

North Carolina

State OSHA Annual Report (SOAR)

Fiscal Year 2013



December 13, 2013

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PART I - STRATEGIC MANAGEMENT PLAN OVERVIEW

Outcome Goals

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

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

Outcome Goals Results

	Baseline	2012*	Reduction
Fatality Rate	.001275	.000888	16.4%
Injury & Illness Rate	1.86	1.60	12.9%

*Outcome reflects four years of activity since 2013 statistical data is not currently available

Statistical Highlights

- The North Carolina occupational injury and illness case rate for total recordable cases (TRC) in the baseline year of FY 2008 was 3.6. In FY 2012, the most recent statistical year available, the rate was 3.1. This represents a 14% reduction.
- In FY 2012, the total days away, restricted and transferred (DART) rate was 1.6 which was below the baseline rate of 1.7 for FY 2008. This is a 6% reduction in the DART rate.
- The DART rate in construction was 2.3 in FY 2008 and 1.6 in FY 2012. This represents a 30% reduction.
- In manufacturing, the DART rate was 2.3 in FY 2008 and 1.9 in FY 2012. This is a 17% reduction.
- The public sector DART rate was 2.2 in 2008 and 1.9 in 2012, a 14% reduction.
- The total number of fatalities in FY 2013 was 34 which is below the baseline total of 47 resulting in a 28% reduction.
- The construction fatality rate fell by 60% and the total number of fatalities from 24 in the baseline year to 7 in 2013.
- The DART rate in Food Manufacturing dropped by 40% from the baseline rate of 4.3 to 2.6 in FY 2012.

State Demographic Profile

Sector	Establishments	Employees
Total Private Industry	247,522	3,209,933
Total Public Sector	5,976	627,865

Areas of Emphasis

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

- Construction
- Logging and Arboriculture
- Sawmills, Veneer, Manufactured Homes, and other Wood Products Manufacturing
- Long Term Care
- Exposures for Health Hazards (Asbestos, lead, isocyanates, silica, hexavalent chromium)
- Food Manufacturing

Strategic Activity to Support Outcome Goals

- Improve safety and health programs through compliance, consultative, and training
- Expand safety and health recognition programs
- Develop partnerships and alliances in the areas of emphasis
- Implement Special Emphasis Programs (SEPs) for selected industries with specific intervention guidelines.

Goal Setting Process

- Evaluate injury, illness, and fatality data
- Secure input from stakeholders
- Establish five-year outcome goals
- Select areas of emphasis and strategies to impact achievement of outcome goals
- Create a committee in each special emphasis area made up of division employees with a committee chair to manage the areas of emphasis in the Strategic Management Plan as described in Administrative Procedure Notice (APN) 19
- Determine level of activity for each emphasis area
- On a monthly basis, share progress on achieving goals with staff
- Evaluate the process
- Alter strategies, if outcome goals are not being reached

Factors Affecting Achievement of Outcome Goals and Strategic Activity Goals

- Funding
- Number of trained division personnel released to provide division intervention
- Need to maintain vacant positions in response to budget uncertainty
- Selection of appropriate areas of emphasis
- Strategies employed

Program Statistics

Fatality Totals	2008	2009	2010	2011	2012	2013
Total	47	41	44	54	36	34
Construction	17	11	18	17	10	7
Manufacturing	4	13	6	5	5	4
Public Sector	6	2	2	5	1	4
Logging/Arboriculture	3	1	3	2	2	6
Hispanic	11	9	7	15	10	10
Overall Rate	.001330	.000837	.001238	.001302	.000888	TBD

Injury and Illness Rate	2008	2009	2010	2011	2012	2013
TRC (All)	3.6	3.4	3.3	3.3	3.1	TBD
DART(All)	1.7	1.6	1.7	1.6	1.6	TDB
Public Sector TRC	4.7	4.5	4.3	4.3	4.0	TDB
Public Sector DART	2.2	2.1	1.9	1.9	1.9	TDB

Intervention Statistics	2009	2010	2011	2012	2013
Inspections	5,196	4,500	4,276	4,236	4,208
Inspection Goals	4,950	4,467	4,457	4,245	4,245
Consultation	1,186	1,213	1,273	1,242	1,462
Consultation Goals	1,000	1,000	1,050	1,050	1,050
Trained	13,173	11,578	10,803	9,735	10,673
Training Goals	20,000	11,900	10,400	10,400	9,600

Compliance Activity	2009	2010	2011	2012	2013
Serious Violations	5,239	4,761	4,732	4,889	4,666
Willful Violations	1	23	10	22	22
Average Serious Penalty	627	1,165	1,310	1,148	1,002
Followups	47	110	153	203	159

**PART II - REVIEW OF SPECIFIC OUTCOME GOALS/AREAS OF EMPHASIS FY
2009 - 2013**

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

Great safety and health strides have been made in the construction industry but with 24 baseline fatalities and a baseline rate of .01020, this industry has been a leader in workplace deaths and can have a significant impact on the state’s overall outcome goal of reducing the rate of workplace fatalities. The seven construction fatalities in FY 2013 were a significant reduction from the baseline total of 24, and the fatality rate decreased by 60%.

Strategies for Achieving Specific Outcome Goal

- Conduct OSH compliance, consultative, and training interventions and outreach
- Maintain strong working relationships with construction industry groups through partnerships, alliances and other outreach efforts
- Identify high fatality, high activity counties for special emphasis on an annual basis
- Provide Hispanic outreach personnel to conduct construction training in Spanish
- Establish partnership agreements at high visibility construction sites
- Develop Spanish language publications and training materials specific to construction
- Establish alliance agreements with contractor associations to promote outreach
- Promote recognition programs such as building/sub-contractor STAR and SHARP
- Conduct consultative blitzes in high fatality and activity counties
- Inspect all cranes operating on construction sites
- Utilize Labor One Training Unit for on-site training as requested
- Analyze statistical data to confirm viability of inspection targeting process
- Develop materials and training presentations specific to the construction industry

Outcome	Baseline	2009	2010	2011	2012	2013
Fatalities	24	11	18	17	10	7
Rate	.01020	.00400	.00720	.00850	.0060	.0042
Hispanic	N/A	7	6	8	4	3

Activity	2009	2010	2011	2012	2013	Total
Inspections	1,698	1,270	1,366	1,392	1,417	7,143
Goals	1,440	1,320	1,310	1,075	1,075	6,220
Consultation	229	186	152	173	215	955
Goals	140	150	150	150	150	740
Trained	2,703	2,394	1,669	1,963	2,046	10,775
Goals	7,500	2,500	2,500	2,500	2,500	17,500

1.2 Decrease Fatality Rate in Logging, and Arboriculture by 5% by the end of FY 2013

The State has had success in reducing the number of fatalities in logging and arboriculture. Experience has shown that a reduction in OSH activity can translate into an increase in the

number of injuries and fatalities in this industry. The SEP for logging was initiated in FY 1994 in response to 13 logging fatalities in FY 1993. In three of the five years of the strategic plan, the total number of fatalities was below the baseline number.

Strategy for Achieving Specific Outcome Goal

- Increase employer and employee awareness of regulatory requirements and safety and health work practices
- Change employer and employee behavior to improve job safety and health through education, consultation, and compliance interventions
- Establish and maintain strong working relationships with industries, associations, groups, and key individuals through alliances and other outreach efforts
- Encourage development of meaningful safety and health programs with site specific safety training
- Develop materials and training presentations specific to this industry
- Focus training events and outreach to specific problem areas such as tree felling
- Evaluate SEP strategies on an annual basis to maintain effectiveness

Outcome	Baseline	2009	2010	2011	2012	2013
Fatalities	4	2	6	2	2	5
Rate	.01688	.01640	.02754	.0177	.0173	.0420

Activity	2009	2010	2011	2012	2013	Total
Inspections	83	73	74	110	99	439
Goals	75	75	75	75	75	375
Consultation	16	15	16	18	17	82
Goals	15	15	15	15	15	75
Trained	0	55	138	86	117	396
Goals	75	25	25	25	25	175

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

The baseline DART rate of 3.3 for this industry was higher than the industry average rate of 1.9. However, the DART rate has decreased during this strategic planning cycle by 6%.

Strategy for Achieving Specific Outcome Goal

- Provide OSH compliance, consultation and training interventions
- Develop and maintain alliances with industry trade groups
- Expand recognition programs such as Carolina STAR and SHARP programs in NAICS code 321
- Evaluate employer’s safety and health program and recommend improvements
- Develop materials and training presentations specific to the industry
- For sites with an effective safety and health program, conduct focused inspection of

identified hazards in the industry including electrical, machine guarding, and use of hazardous materials

- Develop adequate inspection targeting schedule

Outcome	Baseline	2009	2010	2011	2012	2013
DART	3.3	2.5	2.6	2.6	3.1	TBD

Activity	2009	2010	2011	2012	2013
Inspections	164	73	104	106	84
Goals	100	100	100	80	80
Consultation	91	86	85	93	72
Goals	30	50	70	70	70
Trained	0	18	11	12	14
Goals	20	20	20	20	20

2.2 Reduce the DART Rate in Long-Term Care (LTC) by 15% by the end of FY 2013

While progress has been made in this industry group during previous planning cycles, the baseline rate of 4.8 is still more than twice the overall DART rate. For this reason, this emphasis area has been carried over from the previous strategic plan. The current SOAR documents an 8% reduction in the DART rate from the baseline rate and the lowest rate during the five year planning cycle.

Strategy for Achieving Specific Outcome Goal

- Conduct OSH compliance, consultation, and training interventions
- Develop and maintain alliances in the LTC sector
- Advance ergonomics guidelines during OSH interventions
- Address elements of long term care intervention contained in OPN 132 including bloodborne pathogens, tuberculosis, ergonomics, slips, trips, and falls, and workplace violence.
- Develop materials and training presentations specific to the industry
- Distribute outreach material through direct contact with affected employers
- Properly code inspections for accurate tracking of activity at specific work sites

Outcome	Baseline	2009	2010	2011	2012	2013
DART	4.8	5.3	5.1	4.5	4.4	TBD

Activity	2009	2010	2011	2012	2013	Total
Inspections	132	118	130	89	83	552
Goals	60	60	60	60	60	300
Consultation	38	45	67	49	53	252
Goals	20	20	25	25	25	115
Trained	39	67	82	108	110	406
Goals	75	75	75	75	75	375

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

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

Strategy for Affecting Overall Outcome Goals through Elimination of Health Hazards

- Conduct OSH compliance, consultation and training interventions
- Develop specific hazard alerts, training materials and industry guides for selected health hazards
- Provide consultative support on chemicals identified in health hazards SEPs
- Research and review site specific data sources that could be used to identify employers having or potentially having health hazard exposures
- During interventions and inspections, identify workplace activities where health hazards may be present
- Secure information from other agencies concerning possible employee overexposure
- Utilize specific inspection procedures described in OPN 135F

Activity	2009	2010	2011	2012	2013	Total
Inspections	210	203	284	207	246	1,150
Goals	200	200	200	200	200	1,000
Consultation	185	147	171	131	105	739
Goals	50	75	100	100	100	425
Trained	906	659	546	752	396	3,259
Goals	500	700	700	700	700	3,300

Activity for Specific Hazards

Hazard	Inspections	Samples	Overexposures	Surveys
Silica	83	38	12	31
Lead	40	17	7	25
Asbestos	77	0	0	15
Cr(VI)	21	16	1	12
Isocyanates	28	10	1	22
Totals	249	81	21	105

2.4 Reduce the DART Rate in Establishments in Food Manufacturing (NAICS 311) by 12% by the end of FY 2013

The strategic planning process is intended to allocate limited resources in those areas of emphasis with above average injury and illness rates in an attempt to impact the overall State injury and illness rate. The food manufacturing DART rate was 3.5 in FY 2007 which was more than the overall DART rate of 1.9. For this reason, food manufacturing was added to the current five year Strategic Management Plan. The baseline rate for this industry was 4.3 which is the three-year average DART rate for the period 2005-2007. The first year of the five-year cycle for this SEP was a planning year to establish goals and strategies. Intervention relating to the strategic plan began on 10/1/09. Operational Procedure Notice 140 was developed to establish the special emphasis program (SEP) for food manufacturing and provide specific inspection guidelines. The DART rate has dropped to 2.6 in FY 2012 which is a 40% reduction from the baseline rate of 4.3.

Strategy for Achieving Specific Outcome Goal

- Give special attention to the OSHA recordkeeping process at each site visited
- Evaluate facilities for accumulation of combustible dust
- Review confined spaces programs
- Address electrical issues especially during wet processes
- Review ergonomics programs will and evaluate processes
- Evaluate chemical use consistent with hazard communication standard requirements
- Inspect machinery to assure proper guarding is in place
- Screen for coverage under the process safety management requirements
- Evaluate potential exposure to hexavalent chromium when welding on stainless steel and during other activity
- Inspect additional company sites on targeting schedules when company history dictates
- Develop materials and training presentations specific to this industry

Outcome	Baseline	2009	2010	2011	2012	2013
DART	4.3	2.9	3.0	3.1	2.6	TBD

Activity	2009*	2010	2011	2012	2013	Total
Inspections		77	65	55	53	250
Goals		60	60	50	50	220
Consultation		25	13	14	18	70
Goals		10	10	10	10	40
Trained		9	84	55	17	165
Goals		25	25	25	25	100

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

2.5 Develop/Sustain Partnerships and Alliances Supporting Strategic Plan

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

Partnerships are usually developed in conjunction with high-visibility construction projects. The success of a partnership is measured, in part, by a reduction in injury and illness rates. On-site verification is a component of measuring progress towards established goals; partnerships can be terminated if progress is not made. Ongoing partnerships in 2013 included Barnhill Contracting Company/Balfour Beatty - Justice Center, Flatiron Construction Corporation/Lane Construction Corporation - Yadkin River Bridge Project and Raleigh-Durham Road Builders - Western Wake Freeway. The Barnhill Contracting Company/Balfour Beatty - Justice Center and the Yadkin River Bridge Project were completed in early 2013.

An alliance is a program enabling organizations committed to safety and health to work with the NCDOL OSH Division to prevent injuries, illnesses and fatalities in the workplace. Alliances typically focus on specialized industry outreach and training. In FY 2013, new alliances were signed with the Mexican Consulate and the North Carolina Home Builders Association both located in Raleigh and the Caswell Development Center located in Kinston. The alliance with the Mexican Consulate will help OSHNC coordinate Spanish outreach events.

Current alliances include:

- Carolinas AGC
- Forestry Mutual Insurance Company
- Lamar Advertising Company
- Mexican Consulate
- N. C. Forestry Association
- N. C. Home Builders Association
- N. C. State University/Industrial Extension Service
- N. C. Utility Contractors Association, the
- Safety and Health Council of North Carolina
- Caswell Development Center

Strategy for Affecting Outcome Goals through Partnerships and Alliances

- Pursue partnerships and alliances in areas of emphasis or other areas that advance achievement of established goals and objectives identified in the Strategic Plan
- Establish partnerships at high visibility construction sites

- Formalize partnership agreements with specific outcome measures
- Conduct OSH verification inspections quarterly at partnership sites
- Prepare partnership evaluations yearly and when project is completed
- Establish specific training and outreach goals as well as safety and health promotion goals for each alliance

Activity for Partnerships and Alliances

	2009	2010	2011	2012	2013
Partnerships	4	4	5	3	3
Alliances	12	12	9	8	10
Total	16	16	14	11	13

PART III - SPECIAL ACCOMPLISHMENTS

1. The State's total recordable case rate was the lowest in program history at 3.1 for FY 2012, which is the most current year available.
2. The number of statewide fatalities decreased to 34 in FY 2013 which is a 28% reduction from the baseline total of 47, and construction fatalities have dropped from the baseline figure of 24 to 10.
3. A total of 229 growers received Gold Star Grower designation indicating that all housing requirements were satisfied during preoccupancy inspections.
4. The 19th annual Gold Star Growers Luncheon was held with nearly 200 attending.
5. Through a partnership with the Office of Rural Health and Community Care, the Farm Safety Days was conducted on May 2013. The USDOL Wage and Hour was also a participant, and RJ Reynolds sponsored the event.
6. Education, Training, and Technical Assistance (ETTA) offered 244 hours of formal training and 159 hours of continuing education to internal personnel. Courses offered included the OSHA 100, 105, 125 initial courses, Bed Bug Awareness, Bloodborne Pathogens, CPR/First Aid, Ergonomics, Exit Routes, Emergency Action and Fire Prevention Plans, Hearing Conservation, Maritime, Pro-logger, Technical Writing, Respiratory Protection, and Trenching & Excavation.
7. Three (3) OSH personnel attained the OSH Construction Safety Specialist Program (OCSS) certification through the OCSS Program. To be eligible for this program, the employee must be recommended by their supervisor and/or bureau chief. This program focuses on advanced construction topics to include, but not limited to Excavations and Trenching, Cranes and Derricks, Fall Protection, Steel Erection, Electrical Safety, Scaffolding, Residential Construction (i.e.; frames, trusses, and roofing), Health Hazards, Concrete and Masonry and Material Handling Equipment (i.e.; loaders, bulldozers) and

Work Zone Safety. Each course contains a field portion with an emphasis on OSH inspection procedures.

8. Four (4) OSH personnel attained the 500 and/or 501 Train the Trainer Authorization. To be eligible for this program, the employee must be recommended by their supervisor and/or bureau chief. This authorization allows an employee to teach State and Federal 10 and 30 hour courses.
9. Thirteen (13) OSH personnel attained the Manager of Environmental Safety and Health (MESH), Construction MESH, and/or Public Sector MESH status as a result of receiving 100 hours of safety and health training. This certification is offered in collaboration with the North Carolina State Industrial Extension Service and the North Carolina Safety and Health Council.
10. The Industrial Hygiene MESH Program, which requires 100 hours of training, was established in 2013.
11. ETTA continues to work on the redesign of all internal training courses. The goal is to create a blended course that captures the power and efficiency of on-line learning. This will improve training efficiency, maximize classroom hands-on activities, and allow CSHOs to begin core course training immediately upon being hired. Completion of the first newly redesigned course is expected in the Fall 2014.
12. An interactive internal training program for division staff is in the development stage.
13. A pro-logger program was conducted in cooperation with the N.C. Forestry Association.
14. PowerPoint presentations that are used externally were reviewed and revised as needed.
15. An alliance agreement was signed with the Caswell Develop Center. This is consistent with the SEP in long term care. This is the state's oldest public sector long term care residential facility.
16. An alliance was signed with the North Carolina Home Builders Association.
17. An alliance was signed with the General Consulate of Mexico to assist in providing safety and health training for workers in the State.
18. The new Wake County Justice Center was completed after nearly a five year partnership in place to advance safety and health at the site.
19. Three industry guides were written to assist employers in the construction industry, general industry and agriculture industry in complying with OSHA standards that have special requirements such as written programs, inspections and training. Also, three additional guides were developed to assist employers in long term care, basic general

industry, and accommodations to assist in the development of a safety and health management program including best practices for their operation.

20. Nineteen industry guides were reviewed and revised.
21. A new Hazard Communication Awareness Program Booklet in English & Spanish was developed as an aid in meeting the new label & safety data sheet training requirements of the hazard communication standard.
22. Brochures on the MESH certificate program, top 4 hazards in construction, Labor One mobile unit, medical and dental offices, top 10 serious citations in 2012, construction toolbox talks and hazardous chemicals right to know were revised.
23. Sample safety and health programs for Hazard Communication and 1-Bromopropane were developed including PowerPoint presentations.
24. Hazard alerts were updated for marina safety, the health special emphasis program including 1-Bromopropane, and diacetyl.
25. A new hazard alert on Work Zone Safety was prepared and distributed.
26. A hazard alert and quick card was developed and distributed for carbon monoxide.
27. In one of the fastest growing industries in the State, a letter was sent to 81 distilleries, breweries, and wineries offering training and consultation to address possible workplace hazards and provide safety and health material.
28. The Medical and Dental Office Safety and Health Management Program Industry Guide was released.
29. 42 documents were added to the Field Information System including updates to the Field Operations Manual and adoption of multiple Federal OSHA Instructions.
30. 17 new field information system posters were developed for display in field offices including information on compliance directives, alerts, and standards notices.
31. 57,236 publications were distributed to employers and employees across the state.
32. The Publications Desk served 12,504 customers.
33. The Standards Section answered 4,895 standards inquiries.
34. The Standards Section reviewed and updated 20 PowerPoint presentations available to the employers and employees throughout North Carolina.
35. The NCDOL library loaned 2,244 safety videos (including 83 in Spanish), received 2009 information requests, handled 507 reference requests, and loaned 270 print items.

36. A total of 665 persons attended the 2013 Annual Carolina Star Safety Conference.
37. A total of 35 safety and health professionals participated in Special STAR Team Member Program training.
38. Eight new Star sites were recognized during FY 2013 raising the total to 152 Star Sites.
 - Carolina Star – 97
 - Building Star – 23
 - Public Sector Star – 21
 - Rising Star – 11
39. A total of 2,701 workplaces (Gold & Silver) were recognized at 32 events by the Safety Awards Program.
 - Gold – 2,202
 - Silver – 648
 - Million Hour Safety Award – 92
40. The Region IV OSHCON Project Managers meeting was held in North Carolina.
41. A total of 33 new SHARP sites were recognized in FY 2013 bringing the total number of SHARP sites to 145. This includes private sector, public sector, and construction sites.
42. The SHARP construction program was established and the first construction site was recognized on October 25, 2012. A total of four SHARP construction sites were honored.
43. The City of Washington was recognized as the first public sector SHARP site on October 8, 2012. A total of three SHARP public sector sites were recognized in FY 2013.
44. The SHARP Logging Program was developed and implemented.
45. A total of 93 OSH discrimination investigations were conducted by the Employment Discrimination Bureau in FY 2013.
46. A total of 71 OSH compliance inspections were conducted in agricultural/migrant housing/field sanitation by the Agricultural Safety and Health Bureau.
47. A total of 43 action requests were processed by the OSH Division to address opportunities for improvement identified by customers, division employees and as a result of internal and federal OSHA audits.
48. The OSH complaint desk processed 2,400 complaints/referrals.
49. The OSH Lab completed 576 equipment calibrations.

50. The NCDOL Continuity of Operations Plan (COOP) was updated and training was provided to department staff.
51. There were a total of 3,189 surveys mailed to public sector employers (collection of calendar year 2012 injury and illness data) by the Planning, Statistics, and Information Management (PSIM) Bureau. As of the end of FY 2013, 3,166 survey responses have been received with a 100% clean rate. Efforts are continuing to collect the remaining 23 surveys.
52. PSIM completed an analysis of data collected from the 2009, 2010, and 2011 Public Sector Surveys, resulting in updated, established target rates for employer specific categories.
53. PSIM staff updated OPN 124, OPN 128, and APN 19 during FY 2013.
54. PSIM analyzed public sector inspection activities for FY 2008 – 2012.
55. PSIM analyzed private sector site specific inspection activities for FY 2008 – 2012. This five year statistical analysis completed by the PSIM Bureau documented a 47.01 % DART rate reduction for employers participating in the Site Specific Targeting Program to include 897 establishments.
56. PSIM analyzed construction inspection activities for FY 2012.
58. PSIM completed the FY 2012 Occupational Fatalities Comparison Report through analysis of the Occupational Fatality Investigation Review (OFIR). The OFIR is the North Carolina summary of fatal events.
57. PSIM continued refinement of the OSHNC private and public sector databases to supplement the exclusive use of the Division of Employment Security (DES) database.
58. Discussions began during the year between PSIM, the North Carolina Department of Labor Legal Affairs Division, and the North Carolina Department of Commerce to share employer and employment data to enhance the OSHNC targeting system.
59. PSIM received, researched, and processed 1,501 requests for revisions/changes to the private and public sector databases, which helps to enhance the accuracy of these site databases and the OSH Division Targeting System.
60. PSIM updated the Public Sector Site Database and completed a verification process of all public sector sites in North Carolina by requesting each public sector employer to complete a survey/site form to designate which of their sites are covered under which of their Public Sector Injury and Illness Surveys.
61. PSIM updated various targeting schedules and assignments were released including:
 - SST Schedule
 - Public Sector Schedule
 - General Industry Schedules (Safety and Health)
 - ASH Schedule
 - Health Hazards Schedules (Asbestos, Lead, and Isocyanates)
 - Fatality Reinspection Schedule
 - Communication Tower Schedule
 - NEP Schedule – Added Primary Metal Industries

NAICS 321 (Wood Products) Schedule

62. PSIM staff participated on the Occupational Surveillance Advisory Group.
63. PSIM continued the organization, coordination, and management of a large project contracted with an outside vendor to image closed inspection files for FY 2012 and older and to upload the electronic version of those files into our current electronic content management system.
64. PSIM participated in extensive discussions, planning, coordination, and implementation of the department's new Electronic Content Management (ECM) system. All inspection files, which had been archived by PSIM on FileNet, were converted to the new system OnBase.
65. PSIM processed 926 disclosure requests during FY 2013.

PART IV - SUMMARY

North Carolina has developed a Strategic Management Plan with outcome goals that are consistent with federal OSHA activity. As well as specific outcome measures, the plan includes activity goals for each major component of the state program. The plan's various areas of emphasis are managed by a specific committee made up of OSHNC employees. Strategies to achieve outcome goals are continuously reviewed and can be altered to enhance program performance. Any changes to the Plan are documented annually, and the revised Plan is submitted to Federal OSHA as part of the 23(g) grant application process.

The FY 2013 SOAR documents the progress the State has made to achieve the two outcome goals included in the Strategic Management Plan which includes reducing the workplace fatality rate by 5% and the injury and illness rate by 15%. With four years of statistics data available, the State has reduced the fatality rate by 16% and the injury and illness rate by nearly 13%.

The State has also achieved most of its goals in the specific areas of emphasis as documented in the 2013 SOAR. Injury and illness rate reductions have been realized in Sawmills, Veneer, Manufactured Homes, and Other Wood Products; Long-Term Care; and Food Manufacturing. The fatality rate has also been reduced in construction.

Most of the Strategic Plan activity goals have also been met at a time when budgets and personnel levels have been reduced. The State conducted an average of 4,483 inspections per year over the five year period of the Strategic Plan and averaged 1,273 consultative visits. This level of activity compares favorably to other states either federal or state plan states.