

**Oregon Occupational Safety and Health Division
Department of Consumer and Business Services**

2006 Annual Performance Plan

August 10, 2005



INTRODUCTION

This Annual Performance Plan, for federal fiscal year 2006 (October 1, 2005 through September 30, 2006) describes how the Oregon Occupational Safety and Health Division (OR-OSHA) will allocate its resources to conduct the activities tied to the specific goals contained in Oregon's 5-year Strategic Plan.

OVERVIEW OF OREGON OSHA

Administration of the Occupational Safety and Health Administration's (OSHA) approved comprehensive state plan for Oregon is vested in the Department of Consumer and Business Services (DCBS) by the Oregon Safe Employment Act of 1973 as amended through 2003. The plan encompasses all functions of the Oregon Occupational Safety and Health Division (OR-OSHA). OR-OSHA promulgates and enforces occupational safety and health regulations and provides technical information, education, consultations and training grants to promote safe and healthful working conditions for Oregon workers. While the bulk of activity in the Oregon State Plan is undertaken by Oregon OSHA, other divisions within DCBS contribute to the mission including the Business Administration Division, Information Management Division, Director's Office, and the Hearings Division of the Workers' Compensation Board. The Oregon Attorney General's Office and a portion of the Civil Rights Division of the Bureau of Labor and Industries also contribute to activities in the Oregon State Plan.

OR-OSHA Mission Statement:

**To advance and improve workplace safety and health
for all workers in Oregon.**

In 1973, the Oregon Safe Employment Act (OSEAct) was passed into law by the Oregon Legislature to ensure the occupational safety and health of Oregon's work force. The OSEAct states that "...every employer shall furnish employment and a place of employment which are safe and healthful for employees." The Oregon Occupational Safety and Health Division administers the OSEAct and enforces Oregon's occupational safety and health rules. In 1987, the Oregon Legislature passed House Bill 2900 to increase worker protection and to define new areas of responsibility for employers and insurance companies. This included establishing a coordinated program of worker and employer education, health and safety consultative services, and research to assist workers and employers in the prevention of occupational accidents. In May 1990, the Oregon Legislature again highlighted the importance of occupational safety and health during a special session by making the prevention of workplace injuries, illnesses and fatalities a major component of workers' compensation reform. This was accomplished, in part, by requiring joint management-labor safety committees in most places of employment and a significant increase in OR-OSHA staff.

OR-OSHA's primary objective is to improve occupational safety and health in workplaces throughout the state, thus reducing on-the-job injuries, illnesses and fatalities. This is achieved through enforcement of occupational safety and health rules, consultation and training assistance for employers and workers, and by providing adequate resources to effectively address Oregon's loss prevention issues. Strong partnerships with labor groups, trade associations and other governmental agencies also significantly contribute to OR-OSHA's success.

All OR-OSHA programs work cooperatively toward meeting the division's mission and strategic objectives. Enforcement officers, technical specialists, and consultants assist the Public Education and Conference Section in providing technically accurate, high quality training to employers and employees. While the OR-OSHA professional staff are technically trained in all areas of occupational safety and health, hazard identification, and accident investigation, the division has in-house experts specializing in specific industry needs. These specialists include construction, logging, and agriculture experts, as well as trained ergonomists, accident investigators, and appeals specialists. These staff members address the more complicated issues and act as technical advisors for all OR-OSHA staff.

OR-OSHA is dedicated to assisting employers in achieving self-sufficiency in safety and health program management, including developing and implementing comprehensive safety and health plans. The elements of a successful plan include top management commitment, clearly defined labor and management accountability, employee and supervisor training, employee involvement in safety and health concerns, hazard identification and methods of control, accident and incident investigation procedures, and a periodic review of the plan itself.

Oregon OSHA will implement progressive occupational safety and health strategies as it strives to achieve its mission and the goals of the Strategic Plan. A comprehensive program will be utilized by OR-OSHA to continue the declining trend in the rate of occupational injuries, illnesses and fatalities in Oregon.

This plan does not exempt OR-OSHA from fulfilling its statutory and regulatory responsibilities. OR-OSHA will continue to meet all the criteria in Section 18 of the Occupational Safety and Health Act and the implementing regulations at 29 CFR Parts 1902, 1908, 1952, 1953, and 1954. This plan sets forth the methods by which program effectiveness is determined.

The FY 2006 Annual Performance Plan is an integral part of the grant agreements between OSHA and OR-OSHA which currently exist under Section 23(g) and 21(d) of the Act and 29 CFR 1952.104.

The primary method for tracking and evaluating progress toward meeting the performance goals established in this plan is one of self-evaluation by OR-OSHA management staff. OR-OSHA will meet quarterly with federal OSHA to continue the OR-OSHA/OSHA partnership and to report progress toward strategic goals in a manner defined in the joint OSHA/OR-OSHA Monitoring Plan. OR-OSHA agrees that a specified number of inspections accompanied by a federal OSHA monitor will be conducted and that a specified number of OR-OSHA inspection/investigation case files will be reviewed. A monitoring plan will be jointly prepared detailing the specific monitoring roles and activities of individual staff members as well as the mandated monitoring activities that federal OSHA will perform.

Profile of Oregon OSHA

23(g) Program

	23(g) Grant Funded Staff*	100% State Funded Staff*	Total*
Compliance Officers			
Safety	44.00	8.00	52.00
Health	23.00	5.00	28.00
All Other Program Staff	77.00	27.25	104.25
Total 23(g) Allocated State Plan Personnel	144.00	40.25	184.25

21(d) Consultation Program

	21(d) Grant Funded Staff*	100% State Funded Staff*	Total*
Managerial		0.25	0.25
Safety	2.00		2.00
Health	2.00		2.00
Total 21(d) Consultation Personnel	4.00	0.25	4.25

100% State Funded Consultation Program

		100% State Funded Staff*	Total*
Safety		19.00	19.00
Health		13.00	13.00
Administration		7.75	7.75
Total 100% State Funded Consultation Personnel		39.75	39.75

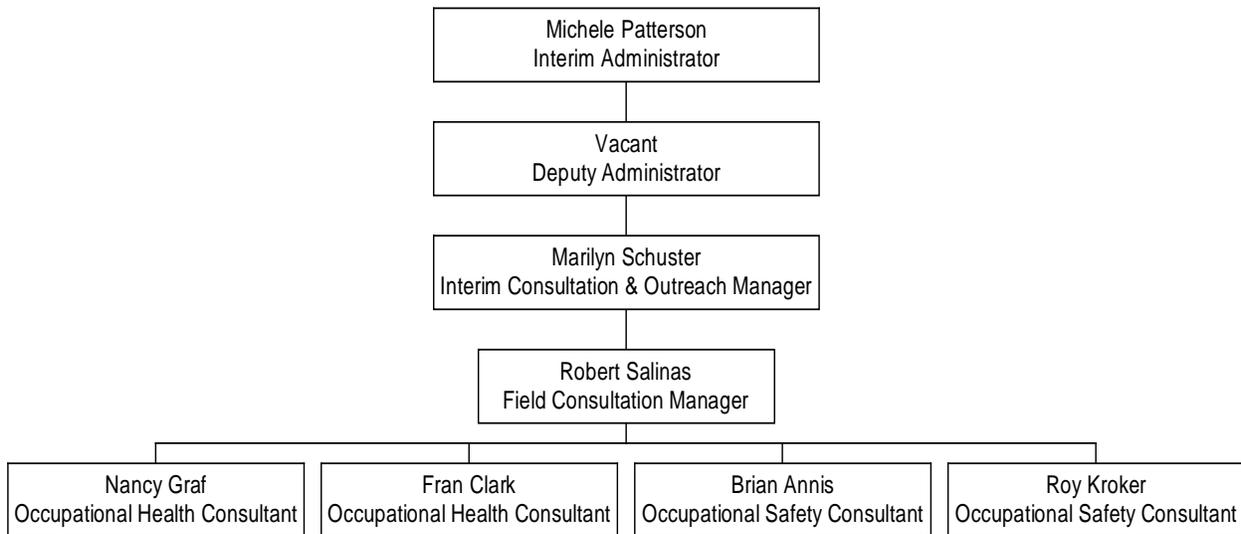
* Expressed in allocated FTEs.

Oregon OSHA is requesting federal funding for 144 positions and 144 FTE in 2006. All positions are 100% state funded for state budgetary purposes. Positions that are 100% state funded augment the federally funded position levels in most program categories.

The Insurer Program Coordinator is 100% state funded and carries out the Insurer Consultative Program which oversees occupational safety and health services provided by insurance carriers for their client employers. By establishing standards for these programs and by monitoring their effectiveness, this position is able to enhance the occupational safety and health services available to Oregon employers at a minimal cost to the division.

A comprehensive organization chart of Oregon OSHA is attached. An organization chart for the Oregon OSHA 21(d) consultation program is below.

21(d) Consultation Organization Chart



Note: Michael Wood has accepted the position of Oregon OSHA Administrator as of September, 1, 2005.

Oregon Demographic Profile

During 2004 an estimated **1,615,162** covered workers were employed in Oregon. The number of Oregon employers covered by Workers' Compensation insurance is estimated to be **87,893**. These employers operate at approximately **132,000** locations⁴.

NAICS ¹	INDUSTRY ²	EMPLOYEES ³	UNITS ⁴
111	Crop Production	27,294	3,575
113	Forestry and Logging	8,079	1,422
115	Support Activities for Agriculture and Forestry	8,460	919
236	Construction of Buildings	19,748	4,056
237	Heavy and Civil Engineering Construction	9,960	1,176
238	Specialty Trade Contractors	50,796	8,518
311	Food Manufacturing	22,161	774
321	Wood Product Manufacturing	31,742	712
331	Primary Metal Manufacturing	7,744	119
332	Fabricated Metal Product Manufacturing	15,048	1,095
333	Machinery Manufacturing	11,494	604
334	Computer & Electronic Product Mfg.	40,476	554
336	Transportation Equipment Manufacturing	16,223	337
337	Furniture and Related Product Mfg	7,600	568
339	Miscellaneous Manufacturing	7,595	643
423	Merchant Wholesalers, Durable Goods	34,106	2,954
424	Merchant Wholesalers, Non-Durable Goods	30,235	1,658
425	Whlesl Electronic Mkts, Agents, Brokers	10,791	3,183
441	Motor Vehicle and Parts Dealers	26,642	1,651
444	Bldg Material, Garden Equip & Supplies Dealers	14,452	1,122
445	Food and Beverage Stores	36,301	2,150
447	Gasoline Stations	11,384	1,060
448	Clothing and Clothing Accessories Stores	15,474	1,147
451	Sporting Goods, Hobby, Book and Music Stores	10,043	1,027
452	General Merchandise Stores	36,017	536
453	Miscellaneous Store Retailers	11,193	1,743
484	Truck Transportation	18,432	1,574
511	Publishing Industries (except Internet)	13,570	723
517	Telecommunications	9,093	377
522	Credit Intermediation and Related Activities	29,334	1,266
524	Insurance Carriers and Related Activities	24,469	1,997
531	Real Estate	19,421	3,554
532	Rental and Leasing Services	7,604	694
541	Professional, Scientific and Technical Services	61,772	8,547
551	Management of Companies and Enterprises	26,072	354
561	Administrative and Support Services	81,833	5,208
611	Educational Services	20,967	1,001
621	Ambulatory Health Care Services	57,281	5,279
622	Hospitals	47,614	266
623	Nursing and Residential Care Facilities	35,776	1,481
624	Social Assistance	24,051	2,176

NAICS ¹	INDUSTRY ²	EMPLOYEES ³	UNITS ⁴
713	Amusement, Gambling and Rec Industries	15,222	963
721	Accommodation	21,397	1,381
722	Food Services and Drinking Places	112,246	7,361
811	Other Services-Repair and Maintenance	16,633	2,987
812	Personal and Laundry Services	11,924	1,435
813	Relig, Grant-making, Civic, Professional & Similar Organizations	27,497	4,427
	State and Local Governments ⁵	218,990	6,606

1 North American Industry Classification System, United States, 2002.

2 Industries with 7,500+ employees.

3 Preliminary 2004 data from Oregon State Employment Division ES-202 Program, based on the 2002 Edition of the NAICS Manual.

4 Number of employing units represents the number of establishments or employer locations rather than the number of employers. Data compiled from the most current DCBS Employer Data System file does not include all possible locations. The methodology for estimating number of locations changed in 2005, making prior years' estimates not comparable.

5 This category includes all state and local government units regardless of their SIC classification.

Source: Oregon Department of Consumer and Business Services, Research and Analysis Section, June 2005.

IDENTIFICATION OF COVERED ISSUES

A flowchart, developed by the OSHA Portland Area Office, describes jurisdictional boundaries between OSHA and Oregon OSHA for occupational safety and health at private and public sector worksites. The chart, included on the following page, addresses jurisdiction in diving, construction, shipyards, marine terminals, Indian reservations, and U.S. military reservations.

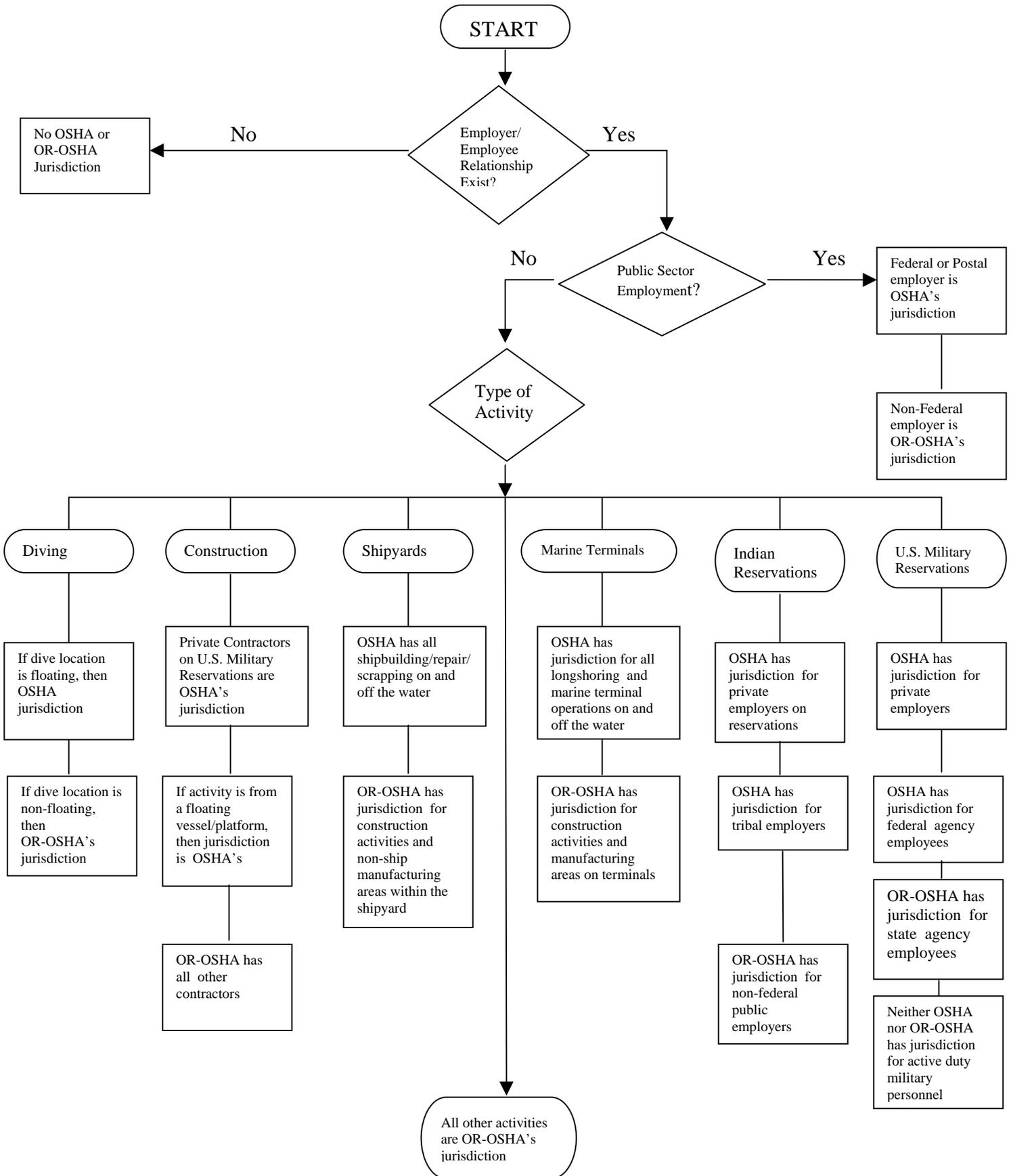
The Federal Register (49 CFR Part 221) "addresses jurisdictional issues arising with respect to the operations of common carriers in the general system of rail transportation." While the Federal Railroad Administration exercises jurisdiction over the safety of railroad operations, OR-OSHA does have some jurisdiction over "non-rolling" stock.

The state has concurrent jurisdiction over mining with the USDOL, Mine Safety and Health Administration (MSHA), but chooses not to exercise jurisdiction if it subjects the employer to duplicate inspections by both agencies.

OR-OSHA will continue to research operational issues involving jurisdiction and seek interagency agreements to resolve public sector jurisdictional issues on Indian reservations that have not signed a Memorandum of Understanding.

OR-OSHA will continue to register farm labor housing and conduct field sanitation and farm labor housing inspections in 2006, and will work cooperatively with any federal ESA farm labor housing inspections that may occur.

OSHA VS. OR-OSHA JURISDICTION IN OREGON



STATEMENT OF COMPLIANCE WITH APPROPRIATIONS RIDERS

Oregon will comply with all current Congressional appropriation riders except that firms prescribed by the Byron Amendment and small farms may be scheduled for inspection if the workers' compensation rate for the individual place of employment warrants inspection under the state's scheduling system.

The note preceding ORS 654, which limited state funding for small farm inspections, expired July 1, 1991. No legislation continued this limitation after that date. This allows the state to include small farms in the scheduling system as long as they are inspected by 100% state-funded compliance officers. Legislation passed in 1995 (HB 2541 and HB 3019) restricted small farm inspections. Administrative rules on inspection scheduling now provide for an inspection exemption, instead of an appropriation rider. All time credited to federally exempt inspections is charged 100% to state funds. The state will continue analysis of inspection data quarterly to track the Byron and small farm inspections.

The state will comply with all mandated activities under its State Plan Agreement, and will take no action during the term of this funding request that would impair the state in maintaining the core elements (mandated activities) listed in the OSH Act and as defined in 29 CFR 1902.

MANDATED ACTIVITIES

Oregon will pursue the goals outlined in this plan while assuring the following:

- Unannounced inspections, including prohibition against advance notice thereof
- Employee access to hazard and exposure information, as well as other health and safety information
- Protection of employer's trade secrets
- Employer record keeping, reporting, and posting requirements
- Legal procedures for compulsory process and right of entry
- Right of an employee representative to participate in the walk-around
- Timely response to complaints and right of an employee to review an OR-OSHA decision not to conduct an inspection following a complaint
- First instance sanctions
- Abatement of potentially harmful or fatal conditions
- Prompt and effective standards setting and allocation of sufficient resources
- Counteraction of imminent dangers
- Protection against, and investigation of, discrimination
- OSH coverage of public employees
- Maintenance of a voluntary compliance program

PROJECTED FY 2006 INSPECTIONS

Oregon OSHA is planning to conduct 5,000 inspections during the year. OR-OSHA does not break out planned inspections by public and private sector, or by safety and health. However, based on historical activity, the program could reasonably expect that 95% of the total inspections will be in the private sector (4,750) with 86% of these being safety inspections (4,085) and 14% health inspections (665). In the area of public sector inspections, historical data would lead us to expect that these would account for 5% of all inspections (250), with 80% of these being safety (200) and 20% health (50).

PROJECTED FY 2006 CONSULTATION VISITS

Oregon is planning to conduct approximately 2,500 consultations during the fiscal year. Of these, an estimated 84% are expected to be in the private sector (approximately 2,100), and an estimated 16% are expected to be in the public sector (approximately 400). Typically, 63% of consultations in Oregon are safety (1,575), 30% are health (750) and 7% (175) are ergonomic evaluations.

As indicated in the chart on page 11, Oregon is projecting an estimated 191 consultations to be conducted under the 21(d) grant. All of these visits are expected to be in the public sector with an estimated 61% safety visits and an estimated 39% health visits.

COMPLIANCE ASSISTANCE

Partnerships and Alliances

While Oregon OSHA has opted not to participate in the Partnerships and Alliances programs as defined by federal OSHA, the division is committed to stakeholder involvement and has many stakeholder committees and groups involved in all aspects of its work. The details of Oregon's stakeholder involvement will be reported out under goal 1-3 of this Annual Performance Plan.

Voluntary Protection Program

Oregon currently has 7 general industry sites in the Voluntary Protection Program. The state anticipates adding at least one additional general industry site during FY 2006 (see goal 1-1).

Safety and Health Achievement Recognition Program

Oregon OSHA's SHARP program has been extremely successful. Oregon has certified a total of 96 SHARP sites and expects to certify an additional four sites during FY 2006 (see goal 1-1).

Training

Oregon OSHA has a large training section dedicated to providing a wide variety of educational opportunities to employers and employees (see goal 1-2). A projected 15,500 employers and employees are expected to participate in OR-OSHA training sessions during FY 2006.

OREGON OSHA 21(d) PROGRAM

Overview

The Oregon OSHA 21(d) Consultative Services program began in 1977. The program includes four positions - two safety consultants and two industrial hygiene consultants. Oregon has a large 100% state-funded consultation program operating alongside the 21(d) program. The state-funded program includes an additional 17 safety consultants, 11 industrial hygiene consultants and 4 ergonomic consultants. All consultants access their work in the same manner, whether they are 21(d) or 100% state-funded. The entire program is managed by the Consultation and Services Manager with the assistance of three subordinate field managers. Each manager is supported by one support staff position.

In Oregon, consultants provide only informal training assistance to employers. Specialists in the Education and Technical sections provide formal training services to employers.

2006 ANNUAL PERFORMANCE GOALS

Strategic Goal #1

Workplace Culture

Reduce injuries, illnesses and fatalities by promoting employer self-sufficiency.

Strategies

Oregon OSHA will continue to place a strong emphasis on employer self-sufficiency in the area of occupational safety and health.

The division will continue to promote participation in the Voluntary Protection Program (VPP) and the Safety and Health Recognition Achievement Program (SHARP). OR-OSHA will be pursuing agreements with large, multi-site companies who want their various sites to achieve SHARP. The agreements will outline how the company will take a more active role in their SHARP process, freeing up OR-OSHA staff to work with smaller companies who have fewer resources. The division will continue to work with and support the SHARP Alliance, an association of Oregon SHARP employers, in their efforts to promote the program and to provide mentoring to companies wishing to pursue certification. The division will also continue to encourage SHARP companies to take the next step with their safety and health program by participating in VPP.

Strong emphasis will continue to be placed on the workplace safety committee as an essential piece of a comprehensive safety and health program. Consultants will be expected to work with safety committees to enhance their skills and effectiveness through evaluating meeting processes, providing guidance on trend analysis, discussing the committee's interaction with management and how recommendations are made, reviewing hazard abatement, and providing training.

Oregon OSHA will also continue to provide quality educational opportunities. Outreach efforts to small businesses will continue with expanded offerings of workshops designed specifically for small business owners. The Spanish-language PESO program will be expanded this year with the development of an additional seven training modules. Marketing efforts to reach small business owners will be focused on small business fairs throughout the state. A large offering of workshops will be available and the division will continue to sponsor or co-sponsor a variety of safety and health conferences throughout the state.

Oregon OSHA recognizes the value of stakeholder participation and will continue to convene stakeholder groups to assist with the revision or promulgation of rules and to provide valuable input regarding new directions for the division.

Strategic Goal #1: Reduce injuries, illnesses and fatalities by promoting employer self-sufficiency.

Performance Goal 1-1: Recognition Programs

Increase the number of new SHARP participants by 25 and the number of new VPP participants by 4.

FY 2006 Performance Goal	Award VPP certification to one additional site and award SHARP certification to an additional four sites.
Indicators	Activity Measures 1) Market VPP & SHARP through a variety of methods, including but not limited to working with the SHARP Alliance, news releases, articles in the OR-OSHA Resource newsletter.
	Intermediate Outcome Measures 2) Number of companies working toward SHARP recognition. 3) Number of companies indicating an interest in VPP by requesting program information.
	Primary Outcome Measures 4) Number of employers who receive SHARP certification. 5) Number of employers who receive VPP certification.
Strategy	<ul style="list-style-type: none"> Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services and education. The SHARP graduation pilot will continue with on-going evaluation.
Data Sources	<ul style="list-style-type: none"> OR-OSHA Consultation Section records. VPP tracking log.
Baseline	<ul style="list-style-type: none"> Number of SHARP certified companies, including graduated sites as of June 1, 2005: 96 Number of VPP sites as of June 1, 2005: 7 (general industry)
Program Contacts	<ul style="list-style-type: none"> To be determined.

This goal is shared between the four 21(d) consultation staff and the 100% state-funded staff. Details for the 21(d) activities are listed in the table below.

21(d) Indicators	Number of SHARP teams in which 21(d) consultants participated (goal = 4).
21(d) Baseline	There is no 21(d)-specific baseline for this measure as it is not a primary outcome measure. The goal for total 21(d) staff involvement in SHARP teams is participation in at least four teams.

Strategic Goal #1: Reduce injuries, illnesses and fatalities by promoting employer self-sufficiency.

Performance Goal 1-2: Education

Educate employers and employees regarding the value of occupational safety and health by increasing materials available for hard-to-reach audiences, providing workshops and conferences, and by working with safety committees on 85% of consultations with employers who have a safety committee.

FY 2006 Performance Goal 1-2a	Increase outreach opportunities to non-English speaking workers by developing an additional 7 modules for the PESO program and by developing an additional 7 publications in languages other than English.
Indicators	<p>Activity Measures</p> <ol style="list-style-type: none"> 1) Market the PESO program to industry groups representing employers with a high number of Spanish-speaking workers. 2) Review current publications for possible translation to other languages, considering cultural barriers to communication that may necessitate an alternative approach.
	<p>Intermediate Outcome Measures</p> <ol style="list-style-type: none"> 3) Number of PESO workshops presented. 4) Number of attendees at PESO workshops.
	<p>Primary Outcome Measures</p> <ol style="list-style-type: none"> 5) Number of new PESO modules developed. 6) Number of new publications developed in languages other than English.
Strategy	<ul style="list-style-type: none"> • An effort to market the PESO program at the “grassroots” level will be made this year in an attempt to reach populations who may not otherwise hear about this program.
Data Sources	<ul style="list-style-type: none"> • OR-OSHA Technical Section records. • OR-OSHA External Education data base.
Baseline(s)	<ul style="list-style-type: none"> • Total number of PESO modules as of June 2005: 13
Program Contacts	<ul style="list-style-type: none"> • To be determined. •

Strategic Goal #1: Reduce injuries, illnesses and fatalities by promoting employer self-sufficiency.

Performance Goal 1-2: Education

Educate employers and employees regarding the value of occupational safety and health by increasing materials available for hard-to-reach audiences, providing workshops and conferences, and by working with safety committees on 85% of consultations with employers who have a safety committee.

FY 2006 Performance Goal 1-2b	Educate employers and employees regarding the value of occupational safety and health by: 1) providing workshops and conferences, 2) working with safety committees* on 85% of consultations with employers who have an active safety committee, and 3) increasing by 8 the number of safety committee training sessions offered for small businesses.
Indicators	<p>Activity Measures</p> <ol style="list-style-type: none"> 1) Coordinate with stakeholders to co-sponsor a variety of safety and health conferences throughout the state. 2) Market small business training sessions at small business fairs. <p>Intermediate Outcome Measures</p> <ol style="list-style-type: none"> 3) Number of attendees at OR-OSHA training sessions. 4) Number of attendees at OR-OSHA conferences. <p>Primary Outcome Measures</p> <ol style="list-style-type: none"> 5) Percent of consultations with employers who had an active safety committee where consultant worked with the committee to improve their effectiveness*. 6) Number of additional training sessions offered for small businesses. <p>* Working with the safety committee to enhance their skills and effectiveness includes, but is not limited to, evaluating meeting processes, providing guidance on trend analysis, discussing the committee's interaction with management and how recommendations are made, reviewing hazard abatement, and providing training.</p>
Data Sources	<ul style="list-style-type: none"> • Education and Conference Section data base. • Consultation data base.
Baseline(s)	<ul style="list-style-type: none"> • Percent of consultations with safety committees where consultant worked with safety committee: October 2004 - March 2005: 87% • FY 2005 number of safety committee training sessions offered for small business: 34
Program Contacts	<ul style="list-style-type: none"> • To be determined.

21(d) Indicators	Percent of 21(d) consultations where consultant worked with the safety committee to enhance members' skills and/or improve their effectiveness (goal = 85%).
21(d) Baseline	Percent of 21(d) consultations where consultant worked with safety committee to improve their effectiveness during FY 2005.

Strategic Goal #1: Reduce injuries, illnesses and fatalities by promoting employer self-sufficiency.

Performance Goal 1-3: Partnerships

Promote occupational safety and health by maintaining existing partnerships and establishing five new partnerships, each with specific safety and/or health awareness improvement objectives.

FY 2006 Performance Goal	Continue to engage in collaborative activities with stakeholders, including partnerships that contribute to increased safety and health awareness and develop one new stakeholder collaboration.
Indicators	<p>Activity Measures</p> <p>1) Activities undertaken in collaboration with stakeholder groups and partnerships to increase occupational safety and health awareness.</p>
	<p>Intermediate Outcome Measures</p> <p>2) Number of OR-OSHA stakeholder collaborations and partnerships.</p>
	<p>Primary Outcome Measures</p> <p>3) Number of stakeholder groups and partnerships achieving their identified purpose.</p>
Data Sources	<ul style="list-style-type: none"> OR-OSHA Technical Section partnership records.
Baseline(s)	<ul style="list-style-type: none"> Number of stakeholder groups as of March 2005: 20
Program Contacts	<ul style="list-style-type: none"> To be determined.

Strategic Goal #2

Workplace Safety and Health

Reduce injuries, illnesses and fatalities by working with employers to reduce occupational hazards and exposures.

Strategies

Oregon OSHA will engage the occupational safety and health community in addressing specific hazards in industries and workplaces with high injury and illness rates through partnerships in the labor, business, and government sectors.

OR-OSHA will carry out consultation and enforcement activity with emphasis placed on high hazard employers, the FY 2006 targeted industries (lumber and wood products, trucking and warehousing, and health care), targeted safety hazards (trenching, falls in construction and struck-by in logging), and targeted health hazards (silica and lead-in-construction). OR-OSHA citation penalties will reflect the employers prior efforts and effectiveness in meeting their safety and health responsibilities.

The consultation program, SHARP, the Voluntary Protection Program, and partnership initiatives will be integrated into an overall strategy with the enforcement program to address high hazard industries and workplaces. OR-OSHA will utilize workers compensation claims data to focus inspection and consultation resources on high hazard industries and the hazards which represent the greatest threats to employee safety and health.

OR-OSHA will continue its collaborative efforts with BOLI to refine and improve their processes associated with the investigation of employee occupational safety and health discrimination complaints.

OR-OSHA will continue to provide occupational safety and health information through a variety of methods. The OR-OSHA CD-ROM, containing OR-OSHA rules and publications, will be updated and distributed several times during the year as significant changes are made. Information and training on all areas of occupational safety and health, with emphasis on safety and health hazards identified in the strategic plan, will be readily available to employers and employees. The OR-OSHA Resource Center will continue to provide a wide variety of occupational safety and health resource materials.

Strategic Goal #2: Reduce injuries, illnesses and fatalities by working with employers to reduce occupational hazards and exposures.

Performance Goal 2-1: Safety & Health Hazards

Reduce the injury and illness DART rate by 10% by 2010 through focusing on targeted safety and health hazards.

FY 2006 Performance Goal 2-1a	Health enforcement will conduct 5% of all health inspections in the pesticide, lead in construction and silica emphasis programs verifying timely compliance (within one week of the last abatement date) on at least 90% of pesticide inspections, 75% of lead in construction inspections and 85% of silica inspections.
Indicators	<p>Activity Measures</p> <ol style="list-style-type: none"> 1) Total number of health inspections. 2) Total number of pesticide emphasis program inspections. 3) Total number of lead in construction emphasis program inspections. 4) Total number of silica emphasis program inspections. 5) Review effectiveness of Process Safety Management program and implement changes as necessary. 6) Evaluate efficacy of a carcinogen program. 7) Establish baselines for compliance. 8) Determine current (FY 2005) compliance levels. <p>Primary Outcome Measures</p> <ol style="list-style-type: none"> 9) Percent of health inspections that were pesticide emphasis program inspections. 10) Percent of health inspections that were lead in construction emphasis program inspections. 11) Percent of health inspections that were silica emphasis program inspections. 12) Percent of pesticide violations (40 CFR 170) where abatement was verified within one week of the last abatement date. 13) Percent of lead in construction violations where abatement was verified within one week of the last abatement date. 14) Percent of silica violations where abatement was verified within one week of the last abatement date.
Data Sources	<ul style="list-style-type: none"> • IMIS database.
Baseline(s)	<ul style="list-style-type: none"> • Percent of lead in construction violations where abatement was verified within one week of last abatement date during FY 2004: 67.2% (129/192) • Percent of silica violations where abatement was verified within one week of last abatement date during FY 2004: 81.5% (97/119) • Percent of pesticide violations where abatement was verified within one week of last abatement date during FY 2004: 87.3% (62/71) • 2003 DART rate for private industry: 3.1
Program Contacts	<ul style="list-style-type: none"> • To be determined.

Strategic Goal #2: Reduce injuries, illnesses and fatalities by working with employers to reduce occupational hazards and exposures.

Performance Goal 2-1: Safety & Health Hazards

Reduce the injury and illness DART rate by 10% by 2010 through focusing on targeted safety and health hazards.

FY 2006 Performance Goal 2-1b	Implement LEP to target industries (other than construction, logging and agriculture) in Oregon with the highest numbers of accepted disabling claims. (*FY 2006 targeted industries: lumber & wood products, trucking & warehousing, health services)
Indicators	<p>Activity Measures</p> <ol style="list-style-type: none"> 1) Total number of safety inspections. 2) Total number of health inspections. 3) Status of implementing LEP for targeted industries. 4) Total number of targeted industry inspections (lumber and wood products, trucking and warehousing, and health services). 5) Total number of targeted industry consultations. <p>Primary Outcome Measures</p> <ol style="list-style-type: none"> 6) Percent change in the DART rate (to be reported at the end of five years).
Data Sources	<ul style="list-style-type: none"> • IMIS database.
Baseline(s)	<ul style="list-style-type: none"> • 2003 DART rate for private industry: 3.1
Program Contacts	<ul style="list-style-type: none"> • To be determined.

Strategic Goal #2: Reduce injuries, illnesses and fatalities by working with employers to reduce occupational hazards and exposures.

Performance Goal 2-2: Fatalities

Reduce the 5-year average rate of (program-related) workplace fatalities by 8% through scheduled inspections and interventions at worksites in targeted industries.

FY 2006 Performance Goal	Make progress toward the five-year goal to reduce fatalities by 8% by conducting 15% of all inspections in the trenching, falls in construction and struck-by hazards in logging local emphasis programs.
Indicators	<p>Activity Measures</p> <ol style="list-style-type: none"> 1) Total number of enforcement inspections. 2) Total number of consultations. 3) Calculate baseline when data is available. 4) Total number of trenching LEP inspections. 5) Total number of falls in construction LEP inspections. 6) Total number of struck-by in logging LEP inspections.
	<p>Primary Outcome Measures</p> <ol style="list-style-type: none"> 7) Percent of all inspections conducted in local emphasis programs for trenching, falls in construction and struck-by in logging. 8) Total number of program-related* fatalities. <p>(*program-related: investigated by OR-OSHA)</p>
Data Sources	<ul style="list-style-type: none"> • IMIS database.
Baseline(s)	<ul style="list-style-type: none"> • FY2002-2004 average annual percent of trenching, falls in construction and logging LEP inspections: 16% • Program-related fatality rate for FY 2000-2004: 1.37
Program Contacts	<ul style="list-style-type: none"> • To be determined.

For other activities/data related to the targeted industries see goal 2-1.

Strategic Goal #2: Reduce injuries, illnesses and fatalities by working with employers to reduce occupational hazards and exposures.

Performance Goal 2-3: Ergonomics

Develop and implement a plan, including outreach, education and identification of high risk industries for educating employers regarding musculo-skeletal disorders, methods for reducing hazards, and the value of addressing ergonomic issues in the workplace.

FY 2006 Performance Goal	Complete development of a plan to address and reduce ergonomic hazards in the workplace.
Indicators	<p>Activity Measures</p> <p>1) Develop an approach to address workplace ergonomics:</p> <ul style="list-style-type: none"> -Form committee -Develop draft plan -Obtain stakeholder input -Issue final plan
	<p>Primary Outcome Measures</p> <p>2) Progress toward completing a plan to address ergonomics in the workplace.</p>
Data Sources	<ul style="list-style-type: none"> • Committee chairperson.
Baseline(s)	<ul style="list-style-type: none"> • n/a
Program Contacts	<ul style="list-style-type: none"> • To be determined.

Strategic Goal #3

Excellence

Maximize OR-OSHA effectiveness by striving for continuous improvement in all areas of service delivery.

Strategies

Oregon OSHA will continue to build the confidence and trust of its stakeholders and partners through delivery of high quality programs and services. The Division will work with its partners in labor, management, and government to enlist input and support for standards development, conference planning and voluntary compliance activities.

OR-OSHA is committed to maintaining a partnership with federal OSHA where both organizations work cooperatively toward the common goal of providing safe and healthful working conditions. OR-OSHA will maintain close relationships with federal OSHA personnel assuring effective collaboration on major program assessments and efforts to better direct program resources.

OR-OSHA will maintain its information technology infrastructure emphasizing program activities in managing information technology and related resources efficiently and economically. The Division will continue to reconcile major information systems and analytical capabilities with program and operational changes while continuing to collect and analyze mission-critical data. The internal and external web sites will be maintained with up-to-date data and information so they can be utilized as a resource for both internal staff and employers.

OR-OSHA will maximize its effectiveness by building on the existing professionalism of all staff. Professional development opportunities will be provided to staff to develop and refine core competencies.

Strategic Goal #3: Maximize OR-OSHA effectiveness by striving for continuous improvement in all areas of service delivery.

Performance Goal 3-1: Timeliness

Respond timely to 95% of all fatalities and complaints, 80% of alleged discrimination complaints, 90% of all complainants and provide timely information of OR-OSHA actions to family members 100% of the time.

FY 2005 Performance Goal	Investigations/inspections will be initiated timely in 95% of all reported fatalities and hazard complaints; complainant responses will be timely in 90% of all cases; family members will be notified 100% timely, and; discrimination cases will be processed 70% timely.
Indicators	<p>Activity Measures</p> <p>1) Document and follow-up on untimely openings of fatality and imminent danger complaint inspections.</p> <p>Primary Outcome Measures</p> <p>2) Percent of timely responses.</p> <p>Fatalities: Attempt within 24 hours of notification Imminent Danger Complaint Inspections: Attempt within 24 hrs Serious Complaint Inspections: Attempt within 5 working days Other-than-Serious Complaint Inspections: Attempt within 30 Working days Complainant Response: Send letter within 10 working days Investigations(phone/fax, letter): Respond within 10 working days Family Letter: Send within 10 days of fatality notification Alleged Discrimination Complaints: Process through determination level within 90 calendar days</p>
Data Sources	<ul style="list-style-type: none"> • IMIS reports. • Information Management Division reports. • Enforcement and BOLI/CRD case files.
Baseline(s)	<ul style="list-style-type: none"> • October 2004 – March 2005 timely response percentages (<i>These numbers do not reflect initial contact attempts, only successful openings</i>): <ul style="list-style-type: none"> -Fatalities: 100% (attempted w/in 24 hours) -Imminent Danger Complaint Inspections: 93% attempted w/in 24 hours -Serious Complaint Inspections: 97% attempted w/in 5 working days -Other Than Serious Complaint Inspections: 97% (w/in 30 working days) -Complainant Response Time: 96% w/in 10 calendar days -Discrimination Complaints: 62% w/in 90 days
Program Contacts	<ul style="list-style-type: none"> • To be determined.

Strategic Goal #3: Maximize OR-OSHA effectiveness by striving for continuous improvement in all areas of service delivery.

Performance Goal 3-2: Customer Service

Achieve and maintain the percent of positive responses to OR-OSHA customer surveys at 90% or above.

FY 2006 Performance Goal	Achieve and maintain customer satisfaction in the delivery of OR-OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.
Indicators	<p>Activity Measures</p> <p>1) Analyze stakeholder survey results and take corrective actions as necessary to address results falling below 90%.</p>
	<p>Primary Outcome Measures</p> <p>2) Percent of positive responses on customer surveys in the following areas:</p> <ul style="list-style-type: none"> -Conferences -Audio-visual library -Consultation -Enforcement -Appeals
Data Sources	<ul style="list-style-type: none"> • Information Management Division - Research & Analysis. • OR-OSHA Conference Section Database. • OR-OSHA Training Section Database. • OR-OSHA Audio-Visual Library Database.
Baseline(s)	<ul style="list-style-type: none"> • Percent satisfaction reported as of March 2005: <ul style="list-style-type: none"> Consultation - 98% Public Education - 100% Conferences – 99% Compliance Officer Performance Survey - 95% Informal Conference Evaluations – 92% Audio-Visual Library Survey - 93%
Program Contacts	<ul style="list-style-type: none"> • To be determined.

Strategic Goal #3: Maximize OR-OSHA effectiveness by striving for continuous improvement in all areas of service delivery.

Performance Goal 3-3: Staff Development

Eighty-five percent of safety and health staff will receive professional development annually through a variety of methods.

FY 2006 Performance Goal	Develop and offer training for staff on welding safety, lock-out/tag-out, and industrial hygiene review.
Indicators	Activity Measures 1) Progress toward developing new courses.
	Intermediate Outcome Measures 2) Number of attendees at new courses.
	Primary Outcome Measures 3) Percent of safety and health staff receiving professional development.
Data Sources	<ul style="list-style-type: none"> Internal training data base.
Baseline(s)	<ul style="list-style-type: none"> To be determined.
Program Contacts	<ul style="list-style-type: none"> To be determined.