Approximately 14 agencies indicated not having a MVSP for a variety of reasons, including their size and number of employees assigned, mission - such as not driving in an "official capacity," not owning an agency-dedicated fleet, or that agency employees use mass transit for travel needs to and from the workplace. Fifteen other agencies indicated that such a program was "not applicable" to their situations, or failed to report the existence of a program. Comparable to last year's reporting, and equally perplexing, was the assertion by a few agencies that, because they had zero MVAs, they did not need a motor vehicle safety program.

Those agencies indicating that they did not have a motor vehicle safety program include: Ability One Commission, Commission on Civil Rights, Federal Communications Commission, Federal Labor Relations Authority, Federal Maritime Commission, Inter-American Foundation, National Endowment for the Humanities, National Gallery of Art, Nuclear Waste Technical Review Board, Pension Benefits Guaranty Corporation, Postal Regulatory Commission, Selective Service System, Social Security Advisory Board, and the United States Commission on Fine Arts.

Table 7. *Summary of Motor Vehicle Accidents as Reported by Department and Independent Agency (Fiscal Year 2012 through Calendar Year 2014).*

Department/Agency	Status	Number of Accidents CY 2014 (FY 2013/2012)
Department of Agriculture	⬇	2,321 (2,427/147)
Department of the Air Force	⬆	25 (13/13)
Department of the Army	⬌	11 (11/23)
Department of Commerce	⬆	141 (134/128)
Department of Defense	?	NR (515/823)
Department of Energy	?	NR (90/47)
Department of Health and Human Services	⬇	80 (100/96)
Department of Homeland Security	?	1,441 (NR/2,669)
Department of Housing and Urban Development	⬆	10 (0/0)
Department of Justice	⬇	2,493 (2,689/3,006)
Department of Labor	⬇	384 (403/370)
Department of the Interior	⬆	581 (0/0)
Department of the Navy	?	10 (NR/NR)
Department of State	⬆	1,200 (380/271)
Department of Transportation	?	NR (28/38)

Department/Agency	Status	Number of Accidents CY 2014 (FY 2013/2012)
Department of the Treasury	⬆	387 (316/4)
Department of Veterans Affairs	⬆	215 (43/292)
Environmental Protection Agency	⬆	37 (31/31)
General Services Administration	⬇	35 (38/92)
National Aeronautics and Space Administration	⬇	0 (201/205)
Social Security Administration	⬆	15 (3/6)
Tennessee Valley Authority	⬆	157 (102/78)
Office of Personnel Management	⬇	190 (218/204)
Armed Forces Retirement Home	⬇	0 (1/0)
Broadcasting Board of Governors	?	NR (NR/3)
Central Intelligence Agency	?	NR (NR/NR)
Commodity Futures Trading Commission	?	NR (2/0)
Consumer Product Safety Commission	⬆	6 (0/0)
Corporation for National and Community Service	⬇	1 (3/0)
Court Services and Offender Supervision Agency	⬇	13 (14/15)
Equal Employment Opportunity Commission	?	NR (15/8)
Farm Credit Administration	⬆	2 (0/5)
Federal Communications Commission	⬇	2 (4/2)
Federal Deposit Insurance Corporation	⬇	0 (32/10)
Federal Energy Regulatory Commission	⬇	0 (NR/6)
Federal Maritime Commission	⬇	0 (3/0)
Federal Mediation and Conciliation Service	⬇	0 (2/0)
International Boundary and Water Commission	⬆	7 (0/1)
National Archives and Records Administration	⬇	0 (7/2)
National Capital Planning Commission	⬌	0 (0/0)

Department/Agency	Status	Number of Accidents CY 2014 (FY 2013/2012)
National Labor Relations Board	⬆	5 (0/0)
Nuclear Regulatory Commission	⬆	6 (0/15)
Office of Navajo and Hopi Indian Relocation	⬌	0 (0/1)
Office of the Special Trustee for American Indians	?	NR (0/0)
Small Business Administration	⬆	3 (0/1)
Smithsonian Institution	⬆	17 (13/15)
The Peace Corps	⬆	3 (1/0)
The Presidio Trust	?	NR (4/0)
U.S. Arctic Research Commission		NR (0/0)
~TOTAL	⬆	~9,798 (~7,843/~8,627)

Legend for Table 6			
⬌	No change from FY 2012 report	**NR**	Not reported
⬇	**Decrease from FY 2012 report**	**?**	Undetermined from reported data
⬆	**Increase from FY 2012 report**		

Analyzing and Controlling Trends

This year, OSHA again asked agencies how they determined any OSH-related trends, such as specific causes or types of injuries, or hazardous jobs or tasks. Specific attention was given to agency activities focusing on the prevention of slips, trips, and falls. Of the reporting agencies, 29 (~ 30 percent) specifically reported that the most frequent cause of employee injury was attributable to slips, trips, and falls. Forty-four agencies did not report on this item. Agencies included a variety of prevention strategies to counter these incidents. Most reported relying on the accurate employee reporting of and self-inspections by supervisory personnel to identify hazard areas. Other approached included: the installation of slip-resistant flooring and warning signage; prevention awareness training, including ergonomics and ladder safety training; general housekeeping improvement, including the removal of slips, trips and falls hazards and the accessible placement of supplies and equipment; and the innovative use of the web and safety bulletin boards to heighten employee and public awareness of the hazards.

Agencies provided information on their efforts to identify and analyze workplace hazards. Overall, responses illustrated little change in previously reported agency actions. Agencies described a range of analysis methods, from manual cataloging of incidents to real-time computer monitoring of OSH-related data as entered into a variety of information system(s). In general, agencies with more employees, or higher incidence rates, tended to incorporate information systems and more frequent monitoring of entered data. It is not surprising to note

that overall, federal agencies with higher rates of injuries and illnesses reported greater emphasis on data analysis, integrating OSH-related considerations into all aspects of agency operations, and tracking near misses. Yet even agencies that reported few or no work-related injuries and illnesses continued to track OSH-related reports and information to help ensure safer and more healthful workplaces.

Similar to previous years' reporting, the majority of agencies reported performing some type of data analysis to determine the prevalence of injury type, the most common causes of injuries, and the jobs or tasks that resulted in injuries. A few agencies reported that incident investigation remained a top priority in root cause analysis, and helped aid in hazard abatement. Agencies also reported tracking and analyzing 'near-misses,' or those incidents that could have resulted in an accident or injury, but did not at that particular time. Other strategies for reducing workplace injuries and illnesses include integrating safety considerations into building design and/or job duties and procedures; encouraging employees to report potential hazards as they are discovered; and focusing on specific problems, such as frequent types of injuries, or specific hazards. Agencies stressed the importance of self-inspection, internal and external, in identifying hazards, and analyzing and controlling trends.

Safety and Health Management System Response to the Inspection Process

Federal agencies reported involvement in a variety of inspection activities, including internal agency and external (OSHA-conducted) inspections; and various responses to the inspection process, including immediate correction, working with GSA and other entities for hazard abatement, negotiation with OSHA, and updating policy and procedural guidance. Some agencies, including the Departments of Health and Human Services, and Justice and the U.S. International Trade Commission, indicated that they encourage employee and contractor participation in this inspection process.

Collectively, 43 agencies affirmed that they perform annual internal inspections/audits on their safety and health management systems. A few reported an increased frequency of inspections/audits. The Department of the Interior reported conducting, with assistance provided by Federal Occupational Health, approximately 435 announced/unannounced inspections/audits. The Smithsonian Institution reported that it conducts at least two self-inspections on each of its 31 establishments on an annual basis. Agencies reported that the majority of internal inspections are conducted by agency OSH personnel, with the minority being performed at the management level. One such agency, the Chemical Safety and Hazard Investigation Board, reported that its DASHO conducts a comprehensive annual SHMS self-inspection.

In addition to self-inspections/audits, agencies reported that external regulatory agencies performed routine OSH inspections on their establishments. Although the exact number of such inspections/audits was not reported by federal agencies for the reporting period, they did indicate that approximately 400 *Notices of Unsafe or Unhealthy Working Conditions,* or the equivalent, were issued by these external regulatory agencies, including the Joint Commission, OSHA, Mine Safety and Health Administration, the United States Postal Service-Inspector General, and

various state Departments of Worker Safety. Commonly cited hazards included deficiencies in egress; electrical and fire safety; hazard communications; OSH training, at all levels of responsibility; personal protective equipment programs, including respiratory protection; use of energized equipment; and recordkeeping.

The Department of Defense, including the armed services Departments, reported being issued approximately 330 Notices from both internal and external sources. This is nearly a 33 percent *decrease* from the 496 Notices that the agency received in CY 2013. Other agencies that were issued Notices internally or by external authority during the reporting period include the Department of the Interior, which received 30 Notices; the Department of Homeland Security, which received 10 Notices; the Environmental Protection Agency, which received six Notices; the Department of Commerce, which received five Notices; the Department of Justice, with four Notices; the Department of State, with two Notices; and the Departments of Education, Health and Human Services, and Transportation, and the Federal Trade Commission, each receiving one Notice. Of those agencies that reported receiving Notices, nearly all reported that the identified hazard(s) were either abated immediately, or within 48-hours of the Notice being issued. Agencies did not report appealing the Notices.

FEDERAL EMPLOYEES OVERSEAS

The legislative provisions of the Act, E.O. 12196, and 29 CFR §1960 that require agencies to provide safe and healthful workplaces have no geographical limits. In an effort to determine how to best assist agencies with providing safe and healthful workplaces for their overseas employees, OSHA requested that agencies provide information on whether any of their federal employees were stationed overseas, and how they ensured that those employees were provided with safe and healthful workplaces.

According to agency reports, more than 132,000 government employees worked outside the boundaries of the United States during the reporting period. This represents approximately a seven percent *decrease* from the ~142,000 federal civilian employees reported working overseas in CY 2013 (Please see Table 8 for a comparison of federal civilian employees reported

Table 8. *Number of Federal Civilian Employees in Overseas Locations by Agency* (CY 2014, FYs 2013 and 2012) (n = 30 agencies).

Agency	Status	Calendar Year 2014	Number of Employees Fiscal Year	
			2013	2012
Department of Agriculture	⬇	~400	450	458
Department of Commerce	?	NR	785	~900
Department of Defense	⬇	72,638	~83,000	~88,000
Department of Energy	?	NR	0	NR
Department of Health and Human Services	?	NR	NR	2,500
Department of Homeland Security	?	2,100	NR	2,100

| Agency | Status | Calendar Year 2014 | Number of Employees | |
| | | | Fiscal Year | |
			2013	2012
Department of the Interior	⬆	NR	550	~380
Department of Justice	⬇	500	1,351	1,037
Department of Labor	⬆	30	24	7
Department of State	⬆	56,104	55,200	54,584
Department of Transportation	?	NR	645	NR
Department of the Treasury	⬇	0	55	768
Department of Veterans Affairs	?	0	NR	NR
Environmental Protection Agency	⬆	247	179	158
General Services Administration	?	NR	12	7
National Aeronautics and Space Administration	?	NR	4	284
Social Security Administration	⬌	6	6	6
Broadcasting Board of Governors	?	NR	NR	~300
Consumer Product Safety Commission	⬇	0	1	1
Millennium Challenge Corporation	⬇	22	29	37
National Endowment for the Humanities	?	8	NR	NR
National Science Foundation	?	NR	4	4
Nuclear Regulatory Commission	⬆	8	4	2
Overseas Private Investment Corporation	⬌	1	1	1
Peace Corps	⬌	181	181	200
Postal Regulatory Commission	?	40	NR	NR
Smithsonian Institution	?	NR	~1	~1
Social Security Administration		6	NR	NR
U.S. Agency for International Development	?	NR	NR	6,780
U.S. Trade and Development Agency	?	NR	30	NR
~TOTAL	⬇	~132,291	~142,512	~158,515

Legend for Table 6			
⬌ No change from CY 2013 report	**NR**	Not reported	
⬇ **Decrease from CY 2013 report**	**?**	Undetermined from reported data	
⬆ **Increase from CY 2013 report**			

working overseas for the past three reporting periods.) The Departments of Defense (including the armed services, reported approximately 73,000 employees), and State (56,104 employees) reported the largest number of overseas employees. The DoD, its various components, and the other military Departments indicated that they extend their OSH programs and coverage to include their overseas federal civilian employees. State indicated that it has a robust overseas OSH program, and includes provisions for safe and healthful living conditions for its overseas employees, as well as other federal employees stationed at embassies. As in previous years' reporting, multiple agencies indicated the presence of a federal civilian overseas workforce, but did not disclose an approximate number of these employees serving in overseas locations. In

addition, several independent agencies reported an overseas federal workforce, most of whom are covered under either DoD's or State's OSH programs.

OSH Training and Resources

E.O. 12196 provides for OSH-related training at the various levels of agency employees. And 29 CFR §1960 Subpart H specifies the necessary OSH-related training for all levels of agency employees. OSHA requested that agencies provide information on the OSH-related training they provided to their employees.

Agencies reported a range of employee support activities for OSH-related activities. Some reported that employee training is primarily based on job responsibilities. Some also reported making special efforts to ensure that collateral duty OSH personnel received the appropriate training. In addition, several agencies reported that employees were encouraged to seek professional OSH certification and participate in professional OSH organizations. Agencies also reported providing support by maintaining OSH websites, distributing OSH awards, publishing OSH newsletters, and encouraging participation in FFSHCs and other appropriate venues. Many agencies reported that they also supported employees' safety and health through encouraging healthy lifestyles by providing fitness centers; subsidizing gym memberships; sponsoring health fairs; and offering a variety of health-related services, such as health-screenings and physical examinations. Although not specific to OSH-related issues, several agencies reported on the added value of Employee Assistance Programs.

According to reports, agencies' OSH training efforts ran the complete gamut of venues, from new-hire orientation to supervisory training; and from workplace safety best practices to accident analysis; and issues, from mandatory safety programs to personal emergency preparedness, and from surveillance programs to whistleblower protection. Agencies reported using conventional didactic methods, such as on-line training, classroom activities, and self-paced learning activities. Student competency assessment followed similar approaches, with agencies often using practical examinations/demonstrations, quizzes, and instructor evaluations.

Even though agencies provided few details regarding dedicated monies for OSH training efforts, it was evident that training budgets vary dramatically between agencies, and that size is not a determinant. The Ability One Commission reported that it does not have dedicated training funds. While the Department of the Army reported its annual OSH training budget at approximately $340,000, the Department of the Interior reported allocating over $5,000 for collateral duty safety officer and video on-demand training. The Holocaust Memorial Museum reported that it allots approximately $16,000 for training its employees on forklift safety, use of respirators, energized equipment, and first aid. The Millennium Challenge Corporation dedicates approximately $159,000 to provide cardiopulmonary resuscitation and automatic external defibrillators, and safety/security training.

EPA purports a near-model OSH training program. The Agency routinely identifies OSH training needs, provides training, assesses competencies, and tracks the completion of training requirements. It is continually working to strengthen the training program. It reports that it is

transitioning to a centralized online tracking system, and has taken steps to ensure that specific groups receive adequate OSH training. It identified nearly 130 training topics and nearly 37,000 training contacts with employees over the reporting period, at a cost of a mere $9 per trainee contact.

In addition to the above information regarding federal agency OSH training, federal agencies were requested to describe their overall experience with the newly issued *Occupational Safety and Health Training Guidelines for Federal Agencies.* OSHA developed and published these Guidelines in 2014 in response to a FACOSH recommendation. Although the Guidelines had been in the field for a relatively short time, OSHA requested that agencies assess the Guidelines' effectiveness in assuring OSH-focused training. Agencies were asked to provide information on training requirements, development, delivery methods and strategies, competency and effectiveness metrics, and dedicated financial resources. Of the 98 responding agencies, 46 provided usable information about the Guidelines' utility, although most of the information was only cursory in nature.

Whistleblower Protection Programs

29 CFR §1960, Subpart G requires federal agencies to ensure that employees are not subjected to reprisal or other forms of restraint for filing a report of unsafe or unhealthy working conditions. In an effort to assess agencies' whistleblower protection programs, OSHA requested that agencies provide information on any federal employee allegations of reprisal, and the actions taken in response to the allegations. Agencies were also asked to describe program improvements that may have resulted from these cases of employee-alleged reprisal.

Nearly all agencies indicated awareness of provisions of the *Whistleblower Protection Act*, Title 5, U.S.C. § 2302(c), and reported having functional protection programs. The Smithsonian Institution reported one case of employee allegations of reprisal, and that no programmatic changes were needed as a result of the investigation. It further reported that the U.S. Office of Special Counsel findings into the case indicated the agency took immediate and appropriate measures to resolve the allegations that were raised.

In FY 2012, the Inter-American Foundation indicated that, although it did not have a whistleblower protection program, it would develop a program in the upcoming years. Its succeeding two annual reports did not indicate action on this item.

Product Safety Programs

New to the CY 2014 reporting period, OSHA requested that each federal agency, pursuant to 29 CFR 1960.34, describe how the agency ensures that the products and services that it procures comply with the product safety requirements of the standard, including the use of safety data sheets (SDSs), and responding to product recalls. Of the 98 responding agencies, 46 agencies reported compliance with the standard. Twenty agencies indicated that such a program does not exist within their respective agencies; the other agencies did not respond to this item.

Little deviation was noted in agency responses concerning their product safety programs. Specific details of the existence of programs were sparse and relatively inconsequential. The majority of agencies, even those that responded, deferred program specifics authority vested to GSA under 29 CFR 1960, Subpart E. However, several agencies detailed their programs. The Department of Health and Human Services reported that product recalls are monitored by its component OSH program managers, and follow-up information is provided to local offices as appropriate using alerts and electronic webpage postings. The Department of Justice reported that it disseminated product recall information to its employees through electronic messaging and the intranet. The Department of Labor reported monitoring product recalls and sharing recall information to its subagencies' personnel. The Department of the Treasury reported its participation in product recalls both voluntarily and/or by order of regulatory authority. The National Labor Relation Board indicated that it had developed a sustainability team to search out products and services to minimize the agency's environmental footprint.

The Environmental Protection Agency product safety program is noteworthy. According to the agency's report, even though it has not developed a comprehensive product safety program to address 29 CFR 1960.34(b), 89 percent of its operating locations have procedures in place to ensure that OSH managers are notified when new chemicals, such as cleaning agents, pesticides, and laboratory chemicals, are introduced into their processes. The OSH managers then determine the associated introduced risks. The SDSs for these chemicals are reviewed by safety professionals and relevant employees, and available for reference on an as-needed basis. Moreover, EPA indicated that in a recent questionnaire, 89 percent of its operation location OSH managers reported compliance with labeling of hazardous materials; wearing the correct personal protective equipment and the adherence to special handling procedures, and complying with product recalls.

SPECIFIC AGENCY REPORTING REQUIREMENTS

29 CFR 1960, Subpart E requires GSA and NIOSH to assist federal agencies with specific activities affecting federal employee safety and health. For the second year, OSHA requested that these two agencies provide details on these activities in their annual reports. Specifically, OSHA asked GSA to address its programs for ensuring that federal facilities are designed, operated, and maintained in accordance with OSH requirements and best practices; how the agency ensures that the products and services offered to federal agencies comply with product safety requirements; how safety recalls are implemented; and how federal purchasers are made aware of the safe use of such products, including any system for providing safety data sheets. OSHA asked NIOSH to address its Request for Technical Assistance[13] program, and how it affects federal agencies.

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[13] A Request for Technical Assistance by a federal agency usually involves a Health Hazard Evaluation (HHE), which is a study of a workplace to learn whether workers are exposed to hazardous materials or harmful conditions. For federal agencies, NIOSH provides for technical assistance requests. On the basis of the information provided, NIOSH answers an HHE/ technical assistance request in one of the following ways: respond in writing with helpful information or a referral to a more appropriate agency, call to discuss the problems and how they might be solved, visit the workplace. During a visit, NIOSH will meet with the employer and employee representatives to discuss the issues and tour the workplace. During one or more visits, NIOSH may review records about exposure and health, interview or survey employees, measure exposures, and perform medical testing. At the end of this evaluation, NIOSH will provide a written report to the employer and employee representatives. Depending on the type of evaluation, the final report may require a development time of a few months to a few years.

General Services Administration

As requested, GSA reported on its processes pertaining to *Facilities and Operations*, indicating that it continually updates the safety and health requirements set forth in the governing standards and requirements regarding Government-owned facilities and those commercially leased to federal tenants, and that its *Operations and Maintenance*, and custodial specifications are current. Similarly, GSA indicated that no significant changes were implemented within its *Products and Services* function. It reported zero product recalls for the 2014 reporting period.

National Institute for Occupational Safety and Health

NIOSH reported that in CY 2014 it completed 34 out of 37 technical assistance requests, also known as a Request for Health Hazard Evaluation, from federal agencies, including eight field investigations, and 26 desktop investigations. Federal agency requests varied by exposure group and health problem, but continued to remain focused on the issues of concern. The 'Exposure Group' category of 'Indoor Environmental Quality' and the combined categories of 'Radiological,' 'Biological' and 'Chemical' accounted for over 80 percent of agency requests for technical assistance under this grouping. The 'Health Problem' category of 'Respiratory' accounted for nearly 50 percent of the number of investigations conducted under this grouping.

NIOSH reported similar results for the 34 requests that it received during the 2013 reporting period, with indoor environmental quality accounting for half of these investigations. Other similar areas of concern with the 2014 reporting period included the 'Exposure Group' categories of chemical, heat, and stress; and the 'Health Problem' categories of cancer (causing agents), and musculoskeletal issues. Other areas of concern found in FY 2013 requests included 'Exposure Group' categories of cadmium, disinfectants, dusts and particulates, lead, and pesticides. (Please see Appendix 3 for information on agencies' requests to NIOSH for technical assistance.)

Appendices

APPENDIX 1: STATUS OF AGENCY INJURY AND ILLNESS REPORTING

FULLY COMPLIANT AGENCIES — PARTICIPATED, PROVIDED DATA ON AT LEAST 80 PERCENT OF ESTABLISHMENTS

Department/Agency	Establishments Registered	Establishments Reported	Report Rate	Total Employees	Employees Covered
Armed Forces Retirement Home	2	2	100%	284	284
AbilityOne	1	1	100%	N/A	N/A
Access Board	1	1	100%	N/A	N/A
Commodity Futures Trading Commission	4	4	100%	690	690
Corporation for National and Community Service	1	1	100%	643	643
Department of Energy	54	54	100%	14,953	14,953
Department of Homeland Security	1,274	1,274	100%	189,341	189,341
Department of Housing and Urban Development	95	95	100%	7,911	7,911
Department of Justice	3,427	3,427	100%	114,145	114,145
Department of State	400	400	100%	41,768	41,768
Department of the Air Force	569	569	100%	168,460	168,460
Department of the Navy	506	506	100%	174,690	174,690
Environmental Protection Agency	167	167	100%	16,906	16,906
Federal Communications Commission	27	27	100%	1,731	1,731
Federal Deposit Insurance Corporation	94	94	100%	7,351	7,351
Federal Housing Finance Agency	1	1	100%	499	499
Federal Labor Relations Authority	7	7	100%	130	130
Federal Mine Safety and Health Review Commission	3	3	100%	N/A	N/A
Federal Retirement Thrift Investment Board	1	1	100%	N/A	N/A
General Services Administration	579	579	100%	11,586	11,586
Institute of Museum and Library Services	1	1	100%	N/A	N/A
Inter-American Foundation	1	1	100%	N/A	N/A
International Boundary and Water Commission	12	12	100%	240	240
International Trade Commission	1	1	100%	395	395
National Capital Planning Commission	1	1	100%	N/A	N/A
National Endowment for the Arts	1	1	100%	151	151

Department/Agency	Establishments Registered	Establishments Reported	Report Rate	Total Employees	Employees Covered
Nuclear Regulatory Commission	7	7	100%	3,850	3,850
Office of Personnel Management	62	62	100%	5,558	5,558
Overseas Private Investment Corporation	1	1	100%	240	240
Postal Regulatory Commission	1	1	100%	52	52
Selective Service System	4	4	100%	153	153
Social Security Administration	1,896	1,896	100%	62,682	62,682
Social Security Advisory Board	1	1	100%	N/A	N/A
Smithsonian Institution	31	31	100%	3,809	3,809
Commission of Fine Arts	1	1	100%	N/A	N/A
International Trade Commission	1	1	100%	395	395
Office of Government Ethics	1	1	100%	N/A	N/A
Trade and Development Agency	1	1	100%	N/A	N/A
Vietnam Education Foundation	1	1	100%	N/A	N/A
Department of Agriculture	1,546	1,540	100%	90,441	90,090
Department of the Treasury	1,066	1,055	99%	112,461	111,301
Department of Labor	833	799	96%	16,000	15,136
Department of the Army	692	651	94%	259,284	243,922

PARTIALLY COMPLIANT AGENCIES – PARTICIPATED, PROVIDED DATA FOR LESS THAN 80 PERCENT OF ESTABLISHMENTS

Department/Agency	Establishments Registered	Establishments Reported	Report Rate	Total Employees	Employees Covered
Department of Transportation	964	705	73%	54,532	39,881
Udall Foundation	2	1	50%	N/A	N/A
Chemical Safety and Hazard Investigation Board	2	1	50%	N/A	N/A
Occupational Safety and Health Review Commission	3	1	33%	56	19
Pension Benefit Guaranty Corporation	3	1	33%	977	326
Farm Credit Administration	6	1	17%	284	47
Commission on Civil Rights	6	1	17%	36	6
Department of Veterans Affairs	1,714	249	15%	348,724	50,661
Federal Maritime Commission	7	1	14%	113	16
National Transportation Safety Board	7	1	14%	408	58
Holocaust Memorial Museum	8	1	13%	171	21
Peace Corps	78	8	10%	1,064	109
Federal Trade Commission	11	1	9%	1,131	103
Securities and Exchange Commission	12	1	8%	4,197	350
Export-Import Bank	13	1	8%	422	32
Millennium Challenge Corporation	17	1	6%	N/A	N/A
National Labor Relations Board	55	1	2%	1,576	29
Railroad Retirement Board	56	1	2%	897	16
Tennessee Valley Authority	91	1	1%	12,033	132
Department of Commerce	707	1	0%	43,680	62

Delinquent Agencies — participated in providing establishment list, but provided no data

Department/Agency	Establishments Registered	Establishments Reported	Report Rate	Total Employees	Employees Covered
Advisory Council on Historic Preservation	1	0	0%	N/A	N/A
American Battle Monuments Commission	1	0	0%	455	0
Broadcasting Board of Governors	32	0	0%	1,753	0
Consumer Product Safety Commission	3	0	0%	523	0
Court Services and Offender Supervision Agency	13	0	0%	N/A	N/A
Defense Nuclear Facilities Safety Board	1	0	0%	N/A	N/A
Department of Education	27	0	0%	4,104	0
Department of the Interior	2,044	0	0%	69,955	0
Equal Employment Opportunity Commission	54	0	0%	2219	0
Federal Election Commission	1	0	0%	333	0
Federal Mediation and Conciliation Service	1	0	0%	228	0
Harry S. Truman Scholarship Foundation	1	0	0%	N/A	N/A
James Madison Foundation	1	0	0%	N/A	N/A
Kennedy Center	1	0	0%	48	0
Marine Mammal Commission	1	0	0%	N/A	N/A
Merit Systems Protection Board	9	0	0%	200	0
National Aeronautics and Space Administration	16	0	0%	17,794	0
National Archives and Records Administration	46	0	0%	3073	0
National Council on Disability	1	0	0%	N/A	N/A
National Credit Union Administration	6	0	0%	1,235	0
National Endowment for the Humanities	1	0	0%	157	0
National Gallery of Art	1	0	0%	804	0
National Mediation Board	2	0	0%	47	0
National Science Foundation	1	0	0%	1,454	0
Office of Navajo and Hopi Indian Relocation	3	0	0%	36	0
Small Business Administration	188	0	0%	4,037	0
Presidio Trust	1	0	0%	316	0
African Development Foundation	1	0	0%	N/A	N/A
Agency for International Development	5	0	0%	2,515	0

Department/Agency	Establishments Registered	Establishments Reported	Report Rate	Total Employees	Employees Covered
Nuclear Waste Technical Review Board	1	0	0%	N/A	N/A
Office of Special Counsel	1	0	0%	N/A	N/A

Non-Compliant Agencies – did not provide establishment lists, no data collected

Department/Agency	Establishments Registered	Establishments Reported	Report Rate	Total Employees	Employees Covered
Central Intelligence Agency	0	0	0	?	?
Consumer Financial Protection Bureau	0	0	0	?	?
Defense Intelligence Agency	0	0	0	?	?
Department of Defense	0	0	0	98,163	?
Department of Health and Human Services	0	0	0	85,239	?
Federal Energy Regulatory Commission	0	0	0	?	?
Federal Reserve Board	0	0	0	1,873	?
Office of Special Trustee for American Indians	0	0	0	?	?
Arctic Research Commission	0	0	0	?	?

Appendix 2: Field Federal Safety & Health Councils

Active FFSHCs in CY 2014 — Received Annual Reports by OSHA Region

Region 2:
Greater New York FFSHC
Hudson Valley FFSHC
Northern New Jersey FFSHC
Puerto Rico FFSHC
Southern New Jersey FFSHC
Western New York FFSHC

Region 3:
Hampton Roads FFSHC
Metropolitan Washington, DC FFSHC

Region 4:
Atlanta FFSHC
Central Florida FFSHC
Coastal Empire FFSHC
Louisville Area FFSHC
Mississippi Gulf Coast FFSHC
North Carolina FFSHC
South Florida FFSHC

Region 5:
Chicago FFSHC
Detroit FFSHC
Duluth/Superior FFSHC
Minneapolis FFSHC
Greater Cincinnati FFSHC

Region 6:
Dallas / Fort Worth FFSHC
Oklahoma FFSHC
Roadrunner Chapter FFSHC
South Texas FFSHC

Region 7:
Greater Des Moines FFSHC
Greater Kansas City FFSHC
Greater Omaha FFSHC
Greater St. Louis FFSHC

Region 8:
Denver FFSHC

Region 9:
Hawaii FFSHC
Phoenix FFSHC
San Diego FFSHC
San Francisco Bay Area FFSHC

Region 10:
Mt. Rainier Chapter FFSHC

FFSHCS with Appointed Representatives in CY 2014 by Federal Department/Agency

DEPARTMENT OF AGRICULTURE
- Dallas/Ft. Worth FFSHC
- Greater Des Moines FFSHC
- Greater St. Louis FFSHC
- North Carolina FFSHC
- San Francisco Bay FFSHC
  - **Animal and Plant Health Inspection Service**
    - Greater Des Moines FFSHC
  - **Food Grain Inspection Service**
    - Minneapolis FFSHC
  - **Foreign Agriculture Service**
    - South Florida FFSHC
  - **Forest Service**
    - Duluth/Superior FFSHC
    - Roadrunner FFSHC
    - Mt. Rainier FFSHC
    - Puerto Rico FFSHC

DEPARTMENT OF COMMERCE
  - **National Oceanic and Atmospheric Administration**
    - Dallas/Ft. Worth FFSHC
    - Detroit FFSHC
    - Mississippi Gulf Coast FFSHC
    - North Carolina FFSHC
    - Northern New Jersey FFSHC
    - South Florida FFSHC

DEPARTMENT OF DEFENSE
  - **Defense Contract Management Agency**
    - Dallas/Ft. Worth FFSHC
  - **US Air Force**
    - Cincinnati FFSHC
    - Detroit FFSHC
    - Duluth/Superior FFSHC
    - Greater Omaha FFSHC
    - Mt. Rainier FFSHC
    - North Carolina FFSHC

- **US Air Force Fighter Wing**
  - Dallas/Ft. Worth FFSHC
- **US Air Force Research Laboratory**
  - Oklahoma FFSHC
- **US Air Force Reserve**
  - Minneapolis FFSHC
  - Western New York FFSHC
- **US Air National Guard**
  - Coastal Empire FFSHC
  - Dallas/Ft. Worth FFSHC
  - Duluth/Superior FFSHC
  - Hudson Valley FFSHC
  - Minneapolis FFSHC
  - Puerto Rico FFSHC
  - Southern New Jersey FFSHC
  - Western New York FFSHC
- **US Army**
  - Coastal Empire FFSHC
  - Detroit FFSHC
  - Dallas/Ft. Worth FFSHC
  - Greater Des Moines FFSHC
  - Greater New York FFSHC
  - Greater St. Louis FFSHC
  - Mt. Rainier FFSHC
  - North Carolina FFSHC
  - Puerto Rico FFSHC
- **National Geospatial – Imagery Agency**
  - Greater St. Louis FFSHC
- **US Army Corp of Engineers**
  - Coastal Empire FFSHC
  - Dallas/Ft. Worth FFSHC
  - Detroit FFSHC
  - Northern New Jersey FFSHC
  - Minneapolis FFSHC
  - Puerto Rico FFSHC
  - South Florida FFSHC
  - Western New York FFSHC
- **US Army Medical Department**

- Coastal Empire FFSHC
  - ➢ **US Army Reserves**
    - Minneapolis FFSHC
  - ➢ **US Marine Corp**
    - Coastal Empire FFSHC
    - Dallas/Ft. Worth FFSHC
    - North Carolina FFSHC
  - ➢ **US Naval Special Warfare**
    - San Diego FFSHC
  - ➢ **US Navy**
    - Coastal Empire FFSHC
    - Dallas/Ft. Worth FFSHC
    - Mt. Rainier FFSHC
    - Northern New Jersey FFSHC
    - San Diego FFSHC

DEPARTMENT OF ENERGY
- Western New York FFSHC
  - ➢ **National Nuclear Security Administration**
    - Roadrunner FFSHC

DEPARTMENT OF HEALTH AND HUMAN SERVICES
- Western New York FFSHC
  - ➢ **Centers for Disease Control and Prevention**
    - Atlanta FFSHC
  - ➢ **Federal Occupational Health**
    - Dallas/Ft. Worth FFSHC
    - San Francisco Bay FFSHC
  - ➢ **Food and Drug Administration**
    - Atlanta FFSHC
    - Cincinnati FFSHC
    - Dallas/Ft. Worth FFSHC
    - Minneapolis FFSHC
    - Mt. Rainier FFSHC
    - Northern New Jersey FFSHC
    - Puerto Rico FFSHC
    - San Francisco Bay Area FFSHC
  - ➢ **National Institute of Environmental Health Science**
    - North Carolina FFSHC

DEPARTMENT OF HOMELAND SECURITY
- Coastal Empire FFSHC
- Dallas/Ft. Worth FFSHC
- Phoenix FFSHC
- Western New York FFSHC
  - ➢ **Federal Emergency Management Agency**
    - Greater New York FFSHC
    - Puerto Rico FFSHC
  - ➢ **National Urban Security Technology Laboratory**
    - Greater New York FFSHC
  - ➢ **Science and Technology**
    - Greater New York FFSHC
  - ➢ **Transportation Security Administration**
    - Atlanta FFSHC
    - Dallas/Ft. Worth FFSHC
    - Detroit FFSHC
    - Greater New York FFSHC
    - Greater Omaha FFSHC
    - Mississippi Gulf Coast FFSHC
    - Northern New Jersey FFSHC
    - South Florida FFSHC
  - ➢ **US Citizenship and Immigration Services**
    - Greater Omaha FFSHC
  - ➢ **US Coast Guard**
    - Detroit FFSHC
    - Northern New Jersey FFSHC
    - South Florida FFSHC
  - ➢ **US Customs and Border Protection**
    - Duluth/Superior FFSHC
    - Puerto Rico FFSHC
    - South Florida FFSHC
  - ➢ **US Immigration and Customs Enforcement**
    - Dallas/Ft. Worth FFSHC
  - ➢ **US Secret Service**
    - Northern New Jersey FFSHC

DEPARTMENT OF JUSTICE
- Dallas/Ft. Worth FFSHC
- San Francisco Bay FFSHC
  - ➢ **Drug Enforcement Agency**
    - Dallas/Ft. Worth FFSHC
  - ➢ **Federal Bureau of Investigation**
    - Atlanta FFSHC
    - Greater Omaha FFSHC
    - Northern New Jersey FFSHC
  - ➢ **Federal Bureau of Prisons**
    - Dallas/Ft. Worth FFSHC
    - Greater Kansas City FFSHC
    - Minneapolis FFSHC
    - North Carolina FFSHC
  - ➢ **US Marshals Service**
    - Greater Omaha FFSHC

DEPARTMENT OF LABOR
- Central Florida FFSHC
- Mt. Rainier FFSHC
- North Carolina FFSHC
- South Florida FFSHC
- Western New York FFSHC
  - ➢ **Employment and Training Administration**
    - Northern New Jersey FFSHC
  - ➢ **Federal Contracts Compliance Programs**
    - Central Florida FFSHC
  - ➢ **Occupational Safety and Health Administration**
    - Atlanta FFSHC
    - Cincinnati FFSHC
    - Dallas/Ft. Worth FFSHC
    - Duluth/Superior FFSHC
    - Greater Des Moines FFSHC
    - Greater New York FFSHC
    - Greater Omaha FFSHC
    - Hudson Valley FFSHC
    - Minneapolis FFSHC
    - Mississippi Gulf Coast FFSHC
    - Northern New Jersey FFSHC
  - ➢ **Office of Labor Management Standards**

- Cincinnati FFSHC
  - ➢ **Office of the Assistant Secretary for Administration and Management**
    - Dallas/Ft. Worth FFSHC
    - Greater New York FFSHC
  - ➢ **Wage and Hour Division**
    - Greater Omaha FFSHC
    - Hudson Valley FFSHC
  - ➢ **Women's Bureau**
    - Greater New York FFSHC

DEPARTMENT OF STATE
- South Florida FFSHC

DEPARTMENT OF TRANSPORTATION
- Northern New Jersey FFSHC
  - ➢ **Federal Aviation Administration**
    - Dallas/Ft. Worth FFSHC
    - Greater Omaha FFSHC
    - Mt. Rainier FFSHC
    - North Carolina FFSHC
    - Northern New Jersey FFSHC
    - Southern New Jersey FFSHC
  - ➢ **Federal Highway Administration**
    - Puerto Rico FFSHC

DEPARTMENT OF VETERANS AFFAIRS
- Atlanta FFSHC
- Dallas/Ft. Worth FFSHC
- Detroit FFSHC
- Greater Des Moines FFSHC
- Greater New York FFSHC
- Greater Omaha FFSHC
- Minneapolis FFSHC
- Mississippi Gulf Coast FFSHC
- Mt. Rainier FFSHC
- San Francisco Bay FFSHC
  - ➢ **Veterans Affairs Medical Center**
    - Minneapolis FFSHC
    - Puerto Rico FFSHC
  - ➢ **Veterans Health Administration**
    - Greater New York FFSHC
    - Greater St. Louis FFSHC

- Puerto Rico FFSHC

DEPARTMENT OF THE INTERIOR
- Roadrunner FFSHC
  - **Bureau of Land Management**
    - San Francisco Bay FFSHC
  - **National Park Service**
    - Greater New York FFSHC
    - Northern New Jersey FFSHC
  - **US Bureau of Indian Affairs**
    - South Florida FFSHC
  - **US Fish and Wildlife Service**
    - Atlanta FFSHC
    - Minneapolis FFSHC
  - **US Geological Survey**
    - San Francisco Bay FFSHC

DEPARTMENT OF THE TREASURY
- Cincinnati FFSHC
  - **Bureau of Printing and Engraving**
    - Dallas/Ft. Worth FFSHC
  - **Internal Revenue Service**
    - Dallas/Ft. Worth FFSHC
    - Greater Des Moines FFSHC
    - Greater Omaha FFSHC
    - Mt. Rainier FFSHC
    - South Florida FFSHC

ENVIRONMENTAL PROTECTION AGENCY
- Cincinnati FFSHC
- Dallas/Ft. Worth FFSHC
- Duluth/Superior FFSHC
- Greater New York FFSHC
- Northern New Jersey FFSHC
- Puerto Rico FFSHC

FEDERAL EXECUTIVE BOARD
- Detroit FFSHC
- Minneapolis FFSHC

GENERAL SERVICES ADMINISTRATION
- Dallas/Ft. Worth FFSHC
- Greater Des Moines FFSHC

- Mt. Rainier FFSHC
- Northern New Jersey FFSHC
- San Francisco Bay FFSHC
- South Florida FFSHC

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
- Central Florida FFSHC

NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
- Dallas/Ft. Worth FFSHC
- Greater St. Louis FFSHC

NUCLEAR REGULATORY COMMISSION
- Dallas/Ft. Worth FFSHC

SMALL BUSINESS ADMINISTRATION
- Puerto Rico FFSHC

SOCIAL SECURITY ADMINISTRATION
- Cincinnati FFSHC
- Dallas/Ft. Worth FFSHC
- Greater Des Moines FFSHC
- Hudson Valley FFSHC
- San Francisco Bay FFSHC

U.S. FEDERAL COURTS
- South Florida FFSHC

U.S. POSTAL SERVICE
- Atlanta FFSHC
- Dallas/Ft. Worth FFSHC
- Detroit FFSHC
- Greater St. Louis FFSHC
- Hudson Valley FFSHC
- Phoenix FFSHC
- Minneapolis FFSHC
- North Carolina FFSHC
- Northern New Jersey FFSHC
- South Florida FFSHC

FFSHCS with Non-Appointed Members in CY 2014 by Federal Department/Agency

DEPARTMENT OF AGRICULTURE
- Oklahoma FFSHC
- Puerto Rico FFSHC
- Roadrunner FFSHC
- Western New York FFSHC
  - ➤ **Animal & Plant Health Inspection**
    - Mississippi Gulf Coast FFSHC
  - ➤ **US Forest Service**
    - Atlanta FFSHC
    - Roadrunner FFSHC

DEPARTMENT OF COMMERCE
  - ➤ **National Oceanic and Atmospheric Administration**
    - Louisville Area FFSHC
    - Western New York FFSHC
  - ➤ **US Bureau of the Census**
    - Louisville Area FFSHC

DEPARTMENT OF DEFENSE
- Oklahoma FFSHC
- South Texas FFSHC
  - ➤ **Armed Forces Retirement Home**
    - Mississippi Gulf Coast FFSHC
  - ➤ **Defense Contract Management Agency**
    - Western New York FFSHC
  - ➤ **National Reconnaissance Office**
    - Central Florida FFSHC
  - ➤ **US Air Force**
    - Atlanta FFSHC
    - Central Florida
    - Cincinnati FFSHC
    - Hampton Roads FFSHC
    - Mississippi Gulf Coast FFSHC
    - Oklahoma FFSHC
    - Roadrunner FFSHC
    - Western New York FFSHC
  - ➤ **US Air National Guard**
    - Greater New York FFSHC

- Louisville National Guard FFSHC
- Oklahoma FFSHC
- Puerto Rico FFSHC
- Western New York FFSHC
  - ➤ **US Army**
    - Coastal Empire FFSHC
    - Louisville Area FFSHC
  - ➤ **US Army Corp of Engineers**
    - Cincinnati FFSHC
    - Greater New York FFSHC
    - Louisville Area FFSHC
    - Western New York FFSHC
  - ➤ **US Army Training and Doctrine Command**
    - Hampton Roads FFSHC
  - ➤ **US Marine Corps**
    - Hampton Roads FFSHC
  - ➤ **US Navy**
    - Hampton Roads FFSHC
    - Mississippi Gulf Coast FFSHC
  - ➤ **US Navy Inspector General**
    - Hampton Roads FFSHC
  - ➤ **US Navy Reserve**
    - Hampton Roads FFSHC
  - ➤ **US Navy Commander, Fleet Forces**
    - Hampton Roads FFSHC
  - ➤ **US Navy Commander, Naval Region Mid Atlantic**
    - Hampton Roads FFSHC
  - ➤ **US Navy Commander Undersea Surveillance**
    - Hampton Roads FFSHC
  - ➤ **US Navy Mid Atlantic Regional Maintenance Center**
    - Hampton Roads FFSHC
  - ➤ **US Navy Research Lab**
    - Mississippi Gulf Coast FFSHC
  - ➤ **Naval Air Station**
    - Hampton Roads FFSHC

- **Naval Aviation Depot**
  - Hampton Roads FFSHC
- **Naval Communications**
  - Hampton Roads FFSHC
- **Naval Environmental and Preventative Medicine**
  - Hampton Roads FFSHC
- **Naval Environmental Health Center**
  - Hampton Roads FFSHC
- **Naval Environmental Training Center**
  - Hampton Roads FFSHC
- **Naval Facilities Engineering Command**
  - Hampton Roads FFSHC
- **Naval Medical Center**
  - Hampton Roads FFSHC
- **Naval Ophthalmic Support and Training**
  - Hampton Roads FFSHC
- **Naval Personnel Development**
  - Hampton Roads FFSHC
- **Naval Safety Center**
  - Hampton Roads FFSHC
- **Naval Sea Systems**
  - Hampton Roads FFSHC
- **Naval Shipbuilding**
  - Hampton Roads FFSHC
- **Naval Shipyard Safety Office**
  - Hampton Roads FFSHC
- **Naval Special Warfare Development**
  - Hampton Roads FFSHC
- **Naval Surface Warfare Center**
  - Hampton Roads FFSHC
- **Naval Training Support Center**
  - Hampton Roads FFSHC
- **Space and Naval Warfare**
  - Hampton Roads FFSHC

DEPARTMENT OF ENERGY
- Cincinnati FFSHC
- Greater New York FFSHC
- Hampton Roads FFSHC

- Western New York FFSHC
  - **National Nuclear Security Administration**
    - Roadrunner FFSHC
  - **Office of Science**
    - Greater New York FFSHC

DEPARTMENT OF HEALTH AND HUMAN SERVICES
- Greater New York FFSHC
- Puerto Rico FFSHC
- San Francisco Bay FFSHC
- Western New York FFSHC
  - **Centers for Disease Control**
    - Atlanta FFSHC
  - **Federal Occupational Health**
    - Atlanta FFSHC
    - Greater New York FFSHC
  - **Food and Drug Administration**
    - Atlanta FFSHC
    - Western New York FFSHC
  - **National Institute for Occupational Safety and Health**
    - Cincinnati FFSHC

DEPARTMENT OF HOMELAND SECURITY
- Cincinnati FFSHC
- Greater New York FFSHC
- Oklahoma FFSHC
- South Texas FFSHC
- Western New York FFSHC
  - **National Urban Security Technology Lab**
    - Greater New York FFSHC
  - **Science and Technology**
    - Greater New York FFSHC
  - **Secret Service**
    - South Florida FFSHC
  - **Transportation Security Administration**
    - Atlanta FFSHC
    - Greater New York FFSHC
    - Roadrunner FFSHC
    - Western New York FFSHC

- **US Coast Guard**
  - Hampton Roads FFSHC
- **US Customs and Border Protection**
  - Greater New York FFSHC
  - Western New York FFSHC
- **US Immigration and Customs Enforcement**
  - Greater New York FFSHC
  - Western New York FFSHC

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
- Atlanta FFSHC
- Greater New York FFSHC

DEPARTMENT OF JUSTICE
- Atlanta FFSHC
- Greater New York FFSHC
- South Texas FFSHC
- Western New York FFSHC
  - **Bureau of Alcohol, Tobacco, Firearms and Explosives**
    - South Florida FFSHC
  - **Federal Bureau of Investigation**
    - Puerto Rico FFSHC
  - **Federal Bureau of Prisons**
    - Atlanta FFSHC
    - Greater New York FFSHC
    - Oklahoma FFSHC
    - South Florida FFSHC

DEPARTMENT OF LABOR
- Oklahoma FFSHC
- San Francisco Bay FFSHC
- South Texas FFSHC
- Western New York FFSHC
  - **Employee Benefits Security Administration**
    - Greater New York FFSHC
  - **Occupational Safety and Health Administration**
    - Atlanta FFSHC
    - Greater New York FFSHC

- Hampton Roads FFSHC
- South Florida FFSHC
- **Office of Inspector General**
  - Greater New York FFSHC
- **Office of Labor/Management Standards**
  - Greater New York FFSHC
- **Office of Workers Compensation**
  - Greater New York FFSHC
- **Office of the Assistant Secretary for Administration and Management**
  - Greater New York FFSHC
- **Wage and Hour Division**
  - Greater New York FFSHC
  - Oklahoma FFSHC
- **Women's Bureau**
  - Greater New York FFSHC

DEPARTMENT OF TRANSPORTATION
- Oklahoma FFSHC
  - **Federal Aviation Administration**
    - Greater New York FFSHC
    - Duluth/Superior FFSHC
    - Oklahoma FFSHC

DEPARTMENT OF VETERANS AFFAIRS
- Greater New York FFSHC
- Louisville FFSHC
- Mississippi Gulf Coast FFSHC
- San Francisco Bay FFSHC
- South Florida FFSHC
- Western New York FFSHC

DEPARTMENT OF THE INTERIOR
- **Bureau of Indian Affairs**
  - Roadrunner FFSHC
- **Fish and Wildlife Service**
  - Central Florida FFSHC
- **National Park Service**
  - Atlanta FFSHC
  - Central Florida FFSHC
  - Greater New York FFSHC
  - Louisville Area FFSHC

- Mississippi Gulf Coast FFSHC
- **Office of the Special Trustee for American Indians**
  - Roadrunner FFSHC

DEPARTMENT OF THE TREASURY
- **Internal Revenue Service**
  - Greater New York FFSHC
  - San Francisco Bay FFSHC

ENVIRONMENTAL PROTECTION AGENCY
- Cincinnati FFSHC
- Greater New York FFSHC
- Western New York FFSHC

FEDERAL EXECUTIVES BOARD
- Cincinnati FFSHC
- South Florida FFSHC
- Western New York FFSHC

GENERAL SERVICES ADMINISTRATION
- Atlanta FFSHC
- Cincinnati FFSHC
- San Francisco Bay FFSHC

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
- Hampton Roads FFSHC
- Mississippi Gulf Coast FFSHC

NATIONAL LABOR RELATIONS BOARD
- Atlanta FFSHC

- Western New York FFSHC

NATIONAL TRANSPORTATION SAFETY BOARD
- South Florida FFSHC

RAILROAD RETIREMENT BOARD
- Western New York FFSHC

SMALL BUSINESS ADMINISTRATION
- Western New York FFSHC

SOCIAL SECURITY ADMINISTRATION
- Greater New York FFSHC
- San Francisco Bay FFSHC
- Western New York FFSHC

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
- Western New York FFSHC

U.S. FEDERAL COURTS
- Greater New York FFSHC

U.S. POSTAL SERVICE
- Atlanta FFSHC
- Greater New York FFSHC
- Oklahoma FFSHC
- San Francisco Bay FFSHC
- Western New York FFSHC

Departments/Agencies that Appointed New Representatives to FFSHCs in CY 2014

DEPARTMENT OF AGRICULTURE
- Denver FFSHC
- North Carolina FFSHC
  - **National Resources Conservation Services**
    - Denver FFSHC
  - **US Forest Service**
    - Denver FFSHC
    - Roadrunner FFSHC

DEPARTMENT OF COMMERCE
- Denver FFSHC

DEPARTMENT OF DEFENSE
- Mt. Rainier FFSHC
  - **US Air National Guard**
    - Denver FFSHC
    - Hudson Valley FFSHC
    - Western New York FFSHC
  - **US Air Force**
    - Atlanta FFSHC
    - Mt. Rainier FFSHC
    - Roadrunner FFSHC
  - **US Army**
    - Coastal Empire FFSHC
    - Northern New Jersey FFSHC
    - Southern New Jersey FFSHC
      - **US Army Corp of Engineers**
        - South Florida FFSHC
  - **US Navy**
    - Central Gulf Coast FFSHC

DEPARTMENT OF EDUCATION
- Denver FFSHC

DEPARTMENT OF HEALTH AND HUMAN SERVICES
  - **Centers for Disease Control**
    - Atlanta FFSHC
    - Denver FFSHC

  - **Food and Drug Administration**
    - Cincinnati FFSHC
  - **National Institute for Occupational Safety and Health**
    - Cincinnati FFSHC

DEPARTMENT OF HOMELAND SECURITY
- Denver FFSHC
- Phoenix FFSHC
- South Florida FFSHC
- Southern New Jersey FFSHC
- Western New York FFSHC
  - **Federal Emergency Management Agency**
    - Greater New York FFSHC
  - **Federal Protective Service**
    - Denver FFSHC
  - **Transportation Security Administration**
    - Greater New York FFSHC
    - Northern New Jersey FFSHC
    - Roadrunner FFSHC
    - South Florida FFSHC

DEPARTMENT OF JUSTICE
- Denver FFSHC

DEPARTMENT OF LABOR
- Denver FFSHC
  - **Mining Safety and Health Administration**
    - Denver FFSHC
  - **Occupational Safety and Health Administration**
    - Hawaii FFSHC
  - **Office of Federal Contract Compliance**
    - Northern New Jersey FFSHC

DEPARTMENT OF THE INTERIOR
  - **Bureau of Indian Affairs**

- Phoenix FFSHC
- ➢ **Bureau of Land Management**
  - San Francisco Bay FFSHC
- ➢ **National Park Service**
  - Denver FFSHC
- ➢ **Office of Natural Resources Revenue**
  - Denver FFSHC
- ➢ **Office of Surface Mining Reclamation Enforcement**
  - Denver FFSHC
- ➢ **Office of the Inspector General**
  - Denver FFSHC
- ➢ **U.S. Geological Survey**
  - Denver FFSHC
  - San Francisco Bay FFSHC

DEPARTMENT OF THE TREASURY
- ➢ Denver FFSHC
  - ➢ **Internal Revenue Service**
    - Cincinnati FFSHC
    - Mt. Rainier FFSHC

ENVIRONMENTAL PROTECTION AGENCY
- Cincinnati FFSHC
- Denver FFSHC
- Northern New Jersey FFSHC

GENERAL SERVICES ADMINISTRATION
- Central Florida FFSHC

NATIONAL AERONAUTICS & SPACE ADMINISTRATION
- Denver FFSHC

NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
- Denver FFSHC

SMALL BUSINESS ADMINISTRATION
- Denver FFSHC

SOCIAL SECURITY ADMINISTRATION
- Central Florida FFSHC

U.S. POSTAL SERVICES
Denver FFSHC

DEPARTMENT OF VETERANS AFFAIRS
- Denver FFSHC

Appendix 3: Agency Requests to NIOSH for Technical Assistance

Technical Assistance Requests, and Completed Investigations by Type, CY 2012 through CY 2014

Department/Agency	Technical Assistance Requests				Completed Investigation by Type					
					Desktop Investigations			Field Investigations		
	2014	2013	2012	Total	2014	2013	2012	2014	2013	2012
Commerce	2		2	4	1					
Defense	2	5	9	16	2	3	5		2	
Energy		2		2						
Health and Human Services	4	2	4	10	3	5	1			
Homeland Security	7	2	6	15	4	1	2	2	2	1
Interior	3	3	2	8	1			3	1	1
Justice		3	1	4	1	1				1
U.S. Postal Service	5	2	4	11	3	3	2			
Social Security Administration	3	3	1	7	4	1	2		1	
Transportation	3			3	3					
Treasury	1	2		3	1	1				
Veterans Affairs	4	5	3	12	2	5	4		1	1
Other	3	2	9	14	1	2	4	3	1	1
Total	37	31	41	109	26	22	20	8	8	5

2014 Assistance Requests by Department/Agency and Exposure Group[14]/Health Problem

Exposure Group / Health Problem	Commerce	Defense	Health and Human Services	Homeland Security	Interior	U.S. Postal Service	Social Security Administration	Transportation	Treasury	Veterans Affairs	Other	Total
Exposure Group												
Chemical		1	2	2	1	1		1			2	10
Biologic				2		1		1	1			5
Indoor Environmental Quality	1	1	3	5	1		3	1	1	3	1	20
Noise											1	1
Heat			1									1
Stress				1								1
Radiation	1			1	1					1	1	5
Subgroup Total	2	2	6	11	3	2	3	3	1	4	3	37
Health Problem												
Respiratory			2	4	1	2	3	1	1	3	1	18
Viral/Bacterial				2		1				1	1	5
Cancer						1		2				3
Musculoskeletal				2							1	3
Mental/Behavioral		1		2				1				4
Sensory								1	1			2
Skin Disorder					1	1						2
Nervous System	1				1		1	1		1	1	6
Subgroup Total	1	1	2	10	3	5	4	6	2	5	4	37

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[14] A Request for Technical Assistance, also known as a Health Hazard Evaluation request, may involve an investigation under more than one exposure group category. For example, the U.S. Department of the Treasury requested an investigation under two exposure groupings: 'Biologic' and 'Indoor Environmental Quality.'

Appendix 4: Agency OSH Responsibilities

Federal Executive Branch agencies have a variety of responsibilities with respect to their OSH programs as delineated by Section 19 of the OSH Act, E.O. 12196, and Title 29 CFR §1960. This section condenses those responsibilities into five subsections: **Program**, **Standards**, **Workplace**, **Records**, and **Inspections and Investigations**. Each subsection lists the agency responsibilities, and provides a discussion of each responsibility along with hyperlinks to the specified reference(s).

Program

Establish and maintain an effective and comprehensive OSH program.
> All three documents[15] require agencies to establish and maintain OSH programs that comply with the program requirements of 29 CFR §1960 and OSHA's occupational safety and health regulations as described in the relevant parts of Title 29 CFR.

Operate an OSH management information system.
> E.O. 12196, paragraph 1-201(j), requires each agency to maintain a system for managing its OSH information, which must include maintaining records the Secretary requires. While the EO does not mandate an electronic information management system, many such systems are available. They can facilitate maintaining, analyzing, retrieving, and tracking OSH-related information.

Develop and implement OSH program evaluation procedures.
> 29 CFR §1960.78 requires agencies to evaluate the effectiveness of their OSH programs and include the results of those self-evaluations in their annual reports to the Secretary. According to 29 CFR §1960.79, these self-evaluations must include qualitative assessments of the extent to which the OSH programs comply with E.O. 12196 and 29 CFR §1960, and analyses of whether the agency has effectively implemented its OSH program in all its field activities.

Appoint a DASHO and other OSH officials at appropriate levels.
> E.O. 12196, paragraph 1-201(c), and 29 CFR §1960.6 require each agency to designate an official who will be responsible for managing and administering the agency's OSH program. This *Designated Agency Safety and Health Official* must have "*sufficient authority*" to effectively represent and support the agency head with regard to the OSH program; §1960.6 states that the DASHO should be an Assistant Secretary or equivalent. 29 CFR §1960.6(c) also requires the agency to designate OSH officials at appropriate levels throughout the agency to ensure implementation of an effective OSH program.

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[15] EO 12196, paragraph 1-201(b); The Act, Section 19(a); and 29 CFR §1960.1(a)

Submit an annual report to OSHA, and include a summary of OSH program self-evaluation findings.

All three documents[16] require each agency to send an annual report to the Secretary with respect to OSH-related accidents and injuries, and its OSH program. The agency must include a summary of its self-evaluation findings in the annual report. It must also include any information or data the Secretary requests. OSHA's Office of Federal Agency Programs formulates the annual report request and analyzes the agency reports.

Ensure adequate financial, and other resources for effective OSH program implementation and administration.

29 CFR §1960.7 stipulates that each agency must provide the resources to implement and administer its OSH program. The standard lists several resources that a federal agency OSH program must include, such as sufficient personnel, personal protective equipment, hazard abatement, OSH-related sampling and analyses, training, technical information, and medical surveillance – but it does not limit the resources to that list.

Include appropriate OSH criteria in managers' and supervisors' performance appraisals.

According to 29 CFR §1960.11, agencies must include OSH-related performance measures as part of the performance evaluations for any management official-in-charge of an establishment, any supervisory employee, or any other appropriate management official. The standard further requires that the evaluation must measure the employee's performance "*in meeting requirements*" of the agency's OSH program, consistent with the manager's or supervisor's assigned responsibilities and authority.

Post the OSHA poster or equivalent and provide a copy to the Secretary.

29 CFR §1960.12 requires the agency to "*post conspicuously in each establishment*" and keep posted, a poster informing employees of the "*provisions of the Act, Executive Order 12196, and the agency occupational safety and health program.*" The poster must include core OSHA-provided text along with other information specific to the agency. The agency must also provide a copy of this poster to the Secretary.

Promote OSH-related employee awareness.

Along with conspicuously posting the "OSHA poster," 29 CFR §1960.12 – specifically paragraph (e) – requires agencies to use their ordinary information channels – such as newsletters, bulletins, handbooks, website, etc. – to promote employees' awareness of OSH-related issues. While the standard does not define "*occupational safety and health matters*," nor does it specify the frequency with which an agency must "*promote… awareness,*" simply posting the "OSHA poster" does not satisfy the requirements of this paragraph.

Establish anti-discrimination and -reprisal procedures for OSH-related activities.

Both E.O. 12196, paragraph 1-201(f), and the Code of Federal Regulations (29 CFR §1960.46) require agencies to establish procedures assuring that no employee is subject to "*restraint, interference, coercion, discrimination or reprisal*" for OSH-related

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[16] E.O. 12196, paragraph 1-201(l); The Act, Section 19(a)(5); and 29 CFR §1960.71(a)

activities. Various OSH-related regulations afford employees rights and privileges related to reporting OSH issues and participating in OSH-related activities. Agencies must establish procedures to assure that employees can exercise their rights and/or participate in OSH-related activities without becoming subject to discrimination or reprisal.

Provide CSHCs with all agency information relative and necessary to their duties.

If an agency has established a *Certified Safety and Health Committee*[17] per Subpart F of 29 CFR §1960, it must provide that CSHC with "*all agency information*" relative to the Committee's duties. According to the standard, such information can include - but is not limited to: OSH policies and programs; available OSH-related human and financial resources; accident, injury, and illness data; material safety data sheets; inspection reports; abatement plans; and reprisal investigation reports.

Provide OSH training to top management, supervisors, OSH inspectors, collateral duty personnel, CSHC members, employees, employee representatives.

E.O. 12196, paragraph 1-201(k), requires OSH-related training for several levels of agency employees. 29 CFR §1960 Subpart H specifies the necessary OSH-related training for all levels of agency employees. Agencies must provide at least the listed required training for the designated level of employee, but may provide more extensive or comprehensive training for any level of employee.

Standards

Comply with applicable OSHA and 1960 alternate standards.

All three documents[18] require agencies to comply with all applicable OSHA standards issued under Section 6 of the Act – or an OSHA-approved alternate standard.

Adopt emergency temporary and permanent supplemental standards as necessary and appropriate if no OSHA standard exists.

According to 29 CFR §1960.18, if there is no OSHA standard that applies to a particular worksite, job, condition, or other workplace exposure, an agency must implement an emergency temporary supplemental standard to protect its employees. Subsequent to implementing an emergency temporary supplemental standard, the agency must develop and implement a permanent supplemental standard to continue to assure a safe and healthful workplace and adequate employee protection.

Notify OSHA and the other federal agency if another agency's standard conflicts with an OSHA standard.

29 CFR §1960.19(c) stipulates that, in the unlikely event of another agency's standard interfering with an OSHA standard, the head of the agency discovering such a conflict must notify the other federal agency and the Secretary. The agencies will then undertake joint efforts to resolve the conflict.

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[17] See Certified Safety and Health Committees for a description of CSHCs.
[18] E.O. 12196, paragraph 1-201(d); The Act, Section 19(a); and 29 CFR §1960, Subpart C

The standard also requires compliance with the more protective of the conflicting standards until after the conflict is resolved.

WORKPLACE

Provide safe and healthful workplaces and working conditions.
All three previously identified documents require that federal workplaces and working conditions be safe and healthful and free from recognized serious hazards. According to §1960.2(v), a "*serious hazard or condition*" is one that has the "*substantial probability*" of causing death or serious physical harm. 29 CFR §1960.1(g) clarifies that federal employees who work in private sector establishments are covered by their respective federal employer's OSH program, and the agency is responsible for assuring safe and healthful workplaces and conditions for these employees.

Ensure timely response to employee reports of unsafe/unhealthful conditions.
E.O. 12196, paragraph 1-201(h), requires agencies to respond to employee reports of hazardous conditions. It also requires agencies to inspect the situation within 24 hours for "*imminent dangers*," within three working days for potentially "*serious*" conditions, and within 20 working days for other conditions.

Promptly abate unsafe/unhealthful conditions.
Both E.O. 12196, paragraph 1-201(e), and §1960 require agencies to promptly abate unsafe or unhealthful working conditions. While 29 CFR §1960.28(d)(3) recognizes that some hazards can be abated immediately, the Executive Order clarifies that if the agency cannot promptly abate the condition, it must develop an abatement plan that includes both a timetable for abatement and interim protective measures. 29 CFR §1960.30 provides further instructions with regard to abatement and abatement plans.

Acquire, maintain, and require the use of safety equipment, PPE, and other protective devices.
Both the Act, at Section 19(a)(2), and 29 CFR §1960.8(d) require federal employers to "*acquire, maintain, and require the use of approved PPE, approved safety equipment, and other devices necessary to protect employees*."

RECORDS

Keep records per 29 CFR §1904, and allow OSHA access to them.
The Act, at Section 19(a)(3), mandates that agencies maintain "*adequate records*," and 29 CFR §1960.66 clarifies that, at a minimum, agencies must comply with the recordkeeping and reporting requirements under 29 CFR §1904, Subparts C, D, E, and G.

Use the records to identify unsafe/unhealthful conditions and establish OSH program priorities.
>29 CFR §1960.66(c) requires agencies to analyze the information [including the records required by paragraph (b) of the standard] collected through its management information system (required by E.O. 12196) to identify unsafe and unhealthful working conditions and establish its OSH program priorities.

Provide selected records to OSHA, through the Survey of Occupational Injury and Illness reporting system, on an annual basis.
>A final rule (78:150 Federal Register, August 5, 2013) amended the basic program elements at 29 CFR part 1960 by adding Sec. 1960.72, requiring federal agencies to submit information included on the three OSHA recordkeeping forms to OSHA through the Bureau of Labor Statistics' Survey of Occupational Injury and Illness secure web-based reporting system.

Inspections and Investigations

Require inspections, allow access to OSHA's inspectors, and establish a procedure for issuing Notices. (Refer to page 28 for an explanation of an OSHA Notice.)
>Subpart D of Part 1960 covers workplace inspections and abatement of hazardous conditions. Among its requirements, agencies must:
>- Inspect "*all areas and operations…at least annually*," and more frequently if the area is hazardous – §1960.25(c);
>- Authorize OSHA inspectors to "*enter without delay*" any agency worksite – §1960.31(b);
>- Immediately abate imminent danger conditions and remove employees who are not needed during the abatement process – §1960.26(b)(5); and
>- Establish procedures for issuing *Notices of Unsafe or Unhealthful Working Conditions* (Notices) not later than 15 days after completing the inspection for safety violations, or 30 days after completing the inspection for health violations – §1960.26(c)(2).

Allow for employee representatives during inspections.
>E.O. 12196, paragraph 1-201(i), requires agencies to assure that employee representatives accompany OSH inspectors during workplace inspections. In addition, 29 CFR §1960.27(a) provides guidance on the selection of employee representatives.

Allow OSH personnel to use necessary specialized expertise.
>29 CFR §1960.8(e) requires agencies to allow their OSH personnel to use necessary specialized expertise "*from whatever source available*," such as other agencies, professional groups, labor organizations, universities, etc.

Investigate all fatalities and catastrophes, keep investigation report copies, and provide a summary report to OSHA, and CSHCs.

According to §1960.29(b) agencies must investigate all fatalities and/or catastrophes (hospitalization of three or more employees) and produce a written report of the investigation. The report must include specific information [§1960.29(d)] and the agency must provide copies to specified parties, including OSHA.

Keep CSHC members advised of reprisal allegations, and provide copies of investigation reports.

Among the duties of both local- and national-level CSHCs is the requirement to review the agency's response to allegations of reprisal. 29 CFR §1960.40(b)(8) requires local CSHCs to review the agency's response and, according to §.40(b)(9), if at least half the committee is dissatisfied with the agency's investigation report, they must report their dissatisfaction to the Secretary. The same requirements are found at §1960.41(b) and §.41(d), respectively, for national CSHCs.

Given these statutory duties for CSHC members, §1960.47 requires agencies to provide copies of reprisal investigation reports to their certified committees.

References

Executive Order 12196 - *Occupational safety and health programs for Federal employees*, 45 FR 12769, Feb. 26, 1980.

Occupational Safety and Health Act of 1970, Public Law 91-596, 84 STAT. 1590, 91st Congress, S.2193, December 29, 1970, as amended through January 1, 2004.

Title 29 Code of Federal Regulations, Part 1960.

Appendix 5: OSH-related Resources and Information

American Conference of Governmental Industrial Hygienists
     1330 Kemper Meadow Drive
     Cincinnati, Ohio 45240
     Customers/Members Phone: 513-742-2020
     Administrative Phone: 513-742-6163
     Fax: 513-742-3355
     E-mail: mail@acgih.org

American Industrial Hygiene Association
     2700 Prosperity Ave., Suite 250
     Fairfax, VA 22031
     Phone: 703-849-8888
     Fax: 703-207-3561
     E-mail: infonet@aiha.org

American Society of Safety Engineers (ASSE)
     Customer Service
     1800 E Oakton St.
     Des Plaines, IL 60018
     Phone: 847-699-2929 (8:30 - 5:00 Central Time)
     Fax: 847-768-3434 (24 Hours)
     E-mail: customerservice@asse.org

Material Safety Data Sheets (MSDSs) and Related Information[19]
     MSDS Online Library
     MSDS Solutions
     MSDSs Online
     MSDS Exchange
     Free MSDSs

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[19] In the Report, these documents are referred to as Safety Data Sheets (SDS). A search on the worldwide web for "*Free MSDS*" returned nearly 300,000 links. As a service to federal agencies, a few links have been provided. However, providing the link does not imply OSHA endorsement of the website, nor does it imply that any given site is "*better than*," or "*preferred*" to any other site.

National Institute for Occupational Safety and Health
        NIOSH Health Hazard Evaluations
                Completed in FY 2013
                http://www.cdc.gov/niosh/hhe/reports/pdfs/2011-0031-3187.pdf
                http://www.cdc.gov/niosh/hhe/reports/pdfs/2011-0031-3177.pdf
                http://www.cdc.gov/niosh/hhe/reports/pdfs/2011-0031-3167.pdf
                http://www.cdc.gov/niosh/hhe/reports/pdfs/2011-0031-3169.pdf
                http://www.cdc.gov/niosh/hhe/reports/pdfs/2011-0031-3174.pdf

        NIOSH Pocket Guide to Chemical Hazards
        NIOSH Chemicals Page
        NIOSH Safety and Prevention Topics

Occupational Safety and Health Administration
        OSHA Construction Industry Information and Assistance OSHA Website –
        www.osha.gov
        Laws, Regulations and Interpretations
        Laws and Regulations (29 CFR)
        Federal Advisory Council on Occupational Safety and Health
        Safety and Health Management Systems e-Tool
        Safety and Health Topics, Technical Links

        OSHA Office of Federal Agency Programs
                200 Constitution Avenue, N.W., Rm. N3622
                Washington, DC 20210
                (202) 693-2122
                (202) 693-1685 FAX

        OSHA's Field Operations Manual, Chapter 13, Section VII Agency Technical Assistance
                Request http://www.osha.gov/OshDoc/Directive_pdf/CPL_02-00-150.pdf
        OSHA Compliance Assistance eTools and Electronic Products
        OSHA's Fall Prevention Campaign viewable at,
                http://www.osha.gov/stopfalls/index.html
        OSHA Regional and Area Offices (map with links)
        OSHA Standards
        OSHA's Cooperative Programs
        OSH-related Statistics and Data
        OSHA Office of Whistleblowers Protection Programs, http://www.whistleblowers.gov/
        Safety and Health Program Management Guidelines (2015) (DRAFT), viewable at,
                http://osha.gov/shpmguidelines

U.S. Bureau of Labor Statistics (BLS)
        BLS Injuries, Illnesses, and Fatalities Program

Appendix 6: Acronyms

Acronym	Definition
ATAR	Agency Technical Assistance Request
BLM	Bureau of Land Management
BLS	Bureau of Labor Statistics
CBY	Chargeback Year
CFR	Code of Federal Regulations
CSHC	Certified Safety &Health Committee
CY	Calendar Year
DASHO	Designated Agency Safety & Health Official
DHS	Department of Homeland Security
DoD	Department of Defense
DOL	Department of Labor
EPA	Environmental Protection Agency
E.O.	Executive Order
FACOSH	Federal Advisory Council on Occupational Safety & Health
FFSHC	Field Federal Safety and Health Council
FY	Fiscal Year
GSA	General Services Administration
LTCR	Lost-Time Case Rate
MSDS	Material Safety Data Sheet (see SDS)
MVA	Motor Vehicle Accident
MVSP	Motor Vehicle Safety Programs
NASA	National Aeronautics & Space Administration
NIOSH	National Institute for Occupational Safety & Health
OPM	Office of Personnel Management
OSH	Occupational Safety and Health
OSHA	Occupational Safety & Health Administration
OWCP	Office of Workers' Compensation Programs
POWER	Protecting Our Workers, Ensuring Reemployment
SDS	Safety Data Sheet (see MSDS)
SHARE	Safety, Health and Return to Employment
SHMS	Safety & Health Management System
TCR	Total Case Rate
U.S.C.	United States Code
USDA	U.S. Department of Agriculture

Acronym   Definition

USPS   U.S. Postal Service