

ALASKA OCCUPATIONAL SAFETY AND HEALTH

FFY 2015 ANNUAL 23 (g) PERFORMANCE PLAN

I. PROGRAM INFORMATION

General Program Overview

Purpose

This Annual Performance Plan between Occupational Safety and Health Administration (OSHA) and Alaska Occupational Safety and Health (AKOSH) covering the period October 1, 2014 to September 30, 2015 has been developed to establish mutually agreed upon goals, and a system for evaluating the manner in which the State manages its State Plan under the 23(g) grant. OSHA and AKOSH will conduct program audits to address each activity in the plan. A statistical analysis of the identified specific performance measures will also be used to determine if the activity included in this plan had a positive impact on the program goal of reducing the combined number of injuries, illnesses and fatalities in the workplace.

Mission Statement

Work in partnership with Alaskan workers and employers toward eliminating workplace injuries, illnesses and deaths

Vision: Reduce occupational injuries, illnesses and fatalities through improved awareness and enforcement of occupational safety and health standards.

- ◆ Achieve or exceed strategic occupational safety and health goals to reduce workplace illnesses, injuries and fatalities
- ◆ Improve awareness and utilization of the services provided by AKOSH among employers and employees in Alaska
- ◆ Improve attitudes toward voluntary compliance with safety and health standards through training, consultation and measured enforcement

Program Goal

The primary goal of the AKOSH program is to ensure that the wage earner is protected from industrial accident or illness. Due to Alaska's location, climate and geography, AKOSH programs must be tailored to work sites and practices unique to Alaska. The State of Alaska administers the occupational safety and health program to provide quick responses modified to the specific needs of the state's workers and employers.

AKOSH Strategic Goals

To achieve its vision, AKOSH has established three strategic goals to guide the development of programs and activities for the Agency. The successful accomplishment of any one of the strategic goals will not be possible without parallel successes in the other goals. For example, a focus on reducing hazard exposures, injuries, illnesses and deaths in the workplace will be difficult to achieve without realizing the goal to engage workers and employees in this effort.

AKOSH's success in meeting goals and objectives outlined in the strategic plan will be measured through results, which depend on a concerted effort from each of the Agency's programs. For example, when a particular issue is being emphasized as an objective, it is expected that inspections will be targeted to insure compliance, training workshops will be offered to build necessary knowledge and skills, outreach material will be distributed, and consultation visits will be offered.

AKOSH is committed to three strategic goals for the five-year period of October 1, 2013 through September 30, 2018.

- ◆ *Improve workplace safety and health in both public and private sectors as evidenced by a reduction in the rate of injuries, illnesses, and fatalities through AKOSH enforcement and consultation and training programs activities*
- ◆ *Promote a safety and health culture (both public and private sectors) through compliance assistance, cooperative programs, and consultation assistance*
- ◆ *Secure public confidence through excellence in the development and delivery of AKOSH enforcement and consultation and training programs and services*

Overview of the AKOSH Program

- The Alaska Occupational Safety and Health Program is located in the Alaska Department of Labor and Workforce Development (DOLWD), Division of Labor Standards and Safety. A Commissioner, who is appointed by the Governor, heads the Department. A Director, who is appointed by the Commissioner, heads the Division of Labor Standards and Safety, and has the authority to perform those duties delegated by the Commissioner and charged by statute (Alaska Statute 18.60.010 - 18.60.105), which include the following elements:
- Performing unannounced safety and health compliance inspections of targeted workplaces, which can result in citation of employers for violations of standards, and assessment of monetary penalties;
- Investigating employee complaints, work-related fatalities and catastrophes;
- Notifying employers and employees when an alleged violation has occurred, including the proposed abatement requirements and correction schedule, and the appeals process;
- Requiring prompt elimination or abatement of imminent danger situations;
- Requiring proof of hazard abatement as a tool to ensure an effective safety and health program;

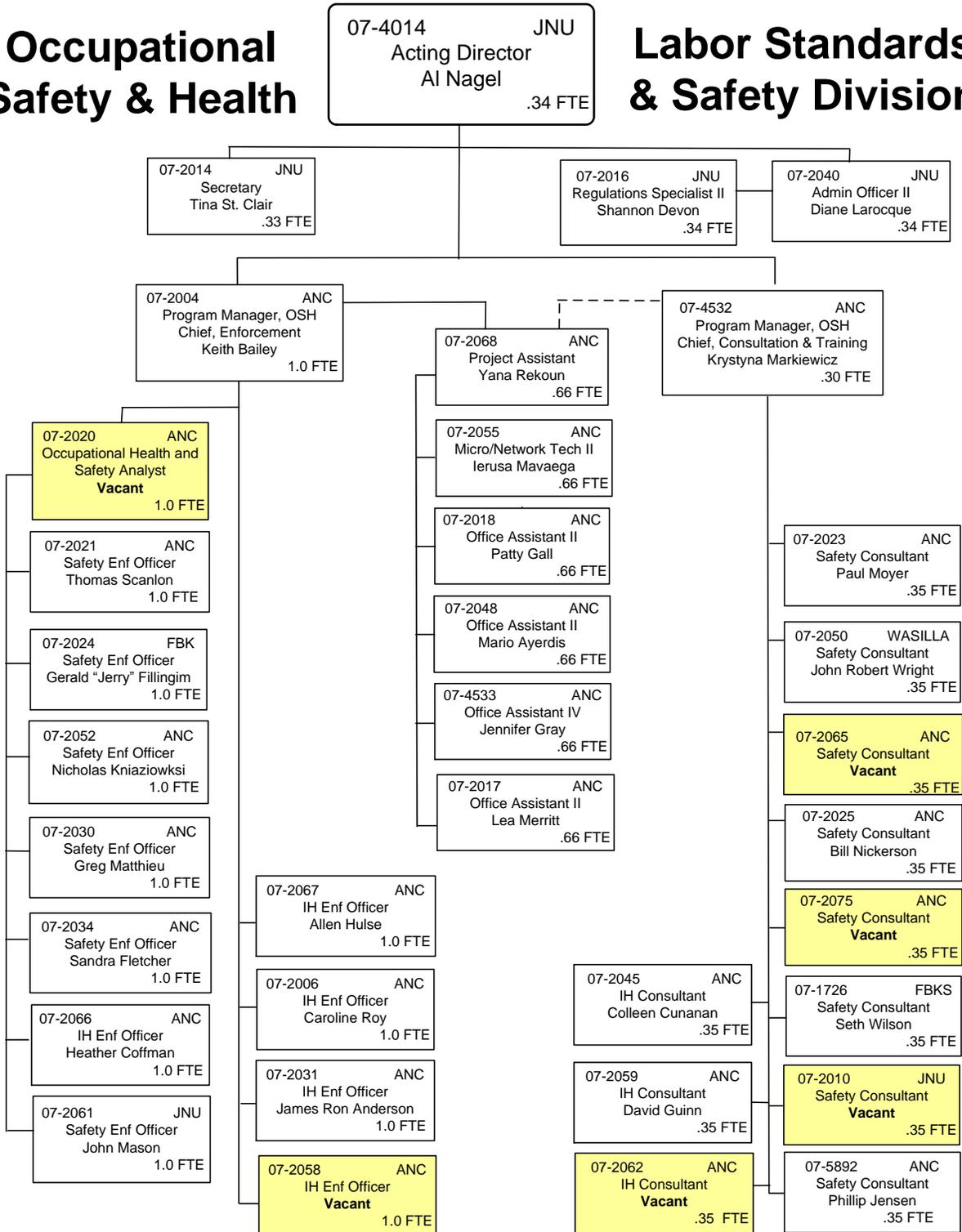
- Preparing, adopting, amending, or repealing of general and specific safety and health standards governing the conditions of employment in all workplaces, to maintain standards, which are at least as effective as those adopted or recognized by the United States Secretary of Labor under the authority of the Occupational Safety and Health Act of 1970;
- Disseminating regulations of safety and health standards;
- Protecting employees against discharge or discrimination for exercising the rights afforded by AKOSH standards;
- Notifying employees of their rights and obligations under AKOSH standards, including a means for bringing possible violations to the attention of enforcement officers; notification of the results of complaint-related investigations and related appeal rights; and, access to information and notification regarding exposure to toxic materials or harmful physical agents;
- Encouraging voluntary compliance by employers and employees in reducing the number of safety and health hazards at their work places with advice and consultative recommendations of methods to abate violations using all applicable safety and health standards;
- Providing off-site consultation services and public employer on-site consultation services supported under the 23(g) grant through the Consultation & Training program;
- Providing for unbiased review of contested violations, penalties or abatement dates by an independent board with members appointed by the Governor;
- Processing employer requests for variances from AKOSH standards; and
- Compiling and disseminating statistical information on program activity for state administrators and the federal OSHA.

AKOSH Profile

The Alaska Occupational Safety and Health Program is located in the Alaska Department of Labor and Workforce Development, Division of Labor Standards and Safety. Commissioner Dianne Blumer heads the Department. Acting Director Al Nagel heads the Labor Standards and Safety Division. AKOSH is divided into two sections. The Chief of Enforcement, Keith Bailey, supervises the enforcement program. Enforcement has one OSH Analyst position (Assistant Chief), five Industrial Hygienist (IH) positions and six Safety & Compliance officer positions. Krystyna Markiewicz, as the chief of consultation, supervises the Consultation and Training program. Consultation currently has three Industrial Hygienist (IH) positions and eight Safety & Compliance consultant positions (one of which acts as a seafood coordinator).

Occupational Safety & Health

Labor Standards & Safety Division



23(g) Personnel Funding Breakout Chart

23(g) Grant Positions	Allocated FTE Funded 50/50	Allocated FTE 100% State Funded	Total	50/50 Funded FTE On Board as of 8/15/14	100% State Funded FTE On Board as of 8/15/14
Managers/Supervisors (Admin)	1.64		1.64	1.64	
First Line Supervisors	0.75		0.75	0.0	
Safety Compliance Officers	4.75		4.75	4.75	
Health Compliance Officers	5.00		5.00	4.00	
Discrimination Investigator	0.50		0.50	0.50	
Private Sector Safety Consultants (KY, PR, WA)	0.00		0.00	0.00	
Private Sector Health Consultants (KY, PR, WA)	0.00		0.00	0.00	
Public Sector Safety Consultants	2.80		2.80	1.75	
Public Sector Health Consultants	1.05		1.05	0.70	
Compliance Assistance Specialist	1.00		1.00	0.75	
Trainers	0.00		0.00	0.00	
Clerical/Admin/Data System	4.97		4.97	4.97	
Other (all positions not elsewhere counted)	0.00		0.00	0.00	
Total 23(g) FTE	22.46	0.00	22.46	19.06	0.00

State Demographic Profile

2013 Average Annual Employment

Industry NAICS Code	Approx. # of Businesses	Approx. # of employees
11	218	1067
21	259	17112
22	97	2135
23	2482	16437
31 – 33	537	14160
42	694	6522
44 – 45	2368	35781
48 – 49	1117	20428
51	369	6117
52	682	7340
53	667	6014
54	2084	15001
55	145	2748
56	1167	12078
61	282	2262
62	2061	43770
71	566	4821
72	1882	28834
81	2013	11822
92	2335	81495
Other	570	433
Total	22695	335545

Note: The chart data was extracted in the month of July, 2014, based on employment data maintained by the department by industry. The seasonally-adjusted annual average employment in all industries for 2013 was 335,545 based on data reported by the Alaska Department of Labor, Research and Analysis section.

Covered Industries

AKOSH does not have enforcement jurisdiction over the mining industry, maritime and aviation industries (except for ground facilities at airports), the Metlakatla Indian Community (Annette Island), Denali National Park (Mt. McKinley), artificial (man-made) islands, health care facilities operated by tribal organizations under the Indian Health Care Improvement Act, or federal government agencies. Offshore oil drilling platforms and floating fish processors that are within state territorial waters are not covered by AKOSH jurisdiction. These jurisdictions remain a federal enforcement responsibility. However, AKOSH enforcement has jurisdiction over private sector employers working on military installations with the following exceptions: Cape Lisburne Long Range Missile Base, Point Lay Short Range Missile Base, Erickson Air Station at Shemya, Fort Greeley Missile Defense, U.S. Coast Guard Integrated Support Commands at Kodiak and Ketchikan, U.S. Coast Guard Air Station at Sitka, and U.S. Coast Guard 17th District Command at Juneau. Jurisdiction over private contractors at these sites was moved to federal jurisdiction by Federal Register Notice entitled “Alaska State Plan; Approval of Plan Supplement; Level of Federal

Enforcement” dated April 19, 2004 and formalized by Alaska Program Directive 04-06 dated April 19, 2004. AKOSH Consultation and Training provides assistance to private sector employers in federal jurisdiction.

Compliance with Appropriation Riders

AKOSH will comply with the current congressional appropriation riders except where they are in conflict with state statutes. These areas are explained in State Program Directive 98-11. In those rare instances where the state may not be able to comply with the appropriation riders, activity will be charged to a special unfunded “state only” code, and GF Match authorization will be transferred to cover the expenditure. If this happens, the corresponding federal authorization will be restricted.

Mandated Activities

Activities mandated under the OSH Act are considered core elements of an effective occupational safety and health program. AKOSH’s program includes the following assurances:

- Prohibition against advance notice;
- Employee access to hazard and exposure information;
- Safeguards to protect an employer’s trade secrets;
- Employer record keeping;
- Legal procedures for compulsory process and right of entry;
- Posting of employee protections and rights;
- Right of an employee representative to participate in walk-around;
- Right of an employee to review a decision not to inspect (following a complaint);
- Voluntary compliance programs, when relevant to 23(g) private sector consultation activities.

II. ANNUAL PERFORMANCE GOALS

AKOSH Five Year Strategic Goals 1:

Improve workplace safety and health in both the public and private sectors as evidenced by a reduction in the rate of injuries, illnesses, and fatalities through AKOSH enforcement and consultation and training programs activities

Outcome Goal 1.1

By the end of FY2018, reduce the rate of workplace fatalities caused by circumstances that are under AKOSH jurisdiction by 10%

Annual Performance Goal 1.1

Concentrate on the primary causes of fatalities and the industries where fatalities take place

Indicators:

10% reduction in the rate of workplace fatalities over the five-year strategic plan
Number, causes, and industries where fatalities are investigated by AKOSH

Data Source(s):

IMIS Fat/Cat Report / OIS

Baseline: 1.8 fatalities per 100,000 employees

CY2007 - CY2012 total of 28

CY08 - 2

CY09 - 5

CY10 - 7

CY11 - 9

CY12 - 5

Total -28

Average Rate per 100,000 based on average fatalities from CY 08-12 (6) ÷
total employees in FY12 (333,541) (x) 100,000 = 1.8

Comments:

The fatality rate in Alaska for fatalities caused by circumstances under the control of AKOSH is very low. The plan does not require year-by-year reductions. The overall goal is a 10% reduction in the rate of workplace fatalities over the 5 year baseline. AKOSH monitors the number of fatalities each year by industry and targets resources to the industrial categories where fatalities are occurring.

Outcome Goal 1.2

Reduce the number of worker injuries and illnesses in the construction industry by focusing compliance, consultation, and outreach efforts on the causes of “struck by” and “falling” incidents.

Annual Performance Goal 1.2

Reduce the lost time injury and illness rate in the construction industry as determined by the number of lost time injuries and illnesses per hundred employees by 2%.

Performance Strategies

Enforcement/Compliance Assistance:

Conduct scheduled inspections in the construction industry paying particular attention to worksites where "struck by" and “falling” incidents are most likely to happen.

Consultation:

Conduct seminars, workshops, and special programs

Conduct public sector on-site consultation visits

Target training and consultations towards those activities most likely to experience "struck by" or “falling” incidents

Indicators:

Enforcement/Compliance Assistance:

200 inspections completed in construction industry

Consultation:

Number of seminars, workshops, on-site consultations, and special programs completed in construction industry

Data Source(s):

IMIS/NCR, OIS, Alaska State Workers' Compensation Data, Alaska Economic Trends magazine

Baseline:

- FY2009-2013 average construction industry loss time injury illness rate was 1.53 per 100 employees.
- FY2015 target goal is 1.47 per 100 employees, a decrease of 0.06 from base per 100 employees (2% FY14 + 2% FY15 +2% FY16 +2% FY17 +2% FY18 = 10% decrease).

Comments:

The target goal incorporates the 2% reduction required for each year of the FY14-18 AKOSH Strategic Plan resulting in a cumulative decrease of 0.15 per 100 employees for the 5-year period of the strategic plan.

Outcome Goal 1.3

Reduce the number of worker injuries and illnesses in the transportation and warehousing industry sector by focusing compliance, consultation and outreach efforts on the causes of “struck by,” “falling,” and “caught in or between” incidents.

Annual Performance Goal 1.3

Reduce the rate of lost time injuries and illnesses in the transportation and warehousing industry sector by 2%.

Performance Strategies:

Enforcement/Compliance Assistance

Conduct scheduled inspections in transportation and warehousing worksites where “struck by”, “falling”, and “caught in or between” incidents are most likely.

Consultation

Conduct seminars, workshops, and special programs; conduct public sector on-site consultation visits; and, target training and consultations towards those activities most likely to experience "struck by," "falling," and "caught in or between" incidents

Indicators:

Enforcement/Compliance Assistance

60 inspections completed in the transportation and warehousing sector

Consultation

Number of seminars, workshops, on-site consultations, and special programs completed in transportation/warehousing

Data Source(s):

IMIS/NCR, OIS, Alaska State Workers' Compensation Data, Alaska Economic Trends magazine

Baseline:

- FY2009-2013 average transportation/warehousing industry loss time injury illness rate was 1.32 per 100 employees.
- FY2015 target goal is 1.27 per 100 employees, a decrease of 0.05 from base per 100 employees (2% FY14 + 2% FY15 + 2% FY16 + 2% FY17 + 2% FY18 = 10% decrease)

Comments:

The target goal incorporates the 2% reduction required for each year of the FY14-18 AKOSH Strategic Plan resulting in a cumulative decrease of 0.13 per 100 employees for the 5-year period of the strategic plan.

Outcome Goal 1.4

Reduce the number of worker injuries and illnesses in the seafood processing industry by focusing compliance, consultation and outreach efforts on the causes of “falling,” “caught in or between,” and “pinch-point” (or amputation) incidents. Conduct at least 25 seafood processing inspections.

Annual Performance Goal 1.4

Reduce the rate of lost time injuries and illnesses in the seafood processing industry by 2%

Performance Strategies:

Enforcement/ Compliance Assistance

Conduct scheduled inspections in seafood processing worksites where “falling,” “caught in or between,” and “pinch-point” incidents are most likely to happen

Indicators:

Enforcement/ Compliance Assistance

25 inspections completed in seafood processing

Data Source(s):

IMIS/NCR, OIS, Alaska State Workers' Compensation Data, Alaska Economic Trends magazine

Baseline:

- FY2009-2013 average seafood processing industry loss time injury illness rate was 4.98 per 100 employees
- FY2015 target goal is 4.78 per 100 employees, a decrease of 0.2 from base per 100 employees (2% FY14 + 2% FY15 + 2% FY16 + 2% FY17 + 2% FY18 = 10% decrease)

Comments:

The target goal incorporates the 2% reduction required for each year of the FY14-18 AKOSH Strategic Plan resulting in a cumulative decrease of 0.5 per 100 employees for the 5-year period of the strategic plan.

Outcome Goal 1.5

Respond effectively to legal mandates, so Alaskan workers are provided protection under the AKOSH Act

Annual Performance Goal 1.5.a

Initiate inspections of fatalities and catastrophes (three or more hospitalizations**) within one (1) working day* and for two or less hospitalizations** within seven (7) working days for 90% of occurrences to prevent further injuries or deaths

Performance Strategies:

Enforcement

Initiate inspections of fatalities and incidents where three or more workers are hospitalized within one (1) working day and where one or two workers are hospitalized within seven (7) working days

Indicators:

Enforcement

90% of cases that meet the requirements

Data Source(s):

IMIS/NCR and OIS

Baseline:

90% within time limits

Comments:

*The threshold of three or more hospitalizations meets the federal standard for a catastrophe and the threshold of one to two hospitalizations** meets state requirements.*

Notes:

* - Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit.

** - Hospitalization equates to an in-patient overnight stay of at least one night.

Annual Performance Goal 1.5.b

Initiate inspections within seven (7) working days* or investigations within one (1) working day* of worker complaints for 90% of the cases

Performance Strategies:

Enforcement

Initiate inspections within seven (7) working days* or investigations within one (1) working day* of worker complaints for 90% of the cases

Indicators:

Enforcement

90% of cases where inspections are initiated within seven (7) working days and investigations initiated within one (1) working day.

Data Source(s):

IMIS/NCR and OIS

Baseline:

90% within time limits

Comments:

Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit.

Annual Performance Goal 1.5.c

Resolve 75% of all discrimination cases within 90 days*

Performance Strategies:

Discrimination

Resolve 75% of all discrimination cases within 90 days

Indicators:

Discrimination

75% of cases that meet the requirements

Data Source(s):

IMIS/NCR, OIS and report from 11c officer

Baseline:

75% within time limits

Comments:

Per 29 CFR 1977.16 extensions to the 90-day requirement can be made in rare cases. However, any case extended past the 90-day limit will not be exempted from the 75% requirement.

Annual Performance Goal 1.5.d

Develop and deliver training to workers in public sector that targets the most likely causes of injuries, illnesses and fatalities

Performance Strategies:

Enforcement/Compliance Assistance

Conduct scheduled inspections in public sector

Indicators:

Enforcement

40 inspections or at least 5% of all enforcement inspections

Data Source(s):

IMIS/NCR and OIS

Baseline:

5% of total number of enforcement inspections conducted in public sector each year and over the entire strategic plan

Comments:

None

Strategies for Goal 1:

- AKOSH will continue to provide a strong enforcement presence to leverage resources and provide an effective deterrent for employers who fail to meet their safety and health responsibilities. AKOSH voluntary and incentive programs are dependent upon maintaining an effective enforcement presence in the workplace. AKOSH will continue to ensure serious violators face serious consequences. At the same time, as a means to leverage enforcement and change workplace culture, AKOSH will provide penalty reduction incentives for certain employers under limited conditions.
- AKOSH will continue to integrate its consultation and training efforts with its enforcement strategy in order to better focus on high hazard industries and workplaces. To address particular hazards and issues that cause accidents or represent recognized threats to worker safety and health, AKOSH will continue to promote industry-specific hazard control systems and safety and health program management improvements.
- AKOSH will increasingly use data-driven approaches to direct resources away from low hazard workplaces towards more hazardous workplaces. Industry specific high hazard intervention targeting and scheduling has been developed for this purpose.
- AKOSH will work toward improved staff training and will focus efforts on subjects pertaining to the strategic goals. To improve program delivery and to better achieve desired program results, AKOSH will assess the effectiveness of inspections and consultations through joint reviews with OSHA.
- AKOSH will work with public sector employers under the same standards as private sector employers, except that equivalent investments (such as, purchases of equipment or training) to improve safety and health in lieu of penalties may be negotiated more frequently for public sector employers.

AKOSH Five Year Strategic Goals 2:

Promote a safety and health culture in the Alaskan workplace (both public and private sectors) through compliance assistance, cooperative programs, and consultation assistance

Outcome Goal 2.1

Promote safety and health programs in the workplace

Annual Performance Goal 2.1.a

Develop and deliver training to workers and employers in the construction industry that target the most likely causes of injuries, illnesses, and fatalities

Performance Strategies:

Develop and deliver training to workers and employers in the construction industry
Target outreach training and consultations towards those activities most likely to cause "struck by" or "falling" injuries or fatalities

Indicators:

Number of formal training events conducted in construction
300 public sector workers trained (all industrial categories combined)

Data Source(s):

OIS; Report from the Chief of Consultation and Training

Baseline:

300 Public sector workers trained (all industrial categories combined)

Annual Performance 2.1.b

Develop and deliver training to workers and employers in the transportation and warehousing industry that targets the most likely causes of injuries, illnesses, and fatalities

Performance Strategies:

Develop and deliver training to workers and employers in the transportation and warehousing sector; target outreach training and consultations towards those activities most likely to cause "struck by," "falling," or "caught in or between" injuries or fatalities

Indicators:

Number of formal training events conducted in the transportation and warehousing industry
300 public sector workers trained (all industrial categories combined)

Data Source(s):

OIS; Report from the Chief of Consultation and Training

Baseline:

300 public sector workers trained (all industrial categories combined)

Annual Performance 2.1.c

Strategic seafood processing training goal not applicable under 23g grant

Annual Performance 2.1.d

Develop and deliver training to workers and employers in public sector targets the most likely causes of injuries, illnesses, and fatalities

Performance Strategies:

Develop and deliver training to workers and employers in public sector

Indicators:

Number of formal training events conducted in public sector
300 public sector workers trained (all industrial categories combined)

Data Source(s):

OIS; Report from the Chief of Consultation and Training

Baseline:

300 public sector workers trained (all industrial categories combined)

Outcome Goal 2.2

Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates

Annual Performance Goal 2.2.a

Maintain at least 12 VPP sites (both in public and private sector) over the course of the strategic plan.

Performance Strategies:

Promote the benefits of the program during enforcement inspections or consultation visits
Conduct promotional activities at industry trade fairs and conferences
Target promotional activity towards those businesses most likely to participate

Indicators:

12 VPP sites
Number and type of promotional activities accomplished

Data Source(s):

OIS; Report from the Chief for Consultation and Training and AKOSH annual report

Baseline:

12 VPP sites (5-year strategic plan baseline, no annual baseline.)

Comments: *Maintain at least 12 VPP sites over the 5-year period.*

Annual Performance Goal 2.2.b

Establish or maintain at least one partnership agreement in construction, transportation/warehousing, seafood processing or the public sector over the course of the strategic plan

Performance Strategies:

- Promote the benefits of the program during enforcement inspections or consultation visits
- Conduct promotional activities at industry trade fairs and conferences
- Target promotional activity towards those businesses most likely to participate

Indicators:

- One partnership agreement,
- Number and type of promotional activities accomplished

Data Source(s):

- OIS; Report from the Chief for Consultation and Training and AKOSH annual report

Baseline:

- 1 partnership agreement in the construction, transportation/warehousing or seafood processing industry or in the public sector

Comments:

The goal is to maintain at least 1 partnership agreement in any one of the targeted categories during each year over the 5-year strategic plan period.

Strategies for Goal 2:

- AKOSH will increase employer awareness of and interest in voluntary compliance programs by discussing the programs with all employers during interventions and settlement meetings. The programs will be actively promoted to employers whose safety and health profile indicates that they might be candidates for even higher quality workplace recognition.
- AKOSH consultation and training activities will gain increased visibility through more integration with other AKOSH strategies. For example, AKOSH's VPP program will be used to provide models of excellence in hazardous industries and processes targeted for enforcement and AKOSH will actively compile and share successes and best practices.
- AKOSH will mobilize employers participating in voluntary compliance programs to provide technical assistance to candidate employers. AKOSH also intends to utilize these employers to promote the benefits of comprehensive safety and health programs.
- AKOSH outreach and training activities will promote the development and improvement of safety and health programs and worker involvement in safety and health. In addition, specific courses will focus on the importance of formal safety and health management systems, the major components of the systems and methods to assess system effectiveness. These will also identify worker participation approaches that are successful in reducing accidents, injuries and illnesses.
- AKOSH will promote current VPP participants through press releases, newspaper notices, and interventions such as meetings and presentations.
- AKOSH will develop and make available to private and public sector employers/employees safety and health training classes and materials targeted to the main causes of illnesses, injuries, and fatalities in the workplace.

AKOSH five year Strategic Goals 3:

Secure public confidence through excellence in the development and delivery of AKOSH enforcement and consultation and training programs and services

Outcome Goal 3.1

Ensure AKOSH staff is well trained and knowledgeable and delivers services in adequate and consistent manner

Annual Performance Goal 3.1.a

Work with OSHA Training Institute and Region X to address the issue of establishing regional training to assure that compliance and consultation staff receives basic and specialized training necessary to effectively carry out this strategic plan

Performance Strategies:

AKOSH will report quarterly on staff training activities, accomplishments, and anticipated problems in accomplishing the goal

Indicators:

Identification of required training courses for compliance and consultation staff in accordance with OSHA Instruction TED 01-00-018 as amended by AKOSH PD 09-02 and the AKOSH Training Plan

Timely completion of required courses by compliance and consultation staff

Staff attendance at professional development courses, seminars and conferences during FY2015

Data Source(s):

Reports from a training coordinator in Consultation and Training, Chief of Enforcement or Assistant Chief, and OIS

Baseline:

None

Annual Performance Goal 3.1.b

Conduct quarterly self-audits of enforcement and consultation case files to evaluate the effectiveness and consistency of services.

Strategies:

AKOSH will strive to maintain adequate and accurate inspection/investigation case files

Problems with files will be corrected and staff will be trained to avoid future issues

Indicators:

Annual reviews conducted by federal OSHA are acceptable and problems are addressed in a reasonable time and manner

Data Source(s):

IMIS/NCR, OIS, and report from federal OSHA

Baseline:

Files organized and maintained in accordance with the appropriate directives and regulations

Stipulations

- A. AKOSH will participate in OSHA's Integrated Management Information System (IMIS) and/or the new OSHA Information System (OIS).
- B. AKOSH will respond to all Complaints against State Plan Administration (CASPA) inquiries from OSHA.
- C. AKOSH will submit all state initiated program changes to OSHA within 30 days. State program officials will work with the OSHA Area Office staff during the development stages of state initiated changes.
- D. The State will continue to adopt OSHA standards established by final OSHA rule in the Federal Register as updates to OSHA standards adopted by reference under AKOSH regulations or through formal promulgation in order to maintain standards that are “at least as effective” as OSHA standards.
- E. The State will continue to process variances according to timelines and procedures set out in Alaska statutes and administrative regulations. All decisions on variances will be made within 120 days of receipt.
- F. The status of compliance officer positions will be communicated to the Area Office on a quarterly basis through the submittal of a revised staffing chart.
- G. The State will submit the 23(g) grant document reflecting fiscal aspects of the program on a schedule established by the OSHA Regional Office. The routine financial monitoring of this document will not be affected by this plan.
- H. AKOSH will continue to utilize OSHA’s Salt Lake City Technical Center for laboratory services.
- I. AKOSH formal contest activity through the OSH Review Board will be communicated to the Area Office routinely. The OSH Review Board is an independent body appointed by the Governor.

Appendix D

23(g) State Plans Projected Program Activities

23(g) Compliance and On-site Consultation

23(g) Compliance & On-site Consultation	Actual FY 2013		Estimated FY 2014		Projected FY 2015	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	81	43	100	60	95	60
Private Sector Inspections - Construction	194	14	185	15	185	15
Public Sector Inspections - Total	29	14	40	20	35	15
Total Inspections	304	71	325	95	315	90
Public Sector Consultation Visits	64	24	90	20	75	15
Private Sector Consultation Visits - 23(g) (KY, PR, and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Total Consultation Visits	64	24	90	20	75	15

23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2013		Estimated FY 2014		Projected FY 2015	
	New	Total	New	Total	New	Total
VPP Participants - General Industry	0	12	0	12	0	12
VPP Participants - Construction	0	0	0	0	0	0
VPP Participants - Public Sector	0	0	0	0	0	0
Participants in Cooperative Programs with Enforcement Incentives (i.e., Strategic Partnerships)	2	14	2	16	2	18
Participants in Cooperative Programs without Enforcement Incentives (i.e., Alliances)	0	0	0	0	0	0
Private Sector SHARP Participants - 23(g) (KY, PR, and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Public Sector SHARP	n/a	n/a	n/a	n/a	n/a	n/a
Outreach Participants		300		300		300

- New participants are those that become active during the fiscal year. The total number of participants is the number that is active at the end of the fiscal year, and includes all new sites from that year.
- Cooperative Programs with Enforcement Incentives: Programs similar to OSHA's Strategic Partnership Program that provide enforcement incentives to approved participants, such as inspection exemption or deferral, or reduced penalties.
- Outreach Participants: Projected total number of trainees/participants in formal training, workshops, seminars, speeches, conferences, informal worksite training, etc., during the year.

Notes: Fiscal year based on Federal fiscal year.

Training Plan to Satisfy Goals 2.1a and 2.1b

The goal is to promote safety and health programs as they relate to preventing injuries, illnesses and fatalities in the construction, seafood processing and transportation industries.

AKOSH set into place several strategies to address the training needs of workers involved in the construction, seafood processing and transportation industry to prevent "struck by," "falling," "caught in or between," and "pinch-point" (possible amputation) injuries:

- A. Training courses, as requested, providing employers, employees and the general public with training and train the trainer programs to assist in preventing "struck by," "falling," "pinch-point," and "caught in or between" injuries, and fatalities in the construction industry, transportation and warehousing industry, and seafood processing industry.
- B. AKOSH will present eight 10-hour training sessions to assist in preventing "struck by," "falling" and "caught in or between" injuries and fatalities in construction, seafood processing and transportation/warehousing industries.
- C. AKOSH will have radio stations in the State of Alaska run Public Service Announcements to promote the reduction of injuries and fatalities in the construction and transportation industry.
- D. The training coordinator will be responsible to notify employers, employees and the general public when AKOSH training will be held.
- E. The training coordinator will be responsible to ensure all consultants and trainers receive proper training on prevention strategies involved with preventing "struck by," "falling" and "caught in or between" injuries and fatalities in construction, seafood processing and transportation/warehousing industries.
- F. AKOSH will work with Associations, Employers and other groups in promoting AKOSH Consultation and Training Services.
- G. The Training Coordinator will provide the Chief of Consultation and Training with a monthly report on number of public sector formal training events conducted and number of attendees.

- H. The Training Coordinator will interface with Federal OSHA Region X and OSHA Training Institute, other States and entities in obtaining training materials and programs to promote the reduction of injuries and fatalities in the construction, seafood processing and transportation/warehousing industries.
- I. The Chief of Consultation and Training will assign consultants and trainers as needed to fulfill the requirements of the training plan.