

**The Secretary of Labor's Report to the President
on
Federal Department and Agency
Occupational Safety and Health Program Activity**

Fiscal Year 2006



**Prepared by the Office of Federal Agency Programs
Occupational Safety and Health Administration**

**U.S. Department of Labor
Washington, D.C.
20210**

SECRETARY OF LABOR
WASHINGTON, D.C. 20210

OCT - 3 2007

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

In accordance with the requirements of Section 19 of Public Law 91-596, the Occupational Safety and Health Act of 1970 (the Act) and Executive Order 12196, I am forwarding to you the fiscal year (FY) 2006 report summarizing the status of safety and health in the federal workplace.

Section 19(b) of the Act directs the Secretary of Labor to submit an annual report to the President summarizing the occupational safety and health activities of federal Executive Branch departments and agencies. The enclosed report fulfills that responsibility in summarizing FY 2006 activities. It is based on two major sources of information:

- Annual reports submitted by federal Executive Branch departments and agencies to the Assistant Secretary of Labor for Occupational Safety and Health; and
- Data generated from reports of injury and illness that federal civilian employees filed with the Employment Standards Administration's Office of Workers' Compensation Programs.

The body of the report is organized into three major sections:

- The first section includes tables documenting the FY 2006 performance results of Executive Branch departments and agencies in meeting the four goals of the Presidential Safety, Health, and Return-to-Employment (SHARE) Initiative, established in FY 2004;
- The second section contains summaries of the occupational safety and health activities of each of the departments in the Executive Branch of the federal government, along with summaries for the U.S. Marine Corps and 48 independent agencies, administrations, boards, and commissions; and
- The third section includes 17 summary statistical tables and charts showing trends in agency injury and illness experience and workers' compensation costs for the current period, as well as prior years' data.

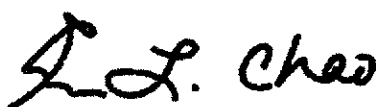
In FY 2006, the total federal civilian workforce [less the U.S. Postal Service (USPS)] stayed relatively stable with an increase of 2,888 employees or less than 1% from FY 2005. Total injury and illness cases for FY 2006 decreased approximately 11.7% (from 76,585 in FY 2005 to 67,641) as did the number of lost time cases, which decreased 8.5% (from 36,289 to 33,198). There were corresponding decreases in the total and lost time case rates of 11.9% and 9%, respectively. According to federal agency reports, during FY 2006 the federal civilian workforce experienced 53 fatalities, a reduction of 14.5% from FY 2005 when 62 fatalities were reported. Overall, agencies reported that more than one-third of the fatalities resulted from motor vehicle accidents.

Workers' compensation costs for all of the federal government (less the USPS) were \$1.6 billion in chargeback year (CBY) 2006. These costs represent a 4.2% increase compared to CBY 2005, and equate to a relatively large increase in costs compared to last year's growth rate of 0.5%. In CBY 2006, all 18 of the federal departments experienced an increase in their workers' compensation costs.

This report also documents agencies' progress towards meeting the four goals of the SHARE Initiative. The federal government as a whole (less the USPS) was successful in achieving all four goals by the end of FY 2006 for the first time since the Initiative began. Many departments and independent agencies made significant progress in achieving desired performance levels, with many showing substantial improvements over the previous fiscal year.

Please note that Section 19(b) of the Act requires that an annual report be transmitted to the Senate and the House of Representatives regarding federal safety and health activities. The attached Report may be used for that purpose, so I have enclosed two additional copies. If you have any questions, please contact Assistant Secretary for Occupational Safety and Health, Edwin G. Foulke, Jr., at (202) 693-2301.

Sincerely,

A handwritten signature in black ink that reads "E.L. Chao". The signature is written in a cursive, flowing style.

Elaine L. Chao

Enclosures

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Overview

This report is submitted pursuant to Section 19(b) of the Occupational Safety and Health Act of 1970, hereinafter referred to as the “the Act.” This section directs the Secretary of Labor to report to the President a summary or digest of reports by the departments and agencies of the Executive Branch of the federal government, together with the Secretary’s evaluations of and recommendations derived from the reports. This report fulfills the Secretary of Labor’s annual responsibility to inform the President about the status of safety and health throughout the federal civilian workforce. The mandates for agency heads in establishing occupational safety and health programs, providing guidance and direction, and reporting include the following:

- Section 19(a) of the Act [29 U.S.C. 668(a)] directs the head of each federal agency to establish and maintain an effective and comprehensive occupational safety and health program which is consistent with the occupational safety and health standards promulgated under Section 6 of the Act (29 U.S.C. 655).
- Section 19(a)(5) of the Act [29 U.S.C. 668(a)(5)] requires federal agency heads to make an annual report to the Secretary of Labor 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.
- Executive Order 12196, *Occupational Safety and Health Programs for Federal Employees*, signed by President Carter on February 26, 1980, guides the heads of federal Executive Branch agencies in implementing Section 19 of the Act, and directs the Secretary of Labor to issue a set of basic program elements to assist the various federal agencies in carrying out their responsibilities.
- Title 29 CFR Part 1960, *Basic Program Elements for Federal Employee Occupational Safety and Health Programs and Related Matters*, establishes the requirements for agency heads to implement safety and health programs in their agencies.

Format

The body of the report is organized into three major sections. The first section includes tables documenting the fiscal year (FY) 2006 performance results of Executive Branch departments and agencies in meeting the four goals of the Presidential Safety, Health, and Return-to-Employment (SHARE) Initiative to:

- Reduce total injury and illness case rates by 3% per year;
- Reduce lost time injury and illness case rates by 3% per year;
- Increase the timeliness of reporting injuries and illnesses by 5% per year; and
- Reduce lost production day rates by 1% per year.

The second section contains summaries of the occupational safety and health activities of all 15 cabinet-level departments under the Executive Branch of the federal government, along with separate summaries for the Department of the Air Force, the Department of the Army, and the Department of the Navy. There is also a separate write-up for the U.S. Marine Corps. In addition, summaries are included for 48 independent agencies, administrations, boards, and commissions.

Each department and independent agency summary is organized into five sections: *Statistics, OSH Initiatives, Employee Support, Accomplishments, and Goals*. For each of the departments and the five largest independent agencies (Environmental Protection Agency, General Services Administration, National Aeronautics and Space Administration, Social Security Administration, and Tennessee Valley Authority), graphs are included that depict three-year trends in the following categories:

- Total number of employees
- Total and lost time injury and illness cases
- Total and lost time injury and illness case rates
- Total workers' compensation chargeback costs

Graphs showing the **total number of employees** (all Figure 1s) were developed from data furnished to the Occupational Safety and Health Administration (OSHA) by the Office of Personnel Management (OPM). OPM computes the yearly employment total by averaging the 12 monthly figures for the fiscal year beginning October 1 and ending September 30. The total federal civilian employment figures include full-time, part-time, and intermittent employees.

Graphs that depict **total and lost time injury and illness cases** (all Figure 2s) include the number of lost time cases as a **subset of** total injury and illness cases. For example, the Department of Homeland Security reported 15,453 total injury and illness cases in FY 2006. Of these, 7,495 were lost time cases. The remaining 7,958 (not shown) were no-lost time, first aid, or fatal cases. The same principle applies to graphs that illustrate **total and lost time injury and illness case rates** (all Figure 3s).

Graphs that present **total chargeback costs** (all Figure 4s) include statistics reported by the Office of Workers' Compensation Programs (OWCP) for the chargeback year beginning July 1 and ending June 30. Note that the period covered by the chargeback year is different from that covered by the fiscal year.

The third and final section of the report includes 17 summary statistical tables and charts showing trends in agency injury and illness experience and workers' compensation costs for the current period, as well as prior years' data. The following charts are included:

- **Charts A - F** show percentages of the types, anatomical locations, sources, natures, causes, and categories of injuries and illnesses for all of the federal government [less the U.S. Postal Service (USPS)].
- **Chart G** shows total workers' compensation chargeback costs for the past nine chargeback years for the federal government as a whole (including the USPS), and all of the federal government (excluding the USPS). The total dollar expenditure for **all** of the federal government is included for informational purposes since this report **does not** include any additional statistical information for the USPS.
- **Chart H** compares total workers' compensation chargeback costs for the 18 federal departments for the past three chargeback years. The Department of Defense's total chargeback costs are broken down to show individual statistics for the Department of the Air Force, Department of the Army, and the Department of the Navy, necessary to keep bar graphs viewable in proportion to total costs. The total chargeback costs depicted for the Department of Defense **do not include** chargeback costs for the Department of the Air Force, the Department of the Army, and the Department of the Navy.
- **Charts I and J** show the total injury and illness case rate and the lost time case rate, respectively, for each of the federal departments for the past three fiscal years. The Department of the Air Force, the Department of the Army, and the Department of the Navy are included separately for informational purposes.

Unlike in Chart H, the Department of Defense rates **do include** statistics for the Department of the Air Force, the Department of the Army, and the Department of the Navy in both Charts I and J.

- **Chart K** shows each department's and major independent agency's percentage of total federal employment (less the USPS), and compares it to the department's and major independent agency's respective percentage of total federal workers' compensation chargeback costs (less the USPS). On this chart the figures for the Department of Defense **do include** statistics for the Department of the Air Force, the Department of the Army and the Department of the Navy. For comparative purposes, the percentage of employees was calculated based on the average employee totals for the 12-month period from July 1, 2005 through June 30, 2006, as provided by OPM. This is the same period used by OWCP to compute yearly workers' compensation costs.
- **Charts L – Q** show the percentage changes in the numbers and rates of injuries and illnesses for the federal departments and independent agencies in FY 2006 compared to last fiscal year. The percentage changes in workers' compensation costs compared to last chargeback year are also depicted. The Department of Defense figures shown in Charts L and N **do include** statistics for the Department of the Air Force, the Department of the Army, and Department of the Navy.

Executive Summary

This report includes employment, injury and illness, and workers' compensation data for all departments and 48 independent agencies of the Executive Branch of the federal government for fiscal year (FY) 2006. As in prior years, this report assesses trends and progress made by the departments and agencies, and the federal government as a whole [less the U.S. Postal Service (USPS)]¹, in improving workplace safety and health. This report provides information about how agencies have implemented the revised injury and illness recordkeeping requirements for federal agencies under 29 CFR Part 1960, monitored motor vehicle and seat belt safety, and participated in the Field Federal Safety and Health Councils (FFSHCs) supported by the Department of Labor (DOL). In addition, the report summarizes the performance of federal agencies under the Presidential Safety, Health, and Return-to-Employment (SHARE) Initiative.

Injury, Illness, and Fatality Statistics

The Occupational Safety and Health Administration (OSHA) uses injury and illness claims data reported to the Employment Standards Administration's (ESA's) Office of Workers' Compensation Programs (OWCP), together with employment data reported by the Office of Personnel Management (OPM), to calculate agency injury and illness incidence rates. In FY 2006, the total federal civilian workforce (less the USPS) stayed relatively stable with an increase of 2,888 employees or less than 1% from FY 2005. Total injury and illness cases for FY 2006 *decreased* approximately 11.7% (from 76,585 to 67,641) as did the number of lost time cases, which *decreased* 8.5% (from 36,289 to 33,198).² There were corresponding *decreases* in the total and lost time case rates of 11.9% and 9%, respectively. These decreases directly contributed to the federal government's overall performance in meeting the injury and illness case rate reduction goals of the SHARE Initiative. Additional data and analysis on the SHARE goals are summarized below and detailed in Part 1 of this report.

¹ On September 28, 1998, Congress amended the Occupational Safety and Health Act to make the USPS subject to private sector injury and illness recordkeeping under 29 CFR Part 1904. Therefore, the USPS statistics are not included in this analysis.

² These totals include claims reported by the Executive, Legislative and Judicial branches of the federal government (less the USPS). OSHA did not include claims that did not satisfy certain criteria. OSHA reviewed claims for FY 2006, excluding claims that were later denied by OWCP because the injured or deceased person did not meet the definition of "employee" under the Federal Employees' Compensation Act (FECA); the employee did not establish a fact of injury or illness; the employee was not injured in the performance of duty; or there was no causal relationship shown to exist between the claimed injury or illness and the medical condition found. Claims that were submitted in FY 2006 but not yet reviewed by OWCP were included in the analysis OSHA conducted.

According to federal agency reports, during FY 2006 the federal civilian workforce experienced 53 fatalities, a reduction of 14.5% from FY 2005 when 62 fatalities were reported. The Department of Agriculture (USDA), the Department of the Army, and the Department of the Interior (DOI) had the highest number of fatalities, each reporting a total of eight deaths, the majority of which resulted from motor vehicle accidents. While USDA's fatalities decreased from FY 2005 when it reported 11 fatal cases, fatalities doubled for the Department of the Army and DOI from the four deaths they each reported last fiscal year. Overall, agencies reported that more than one-third of the fatalities were the result of motor vehicle accidents, which is consistent with the data reported to OSHA by OWCP.

Workers' Compensation Costs

Workers' compensation costs for all of the federal government (less the USPS) were \$1.6 billion in chargeback year (CBY) 2006. Workers' compensation benefits provided to employees include payments for medical treatment, rehabilitation services, death benefits, and replacement of lost wages. These costs do not cover lost productivity due to a skilled worker's absence or the replacement cost for a substitute worker. Furthermore, these costs do not capture the personal pain and suffering of an employee and his or her family.

These workers' compensation costs represent a 4.2% increase compared to CBY 2005, and equate to a relatively large increase compared to last year's growth rate of 0.5%. According to OWCP, the rise is primarily explained by the increases in the cost of living index and medical expenditures, which normally drive cost indicators upward. It is worth noting that the decreases in the number of workplace accidents, particularly the more serious lost time cases, may have helped to minimize the increase in total workers' compensation costs.

In CBY 2006, all of the 18 departments experienced an increase in their workers' compensation costs, although the Department of Transportation had an increase of less than 1% and the Department of the Air Force and the Department of the Treasury experienced increases of less than 2%. Several departments had increases of greater than 10% (See Chart P, page 215).

Safety, Health, and Return-to-Employment (SHARE) Initiative

In 2004, the SHARE Initiative was established for federal Executive Branch agencies, to run through 2006. The Initiative set four goals that focus efforts on improving the key elements of a safety, health, and injury case management program at each federal agency: 1) reducing total injury and illness case rates, 2) reducing lost time injury and illness case rates, 3) increasing the timely submission of injury notices, and 4) reducing the rates of lost production days due to workplace injury.

In FY 2006, the third year of SHARE, the federal government as a whole (less the USPS) was successful in achieving all four goals for the first time since the Initiative's start. Many departments and independent agencies made significant progress towards achieving desired performance levels, with the Department of Housing and Urban Development, the Department of the Navy, the Environmental Protection Agency, and the Social Security Administration meeting each of the goals. During the year, 14 of the 18 Executive Branch departments met Goal 1 by decreasing their total case rates by 3% per year or more, as did 34 of the 53 independent agencies for which performance is tracked. Nine of the Executive Branch departments and 28 independent agencies met Goal 2 by decreasing their lost time case rates by 3% per year or more. For Goal 3, 17 of the 18 departments increased their timeliness over the FY 2003 baseline, with 15 of them meeting or exceeding the 5% per year improvement goal. Finally, 11 of the 18 departments and the majority of the independent agencies met or exceeded Goal 4 by reducing lost production day rates by at least 1% per year.

The SHARE Initiative was originally set to expire at the end of FY 2006. However, because of the successes achieved by many of the departments and independent agencies during fiscal years 2005 and 2006 and the momentum that developed, it was determined that significant benefits could be realized from a continuing focus on these critical areas of emphasis. Therefore, on September 29, 2006 the SHARE Initiative was extended another three years, through FY 2009, with DOL continuing to lead the effort.

Recordkeeping and Volunteers

OSHA revised the recordkeeping regulations for federal agencies in 2004, requiring federal establishments to begin collecting new injury and illness data as of January 1, 2005. The rule change made the federal sector's recordkeeping and reporting requirements essentially identical to the private sector, amending the basic program elements under 29 CFR Part 1960, Subpart I, to make pertinent private sector recordkeeping requirements under 29 CFR Part 1904 applicable to all federal Executive Branch agencies.

Almost all of the federal agencies stated in their FY 2006 annual reports that they have implemented the revised OSHA recordkeeping requirements under Part 1960. However, their description of the steps taken to implement this change revealed a great deal of variation among the recordkeeping systems. While some of the systems described were limited to capturing the OSHA Form 300 log data, others integrated reporting of near miss incidents and/or workers' compensation claims. In addition, the types of programs varied, from basic spreadsheets to web-based databases. Eight of the departments and largest independent

agencies reported having developed systems that are used agency-wide (See Figure 1 below). These systems allow the OSHA Form 300 log to be collected at individual worksites and aggregated at the national level. DOL's Safety and Health Information Management System (SHIMS) has been offered to other agencies and is reportedly scheduled for implementation at the Department of Education, the Department of Health and Human Services, and the Department of Housing and Urban Development.

Figure 1: Agencies With One Recordkeeping Data System

| Federal Department of Agency | System includes workers' compensation claims filing | System tracks near misses and/or mishaps |
|--|---|--|
| Departments | | |
| Air Force | | |
| Energy | | |
| Interior | x [*] | x [†] |
| Labor | x | x |
| Navy | | |
| Treasury | x | x |
| Independent Agencies | | |
| National Aeronautics and Space Administration | x | x |
| Social Security Administration | | |
| [*] Can include workers' compensation claims filing, but is not required [†] Can include near misses or mishaps, but is not required. | | |

Other departments have not implemented a single system, but have instead allowed their subagencies to determine how best to capture the OSHA-required information. In some instances the data is manually kept and not aggregated at the national level. Unlike the departments and agencies that already have unified systems, those without them tend to show more interest in a government-wide system that would offer flexibility to users.

In addition to asking agencies about their recordkeeping systems, agencies were asked to explain if and how they were keeping track of any injuries and illnesses experienced by volunteers. Most agencies with volunteers reported efforts to track their injuries. Some agencies that used a large number of volunteers were interested in having them included in injury and illness case rates, although many expressed frustration and difficulty in being able to keep track of the hours worked by volunteers. In a few instances, agencies that utilize the services of volunteers were making no effort to track their injuries and illnesses.

Motor Vehicle and Seat Belt Safety

All agencies reported having some kind of motor vehicle program including, but not limited to, defensive driving programs and “Click It or Ticket” campaigns in which this slogan was used on pamphlets and/or car stickers. Very few agencies reported having full-time seat belt usage tracking programs, but most reported conducting surveys or having random checks for compliance. Some agencies reported that some of the victims of vehicular fatalities had not been wearing seat belts. In one instance, an agency established a requirement that all employees involved in vehicular accidents participate in a defensive driving course.

Field Federal Safety and Health Councils (FFSHCs)

Agencies were asked to comment on how agency officials and employees are involved with the FFSHCs. In addition, we reviewed annual reports that FFSHCs submitted to OSHA. FFSHCs are federal interagency groups chartered by the Secretary of Labor to promote the advancement of occupational safety and health throughout the federal government. The councils bring together local safety and health professionals with peers in their regions to work toward the common goal of providing on-the-job training, education, problem-solving, and cooperation in the safety and health field. Agencies reported some general level of involvement in the FFSHCs, while the councils described several challenges they face in maintaining federal employee participation. The reasons given in the FFSHC reports for the lack of participation included:

- FFSHC members were too busy with their full-time job as occupational safety and health personnel or collateral duty officials.
- High turnover rates among collateral duty personnel resulted in lapses in membership.
- Management required federal employees to take personal time for FFSHC meetings.
- Agencies did not recognize the value of the FFSHCs.
- Members retired and agencies did not designate new officials to attend meetings.

Councils are intended to engage in a variety of activities to support improvements in federal workplace safety and health programs. However, without sufficient federal agency support they cannot function effectively.

**Part 1 - Safety, Health, and Return-to-Employment
(SHARE) Presidential Initiative Tables**

Safety, Health, and Return-to-Employment (SHARE) Initiative

Introduction

Fiscal year (FY) 2006 marked the third year of the Presidential SHARE Initiative and the first time that the federal government as a whole (less the USPS) met all of the Initiative's four goals. In 2004, the SHARE Initiative was established for federal Executive Branch agencies, to run through 2006. The Initiative set four goals that focused efforts on improving the key elements of a safety, health, and injury case management program at each federal agency: 1) reducing total injury and illness case rates by at least 3% per year, 2) reducing lost time injury and illness case rates by at least 3% per year, 3) increasing the timely submission of injury reports by at least 5% per year, and 4) reducing the rates of lost production days due to workplace injury by at least 1% per year.

In addition to the federal government having met all four goals, several departments and independent agencies also met each of the goals, including the Department of Housing and Urban Development, the Department of the Navy, the Environmental Protection Agency, and the Social Security Administration. The Department of Homeland Security also achieved significant performance improvements.

The SHARE Initiative was originally set to expire at the end of FY 2006. However, because of the progress made by many agencies during fiscal years 2005 and 2006, it was determined that significant benefits could be realized from a continued focus on the SHARE goals. Therefore, on September 29, 2006, the SHARE Initiative was extended for another three years, through FY 2009.

The continuation of SHARE reaffirms our commitment to improving the safety of federal workplaces and reducing the significant personal and financial costs of occupational injuries and illnesses. Furthermore, the extension of SHARE aligns program efforts with the President's Management Agenda goal on human capital by focusing on strategies that prevent workplace injuries and illnesses and preserve the federal government's valuable human resources. The Initiative's goals are essentially the same under the extension as the original SHARE performance measures. However, the goals for the timely filing of workers' compensation claims (Goal 3) and the reduction of lost production day rates (Goal 4) have been modified to recognize consistent and superior performance and, at the same time, to hold low-end performers to more significant and challenging performance levels.

The following tables list the performance results for each of the SHARE goals.

Goal 1—Reduce Total Injury & Illness Case Rates (TCRs) by 3% Per Year.

Table I assesses the FY 2006 performance of federal departments and independent agencies, and the federal government as a whole (less the USPS), in reducing their TCRs by at least 3% per year below the FY 2003 baseline. Some agencies chose to establish more stringent performance targets or “stretch” goals. These agencies are identified in the table with a “ ”.

The TCR is calculated by dividing the **total** number of injury and illness cases submitted to OWCP during the period (adjusted by OSHA to exclude certain categories of claims denied by OWCP)² by the number of employees reported by OPM. The resultant number is then multiplied by 100, for a rate per 100 employees. This is the same formula that was used for the Federal Worker 2000 Presidential Initiative (Fed 2000), which preceded SHARE.

Table I—Total Case Rate (TCR) Per 100 Employees

| Executive Branch Department or Independent Agency | Total Case Rate | | | | |
|---|------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | Met Goal or Target ³ |
| All government (less the USPS) | 4.19 | 3.49 | 3.82 | -16.7% | x |
| Departments | | | | | |
| Department of Agriculture | 4.12 | 3.67 | 3.76 | -10.9% | x |
| Department of the Air Force | 3.59 | 2.80 | 3.28 | -22.0% | x |
| Department of the Army | 3.72 | 3.37 | 3.40 | -9.4% | x |
| Department of Commerce | 1.46 | 1.17 | 1.33 | -19.9% | x |
| Department of Defense ✓ | 3.66 | 3.02 | 3.24 | -17.5% | x |
| Department of Education | 1.11 | 0.80 | 1.01 | -27.9% | x |
| Department of Energy | 2.14 | 2.03 | 1.89 | -5.1% | |
| Department of Health and Human Services | 2.00 | 1.70 | 1.83 | -15.0% | x |
| Department of Homeland Security | 13.51 | 9.30 | 12.33 | -31.2% | x |

³ “NA” is used to indicate that there was no data available in either FY 2003 or FY 2006, or the percentage change could not be calculated because the data did not exist or the agency’s performance was zero in the base year.

| Executive Branch Department or Independent Agency | Total Case Rate | | | | |
|--|------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | Met Goal or Target ³ |
| Department of Housing and Urban Development | 1.18 | 0.84 | 1.08 | -28.8% | x |
| Department of the Interior | 7.30 | 6.27 | 6.66 | -14.1% | x |
| Department of Justice | 5.07 | 4.71 | 4.63 | -7.1% | |
| Department of Labor | 2.50 | 1.98 | 2.28 | -20.8% | x |
| Department of the Navy | 4.03 | 3.07 | 3.68 | -23.8% | x |
| Department of State | 0.80 | 1.04 | 0.73 | 30.0% | |
| Department of Transportation | 2.59 | 2.02 | 2.36 | -22.0% | x |
| Department of the Treasury ✓ | 1.88 | 1.28 | 1.56 | -31.9% | x |
| Department of Veterans Affairs | 4.43 | 4.24 | 4.04 | -4.3% | |
| Independent Agencies | | | | | |
| Agency for International Development | 0.38 | 0.32 | 0.35 | -15.8% | x |
| American Battle Monuments Commission | 0.00 | 0.00 | 0.00 | NA | x |
| Armed Forces Retirement Home Board ✓ | 8.69 | 4.53 | 7.45 | -47.9% | x |
| Commission on Civil Rights | 1.33 | 2.08 | 1.21 | 56.4% | |
| Commodity Futures Trading Commission | 0.75 | 0.59 | 0.68 | -21.3% | x |
| Consumer Product Safety Commission | 0.83 | 1.18 | 0.76 | 42.2% | |
| Corporation for National and Community Services | 1.50 | 0.69 | 1.37 | -54.0% | x |
| Environmental Protection Agency | 0.92 | 0.73 | 0.84 | -20.7% | x |
| Equal Employment Opportunity Commission | 1.95 | 1.56 | 1.78 | -20.0% | x |
| Executive Office of the President | 1.18 | 0.65 | 1.08 | -44.9% | x |
| Export/Import Bank of the U.S. | 0.00 | 0.26 | 0.00 | NA | |
| Farm Credit Administration | 0.70 | 0.00 | 0.64 | -100.0% | x |
| Federal Communication Commission | 0.63 | 0.38 | 0.57 | -39.7% | x |
| Federal Deposit Insurance Corporation | 0.82 | 0.61 | 0.70 | -25.6% | x |
| Federal Election Commission | 0.54 | 0.00 | 0.49 | -100.0% | x |
| Federal Housing Financial Board | 1.85 | 0.00 | 1.69 | -100.0% | x |
| Federal Labor Relations Authority | 0.51 | 0.71 | 0.47 | 39.2% | |

| Executive Branch Department or Independent Agency | Total Case Rate | | | | |
|--|------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | Met Goal or Target ³ |
| Federal Maritime Commission | 0.00 | 0.00 | 0.00 | NA | x |
| Federal Mediation and Conciliation Services | 0.70 | 0.00 | 0.64 | -100.0% | x |
| Federal Reserve System-Board of Governors | 0.97 | 1.56 | 0.89 | 60.8% | |
| Federal Trade Commission | 0.28 | 0.50 | 0.26 | 78.6% | |
| General Services Administration | 2.34 | 1.33 | 2.14 | -43.2% | x |
| Holocaust Memorial Council | 0.87 | 0.45 | 0.79 | -48.3% | x |
| International Boundary and Water Commission | 7.66 | 7.59 | 6.99 | -0.9% | |
| International Broadcasting Bureau - Board of Governors | 0.64 | 0.88 | 0.58 | 37.5% | |
| International Trade Commission | 2.00 | 0.53 | 1.83 | -73.5% | x |
| Merit Systems Protection Board | 0.44 | 0.00 | 0.40 | -100.0% | x |
| National Aeronautics and Space Administration | 0.75 | 0.48 | 0.68 | -36.0% | x |
| National Archives and Records Administration | 4.79 | 3.80 | 4.37 | -20.7% | x |
| National Credit Union Administration | 0.75 | 0.85 | 0.68 | 13.3% | |
| National Endowment for the Arts | 2.63 | 3.18 | 2.40 | 20.9% | |
| National Endowment for the Humanities | 1.23 | 0.63 | 1.12 | -48.8% | x |
| National Gallery of Art | 4.17 | 2.73 | 3.81 | -34.5% | x |
| National Labor Relations Board | 0.72 | 1.04 | 0.66 | 44.4% | |
| National Mediation Board | 0.00 | 0.00 | 0.00 | NA | x |
| National Science Foundation | 0.75 | 0.68 | 0.68 | -9.3% | x |
| National Transportation Safety Board | 1.15 | 1.51 | 1.05 | 31.3% | |
| Nuclear Regulatory Commission | 0.73 | 0.55 | 0.67 | -24.7% | x |
| Occupational Safety and Health Review Commission | 1.59 | 0.00 | 1.45 | -100.0% | x |
| Office of Navajo and Hopi Indian Relocation | 3.57 | 4.17 | 3.26 | 16.8% | |
| Office of Personnel Management ✓ | 1.29 | 1.13 | 1.00 | -12.4% | |
| Overseas Private Investment Corporation | 0.00 | 0.00 | 0.00 | NA | x |

| Executive Branch Department or Independent Agency | Total Case Rate | | | | |
|--|------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | Met Goal or Target ³ |
| Peace Corps | 0.54 | 0.84 | 0.49 | 55.6% | |
| Pension Benefit Guaranty Corporation | 0.38 | 0.60 | 0.35 | 57.9% | |
| Postal Rate Commission | 0.00 | 0.00 | 0.00 | NA | x |
| Presidio Trust | 9.07 | 5.09 | 8.28 | -43.9% | x |
| Railroad Retirement Board | 0.79 | 0.10 | 0.72 | -87.3% | x |
| Securities and Exchange Commission | 0.54 | 0.50 | 0.49 | -7.4% | |
| Selective Service System | 2.21 | 2.48 | 2.02 | 12.2% | |
| Small Business Administration | 1.60 | 1.91 | 1.46 | 19.4% | |
| Smithsonian Institution | 6.06 | 3.43 | 5.53 | -43.4% | x |
| Social Security Administration | 2.11 | 1.54 | 1.93 | -27.0% | x |
| Tennessee Valley Authority | 5.81 | 4.06 | 5.30 | -30.1% | x |
| Total number of agencies meeting the TCR goal | | | | | 48 |

Assessment: In FY 2006, for the first time since SHARE began, the federal government as a whole (less the USPS) exceeded its TCR reduction goal. The target was 3.82 injury and illness cases per 100 employees, while a rate of 3.49 was achieved. During the year, 14 of the 18 Executive Branch departments met the goal by decreasing their TCRs by 3% per year or more, as did 34 of 53 independent agencies. Of the largest agencies, NASA had the lowest cumulative TCR of 0.48 and the Department of the Treasury experienced the greatest rate of decrease, at 32%. While the Department of Homeland Security continued to have a relatively high TCR (9.30), it achieved one of the greatest cumulative rate decreases (31%).

Goal 2—Reduce Lost Time Injury & Illness Case Rates (LTCRs) by 3% Per Year.

Table II assesses the FY 2006 performance of federal departments and independent agencies, and the federal government as a whole (less the USPS), in reducing their LTCRs by a minimum of 3% per year below the FY 2003 baseline. Lost time cases are those that result in employees being unable to work beyond the day or shift of a work-related injury.

The LTCR is calculated by dividing the number of **lost time** injury and illness cases submitted to OWCP during the period (adjusted by OSHA to exclude certain categories of cases denied by OWCP)² by the number of employees reported by OPM. The resultant number is then multiplied by 100, for a rate per 100 employees. This formula was also used for the Fed 2000 Initiative.

Table II—Lost Time Case Rate (LTCR) Per 100 Employees

| Executive Branch Department or Independent Agency | Lost Time Case Rate | | | | |
|---|---------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | Met Goal or Target ⁴ |
| All government (less the USPS) | 1.93 | 1.71 | 1.76 | -11.4% | x |
| Departments | | | | | |
| Department of Agriculture | 1.75 | 1.63 | 1.60 | -6.9% | |
| Department of the Air Force | 1.46 | 1.41 | 1.33 | -3.4% | |
| Department of the Army | 1.67 | 1.66 | 1.52 | -0.6% | |
| Department of Commerce | 0.70 | 0.57 | 0.64 | -18.6% | x |
| Department of Defense ✓ | 1.75 | 1.60 | 1.55 | -8.6% | |
| Department of Education | 0.54 | 0.40 | 0.49 | -25.9% | x |
| Department of Energy | 0.73 | 0.86 | 0.67 | 17.8% | |
| Department of Health and Human Services | 0.86 | 0.84 | 0.78 | -2.3% | |
| Department of Homeland Security | 5.90 | 4.51 | 5.38 | -23.6% | x |
| Department of Housing and Urban Development | 0.79 | 0.52 | 0.72 | -34.2% | x |
| Department of the Interior | 2.78 | 2.64 | 2.54 | -5.0% | |
| Department of Justice | 2.09 | 2.09 | 1.91 | 0.0% | |
| Department of Labor | 1.23 | 0.76 | 1.12 | -38.2% | x |

| Executive Branch Department or Independent Agency | Lost Time Case Rate | | | | Met Goal or Target ⁴ |
|---|---------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | |
| Department of the Navy | 2.13 | 1.75 | 1.94 | -17.8% | x |
| Department of State | 0.38 | 0.54 | 0.35 | 42.1% | |
| Department of Transportation | 1.68 | 1.24 | 1.53 | -26.2% | x |
| Department of the Treasury ✓ | 1.24 | 0.80 | 1.03 | -35.5% | x |
| Department of Veterans Affairs | 2.19 | 1.92 | 2.00 | -12.3% | x |
| Independent Agencies | | | | | |
| Agency for International Development | 0.17 | 0.16 | 0.16 | -5.9% | x |
| American Battle Monuments Commission | 0.00 | 0.00 | 0.00 | NA | x |
| Armed Forces Retirement Home Board ✓ | 5.70 | 3.68 | 4.89 | -35.4% | x |
| Commission on Civil Rights | 0.00 | 2.08 | 0.00 | NA | |
| Commodity Futures Trading Commission | 0.56 | 0.20 | 0.51 | -64.3% | x |
| Consumer Product Safety Commission | 0.41 | 0.95 | 0.37 | 131.7% | |
| Corporation for National and Community Services | 1.00 | 0.35 | 0.91 | -65.0% | x |
| Environmental Protection Agency | 0.39 | 0.36 | 0.36 | -7.7% | x |
| Equal Employment Opportunity Commission | 0.86 | 0.91 | 0.78 | 5.8% | |
| Executive Office of the President | 0.47 | 0.65 | 0.43 | 38.3% | |
| Export/Import Bank of the U.S. | 0.00 | 0.26 | 0.00 | NA | |
| Farm Credit Administration | 0.00 | 0.00 | 0.00 | NA | x |
| Federal Communication Commission | 0.39 | 0.27 | 0.36 | -30.8% | x |
| Federal Deposit Insurance Corporation ✓ | 0.40 | 0.42 | 0.34 | 5.0% | |
| Federal Election Commission | 0.27 | 0.00 | 0.25 | -100.0% | x |
| Federal Housing Financial Board | 1.85 | 0.00 | 1.69 | -100.0% | x |
| Federal Labor Relations Authority | 0.51 | 0.71 | 0.47 | 39.2% | |
| Federal Maritime Commission | 0.00 | 0.00 | 0.00 | NA | x |
| Federal Mediation and Conciliation Services | 0.00 | 0.00 | 0.00 | NA | x |
| Federal Reserve System-Board of Governors | 0.28 | 1.45 | 0.26 | 417.9% | |

| Executive Branch Department or Independent Agency | Lost Time Case Rate | | | | Met Goal or Target ⁴ |
|--|---------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | |
| Federal Trade Commission | 0.19 | 0.50 | 0.17 | 163.2% | |
| General Services Administration | 1.17 | 0.85 | 1.07 | -27.4% | x |
| Holocaust Memorial Council | 0.87 | 0.45 | 0.79 | -48.3% | x |
| International Boundary and Water Commission | 4.38 | 4.02 | 4.00 | -8.2% | |
| International Broadcasting Bureau - Board of Governors | 0.38 | 0.42 | 0.35 | 10.5% | |
| International Trade Commission | 0.00 | 0.27 | 0.00 | NA | |
| Merit Systems Protection Board | 0.00 | 0.00 | 0.00 | NA | x |
| National Aeronautics and Space Administration | 0.22 | 0.20 | 0.20 | -9.1% | x |
| National Archives and Records Administration | 2.05 | 2.59 | 1.87 | 26.3% | |
| National Credit Union Administration | 0.43 | 0.53 | 0.39 | 23.3% | |
| National Endowment for the Arts | 1.32 | 2.55 | 1.20 | 93.2% | |
| National Endowment for the Humanities | 0.62 | 0.00 | 0.57 | -100.0% | x |
| National Gallery of Art | 3.28 | 1.73 | 2.99 | -47.3% | x |
| National Labor Relations Board | 0.36 | 0.38 | 0.33 | 5.6% | |
| National Mediation Board | 0.00 | 0.00 | 0.00 | NA | x |
| National Science Foundation | 0.53 | 0.61 | 0.48 | 15.1% | |
| National Transportation Safety Board | 0.23 | 1.26 | 0.21 | 447.8% | |
| Nuclear Regulatory Commission | 0.20 | 0.31 | 0.18 | 55.0% | |
| Occupational Safety and Health Review Commission | 1.59 | 0.00 | 1.45 | -100.0% | x |
| Office of Navajo and Hopi Indian Relocation | 3.57 | 0.00 | 3.26 | -100.0% | x |
| Office of Personnel Management ✓ | 0.59 | 0.77 | 0.50 | 30.5% | |
| Overseas Private Investment Corporation | 0.00 | 0.00 | 0.00 | NA | x |
| Peace Corps | 0.09 | 0.65 | 0.08 | 622.2% | |
| Pension Benefit Guaranty Corporation | 0.13 | 0.48 | 0.12 | 269.2% | |
| Postal Rate Commission | 0.00 | 0.00 | 0.00 | NA | x |
| Presidio Trust | 5.10 | 2.69 | 4.65 | -47.3% | x |
| Railroad Retirement Board | 0.61 | 0.10 | 0.56 | -83.6% | x |

| Executive Branch Department or Independent Agency | Lost Time Case Rate | | | | Met Goal or Target ⁴ |
|---|---------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | |
| Securities and Exchange Commission | 0.35 | 0.40 | 0.32 | 14.3% | |
| Selective Service System | 0.00 | 1.24 | 0.00 | NA | |
| Small Business Administration | 0.89 | 0.70 | 0.81 | -21.3% | x |
| Smithsonian Institution | 2.74 | 1.93 | 2.50 | -29.6% | x |
| Social Security Administration | 1.15 | 0.92 | 1.05 | -20.0% | x |
| Tennessee Valley Authority | 0.18 | 0.28 | 0.16 | 55.6% | |
| Total number of agencies meeting the LTCR goal | | | | | 37 |

Assessment: As with Goal 1, the federal government as a whole (less the USPS) met the LTCR goal in FY 2006 for the first time since SHARE began. The FY 2006 LTCR goal was no more than 1.76 lost time injury and illness cases per 100 employees, while the actual rate was 1.71. The government's performance is even more impressive when its FY 2006 lost time experience is compared with the FY 2003 baseline of 1.93, which equates to an approximate decrease of 11.4%. These results demonstrate that positive gains are being realized by the government as a whole in reducing the incidence of the most serious workplace injuries. In total, nine Executive Branch departments and 28 independent agencies met the goal in FY 2006. As with Goal 1, NASA had the lowest cumulative LTCR of the departments and largest independent agencies. In addition, the Department of Labor and the Department of the Treasury experienced the greatest cumulative rate decreases, with reductions of 38% and 35%, respectively. While the Department of Homeland Security continued to have a comparatively high LTCR (4.51), it exceeded the goal and reduced its LTCR by approximately 24% below the 2003 base year rate.

Goal 3—Increase the Timeliness of Reporting Injuries & Illnesses by 5% Per Year.

Table III assesses the FY 2006 performance of federal departments and independent agencies, and the federal government as a whole (less the USPS), in improving the timely submission of claims to OWCP by at least 5% per year above the FY 2003 baseline. It details their successes in filing claims within OWCP’s 14-day limit.

Table III—Time-Lag Analysis of CA-1s and CA-2s⁴ Submitted to OWCP within 14 Days

| Executive Branch Department or Independent Agency | Timeliness | | | | |
|--|------------------|----------------|-----------------------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target ⁵ | Percent Difference (Actual vs. Base) | Met Goal or Target ⁴ |
| All government (less the USPS) | 49.6% | 71.1% | 57.4% | 43.3% | x |
| Departments | | | | | |
| Department of Agriculture | 29.1% | 40.8% | 33.7% | 40.2% | x |
| Department of the Air Force | 56.1% | 77.2% | 64.9% | 37.6% | x |
| Department of the Army | 54.3% | 74.1% | 62.9% | 36.5% | x |
| Department of Commerce | 34.0% | 53.0% | 39.4% | 55.9% | x |
| Department of Defense | 36.1% | 58.1% | 41.8% | 60.9% | x |
| Department of Education | 43.6% | 19.4% | 60.4% | -55.4% | |
| Department of Energy | 47.5% | 62.4% | 55.0% | 31.4% | x |
| Department of Health and Human Services | 34.9% | 43.1% | 40.4% | 23.5% | x |
| Department of Homeland Security | 44.1% | 74.1% | 51.1% | 68.0% | x |
| Department of Housing and Urban Development | 34.2% | 48.3% | 39.6% | 41.2% | x |
| Department of the Interior | 41.8% | 76.2% | 48.4% | 82.3% | x |

⁴ The CA-1 is an OWCP form that an employee submits when he/she has sustained a traumatic injury. The CA-2 form is used if the employee has an occupational illness or disease.

⁵ Exceptions to the general formula for calculating timeliness performance targets were developed by OWCP at the beginning of the SHARE Initiative. Very small agencies with a Total Case Rate (TCR) of less than 1 in FY 2003 were assigned a 100% timeliness target, while those agencies with a TCR between 1 and 2 were assigned a minimum target of 50%. These agencies are identified in the table with an asterisk (*).

| Executive Branch Department or Independent Agency | Timeliness | | | | |
|---|------------------|----------------|-----------------------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target ⁵ | Percent Difference (Actual vs. Base) | Met Goal or Target ⁴ |
| Department of Justice | 48.3% | 62.7% | 55.9% | 29.8% | x |
| Department of Labor | 83.6% | 98.1% | 96.8% | 17.3% | x |
| Department of the Navy | 53.8% | 72.3% | 62.3% | 34.4% | x |
| Department of State ✓ | 7.7% | 42.0% | 75.1% | 445.5% | |
| Department of Transportation | 57.1% | 75.0% | 66.1% | 31.3% | x |
| Department of the Treasury | 72.7% | 83.4% | 84.2% | 14.7% | |
| Department of Veterans Affairs | 67.8% | 87.4% | 78.5% | 28.9% | x |
| Independent Agencies | | | | | |
| Agency for International Development* | 9.1% | 8.3% | 100.0% | -8.4% | |
| American Battle Monuments Commission | NA | NA | NA | NA | |
| Armed Forces Retirement Home Board | 0.0% | 18.8% | 5.5% | NA | x |
| Commission on Civil Rights* | 0.0% | 0.0% | 100.0% | NA | |
| Commodity Futures Trading Commission | 0.0% | 0.0% | 12.1% | NA | |
| Consumer Product Safety Commission* | 0.0% | 0.0% | 100.0% | NA | |
| Corporation for National and Community Services* | 5.0% | 5.4% | 55.1% | 7.1% | |
| Environmental Protection Agency | 20.3% | 29.9% | 23.5% | 47.0% | x |
| Equal Employment Opportunity Commission | 32.2% | 41.5% | 37.3% | 28.8% | x |
| Executive Office of the President* | 0.0% | 0.0% | 55.1% | NA | |
| Export/Import Bank of the U.S. | NA | NA | NA | NA | |
| Farm Credit Administration | NA | NA | NA | NA | |
| Federal Communication Commission | 50.0% | 60.0% | 63.5% | 20.0% | |
| Federal Deposit Insurance Corporation | 42.9% | 32.1% | 49.7% | -25.1% | |
| Federal Election Commission | 0.0% | NA | 5.5% | NA | |
| Federal Housing Financial Board* | 0.0% | NA | 55.1% | NA | |
| Federal Labor Relations Authority* | 0.0% | 0.0% | 100.0% | NA | |
| Federal Maritime Commission | NA | NA | NA | NA | |
| Federal Mediation and Conciliation Services | 0.0% | 0.0% | NA | NA | |

| Executive Branch Department or Independent Agency | Timeliness | | | | |
|---|------------------|----------------|-----------------------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target ⁵ | Percent Difference (Actual vs. Base) | Met Goal or Target ⁴ |
| Federal Reserve System-Board of Governors* | 47.1% | 69.0% | 100.0% | 46.4% | |
| Federal Trade Commission* | 0.0% | 0.0% | 100.0% | NA | |
| General Services Administration | 32.7% | 36.7% | 37.9% | 12.2% | |
| Holocaust Memorial Council | 0.0% | 50.0% | 5.5% | NA | x |
| International Boundary and Water Commission | 47.6% | 70.6% | 55.1% | 48.3% | x |
| International Broadcasting Bureau - Board of Governors* | 5.9% | 20.0% | 100.0% | 239.0% | |
| International Trade Commission | NA | 50.0% | NA | NA | |
| Merit Systems Protection Board* | 0.0% | 100.0% | 100.0% | NA | x |
| National Aeronautics and Space Administration | 47.9% | 45.9% | 55.5% | -4.2% | |
| National Archives and Records Administration | 60.3% | 55.8% | 69.8% | -7.5% | |
| National Credit Union Administration | 37.5% | 71.4% | 43.4% | 90.5% | x |
| National Endowment for the Arts | 50.0% | 25.0% | 57.9% | -50.0% | |
| National Endowment for the Humanities* | 0.0% | 0.0% | 55.1% | NA | |
| National Gallery of Art | 28.9% | 42.3% | 33.5% | 46.4% | x |
| National Labor Relations Board* | 6.7% | 11.8% | 60.5% | 75.6% | |
| National Mediation Board | NA | NA | NA | NA | |
| National Science Foundation* | 10.0% | 28.6% | 100.0% | 185.7% | |
| National Transportation Safety Board | 25.0% | 16.7% | 28.9% | -33.3% | |
| Nuclear Regulatory Commission | 26.3% | 31.6% | 30.4% | 20.1% | x |
| Occupational Safety and Health Review Commission | 100.0% | NA | 100.0% | NA | |
| Office of Navajo and Hopi Indian Relocation | 0.0% | 100.0% | 5.5% | NA | x |
| Office of Personnel Management* | 14.9% | 20.0% | 55.1% | 34.2% | |
| Overseas Private Investment Corporation | NA | NA | NA | NA | |
| Peace Corps* | 56.7% | 95.2% | 100.0% | 67.8% | |
| Pension Benefit Guaranty Corporation* | 0.0% | 0.0% | 100.0% | NA | |
| Postal Rate Commission | NA | NA | NA | NA | |

| Executive Branch Department or Independent Agency | Timeliness | | | | |
|---|------------------|----------------|-----------------------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target ⁵ | Percent Difference (Actual vs. Base) | Met Goal or Target ⁴ |
| Presidio Trust | 57.6% | 68.4% | 66.7% | 18.8% | x |
| Railroad Retirement Board | 0.0% | 0.0% | 5.5% | NA | |
| Securities and Exchange Commission | 10.5% | 18.2% | 12.3% | 73.3% | x |
| Selective Service System | 50.0% | 20.0% | 75.0% | -60.0% | |
| Small Business Administration | 26.2% | 16.3% | 51.2% | -37.9% | |
| Smithsonian Institution | 30.9% | 23.7% | 35.8% | -23.4% | |
| Social Security Administration | 41.2% | 56.0% | 47.7% | 35.9% | x |
| Tennessee Valley Authority | 81.2% | 72.0% | 94.0% | -11.3% | |
| Total number of agencies meeting the timeliness goal | | | | | 28 |

Assessment: The federal government as a whole (less the USPS) far exceeded this goal for the third consecutive year of the Initiative, by filing 71.1% of injury and illness notices with OWCP within 14 days. FY 2006's performance represents a 43% improvement over the government's 2003 base year timely filing rate of 49.6%. In FY 2006, 17 of the 18 departments increased their timeliness over the FY 2003 baseline. Of these, 15 met or exceeded established performance targets. The Department of Labor achieved the highest timely filing rate by reporting 98.1% of its injury and illness notices within 14 days. The majority of independent agencies also performed well. The increased timeliness of injury reporting has resulted in substantially improved performance in the areas of prompt payment of injured workers' medical bills and overall service delivery.

Goal 4—Reduce Lost Production Day Rates (LPDRs) by 1% Per Year.

Table IV assesses the FY 2006 performance of federal departments and independent agencies, and the federal government as a whole (less the USPS), in lowering their LPDRs by at least 1% per year below the FY 2003 baseline. A federal employee “lost production day” is any time spent away from work beyond the day or shift of a work-related injury.

The method for calculating the Lost Production Day Rates (LPDRs) per 100 employees under SHARE is different from that used for the Fed 2000 Initiative. The FY 2003 LPDR baseline reflects the new method. Under this formula, continuation-of-pay (COP) data reported to OWCP for a given quarter is added to the number of days in the same quarter for which OWCP paid wage-loss compensation to claimants in their first year of disability. This new method improves the ability of federal agencies to manage injury claims and identify disabled employees for which suitable work may be found.

Table IV—Lost Production Day Rate (LPDR) Per 100 Employees

| Executive Branch Department or Independent Agency | Lost Production Day Rates | | | | |
|---|---------------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | Met Goal or Target ⁴ |
| All government less the USPS | 56.0 | 52.2 | 54.3 | -6.7% | x |
| Departments | | | | | |
| Department of Agriculture | 66.3 | 43.7 | 64.3 | -34.1% | x |
| Department of the Air Force | 41.3 | 27.5 | 40.1 | -33.4% | x |
| Department of the Army | 41.0 | 35.9 | 39.8 | -12.3% | x |
| Department of Commerce | 19.8 | 22.8 | 19.2 | 15.2% | |
| Department of Defense ✓ | 51.5 | 29.2 | 49.0 | -43.2% | x |
| Department of Education | 18.8 | 4.9 | 18.2 | -74.0% | x |
| Department of Energy | 26.3 | 23.4 | 25.5 | -11.0% | x |
| Department of Health and Human Services | 28.1 | 19.8 | 27.3 | -29.5% | x |
| Department of Homeland Security | 168.4 | 178.5 | 163.4 | 6.0% | |
| Department of Housing and Urban Development | 41.9 | 21.7 | 40.7 | -48.3% | x |
| Department of the Interior | 70.7 | 57.4 | 68.6 | -18.9% | x |

| Executive Branch Department or Independent Agency | Lost Production Day Rates | | | | Met Goal or Target ⁴ |
|---|---------------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | |
| Department of Justice | 59.5 | 77.4 | 57.7 | 30.0% | |
| Department of Labor | 41.3 | 42.7 | 38.9 | 3.4% | |
| Department of the Navy | 60.2 | 52.0 | 58.4 | -13.7% | x |
| Department of State | 14.9 | 18.4 | 14.5 | 23.2% | |
| Department of Transportation | 36.7 | 37.7 | 35.6 | 2.8% | |
| Department of the Treasury ✓ | 35.8 | 33.6 | 32.7 | -6.2% | |
| Department of Veterans Affairs | 65.4 | 62.3 | 63.5 | -4.8% | x |
| Independent Agencies | | | | | |
| Agency for International Development | 0.1 | 1.1 | 0.1 | 1042.4% | |
| American Battle Monuments Commission | 0.0 | 0.0 | 0.0 | NA | x |
| Armed Forces Retirement Home Board | 100.1 | 218.6 | 73.0 | 118.4% | |
| Commission on Civil Rights | 0.0 | 11.0 | 0.0 | NA | |
| Commodity Futures Trading Commission | 86.1 | 3.8 | 83.5 | -95.6% | x |
| Consumer Product Safety Commission | 15.2 | 1.2 | 14.7 | -92.4% | x |
| Corporation for National and Community Services | 32.2 | 20.0 | 31.2 | -37.9% | x |
| Environmental Protection Agency | 22.1 | 4.1 | 21.4 | -81.6% | x |
| Equal Employment Opportunity Commission | 24.4 | 24.9 | 23.7 | 1.9% | |
| Executive Office of the President | 18.7 | 0.6 | 18.1 | -96.5% | x |
| Export/Import Bank of the U.S. | 0.0 | 8.2 | 0.0 | NA | |
| Farm Credit Administration | NA | 1.7 | 0.0 | NA | |
| Federal Communication Commission | 1.3 | 2.6 | 1.3 | 100.5% | |
| Federal Deposit Insurance Corporation ✓ | 16.1 | 2.6 | 13.4 | -83.6% | x |
| Federal Election Commission | 6.6 | 0.0 | 3.6 | -100.0% | x |
| Federal Housing Financial Board | 0.0 | 0.0 | 0.0 | NA | x |
| Federal Labor Relations Authority | 8.2 | 1.9 | 8.0 | -76.5% | x |
| Federal Maritime Commission | 0.0 | 0.0 | 0.0 | NA | x |
| Federal Mediation and Conciliation Services | 1.1 | 5.0 | 0.0 | 351.3% | |

| Executive Branch Department or Independent Agency | Lost Production Day Rates | | | | Met Goal or Target ⁴ |
|--|---------------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | |
| Federal Reserve System-Board of Governors | 11.7 | 12.4 | 11.4 | 6.3% | |
| Federal Trade Commission | 19.5 | 23.9 | 18.9 | 22.3% | |
| General Services Administration | 58.5 | 35.9 | 56.8 | -38.5% | x |
| Holocaust Memorial Council | 0.4 | 0.4 | 0.4 | 2.6% | x |
| International Boundary and Water Commission | 152.5 | 547.4 | 148.0 | 258.9% | |
| International Broadcasting Bureau - Board of Governors | 14.5 | 9.3 | 14.1 | -35.9% | x |
| International Trade Commission | 0.0 | 0.0 | 0.0 | NA | x |
| Merit Systems Protection Board | 0.0 | 1.5 | 0.0 | NA | |
| National Aeronautics and Space Administration | 9.9 | 4.7 | 9.6 | -52.1% | x |
| National Archives and Records Administration | 66.0 | 83.6 | 64.0 | 26.7% | |
| National Credit Union Administration | 38.8 | 15.0 | 37.6 | -61.2% | x |
| National Endowment for the Arts | 65.9 | 8.9 | 63.9 | -86.4% | x |
| National Endowment for the Humanities | NA | 0.2 | 24.2 | NA | x |
| National Gallery of Art | 154.2 | 42.7 | 149.6 | -72.3% | x |
| National Labor Relations Board | 8.9 | 15.6 | 8.6 | 75.3% | |
| National Mediation Board | 0.0 | 0.0 | 0.0 | NA | x |
| National Science Foundation | 12.6 | 2.7 | 12.2 | -78.4% | x |
| National Transportation Safety Board | 5.8 | 0.0 | 5.6 | -100.0% | x |
| Nuclear Regulatory Commission | 12.4 | 1.5 | 12.0 | -87.8% | x |
| Occupational Safety and Health Review Commission | NA | 0.0 | 0.0 | NA | x |
| Office of Navajo and Hopi Indian Relocation | 15.8 | 8.2 | 15.3 | -48.1% | x |
| Office of Personnel Management ✓ | 25.6 | 28.8 | 24.8 | 12.5% | |
| Overseas Private Investment Corporation | NA | 0.0 | 0.0 | NA | x |
| Peace Corps | 36.6 | 53.6 | 35.5 | 46.3% | |
| Pension Benefit Guaranty Corporation | 0.0 | 4.4 | 0.0 | NA | |
| Postal Rate Commission | 0.0 | 0.0 | 0.0 | NA | x |
| Presidio Trust | 439.3 | 139.6 | 426.3 | -68.2% | x |

| Executive Branch Department or Independent Agency | Lost Production Day Rates | | | | Met Goal or Target ⁴ |
|---|---------------------------|----------------|----------------|--------------------------------------|---------------------------------|
| | FY 2003 Baseline | FY 2006 Actual | FY 2006 Target | Percent Difference (Actual vs. Base) | |
| Railroad Retirement Board | 12.8 | 0.4 | 12.4 | -97.3% | x |
| Securities and Exchange Commission | 10.3 | 5.6 | 9.9 | -45.5% | x |
| Selective Service System | 56.3 | 62.3 | 45.0 | 10.6% | |
| Small Business Administration | 18.6 | 22.5 | 18.0 | 20.9% | |
| Smithsonian Institution | 89.1 | 64.7 | 81.3 | -27.3% | x |
| Social Security Administration | 34.7 | 25.5 | 33.7 | -26.4% | x |
| Tennessee Valley Authority | 21.4 | 28.2 | 20.8 | 32.0% | |
| Total number of agencies meeting the LPDR goal | | | | | 44 |

Assessment: After experiencing difficulty during the first two years of the Initiative in achieving desired performance results in this area, the federal government as a whole (less the USPS) exceeded the goal in FY 2006 by averaging 52.2 lost production days per 100 employees. Eleven of the 18 departments and the majority of the independent agencies met or exceeded the goal. Additionally, four departments demonstrated downward trends for the third consecutive year. The Department of Defense Agencies (not shown), which are the non-military activities, achieved the most significant performance result by reducing their lost production day rates by more than 40% below the FY 2003 baseline. Although the Department of Homeland Security did not meet the goal, its LPDR continued on a downward trend for the second consecutive year, substantially decreasing from 210.3 days in FY 2005 to 178.5 days in FY 2006. The achievement of this difficult goal demonstrates that agencies are making necessary long-term changes to improve disability case management.

Conclusion

As this section shows, the federal government as a whole (less the USPS) along with several departments and independent agencies, including the Department of Housing and Urban Development, the Department of the Navy, the Environmental Protection Agency, and the Social Security Administration, met each of the four SHARE goals. It is worth noting that in FY 2005, the Department of Homeland Security (DHS) was identified as one of a few agencies that needed to increase focus in improving its injury and illness experience. During the first two years of SHARE, DHS met only one of the four SHARE goals, in the area of timely claims filing. In FY 2006 DHS, through many of its internal efforts, met three of the Initiative’s goals. When compared to its 2003 base year performance, DHS achieved marked improvements in its total case rate, lost time case rate, and

on-time claim submissions of 31%, 24%, and 68%, respectively. DHS's improved performance contributed significantly to the success of the federal government in achieving its overall goals.

Many agencies made considerable strides in improving workplace safety and health conditions for their employees during the first three years of the SHARE Initiative. As agencies embark on the next three years of the Initiative, prospects look promising for the accomplishment of future SHARE performance targets.

Part 2 – Department and Independent Agency Summary Reports

Department of Agriculture

Statistics

The U.S. Department of Agriculture's (USDA's) employment rolls *decreased* by 3,835 employees (3.7%) to 99,940 in FY 2006 (See Figure 1, page 24). Its total cases *decreased* by 115 (3.0%) and lost time cases *increased* by 12 (0.7%); See Figure 2, page 24). The Department's TCR *increased* from 3.65 to 3.67 (0.5%) and its LTCR *increased* from 1.56 to 1.63 (4.5%); See Figure 3, page 24; Chart L, page 211; Chart N, page 213). USDA reported that the major causes of lost time injuries department-wide were falls; materials handling; and slips, twists, and trips.

During FY 2006, there were reportedly eight work related fatalities throughout the Department involving two Animal and Plant Health Inspection Service (APHIS) employees and six Forest Service employees. Seven fatalities were the result of transportation vehicle incidents (automobile, boat, helicopter), and one resulted from a fall off a cliff.

USDA's workers' compensation costs *increased* by slightly more than \$1.5 million (2.2%) during chargeback year (CBY) 2006 (See Figure 4, page 24; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

USDA met three of the four SHARE goals as depicted in the table below:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 4.12 | 1.75 | 29.1% | 66.3 |
| 2006 Target | 3.76 | 1.60 | 33.7% | 64.3 |
| 2006 Actual | 3.67 | 1.63 | 40.8% | 43.7 |

Motor Vehicle/Seat Belt Safety

USDA employees experienced 157 motor vehicle-related injuries, including those to drivers, passengers, and pedestrians. This represents 4.7% of the total cases recorded during FY 2006. Each of USDA's subagencies operates a motor vehicle safety program and report high levels of compliance with the seat belt usage requirement.

Recordkeeping Requirements

USDA reported that it has been unable to implement a department-wide information management system to align with the revised OSHA recordkeeping requirements for federal agencies. While one agency has developed an electronic

recordkeeping and reporting system, it does not collect all of the required data. However, the Department and the majority of its agencies have revised internal policies and procedures to comply with the OSHA 300 requirements.

Employee Support

USDA agencies were successful in implementing a wide variety of employee training programs tailored to address the needs of each agency. Also, the Department continued to provide job health and safety information through its website. According to USDA, this site contains information on occupational safety and health (OSH) policies, procedures, and programs related to:

- Workers' compensation
- Employee assistance
- Wellness
- Drug testing
- Family friendly and work/life

USDA reports that it fully supports the Field Federal Safety and Health Councils (FFSHCs) at all levels. In FY 2006, a Food Safety Inspection Service (FSIS) employee served as the Chairperson of the Delaware Valley FFSHC. USDA employees participated in various events and attended regular meetings of the FFSHCs.

Accomplishments

The following is a sampling of the USDA-reported accomplishments of its various subagencies:

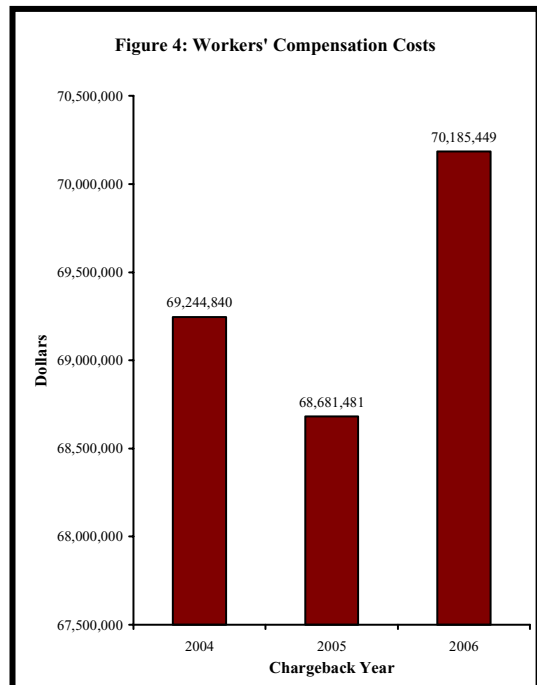
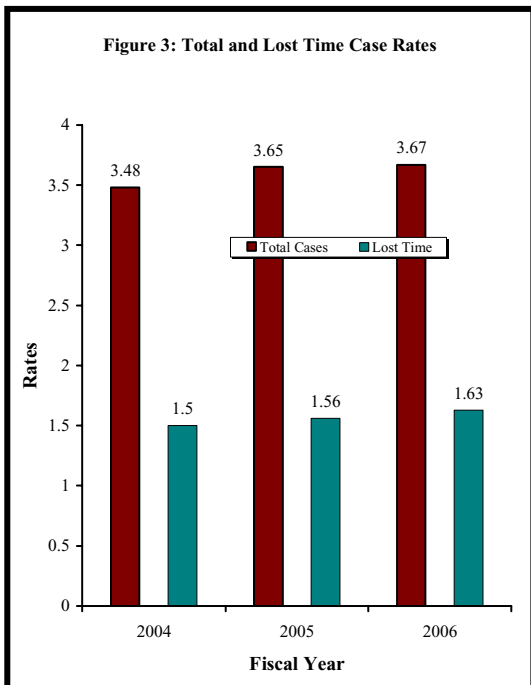
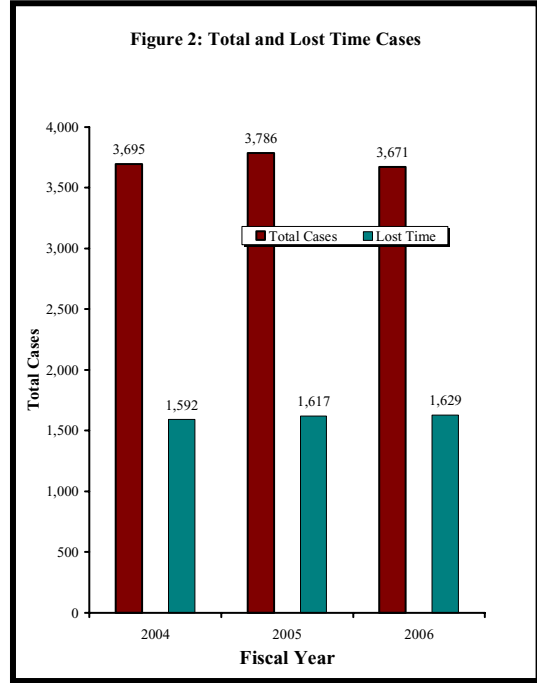
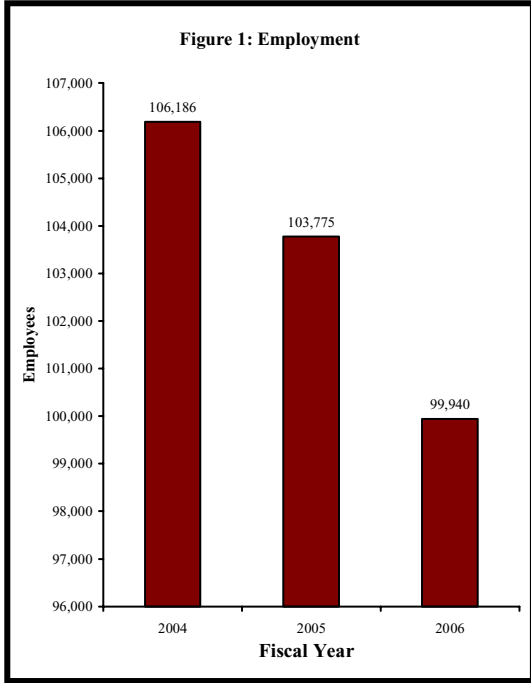
- The Agricultural Research Service conducted self-assessments and evaluations of its safety and health program using Onsite Assistance Reviews, accident investigations, and annual inspections of all workspaces. It uses data from its Office of Workers' Compensation and Occupational Medical Surveillance programs to determine program effectiveness.
- The APHIS conducted safety inspections in accordance with 29 CFR Part 1960. A safety and health specialist reviews the inspection findings and selects at least six worksites per year to receive unannounced inspections.
- The Agricultural Marketing Service includes safety and health performance requirements in many supervisory and managerial performance standards.
- The Forest Service established a Chief's Award for Safety and Occupational Health.
- The FSIS provided the Administrator's Award for "Excellence in Working Interdependently" to 24 employees.

Goals

During FY 2007, USDA reported that it plans to:

- Improve compliance with the revised OSHA recordkeeping requirements for federal agencies,
- Meet its FY 2007 SHARE goals, and
- Target worksites with high lost time case rates for program improvement.

USDA Charts



Department of the Air Force

Statistics

The U.S. Air Force's (USAF's) employment rolls *increased* by 5,263 employees (3.4%) to 158,910 in FY 2006 (See Figure 1, page 29). Its total cases *decreased* by 288 (6.1%) and lost time cases *decreased* by 144 (9.4%; See Figure 2, page 29). The Department's TCR *decreased* from 3.09 to 2.80 (6%) and its LTCR *decreased* from 1.55 to 1.41 (9%; See Figure 3, page 29; Chart L, page 211; Chart N, page 213). The most common injuries of strains/sprains were primarily caused by slips, trips, and falls, and lift/carry and push/pull activities. According to USAF, there were no reportable civilian fatalities during the fiscal year. USAF's workers' compensation costs *increased* by just over \$2.1 million (1.7%) during the chargeback year (See Figure 4, page 29; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Air Force met three of the four SHARE performance targets for FY 2006. Although it did not meet the LTCR goal, it reduced the rate by 3.4% below the base year rate.

USAF's FY 2006 actual performance is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 3.59 | 1.46 | 56.1% | 41.3 |
| 2006 Target | 3.28 | 1.33 | 64.9% | 40.1 |
| 2006 Actual | 2.80 | 1.41 | 77.2 | 27.5 |

With respect to the most common injuries and their causes, the Air Force reported that in addition to efforts to reduce slips, trips, falls, sprains, and strains it also investigated ways to reduce head injuries, reportedly the 4th most frequent injury. USAF noted that it conducted trials using cranial caps to measure their effectiveness in reducing head injuries on and around aircraft operations. The Department expects the study results in FY 2007.

Motor Vehicle/Seat Belt Safety

The Air Force reported 17 motor vehicle mishaps involving 18 civilian employees as operator or passenger. Of the 17, 15 involved four-wheeled vehicles while the other two involved two-wheeled vehicles. All of the employees in the four-wheeled vehicle mishaps were wearing seat belts. Both employees involved in the two-wheeled vehicle mishaps were wearing helmets and other protective equipment.

Though the Air Force reported that it does not specifically track the percentage of seat belt usage, Air Force instructions require all personnel operating or riding in government motor vehicles to wear occupant restraint devices at all times. Individual installations conduct seat belt checks on a periodic basis. Those not wearing a restraint device are stopped, reminded of Air Force policy, and often cited for non-compliance.

Additionally, the Department of Defense (DoD) instituted a policy restricting cell phone use while operating a motor vehicle on all DoD installations. It is considered a primary offense, so motorists can be stopped and cited for such a violation.

The Air Force provides a variety of traffic safety training courses designed to establish and reinforce a positive attitude toward driving. The Department stresses individual responsibility and correct response to routine and emergency driving. As examples:

1. The Air Force Supervisor Traffic Safety Training course instructs first-time supervisors about their roles and responsibilities, including the means and methods to meet the requirements of USAF's Traffic Safety Program.
2. Air Force employees who ride their motorcycles on USAF installations receive free Motorcycle Safety Training from instructors certified by the Motorcycle Safety Foundation. This course teaches basic motorcycle operation and stresses defensive riding and use of proper safety gear.

Recordkeeping Requirements

According to the Air Force, it automated the requirement to complete the OSHA Form 300 log. When injury and illness data is reported using the Air Force Safety Automated System (AFSAS), the program automatically imports the necessary OSHA 300 information into the form. Both safety and health personnel can view the OSHA Form 300 log and print a hard copy. USAF plans to automate the OSHA Form 300A annual summary during FY 2007.

The Department required all of its subagencies to enter injury and illness information into AFSAS retroactive to January 2006. Prior OSHA Form 300 logs were kept manually. The injury portion of AFSAS is in database form and can be accessed from the headquarters and major commands. While the system currently does not contain information on employees or hours worked, that capability is a planned enhancement. Office of Workers' Compensation Program filings are kept in a system separate from AFSAS. AFSAS does not currently track near miss or non-injury data.

Employee Support

The Air Force requires on-the-job safety training for all of its employees. Supervisors provide and document initial training when an employee starts work. Employees receive additional training as required, such as annual CPR training for electricians, lifeguards, and communications personnel, or specific training when a new process is introduced.

The Air Force fielded a new Supervisor's Safety Training Course in FY 2006. The course addresses supervisors' responsibilities to successfully provide a safe and healthful work environment for USAF employees. It also awarded a contract for the development of web-based training courses for all Air Force employees. According to the Department, these courses will be part of the online "Safety University" which will track employee web-based safety training. Employees will receive a certificate of completion after successfully finishing a course.

The Air Force encourages its occupational safety and health (OSH) personnel to participate in the National Safety Council (NSC) Safety Congress and other NSC-sponsored groups and activities. It also encourages participation in such professional development opportunities as the American Society of Safety Engineers, Lifesavers Conference, the American Conference of Governmental Industrial Hygienists, and the American Industrial Hygiene Conference and Exposition.

Accomplishments

According to the Air Force, during FY 2006 it:

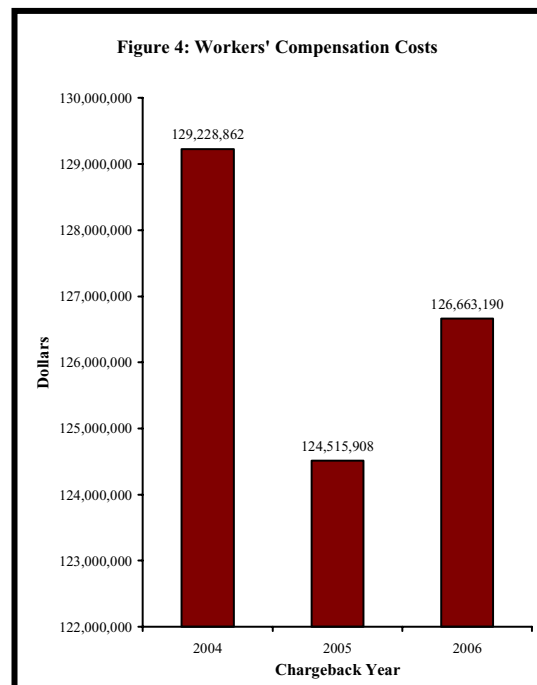
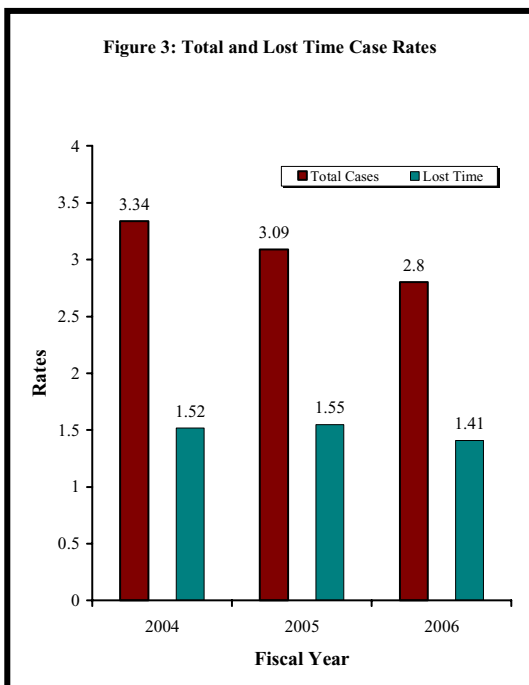
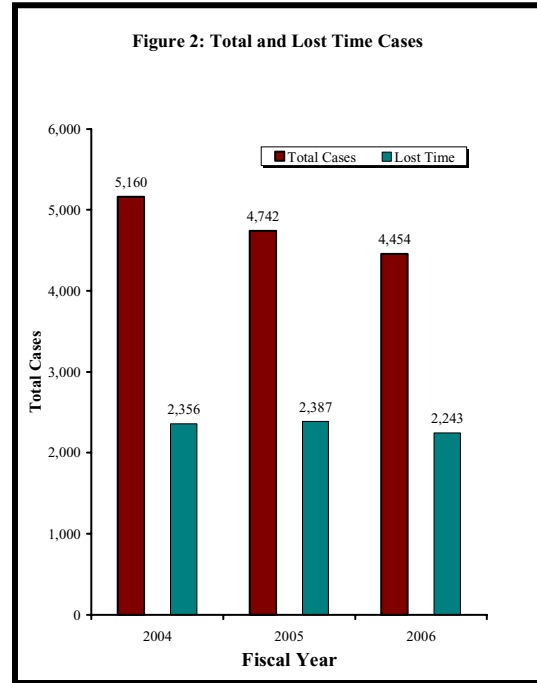
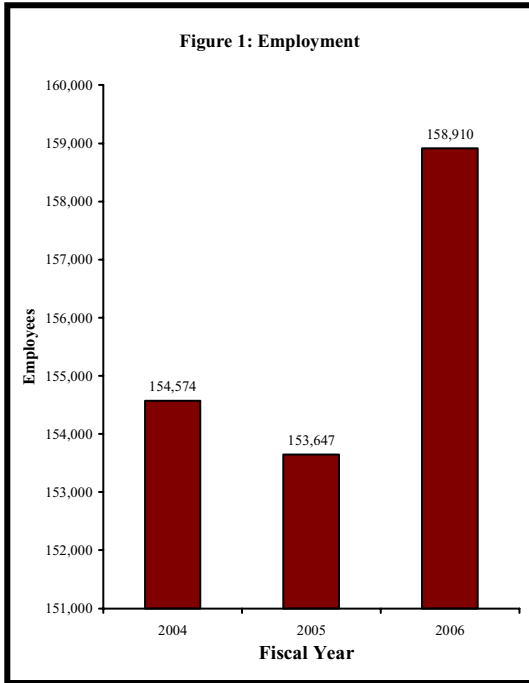
- Performed 58 OSH program evaluations in accordance with 29 CFR Part 1960,
- Participated in the Department of Defense's program to return injured employees to work in a timely fashion,
- Continued to reduce injury and illness rates,
- Implemented the National Security Personnel System which includes safety performance sub-elements in all civilian employees' performance appraisals, and
- Continued to recognize OSH-related accomplishments through its safety awards program.

Goals

The Air Force reported that during FY 2007 it will continue efforts to meet the Secretary's 75% mishap reduction goal through identifying hazards and deficiencies in the workplace, and unsafe work practices and behaviors. It also intends to educate employees on the benefits of being safe. Additionally, USAF

plans to continue pursuit of Star certification in OSHA's Voluntary Protection Program for its installations, with a goal qualifying its first Star site(s) in FY 2008.

USAF Charts



Department of the Army

Statistics

The Department of the Army's employment rolls *increased* by 6,761 employees (2.8%) to 244,342 in FY 2006 (See Figure 1, page 33). Its total cases *decreased* by 470 (5.4%) and lost time cases *decreased* by 238 (5.5%; See Figure 2, page 33). The Department's TCR *decreased* from 3.67 to 3.37 (8.2%) and its LTCR *decreased* from 1.81 to 1.66 (8.3%; See Figure 3, page 33; Chart L, page 211; Chart N, page 213). The major causes of lost time disabilities were slips, trips, and falls (32%), manual handling and equipment (30%), and transportation (11%). Army reported eight civilian fatalities. Of these, four involved motor vehicle accidents. Army's workers' compensation costs *increased* by nearly \$5.6 million (3.2%) during the chargeback year (See Figure 4, page 33; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Army surpassed three of the four SHARE goals in FY 2006, failing to achieve only the LTCR measure. Its FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 3.72 | 1.67 | 54.3% | 41.0 |
| 2006 Target | 3.40 | 1.52 | 62.9% | 39.8 |
| 2006 Actual | 3.37 | 1.66 | 74.1% | 35.9 |

Motor Vehicle/Seat Belt Safety

Army reported 179 civilian employee motor vehicle accidents. It reported that its civilian accident reporting system does not track whether employees wear seat belts.

Army notes that it is keenly aware of driving risks and has instituted numerous initiatives to improve driver safety such as:

- Development of an online accident avoidance course required for all Army civilians;
- Requiring completion of an Army-approved hands-on Motorcycle Rider Safety Course prior to operation of a motorcycle;
- Implementation (in December 2003) of a trip planning and driving risk management tool. Army reported that users of this tool have experienced six times fewer fatalities than the Department's personal vehicle fatality rate; and

- Partner with the National Highway Traffic Safety Institute to promote the “Click-It or Ticket” and “You Drink, You Drive, You Lose” campaigns.

Army’s seat belt policy addresses seat belt safety for both drivers and passengers. The policy requires that all vehicle occupants wear seat belts while traveling in a DoD vehicle.

Recordkeeping Requirements

Army reported that it issued guidance on implementing OSHA’s revised recordkeeping requirements for federal agencies and is in the process of developing a single, centralized accident reporting system. The system will include reporting and analysis of civilian accidents and be able to generate the OSHA Form 300 log and the Form 301 incident report. The Department noted that it anticipates fielding this system by the end of FY 2007.

Employee Support

According to Army, it:

- Developed and fielded online safety and occupational health courses for employees, managers, supervisors, collateral duty safety officers, and safety committee members;
- Conducted safety program reviews of its major subagencies to assess program management and increase safety awareness among senior leaders;
- Encouraged involvement in the various Field Federal Safety and Health Councils;
- Encouraged professional OSH certification and licensing and sponsored professional certification review and preparation courses; and
- Encouraged completion of OSHA-sponsored training.

Accomplishments

In FY 2006, Army:

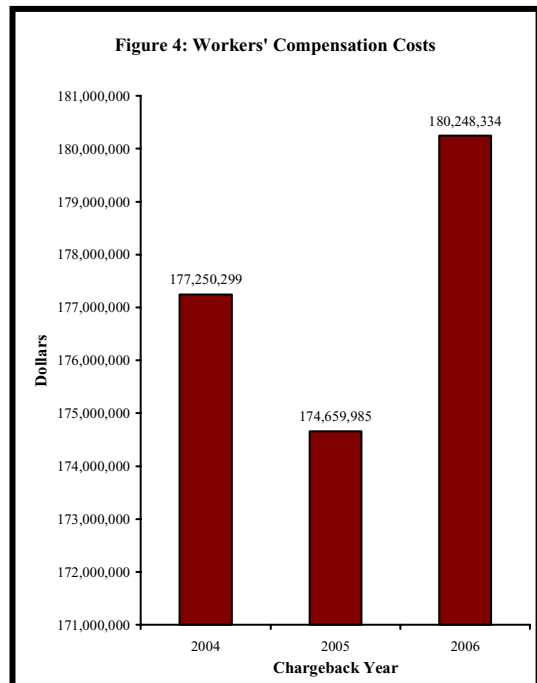
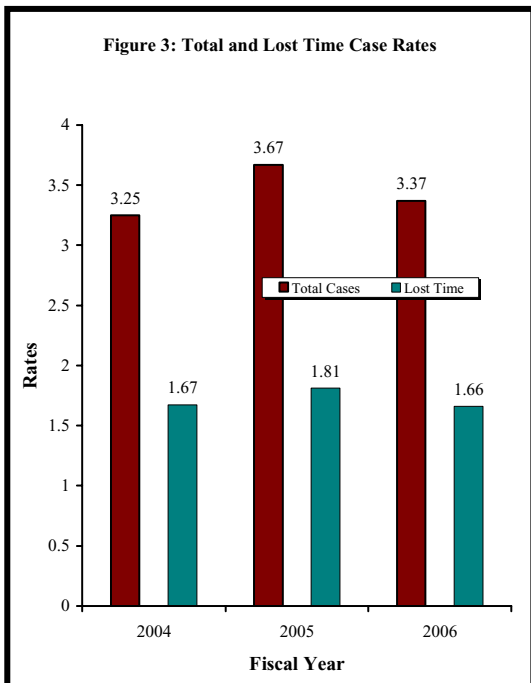
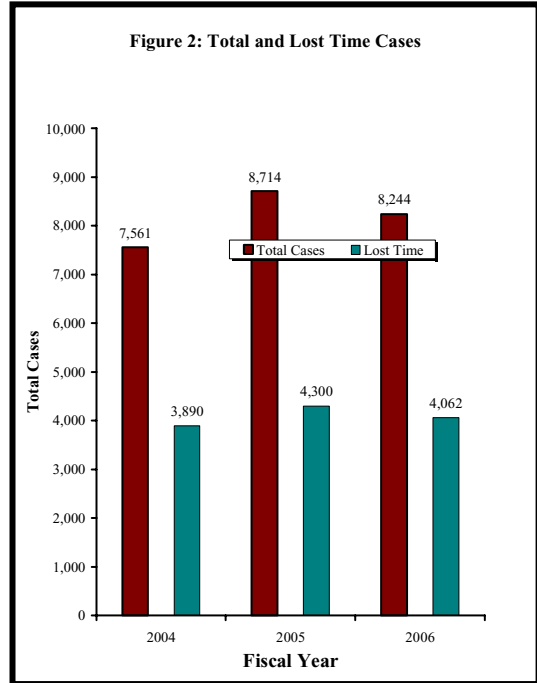
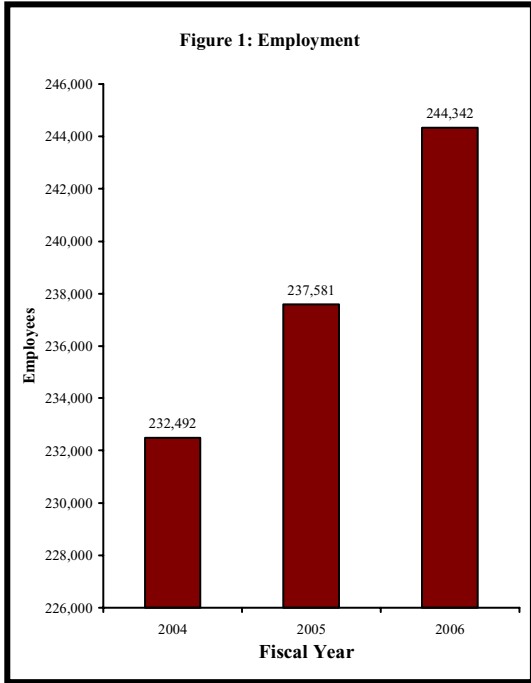
- Completed evaluating its departmental OSH programs as well as all major subordinate command OSH programs;
- Initiated a Working Group to develop recommendations to improve return-to-work and disability case management programs;
- Issued a policy on safety and health performance standards for managers, supervisors, and employees; and
- Provided recognition for safety excellence through departmental, various command headquarters, and local awards.

Goals

Army's report noted several goals for FY 2007, such as:

- Reduce accident rates across Army by 20%
- Develop OSH strategic plans at every level of the organization
- Incorporate OSH principles into Army's culture
- Ensure systematic risk management
- Manage the OSH program efficiently and effectively
- Ensure OSH accountability throughout the organization
- Improve processes for hazard identification and quantification
- Ensure timely reporting, investigation, and after action review of all reportable accidents and losses
- Ensure sufficient staffing of OSH personnel and improve their professional development
- Develop and implement policies and procedures to reduce lost workdays and return injured employees to work

Army Charts



Department of Commerce

Statistics

The Department of Commerce's employment rolls *increased* by 2,689 employees (7.2%) to 40,292 in FY 2006 (See Figure 1, page 38). Its total cases *increased* by 8 (1.7%) and lost time cases *increased* by 13 (6.0%; See Figure 2, page 38). The Department's TCR *decreased* from 1.23 to 1.17 (4.9%) and its LTCR remained unchanged at 0.57 (See Figure 3, page 38; Chart L, page 211; Chart N, page 213). Consistent with the previous year's experience, the most prevalent causes of injuries remained exertions and trips, slips and falls.

The Department experienced one fatality during FY 2006. A Census Bureau field representative pulled into an intersection and was hit by a tractor-trailer. The employee was wearing a seat belt. Contributing factors to the accident were wet roads and night driving conditions. The employee had received driver safety training and had been evaluated for safe driving practices by her supervisor.

Commerce's workers' compensation costs *increased* by nearly \$538,000 (3.7%) during the chargeback year (See Figure 4, page 38; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

During FY 2006, the Department exceeded three of the four SHARE goals. The Department did not meet the goal of reducing its lost production day rate and is continuing to analyze its workers' compensation data to determine the cause(s). To date, corrective measures include studying the forms submittal process to identify the source of delays, and providing supervisors with training that emphasizes the need for rapid turnaround of all workers' compensation documentation. Supervisors are instructed to remain in regular contact with employees to ensure employees return to work as soon as medically possible.

Commerce's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 1.46 | 0.70 | 34.0% | 19.8 |
| 2006 Target | 1.33 | 0.64 | 39.4% | 19.2 |
| 2006 Actual | 1.17 | 0.57 | 53.0% | 22.8 |

Motor Vehicle/Seat Belt Safety

The Department experienced 69 motor vehicle accidents during FY 2006. Many of these accidents were reportedly minor in nature and did not result in

recordable injuries. Accidents that resulted in police reports (reportedly the Department's most reliable data source) showed 100% compliance with seat belt usage.

During FY 2006 the Department continued to emphasize the use of seat belts, requiring employees to wear them while on official government business. Commerce also strongly encourages employees to wear seat belts in their personal vehicles, encourages their family members to wear seat belts, and encourages the use of child restraint systems for their children. Seat belt use and safe driving promotions were included in departmental safety fairs.

The Census Bureau and the National Oceanic and Atmospheric Administration (NOAA) include safe driving and seat belt use in their safety awareness programs. Bureaus that control their own entry gates and parking conduct seat belt usage checks and show an average 98% compliance rate. To further enforce compliance, police forces of two National Institute of Standards and Technology (NIST) facilities issue citations to drivers found not wearing their seat belts.

Recordkeeping Requirements

The Department reported that it fully implemented the revised recordkeeping requirements under during FY 2006. Larger bureaus prepared for this change beginning in early 2004.

Employee Support

According to the Department, OSH training is of primary importance and basic safety training was provided to for employees and supervisors in all subagencies, usually as part of new employee orientation. Commerce provided job specific training as required by regulation or need, along with additional training such as incident investigation for supervisors, safety culture promotion, and workers' compensation.

During FY 2006 the Department presented training on special topics such as pandemic influenza preparedness, occupant emergency procedures, personal protective equipment, and walking and working surfaces, as well as specialized training associated with the Census Bureau's move to a new building. The Census Bureau's specialized training will continue into FY 2007 and will be presented for each new group of employees relocated to the facility.

All OSH personnel and collateral duty safety managers were encouraged to participate in the activities of the Field Federal Safety and Health Councils. OSH personnel actively participate in councils where the majority of Commerce employees are stationed such as Washington DC, Colorado, and Indiana.

The Department of Commerce's OSH Council meets quarterly and is represented by the OSH manager of each bureau, each of their immediate supervisors the Director and Deputy Director of Human Resources Management, and the agency Designated Agency Safety and Health Official. Meetings provide opportunities for training, networking, sharing of best practices, and communication between safety officers and senior management. During FY 2006, guest speakers included OSHA's Director of Federal Agency Programs and senior personnel involved with federal employee workers' compensation.

The Department supports professional and certified OSH employees by funding training and networking opportunities with organizations such as the American Society of Safety Engineers, the American Industrial Hygiene Association, and the American Biological Safety Association. During FY 2006, employees from NIST and the Office of Occupational Safety and Health attended two national level conferences on federal employee workers' compensation.

Accomplishments

During FY 2006, the Department reported numerous accomplishments and initiatives to address accident trends, increase safety awareness, and improve workers' compensation program performance. Examples of these accomplishments and initiatives include:

- Staff members drafted major portions of the agency's Pandemic Influenza Plan and reviewed documents developed by other organizations.
- The Department conducted OSH program assessments and evaluations.
- NOAA began implementing the National Weather Service's web-based accident/illness reporting system to replace paper injury and illness reports. The Department may implement the program agency-wide.
- The Department revised its workers' compensation program to include expanded sections on return-to-work, create a workers' compensation point of contact position at each bureau, and facilitate the return of employees to work.
- The Department achieved or made progress towards achieving its internal OSH goals for FY 2006.

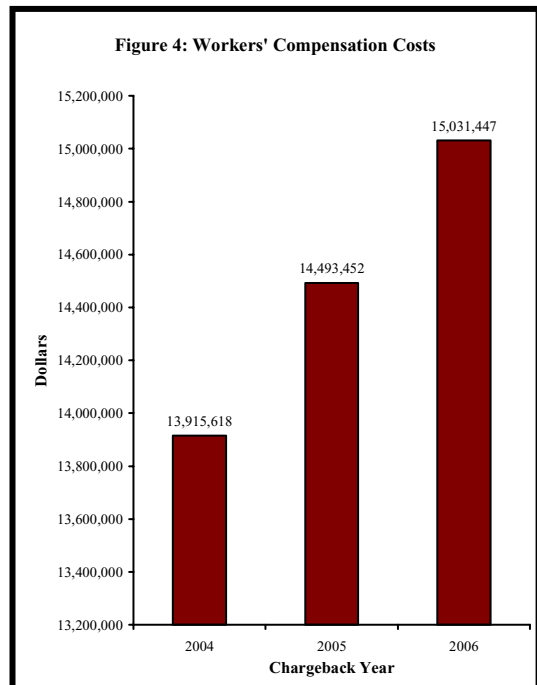
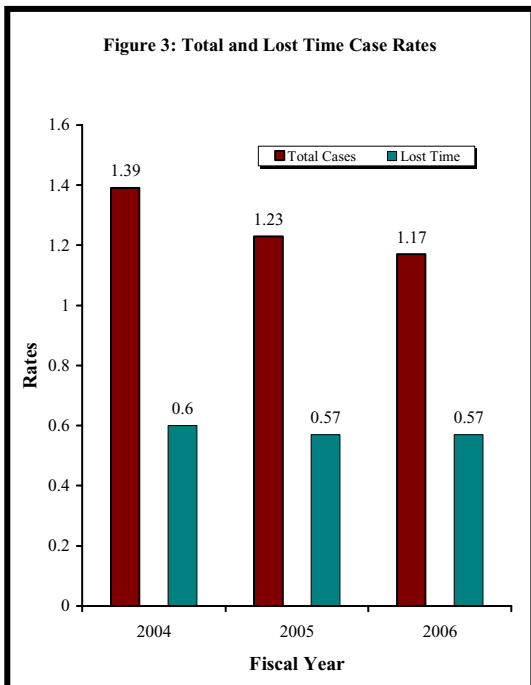
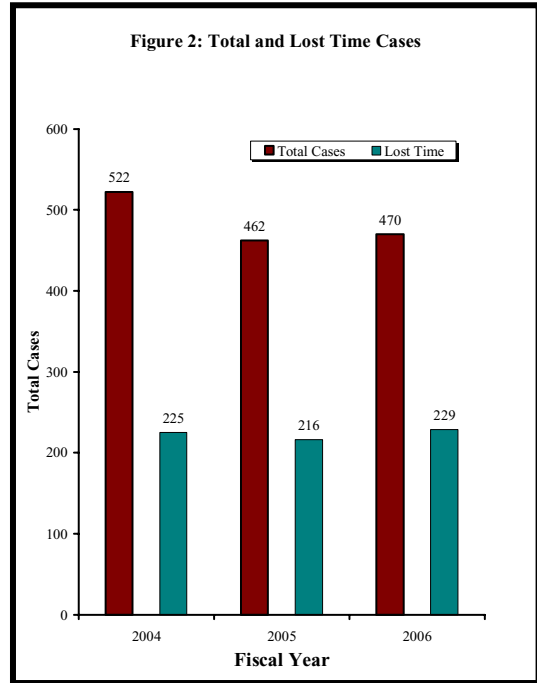
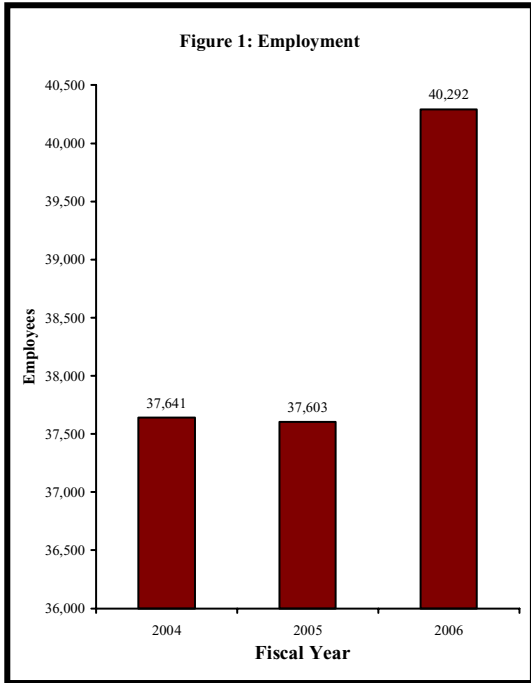
Goals

Commerce noted that its overall goal is to reduce work-related injuries and illnesses and ensure employees obtain the compensation they need to recover and return to employment as soon as medically possible. In support of this goal, during FY 2007 it plans to implement or complete the following:

- Conduct an assessment of at least four bureaus each year to identify lessons learned and benchmarks to raise the performance of all bureaus;

- Complete safety inspections of its headquarters facility;
- Organize a hiring team composed of safety and health professionals, human resources management, and supervisors to expedite the return of injured employees to work;
- Conduct collateral duty safety manager training for new personnel and provide updated training for experienced collateral duty staff; and
- Work to identify an automated workers' compensation, illness and injury system.

Commerce Charts



Department of Defense

Statistics

The Department of Defense's (DoD's) employment rolls *increased* by 5,838 employees (.09%) to 672,717 in FY 2006 (See Figure 1, page 41). Its total cases *decreased* by 1,378 (6.3%) and lost time cases *decreased* by 564 (5%; See Figure 2, page 41). The Department's TCR *decreased* from 3.26 to 3.02 (7.4%) and its LTCR *decreased* from 1.7 to 1.6 (5.9%; See Figure 3, page 41; Chart L, page 211; Chart N, page 213). According to DoD, slips, trips, and falls were the consistent sources of sprains and contusions, the most common injuries. DoD fatalities *increased* 27.3% from 11 to 14 (including all DoD subagencies). Defense's workers' compensation costs *increased* by nearly \$2.5 million (3.9%) during the chargeback year (See Figure 4, page 41; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Department of Defense as a whole met three of the four SHARE goals in FY 2006. DoD's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 3.66 | 1.75 | 36.1% | 51.5 |
| 2006 Target | 3.24 | 1.55 | 41.8% | 49.0 |
| 2006 Actual | 3.02 | 1.60 | 58.1% | 29.2 |

Motor Vehicle/Seat Belt Safety

Since each military department and defense agency tracks motor vehicle accidents and seat belt usage statistics separately, DoD does not collate and aggregate these data. With respect to increasing safety, DoD reports that made progress in updating Instruction 6055.4, "DoD Traffic Safety Program," policy, responsibilities, and administrative procedures to improve motor vehicle safety and seat belt usage.

Recordkeeping Requirements

The Department reported that its various military and civilian subagencies used automated databases and online tracking systems to implement the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

DoD reports that it considers OSH training to be integral to accomplishing its mission. The Department provides OSH training at the non-supervisory level, as well as all levels of leadership throughout each of its subagencies, from

supervisors to executives. The Department noted that its various subagencies would provide information on their specific efforts in their respective annual reports to OSHA.

Accomplishments

DoD reported that it continued to integrate OSH management systems into all levels of operations to incorporate a culture of “continuous improvement” in safety and health performance. To emphasize mishap prevention efforts, the Defense Safety Oversight Council worked through its task forces to identify initiatives to decrease mishaps across the entire scope of defense operations. All Defense agencies continued to pursue their respective SHARE performance targets.

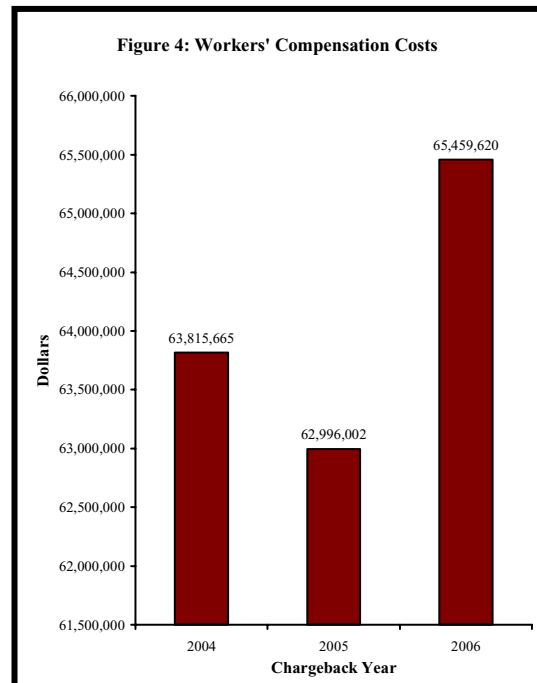
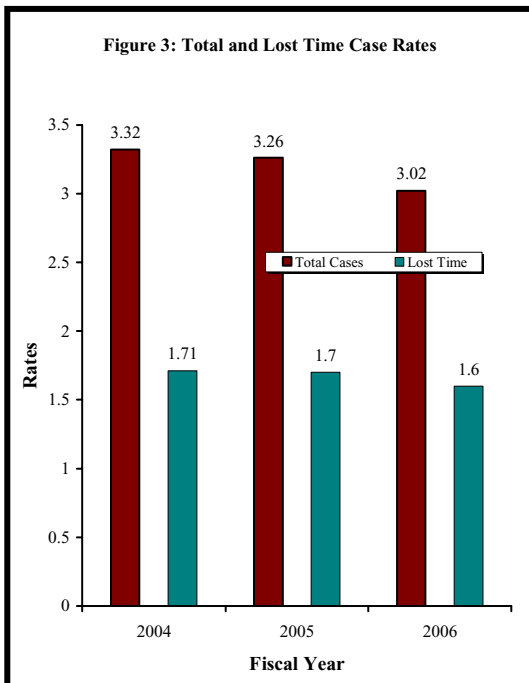
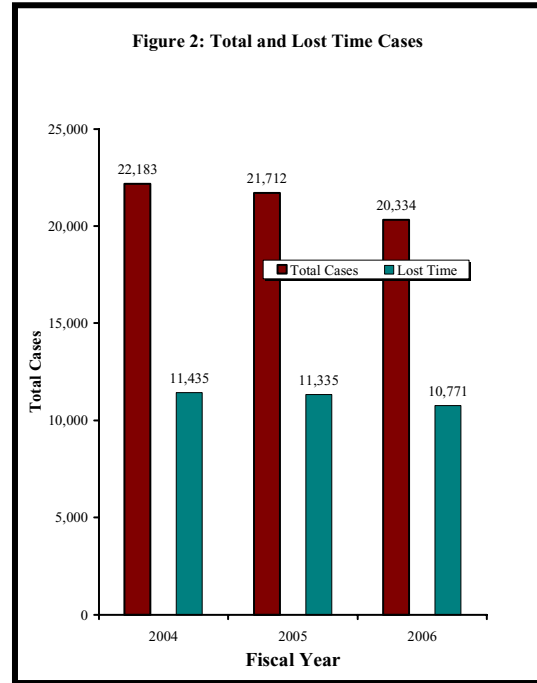
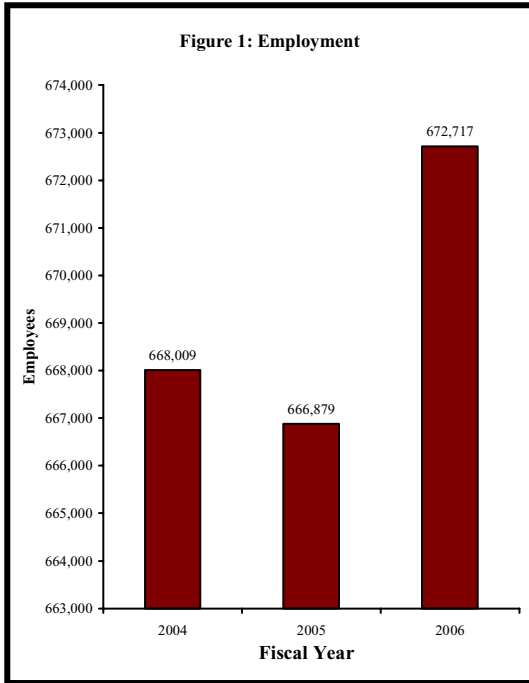
Goals

According to the Department, its overarching goal is to eliminate deaths, accidents, and occupational injuries and illnesses. It intends to pursue this goal by:

- Applying risk management strategies to achieve significant reductions in all accidents and occupational injuries and illnesses; and
- Complying with DoD OSH standards and policies.

DoD noted that all of its subagencies would continue to pursue their SHARE performance targets.

DoD Charts



Department of Education

Statistics

The Department of Education's (ED's) employment rolls *decreased* by 216 employees (4.8%) to 4,262 in FY 2006 (See Figure 1, page 45). Its total cases *decreased* by 13 (27.7%) and lost time cases *decreased* by 6 (26.1%; See Figure 2, page 45). The Department's TCR *decreased* from 1.05 to 0.8 (23.8%) and its LTCCR *decreased* from 0.51 to 0.4 (21.6%; See Figure 3, page 45; Chart L, page 211; Chart N, page 213). The Department did not report any fatalities during the period. Its workers' compensation costs *increased* by \$313,338 (22.8%) during the chargeback year (See Figure 4, page 45; Chart P, page 215).

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

ED met three of the four SHARE goals. ED's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCCR | Timeliness | LPDR |
|---------------|------|-------|------------|------|
| 2003 Baseline | 1.11 | 0.54 | 43.6% | 18.8 |
| 2006 Target | 1.01 | 0.49 | 60.4% | 18.2 |
| 2006 Actual | 0.80 | 0.40 | 19.4% | 4.90 |

Motor Vehicle/Seat Belt Safety

ED reported that it has a fleet of 53 motor vehicles and works closely with the General Services Administration (GSA) to replace vehicles in a timely manner based on mileage and repair history. In FY 2006 ED employees did not report any vehicle accidents while on official government business.

Although the Department does not have a mechanism to track employee seat belt usage, ED states it has implemented the following actions to improve motor vehicle safety and increase seat belt compliance:

- Published a directive, "Use of Official Headquarters Motor Pool Vehicles," establishing policies and procedures for the use of motor vehicles for official business;
- Continued to encourage drivers to wear seat belts and obey traffic rules and regulations; and
- Encouraged employees to use public transportation, car pools, flextime, and alternative worksites whenever practical and feasible.

Recordkeeping Requirements

ED did not provide any information on its implementation of the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

ED reports it is committed to providing staff members with a high level of health and environmental safety services. These services include training, safety inspections, air and water quality testing, health screening, and fitness programs. ED will continue to work with supervisors and managers to reduce injuries, illnesses, and workers' compensation costs.

Accomplishments

The Department reported a number of OSH program accomplishments and initiatives to control the trends and major causes or sources of fatalities and lost time disabilities and to improve its occupational safety and health programs.

During FY 2006 ED:

- Issued the "Supervisor's Guide for Workers Compensation" to provide supervisors and managers with a reference guide outlining their reporting workplace safety and health responsibilities. The guide is posted on the ED's internal website for access by all employees;
- Updated its workers' compensation information on the internal website, informing headquarters and regional supervisors, executive officers, and other employees of their responsibilities in reporting accidents and the procedures to follow if an on-the-job injury occurs;
- Trained headquarters and regional employees in establishing and implementing an AED program;
- Continued to encourage Safety and Health Committee members to attend safety and health organization meetings in their respective jurisdictions to become better informed of the processes and practices being employed in their areas;
- Continued to work closely with supervisors on workers' compensation cases to reduce injuries, illnesses, and costs and to enlist management support and commitment in returning employees to work and maintaining a healthful and safe work environment;
- Continued to implement an ergonomics program, which has resulted in employees being more knowledgeable about safe work practices, effective workstation arrangements, and work organization;
- Continued to maintain its National Environmental Air Quality and Drinking Water Testing Program. All ED-occupied buildings are tested every three years and results are posted on the internal website; and
- Provided a Safety and Security Fair training activity, which was mandatory for all staff and in-house contractors. "The Fair," an on-site, one-hour classroom training activity, included a review of evacuation procedures; facility familiarization; and information

on employee and management responsibilities in facility safety, security, and emergency preparedness. Approximately 98% of employees received the training.

Goals

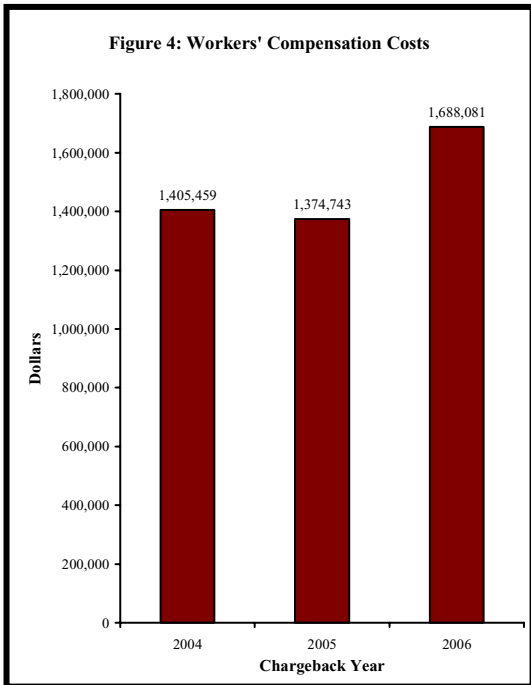
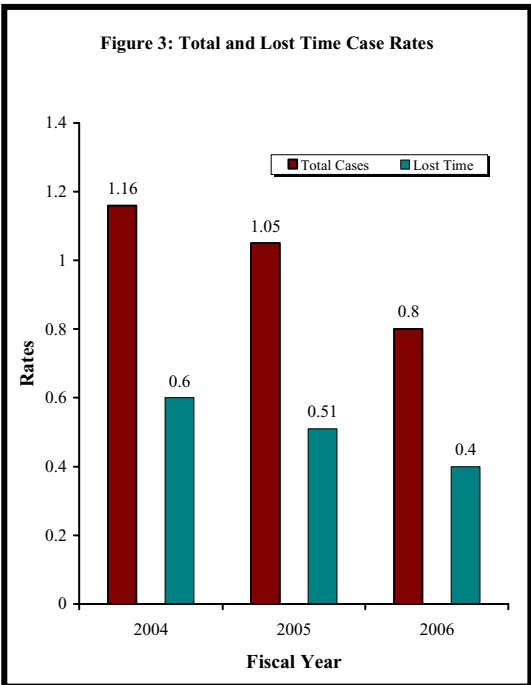
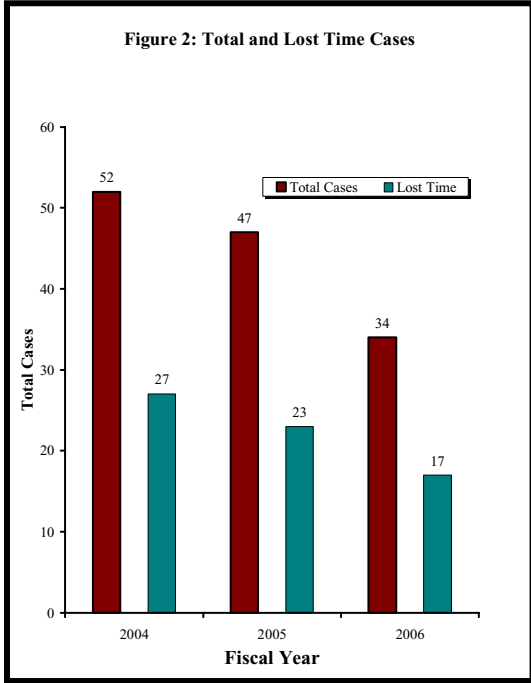
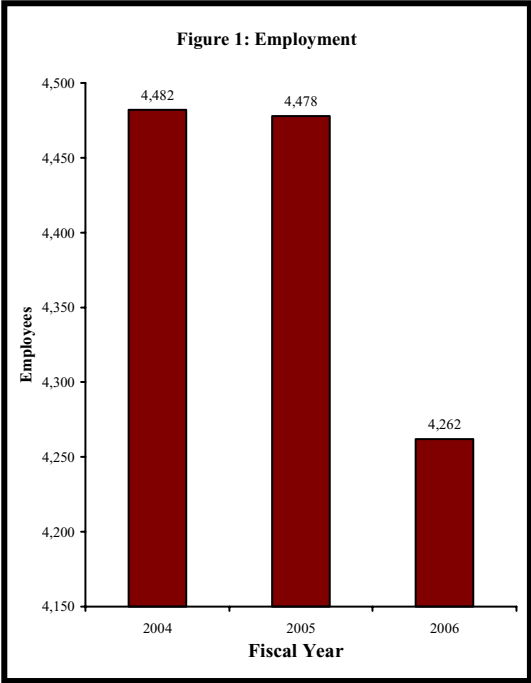
During FY 2007 ED plans to maintain its commitment to providing employees with a high level of health and environmental safety services including:

- Safety inspections in headquarters and regional locations
- Air and water quality testing in all ED-occupied buildings
- Health and fitness centers in headquarters and regional buildings
- Health screening and fitness programs

ED also plans to continue working closely with supervisors in resolving workers' compensation cases. The goal is to maintain a healthful and safe workplace in the Department and, as part of this program, to reduce injuries/illnesses and costs, and to engage management's support and commitment in returning employees to work as quickly as possible.

Through its continued commitment to the Metropolitan Washington DC Field Federal Safety and Health Council, the Department reports that it intends to participate in council-sponsored activities.

Education Charts



Department of Energy

Statistics

The Department of Energy's (DOE's) employment rolls *decreased* by 437 employees (2.9%) to 14,844 in FY 2006 (See Figure 1, page 50). Its total cases *increased* by 1 (0.3%) and lost time cases *increased* by 15 (13.4%; See Figure 2, page 50). The Department's TCR *increased* from 1.96 to 2.03 (3.6%) and its LTCR *increased* from 0.73 to 0.86 (17.8%; See Figure 3, page 50; Chart L, page 211; Chart N, page 213). According to DOE, the main causes of injuries were: slips, twists, trips while not falling; other manual handling or equipment; and falls/slips on floors and work surfaces. There were no reported fatalities. DOE's workers' compensation costs *increased* by just over \$1 million (11.4%) during the chargeback year (See Figure 4, page 50; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

In FY 2006 DOE exceeded two of the four SHARE goals: timely filing of claims and reduction of lost production day rates. DOE reports that it emphasizes timely occurrence reporting and has online systems to manage the reports and track timeliness trends. According to the Department, the lost production day rate improvements are the result of a steady emphasis on hazard reduction. The Department:

- Investigates serious injury and illness incidents
- Reports root causes
- Tracks corrective actions to completion
- Publishes a lessons learned summary to inform all DOE personnel about hazard events and actions that can prevent future occurrences

By concentrating on preventing serious injuries and illnesses and improving return-to-work initiatives, DOE has continued to improve its lost time case rate. Although the total case rate decrease did not meet the SHARE goal for FY 2006, the rate has declined below the FY 2003 baseline. In an effort to continue the decline in total cases, DOE reports that it is continuing the implementation of its Integrated Safety Management (ISM) systems. Also, it is directing all subagencies to develop plans to address the SHARE goals and major causes of injury.

DOE's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------------|-------------|-------------------|-------------|
| 2003 Baseline | 2.14 | 0.73 | 47.5% | 26.3 |
| 2006 Target | 1.89 | 0.67 | 55.0% | 25.5 |
| 2006 Actual | 2.03 | 0.86 | 62.4% | 23.4 |

Motor Vehicle/Seat Belt Safety

DOE reports that no federal employees were injured in motor vehicle accidents in FY 2006. The Department highlights this accomplishment as particularly noteworthy given the fact that a significant portion of the federal workforce, especially those working at the larger DOE field offices, travels 25-50 miles per day on government property.

The Department reports that it is improving mechanisms for retrieving information on motor vehicle accidents and seat belt usage from its reporting systems. It does not currently have such a mechanism to track the percentage of employee seat belt usage.

Recordkeeping Requirements

DOE reported that its records system is designed to be fully compliant with OSHA recordkeeping requirements. For over a decade, DOE has required its subagencies to report injuries and illnesses under the same private sector requirements that are now contained in the federal recordkeeping rule for federal agencies. The Department's Computerized Accident Injury Recordkeeping System (CAIRS) collects federal employee data in the OSHA Form 300 log format and its Office of Corporate Safety Analysis routinely analyzes and reports the data for the federal workforce. DOE reports that it has begun an initiative to ensure that information entered into CAIRS is better aligned with data requirements.

Employee Support

DOE reports that it recognizes training as an important component of safe operations. In FY 2006, DOE developed and conducted training in several areas, including safety committee training to enhance the effectiveness of these committees, safety walk around/process to improve employee and management awareness of workplace hazards, work station ergonomics assessments to reduce repetitive stress injuries, and escape hoods and first aid/CPR as part of emergency response preparedness. In addition, a new computer web-based electronic training system was developed and will be deployed in FY 2007.

DOE promotes the formation of safety committees and provides opportunities for staff involvement in safety by supporting participation in national safety organizations, such as the American Industrial Hygiene Association, the American Society of Safety Engineers, and the Voluntary Protection Program Participants Association. Also, DOE sponsors activities of the Energy Facility Contractors Group (EFCOG) designed to address a broad range of worker health and safety issues. As an example, DOE's Office of Health, Safety and Security (HSS) and EFCOG sponsor an annual three-day chemical safety symposium for DOE employees and contractors.

HSS is a new organization formed in August 2006. It combined the Environment Safety and Health and Security organizations to strengthen DOE's ability to focus significantly on crosscutting issues and priorities for health, safety and security. When poor safety performance is identified, HSS provides additional oversight and assistance to drive remedial actions and improve overall performance.

Accomplishments

A sampling of the Department's reported FY 2006 accomplishments includes:

- The National Nuclear Security Administration (NNSA) Senior Advisor for Environment, Safety and Health initiated a quarterly safety review briefing for the NNSA Administrator.
- The DOE Human Capital Management organization issued mandatory performance appraisal standards for DOE federal employees, supervisors, and Senior Executive Service members.
- NNSA awarded its first annual Federal Safety Professional of the Year Award to an employee of the NNSA Service Center in Albuquerque, NM for her management of the safety aspects of a Los Alamos National Laboratory project.
- DOE has continued to institutionalize its expectations for safety management through its Integrated Safety Management System Policy which incorporates safety into all aspects of work performance. The policy applies to both federal and contractor employees.
- DOE hosted the Annual Safety and Health Technical Conference in Washington DC, and a meeting of the Metropolitan Washington DC Field Federal Safety and Health Council.
- DOE completed plans for responding to a communicable disease incident.

Goals

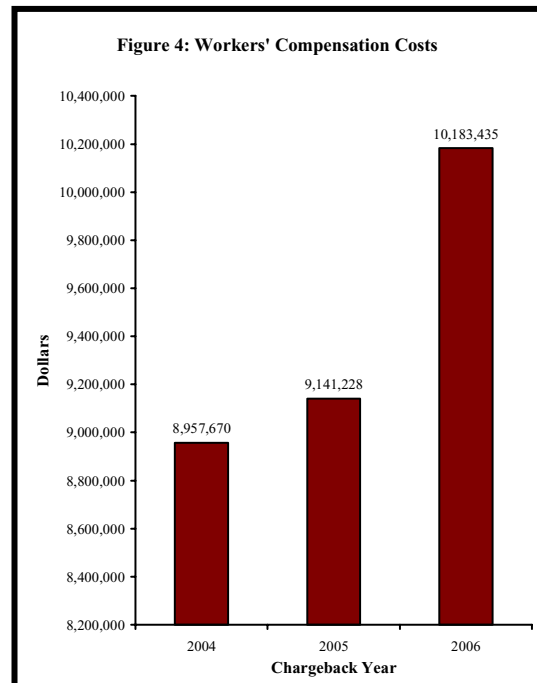
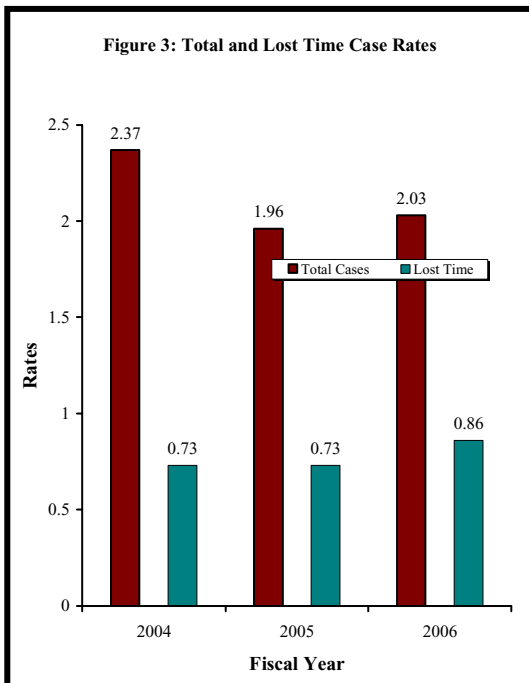
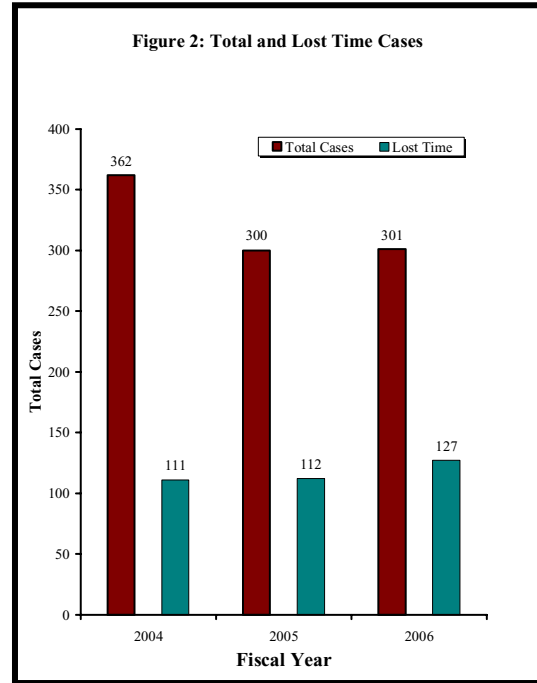
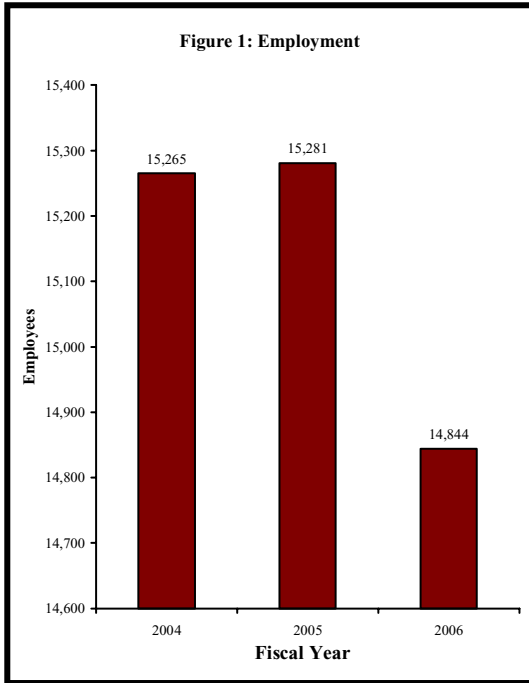
The Department reports that during FY 2007 it intends to achieve the following SHARE goals:

- Reduce its TCR by 3%

- Reduce its LTCR by 3%
- Increase its timely filing of workers' compensation claims by 5%
- Reduce its LPDR by 1% per year

Also during FY 2007, DOE plans to continue to heighten safety and health awareness through several program initiatives, including a safety fair, seat belt awareness campaign, guest speakers, and poster walls and bulletins to showcase and promote a reduction in the most common causes of injury. It also intends to continue efforts to reduce the sources of the Department's highest injury rates, enhance its reporting system criteria, promote better return-to-work and case management, and target awareness campaigns and training programs to the significant causes of injuries and illnesses.

DOE Charts



Department of Health and Human Services

Statistics

The Department of Health and Human Services' (DHHS's) employment rolls *decreased* by 964 employees (1.6%) to 60,681 in FY 2006 (See Figure 1, page 54). Its total cases *decreased* by 142 (12.1%) and lost time cases *decreased* by 45 (8.1%; See Figure 2, page 54). The Department's TCR *decreased* from 1.90 to 1.70 (10.5%) and its LTCR *decreased* from 0.90 to 0.84 (6.7%; See Figure 3, page 54; Chart L, page 211; Chart N, page 213). The Department's sole fatality involved an employee on official travel who was among 49 victims of a commercial airline crash. DHHS's workers' compensation costs *increased* by \$669,556 (2.8%) during the chargeback year (See Figure 4, page 54; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

For FY 2006, with the exception of the LTCR goal, DHHS exceeded its stated goals, as illustrated in the following table:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 2.00 | 0.86 | 34.9% | 28.1 |
| 2006 Target | 1.83 | 0.78 | 40.4% | 27.3 |
| 2006 Actual | 1.70 | 0.84 | 43.1% | 19.8 |

Motor Vehicle/Seat Belt Safety

DHHS reports that it does not track vehicle accidents or seat belt usage at the departmental level. However, its subagencies are free to develop their own programs. The subagencies that track motor vehicle accidents reported a total of 108 incidents resulting in property damage and/or personal injury. While most of DHHS's subagencies did not consistently track seat belt usage, they have established policies requiring employees and contractors to wear seat belts while operating motor vehicles during government business, and many provide defensive driver training.

Recordkeeping Requirements

DHHS implemented a policy requiring all of its subagencies to comply with the revised OSHA recordkeeping requirements for federal agencies and provided related training. Recordkeeping mechanisms vary among the subagencies. Some have integrated OSHA 300 recordkeeping requirements into their electronic data collection systems and others have implemented manual procedures.

Although there was no department-wide recordkeeping system at the time of their report, DHHS stated that it has been working to implement DOL's Safety and Health Information Management System (SHIMS). Upon implementation, DHHS reports that it will require all of its subagencies to use the system.

Employee Support

DHHS reports that it encourages all of its subagencies to budget for and support OSH personnel professional development and participation in the Field Federal Safety and Health Councils, depending upon individual subagency resources. During FY 2006 DHHS provided an OSHA Outreach 30-Hour General Industry/Collateral Duty Course to ten collateral duty safety officers.

Accomplishments

DHHS and its various subagencies reported several accomplishments during the course of FY 2006. Among them:

- The Centers for Disease Control's (CDC's) National Institute for Occupational Safety and Health Morgantown, WV facility was awarded Star certification in OSHA's Voluntary Protection Program.
- Several subagencies conducted safety inspections and evaluated their OSH programs to determine improvement strategies.
- Multiple divisions reported a reduction of work-related injuries and illnesses in a variety of working environments.
- The Department and its subagencies provided several OSH-related training to employees.
- DHHS continued reducing its LPDR through early and nurse intervention programs.

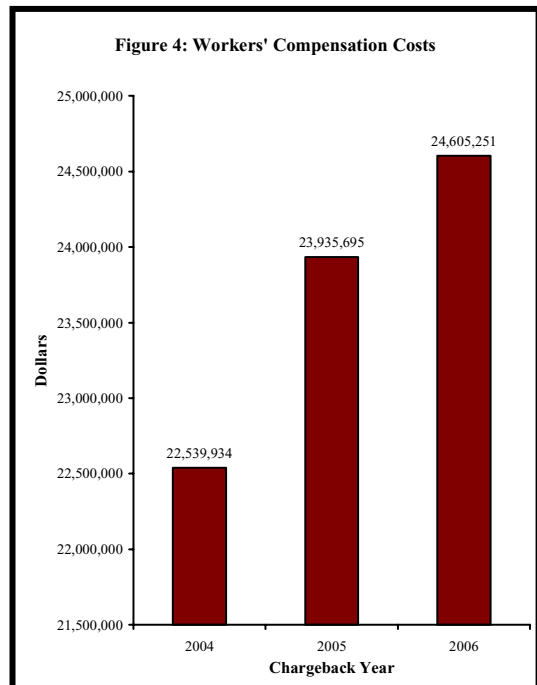
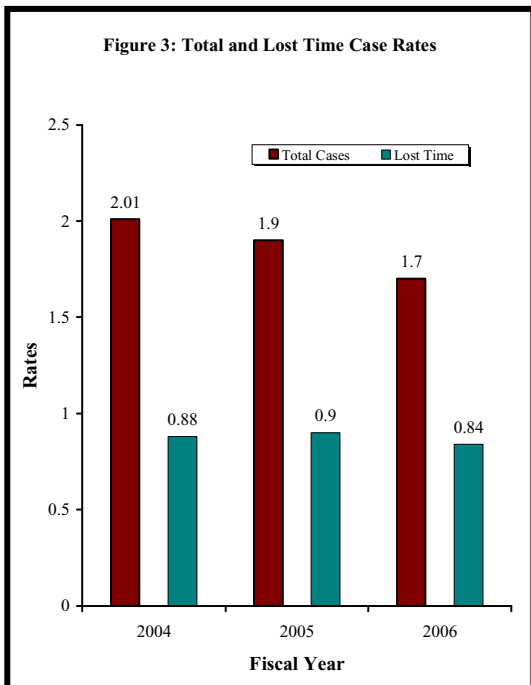
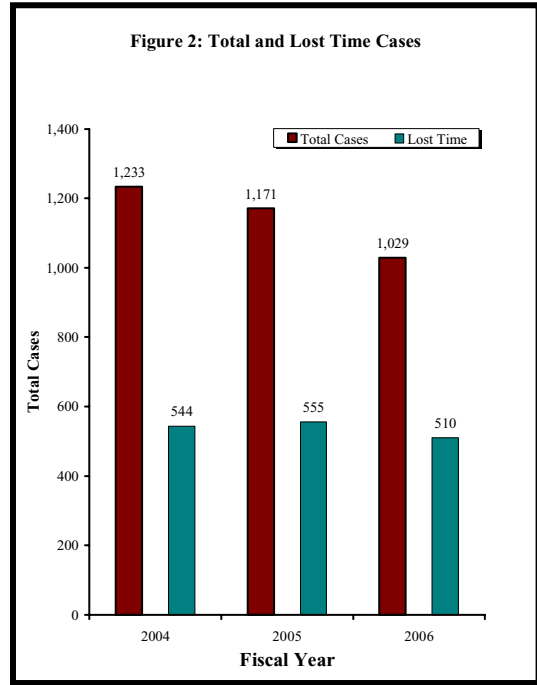
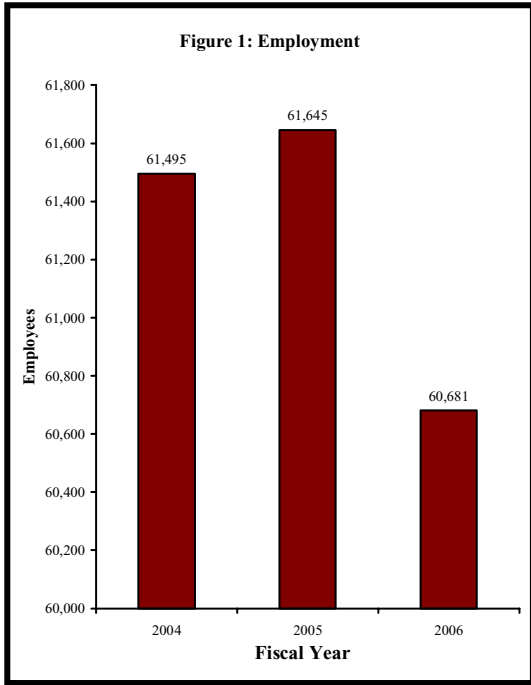
Goals

DHHS did not provide any information on department-wide OSH goals, but it did report separate goals for its subagencies. A sampling of these goals includes:

- The Administration for Children and Families (ACF) plans to continue training on OSH issues affecting ACF-occupied space.
- The CDC intends to continue work started last fiscal year to assess and improve the status of current business processes, such as safety training, hazard/risk assessments, surveys, accident/incident/complaint investigations, emergency preparedness and response, internal and external communications, external biosafety outreach and associated information technology, gap analysis, and benchmarking for improved comprehensive processes, standardized procedures, program support, and enhanced and integrated database systems.

- The Centers for Medicare and Medicaid Services (CMS) plans to create a more robust Occupant Emergency Organization cadre to assist with evacuation of CMS buildings during emergencies.
- The Food and Drug Administration reports that it will continue implementation of Environment, Safety, and Health Management systems at two of its laboratories.
- The Health Resources and Services Administration will have regular safety council meetings to address safety and health issues.
- The Indian Health Service reports that it plans to develop and implement a Return-to-Work/Fitness for Duty Program for healthcare facilities without these programs. It will focus on reducing days away from work incidents for facilities with existing programs.
- The National Institutes of Health will continue to pursue a downward trend in occupational injuries and illnesses by focusing on reducing the ergonomic-related injuries and illnesses through increased awareness, training, and onsite ergonomic evaluations.

DHHS Charts



Department of Homeland Security

Statistics

The Department of Homeland Security's (DHS's) employment rolls *increased* by 17,545 employees (11.8%) to 166,083 in FY 2006 (See Figure 1, page 59). Its total cases *decreased* by 5,370 (25.8%) and lost time cases *decreased* by 1,660 (18.1%; See Figure 2, page 59). The Department's TCR *decreased* from 14.02 to 9.3 (33.7%) and its LTCR *decreased* from 6.16 to 4.51 (26.8%; See Figure 3, page 59; Chart L, page 211; Chart N, page 213). According to DHS, sprains and contusions are the most common injuries, and are most often caused by exertion or being struck.

DHS reported one fatality in FY 2006, down from four in FY 2005. Two Customs and Border Protection (CBP) Border Patrol agents in a government vehicle struck a large bull that had wandered onto an unlit highway in an "open range" area. Although both agents were wearing their seat belts, one suffered fatal injuries.

DHS's workers' compensation costs *increased* by nearly \$18.4 million (13.3%) during the chargeback year (See Figure 4, page 59; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

DHS exceeded three of the four SHARE goals, which it largely attributes to the improved safety performance of the Transportation Security Administration. The Department reported that it focused efforts on providing an incentive to its subagencies to reduce their injury and illness rates by highlighting their performance and describing each subagency's contribution to the overall Departmental rates.

DHS's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|-------|------|------------|-------|
| 2003 Baseline | 13.51 | 5.90 | 44.1% | 168.4 |
| 2006 Target | 12.33 | 5.38 | 51.1% | 163.4 |
| 2006 Actual | 9.30 | 4.51 | 74.1% | 178.5 |

Motor Vehicle/Seat Belt Safety

DHS reported that it experienced 1,167 motor vehicle mishaps with 55 injuries. Among the subagencies that reported data for both 2005 and 2006, the mishap rate declined 3.5%. However, according to DHS, these data are misleading because accidents included all incidents, from parking garage scrapes to highway collisions. In addition, the is reportedly misleading because the

Customs and Border Patrol (CPB), the subagency that logged the most miles traveled, was unable to report statistics. CBP is working to improve its ability to compile motor vehicle data in FY 2007.

DHS notes that many of its employees log extensive miles in motor vehicles. A significant portion of these miles involve law enforcement driving and training, as well as off-road conditions and extensive night operations.

The Department reported that its various subagencies used numerous strategies and programs to promote safe driving, such as:

- Affixing conspicuous decals in vehicles reminding occupants they are required to use seat belts,
- Offering all employees online access to the National Safety Council's Defensive Driving Course,
- Enforcing policies that require employees who have experienced an accident to complete a driver safety course,
- Advertising and enforcing seat belt policies on facility roads,
- Integrating seat belt and other driving safety matters into law enforcement training courses, and
- Participating in national safe driving campaigns such as "Over the Limit; Under Arrest."

Recordkeeping Requirements

The Department reported that its headquarters mandated the use of 29 CFR Part 1904 injury and illness recordkeeping requirements in FY 2005 in accordance with OSHA directives. Headquarters and the various subagencies implemented these requirements and provided related training. The training was available in both electronic and print formats and was disseminated during supervisor, collateral duty safety officer, and employee representative training. A sampling of the strategies employed to comply with the revised requirements includes:

- Publishing implementation directives
- Using automated and manual record systems
- Providing computer templates

Employee Support

According to DHS, training is a principal means for preparing employees to manage risks and work safely. Most safety training is managed and monitored by the individual subagencies.

The Department and its subagencies reportedly encourage and permit employee participation in the Field Federal Safety and Health Councils, especially by safety

professionals and collateral duty safety personnel. According to DHS, a number of safety professionals are involved with local councils and some occupy leadership positions.

DHS also encourages employee involvement in professional development activities. Each year, DHS's Under Secretary of Management sponsors an Administrative Services Conference that includes a track dedicated to safety personnel. The safety track includes eight to ten safety presentations, and provides an excellent opportunity for networking with safety managers and specialists from other regions and components.

Accomplishments

DHS reported a number of accomplishments by its subagencies. Sampling department-wide achievements, DHS:

- Used a safety performance scorecard to measure subagency OSH program performance,
- Assessed subagency OSH performance by reviewing their annual safety and health reports and communicating with component safety managers;
- Included OSH-related criteria in performance evaluations,
- Developed training materials to provide managers and employees with the knowledge needed for successful OSH performance,
- Drafted and began refining a directive that establishes a formal safety recognition program,
- Drafted an OSH program evaluation directive, and
- Established a variety of policies and procedures for response to an influenza pandemic.

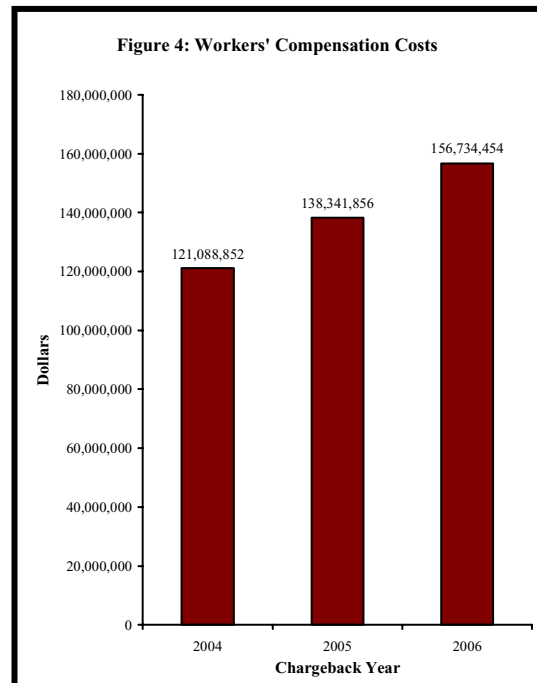
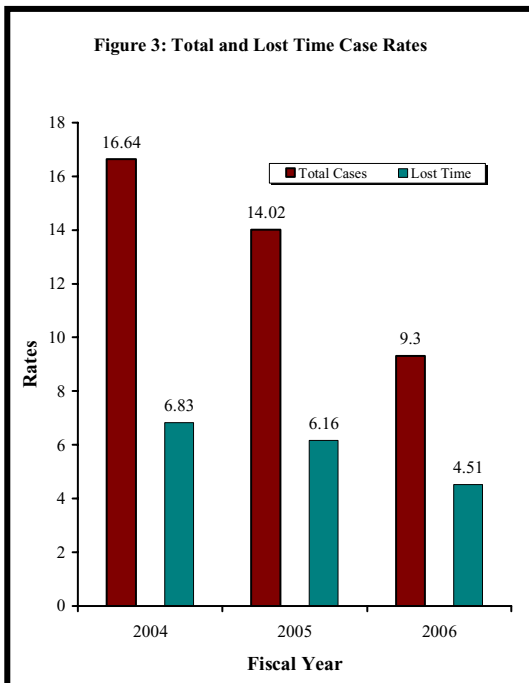
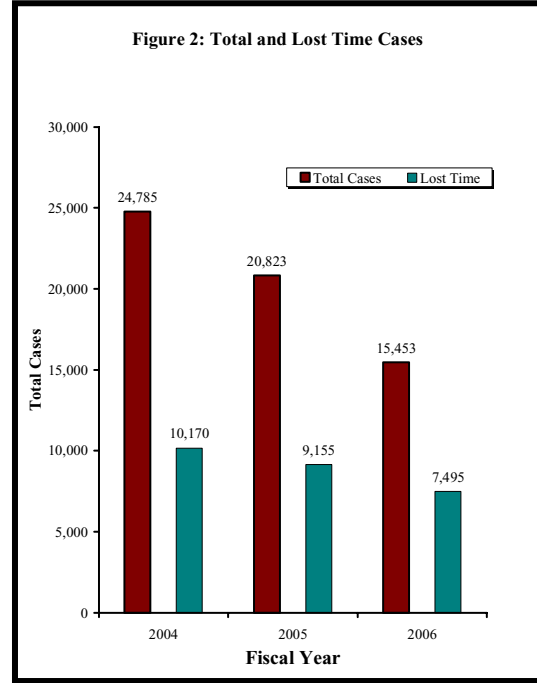
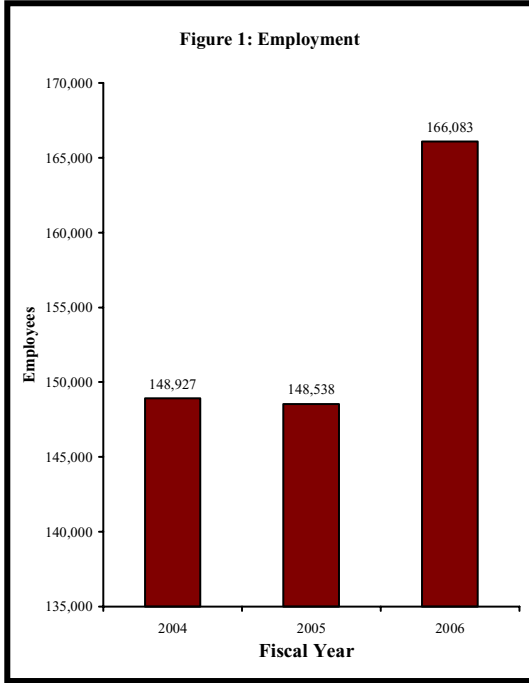
Goals

DHS reports that during FY 2007 it plans to:

- Continue to reduce its TCR and LTCR to at or below the SHARE target rates,
- Reduce its LPDR to meet or exceed the SHARE goal,
- Develop and implement policies and procedures to reduce lost workdays and return injured employees to work,
- Publish a component safety program evaluation directive and initiate component program evaluations,
- Publish a departmental safety recognition program directive,
- Continue to work toward implementation of an automated safety and workers' compensation reporting and information management system that incorporates case management and return-to-work tools,
- Develop a DHS-wide risk management program, and

- Continue to work with other DHS organizational units to advance readiness for an influenza pandemic.

DHS Charts



Department of Housing and Urban Development

Statistics

The Department of Housing and Urban Development’s (HUD’s) employment rolls *decreased* by 664 employees (6.4%) to 9,754 in FY 2006 (See Figure 1, page 62). Its total cases *decreased* by 35 (29.9%) and lost time cases *decreased* by 8 (13.6%; See Figure 2, page 62). The Department’s TCR *decreased* from 1.12 to 0.84 (25%) and its LTCR *decreased* from 0.57 to 0.52 (8.8%; See Figure 3, page 62; Chart L, page 211; Chart N, page 213). According to HUD, the most common injuries were back sprains and contusions/bruises, which were primarily caused by slips and falls. There were no fatalities during the fiscal year. HUD’s workers’ compensation costs *increased* by \$213,789 (2.9%) during the chargeback year (See Figure 4, page 62; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

HUD met all four SHARE goals in FY 2006. HUD’s FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 1.18 | 0.79 | 34.2% | 41.9 |
| 2006 Target | 1.08 | 0.72 | 39.6% | 40.7 |
| 2006 Actual | 0.84 | 0.52 | 48.3% | 21.7 |

To address the SHARE Initiative, HUD continued to promote its Total Wellness Program that encourages employees to take advantage of opportunities to develop healthful personal habits and reduce health risk factors. HUD provided informative seminars, health fairs, workshops, committee meetings, security awareness training, and safety inspections designed to improve overall program effectiveness.

Motor Vehicle/Seat Belt Safety

HUD reported that its employees were not involved in any motor vehicle accidents during the fiscal year. HUD states that while it does not have a mechanism to track seat belt usage, it established a policy, delineated in its Administrative Services Handbook to require that seat belts be used whenever employees drive on official business. HUD reportedly continued to place special emphasis on Drive Safely to Work Week and the Department of Transportation’s Seat Belt Initiative in accordance with Executive Order 13043, “Increasing Seat Belt Use in the United States.”

Recordkeeping Requirements

HUD notes that it began reformatting existing forms to more closely match the format of OSHA Forms 300, 300A, and 301 as part of the revised recordkeeping requirements for federal agencies. However, it continued using existing forms to capture the required information.

Employee Support

As previously mentioned, the Department continued to promote its Total Wellness Program. In addition, HUD offered several OSH courses on its Virtual University website, as well as the OSHA online collateral duty safety and health course.

Accomplishments

The Department reported that during FY 2006 it:

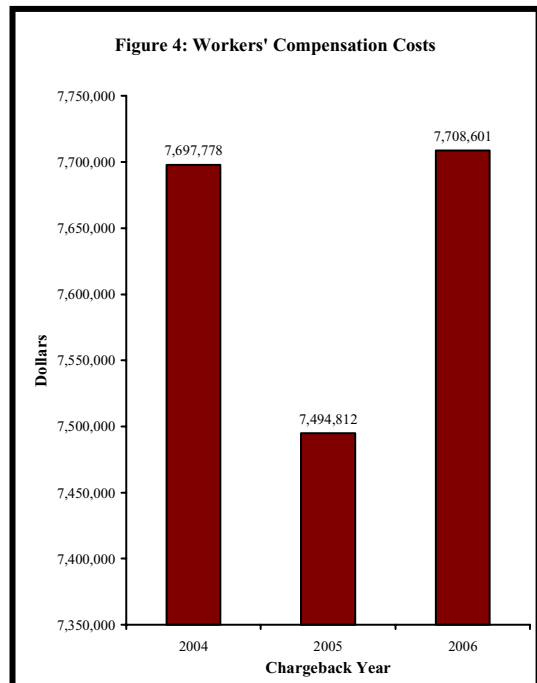
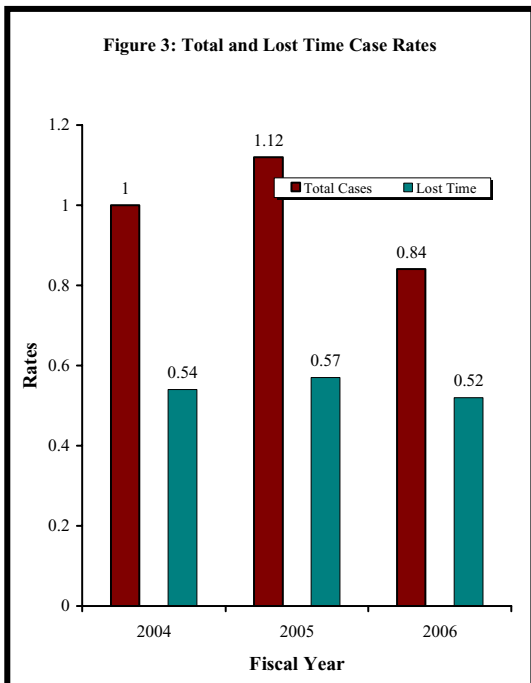
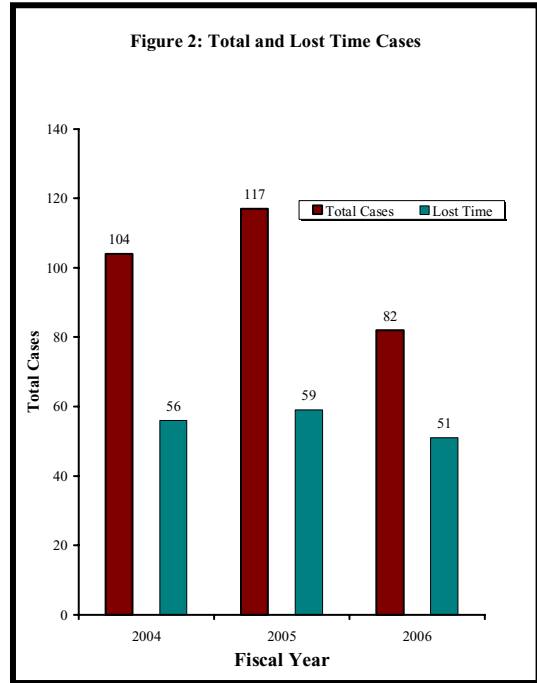
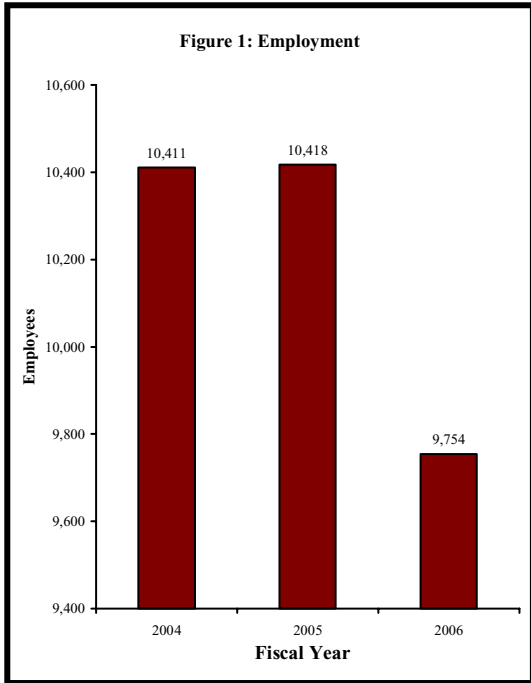
- Evaluated its OSH program in accordance with Executive Order 12196 and 29 CFR Part 1960;
- Received monthly reports from the contractor managing the return-to-work and disability case management program including statistical analysis of current active cases and information on cost savings and recoveries;
- Began to investigate OSH requirements as part of performance planning;
- Began exploring options for implementing an OSH-related employee recognition program;
- Continued to improve SHARE results;
- Promoted and enhanced the Total Wellness Program at headquarters and in the field;
- Improved promotional activities to heighten awareness of its OSH program through the HUD intranet safety website, safety and health committee meetings, and posters and other publicity; and
- Provided CPR, first aid, and smoking cessation training and workshops.

Goals

HUD reported the following as its OSH-related goals for FY 2007:

- Continue the Hazard Communication Program, maintaining current information on all chemicals used at headquarters;
- Operate an effective Environmental Control Program that includes monitoring air and water quality, and noise levels in HUD headquarters.
- Continue to identify and provide reasonable accommodations to handicapped employees;
- Conduct semi-annual safety and health inspections and bi-monthly safety and health committee meetings; and
- Continue to educate employees on safety and health matters.

HUD Charts



Department of the Interior

Statistics

The Department of the Interior's (DOI's) employment rolls *decreased* by 2,602 employees (3.6%) to 70,329 in FY 2006 (See Figure 1, page 66). Its total cases *decreased* by 477 (9.8%) and lost time cases *decreased* by 225 (10.8%; See Figure 2, page 66). The Department's TCR *decreased* from 6.70 to 6.27 (6.4%) and its LTCR *decreased* from 2.85 to 2.64 (7.4%; See Figure 3, page 66; Chart L, page 211; Chart N, page 213). Sixty percent of all incidents occurred in the four categories of slips, trips and falls (26%); manual handling and equipment (20%); animals and insects (8%); and motor vehicles (6%). These are the same as category percentages reported by DOI FY 2005.

In FY 2006, DOI's federal civilian employee fatalities increased to eight after reporting four each year in FY 2003 through FY 2005. Five of these incidents involved motorized vehicles or equipment, two were a result of apparent or confirmed heart attacks, while the remaining was a wildland fire mishap.

DOI's workers' compensation costs *increased* by slightly more than \$1.9 million (3.3%) during the chargeback year (See Figure 4, page 66; Chart P, page 215).

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

In FY 2006, DOI was successful in meeting three of the four SHARE goals (TCR, timeliness, and LPDR) although it had been on track for the first three quarters of the year to meet all four goals. The Department stated that the improvement in its timely filing percentage is of particular note because it is a direct result of the DOI-wide implementation of electronic claims filing through its Safety Management Information System (SMIS).

DOI's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 7.30 | 2.78 | 41.8% | 70.7 |
| 2006 Target | 6.66 | 2.54 | 48.4% | 68.6 |
| 2006 Actual | 6.27 | 2.64 | 76.2% | 57.4 |

Motor Vehicle/Seat Belt Safety

According to the Department, motor vehicle incidents in FY 2006 decreased 9% compared to FY 2005. All DOI subagencies have mandatory seat belt use policies and are implementing disciplinary measures for failure to comply.

Recordkeeping Requirements

The Department embarked on a major programming upgrade of its SMIS software to align with OSHA's revised recordkeeping requirements for federal agencies. This upgrade, implemented in November 2005, allowed each bureau field station, area and regional offices, and headquarters office to generate accurate OSHA 300 reports. Additionally, it has allowed for more efficient gathering of information needed for OWCP claims processing and supplemental information needed for safety and health program purposes.

Employee Support

During FY 2006, DOI implemented a special department-wide safety and health initiative to specifically meet OSHA 6000 training requirements. This course, "Collateral Duty Course for Other Federal Agencies," is mandatory for all collateral duty safety officers within six months of their appointment. It reportedly meets all requirements of the OSHA 6000 training and focuses on policies and resources specific to DOI. The course is available to all DOI employees through the Department's learning management system, which tracks all facets of employee training.

DOI reports that all eight of its subagencies conducted required and specialized training for their bureaus. Training methods included:

- Conferences and workshops
- Web-based and classroom training courses
- Hands-on training in specialty areas such as watercraft operation

Accomplishments

Interior reported that during FY 2006 it:

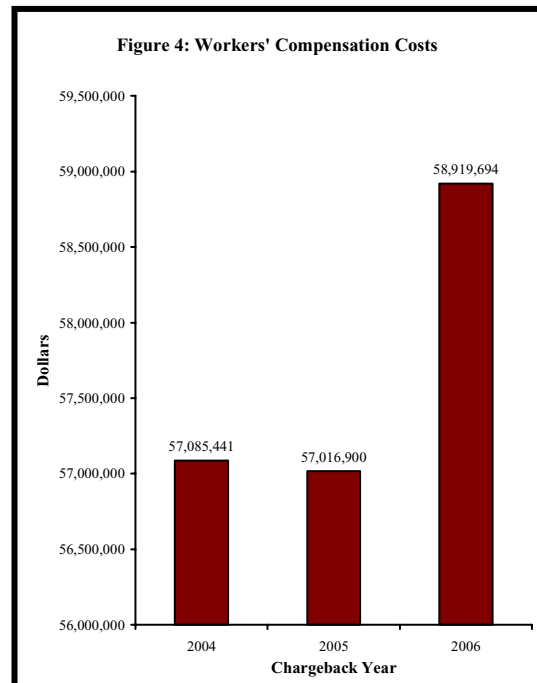
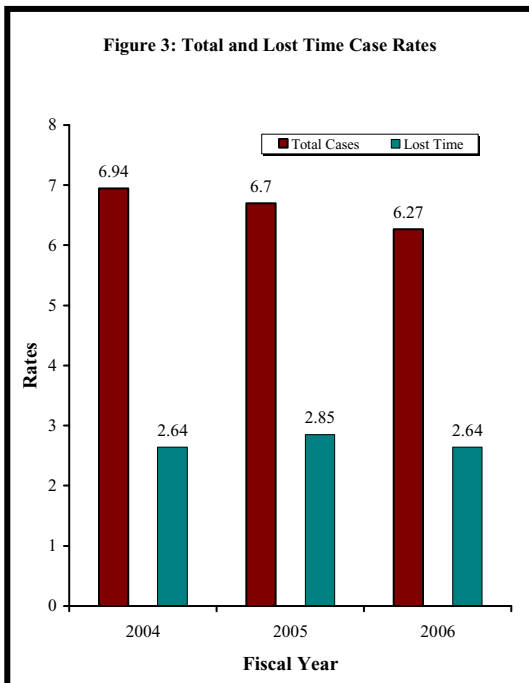
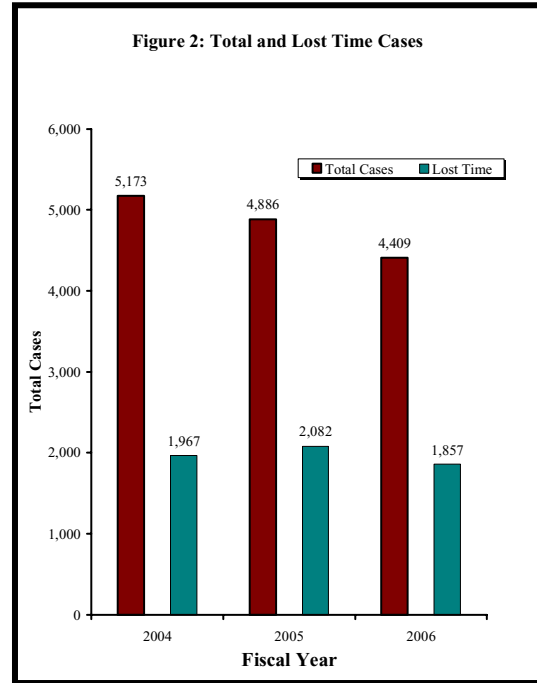
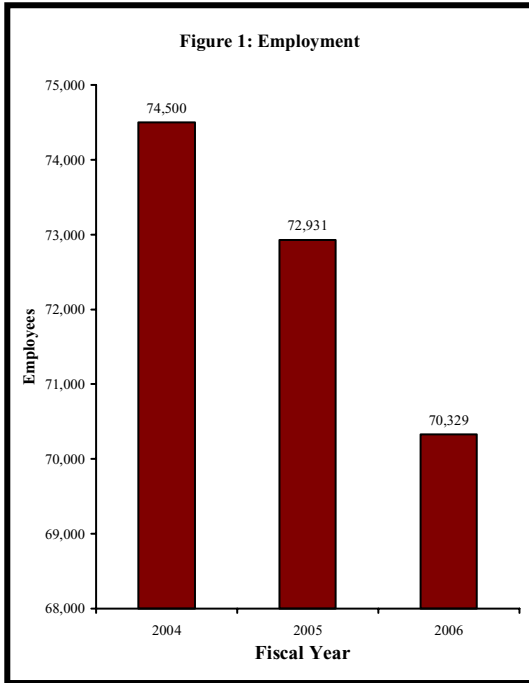
- Posted the Collateral Duty Course for Other Federal Agencies on its website;
- Observed DOI Safety and Health Awareness Week to coincide with Interior's busiest spring and summer months and focus attention on safety and health topics throughout the Department;
- Revised the department-wide Motor Vehicle Safety Awareness Quiz and made it available to all employees on its website and via CD-ROM;
- Continued the second full year of implementing an online filing process for OWCP cases;
- Synchronized its SMIS software with OSHA's revised recordkeeping and reporting requirements for federal agencies to allow each bureau, field station, area and regional office, and headquarters to generate accurate OSHA 300 reports;

- Completed a review of the Occupational Medicine Program Handbook, which provides guidance on all facets of the medical aspects of the employee safety and health program and made it available online;
- Increased participation in OSHA's Voluntary Protection Program (VPP) by achieving VPP Star certification for its Effigy Mounds National Monument in Iowa; and
- Provided safety management and technical safety and occupational health courses to managers, supervisors, collateral duty safety officers, and employees. Many of these courses were delivered using distance learning techniques.

Goals

During FY 2007 DOI plans to continue implementation of its Safety and Occupational Health Strategic Plan, which is the result of close cooperation efforts among the Departmental and bureau Designated Agency Safety and Health Officials, safety managers, and other representatives.

DOI Charts



Department of Justice

Statistics

The Department of Justice's (DOJ's) employment rolls *increased* by 2,736 employees (2.6%) to 106,020 in FY 2006 (See Figure 1, page 70). Its total cases *decreased* by 100 (2.0%) and lost time cases *increased* by 95 (4.5%; See Figure 2, page 70). The Department's TCR *decreased* from 4.93 to 4.71 (4.5%) and its LTCCR *increased* from 2.05 to 2.09 (2.0%; See Figure 3, page 70; Chart L, page 211; Chart N, page 213). DOJ reported that the most prevalent cause of injuries continues to be exertion-type activities, primarily sustained during physical exercise and law enforcement training.

During FY 2006, as in FY 2005, six DOJ employees were fatally injured while on duty. Among the incidents, the Department reported that:

- One Bureau of Prisons (BOP) incident was responsible for the death of two employees. Specifically, when law enforcement officials confronted a BOP guard who had been under investigation for conducting criminal activities within the prison, the guard opened fire and killed a departmental Inspector General. Other law enforcement officials on the scene returned fire and killed the guard;
- One Federal Bureau of Investigation (FBI) employee was killed in an automobile accident; and
- One Bureau of Alcohol, Tobacco, Firearms and Explosives (BATF) special agent committed suicide on the job.

DOJ's workers' compensation costs *increased* by nearly \$9.1 million (11.3%) during the chargeback year (See Figure 4, page 70; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

In FY 2006, DOJ met only one of the four SHARE goals, related to timely submission of workers' compensation claims. The Department attributes its struggles with meeting SHARE goals to "the unique challenges presented within the Federal prison system." The Department's performance is illustrated below:

| | TCR | LTCCR | Timeliness | LPDR |
|---------------|------|-------|------------|------|
| 2003 Baseline | 5.07 | 2.09 | 48.3% | 59.5 |
| 2006 Target | 4.63 | 1.91 | 55.9% | 57.7 |
| 2006 Actual | 4.71 | 2.09 | 62.7% | 77.4 |

Motor Vehicle/Seat Belt Safety

DOJ reported that during FY 2006, its employees were involved in 2,527 motor vehicle accidents, which resulted in 215 injuries. According to the Department, “[a]lthough the majority of accidents are minor in nature, the inherent nature of vehicle usage in many law enforcement activities results in an increased risk of accidents throughout many of the [b]ureaus.”

The Department noted that its individual agencies implemented various seat belt and vehicle safety programs including:

- Tracking seat belt usage on accident forms
- Observing seat belt usage at parking areas
- Determining seat belt usage through employee surveys
- Providing safety training and awareness programs
- Using “Every Belt – Every Ride” decals

Recordkeeping Requirements

DOJ reports that it has been using the Department of Veterans Affairs’ Workers’ Compensation and Occupational Safety and Health Management Information System (WC/OSH MIS) for a number of years. This system reportedly allows for the collection of data consistent with the revised OSHA recordkeeping requirements for federal agencies.

Each of the Department’s individual bureaus is responsible for selecting the recordkeeping system it determined was most appropriate for its unique situation. Although the WC/OSH MIS system is available to the bureaus, not all of them use it.

Employee Support

During FY 2006 DOJ reportedly provided many OSH training courses and programs to address both commonly encountered workplace hazards, as well as the unique hazards and environments encountered when conducting law enforcement activities. Some of the programs relating to general OSH issues included:

- Respiratory protection
- Hazardous materials and waste
- Blood borne pathogens
- Hearing conservation
- Collateral duty safety officer
- Lead
- Laboratory safety
- Confined space
- Electrical safety

Unique safety and health training addressed:

- Clandestine drug laboratories
- Handling use of force
- Chemical and biological agents and nuclear materials
- Communicable diseases
- Firearms

Accomplishments

While DOJ provided a comprehensive list of the OSH-related activities and accomplishments of its various subagencies, it did not provide any such information on a department-wide basis. A sampling of the subagency accomplishments includes:

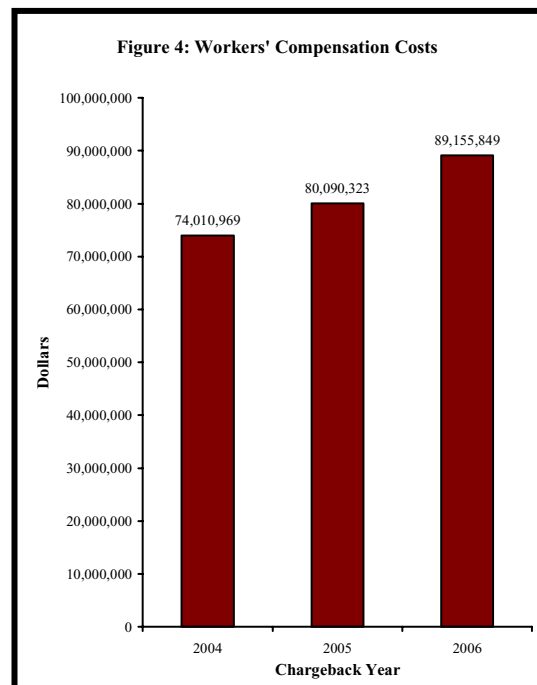
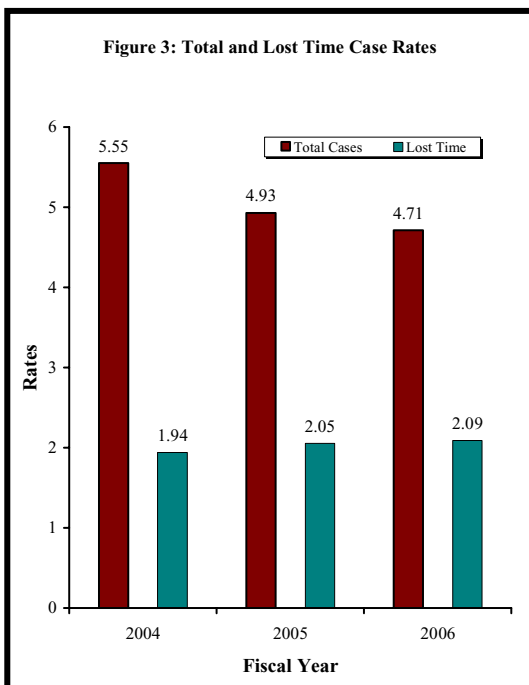
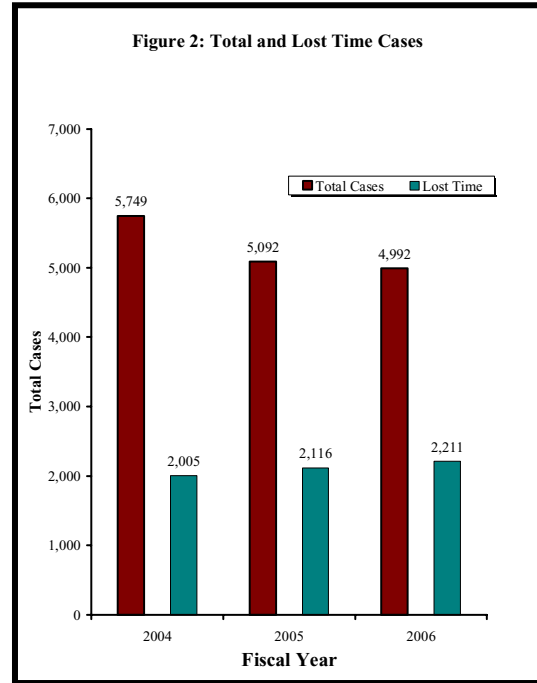
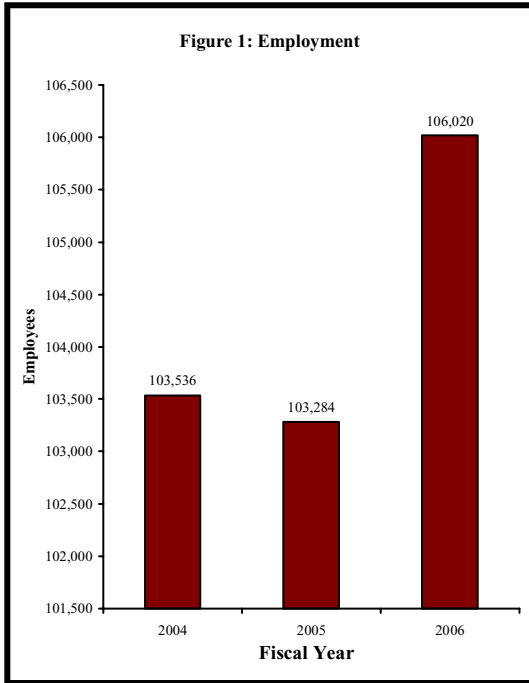
- The Drug Enforcement Administration's (DEA's) OSH staff performed on-site evaluations to determine passive exposure to controlled substances at four forensic laboratories, and to quantify exhaust stack emission profiles at two laboratories.
- BOP's safety staff received Emergency Management System training.
- BATF initiated a case review process to examine medical documentation to determine the return-to-work status of injured employees.
- FBI included a performance element for managers and supervisors to evaluate their management of OSH-related responsibilities.
- The U.S. Marshals Service (USMS) developed requirements and specifications for its body armor program along with performance requirements for potential vendors.

Goals

DOJ did not provide any information on department-wide goals for FY 2007. However, among the subagencies:

- DEA plans to continue progress toward meeting its SHARE goals, particularly in reducing its LTCR.
- BOP plans to develop an electronic OSH recordkeeping system to facilitate agency-wide data collection and analysis, and better OSH program management.
- BATF intends to continue meeting its aggressive workplace inspection schedule and close safety deficiencies more quickly.
- FBI plans to issue Hazard Communication, Safety Training, and Accident Investigation programs.
- USMS plans to publish a District Safety and Health Officers' Continuity Guide and roll-out revised Respiratory Protection, Lead, and Hazard Communication programs.

DOJ Charts



Department of Labor

Statistics

The Department of Labor's (DOL's) employment rolls *decreased* by 815 employees (5.0%) to 15,361 in FY 2006 (See Figure 1, page 74). Its total cases *decreased* by 57 (15.8%) and lost time cases *decreased* by 49 (29.5%; See Figure 2, page 74). The Department's TCR *decreased* from 2.23 to 1.98 (11.2%) and its LTCCR *decreased* from 1.03 to 0.76 (26.2%; See Figure 3, page 74; Chart L, page 211; Chart N, page 213). The Department reported that the most frequent causes of injuries were exposure to, ingested, inhaled; slips, trips, and falls; and repetitive motion. There were no fatalities reported during the period. DOL's workers' compensation costs *increased* by nearly \$2.4 million (12.3%) during the chargeback year (See Figure 4, page 74; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

DOL agencies have taken action to meet the SHARE goals. In FY 2006, several agencies completed safety and health inspections to identify and abate workplace hazards. Agencies also reported other routine measures to provide a safety and health presence such as employee training and increasing the number of staff devoted to safety and health issues. Such strategies have led to improved worker safety and health, as demonstrated by DOL's injury and illness experience. In fact, DOL exceeded its SHARE goals in three of the four categories after two consecutive years of meeting all of the measures:

| | TCR | LTCCR | Timeliness | LPDR |
|---------------|------|-------|------------|------|
| 2003 Baseline | 2.50 | 1.23 | 83.6% | 41.3 |
| 2006 Target | 2.29 | 1.12 | 96.8% | 38.9 |
| 2006 Actual | 1.98 | 0.76 | 98.1% | 42.7 |

Motor Vehicle/Seat Belt Safety

In FY 2006, DOL agencies reported a total of 45 motor vehicle-related accidents involving civilian employees traveling on official government business. Nearly all of these accidents were "fender benders" or minor road incidents. The Department reported that its agencies held that all of their employees wore seat belts during all official travel.

Several agencies reported taking steps to reduce motor vehicle-related injuries and illnesses. Multiple agencies reported that they had started tracking vehicle accidents to look for trends in injury patterns, such as the locations and causes of motor vehicle-related injuries.

Recordkeeping Requirements

DOL reported that it provided training on recordkeeping requirements. Also, its Office of the Assistant Secretary for Administration and Management (OASAM) is in the process of implementing third phase modifications to re-engineer the latest version of the Safety and Health Information Management System (SHIMS). DOL will add a “quick click” capability for greater user friendliness and include Excel exportability that will enable managers to manipulate data to construct a variety of query and reporting formats. The new version includes the ability to electronically meet OSHA recordkeeping requirements.

Employee Support

In FY 2006, DOL continued to offer a three-module training program that included an overview of the DOL Safety and Health Program, a web-based office inspection video course, and the OSHA 6000 online Collateral Duty Course for Other Federal Agencies. The program, available through LaborNet, was provided to employees, union stewards, safety and health committee members, and managers involved in safety and health programs and worksite inspections nationwide. In addition, several safety and health training sessions were offered to DOL employees on a variety of topics.

Among DOL’s subagencies, some of the programs related to employee support included:

- Organizing DOL Safety Day 2006 at its headquarters building and related activities in several locations across the country, to raise employee safety and health awareness and promote DOL’s safety and health program;
- Including safety elements in both managerial and employee performance standards;
- Reviewing and analyzing accidents and injuries in regional and national offices. As a result, management in the Employment Standards Administration implemented a pilot program in one of its regional offices in an effort to understand the factors causing an increase in injury and illness claims reported by this region;
- Developing OSH-related web pages and web-based information, reporting, and training systems; and
- Developing specific response plans and promoting general emergency preparedness.

Accomplishments

According to DOL, some of its more notable OSH program accomplishments and initiatives included:

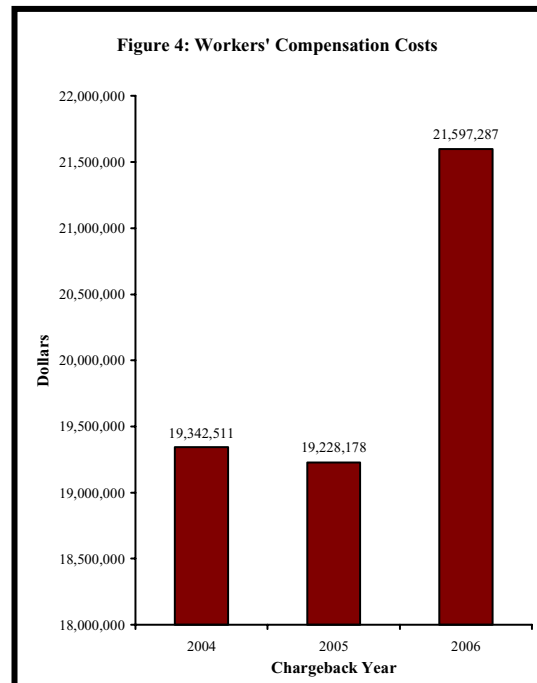
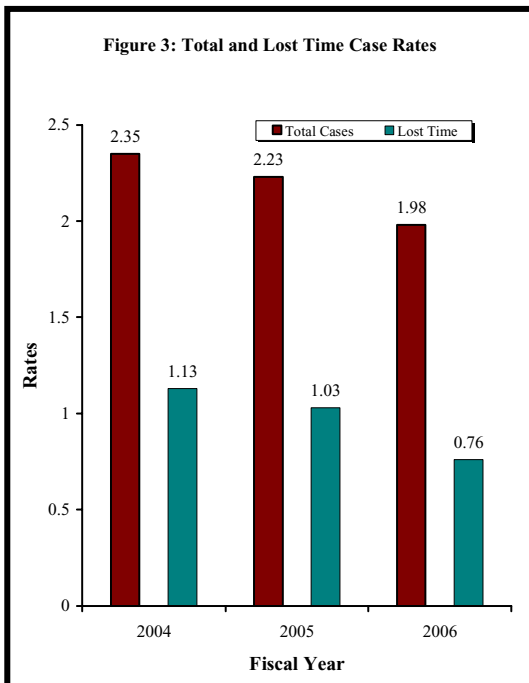
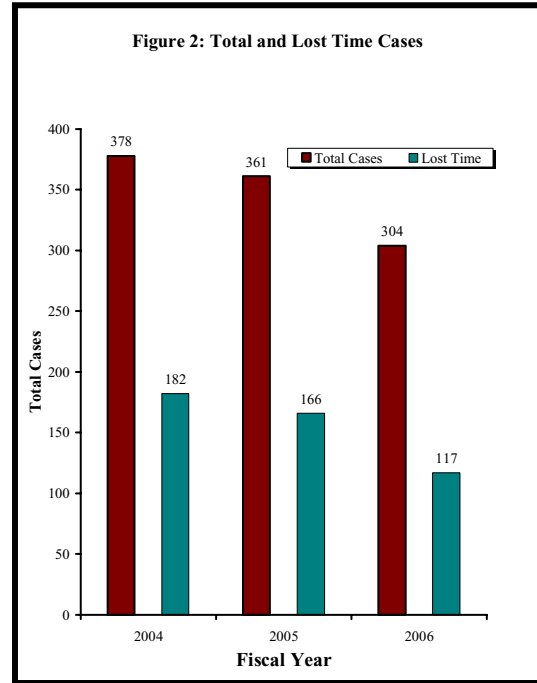
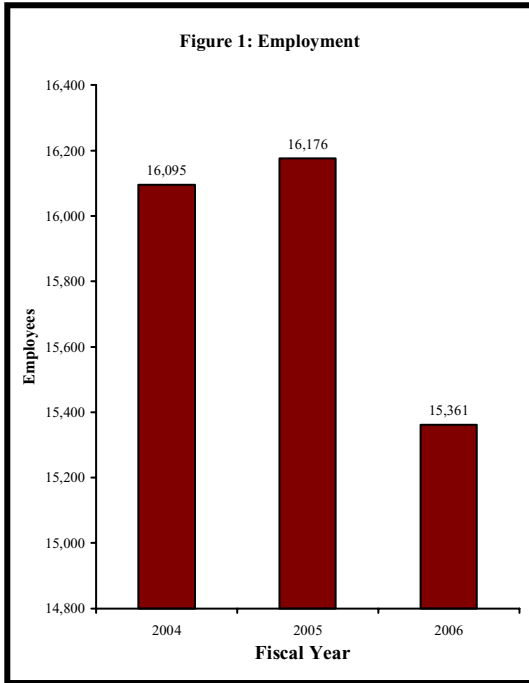
- Several agencies continued to share the DOL Spotlights, Continuous Learning classes, and other educational materials with their employees.
- DOL agencies continued to renovate their office space areas with office systems that are safer, more efficient, and employee-friendly. They also continued with improvements designed to make working conditions safer in other areas of their buildings.
- All DOL agencies now use SHIMS to report injury and illness claims. Many agencies credited their ability to report claims in a timely manner to this change and also noted an increase in personal responsibility for safety and health. The Department also provided the system to other federal agencies.
- DOL provided a wide range of training opportunities for employees in a variety of work-related and non-work-related topics, including emergency preparedness, recordkeeping, and food safety.

Goals

To ensure continuous improvement in decreasing its workplace injuries and illnesses and corresponding lost production days, DOL has established the following goals for FY 2007:

- Complete and launch inspection checklists within SHIMS;
- Provide ergonomic review guidance and checklists within SHIMS;
- Enhance the SHIMS system, including the requisite training, to be more user-friendly and provide more useful information and analytical data;
- Continue the development and training of a cadre of qualified collateral duty safety officers within the Department; and
- Expand national and regional office participation in Safety Day promotional activities.

DOL Charts



Department of the Navy

Statistics

The U.S. Department of the Navy's (Navy's) employment rolls *decreased* by 5,924 employees (3.2%) to 176,391 in FY 2006 (See Figure 1, page 79). Its total cases *decreased* by 467 (7.9%) and lost time cases *decreased* by 127 (4.0%; See Figure 2, page 79). The Department's TCR *decreased* from 3.23 to 3.07 (5.0%) and its LTCCR *decreased* from 1.76 to 1.75 (0.6%; See Figure 3, page 79; Chart L, page 211; Chart N, page 213). Navy reported that the most common injuries were sprains, strains, carpal tunnel, pain and swelling of joints, cuts and bruises, and back sprains and strains.

Navy reported three civilian fatalities in FY 2006, one more than in FY 2005. One death was due to injuries from a pressure chamber failure, and the other two resulted from employees falling out of an elevated manlift.

Navy's workers' compensation costs *increased* by more than \$6.5 million (2.7%) during the chargeback year (See Figure 4, page 79; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Navy achieved all four of the SHARE goals in FY 2006, as it has each year since the Initiative began in FY 2004. It reportedly plans to continue to focus on the SHARE goals in FY 2007 and beyond as it strives to achieve DoD's 75% mishap reduction goal. According to Navy, a prompt return-to-work program enhances an employee's sense of worth, increases readiness, reduces costs, and places an emphasis on prevention of mishaps throughout the organization.

Navy's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCCR | Timeliness | LPDR |
|---------------|------|-------|------------|------|
| 2003 Baseline | 4.03 | 2.13 | 53.8% | 60.2 |
| 2006 Target | 3.68 | 1.94 | 62.3% | 58.4 |
| 2006 Actual | 3.07 | 1.75 | 72.3% | 52.0 |

Motor Vehicle/Seat Belt Safety

In FY 2006 Navy reported eight motor vehicle mishaps involving on-duty civilians. Of the eight mishaps, five involved non-fatal injuries, one of which resulted in at least five lost workdays. Navy's Web Enabled Safety System (WESS) mishap reporting system contains a field to track seat belt usage, but the entry is optional. Of the eight motor vehicle mishaps during the period, four

documented the use of seat belts. There was no information reported for the other mishaps.

Navy solicits seat belt usage information from subordinate commands on an annual basis and tailors its enforcement efforts accordingly. During FY 2006, random observational surveys at 48 Navy shore installations indicated an average seat belt usage rate of 95%. Navy reportedly will continue to work toward 100% compliance and emphasize this as an important part of its mishap prevention program.

Navy's Traffic Safety Program Instruction requires the use of seat belts under the following conditions:

- Military or civilian occupants of any government motor vehicle
- Military or civilian occupants of any private motor vehicle on a Navy installation
- Military personnel both on- and off-duty
- Civilians during on-duty operation of a private motor vehicle

Some of Navy's efforts to increase seat belt usage and reduce traffic mishaps include:

- Promoting national driver safety campaigns and conducting seat belt checkpoints and other stepped-up law enforcement activities during these campaigns;
- Creating a Traffic Safety Working Group to specifically focus on initiatives for reducing the number of mishaps involving Navy personnel;
- Providing nationally accredited safety courses for automobiles, motorcycles, and emergency vehicles; and
- Prohibiting driver use of hand-held cellular phones and personal listening devices in moving vehicles.

Recordkeeping Requirements

Navy reported use of two systems to track incidents: WESS and Enterprise Safety Application Management System. The systems are electronic with some manual interface. To comply with the revised OSHA recordkeeping requirements for federal agencies, Navy added a feature to its WESS mishap recording system to enable individual installations to create an OSHA Form 300 log and Form 300A annual summary.

Employee Support

Navy's OSH Training Center provides safety, occupational health, and environmental training to military and civilian employees in the classroom by video and online. The Department reports that the overall impact of training is

significant in making Navy personnel aware of safety and health hazards in their workplaces, as well as helping them to understand procedures to follow to improve the quality and safety of their work and to prevent mishaps.

Navy reportedly also integrates OSH training into the onsite or online trade/skill training provided to employees, managers, supervisors, and union representatives. In FY 2006, Navy civilian and military personnel received training tailored to their individual needs, from awareness training to education required to attain and maintain competency in their technical area(s) of expertise.

Also in FY 2006, Navy reported that it:

- Completed revision of the Navy Safety and Occupational Health Program Manual, incorporating language to encourage and support professional certification;
- Encouraged and funded participation in the Voluntary Protection Program Participants' Association, DoD safety forums, and a variety of other forums and workshops; and
- Continued to sponsor its annual safety professional development conference.

Accomplishments

Navy reported numerous OSH-related accomplishments in FY 2006. As a sample of its accomplishments, Navy noted that it:

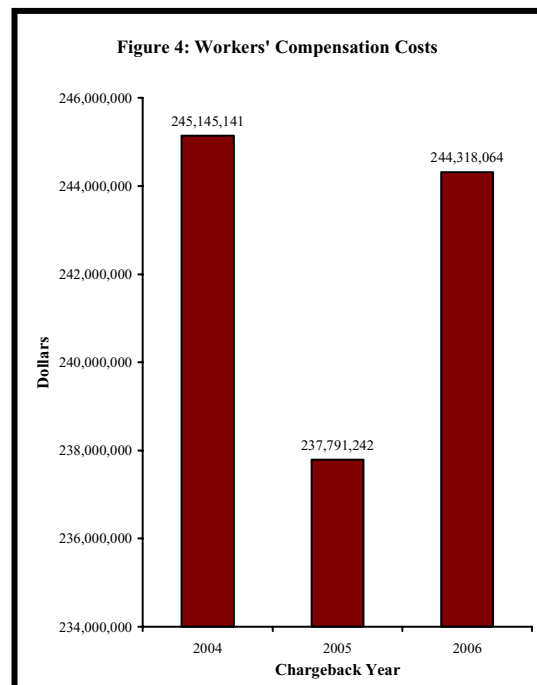
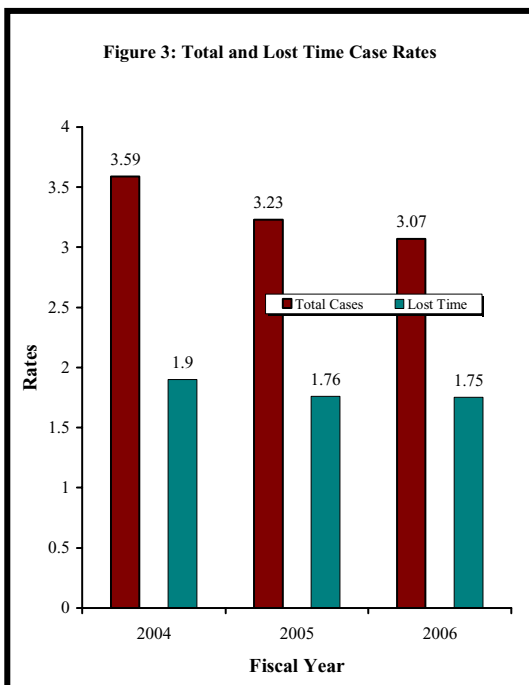
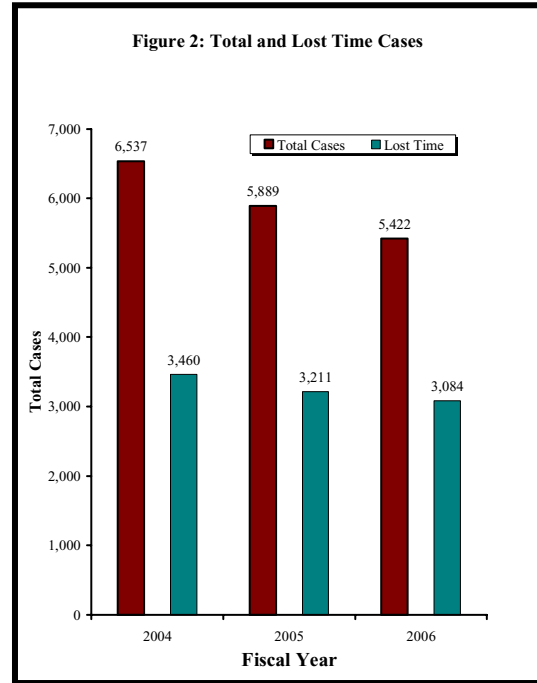
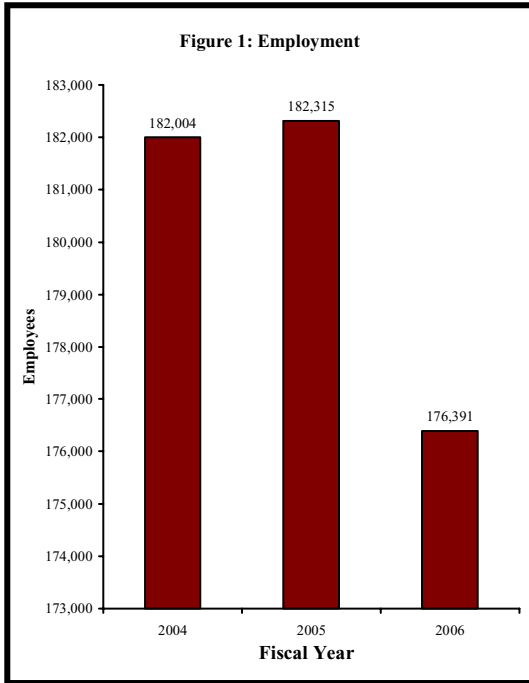
- Evaluated OSH program effectiveness for both shore commands, and ships and submarines. It required all employees to participate and cooperate in the evaluations by: (1) complying with all safety and health actions and (2) reporting workplace hazards and injuries or occupational injuries or property damage resulting from mishaps or any near misses;
- Returned 54 previously injured workers to Navy workplaces through the DoD Pipeline Re-Employment Program;
- Began the development of standardized guidelines for integrating OSH criteria into performance plans;
- Provided recognition to commands with the best overall safety program and to individual safety professionals who made significant contributions;
- Drafted a Chemical, Biological, Radiological, Nuclear (CBRN) Respirator Plan of Action, and developed and provided training; and
- Achieved Star certification in OSHA's Voluntary Protection Program (VPP) for three of the four Naval shipyards, with several other facilities participating in DoD's VPP Center of Excellence Initiative.

Goals

Navy provided a detailed list of its FY 2007 OSH goals. Among them are to:

- Continue reviewing documents that describe the performance characteristics of future military systems to ensure that safety-associated capabilities are included in systems requirements and the designs that are fielded;
- Oversee policy development, program planning and execution, allocation, and use of resources for activities within Navy in support of CBRN installation and combatant commanders to ensure that adequate safety and health protection measures, such as training, exposure evaluation, and personal protective equipment are integrated into Anti-Terrorism Force Protection requirements for Navy emergency responders worldwide;
- Complete mishap prevention and hazard abatement program projects approved in FY 2006;
- Provide Naval Air Systems Command programmatic support and occupational health technical experts to acquisition programs;
- Continue to monitor OSHA notices of unsafe and unhealthful working conditions issued to Navy and post them on the Naval Safety Center website to assist all installations in identifying areas of potential risk;
- Continue to update and improve safety policies;
- Complete evaluation of Navy's Ergonomics Program implementation effectiveness; and
- Hire a Workers' Compensation Medical Specialist and a Workers' Compensation Fraud/Abuse Specialist for the Commander Navy Installations Command.

USN Charts



U.S. Marine Corps

Statistics

The U.S. Marine Corps' (USMC's) employment rolls *increased* by 656 employees (4.5%) to 15,387 in FY 2006. Its total cases *increased* by 163 (22.2%) and lost time cases *increased* by 161 (32.4%). USMC's TCR *increased* from 4.98 to 5.84 (17.3%) and its LTCR *increased* from 3.37 to 4.28 (27%). The Corps reported sprains/strains and lacerations, and wounds to the hand, knee, and internal organs as the major categories of injuries. USMC reported one fatality in FY 2006, which is also included in the number of fatalities reported by the Department of the Navy. A civilian employee, who was not wearing a seat belt, died in a motor vehicle incident. USMC's workers' compensation costs *increased* by nearly \$1.5 million (6.9%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Marine Corps' performance under the SHARE Initiative is not separately tracked. Its statistics are aggregated with those for Navy, for which SHARE results are reported. However, USMC reported that it is pursuing the DoD goal to reduce mishaps by 75%. Toward this end, the Naval Safety Center provides specialized safety surveys to field commands upon request, and seven commands are in various stages of pursuing participation in OSHA' Voluntary Protection Program. In addition, the Corps has launched several initiatives to support Navy in meeting its overall SHARE goals:

- The Marine Corps Center for Lessons Learned maintains a website containing information compiled from mishaps, including those in combat zones, for use in improving safety programs and procedures.
- Senior commands have begun inspecting the programs of subordinate commands, ensuring full implementation of the Marine Corps safety program.
- Tactical Safety Specialists have been deployed to Iraq to reduce operational mishaps.

Motor Vehicle/Seat Belt Safety

In FY 2006, the Corps reported six motor vehicle mishaps involving civilian personnel on official business. Three of the mishaps resulted in injuries, including the one fatality of an employee who was not wearing a seat belt. The Naval Safety Center's Web Enabled Safety System (WESS) mishap database tracks seat belt usage, if reported.

The Marine Corps reports that it has several programs to improve motor vehicle safety:

- Bases have periodic seat belt inspections for all vehicles entering and leaving the base.
- Individual units have motor vehicle safety presentations.
- Bases support seat belt awareness campaigns such as “Click It or Ticket.”
- Both the Corps as a whole and the individual bases reinforce the importance of seat belt usage through orders. Anyone on base discovered not wearing a seat belt is ticketed.

Recordkeeping Requirements

A joint Navy and Marine Corps Order incorporated the revised OSHA recordkeeping requirements for federal agencies. The Corps uses Navy’s WESS web-based program to record injuries and illnesses.

Employee Support

The Marine Corps Occupational Safety and Health Program Manual requires all commands to provide general safety and occupational health training to all managers, supervisors, employees, and employee representatives. More specialized safety and occupational health training is provided locally based on job hazard analyses, safety inspections, and industrial hygiene surveys. Supervisors must ensure that employees receive the appropriate training and maintain training records.

According to USMC, each installation must have or participate in a local safety council that meets at least quarterly. Also, the Corps requires that all commands support the Field Federal Safety and Health Councils, and coordinate with local communities on mutually beneficial mishap prevention programs.

USMC provides funding and encourages its employees to pursue professional certifications. The Corps is a corporate member of the National Safety Council, with all personnel having membership benefits. All Tactical Safety Specialists receive an Occupational Safety and Health Technologist Certification from Texas A&M University upon graduation from Army’s 15-week course, which addresses OSH principles.

Accomplishments

Among the accomplishments, USMC reported for FY 2006 are:

- Augmented ten Inspector General of the Marine Corps (IGMC) inspections with safety and industrial hygiene inspectors. The IGMC conducts oversight inspections of the major subordinate commands;

- Focused on using DoD's Pipeline Reemployment Initiative to return employees to work;
- Included a safety performance element in both civilian and military supervisory personnel annual evaluations;
- Recognized commands and individual military and civilian personnel for their contributions to and accomplishments in the field of safety and mishap prevention;
- Updated and issued two OSH-related orders and directives;
- Sponsored two major safety campaigns and issued quarterly safety performance updates; and
- Provided a variety of OSH-related training opportunities.

Goals

A summary of USMC's OSH goals for FY 2007 includes:

- Foster and enhance the safety culture at all levels through leadership, mentoring, and accountability;
- Reduce mishaps and job related injuries;
- Provide the required resources to improve force preservation and deliver the safety message; and
- Provide required safety education and training.

Department of State

Statistics

The Department of State's (State's) employment rolls *increased* by 1,065 employees (3.2%) to 33,910 in FY 2006 (See Figure 1, page 87). Its total cases *increased* by 10 (2.9%) and lost time cases *increased* by 31 (20.5%; See Figure 2, page 87). The Department's TCR remained unchanged at 1.04 and its LTCR *increased* from 0.46 to 0.54 (17.4%; See Figure 3, page 87; Chart L, page 211; Chart N, page 213). State reported that the leading causes of lost time accidents were slips, trips and falls and struck by/against.

During FY 2006, State reported five fatalities that they indicated potentially came under coverage of the Federal Employees' Compensation Act. Of these, three involved compensation and two were under appeal and not yet closed. Four of the fatalities resulted from overseas hostile action.

State's workers' compensation costs *increased* by nearly \$800,000 (11.5%) during the chargeback year (See Figure 4, page 87; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Department did not achieve any of its SHARE goals in FY 2006. However, it demonstrated improvement in timely claims filing. State reported that it expected progress towards achieving desired performance levels as it continues to implement electronic filing to report workplace injuries. State's SHARE results are depicted in the table below.

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 0.80 | 0.38 | 7.7% | 14.9 |
| 2006 Target | 0.73 | 0.35 | 75.1% | 14.5 |
| 2006 Actual | 1.04 | 0.54 | 42.0% | 18.4 |

Motor Vehicle/Seat Belt Safety

State reported that there were 133 domestic motor vehicle incidents, an 8.8% decrease in motor vehicle accidents overall. The Department reported that its ongoing preventive strategy focuses primarily on training. Other efforts include motor vehicle inspections, operator screening, driver medical screening, prohibition against cell phone use, reminders to wear seat belts, and compliance with the 10-hour maximum shift for drivers.

Recordkeeping Requirements

Domestically, all incoming information is reviewed and logged into an accident database. A specialist determines the “recordability” of the incidents and enters OSHA 300 data onto the appropriate OSHA Form 300 facility log, which are maintained electronically in a central file. Each location receives a printed summary report for posting.

Overseas, State developed and implemented an electronic Mishap Reporting System, which is aligned with the revised OSHA recordkeeping requirements for federal agencies. The system can generate the OSHA Form 300 logs, which can be provided to any of its 267 posts. State reported that future enhancements to the data system will allow the individual posts to produce the logs.

Employee Support

Worldwide, the Department offered approximately 20 different safety courses to approximately 7,700 attendees. State reports that training is a major priority, particularly in the overseas safety and health program. With respect to participation in the Field Federal Safety and Health Councils (FFSHCs), State encourages employee involvement but, at the time of their report, did not have any FFSHC members due to other professional development activities and a shortage of staff.

Accomplishments

The Department provided an extensive list of OSH-related accomplishments for both its domestic and overseas operations. The following represents a sampling of that list:

The Domestic Environmental Safety Division (DESD):

- Conducted ergonomic, confined space, OSH program, mold, new equipment, lead, and indoor air quality evaluations;
- Installed AEDs and included pediatric electrodes where appropriate and replaced manufacturer-recalled AEDs;
- Improved OSH programs and expanded related training offerings;
- Determined the need for and provided PPE to designated employees; and
- Investigated several OSH-related incidents and near-misses.

The Safety and Environmental Management Division (SHEM):

- Used its Technical Field Support Program staff to assist overseas post management with implementing OSH programs;
- Used its SHEM Management Assessment and Recommendation Tracking System to collect and aggregate a wide range of data generated during

- post field visits, enabling SHEM to analyze overseas OSH program status and management;
- Installed fire protection systems in an additional 500,000 square feet of government space;
 - Developed Power Point based maintenance and warehouse training programs and translated the modules into eight languages;
 - Conducted asbestos inspections, provided asbestos management plans, and completed asbestos abatement projects where necessary; and
 - Incorporated fall prevention design requirements into the Standard Embassy Design process for all new embassy and consulate construction projects.

Goals

State provided information on goals for both its domestic and overseas operations and this report lists a sampling of those goals.

The DESD plans to:

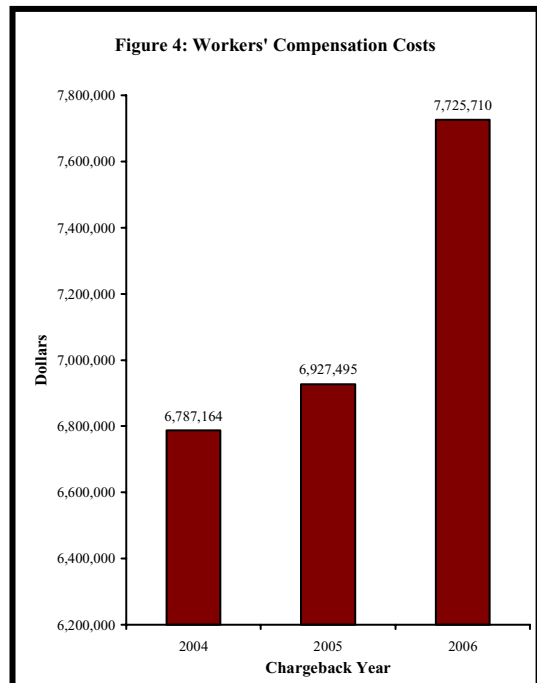
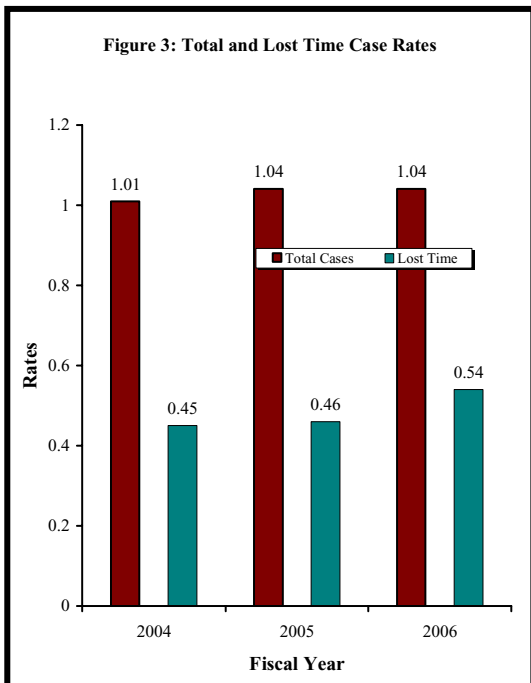
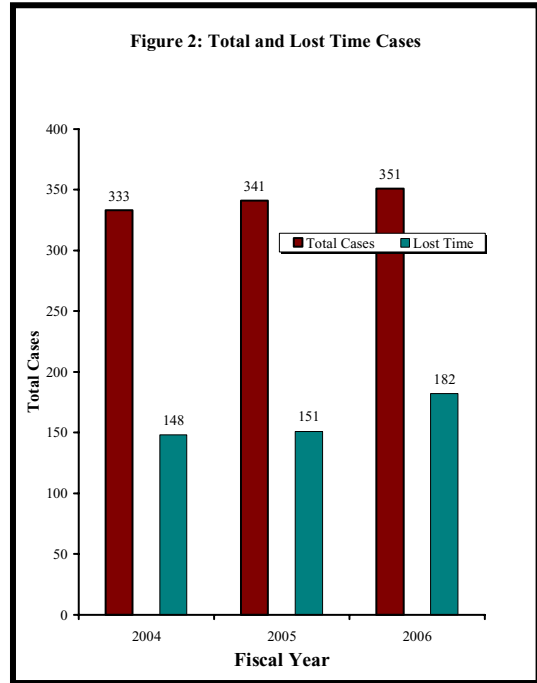
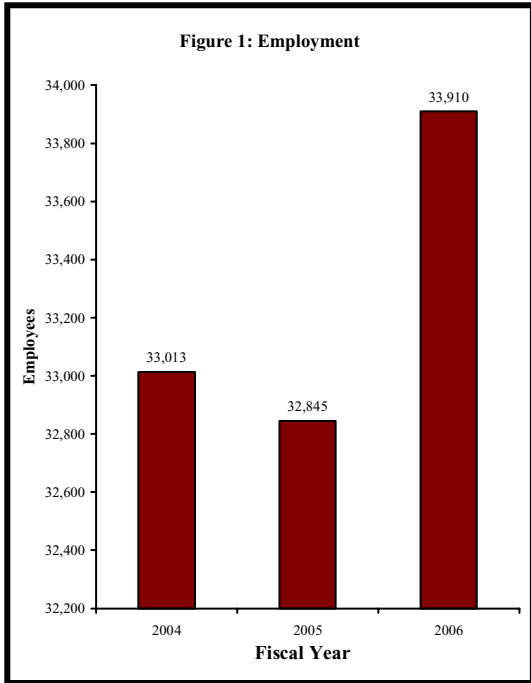
- Continue emphasis on teamwork and coordination with other organizational functions to ensure consistent integration of environmental health and safety considerations into routine departmental business activities,
- Continue efforts to obtain Merit certification in OSHA's Voluntary Protection Program for the Kentucky Consular Center,
- Develop an improved accident database to enhance the accuracy and efficiency of accident reporting and trend analysis,
- Complete the design of the emergency response laboratory, and
- Complete the installation of AEDs and train employees in their use.

The SHEM will:

- Complete and rollout Phase IV of the SHEM Management Assessment and Recommendation Tracking System Program to allow posts to interactively update their compliance status from site visits by safety and health staff;
- Modify the electronic Mishap Reporting System to allow each post to enter data directly into the system;
- Integrate safety, health, and environmental requirements into the overseas planning/contracting system for post managed small construction projects;
- Continue the initial phase of the driver trainer certification program to implement motor vehicle training requirements for drivers at 150 embassies; and

- Reemphasize the post field support program to begin developing an industrial hygiene database and to focus on training of field support supervisors.

State Charts



Department of Transportation

Statistics

The Department of Transportation's (DOT's) employment rolls *decreased* by 4,342 employees (7.5%) to 53,579 in FY 2006 (See Figure 1, page 91). Its total cases *decreased* by 152 (12.3%) and lost time cases *decreased* by 117 (15%; See Figure 2, page 91). The Department's TCR *decreased* from 2.13 to 2.02 (5.2%) and its LTCR *decreased* from 1.35 to 1.24 (8.1%; See Figure 3, page 91; Chart L, page 211; Chart N, page 213). According to DOT, the most common causes of injuries were slips and falls, aircraft, manual materials handling, and motor vehicle accidents.

DOT reported two employee fatalities during FY 2006. One Federal Aviation Administration (FAA) employee died in a motor vehicle accident when debris fell from an oncoming truck and struck his vehicle. One Maritime Administration (MARAD) employee suffered a heart attack while on security patrol.

DOT's workers' compensation costs *increased* by nearly \$143,000 (0.15%) during the chargeback year (See Figure 4, page 91; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

DOT achieved three of the four SHARE goals in FY 2006. Regarding the LPDR goal, the Department reported that while the total number of lost time injuries and illnesses decreased in FY 2006, the cases were slightly more severe.

DOT's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 2.59 | 1.68 | 57.1% | 36.7 |
| 2006 Target | 2.36 | 1.53 | 66.1% | 35.6 |
| 2006 Actual | 2.02 | 1.24 | 75.0% | 37.7 |

Motor Vehicle/Seat Belt Safety

DOT reported a 6.9% increase in the number of vehicle damage accident claims in FY 2006, with a total of 464 vehicle accident damage claims. The number of worker's compensation claims related to employee motor vehicle accidents declined to 46 (7%) in FY 2006 and cost \$167,328.

Recordkeeping Requirements

DOT reported that it investigates accidents and completes the required OSHA Form 300 logs for work-related injuries and illnesses. DOT's subagencies complete the logs manually using paper forms or an Excel spreadsheet available from the OSHA website. FAA has implemented an electronic Safety Management Information System (SMIS) to align with the OSHA 300 recordkeeping requirements for federal agencies.

Employee Support

According to DOT, its subagencies develop their own safety and health training programs depending on the unique safety hazards of their workplaces. The Office of the Secretary of Transportation, FAA, MARAD, the St. Lawrence Seaway Development Corporation, and the Federal Railroad Administration reportedly have the most active safety training programs and include topics such as electrical safety, lockout/tagout, fall protection, asbestos awareness, CPR/first aid, confined space entry, hearing conservation, radiation safety, bloodborne pathogens, job hazard analysis, and safe lifting. DOT states that its personnel are active participants on Field Federal Safety and Health Councils, as well as national-level safety and health committees and councils.

Accomplishments

With respect to department-wide accomplishments during FY 2006, DOT reported that it:

- Continued semi-annual indoor air quality evaluations at its headquarters;
- Performed ergonomic evaluations of employee workstations, made necessary adjustments to existing furniture, and supplied additional equipment as needed;
- Completed the roof replacement project at its headquarters building;
- Continued to emphasize its "Seat Belt Program Management" order;
- Began developing an emergency medical card for DOT employees in case an employee become unable to provide information in an emergency situation;
- Issued guidelines to subagencies regarding their responses to OSHA on-site inspections, audits, evaluations, and investigations; and
- Returned long-term injured personnel to work through enhanced return-to-work programs.

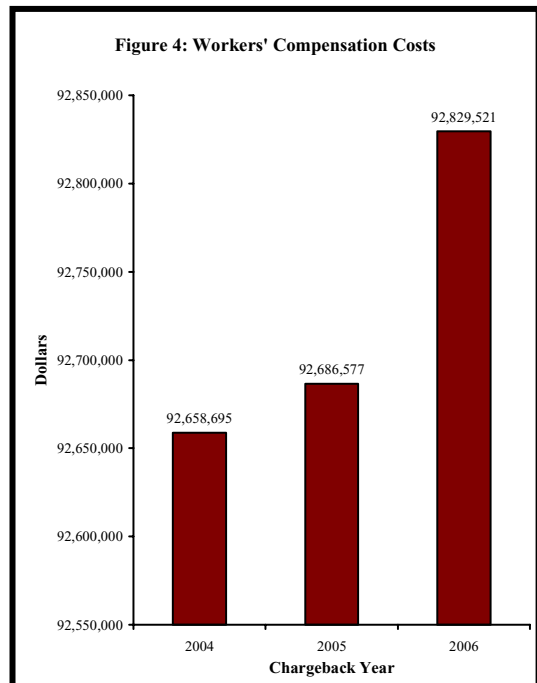
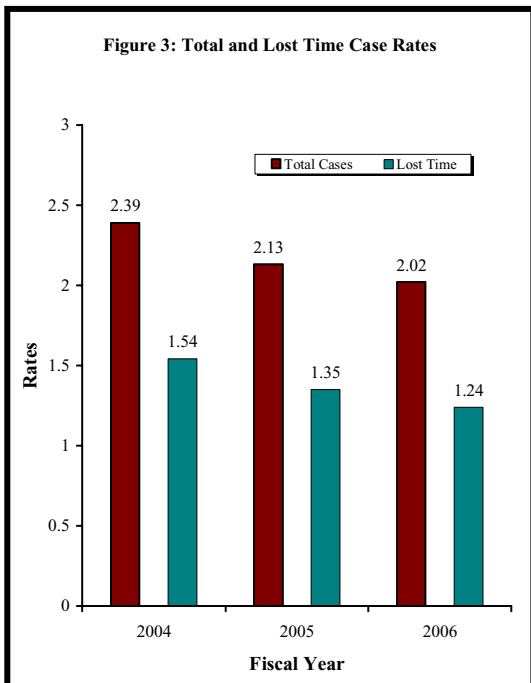
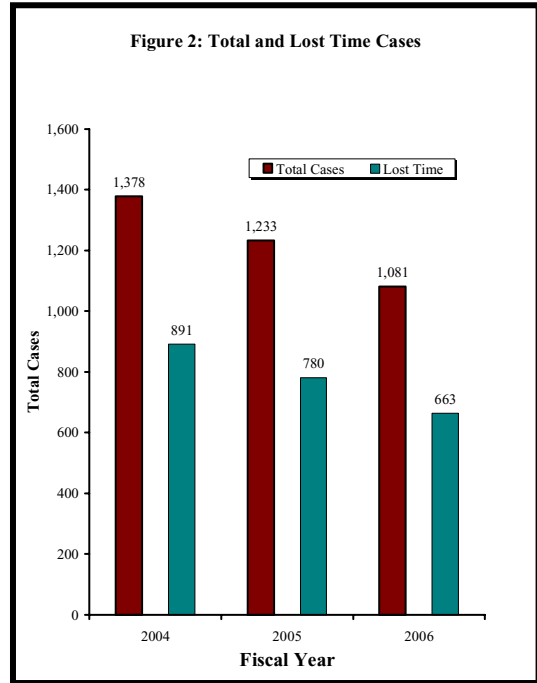
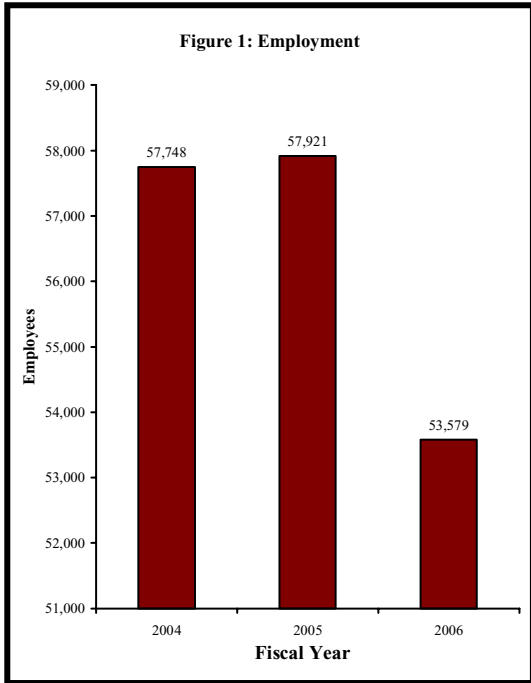
Goals

DOT reports that its department-wide goals for FY 2007 encompass:

- Continued pursuit of its SHARE goals, emphasizing preventing slips, trips and falls, and reducing airplane-related stress illnesses and back injuries due to moving furniture, equipment, and tools;

- Improving safety and health training throughout DOT by making mandatory web-based safety training modules a top priority; and
- Standardizing environmental and OSH programs across the organization, integrating OSH requirements into daily operations, and establishing a clear linkage between OSH program goals and the Department's Flight Plan.

DOT Charts



Department of the Treasury

Statistics

The Department of the Treasury's (Treasury's) employment rolls *decreased* by 5,388 employees (4.5%) to 113,666 in FY 2006 (See Figure 1, page 96). Its total cases *decreased* by 253 (14.8%) and lost time cases *decreased* by 187 (17.1%; See Figure 2, page 96). The Department's TCR *decreased* from 1.44 to 1.28 (11.1%) and its LTCR *decreased* from 0.92 to 0.80 (13%; See Figure 3, page 96; Chart L, page 211; Chart N, page 213). The most common causes of injuries were reportedly slips and falls, while the most common injuries were back sprains and contusions/bruises.

Treasury reported one fatality during FY 2006. A U.S. Mint employee was riding his motorcycle to training and was struck by another vehicle. According to the Department, the accident occurred on his normal commuting route.

Treasury's workers' compensation costs increased by \$845,981 (1.7%) during the chargeback year (See Figure 4, page 96; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Treasury met two of the four SHARE goals in FY 2006. For total and lost time case rates, Treasury not only exceeded the minimum targets, but also exceeded the annual 6% stretch goals it established. For the timeliness of reporting claims, Treasury did not meet the goal, but filed 83.4% of its claims within OWCP's 14-day limit. Although Treasury did not meet its LPDR target of reducing its rate by the stretch goal of 3%, it exceeded the 1% reduction expected of agencies that accepted the Initiative's minimum goals.

Treasury's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 1.88 | 1.24 | 72.7% | 35.8 |
| 2006 Target | 1.56 | 1.03 | 84.2% | 32.7 |
| 2006 Actual | 1.28 | 0.80 | 83.4% | 33.6 |

Motor Vehicle/Seat Belt Safety

Treasury employees were reportedly involved in 224 motor vehicle accidents in FY 2006 as compared to 240 in FY 2005, a decrease of just over 7%. The number of accidents with injuries decreased from 129 in FY 2005 to 77 in FY 2006. Treasury bureaus tracked seat belt use through a variety of mechanisms including surveys,

random audits, and accident investigation reports. The Department reports that, while the percentage of seat belt usage varied across organizational units, a trend analysis indicated nearly 100% compliance. Treasury states that it uses a number of strategies to promote vehicle safety including education and enforcement.

Recordkeeping Requirements

The Department reported that its bureaus started using an internal Safety and Health Information Management System (SHIMS) in 2002, and many bureaus adopted the OSHA 300 recordkeeping requirements for the private sector as the basic standard at that time. Treasury's SHIMS allows personnel to document whether the incident is an OSHA 300 recordable event and this capability encouraged several bureaus to implement the revised requirements prior to the effective date of January 1, 2005.

Employee Support

Treasury reports having comprehensive environment, safety, and health training programs. Bureaus share program information through a number of mechanisms such as the Department's Safety and Health Council, which includes members from each Treasury bureau and departmental office. Treasury reports that it has continued to pursue aggressive training programs and believes that the continued decrease in injuries is due, at least in part, to this training.

Treasury stated that it believes strongly in the value of the Field Federal Safety and Health Councils to supplement the work of local safety and health committees, reporting that an IRS Safety Officer served as Chairperson of the Bluegrass Field Federal Safety and Health Council during FY 2006. In addition, staff at the Departmental Offices (DO), Financial Management Service, and the Bureau of Engraving and Printing (BEP) remained involved in the Metropolitan Washington DC Field Federal Safety and Health Council (FFSHC). Treasury specifically noted that Environmental, Safety, and Health staff from BEP assisted the Executive Committee of the Bluegrass FFSHC with the presentation and facilitation of its programs.

Treasury stated that progressive safety and health initiatives must be fully supported and encourages employee involvement in organizations dedicated to safety and health. For instance, the DO sponsors the attendance of OSH professionals at a related conference each year to help them earn continuing education credits to maintain their professional certifications.

BEP fully funds safety committee members' attendance at the National Safety Council's annual conference. The Bureau of Public Debt also provides funding for safety specialists to attend annual conferences and training that will lead to

professional certifications. The Office of the Comptroller of the Currency noted that the Worker's Compensation Program Manager attended a Worker's Compensation Disability Conference and Expo during the year.

Accomplishments

Treasury reported that it considered FY 2006 to be a very successful year for OSH-related accomplishments. Several of the Department's subagencies evaluated their OSH programs and took steps to improve them. They also placed a greater emphasis on returning injured or ill employees to work, and evaluating managerial and supervisory performance on the basis of OSH accomplishments. In addition, specific subagencies accomplished the following:

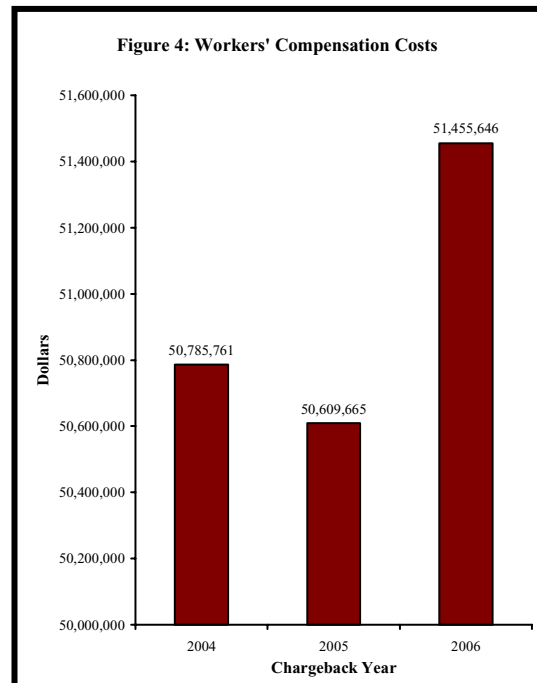
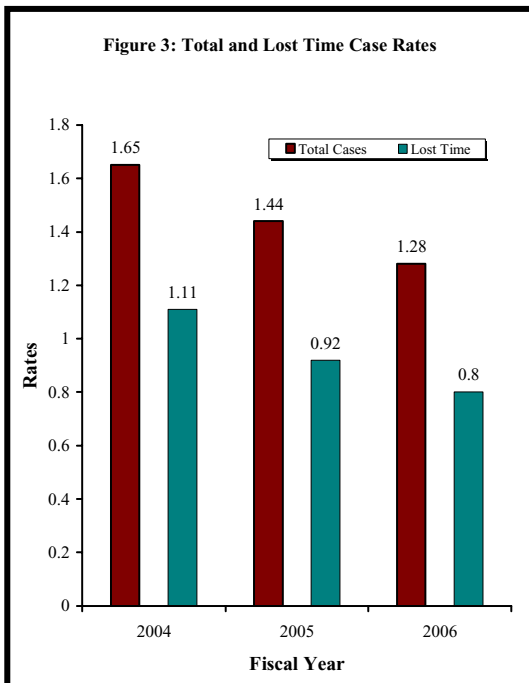
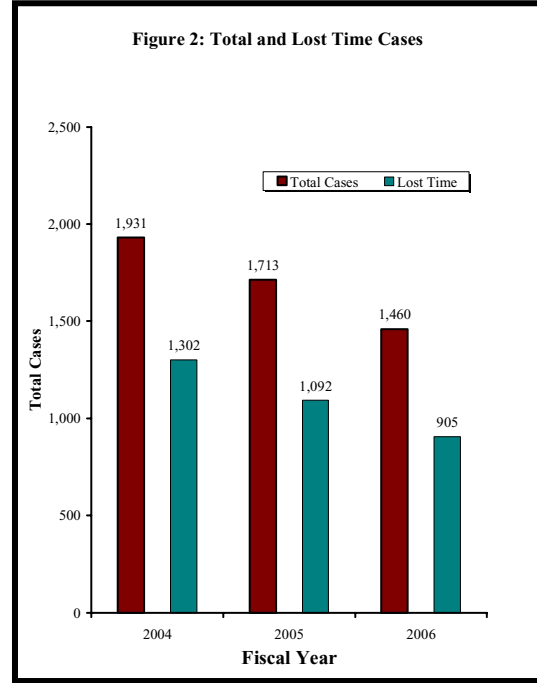
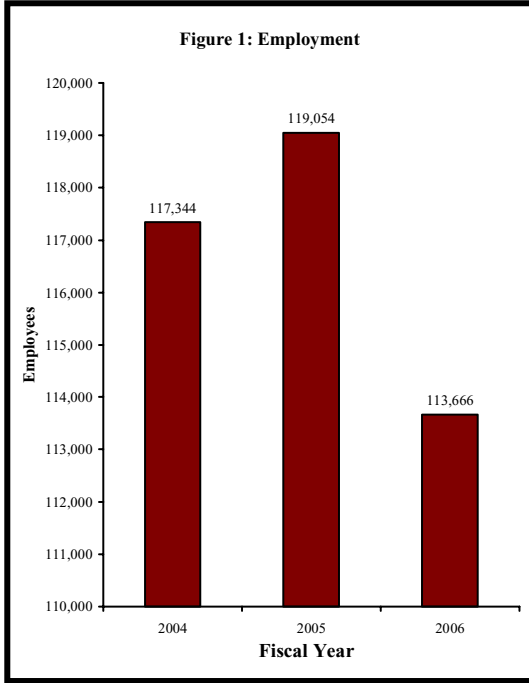
- The Alcohol and Tobacco Tax and Trade Bureau expanded the scope of its telework policy, which decreased time at the jobsite and risk of workplace injuries. It also offered employees up to three hours each week to participate in the health improvement program.
- The DO opened a fitness center for employees.
- The DO and Financial Crimes Enforcement Network employed full-time nurses at their facilities.
- The Office of Thrift Supervision (OTS) launched a safety campaign to promote awareness of procedures during emergencies.
- The OTS and DO sponsored health fairs for their employees.
- The Treasury Inspector General for Tax Administration focused efforts on reducing injuries and illnesses, and attributes decreases in injuries to supervisory emphasis on defensive driving techniques and proper preparation for physical exercise.
- IRS safety officers provided 30-hour and 10-hour OSHA courses to employees and contractors.
- IRS safety staff conducted a gap analysis of the safety and health program using 29 CFR Part 1960 and OSHA's Voluntary Protection Program protocol.
- DO and bureau safety and health personnel began planning for a possible pandemic flu outbreak.

Goals

While Treasury's subagencies set numerous goals for themselves, at the departmental level Treasury intends to continue an emphasis on meeting its

SHARE stretch goals during FY 2007. The Department intends to achieve this goal at the bureau and headquarters levels through a variety of program interventions.

Treasury Charts



Department of Veterans Affairs

Statistics

The Department of Veterans Affairs' (VA's) employment rolls *increased* by 5,042 employees (2.2%) to 237,663 in FY 2006 (See Figure 1, page 100). Its total cases *decreased* by 665 (6.2%) and lost time cases *decreased* by 422 (8.5%; See Figure 2, page 100). The Department's TCR *decreased* from 4.62 to 4.24 (8.2%) and its LTCR *decreased* from 2.15 to 1.92 (10.7%; See Figure 3, page 100; Chart L, page 211; Chart N, page 213). According to VA, the major lost time injuries were back strains and sprains, followed by sprains/strains of ligaments. The causes of the injuries were categorized as unclassified; other manual handling and equipment, and falls/slips on floors/work surface/aisle ways. During FY 2006 VA reported one fatality. VA's workers' compensation costs *increased* by just over \$7.9 million (5.1%) during the chargeback year (See Figure 4, page 100; Chart P, page 215).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

VA met three of the four SHARE goals for FY 2006. Its FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 4.43 | 2.19 | 67.8% | 65.4 |
| 2006 Target | 4.04 | 2.00 | 78.5% | 63.5 |
| 2006 Actual | 4.24 | 1.92 | 87.4% | 62.3 |

Motor Vehicle/Seat Belt Safety

VA reported 184 motor vehicle accidents in FY 2006. According to the Department it investigated all accidents, did not note any significant trends, mandates and encourages seat belt usage, and does not have a method to track employee seat belt compliance. According to VA, it uses an automated data management system for tracking injuries and illnesses called the Workers' Compensation/Management Information System (WC/MIS). WC/MIS provides the number of motor vehicle accidents that result in personal injury and require medical and/or compensation cost. VA's departmental system does not gather information on any that do not result in personal injury.

Recordkeeping Requirements

VA reported that it implemented a recordkeeping website in 2005 as a resource and promotional tool to implement the revised OSHA recordkeeping requirements for federal agencies. The site provides links to OSHA forms, resources, and requirements under 29 CFR Part 1960 and Part 1904. The site also provides a link to an educational video developed jointly with OSHA and the

U.S. Postal Service. VA also notes that it provides recordkeeping training during its Annual Safety Conference.

Employee Support

According to VA it:

- Provided safety educational courses through its website and the Employee Education System, providing safety managers, safety collateral duty personnel, and union officials with beginner, intermediate, and advanced safety education;
- Conducted four national conference calls during FY 2006. The subjects of the calls pertained to Material Safety Data Sheets, Driver Safety, Patient-Lifting Considerations, and Implication of Age and Safety Considerations; and
- Promoted, as a part of the national conference calls, the involvement of VA safety staff in the Field Federal Safety and Health Councils. Employee representatives from four VA medical centers reportedly chaired local councils and several others are actively involved in these federal interagency groups.

Accomplishments

VA reported that during FY 2006 it:

- Established a Departmental Safety Steering Committee,
- Began conducting facility workers' compensation case reviews through WC/MIS to execute and evaluate the effectiveness of the subagencies' return-to-work efforts and disability case management programs,
- Required all subagencies to establish a system to evaluate managers' and safety program effectiveness and use of implemented programs to encourage a safe working environment, and
- Encouraged subagencies to develop and participate in programs that recognize employee participation and outstanding performance in OSH program elements.

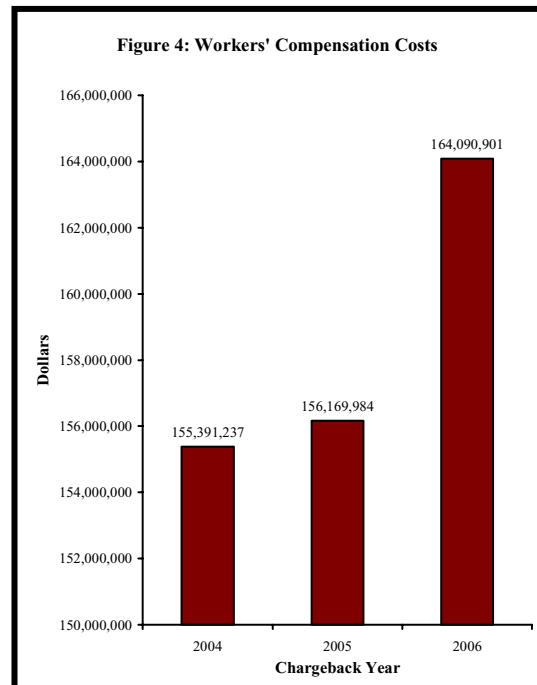
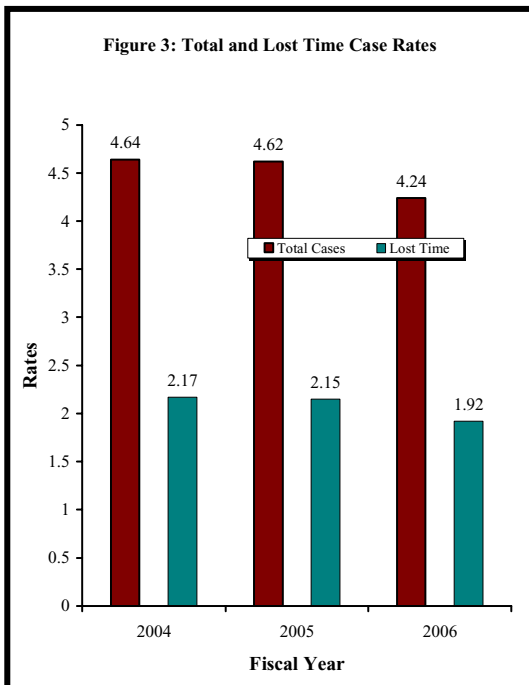
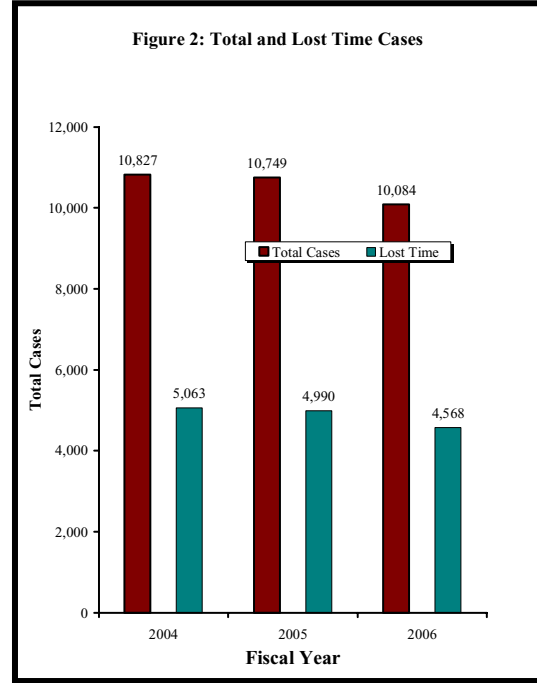
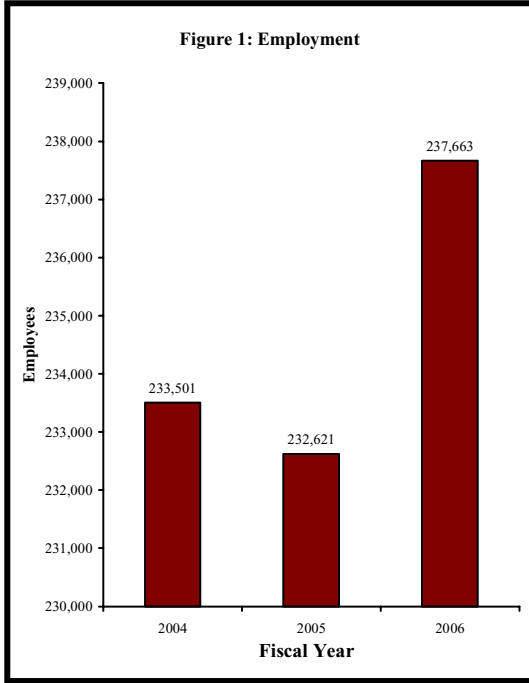
Goals

VA reports that it is developing a Safety Strategic Plan (SSP) and intends to complete the SSP in FY 2007. VA's goal is to provide a departmental plan that will provide guidance to its administrations on managing and maintaining safety programs with standard processes and best practice information.

Other goals for FY 2007 include:

- Continuing to maintain the webpage that allows its administrations to access current information and newly released occupational safety and health guidance; and
- Evaluating the need for a tool to collect the information OSHA requires for the annual report throughout the year, rather than waiting until the end of the fiscal year to gather this information.

VA Charts



Independent Agencies

Agency for International Development

Statistics

The U.S. Agency for International Development's (USAID's) employment rolls *increased* by 184 employees (7.9%) to 2,515 in FY 2006. Its total cases *increased* by 2 (33.3%) and lost time cases *increased* by 1 (33.3%). The Agency's TCR *increased* from 0.26 to 0.32 (23.1%) and its LTCR *increased* from 0.13 to 0.16 (23.1%; See Chart M, page 212; Chart O, page 214). According to USAID, the most common injuries were sprains or fractures and half of them resulted from slips and falls. USAID's workers' compensation costs *increased* by \$785,783 (23.4%) during the chargeback year (See Chart Q, page 216).

USAID reported two fatalities during FY 2006. The employees were killed in a helicopter crash.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Agency achieved two of the four SHARE goals: reducing both the total and lost time case rates. Its SHARE results are depicted in the table below:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 0.38 | 0.17 | 9.1% | 0.1 |
| 2006 Target | 0.35 | 0.16 | 100% | 0.1 |
| 2006 Actual | 0.32 | 0.16 | 8.3% | 1.1 |

Motor Vehicle/Seat Belt Safety

The Agency reported that its employees experienced no motor vehicle accidents during FY 2006. The Agency mandates that employees have their seat belts properly fastened at all times but does not have a process to check for compliance.

Recordkeeping Requirements

USAID reported that it maintained the necessary OSHA 300 information and that its OSH manager manually completed the required forms.

Employee Support

The Agency reported that it trained all its employees in proper, safe work procedures and provided them with information on their OSH responsibilities.

During FY 2006, USAID hired a full-time safety professional to train employees as needed. All new employees receive safety orientation as part of their in-

processing requirements. USAID has developed an e-learning platform which includes many safety training topics. Also, it uses an “Agency Notice” system, accessible to all employees, to communicate OSH information. USAID has reportedly trained 260 employees to serve as members of its emergency evacuation team.

Accomplishments

During FY 2006, USAID hired a full-time OSH professional and recognized employee safety contributions through “spot awards.”

Goals

The Agency reports that during FY 2007 it intends to:

- Review and align its Emergency Evacuation Plan with external and internal regulations;
- Implement a process for measuring the performance of drills;
- Work with workers’ compensation personnel to develop a business relationship to effect OSHA recordkeeping requirements and policies;
- Develop a written AED Program;
- Design and develop Agency management reports that measure SHARE performance;
- Review and revise existing safety policy documents to create policies and programs that align with federal standards;
- Develop a documented process for safety talks which will be monitored by the OSH Manager;
- Create a USAID employee Safety and Health Guide Handbook;
- Work with HR/labor to engage the bargaining units to participate in a Joint Labor/Management Safety Committee;
- Develop inspection checklists, perform a building inspection of the USAID space, and create an abatement process; and
- Establish OSH goals as an integral part of individual performance evaluations.

Central Intelligence Agency

Statistics

The Central Intelligence Agency (CIA) states that its numbers of cases, case rates, and compensation costs are classified. It reports that during FY 2006 it had no significant trends or major causes or sources of fatalities and lost time disabilities, that its lost time case rates have continued to remain relatively steady over the last few years, and that major causes or sources of fatalities and lost time disabilities in the Agency are known.

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

According to CIA, it continues to experience excellent results in terms of occupational and injury related measurements associated with the SHARE Initiative.

Motor Vehicle/Seat Belt Safety

CIA reports that it has a proactive fleet safety program and continues to address the root cause and trends associated with fleet safety-related mishaps and related events. However, it has ceased compiling data on seat belt usage because it was unable to accurately audit compliance based upon worldwide operations, vehicles used, and miles driven.

Recordkeeping Requirements

According to CIA, it has fully implemented the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

The Agency reported that its employees receive a variety of safety-related training as needed. CIA also noted that its various organizations and entities participate in both nationally-sponsored events, and at the local level in the Field Federal Safety and Health Councils.

Accomplishments

CIA did not provide any information on its OSH accomplishments.

Goals

CIA stated that it plans to continue its proactive OSH programs.

Chemical Safety Board

Statistics

According to the Chemical Safety Board (CSB) it employed 48 workers in FY 2006. Since it did not have any work-related injuries or illnesses during the past fiscal year, its TCR and LTCR were both zero. The Board reported that it did not incur any workers' compensation expenditures during the chargeback year.

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

The CSB did not develop any SHARE programs or initiatives since it did not have any recordable injuries and illnesses in FY 2006 or the prior year.

Motor Vehicle/Seat Belt Safety

The CSB reported that it had no motor vehicle accidents involving federal civilian employees in FY 2006. It held a motor vehicle awareness safety training program for all CSB employees and contractors.

Recordkeeping Requirements

The CSB reports that it has been using the OSHA 300 recordkeeping requirements since January 1, 2004. It posts copies of OSHA Form 300A annual summary for the required timeframe on all three floors of CSB offices.

Employee Support

The CSB reports that it has an active OSH training program based on safety and health elements contained in CSB Order, "Occupational Safety and Health Program." It clarified that some training topics are provided only to chemical incident investigators, investigation supervisors, and investigation managers, while others are provided to the entire workforce. CSB cited the following as training topics covered in FY 2006:

- OSH program awareness
- Respiratory protection and fit testing
- Motor vehicle safety
- First aid, CPR, AED
- Bloodborne pathogens
- Hazard communication
- Personal protective equipment
- Noise control and hearing conservation
- Lockout/Tagout

- Hazardous waster operations refresher
- National Incident Management System (NIMS) training

CSB notes that it also has a medical surveillance program for its chemical incident investigators, investigation supervisors, and investigation managers, including an annual physical.

Accomplishments

According to CSB it did not conduct any program-wide self evaluations of its OSH program in FY 2006 due to a restructuring of the responsible office. However, on an annual basis it evaluates individual program elements such as respiratory protection, hearing conservation, and lockout/tagout. Any identified program deficiencies are resolved by modifying existing programs and/or retraining of employees.

Among other accomplishments, CSB:

- Established an annual training plan for its OSH program;
- Established a First Aid/CPR/BBP/AED Program for its office and certain field deployments and purchased AEDs along with necessary supplies and a training manikin;
- Included OSH performance as an element of both managers' and employees' performance evaluations; and
- Continued its medical monitoring and surveillance program.

Goals

According to CSB, during FY 2007 it plans to:

- Complete training program modules and have training completed on all safety and health program elements outlined in its policy;
- Continue annual refresher training on certain safety and health elements;
- Establish and train Field Safety and Health Officers to participate on inspection teams; and
- Perform a self-evaluation to determine OSH program effectiveness.

Commodity Futures Trading Commission

Statistics

The Commodity Futures Trading Commission's (CFTC's) employment rolls *decreased* by 25 employees (4.7%) to 509 in FY 2006. Its total cases *decreased* by 2 (40%) and lost time cases *decreased* by 4 (80%). The Commission's TCR *decreased* from 0.94 to 0.59 (37.2%) and its LTCR *decreased* from 0.94 to 0.20 (78.7%; See Chart M, page 212; Chart O, page 214). There were no reported fatalities. CFTC's workers' compensation costs *decreased* by \$14,469 (68.6%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

CFTC achieved three of the four SHARE goals (TCR, LTCR, and LPDR) in FY 2006. The Commission reported that it believes its past performance in pursuit of the Initiative's goals will enable it to continue with progress in meeting future performance targets.

Motor Vehicle/Seat Belt Safety

CFTC reported that it has two agency vehicles, both assigned to its headquarters in Washington, DC, and that no motor vehicle accidents occurred during the reporting period. The Commission requires employees to use seat belts and reports a 100% compliance rate agency-wide.

Recordkeeping Requirements

CFTC did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

CFTC did not provide any information on OSH-related training or activities in support of the Field Federal Safety and Health Councils.

Accomplishments

During FY 2006 CFTC reports it initiated or continued a variety of programs to improve its employee health and promote the SHARE Initiative. Some of these programs included:

- Paper and online health risk appraisals
- Physical examinations through Federal Occupational Health
- Screenings for a variety of diseases and conditions
- Immunizations

- Physician-prescribed services such as bed rest, glucose monitoring, and allergy treatments
- Onsite fitness center
- Onsite employee assistance program

Goals

During FY 2007 CFTC plans to build on its past accomplishments and continue to carefully monitor its facility, to quickly alleviate any possible hazardous situations. It plans a quick response to and investigation of any safety issues.

CFTC's SHARE goals for FY 2007 are to:

- Reduce its TCR by 3%
- Reduce its LTCR by 3%
- Maintain its timeliness performance
- Reduce its LPDR by 1%

Consumer Product Safety Commission

Statistics

The Consumer Product Safety Commission's (CPSC's) employment rolls *decreased* by 51 employees (10.8%) to 422 in FY 2006. Its total cases *increased* by 4 (400%) and lost time cases *increased* by 3 (300%). The Commission's TCR *increased* from 0.21 to 1.18 (461.9%) and its LTCR *increased* from 0.21 to 0.95 (352.4%). There were no reported fatalities. CPSC's workers' compensation costs *decreased* by \$16,987 (8.7%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Of the four SHARE goals, CPSC met only the LPDR reduction goal. Due to the increases in both total and lost time cases and a decrease in employment, it failed to meet the injury and illness case rate reduction goals. It also failed to submit any of its workers' compensation claims within OWCP's 14-day limit.

Motor Vehicle/Seat Belt Safety

CPSC had one minor motor vehicle accident. It reports that it encourages employees to buckle up for safety. CPSC has an established Motor Vehicle Directive that provides guidance and procedures for proper use of its motor vehicles.

Recordkeeping Requirements

CPSC reported that it adheres to OSHA's revised recordkeeping requirements for federal agencies. According to the Commission, its Safety Officers use the OSHA Form 300 log to document all recordable work-related injuries and illnesses and post the OSHA Form 300A annual summary as required.

Employee Support

CPSC reported that in FY 2006 it conducted training in several areas, including hazard communication, emergency evacuation, workstation ergonomic assessments, emergency evacuation drills and tests, first aid, CPR, and AED use. In addition, CPSC provided refresher training for its Engineering and Health Science employees on its security, emergency, chemical hygiene, hazardous materials, and environmental management plans.

Accomplishments

During FY 2006 CPSC reported that it:

- Continued a successful ergonomics initiative;
- Provided physical examinations for employees who handle hazardous substances;
- Maintained an intra-agency website that allowed employees to obtain OSH-related information and descriptions of various programs and services;
- Maintained its headquarters fitness and wellness center;
- Continued to provide reasonable accommodations to all employees;
- Continued to include safety elements in employees' performance standards;
- Recognized safety officers and managers for outstanding performance through an incentive awards program; and
- Achieved all of its FY 2005 OSH goals including the completion of ergonomic assessments, replacement of office furniture, provision of OSH training, and development of a new Occupant Emergency Directive.

Goals

During FY 2007 CPSC plans to continue ergonomic assessments of workstations and replacement of employees' office equipment, as well as conduct OSH training.

Environmental Protection Agency

Statistics

The Environmental Protection Agency's (EPA's) employment rolls *increased* by 182 employees (1.0%) to 18,143 in FY 2006 (See Figure 1, page 114). Its total cases *decreased* by 6 (4.3%) and lost time cases *decreased* by 7 (9.6%; See Figure 2, page 114). The Department's TCR *decreased* from 0.77 to 0.73 (5.2%) and its LTCR *decreased* from 0.41 to 0.36 (12.2%; See Figure 3, page 114; Chart M, page 212; Chart O, page 214). According to the Agency, slips, trips, and falls; exertion (lifting, pushing, pulling, repetitive motion); and struck by/against an object were the leading causes of lost time cases. There were no reported fatalities. EPA's workers' compensation costs *increased* by \$57,821 (1.6%) during the chargeback year (See Figure 4, page 114; Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

EPA met or exceeded all four of the SHARE goals during FY 2006, achieving a substantial reduction in its LPDR:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 0.92 | 0.39 | 20.3% | 22.1 |
| 2006 Target | 0.84 | 0.36 | 23.5% | 21.4 |
| 2006 Actual | 0.73 | 0.36 | 29.9% | 4.1 |

Motor Vehicle/Seat Belt Safety

EPA reported 71 motor vehicle accidents during FY 2006, and noted that all employees involved were wearing seat belts. Although it does not track seat belt usage on an agency-wide basis, it reported that some of its offices and laboratories have initiated such efforts. According to EPA, 92% of its major locations have implemented programs to raise awareness about motor vehicle safety and/or seat belt use.

Recordkeeping Requirements

EPA reported that it successfully implemented the revised OSHA recordkeeping requirements for federal agencies prior to the January 1, 2005 effective date.

Employee Support

EPA reported that during FY 2006, its various locations provided laboratory, field safety, emergency response, disaster preparedness, and general OSH training on a wide range of topics. Some of the specific training included:

- Ergonomics
- Radiation safety
- Bloodborne pathogens
- Hazard communication
- Boat Safety
- First aid/AED
- Fire extinguishers
- Occupant emergency planning
- Hurricane preparedness
- Trailer towing safety
- Hazardous waste operations and emergency response.

EPA also reported that at least 29 employees representing 16 of its major locations participated in the Field Federal Safety and Health Councils (FFHSCs). While some employees simply attended the various conferences and training events, others served in FFHSC leadership positions. According to EPA, 66% of its major locations promote staff involvement in other OSH support activities, such as professional organization membership, conference attendance, and professional certification.

Accomplishments

EPA reported that its most notable accomplishments at the agency level included:

- Launching the Injury and Illness Prevention Program, designed to bring the TCR as close to zero as possible through enhanced data collection, near miss reporting, establishment of a reporting hotline, and increased employee awareness;
- Continued improvement of the Safety, Health, and Environmental Management (SHEM) Audit and Evaluation Program such as closing out old audit findings, implementing an email reminder system, and transitioning to a performance-based compliance program; and
- Completion of a business case analysis of SHEM, which suggested that the program should help improve EPA's OSH performance, reduce costs, advance the safety culture, and handle existing and emerging OSH hazards.

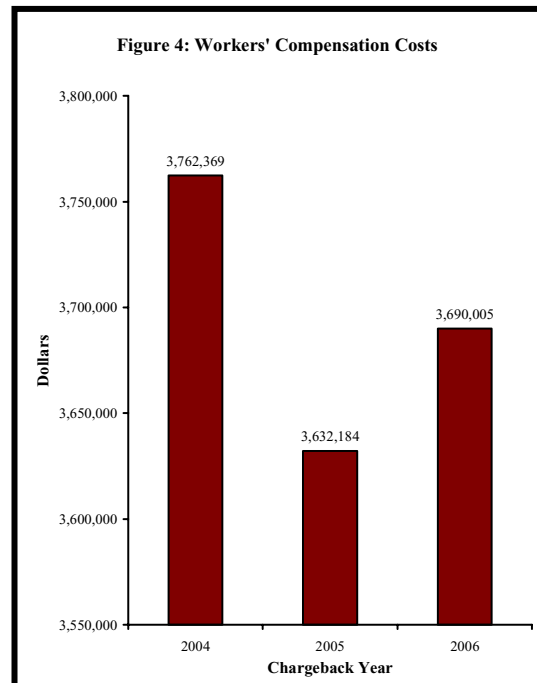
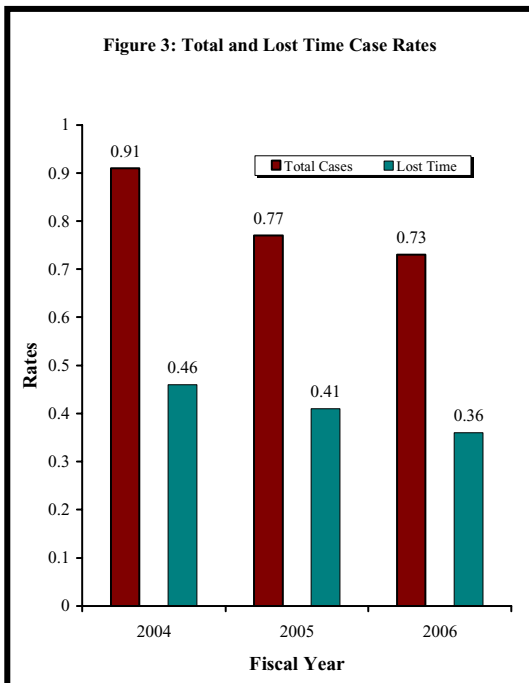
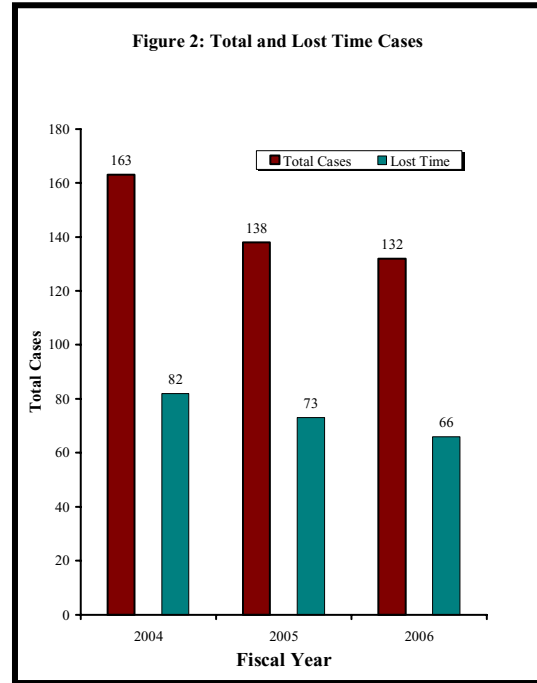
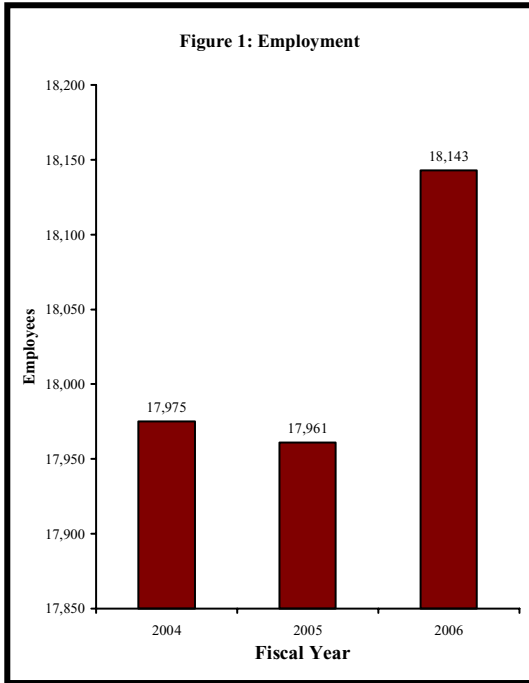
Goals

EPA reports that it is in the process of implementing several programs and initiatives designed to make it a safer and more healthful workplace. Among the activities planned for FY 2007 are to:

- Launch an EPA-wide self-assessment program
- Perform injury, illness, and trend analyses on a quarterly basis

- Evaluate the need for an EPA-wide ergonomics program
- Launch an EPA-wide driver safety training program
- Implement an EPA-wide wellness program
- Develop a communications strategy to raise awareness of OSH issues

EPA Charts



Equal Employment Opportunity Commission

Statistics

The Equal Employment Opportunity Commission's (EEOC's) employment rolls *decreased* by 165 employees (6.7%) to 2,314 in FY 2006. Its total cases *increased* by 1 (2.9%) and lost time cases *increased* by 8 (61.5%). The Commission's TCR *increased* from 1.41 to 1.56 (10.6%) and its LTCR *increased* from 0.52 to 0.91 (75%; See Chart M, page 212; Chart O, page 214). The Commission reported that, although most of its injury causes were "unclassified," for those incidents for which the cause was reported, the majority were associated with falls and material handling. The Commission did not report any fatalities. EEOC's workers' compensation costs *increased* by \$68,788 (7.1%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Of the four SHARE goals, EEOC met the TCR and timeliness goals but did not meet the LTCR and LPDR goals.

Motor Vehicle/Seat Belt Safety

EEOC reported that its employees were involved in five motor vehicle accidents during FY 2006, an increase of three from FY 2005. Of the five, one resulted in personal injury. The Commission reported that it has no mechanism to track seat belt usage but that its managers encourage safe driving habits.

Recordkeeping Requirements

According to EEOC, while it tracks occupational injuries and illnesses, it has not fully implemented the revised OSHA recordkeeping changes for federal agencies.

Employee Support

EEOC reported that it was unable to provide any information on its OSH-related employee support activities.

Accomplishments

EEOC reported that during FY 2006 it:

- Conducted safety and security awareness training for headquarters and field offices staff nationwide;
- Conducted monthly safety inspections in the headquarters and field office buildings, and identified deficiencies;
- Conducted fire drill and shelter-in-place exercises; and

- Conducted quarterly training with floor captains and area monitors on the Occupant Emergency Plan.

Goals

During FY 2007 EEOC intends to:

- Revise the safety and security awareness training program
- Conduct OSH inspections at headquarters and in selected field offices
- Conduct AED refresher training for staff employees who currently hold certification
- Revise the Occupant Emergency Plan to include shelter-in-place procedures

Export/Import Bank of the U.S.

Statistics

The Export/Import Bank of the U.S. (EIB's) employment rolls *decreased* by 21 employees (5.2%) to 386 in FY 2006. Its total and lost time cases *increased* from 0 to 1. The Bank's TCR and LTCR *increased* from 0 to 0.26. There were no reported fatalities. EIB's workers' compensation costs *increased* from \$0 to \$1,376 during the chargeback year.

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

The Bank did not meet any of the four SHARE goals. One lost-time injury was reported, which exceeds the zero injuries EIB documented in base year 2003.

Motor Vehicle/Seat Belt Safety

According to EIB its employees were not involved in any motor vehicle accidents while on official duty. The organization's travel program requires that work-related travel adhere to government safety standards and that vehicle operators and passengers wear seat belts. The Bank does not track compliance.

Recordkeeping Requirements

The Bank did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

The Bank reported that it takes a proactive approach regarding its employees' safety and health. The results of building inspections and day-to-day observations are passed along to the building liaison who then seeks remediation. The Bank's field offices, which occupy rented office spaces, contact the respective landlords for follow-up and correction of any OSH hazards. The Bank also established a procedure by which employees can report operational threats to the Inspector General.

Accomplishments

The Bank reports that it maintains an awareness of ergonomic issues and evaluates employees' workspaces to determine the need for specific equipment. Also, during FY 2006, the Bank reported that it provided various employees with CPR and AED training.

Goals

The Bank did not provide any information on its OSH-related goals for FY 2007.

Farm Credit Administration

Statistics

The Farm Credit Administration's (FCA's) employment rolls *decreased* by 40 employees (13.6%) to 254 in FY 2006. Its total cases *decreased* from 1 to 0 (100%) and it had no lost time cases. FCA's TCR *decreased* from 0.34 to 0 (100%) and LTCR remained zero. There were no reported fatalities. FCA's workers' compensation costs *increased* by \$4,177 (4.2%) to \$104,037 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

During FY 2006, FCA met its TCR and LTCR goals and did not record any injuries for which workers' compensation forms were filed so its timeliness performance could not be measured. Due to an increase in its LPDR it did not meet this SHARE goal.

Motor Vehicle/Seat Belt Safety

FCA policy requires employees to wear seat belts while traveling on official business.

Recordkeeping Requirements

FCA did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

According to FCA, it takes a proactive approach to OSH issues. The results of building inspections and day-to-day observations are passed along to FCA's building liaison who then pursues abatement. FCA refers field office building-related OSH issues to the respective landlords for action and abatement.

FCA also funds a Wellness Program for all its employees. Over the last several years, the Administration has partially funded annual physicals, contracted with a service to assist employees in dealing with stress and personal challenges, and provided a wealth of information on a variety of health issues.

Accomplishments

During FY 2006 FCA reported that it:

- Continued to evaluate employees' work areas for ergonomic hazards and provide any needed equipment,

- Contributed \$750 to each employee's Flexible Spending Account, and
- Contributed up to \$400 to a Life Cycle Account to reimburse employees for certain expenses including medical insurance.

Goals

FCA did not provide any information on its OSH-related goals for FY 2007.

Federal Communications Commission

Statistics

The Federal Communication Commissions' (FCC's) employment rolls *decreased* by 173 employees (8.5%) to 1,859 in FY 2006. Its total cases *decreased* by 2 (22.2%) and lost time cases *decreased* by 3 (37.5%). The Commission's TCR *decreased* from 0.44 to 0.38 (13.6%) and its LTCR *decreased* from 0.39 to 0.27 (30.8%; See Chart M, page 212; Chart O, page 214). FCC reported that the most frequent causes of injuries were falls and striking against a stationary object. There were no reported fatalities. FCC's workers' compensation costs *decreased* by \$4,824 (2.7%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

FCC met two of the four SHARE goals, reducing total and lost time case rates. Although it increased the timely filing of workers' compensation claims, it did not meet the goal. It also failed to meet the LPDR goal.

Motor Vehicle/Seat Belt Safety

In FY 2006, FCC reported that its employees experienced two motor vehicle accidents. Although FCC does not have a mechanism to track employee seat belt usage, both accident reports indicated that the involved employees were wearing seat belts. To encourage compliance, FCC noted that it established a directive covering the operation of motor vehicles that requires the use of seat belts while operating a government vehicle. The directive also mandates that employees who drive as part of their duties complete a driver's improvement course on an annual basis.

Recordkeeping Requirements

FCC reported that it purchased and implemented a recordkeeping system to track injury and illness information and print annual summary reports. According to the Commission, the software was easy to use but its report functions were very limited and/or restricted. FCC states that it is working with the vendor to try and resolve these issues, but may need to switch to an alternate software program.

Employee Support

FCC developed and teaches three courses in OSH awareness, including Shelter-in-Place, FCC's OSHA Program, and Administering the Employee Assistance

Program. Additionally, FCC employees can access a number of online courses, including:

- Occupational health and safety
- Hearing conservation
- Electrical safety
- Workplace safety

With regard to participation in the Field Federal Safety and Health Councils, FCC reports that, due to the mission and size of its 24 small field offices, it is very difficult for employees to participate in these councils.

Accomplishments

In FY 2006, FCC reported that it used the Department of Labor's Conducting a Safety and Health Checkup Assessment Worksheet eTool to evaluate its OSH program. The Commission is researching the feasibility of developing a similar assessment tool that will allow employees to provide input into the OSH program.

The Commission reported that it actively pursues returning injured employees to work as soon as medically feasible. It also includes OSH considerations in supervisory and managerial performance evaluations, and rewards employees for making suggestions that improve the work environment. In addition, FCC has published an FCC Safety and Health Code to ensure all employees and contractors understand their responsibilities, as well as FCC's responsibilities under the FCC Safety and Health Program.

Goals

FCC reported that during FY 2007 it intends to:

- Strive to keep the total and lost time case rates below 1
- Improve the timeliness of filing injury notices by 10%
- Reduce the rate of lost production days by 1%

Federal Deposit Insurance Corporation

Statistics

The Federal Deposit Insurance Corporation's (FDIC's) employment rolls *decreased* by 852 employees (15.7%) to 4,577 in FY 2006. Its total cases *decreased* from 41 to 28 (31.7%) and lost time cases *decreased* from 25 to 19 (24%). FDIC's TCR *decreased* from 0.76 to 0.61 (19.7%) and its LTCR *decreased* from 0.46 to 0.42 (8.7%; See Chart M, page 212; Chart O, page 214). There were no reported fatalities. FDIC's workers' compensation costs *increased* by \$52,620 (2.7%) to \$1,991,776 during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

FDIC met two of the four SHARE goals. It reduced both its TCR and LPDR to below the target rates for FY 2006. However, its LTCR was above the FY 2003 baseline and its timeliness in filing workers' compensation claims has steadily worsened over the course of the Initiative.

Motor Vehicle/Seat Belt Safety

FDIC reported that its employees were involved in 23 motor vehicle accidents during FY 2006. Of these, six resulted in injuries although none of them involved lost time. The Corporation reported that all of the employees were using seat belts.

Recordkeeping Requirements

FDIC did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

FDIC reported that during FY 2006 it:

- Provided numerous health- and wellness-related services;
- Completed a comprehensive indoor air quality survey prior to occupying a newly constructed office facility;
- Sampled the potable water supply for lead and copper in the new office buildings;
- Conducted several hundred ergonomic assessments along with individualized ergonomic training sessions;
- Provided OSH awareness training specific to post hurricane recovery in the areas affected by the 2005 hurricanes; and

- Provided employees in the hurricane-affected areas with appropriate personal protective equipment, supplies, and immunizations.

Accomplishments

According to FDIC, during FY 2006 it:

- Performed comprehensive indoor air quality and water quality surveys in its three owned buildings in the Washington DC area and 24 field offices;
- Investigated and took action regarding numerous air and water quality complaints;
- Performed comprehensive safety inspections in its owned buildings in the Washington DC area and all regional and area offices, as well as numerous field locations; and
- Trained facilities personnel in one of its regional offices to conduct comprehensive safety surveys, prepare reports, take appropriate actions to correct potential hazards, and perform basic ergonomic evaluations.

Goals

FDIC reported that it has developed and implemented very effective OSH and environmental programs and takes pride in its OSH accomplishments. For 2007, it established the following OSH-related goals:

- Continue with comprehensive workplace safety inspections, indoor air and water quality assessments, and thorough accident/incident investigations to reduce or eliminate injury and illness cases;
- Incorporate workplace safety inspections into scheduled comprehensive building surveys of its owned headquarters buildings;
- Maximize employee use of the updated Ergonomics Intranet site to increase participation in the Office Ergonomics Program;
- Use the facilities data management system to better track OSH-related complaints and response times and obtain employee feedback;
- Increase the timeliness of filing workers' compensation claims by 10% with a streamlined protocol administered by a Workers' Compensation Specialist;
- Work with OWCP concerning long-term disability cases to better serve employees and return them to gainful service;
- Develop an Emergency Preparedness Computer-based Training Program;
- Develop a computerized drivers' education program for bank examiners who spend significant time traveling to and from bank examinations;
- Complete development of comprehensive Pandemic Influenza Preparedness Plans in accordance with national and departmental guidelines and protocols; and

- Provide voluntary first aid/CPR training to interested headquarters employees so that they may elect to serve as “Good Samaritans” in case of a medical emergency.

Federal Election Commission

Statistics

The Federal Election Commission's (FEC's) employment rolls *decreased* by 2 employees (0.5%) to 379 in FY 2006. Its total cases *decreased* from 1 to 0 (100%) and the Commission's employees had no lost time cases. FEC's TCR *decreased* from 0.26 to 0 (100%) and its LTCR remained zero. There were no reported fatalities. FEC's workers' compensation costs *decreased* from \$209 to \$0 (100%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Since FEC's employees experienced no work-related injuries or illnesses during FY 2006, the Commission is considered to have met all of the SHARE goals.

Motor Vehicle/Seat Belt Safety

FEC's employees were not involved in any traffic mishaps during FY 2006. The Commission reports that it requires all passengers to wear seat belts when riding in official vehicles. It further requires the driver to ensure passenger compliance before moving the vehicle.

Recordkeeping Requirements

FEC did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

FEC reported that its employees did not attend any OSH-related training during the fiscal year.

Accomplishments

According to FEC it maintained a safe and healthful workplace for employees and visitors.

Goals

FEC stated that it does not have any OSH-related plans, goals, objectives, or initiatives planned or programmed for FY 2007 and beyond. It reports that as a small agency, it continuously monitors and responds to all OSH concerns as they occur.

Federal Energy Regulatory Commission

Statistics

According to the Federal Energy Regulatory Commission (FERC) it employed approximately 1,300 workers during FY 2006. FERC had 5 total cases and 4 lost time cases. Its TCR and LTCR were 0.38 and 0.31, respectively. It reported that the major causes of lost time disabilities were occasional slips and falls and improper lifting of objects. There were no reported fatalities. FERC's workers' compensation costs *decreased* by \$51,092 (23.7%) to \$164,054 during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Due to the absence of injury and illness statistics in base year 2003, FERC's performance in meeting the SHARE goals could not be measured. However, the Commission reports that it will continue to make efforts towards meeting the SHARE goals by promoting an integrated approach to managing workplace safety and health. To this end it has improved its Occupational Emergency Plan and created a new position to address security and safety concerns in the workplace. It also plans to continue to promote, provide, and facilitate OSH educational opportunities.

Motor Vehicle/Seat Belt Safety

The Commission reported that its employees were not involved in any motor vehicle accidents during FY 2006. While it did not track seat belt usage, it plans to create such a mechanism during FY 2007. In the meantime, it reportedly emphasizes, for both federal and contract employees, Executive Order 13043 which requires federal employees to use seat belts while on official business.

Recordkeeping Requirements

FERC reported that it continually collects and analyzes occupational injury and illness data to identify unsafe and unhealthful working conditions. FERC completes OSHA-related items on equivalent OWCP compensation claim forms. All records are available for access by agency-authorized OSH personnel, employees, employee representatives, and former employees. According to the Commission, retention of records and reports are in accordance with applicable OSHA and agency privacy directives.

Employee Support

FERC reports that its goal is an injury-free and healthful workplace. Although the Commission is largely administrative, it believes that key factors in achieving this goal are supervisor commitment, personal responsibility, awareness on and off the job, and adherence to procedures. In pursuit of an injury-free and healthful workplace, FERC trains employees in following all job-related OSH requirements. It believes that its employees are supportive of such effort and that the impact of this awareness and training is that its employees are constantly reviewing the workplace for hazards which could lead to injury, illness, or incident. FERC also notes that its employees maintain clean and orderly work areas at all times.

Accomplishments

FERC reported that its employees accompanied the Commission's Health Unit staff during annual OSH inspections and the Division of Logistics Management's Facilities Branch during monthly inspections. It noted that it achieved its FY 2005 goal of decreased illnesses and injuries.

Goals

During FY 2007 FERC plans to:

- Continue with OSH-related employee education in the area of safety;
- Be proactive in meeting seat belt usage requirements, seeking to achieve 100% compliance; and
- Provide some form of OSH-related training to the personnel assigned to its Office of Safety and Security.

Federal Maritime Commission

Statistics

The Federal Maritime Commission's (FMC's) employment rolls *decreased* by 9 employees (6.9%) to 121 in FY 2006. Its total and lost time cases remained zero as did its TCR and LTCR. There were no reported fatalities. FMC's workers' compensation costs *decreased* from \$495 to \$0 (100%) during the chargeback year.

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

Since FMC's employees experienced no work-related injuries or illnesses during FY 2006, the Commission is considered to have met all of the SHARE goals.

Motor Vehicle/Seat Belt Safety

Since FMC's employees experienced no work-related injuries or illnesses during FY 2006, the Commission is considered to have met all of the SHARE goals.

Recordkeeping Requirements

FMC did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

FMC reports that it provided refresher training for Emergency Response Team members. It also held evacuation and shelter-in-place drills.

Accomplishments

FMC reported that during FY 2006 it:

- Continued to conduct building inspections;
- Continued to review its OSH policies;
- Reviewed and updated its Emergency Preparedness Manual;
- Rerouted building deliveries;
- Relocated the outdoor smoking area;
- Redesigned office areas to better use available space, ensure safer placement of telecommunications cables and electrical outlets, and ensure better airflow for individual workstations; and
- Joined an organization that meets monthly to share information and coordinate emergency preparedness initiatives within the local geographic area.

Goals

FMC reported that during FY 2007 it plans to:

- Continue its SHARE performance
- Continue building inspections
- Provide employees with OSH awareness information and training
- Continue efforts to expand the service hours of its Health Unit
- Continue participating in the emergency management planning group

Federal Reserve System Board of Governors

Statistics

The Federal Reserve System Board of Governors' (FRB's) employment rolls *increased* by 51 employees (2.8%) to 1,863 in FY 2006. Its total cases *increased* by 4 (16%) and lost time cases *increased* by 10 (58.8%). The Board's TCR *increased* from 1.38 to 1.56 (13%) and its LTCR *increased* from 0.94 to 1.45 (54.3%; See Chart M, page 212; Chart O, page 214). According to the Board, trips, falls, equipment misuse or failure, and lifting/handling were the major causes of injuries. There were no reported fatalities. FRB's workers' compensation costs *increased* by \$27,961 (7.5%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Due to the increase in its TCR, LTCR, and LPDR, and failure to file its workers' compensation claims in a timely manner, FRB did not meet any of the SHARE goals.

Motor Vehicle/Seat Belt Safety

The Board reported that there were no motor vehicle accidents in FY 2006. Additionally, FRB stated its driver-enforced policy requires all passengers to buckle-up before departure. FRB notes that it has begun developing a formalized Motor Vehicle Program complete with inspection schedules, training guides, and standard operating guides.

Recordkeeping Requirements

The Board reported that it adheres to the regulatory requirements regarding the recording and posting of occupational injuries and illnesses.

Employee Support

According to FRB, during FY 2006 it:

- Developed a Pandemic Influenza Implementation Plan;
- Hired an occupational safety and health specialist;
- Implemented a Respiratory Protection Program including fit-testing, training, and medical examinations;
- Developed standard operating procedures for and conducted ergonomic assessments;
- Developed an electronic OSH Mishap and Reporting System available on the Board's website;
- Held two 10-hour OSHA certification courses;

- Accomplished 100% employee return-to-work in limited duty, light duty or full duty capacity;
- Compiled educational material for employees and supervisors, including a Workers' Compensation Manual;
- Offered training in back safety to all maintenance, mechanical engineers, mail room, and print shop personnel;
- Installed information racks containing safety booklets on a variety of potential hazards or recommended work practices;
- Assigned the Continuity of Operations Program (COOP) to the Health and Safety Section; and
- Created a new Emergency Preparedness Specialist position to centralize the fire and emergency evacuation programs, develop training, and instruct incident responders.

Accomplishments

FRB reported that during FY 2006 it:

- Started an aggressive program of conducting evaluations of all work operations,
- Achieved 100% return-to-work for ill or injured employees,
- Began discussions to include performance safety standards in the annual performance plans for individuals working in OSH-related positions,
- Recognized employees for safe work practices,
- Formalized the Mishap Injury and Illness Program,
- Included OSH information in employee orientation presentations,
- Expanded the Respiratory Protection Program to include the Security and Protective Service Unit,
- Reduced repetitive motion injuries through effective ergonomic educational programs,
- Reduced workers' compensation cases through continued employee education,
- Continued OSH training for the mechanical and maintenance workforce,
- Invigorated the collateral duty safety representatives program and provided training on reporting workplace injuries,
- Began formalizing the fire prevention program, and
- Centralized internal and external training records with broader access for safety personnel.

Goals

During FY 2007 the Board plans to:

- Enhance workplace efficiency and effectiveness by streamlining the link between occupational safety programs and health functions such as inspection process, medical surveillance, workers' compensation, training, and automation;
- Integrate occupational and personal safety and health into day-to-day Board activities through outreach programs, such as training and wellness;
- Increase the safety and emergency preparedness training programs;
- Develop overall capabilities in OSH and Emergency Preparedness; and
- Increase the visibility of the OSH program.

Federal Trade Commission

Statistics

The Federal Trade Commission's (FTC's) employment rolls *decreased* by 74 employees (6.8%) to 1,008 in FY 2006. Its total cases *increased* by 1 (25%) and lost time cases *increased* by 4 (400%). The Commission's TCR *increased* from 0.37 to 0.5 (35.1%) and its LTCR *increased* from 0.09 to 0.50 (455.6%; See Chart M, page 212; Chart O, page 214). FTC did not report any fatalities during the period.

FTC reported that after seeing a trend of slip and fall injuries in its headquarters building during wet weather, it responded by placing new carpet runners and wet umbrella bags near all entrances in its Washington DC buildings. Since then, slip and fall injuries have reportedly decreased dramatically.

FTC's workers' compensation costs *increased* by \$29,867 (19.8%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

Despite an increase in the agency's total and lost time case and the lost production day rates for FY 2006, FTC's efforts in meeting the goals of the SHARE Initiative are reflected in the consistently low case rates the agency has reported since the 2003 base year. FTC reports that its injury experience has been the result of careful evaluation of accident and injury trends in the workplace, and more effective communication between Human Resources and Safety and Health personnel.

Motor Vehicle/Seat Belt Safety

FTC reports that it emphasizes motor vehicle and seat belt safety. It requires all drivers to wear seat belts while driving government vehicles and drivers are authorized to require their passengers to do the same. The Commission prints seat belt reminder messages on employees' parking permits and occasionally includes them in its daily email newsletter. According to the Commission, there was only one minor work-related motor vehicle accident involving agency employees during FY 2006, and no one reported any injuries.

Recordkeeping Requirements

In response to OSHA's revised recordkeeping requirements for federal agencies, FTC reports that it now uses an electronic database to record and track accident and injury incidents. This database incorporates the data elements contained in

OSHA Forms 300 and 300A, and generates the annual summary for required posting.

Employee Support

During FY 2006, FTC's Safety and Health Committee, which reportedly gives bargaining unit employees an opportunity to regularly meet with agency management to discuss safety and health related issues. Safety and health personnel also used the agency's daily email newsletter to disseminate security, safety, and health information and tips at least twice weekly. FTC's OSH personnel also participated in interagency groups that focus on a variety of safety and health related issues.

Accomplishments

According to FTC, during FY 2006 it:

- Initiated corrective actions to alleviate the main cause of accidents and injuries as determined by trends analysis;
- Continued efforts to return injured employees to work as soon as possible;
- Distributed general employee OSH-related performance standards through the agency's email newsletter and made them available in the Commission's Administrative Manual and on its intranet site; and
- Held an annual awards ceremony to recognize employees in all fields within the agency. OSH personnel also received "On-the-Spot" monetary awards for their responses to specific incidents.

Goals

FTC reports that its goals for FY 2007 include:

- Continue the incident tracking program;
- Continue the Safety and Health Committee, ergonomics consulting, and weekly safety and health tips in the agency's email newsletter;
- Perform air quality testing for its headquarters buildings;
- Purchase and install AEDs for each floor in its DC buildings, and train members of the first aid response team in their proper use;
- Schedule additional site visits to agency regional offices to conduct safety and health inspections;
- Continue using the new personnel system to allow more accurate tracking of volunteer injuries;
- Apply non-slip coating to ramps in the headquarters garage;
- Update the Commission's Occupant Emergency Plan; and
- Complete OSHA certification for FTC's Safety and Health Officer.

General Services Administration

Statistics

The General Services Administration's (GSA's) employment rolls *decreased* by 223 employees (1.8%) to 12,518 in FY 2006 (See Figure 1, page 139). Its total cases *decreased* by 27 (14.0%) and lost time cases *decreased* by 18 (14.5%; See Figure 2, page 139). The Administration's TCR *decreased* from 1.51 to 1.33 (11.9%) and its LTCCR *decreased* from 0.97 to 0.85 (12.4%; See Figure 3, page 139; Chart M, page 212; Chart O, page 214). According to GSA, slips, trips and falls continue to be the primary causes of employee injuries. There were no reported fatalities. GSA's workers' compensation costs *decreased* by \$259,193 (1.8%) during the chargeback year (See Figure 4, page 139; Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

GSA met three of the four SHARE goals by substantial margins, but fell slightly short of its timeliness target. It reports plans to pilot a system for FY 2007 to improve its rate of timely claim submissions. GSA's FY 2006 SHARE results as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCCR | Timeliness | LPDR |
|---------------|------|-------|------------|------|
| 2003 Baseline | 2.34 | 1.17 | 32.7% | 58.5 |
| 2006 Target | 2.14 | 1.07 | 37.9% | 56.8 |
| 2006 Actual | 1.33 | 0.85 | 36.7% | 35.9 |

Motor Vehicle/Seat Belt Safety

GSA experienced 99 motor vehicle accidents in FY 2007, reportedly a 6.6% reduction from the previous year. The Administration does not currently capture seat belt usage statistics in its accident database. In support of the motor vehicle safety program, GSA reported that it hired a National Fleet Safety Coordinator, developed a safety video library, evaluated online driver safety training sources, investigated coordinating a national defensive driver training contract, piloted a "network car" and "drive cam" project, and observed a fleet safety day.

Recordkeeping Requirements

GSA reported that it implemented the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

GSA reported that its safety and health program operates out of 11 regional offices with oversight from headquarters. Each region has a dedicated safety, occupational health, fire protection, and environmental management network and most regions have specialists in these disciplines, depending on risk and workload. Headquarters is staffed with a safety and health professional as well as a fire protection engineer and environmental specialists. According to GSA, a key component of its OSH program's success has been top management support at headquarters and in all of the regions. GSA holds an annual national environmental, health, safety, and fire protection conference with representation from all regions and headquarters.

GSA's regions follow the safety and health requirements of its Occupational Safety and Health Program Handbook, Property Management Handbook, its Design Criteria for Public Buildings, and several other GSA publications. GSA also has specific requirements delineated in 29 CFR Part 1960 (Subpart E) and the Federal Management Regulations. The regions coordinate with headquarters on exceptions and deviations from established policy.

GSA reports that even though most associates do not work in an industrial environment, building managers, contracting officer representatives, and project managers must often visit worksites and mechanical workspaces. Therefore, GSA provides training in such areas as confined space entry, lockout/tagout, electrical safety, asbestos awareness, and personal protective equipment to affected associates and safety and occupational health professionals.

Training offered to tenant agencies generally consists of basic awareness briefings on building emergency procedures, indoor air quality, fire prevention, and the safety and occupational responsibilities of GSA. GSA reports that it commonly uses email safety alerts to promote safety and health awareness, and that most GSA regional safety offices make their video and reference libraries available to other federal agencies.

GSA reported that it inspects its workplaces on at least an annual basis and some medium hazard areas more frequently. In addition, GSA performs full building safety, health, and fire protection surveys for most of its buildings on a five-year schedule, and asbestos surveys on a three-year cycle. GSA also tests potable water in its owned buildings for the presence of lead.

Accomplishments

GSA reported that during FY 2006:

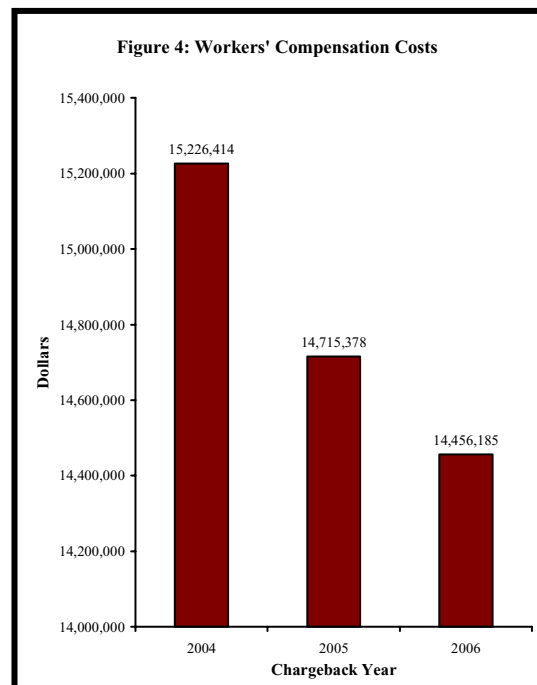
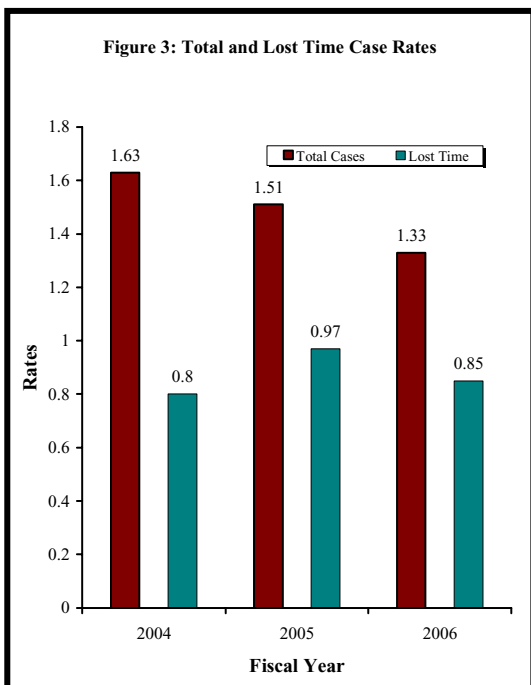
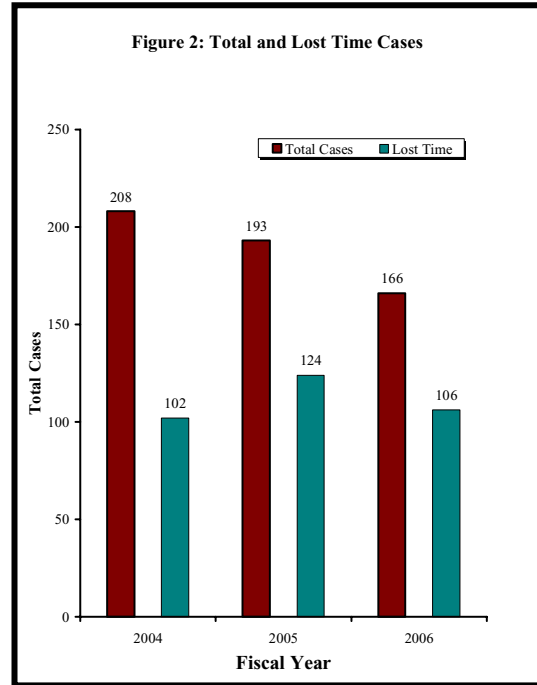
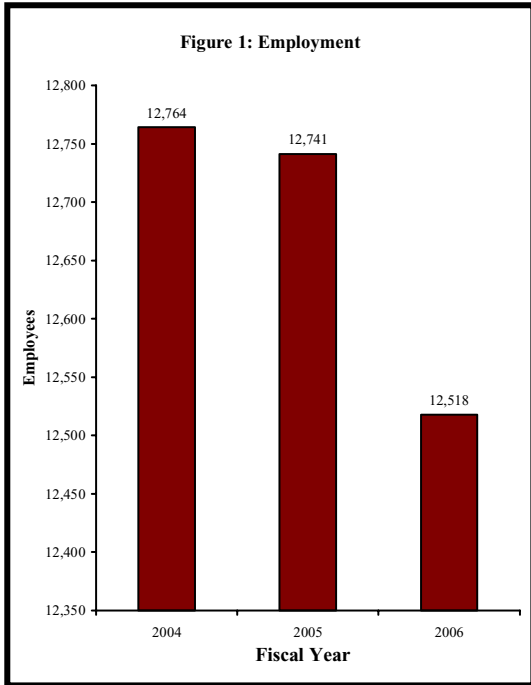
- It continuously evaluated its OSH program to ensure that it meets the requirements of 29 CFR Part 1960.
- Its human resources organization, which oversees the return-to-work and case management functions, worked with its national OSH office to integrate the safety and health function into these programs.
- It included OSH responsibilities in several managerial and supervisory performance plans.
- It provided recognition for OSH program achievements through annual performance, special act, and honor awards.
- It updated its asbestos, potable water, and deficiency abatement programs.
- It integrated safety and health into its business processes.
- It increased participation in federal OSH councils.

Goals

The Administration reports that for FY 2007 it intends to:

- Pilot an OSH/workers' compensation system to provide local input of OSHA Form 301 incident reports and OWCP claim forms;
- Incorporate standardized OSH training modules into the GSA On-Line University;
- Continue to integrate safety and health into GSA's business processes;
- Continue to update GSA safety and health policy and guidelines; and
- Continue to promote GSA participation in federal OSH councils.

GSA Charts



Holocaust Memorial Museum

Statistics

The Holocaust Memorial Museum's (Museum's) employment rolls *decreased* by 8 employees (3.5%) to 222 in FY 2006. Its total cases *decreased* by 4 (80%) and lost time cases *decreased* by 2 (66.7%). The Museum's TCR *decreased* from 2.17 to 0.45 (79.3%) and its LTCR *decreased* from 1.3 to 0.45 (65.4%). There were no reported fatalities. The Museum's workers' compensation costs *decreased* by \$13,627 (94.2%) during the chargeback year.

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

The Museum met all four of the SHARE goals.

Motor Vehicle/Seat Belt Safety

The Museum reported that one employee was involved in a motor vehicle accident during FY 2006. It requires drivers and passengers to use seat belts but does not have a mechanism to track compliance.

Recordkeeping Requirements

According to the Museum, it has implemented the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

The Museum reported that it provided OSH training classes to all employees. During FY 2006 it implemented a Public Access Defibrillator (PAD) Program. Further, the Museum:

- Promotes staff involvement in safety and health support activities;
- Maintains membership in the National Safety Council and supports involvement in local and national safety and health conferences;
- Meets with other federal agency groups on health, safety, and emergency preparedness;
- Provides information through Wellness Program activities; and
- Provides OSH information through emails, bulletin boards, the Protection Services Safety website, and the Museum's intranet site.

Accomplishments

According to the Museum, during FY 2006 it:

- Continued evaluating and reviewing its OSH program effectiveness and included the results in the performance evaluation of the OSH Specialist,

- Included OSH performance standards in some manager and supervisor performance reviews, and
- Investigated and abated all reported safety hazards in a timely manner.

Goals

During FY 2007, the Museum reports that it will continue its commitment to achieving the SHARE Initiative goals by meeting or further decreasing its injury and illness rates and associated costs. Also, its Health Unit plans to increase employee participation in the health risk appraisal by a minimum of 5% and continue to participate in the Museum Wellness Program.

International Boundary and Water Commission

Statistics

The International Boundary and Water Commission's (IBWC's) employment rolls *decreased* by 40 employees (15.2%) to 224 in FY 2006. Its total cases *increased* by 1 (6.3%) and lost time cases *increased* by 1 (12.5%). IBWC's TCR *increased* from 6.06 to 7.59 (25.2%) and its LTCR *increased* from 3.03 to 4.02 (32.7%). According to the Commission, minor sprains accounted for the majority of the injuries. There were no reported fatalities. The IBWC's workers' compensation costs *decreased* by \$23,635 (4.7%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Due to an increase in both total and lost time cases and a reduction in total employment, the Commission did not meet the SHARE total, lost time, and lost production day rate goals. However, it exceeded its timely filing goal of 55.1% by submitting 70.5% of its claims within OWCP's 14-day limit.

Motor Vehicle/Seat Belt Safety

Commission employees were reportedly involved in two motor vehicle accidents during FY 2006, a reduction from the five that occurred in FY 2005. According to IBWC, all employees were wearing seat belts.

In compliance with Executive Order 13043 and internal directives, IBWC stated that it reminds all employees to wear seat belts, both on- and off-duty, and promotes national, state, and local driver safety campaigns. It also encourages its project managers to conduct impromptu seat belt usage inspections.

Recordkeeping Requirements

According to IBWC, it established and maintains an aggressive recordkeeping program and is in compliance with the basic safety and health program requirements for federal agencies under 29 CFR Part 1960.

Employee Support

The Commission reports that it encourages all employees to periodically review its OSH Program to ensure compliance with applicable codes, standards, directives, policies, and objectives. Furthermore, it requires field offices to establish and maintain local safety committees which hold weekly meetings that are documented in writing for submittal to the Safety Manager.

According to IBWC, it is in the process of establishing a safety library. The library will provide the field managers with the opportunity to access safety-related training videos, books, literature, and other materials to present to employees.

Accomplishments

During fiscal year 2006, IBWC reported that its acting Safety Manager and the Safety and Security Office Assistant received certification in Safety Auditing.

Also, it:

- Reestablished an Emergency Management Team and trained 15 employees in first aid, CPR, and AED use;
- Identified emergency essential tasks and personnel for each field office section/division;
- Purchased an AED and resuscitator device and established a policy requiring each field office to house at least one of each;
- Purchased safety posters for each field office;
- Purchased numerous safety-related items such as first aid packs, flashlights, and personal protective equipment;
- Briefed employees on the emergency action plan and conducted a drill;
- Purchased an emergency preparedness handbook for each employee;
- Began review of the return-to-work program to increase its effectiveness; and
- Continued rewarding employees for OSH-related performance.

Goals

The Commission acknowledges that involvement of all levels of management is essential to manage risks and reduce mishaps. It plans to initiate efforts to increase that involvement. In FY 2007 IBWC will require project managers to submit an annual seat belt usage survey to the safety office. The Commission's goal is to achieve 100% compliance. IBWC commits to continuing to place the highest priority on the safety of its employees.

International Broadcasting Bureau

Statistics

The International Broadcasting Bureau's (IBB's) employment rolls *decreased* by 147 employees (6.4%) to 2,165 in FY 2006. Its total cases *increased* by 8 (72.7%) and lost time cases *increased* by 4 (80%). The Bureau's TCR *increased* from 0.48 to 0.88 (83.3%) and its LTCCR *increased* from 0.22 to 0.42 (90.9%); See Chart M, page 212; Chart O, page 214). According to IBB, slips, trips, and falls caused the majority of its employees' injuries. There were no reported fatalities. Its workers' compensation costs *increased* by \$141,956 (28.7%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Due to the increase in both total and lost time cases, the Bureau's TCR and LTCCR increased so it did not meet the SHARE reduction goals. However, despite an increase in lost time cases, IBB was able to achieve the LPDR goal by reducing its rate to 9.3, well below its target rate of 14.1. It filed only 20% of its workers' compensation forms on time, so it failed to meet the timely reporting goal.

Motor Vehicle/Seat Belt Safety

IBB reported that its employees were involved in two motor vehicle accidents during FY 2006, both at overseas locations. Although both incidents involved minor property damage, there were no injuries in either accident. The Bureau reported that all vehicle occupants were wearing seat belts.

IBB noted that it has six vehicles in Washington DC, and a larger inventory of various types of vehicles worldwide at its Transmitting Stations. It reports a constant emphasis to its Foreign Service employees through messages, posters, and driver safety training videos on remembering to buckle-up.

Recordkeeping Requirements

The IBB did not provide any specific information on its injury and illness recordkeeping procedures.

Employee Support

The IBB reported that it periodically airs safety related videos on its in-house television system at both its headquarters and overseas locations. It also uses both the internal television system and its intranet to broadcast OSH messages on a cyclical basis. It reports working with Federal Occupational Health to

provide the best affordable services to its personnel, along with various annual programs offered through the Health Unit.

Accomplishments

During FY 2006, IBB reported that it:

- Expanded its pool of employees trained and certified in AED use to 105;
- Supplied 11 AEDs to its headquarters offices and located AEDs at its Transmitter Stations worldwide;
- Corrected OSH program deficiencies discovered during a State Department OIG inspection;
- Practiced fire drills, shelter-in-place, and relocation exercises;
- Adopted pandemic influenza plans;
- Expanded communications with the Health Unit and emergency officials for optimum response to any type of emergency;
- Continued to perform an annual review of the OSH programs submitted from the overseas Transmitting Stations; and
- Implemented a new station safety inspection checklist, covering the applicable OSHA requirements, as well as IBB safety regulations such as rigging.

Goals

IBB did not report any specific OSH goals for FY 2007.

International Trade Commission

Statistics

The International Trade Commission's (ITC's) employment rolls *increased* by 6 employees (1.6%) to 376 in FY 2006. Its total cases held steady at 2 and lost time cases *increased* to 1 from 0. The Commission's TCR *decreased* from 0.54 to 0.53 (1.9%) and its LTCR *increased* from 0 to 0.27. According to ITC, falls caused both employee injuries. There were no reported fatalities. Its workers' compensation costs *decreased* by \$197 (9.8%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

ITC met the TCR, timeliness, and LPDR goals of the SHARE Initiative. Due to an increase in lost time cases, its LTCR also increased so it did not meet the reduction goal.

Motor Vehicle/Seat Belt Safety

ITC did not provide any information on its policies or experience in the areas of motor vehicle and seat belt safety.

Recordkeeping Requirements

ITC did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

The Commission reported that it provides funds for its managers, supervisors, employees, and employee representatives to attend training courses at the OSHA Training Institute and OSHA education centers. Specifically, during FY 2006 two new members of the Safety and Health Committee completed the Collateral Duty Course for Other Federal Agencies.

Accomplishments

ITC reported that during FY 2006 it:

- Contracted with Healthy Building International (HBI) to conduct an annual air and water quality test of its building's air handling and water supply systems;
- Purchased and distributed ergonomic chairs and keyboard trays;
- Implemented administrative controls on handling incoming mail. All mail is x-rayed and mail room personnel wear masks and gloves to open all mail before it is distributed.

Goals

According to ITC, its objective is to maintain an OSH program consistent with the requirements for the private sector, Executive Order 12196, 29 CFR Part 1960, and other applicable laws, executive orders, and regulations governing federal OSH programs. During FY 2007 it plans to:

- Inspect all workplaces and operations, including office operations at least annually and more often if necessary. Regarding the inspections, the Commission clarified that, “[s]ufficient unannounced inspections and unannounced follow-up inspections will be conducted to ensure the identification and abatement of hazardous conditions;”
- Maintain first aid kits to meet the needs of employees in case of minor accidents;
- Continue annual testing of the heating, ventilation, and air conditioning system and the ambient air and drinking water;
- Purchase and distribute ergonomic chairs and keyboards;
- Continue using posters to make employees aware of OSHA standards;
- Develop an OSH website that will give employees information on the “Do’s and Don’t of Office Safety,” and “Working Safely with Video Display Terminals.”

Merit Systems Protection Board

Statistics

The Merit Systems Protection Board's (MSPB's) employment rolls *increased* by 3 employees (1.3%) to 226 in FY 2006. Its total cases *decreased* to 0 from 3 (100%) and lost time cases *decreased* to 0 from 2 (100%). The Board's TCR *decreased* from 1.35 to 0 (100%) and its LTCCR *decreased* from 0.9 to 0 (100%; See Chart M, page 212; Chart O, page 214). Its workers' compensation costs *increased* by \$1,077 (2.5%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The MSPB met the total, lost time, and timeliness experience was consistent with the SHARE goals since none of its employees were injured during the fiscal year. However, since the LPDR also involves continuation of pay for injuries experienced in a prior period, the Board's LPDR, although low at 1.5, was above its goal of zero and therefore it failed to meet its performance target.

Motor Vehicle/Seat Belt Safety

MSPB reported that its employees were involved in one "fender-bender" garage accident with no injuries and less than \$200 property damage. It notes that its two vehicles are used infrequently, but when in operation, drivers regularly wore seat belts and reminded passengers to wear theirs. The Board stated that its seat belt usage rate is 100%.

Recordkeeping Requirements

MSPB did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

The Board reports that it continues to offer employees the opportunity to participate in CPR, AED, and first aid training.

Accomplishments

MSPB reported that it continued to upgrade its office furniture to provide ergonomically correct work environments for all personnel. It noted that during FY 2006 it was able to resolve one long-pending workplace injury case and expected cost carryover for one previous injury.

Goals

During FY 2007, MSPB plans to complete the purchase and distribution of ergonomic office furniture and equipment.

National Aeronautics and Space Administration

Statistics

The National Aeronautics and Space Administration's (NASA's) employment rolls *decreased* by 602 employees (3.2%) to 18,447 in FY 2006 (See Figure 1, page 153). Its total cases *decreased* by 5 (5.3%) and lost time cases *increased* by 2 (5.9%); See Figure 2, page 153). The Administration's TCR *decreased* from 0.49 to 0.48 (2.0%) and its LTCCR *increased* from 0.18 to 0.2 (11.1%); See Figure 3, page 153; Chart M, page 212; Chart O, page 214). The major lost time injuries included contusions/bruises, sprains/strains, fractures, and internal injuries. The reported major causes of injuries included trips and falls, lifting and moving operations, walking/working surfaces, bumped into/struck by objects, and other miscellaneous incidents.

There was one fatality involving a NASA employee who was struck by a vehicle while riding his bicycle from one facility to another on a publicly-accessible NASA-owned and -maintained road. As a result of the incident, NASA no longer permits public access.

NASA's workers' compensation costs *increased* by \$496,343 (8.1%) during the chargeback year (See Figure 4, page 153; Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

NASA reports steady progress over time in decreasing accidents, exceeding its SHARE reduction goals for total and lost time case and lost production day rates. NASA reported that it did not meet its 55.5% goal to timely file injury and illness claims due to late responses from employees and their doctors to requests for compensation documentation.

NASA's FY 2006 actual performance as compared to its FY 2003 baseline and target goals is as follows:

| | TCR | LTCCR | Timeliness | LPDR |
|---------------|------|-------|------------|------|
| 2003 Baseline | 0.75 | 0.22 | 47.9% | 9.9 |
| 2006 Target | 0.68 | 0.20 | 55.5% | 9.6 |
| 2006 Actual | 0.48 | 0.20 | 45.9% | 4.7 |

Motor Vehicle/Seat Belt Safety

According to the Administration, during FY 2006 there were three motor vehicle accidents involving NASA employees, all of whom were reportedly wearing seat

belts. NASA requires all employees to wear seat belts while traveling on official business and restricts the use of hand-held cellular phones while a vehicle is in motion. However, NASA does not have a mechanism to consistently track seat belt usage. Several individual NASA centers performed periodic spot checks for compliance during off-peak hours and normal security vehicle patrols. Security personnel check that seat belts are being used by anyone entering a NASA site and issue citations for a failure to comply with these mandatory requirements.

Recordkeeping Requirements

NASA reports that it has been using the 29 CFR Part 1904 reporting requirements since 2002 in preparing for OSHA's Voluntary Protection Program, and therefore the new requirements did not substantially impact operations. Its web-based Incident Reporting Information System integrates the Part 1904 reporting requirements.

Employee Support

NASA reports that it has continued with an aggressive safety and health training program using a multi-media approach including onsite, instructor based courses. With these onsite courses, the local safety and health professionals at each center present a broad range of OSHA-required information to Administration personnel.

According to NASA, each year it invests approximately \$1,000,000 through the NASA Safety Training Center (NSTC), located at Johnson Space Center, for course development and deployment to the other NASA centers. In FY 2006, the NSTC provided 235 classes to more than 4,680 personnel. Each center also provided individualized courses to employees to meet specific center-based needs.

NASA reports that its centers actively participated in local Field Federal Safety and Health Councils (FFSHCs). According to NASA, centers without a local FFSHC participated in community safety and health councils.

NASA reported that its centers are required to provide travel funds necessary for professional training of NASA OSH professionals. Employees participate in a variety of professional societies and other OSH-related organizations. NASA encourages participation in all peer recognized safety and health professional groups.

Accomplishments

According to NASA its accomplishments for FY 2006 spanned a broad range such as safety awareness programs, implementation or upgrades of OSH-related

information management systems, agency OSH meetings, and OSH policy revisions.

A sampling of specific accomplishments includes:

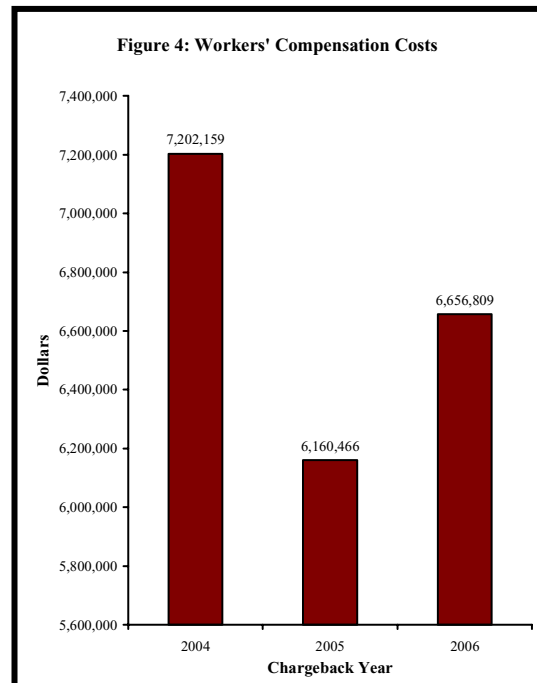
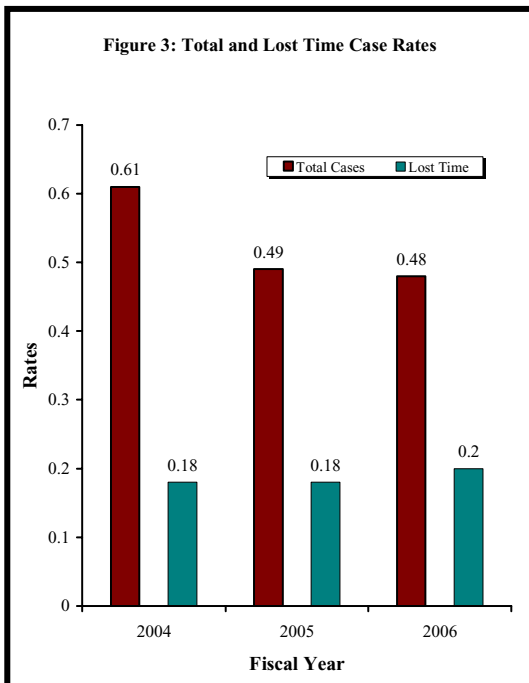
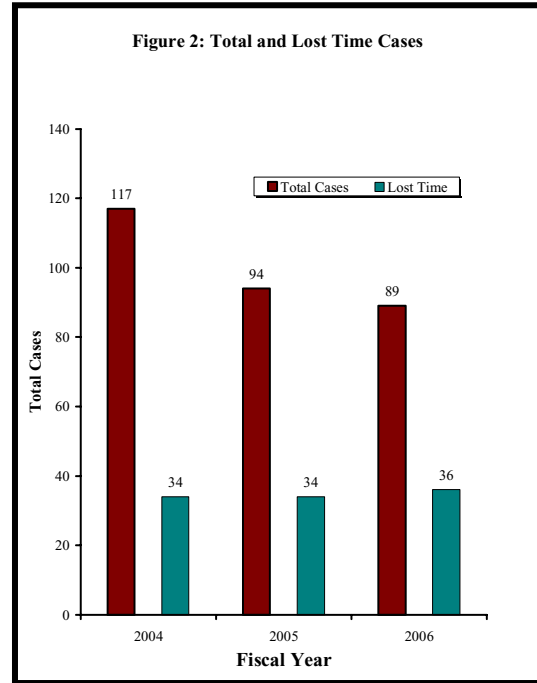
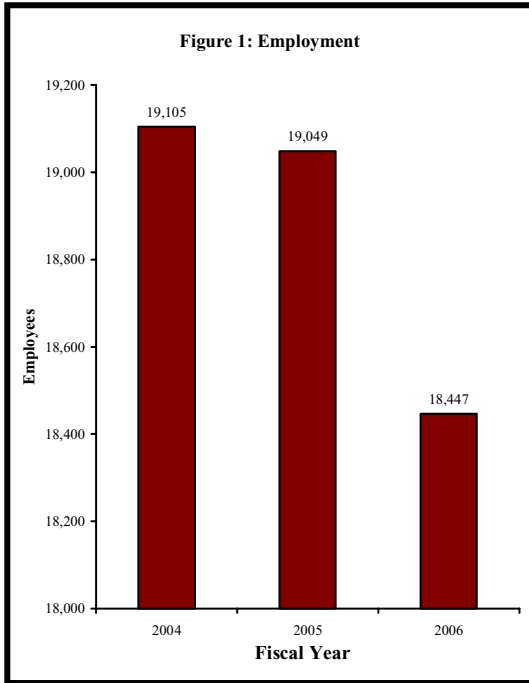
- Performed of numerous OSH evaluations throughout its organization. Also, the various centers performed annual self assessments of their OSH programs at least annually, and more frequently for hazardous operations;
- Used in-house physicians and occupational health nurses to review all long-term workers' compensation roll cases. A process was established to periodically review these cases at the OWCP District Office. NASA's policy is to offer limited duty work to all employees who are able to perform such work. Through effective case management, NASA has been successful in preventing new long-term roll cases as well as reducing the number of employees on the long-term rolls by successfully challenging several old claims which were subsequently removed from the NASA rolls;
- Use of a variety of awards to recognize outstanding safety performance;
- Achievement of all of its FY 2005 goals with the exception of its SHARE timeliness goal; and
- Emphasis on the Contactor Safety Selection Program.

Goals

During FY 2007 NASA plans to continue providing safety and health programs in support of its diverse missions. This reportedly includes support to robotic systems, human space flight, aeronautics missions, science missions, and the Constellation Program. Specifically, the Administration plans to:

- Continue the Electronic Health Record System (EHRS)
- Continue the occupational safety and health audit and self-evaluation process
- Continue to review and update safety and health policies on an ongoing basis
- Increase focus on the Contactor Safety Selection Program
- Sponsor the NASA Occupational Health Conference
- Sponsor the annual Health and Safety Directors meeting
- Continue the SHARE program with more stringent goals
- Maintain the existing infrastructure for OSH delivery at all facilities
- Seek to enhance safety and occupational health

NASA Charts



National Archives and Records Administration

Statistics

The National Archives and Records Administration's (NARA's) employment rolls *increased* by 26 employees (0.9%) to 3,049 in FY 2006. Its total cases *decreased* by 24 (17.1%) and lost time cases *increased* by 5 (6.8%). The Administration's TCR *decreased* from 4.63 to 3.80 (17.9%) and its LTCR *increased* from 2.45 to 2.59 (5.7%; See Chart M, page 212; Chart O, page 214). NARA reported that slips, trips, and falls; and back sprains from lifting/handling boxes were the leading causes of injuries. There were no reported fatalities during the period. Its workers' compensation costs *increased* by \$187,833 (19.5%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

NARA met only SHARE Goal 1 by reducing its TCR below the performance target for FY 2006.

Motor Vehicle/Seat Belt Safety

NARA reported that its employees were not involved in any motor vehicle accidents in FY 2006. Although the Administration does not track seat belt usage agency-wide, its policy requires employees to follow all applicable federal, state and local transportation laws while on the road, including seat belt laws.

Recordkeeping Requirements

NARA reported that it implemented a program to educate its managers about the revised OSHA recordkeeping requirements for federal agencies. It further noted that it has used several formats to notify all of the administrative officers with responsibility for the recordkeeping function about these requirements. The Administration stated that it provides training and instruction on an "as needed" basis.

Employee Support

According to NARA, its OSH training initiatives consisted of the National Safety and Health Committee's (NSHC's) efforts to provide resources and support to the Local Safety and Health Committees (LSHCs). The charters of both national and local committees require that members complete collateral duty safety training. NARA has provided funding for in-house training of its NSHC members and identified free online training for LSHC members.

Accomplishments

The Administration reported that during FY 2006 it:

- Drafted a national safety and health program and policy to standardize safety procedures and requirements throughout its facilities;
- Continued annual scheduled security and safety inspections of all facilities;
- Conducted an awareness campaign about the revised OSHA recordkeeping requirements for federal agencies;
- Standardized the Federal Agency OSHA Poster and made it available for download on its website;
- Established a Local Safety Committee Standard;
- Located and made available free online training for its LSHCs to meet the OSHA training requirement; and
- Continued the Safety and Occupational Health Manager's participation in the Metropolitan Washington DC Field Federal Safety and Health Council and the Interagency Working Group on Federal Workplace Emergencies.

NARA also noted that all of the NSHC members successfully completed the required collateral duty training and that the Committee monitors all safety inspection reports and tracks hazard abatement activity.

Goals

NARA reported that during FY 2007 it intends that NSHC will strengthen and coordinate efforts with the local safety committees by standardizing safety policy and procedures. The Administration also plans to:

- Provide a standardized nationwide safety training program,
- Establish a national safety and health day to promote safety awareness, and
- Establish an automated injury and illness recordkeeping system that allows for the consolidation and analysis of data to identify injury and illness trends.

National Credit Union Administration

Statistics

The National Credit Union Administration's (NCUA's) employment rolls *increased* by 23 employees (2.5%) to 937 in FY 2006. Its total cases *increased* by 3 (60%) and lost time cases *increased* to by 3 (150%). The Administration's TCR *increased* from 0.55 to 0.85 (16.8%) and its LTTCR *increased* from 0.22 to 0.53 (140.9%; See Chart M, page 212; Chart O, page 214). NCUA reported that the most common causes of injuries during this period were automobile accidents and falls). There were no reported fatalities during the period. Its workers' compensation costs *decreased* by \$27,163 (15.1%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

NCUA met Goals 3 and 4 of the SHARE Initiative, increasing its timely filing of workers' compensation claims and reducing its LPDR by established targets.

Motor Vehicle/Seat Belt Safety

According to NCUA, the majority of its employees work in the field and use privately owned vehicles for transportation to and from work locations. According to the Administration, the automobile related injuries were few and relatively minor considering the population of field employees. It reportedly has not implemented formal seat belt and vehicle safety programs or initiatives.

Recordkeeping Requirements

NCUA did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

The Administration reported that OSH training issues and concerns are addressed with agency managers and supervisors on an annual basis during management meetings and conferences. Employees receive training at quarterly group meetings and bi-annual regional conferences.

According to NCUA, it informs managers of the resources available to help them develop hazard abatement plans if existing procedures are insufficient. However, NCUA noted that current procedures have proven to be more than adequate thus far.

Accomplishments

The NCUA did not provide any specific information on its OSH-related accomplishments for FY 2006.

Goals

NCUA reportedly will continue to monitor its programs and implement strategies to exceed the SHARE goals. Specifically, it plans to:

- Reduce its TCR by 3% by determining the most frequent types and locations of injuries, performing safety checks, and providing OSH training;
- Reduce its LTCR by 3% by following up on medical determinations with respect to both ensuring that the employees have necessary time off and returning them to work when medically appropriate;
- Improve timely claims filing by 5% by stressing OWCP's 14-day requirement by ensuring individuals responsible for signing and processing the forms are aware of the routing procedures and fax claim forms to OWCP. They will also establish and implement an electronic forms submittal process; and
- Reduce its LPDR by 1% by monitoring time off related to occupational injuries and illnesses and encouraging light duty work to expedite returning employees to work.

National Endowment for the Humanities

Statistics

The National Endowment for the Humanities' (NEH's) employment rolls held steady at 160 employees in FY 2006. Its total cases *increased* from 0 to 1 and it had no lost time cases. The Endowment's TCR *increased* from 0 to 0.63 and its LTCR remained zero. It noted that the sole injury was the result of a trip and fall. NEH's workers' compensation costs *decreased* by \$1,389 (6.9%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

NEH met the TCR, LTCR, and LPDR goals of the SHARE Initiative. However, it did not meet the goal for improving the timely filing of workers' compensation claims.

Motor Vehicle/Seat Belt Safety

According to NEH, it has no government vehicles and its employees do not use motor vehicles to perform their duties.

Recordkeeping Requirements

NEH reported that it used the OSHA-required 300 forms to manually record and track injuries and illnesses.

Employee Support

NEH reported that the Director of the Administrative Services Office manages OSH-related activities as a collateral duty responsibility. The Endowment does not provide OSH-specific training but does ensure that all employees are aware that they should immediately notify the Administrative Services Office of any unsafe situations, and must report any incidents/accidents to both their supervisor and the Human Resources Office.

Accomplishments

NEH did not report any specific accomplishments. However, it noted that it continued to monitor the work environment for potential OSH hazards and abated any such conditions in a timely manner.

Goals

The Endowment reported that it is a small organization that works in a stable environment and has not identified any OSH-related problems. However, it commits to responding to any situations that may arise.

National Labor Relations Board

Statistics

The National Labor Relations Board's (NLRB's) employment rolls *decreased* by 109 employees (5.6%) to 1,832 in FY 2006. Its total cases *increased* by 4 (26.7%) and lost time cases *decreased* by 1 (12.5%). The Board's TCR *increased* from 0.77 to 1.04 (35.1%) and its LTCR *decreased* from 0.41 to 0.38 (7.3%; See Chart M, page 212; Chart O, page 214). NLRB reported that slips, trips, and falls were the primary causes of employee injuries. There were no reported fatalities. NLRB's workers' compensation costs *increased* by \$8,498 (2.2%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

NLRB did not meet any of the four SHARE goals, although its LTCR improved over the FY 2005 rate.

Motor Vehicle/Seat Belt Safety

NLRB reported five motor vehicle accidents in FY 2006, two of which resulted in minor injuries to employees. According to the Board, all involved employees reported that they were wearing seat belts.

NLRB requires all employees to use seat belts while operating or riding in a motor vehicle while on official business. Employees must indicate their use of seat belts at the time of the accident or incident. The Board continues to emphasize and require seat belt usage.

Recordkeeping Requirements

According to the Board, its Safety Specialist participated in a training class for the revised OSHA recordkeeping requirements and the Board also obtained information from the OSHA website. It reported that it implemented use of the OSHA 300 forms and recordkeeping requirements in 2004, a year ahead of the effective date for federal agencies.

Employee Support

NLRB reportedly encourages its collateral duty safety and health designees to attend the Field Federal Safety and Health Council training sessions. Also, it continues to procure membership with the National Safety Council (NSC) and encourages employees to access NSC's website for online training. It also urges

employees to use the NLRB Safety and Health website to find information on a variety of safety related topics and issues.

During FY 2006, NLRB reported that it:

- Provided CPR, first aid, and AED training
- Held a mock AED session
- Held a meeting and training session for emergency coordinators
- Conducted periodic safety inspections
- Responded to employee reports of potential safety hazards
- Provided instruction on safety and health prevention measures

Accomplishments

Among the accomplishments NLRB reported for FY 2006, a sampling includes:

- Conducted an annual safety inspection of all work areas and identified and abated any potential hazards;
- Recognized outstanding OSH performers and enhanced employee participation in the OSH program during annual performance reviews;
- Implemented Public Access Defibrillator (PAD) Programs; and
- Continued to expand the safety awareness program, and purchased a number of safety videos and updated information pamphlets for distribution.

Goals

NLRB reported that during FY 2007 it will continue its goal of reducing the number of work-related injuries and illnesses. In addition, it plans the following initiatives:

- Implement PAD programs in several field offices;
- Initiate an annual AED training program for those locations where a PAD program exists;
- Expand and develop the safety awareness program to provide the most current OSH information; and
- Monitor heating and air-conditioning levels, and address deficiencies as necessary in response to employee concerns.

National Science Foundation

Statistics

The National Science Foundation's (NSF's) employment rolls *decreased* by 8 employees (0.6%) to 1,319 in FY 2006. Its total cases *increased* by 4 (80%) and lost time cases *increased* by 5 (166.7%). The Foundation's TCR *increased* from 0.38 to 0.68 (78.9%) and its LTCR *increased* from 0.23 to 0.61 (165.2%; See Chart M, page 212; Chart O, page 214). There were no reported fatalities. Its workers' compensation costs *increased* by \$8,570 (7.1%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

NSF met the TCR and LPDR SHARE goals. However, its LTCR increased above its FY 2003 baseline rate and it filed only 28.6% of its workers' compensation claims in a timely manner, failing to meet the SHARE performance targets in these areas.

Motor Vehicle/Seat Belt Safety

NSF reports that four employees were involved in moving vehicle accidents in FY 2006 and all were wearing seat belts. It reports that it does not have any initiatives or programs focused in this area.

Recordkeeping Requirements

According to NSF, it has not implemented the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

NSF reported that was not involved in any activities of the Field Federal Safety and Health Councils, nor did it provide any formal employee training during the period.

Accomplishments

NSF did not provide any information on its OSH-related accomplishments for FY 2006.

Goals

NSF did not provide any information on its OSH-related goals for FY 2007.

National Transportation Safety Board

Statistics

The National Transportation Safety Board's (NTSB's) employment rolls *decreased* by 32 employees (7.4%) to 398 in FY 2006. Its total cases *increased* by 6 (600%) and lost time cases remained unchanged at 1. The Board's TCR *increased* from 0.23 to 1.76 (665.2%) and its LTCR *increased* from 0.23 to 0.25 (8.7%). There were no reported fatalities. Its workers' compensation costs *decreased* by \$99,206 (14.8%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

NTSB failed to meet the first three SHARE goals, posting increases in its TCR and LTCR, and a decrease in its timely filing of injury and illness claims. However, it did reduce its LPDR to zero, well below its target of 5.6, so it was successful in attaining SHARE Goal 4.

Motor Vehicle/Seat Belt Safety

NTSB reported that its employees were not involved in any motor vehicle accidents during FY 2006. According to its report, NTSB promoted seat belt awareness to its employees through periodic email safety alerts. The Board also participated in numerous transportation safety events around the country where it promoted child seat safety, seat belt compliance, and distributed educational materials.

Recordkeeping Requirements

NTSB reports that it implemented the revised OSHA recordkeeping requirements for federal agencies by installing software to log, calculate injury and illness incidence rates, and generate reports of occupational injuries and illnesses. It notes that the software allows it to:

- Define recordable injuries and illnesses;
- Identify the threshold at which a medical removal condition or restriction is to be recorded, and relate this to the level in a specific OSHA standard;
- Report needlesticks and sharps injuries involving exposure to blood or other potentially infectious materials;
- Record temporary and contract worker injuries and illnesses;
- Record hearing loss cases;
- Record first aid, near miss, or other incidents; and
- Generate custom reports to help identify workplace hazards and trends, and provide other analyses of injury and illness data.

Employee Support

NTSB reported that it provides continuous OSH training for all employees. The Board specifically noted that new employees receive both classroom and online OSH training encompassing all program areas pertinent to their positions during new employee orientation.

Accomplishments

According to NTSB, during FY 2006 it:

- Updated the materials laboratory manual, conducted a comprehensive inventory of all laboratory chemicals, removed all hazardous chemicals that were not mission essential, provided training to all laboratory employees in emergency response, regulatory compliance, and hazard recognition, evaluation, and control;
- Developed and implemented an AED program to include 12 AEDs at nine locations with 138 employees volunteering to receive CPR/AED training;
- Implemented an ergonomics program, conducted ergonomic assessments, purchased necessary equipment, and improved worker comfort while decreasing complaints of pain;
- Completed three OSH committee meetings covering several safety topics; and
- Conducted an annual health fair service day and offered wellness seminars throughout the year.

Goals

NTSB reported that it will continue efforts to accomplish the SHARE goals in FY 2007 and beyond.

Occupational Safety and Health Review Commission

Statistics

The Occupational Safety and Health Review Commission's (OSHRC's) employment remained at 58 employees in FY 2006. OSHRC employees have not experienced any injuries or illnesses since FY 2004, and reported only one lost time case in FY 2003. Accordingly, the Commission's total and lost time case rates remained zero for FY 2006. Its workers' compensation costs for the 2006 chargeback year were \$0 as has been the case for the past several chargeback years.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Since OSHRC's employees experienced no work-related injuries or illnesses during FY 2006, the Commission is considered to have met all of the SHARE goals.

Motor Vehicle/Seat Belt Safety

According to the Commission, there were no vehicle accidents involving federal civilian employees traveling on official government business in FY 2006. The report stated that OSHRC policy requires employees on official business who are in the front seat of a motor vehicle to wear a properly fastened seat belt at all times when the vehicle is in motion.

Recordkeeping Requirements

While OSHRC did not provide any information on its injury and illness recordkeeping procedures, it reports it has recorded only five injuries since its inception.

Employee Support

The Commission reported that during FY 2006 it provided OSH-related training in:

- Emergency evacuation of disabled employees
- Shelter-in-place procedures
- Disaster recovery

Accomplishments

According to OSHRC, during FY 2006 it:

- Performed ergonomic assessments of new employees' workstations,
- Provided employees with access to various health screenings,
- Facilitated employee attendance at meetings of the Federal Emergency Management Agency, and
- Purchased two AEDs.

Goals

According to the Commission, “[w]e will continue to ensure that our employees receive appropriate job health and safety awareness information and training to prevent any workplace injuries.” It also plans to provide AED training.

Office of Personnel Management

Statistics

The Office of Personnel Management's (OPM's) employment rolls *increased* by 1,545 employees (45.4%) to 4,945 in FY 2006. The increase was reportedly due to the absorption of the Defense Security Service. OPM's total cases were unchanged from FY 2005 (56 cases) and lost time cases *increased* by 9 (31%). The Office's TCR *decreased* from 1.65 to 1.13 (31.5%) and its LTCR *decreased* from 0.85 to 0.77 (9.4%; See Chart M, page 212; Chart O, page 214). OPM reported that slips, trips, and falls were the primary cause of employee injuries. There were no reported fatalities. OPM's workers' compensation costs *decreased* by \$397,677 (18.2%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

OPM reported that during FY 2006 it made measurable progress reducing its total case and lost time case rates. OWCP data sources indicate a 12% reduction in the TCR, but a 30% increase in the LTCR since FY 2004. Timely filing is substantially improved but lost production days peaked following two years of excellent progress.

Motor Vehicle/Seat Belt Safety

OPM reported that in FY 2006 it experienced a 28% increase in accidents involving employee-driven vehicles. However, this followed an FY 2005 increase in OPM's fleet from 30 to over 1,500 vehicles. OPM stated that it will soon begin tracking driver seat belt usage and is preparing a drivers' training manual emphasizing safety.

Recordkeeping Requirements

During FY 2006, OPM reported that it began using a spreadsheet capable of capturing and manipulating many of the statistics for OSHA's revised recordkeeping requirements for federal agencies. According to the Office, one of its OSH program goals for FY 2007 is to expand the spreadsheet's capabilities to ensure that it captures and displays all data elements.

Employee Support

OPM reported that it provided monthly OSH training to its employees in hazardous positions until that staff became contractor employees. At that point, the new contractor assumed the responsibility.

Accomplishments

OPM reported that during FY 2006 it:

- Reviewed its OSH program to ensure that it continues to meet the requirements of Executive Order 12196;
- Held several team meetings to review its entire workers' compensation case load, and to identify and follow-up on the cases where an employee was deemed most likely to be able to return to work;
- Included OSH-related performance standards in the position descriptions of all employees involved in hazardous work. Nearly all of these are now contractor employees;
- Focused agency attention on OSH concerns and successes;
- Purchased alcohol-based, automatic hand sanitizers and installed them at the entrances to its headquarters building as part of a test program to help reduce employee illnesses due to colds or common influenza;
- Altered its headquarters building exit procedures to forbid bicyclists from riding beneath vehicle security barriers, to prevent possible injury; and
- Continued pursuit of its SHARE goals.

Goals

OPM reported that its goal for FY 2007 is to expand its existing database to ensure that it can capture and manipulate all data required under the revised OSHA recordkeeping requirements for federal agencies. OPM also plans to hire an additional employee whose responsibilities will include coordinating and managing its OWCP program.

Peace Corps

Statistics

The Peace Corps' employment rolls *decreased* by 45 employees (4.0%) to 1,070 in FY 2006. Its total and lost time cases both *increased* by 4 (80% and 133.3%, respectively). The Corps' TCR *increased* from 0.45 to 0.84 (86.7%) and its LTCR *increased* from 0.27 to 0.65 (140.7%). The Peace Corps reported that the causes of the injuries were falls, repetitive motion, and vehicle accidents. There were no reported fatalities. The Corps' workers' compensation costs *decreased* by \$457,366 (4.3%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Peace Corps posted increases in TCR, LTCR, and LPDR and did not meet any of these SHARE goals. It also did not meet the goal related to the timely filing of injury and illness claims.

Motor Vehicle/Seat Belt Safety

The Corps reported that in FY 2006 there were four motor vehicle accidents involving federal civilian employees. It states that it requires seat belt usage and documents this requirement in the Peace Corps Manual. It noted that it reinforces this policy through reminders and briefings.

Recordkeeping Requirements

The Peace Corps reported that it adheres to the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

The Corps reported that it covers OSHA topics during its bi-weekly New Employee Orientation sessions. It also includes an OSHA session in semi-annual training for new supervisors. In a concerted effort to eliminate accident and health hazards, the Peace Corps states that it works cooperatively with the employee union on OSH issues and takes immediate action to eliminate hazards.

The Peace Corps noted that it is a member of an interagency group dealing with safety that meets bi-monthly, and that it continued to maintain advisory Safety and Health Committees at its headquarters and in all regional offices. Also, its safety officer is on the mailing list for the Metropolitan Washington DC Field Federal Safety and Health Council.

Accomplishments

The Peace Corps reported that during FY 2006 it took the following measures to make the workplace as safe as possible:

- Placed OSHA posters throughout the building;
- Retained a full-time maintenance person to clean up spills promptly and to ensure that facilities are kept clear and free of obstacles;
- Worked closely with the building engineer to maintain building facilities;
- Established a partnership with Federal Occupational Health to provide a free health clinic for employees, as well as flu vaccinations and vision and blood screenings;
- Provided health educational discussions and lectures to employees;
- Provided first aid kits and emergency supplies on every floor of the building;
- Collaborated with the American Screening Association to provide on-site vascular and heart ultrasound screenings;
- Provided ergonomic chairs as needed; and
- Conducted periodic fire drills.

Goals

During FY 2007, the Peace Corps reportedly plans to continue its efforts to provide safety and health training for supervisory employees.

Pension Benefit Guaranty Corporation

Statistics

The Pension Benefit Guaranty Corporation's (PBGC's) employment rolls *increased* by 29 employees (3.6%) to 832 in FY 2006. Its total cases *increased* by 4 (400%) and lost time cases *increased* from 0 to 4. The Corporation's TCR *increased* from 0.12 to 0.6 (400%) and its LTCR *increased* from 0 to 0.48 (See Chart M, page 212; Chart O, page 214). There were no reported fatalities. PBGC's workers' compensation costs *increased* by \$2,862 (119.9%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

PBGC posted increases in its TCR, LTCR, and LPDR. It also did not file any of its workers' compensation claims within OWCP's 14-day limit. Given these results, it did not meet any of the SHARE goals.

Motor Vehicle/Seat Belt Safety

According to PBGC, it has one leased vehicle that was used for the Agency Director's official business. It stated that there were no accidents or injuries involving this leased vehicle during FY 2006 and that all drivers and passengers complied with all seat belt safety regulations.

Recordkeeping Requirements

PBGC reported that it recently appointed a new OSH Manager who is working with the Designated Agency Safety and Health Official to establish a more efficient and effective reporting and recordkeeping program that complies with all of OSHA's revised recordkeeping requirements for federal agencies.

Employee Support

PBGC said that since it is a non-industrial, office work environment, it has no plans for formal employee training other than that for individuals with designated OSH responsibilities. However, PBGC plans to post appropriate OSH posters for employees to reference.

Accomplishments

While, according to PBGC, it has not conducted any specific OSH training, it has:

- Distributed quarterly safety tips to all employees to increase awareness;
- Designated a single point of contact within the Facilities and Services Department to investigate and log all incidents on the appropriate recordkeeping logs;
- Provided training in occupant emergency preparedness to facilitate safe and orderly building evacuations;
- Installed AED equipment and trained 30 staff in the operation of the equipment; and
- Posted OSH information in all break rooms and common areas.

Goals

The Corporation reported that during FY 2007, it plans to:

- Improve communication and update educational postings in all employee common areas;
- Continue distributing periodic safety tips to all employees to increase awareness;
- Develop and implement a quarterly Safety Walk-Around Program to ensure a safe work environment; and
- Install an additional five AEDs to facilitate a quick response to emergency situations.

Presidio Trust

Statistics

The Presidio Trust's employment rolls *increased* by 8 employees (2.5%) to 334 in FY 2006. Its total cases *decreased* by 14 (45.2%) and lost time cases *decreased* by 7 (43.8%). The Trust's TCR *decreased* from 9.51 to 5.09 (46.5%) and its LTCR *decreased* from 4.91 to 2.69 (45.2%). There were no reported fatalities. The Trust's workers' compensation costs *decreased* by \$168,582 (23.2%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Presidio Trust met all four SHARE goals, achieving substantial reductions in its total and lost time case and lost production day rates.

Motor Vehicle/Seat Belt Safety

The Trust reported that seat belt use is mandatory for employees and that it includes driving safety topics in its training programs.

Recordkeeping Requirements

The Presidio Trust did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

The Trust reported that it provides annual testing for hearing conservation, respirator fit, and blood lead levels. It also offered several OSH-related training classes on topics such as:

- Electrical safety awareness
- Vehicle safety and traffic control
- First aid, CPR, AED, and rescues
- Forklift and aerial lifts
- Hazard communication
- Hazardous waste operations, emergency response, and chemical safety
- Lead and asbestos awareness

Accomplishments

The Trust reported that during FY 2006 it began developing written Hazard Communication and Lockout/Tagout Programs for.

Goals

The Trust did not provide any information on its OSH-related goals for FY 2007.

Railroad Retirement Board

Statistics

The Railroad Retirement Board's (RRB's) employment rolls *decreased* by 109 employees (9.8%) to 1,006 in FY 2006. Its total cases *decreased* by 8 (88.9%) and lost time cases *decreased* by 5 (83.3%). The Board's TCR *decreased* from 0.81 to 0.1 (87.7%) and its LTCR *decreased* from 0.54 to 0.1 (81.5%; See Chart M, page 212; Chart O, page 214). There were no reported fatalities. The Board's workers' compensation costs *increased* by \$34,070 (23.2%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Board met three of the four SHARE goals. During FY 2006 it did not file any of its workers' compensation claims within OWCP's 14-day limit and therefore did not meet the timeliness goal.

Motor Vehicle/Seat Belt Safety

RRB reported that its employees were not involved in any motor vehicle accidents during FY 2006. It noted that it requires all employees to follow all applicable laws including those regarding seat belts. The Board tracks seat belt usage through review of accident reports by the agency Safety and Health Committee, which also periodically sends out reminders to personnel regarding seat belt usage.

Recordkeeping Requirements

RRB reported that it integrated the revised OSHA recordkeeping requirements into a system that already recorded OSH-related incidents in a "log" format. The Board uses an electronic tracking system and also maintains a paper backup system of OSHA Form 301 incident reports.

Employee Support

RRB reported that during FY 2006 its OSH-related employee support activities included the following:

- A range of safety and health education and training programs offered through the Employee Health Service;
- Evacuation and emergency response training for headquarters staff;
- Annual refresher training for emergency response team members;
- OSH Committee member participation in various seminars of the Chicago Field Federal Safety and Health Council (FFSHC);

- Continuation of the AED program at the headquarters facility; and
- Implementation of a medical emergency response team, including on-going training.

Accomplishments

A sampling of the numerous accomplishments reported by the RRB for FY 2006 includes:

- Provided continuous monitoring and evaluation of the OSH program;
- Delineated responsibilities in the OSH Manual for all levels of management;
- Applied red emergency telephone number stickers to all headquarters telephones;
- Revised and updated the Occupant Emergency Plan and posted it on the agency's intranet;
- Distributed an emergency response plan pamphlet to all employees;
- Conducted a semi-annual elevator inspection and adjusted compensation cables on all elevators;
- Reviewed and updated security access procedures;
- Issued an informational booklet to all agency employees citing the most common office hazards and correct abatements; and
- Achieved many of its FY 2005 OSH goals.

Goals

During FY 2007, RRB reported that it plans to continue to:

- Focus on hazard recognition and employee and supervisory OSH responsibilities;
- Encourage broader use of the agency OSH Committee to evaluate incidents and identify risk factors that cause injuries;
- Conduct quarterly reviews of all accidents and present these findings to the agency's Executive Committee for recommendation and action;
- Continue to participate in the Chicago FFSHC seminar training as well as specific OSHA training courses; and
- Achieve its SHARE goals.

Securities and Exchange Commission

Statistics

The Securities and Exchange Commission's (SEC's) employment rolls *increased* by 228 employees (6.4%) to 3,787 in FY 2006. Its total cases *increased* by 12 (171.4%) and lost time cases *increased* by 9 (150%). The Commission's TCR *increased* from 0.2 to 0.5 (150%) and its LTCR *increased* from 0.17 to 0.4 (135.3%; See Chart M, page 212; Chart O, page 214). According to SEC, the most common injuries were sprains or contusions. It reported one fatality in FY 2006, involving an employee in a single car accident. The Commission's workers' compensation costs *decreased* by \$75,969 (16.5%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Due to the increase in its TCR and LTCR, SEC failed to meet these SHARE goals. However, it met its timeliness and LPDR performance targets.

Motor Vehicle/Seat Belt Safety

SEC reported three motor vehicle accidents during FY 2006. Two involved only minor injuries and the third resulted in a fatality, as previously mentioned. SEC requires all drivers and passengers to wear seat belts while a vehicle is in motion.

Recordkeeping Requirements

The Commission reported that it has a manual system for tracking the revised OSHA recordkeeping requirements for federal agencies and is exploring the implementation of an electronic format.

Employee Support

The Commission stated that it does not have a formal OSH training program. However, it provides employees with an extensive amount of health-related information through both email and its website. During FY 2006, it provided information on pandemic flu, reducing stress and cholesterol, traffic safety and street closures, and hazard recognition, among other topics.

Accomplishments

During FY 2006 SEC reported that it continued to monitor its workers' compensation management program, as the basis for the SHARE goals.

Goals

During FY 2007, SEC reported that it plans to:

- Establish a plan to accomplish its SHARE goals, including implementing a motor vehicle safety program;
- Investigate implementation of an electronic recordkeeping system;
- Establish an OSH training program for employees and supervisors; and
- Explore participation in the Field Federal Safety and Health Councils and other OSH-related activities.

Selective Service System

Statistics

The Selective Service System's (SSS's) employment rolls *decreased* by 17 employees (9.6%) to 161 in FY 2006. Its total cases held steady at 4 and lost time cases *increased* from 0 to 2. SSS's TCR *increased* from 2.25 to 2.48 (10.2%) and its LTCR *increased* from 0 to 1.24. There were no reported fatalities. SSS's workers' compensation costs *increased* by \$51,304 (22.3%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Selective Service System did not meet any of the four SHARE goals.

Motor Vehicle/Seat Belt Safety

SSS reports that none of its employees were involved in motor vehicle accidents during FY 2006. With respect to vehicle safety, it reportedly requires all drivers of government vehicles to annually review the GSA video on driver safety and operation. It also mandates that occupants properly fasten seat belts before a vehicle is put in motion and tracks compliance through observation and subsequent enforcement initiatives.

In addition to direct motor vehicle safety, SSS provided employees with information on general traffic and parking safety, and flexible work hours with telework options. It notes that garage parking is available in the national headquarters building with parking also provided for vanpools and handicapped drivers.

Recordkeeping Requirements

The Selective Service System did not provide any information on its injury and illness recordkeeping procedures.

Employee Support

SSS reported that it encourages all drivers to maximize use of the free online GSA training on vehicle operation. It also encourages employees to use the agency's Employee Assistance Programs for workplace issues.

SSS provides OSH-related training to managers and supervisors on general office safety issues, uses posters and pamphlets to address safety awareness, and addresses general safety concerns during meetings. SSS also noted that it

sponsors a health and wellness program, including gym participation, and quickly addresses reasonable accommodation and ergonomic issues.

Accomplishments

The SSS reports that its employees have not been involved in any motor vehicle accidents within the last seven years.

Goals

During FY 2007, SSS reports that it plans to move towards a safer work environment by:

- Reducing its TCR to 1.0
- Reducing its LTCR to 0
- Improving its timely claims filing to 100%
- Reducing its LPDR to less than 41 days

Smithsonian Institution

Statistics

The Smithsonian Institution's employment rolls *decreased* by 88 employees (1.7%) to 4,942 in FY 2006. Its total cases *decreased* by 26 (13.4%) and lost time cases *increased* by 8 (9.1%). The Institution's TCR *decreased* from 3.86 to 3.4 (11.9%) and its LTCR *increased* from 1.75 to 1.94 (10.9%; See Chart M, page 212; Chart O, page 214). The Smithsonian reported that exertion; slips, trips, and falls; and struck by incidents were the primary causes of employee injuries. There were no reported fatalities. The Smithsonian's workers' compensation costs *increased* by \$28,801 (0.7%) during the chargeback year (See Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

The Smithsonian Institution achieved SHARE Goals 1, 2, and 4 by reducing its TCR, LTCR, and LPDR to at or below established targets for FY 2006. However, it filed only 23.7% of its workers' compensation claim forms within OWCP's 14-day limit, well below its goal of 35.8%.

Motor Vehicle/Seat Belt Safety

The Smithsonian reported that its employees were involved in 11 motor vehicle accidents in FY 2006, one of which involved personal injury. The Institution did not provide information on whether the involved employees were wearing seat belts.

The Smithsonian reports that supervisors enforce a seat belt usage requirement and that if accident reports indicate otherwise, they take corrective action. Its Motor Vehicle Safety Program includes driver education and training, examiner certification, vision and drug testing for personnel with commercial driver's licenses, vehicle safety inspections, and seat belt enforcement provisions.

Recordkeeping Requirements

The Smithsonian confirmed that it implemented OSHA's revised recordkeeping requirements for federal agencies by revising its injury reporting forms and instructions and providing training. It notes that its injury and illness data collection, processing, and analysis procedures are continually improving.

Employee Support

The Smithsonian reported that OSH training was used as a major tool to increase hazard recognition and safety awareness during FY 2006. Training was provided

appropriate to employees' tasks and positions. Some of the topics included respiratory protection, hazard communication, laboratory safety, hazardous waste operations, ergonomics, and bloodborne pathogens.

The Smithsonian continued its involvement in the Metropolitan Washington DC Field Federal Safety and Health Council (FFSHC) through personnel participation and hosting various meetings and workshops. It notes that one safety manager has served on or chaired several FFSHC committees for over a decade.

Accomplishments

The Smithsonian reported several OSH-related accomplishments for FY 2006. A sampling of these includes:

- The Office of Safety, Health, and Environmental Management conducted annual management evaluations and technical reviews of all major facilities and organizations, focused on programmatic issues and root causes, in-depth evaluations, cost-effective corrective actions, and program-oriented overview analyses.
- The Smithsonian leveraged the enhanced capabilities of newly acquired software and the skills of a new case manager to achieve a more proactive response to OSH-related injuries and illnesses and return affected workers to work.
- The Smithsonian began a new "Seen Working Safely" campaign and awards program designed to recognize and reward safe work habits.

Goals

The Smithsonian reports that during FY 2007 it intends to:

- Establish a "Zero Injuries" goal
- Include a safety-related performance standard in managerial and supervisory performance plans
- Create an Occupational Health Risk Management Program
- Strive to meet or exceed its SHARE goals

Social Security Administration

Statistics

The Social Security Administration's (SSA's) employment rolls *decreased* by 285 employees (0.4%) to 64,943 in FY 2006 (See Figure 1, page 185). Its total cases *decreased* by 125 (11.1%) and lost time cases *decreased* by 84 (12.4%; See Figure 2, page 185). The Administration's TCR *decreased* from 1.72 to 1.54 (10.5%) and its LTCR *decreased* from 1.04 to 0.92 (11.5%; See Figure 3, page 185; Chart M, page 212; Chart O, page 214). Slips, trips, and falls; incidents involving office equipment or furniture; and lifting and/or materials handling were the leading causes of injuries. There were no reported fatalities. SSA's workers' compensation costs *increased* by \$891,260 (3.9%) during the chargeback year (See Figure 4, page 185; Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

SSA met or exceeded all four of its SHARE goals during FY 2006:

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 2.11 | 1.15 | 41.2% | 34.7 |
| 2006 Target | 1.93 | 1.05 | 47.7% | 33.7 |
| 2006 Actual | 1.54 | 0.92 | 56.0% | 25.5 |

Motor Vehicle/Seat Belt Safety

SSA reported reductions in both the number of motor vehicle accidents (22 in FY 2006, down from 23 in FY 2005) and related employee injuries (one in FY 2006, down from three in FY 2005). The Administration does not track seat belt usage but plans to include the seat belt requirements of Executive Order 13043 in its annual program reminder.

Recordkeeping Requirements

During FY 2006, SSA reportedly revised its Administrative Instructions Manual on Occupational Injury and Illness Reporting Requirements, which requires all SSA offices to implement the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

During FY 2006, employees, health and safety representatives, committee members, safety and occupational health specialists, industrial hygienists and supervisors all received training in recognizing environmental health and safety hazards and implementing corrective action. SSA encouraged participation in

the Field Federal Safety and Health Councils and several professional health and safety organizations such as the American Society of Safety Engineers, the American Industrial Hygiene Association, and the National Fire Protection Association.

Accomplishments

SSA reported that it accomplished all the goals it established for FY 2005.

Among these accomplishments were:

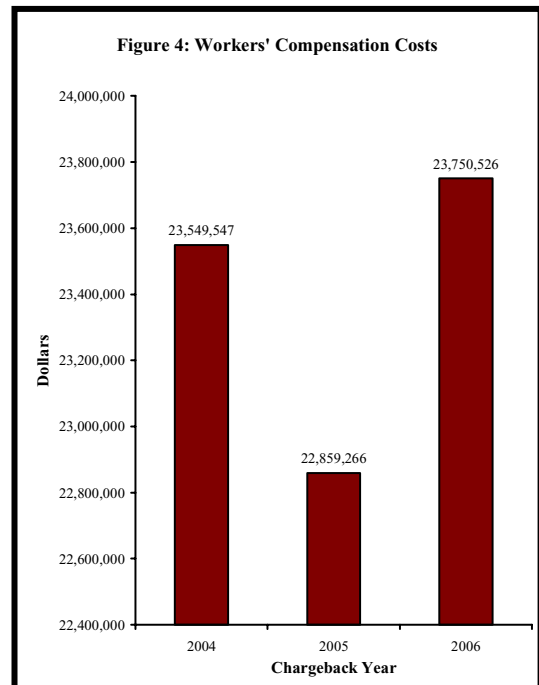
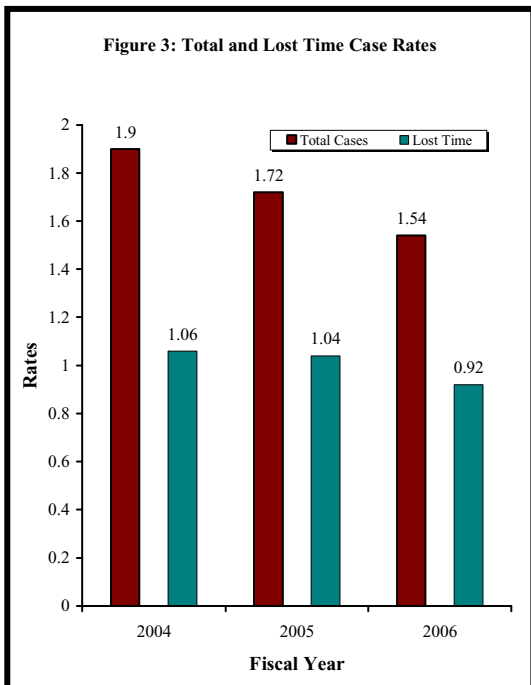
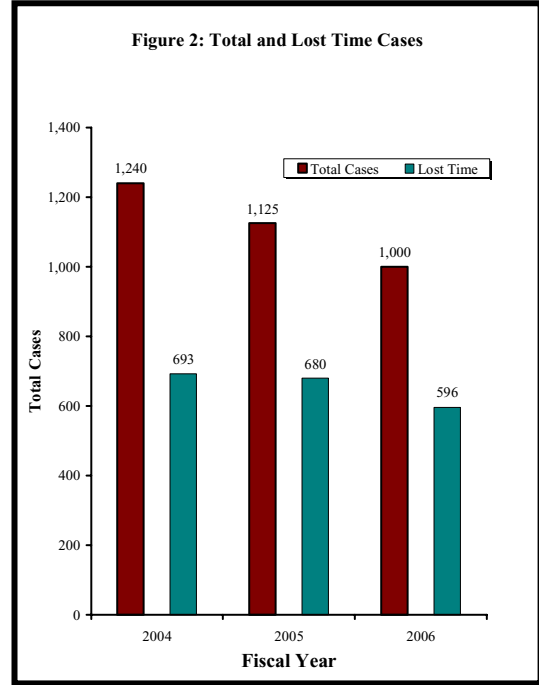
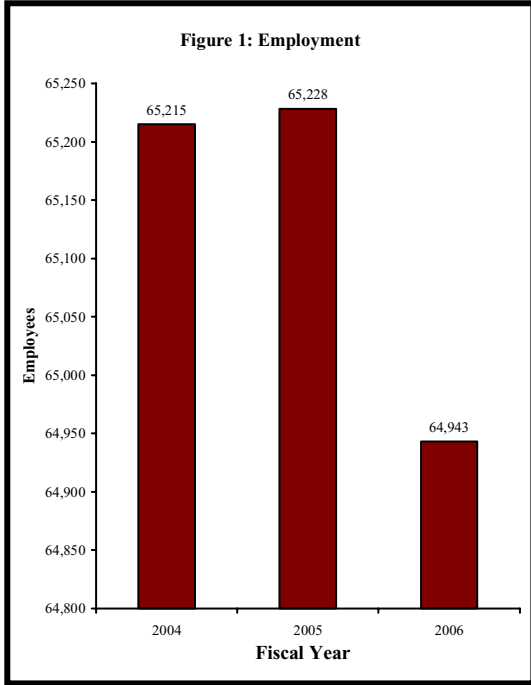
- Random OSH assessments of field offices;
- Indoor air quality assessments and remediation at selected facilities;
- Testing for copper and lead in water supplies;
- Establishment of national and local labor-management OSH committees;
- Technical review of 233 material safety data sheets;
- Review of 803 work orders and contracts to ensure that renovations and projects were evaluated for potential health and safety impacts, as well as compliance with all environmental health and safety regulations and standards;
- Numerous fire protection related projects; and
- OSH inspections of all SSA workspace to identify safety non-compliance items.

Goals

SSA's reported goals, objectives, and strategies for FY 2007 include plans to continue to:

- Assess the indoor air and water quality, and asbestos management operations of field offices;
- Provide OSH training and committees;
- Phase out the use of ozone-depleting substances;
- Continue and/or implement a wide variety of fire protection and life safety projects; and
- Pursue its SHARE goals.

SSA Charts



Tennessee Valley Authority

Statistics

The Tennessee Valley Authority's (TVA's) employment rolls *decreased* by 556 employees (4.2%) to 12,632 in FY 2006 (See Figure 1, page 188). Its total cases *increased* by 12 (2.40%) and lost time cases *increased* by 22 (169.2%; See Figure 2, page 188). The Authority's TCR *increased* from 3.80 to 4.06 (6.8%) and its LTCR *increased* from 0.1 to 0.28 (180%; See Figure 3, page 188; Chart M, page 212; Chart O, page 214). Soft tissue injuries such as strains, sprains, cuts, and lacerations were the most commonly reported injuries, resulting primarily from material handling incidents.

During FY 2006, TVA experienced one fatality when an Electrical Technician fell approximately 20 feet from a ship's ladder. The investigation team concluded that the employee's foot likely slipped off the ladder.

TVA's workers' compensation costs *decreased* by \$748,029 (1.3%) during the chargeback year (See Figure 4, page 188; Chart Q, page 216).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

TVA achieved only the TCR goal for FY 2006. TVA attributes part of the decline in timely claims filing to an increase in hearing loss claims which reportedly require more preparation time.

| | TCR | LTCR | Timeliness | LPDR |
|---------------|------|------|------------|------|
| 2003 Baseline | 5.81 | 0.18 | 81.2% | 21.4 |
| 2006 Target | 5.30 | 0.16 | 94.0% | 20.8 |
| 2006 Actual | 4.06 | 0.28 | 72.0% | 28.2 |

Motor Vehicle/Seat Belt Safety

During FY 2006, 170 motor vehicle accidents were reported to the TVA Police, 17% fewer than in FY 2005. TVA does not have a formal mechanism to track the percentage of seat belt usage by employees. However, consistent with existing federal and agency requirements, TVA policy and management requires that employees use seat belts.

Recordkeeping Requirements

TVA reportedly implemented OSHA's revised recordkeeping requirements for federal agencies. The Authority conducted training for all responsible employees and developed and deployed an electronic injury log for use by each establishment. Data from establishment logs is transferred into a comprehensive

agency database. TVA reported that the revised recordkeeping requirements have impacted recording and classification of injuries and illnesses.

Employee Support

TVA indicated that it provided 180,000 hours of safety and health training to its employees during FY 2006, involving 85,000 participants. According to TVA, management is committed to providing the necessary training to employees. All trades and labor contractors performing work on agency sites must have completed the OSHA 10-hour training course.

Accomplishments

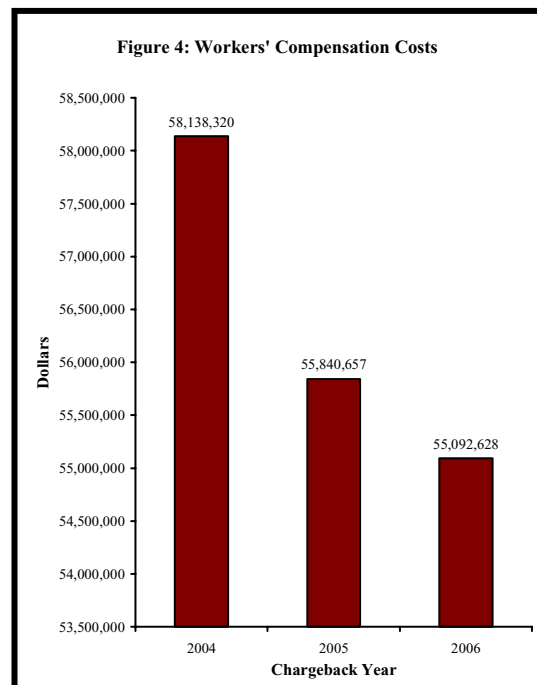
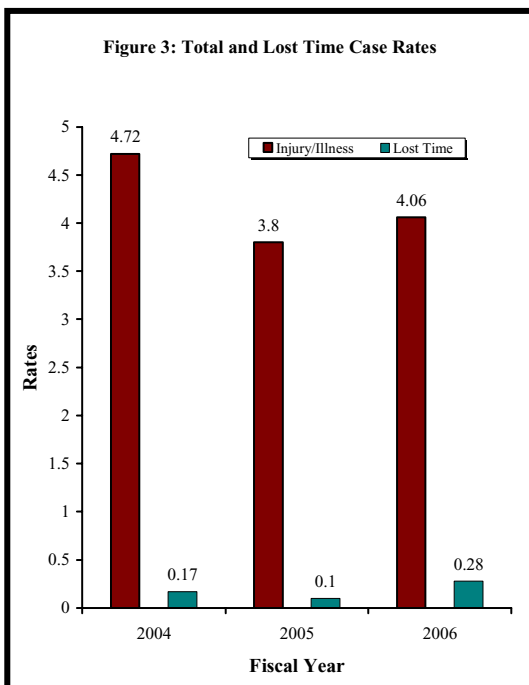
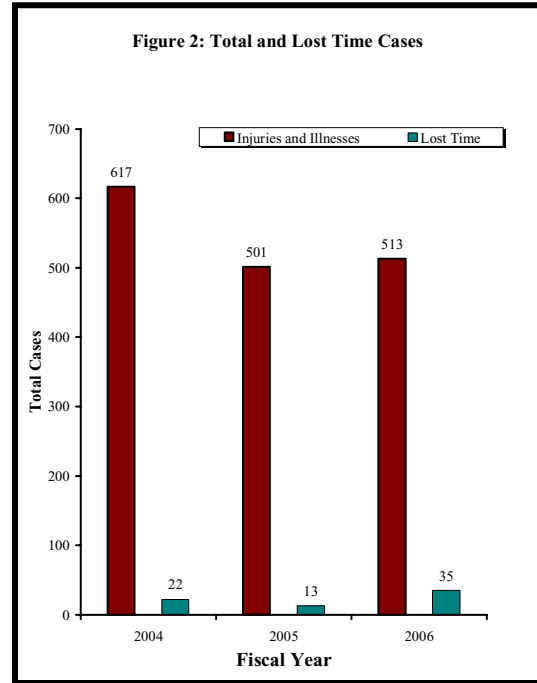
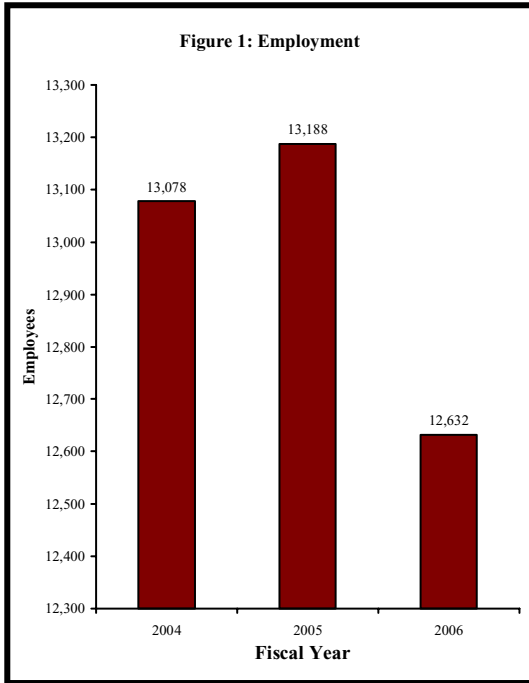
TVA reported that during FY 2006, it:

- Audited its OSH programs, processes, procedures, and policies;
- Investigated employee-reported occupational illnesses, diseases, or other work-related health issues;
- Investigated ten employee complaints and one fatal incident;
- Provided case management representatives to coordinate with medical providers and managers to determine employees' ability to work and match them with light duty tasks;
- Issued three major revisions to its safety manual to either add or enhance procedures or meet changes in regulatory requirements;
- Recommended conducting an arc flash hazard analysis of select plant electrical systems;
- Updated employee training on arc flash hazards and required protection;
- Began developing a standardized lockout/tagout procedure;
- Achieved milestones in terms of hours worked and/or years completed since reporting a lost-time injury for several TVA hydro facilities;
- Developed and implemented a safety consolidation plan to improve the support/consulting functions provided to line organizations; and
- Implemented the revised OSHA recordkeeping requirements for federal agencies.

Goals

According to TVA both the Authority as a whole and its lower level organizations will continue to establish safety performance goals. TVA uses the OSHA recordable incidence rate as the key indicator of its safety performance and includes the rate as part of the agency-level Balanced Scorecard and "Winning Performance," which is TVA's pay for performance system. Lower level organizations also include a safety performance indicator in their respective scorecards.

TVA Charts



Trade and Development Agency

Statistics

According to the Trade and Development Agency (TDA) it employed 50 workers in FY 2006. Since it did not have any work-related injuries or illnesses during the fiscal year, its TCR and LTCR were both zero. The Agency reported that it did not have any workers' compensation expenditures during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative

Since TDA's employees experienced no work-related injuries or illnesses during FY 2006, the Agency is considered to have met all of the SHARE goals.

Motor Vehicle/Seat Belt Safety

TDA reported one minor motor vehicle accident that incurred neither personal injury nor repair costs. The Agency does not track seat belt usage statistics but is considering developing a motor vehicle and seat belt safety policy.

Recordkeeping Requirements

TDA noted that, while it has not reported any workplace injuries or illnesses because of its incidence experience, it is cognizant of the recordkeeping requirements and will comply with the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

The Agency reported that it does not currently provide any OSH-related training and is not involved with any of the Field Federal Safety and Health Councils. However, it does support employees' personal involvement in OSH activities.

Accomplishments

TDA reports that it does not have a formal OSH program, but has been successful in maintaining zero injuries or illnesses.

Goals

The Agency reported that it is investigating the implementation of OSH training policies and a program.

“Micro-Agencies”

Statistics

With one exception, the following Boards, Commissions, and Foundations all have 47 or fewer full-time federal civilian employees.

- Access Board (28 employees)
- Federal Housing Finance Board (135 employees)
- Inter-American Foundation (47 employees)
- James Madison Foundation (5 employees)
- Marine Mammal Commission (11 employees)
- Morris K. Udall Foundation (32 employees)
- White House Commission on Remembrance (1 employee)

None of these organizations reported any work related injuries or illnesses, nor did they record any workers’ compensation expenditures in FY 2006.

OSH Initiatives

Safety, Health and Return-to-Employment (SHARE) Initiative

Since all of these agencies’ total, lost time, lost production day, and timeliness statistics are zero, they are considered to have performed in accordance with the SHARE goals.

Motor Vehicle/Seat Belt Safety

All of these agencies perform work in an office environment and none report any employee involvement in motor vehicle accidents.

Recordkeeping Requirements

Other than the Inter-American Foundation (IAF), none of the agencies provided any information on their injury and illness recordkeeping procedures beyond the fact that none of them have injuries or illnesses to record. IAF reports that it began implementing the revised OSHA recordkeeping requirements for federal agencies.

Employee Support

- The Access Board provides informal training on the need to take periodic breaks to minimize workplace injuries.
- The Federal Housing Finance Board reports that all its pantries are stocked with first aid kits and it maintains AEDs. Also, its floor wardens for building emergencies were provided with AED and CPR training.
- The Morris K. Udall Foundation reported that three of its employees completed a course on front desk security.

- IAF maintains a traveler safety program for employees on official travel (travel safety cards, bilingual duty officers for help in emergency situations, and travelers' information on the IAF intranet).

Accomplishments

All of the micro agencies report ongoing proactive ergonomics and accommodation programs. Many of them have generous flexible scheduling with telecommuting opportunities.

Goals

All of the agencies confirm a commitment to maintaining a safe and healthful work environment and continuing their experience in avoiding workplace injuries and illnesses. IAF reportedly will begin to establish annual OSH plans, goals, and objectives for FY 2007 and beyond.

Part 3 – Statistical Tables and Charts

Chart A – Types of Injuries and Illnesses

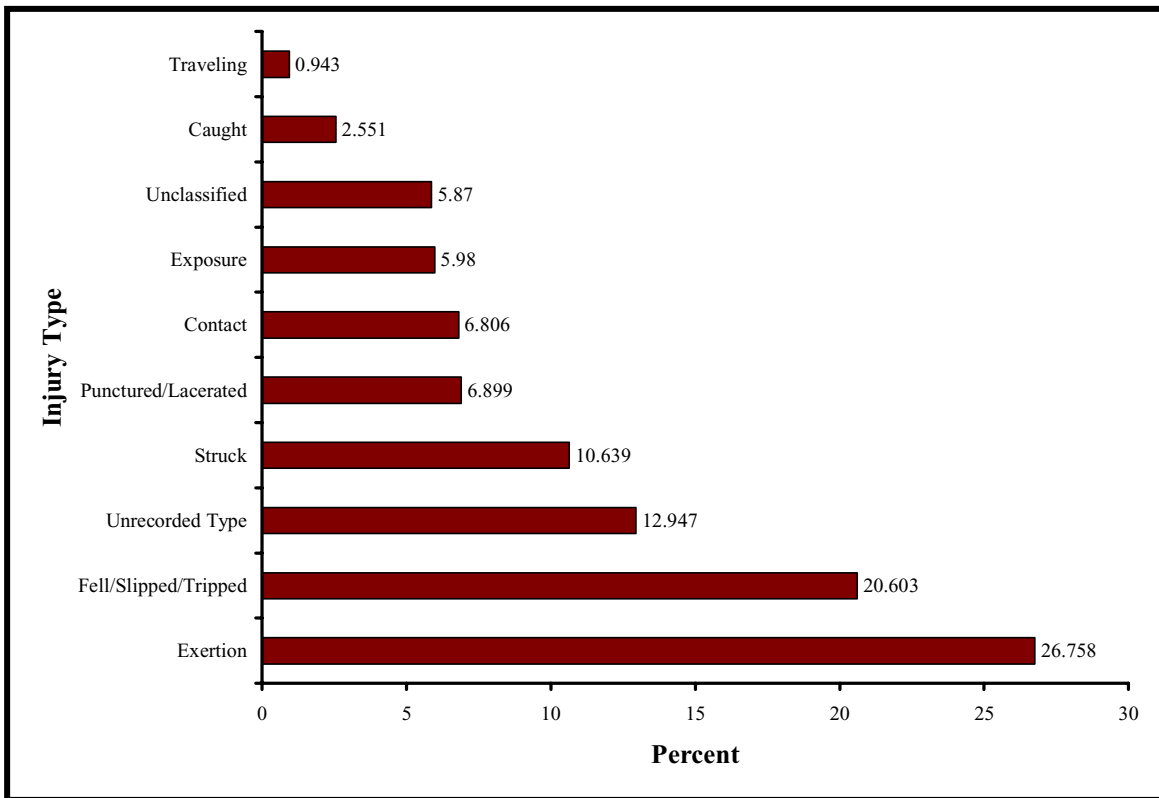


Chart A – Types of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2006.

Explanation of Categories

Caught

- Caught
- Caught on
- Caught in
- Caught between

Contact

- Contacted
- Contact with (person moving)
- Contact by (object moving)

Exertion

- Exertion
- Lift/strain (single act)
- Stressed by (repetition)

Exposure

- Exposure
- Inhalation

Ingestion

- Absorption

Fell/Slipped/Tripped

- Fell, slipped, tripped
- Fell on same level
- Fell on different level
- Slipped, tripped without fall

Punctured/Lacerated

- Punctured, lacerated
- Punctured by
- Cut by
- Stung by
- Bitten by

Struck

- Struck
- Struck by

Struck by falling object
Struck against

Traveling
Traveling in

Unclassified/Unrecorded
Insufficient data
Unrecorded OSHA type codes

Chart B – Anatomical Locations of Injuries and Illnesses

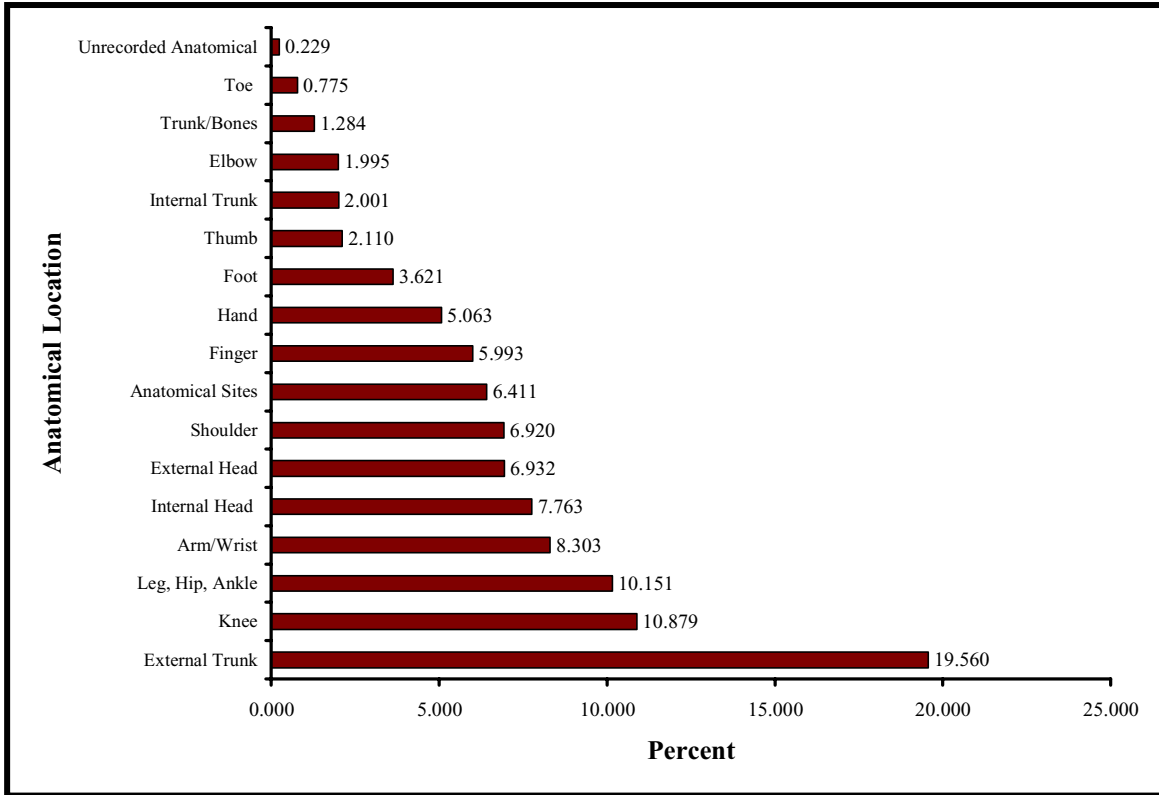


Chart B – Anatomical locations of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2006.

Explanation of Categories

| | |
|--|---|
| <p>Unrecorded Anatomical Unrecorded anatomical codes</p> <p>Toe Single great toe Both great toes Other/multiple toes (single foot) Other/multiple toes (both feet)</p> <p>Anatomical Sites Multiple anatomical sites Site not mentioned</p> <p>Trunk/Bones Single clavicle</p> | <p>Single scapula Both scapulae Rib Ribs Pelvis Sternum Vertebrae/spine Trunk, multiple bones Trunk, other bone(s)</p> <p>Thumb Both thumbs Single thumb</p> <p>Elbow</p> |
|--|---|

Both elbows
 Single elbow
 Internal Trunk
 Lung
 Lungs
 Kidney
 Kidneys
 Bladder/urethra
 Spinal cord
 Heart
 Intestines
 Liver
 Nerve
 Reproductive organs
 Stomach
 Trunk, multiple internal organs
 Trunk, internal other
 Foot
 Both feet
 Single foot
 Finger
 Single first finger
 Both first fingers
 Single second finger
 Both second fingers
 Single third finger
 Both third fingers
 Single fourth finger
 Both fourth fingers
 Multiple fingers, both hands
 Multiple fingers, one hand
 Hand
 Both hands
 Single hand
 Shoulder
 Both shoulders
 Single shoulder
 External Head
 Single eye (external)
 Both eyes (external)
 Single ear (external)
 Both ears (external)
 Chin
 Face
 Neck/throat
 Mouth/lips

Nose
 Scalp
 Head-external, multiple sites
 Head-external, other
 Arm/Wrist
 Both arms and/or wrists
 Single arm and/or wrist
 Arm(s), multiple sites
 Arm(s), other
 Single upper arm
 Both upper arms
 Single forearm
 Both forearms
 Single wrist
 Both wrists
 Internal Head
 Single ear (internal)
 Both ears (internal)
 Single eye (internal)
 Both eyes (internal)
 Brain
 Skull cranial bones
 Teeth
 Jaw, mandible
 Bones of face (other)
 Throat, larynx
 Mouth
 Nose, internal
 Throat, other
 Sinus(es)
 Tongue
 Head, internal multiple sites
 Head, internal other
 Leg, Hip, Ankle
 Single hip/thigh
 Both hips/thighs
 Single lower leg/ankle
 Both lower legs/ankles
 Single leg/hip/ankle/buttocks
 Both legs/hips/ankles/buttocks
 Leg(s), multiple sites
 Leg(s), other
 Knee
 Both knees
 Single knee
 External Trunk
 Single breast

Both breasts
Single testicle
Both testicles
Vulva/vagina
Abdomen
Chest

Lower back/buttocks
Penis
Side/flank
Upper back
Waist
Trunk, external multiple sites
Trunk, external other

Chart C – Sources of Injuries and Illnesses

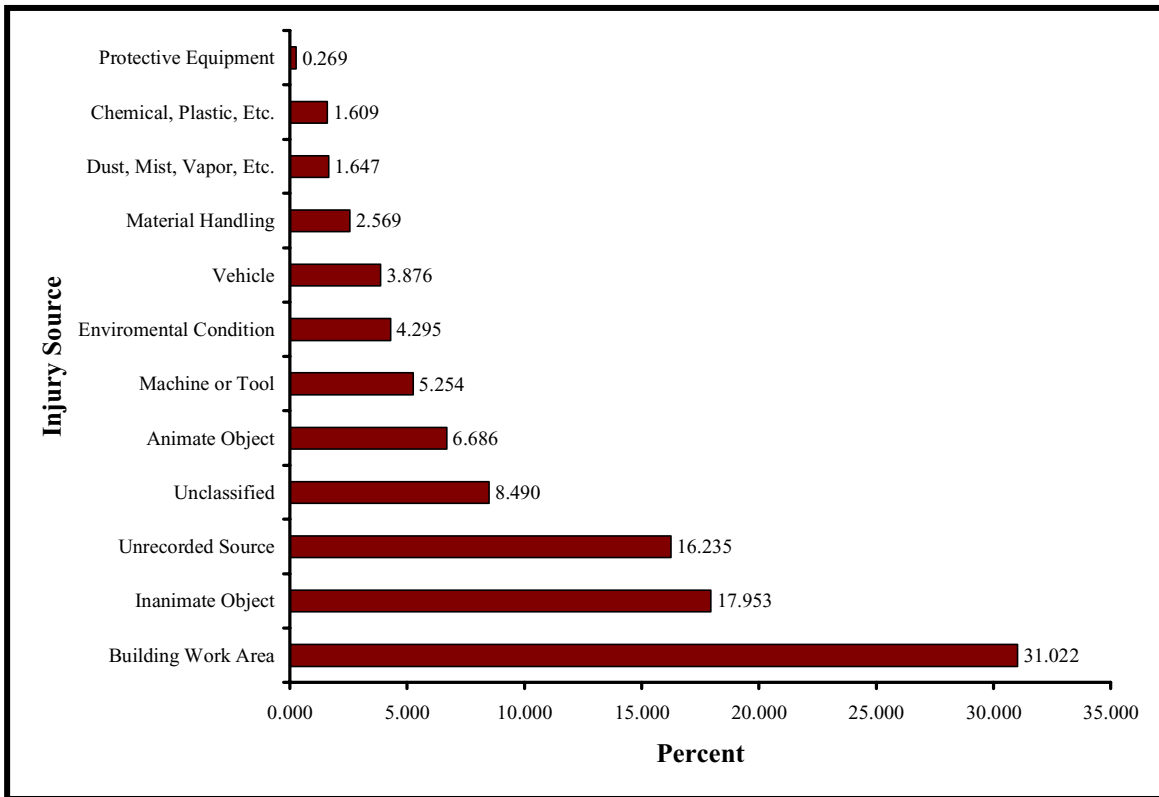


Chart C – Sources of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2006.

Explanation of Categories

Protective Equipment

Personal protective equipment
 Protective clothes/shoes/glasses
 Respirator, mask
 Diving equipment
 Safety belt, harness
 Parachute

Chemical, Plastic, Etc.

Chemical, plastics, etc.
 Chemical, dry
 Chemical, liquid
 Corrosive, dry
 Corrosive, liquid
 Toxic, dry
 Toxic, liquid
 Explosive, dry

Explosive, liquid

Flammable, dry
 Flammable, liquid
 Plastic
 Water
 Medicine

Material Handling

Material handling equipment
 Earthmover
 Conveyor
 Elevator, escalator, etc.
 Hoist, sling chain, jack
 Forklift, crane
 Handtrucks, dollies

Dust, Mist, Vapor, Etc.

Dust, mist, vapor, etc.
Dust (silica, coal, etc.)
Fibers
Asbestos
Gases
Carbon monoxide
Mist, steam, vapor, fumes
Particles

Vehicle
Vehicle
Privately owned vehicle
As driver, private vehicle
As passenger, private vehicle
Government owned vehicle
As driver, government vehicle
As passenger, government vehicle
Common carrier
Aircraft (unscheduled)
Boat, ship, barge

Animate Object
Animate object
Animal
Animal, dog
Animal, other
Plant
Insect
Human violence
Human, communicable illness
Bacteria/virus, non-contact

Machine or Tool
Machine or tool
Hand tool, powered
Hand tool, unpowered
Mechanical power transfer device
Guard, shield
Video display terminal
Pump, compressor, pressure tool
Heating equipment
Welding equipment

Environmental Condition
Environmental condition
Temperature extreme
Weather
Fire, flame, smoke
Noise
Radiation
Light
Ventilation
Tobacco smoke
Stress (emotional)
Confined space

Inanimate Object
Inanimate object
Box/barrel/container, etc.
Paper
Metal item, mineral
Needle
Glass
Scrap, trash
Wood
Food tool
Clothing, apparel, shoes

Unclassified/Unrecorded
Unclassified or insufficient data
Unrecorded OSHA source codes

Building Work Area
Building or work area
Walking/working surfaces
Stairs, steps
Ladder
Furniture, office equipment
Boiler, pressure vessel
Equipment layout
Windows, doors
Electric, electricity

Chart D – Natures of Injuries and Illnesses

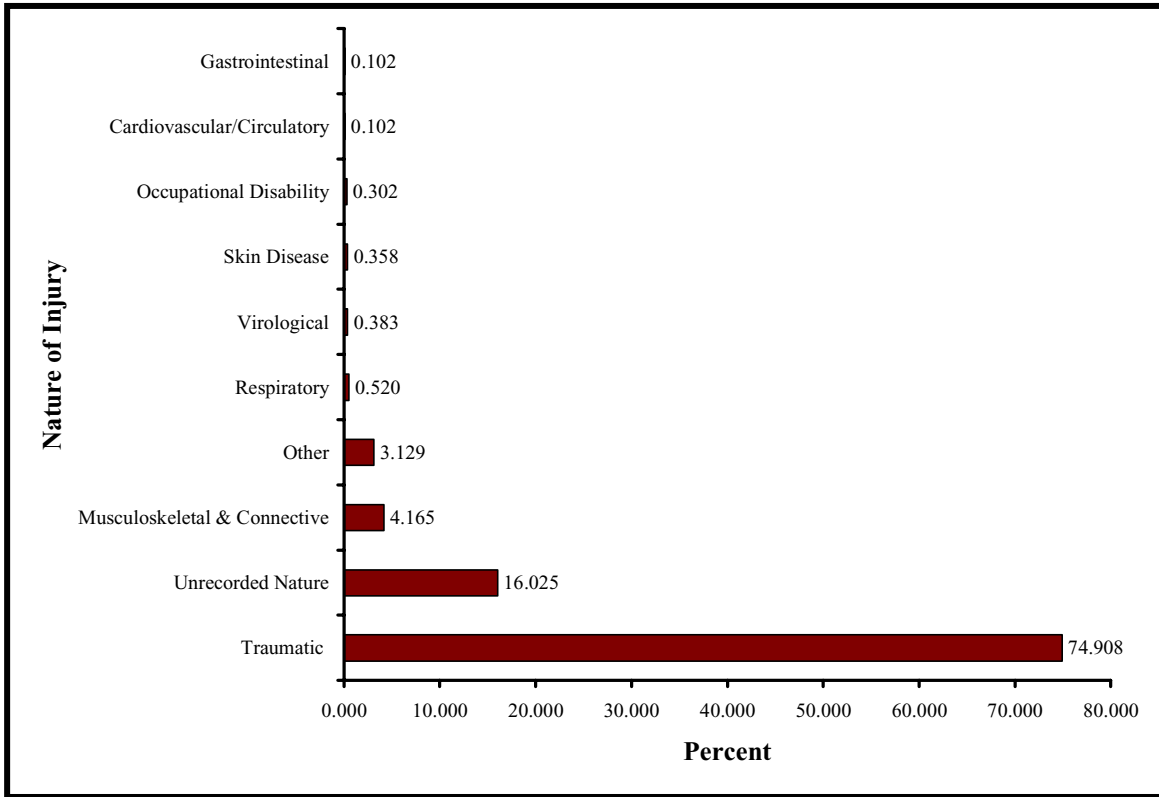


Chart D - Natures of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2006.

Explanation of Categories

Gastrointestinal
 Hiatal hernia
 Hernia, other
 Abdominal pain
 Ulcer, gastric, duodenal, peptic
 GI condition not otherwise specified

Cardiovascular/Circulatory
 Angina
 Blood disorder
 Hypertension
 Myocardial infarction
 Phlebitis/varicose veins/thrombosis
 Cerebrovascular accident
 Cardiovascular/circulatory disease

Occupational Disability

Food poisoning
 Tooth and gum problems
 Inguinal hernia
 Pregnancy (Peace Corps only)

Skin Disease
 Contact dermatitis
 Chemical
 Callus, corn
 Skin condition, other

Virological
 AIDS (HIV)
 Coccidioiodomycosis
 Hepatitis
 Lyme disease
 Malaria

| | |
|--|--|
| Parasitic diseases | Traumatic |
| Rocky Mountain Spotted Fever | No injury stated |
| Staphylococcus | Nervous system injuries |
| TB exposure with positive skin test | Acoustic (hearing loss) trauma |
| Infectious/parasitic diseases not otherwise classified | Traumatic cardiovascular condition |
| Respiratory | Traumatic mental/emotional/nervous condition |
| Asbestosis | Headaches |
| Bronchitis | Sudden/violent death |
| Asthma | General symptoms |
| Emphysema | Traumatic unclassified |
| Pneumoconiosis | Amputation |
| Reaction to smoke/fumes/chemicals | Back strain/sprain/pain, subluxation |
| Silicosis | Contusion, bruise, abrasion |
| Respiratory condition, other | Dislocation |
| Other | Environmental cause (frostbite, heatstroke) |
| Headaches | Fracture |
| Seizures, convulsions | Effects of electrical current |
| Coma (stroke) | Inguinal hernia |
| Exposure to chemical/toxic/biological substance | Traumatic skin condition, allergy, dermatitis |
| Dizziness, vertigo, fatigue, numbness | Crush injury |
| Hearing loss | Concussion |
| Vision/sight loss | Laceration, cut |
| Mental/emotional/nervous condition | Exposure to chemical/biological causes |
| Nerve condition after toxic exposure | Pain/swelling/stiff/red (joint) |
| Effects of radiation exposure | Pain/swelling/stiff/red (not joint) |
| Tumors, cancer, and related conditions | Puncture wound |
| Paralysis, one limb | Gastrointestinal condition (food poisoning) |
| Musculoskeletal/Connective Tissue | Traumatic respiratory conditions |
| Arthritis/osteoarthritis | Strained ligament/muscle/tendon (not back) |
| Back strain/sprain/pain, subluxation | Injuries to teeth |
| Carpal/cupital tunnel syndrome | Burns (burn, scald, sunburn) |
| Intervertebral disc degenerative disease | Foreign body in any body part |
| Conditions of tendons, etc. | TB exposure with positive skin test |
| Chondromalacia | Infectious disease (bacteria, virus, parasite) |
| Pain/swelling/stiff/red (joint) | Insect bite |
| Pain/swelling/stiff/red (not joint) | |
| Musculoskeletal condition | |

Chart E – Causes of Injuries and Illnesses

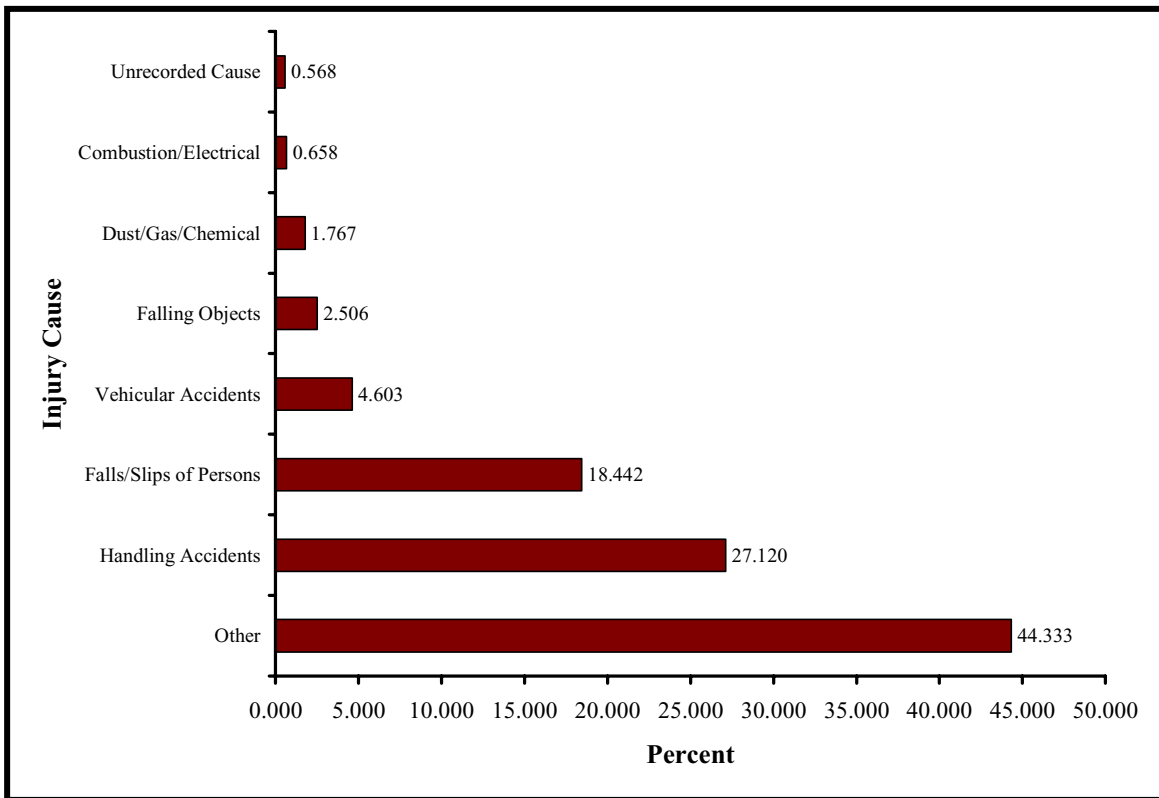


Chart E - Causes of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2006.

Explanation of Categories

Vehicular Accidents

- Railroad and street cars
- Aircraft
- Watercraft
- Elevator
- Vehicle accident (driver)
- Vehicle accident (passenger)
- Vehicle accident (pedestrian)
- Working on/around vehicle

Combustion/Electrical

- Pressure equipment
- Explosion
- Fire/smoke
- Electricity
- Flash Burn

Dust, Gas, or Chemical

- Galvanized fume poisoning
- Paint, paint fumes, lead
- Carbon monoxide
- Oil
- Zinc
- Solvents
- Fiberglass
- Carbon dioxide
- Silica
- Dust, gas, or chemical

Handling Accidents

- Package material (weighted)
- Package material (not weighted)
- Fabrication metal
- Vehicular equipment

| | |
|-----------------------------|-------------------------------------|
| Machinery | On stairway or steps |
| Tools/instruments | On walkway/curb/perch |
| Fabric containers | From scaffold/platform |
| Mail containers | From ladder |
| Lumber/dunnage | From stool, chair, etc. |
| Furniture/office equipment | From desk, table, etc. |
| Hand trucks/dollies | Into hole, chute, hatch |
| Munitions | On deck |
| Cable rope net chair | On road, street, highway |
| Using windows or doors | From stacked cargo |
| Wire | On hill or slope |
| Stone, glass, clay, etc. | From ramp, runway, etc. |
| Trash | Off dock |
| Handling or using ladders | From machinery |
| Handling or using scaffolds | From stopped vehicle |
| Using gangways, platforms | Getting on/off elevator |
| Pallets/hatchboards | Inside moving vehicle |
| Electrical equipment | Other |
| Magazines, paper | |
| Tool boxes | |
| Fire extinguishers | |
| Cranking motors | |
| Changing tires | |
| Manual equipment | |
| Falling Objects | Other Accidents |
| Desk or chair | Jump to/from places |
| Workbench or table | Striking against material/equipment |
| Hand truck/dollie | Flying particles |
| Ladder | Hand tools |
| Scaffold | Machinery |
| Window/ledge | Cave-in |
| Shelving | Drowning |
| Cargo | Violence |
| Walls or ceilings | Slip (no fall) |
| File cabinet | Slip, twist, trip (no fall) |
| Machinery | Weather exposure |
| Objects | Poison ivy, oak, sumac, etc. |
| | Animals, insects |
| | Accidental shooting |
| | Enemy action |
| | Dog bite |
| | Unknown |
| | Unrecorded Cause |
| Falls/Slips of Persons | |
| On floor/worksurface/aisles | |

Chart F – ICD9 Categories of Injuries and Illnesses

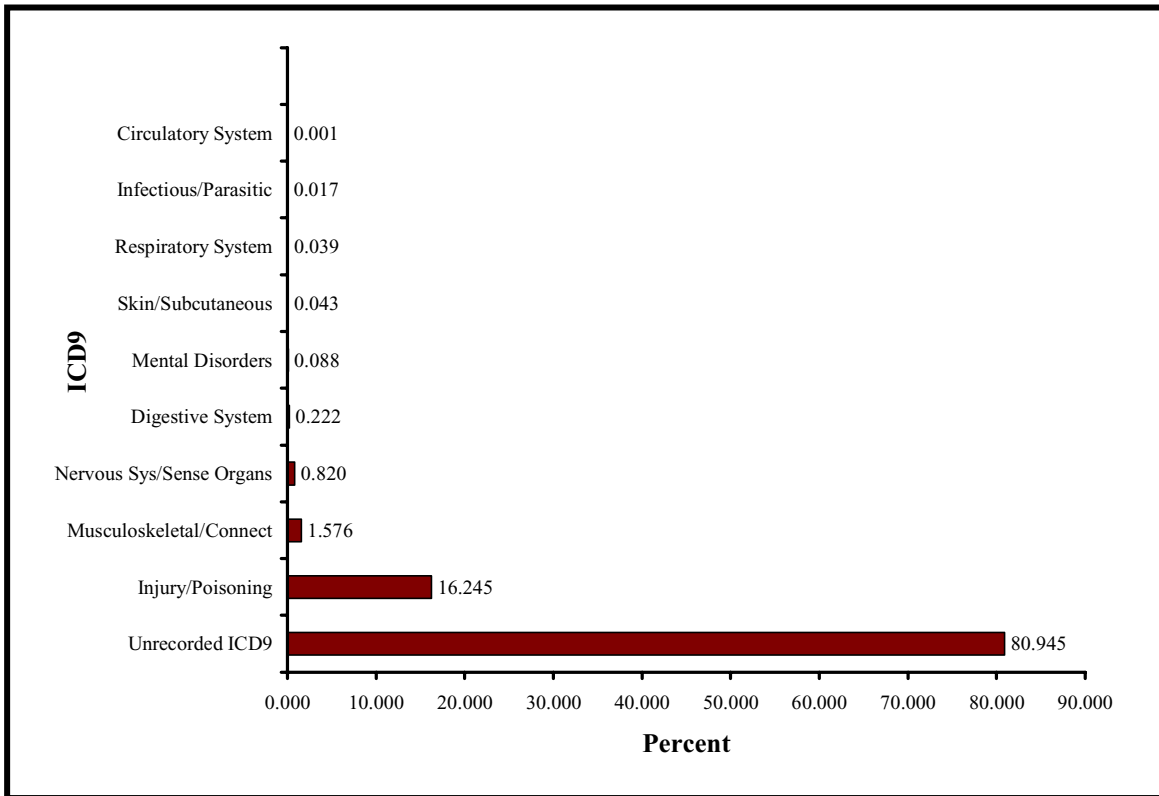


Chart F – Categories of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2006, based on the International Classification of Diseases, 9th Edition/Revision (ICD9)

Explanation of Categories

| | |
|----------------------|-----------------------------|
| Infectious/Parasitic | 30982 |
| 0030 | 31027 |
| 0071 | |
| 011 | Nervous System/Sense Organs |
| 0709 | 3379 |
| 0888 | 3530 |
| 1140 | 3540 |
| | 3556 |
| Neoplasms | 372 |
| 1629 | 3883 |
| 163 | |
| 173 | Circulatory System |
| | 401 |
| Mental Disorders | 410 |
| 30029 | 4140 |
| 3078 | 451 |
| 3083 | |

| | |
|-----------------------------------|-----------------|
| Respiratory System | 837 |
| 490 | 83921 |
| 4930 | 8404 |
| 496 | 841 |
| 500 | 842 |
| 501 | 844 |
| 5110 | 8451 |
| | 8460 |
| Digestive System | 8479 |
| 5246 | 8488 |
| 532 | 850 |
| 550 | 8714 |
| 5533 | 87363 |
| | 880 |
| Skin/Subcutaneous Tissue | 881 |
| 6929 | 882 |
| | 883 |
| Musculoskeletal/Connective Tissue | 885 |
| 715 | 886 |
| 71616 | 890 |
| 7171 | 891 |
| 721 | 892 |
| 72273 | 910 |
| 7234 | 912 |
| 72479 | 913 |
| 72671 | 9147 |
| 7274 | 915 |
| 72871 | 916 |
| | 917 |
| Injury/Poisoning | 9181 |
| 8030 | 919 |
| 807 | 920 |
| 8100 | 921 |
| 8110 | 9223 |
| 8124 | 9233 |
| 8138 | 9243 |
| 814 | 9273 |
| 81501 | 9283 |
| 816 | 929 |
| 820 | 930 |
| 8210 | 943 |
| 822 | 94407 |
| 8232 | 945 |
| 824 | 946 |
| 8252 | 9879 |
| 826 | 9912 |
| 831 | 9925 |
| 832 | 9985 |
| 833 | |
| 834 | |
| 836 | |
| | Unrecorded ICD9 |

Chart G – Total Chargeback Costs

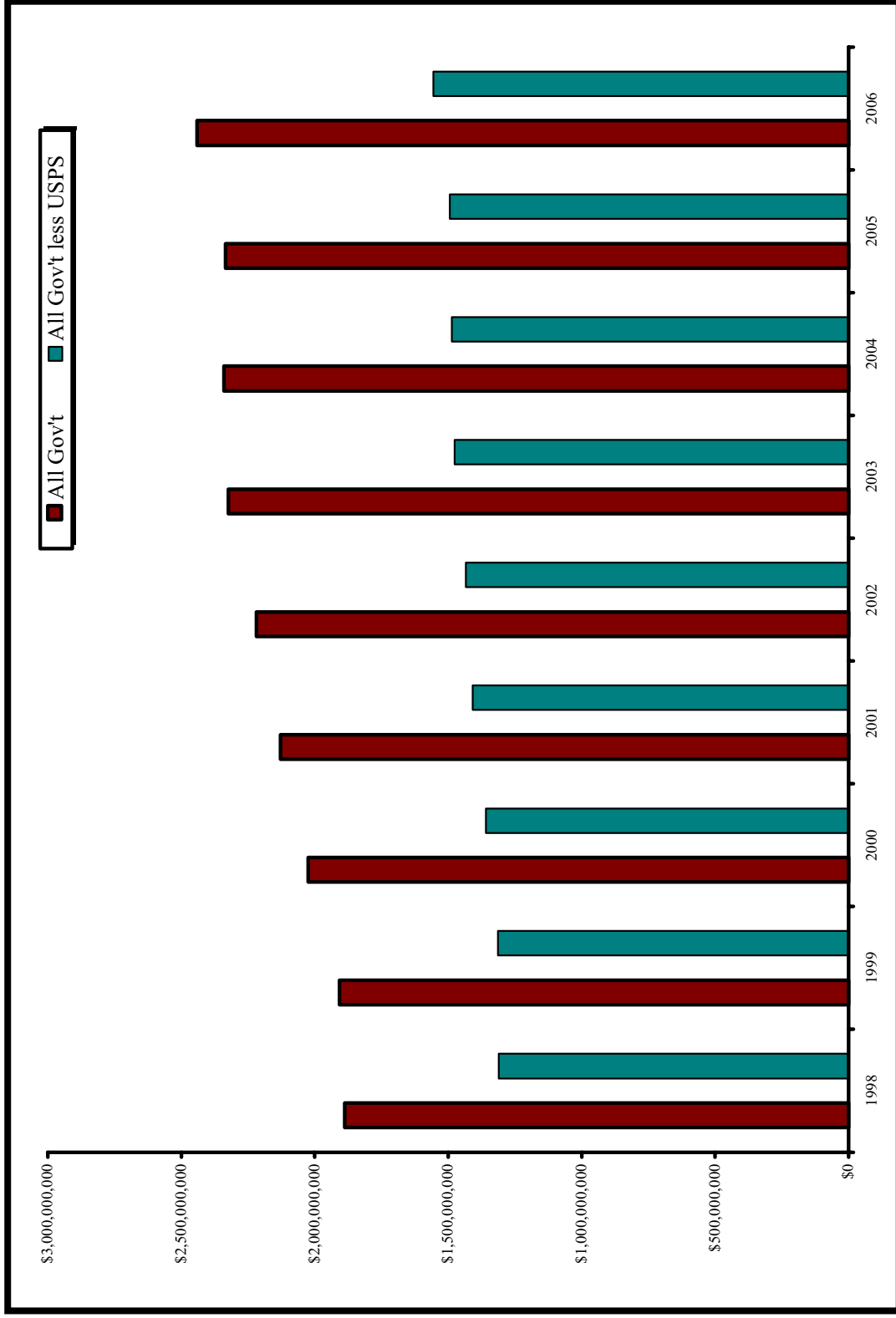


Chart G - Total workers' compensation chargeback costs for all federal government compared to total workers' compensation chargeback costs for all federal government, less the U.S. Postal Service, for chargeback years 1998 through 2006.

Chart H – Total Chargeback Costs by Department

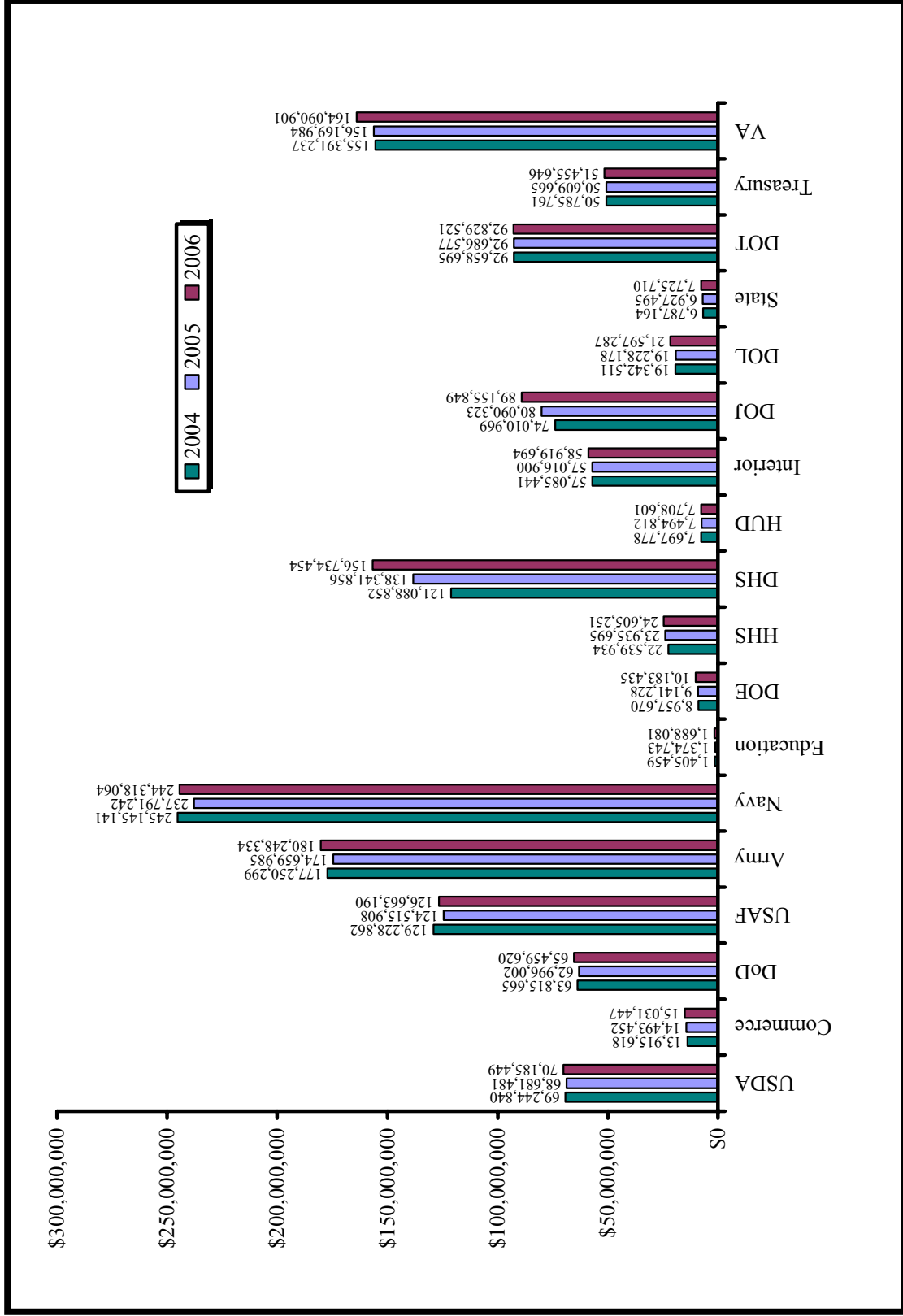


Chart H – Total workers' compensation chargeback costs by department for the past three chargeback years. Note: The Department of Defense's total chargeback costs do not include costs for the Department of the Air Force, the Department of the Army, and the Department of the Navy.

Chart I – Total Injury and Illness Case Rates by Department

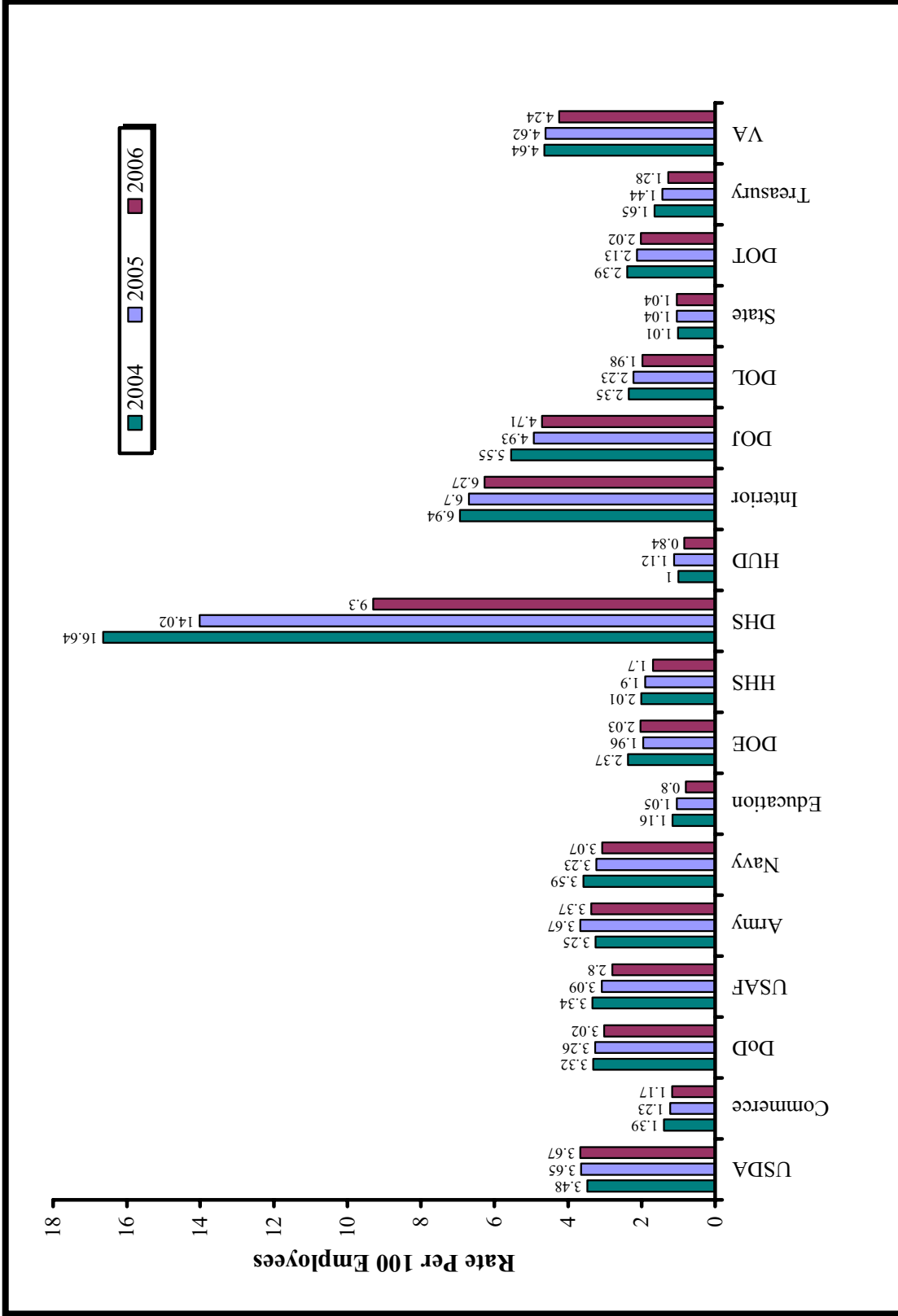


Chart I – Total injury and illness case rate per 100 employees by department for the past three fiscal years. Note: The Department of Defense totals do include statistics for the Department of the Air Force, the Department of the Army, and the Department of the Navy.

Chart J – Lost Time Case Rates by Department

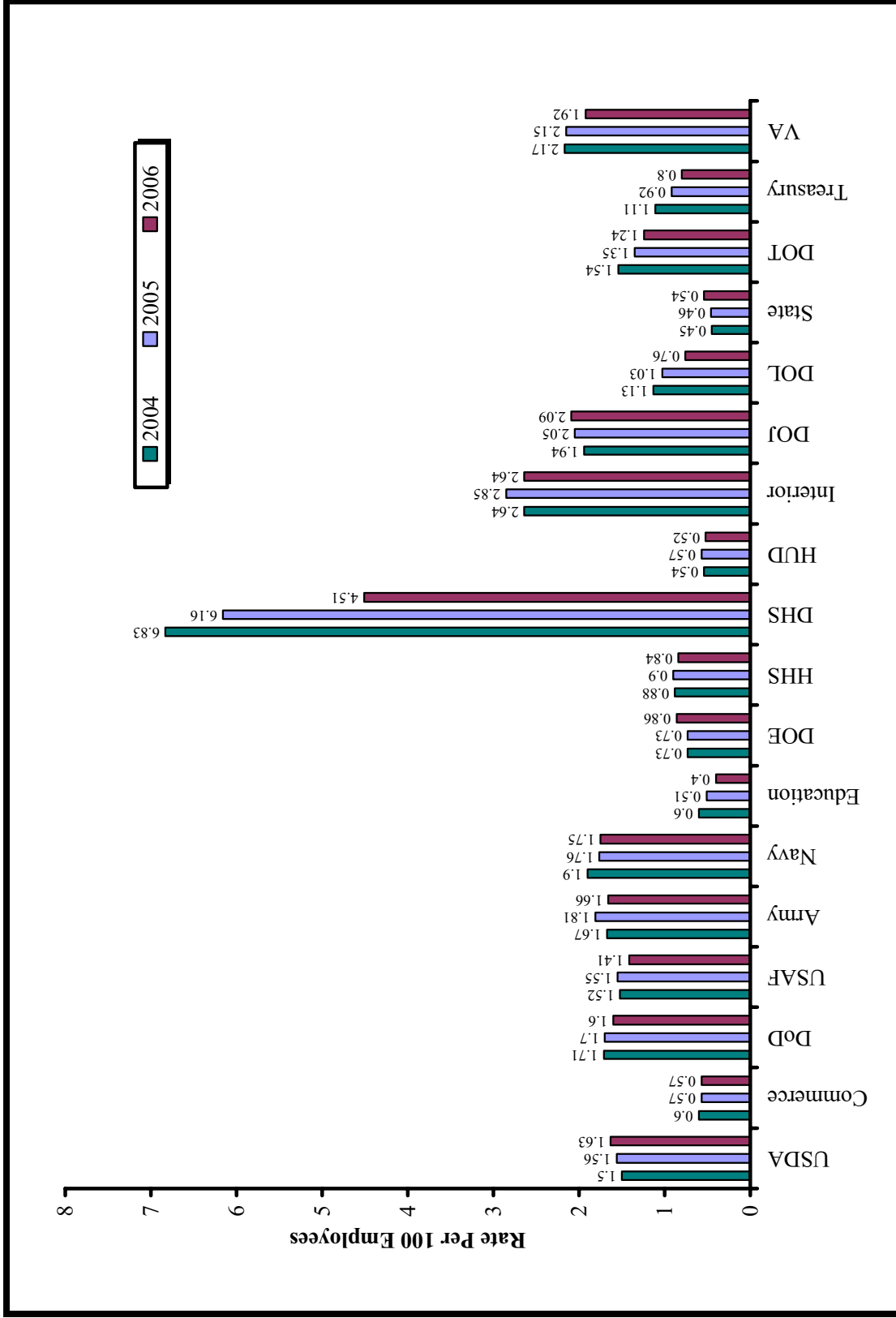


Chart J – Lost time case rate per 100 employees by department for the past three fiscal years. Note: The Department of Defense totals do include statistics for the Department of the Air Force, the Department of the Army, and the Department of the Navy.

Chart K – Percentage of Federal Employees Compared to Percentage of Workers’ Compensation Chargeback Costs for CBY 2006

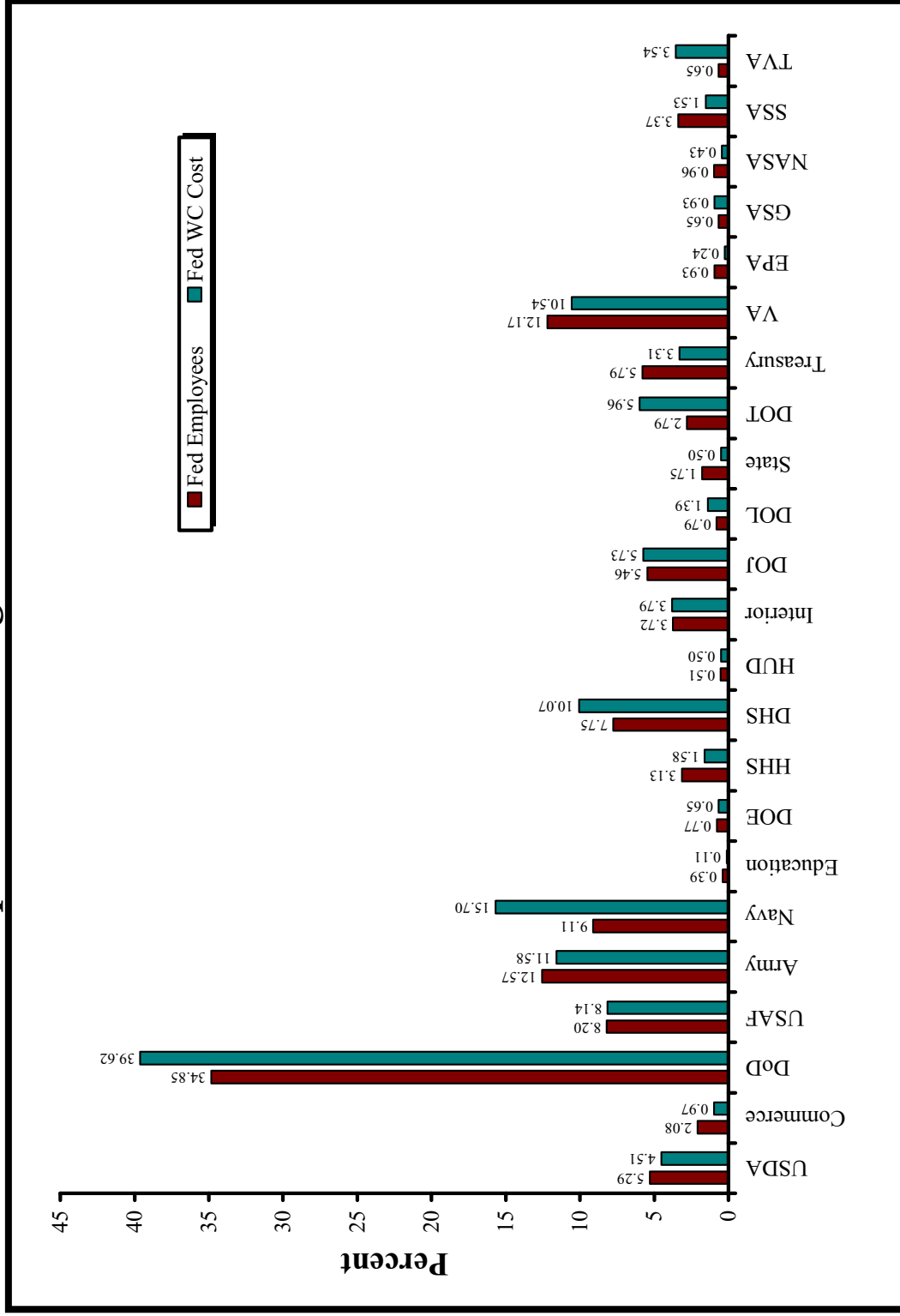


Chart K – Percentage of total federal employment by department and major independent agency compared to the percentage of total workers’ compensation chargeback costs. Note: The Department of Defense totals do include statistics for the Department of the Air Force, the Department of the Army, and the Department of the Navy.

**Chart L – Total Injury and Illness Case Rate Changes by Department
FY 2005-FY 2006**

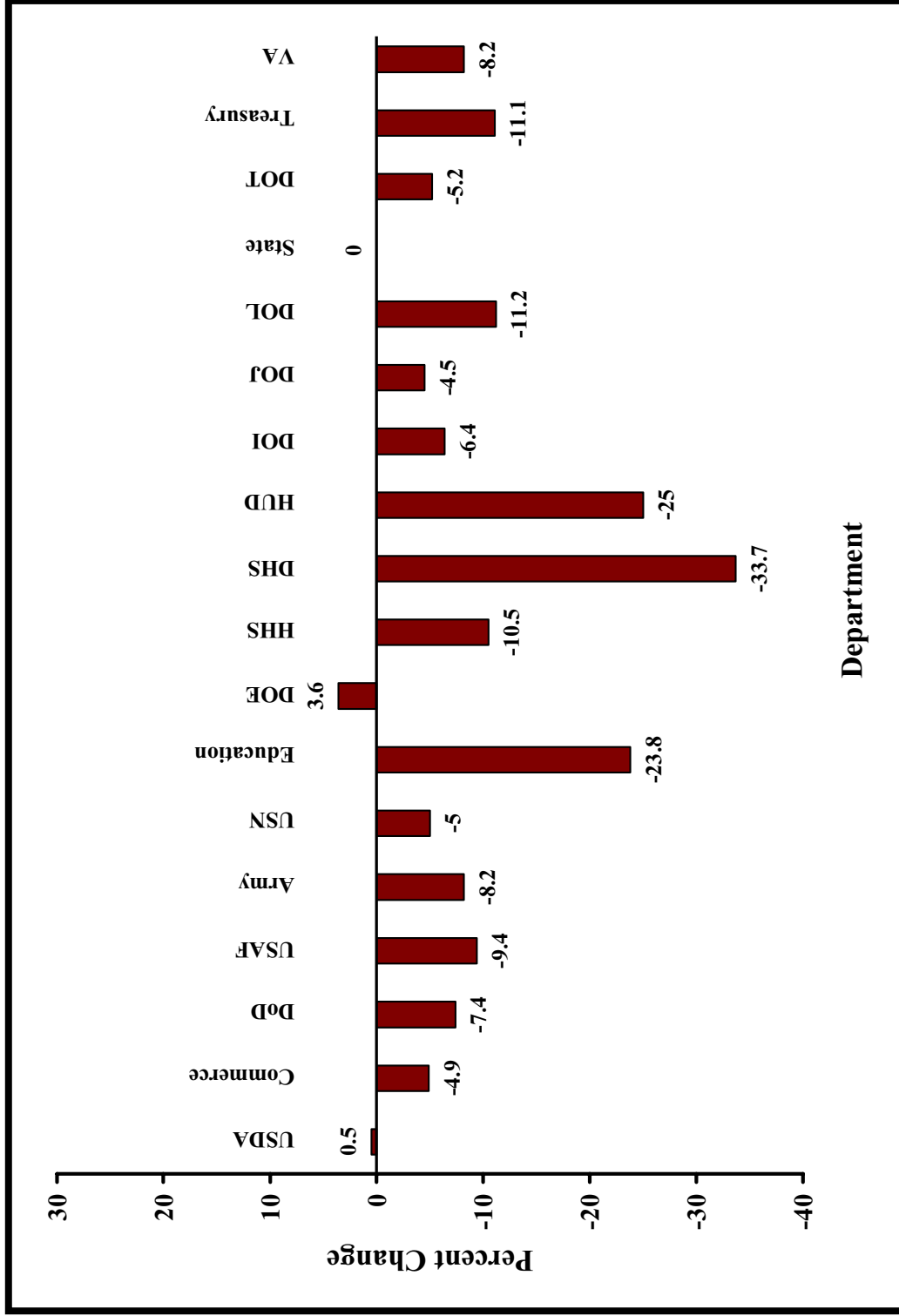


Chart L – Percentage change in the rate of total injuries and illnesses per 100 employees by department. Note: The Department of Defense totals **do include** statistics for the Department of the Air Force, the Department of the Army, and the Department of the Navy.

**Chart M – Total Injury and Illness Case Rate Changes by Independent Agency
FY 2005-FY 2006**

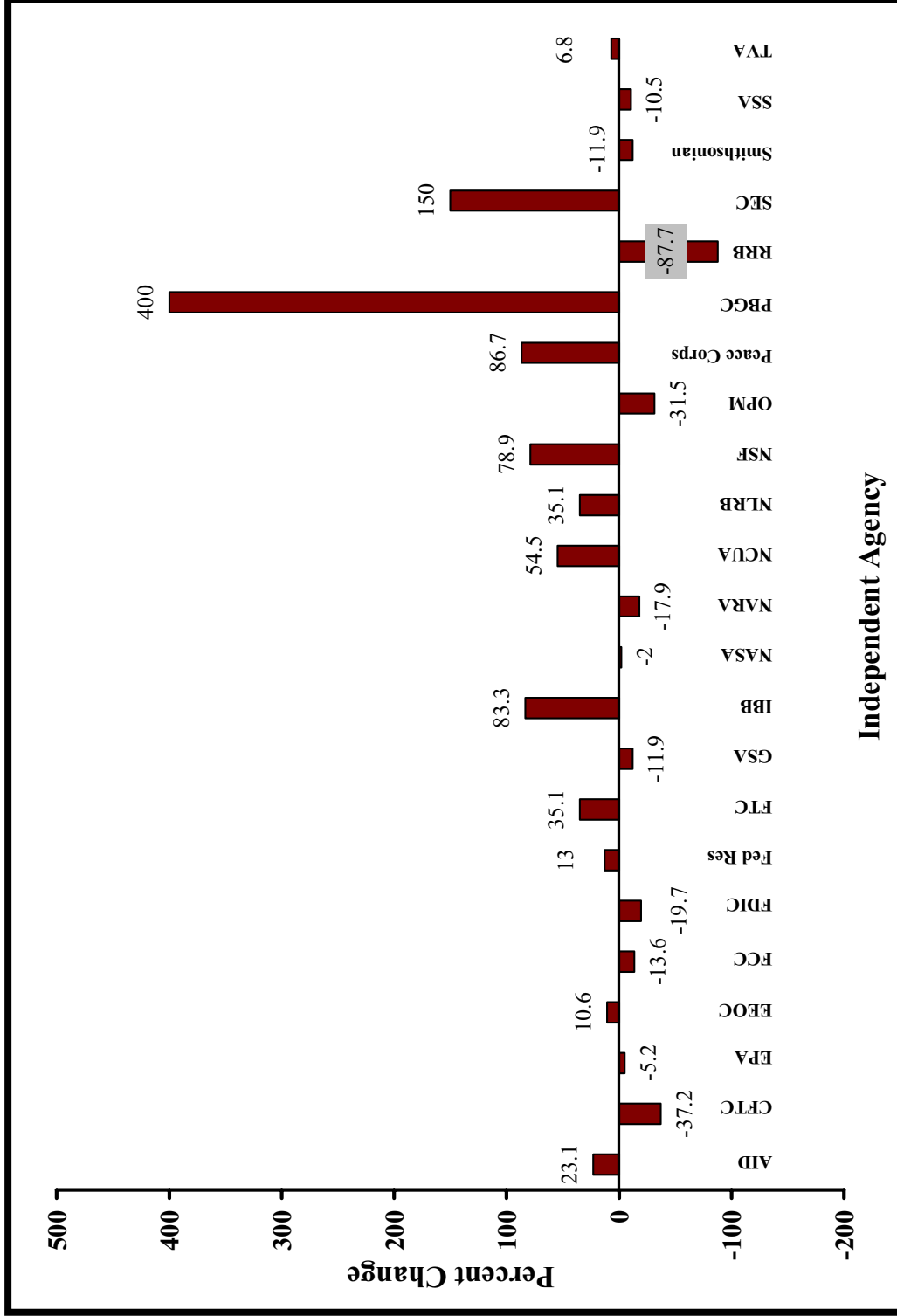


Chart M - Percentage change in the rate of total injuries and illnesses per 100 employees by independent agency. Note: Agencies with fewer than 500 employees are not depicted on this chart.

Chart N – Lost Time Case Rate Changes by Department, FY 2005-FY 2006

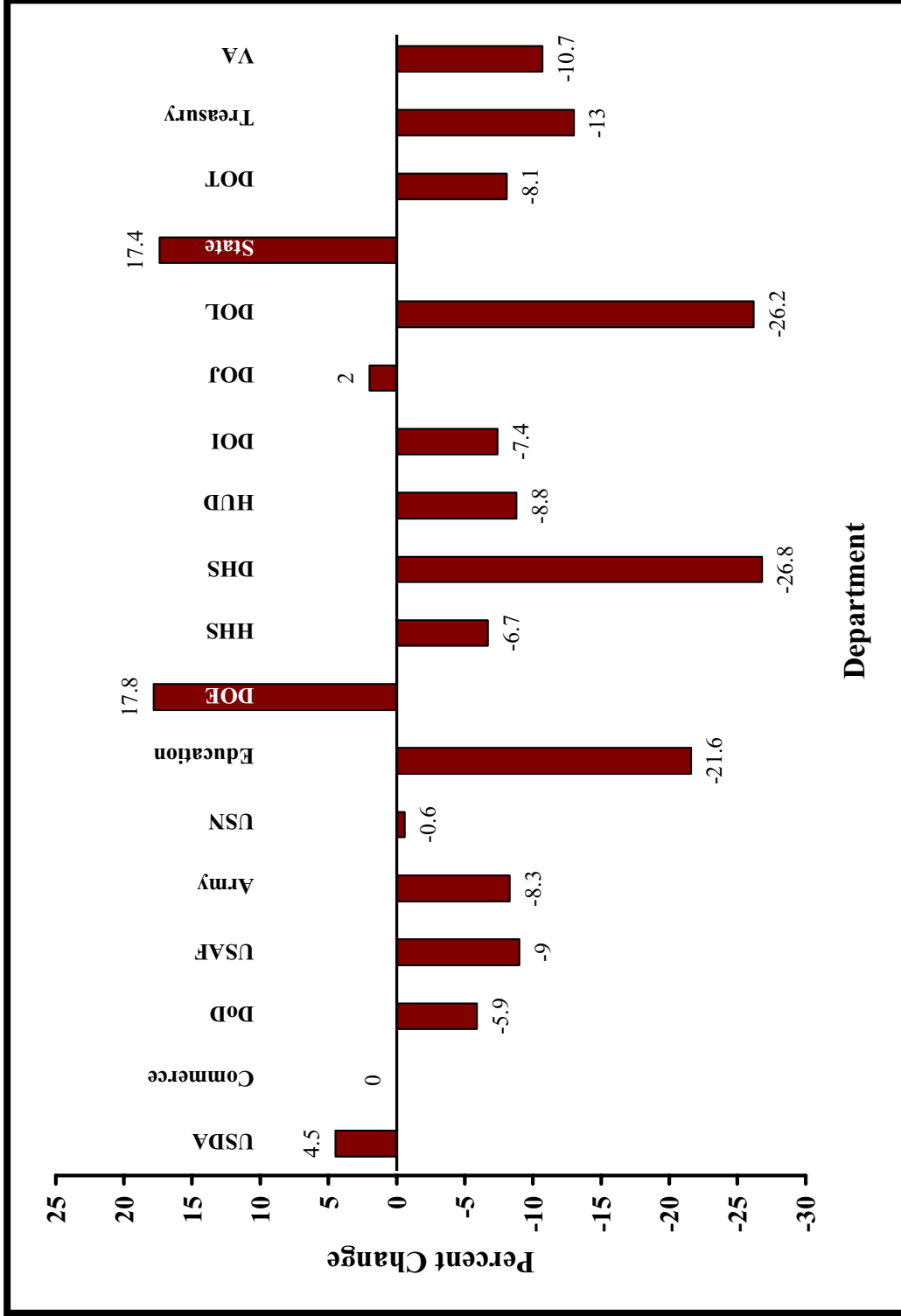
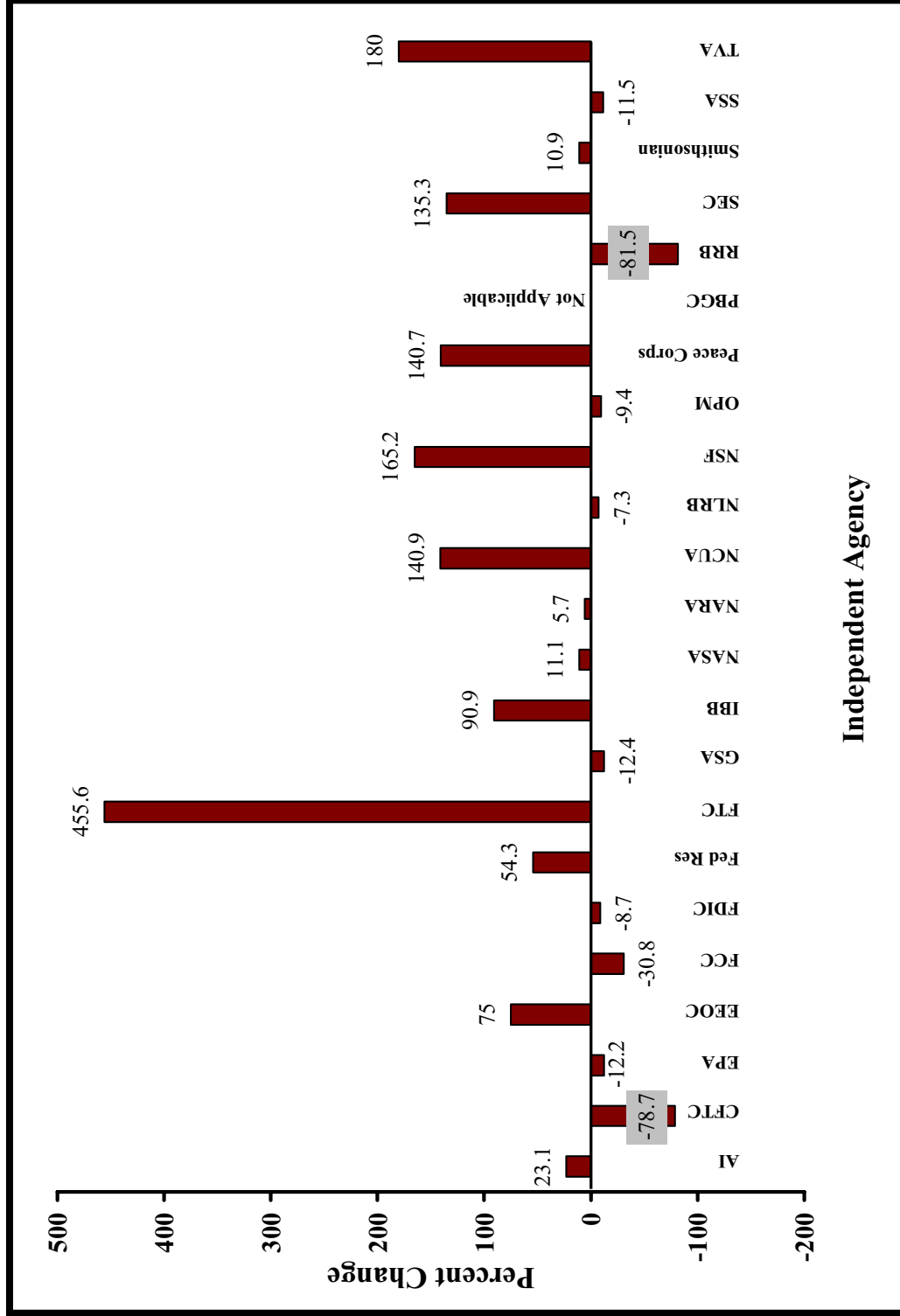


Chart N - Percentage change in the rate of lost time injuries and illnesses per 100 employees by department. Note: The Department of Defense totals **do include** statistics for the Department of the Air Force, the Department of the Army, and the Department of the Navy.

Chart O – Lost Time Case Rate Changes by Independent Agency



Independent Agency

FY 2005-FY 2006

**Chart P –Workers’ Compensation Cost Changes by Department
CBY 2005-CBY 2006**

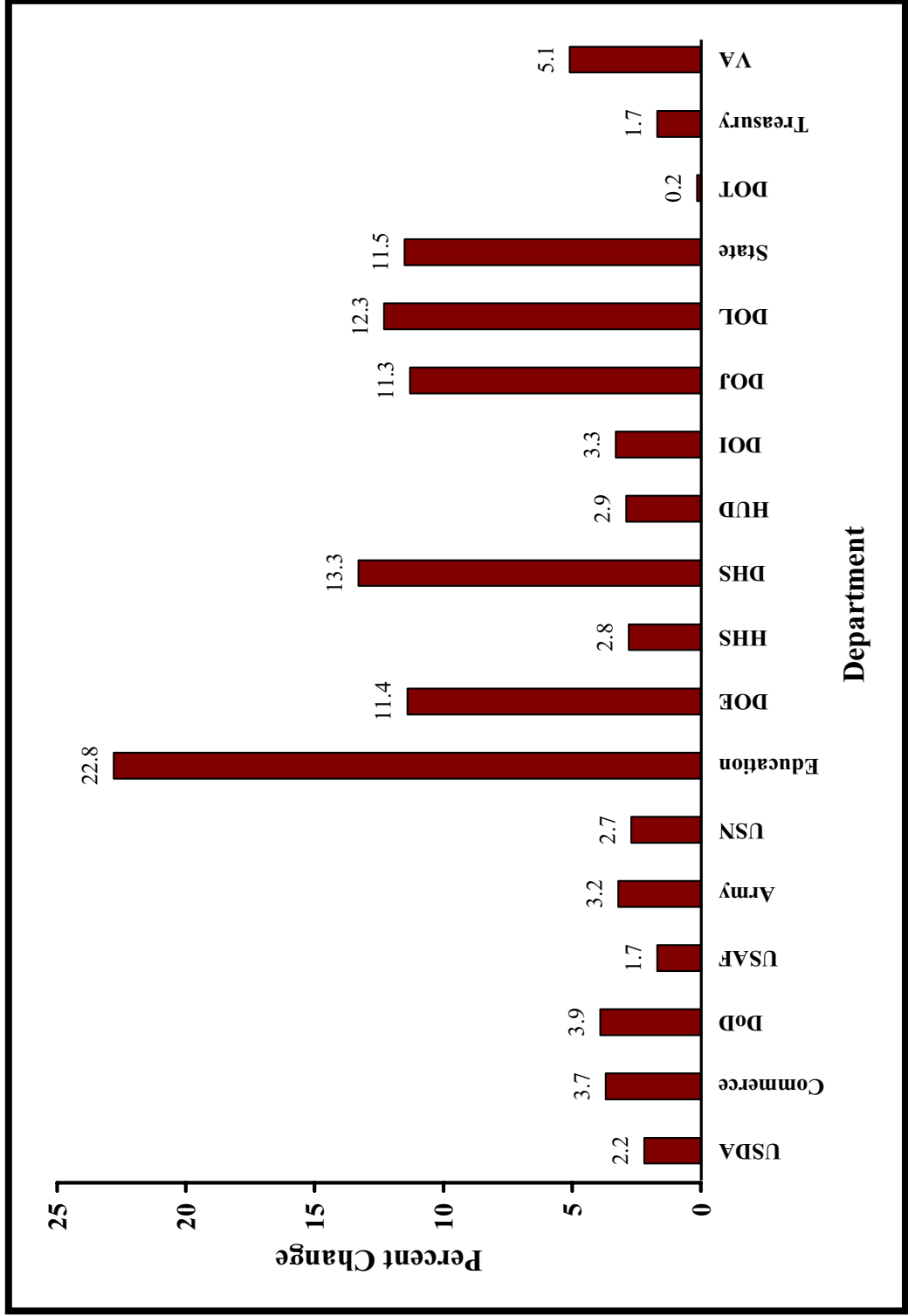


Chart P - Percentage change in workers’ compensation costs by department. Note: The Department of Defense totals **do include** statistics for the Department of the Air Force, the Department of the Army, and the Department of the Navy.

Chart Q – Workers’ Compensation Cost Changes by Independent Agency CBY 2005-CBY 2006

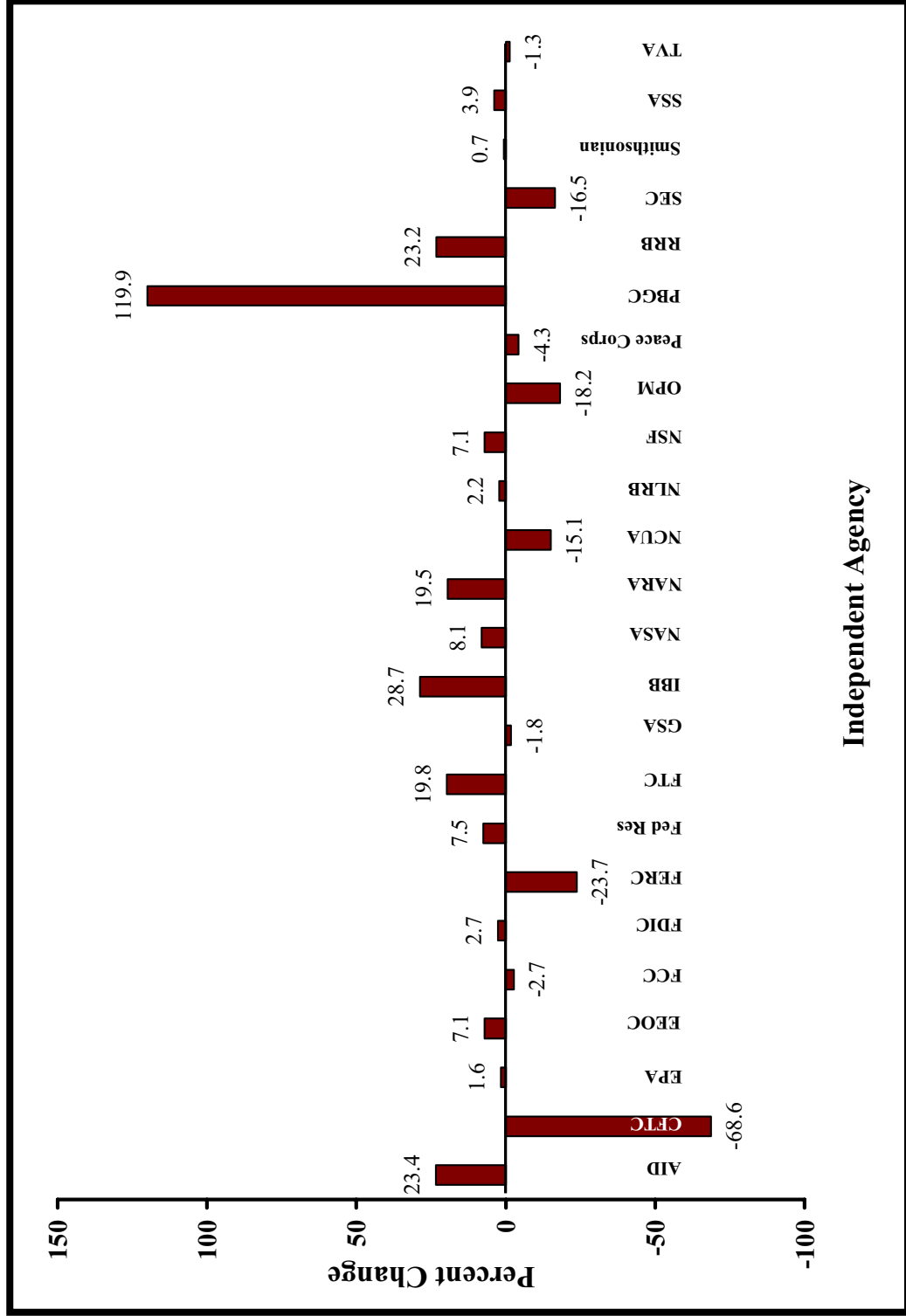


Chart Q - Percentage change in workers' compensation costs by independent agency. Note: Agencies with fewer than 500 employees are not depicted on this chart.