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

Fiscal Year 2007

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

U.S. Department of Labor

**Washington, D.C.
20210**

OCT − 6 2008

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) 2007 report summarizing the status of safety and
health in the federal government.

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 2007 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 injuries and illnesses submitted by federal civilian
  employees to 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 2007 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 45 independent
  agencies, administrations, boards, and commissions, and a single summary for 14
  micro-agencies; 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
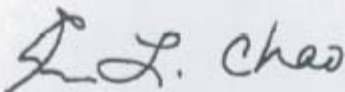 current period, as well as prior years' data.

In FY 2007, the total federal civilian workforce (less the USPS) remained relatively stable with a decrease of 954 employees or less than 1% from FY 2006. Total injury and illness cases for FY 2007 decreased approximately 4.9% (from 67,641 to 64,300) as did the number of lost time cases, which decreased 6% (from 33,198 to 31,204). There were corresponding decreases in the total and lost time case rates of 4.9% and 5.8%, respectively. Fatalities for the civilian federal workforce continued to decline in FY 2007, with agencies reporting a total of 44 federal civilian fatalities, a reduction of 17% from FY 2006 when 53 fatalities were reported. A third of all of the reported fatalities were due to vehicular accidents.

Workers' compensation costs for all of the federal government (less the USPS) were $1.6 billion in chargeback year (CBY) 2007. These workers' compensation costs represent a 0.9% increase compared to CBY 2006, and equate to a relatively small increase compared to last year's growth rate of 4.2%. Eight of the 18 Executive Branch departments experienced decreases in their workers' compensation costs.

This report also documents agencies' progress towards meeting the four goals of the SHARE Initiative. As in FY 2006, the federal government as a whole (less the USPS) was successful in achieving all four goals by the end of FY 2007. 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,

Elaine L. Chao

Enclosures

Table of Contents

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) 2007 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 (OSH) activities reported by all fifteen (15) cabinet-level departments under the Executive Branch of the federal government, along with separate summaries for 45 independent agencies, administrations, boards, and commissions, in addition to a single write-up for 14 micro-agencies. Because of its size, the Department of Defense includes separate summaries for the Departments of the Air Force, Army, and Navy. There is also a separate summary for the U.S. Marine Corps.

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 (5) 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 State reported 354 total injury and illness cases in FY 2007. Of these, 180 were lost time cases. The remaining 174 (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 Department of Labor's Office of Workers' Compensation Programs (OWCP) for the chargeback year beginning July 1 and ending June 30. Note 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 for 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, and all of the federal government (less 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 Departments of the Air Force, Army, and 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 Departments of the Air Force, Army, and 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, Army, and Navy are included separately for informational purposes. Unlike in Chart H, the Department of Defense rates **do include** statistics for the three military departments in both Figures I and J.

- **Chart K** shows each department's percentage of total federal employment (less the USPS), and compares it to the department's or independent agency's 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 Departments of the Air Force, Army, and Navy. For comparative purposes, the percentage of employees was calculated based on the average employee totals for the 12-month period from July 1, 2006 through June 30, 2007, as provided by OPM. This is the same period used by OWCP to compute yearly workers' compensation chargeback 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 2007 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 Departments of the Air Force, Army, and Navy.

Executive Summary

This report includes employment, injury and illness, and workers' compensation data for all 18 departments and 45 of the independent agencies of the Executive Branch of the federal government for fiscal year (FY) 2007. Summary data is also provided for another 14 "micro-agencies" that had 50 or fewer employees; reported no fatalities or catastrophic incidents; and had injury and illness rates below the government-wide targets of the Presidential Safety, Health, and Return-to-Employment (SHARE) Initiative. 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 a range of issues including the types of recordkeeping systems agencies have implemented to meet the requirements under 29 CFR Part 1960, motor vehicle and seat belt safety programs in place, and policies and procedures agencies reported having to address workplace violence. Agencies also reported on their employee support activities, accomplishments, and occupational safety and health (OSH) goals for FY 2008.

Injury, Illness, and Fatality Statistics

The Occupational Safety and Health Administration (OSHA) uses injury and illness claims data reported to the Department of Labor's (DOL) 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 2007, the total federal civilian workforce (less the USPS) remained relatively stable with a *decrease* of 954 employees or less than 0.5% when compared to FY 2006. Total injury and illness cases for the period *decreased* approximately 4.9% (from 67,641 to 64,300) as did the number of lost time cases, which *decreased* 6% (from 33,198 to 31,204).[2] There were corresponding *decreases* in the total and lost time case rates of 4.9% and 5.8%, respectively. These decreases directly contributed to the federal government's

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[1] On September 28, 1998, Congress amended the Occupational Safety and Health Act (the Act) to make it applicable to the U.S. Postal Service in the same manner as any other employer subject to the Act. Therefore, the U.S. Postal Service is not included in this report.

[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 2007, excluding those 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 2007 but not yet adjudicated by OWCP were included in the analysis OSHA conducted.

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.

Fatalities for the civilian federal workforce continued to *decline* in FY 2007, with agencies reporting a total of 44 federal civilian workforce deaths, which equates to a reduction of 17% from FY 2006 when 53 fatalities were reported. Even with this downward trend, the Departments of Agriculture (USDA) and Homeland Security (DHS) had marked increases in their reported fatalities. The USDA had the highest number, reporting 13 deaths in FY 2007, up from 8 in FY 2006. Eight of the FY 2007 fatalities were within the Forest Service, five of which were the result of one wildland fire. DHS had the second highest number, reporting a total of eight, up from two in FY 2006. All of these fatalities occurred within the U.S. Custom and Border Protection, the majority of which were caused by vehicular accidents. The Departments of the Army and Interior each had marked decreases in fatal injuries for FY 2007, reporting four and two respectively, which is down from eight each in FY 2006. A third of all of the reported fatalities across the federal government were due to vehicular accidents. A discussion of agencies' motor vehicle safety programs is summarized in a following section.

Workers' Compensation Costs
Workers' compensation costs for all of the federal government (less the USPS) were $1.6 billion in chargeback year (CBY) 2007. 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 0.9% *increase* compared to CBY 2006, and equate to a relatively small increase compared to last year's growth rate of 4.2%. According to OWCP, the rise is primarily attributable to increases in the cost of living index and medical expenditures, which normally drive cost indicators upward. Like last year, it is again 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 overall costs. Although total costs were up in CBY 2007, eight of the 18 Executive Branch departments actually experienced decreases in these expenditures. (See Chart P, page 212).

Presidential SHARE Initiative
FY 2007 marked the first year of the SHARE extension, which was originally established in 2004 for federal Executive Branch agencies. 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 day rates (LPDRs) due to workplace injury. Goals 3 and 4 were modified under the extension in order to recognize consistent and superior performance and, at the same time, to hold low-end performers to more significant and challenging performance levels.

The momentum that was built during the first three years of the SHARE Initiative was continued in its fourth year. As in FY 2006, the federal government as a whole was successful in achieving all four goals by the end of FY 2007. Six departments, up from two in FY 2006, met each of the goals in FY 2007; and three independent agencies also met all four goals. They are the Departments of Commerce, Defense, Homeland Security, the Interior, Labor, and the Navy, the Commodity Futures Trading and Consumer Product Safety Commissions, and the General Services Administration. The Department of Homeland Security, which began SHARE with some of the highest injury and illness case rates, continued to make significant progress in improving its incidence experience.

During the year, 13 of 18 federal Executive Branch departments met Goal 1 by decreasing their total case rates by 3% or more, as did 32 of 53 independent agencies for which performance is tracked. Ten federal Executive Branch departments and 25 of 53 independent agencies met Goal 2 by decreasing their lost time rates by 3% or more per year. For Goal 3, 17 of 18 federal Executive Branch departments increased their timely claim submissions over the FY 2003 baseline. Of these, 14 met or exceeded FY 2007 performance targets. During the year, 15 of 53 independent agencies for which performance is tracked also met or exceeded this goal. The increased timeliness of injury reporting continued to yield improved performance in the prompt payment of injured workers' medical bills and overall service delivery. With respect to Goal 4, ten of the eighteen federal Executive Branch departments and 47 of 53 independent agencies met or exceeded their FY 2007 lost production day rate goals.

Recordkeeping and Establishments
The majority of federal agencies stated in their FY 2007 annual reports that they have implemented the revised OSHA injury and illness recordkeeping requirements under 29 CFR Part 1960, which incorporate essentially the same reporting and recording requirements set forth in 29 CFR 1904 for the private sector and became effective on January 1, 2005. Similar to their responses last year, agencies reported 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 paper records to web-based databases. Up from eight last year, eleven 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), which has been offered to other agencies, was adopted by the Department of Education in FY 2007 and is reportedly scheduled for implementation at the Department of Health and Human Services in FY 2008. In addition, several sub-agencies reported also using SHIMS.

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		
Education	x	x
Energy		
Interior	x*	x$^+$
Labor	x	x
Navy	x	
Treasury	x	x
Independent Agencies		
Environmental Protection Agency	x	x$^+$
General Services Administration	x	
National Aeronautics and Space Administration	x**	
Social Security Administration		
* Can include workers' compensation claims filing, but is not required. $^+$ Can include near-misses or mishaps, but is not required. ** System has the capability but is not presently used.		

Other departments have not implemented a single system, but are continuing to allow their sub-agencies 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.

At the March 1, 2007 meeting for the Federal Advisory Council on Occupational Safety and Health (FACOSH)[3], a Recordkeeping Subcommittee was established to explore the feasibility of systematically collecting OSHA-required injury and illness records from federal agencies. The subcommittee met three times between June and August 2007. Members of the subcommittee recommended that the full committee endorse a proposal that OSHA initiate measures to routinely collect this data. As a major first step in this data collection effort, the subcommittee recommended that OSHA create a comprehensive list of all federal agency establishments to ensure that all requisite data can be captured. In its September 11, 2007 memorandum for agency annual reports, OSHA requested this information.

Motor Vehicle and Seat Belt Safety Programs
As previously mentioned, over a third of federal civilian fatalities were related to vehicular accidents during FY 2007. While some of these incidents involved airplanes or helicopters, the majority occurred in land vehicles. Given the propensity for these types of accidents, OSHA requested, as in prior years, that agencies report on their motor vehicle safety programs. All departments and the majority of independent agencies reported having some kind of program in place. Fourteen of the 18 departments reported having either on-line or in-person defensive driving courses at one or more of their sub-agencies. In addition, several agencies reported programs to encourage seat belt usage, such as decals in vehicles, or reminders on employee Web sites or in breakout rooms. The Department of the Interior (DOI) reported having a popular "Motor Vehicle Safety Awareness Quiz" on its Web site, which allows employees to review the causes and types of DOI-specific incidents. Eight departments reported banning the use of cell phones while driving government-owned vehicles and/or while driving on the agencies' worksites. While several agencies reported tracking seat belt usage after an accident, few had any full-time tracking of seat belt usage at other times. A number of agencies mentioned having random compliance checks, including one agency that reported using camera surveillance. Some agencies reported using employee Web sites or newsletters to report on motor vehicle safety topics, including the results of seat belt surveys.

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[3] FACOSH was established under the authority of 5 U.S.C. 7902 (c)(1), Executive Order 11612, and continued by subsequent Orders, to advise the Secretary on all matters relating to occupational safety and health in the federal government. The Council, which is chaired by the Assistant Secretary of Labor for Occupational Safety and Health, consists of sixteen members appointed by the Secretary: eight members representing federal departments and agencies, and eight representing labor organizations of federal employees. The members serve three-year terms, with the appointments of five or six members expiring each year.

Workplace Violence Prevention Policies
OSHA became interested in the status of workplace violence at federal agencies after a 2005 survey by DOL's Bureau of Labor Statistics (BLS) revealed that state government employers reported higher percentages of all types of workplace violence in a year than local governments or private industry[4]. No such survey has been conducted with federal agencies, so OSHA requested that agencies report on the prevalence of workplace violence and polices they may have developed to address this issue. Agencies reported experiencing a range of incidents during the period, and most reported having policies to address workplace violence. Some agencies reported staffing a Workplace Violence Prevention Coordinator and/or an Intranet Web site on the subject. The Department of State reported that all new employees are given training on workplace violence, while the Forest Service reported producing a video focused on workplace violence in remote places that it distributed throughout its agency as well as to others. In addition, some agencies reported assessing workplace violence incidents in order to develop intervention and prevention models.

Employee Support
Agencies reported on a range of employee support activities for OSH-related activities. The types and amount of training varied based, to a great extent, on the work being performed. Agencies reported that both managers and staff were trained on various safety and health topics.

Agencies were asked to comment on how agency officials and employees are involved with the DOL-chartered Federal Field Safety and Health Councils (FFSHCs). 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. In August 2007, the Assistant Secretary of Labor for Occupational Safety and Health sent correspondence to all of the agencies' Designated Safety and Health Officials requesting that they encourage more active involvement of their field staff in local FFSHC activities. In addition, OSHA's Assistant Secretary contacted the Federal Executive Boards and Associations to ask for their continued support of the FFSHCs. The Assistant

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[4] BLS conducted the *Survey of Workplace Violence Prevention* for the National Institute for Occupational Safety and Health (NIOSH), Centers for Disease Control and Prevention. This voluntary survey looked at the prevalence of security features, the risks facing employees, employer policies and training, and related topics associated with maintaining a safe work environment. The survey was mailed to establishments in September 2005 and employers were asked to respond for the past 12-month period.

Secretary explained the importance of the councils and how they could be used as a resource for OSH training, information-sharing, and problem-solving. From the responses in their annual reports, agencies appeared to have taken action after receiving the Assistant Secretary's memorandum. In general agencies reported encouraging staff members to become involved with councils, although some agencies reported the locations of council meetings made it difficult for their staff to attend.

In the annual report request, federal agencies were also asked to report on other employee support activities. Some agencies reported funding staff to attend conferences, become members of professional OSH organizations and/or obtain professional OSH certifications. In addition, agencies reported maintaining Web sites that include such topics as an events calendar, frequently asked questions, and requests for assistance.

Accomplishments

Agencies reported on a range of accomplishments, from drafting OSH guidelines and policies to encouraging employee fitness. Several agencies reported having various activities to improve responses to emergencies such as a pandemic flu or radiation exposure. In addition, agencies had different safety week activities and campaigns. For example, the Environmental Protection Agency reported having a "Clear the Clutter" campaign to encourage employees to reduce tripping hazards. Other agencies reported reducing ergonomic injuries through employee training and improved equipment.

Other Program Initiatives

Agencies were asked to report on evaluation and return-to-work programs; OSH performance standards for managers, supervisors, and employees; and programs they have established to recognize outstanding OSH performance. Several agencies reported having evaluation programs in place. Evaluations could include a self-evaluation by a worksite one year followed by a headquarters' review the following year. One interesting approach was described by the Environmental Protection Agency. It reported that in FY 2007 it had developed an automated system to send emails to senior managers on a quarterly basis to alert them of the status of evaluation findings and to remind them to update their corrective action plans.

While not all agencies reported having a return-to-work program in place, those that did described a range of approaches. One agency reported contracting out program responsibilities and another described hiring a Federal Occupational Health nurse to visit their workers' compensation offices to conduct chart

reviews of injured employees. Many agencies reported finding light and restricted duty positions for injured employees so they could return to work sooner.

Agencies reported a range of policies concerning performance standards. While some agencies did not evaluate any employee's performance as it related to occupational safety and health, others reported evaluating all employees in this area. For the most part, if such performance measures had been implemented, they were applied to managers. As with performance standards, agencies reported a range of approaches to recognize employees who have made some contribution to improving the occupational safety and/or health at their worksites. While some agencies had recognition in place, others have cash, time-off and/or plaque awards for individual or worksite performance.

FY 2008 Goals
Agencies reported having established a myriad of OSH goals for the coming year. Those agencies who have not yet fully implemented OSHA's injury and illness recordkeeping requirements reported that they planned to do so in the coming year. Several agencies reported that they plan to improve their SHARE outcomes and offer more training. The Navy reported on an interesting approach to reducing vehicular accidents. In a project it plans to pilot in FY 2008, it reported that it would conduct driver history profiles and target high-risk drivers for mentoring and training. The remaining goals are too many to list here but suggest that agencies are planning a number of OSH improvements for FY 2008.

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

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

Established in 2004 and originally slated to continue through fiscal year (FY) 2006, the successful Safety, Health, and Return-to-Employment (SHARE) Initiative was extended by Presidential order through FY 2009. SHARE sets forth four goals that focus efforts on improving the key elements of safety, health, and injury case management programs at federal Executive Branch agencies.

The continuation of SHARE reaffirms a 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 SHARE goals include: 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. With the SHARE extension, Goals 3 and 4 were modified to recognize consistent and superior performance while holding low-end performers to progressively more challenging performance levels.

As a demonstration of SHARE's success and continuing momentum, for the second consecutive year, the federal government as a whole (less the USPS) achieved all four SHARE goals. In addition, six departments (Commerce, Defense, Homeland Security, the Interior, Labor, and the Navy) and three independent agencies (Commodity Futures Trading Commission, Consumer Product Safety Commission, and General Services Administration) also met each of the measures.

Overall, many agencies made considerable strides in improving workplace safety and health conditions for their employees during the first three years of SHARE. As agencies continue on with the next two years of the Initiative, prospects look promising for achieving future SHARE performance targets.

The following pages of this section summarize, in table format, the SHARE performance results of Executive Branch departments and independent agencies.

Table I provides an overall summary of their achievements and Tables II – V provide more specific information as to their progress towards achieving the four individual SHARE goals.

Table I – Summary of SHARE Performance Results

Executive Branch Department or Independent Agency	SHARE Goals				
	Goal 1	Goal 2	Goal 3	Goal 4	Met all Goals
All Government less USPS	●	●	●	●	🟢
Departments					
Department of Agriculture					
Department of the Air Force	●		●		
Department of the Army			●	●	
Department of Commerce	●	●	●	●	🟢
Department of Defense	●	●	●	●	🟢
Department of Education	●			●	
Department of Energy			●		
Department of Health and Human Services	●				
Department of Homeland Security	●	●	●	●	🟢
Department of Housing and Urban Development	●	●	●		
Department of the Interior	●	●	●	●	🟢
Department of Justice	●		●		
Department of Labor	●	●	●	●	🟢
Department of the Navy	●	●	●	●	🟢
Department of State			●		
Department of Transportation	●	●	●		
Department of the Treasury	●	●		●	
Department of Veterans Affairs		●	●	●	
Independent Agencies					
Agency for International Development	●	●		●	
American Battle Monuments Commission				●	
Armed Forces Retirement Home Board	●		●	●	
Commission on Civil Rights	●	●		●	
Commodity Futures Trading Commission	●	●	●	●	🟢
Consumer Product Safety Commission	●	●	●	●	🟢
Corp. for National and Community Services	●	●		●	
Environmental Protection Agency	●		●	●	
Equal Employment Opportunity Commission	●	●			

Executive Branch Department or Independent Agency	SHARE Goals				
	Goal 1	Goal 2	Goal 3	Goal 4	Met all Goals
Executive Office of the President	●	●		●	
Export-Import Bank of the U.S.				●	
Farm Credit Administration	●	●		●	
Federal Communications Commission				●	
Federal Deposit Insurance Corporation	●	●		●	
Federal Election Commission				●	
Federal Housing Financial Board	●	●			
Federal Labor Relations Authority			●	●	
Federal Maritime Commission				●	
Federal Mediation and Conciliation Services				●	
Federal Reserve System-Board of Governors			●	●	
Federal Trade Commission				●	
General Services Administration	●	●	●	●	🟢
Holocaust Memorial Council			●	●	
International Boundary and Water Commission	●	●		●	
International Broadcasting Bureau				●	
International Trade Commission	●		●	●	
Merit Systems Protection Board		●		●	
National Aeronautics and Space Administration	●		●	●	
National Archives and Records Administration	●		●	●	
National Credit Union Administration				●	
National Endowment for the Arts	●	●		●	
National Endowment for the Humanities				●	
National Gallery of Art	●	●	●		
National Labor Relations Board		●		●	
National Mediation Board	●	●		●	
National Science Foundation	●	●		●	
National Transportation Safety Board			●	●	
Nuclear Regulatory Commission	●			●	
Occupational Safety and Health Review Comm.	●	●		●	
Office of Navajo and Hopi Indian Relocation	●	●		●	
Office of Personnel Management				●	

Executive Branch Department or Independent Agency	SHARE Goals				
	Goal 1	Goal 2	Goal 3	Goal 4	Met all Goals
Overseas Private Investment Corporation	●	●		●	
Peace Corps	●		●		
Pension Benefit Guaranty Corporation				●	
Postal Regulatory Commission	●	●		●	
Presidio Trust					
Railroad Retirement Board				●	
Securities and Exchange Commission	●			●	
Selective Service System				●	
Small Business Administration	●	●		●	
Smithsonian Institution	●	●		●	
Social Security Administration	●	●	●		
Tennessee Valley Authority	●			●	
Total Number of Agencies Meeting SHARE Goals	**45**	**35**	**29**	**57**	**9**

Assessment: The momentum from the first three years of the SHARE Initiative continued in its fourth year. As in FY 2006, the federal government as a whole achieved all four goals by the end of FY 2007. Six departments, up from two in FY 2006, met each of the goals in FY 2007, as did three independent agencies.

Table II assesses the FY 2007 performance of federal departments and independent agencies, and the federal government as a whole (less the USPS), in reducing their Total Case Rates (TCRs) by at least 3% per year below the FY 2003 baseline.

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)[5] by the number of employees reported by OPM. The resultant number is then multiplied by 100, for a rate per 100 employees.

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

Executive Branch Department or Independent Agency	Total Case Rate				
	FY 2003 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base) *	Met Goal
All Government less USPS	**4.19**	**3.32**	**3.71**	**-20.8%**	**x**
Departments					
Department of Agriculture	4.12	3.92	3.65	-4.9%	
Department of the Air Force	3.59	2.78	3.18	-22.6%	x
Department of the Army	3.72	3.68	3.29	-1.1%	
Department of Commerce	1.46	1.06	1.29	-27.4%	x
Department of Defense	3.66	2.92	3.21	-20.2%	x
Department of Education	1.11	0.67	0.96	-39.6%	x
Department of Energy	2.14	2.26	1.83	5.6%	
Department of Health and Human Services	2.00	1.59	1.77	-20.5%	x
Department of Homeland Security	13.51	8.17	11.96	-39.5%	x
Department of Housing and Urban Development	1.18	0.96	1.04	-18.6%	x
Department of the Interior	7.30	6.41	6.46	-12.2%	x

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[5] See *Executive Summary* Footnote 2, page ix.

Executive Branch Department or Independent Agency	Total Case Rate				
	FY 2003 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base) *	Met Goal
Department of Justice	5.07	4.18	4.49	-17.6%	x
Department of Labor	2.50	1.94	2.21	-22.4%	x
Department of the Navy	4.03	2.93	3.57	-27.3%	x
Department of State	0.80	1.03	0.71	28.8%	
Department of Transportation	2.59	2.28	2.29	-12.0%	x
Department of the Treasury	1.88	1.33	1.51	-29.3%	x
Department of Veterans Affairs	4.43	4.06	3.92	-8.4%	
Independent Agencies					
Agency for International Development	0.38	0.28	0.34	-26.3%	x
American Battle Monuments Commission	0.00	0.25	0.00	N/C	
Armed Forces Retirement Home Board	8.69	4.78	7.23	-45.0%	x
Commission on Civil Rights	1.33	0.00	1.18	-100.0%	x
Commodity Futures Trading Commission	0.75	0.45	0.66	-40.0%	x
Consumer Product Safety Commission	0.83	0.25	0.73	-69.9%	x
Corporation for National and Community Services	1.50	1.05	1.33	-30.0%	x
Environmental Protection Agency	0.92	0.74	0.81	-19.6%	x
Equal Employment Opportunity Commission	1.95	0.78	1.73	-60.0%	x
Executive Office of the President	1.18	0.00	1.04	-100.0%	x
Export-Import Bank of the U.S.	0.00	0.54	0.00	N/C	
Farm Credit Administration	0.70	0.00	0.62	-100.0%	x
Federal Communications Commission	0.63	0.71	0.56	12.7%	
Federal Deposit Insurance Corporation	0.82	0.53	0.68	-35.4%	x
Federal Election Commission	0.54	1.68	0.48	211.1%	
Federal Housing Financial Board	1.85	1.48	1.64	-20.0%	x
Federal Labor Relations Authority	0.51	2.22	0.45	335.3%	
Federal Maritime Commission	0.00	0.82	0.00	N/C	
Federal Mediation and Conciliation Services	0.70	0.77	0.62	10.0%	

Executive Branch Department or Independent Agency	Total Case Rate				
	FY 2003 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base) *	Met Goal
Federal Reserve System-Board of Governors	0.97	1.44	0.86	48.5%	
Federal Trade Commission	0.28	0.37	0.25	32.1%	
General Services Administration	2.34	1.25	2.07	-46.6%	x
Holocaust Memorial Council	0.87	0.95	0.77	9.2%	
International Boundary and Water Commission	7.66	4.18	6.78	-45.4%	x
International Broadcasting Bureau	0.64	0.73	0.57	14.1%	
International Trade Commission	2.00	0.53	1.77	-73.5%	x
Merit Systems Protection Board	0.44	0.44	0.39	0.0%	
National Aeronautics and Space Administration	0.75	0.57	0.65	-24.0%	x
National Archives and Records Administration	4.79	3.93	4.24	-18.0%	x
National Credit Union Administration	0.75	0.85	0.66	13.3%	
National Endowment for the Arts	2.63	0.63	2.33	-76.0%	x
National Endowment for the Humanities	1.23	1.90	1.09	54.5%	
National Gallery of Art	4.17	3.11	3.69	-25.4%	x
National Labor Relations Board	0.72	0.95	0.64	31.9%	
National Mediation Board	0.00	0.00	0.00	N/C	x
National Science Foundation	0.75	0.52	0.66	-30.7%	x
National Transportation Safety Board	1.15	2.09	1.02	81.7%	
Nuclear Regulatory Commission	0.73	0.64	0.65	-12.3%	x
Occupational Safety and Health Review Commission	1.59	0.00	1.41	-100.0%	x
Office of Navajo and Hopi Indian Relocation	3.57	2.17	3.16	-39.2%	x
Office of Personnel Management	1.29	1.08	0.97	-16.3%	
Overseas Private Investment Corporation	0.00	0.00	0.00	N/C	x
Peace Corps	0.54	0.37	0.48	-31.5%	x
Pension Benefit Guaranty Corporation	0.38	0.36	0.34	-5.3%	

Executive Branch Department or Independent Agency	Total Case Rate				
	FY 2003 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base) *	Met Goal
Postal Regulatory Commission	0.00	0.00	0.00	N/C	x
Presidio Trust	9.07	11.11	8.03	22.5%	
Railroad Retirement Board	0.79	0.81	0.70	2.5%	
Securities and Exchange Commission	0.54	0.40	0.48	-25.9%	x
Selective Service System	2.21	4.46	1.96	101.8%	
Small Business Administration	1.60	1.07	1.42	-33.1%	x
Smithsonian Institution	6.06	3.40	5.36	-43.9%	x
Social Security Administration	2.11	1.48	1.87	-29.9%	x
Tennessee Valley Authority	5.81	3.17	5.14	-45.4%	x
Total Number of Agencies Meeting SHARE Goal 1					**45**

* "N/C" represents "Not Computable" and appears when the *Percent Difference* between the Actual and Baseline rates cannot be calculated because the Baseline rate for the agency is "0.00". The formula for *Percent Difference* is the Actual rate minus the Baseline rate, divided by the Baseline rate, then multiplied by 100.

Assessment: In FY 2007, for the second time since SHARE began, the federal government as a whole (less the USPS) exceeded its TCR reduction goal. The 3.32 rate of injury and illness cases per 100 employees was more than 20% below the target rate of no more than 3.71 cases per 100 employees. During the year, 13 of the 18 Executive Branch departments met this goal by decreasing their TCRs by 3% per year or more. The Departments of Education and Homeland Security had the greatest cumulative rate decreases of nearly 40% each. In addition, the Departments of Education and Housing and Urban Development experienced the lowest TCRs, with each having a rate of less than 1.0. Similarly, 32 of 53 independent agencies met this goal. Of the five largest independent agencies, the General Services Administration and the Tennessee Valley Authority experienced the greatest cumulative rate decreases, at nearly 45% and 47%, respectively.

Table III assesses the FY 2007 performance of federal departments and independent agencies, and the federal government as a whole (less the USPS), in reducing their Lost Time Case Rates (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)[6] by the number of employees reported by OPM. The resultant number is then multiplied by 100, for a rate per 100 employees.

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

Executive Branch Department or Independent Agency	Lost Time Case Rate				
	FY 2003 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base)*	Met Goal
All Government less USPS	**1.93**	**1.61**	**1.71**	**-11.4%**	**x**
Departments					
Department of Agriculture	1.75	1.70	1.55	-2.9%	
Department of the Air Force	1.46	1.47	1.29	0.7%	
Department of the Army	1.67	1.76	1.48	5.4%	
Department of Commerce	0.70	0.50	0.62	-28.6%	x
Department of Defense	1.75	1.53	1.53	-12.6%	x
Department of Education	0.54	0.50	0.47	-7.4%	
Department of Energy	0.73	0.81	0.65	11.0%	
Department of Health and Human Services	0.86	0.86	0.76	0.0%	
Department of Homeland Security	5.90	3.72	5.22	-36.9%	x
Department of Housing and Urban Development	0.79	0.58	0.70	-26.6%	x
Department of the Interior	2.78	2.45	2.46	-11.9%	x

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[6] See *Executive Summary* Footnote 2, page ix.

Executive Branch Department or Independent Agency	Lost Time Case Rate				
	FY 2003 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base)*	Met Goal
Department of Justice	2.09	2.04	1.85	-2.4%	
Department of Labor	1.23	0.78	1.09	-36.6%	x
Department of the Navy	2.13	1.60	1.89	-24.9%	x
Department of State	0.38	0.52	0.34	36.8%	
Department of Transportation	1.68	1.37	1.49	-18.5%	x
Department of the Treasury	1.24	0.80	1.00	-35.5%	x
Department of Veterans Affairs	2.19	1.87	1.94	-14.6%	x
Independent Agencies					
Agency for International Development	0.17	0.12	0.15	-29.4%	x
American Battle Monuments Commission	0.00	0.25	0.00	N/C	
Armed Forces Retirement Home Board	5.70	4.78	4.74	-16.1%	
Commission on Civil Rights	0.00	0.00	0.00	N/C	x
Commodity Futures Trading Commission	0.56	0.45	0.50	-19.6%	x
Consumer Product Safety Commission	0.41	0.00	0.36	-100.0%	x
Corporation for National and Community Services	1.00	0.53	0.89	-47.0%	x
Environmental Protection Agency	0.39	0.43	0.35	10.3%	
Equal Employment Opportunity Commission	0.86	0.50	0.76	-41.9%	x
Executive Office of the President	0.47	0.00	0.42	-100.0%	x
Export-Import Bank of the U.S.	0.00	0.27	0.00	N/C	
Farm Credit Administration	0.00	0.00	0.00	N/C	x
Federal Communications Commission	0.39	0.60	0.35	53.8%	
Federal Deposit Insurance Corporation	0.40	0.33	0.33	-17.5%	x
Federal Election Commission	0.27	1.12	0.24	314.8%	
Federal Housing Financial Board	1.85	0.74	1.64	-60.0%	x
Federal Labor Relations Authority	0.51	1.48	0.45	190.2%	
Federal Maritime Commission	0.00	0.82	0.00	N/C	

Executive Branch Department or Independent Agency	Lost Time Case Rate				
	FY 2003 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base)*	Met Goal
Federal Mediation and Conciliation Services	0.00	0.39	0.00	N/C	
Federal Reserve System-Board of Governors	0.28	1.33	0.25	375.0%	
Federal Trade Commission	0.19	0.37	0.17	94.7%	
General Services Administration	1.17	0.75	1.04	-35.9%	x
Holocaust Memorial Council	0.87	0.95	0.77	9.2%	
International Boundary and Water Commission	4.38	1.67	3.88	-61.9%	x
International Broadcasting Bureau - Board of Governors	0.38	0.39	0.34	2.6%	
International Trade Commission	0.00	0.26	0.00	N/C	
Merit Systems Protection Board	0.00	0.00	0.00	N/C	x
National Aeronautics and Space Administration	0.22	0.22	0.19	0.0%	
National Archives and Records Administration	2.05	2.22	1.81	8.3%	
National Credit Union Administration	0.43	0.43	0.38	0.0%	
National Endowment for the Arts	1.32	0.00	1.17	-100.0%	x
National Endowment for the Humanities	0.62	0.63	0.55	1.6%	
National Gallery of Art	3.28	2.24	2.90	-31.7%	x
National Labor Relations Board	0.36	0.17	0.32	-52.8%	x
National Mediation Board	0.00	0.00	0.00	N/C	x
National Science Foundation	0.53	0.30	0.47	-43.4%	x
National Transportation Safety Board	0.23	1.04	0.20	352.2%	
Nuclear Regulatory Commission	0.20	0.42	0.18	110.0%	
Occupational Safety and Health Review Commission	1.59	0.00	1.41	-100.0%	x
Office of Navajo and Hopi Indian Relocation	3.57	2.17	3.16	-39.2%	x
Office of Personnel Management	0.59	0.65	0.49	10.2%	
Overseas Private Investment Corporation	0.00	0.00	0.00	N/C	x

Executive Branch Department or Independent Agency	Lost Time Case Rate				
	FY 2003 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base)*	Met Goal
Peace Corps	0.09	0.28	0.08	211.1%	
Pension Benefit Guaranty Corporation	0.13	0.36	0.12	176.9%	
Postal Regulatory Commission	0.00	0.00	0.00	N/C	x
Presidio Trust	5.10	5.25	4.51	2.9%	
Railroad Retirement Board	0.61	0.71	0.54	16.4%	
Securities and Exchange Commission	0.35	0.37	0.31	5.7%	
Selective Service System	0.00	3.82	0.00	N/C	
Small Business Administration	0.89	0.40	0.79	-55.1%	x
Smithsonian Institution	2.74	2.06	2.43	-24.8%	x
Social Security Administration	1.15	0.94	1.02	-18.3%	x
Tennessee Valley Authority	0.18	0.20	0.16	11.1%	
Total Number of Agencies Meeting SHARE Goal 2					35

* "N/C" represents "Not Computable" and appears when the *Percent Difference* between the Actual and Baseline rates cannot be calculated because the Baseline rate for the agency is "0.00." The formula for *Percent Difference* is the Actual rate minus the Baseline rate, divided by the Baseline rate, then multiplied by 100.

Assessment: As with Goal 1, the federal government as a whole (less the USPS) met the LTCR goal in FY 2007 for the second time since SHARE began. The FY 2007 LTCR was 1.61 or more than 11% below the goal of 1.71 or fewer lost time injury and illness cases per 100 employees. The government's FY 2007 performance is even more impressive when compared with the FY 2003 baseline of 1.93; the decrease equates to an approximate reduction of 17%. These results demonstrate the overall positive gains in reducing the incidence of the most serious workplace injuries. In total, 10 Executive Branch departments and 25 of the 53 independent agencies met the goal in FY 2007. The Departments of Homeland Security and Labor demonstrated the greatest cumulative decreases, each with reductions of nearly than 37%. While the Tennessee Valley Authority did not meet this goal, at 0.20 it had the lowest cumulative LTCR among the largest independent agencies. Also, among these agencies, the National Aeronautics and Space Administration experienced a low cumulative LTCR of 0.22.

Table IV assesses the FY 2007 performance of federal departments and independent agencies, and the federal government as a whole (less the USPS), in improving their 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. In FY 2007, all agencies were required to achieve at least a 50% timely filing rate. Those agencies for which a 5% per year improvement from their FY 2003 baseline resulted in a FY 2007 rate higher than 50% continued to have their performance measured against the formula-driven target. No agency's goal was expected to exceed 95%.

Table IV—Time-Lag Analysis of CA-1s and CA-2s[3] Submitted to OWCP within 14 Days

Executive Branch Departments or Independent Agencies	Timeliness				
	FY 2003 Baseline*	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base)**	Met Goal
All Government less USPS	**49.6%**	**73.9%**	**60.3%**	**49.0%**	**x**
Departments					
Department of Agriculture	29.1%	45.1%	50.0%	55.0%	
Department of the Air Force	56.1%	80.4%	68.2%	43.3%	x
Department of the Army	54.3%	76.9%	66.0%	41.6%	x
Department of Commerce	34.0%	54.8%	50.0%	61.2%	x
Department of Defense	36.1%	76.9%	63.3%	113.0%	x
Department of Education	43.6%	38.7%	53.0%	-11.2%	
Department of Energy	47.5%	66.6%	57.7%	40.2%	x
Department of Health and Human Services	34.9%	48.4%	50.0%	38.7%	
Department of Homeland Security	44.1%	75.0%	53.6%	70.1%	x
Department of Housing and Urban Development	34.2%	58.3%	50.0%	70.5%	x
Department of the Interior	41.8%	78.3%	50.8%	87.3%	x

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[3] The CA-1 is an OWCP form submitted when an employee claims to have sustained a traumatic injury. The CA-2 form is used when an employee claims an occupational illness or disease.

Executive Branch Departments or Independent Agencies	Timeliness				
	FY 2003 Baseline*	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base)**	Met Goal
Department of Justice	48.3%	69.1%	58.7%	43.1%	x
Department of Labor	83.6%	97.1%	95.0%	16.1%	x
Department of the Navy	53.8%	77.7%	65.4%	44.4%	x
Department of State	7.7%	62.5%	50.0%	711.7%	x
Department of Transportation	57.1%	78.6%	69.4%	37.7%	x
Department of the Treasury	72.7%	85.6%	88.4%	17.7%	
Department of Veterans Affairs	67.8%	86.2%	82.4%	27.1%	x
Independent Agencies					
Agency for International Development	9.1%	36.4%	50.0%	300.0%	
American Battle Monuments Commission	N/A	0.0%	50.0%	N/C	
Armed Forces Retirement Home Board	0.0%	57.1%	50.0%	N/C	x
Commission on Civil Rights	0.0%	No Claims	50.0%	N/C	
Commodity Futures Trading Commission	0.0%	50.0%	50.0%	N/C	x
Consumer Product Safety Commission	0.0%	100.0%	50.0%	N/C	x
Corporation for National and Community Services	5.0%	0.0%	50.0%	-100.0%	
Environmental Protection Agency	20.3%	53.1%	50.0%	161.6%	x
Equal Employment Opportunity Commission	32.2%	29.2%	50.0%	-9.3%	
Executive Office of the President	0.0%	33.3%	50.0%	N/C	
Export-Import Bank of the U.S.	N/A	0.0%	50.0%	N/C	
Farm Credit Administration	N/A	No Claims	50.0%	N/C	
Federal Communications Commission	50.0%	40.0%	60.8%	-20.0%	
Federal Deposit Insurance Corporation	42.9%	50.0%	52.1%	16.6%	
Federal Election Commission	0.0%	33.3%	50.0%	N/C	
Federal Housing Financial Board	0.0%	0.0%	50.0%	N/C	
Federal Labor Relations Authority	0.0%	100.0%	50.0%	N/C	x
Federal Maritime Commission	N/A	0.0%	50.0%	N/C	

Executive Branch Departments or Independent Agencies	Timeliness				
	FY 2003 Baseline*	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base)**	Met Goal
Federal Mediation and Conciliation Services	0.0%	0.0%	50.0%	N/C	
Federal Reserve System-Board of Governors	47.1%	85.7%	57.3%	82.0%	x
Federal Trade Commission	0.0%	0.0%	50.0%	N/C	
General Services Administration	32.7%	54.8%	50.0%	67.6%	x
Holocaust Memorial Council	0.0%	50.0%	50.0%	N/C	x
International Boundary and Water Commission	47.6%	54.5%	57.9%	14.5%	
International Broadcasting Bureau - Board of Governors	5.9%	37.5%	50.0%	535.6%	
International Trade Commission	N/A	100.0%	50.0%	N/C	x
Merit Systems Protection Board	0.0%	0.0%	50.0%	N/C	
National Aeronautics and Space Administration	47.9%	66.0%	58.2%	37.8%	x
National Archives and Records Administration	60.3%	73.3%	73.3%	21.6%	x
National Credit Union Administration	37.5%	28.6%	50.0%	-23.7%	
National Endowment for the Arts	50.0%	50.0%	60.8%	0.0%	
National Endowment for the Humanities	0.0%	33.3%	50.0%	N/C	
National Gallery of Art	28.9%	66.7%	50.0%	130.8%	x
National Labor Relations Board	6.7%	6.7%	50.0%	0.0%	
National Mediation Board	N/A	No Claims	50.0%	N/C	
National Science Foundation	10.0%	42.9%	50.0%	329.0%	
National Transportation Safety Board	25.0%	57.1%	50.0%	128.4%	x
Nuclear Regulatory Commission	26.3%	33.3%	50.0%	26.6%	
Occupational Safety and Health Review Commission	100.0%	No Claims	95.0%	N/C	
Office of Navajo and Hopi Indian Relocation	0.0%	0.0%	50.0%	N/C	
Office of Personnel Management	14.9%	34.4%	50.0%	130.9%	
Overseas Private Investment Corporation	N/A	No Claims	50.0%	N/C	
Peace Corps	56.7%	93.4%	68.9%	64.7%	x
Pension Benefit Guaranty Corporation	0.0%	40.0%	50.0%	N/C	

Executive Branch Departments or Independent Agencies	Timeliness				
	FY 2003 Baseline*	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base)**	Met Goal
Postal Regulatory Commission	N/A	No Claims	50.0%	N/C	
Presidio Trust	57.6%	67.6%	70.0%	17.4%	
Railroad Retirement Board	0.0%	30.0%	50.0%	N/C	
Securities and Exchange Commission	10.5%	20.0%	50.0%	90.5%	
Selective Service System	50.0%	14.3%	60.8%	-71.4%	
Small Business Administration	26.2%	38.3%	50.0%	46.2%	
Smithsonian Institution	30.9%	30.2%	50.0%	-2.3%	
Social Security Administration	41.2%	65.3%	50.1%	58.5%	x
Tennessee Valley Authority	81.2%	81.0%	95.0%	-0.2%	
Total Number of Agencies Meeting SHARE Goal 3					**29**

* "N/A" appears when the Base rate is Not Available.
** "N/C" represents "Not Computable" and appears when the *Percent Difference* between the Actual and Baseline rates cannot be calculated because the Baseline rate for the agency is "0.00%" or "N/A." The formula for *Percent Difference* is the Actual rate minus the Baseline rate, divided by the Baseline rate, then multiplied by 100.

Assessment: The federal government as a whole (less the USPS) far exceeded this goal for the fourth consecutive year of the Initiative, by filing 73.9% of injury and illness notices with OWCP within 14 days. FY 2007's performance represents a 50% improvement over the government's 2003 Base Year timely filing percentage of 49.6%. In FY 2007, 17 of the 18 departments increased their timeliness over the FY 2003 baseline. Of these, 14 met or exceeded established performance targets. The Department of Labor achieved the highest timely filing rate by reporting 97.1% of its injury and illness notices within 14 days. The Department of State exceeded the goal and had the greatest cumulative increase over its FY 2003 baseline by filing 62.5% of its injury and illness notices within the required timeframe. During the year, 15 of the 53 independent agencies for which performance is tracked also met or exceeded this goal.

Table V assesses the FY 2007 performance of federal departments and independent agencies, and the federal government as a whole (less the USPS), in lowering their Lost Production Day Rates (LPDRs) by at least 1% per year. A federal employee "lost production day" is any time spent away from work beyond the day or shift of a work-related injury. Under the SHARE extension, FY 2006 LPDR figures were revised due to a data system change that yielded a more accurate compilation. Accordingly, the revised FY 2006 figures were used as the new baseline to track agency performance results for this goal. Agencies with a FY 2006 baseline rate of less than 15 days were charged with maintaining their LPDRs at or below this level. All other agencies continued to have their progress measured against the formula-driven target of reducing the LPDR by 1% per year.

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

Executive Branch Departments or Independent Agencies	Lost Production Day Rates				
	FY 2006 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base) *	Met Goal
All Government less USPS	**49.5**	**46.3**	**49.0**	**-6.5%**	x
Departments					
Department of Agriculture	42.4	46.0	42.0	8.5%	
Department of the Air Force	25.6	26.9	25.3	5.1%	
Department of the Army	34.0	31.7	33.7	-6.8%	x
Department of Commerce	20.8	14.5	20.6	-30.3%	x
Department of Defense	34.0	32.6	33.7	-4.1%	x
Department of Education	4.7	6.2	15 or less	31.9%	x
Department of Energy	22.1	30.3	21.9	37.1%	
Department of Health and Human Services	18.8	21.2	18.6	12.8%	
Department of Homeland Security	171.3	137.6	169.6	-19.7%	x
Department of Housing and Urban Development	20.3	31.5	20.1	55.2%	
Department of the Interior	57.2	54.0	56.6	-5.6%	x
Department of Justice	75.7	80.3	74.9	6.1%	

Executive Branch Departments or Independent Agencies	Lost Production Day Rates				
	FY 2006 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base) *	Met Goal
Department of Labor	38.0	33.2	37.6	-12.6%	x
Department of the Navy	48.2	42.6	47.7	-11.6%	x
Department of State	17.8	17.7	17.6	-0.6%	
Department of Transportation	37.1	49.4	36.7	33.2%	
Department of the Treasury	30.9	28.6	30.6	-7.4%	x
Department of Veterans Affairs	57.3	52.0	56.7	-9.2%	x
Independent Agencies					
Agency for International Development	1.6	8.2	15 or less	412.5%	x
American Battle Monuments Commission	0.0	0.0	15 or less	N/C	x
Armed Forces Retirement Home Board	218.6	61.1	216.4	-72.0%	x
Commission on Civil Rights	11.0	0.0	15 or less	-100.0%	x
Commodity Futures Trading Commission	3.8	1.7	15 or less	-55.3%	x
Consumer Product Safety Commission	1.2	2.5	15 or less	108.3%	x
Corporation for National and Community Services	20.0	6.7	19.8	-66.5%	x
Environmental Protection Agency	4.1	9.1	15 or less	122.0%	x
Equal Employment Opportunity Commission	24.0	34.0	23.8	41.7%	
Executive Office of the President	0.6	7.8	15 or less	1200.0%	x
Export-Import Bank of the U.S.	8.2	0.0	15 or less	-100.0%	x
Farm Credit Administration	1.7	0.0	15 or less	-100.0%	x
Federal Communications Commission	2.6	9.1	15 or less	250.0%	x
Federal Deposit Insurance Corporation	2.9	5.7	15 or less	96.6%	x
Federal Election Commission	0.0	0.0	15 or less	N/C	x
Federal Housing Financial Board	0.0	22.2	15 or less	N/C	
Federal Labor Relations Authority	1.9	12.0	15 or less	531.6%	x
Federal Maritime Commission	0.0	0.0	15 or less	N/C	x
Federal Mediation and Conciliation Services	5.0	0.8	15 or less	-84.0%	x

Executive Branch Departments or Independent Agencies	Lost Production Day Rates				
	FY 2006 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base) *	Met Goal
Federal Reserve System-Board of Governors	12.4	13.8	15 or less	11.3%	x
Federal Trade Commission	23.9	0.9	23.7	-96.2%	x
General Services Administration	34.8	31.2	34.5	-10.3%	x
Holocaust Memorial Council	0.4	0.0	15 or less	-100.0%	x
International Boundary and Water Commission	549.8	88.4	544.3	-83.9%	x
International Broadcasting Bureau	9.3	4.3	15 or less	-53.8%	x
International Trade Commission	0.0	0.0	15 or less	N/C	x
Merit Systems Protection Board	1.5	0.0	15 or less	-100.0%	x
National Aeronautics and Space Administration	4.6	6.2	15 or less	34.8%	x
National Archives and Records Administration	76.6	49.2	75.8	-35.8%	x
National Credit Union Administration	9.8	3.8	15 or less	-61.2%	x
National Endowment for the Arts	8.9	8.9	15 or less	0.0%	x
National Endowment for the Humanities	0.2	2.5	15 or less	1150.0%	x
National Gallery of Art	42.3	108.8	41.9	157.2%	
National Labor Relations Board	13.3	9.0	15 or less	-32.3%	x
National Mediation Board	0.0	0.0	15 or less	N/C	x
National Science Foundation	2.7	4.9	15 or less	81.5%	x
National Transportation Safety Board	0.0	2.1	15 or less	N/C	x
Nuclear Regulatory Commission	1.5	2.2	15 or less	46.7%	x
Occupational Safety and Health Review Commission	0.0	0.0	15 or less	N/C	x
Office of Navajo and Hopi Indian Relocation	8.2	0.0	15 or less	-100.0%	x
Office of Personnel Management	26.3	16.5	26	-37.3%	x
Overseas Private Investment Corporation	0.0	0.0	15 or less	N/C	x
Peace Corps	53.8	53.6	53.3	-0.4%	
Pension Benefit Guaranty Corporation	4.4	0.0	15 or less	-100.0%	x

Executive Branch Departments or Independent Agencies	Lost Production Day Rates				
	FY 2006 Baseline	FY 2007 Actual	FY 2007 Target	Percent Difference (Actual vs. Base) *	Met Goal
Postal Regulatory Commission	0.0	0.0	15 or less	N/C	x
Presidio Trust	142.6	174.0	141.2	22.0%	
Railroad Retirement Board	0.4	3.3	15 or less	725.0%	x
Securities and Exchange Commission	5.6	10.6	15 or less	89.3%	x
Selective Service System	62.3	27.6	61.7	-55.7%	x
Small Business Administration	22.1	20.9	21.9	-5.4%	x
Smithsonian Institution	63.1	52.2	62.5	-17.3%	x
Social Security Administration	22.9	25.6	22.7	11.8%	
Tennessee Valley Authority	26.7	24.4	26.4	-8.6%	x
Total Number of Agencies Meeting SHARE Goal 4					**57**

* "N/C" represents "Not Computable" and appears when the *Percent Difference* between the Actual and Baseline rates cannot be calculated because the Baseline rate for the agency is "0.00". The formula for *Percent Difference* is the Actual rate minus the Baseline rate, divided by the Baseline rate, then multiplied by 100.

Assessment: The federal government (less the U.S. Postal Service) exceeded the goal for the second year in a row by averaging a LPDR of 46.3. Ten of the 18 departments and 47 of the 53 independent agencies met or exceeded the goal for FY 2007. The Department of Homeland Security exceeded the goal in FY 2007 for the first time by averaging a LPDR of 137.6, which is a reduction of more than 19% from its FY 2006 base year rate. The continued downward trend in the LDPRs demonstrates that agencies are making the necessary long-term changes to improve disability case management.

Part 2 – Department and Independent Agency Summary Reports

Department of Agriculture

Statistics

The Department of Agriculture's (USDA) employment rolls *decreased* by 2,238 (2.2%) to 97,702 in FY 2007 (See Figure 1, page 27). Its total cases *increased* by 163 (4.4%) and lost time cases *increased* by 28 (1.7%, See Figure 2, page 27). According to the USDA, falls; material handling; and slips, twists, and trips (without falling) were the primary causes of injuries. The USDA's TCR *increased* from 3.67 to 3.92 (6.81%) and its LTCR *increased* from 1.63 to 1.7 (4.3%; See Figure 3, page 27; Chart L, page 208; Chart N, page 210). According to USDA, there were 13 civilian fatalities during FY 2007.

USDA's workers' compensation costs *increased* by $616,252 (0.9%) during the chargeback year (See Figure 4, page 27; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, USDA did not achieve any of its SHARE goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	4.12	1.75	29.1%	42.4*
2007 Target	3.65	1.55	50.0%	42.0
2007 Actual	3.92	1.70	45.1	46.0

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
USDA reported a total of 110 motor vehicle-related cases involving drivers, passengers, and pedestrians. This represents a decrease of 47 cases as compared to FY 2006. According to the department, each of its subcomponents operates its own motor vehicle safety program and the subcomponents report high levels of compliance with requirements for the usage of seat belts, as well as continued operation of motor vehicle and seat belt safety programs.

Recordkeeping
USDA reported that while it does not operate a department-wide recordkeeping system, its subcomponents use DOL statistics posted on OSHA's Web site as well as internal accident and incident tracking systems to identify facilities with high injury and illness rates. It noted that the Forest Service uses an automated Safety and Health Information Portal System to record injury and illness cases, track trends and causes, and run internal reports.

Workplace Violence Prevention

USDA reported that its employees are stationed throughout the world and that these varied work locations, coupled with a high rate of interaction with the public and agency customers, present a higher risk for exposure to workplace violence incidents than most federal agencies. According to the USDA, the public interaction and diverse worksites account for the significant rate of reported workplace violence incidents. The USDA noted that many of these instances are addressed through mediation, counseling, and the dispute resolution process, and that many involve cooperation with law enforcement officials.

Employee Support

USDA reported that its subcomponents provide OSH training for employees based on work-related duties, potential hazards, and special emphasis programs, and that each component develops training programs to meet the needs of its employees. The department noted that its larger subcomponents conduct training conferences, and numerous specialized training courses. According to USDA, its subcomponents were successful in implementing a wide variety of employee training programs tailored to the needs of each agency. In addition, USDA reported that it supports the DOL Field Federal Safety and Health Councils (FFSHCs).

Accomplishments

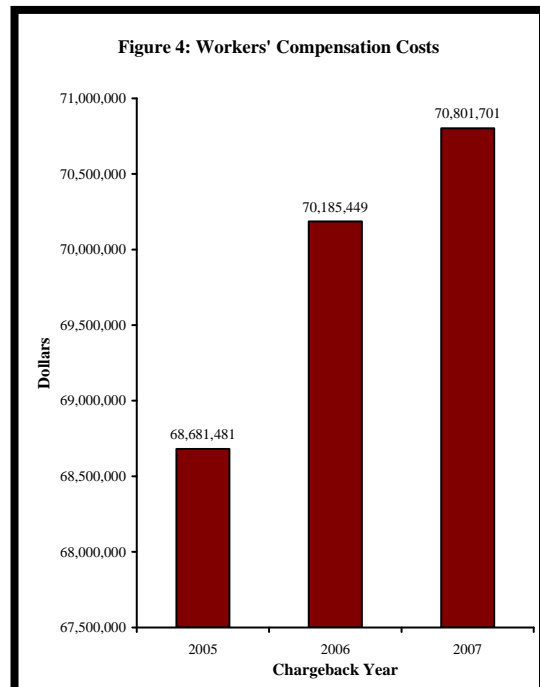The USDA reported numerous accomplishments among its subcomponents. A selection of these includes:
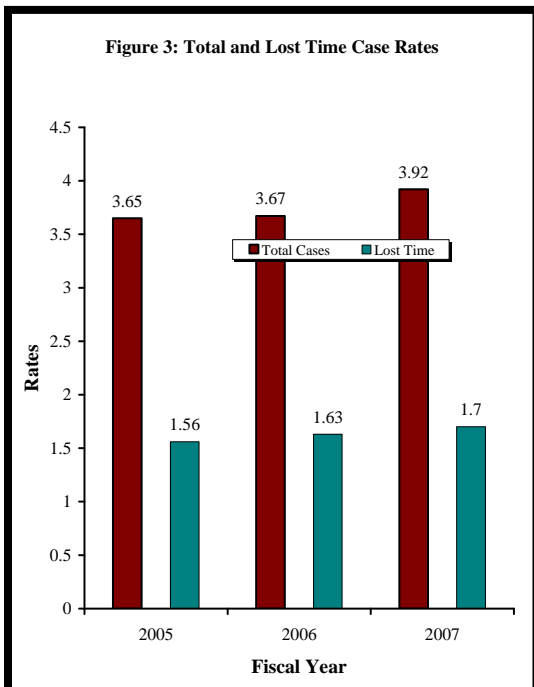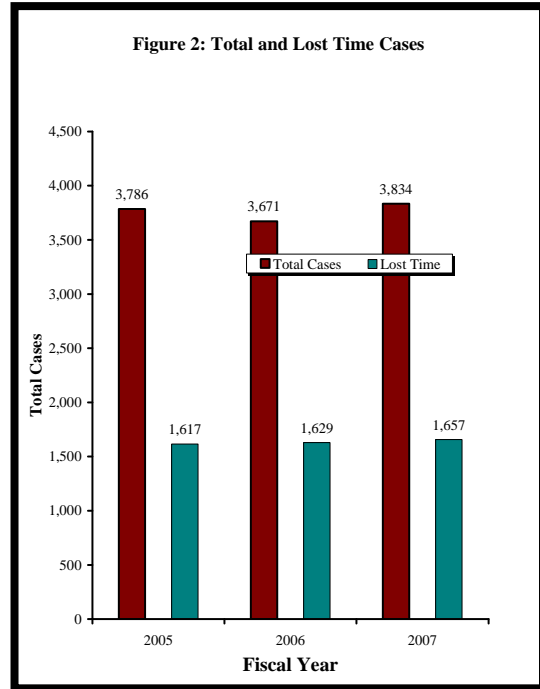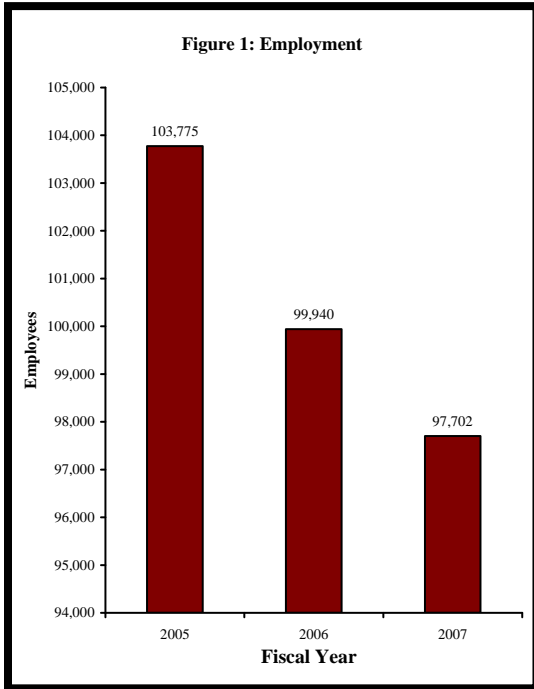
- The Food Safety Inspection Service (FSIS) reviewed the OSH programs in several product plants to determine compliance with OSHA standards and FSIS policy directives.
- The Animal and Plant Health Inspection Service (APHIS) implemented a return-to-work program by establishing an Interagency Agreement with Federal Occupational Health.
- The Agricultural Research Service developed safety and health performance standards for all levels of the organization.
- APHIS continued to recognize achievements and contributions to the agency safety and health program through its National APHIS Safety and Health Awards.
- FSIS established a new Workers' Safety and Health Division by consolidating safety, health, workers' compensation, and environmental management functions to enhance the delivery of services.
- APHIS held a successful annual training conference.

Goals

The USDA identified the following as goals and activities planned for FY 2008:

- Exceed SHARE goals;
- Fully implement the revised OSHA injury and illness recordkeeping requirements for federal agencies;
- Select a software system to track and manage safety, health, and workers' compensation information; and
- Improve collection of injury and illness data related to contractors and volunteer workers.

Department of Agriculture Charts

Figure 1: Employment

Employees	Fiscal Year

- 2005: 103,775
- 2006: 99,940
- 2007: 97,702

Figure 2: Total and Lost Time Cases

Total Cases / Lost Time

- 2005: 3,786 / 1,617
- 2006: 3,671 / 1,629
- 2007: 3,834 / 1,657

Fiscal Year

Figure 3: Total and Lost Time Case Rates

Total Cases / Lost Time

- 2005: 3.65 / 1.56
- 2006: 3.67 / 1.63
- 2007: 3.92 / 1.7

Rates — Fiscal Year

Figure 4: Workers' Compensation Costs

- 2005: 68,681,481
- 2006: 70,185,449
- 2007: 70,801,701

Dollars — Chargeback Year

27

Department of the Air Force

Statistics

The Department of the Air Force's (USAF) employment rolls *decreased* by 184 (0.1%) to 158,726 in FY 2007 (See Figure 1, page 31). Its total cases *decreased* by 37 (0.8%) and lost time cases *increased* by 84 (3.7%, See Figure 2, page 31). The USAF's TCR *decreased* from 2.80 to 2.78 (0.7%) and its LTCR *increased* from 1.41 to 1.47 (4.3%; See Figure 3, page 31; Chart L, page 208; Chart N, page 210). According to USAF, there were five civilian fatalities during FY 2007.

USAF's workers' compensation costs *increased* by $3,634,769 (2.9%) during the chargeback year (See Figure 4, page 31; Chart P, page 212).

OSH Initiatives

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

As depicted in the table below, the USAF achieved the TCR and Timeliness goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	3.59	1.46	56.1%	25.6*
2007 Target	3.18	1.29	68.2%	25.3
2007 Actual	2.78	1.47	80.4%	26.9

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety

The USAF reported that seven employees were involved in six motor vehicle mishaps. It noted that all employees involved in the four-wheel mishaps were wearing seat belts and that the employee involved in the two-wheel mishap was wearing a helmet and other protective equipment. The USAF provided the following analysis:

	FY 2006	FY 2007	Change
Number of accidents	17	6	-65%
Number of accidents resulting in personal injury	17	3	-82%

Though the USAF reported that it does not specifically track the percentage of seat belt usage, it noted that agency instructions require all personnel operating or riding in government motor vehicles to wear occupant restraint devices at all times. Also, it stated that installations conduct periodic seat belt checks and cite individuals for non-compliance.

In addition to the above information, the USAF reported that:

- The Department of Defense (DoD) instituted a policy restricting cell phone use while operating a motor vehicle on DoD installations. As a primary offense, motorists are stopped and cited for violations.
- The USAF provides a variety of traffic safety training courses designed to establish and reinforce a positive attitude toward driving. The courses stress individual responsibility and proper responses to routine and emergency driving situations.

Recordkeeping

The USAF reported that it uses the Air Force Safety Automated System to provide an enterprise-level system for reporting mishaps, warehouse the data, and provide data mining capability for trend identification and analysis. It noted that it is upgrading the system to allow for the electronic reporting of near-miss incidents, and creation of the OSHA Form 300-series reports.

Workplace Violence

Though the USAF stated that its employees did not experience any workplace violence incidents in FY 2007, it instituted Employee Assistance Programs (EAPs) at its installations. The EAPs include program activities and counseling in the areas of personal finance, health and wellness, legal assistance, and substance abuse awareness and treatment. The USAF notes that the EAPs provide avenues for addressing problems before they detract from workplace attendance and performance, or result in a workplace violence incident.

Employee Support

The USAF reported that it:

- Requires and provides safety training for all its employees from routine shop-level training to specialized supervisor and senior management training;
- Encourages its members to participate in professional organizations and events such as the National Safety Council Congress & Exposition, National Voluntary Protection Programs Participants' Association Conference, and the American Industrial Hygiene Association Conference and Exposition; and
- Encourages its employees to participate in the FFSHCs.

It noted that USAF employees chair three FFSHCs.

The USAF explained that as its organizational safety culture changes along with its pursuit of OSHA Voluntary Protection Programs (VPP) status, it

anticipates increased employee engagement in OSH issues within their organizations, as well as with other groups and agencies to improve safety performance.
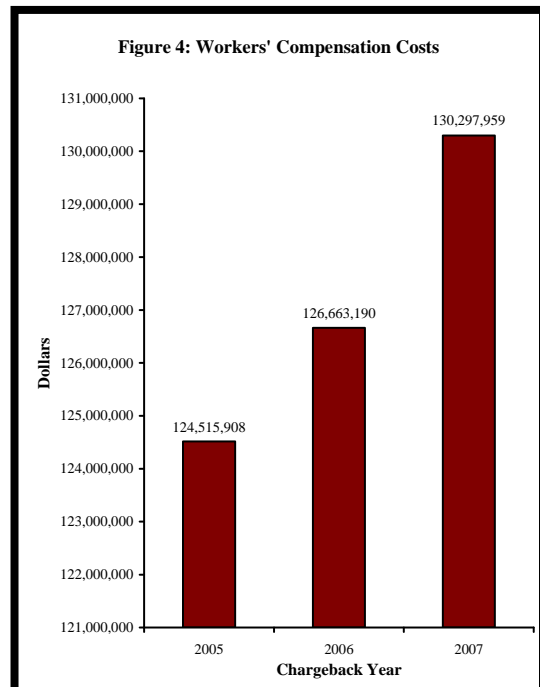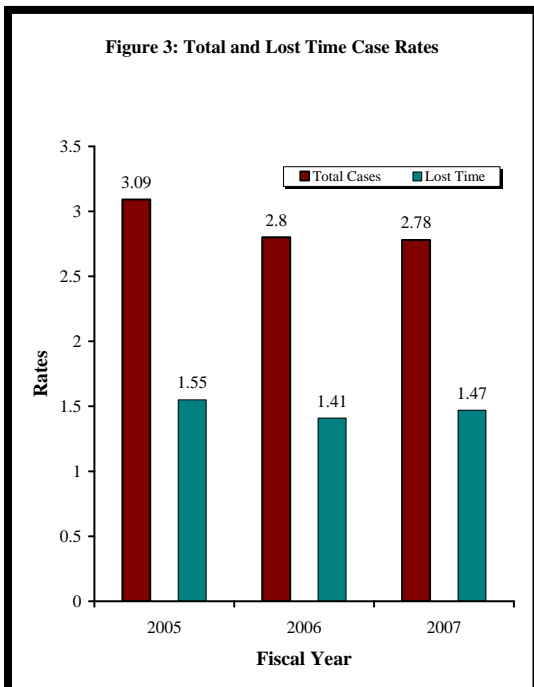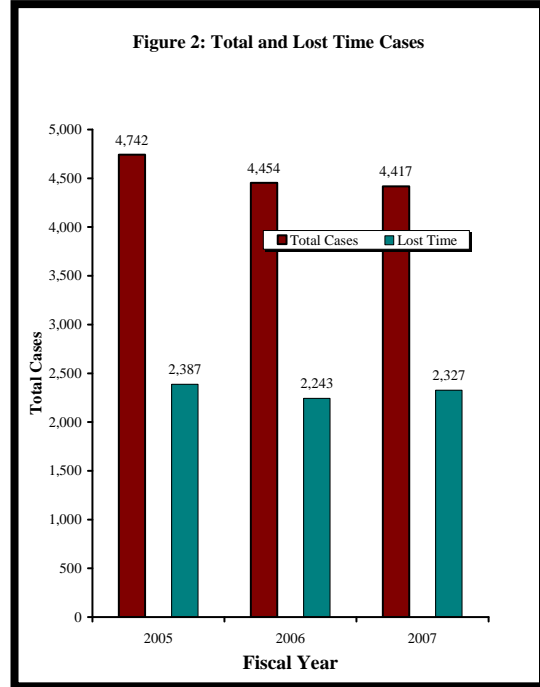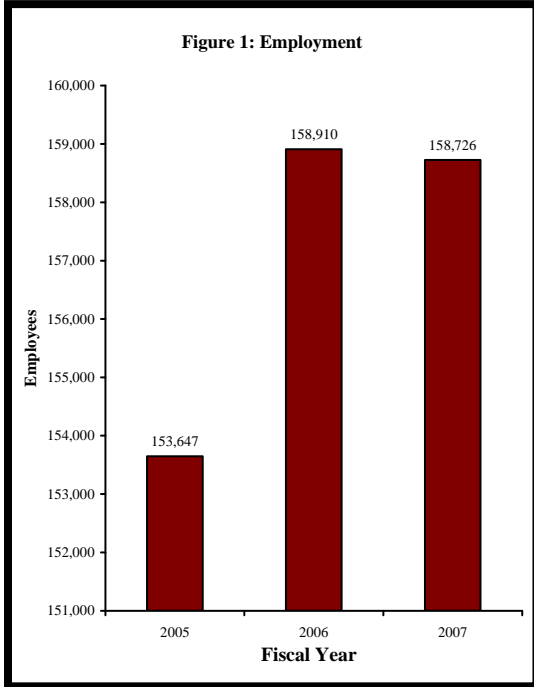
Accomplishments

According to the USAF, during FY 2007 it:
- Accomplished 122 OSH program evaluations,
- Continued to evaluate injured workers in efforts to return them to work,
- Continued to include OSH indicators in performance appraisals,
- Continued to reward outstanding OSH performance, and
- Made progress in reducing mishaps and associated rates.

Goals

The USAF plans to continue efforts to meet the department's FY 2008 mishap reduction goal of 75% and pursue participation in the OSHA VPP, with a goal of attaining the first Star site in FY 2008.

Department of the Air Force Charts

Figure 1: Employment

Figure 2: Total and Lost Time Cases

Figure 3: Total and Lost Time Case Rates

Figure 4: Workers' Compensation Costs

Department of the Army

Statistics

The Department of the Army's (Army) employment rolls *decreased* by 22,689 (9.3%) to 221,653 in FY 2007 (See Figure 1, page 35). Its total cases *decreased* by 90 (1.1%) and lost time cases *decreased* by 166 (4.1%, See Figure 2, page 35). The Army's TCR *increased* from 3.37 to 3.68 (9.2%) and its LTCR *increased* from 1.66 to 1.76 (6.0%; See Figure 3, page 35; Chart L, page 208; Chart N, page 210). The department reported that the major causes of lost time disabilities in FY07 were slips, trips, and falls (34%); manual handling and equipment (27%); and transportation (8%). According to Army, there were three civilian fatalities during FY 2007.

Army's workers' compensation costs *decreased* by $1,255,111 (0.7%) during the chargeback year (See Figure 4, page 35; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, the Army achieved the Timeliness and LPDR goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	3.72	1.67	54.3%	34.0*
2007 Target	3.29	1.48	66.0%	33.7
2007 Actual	3.68	1.76	76.9%	31.7

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The Army reported 179 vehicle accidents involving federal civilian employees. Of these, 70 resulted in lost time, 10 in restricted work activity, and 41 in emergency room treatment.

Army states that it is keenly aware of driving risks to its employees and requires seat belt usage for all vehicle occupants. It also noted that it has instituted numerous initiatives to improve driver safety such as:
- An on-line accident avoidance course for basic driver safety training, which is required for all Army civilians;
- A requirement for successful completion of an Army-approved hands-on Motorcycle Rider Safety Course prior to operation of a motorcycle;
- Provision of a trip planning and driving risk management tool; and

- A partnership with the National Highway Traffic Safety Institute to promote "Click-It or Ticket" and "You Drink, You Drive, You Lose" campaigns.

Recordkeeping

According to its report, the Army initiated development of a centralized, single accident reporting system which will include reporting and analysis of civilian accidents and the capability to generate the OSHA Form 300 log and the Form 301 incident report.

Workplace Violence

The Army noted that its employees reported 45 workplace violence incidents during the period: 15 assaults, 9 instances of creating a disturbance, 4 cases of harassing communications, 2 death threats, 2 instances of obscene or threatening gestures, and 13 other forms of threats. The Army indicated that its programs and initiatives to address workplace violence include:
- Partnering with labor unions,
- Providing workplace violence training,
- Issuing a local workplace violence policy,
- Establishing workplace violence committees, and
- Establishing intervention and assessment teams that respond to reports of workplace violence.

Employee Support

The Army reported that it:
- Developed and fielded on-line safety and occupational health courses for employees, managers, supervisors, collateral duty safety officers, and safety committee members; and
- Conducted safety program reviews of its major sub-agencies to assess program management and increase safety awareness among senior leaders.

Accomplishments

The Army reported numerous OSH-related accomplishments. Among them are the following:
- Established an OSH audit program to evaluate compliance with Army, DoD, and OSHA requirements;
- Deployed an automated occupational data collection and management system to 95 sites worldwide;
- Formed a Federal Employees Compensation Act Oversight Group at Army headquarters to continuously improve performance of incident
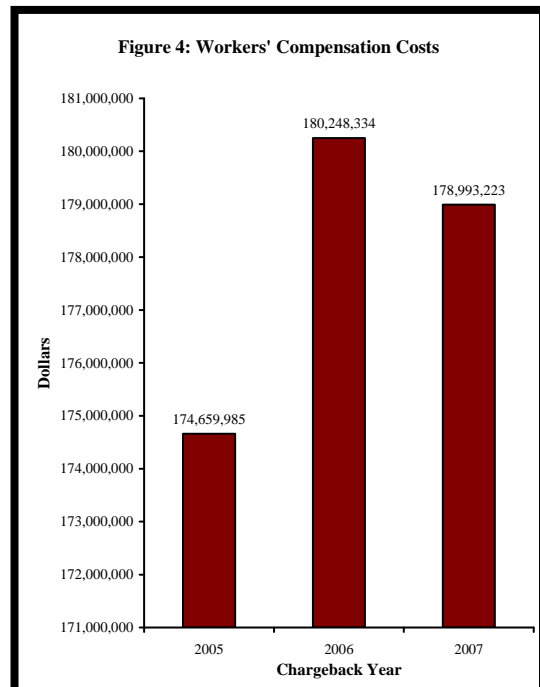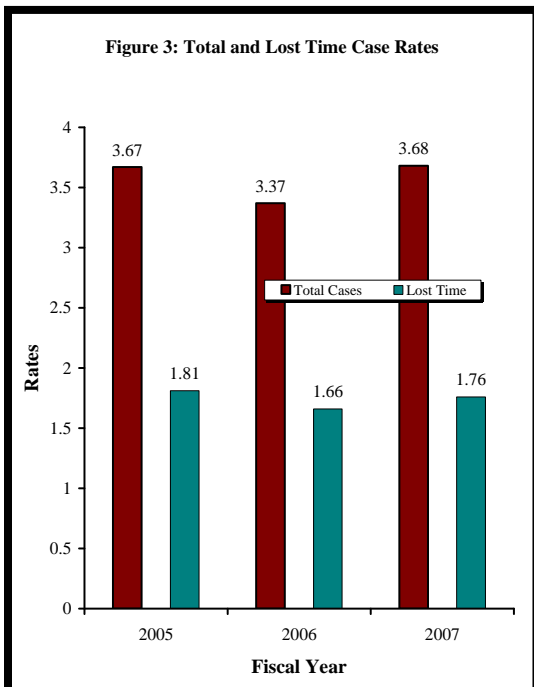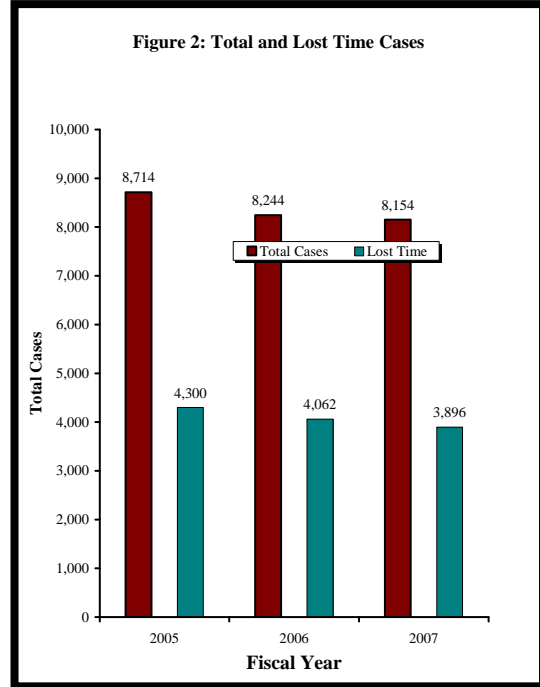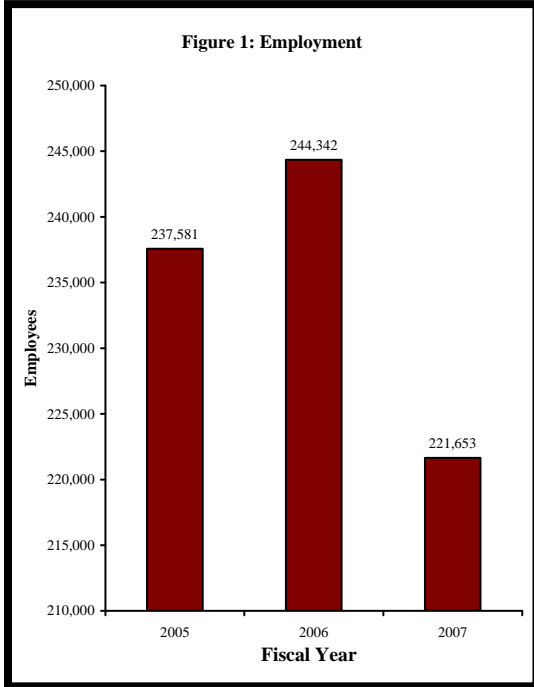
notification, case management, return-to-work, and incident prevention efforts;

- Implemented data collection tools to allow for systematic and periodic reviews of return-to-work performance;
- Provided OSH training to over 250 OSH personnel and afforded them the opportunity to obtain professional certifications;
- Obtained OSHA VPP Star status for one installation;
- Created the "Secretary of the Army and Chief of Staff, Army Industrial Operations Award," to focus on its civilian workforce and emphasize work place safety; and
- Held a senior safety seminar for headquarters' Command Safety Directors.

Goals

During FY 2008, the Army reported it plans to:
- Reduce accident rates by at least 75% below FY 2002 levels and 20% below FY 2007,
- Improve the overall number of installations actively engaged in return-to-work and decrease the overall workers' compensation costs by 3%,
- Analyze data collection tools to identify the individual and installation characteristics that have the biggest impact on return-to-work performance,
- Use Lean Six Sigma for continuous process improvements, and
- Qualify ten more commands for the OSHA VPP.

Department of the Army Charts

Figure 1: Employment

Employees / Fiscal Year

- 2005: 237,581
- 2006: 244,342
- 2007: 221,653

Figure 2: Total and Lost Time Cases

Total Cases / Fiscal Year — Total Cases, Lost Time

- 2005: 8,714 / 4,300
- 2006: 8,244 / 4,062
- 2007: 8,154 / 3,896

Figure 3: Total and Lost Time Case Rates

Rates / Fiscal Year — Total Cases, Lost Time

- 2005: 3.67 / 1.81
- 2006: 3.37 / 1.66
- 2007: 3.68 / 1.76

Figure 4: Workers' Compensation Costs

Dollars / Chargeback Year

- 2005: 174,659,985
- 2006: 180,248,334
- 2007: 178,993,223

Department of Commerce

Statistics

The Department of Commerce's (Commerce) employment rolls *decreased* by 344 (0.9%) to 39,948 in FY 2007 (See Figure 1, page 38). Its total cases *decreased* by 47 (10.0%) and lost time cases *decreased* by 28 (12.2%, See Figure 2, page 38). Commerce reported that the most common injuries were strains, contusions, and fractures while falls and vehicle accidents were the major causes. The Commerce's TCR *decreased* from 1.17 to 1.06 (9.40%) and its LTCR *decreased* from 0.57 to 0.5 (12.3%; See Figure 3, page 38; Chart L, page 208; Chart N, page 210). According to Commerce, it had no federal civilian fatalities during FY 2007.

Commerce's workers' compensation costs *increased* by $588,929 (3.9%) during the chargeback year (See Figure 4, page 38; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, Commerce achieved all four of its SHARE goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	1.46	0.70	34.0%	20.8*
2007 Target	1.29	0.62	50.0%	20.6
2007 Actual	1.06	0.50	54.8%	14.5

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
Commerce reported that during FY 2007 there were 106 vehicle accidents involving departmental employees, which represents a 53% increase compared to FY 2006. The department noted that it plans to continue to require selt belt usage in both government and personal vehicles during government-sponsored activities, and to emphasize safe driving requirements.

Recordkeeping
Commerce reported that it does not have a centralized data management system and maintains the OSHA Form 300 log manually. It is exploring options to procure an electronic recordkeeping system to increase the accuracy of its information.

Workplace Violence
Commerce reported that there were two incidents of workplace violence during

FY 2007, and that it conducted workplace violence training at one bureau. It also noted that some of its subcomponents conduct annual workplace violence training.

Employee Support

According to Commerce, it and its bureaus conduct safety and health training for a variety of audiences, including Collateral Duty Safety Officers, and new employees and supervisors. Also, Commerce headquarters, the National Oceanic and Atmospheric Administration, and the National Institute for Standards Technology held safety and health fairs. The department reported excellent employee support at these events, as well as at wellness programs and health screenings.

Commerce noted that personnel in its subcomponents participate in various activities of the FFSHCs and that the Metropolitan Washington D.C. FFSHC participated in the department's safety and health fair.

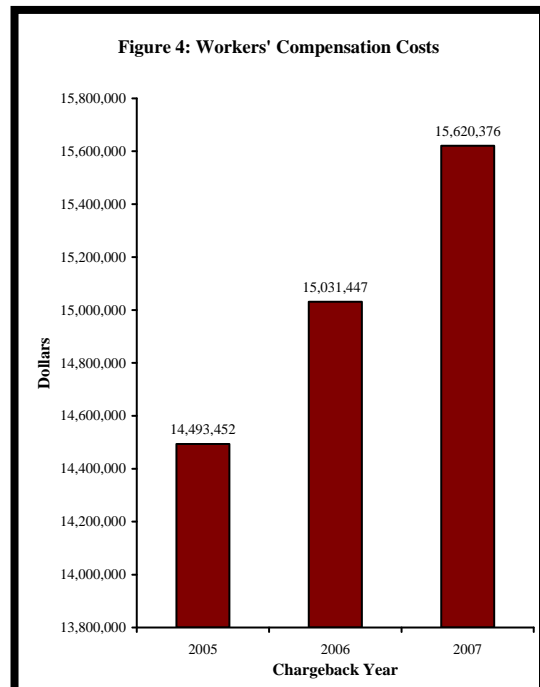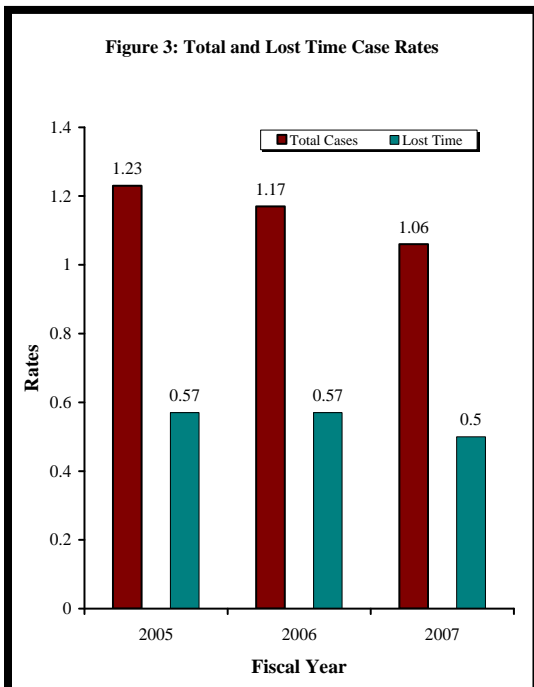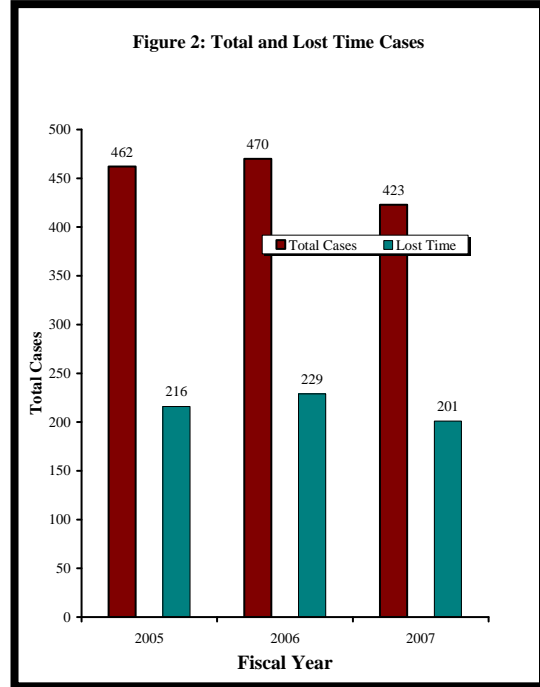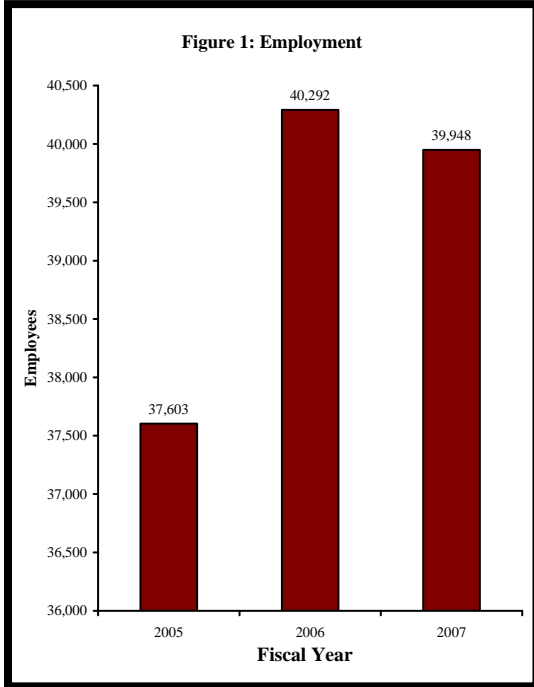## Accomplishments

Commerce reported that during FY 2007:
- Its Safety office completed planned programmatic safety and health assessments of two bureaus;
- It implemented an aggressive return-to-work initiative;
- It began review of its safety and health awards program;
- It reviewed all workers' compensation claims for return-to-work potential, increasing the number of recovered workers returned to work, and reducing workplace injuries and illnesses; and
- It reduced the number of workplace accidents.

Goals

During FY 2008, the department reported that it plans to:
- Work with two of its bureaus to develop a safety and health self-assessment that will allow them to conduct their own annual programmatic self-assessments. The department's safety staff will review the annual self-assessments and also conduct an independent assessment every three years; and
- Continue its Safety and Workers' Compensation Working Group to provide opportunities for training, networking, sharing of best practices, and communication between bureau representatives and the department Safety and Workers' Compensation Managers.

Department of Commerce Charts

Figure 1: Employment

A bar chart titled "Figure 1: Employment" showing Employees by Fiscal Year. 2005: 37,603; 2006: 40,292; 2007: 39,948.

Figure 2: Total and Lost Time Cases

A bar chart titled "Figure 2: Total and Lost Time Cases" showing Total Cases and Lost Time by Fiscal Year. 2005: Total Cases 462, Lost Time 216; 2006: Total Cases 470, Lost Time 229; 2007: Total Cases 423, Lost Time 201.

Figure 3: Total and Lost Time Case Rates

A bar chart titled "Figure 3: Total and Lost Time Case Rates" showing Total Cases and Lost Time rates by Fiscal Year. 2005: Total Cases 1.23, Lost Time 0.57; 2006: Total Cases 1.17, Lost Time 0.57; 2007: Total Cases 1.06, Lost Time 0.5.

Figure 4: Workers' Compensation Costs

A bar chart titled "Figure 4: Workers' Compensation Costs" showing Dollars by Chargeback Year. 2005: 14,493,452; 2006: 15,031,447; 2007: 15,620,376.

Department of Defense

Statistics

The Department of Defense's (DoD) employment rolls *increased* by 668 (0.1%) to 673,385 in FY 2007 (See Figure 1, page 41). Its total cases *decreased* by 646 (3.2%) and lost time cases *decreased* by 446 (4.1%, See Figure 2, page 41). The DoD's TCR *decreased* from 3.02 to 2.92 (3.31%) and its LTCR *decreased* from 1.6 to 1.53 (4.4%; See Figure 3, page 41; Chart L, page 208; Chart N, page 210). The department reported that slips, trips, and falls were the consistent sources of injuries that caused sprains and contusions. According to DoD, there were 14 civilian fatalities during FY 2007.

DoD's workers' compensation costs *decreased* by $2,829,262 (4.3%) during the chargeback year (See Figure 4, page 41; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, DoD achieved all four of its SHARE goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	3.66	1.75	36.1%	34.0*
2007 Target	3.21	1.53	63.3%	33.7
2007 Actual	2.92	1.53	76.9%	32.6

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The DoD reported that it continues to pursue vehicle crash prevention and promote seat belt usage, and is revising its "DoD Traffic Safety Program" to update policy, responsibilities, and procedures for administering the DoD Traffic Safety Program. According to the department, the program is designed to reduce death, injuries, and property damage caused by vehicular crashes.

Recordkeeping
The DoD reported that it uses automated databases and on-line tracking systems to meet the OSHA injury and illness recordkeeping requirements.

Workplace Violence
The DoD reported that its various sub-agencies addressed workplace violence through Web-based training, anger management programs, counseling, and the EAP.

Employee Support

The DoD reported that it considers OSH training integral to accomplishing its mission. It noted that it provides OSH training to all employees as well as all levels of leadership throughout each military department and Defense agency – from executive-level leaders to supervisors.
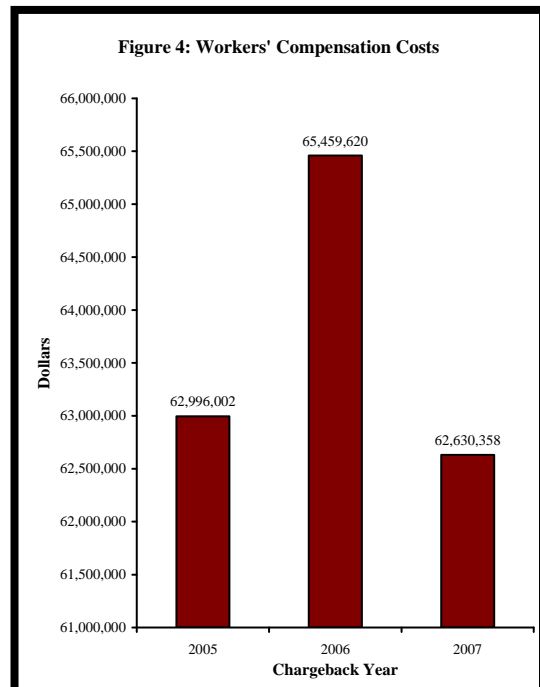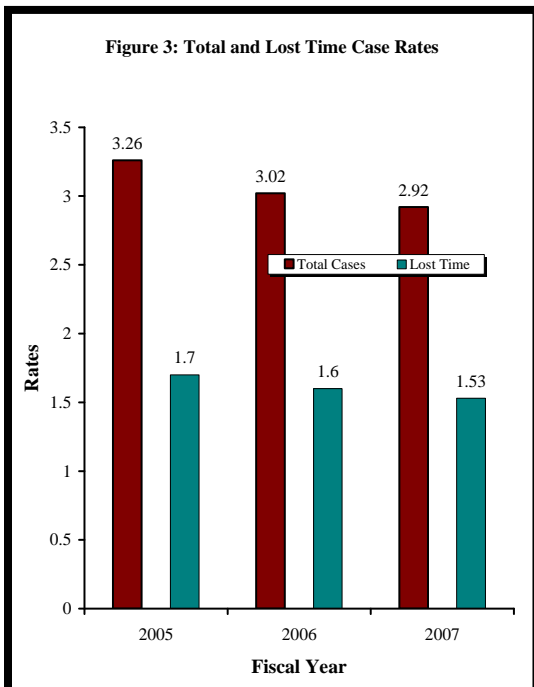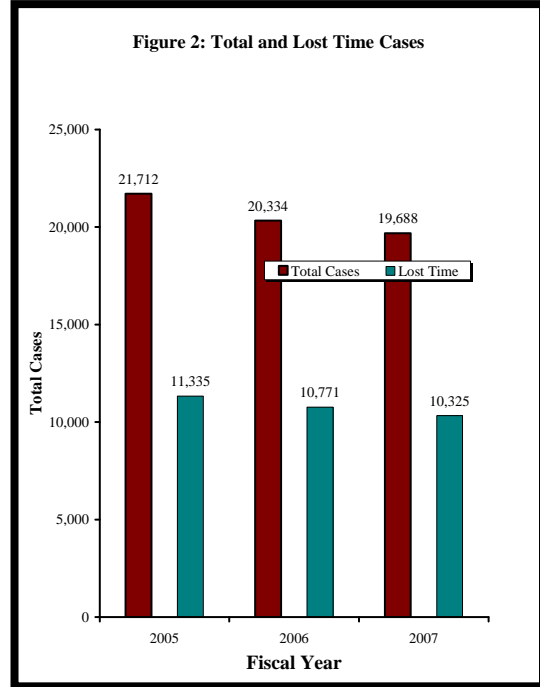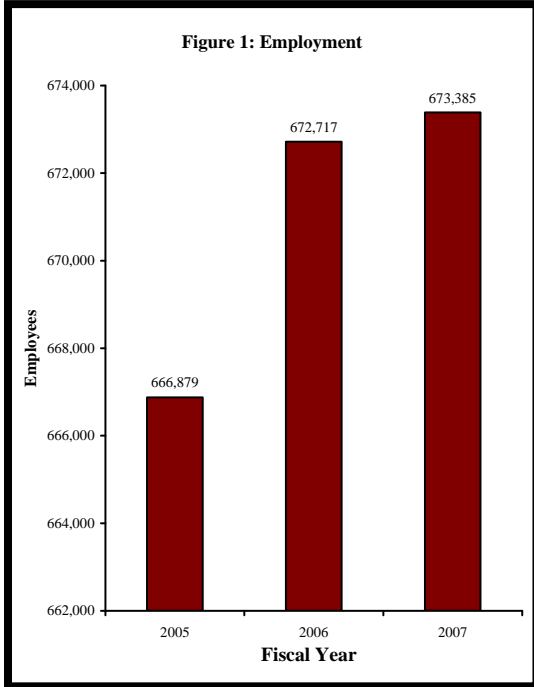
Accomplishments

The 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 throughout its organization. It noted that its Defense Safety Oversight Council worked through its task forces to identify initiatives to decrease mishaps across the entire scope of defense operations as a strategy to emphasize mishap prevention efforts. The department reported that its various sub-agencies continued to pursue the designated performance targets for the SHARE goals.

Goals

According to the DoD, its goal is to eliminate deaths, accidents, and occupational injuries and illnesses by:
- Applying risk management strategies to achieve an annual goal of significant reductions in all accidents and occupational injuries and illnesses.
- Complying with DoD OSH standards and policies.

Department of Defense Charts

Figure 1: Employment

		673,385
	672,717	
666,879		

Y-axis: Employees (662,000 – 674,000)
X-axis: Fiscal Year (2005, 2006, 2007)

Figure 2: Total and Lost Time Cases

Total Cases / Lost Time

Year	Total Cases	Lost Time
2005	21,712	11,335
2006	20,334	10,771
2007	19,688	10,325

Y-axis: Total Cases (0 – 25,000)
X-axis: Fiscal Year

Figure 3: Total and Lost Time Case Rates

Total Cases / Lost Time

Year	Total Cases	Lost Time
2005	3.26	1.7
2006	3.02	1.6
2007	2.92	1.53

Y-axis: Rates (0 – 3.5)
X-axis: Fiscal Year

Figure 4: Workers' Compensation Costs

Year	Dollars
2005	62,996,002
2006	65,459,620
2007	62,630,358

Y-axis: Dollars (61,000,000 – 66,000,000)
X-axis: Chargeback Year

41

Department of Education

Statistics

The Department of Education's (ED) employment rolls *decreased* by 70 (1.6%) to 4,192 in FY 2007 (See Figure 1, page 44). Its total cases *decreased* by 6 (17.6%) and lost time cases *increased* by 4 (23.5%, See Figure 2, page 44). The ED's TCR *decreased* from 0.80 to 0.67 (16.3%) and its LTCR *increased* from 0.4 to 0.5 (25.0%; See Figure 3, page 44; Chart L, page 208; Chart N, page 210). According to ED, it had no civilian fatalities during FY 2007.

ED's workers' compensation costs *decreased* by $187,470 (11.1%) during the chargeback year (See Figure 4, page 44; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, ED achieved its TCR, LTCR, and LPDR goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	1.11	0.54	43.6%	4.7*
2007 Target	0.96	0.47	53.0%	15 or less
2007 Actual	0.67	0.50	38.7%	6.2

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The ED reported it has a fleet of 56 motor vehicles and that its employees were not involved in any vehicle accidents while on official government business.   ED noted that it has continued to work closely with the General Services Administration (GSA) to replace vehicles in a timely manner based on mileage and auto repair history.

ED reported that to improve motor vehicle safety and seat belt usage, it:
- Continues to encourage all drivers to wear their seat belts and obey traffic rules and regulations while on official government business; and
- Provides a customer service feedback survey to all passengers at the end of their excursion.

Recordkeeping
The ED did not provide any information on the status of its recordkeeping program.

Workplace Violence
The ED did not address this topic.

Employee Support

The ED reported that it distributes an "Employee Handbook" to all employees during new employee orientation. The department added that the Handbook contains information on handling and reporting safety and health concerns, and describes the safety and health program components.

The ED reported that its Office of Management employees take every opportunity to attend safety and health training within their local geographical areas, in order to maintain and increase awareness of safety and health processes and practices. It noted that these employees have been trained on the use of Automated External Defibrillators (AEDs).

Accomplishments

The ED reported that during FY 2007:
- Its workers' compensation program staff continued to work closely with supervisors and managers on workers' compensation issues to advise them on how to properly report workplace injuries and comply with reporting requirements.
- It continued its commitment to provide a safe and healthy workplace for all employees, clients, and visitors by working with GSA, labor organizations, and general staff to address safety and health concerns throughout the agency.
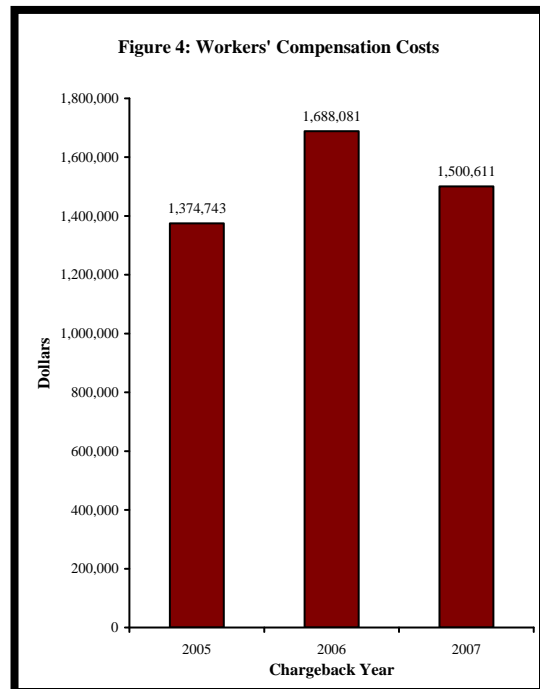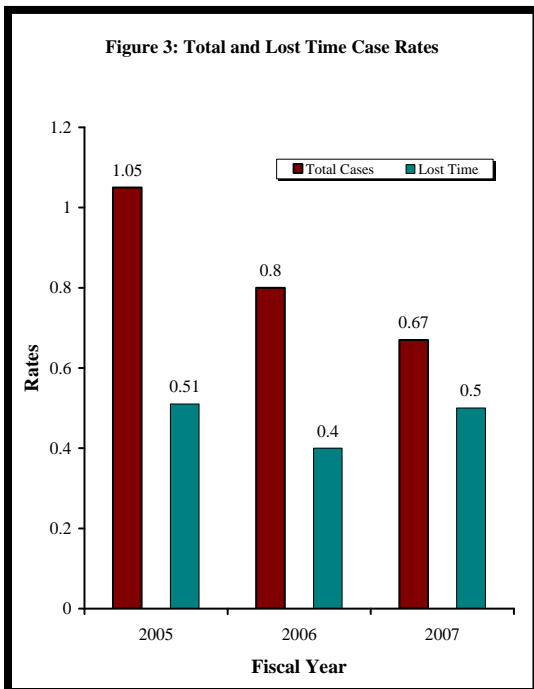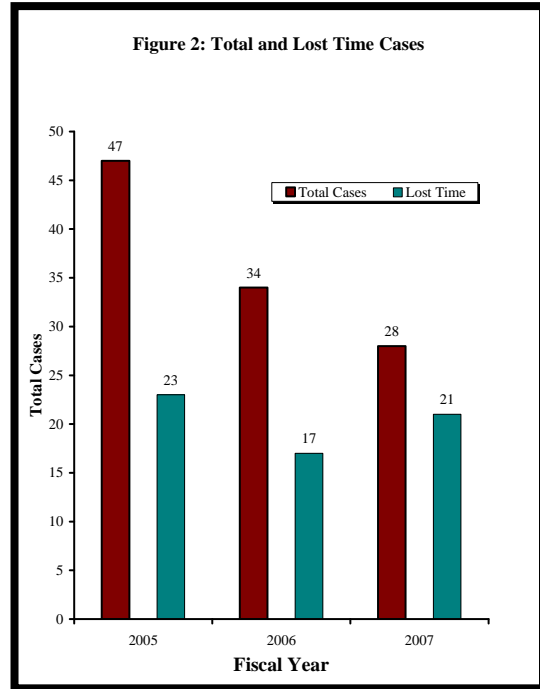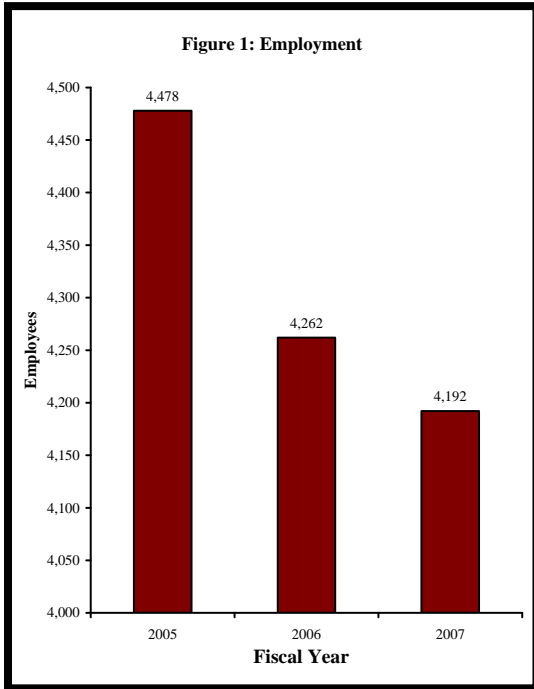
Goals

ED reported that for FY 2008 it will maintain its commitment to providing employees with a high level of health and environmental safety services including:
- Safety inspections in headquarters and regions,
- Air and water quality testing in all ED-occupied buildings,
- Health and fitness centers in headquarters and most regional offices,
- Health screening programs, and
- Fitness programs.

The department also reported that it will:
- Continue to work closely with supervisors in resolving workers' compensation cases; and
- Continue its commitment to the Metropolitan Washington D.C. FFSHC and participate in the planning, facilitation, and evaluation of the annual local FFSHC and Annual Workers' Compensation Conferences.

Department of Education Charts

Figure 1: Employment

Employees vs Fiscal Year:
- 2005: 4,478
- 2006: 4,262
- 2007: 4,192

Figure 2: Total and Lost Time Cases

Total Cases and Lost Time by Fiscal Year:
- 2005: Total Cases 47, Lost Time 23
- 2006: Total Cases 34, Lost Time 17
- 2007: Total Cases 28, Lost Time 21

Figure 3: Total and Lost Time Case Rates

Rates by Fiscal Year:
- 2005: Total Cases 1.05, Lost Time 0.51
- 2006: Total Cases 0.8, Lost Time 0.4
- 2007: Total Cases 0.67, Lost Time 0.5

Figure 4: Workers' Compensation Costs

Dollars by Chargeback Year:
- 2005: 1,374,743
- 2006: 1,688,081
- 2007: 1,500,611

Department of Energy

Statistics

The Department of Energy's (DOE) employment rolls *decreased* by 176 (1.2%) to 14,668 in FY 2007 (See Figure 1, page 47). Its total cases *increased* by 30 (10.0%) and lost time cases *decreased* by 8 (6.3%, See Figure 2, page 47). The DOE's TCR *increased* from 2.03 to 2.26 (11.3%) and its LTCR *decreased* from 0.86 to 0.81 (5.81%; See Figure 3, page 47; Chart L, page 208; Chart N, page 210). According to DOE, it had no civilian fatalities during FY 2007.

DOE's workers' compensation costs *decreased* by $331,855 (3.3%) during the chargeback year (See Figure 4, page 47; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, DOE achieved its Timeliness goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	2.14	0.73	47.5%	22.1*
2007 Target	1.83	0.65	57.7%	21.9
2007 Actual	2.26	0.81	66.6%	30.3

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
DOE reported 14 motor vehicle-related injuries in FY 2007. The department noted that it requires seat belt usage in government vehicles and on DOE property, and that all injured personnel were wearing seat belts.

Recordkeeping
According to DOE, it uses a computerized system to collect the OSHA-required recordkeeping data. It also noted that it requires onsite contactors and subcontractors to report data into the system.

The department reported that its emphasis on timely reporting, and related training, improved the timely filing of OWCP claims in the fourth quarter of FY 2007. DOE reported that it will continue to monitor and seek improvements the in this area.

Workplace Violence

DOE reported no workplace violence incidents during FY 2007.

Employee Support

DOE reported that in FY 2007 it initiated department-wide OSH orientation training for all of its federal employees, and will require an annual refresher course. The department reported that it uses an on-line quiz to track training course completion and assess comprehension of the material.

Accomplishments

DOE reported many accomplishments for FY 2007. A sampling of the department-wide efforts includes:

- Revised the personnel performance appraisal process to incorporate safety performance criteria;
- Published five Safety Bulletins covering hazard warnings on compressed gas cylinders, hexavalent chromium, lead, tungsten welding rods containing thorium, and unwanted chemical reactions;
- Presented safety awards to several organizations and individuals for their outstanding performance; and
- Developed and implemented safety orientation training for all of its federal employees.

Goals

DOE reported that during FY 2008 it will:

- Continue its commitment to the SHARE goals.
- Look to improve the flow of OSH direction through the chain of command and via the DOE OSH committee.
- Continue the implementation of Integrated Safety Management Systems for federal employees.
- Encourage mentoring by both DOE VPP and external sites, to improve OSH performance.
- Improve performance at its facility with the highest incidence rates.

Department of Energy Charts

Figure 1: Employment

Employees	Fiscal Year

15,281 (2005)
14,844 (2006)
14,668 (2007)

Figure 2: Total and Lost Time Cases

Total Cases / Lost Time

2005: 300 / 112
2006: 301 / 127
2007: 331 / 119

Figure 3: Total and Lost Time Case Rates

Total Cases / Lost Time

2005: 1.96 / 0.73
2006: 2.03 / 0.86
2007: 2.26 / 0.81

Figure 4: Workers' Compensation Costs

Chargeback Year

2005: 9,141,228
2006: 10,183,435
2007: 9,851,580
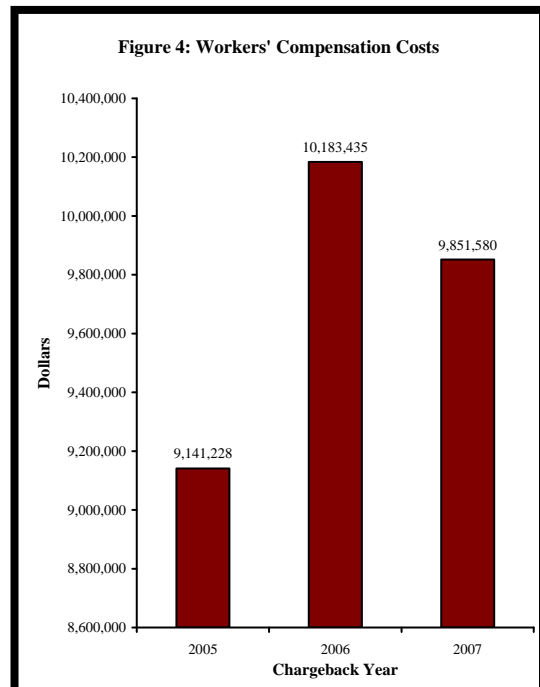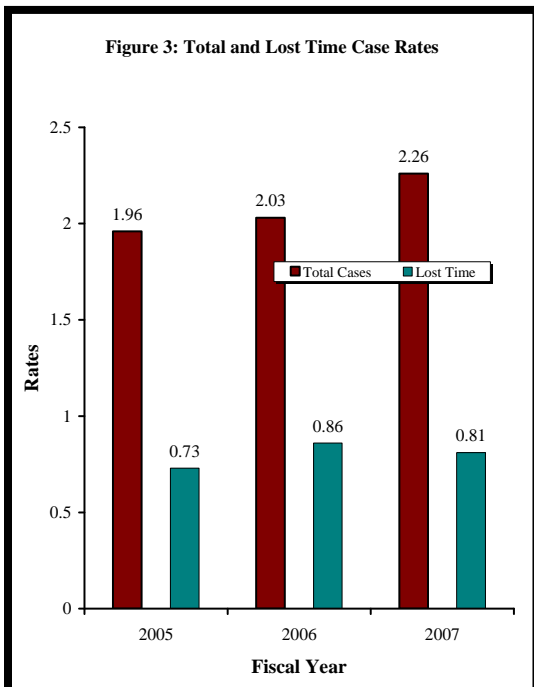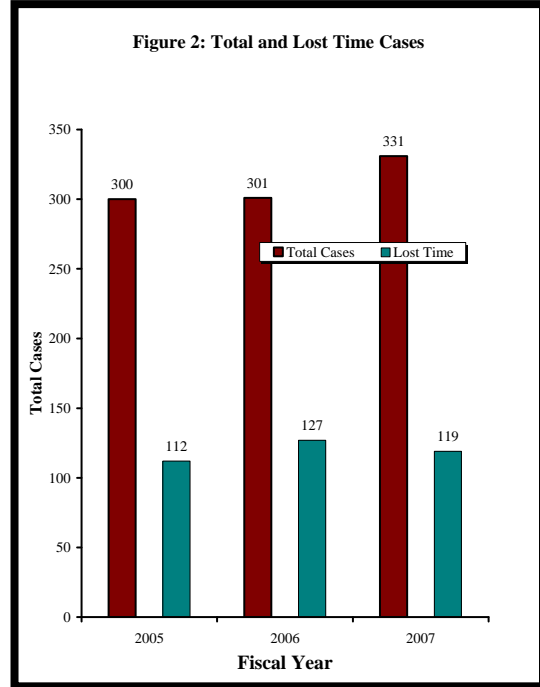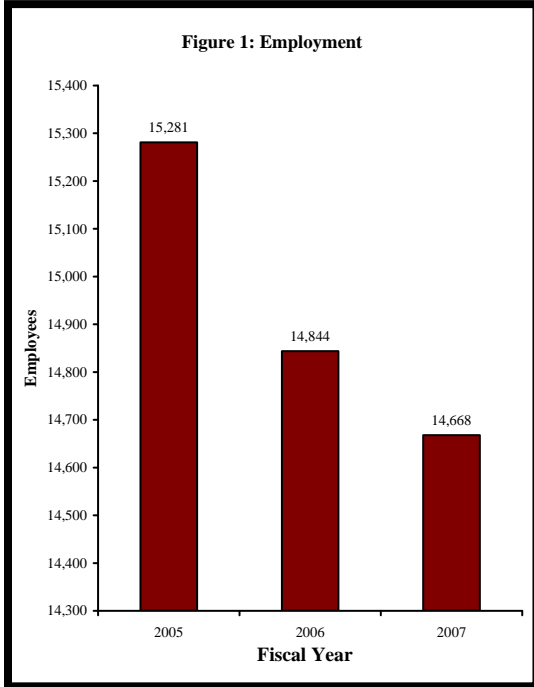
Department of Health and Human Services

Statistics

The Department of Health and Human Services's (HHS) employment rolls *increased* by 226 (0.4%) to 60,907 in FY 2007 (See Figure 1, page 51). Its total cases *decreased* by 58 (5.6%) and lost time cases *increased* by 15 (2.9%, See Figure 2, page 51). The HHS's TCR *decreased* from 1.70 to 1.59 (6.47%) and its LTCR *increased* from 0.84 to 0.86 (2.4%; See Figure 3, page 51; Chart L, page 208; Chart N, page 210). According to HHS, there were two civilian fatalities during FY 2007.

HHS's workers' compensation costs *decreased* by $28,417 (0.1%) during the chargeback year (See Figure 4, page 51; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, HHS achieved its TCR goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	2.00	0.86	34.9%	18.8*
2007 Target	1.77	0.76	50.0%	18.6
2007 Actual	1.59	0.86	48.4%	21.2

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The HHS reported that it does not track vehicle accidents or selt belt usage at the department level. However, it reported that its subcomponents have the discretion to track the information, and those that did reported a total of 79 motor vehicle accidents resulting in property damage and/or personal injury. With respect to policies and training, HHS reported that most of its subcomponents have publicized policies requiring employees and contractors to wear seat belts while operating motor vehicles during government business, and that many provide defensive driver training to employees.

Recordkeeping
The HHS reported that it implemented a policy requiring all subcomponents' facilities to comply with the revised OSHA injury and illness recordkeeping requirements for federal agencies. It noted that it has been working with DOL to implement SHIMS department-wide and expects to have the implementation completed during early FY 2008. HHS reported that the recordkeeping mechanisms vary among its subcomponents, with some having integrated OSHA injury and illness recordkeeping requirements into their electronic reporting systems, while others compile the information manually.

Workplace Violence

The HHS reported that it has policies and procedures in place to address workplace violence issues.

Employee Support

The HHS reported that it encourages all subcomponents to budget for and support OSH personnel professional development, and participation in the FFSHCs. The level of training and participation varies with the size and available resources of the respective subcomponents. HHS noted that it plans to continue to provide OSH outreach support in FY 2008.

Accomplishments

The HHS reported that during FY 2007 it continued to aggressively lower lost production days by taking the following actions:

- Intervened early in new injury cases through the use of light or limited duty assignments;
- Conducted a 100% review of the chargeback reports in order to return employees to work;
- Controverted questionable claims;
- Worked with management, rehabilitation counselors, and DOL to create jobs for employees who are eligible to return to work; and
- Used DOL's Nurse Intervention Program in order to assess the feasibility of employees returning to work.

HHS also reported numerous subcomponent accomplishments, a sampling of which includes:

- The Centers for Disease Control (CDC) received an unannounced Nuclear Regulatory Commission inspection that resulted in no violations, after which the inspectors reportedly stated that CDC had a model Radiation Safety Program.
- The Centers for Medicare and Medicaid Services (CMS) exceeded the goal to provide health, safety, and wellness training to its employees by hosting 28 seminars and training sessions and one health fair with 75 exhibitors.
- The Health Resources and Services Administration (HRSA) procured new ergonomic furniture and performed numerous ergonomic studies of employee workstations, offering suggestions to improve eye and muscle strain.
- The Indian Health Service (IHS) conducted safety surveillance surveys at its more than 200 accredited healthcare facilities.
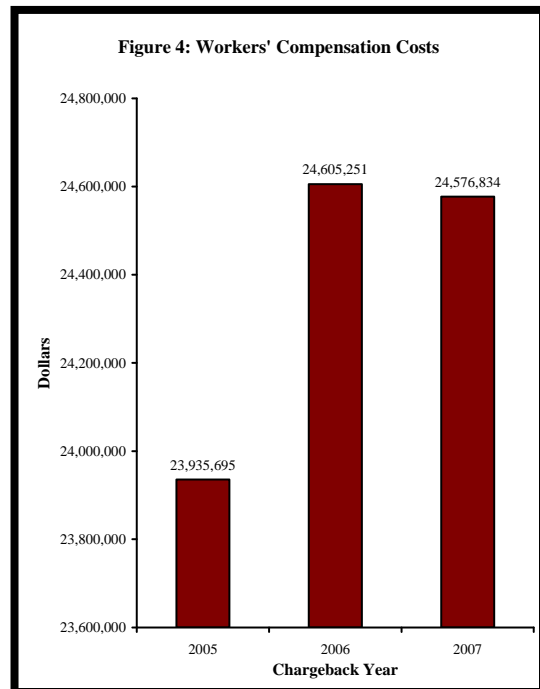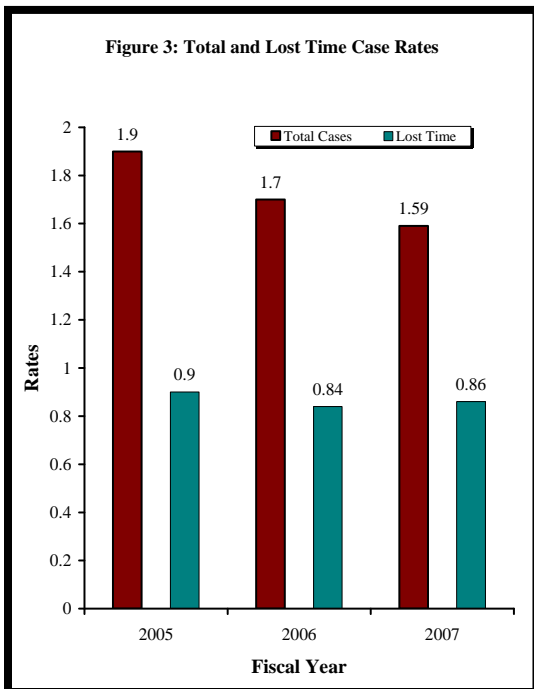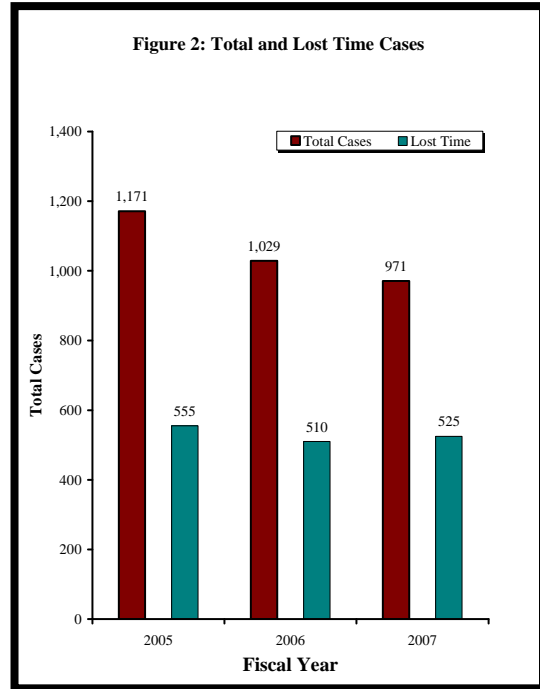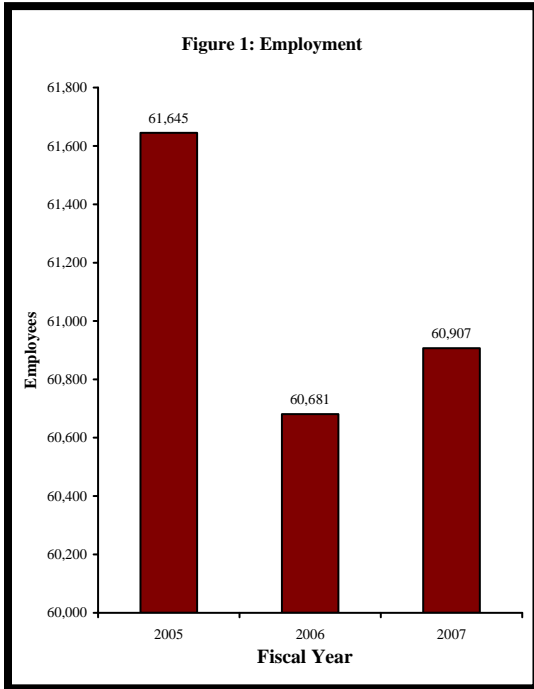
- The National Institutes of Health (NIH) began the implementation phase of the Biosecurity and Biosurety Program and continues to improve the Food Safety Program.
- The Food and Drug Administration (FDA) used a labor/management committee to discuss a variety of agency cross-cutting environmental, safety and health issues.
- The CDC recognized individual and group performance contributions and achievements through a variety of monetary and non-monetary awards.

Goals

The HHS did not report any departmental goals for FY 2008. However, among its subcomponents:

- The Administration for Children and Families plans to continue to decrease the number and rate of total injury and illness cases.
- The CDC plans to continue to improve programs with direct impact on SHARE statistics and meet established goals.
- The CMS plans to provide OSH training to employees and managers, and attend meetings of the Metropolitan Washington, D.C. FFSHC.
- The FDA intends to continue to have an active National ESH Committee that works on cross-cutting environmental safety and health issues and interacts with local committees.
- The HRSA plans to hold regular safety council meetings.
- The IHS plans to develop and implement a policy addressing the safe movement of bariatric patients to include lifting and patient transfer equipment.
- The NIH plans to continue its downward trend in the incidence of occupational injuries and illnesses.

Department of Health and Human Services Charts

Figure 1: Employment

Employees vs. Fiscal Year

- 2005: 61,645
- 2006: 60,681
- 2007: 60,907

Figure 2: Total and Lost Time Cases

Total Cases vs. Fiscal Year

Legend: Total Cases, Lost Time

- 2005: Total Cases 1,171; Lost Time 555
- 2006: Total Cases 1,029; Lost Time 510
- 2007: Total Cases 971; Lost Time 525

Figure 3: Total and Lost Time Case Rates

Rates vs. Fiscal Year

Legend: Total Cases, Lost Time

- 2005: Total Cases 1.9; Lost Time 0.9
- 2006: Total Cases 1.7; Lost Time 0.84
- 2007: Total Cases 1.59; Lost Time 0.86

Figure 4: Workers' Compensation Costs

Dollars vs. Chargeback Year

- 2005: 23,935,695
- 2006: 24,605,251
- 2007: 24,576,834

Department of Homeland Security

Statistics

The Department of Homeland Security's (DHS) employment rolls *decreased* by 4,056 (2.4%) to 162,027 in FY 2007 (See Figure 1, page 55). Its total cases *decreased* by 2,216 (14.3%) and lost time cases *decreased* by 1,461 (19.5%, See Figure 2, page 55). The DHS's TCR *decreased* from 9.30 to 8.17 (12.15%) and its LTCR *decreased* from 4.51 to 3.72 (17.52%; See Figure 3, page 55; Chart L, page 208; Chart N, page 210). According to DHS, there were eight civilian fatalities during FY 2007.

DHS's workers' compensation costs *increased* by $1,794,728 (1.1%) during the chargeback year (See Figure 4, page 55; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, DHS achieved all of its SHARE goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	13.51	5.90	44.1%	171.3*
2007 Target	11.96	5.22	53.6%	169.6
2007 Actual	8.17	3.72	75.0%	137.6

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The DHS reported that:
- Employees log extensive miles in different types of vehicles over varying terrain and conditions. Although subcomponents have different recording procedures, in FY 2007 there were 1,629 motor vehicle mishaps with 442 resulting in personal injury. Three of the eight DHS fatalities in FY 2007 involved Customs and Border Patrol (CBP) employees and were attributed to motor vehicle mishaps. Two of the fatally injured were wearing seat belts and one was not.
- Seat belt usage is mandatory throughout the department although DHS does not have a standardized method to track usage. The Transportation Security Administration has the most detailed data and reported a 98.6% rate of usage based on a review of accident investigation reports.
- CBP employees drive the most miles and continued to promote vehicle safety during the period.
- After a number of vehicle rollover accidents in FY 2007, all Border Patrol Agents were required to complete a refresher motor vehicle safety training course.

Recordkeeping

The DHS reported that it does not have a centralized occupational injury and illness recordkeeping system, and that its various subcomponents collect and manage their own data using a variety of systems.

Workplace Violence

The DHS reported that:

- During FY 2007, DHS subcomponents reported 23 workplace violence cases, eight of which were threats of violence. Three cases involved actual employee-on-employee violence, while two other cases involved incidents between DHS employees and citizens. CBP experienced one employee-on-employee incident that resulted in a denied workers' compensation claim. The U.S. Coast Guard received five reports which were investigated and deemed "minor." The details of four cases were not readily available. CBP experienced 114 law enforcement assaults that resulted in workers' compensation claims.
- Workplace violence guidance exists at the department level, and subcomponents have established individual programs and procedures. Much of the responsibility for workplace violence resides in human resources organizations and through EAPs. If an incident occurs, internal security organizations become involved.

Employee Support

The DHS reported that:

- Individual subcomponents manage and monitor their own safety training programs. They offer and require a broad spectrum of training, reflecting the diversity of jobs in DHS. In 2007, the department implemented DHScovery, an agency-wide learning management system (LMS) which contains a variety of safety classes. The department is in the process of developing and adding DHS-specific courses.
- The department and its subcomponents encourage employee participation in the FFSCHs, especially by safety professionals and collateral duty safety personnel. The various subcomponents provide the employee time and, in some cases, miscellaneous administrative resources to support the work of the FFSHCs.
- The department and its subcomponents promote professional development activities and ensure professionals receive continuing education opportunities.

Accomplishments

The DHS reported many accomplishments for FY 2007. A sampling of the departmental-level activitites includes:
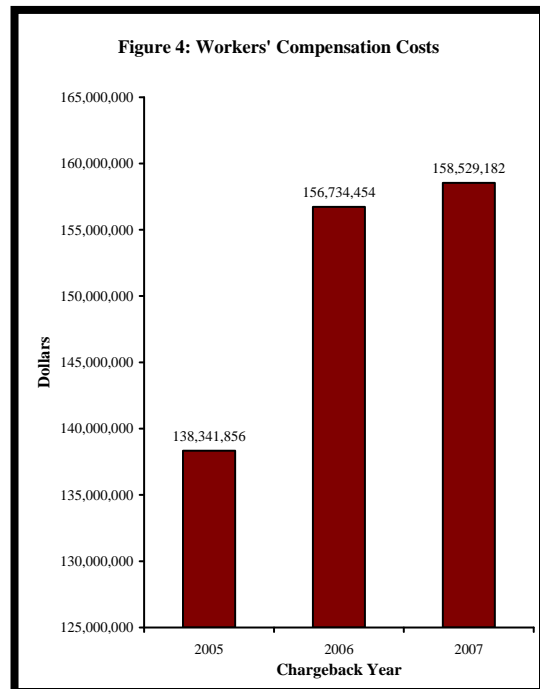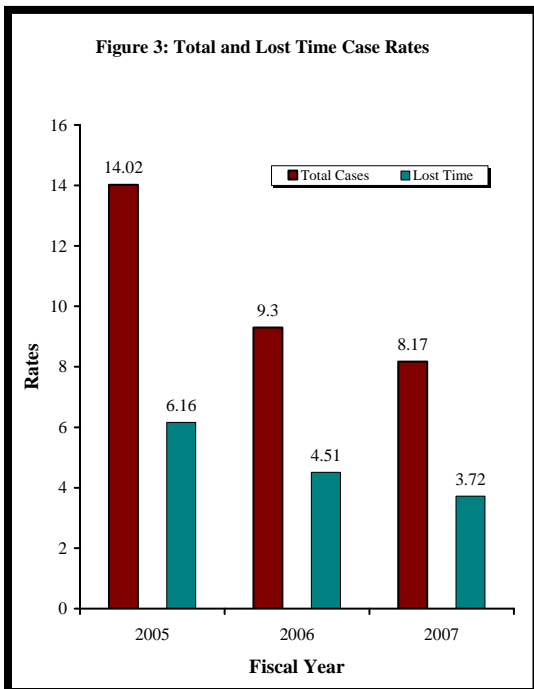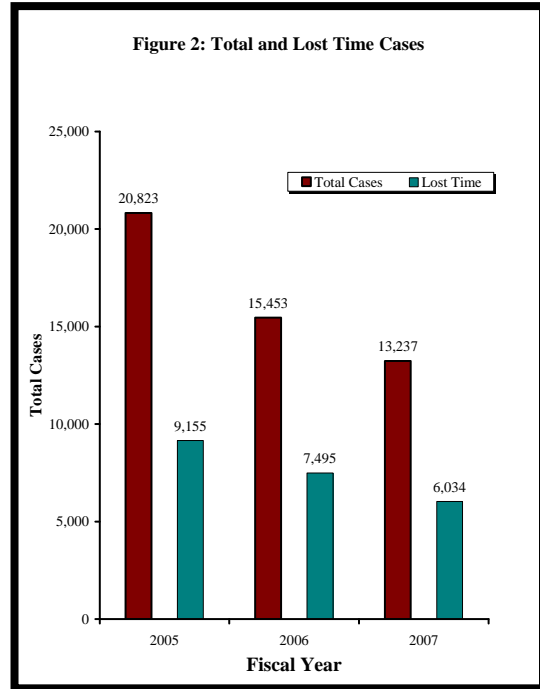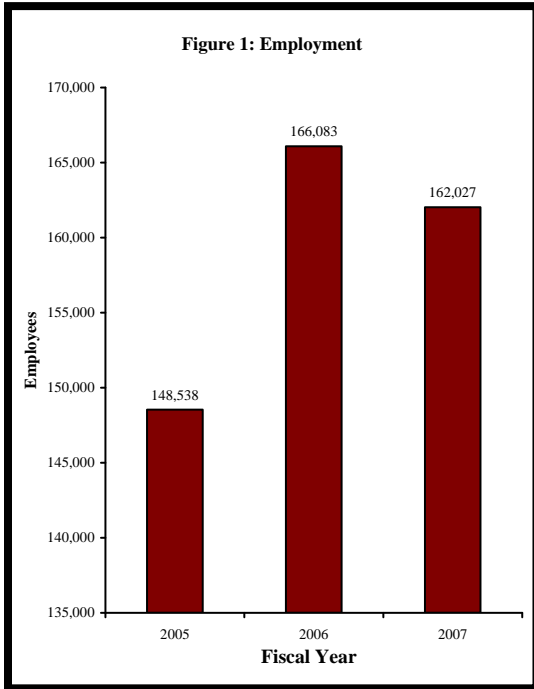
- Began OSH evaluations for its subcomponents;
- Established the Office of Health Affairs to help address employee medical issues, including fitness-for-duty, return-to-work, health screening and monitoring, pre-placement examinations, immunizations, and medical surveillance;
- Incorporated safety and health into the performance elements for Senior Executive Service personnel;
- Established a departmental Radiation Safety Program to coordinate the efforts of the subcomponents in addressing OSH issues associated with the development and deployment of advanced screening devices;
- Published a policy statement on risk management that emphasizes operational risk management principles; and
- Developed a training module for all employees on pandemic influenza, stockpiled respirators, and continuity and preparedness plans.

Goals

The DHS reported that its goals for FY 2008 and beyond include:
- Develop integrated policies, procedures, and guidance to provide sustainable program management;
- Establish department-wide metrics to optimize performance and ensure accountability;
- Improve program effectiveness through outreach to stakeholders;
- Sustain program excellence by investing in its personnel; and
- Provide advocacy an oversight to ensure the effective and efficient use of resources.

Department of Homeland Security Charts

Figure 1: Employment

170,000	
166,083	
165,000	
162,027	
160,000	
155,000	
150,000	148,538
145,000	
140,000	
135,000	

Employees

2005   2006   2007

Fiscal Year

Figure 2: Total and Lost Time Cases

25,000

■ Total Cases ■ Lost Time

20,823

20,000

15,453

15,000

13,237

10,000   9,155

7,495

6,034

5,000

0

Total Cases

2005   2006   2007

Fiscal Year

Figure 3: Total and Lost Time Case Rates

16

■ Total Cases ■ Lost Time

14.02

14

12

10

9.3

8.17

8

6.16

6

4.51

4

3.72

2

0

Rates

2005   2006   2007

Fiscal Year

Figure 4: Workers' Compensation Costs

165,000,000

160,000,000

158,529,182

156,734,454

155,000,000

150,000,000

145,000,000

140,000,000   138,341,856

135,000,000

130,000,000

125,000,000

Dollars

2005   2006   2007

Chargeback Year

55

Department of Housing and Urban Development

Statistics

The Department of Housing and Urban Development's (HUD) employment rolls *decreased* by 33 (0.3%) to 9,721 in FY 2007 (See Figure 1, page 58). Its total cases *increased* by 11 (13.4%) and lost time cases *increased* by 5 (9.8%, See Figure 2, page 58). The HUD's TCR *increased* from 0.84 to 0.96 (14.29%) and its LTCR *increased* from 0.52 to 0.58 (11.5%; See Figure 3, page 58; Chart L, page 208; Chart N, page 210). According to HUD, it had no civilian fatalities during FY 2007.

HUD's workers' compensation costs *increased* by $532,753 (6.9%) during the chargeback year (See Figure 4, page 58; Chart P, page 212).

Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, HUD achieved all but its LPDR goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	1.18	0.79	34.2%	20.3*
2007 Target	1.04	0.70	50.0%	20.1
2007 Actual	0.96	0.58	58.3%	31.5

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The HUD reported that:
- Its employees were not involved in any motor vehicle accidents during FY 2007.
- It has a strong policy requiring seat belt usage whenever employees drive on official business.
- It continued to place special emphasis on Drive Safely to Work Week and the Department of Transportation Seat Belt Initiative.
- It randomly monitors seat belt usage among its employees.
- It is pursuing the purchase and distribution of bumper stickers and decals to heighten awareness about the importance of seat belt usage.
- It plans to distribute a survey to all employees to determine seat belt usage rates.

Recordkeeping
HUD reported that it recently reformatted its existing forms to more closely match the format of OSHA Forms 300, 300A and 301 and that these forms will eventually be available department-wide. In the meantime, the department

noted that it will continue to use its existing forms. Also, HUD reported that it is pursuing department-wide implementation of the DOL SHIMS software.

Workplace Violence

HUD reported that there were several physical assaults on its employees during FY 2007, which were investigated and reported to the Offices of Security and Emergency Planning and Human Resources for appropriate action. According to the department, it has a no tolerance policy for workplace violence.

Employee Support

HUD reported that during FY 2007:
- It continued to promote its Total Wellness Program.
- It offered several OSH courses on its Virtual University Web site, including access to OSHA's on-line collateral duty safety and health course.
- It provided CPR, first aid, smoking cessation, and security awareness training to headquarters and field employees.
- Its Safety Officer completed the OSHA train-the-trainer course on OSH standards for General Industry.
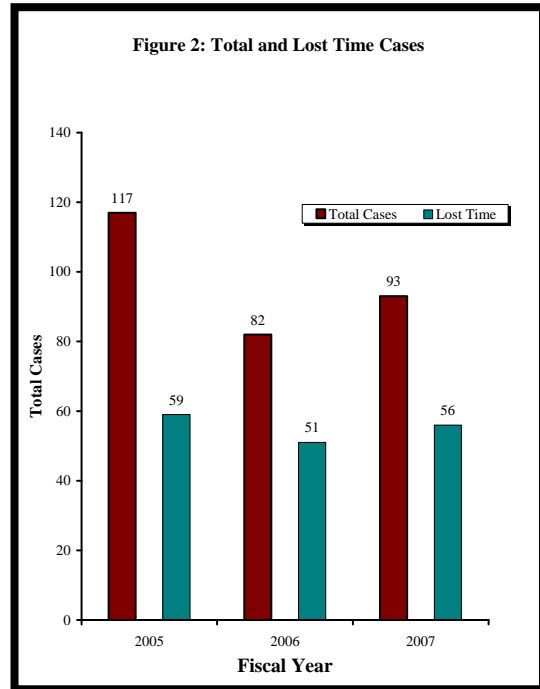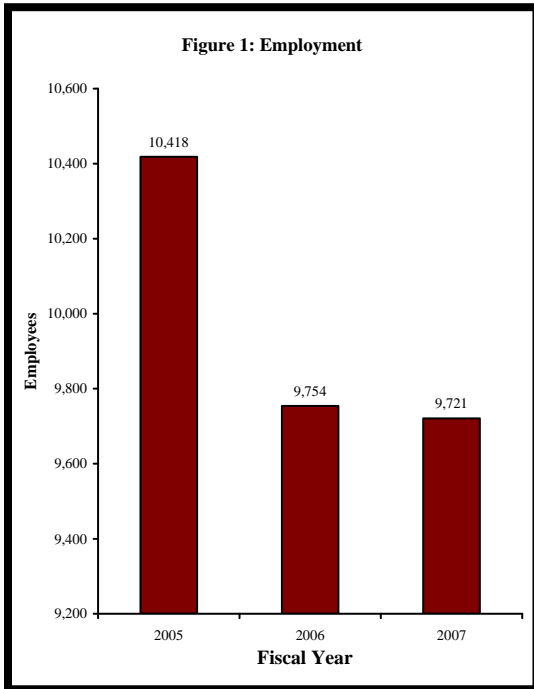
Accomplishments

During FY 2007, HUD:
- Developed a Pandemic Influenza Implementation Plan;
- Conducted a self-evaluation of its OSH program;
- Managed its return-to-work and disability case management program through a contractor that provides monthly reports and analyses;
- Continued to improve upon its SHARE performance;
- Promoted and enhanced the headquarters' Fitness Center and Total Wellness Program; and
- Improved promotional activities to heighten awareness of the departmental OSH Program.

Goals

HUD reported that during FY 2008 it plans to:
- Initiate a working group to develop recommendations to improve its return-to-work initiative;
- Continue to identify and provide reasonable accommodations to handicapped employees;
- Conduct semi-annual safety and health inspections and bi-monthly safety nd health committee meetings;
- Provide recognition for safety excellence through local awards; and
- Pursue participation in the OSHA VPP.

Department of Housing and Urban Development Charts

Figure 1: Employment

Employees by Fiscal Year:
- 2005: 10,418
- 2006: 9,754
- 2007: 9,721

Figure 2: Total and Lost Time Cases

Total Cases / Lost Time by Fiscal Year:
- 2005: Total Cases 117, Lost Time 59
- 2006: Total Cases 82, Lost Time 51
- 2007: Total Cases 93, Lost Time 56

Figure 3: Total and Lost Time Case Rates

Total Cases / Lost Time rates by Fiscal Year:
- 2005: Total Cases 1.12, Lost Time 0.57
- 2006: Total Cases 0.84, Lost Time 0.52
- 2007: Total Cases 0.96, Lost Time 0.58

Figure 4: Workers' Compensation Costs

Dollars by Chargeback Year:
- 2005: 7,494,812
- 2006: 7,708,601
- 2007: 8,241,354

Department of the Interior

Statistics

The Department of the Interior's (DOI) employment rolls *decreased* by 1,462 (2.1%) to 68,867 in FY 2007 (See Figure 1, page 62). Its total cases *increased* by 8 (0.2%) and lost time cases *decreased* by 167 (9.0%, See Figure 2, page 62). The DOI's TCR *increased* from 6.27 to 6.41 (2.23%) and its LTCR *decreased* from 2.64 to 2.45 (7.2%; See Figure 3, page 62; Chart L, page 208; Chart N, page 210). According to DOI, there were two civilian fatalities during FY 2007.

DOI's workers' compensation costs *increased* by $1,279,521 (2.2%) during the chargeback year (See Figure 4, page 62; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, Interior achieved all four of its SHARE goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	7.30	2.78	41.8%	57.2*
2007 Target	6.46	2.46	50.8%	56.6
2007 Actual	6.41	2.45	78.3%	54.0

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
According to the DOI:
- All sub-agencies have mandatory seat belt policies for employees and several also have policies that prohibit use of cell phones and other personal devices while driving.
- The department tracks seat belt usage in association with accidents as part of the incident reporting template.
- Of the reported motor vehicle accidents during the period, 70% of the drivers were wearing their seat belts.

Recordkeeping
According to the DOI, its electronic system is the mandatory accident and incident reporting mechanism. With respect to the revised OSHA injury and illness recordkeeping requirements, DOI reported that the system was upgraded in November 2005 to meet the revised requirements and provide establishments with the capability to generate the OSHA-required forms.

Workplace Violence

The DOI reported four employee injuries resulting from workplace violence incidents, and an additional 20 injuries to law enforcement personnel engaged in police activities. The department noted that it has identified conditions associated with workplace assaults and has implemented control strategies, including written guidelines within its sub-agencies.

Employee Support

The DOI reported that it is developing a DOI Certification Program to promote enhanced technical skills and abilities among its professional OSH staff. It also noted that it is developing on-line safety and health courses including:

- DOI Awareness/Avoidance Field Course
- DOI Collateral Duty Safety Orientation
- 8-Hour Hazardous Waste Operations Refresher Training
- Hazard Communication
- Radiation Safety

Accomplishments

According to the department, a significant FY 2007 accomplishment was the appointment of its Designated Safety and Health Official (DASHO) to OSHA's Federal Advisory Committee on Occupational Safety and Health. It also reported a substantial number of additional OSH-related accomplishments including many at the sub-agency level. At the departmental level, DOI reported that during FY 2007:

- Safety and Health Awareness Week served as a springboard for sub-agencies to promote their safety, health, and emergency preparedness activities and reach the greatest number of employees possible, including interns, volunteers, seasonal hires, and others.
- OWCP Program Managers worked to keep partially disabled employees in the workplace. The department directed supervisors to expedite the return-to-work process and discuss available light-duty options.
- It mandated that the OSHA Training Institute on-line course be completed by all collateral duty personnel within six months of their appointment.
- Total motor vehicle accidents decreased after all sub-agencies implemented mandatory seat belt policies, some including disciplinary action for non-compliance; and the department made its Motor Vehicle Safety Awareness Quiz available to all employees on-line and by CD-Rom.
- The DOI Office of Occupational Health and Safety completed a review of the comprehensive "Occupational Medicine Program Handbook."
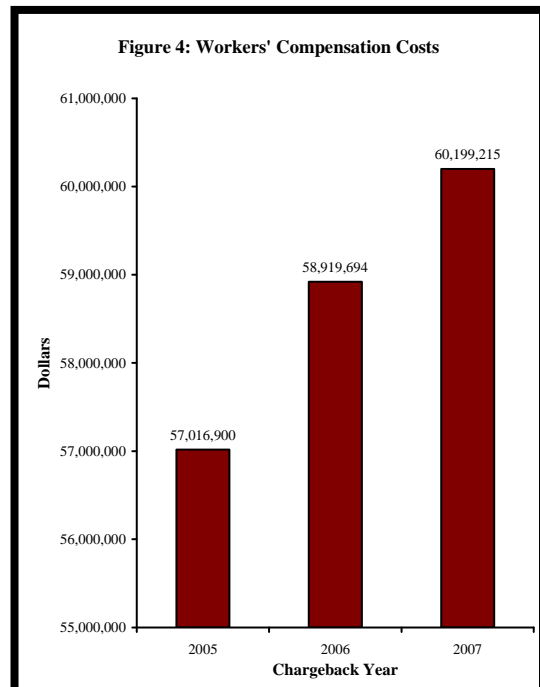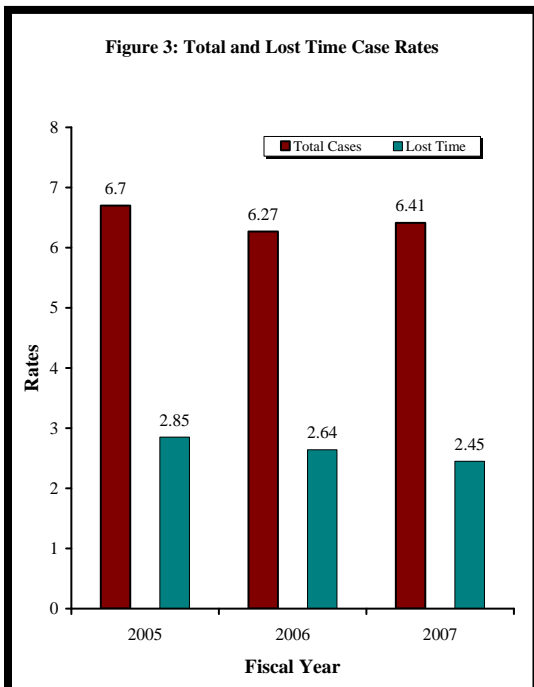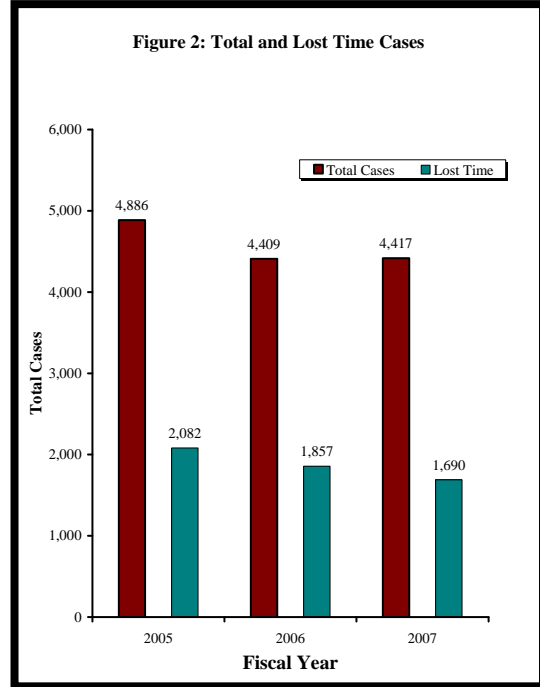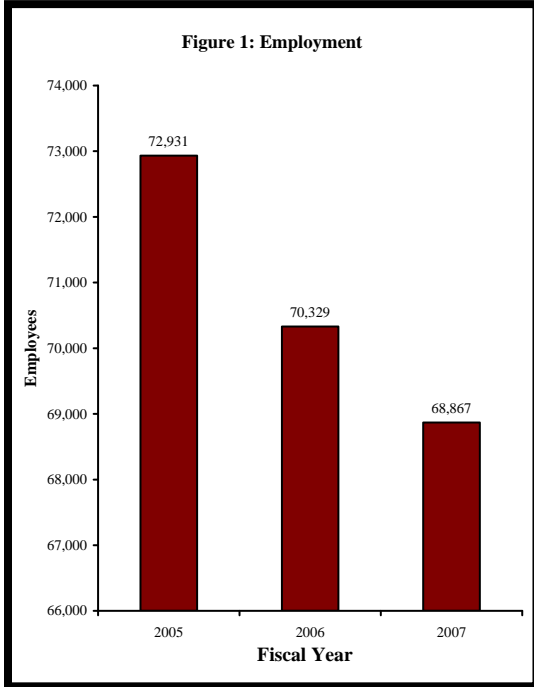
Goals

The DOI reported that during FY 2008 it plans to:

- Continue with the implementation of its OSH plan,

- Implement training for professional OSH staff,
- Expand the Safety Week celebration to accommodate differing needs within the sub-agencies,
- Perform recommended safety audits of DOI-owned or -leased telecommunication towers,
- Develop a safety and health standard for trailers and other forms of seasonal or temporary housing,
- Develop leading indicators of safety program success to replace the trailing indicators currently in use, and
- Expand membership on the DOI DASHO Council and the Safety and Health Council to include the departmental offices and sub-agencies.

Department of the Interior Charts

Figure 1: Employment

Fiscal Year	Employees
2005	72,931
2006	70,329
2007	68,867

Figure 2: Total and Lost Time Cases

Legend: Total Cases, Lost Time

Fiscal Year	Total Cases	Lost Time
2005	4,886	2,082
2006	4,409	1,857
2007	4,417	1,690

Figure 3: Total and Lost Time Case Rates

Legend: Total Cases, Lost Time

Fiscal Year	Total Cases	Lost Time
2005	6.7	2.85
2006	6.27	2.64
2007	6.41	2.45

Figure 4: Workers' Compensation Costs

Chargeback Year	Dollars
2005	57,016,900
2006	58,919,694
2007	60,199,215

Department of Justice

Statistics

The Department of Justice's (DOJ) employment rolls *increased* by 865 (0.8%) to 106,885 in FY 2007 (See Figure 1, page 66). Its total cases *decreased* by 526 (10.5%) and lost time cases *decreased* by 34 (1.5%, See Figure 2, page 66). The DOJ's TCR *decreased* from 4.71 to 4.18 (11.25%) and its LTCR *decreased* from 2.09 to 2.04 (2.4%; See Figure 3, page 66; Chart L, page 208; Chart N, page 210). According to DOJ, there were two civilian fatalities during FY 2007.

DOJ's workers' compensation costs *increased* by $5,238,889 (5.9%) during the chargeback year (See Figure 4, page 66; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, DOJ achieved its TCR and Timeliness goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	5.07	2.09	48.3%	75.7*
2007 Target	4.49	1.85	58.7%	74.9
2007 Actual	4.18	2.04	69.1%	80.3

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The DOJ reported that using vehicles during law enforcement activities increases the risk of both accidents and potential injuries. According to the department, its employees were involved in 2,741 motor vehicle accidents during FY 2007, which resulted in 135 injuries.

DOJ noted that it and its sub-agencies have implemented various seat belt and vehicle safety programs including:
- Documenting seat belt usage on accident forms,
- Onsite monitoring of seat belt usage at parking areas,
- Surveying employees on seat belt usage patterns,
- Providing safety training and awareness programs, and
- Using "Every Belt – Every Ride" decals.

Recordkeeping
The DOJ reported that each sub-agency is responsible for selecting the recordkeeping system it thinks is most appropriate to its unique situation. According to the department, it uses the Department of Veterans Affairs Workers' Compensation and Occupational Safety and Health Management

Information System (WC/OSH MIS) because it allows for the collection of data consistent with the revised OSHA injury and illness recordkeeping requirements. DOJ noted that, while the WC/OSH MIS system is available to its sub-agencies, not all of them use it.

Workplace Violence

According to the DOJ, at the departmental level, the EAP is responsible for workplace violence issues. The department noted that the EAP services are available 24 hours a day. It also reported that the Drug Enforcement Administration has a similar program, and other sub-agencies have programs in various stages of development.

Employee Support

The DOJ reported that it provides:
- Numerous OSH training courses and programs to address commonly encountered workplace hazards, as well as the unique hazards and environments encountered when conducting law enforcement activities; and
- Programs to address numerous OSH issues, including those for unique law-enforcement-related OSH training issues such as clandestine drug laboratories; chemical, biological agents, and nuclear materials; and use of force, firearms, and communicable diseases.

Accomplishments

The DOJ reported that during FY 2007:
- Its sub-agencies performed a wide variety of OSH evaluations.
- Headquarters' staff were involved in OSH evaluations of the department's main buildings. The evaluations included walkthrough inspections, ergonomic evaluations, and air quality monitoring.
- A significant percentage of managers, supervisors, and employees now have OSH requirements included as performance standard elements.
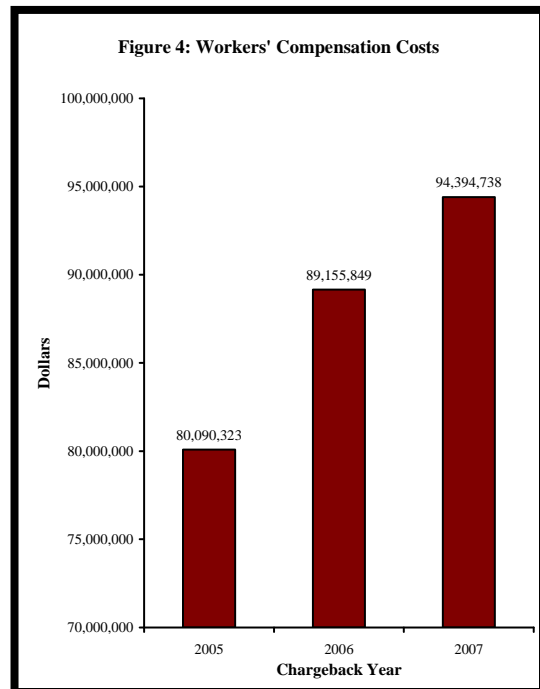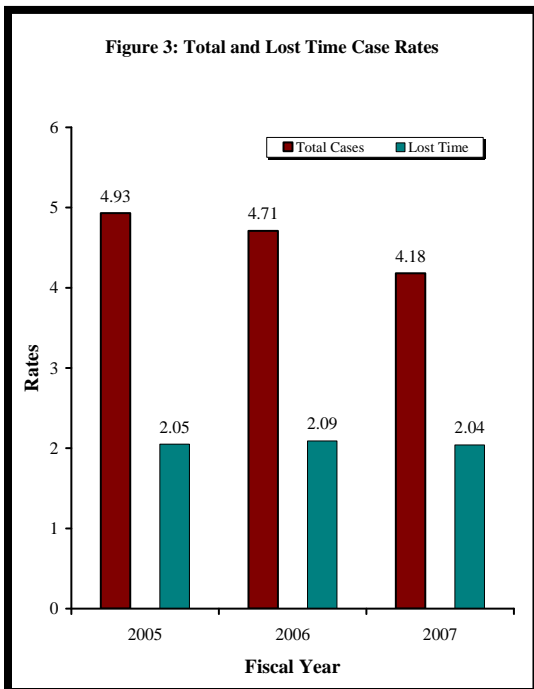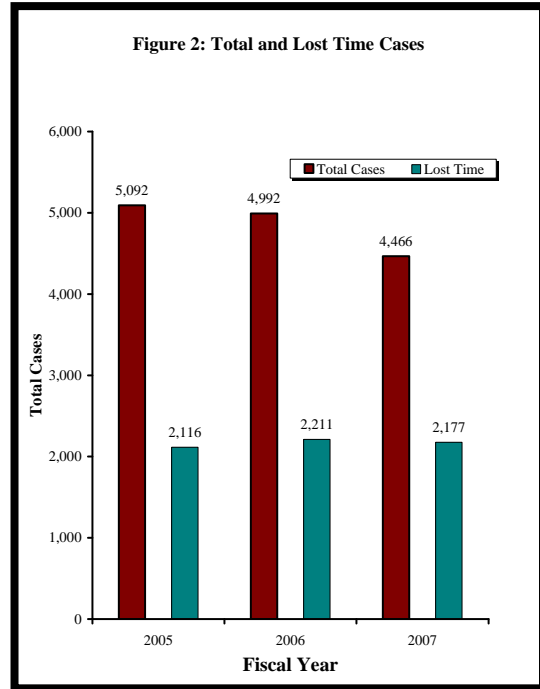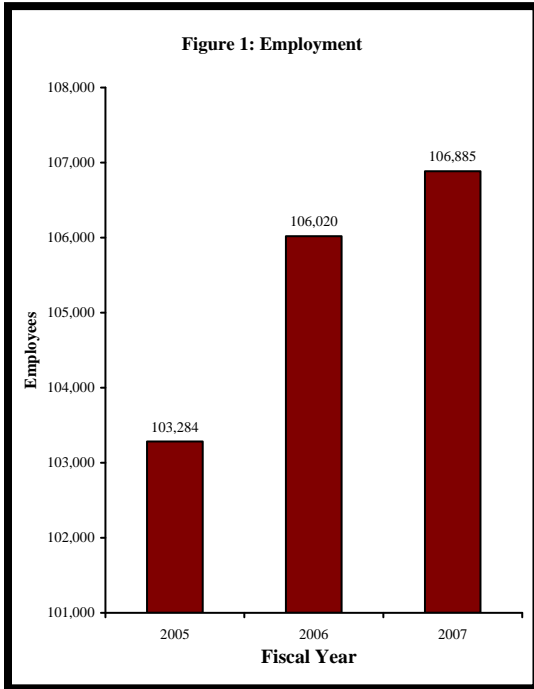
Also during FY 2007, DOJ:
- Developed a collateral duty safety training program focusing on the office environment,
- Developed a lead safety program and coordinated air monitoring through Federal Occupational Health,
- Participated in development of a Pandemic Flu Plan,
- Initiated an update of its OSH program,
- Performed OSH inspections and ergonomic assessments, and
- Continued development of the OSH portion of the DOJ environmental management system.

Goals

DOJ reported that during FY 2008, it plans to:
- Continue development of an environmental management system,
- Perform a full inspection of its main building, and
- Complete the update of its OSH program.

Department of Justice Charts

Figure 1: Employment

Employees / Fiscal Year

Fiscal Year	Employees
2005	103,284
2006	106,020
2007	106,885

Figure 2: Total and Lost Time Cases

Total Cases / Fiscal Year — Total Cases, Lost Time

Fiscal Year	Total Cases	Lost Time
2005	5,092	2,116
2006	4,992	2,211
2007	4,466	2,177

Figure 3: Total and Lost Time Case Rates

Rates / Fiscal Year — Total Cases, Lost Time

Fiscal Year	Total Cases	Lost Time
2005	4.93	2.05
2006	4.71	2.09
2007	4.18	2.04

Figure 4: Workers' Compensation Costs

Dollars / Chargeback Year

Chargeback Year	Dollars
2005	80,090,323
2006	89,155,849
2007	94,394,738

Department of Labor

Statistics

The Department of Labor's (DOL) employment rolls *increased* by 770 (5.0%) to 16,131 in FY 2007 (See Figure 1, page 70). Its total cases *increased* by 9 (3.0%) and lost time cases *increased* by 9 (7.7%, See Figure 2, page 70). The DOL's TCR *decreased* from 1.98 to 1.94 (2.02%) and its LTCR *increased* from 0.76 to 0.78 (2.6%; See Figure 3, page 70; Chart L, page 208; Chart N, page 210). According to DOL, there was one civilian fatality during FY 2007.

DOL's workers' compensation costs *decreased* by $1,913,239 (8.9%) during the chargeback year (See Figure 4, page 70; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, DOL achieved all four of its SHARE goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	2.50	1.23	83.6%	38.0*
2007 Target	2.21	1.09	95.0%	37.6
2007 Actual	1.94	0.78	97.1%	33.2

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The DOL reported that:
- During FY 2007 there were 65 motor vehicle-related accidents involving civilian employees traveling on official government business, nearly all of them minor.
- Multiple sub-agencies reported establishing mechanisms to formally track vehicle accidents and analyze the data.

To promote safe driving and seat belt usage, DOL reported that:
- All employees of DOL agencies that use General Services Administration (GSA) fleet vehicles have access to GSA's on-line defensive driving course.
- The Office of the Assistant Secretary for Administration and Management (OASAM) will use driver safety as the theme for Safety Day 2008.
- Various sub-agencies have implemented programs to address motor vehicle safety and seat belt usage.

Recordkeeping
DOL reported that it made additional modifications to its Safety and Health Information Management System (SHIMS), which integrates the OSHA injury

and illness recordkeeping requirements, to include expanded data analysis and reporting capabilities. It also offered the system framework to several other federal departments and agencies.

Workplace Violence
DOL noted that it offered EAP training.

Employee Support

The DOL reported that in FY 2007, OASAM continued to offer a three-module training program that included an overview of the DOL OSH Program, a web-based office inspection video course, and the OSHA on-line collateral duty course. The program, available on-line, is offered to employees, union stewards, OSH committee members, and managers involved in OSH programs and worksite inspections nationwide.

In addition, DOL reported it offered many OSH training sessions nationwide on a variety of topics. A sampling of the sessions includes:
- Emergency Evacuation
- AEDs
- Worksite Safety
- Pandemic Flu Teleworking Exercise
- OSHA Injury & Illness Recordkeeping

Accomplishments

The DOL reported that its annual Safety Day 2007 was a great success. Among its sub-agencies, the department noted that:
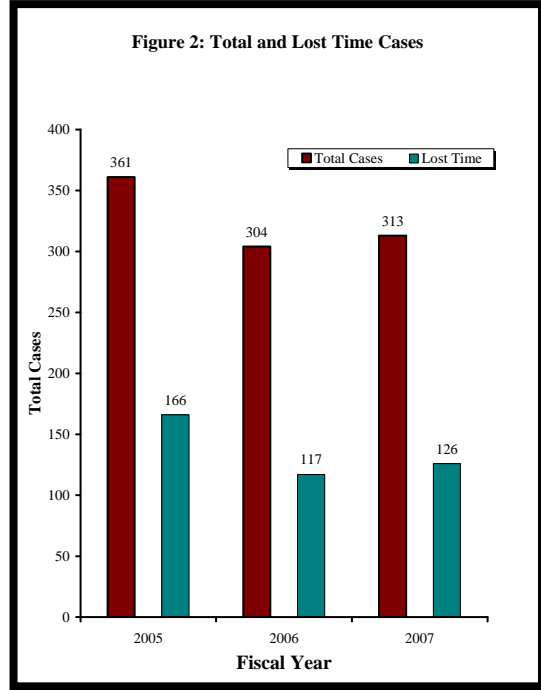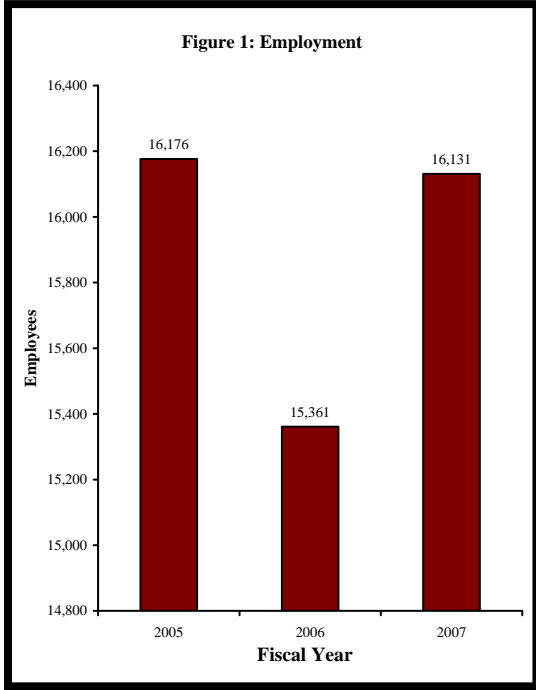- OASAM's Office of Worker Safety and Health developed a safety and health checklist to be used as a standard inspection tool for conducting worksite inspections.
- The Bureau of Labor Statistics now includes OSH elements in the performance standards of all supervisors.
- The Employment Training Administration developed an OSH Web site to provide employees current OSH information.
- OASAM updated SHIMS to include enhanced data analysis and reporting capabilities, as well as greater user-friendliness.
- The Mine Safety and Health Administration used its Intranet Web site as a tool to increase employees' OSH involvement.
- MSHA developed an aggressive return-to-work program.

Goals

According to DOL, during FY 2008, it intends to:

- Launch inspection checklists via SHIMS and make additional system enhancements that will be more user-friendly and provide more information and analytical data, including automated abatement tracking through the inspection reporting feature;
- Initiate an extensive review of sub-agencies' OSH programs;
- Continue the development and training of a cadre of qualified Collateral Duty Safety Officers; and
- Expand national and regional office participation in annual Safety Day activities.

Department of Labor Charts

Figure 1: Employment

Figure 2: Total and Lost Time Cases

Figure 3: Total and Lost Time Case Rates

Figure 4: Workers' Compensation Costs
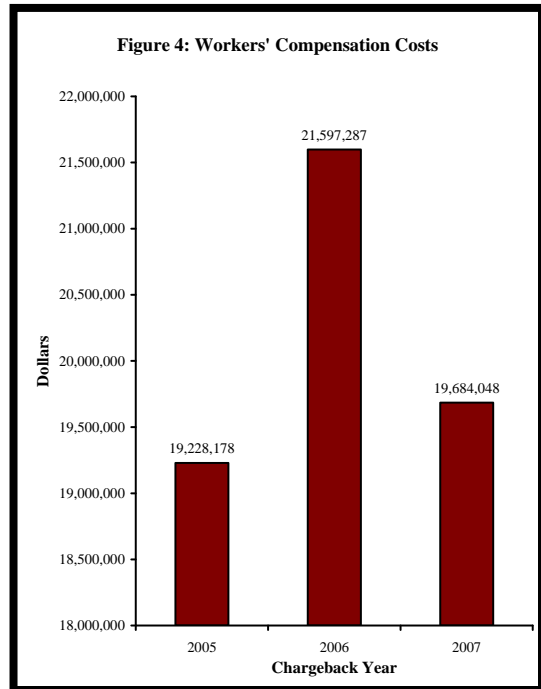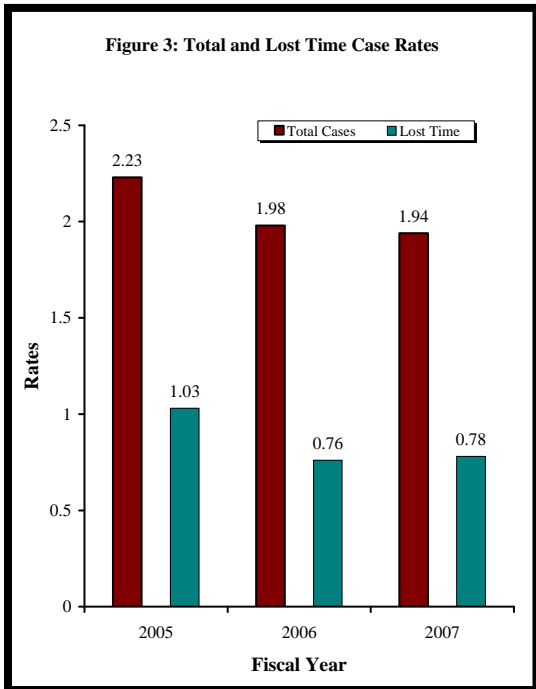
Department of the Navy

Statistics

The Department of the Navy's (Navy) employment rolls *decreased* by 985 (0.6%) to 175,406 in FY 2007 (See Figure 1, page 74). Its total cases *decreased* by 290 (5.3%) and lost time cases *decreased* by 284 (9.2%, See Figure 2, page 74). The Navy's TCR *decreased* from 3.07 to 2.93 (4.6%) and its LTCR *decreased* from 1.75 to 1.6 (8.6%; See Figure 3, page 74; Chart L, page 208; Chart N, page 210). According to Navy, there were six civilian fatalities during FY 2007.

Navy's workers' compensation costs *decreased* by $281,054 (0.1%) during the chargeback year (See Figure 4, page 74; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, the Navy achieved all of its SHARE goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	4.03	2.13	53.8%	48.2*
2007 Target	3.57	1.89	65.4%	47.7
2007 Actual	2.93	1.60	77.7%	42.6

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The Navy reported 13 motor vehicle mishaps during the period, involving a total of 16 people. While there were no fatalities, 11 people suffered injuries with five of them experiencing at least five lost workdays.

With respect to seat belts, the Navy requires that a seat belt be worn by anyone operating a government-owned motor vehicle, a privately owned vehicle (POV) on a naval installation, or a POV anywhere while in "on-duty" status.

The Navy solicits on-base seat belt usage information on an annual basis and uses the analysis to tailor its enforcement efforts. In FY 2007, random seat belt observational surveys of 39 Navy shore installations indicated an average seat belt usage rate of 94%. The Navy plans to continue its efforts to improve even more in this area.

Recordkeeping
The Navy reported that its most useful safety management system is the Enterprise Safety Application Management System (ESAMS), which is reportedly used by workers, supervisors, and OSH professionals in nearly half of

its domestic facilities. According to the Navy, while ESAMS provides limited information on mishaps, it is an excellent tool for on-line safety training and managing safety at the local level, such as tracking facility workplace safety inspections. Until an improved recordkeeping system is developed, the Navy noted that it uses the DoD "Top 40" Web site and the DOL workers' compensation data system.

Workplace Violence

The Navy reported 17 workers' compensation claims resulting from workplace violence. It noted that during FY 2008 it will conduct a detailed review of each incident to identify the root causes and corrective actions taken.

Employee Support

According to the Navy:
- OSH training is integrated into trade/skill training and is provided to management, supervisors, employees, and union representatives in each workplace.
- 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.
- Military officers received OSH management training as part of their leadership development.
- The Naval Safety and Environmental Training Center provided OSH and environmental training to active duty and civilian employees in the Navy, Marine Corps, and Coast Guard.
- It encouraged and funded employee participation in five safety conferences, and afforded them the opportunity to obtain professional certifications.
- Employees participated in the Hampton Roads and Mt. Rainier FFSHCs.

Accomplishments

The Navy reported numerous accomplished for FY 2007. A sampling of these accomplishments includes:
- Made major strides in integrating safety in the acquisition design process;
- Increased leadership awareness on the growing hearing loss problem;
- Continued to improve Navy workplaces by systematically identifying, evaluating, and correcting hazards;
- Continued monitoring of OSHA notices;
- Finalized and issued two safety policy documents: *The Navy Safety and Occupational Health Program Manual for Forces Afloat* and *Navy Acquisition System Safety Policy*;
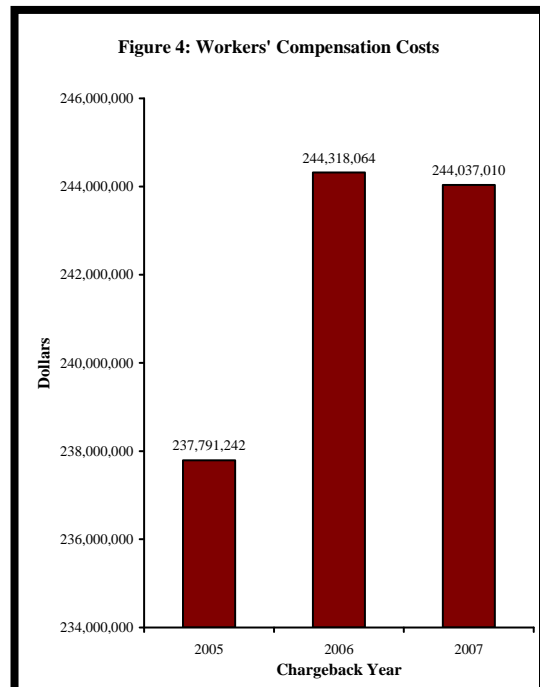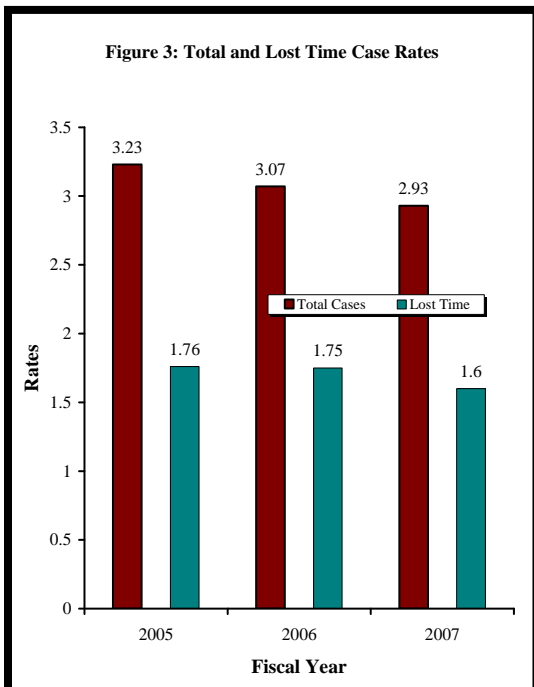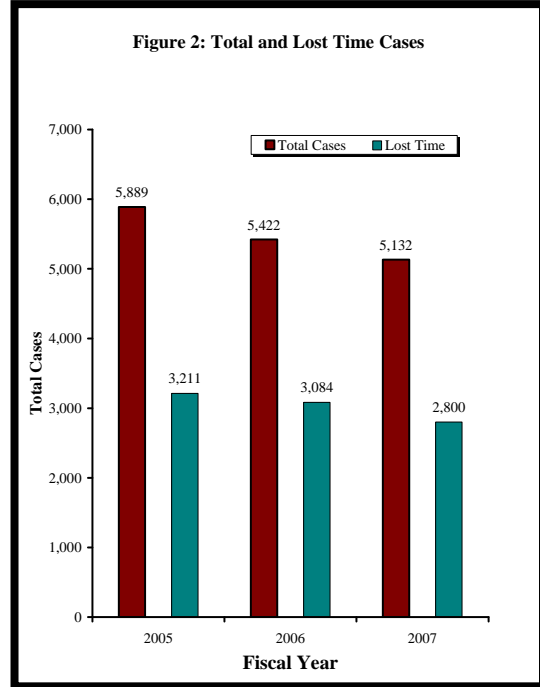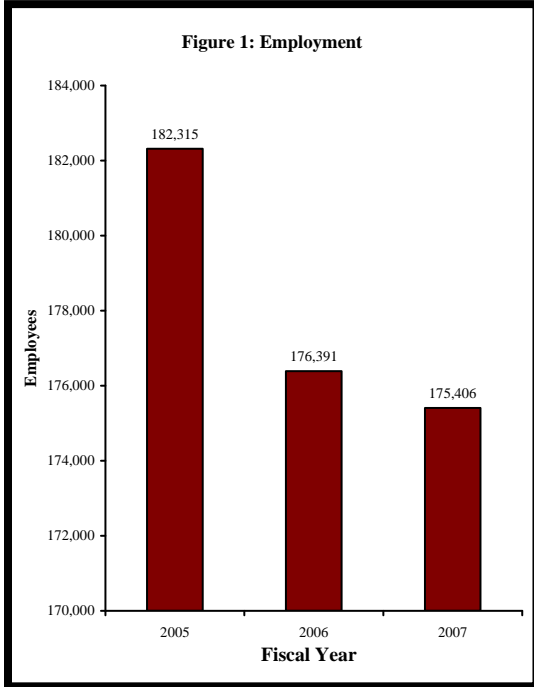
- Continued pursuit of OSHA VPP Star recognition at Navy field activities, with 18 sites actively seeking program participation; and
- Hired several workers' compensation professionals.

Goals

The Navy reported an exhaustive list of goals for FY 2008. Among them are:
- Participate in a DoD Acquisition and Technology effort to enhance criteria that can be applied DoD- and system-wide;
- Develop and implement a prioritized approach to reducing noise exposures;
- Continue to assist the emergency management community in policy, planning, and execution in support of the Chemical, Biological, Radiological, Nuclear, and High Explosive (CBRNE) installation protection program;
- Continue to expand ESAMS implementation through the addition and training of new users;
- Complete Mishap Prevention and Hazard Abatement Program projects;
- Continue interoperability efforts with electronic health records software;
- Continue to monitor OSHA citations to assist all installations in identifying areas of potential risk; and
- More effectively manage mishap prevention, worker recovery, and return-to-work.

Department of the Navy Charts

Figure 1: Employment

Employees vs Fiscal Year

- 2005: 182,315
- 2006: 176,391
- 2007: 175,406

Figure 2: Total and Lost Time Cases

Total Cases / Lost Time

- 2005: Total Cases 5,889; Lost Time 3,211
- 2006: Total Cases 5,422; Lost Time 3,084
- 2007: Total Cases 5,132; Lost Time 2,800

Figure 3: Total and Lost Time Case Rates

Rates (Total Cases / Lost Time)

- 2005: Total Cases 3.23; Lost Time 1.76
- 2006: Total Cases 3.07; Lost Time 1.75
- 2007: Total Cases 2.93; Lost Time 1.6

Figure 4: Workers' Compensation Costs

Dollars vs Chargeback Year

- 2005: 237,791,242
- 2006: 244,318,064
- 2007: 244,037,010

U.S. Marine Corps

Statistics

The U.S. Marine Corps' (USMC) employment rolls *increased* by 519 (3.4%) to 15,906 in FY 2007. Its total cases *decreased* by 208 (23.2%) and lost time cases *decreased* by 165 (25.1%). The USMC's TCR *decreased* from 5.84 to 4.34 (25.7%) and its LTCR *decreased* from 4.28 to 3.1 (27.6%). According to the USMC, there was one civilian fatality during FY 2007.

The USMC's workers' compensation costs *decreased* by $341,467 (1.5%) during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The USMC reported that it met all four of its SHARE goals.

Motor Vehicle/Seat Belt Safety
In FY 2007, the USMC reported a reduction the number of civilian motor vehicle accidents by 50% from 2006 (from six to three) and recorded one civilian employee pedestrian fatality, although it occurred off-duty and was not reportable to OSHA. The employee was on-base walking from his personal motor vehicle to his workplace when he was struck.

According to the USMC, seat belt usage is mandatory on and off base in both government and privately-owned and -operated vehicles. The USMC also noted that there is a reminder plaque on the dash board of all government vehicles.

Other USMC efforts to ensure motor vehicle and seat belt safety reportedly include:
- The Base Provost Marshal's Office/Driver's Safety Council conducts weekly seat belt checks throughout the facility and sends violators' names to the Commander for action.
- Commands with significant traffic-related injuries have instituted an aggressive driver improvement program for all motor vehicles including motorcycles.
- All USMC installations monitor seat belt usage and report quarterly.
- Motor vehicle and seat belt safety are included in safety awareness training.
- Holiday safety briefs include motor vehicle and seat belt safety training and driving safety tips.
- Hand-held cell phone use is prohibited at all USMC installations.

Recordkeeping

The USMC reports that it uses the Navy's Web Enabled Safety System (WESS) to store and analyze federal civilian employee mishaps.

Workplace Violence

According to the USMC, there were no reported workplace violence incidents among approximately 15,000 civilian Marines. According to the USMC:

- The civilian leadership development program offers classes to Marines who supervise civilians and to civilian Marines, who provide instruction on dealing with hostile work environments, conflict resolution, difficult work relationships, and other personal interaction issues.
- There are a variety of anger management classes.
- The USMC provides annual refresher training that covers topics such as prevention of sexual harassment, equal employment opportunity, homeland security, and preventing terrorist attacks.

Employee Support

The USMC reported that the installation safety and standardization departments offer training and information on a variety of OSH subjects. These departments also participate in health fairs, safety stand-downs, and operational pauses. A sampling of other employee support activities the USMC reported for FY 2007 includes:

- Disbributed weekly safety e-articles for managers to share with subordinates;
- Two facilities launched new computer-based OSH training initiatives;
- Required continuing education for full-time OSH professionals and encouraged employees to obtain professional certifications;
- Required OSH training for employees at Maintenance Centers on regular/recurring basis;
- Offered safety training videos;
- OSH personnel participated in a variety of OSH-related conferences, councils, and seminars; and
- Encouraged involvement in the FFSHCs.

Accomplishments

The USMC reported numerous OSH-related accomplishments for FY 2007. Among these:

- Evaluated all USMC Installations through internal and external inspections and audits at all levels;
- Implemented a return-to-work policy and related procedures;
- Established OSH-related performance standards for managers, supervisors, and employees at all levels;

- Created individual development plans for all OSH Specialists; and
- Formally recognized superior OSH performance.

Goals

The USMC did not specify its OSH-related goals for FY 2008.

Department of State

Statistics

The Department of State's (State) employment rolls *increased* by 591 (1.7%) to 34,501 in FY 2007 (See Figure 1, page 82). Its total cases ncreased by 3 (0.9%) and lost time cases *decreased* by 2 (1.1%, See Figure 2, page 82). The State's TCR *decreased* from 1.04 to 1.03 (0.96%) and its LTCR *decreased* from 0.54 to 0.52 (3.7%; See Figure 3, page 82; Chart L, page 208; Chart N, page 210). According to State, there was one civilian fatality during FY 2007.

State's workers' compensation costs *decreased* by $881,445 (11.4%) during the chargeback year (See Figure 4, page 82; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, State achieved its Timeliness goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	0.80	0.38	7.7%	17.8*
2007 Target	0.71	0.34	50.0%	17.6
2007 Actual	1.03	0.52	62.5%	17.7

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
According to State:
- Domestically there were 101 motor vehicle accidents, a 24% decrease from FY 2006. Departmental employees and contractors were wearing seat belts in all of the accidents.
- Overseas there were 108 motor vehicle accidents resulting in 13 fatalities, which equates to a 25% increase when compared to FY 2006.
- The rate of seat belt usage increased to 70% compared to last fiscal year's 67%. One fatality resulted from failure to wear a seat belt.

The department reported that its ongoing preventive strategy focuses on management support, and training. State noted that other efforts to improve motor vehicle safety include:
- Integrating safety into fleet policy and procedures
- Motor vehicle inspections
- Operator screenings
- Driver medical screening
- Prohibiting cell phone use

- Safety articles and reminders to wear seat belts
- Ensuring compliance with the 10-hour maximum shift for drivers

Recordkeeping

According to State:
- Domestically all incident information is reviewed and logged into an accident database. An OSH Specialist determines the "recordability" of the incidents and enters OSHA Form 300 log data at the facility level as appropriate. The information is reviewed on a quarterly basis to analyze potential causes of accidents and determine if corrective actions can be implemented to eliminate or reduce future accidents.
- For overseas incidents, the new electronic Mishap Reporting System fully implements the requirements of the revised OSHA injury and illness recordkeeping requirements for federal agencies. In addition to OSHA-recordable data, the system tracks incidents involving overseas family members, Foreign Service Nationals (FSNs), and federal employees of other agencies; motor vehicle accidents; environmental mishaps; and property damage incidents.

Workplace Violence

With respect to domestic workplace violence incidents, State reported five incidents: one involving physical contact and four others verbal or written threats. State noted that there were no overseas workplace violence incidents reported.

According to the department, it published notices that:
- Articulate its goal to promote and maintain a safe environment;
- Remind employees that violence or threatening behavior is not tolerated;
- Clarify that all reported incidents will be taken seriously and dealt with appropriately;
- Provide employees with examples of threatening behavior and the consequences for acts of violence or threatening behavior;
- Provide guidance for cases that qualify for the department's Alternative Dispute Resolution Program; and
- Provide contact information for the employees to report violent and/or threatening behavior.

Employee Support

State reported that worldwide, it offered over 25 different OSH courses to approximately 2,000 attendees annually. It reportedly maintains a safety and

health videotape library covering more than 223 different titles in 10 languages to support its overseas posts. State also noted that its Kentucky Consular Center applied to participate in the OSHA VPP.

Accomplishments

Among the many accomplishments State reported for FY 2007:
- Completed 88 ergonomic evaluations;
- Identified, evaluated and classified 24 confined spaces at two department-operated facilities in the metropolitan Washington, D.C. area;
- Conducted drinking water sampling at the department's two domestic childcare centers and other facilities;
- Used the SHEM Management Assessment and Recommendation Tracking System (SMARTS) to collect and aggregate the wide range of data generated by overseas assessment visits;
- Conducted asbestos exposure assessments following a fiber release episode;
- Completed indoor air quality investigations at four overseas locations;
- Completed a draft updated Respiratory Protection Program;
- Recognized exceptional OSH performance at overseas posts;
- Completed the Phase II installation of AEDs in the metropolitan Washington, D.C. area;
- Staffed certified driver instructors at each of its overseas posts; and
- Incorporated fall prevention design requirements into the Standard Embassy Design process for all new embassy and consulate construction.

Goals

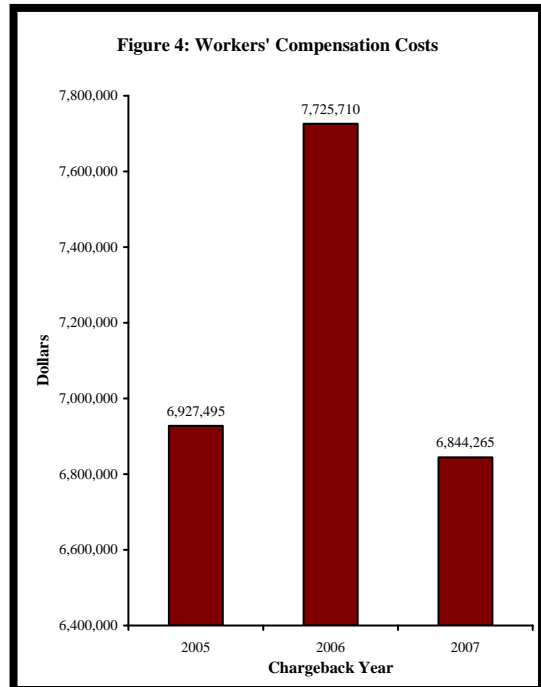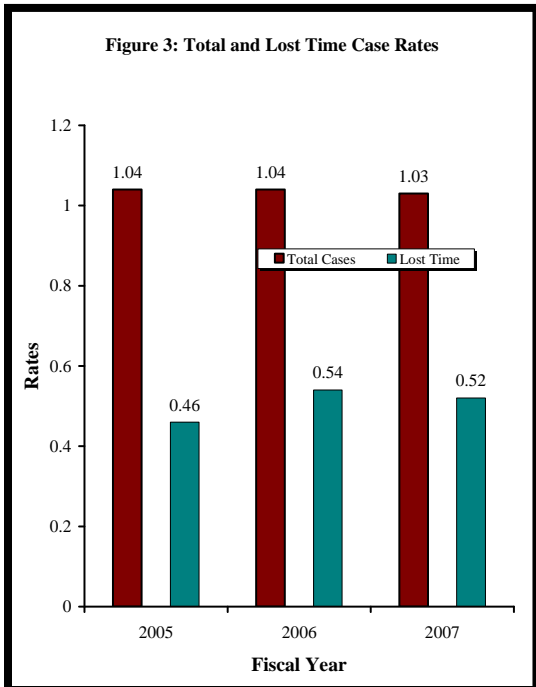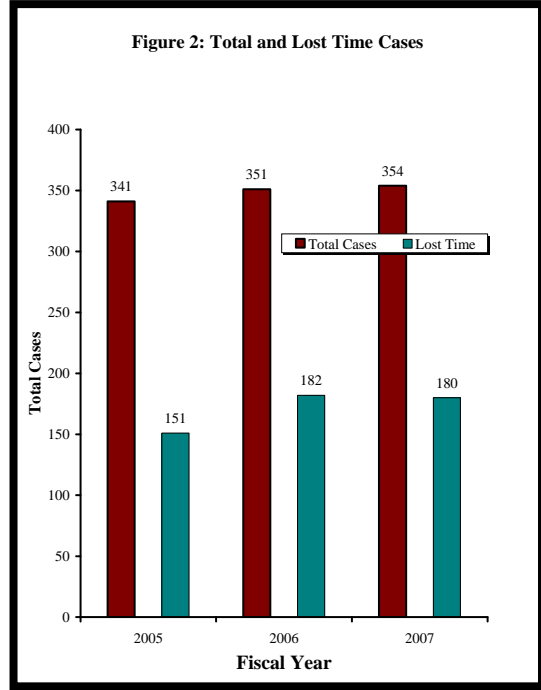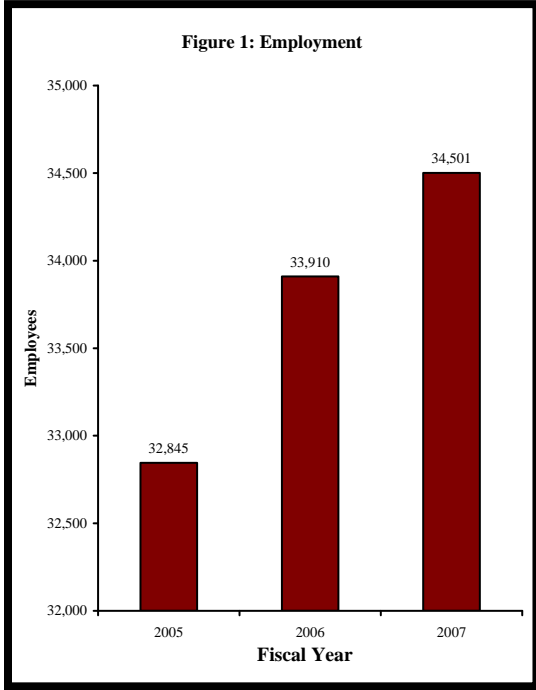During FY 2008, in the domestic arena, State reported that it intends to:
- Continue emphasis on teamwork and coordination with other organizational functions to ensure OSH integrations into routine departmental business activities;
- Continue efforts to obtain the OSHA VPP Merit status for the Kentucky Consular Center;
- Complete the design of the emergency response laboratory;
- Conduct an evaluation of diplomatic security training activities at the Bill Scott Raceway in West Virginia;
- Complete the Phase III installation of AEDs; and
- Replace the fire alarm systems at designated installations.

During FY 2008, in its overseas operations, State reported that it plans to:
- Complete and rollout Phase IV of a program that will allow posts to interactively update their compliance status from site visits by safety and health staff;

- Modify the electronic Mishap Reporting System to allow direct data entry by each post;
- Continue to improve coordination with other federal OSH offices to address potential safety and health risks;
- Offer its driver trainer certification program to additional posts;
- Complete in-depth assessments of Motor Vehicle Safety Management Programs at all 10 posts with a history of fatal accidents;
- Work with Bureaus to re-publish department regulations covering the procurement, use and maintenance of official vehicles;
- Revise, update, and publish the department's Motor Vehicle Safety Management Program standard;
- Complete production and distribution of safe driving course promotional materials in seven foreign languages;
- Initiate development of an electronic safety and health learning center in partnership with the department's Foreign Service Institute to provide OSHA-mandated training and address identified skills gaps among those with safety and health responsibilities at overseas posts;
- Reemphasize its post field support program to begin developing an industrial hygiene database and to focus on training of FSN supervisors.
- Finalize and post the updated respiratory protection program implementation guidance on-line; and
- Expand construction safety training for small-scale, post-managed projects.

Department of State Charts

Figure 1: Employment

Fiscal Year	Employees
2005	32,845
2006	33,910
2007	34,501

Figure 2: Total and Lost Time Cases

Legend: Total Cases, Lost Time

Fiscal Year	Total Cases	Lost Time
2005	341	151
2006	351	182
2007	354	180

Figure 3: Total and Lost Time Case Rates

Legend: Total Cases, Lost Time

Fiscal Year	Total Cases	Lost Time
2005	1.04	0.46
2006	1.04	0.54
2007	1.03	0.52

Figure 4: Workers' Compensation Costs

Chargeback Year	Dollars
2005	6,927,495
2006	7,725,710
2007	6,844,265

Department of Transportation

Statistics

The Department of Transportation's (DOT) employment rolls *decreased* by 158 (0.3%) to 53,421 in FY 2007 (See Figure 1, page 86). Its total cases *increased* by 138 (12.8%) and lost time cases *increased* by 70 (10.6%, See Figure 2, page 86). The DOT's TCR *increased* from 2.02 to 2.28 (12.9%) and its LTCR *increased* from 1.24 to 1.37 (10.5%; See Figure 3, page 86; Chart L, page 208; Chart N, page 210). According to DOT, it had no civilian fatalities during FY 2007.

DOT's workers' compensation costs *increased* by $779,356 (0.8%) during the chargeback year (See Figure 4, page 86; Chart P, page 212).

OSH Initiatives

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

As depicted in the table below, DOT achieved all but its LPDR goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	2.59	1.68	57.1%	37.1*
2007 Target	2.29	1.49	69.4%	36.7
2007 Actual	2.28	1.37	78.6%	49.4

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety

The DOT reported a 27% decrease in the number of vehicle damage accident claims in FY 2007, ending the period with a total of 318. The number of workers' compensation claims related to employee motor vehicle accidents declined by 37% to a total of 29.

Recordkeeping

The DOT reported that it conducts accident investigations and completes OSHA Form 300 logs of work related injuries and illnesses. DOT further explained that because most of its sub-agencies' employees experience few injuries, their OSH managers or Human Resource personnel complete the log either manually on the forms themselves or by using the Excel spreadsheet available on OSHA's Web site. According to the department, the Federal Aviation Administration (FAA) and the Maritime Administration (MARAD) used an electronic Safety Management Information System (SMIS) to comply with Part 1960 recordkeeping requirements.

Workplace Violence

The DOT reported a few incidents of workplace violence, several of which were not the result of physical or verbal violence, but "mental anxiety due to high-stress work situations." DOT noted that it has developed a course, "Management of the Potential for Violence in the Workplace," which is available to managers and supervisors.

With respect to its subagenices, DOT reported that:

- FAA headquarters has an effort to promote a safe workplace environment and encourages employees, managers, and executives to address conflicts early in the process. It is developing a policy and program to address workplace violence.
- The Federal Highway Administration (FHWA) has an Intranet Web site that addresses workplace violence prevention. Employee Relations Specialists periodically present the topic to managers and supervisors through agency-wide video conferences.
- The Federal Railroad Administration (FRA) had no incidents of workplace violence and has no initiatives to address the topic. FRA would make use of Federal Occupational Health services for the EAP as a programmatic response to this and other potential issues.
- The Saint Lawrence Seaway Development Corporation (SLSDC) reported no current issues with workplace violence, but includes workplace violence prevention information in annual training for supervisors.

Employee Support

The DOT reported that its sub-agencies operate their own OSH training programs tailored to the unique hazards of their work environments. It noted that the Office of the Secretary of Transportation (OST), FAA, MARAD, SLSDC, and FRA have the most active safety training programs that include topics such as:

- Electrical Safety
- Lockout/Tagout
- Fall Protection
- Job Hazard Analysis

- Asbestos Awareness
- CPR/First Aid
- Confined Spaces
- Safe Lifting

- Hearing Conservation
- Radiation Safety
- Bloodborne Pathogens

With respect to participation in the FFSHCs, DOT reported that:

- OST's OSH Manager was the secretary for the Inter-agency Workgroup on Emergency Preparedness, and participates in and attends meetings of the Metropolitan Washington, D.C. FFSHC.
- FAA participated in FFSHC meetings and hosted an event on the OSHA VPP.

- MARAD's senior employees have participated in the FFSHCs, as well as the Maritime Advisory Council on Occupational Safety and Health (MACOSH), at the discretion of local managers.
- FRA reported that a number of its collateral duty personnel have become members of their respective local FFSHCs, and some have become involved in the executive and program committees.

DOT further reported that:
- FAA encourages its safety professionals and collateral duty safety personnel to attend professional development events.
- SLSDC's safety staff and Safety and Health Committee members participate in the two local safety councils.
- MARAD provides funding for certifications of the emergency medical technician at its fleet sites.

Accomplishments

The DOT did not report any overall departmental accomplishments. However among its sub-agencies:
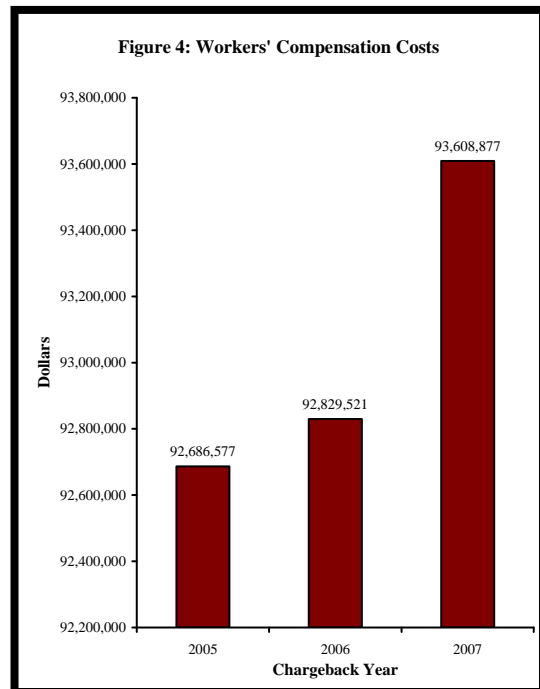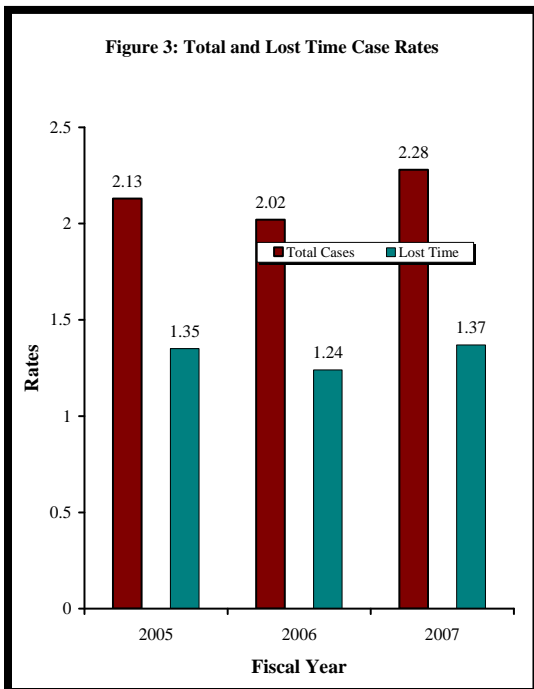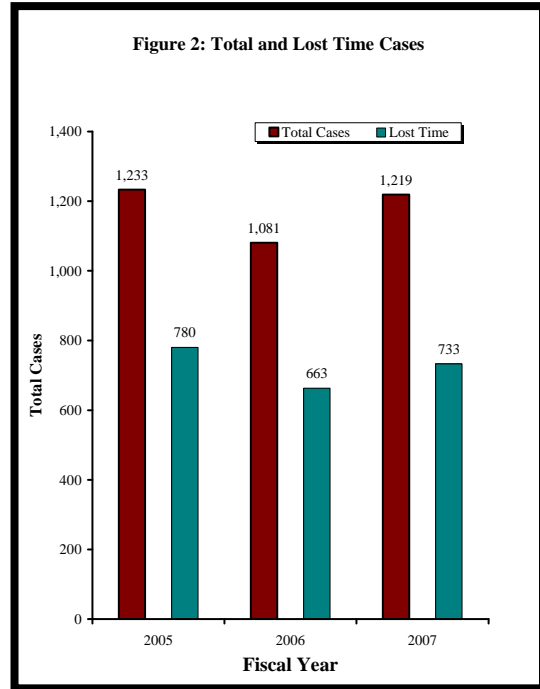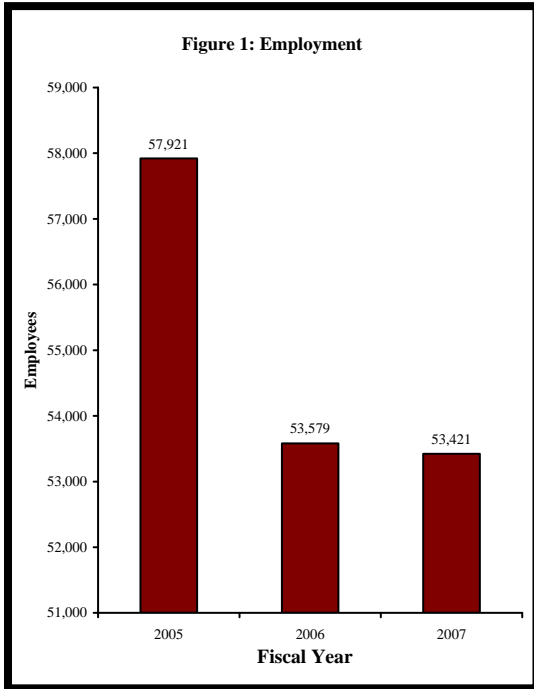- FAA continued the integration of workplace inspections into the Safety Assurance organizations using the FAA Workplace Inspection Tool (FAA WIT), a Web-based application.
- FRA successfully completed the deployment of its Radiation Protection program.
- SLSDC strove to assist employees in returning to health and work as soon as possible.
- MARAD provided incentive awards to foster and develop safety awareness at its reserve fleet sites.
- OST collaborated with the Federal Protective Service and the District of Columbia Police and Fire Departments to develop an OEP for the new DOT headquarters' location.

Goals

DOT reported that during FY 2008 it plans to:
- Continue to meet or exceed SHARE goals by focusing on preventing slips/trips/falls; airplane related stress illnesses; and back injuries.
- Improve OSH training throughout the department, with the goal of developing Web-based safety training modules and making them available on the electronic learning management system Intranet Web site.

Department of Transportation Charts

Figure 1: Employment

Fiscal Year	Employees
2005	57,921
2006	53,579
2007	53,421

Figure 2: Total and Lost Time Cases

Fiscal Year	Total Cases	Lost Time
2005	1,233	780
2006	1,081	663
2007	1,219	733

Figure 3: Total and Lost Time Case Rates

Fiscal Year	Total Cases	Lost Time
2005	2.13	1.35
2006	2.02	1.24
2007	2.28	1.37

Figure 4: Workers' Compensation Costs

Chargeback Year	Dollars
2005	92,686,577
2006	92,829,521
2007	93,608,877

Department of the Treasury

Statistics

The Department of the Treasury's (Treasury) employment rolls *decreased* by 639 (0.6%) to 113,027 in FY 2007 (See Figure 1, page 89). Its total cases *increased* by 39 (2.7%) and lost time cases *increased* by 4 (0.4%, See Figure 2, page 89). The Treasury's TCR *increased* from 1.28 to 1.33 (3.9%) and its LTCR remained *unchanged* at 0.8 (0.0%; See Figure 3, page 89; Chart L, page 208; Chart N, page 210). According to Treasury, there were two civilian fatalities during FY 2007.

Treasury's workers' compensation costs *increased* by $1,061,147 (2.1%) during the chargeback year (See Figure 4, page 89; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, Treasury achieved all but its Timeliness goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	1.88	1.24	72.7%	30.9*
2007 Target	1.51	1.00	88.4%	30.6
2007 Actual	1.33	0.80	85.6%	28.6

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The Treasury reported that all of its component sub-agencies require and promote the use of seat belts. The department noted that during FY 2007, the number of vehicle accidents increased slightly but the severity decreased, fewer accidents resulted in personal injury, and the OWCP costs associated with these accidents decreased as compared to FY 2006.

Recordkeeping
The Treasury reported that its sub-agencies use its SHIMS, which has been in place since 2002 and incorporates both workers' compensation and safety management tracking and analysis capabilities. According to the department, the program provides OSHA Forms 300 log, 300A summary, and 301 incident reports, which are accessible to both employees and supervisors, and also exports data to a spreadsheet for detailed analyses of root causes and injury and illness trends.

Workplace Violence
The Treasury affirmed a zero tolerance for workplace violence. It reported that

various policies, initiatives, and directives address this issue. According to the department, only the Internal Revenue Service (IRS) reported any incidence of workplace violence.

Employee Support

The Treasury reported it has comprehensive environment, safety, and health training programs. It disseminated information on these programs through a number of mechanisms. According to the department, the continual decrease in injuries is due, at least in part, to this training.

Treasury noted that it continues to support involvement in the FFSHCs to supplement the work of local safety and health committees. It reported that its subagenices were involved in the Metropolitan Washington D.C. FFSHC and that IRS employees participate in the activities of several local FFSHCs.

According to the department, progressive OSH initiatives must be fully supported. To that end, it encourages employee involvement in OSH organizations and supports the achievement and maintenance of professional certifications.

At the sub-agency level, Treasury reported that several bureaus including the U.S. Mint, the Bureau of Engraving and Printing, the IRS, the Bureau of Public Debt, and the Financial Management Service hold regular safety committee meetings and have provided training to their members.

Accomplishments

The Treasury reported an extensive list of accomplishments among its sub-agencies but gave few details of departmental-level achievements. The reported departmental-level accomplishments include:
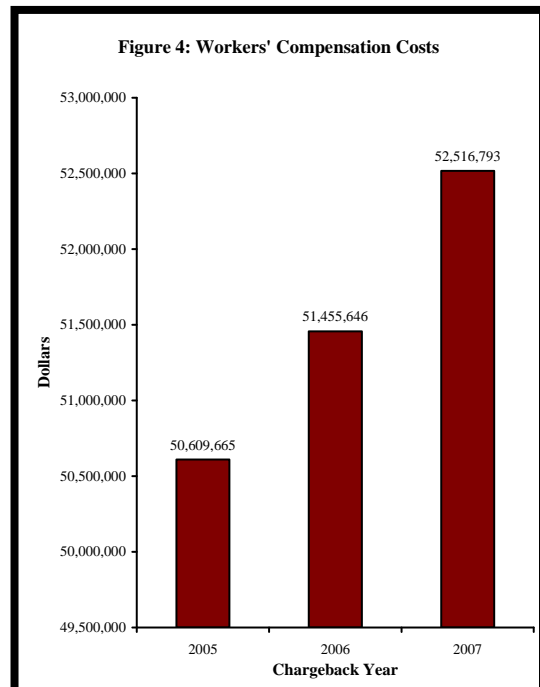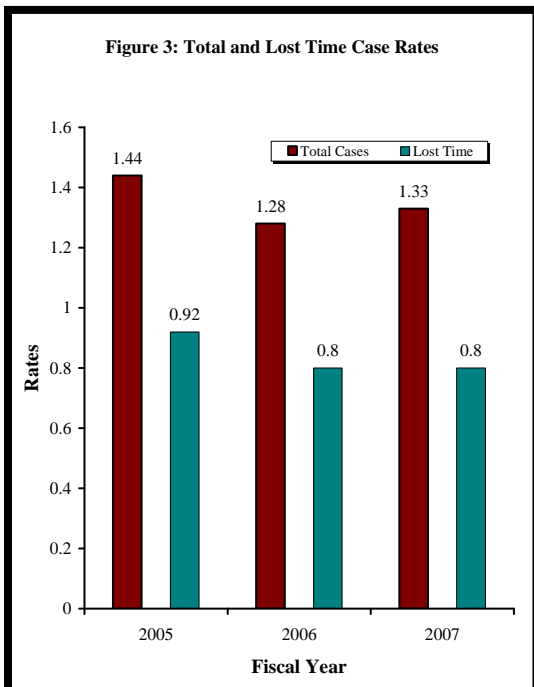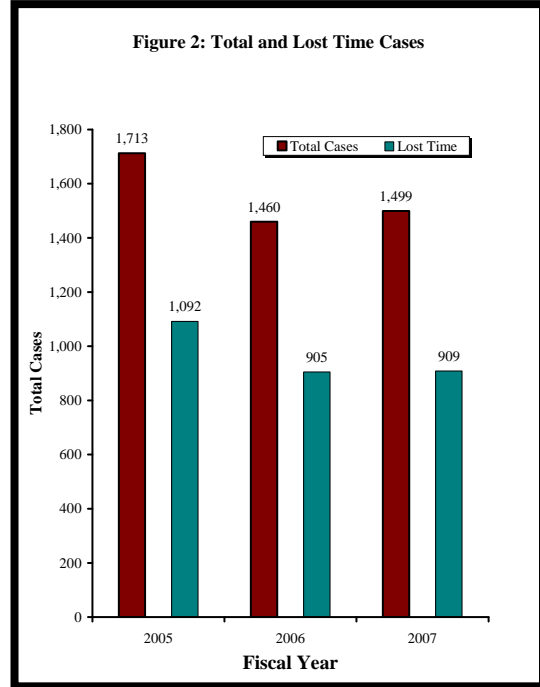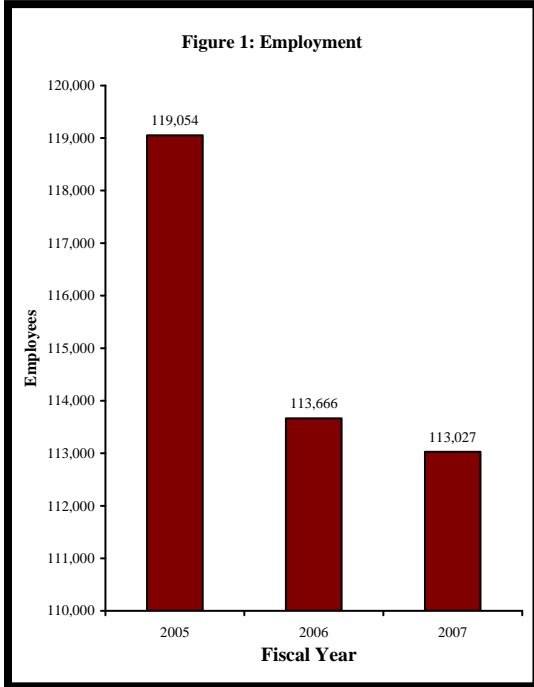- Annual inspections at the departmental offices in Main Treasury, the Annex building, and two other office locations in the Washington D.C. area; and
- Completed drafts of OSH manuals.

Goals

According to the Treasury, during FY 2008, it plans to:
- Continue to strive to reduce the injury and illness rates and meet the SHARE goals;
- Finalize updates to its safety and health procedures manual; and
- Revise its department-wide Safety and Health Directive, including listing best practices for several topical areas.

Department of the Treasury Charts

Figure 1: Employment

Fiscal Year	Employees
2005	119,054
2006	113,666
2007	113,027

Figure 2: Total and Lost Time Cases

Legend: Total Cases, Lost Time

Fiscal Year	Total Cases	Lost Time
2005	1,713	1,092
2006	1,460	905
2007	1,499	909

Figure 3: Total and Lost Time Case Rates

Legend: Total Cases, Lost Time

Fiscal Year	Total Cases	Lost Time
2005	1.44	0.92
2006	1.28	0.8
2007	1.33	0.8

Figure 4: Workers' Compensation Costs

Chargeback Year	Dollars
2005	50,609,665
2006	51,455,646
2007	52,516,793

Department of Veterans Affairs

Statistics

The Department of Veterans Affairs' (VA) employment rolls *increased* by 9,772 (4.1%) to 247,435 in FY 2007 (See Figure 1, page 93). Its total cases *decreased* by 48 (0.5%) and lost time cases *increased* by 65 (1.4%, See Figure 2, page 93). The VA's TCR *decreased* from 4.24 to 4.06 (4.25%) and its LTCR *decreased* from 1.92 to 1.87 (2.6%; See Figure 3, page 93; Chart L, page 208; Chart N, page 210). According to VA, there were two civilian fatalities during FY 2007.

VA's workers' compensation costs *increased* by $1,995,956 (1.2%) during the chargeback year (See Figure 4, page 93; Chart P, page 212).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, the VA achieved all but its TCR goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	4.43	2.19	67.8%	57.3*
2007 Target	3.92	1.94	82.4%	56.7
2007 Actual	4.06	1.87	86.2%	52.0

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The VA reported that its employees were involved in 141 motor vehicle accidents in FY 2007, and that it investigated all the accidents but noted no significant trends. According to the VA, it mandates the use of seat belts but does not have a method to track compliance. It reported that its automated data management system provides the number of motor vehicle accidents that result in injuries and medical treatment and/or compensation of the involved workers, but is currently unable to provide information on incidents that do not result in injuries.

The VA noted that on July 17, 2007, it held a DASHO Conference Call with participation from the National Safety Council (NSC) and Veterans Health Administration (VHA). The NSC provided links to the General Services Administration's driving training to all participants.

Recordkeeping
With regard to injury and illness recordkeeping, the VA reported that it:

- Implemented a recordkeeping Web site in FY 2005 as a resource and promotional tool to implement the revised OSHA injury and illness recordkeeping requirements.
- Maintained the Web site with appropriate revisions and updates.
- Included a link to educational distance learning streamed videos developed jointly with OSHA and the U.S. Postal Service.

In addition to the Web site, VA noted that it held a DASHO Quarterly Conference on January 16, 2007 during which 66 participants from various branches reviewed OSHA Forms 300, 300A and 301. VA stated that it supported its labor partners and their Annual Safety Conference and provided recordkeeping training during the event.

Workplace Violence
The VA did not report any information on department-level workplace violence incidents, policies, procedures, or initiatives. However, at the subcomponent level:
- The VHA has long recognized the hazards of workplace violence. Since FY 2000, it has systematically reviewed its policies and their implementation, provided training to the majority of VHA employees, established programs to monitor problem areas and patients, worked with the National Institute for Occupational Safety and Health to evaluate specific hospitals and then expanded the program to the national level, and is currently evaluating the collected data to improve the overall awareness and programs.
- The National Cemetery Administration (NCA) reported six incidents. NCA is in the process of completing OSH handbooks on specific topics, one of which is workplace violence. NCA employees received related training at many VHA medical centers and outreach clinics.
- The Veterans Benefits Administration (VBA) reported three incidents during FY 2007. VBA has worked with the department to develop a policy template for a Violent Behavior Prevention Program, which VBA distributed to each of its program offices.

Employee Support

The VA reported that it provides safety educational courses through its Web site and the VA Learning University. These courses provide safety managers, collateral duty safety personnel, and union officials with beginner, intermediate, and advanced safety education.

According to the VA, it conducted four national conference calls during FY 2007 on subjects including:

- OSHA Injury & Illness Recordkeeping
- Mold
- Vermin
- Driver Safety
- Workplace Violence
- Educational opportunities for all subcomponents

The VA noted that, as a part of its national conference calls, it promotes the involvement of its safety staff in the FFSHCs. It also noted that VA employee representatives from several VA medical centers are involved in the executive committees of their local FFSHCs.
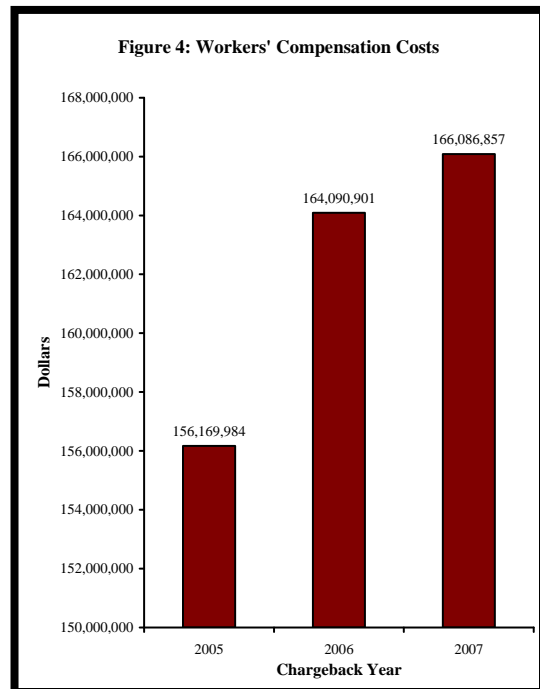
Accomplishments

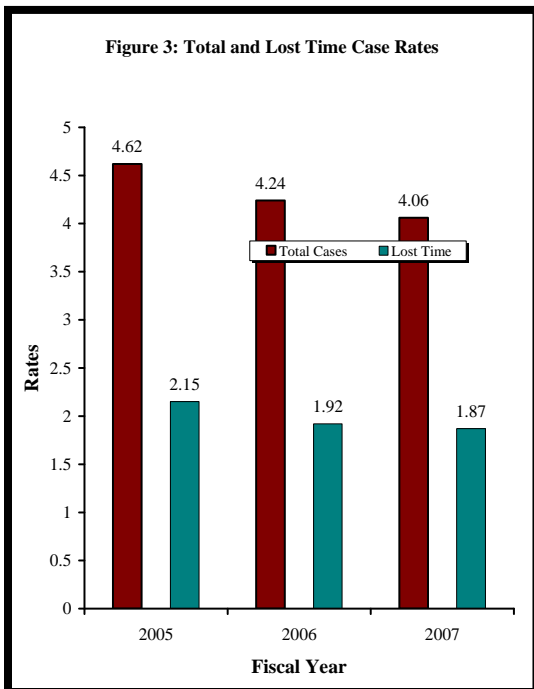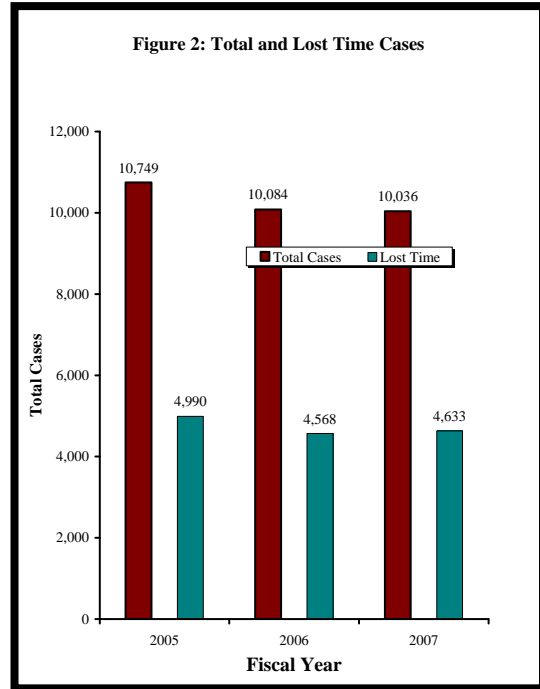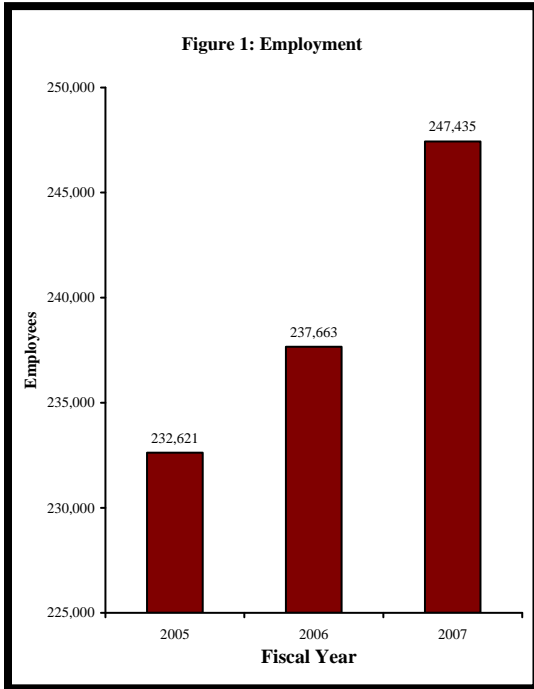The VA reported that at the departmental level it:
- Established a Safety Steering Committee (SSC) to improve its OSH program focus and identify new OSH program initiatives;
- Required each subcomponent to conduct complete facility workers' compensation (WC) case reviews to evaluate the effectiveness of both the department's return-to-work efforts and the facility's management of its WC programs;
- Began efforts to use the WC case review data;
- Required all subcomponents to have a system in place to evaluate managers and supervisors on their OSH performance;
- Encouraged each subcomponent to recognize outstanding OSH performance; and
- Began efforts to standardize the collection of continuation-of-pay to promote department-wide return-to-work efforts and provide an improved analysis of the new initiatives and the performance outcomes.

Goals

At the departmental level, the VA's plans for FY 2008 include:
- Complete development of a Safety Strategic Plan that will incorporates standard processes and best practice information to provide guidance to subcomponents on managing and maintaining OSH programs, and
- Continue to maintain its OSH-related Web site.

Department of Veterans Affairs Charts

Figure 1: Employment

Figure 2: Total and Lost Time Cases

Figure 3: Total and Lost Time Case Rates

Figure 4: Workers' Compensation Costs

Agency for International Development

Statistics

The U.S. Agency for International Development's (USAID) employment rolls held steady at 2515 employees in FY 2007. Its total injury and illness cases *decreased* from 8 to 7 and lost time cases *increased* from 0 to 1. The agency's TCR *decreased* from 0.32 to 0.28 and its LTCR *decreased* from 0.16 to 0.12. There were no reported fatalities. USAID's workers' compensation costs *decreased* from just over $4.1 million to roughly $3.3 million during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
USAID achieved Goals 1, 2, and 4 but did not achieve Goal 3.

Motor Vehicle/Seat Belt Safety
USAID reported one motor vehicle accident involving an employee stationed in Iraq. It noted that it requires employees to wear seat belts while traveling on official business. According to the agency, it uses internal notices and formal safety talks to ensure employee awareness of its seat belt policy.

Recordkeeping Requirements
USAID reported that it uses an electronic system to comply with OSHA's recordkeeping requirements.

Workplace Violence
According to USAID, no workplace violence incidents occurred within the U.S., but overseas locations have reported some incidents. The agency noted that, due to its relationship with the U.S. Department of State, the department and overseas security handle the investigation and management of overseas incidents.

Employee Support

According to USAID, management is responsible for ensuring that employees receive training in proper work procedures and workplace safety. With respect to training, the agency reported:
- Its agency-wide OSH program is in the final clearance process.
- It has developed an e-learning platform that includes a variety of OSH-related topics.
- New employees receive OSH training during their orientation.
- Three-hundred employees received emergency evacuation training.

USAID reported that it uses several methods, such as email and its Web site, to communicate OSH-related information to its employees. It also noted that it is in the final stages of implementing an executive level labor-management OSH committee.

Accomplishments

The following are among the accomplishments USAID highlighted for FY 2007:
- Designed and implemented a training evaluation process;
- Revised its OWCP program to reflect improvements in the return-to-work process;
- Tracked managerial OSH performance and compliance;
- Recognized and addressed both good and poor OSH performance;
- Developed an OEP and upgraded evacuation assistance for disabled employees;
- Nearly completed the clearance process for an OSH program;
- Implemented a CPR/AED program that included employee training; and
- Implemented worksite ergonomic evaluations and conducted employee training.

Goals

USAID reported the following OSH-related goals for FY 2008:
- Establish an agency-wide labor/management OSH committee
- Establish a physical plant inspection team
- Create a safety performance category for managers
- Establish safety teams at the Bureau level
- Expand OSH-related training for both employees and managers

Central Intelligence Agency

Statistics

According to the Central Intelligence Agency (CIA), all of its employment-, OSH-, and OWCP-related statistics are classified information. However, it reports that its rates have remained relatively steady and that it is aware of the major hazards in its workplaces.

OSH Initiatives

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

CIA reported that it continues to experience excellent results with regard to the SHARE Initiative.

Motor Vehicle Seat Belt Safety

According to the agency, it has a proactive approach to its fleet safety program but does not collect data on seat belt usage due to an inability to confirm the accuracy of the data.

Recordkeeping Requirements

CIA reported that it has fully implemented the revised OSHA injury and illness recordkeeping requirements.

Employee Support

According to the agency, its employees received OSH-related training. It noted that its various subcomponents participate in the FFSHCs and OSHA-sponsored events as appropriate. The agency has a Certified OSH Committee.

Accomplishments

CIA did not provide any details of its OSH accomplishments.

Goals

CIA did not provide any information on its OSH goals for FY 2008.

Chemical Safety Board

Statistics

The Chemical Safety Board (CSB) reported one injury to a federal employee during FY 2007, but the injury did not involve any lost time. No CSB employees were injured during FY 2006. CSB's workers' compensation costs were $1837 for FY 2007.

OSH Initiatives

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

The CSB's TCR increased for FY 2007, so it did not maintain its success at Goal 1. However, the single injury did not involve lost time or production days and the single case was timely filed, so CSB achieved SHARE Goals 2-4.

Motor Vehicle/Seat Belt Safety

CSB reported that it held a motor vehicle awareness safety training program for employees and contractors who missed last year's program. According to the CSB, the program reviewed Executive Order 13043 and CSB Order 17 as they pertain to motor vehicle safety and discussed safe driving practices based on the OSHA/NHTSA/NETS *Guidelines for Employers to Reduce Motor Vehicle Crashes*.

Recordkeeping

The CSB reported that it uses an Excel spreadsheet, made available on OSHA's Web site, to track recordable injuries and illnesses.

Workplace Violence

The CSB reported that its employees experienced no workplace violence incidents during FY 2007.

Employee Support

The CSB reported that it has developed an overall training plan to ensure that all the safety and health program elements contained in CSB Order 17, OSH program, are addressed. CSB noted that some topics are provided only to chemical incident investigators, investigation supervisors, and investigation managers, while others are provided to the entire CSB workforce. It further noted that some subject areas require initial and annual refresher training, while others require initial training and follow-up only if there are program changes.

The CSB reported that it encourages its employees to attend various safety and health conferences. According to the CSB, such attendance has a two-fold

benefit: it maintains professional competencies and fulfills the agency's mission goals to provide outreach, as well as disseminates lessons learned from both completed and ongoing CSB investigations.

Accomplishments

According to the CSB, it achieved the following during FY 2007:

- The medical monitoring and surveillance program continued to function smoothly. All CSB investigators, investigation supervisors and investigation managers received annual physicals as part of this program.
- The CSB continued progress toward developing OSH training modules as part of the annual training plan for its OSH program.

Goals

During FY 2008, the CSB reports that it plans to:

- Complete its training program modules and training on all OSH program elements outlined in CSB Order 17;
- Continue to provide annual refresher training for specific OSH elements; and
- Fully staff inspection teams and ensure Field Safety and Health Officers are properly trained.

Commodity Futures Trading Commission

Statistics

The Commodity Futures Trading Commission's (CFTC) employment rolls *decreased* by 62 employees (12.2%) to 447 in FY 2007. Its total injury and illness cases *decreased* from 3 to 2 and lost time cases *increased* from 1 to 2. The CFTC's TCR *decreased* from 0.59 to 0.45 and its LTCR *increased* from 0.2 to 0.45. There were no reported fatalities. CFTC's workers' compensation costs *increased* from $6,632 to $20,206 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The CFTC achieved all four of its SHARE goals.

Motor Vehicle/Seat Belt Safety
According to the CFTC, it has two assigned vehicles, both at its headquarters' location. None of its employees were involved in any motor vehicle accidents in FY 2007. The CFTC reported that it requires selt belt usage and that it has noted 100% compliance with this agency-wide directive.

Recordkeeping
The CFTC reported that it uses an Excel spreadsheet to track workers' compensation claims, but did specify whether it is used to track OSHA-recordable injuries and illnesses.

Workplace Violence
CFTC reported that it does not have a formal Workplace Violence Program in place, but has established procedures to address violent incidents should they occur. The CFTC noted that it uses OPM's "Dealing with Workplace Violence, a Guide for Agency Planners."

Employee Support

The CFTC reported that during FY 2007:
- It sponsored a campaign to promote safety awareness, and conducted ergonomics training;
- Its personnel attended OSH conferences and seminars; and
- It supported many OSH-related organizations, activities, and training.

Accomplishments

The CFTC noted that it met each of its SHARE goals and continues to strive for

excellence and low accident rates. According to the CFTC, it has implemented electronic software to assist an analyzing and evaluating its OSH program.

Goals

The CFTC reported that it will continue:

- Proactive measures to prevent of OSH-related problems;
- To meet agency goals, through better targeting, interaction, education, and training; and
- To improve OSH-related data collection and assessment.

Consumer Product Safety Commission

Statistics

The Consumer Product Safety Commission's (CPSC) employment rolls *decreased* by 22 employees (5.2%) to 400 in FY 2007. Its total injury and illness cases *decreased* from 5 to 1 and lost time cases *decreased* from 4 to 0. The CPSC's TCR *decreased* from 1.18 to 0.25 and its LTCR *decreased* from 0.95 to 0. There were no reported fatalities. CPSC's workers' compensation costs *decreased* from $178,237 to $167,817 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The CPSC achieved all four of its SHARE goals.

Motor Vehicle/Seat Belt Safety
According to the CPSC, its employees were involved in one motor vehicle accident. It reported that it encourages employees to buckle-up for safety.

Recordkeeping
According to the CPSC, it has implemented OSHA's revised injury and illness recordkeeping requirements. It reported that its Safety Officers are using the OSHA Form 300 log to record all work-related injuries and illnesses and posting the form on-site, and that it is using the OSHA Form 300A summary to summarize all work-related injuries and illnesses.

Workplace Violence
The CPSC did not address this topic.

Employee Support

CPSC reported that during FY 2007, it conducted training in several areas, including hazard communication and emergency evacuation. In addition, CPSC noted that it provided refresher training for its Engineering and Health Science employees on the agency's security, emergency preparedness, chemical hygiene, hazmat, and environmental management plans.

Accomplishments

The CPSC reported that during FY 2007 it:
- Provided physical examinations for its employees who handle hazardous substances;
- Provided an intra-agency Web site where employees can find OSH-related information;

- Sponsored various health awareness programs;
- Continued to provide reasonable accommodations to its employees;
- Incorporated safety elements in its employees' performance standards;
- Recognized outstanding OSH performance;
- Completed ergonomics assessments at 20% of its workstations; and
- Established a new Occupant Emergency Directive.

Goals

The CPSC reports that during FY 2008 it plans to:

- Perform assessments of 10% of workstations and replace or upgrade equipment as necessary,
- Conduct workplace safety training as apropriate, and
- Update the Occupant Emergency Directive.

Court Services and Offender Supervision Agency

Statistics

According to the Court Services and Offender Supervision Agency (CSOSA), its employment rolls *decreased* by 2 employees to 822 in FY 2007. CSOSA also reported that the employment rolls of the Pretrial Services Agency (PSA), which functions as an independent entity within CSOSA, *increased* by 29 to 328. CSOSA reported the following information for its and PSA's injury and illness, and workers' compensation statistics:

CSOSA	FY 2006	FY 2007	Change
Total Injury/Illness Cases	15	24	+9
Total Case Rate	1.82	2.92	+1.1
Lost Time Cases	2	2	0
Lost Time Case Rate	0.24	0.24	0
Workers' Compensation Chargeback	$17,185	$37,125	+$19,940

PSA	FY 2006	FY 2007	Change
Total Injury/Illness Cases	3	3	0
Total Case Rate	0.97	0.91	-.06
Lost Time Cases	2	3	+1
Lost Time Case Rate	0.65	0.91	+0.26
Workers' Compensation Chargeback	$17,056	$24,061	+$7,005

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
Base Year 2003 data was not readily available to assess the Agencies' performance in meeting the SHARE goals. It did, however, provide a performance analysis in three of the four SHARE areas of emphasis as compared to FY 2006. According to the data reported by CSOSA, during FY 2007, it had a 60% increase in its TCR, while PSA's rate did not change. CSOSA had a 0.24 LTCR which remained constant from last fiscal year, while PSA experienced a 40% increase. Both CSOSA and PSA had a 100% timely filing rate for injury and illness claims; and neither agency provided an analysis of its LPDR.

Motor Vehicle/Seat Belt Safety
The CSOSA reported that during FY 2007 its employees were involved in 30 motor vehicle accidents, while at PSA there were no reported motor vehicle

accidents. With respect to its motor vehicle and seat belt policy, according to CSOSA:

- Seat belt usage is mandatory at all times while operating a vehicle for official duty purposes.
- Signs requiring seat belt usage are posted conspicuously in all PSA vehicles.
- CSOSA plans to install signs in its vehicles and add the requirement to the Vehicle Request Form.
- It implemented a Defensive Driving Course that is mandatory for all CSOSA employees who operate a government vehicle.

Recordkeeping
According to the CSOSA, it coordinated efforts between relevant offices to record and track injuries. Although it described systems and procedures being established to capture and analyze data relating to OWCP injury claims, it did not address whether, or the extent to which, it has implemented the revised OSHA injury and illness recordkeeping requirements for federal agencies.

Workplace Violence
CSOSA reported that there were no reported incidents of workplace violence during FY 2007 but that it provides training in workplace violence, security, and basic self-defense for all new staff who deal with the offender population. According to CSOSA, the training provides awareness and techniques for avoiding and reducing potential harm to staff and clientele.

Employee Support

CSOSA reported that it has an extensive training program to ensure the safety and health of staff. Some of the mandatory courses include:

- Workplace Violence Prevention
- Annual Bloodborne and Tuberculosis Exposure Control
- Basic Self-Defense
- Defensive Driver Training

According to CSOSA, several employees are members of OSH-related professional organizations, such as the National Fire Protection Association and International Association of Emergency Managers. Additionally, it reports that PSA established a labor/management Office Safety Workgroup who work together to identify workplace hazards and methods to correct and prevent their reoccurrence.

Accomplishments

- CSOSA reported that it conducted quarterly inspections of general building maintenance and annual inspections to assure compliance with the various regulatory requirements. The agency also noted that it tested its building sprinkler system on a monthly basis.

Goals

The CSOSA reported that during FY 2008, it plans to:
- Implement measures to meet the SHARE goals,
- Develop specific goals and objectives to ensure full compliance with the OSHA safety and heatlh requirements, and
- Include provisions during the OSH plan development process for recognizing exemplary OSH performance.

Defense Nuclear Facilities Safety Board

Statistics

According to the Defense Nuclear Facilities Safety Board (the Board), its employment rolls *increased* by 6 employees to 92 in FY 2007. Its total and lost time injury and illness cases remained steady at 1, while its TCR and LTCR *decreased* from 1.16 to 1.09. There were no reported fatalities. The Board's workers' compensation costs *increased* from $254 to $532 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
With respect to the Board's achievement of SHARE goals, there was no OSHA data available for evaluation of Goals 1 and 2. According to OWCP, the Board did not file any claims during CY 2007, so Goal 3 is not applicable. OWCP reported that the Board achieved Goal 4.

Motor Vehicle/Seat Belt Safety
The Board reported that it does not use motor vehicles in the course of its business.

Recordkeeping
According to the Board, it uses an Excel spreadsheet, made available on OSHA's Web site, to track recordable injuries and illnesses. It noted that its Human Resources Office is responsible for the recordkeeping function.

Workplace Violence
The Board reported that it has never experienced an incident of workplace violence.

Employee Support

According to the Board, the majority of its technical staff has advanced degrees in one or more of the engineering disciplines, and hold memberships in a variety of professional and health organizations. The Board indicated that one employee attended a Facilities Management Conference, which included OSHA training.

Accomplishments

The Board noted that it is a small independent agency with fewer than 100 employees, and leases its office space. It reported that both its Security Specialist and Facilities Management Officer work with the building's manager to perform fire drills; and oversee security, heating, and ventilation activities.

Goals

The Board stated that during FY 2008 it will offer workplace violence training to its employees.

Environmental Protection Agency

Statistics

The Environmental Protection Agency's (EPA) employment rolls *decreased* by 4 (0.02%) to 18,139 in FY 2007 (See Figure 1, page 112). Its total cases *increased* by 3 (2.3%) and lost time cases *increased* by 12 (18.2%, See Figure 2, page 112). The EPA's TCR *increased* from 0.73 to 0.74 (1.37%) and its LTCR *increased* from 0.36 to 0.43 (19.4%; See Figure 3, page 112; Chart M, page 209; Chart O, page 211). According to EPA, it had no civilian fatalities during FY 2007.

EPA's workers' compensation costs *increased* by $495,547 (13.43%) during the chargeback year (See Figure 4, page 112; Chart Q, page 213).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, the EPA achieved all but its LTCR goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	0.92	0.39	20.3%	4.1*
2007 Target	0.81	0.35	50.0%	15 or less
2007 Actual	0.74	0.43	53.1%	9.1

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The EPA reported 40 motor vehicle accidents in FY 2007 involving EPA employees on official government business, as compared to 71 accidents in FY 2006. It clarified that all of the employees involved in these accidents were wearing seat belts.

According to the agency, in 2007:
- It prepared a draft Motor Vehicle Safety Guideline and distributed it for internal review.
- It supported a Driver Safety Training Program, which involved providing National Safety Council-developed on-line driver safety training.
- Subcomponents employed a variety of other methods, such as on-line bulletins and printed notices in employee areas, to keep messages about motor vehicle safety in the forefront.

Recordkeeping
With respect to recordkeeping, the EPA reported that it collects information on all of the recordable injuries and illnesses and lost-time cases, inputs the

information into an Excel spreadsheet, and provides quarterly summary reports to its DASHO and OSH Manager. The agency noted that the reports include analyses of:

- The number of incidents at each EPA location,
- The most prevalent categories of injuries/illnesses,
- The most common work environments for incidents, and
- A comparison of the three previous quarters' data to identify potential trends.

The DASHO and OSH Manager reportedly use this information to determine whether the agency needs to mitigate specific risks.

In addition, EPA reported that the agency-level Office of Administration and Resources Management (OARM) launched a campaign in 2006 to educate EPA employees about near-misses and encourage them to document all such incidents on a standardized form, identify the root causes, and initiate corrective actions. The agency considers OARM's campaign to be a success because representatives from nearly 92% of EPA's major locations record and track near-misses, with individual locations maintaining their own records.

Workplace Violence
The EPA reported eight cases of workplace violence in FY 2007, one of which resulted in post-traumatic stress disorder and a workers' compensation claim. According to the agency, its workplace violence policy:

- Indicates that the agency will not tolerate violence and will take all reports of violent incidents in the workplace seriously;
- Advocates a violence prevention strategy that involves education, intervention, incident response, and reporting; and
- Outlines necessary core elements and calls upon agency locations to develop local workplace violence prevention programs.

According to EPA, about half of the its major locations have launched programs/initiatives to address workplace violence. These efforts reportedly involve a range of activities, including installing state-of-the-art security and surveillance systems, incorporating information about disgruntled employees into Occupant Emergency Plans (OEPs), delivering awareness training, and developing formal workplace violence prevention programs.

Employee Support

The EPA reported that its locations provided a wide variety of safety and health training to employees. Some of the training topics included:

- Hazardous Waste Operations and Emergency Response
- Hazard Communication

- Laboratory Safety
- First aid and CPR/AED
- Disaster Preparedness

In other areas of employee support, EPA noted that:
- Representatives from ten of the agency's major locations participated in the FFSHCs, some in positions of leadership; and
- Nearly three quarters of EPA's major locations promote staff involvement in other OSH support activities, such as membership in professional organizations, attendance at conferences, and professional certifications.

Accomplishments

According to the EPA, some of its more significant accomplishments during FY 2007 included:
- Improved its Safety, Health, and Environmental Management (SHEM) Audit and Evaluation Program;
- Implemented the Injury and Illness Prevention Program;
- Drafted a pandemic influenza guidance document;
- Initiated a comprehensive evaluation of the agency's Diving Safety Program to determine whether it adheres to current industry best practices;
- Collected information through an on-line questionnaire on public AED programs established throughout the agency;
- Assessed procedures for handling samples at mobile laboratories;
- Continued to support the development of EPA's Emergency Responder Health and Safety Manual;
- Convened a taskforce to explore options for an agency-wide Fit-for-Duty Program;
- Started drafting standard operating procedures for administering antibiotics to EPA's emergency responders and managing nerve agent kits; and
- Participated in the National Response Team's Worker Safety and Health Subcommittee and engaged in multi-agency emergency response exercises and drills.
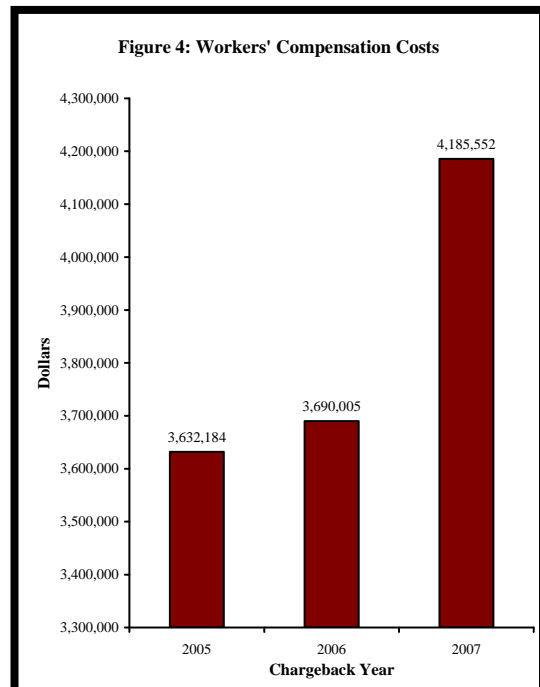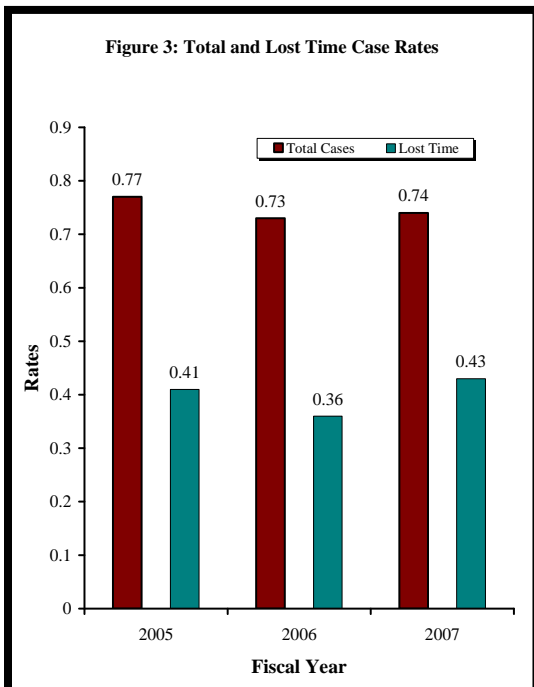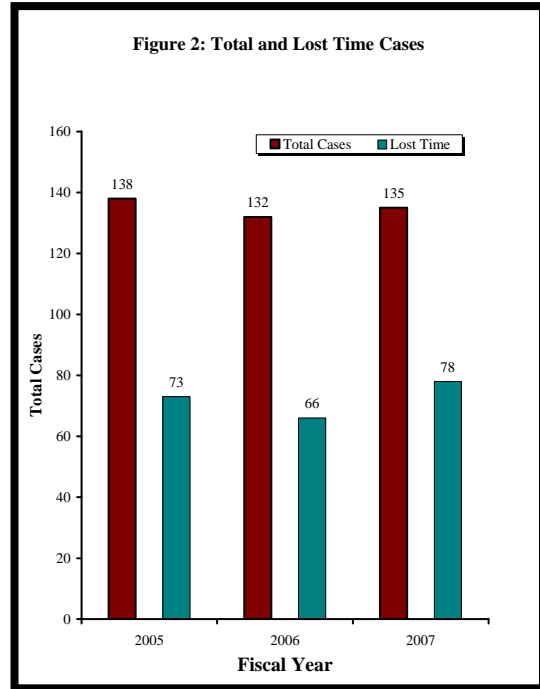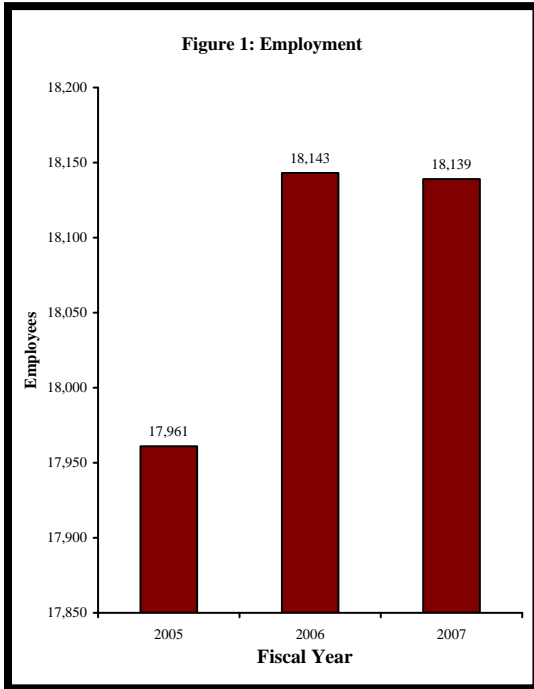
Goals

The EPA listed numerous OSH-related goals for FY 2008. Among them are plans to:
- Continue retooling the SHEM Audit and Evaluation Program, transitioning into a performance-based program that is aligned with a management systems approach;
- Pilot the Self-Assessment Program at select locations;

- Continue piloting SHMS at select locations and develop guidance for agency-wide implementation;
- Finalize SHEM Guideline 21—OSHA Recordkeeping and Reporting;
- Collect information on the agency's existing ergonomics programs and determine whether OARM should develop an agency-wide program;
- Finalize and distribute the Motor Vehicle Safety Guidelines;
- Finalize the pandemic influenza guidance;
- Complete the comprehensive management review of the agency's Diving Safety Program;
- Implement a communication strategy to raise visibility about OSH issues;
- Complete the mobile laboratories inventory and begin evaluating the SHEM status of the agency's mobile laboratories;
- Identify protocols that should be used to handle chemical warfare agents in laboratories and support the Environmental Laboratory Response work; and
- Develop and implement a plan to eliminate systemic fire and life safety problems at EPA locations.

Environmental Protection Agency Charts

Figure 1: Employment

Fiscal Year	Employees
2005	17,961
2006	18,143
2007	18,139

Figure 2: Total and Lost Time Cases

Fiscal Year	Total Cases	Lost Time
2005	138	73
2006	132	66
2007	135	78

Figure 3: Total and Lost Time Case Rates

Fiscal Year	Total Cases	Lost Time
2005	0.77	0.41
2006	0.73	0.36
2007	0.74	0.43

Figure 4: Workers' Compensation Costs

Chargeback Year	Dollars
2005	3,632,184
2006	3,690,005
2007	4,185,552

Equal Employment Opportunity Commission

Statistics

The Equal Employment Opportunity Commission's (EEOC) employment rolls *decreased* by 121 (5.2%) to 2,193 in FY 2007. The agency's total number of cases *decreased* by 19 (52.8%), while its lost time cases *decreased* by 10 (47.6%). In FY 2007, EEOC's TCR and LTCR *decreased* by 50% and 45.1%, respectively. The EEOC reported that most of their injuries were sprains due to handling packaged materials. The agency did not report any fatalities in FY 2007. During FY 2007, workers' compensation costs for the EEOC *increased* by $15,846 (1.5%).

OSHA Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The EEOC achieved Goals 1, 2, and 4, but did not achieve Goal 3.

Motor Vehicle/Seat Belt Safety
According to the EEOC, its employees were involved in two motor vehicle accidents during FY 2007, neither of which resulted in serious injury or illness. EEOC reported that it did not have a specific mechanism in place for tracking employee seat belt usage.

Recordkeeping Requirements
According to the EEOC, it uses an internal database to track ergonomic requests and workers' compensation claims, but it did address how it tracks OSHA-recordable injuries and illnesses.

Workplace Violence
EEOC employees reportedly experienced no workplace violence incidents during FY 2007. The agency noted that it incorporated a briefing on the subject during its semi-annual training.

Employee Support

During FY 2007, the EEOC reported that it conducted semi-annual training which included OSH issues; and implemented Workplace Wellness, Ergonomics, and Workers' Compensation programs. It noted that it did not participate in the FFSHCs.

Accomplishments

The EEOC reported that during FY 2007 it:
- Provided safety and security awareness training for fifteen new district resource managers,
- Re-trained and re-certified eight employees in first aid and CPR/AED,

- Conducted fire, and shelter-in-place exercises,
- Provided quarterly training on its OEP at its headquarters' location.

Goals

For FY 2008 EEOC reported it plans to:
- Update procedures for its OSH program and OEP so they are applicable to its new headquarters' location; and
- Conduct emergency evacuation team training at both headquarters and field offices.

Export-Import Bank of the U.S.

Statistics

The number of employees at the Export-Import Bank of the U.S. (Ex-Im) *decreased* by 16 (4.1%) to 370 in FY 2007. The Ex-Im's total number of injury and illness cases *increased* from 1 to 2 while lost time cases held steady at 1 The Bank's TCR *increased* from 0.26 to 0.54 and its LTCR *increased* from 0.26 to 0.27. Ex-Im did not report any fatalities in FY 2007. Ex-Im's workers' compensation costs *decreased* from $1,376 to $264 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
Ex-Im did not achieve Goals 1-3, but did achieve Goal 4.

Motor Vehicle/Seat Belt Safety
For FY 2007, Ex-Im reported no motor vehicle accidents and no mechanism for tracking employee seat belt usage. However, it noted that it does require all vehicle occupants to use seat belts at all times.

Recordkeeping Requirements
Ex-Im did not provide any information on this topic.

Workplace Violence
Ex-Im did not provide any information on this topic.

Employee Support

According to Ex-Im, it took a proactive approach to its employees' safety and health during FY 2007 by conducting inspections and addressing both potential and actual OSH-related issues. Ex-Im also reported that it continued to evaluate all employees working on computers for carpal tunnel syndrome.

Accomplishments

Ex-Im reported that during FY 2007 it maintained awareness of ergonomic issues, especially work-related carpal tunnel syndrome; provided CPR/AED training; and required all vehicle occupants to use safety belts at all times.

Goals

Ex-Im did not provide any information on its OSH-related goals for FY 2008.

Farm Credit Administration

Statistics

The Farm Credit Administration's (FCA) employment rolls *increased* by 3 to 257 during FY 2007. All of the FCA's OSH-related statistics held steady at 0, including the number of reported fatalities in FY 2007. Its workers' compensation costs *increased* from $104,037 to $107,801 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
FCA met Goals 1, 2, and 4 but did not achieve Goal 3.

Motor Vehicle/Seat Belt Safety
FCA reported that it required vehicle occupants to use safety belts at all times, but did not provide any information on motor vehicle or seat belt safety programs it may have established.

Recordkeeping Requirements
FCA did not provide any information on this topic.

Workplace Violence
FCA did not provide any information on this topic.

Employee Support

According to FCA, it includes many OSH topics in its Policies and Procedures Manual (PPM). It also reported recent OSH-related updates to the PPM on topics related to safety at alternative worksites, work travel, purchasing safety and health equipment, motor vehicle safety, and preventing the spread of infectious diseases in the workplace. FCA noted that during FY 2007 it continued to provide a wellness program for all its employees.

Accomplishments

For FY 2007, FCA reported that it:
- Maintained and continued to evaluate employees' work areas for ergonomic hazards, in particular carpal tunnel syndrome; and
- Contributed funds to each employee's Flexible Spending and Life Cycle Accounts.

Goals

FCA did not provide any information on its OSH-related goals for FY 2008.

Federal Communications Commission

Statistics

The Federal Communications Commission's (FCC) employment rolls *decreased* by 29 employees (1.6%) to 1,830 in FY 2007. Its total injury and illness cases *increased* from 7 to 13 and lost time cases *increased* from 5 to 11. The FCC's TCR *increased* from 0.38 to 0.71 and its LTCR *increased* from 0.27 to 0.6. There were no reported fatalities. FCC's workers' compensation costs *decreased* from $175,069 to $172,644 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The FCC did not achieve Goals 1-3 but did achieve Goal 4.

Motor Vehicle/Seat Belt Safety
In FY 2007, the FCC reported one motor vehicle accident in which the employee involved wore a seat belt. According to the FCC, it does not have a mechanism to track seat belt usage. The FCC reported that it requires the use of seat belts while operating a government vehicle and employees who drive as part of their duties must complete a driver's improvement course annually.

Recordkeeping
According to the FCC, it purchased and implemented a recordkeeping system to track injury and illness information and print annual summary reports. It noted that the software was easy to use, but the report functions are very limited and/or restricted. The FCC indicated it had worked with the vendor in an attempt to resolve these issues.

Workplace Violence
The FCC reported that it has developed a Workplace Violence Plan on how to deal with situations such as:
- Threats against employees from outside sources,
- Threats against employees from other employees,
- Verbal and potential physical threats against employees from protesters, and
- Harassing telephone calls and/or voicemails.

According to the FCC, internal workplace violence incidents are usually investigated by security staff and, if appropriate, forwarded to Labor Relations Management for appropriate action while threats against non-employees are forwarded to the appropriate law enforcement agency.

Employee Support

The FCC reported that it has developed and teaches three courses in OSH awareness: Shelter-in-Place, FCC's OSH Program, and Administering the Employee Assistance Program. It also reports that FCC employees can access a number of on-line courses, including the following:

- Occupational Health and Safety
- Hearing Conservation
- Electrical Safety
- Workplace Safety

Accomplishments

The FCC reported that during FY 2007 it used OSHA's Safety and Health Management System e-Tool and reviewed the requirements set forth in EO 12196. The FCC noted that this was the first time it had used this tool and thought it provided a new and different approach to OSH program evaluation. According to the agency, it is looking into the feasibility of developing a similar assessment tool so that employees can provide input into its OSH Program.

In other areas, the FCC reported that

- When it learns an employee will be out of the office for an extended period due to an injury or illness, it immediately follows procedures to return the employee to work as soon as possible.
- It includes OSH-related criteria in its *Performance Management System for Supervisors and Managers*.
- It has published an FCC Safety and Health Code to ensure all employees and contractors understand their and the agency's OSH program responsibilities.

Goals

The FCC reported the following as goals for FY 2008:

- Maintain the TCR below 1%
- Maintain the LTCR below 1%
- Improve the timeliness of filing notices by 10%
- Reduce the LPDR by 1%

Federal Deposit Insurance Corporation

Statistics

The Federal Deposit Insurance Corporation's (FDIC) employment rolls *decreased* by 25 employees (0.5%) to 4,552 in FY 2007. Its total injury and illness cases *decreased* from 28 to 24 and lost time cases *decreased* from 19 to 15. The FDIC's TCR *decreased* from 0.61 to 0.53 and its LTCR *decreased* from 0.42 to 0.33. There were no reported fatalities. FDIC's workers' compensation costs *decreased* from nearly $2 million to just below $1.9 million during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The FDIC achieved Goals 1, 2, and 4, but did not achieve Goal 3.

Motor Vehicle/Seat Belt Safety
The FDIC reported four motor vehicle accidents involving federal employees. According to the FDIC, each of the motor vehicle accidents resulted in injuries, two of which involved lost time. It was unable to verify whether all of the employees were using seat belts.

With regard to motor vehicle and seat belt safety, the FDIC reported that it does not have any formal safety programs since its injury rate per 100 million miles driven is approximately 84% less than the national average.

Recordkeeping
The FDIC did not address this topic.

Workplace Violence
The FDIC did not address this topic.

Employee Support

With respect to various areas of employee support, the FDIC reported that during FY 2007 it:
- Provided a comprehensive wellness program including a wide range of health and clinical services;
- Conducted comprehensive indoor air and water quality testing at several offices;
- Performed comprehensive safety audits at select facilities;
- Conducted a comprehensive food safety survey at its cafeterias;
- Developed and implemented a Norovirus prevention program;

- Conducted more than 300 ergonomic assessments and concurrent individualized ergonomic training sessions for offices nationwide; and
- Offered numerous OSH training programs including emergency preparedness, CPR, first aid, ergonomics, basic workplace safety hazard recognition and inspection skills, wellness, and fitness.

Accomplishments

The FDIC reported that during FY 2007:
- The comprehensive indoor air quality, water quality, and safety inspection programs allowed effective recognition, evaluation, and control of workplace hazards.
- The Dallas Regional Office was successfully relocated to a new building following a thorough asbestos inspection and remediation prior to renovation of the newly leased office space.
- It initiated development of a comprehensive "all-hazards" based Pandemic Influenza Preparedness Plan to compliment its Emergency Preparedness Plan.

Goals

According to the FDIC during FY 2008 it plans to:
- Add heterotrophic bacteria analysis to drinking water tests and analyze for chromium, especially in offices where water sources have not changed and previous test results indicate acceptable copper levels;
- Purchase and implement a Tri-Field meter to measure electro-magnetic fields in offices as part of the FDIC's IAQ and safety surveys;
- Create an Intranet-based OSH guidebook for all teleworkers, and those who work at alternate work sites;
- Create an Intranet-based on-line ergonomics educational program with emphasis on how to properly use a chair, setup a workstation, and prevent back injuries; and
- Finalize and implement the various aspects of the Pandemic Influenza Prevention Plan, including awareness training for all employees.

Federal Election Commission

Statistics

The Federal Election Commission's (FEC) employment rolls *decreased* by 22 (5.8%) to 357 in FY 2007. Both the FEC's number of total and lost time cases for FY 2007 *increased* from zero to 6 and 4, respectively. The agency's TCR *increased* from 0 to 1.68 and its LTCR increased from 0 to 1.12. FEC did not report any fatalities during FY 2007. Its workers' compensation costs *increased* from $0 to $465 in CBY 2007.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
FEC did not achieve Goals 1-3, but did meet Goal 4.

Motor Vehicle/Seat Belt Safety
For FY 2007, the FEC reported no motor vehicle accidents and noted that it requires all vehicle occupants to wear seat belts.

Recordkeeping Requirements
FEC did not provide any information on this topic.

Workplace Violence
FEC did not provide any information on this topic.

Employee Support

According to the FEC, it did not provide any OSH training during the fiscal year and did not participate in the FFSHCs.

Accomplishments

FEC reported that it maintained a safe and healthful workplace for its employees in FY 2007.

Goals

The FEC did not list any OSH-related goals for FY 2008.

Federal Energy Regulatory Commission

Statistics

According to the Federal Energy Regulatory Commission (FERC), its employment rolls remained *unchanged* at 1,300 employees in FY 2007. Its total injury and illness cases *decreased* from 36 to 21 and there were no lost time cases. The FERC's TCR *decreased* from 2.77 to 1.62 and its LTCR remained 0. There were no reported fatalities. FERC's workers' compensation costs *increased* from $164,054 to $524,885 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
With respect to the FERC's achievement of SHARE goals, there was no OSHA data available for evaluation of Goals 1 and 2. According to OWCP, the agency did not achieve either of Goals 3 or 4.

Motor Vehicle/Seat Belt Safety
The FERC reported one minor motor vehicle accident during FY 2007. Motor vehicle and seat belt safety initiatives included:
- A program to randomly track seat belt usage,
- Continued emphasis on Executive Order 13043, and
- Continued emphasis requiring contractors to have a seat belt usage policy and program in place.

Recordkeeping
The FERC reports that it is in compliance with OSHA injury and illness recordkeeping requirements. Also, it noted that:
- It continually collects and analyzes OSH-related data to identify unsafe and unhealthful working conditions.
- All records and logs are accessible to agency OSH personnel, employees, employee representatives, and former employees.

Workplace Violence
The FERC did not address this topic.

Employee Support

According to the FERC, it is committed to having an accident and injury-free working environment and makes every effort to train employees regarding the safety and health requirements related to their jobs. The FERC reported that the OSH emphasis has also resulted in employees maintaining clean and orderly work areas.

Accomplishments

According to the FERC, during FY 2007 it:
- Updated emergency plans to reflect new and more effective policies and guidance,
- Implemented and improved emergency accountability programs, and
- Achieved the goals of decreased workplace injuries and illnesses involving FERC employees and contractors.

Goals

The FERC reported that during FY 2008, it plans to:
- Continue with OSH-related employee education,
- Work towards 100% employee selt belt usage, and
- Provide OSH training to all of the personnel assigned to its Security and Safety staff.

Federal Housing Finance Board

Statistics

The Federal Housing Finance Board's (FHFB) employment rolls remained at 135 employees in FY 2007. Its total injury and illness cases *increased* from 0 to 2 and lost time cases *increased* from 0 to 1. The FHFB's TCR *increased* from 0 to 1.48 and its LTCR *increased* from 0 to 0.74. There were no reported fatalities. FHFB's workers' compensation costs *increased* from $0 to $1,490 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The FHFB achieved Goals 1 and 2, but did not achieve Goals 3 and 4.

Motor Vehicle/Seat Belt Safety
The FHFB reported that there were no motor vehicle accidents involving its employees during FY 2007. The age cy stated that it does not own a fleet of government vehicles, nor does it have an internal policy addressing the use of seat belts in government-owned vehicles. According to the FHFB, its employees follow the prevailing state seat belt laws.

Recordkeeping
The FHFB reported that it maintains manual recordkeeping by establishing and maintaining individual files of employee injuries that result in OWCP claims submission. It did not address procedures for tracking OSHA-recordable injuries and illnesses.

Workplace Violence
According to the FHFB, there were no reported incidents of workplace violence during FY 2007.

Employee Support

According to the FHFB, it did not participate in any specific OSH-related training or in the FFSHCs, but did provide safety-related training and annual CPR and AED certification to key individuals. The agency noted that in FY 2007, a total of 13 employees or 10% of its workforce received these certifications.

Accomplishments

According to the FHFB, its 2007 accomplishments include:
- Program evaluations by both the Inspector General and through internal methods to ensure compliance with various requirements;

- Providing workstations and equipment to enhance job performance;
- Regularly reviewing the contents of first aid kits to ensure dated materials are not expired.
- Ensuring that AED stations are in compliance with current inspection requirements;
- Conducting CPR and AED training to employees designated as Floor Wardens; and
- Processing OWCP claim forms within three business days of receipt on average.

Goals

The FHFB reported that its goals for FY 2008 include:
- Meeting the SHARE requirements, particularly for reducing the rates of injuries;
- Providing additional OSH program training and guidance to employees and OSH points of contact;
- Maintaining the timely claims submission rate; and
- Implementing and using the OSHA injury and illness recordkeeping forms.

Federal Maritime Commission

Statistics

The Federal Maritime Commission's (FMC) employment rolls *increased* by 1 to 122 in FY 2007. The FMC's total and lost time cases both *increased* from 0 to 1 and its TCR and LTCR both *increased* from 0 to 0.82. The agency reported no fatalities. Its workers' compensation costs remained steady at $0 for CBY 2007.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The FMC achieved SHARE Goal 4. Due to a zero rate for baseline year FY 2003, the change rate for Goals 1 and 2 could not be calculated. In addition, baseline year information was not available for Goal 3.

Motor Vehicle/Seat Belt Safety
For FY 2007, the FMC reported there were no motor vehicle accidents involving its employees. According to the FMC, it does not own vehicles; its area representatives use GSA-leased vehicles.

Recordkeeping Requirements
The FMC reported that it uses both paper- and Excel-based systems to track OSHA-recordable injuries and illnesses.

Workplace Violence
The FMC did not report any incidents of workplace violence for FY 2007. The agency reported that it sponsored prevention seminars through its EAP counseling services to address such incidents.

Employee Support

According to the FMC, it primarily stayed abreast of OSH issues through the GSA liaison.

Accomplishments

The FMC listed the following accomplishments for FY 2007:
- Reviewed its internal OSH policy statement;
- Issued monthly health awareness newsletters that addressed OSH issues;
- Continued to coordinate and arrange regular updates to the building-wide Occupancy Emergency Preparedness Plan, and provided training for the Emergency Response Team;

- Made arrangements with GSA to address safety concerns regarding the location of telecommunications cabling and electrical outlets and airflow; and
- Participated in the Union Station Area Emergency Managers Committee.

Goals

According to the FMC, during FY 2008 it plans to:
- Maintain its 0% TCR,
- Pursue expansion of the existing Health Unit to full-time services, and
- Continue participation in the Union Station Area Emergency Managers Committee, and
- Lead the Building Security Committee with an emphasis on expanding the garage vehicle inspections and perimeter surveillance.

Federal Reserve Board

Statistics

The Federal Reserve Board's (FRB) employment rolls *increased* by 11 employees (0.6%) to 1,874 in FY 2007. Its total injury and illness cases *decreased* from 29 to 27 and lost time cases *decreased* from 27 to 25. FRB's TCR *decreased* from 1.56 to 1.44 and its LTCR *decreased* from 1.45 to 1.33. There were no reported fatalities. FRB's workers' compensation costs *decreased* from $401,679 to $369,092 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The FRB did not achieve Goals 1 and 2, but did achieve Goals 3 and 4.

Motor Vehicle/Seat Belt Safety
According to the FRB, there were no motor vehicle accidents involving agency employees and it requires all occupants in FRB vehicles to buckle their seat belts before a vehicle moves.

Recordkeeping
According to the FRB, it enters all recordable injuries on the OSHA Form 300 log within seven working days and posts the OSHA Form 300A summary as required. It reported that it frequently reviews the log to identify issues and trends in the nature of injuries and appropriate outreach and education.

Workplace Violence
The FRB reported that there were no incidents of workplace violence in FY 2007. According to the agency, its EAP counselor has regularly scheduled office hours in its facility. Additionally, it reported that it published articles and provided resources on workplace violence prevention on its internal Web site.

Employee Support

The FRB reported that during FY 2007 it:
- Conducted 19 training sessions for law enforcement officers covering hazardous materials, fire fighting techniques, appropriate use of personal protective equipment, and general safety;
- Conducted two OSHA 10-hour courses for 25 staff, as well as a 30-hour construction safety course;
- Held quarterly facility OSH committee meetings to facilitate the exchange of information on safety, health, and emergency preparedness issues; and

- Conducted emergency preparedness overview training for approximately 85 members of its floor warden teams and held one evacuation and one shelter-in-place drill.

Accomplishments

Among the accomplishments the FRB listed for FY 2007, it:
- Completed workplace evaluations at all work operations;
- Began updating the Workers' Compensation Programs and policies;
- Recognized safety-conscious employees with emails to their supervisors;
- Created recognition certificates for the collateral duty safety representatives;
- Developed the medical surveillance program;
- Offered preventive health screenings to all employees;
- Expanded its safety and emergency preparedness training programs.
- Developed an Occupancy Emergency Program;
- Developed continuity plans and provided training on critical functions; and
- Provided numerous OSH-related staff development opportunities.

Goals

The FRB reported that during FY 2008, it plans to:
- Implement the medical surveillance program;
- Develop and distribute an OEP;
- Follow up and continue with the hazard assessment evaluation process;
- Develop a Lock Out/Tag Out Program;
- Standardize the MSDS programs within each workplace;
- Review and update safety-related policies, procedures, and standard operating procedures;
- Provide safety and fire protection training to collateral duty safety representatives; and
- Increase the agency's preparedness and response capabilities through the use of the floor wardens and emergency response training.

Federal Retirement Thrift Investment Board

Statistics

According to the Federal Retirement Thrift Investment Board (FRTIB), its employment rolls *decreased* by 5 employees to 75 in FY 2007. It reported that it has had no recordable injuries or illnesses during the past two fiscal years and that all of its related statistics are 0. It also reported that its workers' compensation costs *increased* from $0 to $5,813 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
There was no OSHA data available to evaluate the FRTIB's achievement of Goals 1 and 2, but it noted that it has had only five recordable injuries during its 20-year history. According to OWCP, it did not file any workers' compensation claims so Goal 3 was not applicable, and the FRTIB achieved Goal 4.

Motor Vehicle/Seat Belt Safety
According to the FRTIB, it does not own any vehicles and none of its employees were involved in any motor vehicle accidents. It also reported that it does not have a mechanism to track seat belt usage when employees are traveling in private or commercial vehicles.

Recordkeeping
The FRTIB reported that it does not have a recordkeeping program, which OSHA will follow-up to address.

Workplace Violence
The FRTIB reported that it does not have a formal program addressing workplace violence since it has not experienced such an incident during its 20-year history. However, it noted that it does offer counseling services to employees, and that supervisors can recommend such services as part of disciplinary action in response to such incidents.

Employee Support

According to the FRTIB, there were no OSH-related employee support activities during FY 2007 and it does not actively encourage participation in the FFSHCs.

Accomplishments

According to the FRTIB, it does not have any OSH-related accomplishments to report nor does it have an OSH program, which OSHA will follow-up to address.

Goals

The FRTIB reported that it recently hired a new Administrative Officer who will evaluate the need for specific OSH initiatives, training, and other programs.

Federal Trade Commission

Statistics

The Federal Trade Commission's (FTC) employment rolls *increased* by 74 (7.3%) to 1,082. Its total and lost time cases both *decreased* from 5 to 4 and its TCR and LTCR both *decreased* from 0.5 to 0.37. There were no fatalities during FY 2007. The FTC's workers' compensation costs *decreased* from $180,489 to $162,554 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The FTC did not achieve Goals 1-3, but did achieve Goal 4.

Motor Vehicle/Seat Belt Safety
The FTC reported no motor vehicle accidents and noted that it required seat belts for all occupants in government vehicles. According to the agency, it continued to enforce driver safety and seat belt usage requirements throughout the year.

Recordkeeping Requirements
The FTC reported that it uses a paper-based system to track OSHA-recordable injuries and illnesses.

Workplace Violence
The FTC reported that during FY 2007, it began revising its workplace violence policy and expanding its related program. The agency reported no incidents of workplace violence occurring within the year.

Employee Support

The FTC reported that during FY 2007, it provided employees with support in many ways, such as:
- Quarterly OSH committee meetings, interagency groups, and training;
- Daily email newsletter including information on security and OSH information;
- Nursing and professional ergonomic consulting services through Federal Occupational Health;
- Annual air quality testing;
- Emergency preparedness drills; and
- Wellness committee meetings.

Accomplishments

According to the FTC, it accomplished the following during FY 2007:
- Reduced wet-weather related slips, formerly the main cause of injuries;
- Continued return-to-work efforts;
- Included OSH-, emergency preparedness-, and security-based performance standards into performance reviews; and
- Provided OSH-related incentive and recognition awards.

Goals

The FTC's stated OSH-related goals for FY 2008 include:
- Maintaining progress in lowering the agency's total incidents and lost work days;
- Continuing the incident tracking program, safety and health committee, ergonomics consulting, and air quality testing for both Washington, D.C. buildings;
- Updating the OEP;
- Offering first aid and CPR/AED to all staff; and
- Completing OSHA certification for its OSH officer.

General Services Administration

Statistics

The General Services Administration's (GSA) employment rolls *decreased* by 442 (3.5%) to 12,076 in FY 2007 (See Figure 1, page 137). Its total cases *decreased* by 15 (9.0%) and lost time cases *decreased* by 16 (15.1%, See Figure 2, page 137). The GSA's TCR *decreased* from 1.33 to 1.25 (6.0%) and its LTCR *decreased* from 0.85 to 0.75 (11.8%; See Figure 3, page 137; Chart M, page 209; Chart O, page 211). According to GSA, it had no civilian fatalities during FY 2007.

GSA's workers' compensation costs *increased* by $654,270 (4.5%) during the chargeback year (See Figure 4, page 137; Chart Q, page 213).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, GSA achieved all four of its SHARE goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	2.34	1.17	32.7%	34.8*
2007 Target	2.07	1.04	50.0%	34.5
2007 Actual	1.25	0.75	54.8%	31.2

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The GSA reported 87 motor vehicle accidents in FY 2007, which is up from 63 in FY 2006. Of the total accidents, employees wore seat belts 92% of the time, did not wear them in 4.6% of the cases, with the compliance status unknown in the remaining 3.4% of the accidents. According to GSA, its proactive motor vehicle safety program includes:
- Defensive driving courses;
- National Driving Safety Week activities;
- Encouraging federal customers to comply with E.O. 13043 and literature in each vehicle that prominently displays this information; and
- Seat belt and driving safety information posted on its Web site, customer meetings, and various other methods.

Recordkeeping
The GSA reported that its national Occupational Safety and Health Management Information System (OSHMIS) database stores regional data regarding workers' compensation cases, and that each of its eleven regions manages its own recordkeeping data.

Workplace Violence

The GSA reported one minor case of workplace violence in FY 2007. It noted that it uses the Department of Homeland Security, Federal Protective Service, to deter, respond to, and investigate cases of workplace violence.

Employee Support

The GSA reported that its subcomponents' OSH functions have been progressively realigned toward a standard framework. According to the agency:

- Regional managers recognize and support their OSH organizations by providing positions, adequate grade structure, and professional development.
- Regions support attendance at OSH conferences when funding is available.
- Most regions were involved in the FFSHCs in FY 2007 with that involvement ranging from regular attendance and meeting participation to hosting meetings and, in one case, assisting in reinvigorating an inactive FFSHC.

Accomplishments
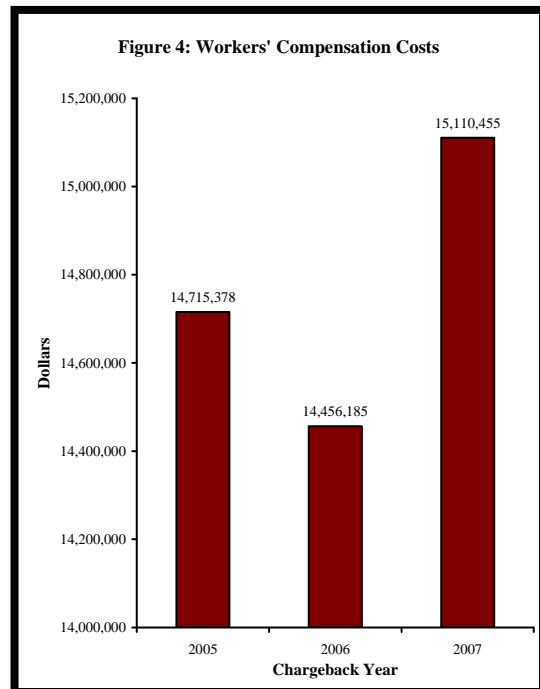
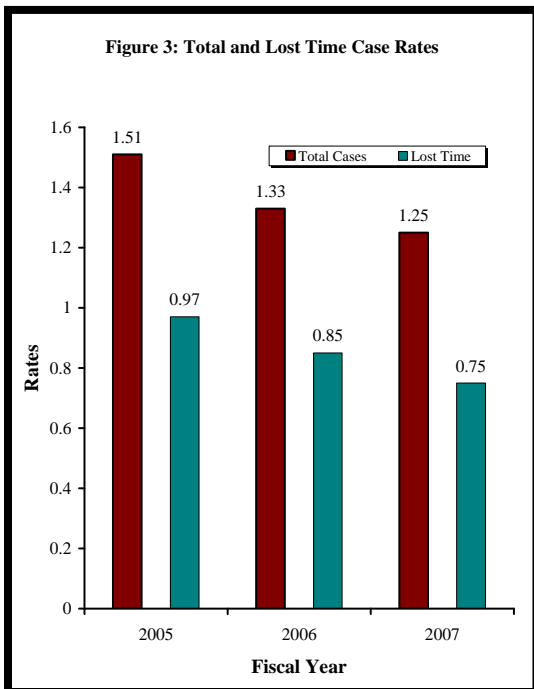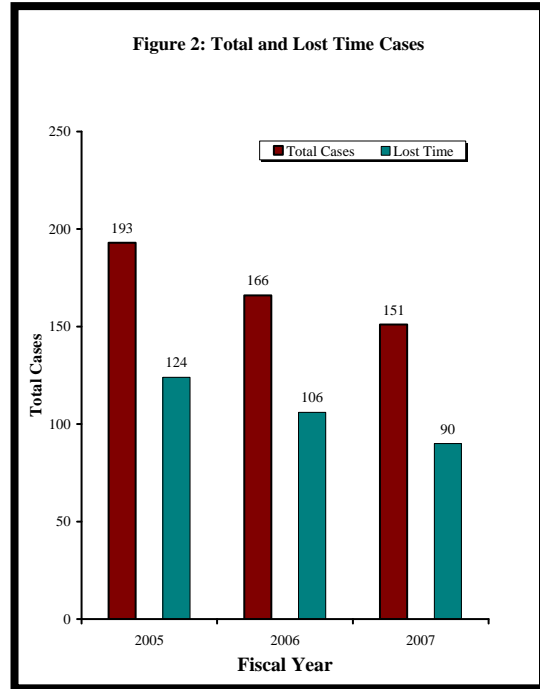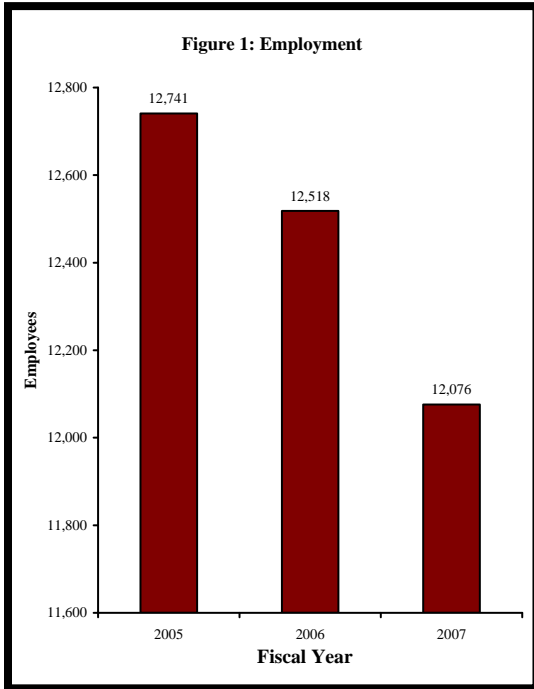According to GSA, its FY 2007 accomplishments included:

- An informal headquarters' OSH program evaluation;
- Initial development of a plan to integrate the OSH function into the return-to-work and case management programs;
- Inclusion of OSH-related competencies in managerial and supervisory performance plans;
- Progress towards incorporating standardized OSH training modules in the GSA On-Line University;
- Continued development of an environmental, health, and safety course for building managers;
- Integrated OSH considerations into building operations, and maintenance and custodial contracts, and the property management evaluation system.
- Provided OSH-related inputs to its facilities design standard, construction management contracts, and construction guide specifications;
- Revised the asbestos program;
- Continued progress on the indoor air quality, potable water, radon, and pandemic influenza programs.

Goals

GSA reported that during FY 2008, it plans to:

- Develop a Memorandum of Agreement between its OSH Manager and Office of the Chief Human Capital Officer regarding Part 1960 roles and responsibilities;
- Incorporate standardized OSH training modules into its "On-Line University";
- Continue to integrate OSH into its business processes, and update its OSH policy and guidelines; and
- Continue to promote participation in the FFSHCs.

General Services Administration Charts

Figure 1: Employment

Employees vs. Fiscal Year
- 2005: 12,741
- 2006: 12,518
- 2007: 12,076

Figure 2: Total and Lost Time Cases

Total Cases / Lost Time by Fiscal Year
- 2005: 193 / 124
- 2006: 166 / 106
- 2007: 151 / 90

Figure 3: Total and Lost Time Case Rates

Rates — Total Cases / Lost Time by Fiscal Year
- 2005: 1.51 / 0.97
- 2006: 1.33 / 0.85
- 2007: 1.25 / 0.75

Figure 4: Workers' Compensation Costs

Dollars by Chargeback Year
- 2005: 14,715,378
- 2006: 14,456,185
- 2007: 15,110,455

Holocaust Memorial Museum

Statistics

The Holocaust Memorial Museum's employment rolls *decreased* by 11 (5.0%) to 211 during FY 2007. Both total and lost time cases *increased* from 1 to 2 (100.0%), and its TCR and LTCR *increased* from 0.45 to 0.95. The Museum's workers' compensation costs *decreased* from $841 to $283 during FY 2007.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
During FY 2007, the Museum did not achieve Goals 1 and 2, but did achieve Goals 3 and 4.

Motor Vehicle/Seat Belt Safety
In FY 2007, according to the Museum, none of its employees were involved in motor vehicle accidents. It also reported that, while it does not have a formal motor vehicle and seat belt safety program, it does require all vehicle occupants to wear seat belts.

Recordkeeping Requirements
According to the Museum, it is in compliance with the OSHA injury and illness recordkeeping requirements.

Workplace Violence
The Museum reported that its employees were involved in three incidents of workplace violence during FY 2007, all of which were reported to Human Resources and received appropriate personnel action. According to the Museum, it has a written workplace violence policy, has implemented a workplace violence training program, and offers counseling services to all employees.

Employee Support

According to the Museum, during FY 2007 it provided:
- Both classroom and electronic OSH training;
- OSH information through emails, bulletin boards, and Web sites; and
- A wellness program.

Accomplishments

During FY 2007, the Museum reported it established:
- A new OSH training program and tracking system;
- An updated OSH manual with revised policies and procedures;
- A new procedure for emergency evacuations;

- A successful shelter-in-place exercise involving 1,100 individuals;
- Certification of its Health Unit by the Washington, D.C. Department of Fire and Emergency Medical Services; and
- Inclusion of OSH performance standards in the performance reviews managers and supervisors.

Goals

According to the Museum, it will continue its commitment to meeting SHARE Initiative goals. It also reported that it plans to further increase employee participation in the Health Risk Appraisal by a minimum of 5%.

Institute of Museum and Library Services

Statistics

According to the Institute of Museum and Library Services (the Institute), its employment rolls *increased* by 10 employees to 68 in FY 2007. Its total injury and illness and lost time cases *increased* from 0 to 1. The Institute's TCR and LTCR *increased* from 0 to 1.47. There were no reported fatalities. The Institute reported it has not had any workers' compensation costs for the last two chargeback years.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
There was no OSHA data available to evaluate the Institute's achievement of Goals 1 and 2. OWCP did not provide an evaluation of IMLS' progress with respect to Goal 3 but reported that it achieved Goal 4.

Motor Vehicle/Seat Belt Safety
The Institute reported that motor vehicle and seat belt safety programs were not applicable to its workplace.

Recordkeeping
The Institute reported that uses an Excel spreadsheet to track OSHA-recordable injuries and illnesses.

Workplace Violence
According to the Institute, it has a policy on workplace violence on its internal Web site and an EAP program that circulates materials on a weekly basis addressing various workplace issues.

Employee Support

According to the Institute, it discusses OSH issues during monthly staff meetings.

Accomplishments

The Institute reported that it had no OSH-related accomplishments during FY 2007.

Goals

The Institute did not report any OSH goals for FY 2008.

International Boundary and Water Commission

Statistics

The U.S. International Boundary and Water Commission (the Commission) employment rolls *increased* by 15 (6.7%) to 239 during FY 2007. Its total injury and illness cases *decreased* from 17 to 10 during the year while lost time cases *decreased* from 9 to 4. The Commission's TCR *decreased* from 7.59 to 4.18 while its LTCR *decreased* from 4.02 to 1.67. There were no reported fatalities. The Commission's workers' compensation costs *decreased* from $480,046 to $454,838 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The Commission achieved Goals 1, 2, and 4, but did not achieve Goal 3.

Motor Vehicle/Seat Belt Safety
According to the Commission, its employees were involved in six motor vehicle accidents during FY 2007, an increase of four from FY 2006. The Commission reported it continuously reminds employees to wear seat belts and encourages project managers to perform impromptu seat belt inspections.

Recordkeeping Requirements
The Commission reported that it maintains an aggressive recordkeeping program and is in compliance with the OSHA injury and illness recordkeeping requirements

Workplace Violence
The Commission did not provide information this topic.

Employee Support

The Commission reported that during FY 2007 it:
- Encouraged all employees to periodically review its OSH Program to ensure compliance with applicable codes, standards, and directives;
- Required field offices to establish and maintain local OSH committees that meet regularly and report to the Commission Safety Manager;
- Maintained a safety and health lending library; and
- Offered several types of safety and health training to employees at all levels.

Accomplishments

According to the Commission, it requested and received OSHA technical assistance interventions at two field offices during FY 2007, it recertified 15 employees in first aid and CPR/AED, and it purchased safety posters for each field office. It also reported that its return-to-work program was effective during the fiscal year.

Goals

For FY 2008, the Commission reported it plans to continue to involve all levels of management in preventing work-related injuries and illnesses, and work towards providing proper OSH training and equipment to its personnel.

International Broadcasting Bureau

Statistics

The International Broadcasting Bureau's (IBB) employment rolls *decreased* by 120 (5.5%) employees to 2,045 during FY 2007. Its total and lost time cases *decreased* from 19 to 15 and 9 to 8, respectively. The IBB's TCR *decreased* from 0.88 to 0.73 and its LTCR *decreased* from 0.42 to 0.39. It did not report any fatalities during FY 2007. IBB's workers' compensation costs *increased* from $634,243 to $763,577 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
IBB did not achieve Goals 1-3, but did achieve Goal 4.

Motor Vehicle/Seat Belt Safety
IBB reported one motor vehicle accident in FY 2007 and noted that both its field and headquarters' offices reported 100% seat belt usage. IBB indicated that it provided training in defensive driving and use of seat belts to employees, especially those at its overseas locations.

Recordkeeping Requirements
During FY 2007, IBB began integrating use of the OSHA Form 300 log and Form 300A summary as part of its injury and illness recordkeeping system.

Workplace Violence
IBB reported that one employee was attacked while overseas on a reporting assignment. The agency also noted that it provided an on-site counselor and advertised counseling and referral services to employees at all of its worksites.

Employee Support

According to IBB, it provided OSH training to personnel at transmitting stations which primarily focused on high-voltage, climbing, radio frequency (RF), and general workplace safety. In addition, it reported that it broadcasted OSH-related messages to employees and continued workplace inspections. The agency also noted that each of its sites has a designated OSH specialist, an OSH committee that meets on a cyclical basis, and OSH and emergency action plans

Accomplishments

IBB reported that during FY 2007 it:

- Produced and disseminated a training DVD on radio frequency hazards for visitors and newcomers to its transmitting sites;
- Reviewed all sites' OSH and emergency action plans;
- Successfully obtained escape hoods and related materials for employees at its Washington, D.C. locations to use in the event of a biological or radiological attack;
- Continued its AED program and relationship with the Federal Occupational Health program.

Goals

For FY 2008, IBB reported that it plans to:

- Continue to reduce reportable accidents,
- Schedule regular OSH committee meetings, and
- Continue to keep the safety manager updated on OSH-related matters.

International Trade Commission

Statistics

The International Trade Commission's (ITC) employment rolls *increased* by 2 to 378 in FY 2007. The agency's total and lost time cases both held constant at 2 and 1, respectively. ITC's TCR held steady at 0.53, while its LTCR *decreased* from 0.27 to 0.26. The ITC reported no fatalities. ITC's workers' compensation costs *decreased* from $1,809 to $379 during CBY 2007.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
ITC achieved SHARE Goals 1, 3 and 4, but did not achieve Goal 2.

Motor Vehicle/Seat Belt Safety
ITC did not provide any information on this topic.

Recordkeeping Requirements
ITC did not provide information on this topic.

Workplace Violence
ITC did not provide any information on this topic.

Employee Support

The agency reported that it provided funds to its managers, supervisors, employees, and employee representatives to attend training at the OSHA Training Institute and its education centers. It also noted that it maintained an OSH committee composed of both management and labor representatives.

Accomplishments

For FY 2007, ITC listed the following accomplishments:
- A contractor conducted air and water sampling and found that the agency's facilities were in compliance with the OSHA standards.
- Purchased ergonomic chairs and keyboards, and distributed the equipment to employees.

Goals

ITC listed the following goals for FY 2008:
- Perform both unannounced and announced inspections to ensure the identification and abatement of hazardous conditions;
- Maintain first aid kits and list their location on ITC's Intranet Web site;

- Continue the annual testing of the HVAC system and drinking water to ensure compliance with federal standards;
- Continue to purchase and distribute ergonomic office equipment; and
- Develop a safety and health web page.

"Micro-Agencies"

Statistics

The following agencies, boards, commissions, committees, councils, foundations, and offices all have 48 or fewer full-time federal civilian employees.

- Access Board (28 employees)
- Commission of Fine Arts (10 employees)
- Committee for Purchase from People Who Are Blind or Disabled (29 employees)
- Harry S. Truman Scholarship Foundation (6 employees)
- Inter-American Foundation (48 employees)
- James Madison Foundation (5 employees)
- Marine Mammal Commission (11 employees)
- Morris K. Udall Foundation (30 employees)
- National Capital Planning Commission (43 employees)
- National Council on Disability (11 employees)
- Nuclear Waste Technical Review Board (13 employees)
- Office of Navajo and Hopi Indian Relocation (46 employees)
- U.S. Trade and Development Agency (43 employees)
- Vietnam Education Foundation (4 employees)
- White House Commission on Remembrance (1 employee)

None of these organizations reported any work related injuries or illnesses, nor incurred any workers' compensation expenditures during FY 2007.

OSHA 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 primarily in an office environment and none reported any employee involvement in motor vehicle accidents during FY 2007. Several noted that they require employees to wear seat belts when traveling on government business. The Office of Navajo and Hopi Indian Relocation reported that it has presented driver safety courses in the past.

Recordkeeping Requirements

Eleven of the fifteen reporting micro-agencies indicated that they have some type of injury and illness recordkeeping program. Of the agencies that provided

information on the type of system they use, six use a paper-based system, three use an electronic spreadsheet, and one uses an on-line system.

Workplace Violence

None of the microagencies reported any incidence of workplace violence and none provided any information on their prevention policies, procedures, or programs, if any.

Employee Support

Most of the micro-agencies reported some form of OSH-related employee support activities. The agencies reported it provided a variety of training opportunities, from ergonomics to various types of emergency response and preparedness courses. A sampling of specific employee support activities includes:

- The Inter-American Foundation provided location-specific traveler safety information for its overseas employees.
- The Marine Mammal Commission's staff attended OSH-related meetings.
- The Morris K. Udall Foundation (Udall) indicated that key personnel attended OSH, first aid, CPR, and bloodborne pathogen training. The Foundation also reported allowing flexible work schedules to accommodate employee participation in OSH-related activities.
- The Office of Navajo and Hopi Indian Relocation (Navajo/Hopi) reported providing OSH training on an annual basis. The Office noted that it has presented topics such as first aid, CPR, AEDs, fire safety, and driver safety. It also stated that it provided job-specific training to its field employees.
- The U.S. Trade and Development Agency (USTDA) provided ergonomic work stations and emergency-response-related training opportunities.

Accomplishments

All of the micro-agencies reported ongoing proactive ergonomics and accommodation programs. Many of them offer employees flexible scheduling with telecommuting opportunities. In addition, a sampling of agency-specific accomplishments included:

- Udall developed and implemented procedures for responding to emergency situations.
- The Nuclear Waste Technical Review Board (NWTRD) fully implemented a Continuity of Operations (COOP) Plan.
- Navajo/Hopi upgraded its emergency exit signage and lighting, and contracted with the local county health department to provide flu shots to employees.

- USTDA strengthened its OSH training program and instituted an agency policy requiring the use of seat belts.

Goals

All of the agencies confirm a commitment to maintaining a safe and healthy work environment and continuing their pattern of avoiding workplace injuries and illnesses. Among specific agency goals:

- The National Capital Planning Commission plans to conduct regular emergency evacuation drills.
- The NWTRD plans to conduct a COOP exercise and offer first aid, CPR, and AED training.
- Navajo/Hopi plans to continue annual OSH training. It also plans to provide job-related safety equipment, encourage safe work practices, and identify areas for OSH program improvement.
- USTDA plans to establish a formal OSH policy and provide increased OSH-related support.

Millenium Challenge Corporation

Statistics

According to the Millenium Challenge Corporation (MCC) its employment rolls *increased* by 31 employees to 287 in FY 2007. It reported that none of its employees have experienced work-related injuries or illnesses over the past two fiscal years, so all of its related statistics are zero. MCC reported it has not had any workers' compensation expenditures.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
There was no OSHA data available to evaluate MCC's achievement of Goals 1 and 2. OWCP did not provide an evaluation of MCC's progress with respect to Goal 3 but reported that it achieved Goal 4.

Motor Vehicle/Seat Belt Safety
MCC reported that none of its employees were involved in any motor vehicle accidents during FY 2007. Further, the agency noted that it requests all employees to use seat belts when on official travel and posts a seat belt notice on all common area bulletin boards.

Recordkeeping
MCC reported that it maintains an Excel spreadsheet as its recordkeeping system for all reported injury, illness, and property damage mishaps.

Workplace Violence
MCC reported that there were no incidents of workplace violence during FY 2007 and it does not have any formal OSH program to address such occurrences. Also it noted that all of its employees must have a security clearance and all of its facilities are secured.

Employee Support

MCC reported that its staff did not receive OSH training and were not involved in the FFSHCs during FY 2007. However, the agency noted that before receiving permanent access to the building, new employees must attend an Employee Orientation session which includes a safety briefing.

Accomplishments

MCC reported that during FY 2007 it:
- Hosted a Self Defense General Orientation that included information on several relevant topics;

- Provided flu shots for all employees;
- Revised its OEP to be applicable to both its old and new headquarters' buildings, and successfully tested the revised plan; and
- Developed and successfully tested its COOP plan.

Goals

MCC reported that during FY 2008 it plans to:
- Continue its current level of workplace safety and health;
- Provide OSH-related training, including workplace violence training; and
- Participate in the FFSHCs.

National Aeronautics and Space Administration

Statistics

The National Aeronautics and Space Administration's (NASA) employment rolls *decreased* by 86 (0.5%) to 18,361 in FY 2007 (See Figure 1, page 155). Its total cases *increased* by 16 (18.0%) and lost time cases *increased* by 4 (11.1%, See Figure 2, page 155). The NASA's TCR *increased* from 0.48 to 0.57 (18.8%) and its LTCR *increased* from 0.20 to 0.22 (10.0%; See Figure 3, page 155; Chart M, page 209; Chart O, page 211). According to NASA, there was one civilian fatality during FY 2007.

NASA's workers' compensation costs *increased* by $221,426 (3.3%) during the chargeback year (See Figure 4, page 155; Chart Q, page 213).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, NASA achieved all but its LTCR goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	0.75	0.22	47.9%	4.6*
2007 Target	0.65	0.19	58.2%	15 or less
2007 Actual	0.57	0.22	66.0%	6.2

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
NASA reported 72 employee-operated motor vehicle accidents. According to the agency, none of its subcomponents reported accidents "where seat belts were not in use." NASA noted that it requires employees to wear seat belts while traveling on official business or on NASA property and, for subcomponents that reported the information, seat belt usage averaged 90% for FY 2007. Also, the agency stated that everyone entering NASA Centers and facilities is checked for seat belt usage as part of the security badge check procedures.

Recordkeeping
NASA reported that its Incident Reporting and Incident System (IRIS), which includes investigation data and corrective action documentation, complies with OSHA's revised recordkeeping requirements for federal agencies. According to the agency, all of its subcomponents use IRIS, and any employee, whether federal or contract, can enter incident reports into the system. NASA noted that it focuses on reporting all incidents, including close-calls, and investigates the incidents to analyze the root causes.

Workplace Violence

NASA reported seven incidents of workplace violence, including a fatality at the Johnson Space Center (JSC). According to the agency, its policies require workplace violence event preparation and prevention, including the formation of a multi-component response team. Also, the agency stated that its "Policy on Prevention of and Response to Workplace Violence," requires subcomponents to establish a team to review current processes and determine any necessary changes to ensure total compliance with agency policy. The agency clarified that each of its subcomponents is at a different stage of fully implementing this policy and that it is updating the workplace violence section of its "NASA Occupational Health Procedures."

Employee Support

A sampling of NASA's reported employee support activities for FY 2007 includes:

- The agency established a new process for on-line training, including OSH topics.
- The NASA Safety Training Center provided a course catalog of approximately 90 instructor-based courses available on location at NASA Centers.
- Supervisors were required to provide job-specific hazard communication training for employees.
- Several NASA Centers participated in the FFSHCs.
- The agency was active in several OSH-related professional societies and organizations, as well as encouraged and supported employee participation in peer-recognized OSH professional organizations.

Accomplishments

NASA reported that during FY 2007, it completed the Performance Evaluation Profile (PEP) Project, which diagnosed gaps in workforce and management perceptions, targeted improvements, and facilitated significant agency-wide OSH performance improvements. Among many other accomplishments, the agency also noted that it:
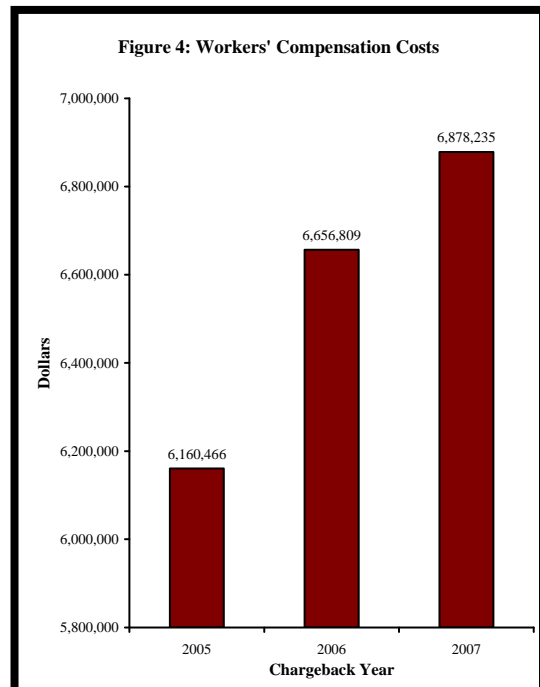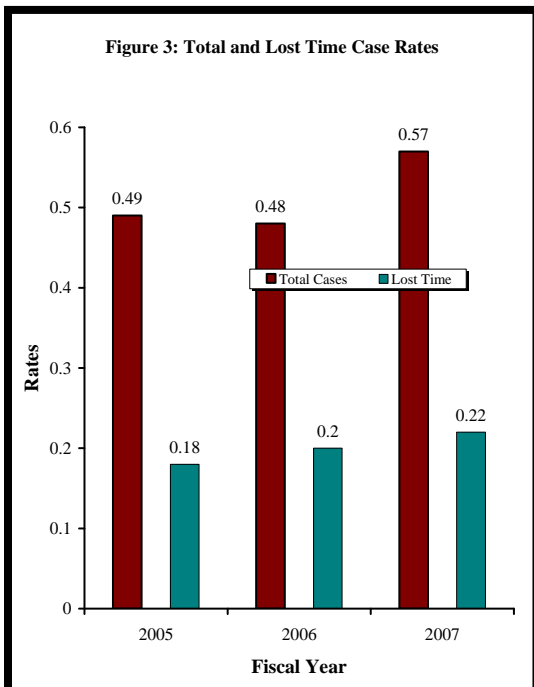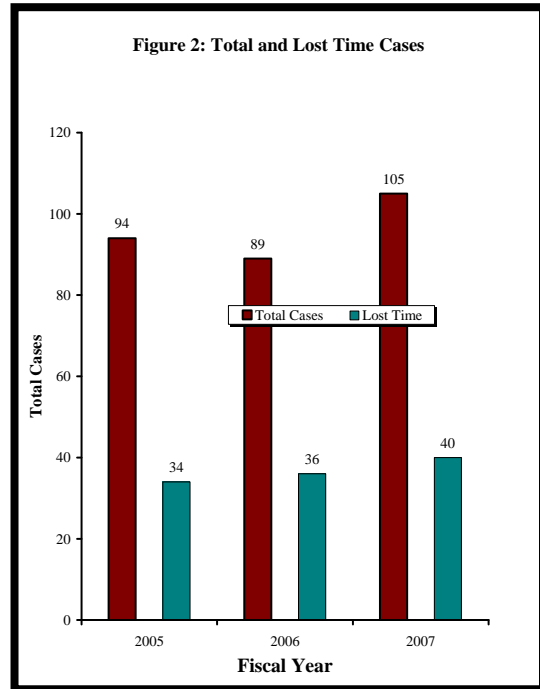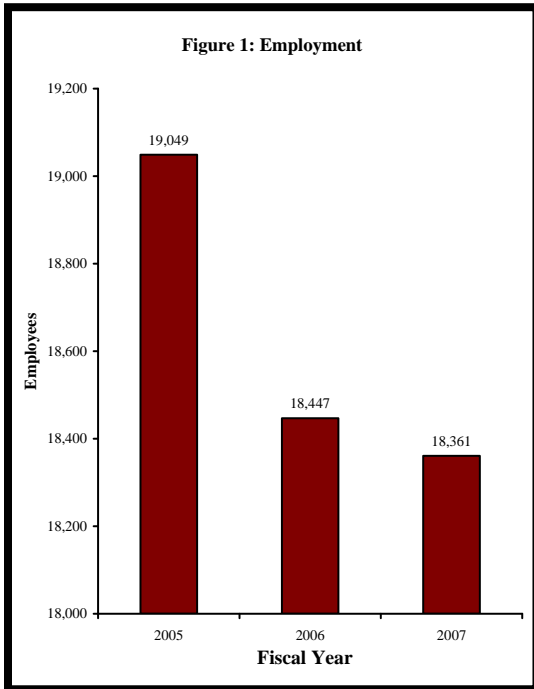
- Established and rolled out the NASA Safety Center;
- Continued Hurricane Katrina Recovery assistance;
- Published the agency-wide On-line Monthly Mishap Summary;
- Continued revising OSH Policies;
- Conducted agency OSH Meetings;
- Performed numerous OSH reviews at both the agency and subcomponent levels;
- Continued to recognize outstanding OSH performance through several awards programs;

- Required its subcomponent Centers to perform 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 cases, and established a process to periodically review these cases at the OWCP District Office;
- Followed its policy to offer limited duty work to all employees who are able to perform such work; and
- Prevented new long-term compensation roll cases and reduced the total number of employees on the long-term rolls by challenging several old claims that were subsequently removed.

Goals

NASA reported that during FY 2008, it will continue to provide rigorous OSH programs in support of its diverse missions in the areas of robotic systems, human space flight, aeronautics missions, science missions, and the Constellation Program.

National Aeronautics and Space Administration Charts

Figure 1: Employment

Employees / Fiscal Year

- 2005: 19,049
- 2006: 18,447
- 2007: 18,361

Figure 2: Total and Lost Time Cases

Total Cases / Fiscal Year — Total Cases, Lost Time

- 2005: 94 / 34
- 2006: 89 / 36
- 2007: 105 / 40

Figure 3: Total and Lost Time Case Rates

Rates / Fiscal Year — Total Cases, Lost Time

- 2005: 0.49 / 0.18
- 2006: 0.48 / 0.2
- 2007: 0.57 / 0.22

Figure 4: Workers' Compensation Costs

Dollars / Chargeback Year

- 2005: 6,160,466
- 2006: 6,656,809
- 2007: 6,878,235

National Archives and Records Administration

Statistics

The National Archives and Records Administration's (NARA) employment rolls *decreased* by 73 employees (2.4%) to 2,976 in FY 2007. Its total injury and illness cases *increased* from 116 to 117 and lost time cases *decreased* from 79 to 66. NARA's TCR *increased* from 3.8 to 3.93 and its LTCR *decreased* from 2.59 to 2.22. There were no reported fatalities. NARA's workers' compensation costs *decreased* from roughly $1.2 million to just over $1 million during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
NARA achieved Goals 1, 3, and 4, but did not meet Goal 2.

Motor Vehicle/Seat Belt Safety
NARA reported that during FY 2007, none of its employees were involved in motor vehicle accidents while operating government vehicles. According to the the agency, it does not track seat belt usage, but its policy requires compliance with all applicable traffic laws, including wearing seat belts. NARA noted that its National Safety and Health Council (NSHC) is addressing vehicle safety issues.

Recordkeeping
NARA reported that it has implemented a program to educate its managers about the revised OSHA injury and illness recordkeeping requirements, and that all of the Administrative Officers responsible for the recordkeeping function have been notified in several different formats about the requirements. NARA noted that it is providing recordkeeping training and instruction on an as-needed basis.

Workplace Violence
NARA reported that it has implemented a workplace violence policy that includes the various types of behavior covered by the policy, guidance to supervisors and employees, resources for dispute resolution and employee counseling, and its disciplinary policy. It noted that there were no reported cases of workplace violence during FY 2007.

Employee Support

NARA reported that its OSH training initiatives and program accomplishments consist of the efforts of the NSHC to provide resources and support to the Local Safety and Health Committees (LSHCs). According to NARA:

- Both national and local committee charters require members to receive collateral duty safety training, and
- It has provided funding for in house training of its NSHC members and identified free on-line training for LSHC members.

NARA reported that it encourages its employees to participate in the FFSHCs and that its Safety and Health Manager is a member of the Metropolitan Washington, D.C. FFSHC.

NARA also noted that it promotes staff involvement in OSH support activities by:
- Encouraging its Safety and Health Manager to maintain professional certifications;
- Funding safety and industrial hygiene training opportunities as part of its professional development training plan; and
- Encouraging membership in local professional organizations and tracking employee involvement.

Accomplishments

NARA reported that during FY 2007, it:
- Continued work on its draft national OSH program and policy to standardize safety procedures and requirements throughout all of its facilities;
- Continued to conduct scheduled annual security and safety inspections of all NARA facilities;
- Continued its awareness campaign to inform all facilities about the changes in the OSHA injury and illness recordkeeping requirements for federal agencies;
- Continued to support the OSH Manager's participation in the Metropolitan Washington, D.C. FFSHC and the Interagency Working Group on Federal Workplace Emergencies;
- Provided in-house Collateral Duty Safety Training to all of the NSHC members, and sponsored the first face-to-face meeting of all members nationwide;
- Established Local Safety Committee Standard for all of its facilities;
- Standardized the Federal Agency OSHA Poster and made it available for download on its Web site; and
- Established a Pandemic Flu Working Group as part of the COOP planning activities.

Goals

According to NARA, its future OSH-related plans include:

- Strengthening and coordinating NSHC efforts with the local safety committees by standardizing safety policy and procedures, in addition to establishing a standardized nationwide safety training program for all facilities;
- Hosting a national safety and health day; and
- Establishing an automated injury and illness data tracking and reporting system with trend analysis capability.

National Credit Union Administration

Statistics

The National Credit Union Administration's (NCUA) employment rolls *increased* by 4 employees (0.4%) to 941 in FY 2007. Its total injury and illness cases remained at 8 and lost time cases *decreased* from 5 to 4. The NCUA's TCR remained at 0.85, while and its LTCR *decreased* from 0.53 to 0.43. There were no reported fatalities. NCUA's workers' compensation costs *increased* from $152,223 to $459,946 during the chargeback year.

OSH Initiatives

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

The NCUA did not achieve Goals 1-3, but did achieve Goal 4.

Motor Vehicle/Seat Belt Safety

NCUA reported that two work-related motor vehicle accidents occurred during FY 2007 and the employees involved were wearing seat belts.

Recordkeeping

NCUA reported that it uses an Excel-based system to track OSHA-recordable injuries and illnesses.

Workplace Violence

According to NCUA, there were no incidents of workplace violence during FY 2007. It also noted that it provided education on workplace violence prevention, and that its personnel manual includes a chapter addressing this topic.

Employee Support

According to NCUA, it addresses OSH training issues and concerns with:

- Agency managers and supervisors on an annual basis during management meetings and conferences; and
- Employees at quarterly group meetings and bi-annual regional conferences.

It also noted that it actively participates in Wellness Committees, as well as OWCP- and OPM-sponsored training conferences and meetings.

Accomplishments

NCUA reported that it monitored time-off resulting from injuries and illnesses, and encouraged light duty assignments to expedite returning employees to work.

Goals

- During FY 2008, NCUA reported that it plans to continue monitoring its programs and implementing strategies to exceed its SHARE goals.

National Endowment for the Arts

Statistics

The National Endowment for the Arts' (NEA) employment rolls *increased* by 2 employees (1.3%) to 159 in FY 2007. Its total injury and illness cases *decreased* from 5 to 1 and lost time cases *decreased* from 4 to 0. The NEA's TCR *decreased* from 3.18 to 0.63 and its LTCR *decreased* from 2.55 to 0. There were no reported fatalities. NEA's workers' compensation costs *increased* from $103,819 to $124,020 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The NEA achieved Goals 1, 2, and 4, but did not meet Goal 3.

Motor Vehicle/Seat Belt Safety
The NEA reported it maintains two vehicles, but has not had any vehicle-related accidents or injuries during the last two years.

Recordkeeping
NEA reported that it maintains the necessary records documenting any workplace injuries and illnesses.

Workplace Violence
According to the NEA, there were no workplace violence incidents in FY 2006 or FY 2007. The agency noted that it has a secure and congenial working environment which has been very effective at assuring a workplace free of workplace violence.

Employee Support

According to the NEA, it had nothing to report in this area.

Accomplishments

The NEA reported that it had no OSH-specific accomplishments for FY 2007 other than its continued monitoring of the workplace environment to identify potential issues or hazards.

Goals

According to the NEA, it does not have any OSH-specific goals for FY 2008.

National Endowment for the Humanities

Statistics

The National Endowment for the Humanities' (NEH) employment rolls *decreased* by 2 to 158 employees in FY 2007. Its total cases *increased* from 1 to 3 and lost time cases *increased* from 0 to 1. NEH's TCR *increased* from 0.63 to 1.9 and its LTCR *increased* from 0 to 0.63. NEH attributed some of its injuries and illness to the safety challenges presented by its elderly office building. It did not report any fatalities during the year. The agency's workers' compensation costs *increased* from $18,682 to $21,194 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
NEH did not achieve Goals 1-3, but did meet Goal 4.

Motor Vehicle/Seat Belt Safety
According to the NEH it did not have any government vehicles or work-related motor vehicle use during the fiscal year.

Recordkeeping Requirements
NEH reported that it uses a paper-based system to track OSHA-recordable injuries and illnesses.

Workplace Violence
NEH reported there were no workplace violence incidents in FY 2007. It also indicated that it adhered to a workplace violence directive issued in 2002 that establishes requirements for a Workplace Violence Coordinator, a Risk Assessment Team, and procedures to be followed in the event of an incident.

Employee Support

NEH reported that its OSH responsibilities are a collateral duty of its Director of Administrative Services. It noted that it ensures employees are aware of procedures for notifying management about workplace hazards and any incidents that occur. NEH also reported that it continued both to provide its employees with the necessary ergonomic office equipment and to focus its attention on the safety challenges inherent to a workplace environment located inside an old building.

Accomplishments

NEH reported that while it did not have OSH-specific accomplishments for FY 2007, it continued its practice of hazard recognition and abatement. According to

the NEH, its supervisory personnel are aware of their responsibilities to ensure a safe and healthful working environment for NEH employees.

Goals

NEH indicated that while it has not set any OSH-specific goals for FY 2008, it would respond appropriately to any situations that may arise during the year.

National Labor Relations Board

Statistics

The National Labor Relations Board's (NLRB) employment rolls *decreased* by 43 employees (2.3%) to 1,789 in FY 2007. Its total injury and illness cases *decreased* from 19 to 17 and lost time cases *decreased* from 7 to 3. The NLRB's TCR *decreased* from 1.04 to 0.95 and its LTCR *decreased* from 0.38 to 0.17. There were no reported fatalities. NLRB's workers' compensation costs *increased* from $394,958 to $450,333 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The NLRB achieved Goals 2 and 4, but did not achieve Goal 1 or 3.

Motor Vehicle/Seat Belt Safety
According to the NLRB, its employees were involved in two motor vehicle accidents in FY 2007, neither of which resulted in injuries. NLRB reported it requires the use of seat belts for all vehicle occupants and employees, who must indicate their use of seat belts at the time of any accident or incident. The NLRB noted that all employees involved in motor vehicle accidents during the period certified they were wearing their seat belts at the time of the incidents.

Recordkeeping
The NLRB reported that it implemented the revised OSHA injury and illness recordkeeping requirements in 2004, a year ahead of the required effective date.

Workplace Violence
The NLRB did not provide any information on this topic.

Employee Support

NLRB reported that it encouraged collateral duty OSH personnel to attend local FFSHC training sessions, access the National Safety Council's Web site for on-line training, and use the NLRB safety and health Web site to obtain a variety of OSH-related information.

During FY 2007, NLRB noted that it provided CPR, first aid, and AED training to emergency coordinators. The agency reported that 220 employees or approximately 12% of its workforce are currently are certified to perform CPR and administer first aid.

The NLRB also reported the following OSH-related employee support activities:
- Held annual meetings and refresher training sessions for the 65 emergency coordinators at it headquarters' location;
- Made available a training video, "Medical Emergencies - Citizen Responder," which provides information on the six most common workplace medical emergencies, symptom recognition, and care provision; and
- Conducted annual system-wide safety inspections including OSH-related employee training.

Accomplishments

A sampling of the NLRB's reported OSH-related accomplishments includes:
- Performed annual safety inspections of all work areas and instituted necessary hazard abatement;
- Performed periodic unannounced inspections;
- Held semi-annual OSH-related labor/management meetings;
- Began expansion of its Public Access Defibrillator (PAD) program;
- Continued expansion of its safety awareness program; and
- Purchased safety videos, and updated information pamphlets for distribution.

Goals

According to the NLRB, during FY 2008 it plans to:
- Expand the PAD program to five more regional offices;
- Develop an annual AED training program for those locations where a PAD program exists;
- Continue to expand and develop the safety awareness program; and
- Continue to monitor heating and air-conditioning levels and address deficiencies as necessary.

National Science Foundation

Statistics

The National Science Foundation's (NSF) employments rolls *increased* by 36 (2.7%) to 1,355. Its total injury and illness cases *decreased* from 9 to 7 while lost time cases *decreased* from 8 to 4. NSF's TCR *decreased* from 0.68 to 0.52 and its LTCR *decreased* from 0.61 to 0.3. NSF reported no fatalities in FY 2007. The agency's workers' compensation costs *decreased* from $129,079 to $125,652 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The NSF met Goals 1, 2, and 4, but did not achieve Goal 3.

Motor Vehicle/Seat Belt Safety
NSF reported that none of its employees were involved in motor vehicle accidents during FY 2007, and noted that it did not provide any related training.

Recordkeeping Requirements
The NSF did not specify whether or the extent to which it has implemented OSHA's revised injury and illness recordkeeping requirements for federal agencies.

Workplace Violence
According to the NSF, its employees were not involved in any workplace violence incidents and it does not have any related programs or initiatives.

Employee Support

NSF reported that it did not provide any OSH training to its employees during FY 2007, and noted that employees did not participate in the FFSHCs during the period.

Accomplishments

The NSF did not list any OSH-related accomplishments for FY 2007.

Goals

NSF did not identify any OSH-related goals for FY 2008.

National Transportation Safety Board

Statistics

The National Transportation Safety Board's (NTSB) employment rolls *decreased* by 15 employees (3.8%) to 383 in FY 2007. Its total injury and illness cases *increased* from 6 to 8 and lost time cases *decreased* from 5 to 4. NTSB's TCR *increased* from 1.51 to 2.09 and its LTCR *decreased* from 1.26 to 1.04. There were no reported fatalities. The agency's workers' compensation costs *increased* from $571,571 to $654,667 during the chargeback year.

OSH Initiatives

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

NTSB did not achieve Goals 1 and 2, but did achieve Goals 3 and 4.

Motor Vehicle/Seat Belt Safety

According to the NTSB, none of its employees were involved in a motor vehicle accident during FY 2007. It reported that it participates in numerous transportation safety events around the country, and it periodically emails safety alerts regarding seat belt usage awareness to NTSB employees.

Recordkeeping

The NTSB reported that it uses a purchased software program to log, calculate, and generate reports of occupational injuries and illnesses.

Workplace Violence

The NTSB did not provide any information on this topic.

Employee Support

According to the NTSB, it has an ongoing OSH training program for all employees, who receive initial OSHA training for all program areas pertinent to their positions during new employee orientation. Some of these training sessions cover topics such as:

- Principles of Office Ergonomics
- Personal Protective Equipment
- Hazard Communication
- Bloodborne Pathogens
- Confined Spaces
- Respiratory Protection
- Hazardous Waste Operations

Accomplishments

According to the NTSB, during FY 2007 it:

- Completed risk assessment analysis for over 139 accident investigations for all modes of transportation at both its domestic and overseas locations;
- Updated the materials laboratory manual, conducted a comprehensive inventory of all laboratory chemicals, removed all hazardous chemicals that were not mission essential, and provided job-specific OSH training to all laboratory employees;
- Developed and implemented an AED Program to include 12 AEDs at 9 locations;
- Implemented an Ergonomics Program that included workstation evaluations and equipment purchases;
- Held an OSH committee meeting covering a wide range of safety topics; and
- Conducted a health fair service day and offered several health and wellness seminars throughout the year.

Goals

The NTSB did not provide any information on its OSH-related goals for FY 2008.

Occupational Safety and Health Review Commission

Statistics

The Occupational Safety and Health Review Commission's (OSHRC) employment rolls *increased* by 3 to 61 in FY 2007. OSHRC's total and lost time cases and related rates all remained steady at 0 for FY 2007, including the number of reported fatalities. The agency's workers' compensation costs *increased* from 0 to $286 for CBY 2007.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
OSHRC met SHARE Goals 1, 2, and 4, but did not meet Goal 3.

Motor Vehicle/Seat Belt Safety
OSHRC reported no motor vehicle accidents for FY 2007. It reportedly requires all vehicle occupants to wear seat belts while traveling on organizational business.

Recordkeeping Requirements
OSHRC reported that it used paper files to track OSHA-recordable injuries and illnesses.

Workplace Violence
According to OSHRC, it maintains a zero-tolerance policy on workplace violence. The agency noted that it requires immediate response to all reports of violence and offers counseling services, if necessary.

Employee Support

The agency reported that it distributes OSH information to employees via email, and posts related notices in the employee break rooms.

Accomplishments

According to the agency, during FY 2007 it continued its "excellent record" of preventing workplace injuries and illnesses.

Goals

OSHRC did not provide any information on its OSHA-related goals for FY 2008.

Office of Personnel Management

Statistics

The Office of Personnel Management's (OPM) employment rolls *increased* by 311 to 5,256 during FY 2007. The Office's total cases *increased* from 56 to 57 while its lost time cases *decreased* from 38 to 34. Both the TCR and LTCR *decreased* in FY 2007 from 1.3 to 1.08 and 0.77 to 0.65, respectively. OPM reported no fatalities. The agency's workers' compensation costs *increased* from $1,783,246 to $1,788,431 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
OPM achieved SHARE Goal 4, but did not meet Goals 1, 2, and 3.

Motor Vehicle/Seat Belt Safety
In FY 2007, OPM reported 170 motor vehicle accidents involving agency vehicles and employees. It reported that it began drafting a Driver's Safety Training Program but did not have a mechanism in place to track seat belt usage among employees.

Recordkeeping Requirements
OPM reported that it used an Excel-based recordkeeping system to track OSHA-recordable injuries and illnesses.

Workplace Violence
OPM reported no incidents of workplace violence in FY 2007. It stated that due to the infrequency of incidents, it does not have a formal workplace violence program to address such occurrences.

Employee Support

According to OPM, its facility operations contractor is responsible for OSH-related matters, which includes ensuring that employees in hazardous positions receive OSH awareness training and hazard recognition information. The Office reported that an OPM employee was a member and attended monthly meetings of the Metropolitan Washington, D.C. FFSHC during FY 2007.

Accomplishments
OPM reported the following accomplishments for FY 2007:
- Reviewed the OSH program to ensure continued regulatory compliance;
- Reviewed OWCP cases for return-to-work opportunities;
- Maintained an OSH labor/management committee; and

- Achieved the FY 2007 goals of successfully automating the injury and illness data gathering system and reducing the LTCR.

Goals

During FY 2008, OPM reported that it plans to:

- Strive to institute a driver safety awareness program, and
- Further improve its automated recordkeeping system.

Overseas Private Investment Corporation

Statistics

The Overseas Private Investment Corporation's (OPIC) employment rolls *decreased* by 11 employees (5.3%) to 197 in FY 2007. Its total injury and illness and lost time cases remained *constant* at 0 as did its TCR and LTCR. There were no reported fatalities. OPIC did not incur any workers' compensation costs during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
OPIC achieved Goals 1, 2, and 4 but did not meet Goal 3.

Motor Vehicle/Seat Belt Safety
OPIC reported that in FY 2007 none of its employees was involved in motor vehicle accidents. According to OPIC it requires that employees wear seat belts and tracks compliance by observation, which is followed up by immediate enforcement if deemed appropriate.

Recordkeeping
According to OPIC, it is in compliance with OSHA's recordkeeping requirements.

Workplace Violence
OPIC did not provide any information on this topic.

Employee Support

According to OPIC, it:
- Provided OSH information on its Intranet site,
- Provided fire safety training to floor wardens and emergency personnel,
- Conducted occupant evacuation and protective hood training,
- Conducted an annual health fair, and
- Provided a subsidized physical fitness program.

Accomplishments

OPIC did not provide any information on its OSH-related accomplishments for FY 2007.

Goals

According to OPIC, if its budget allows it will provide first aid training to emergency responders.

Peace Corps

Statistics

The Peace Corps' (the Corps') employment rolls *increased* by 4 to 1,074 in FY 2007. The Corps' total and lost time cases *decreased* by 5 and 4, respectively. Its TCR *decreased* from 0.84 to 0.37 and its LTCR *decreased* from 0.65 to 0.28. The Corps reported no fatalities. Its workers' compensation costs *increased* from just over $10.2 million to approximately $10.8 million during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The Corps met SHARE Goals 1 and 3, but did not meet Goals 2 and 4.

Motor Vehicle/Seat Belt Safety
The Corps reported two motor vehicle accidents involving employees during FY 2007. According to the Corps, it requires employees to wear seat belts at all times when in agency vehicles.

Recordkeeping Requirements
According to the Corps, it uses a paper-based system to track OSHA-recordable injuries and illnesses.

Workplace Violence
The Corps reported that there were no incidents of workplace violence during FY 2007.

Employee Support

The Corps reported that during FY 2007, it:
- Provided OSH-related information during training for both supervisors and new employees,
- Distributed OSHA posters and safety handbooks Corps-wide,
- Continued to work with Federal Occupational Health to provide a variety of health-related services and screenings,
- Provided ergonomic office equipment upon request,
- Requested and received mailings from the Metropolitan Washington, D.C. FFSHC,
- Participated in bi-monthly meetings of an OSH-related interagency group, and
- Sent representatives to GSA's National Safety Symposium.

Accomplishments

The Corps reported that during FY 2007 it decreased both workplace injuries and the related lost workdays. It also noted that it continued to establish procedures to ensure a safe and healthful workplace.

Goals

For FY 2008, the Corps reported it intends to continue to provide both OSH training and a safe and healthy working environment.

Pension Benefit Guaranty Corporation

Statistics

The Pension Benefit Guaranty Corporation's (PBGC) employment rolls *increased* by 4 to 836 in FY 2007. The PBGC's total and lost time cases *decreased* by 2 and 1, respectively, while its TCR *decreased* from 0.60 to 0.36 and its LTCR *decreased* from 0.48 to 0.36. The agency reported no fatalities. Its workers' compensation costs *increased* from $5,249 to $5,612 during CBY 2007.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
PBGC achieved Goal 4, but did not achieve Goals 1 and 2. Performance results Goal 3 could not be calculated because the FY 2003 baseline year was 0%.

Motor Vehicle/Seat Belt Safety
PBGC reported there were not any motor vehicle accidents during FY 2007. According to the agency, it leases only one motor vehicle and occupants adhere to all motor vehicle and seat belt laws.

Recordkeeping Requirements
PBGC reported that its recordkeeping system combined web, Excel, and paper components to track OSHA-recordable injuries and illnesses.

Workplace Violence
PBGC did not report any incidents of workplace violence for FY 2007. According to the agency, it provides employees with information on the agency's workplace violence program, which it does on at least an annual basis.

Employee Support

The agency reported that during FY 2007 its Collateral Duty Safety Officer conducted inspections; interviewed employees regarding OSH-related issues; and provided job-specific information on OSH-related rules, regulations, and procedures. The officer also reportedly reviewed and updated the agency's OSH directive.

With respect to other employee support activities, according to the PBGC it:
- Provided emergency procedures training to supervisory personnel,
- Installed AEDs and provided related training, and
- Posted OSH information in all break rooms and common areas.

Accomplishments

According to the PBGC, during FY 2007 it:
- Improved OSH-related communication to both employees and contract personnel,
- Performed workplace inspections, and
- Installed five additional AEDs for a total of 13 agency-wide.

Goals

The agency did not list any OSH-related goals for FY 2008.

Railroad Retirement Board

Statistics

The Railroad Retirement Board's (RRB) employment roll *decreased* by 19 to 987 during FY 2007. The RRB's total cases *increased* from 1 to 8 and its lost time cases *increased* from 1 to 7, respectively. As a result, both the agency's TCR and LTCR *increased*: from 0.1 to 0.81 and 0.1 to 0.71, respectively. It reported no fatalities. The RRB's workers' compensation costs *decreased* from $180,921 to $151,046 during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
RRB did not achieve Goals 1-3, but did meet Goal 4.

Motor Vehicle/Seat Belt Safety
During FY 2007, RRB reported no motor vehicle accidents and stated that it tracked employee seat belt usage through vehicle accident reports. According to the agency, it also sent out periodic reminders on seat belt usage requirements.

Recordkeeping Requirements
RRB reported that it uses a paper-based system to track OSHA-recordable injuries and illnesses. It also noted that it sent out quarterly reminders to employees to complete the OSHA Form 301 incident report to document the details of any cases.

Workplace Violence
RRB reported there were not any incidents of workplace violence in FY 2007. The agency attributed this record to the availability of an on-site EAP counselor.

Employee Support

RRB reported that its OSH program is included in an agency manual that is distributed to all supervisory personnel and available to all employees. Also, according to the RRB, during FY 2007 it:
- Maintained an active six-member labor/management OSH committee,
- Provided evacuation procedure and emergency response training,
- Continued to provide a complete AED program, and
- Participated in the Chicago FFSHC.

Accomplishments

Among the accomplishments RRB reported for FY 2007 are the following.
- Installed six new AEDs,

- Reviewed and updated its OEP,
- Issued an informational booklet to all employees that described the most common office hazards and recommended corrective actions,
- Inspected and adjusted all elevators,
- Inspected and tested the fire alarm and related systems,
- Reviewed and updated security access procedures, and
- Dedicated significant financial resources to abating tripping hazards, updating building security, and monitoring indoor air quality.

Goals

For FY 2008, RRB reported that it plans to:
- Focus on hazard recognition and employee and supervisor OSH responsibilities,
- Encourage broader use of the agency's OSH committee to evaluate incidents and identify injury risk factors,
- Conduct quarterly reviews of all accidents and present the findings to its Executive Committee, and
- Continue to participate in the Chicago FFSHC and OSHA training.

Securities and Exchange Commission

Statistics

The Securities and Exchange Commission's (SEC) employment rolls *decreased* by 257 to 3,530 in FY 2007. The SEC's number of total and lost time cases *decreased* by 5 and 2, respectively. The agency's TCR *decreased* from 0.50 to 0.40 and its LTCR *decreased* from 0.40 to 0.37. It reported no fatalities during FY 2007. SEC's workers' compensation costs *increased* from $383,929 to $546,709 during CBY 2007.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
The SEC achieved Goals 1 and 4, but did not achieve Goals 2 and 3.

Motor Vehicle/Seat Belt Safety
For FY 2007, SEC reported no motor vehicle accidents. It also indicated that it requires all drivers to wear seat belts, and checks compliance as part of the facility entrance security process. The SEC reported that its drivers completed GSA's safe driving course as well as the newly-established SEC seat belt safety orientation program.

Recordkeeping Requirements
During FY 2007, SEC established a centralized Excel-based injury and illness reporting system to track OSHA-recordable injuries and illnesses. According to the agency, all of its subcomponents submit OSHA Form 301 incident reports through the system which has the capability to generate the OSHA Forms 300 log and 300A summary. According to the SEC, this new system provides an analysis of accident trends and areas potentially requiring remedial or corrective action.

Workplace Violence
SEC reported no incidents of workplace violence during FY 2007. According to the agency, in FY 2007 it incorporated a workplace violence prevention and policy section into its mandatory employee OSH and emergency preparedness training program. It further noted that it maintains a zero-tolerance policy towards workplace violence and requires annual ethics and safety awareness training.

Employee Support

During FY 2007, SEC reported it appointed an OSH analyst who worked on establishing an agency-wide OSH and emergency preparedness training program. In addition, SEC noted that it provided OSH-related information via

email and Intranet postings. The agency also reported an interest in participating in the Metropolitan Washington, D.C. FFSHC.

Accomplishments

In FY 2007, SEC reported several accomplishments, including the following:
- Established a formal OSH program with the included designation of a senior manager as the agency's OSH coordinator;
- Implemented formal OSH self-evaluation procedures as part of the overall OSH program; and
- Established a centralized electronic recordkeeping system.

Goals

SEC listed the following OSH-related goals for FY 2008:
- Identify specific OSH program elements by which to achieve the SHARE goals,
- Refine the procedures associated with the electronic OSHA Form 300 log recordkeeping system to capture the number of lost work days and associated costs,
- Develop and conduct a senior staff OSH training overview and establish procedures to ensure that all SEC employees have successfully completed the OSH training program,
- Establish an annual review process for the OSH program,
- Become an active participant in the FFSHCs, and
- Conduct a formal OSH self-evaluation.

Smithsonian Institution

Statistics

The Smithsonian Institution's (SI) employment rolls *increased* by 112 employees (2.3%) to 5,054 in FY 2007. Its total injury and illness cases *increased* from 168 to 172 and lost time cases *increased* from 96 to 104. The Institution's TCR held steady at 3.4 and its LTCR *increased* from 1.94 to 2.06. There were no reported fatalities. SI's workers' compensation costs *increased* from roughly $4.3 million to nearly $4.5 million during the chargeback year.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
SI achieved Goals 1, 2, and 4, but did not meet Goal 3.

Motor Vehicle/Seat Belt Safety
SI reported that in FY 2007 its employees were involved in 26 motor vehicle accidents, none of which resulted in injuries. While this is an increase from FY 2006's reported 11 incidents, one of the 2006 incidents involved injury. The Institution noted that it requires vehicle occupants to wear seat belts.

According to the Institution, some of its efforts to improve motor vehicle and seat belt safety include:
- Driver training
- Updating the Motor Vehicle Safety Program
- Certification of road test examiners
- Eye exams and drug testing for personnel with Commercial Driver Licenses
- Vehicle safety inspections
- Supervisory enforcement of seat belt usage requirements

Recordkeeping
SI reported that it uses automated and electronic systems to track OSHA-recordable injuries and illnesses.

Workplace Violence
SI noted that there were no reported incidents of workplace violence during FY 2007. It also reported that all of its officers in the Office of Protective Services completed workplace violence training in FY 2007.

Employee Support

According to the Institution, OSH training continued to be a major focus for increasing hazard recognition and safety awareness. Some of the noted training areas included:

- New Employee Safety Orientation
- CPR/AED
- Job Safety Analysis
- Machine Guarding
- Lockout/Tagout
- Overhead Cranes
- Boating, Lab, Radiation, and Construction Safety
- Hearing Conservation

The SI reported that it has hosted various meetings and workshops of the Metropolitan Washington, D.C. FFSHC, and one safety manager previously served on an executive committee.

The SI noted that it has also continued to promote all aspects of safety, health, and environmental awareness through its National Safety Month (NSM) Initiative, Fire Prevention Week promotion, and the Influenza-Vaccination Program. According to the Institution, this year's NSM theme focused on the Institution's goal of "Getting to Zero" occupational injuries and illnesses and was well received by its staff.

Accomplishments

The following are among SI's reported accomplishments for FY 2007:

- Conducted annual Management Evaluation and Technical Reviews of all 26 of its major facilities and organizations;
- Re-tooled the case management function to better leverage capabilities of a newly acquired occupational health and safety software system, as well as to take advantage of the skills of the OHN case managers and physician assistants;
- Included a safety-related performance standard in all managerial and supervisory performance plans; and
- Issued OSH-related awards.

Goals

The SI reported that it has set the following goals for FY 2008:

- Continue to strive for the goal of zero injuries agency-wide,
- Continue to develop an Occupational Health Risk Management Program that fosters improved employee health and productivity, and
- Continue to strive to meet or exceed its SHARE goals.

Social Security Administration

Statistics

The Social Security Administration's (SSA) employment rolls *decreased* by 2,380 (3.7%) to 62,563 in FY 2007 (See Figure 1, page 185). Its total cases decreased by 74 (7.4%) and lost time cases *decreased* by 7 (1.2%, See Figure 2, page 185). The SSA's TCR *decreased* from 1.54 to 1.48 (3.90%) and its LTCR *increased* from 0.92 to 0.94 (2.2%; See Figure 3, page 185; Chart M, page 209; Chart O, page 211). According to SSA, it had no civilian fatalities during FY 2007.

SSA's workers' compensation costs *increased* by $319,002 (1.34%) during the chargeback year (See Figure 4, page 185; Chart Q, page 213).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, SSA achieved all but its LPDR goal:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	2.11	1.15	41.2%	22.9*
2007 Target	1.87	1.02	50.1%	22.7
2007 Actual	1.48	0.94	65.3%	25.6

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The SSA reported that motor vehicle accidents involving employees decreased from FY 2006 to FY 2007, and that five employees nationwide were injured. SSA noted that it does not track seat belt usage but includes the seat belt requirements of Executive Order 13043 in its annual program reminders.

Recordkeeping
The SSA reported that it has automated databases for analyzing injury and illness trends and workers' compensation cases. It notes that the databases generate the OSHA-required recordkeeping forms and other reports.

Workplace Violence
The SSA reported that it has over 1,400 field offices throughout the country responsible for providing customer service to the public, and this interaction occasionally results in workplace violence incidents. With an awareness of this propensity, the SSA noted that it provides guard service, security, and training for dealing with disruptive members of the public along with physical security reviews to assure optimal security of its worksites.

Employee Support

According to the SSA, it provides all employees, OSH representatives, committee members, OSH specialists, industrial hygienists, and supervisors with training in recognizing Environmental Health and Safety (EHS) hazards and implementing corrective action. Also the SSA reported that its employees participate in both the FFHSCs and professional OSH organizations.

Accomplishments

The SSA reported that it accomplished all goals established for FY 2007. A sampling of these accomplishments includes:
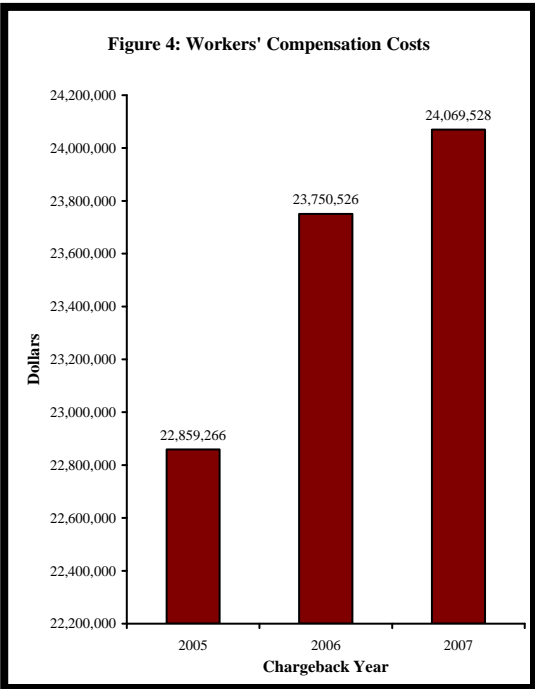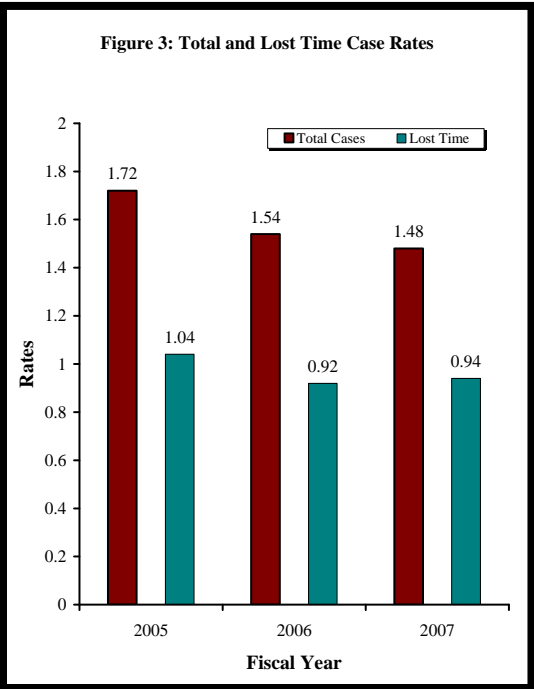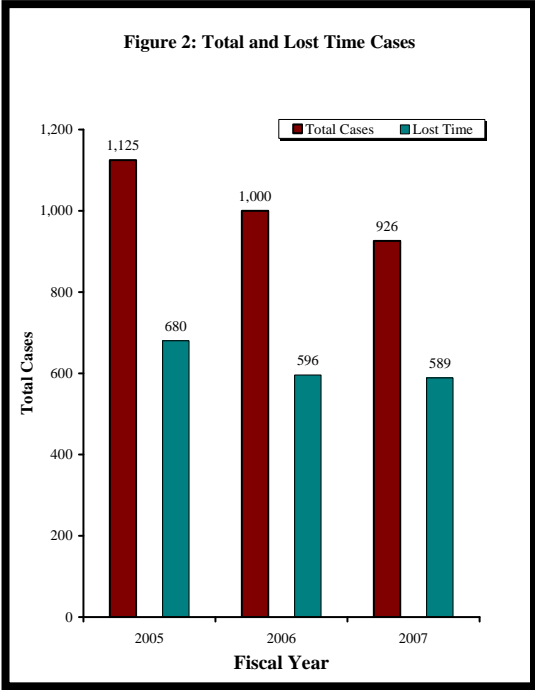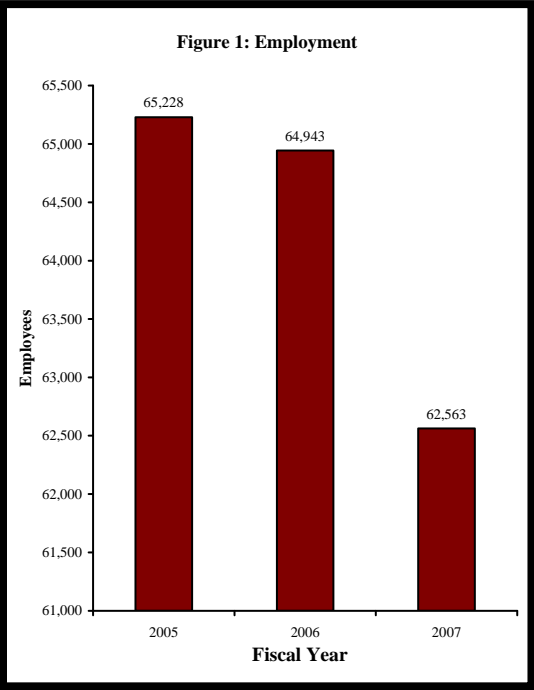- Completed 48 random SSA field office assessments;
- Completed indoor air quality (IAQ) baseline screenings at 264 field offices and comprehensive IAQ surveys with reports at 41 field offices;
- Continued water testing for copper and lead content;
- Established national OSH committees for three subcomponents, and local committees at all large facilities;
- Publicized the Flu Shot Program;
- Completed a technical review of 187 Material Safety Data Sheets;
- Provided annual training for all OSH representatives;
- Conducted a classroom Personnel Management Workshop for all newly appointed headquarters' supervisors that included an overview of federal EHS regulations, SSA-specific regulations, supervisory EHS responsibilities, injury and illness reporting, hazard recognition, and corrective action; and
- Completed numerous fire protection initiatives.

Goals

The SSA enumerated the following goals, objectives, and strategies for FY 2008 and beyond:
- Continue EHS comprehensive assessments;
- Continue to provide web-based training for all agency OSH representatives;
- Continue to support an active program of nationwide and local OSH committees;
- Complete baseline IAQ studies of offices in conjunction with water and asbestos surveys;
- Conduct comprehensive IAQ surveys based on the review of requests and screening information; and
- Continue to provide ergonomics training to all SSA workstation users.

Social Security Administration Charts

Figure 1: Employment

Fiscal Year	Employees
2005	65,228
2006	64,943
2007	62,563

Figure 2: Total and Lost Time Cases

Fiscal Year	Total Cases	Lost Time
2005	1,125	680
2006	1,000	596
2007	926	589

Figure 3: Total and Lost Time Case Rates

Fiscal Year	Total Cases	Lost Time
2005	1.72	1.04
2006	1.54	0.92
2007	1.48	0.94

Figure 4: Workers' Compensation Costs

Chargeback Year	Dollars
2005	22,859,266
2006	23,750,526
2007	24,069,528

Tennessee Valley Authority

Statistics

The Tennessee Valley Authority's (TVA) employment rolls *decreased* by 279 (2.2%) to 12353 in FY 2007 (See Figure 1, page 188). Its total cases decreased by 121 (23.6%) and lost time cases *decreased* by 10 (28.57%, See Figure 2, page 188). The TVA's TCR *decreased* from 4.06 to 3.17 (21.92%) and its LTCR *decreased* from 0.28 to 0.2 (28.6%; See Figure 3, page 188; Chart M, page 209; Chart O, page 211). According to TVA, there was one civilian fatality during FY 2007.

 TVA's workers' compensation costs *decreased* by $164,110 (0.3%) during the chargeback year (See Figure 4, page 188; Chart Q, page 213).

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative
As depicted in the table below, TVA achieved its TCR and LPDR goals:

	TCR	LTCR	Timeliness	LPDR
2003 Baseline	5.81	0.18	81.2%	26.7*
2007 Target	5.14	0.16	95.0%	26.4
2007 Actual	3.17	0.20	81.0%	24.4

*LPDR baseline year is FY 2006

Motor Vehicle/Seat Belt Safety
The TVA reported 176 motor vehicle accidents during FY 2007, a 3.5% increase from the previous year. According to TVA, it does not have a formal mechanism to track employee seat belt usage but noted that it conducted random spot checks at seven TVA locations and found nearly a 70% compliance rate. The agency noted that its policy and management require employees to use seat belts.

Recordkeeping
The TVA reported that it has implemented OSHA's revised injury and illness recordkeeping requirements. According to TVA, it conducted training for all responsible employees, and developed and deployed an electronic injury log for use by each establishment. TVA noted that data from establishment logs is transferred into a comprehensive agency-wide database.

Workplace Violence
The TVA reported that its police investigated six incidents of verbal threats, none of which resulted in physical abuse or assault.

Employee Support

The TVA reported that it provided over 172,000 hours of OSH training to more than 82,000 employees during FY 2007. The agency further noted that its management is committed to providing necessary training for employees and that trades and labor contractors performing work on agency sites are now required to have completed the OSHA 10-hour course.

With respect to the FFSHCs, TVA reported that one of its OSH Managers has been involved with Middle Tennessee FFSHC for several years. It also reported that as many as four additional employees routinely participated on the council and served on special committees. According to TVA, it supports membership in professional associations such as the American Society of Safety Engineers and assists certified employees in maintaining their certifications.
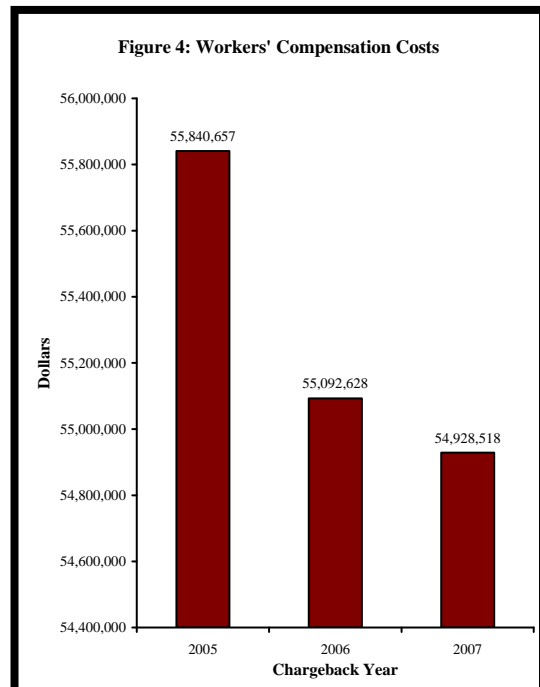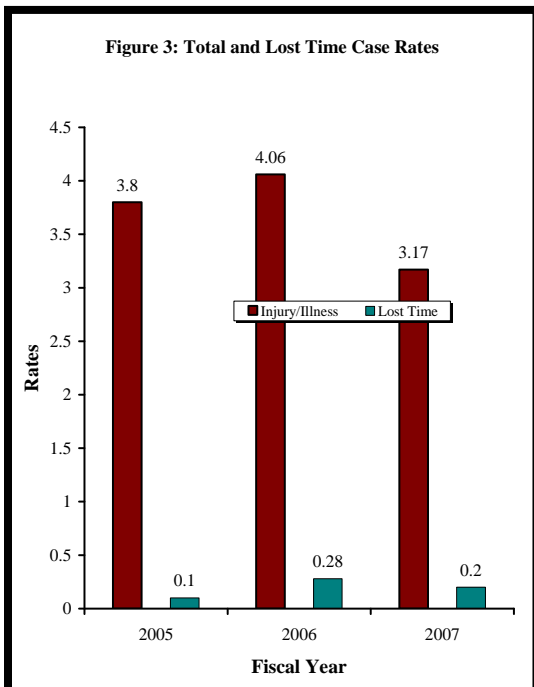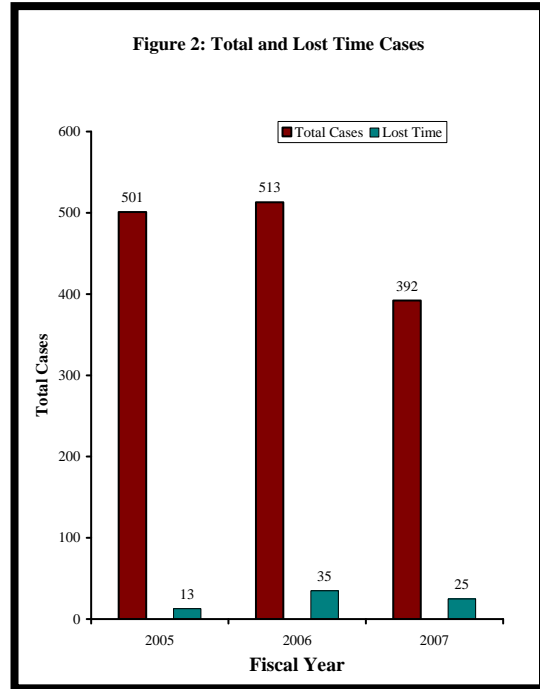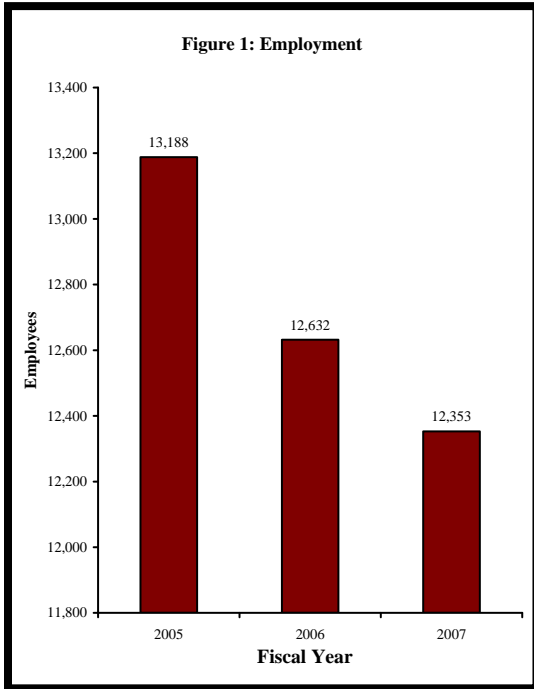
Accomplishments

The TVA reported that during FY 2007, at the overall agency level, it:
- Conducted a Total Safety Culture Survey and received input from 4,000 TVA employees;
- Developed a Safety & Health Action Plan, prioritized actions, and tracked each activity monthly;
- Developed and implemented an Apprentice Craft Mentoring Program between TVA, the Tennessee Valley Trades and Labor Council, and TVA contractor partners;
- Developed a supervisor's safety performance evaluation to be included in each supervisor's annual performance review and development plan;
- Implemented a Safety Poster Campaign featuring TVA employees and their family members with a focus on "Why I Work Safely at TVA";
- Developed a TVA Safety Handbook for all TVA and contractor personnel;
- Developed a report addressing "Known Critical Safety Issues"; and
- Initiated a new Industrial Hygiene Services contract.

Goals

The TVA reported that it and its subcomponents continue to establish safety performance goals and that it uses its TCR as the key safety performance indicator and part of its pay for performance system. It also noted that its subcomponents include a safety indicator on their respective scorecards.

Tennessee Valley Authority Charts

Figure 1: Employment

A bar chart titled "Figure 1: Employment" with vertical axis labeled "Employees" ranging from 11,800 to 13,400, and horizontal axis labeled "Fiscal Year."
- 2005: 13,188
- 2006: 12,632
- 2007: 12,353

Figure 2: Total and Lost Time Cases

A bar chart titled "Figure 2: Total and Lost Time Cases" with vertical axis labeled "Total Cases" ranging from 0 to 600, and horizontal axis labeled "Fiscal Year." Legend: Total Cases, Lost Time.
- 2005: Total Cases 501, Lost Time 13
- 2006: Total Cases 513, Lost Time 35
- 2007: Total Cases 392, Lost Time 25

Figure 3: Total and Lost Time Case Rates

A bar chart titled "Figure 3: Total and Lost Time Case Rates" with vertical axis labeled "Rates" ranging from 0 to 4.5, and horizontal axis labeled "Fiscal Year." Legend: Injury/Illness, Lost Time.
- 2005: Injury/Illness 3.8, Lost Time 0.1
- 2006: Injury/Illness 4.06, Lost Time 0.28
- 2007: Injury/Illness 3.17, Lost Time 0.2

Figure 4: Workers' Compensation Costs

A bar chart titled "Figure 4: Workers' Compensation Costs" with vertical axis labeled "Dollars" ranging from 54,400,000 to 56,000,000, and horizontal axis labeled "Chargeback Year."
- 2005: 55,840,657
- 2006: 55,092,628
- 2007: 54,928,518

Part 3 – Statistical Tables and Charts

Chart A – Types of Injuries and Illnesses

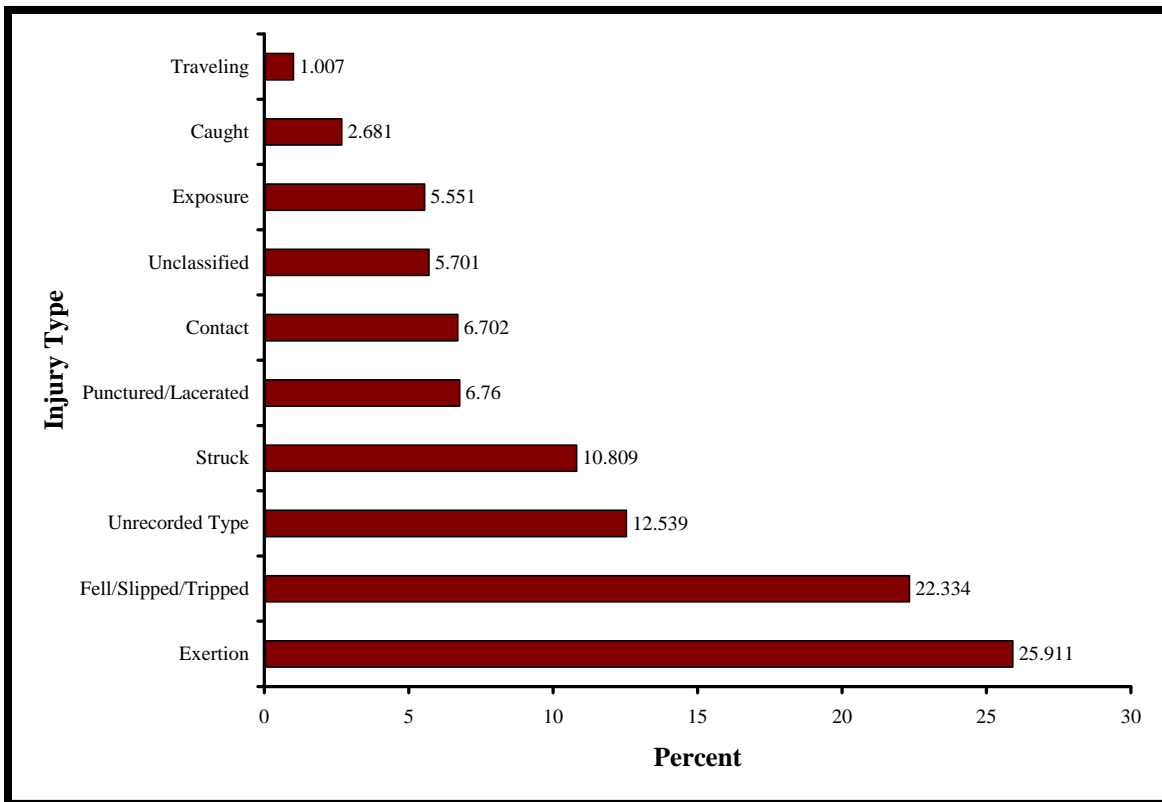| Injury Type	Percent
Traveling	1.007
Caught	2.681
Exposure	5.551
Unclassified	5.701
Contact	6.702
Punctured/Lacerated	6.76
Struck	10.809
Unrecorded Type	12.539
Fell/Slipped/Tripped	22.334
Exertion	25.911

Chart A – Types of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2007.

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

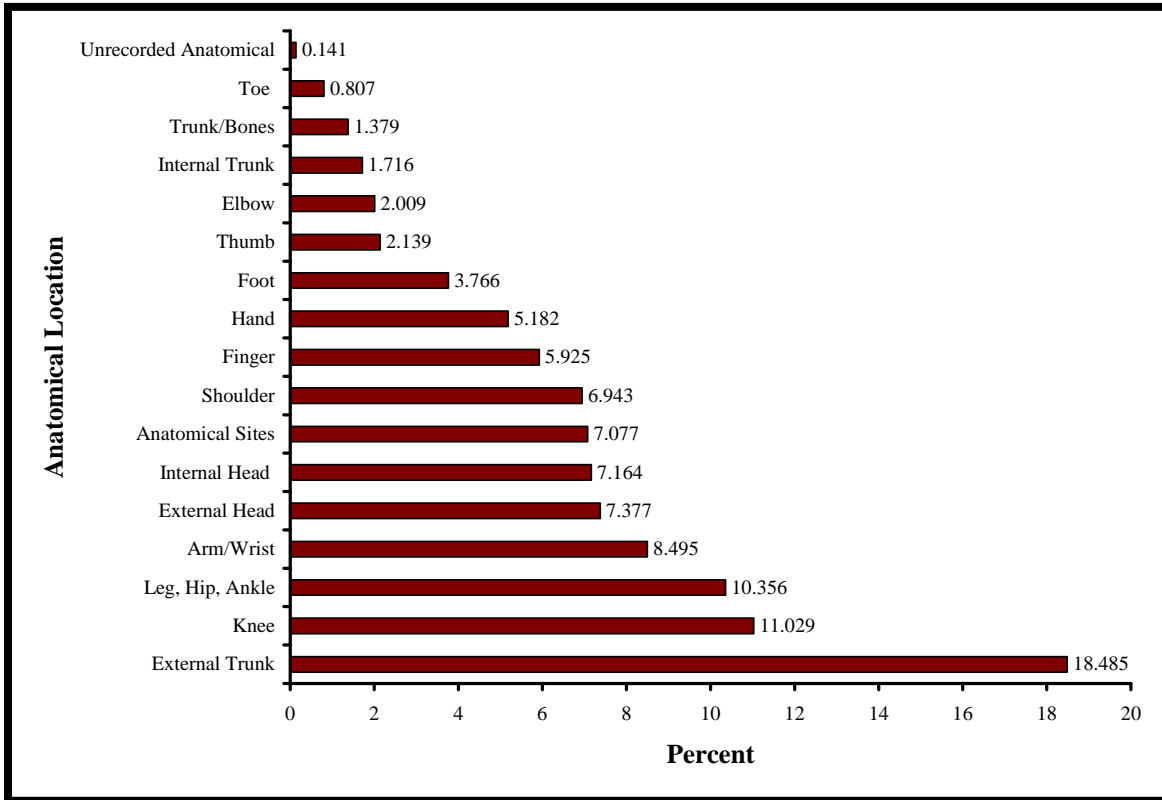# Chart B – Anatomical Locations of Injuries and Illnesses

Chart B – Anatomical locations of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2007.

Explanation of Categories

Unrecorded Anatomical
    Unrecorded anatomical codes

Toe
    Single great toe
    Both great toes
    Other/multiple toes (single foot)
    Other/multiple toes (both feet)

Anatomical Sites
    Multiple anatomical sites
    Site not mentioned

Trunk/Bones
    Single clavicle
    Single scapula

Both scapulae
Rib
Ribs
Pelvis
Sternum
Vertebrae/spine
Trunk, multiple bones
Trunk, other bone(s)

Thumb
    Both thumbs
    Single thumb

Elbow
    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
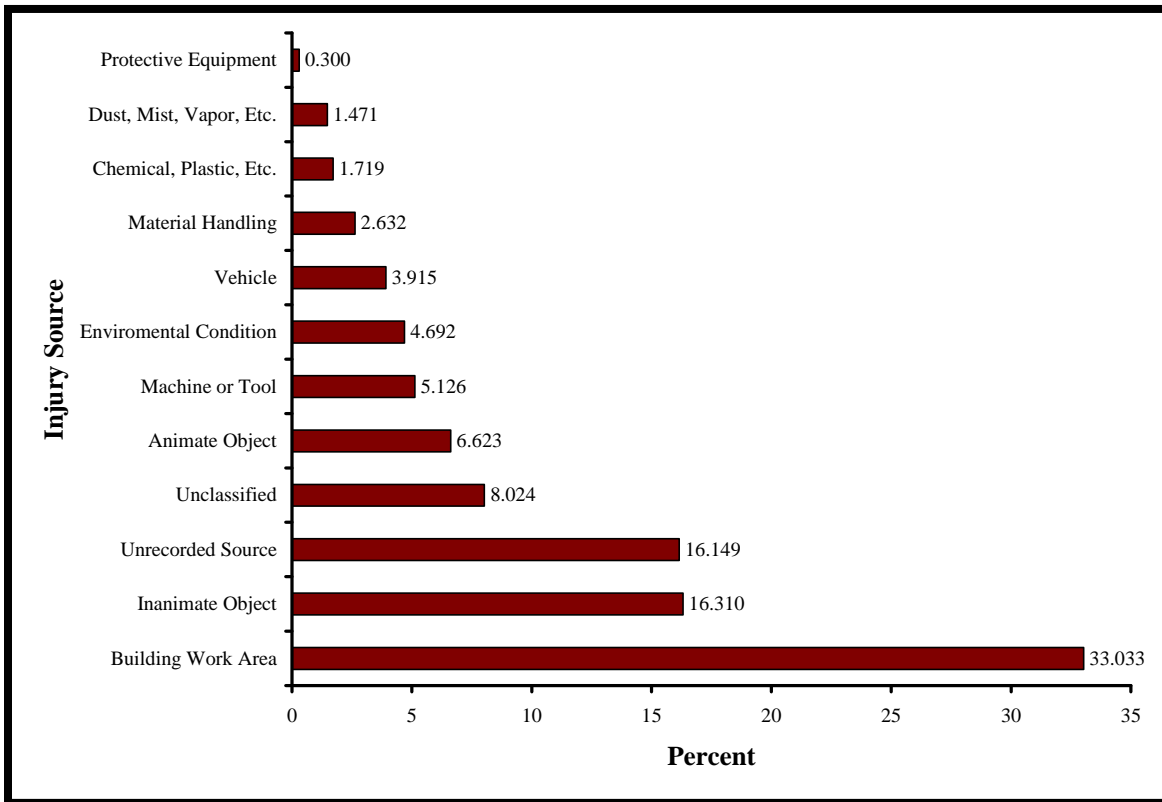
Chart C – Sources of Injuries and Illnesses

Injury Source	Percent
Protective Equipment	0.300
Dust, Mist, Vapor, Etc.	1.471
Chemical, Plastic, Etc.	1.719
Material Handling	2.632
Vehicle	3.915
Enviromental Condition	4.692
Machine or Tool	5.126
Animate Object	6.623
Unclassified	8.024
Unrecorded Source	16.149
Inanimate Object	16.310
Building Work Area	33.033

Chart C – Sources of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2007.

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

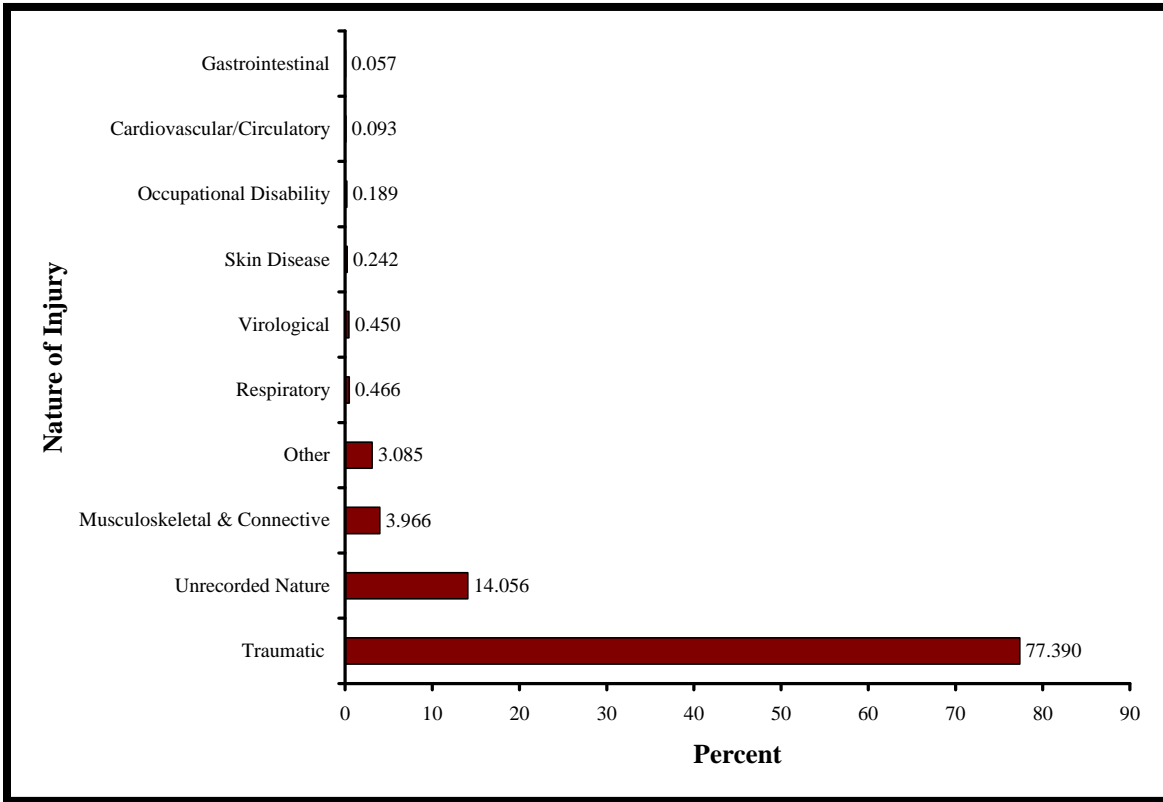| Nature of Injury	Percent
Gastrointestinal	0.057
Cardiovascular/Circulatory	0.093
Occupational Disability	0.189
Skin Disease	0.242
Virological	0.450
Respiratory	0.466
Other	3.085
Musculoskeletal & Connective	3.966
Unrecorded Nature	14.056
Traumatic	77.390

Chart D - Natures of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2007.

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
    Rocky Mountain Spotted Fever

Staphylococcus
TB exposure with positive skin test
Infectious/parasitic diseases not
otherwise classified

Respiratory
Asbestosis
Bronchitis
Asthma
Emphysema
Pneumoconiosis
Reaction to smoke/fumes/chemicals
Silicosis
Respiratory condition, other

Other
Headaches
Seizures, convulsions
Coma (stroke)
Exposure to chemical/toxic/biological
substance
Dizziness, vertigo, fatigue, numbness
Hearing loss
Vision/sight loss
Mental/emotional/nervous condition
Nerve condition after toxic exposure
Effects of radiation exposure
Tumors, cancer, and related conditions
Paralysis, one limb

Musculoskeletal/Connective Tissue
Arthritis/osteoarthritis
Back strain/sprain/pain, subluxation
Carpal/cupital tunnel syndrome
Intervertebral disc degenerative disease
Conditions of tendons, etc.
Chondromalacia
Pain/swelling/stiff/red (joint)
Pain/swelling/stiff/red (not joint)
Musculoskeletal condition

Traumatic
No injury stated
Nervous system injuries
Acoustic (hearing loss) trauma
Traumatic cardiovascular condition
Traumatic mental/emotional/nervous
condition
Headaches
Sudden/violent death
General symptoms
Traumatic unclassified
Amputation
Back strain/sprain/pain, subluxation
Contusion, bruise, abrasion
Dislocation
Environmental cause (frostbite,
heatstroke)
Fracture
Effects of electrical current
Inguinal hernia
Traumatic skin condition, allergy,
dermatitis
Crush injury
Concussion
Laceration, cut
Exposure to chemical/biological causes
Pain/swelling/stiff/red (joint)
Pain/swelling/stiff/red (not joint)
Puncture wound
Gastrointestinal condition (food
poisoning)
Traumatic respiratory conditions
Strained ligament/muscle/tendon (not
back)
Injuries to teeth
Burns (burn, scald, sunburn)
Foreign body in any body part
TB exposure with positive skin test
Infectious disease (bacteria, virus,
parasite)
Insect bite

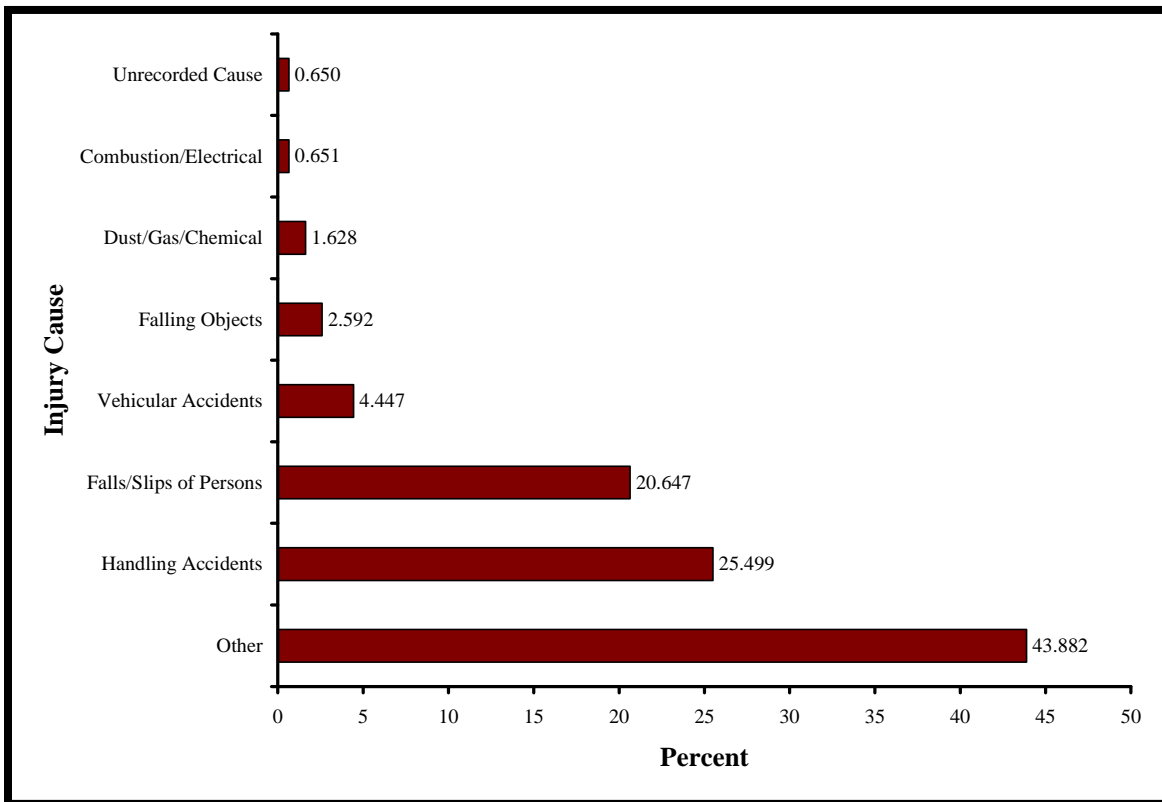# Chart E – Causes of Injuries and Illnesses

Chart E - Causes of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2007.

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
  Tools/instruments

Fabric containers
Mail containers
Lumber/dunnage
Furniture/office equipment
Hand trucks/dollies
Munitions
Cable rope net chair
Using windows or doors
Wire
Stone, glass, clay, etc.
Trash
Handling or using ladders
Handling or using scaffolds
Using gangways, platforms
Pallets/hatchboards
Electrical equipment
Magazines, paper
Tool boxes
Fire extinguishers
Cranking motors
Changing tires
Manual equipment

Falling Objects
Desk or chair
Workbench or table
Hand truck/dollie
Ladder
Scaffold
Window/ledge
Shelving
Cargo
Walls or ceilings
File cabinet
Machinery
Objects

Falls/Slips of Persons
On floor/worksurface/aisles
On stairway or steps

On walkway/curb/perch
From scaffold/platform
From ladder
From stool, chair, etc.
From desk, table, etc.
Into hole, chute, hatch
On deck
On road, street, highway
From stacked cargo
On hill or slope
From ramp, runway, etc.
Off dock
From machinery
From stopped vehicle
Getting on/off elevator
Inside moving vehicle
Other

Other Accidents
Jump to/from places
Striking against material/equipment
Flying particles
Hand tools
Machinery
Cave-in
Drowning
Violence
Slip (no fall)
Slip, twist, trip (no fall)
Weather exposure
Poison ivy, oak, sumac, etc.
Animals, insects
Accidental shooting
Enemy action
Dog bite
Unknown
Unrecorded Cause

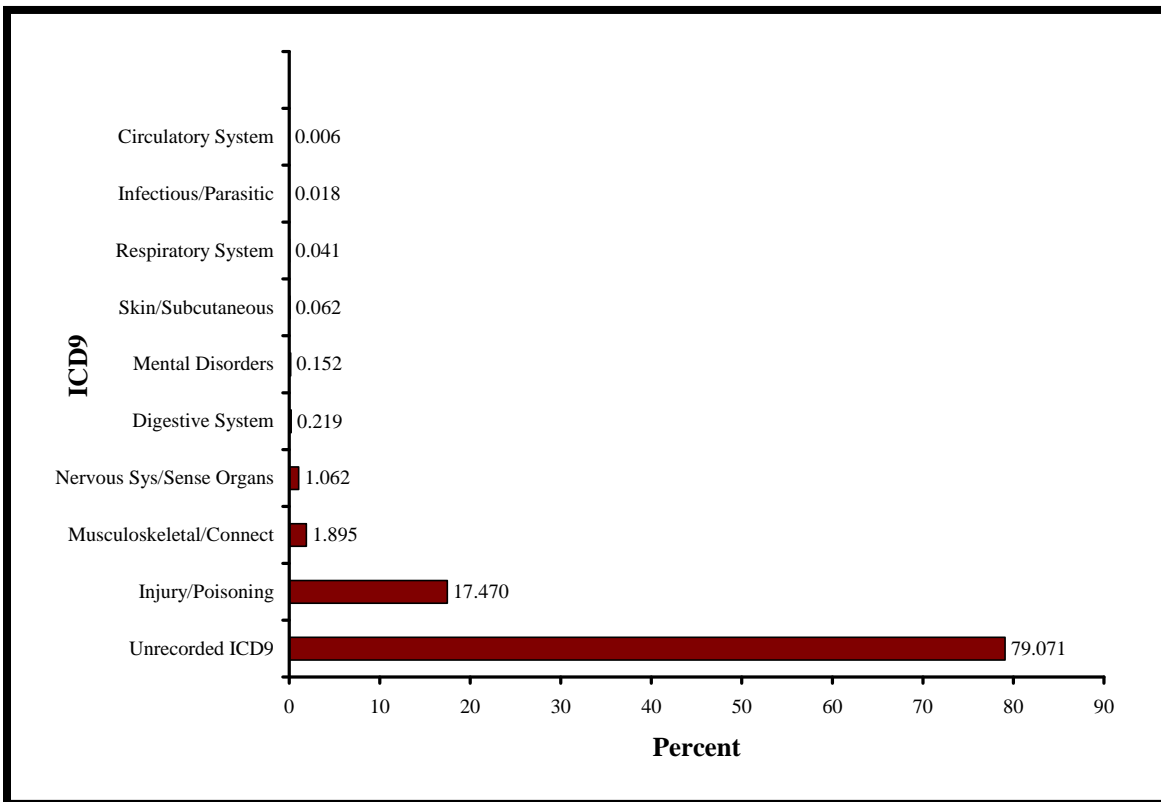# Chart F – ICD9 Categories of Injuries and Illnesses

Chart F – Categories of injuries and illnesses for all the federal government, less the U.S. Postal Service, for FY 2007, based on the International Classification of Diseases, 9th Edition/Revision (ICD9).

Explanation of Categories

Infectious/Parasitic
  0030
  0071
  011
  0709
  0888
  1140

Neoplasms
  1629
  163
  173

Mental Disorders
  30029
  3078
  3083

  30982
  31027

Nervous System/Sense Organs
  3379
  3530
  3540
  3556
  372
  3883

Circulatory System
  401
  410
  4140
  451

Respiratory System
490
4930
496
500
501
5110

Digestive System
5246
532
550
5533

Skin/Subcutaneous Tissue
6929

Musculoskeletal/Connective Tissue
715
71616
7171
721
72273
7234
72479
72671
7274
72871

Injury/Poisoning
8030
807
8100
8110
8124
8138
814
81501
816
820
8210
822
8232
824
8252
826
831
832
833
834
836

837
83921
8404
841
842
844
8451
8460
8479
8488
850
8714
87363
880
881
882
883
885
886
890
891
892
910
912
913
9147
915
916
917
9181
919
920
921
9223
9233
9243
9273
9283
929
930
943
94407
945
946
9879
9912
9925
9985

Unrecorded ICD9
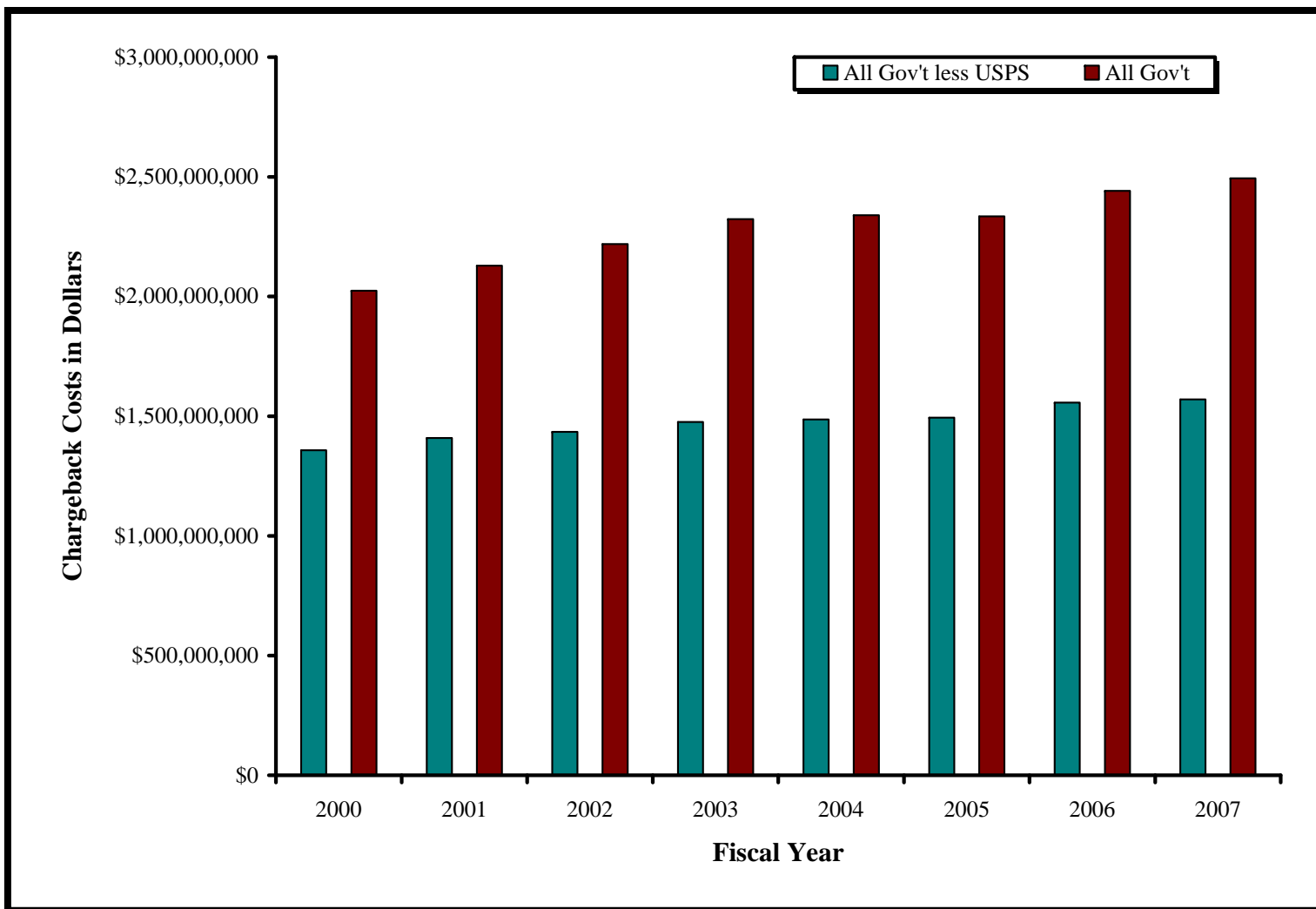
Chart G – Total Chargeback Costs

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

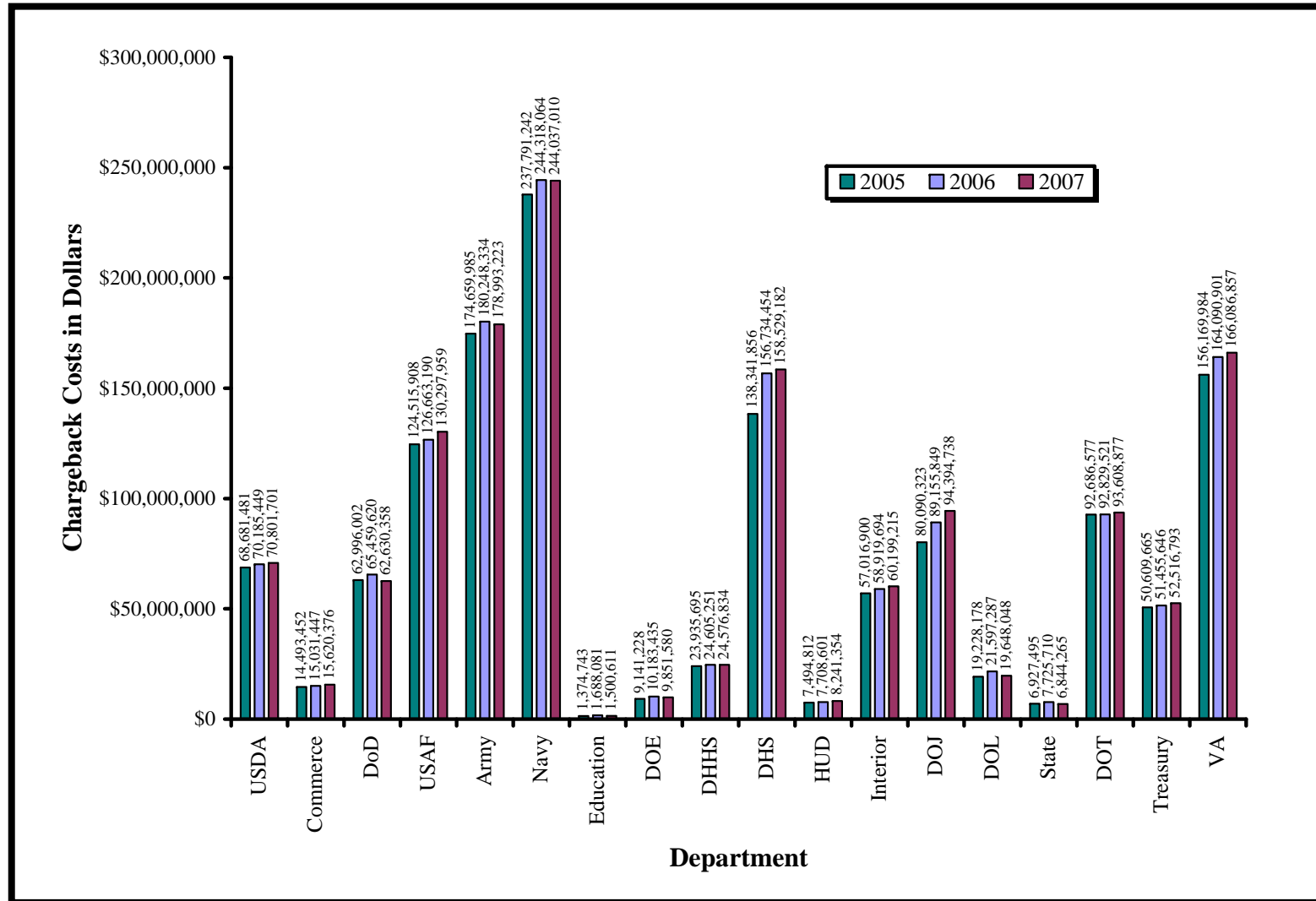|	2005	2006	2007
USDA	68,681,481	70,185,449	70,801,701
Commerce	14,493,452	15,031,447	15,620,376
DoD	62,996,002	65,459,620	62,630,358
USAF	124,515,908	126,663,190	130,297,959
Army	174,659,985	180,248,334	178,993,223
Navy	237,791,242	244,318,064	244,037,010
Education	1,374,743	1,688,081	1,500,611
DOE	9,141,228	10,183,435	9,851,580
DHHS	23,935,695	24,605,251	24,576,834
DHS	138,341,856	156,734,454	158,529,182
HUD	7,494,812	7,708,601	8,241,354
Interior	57,016,900	58,919,694	60,199,215
DOJ	80,090,323	89,155,849	94,394,738
DOL	19,228,178	21,597,287	19,648,048
State	6,927,495	7,725,710	6,844,265
DOT	92,686,577	92,829,521	93,608,877
Treasury	50,609,665	51,455,646	52,516,793
VA	156,169,984	164,090,901	166,086,857

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 <u>not</u> include** costs for the Departments of the Air Force, Army, and Navy.

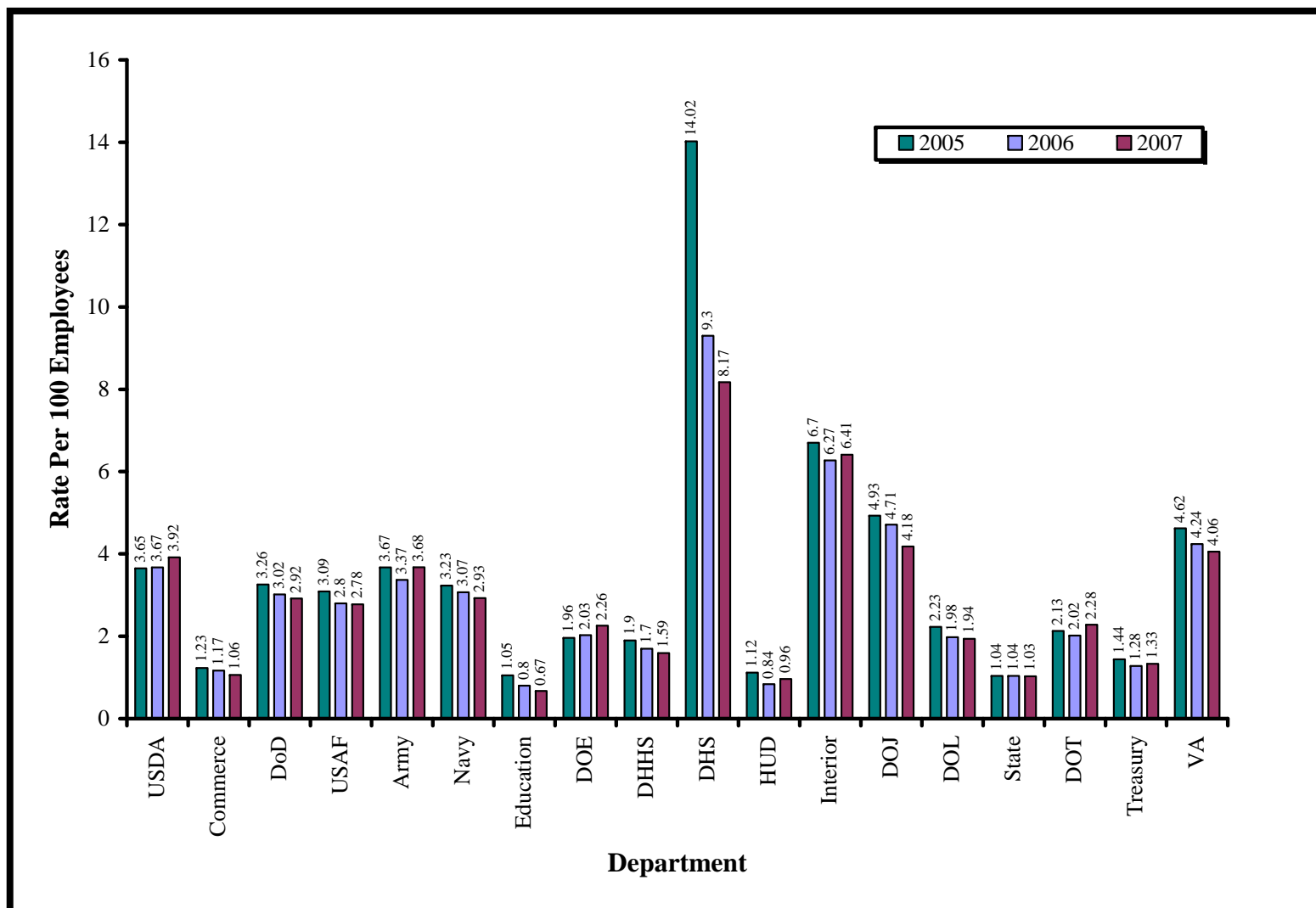# Chart I – Total Injury and Illness Case Rates by Department

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 Departments of the Air Force, Army, and Navy.
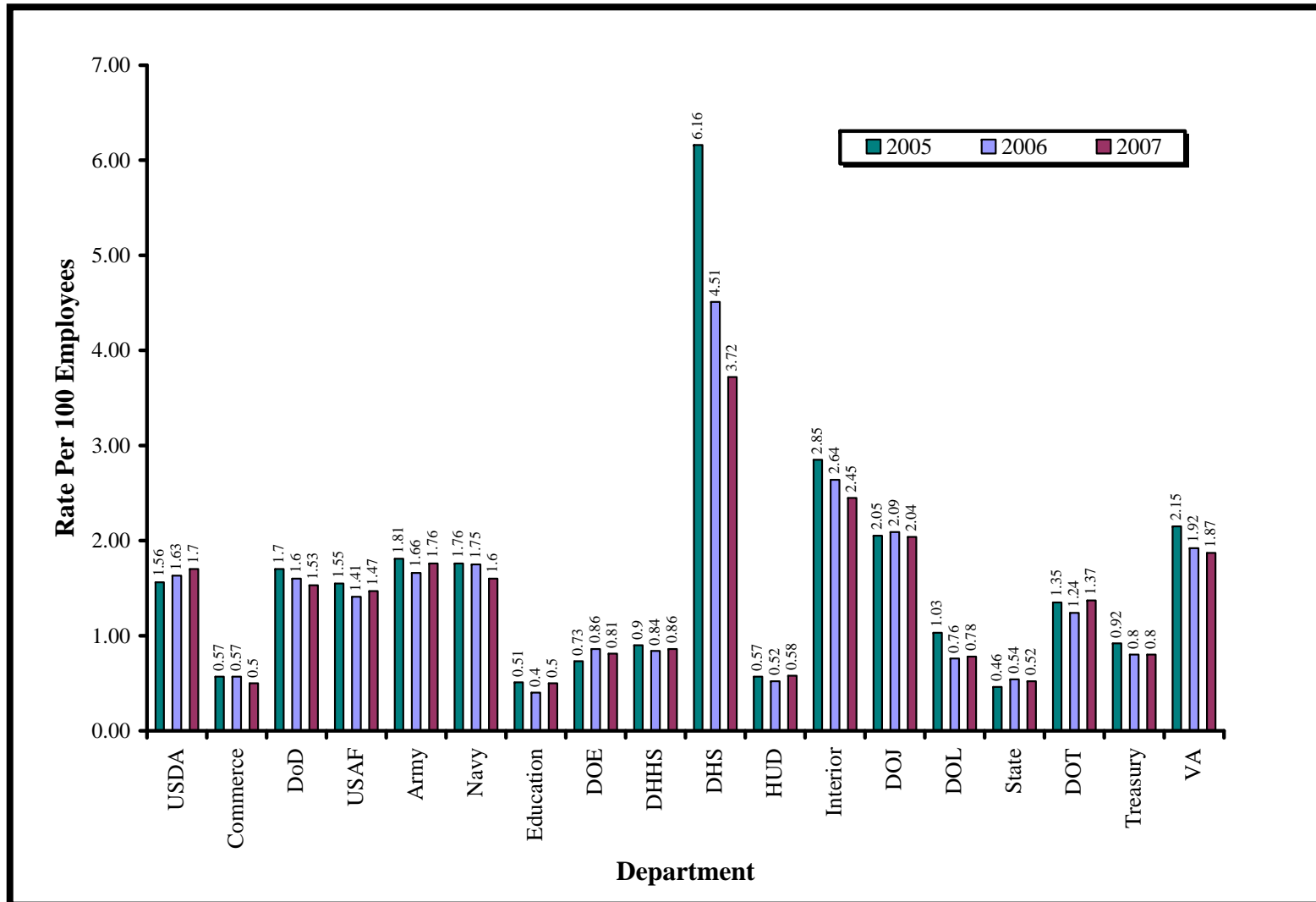
Chart J – Lost Time Case Rates by Department

Rate Per 100 Employees

Legend: 2005, 2006, 2007

Department	2005	2006	2007
USDA	1.56	1.63	1.7
Commerce	0.57	0.57	0.5
DoD	1.7	1.6	1.53
USAF	1.55	1.41	1.47
Army	1.81	1.66	1.76
Navy	1.76	1.75	1.6
Education	0.51	0.4	0.5
DOE	0.73	0.86	0.81
DHHS	0.9	0.84	0.86
DHS	6.16	4.51	3.72
HUD	0.57	0.52	0.58
Interior	2.85	2.64	2.45
DOJ	2.05	2.09	2.04
DOL	1.03	0.76	0.78
State	0.46	0.54	0.52
DOT	1.35	1.24	1.37
Treasury	0.92	0.8	0.8
VA	2.15	1.92	1.87

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 Departments of the Air Force, Army, and Navy.

Chart K – Percentage of Federal Employees Compared to Percentage of Workers' Compensation Chargeback Costs for CBY 2007
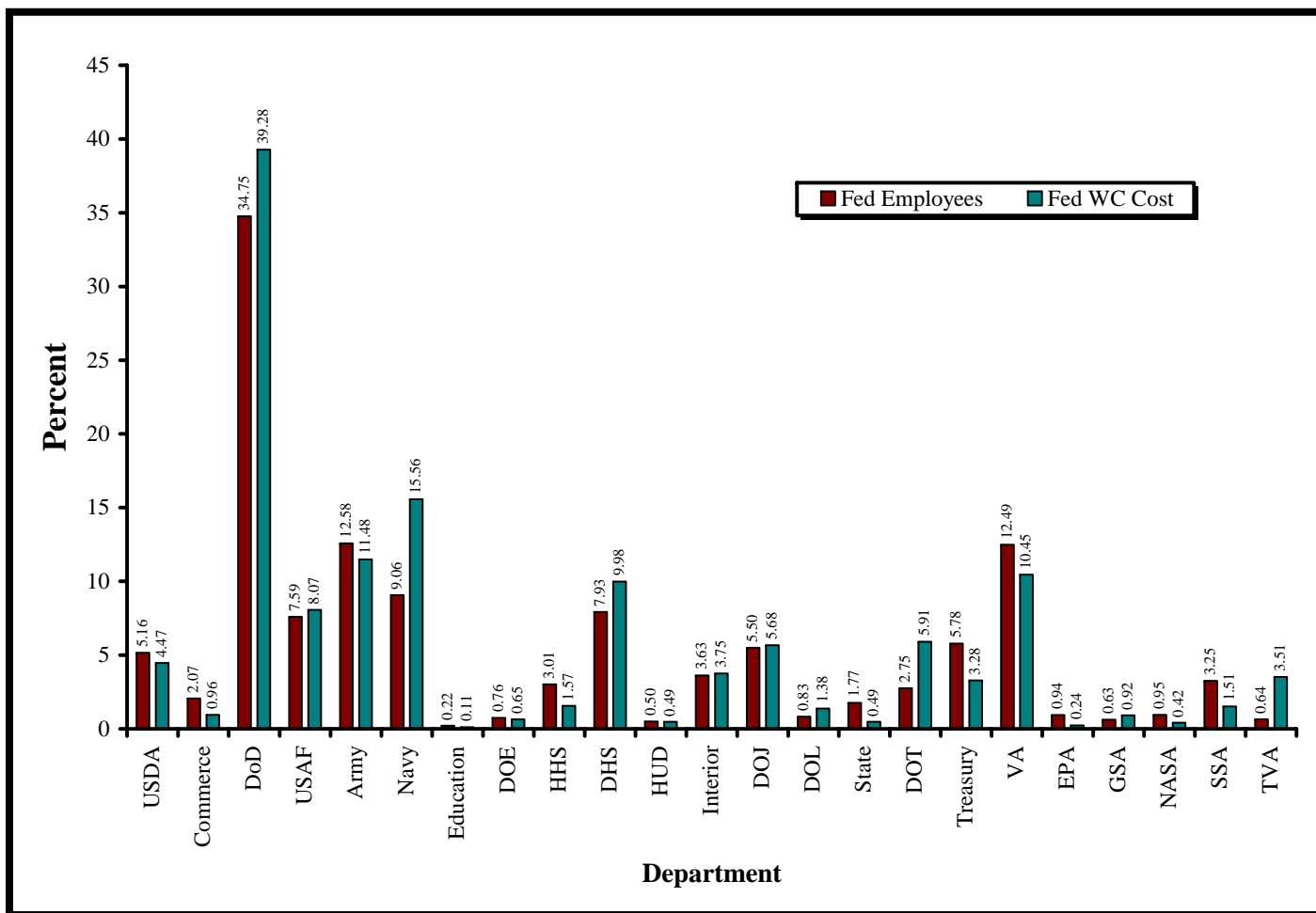

Chart K – Percentage of total federal employment by department and major independent agency compared to the percentage of total workers' compensation chargeback costs. Note: The Department of Defense totals **do include** statistics for the Departments of the Air Force, Army, and Navy.

Chart L – Total Injury and Illness Case Rate Changes by Department FY 2006-FY 2007
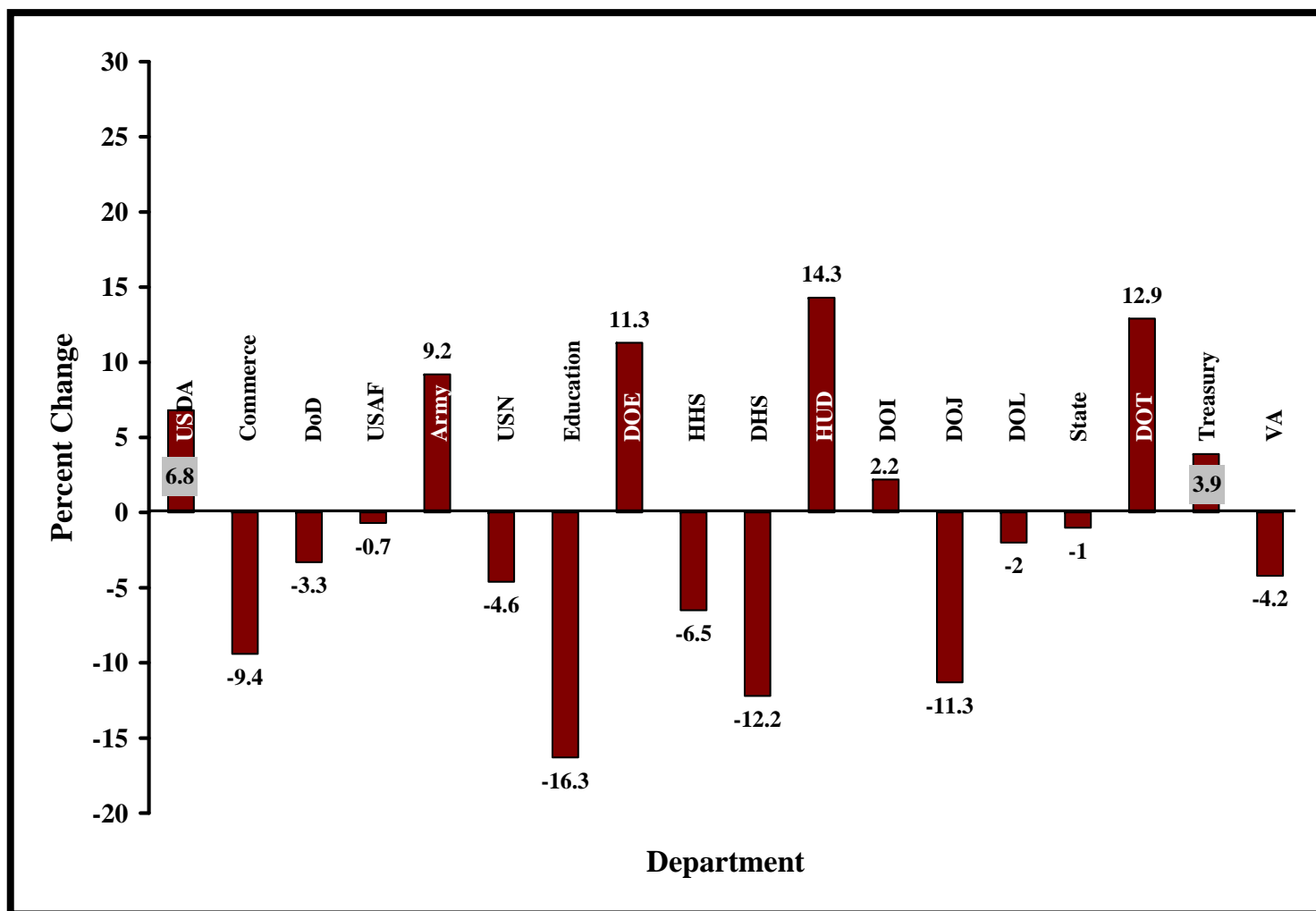
Chart L – Percentage change in the rate of total injuries and illnesses per 100 employees by department. Note: The Department of Defense totals **do include** statistics for the Departments of the Air Force, Army, and Navy.

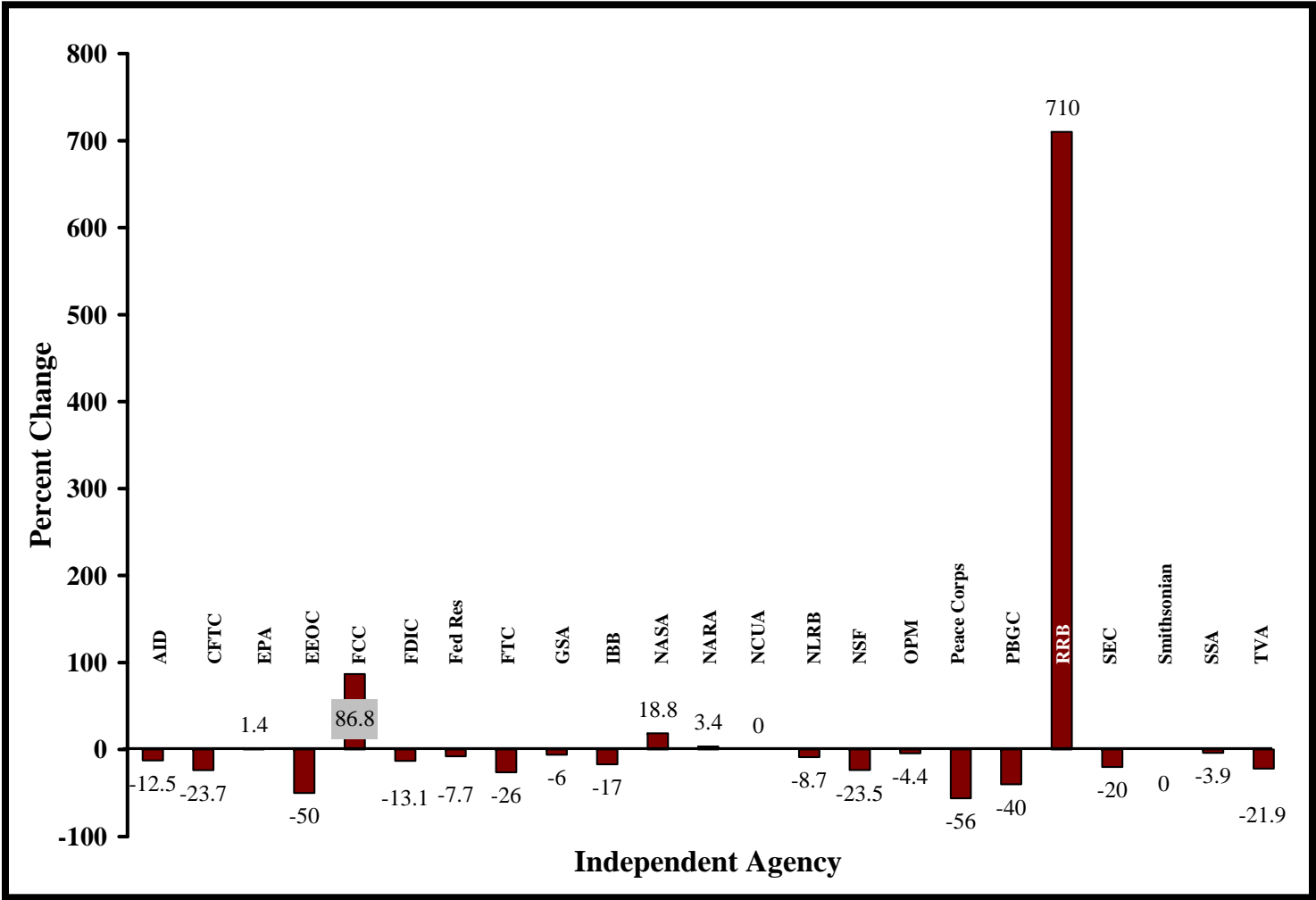# Chart M – Total Injury and Illness Case Rate Changes by Independent Agency FY 2006-FY 2007

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.

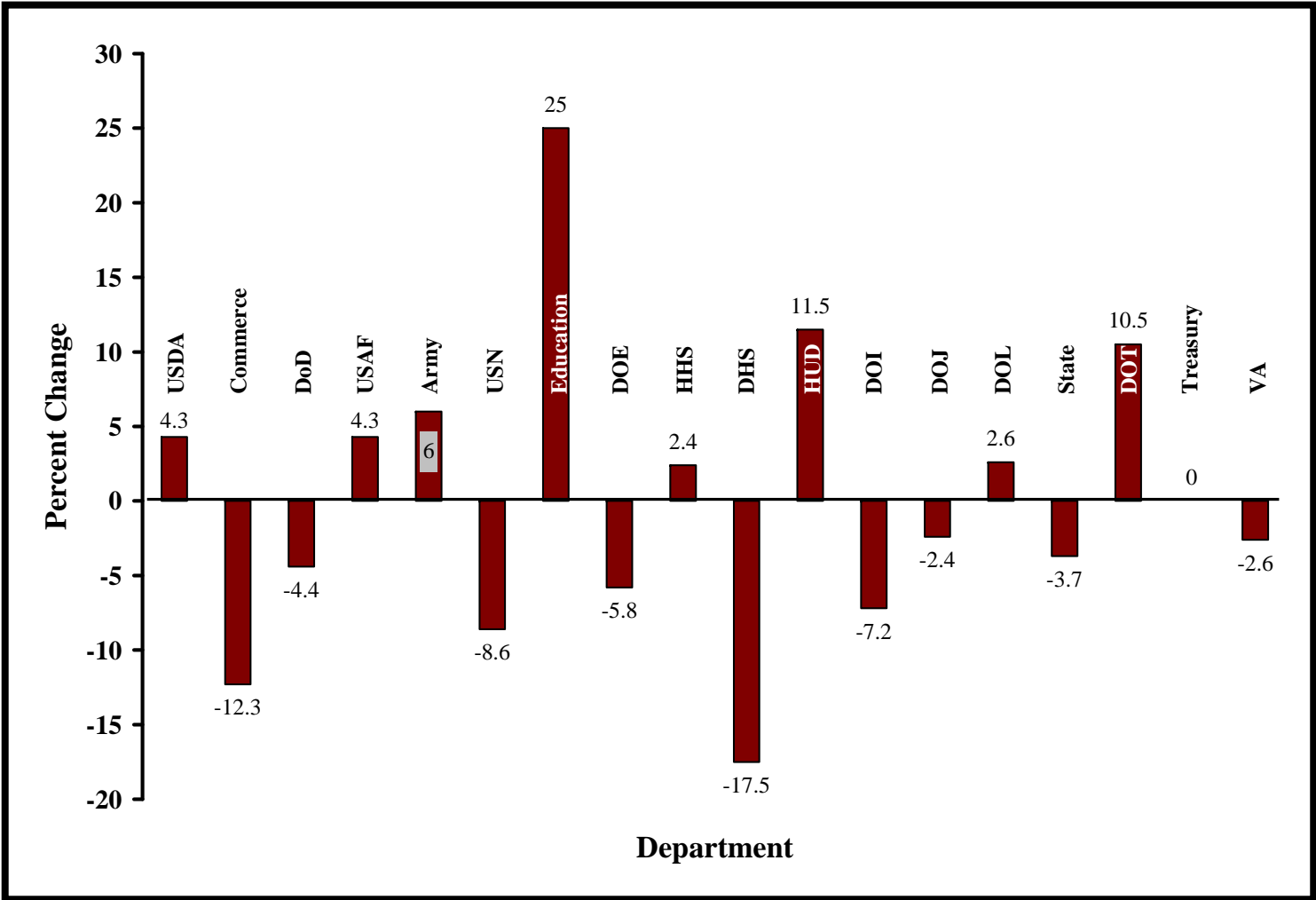# Chart N – Lost Time Case Rate Changes by Department, FY 2006-FY 2007

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 Departments of the Air Force, Army, and Navy.

Chart O – Lost Time Case Rate Changes by Independent Agency FY 2006-FY 2007
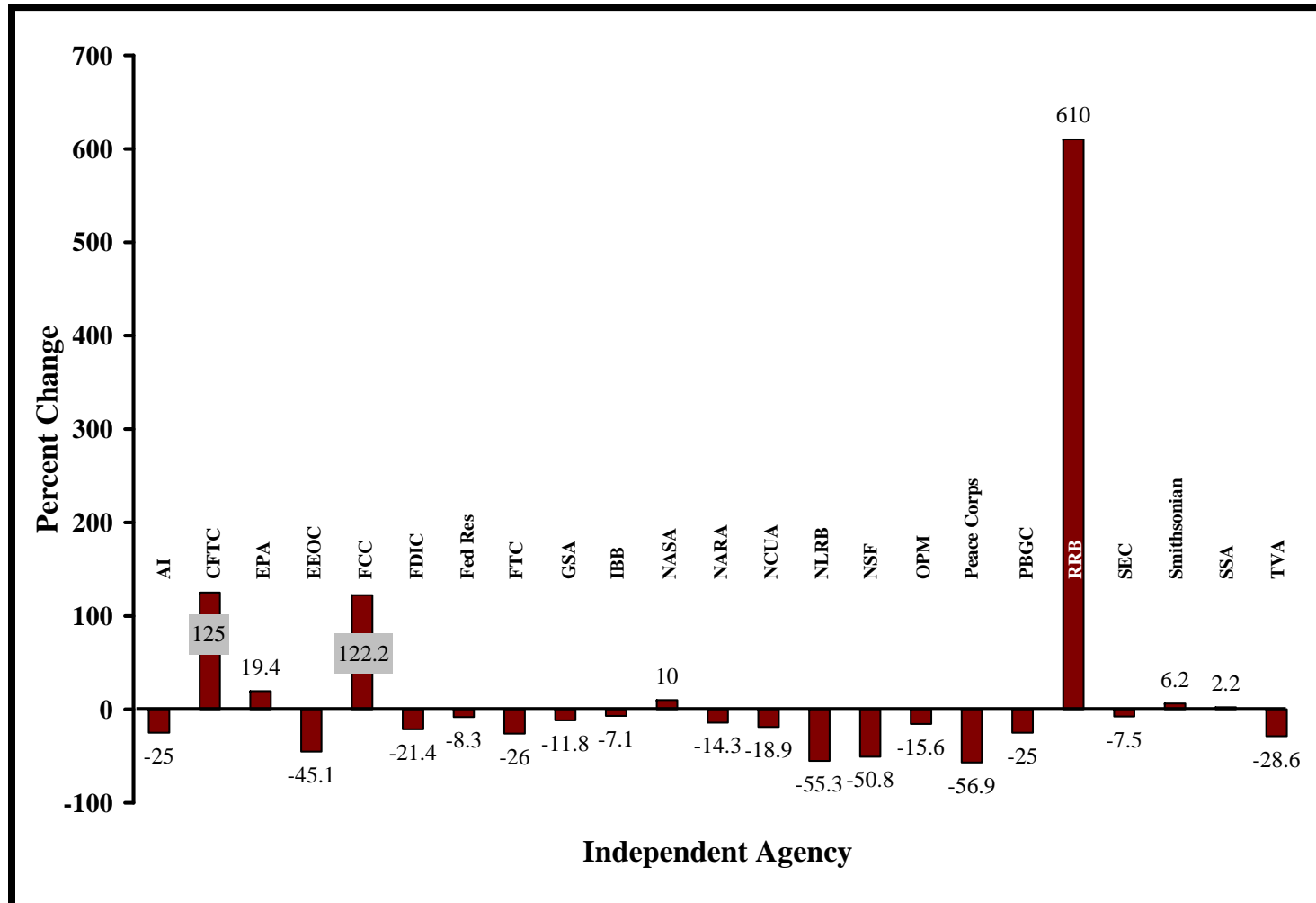

Chart O - Percentage change in the rate of lost time injuries and illnesses per 100 employees by independent agency.
Note: Agencies with fewer than 500 employees are not depicted on this chart.

Chart P –Workers' Compensation Cost Changes by Department CBY 2006-CBY 2007
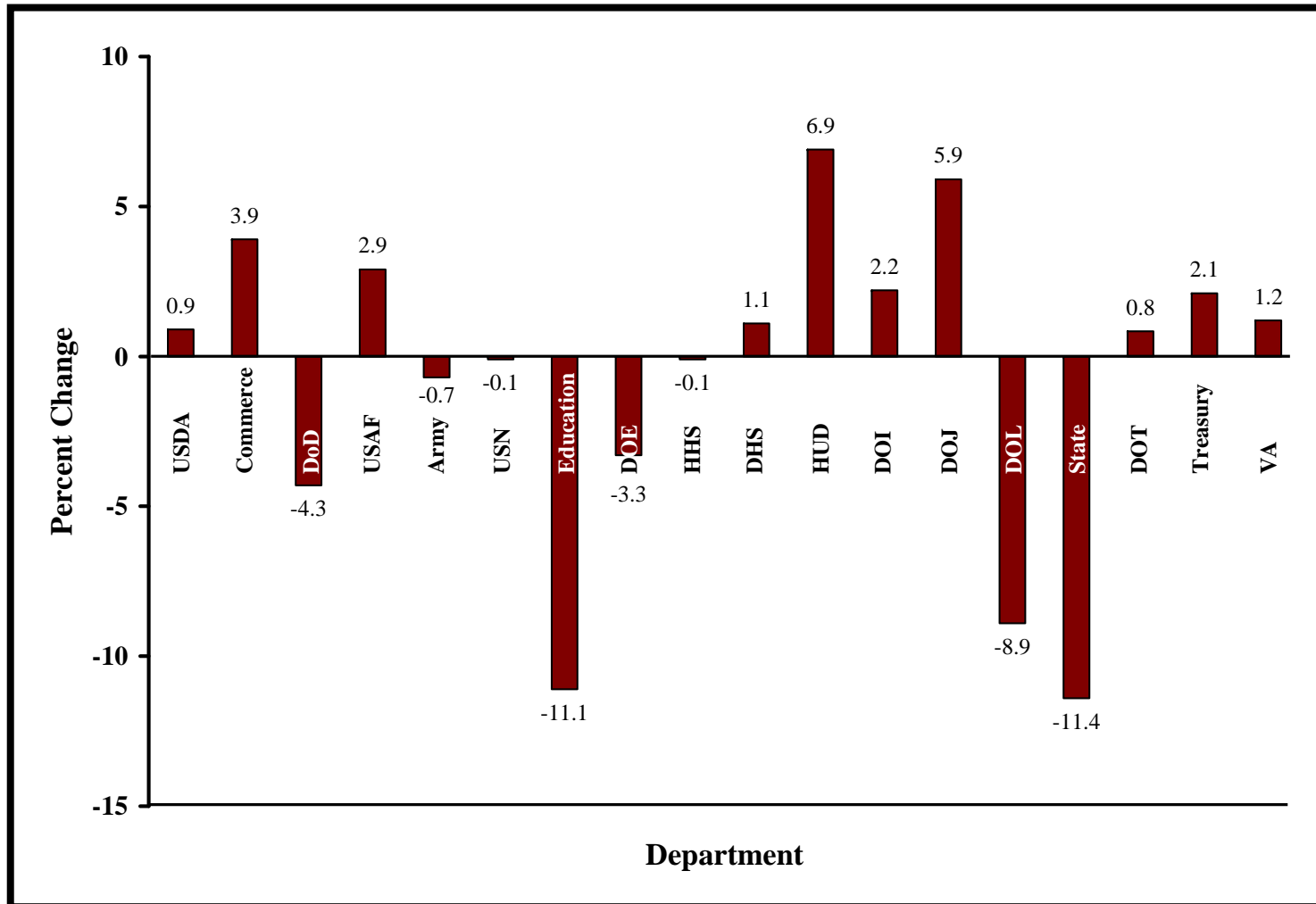

Chart P - Percentage change in workers' compensation costs by department. Note: The Department of Defense totals **do include** statistics for the Departments of the Air Force, Army, and Navy.

Chart Q – Workers' Compensation Cost Changes by Independent Agency CBY 2006-CBY 2007

Percent Change (y-axis)

Independent Agency (x-axis)

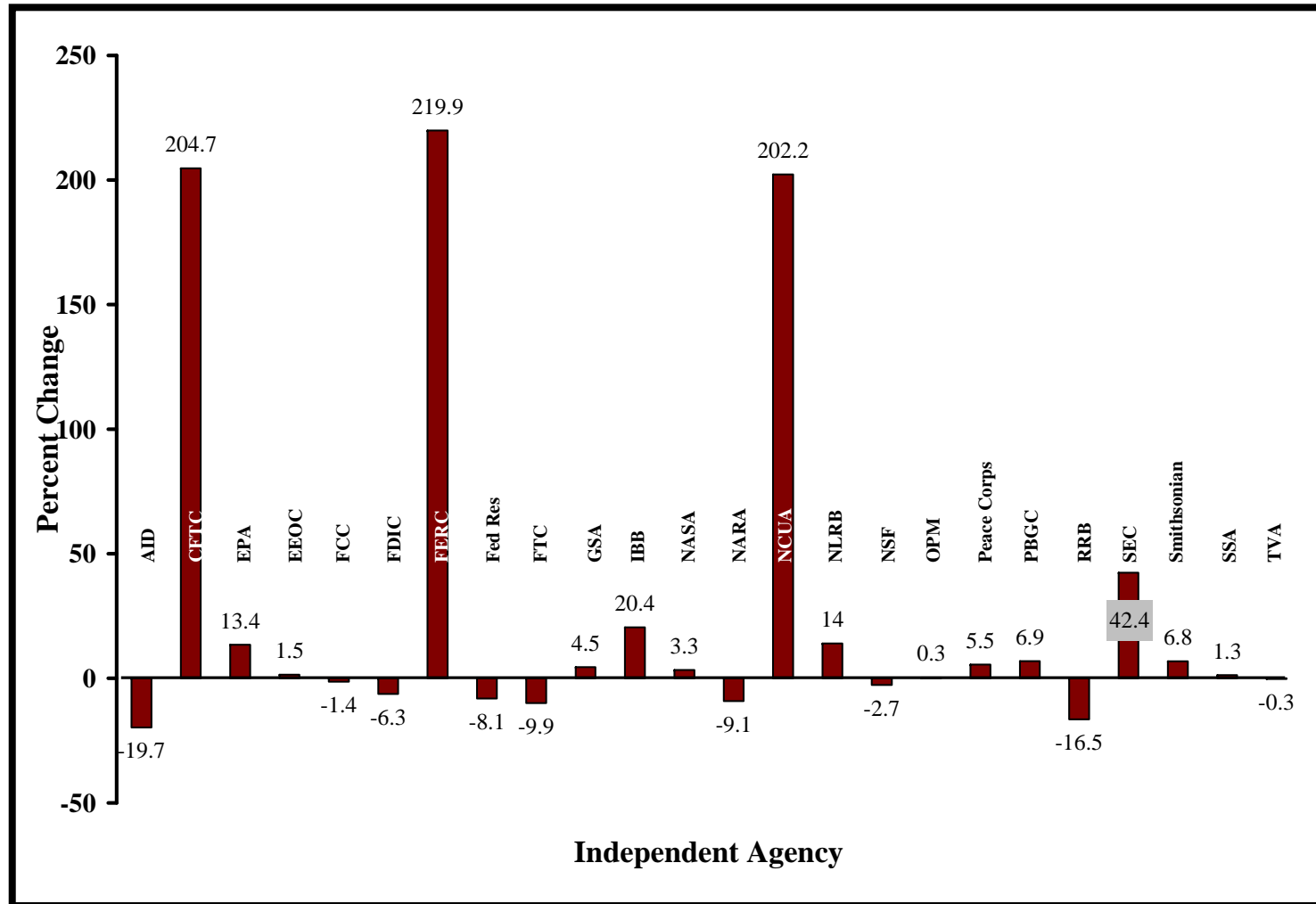| Agency	Percent Change
AID	-19.7
CFTC	204.7
EPA	13.4
EEOC	1.5
FCC	-1.4
FDIC	-6.3
FERC	219.9
Fed Res	-8.1
FTC	-9.9
GSA	4.5
IBB	20.4
NASA	3.3
NARA	-9.1
NCUA	202.2
NLRB	14
NSF	-2.7
OPM	0.3
Peace Corps	5.5
PBGC	6.9
RRB	-16.5
SEC	42.4
Smithsonian	6.8
SSA	1.3
TVA	-0.3

Chart Q - Percentage change in workers' compensation costs by independent agency. Note: Agencies with fewer than 500 employees are not depicted on this chart.