



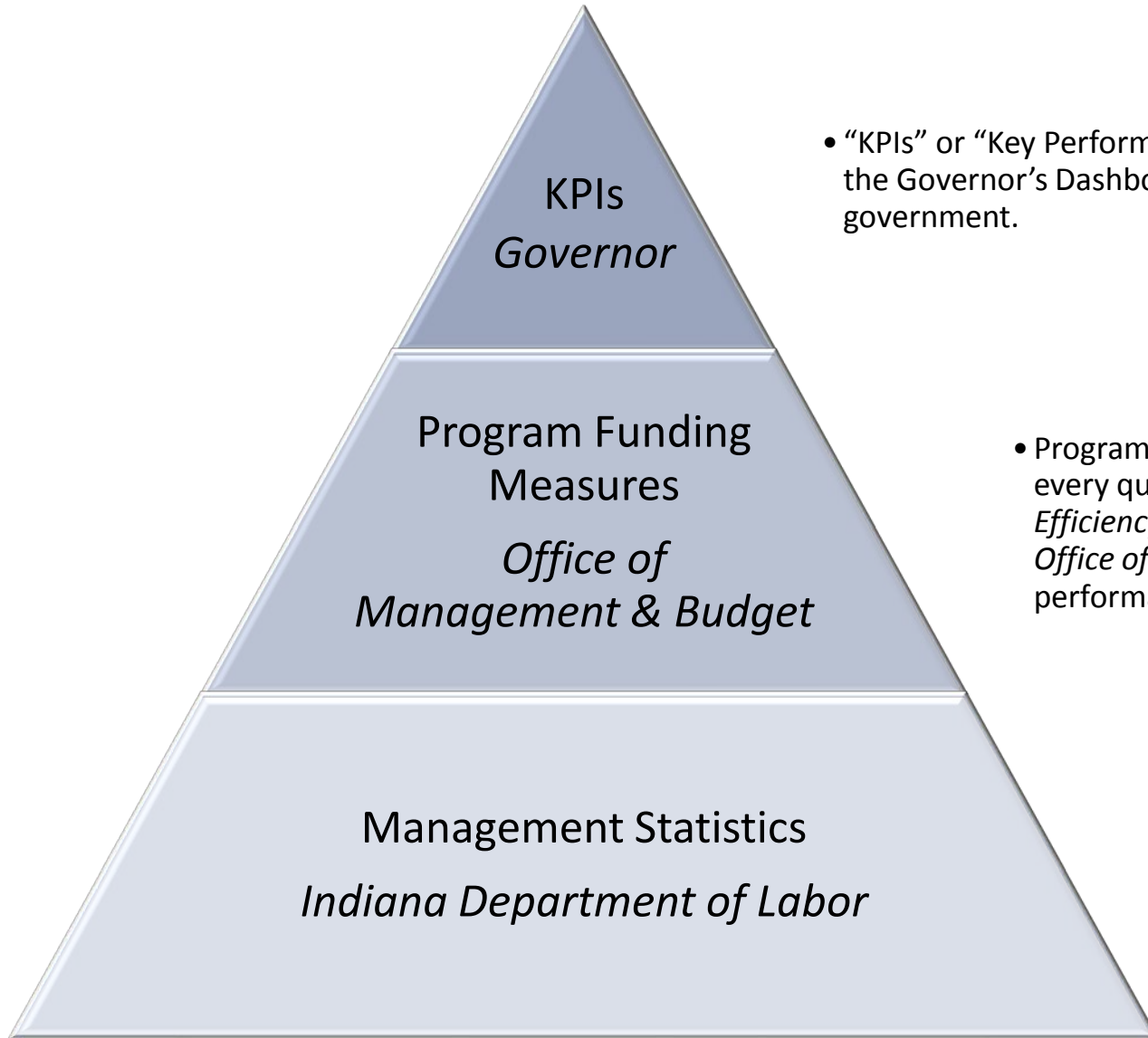
INDIANA  
DEPARTMENT  
OF LABOR

# Indiana Department of Labor Performance Metrics – Quarter 4 2015

Published: January 29, 2016



# Three Tiers of Metrics



- “KPIs” or “Key Performance Indicators” are reported on the Governor’s Dashboard from every agency in State government.

- Program Funding Measures are reported every quarter to the *Office of Government Efficiency and Financial Planning* in the *Office of Management and Budget* to show performance by funding source.

- Other statistics in this report are management statistics for use by IDOL Management in tracking the outputs and outcomes of departmental processes.

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## Key performance Indicators (KPIs)

KPI #1: Annual Nonfatal Occupational Injury and Illness Rate for Indiana

KPI #2: Number of Businesses Participating in Indiana Safety and Health Achievement Recognition Program (INSHARP) and the Voluntary Protection Program (VPP)

## Program Funding Measures

Average Elapsed Time for All IOSHA Inspections with Citations

Number of Indiana Occupational Safety and Health (IOSHA) Inspections

Percentage of Meritorious Wage Claims which Result in Recovered Wages

Number of Child Labor Inspections Conducted

Total INSafe Consultations and Interventions Closed

Number of Coal Mine Inspections

Survey of Occupational Injuries and Illnesses (SOII) Response Rate

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SOII Response Rate

SOII Survey Rate

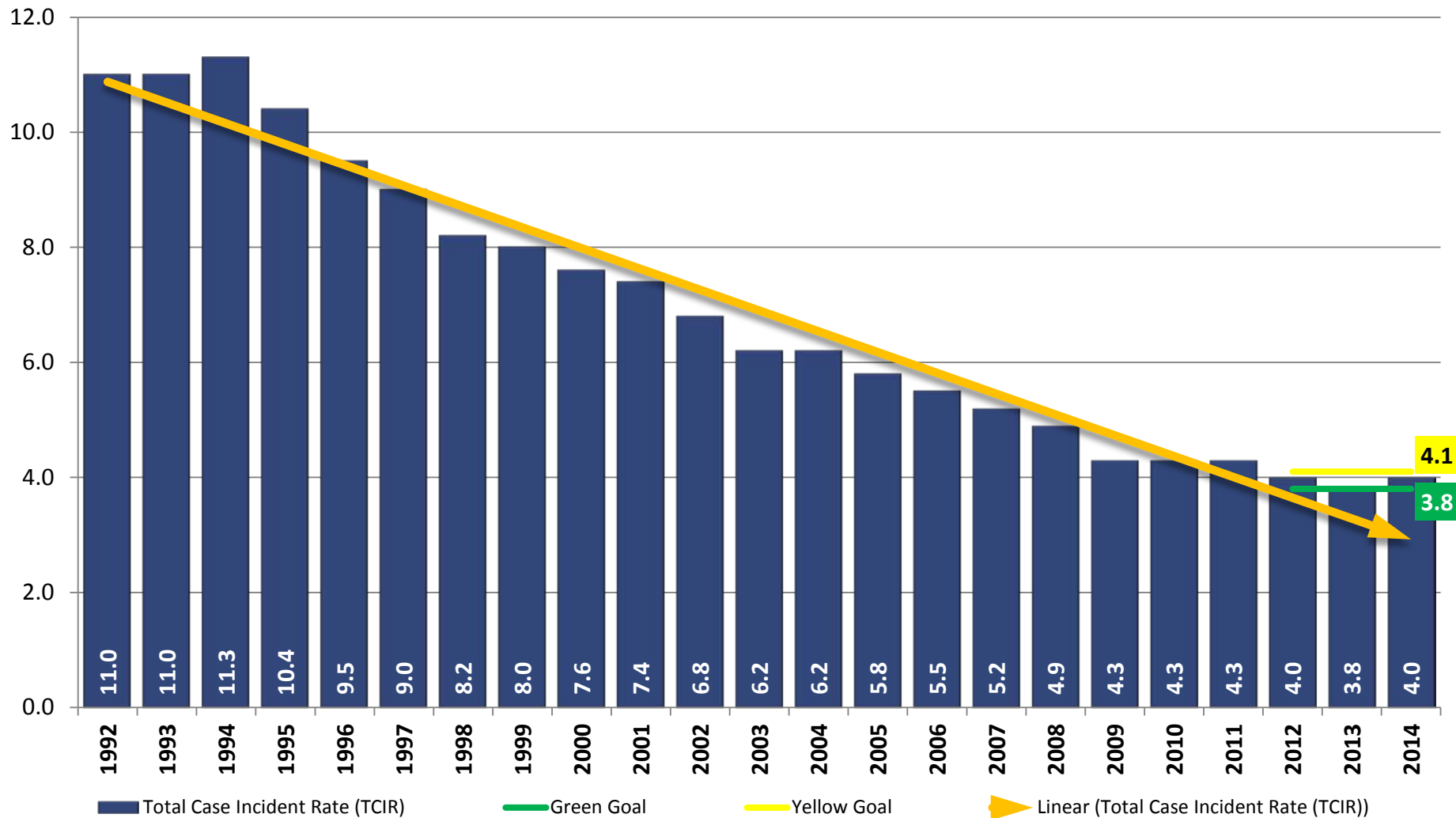
SOII Percent of Cases In Coded

# Key Performance Indicators

**Key Performance Indicators (KPIs)** are used to demonstrate the overall performance of the Department of Labor. These metrics are reported to the Office of the Governor and the Indiana Office of Management and Budget. The KPIs are included on the Governor's dashboard report.

# KPI #1:

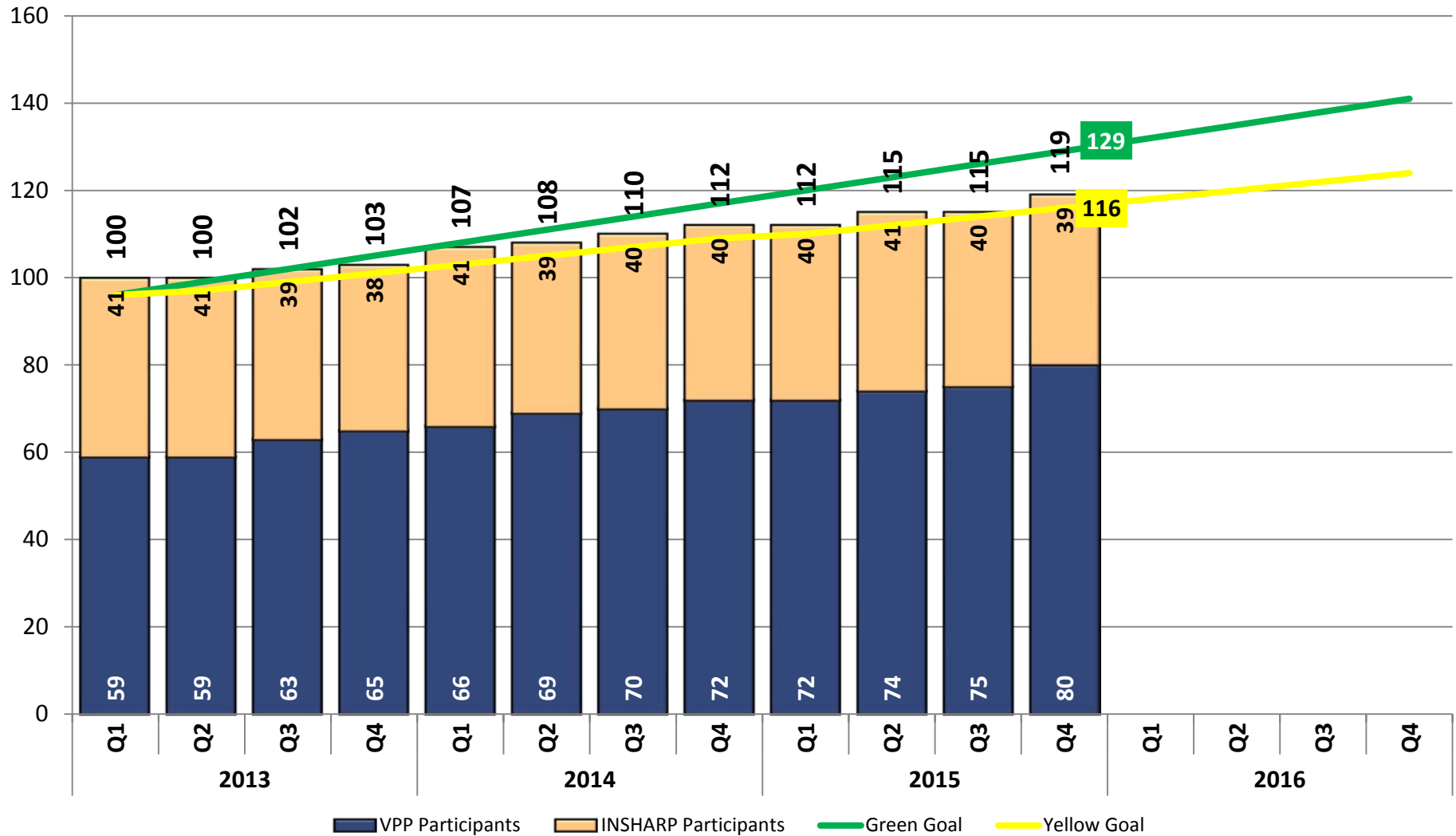
## Annual Nonfatal Occupational Injury and Illness Rate for Indiana



The Nonfatal Occupational Injury and Illness rate shows an estimate of the number of workplace injuries and illnesses per 100 employees. The data is collected by the Quality Metrics and Statistics (QMS) division through the Survey of Occupational Injuries and Illnesses (SOII). The rate is reported annually, nine-months after the survey year ends. The rates for calendar year 2014 will be released in late 2015.

# KPI #2:

## Number of Businesses Participating in INSHARP and VPP



The Indiana Safety and Health Achievement Recognition Program (INSHARP) and Voluntary Protection Program (VPP) are exemplary programs that provide recognition, rewards and ongoing support to Hoosier employers that operate exemplary safety and health management systems. Membership in these programs is voluntary.

# Program Funding Measures

**Program Funding Measures** show the outcomes and outputs of Indiana Department of Labor programs in each of the agency's funding sources. These metrics are reported quarterly to the Indiana Office of Management and Budget.

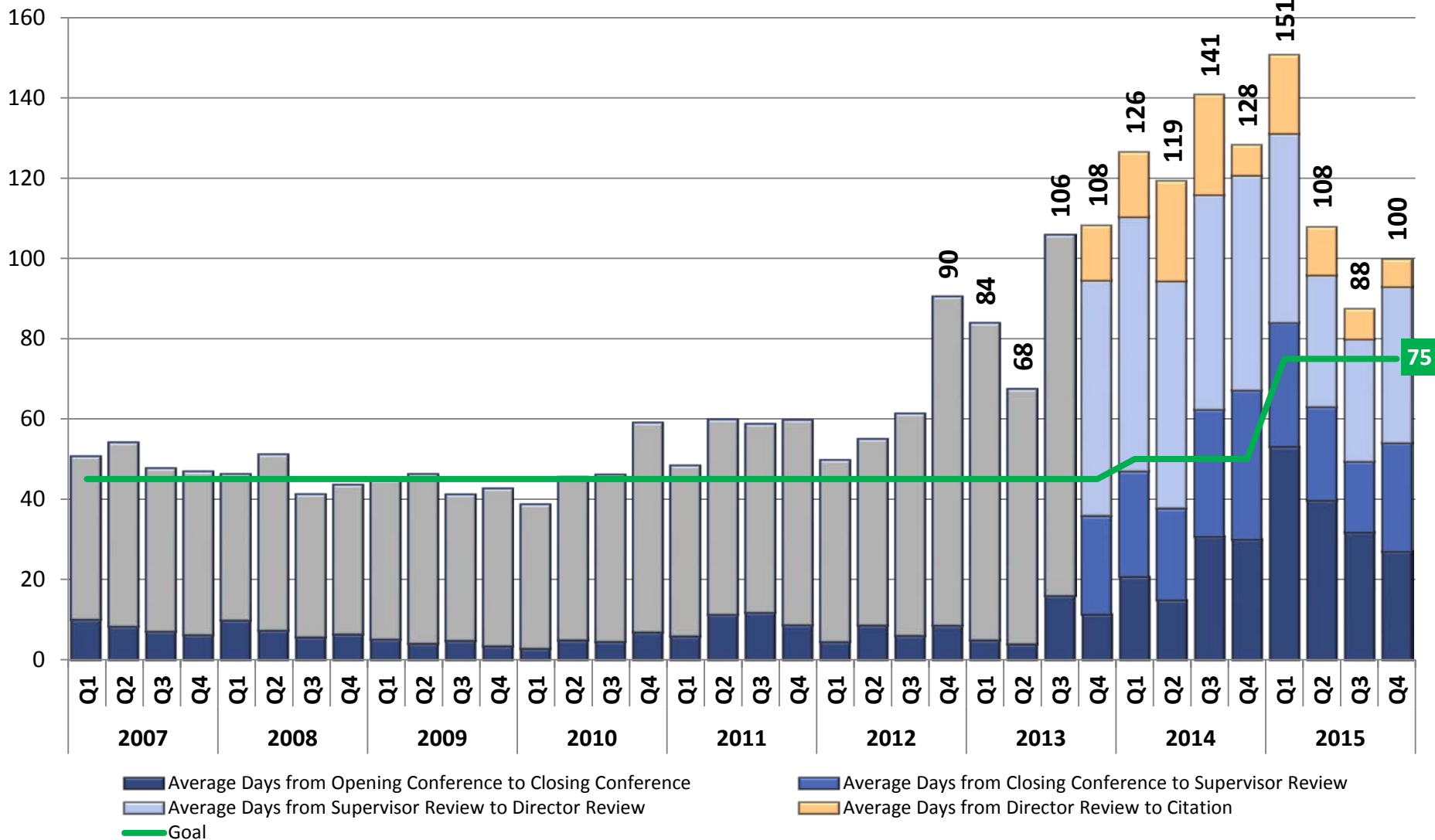


# Program Funding Metrics

KPIs can double as Program Funding Metrics

Fund Center Name	Program Objective	Program Indicator
<b>IOSHA</b>	Reduce occupational injuries and illnesses	Annual Nonfatal occupational injury and Illness rate <i>Outcome oriented</i>
	Improve safety through efficient customer service and compliance review	Average elapsed time for inspections with citations <i>Outcome oriented</i>
	Advance workplace safety through both complaint driven and targeted inspections	Number of Indiana Occupational Safety and Health (IOSHA) Inspections <i>Output oriented</i>
<b>Operations, Wage &amp; Hour and Bureau of Child Labor</b>	Enforce employee's right to lawful wages	Percent of meritorious wage claims and CCW audits resulting in recovery of wages owed <i>Outcome oriented</i>
<b>Employment of Youth Bureau of Child Labor</b>	Enforce Indiana child labor laws through regulation	Number of child labor inspections <i>Output oriented</i>
<b>INSafe</b>	Improve safety and health through outreach, education and training	Total INSafe Consultations and Interventions Closed <i>Output oriented</i>
<b>Bureau of Mines</b>	Enhance underground mine safety	Number of mine inspections <i>Output oriented</i>
<b>Quality, Metrics &amp; Statistics</b>	Produce reliable and clean data to measure IOSHA and INSafe safety and health outcomes	Bureau of Labor Statistics survey return rate <i>Outcome oriented</i>

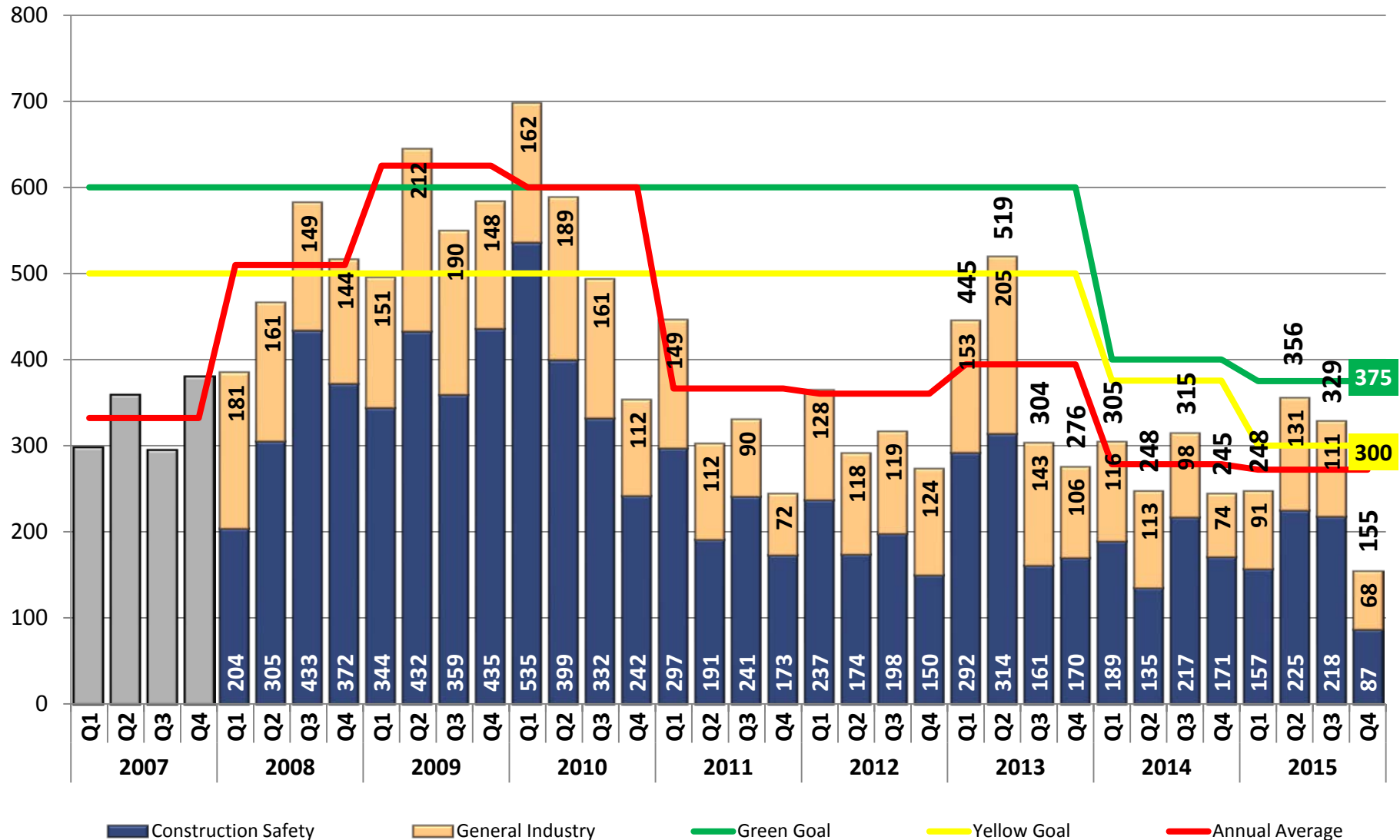
# Average Elapsed Time for All IOSHA Inspections with Citations



This metric measures the average elapsed time to complete IOSHA inspections with citation from the Opening Conference through the date the citation is issued. Cases may sometimes take several months to complete, so the data for the two most recent quarters may fluctuate as these inspections are closed.



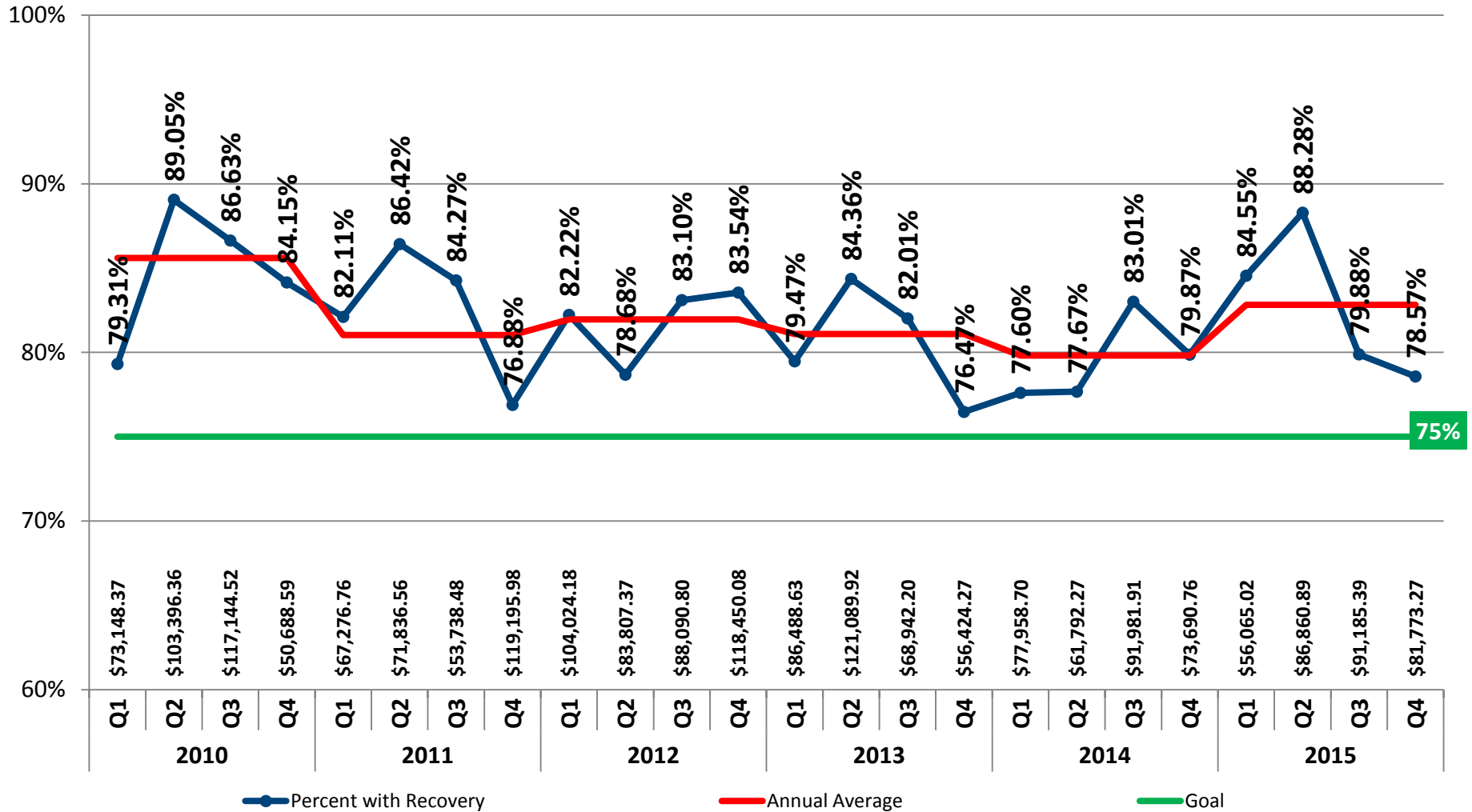
# Number of Indiana Occupational Safety and Health (IOSHA) Inspections



The quarterly goals for Number of IOSHA Inspections conducted per quarter have decreased due to tremendous changes in staffing over the last 24 months.



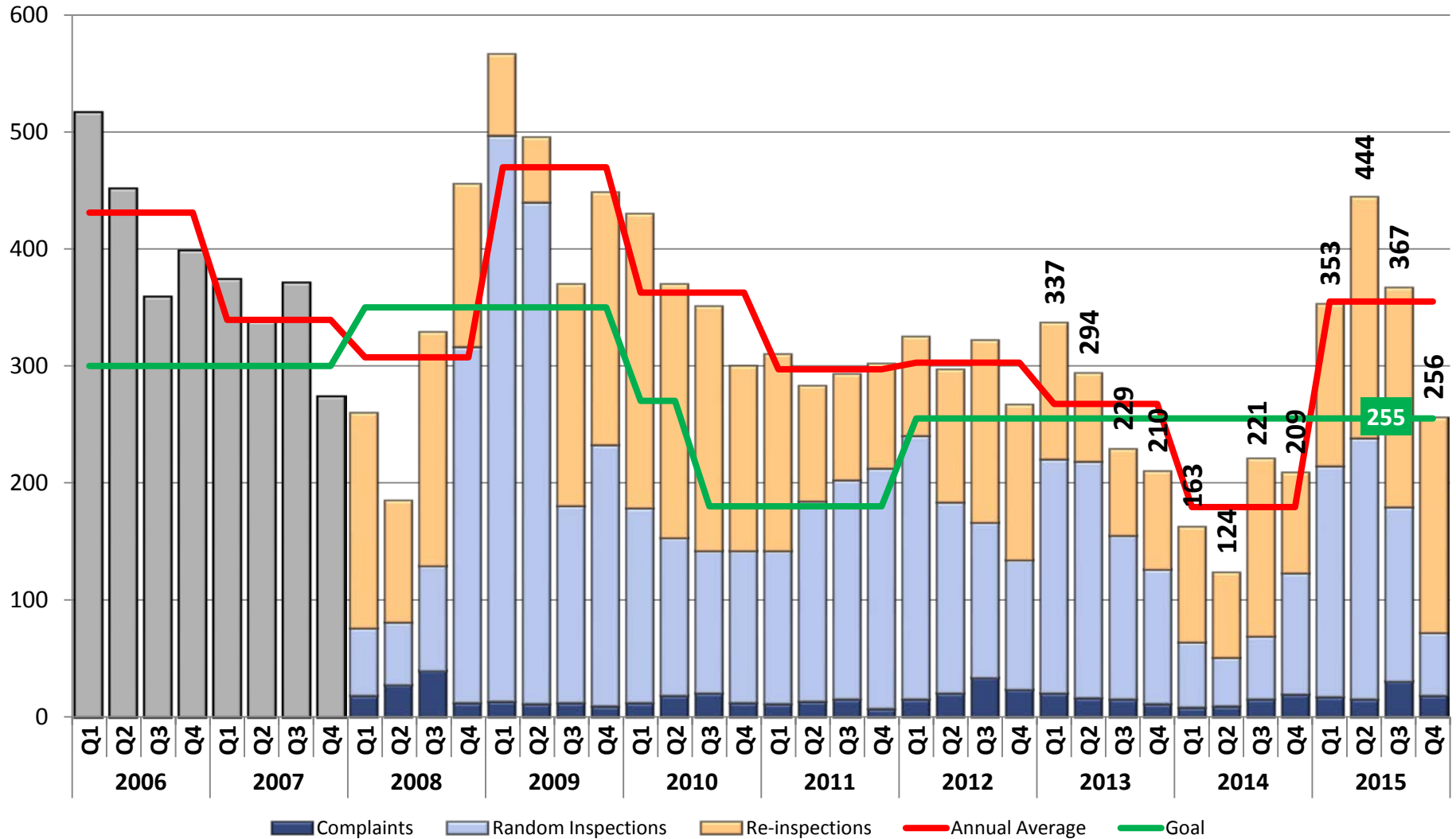
# Percentage of Meritorious Wage Claims which Result in Recovered Wages and Amount Recovered



After reviewing the documentation provided by both an employee and an employer, the Indiana Department of Labor considers a wage claim meritorious if it is determined that the employee is owed the wages claimed. This graph shows the percentage of claims where wages are recovered and amount of money recovered for the claimants.



# Number of Child Labor Inspections Conducted

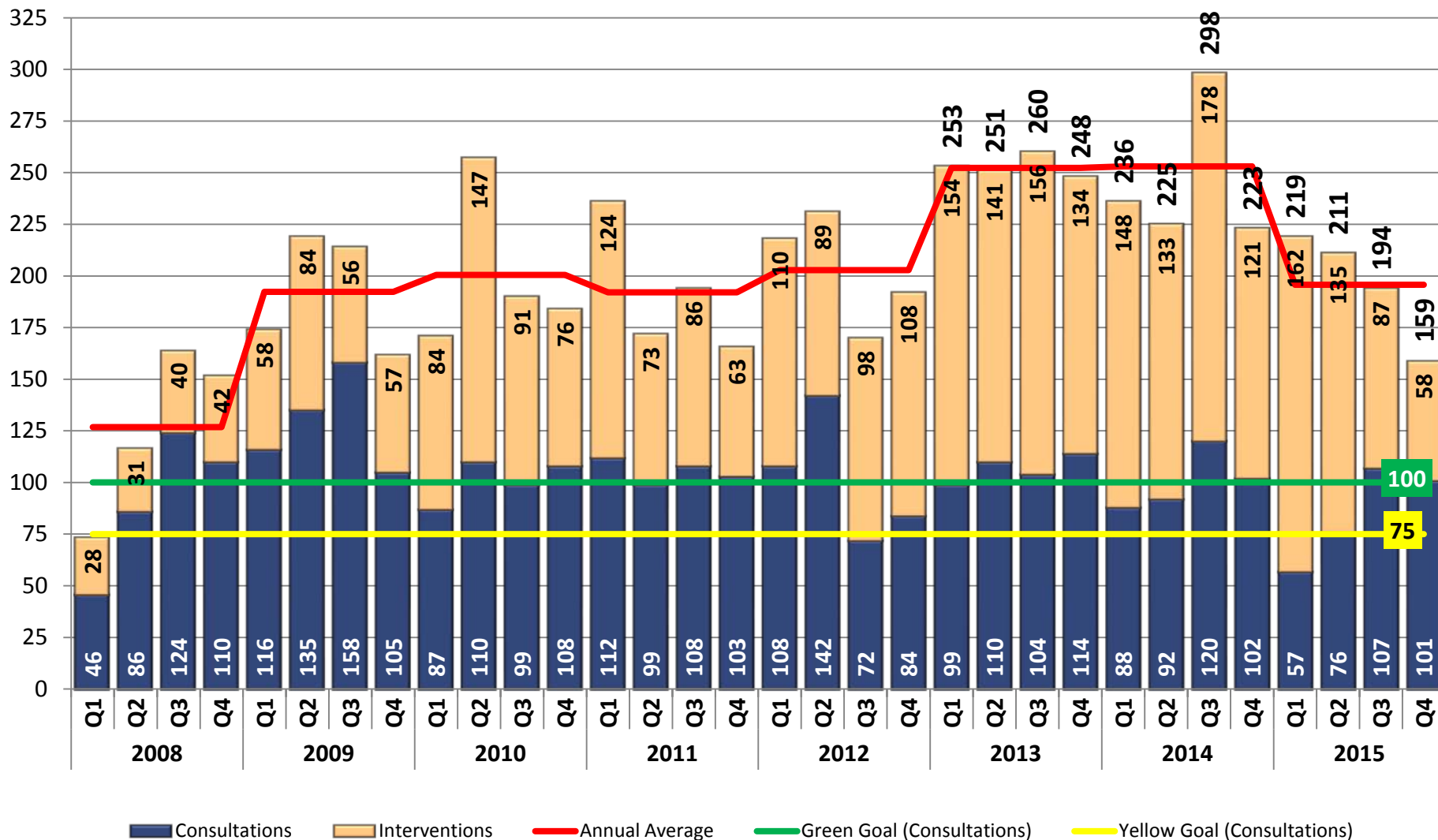


The Bureau of Child Labor investigates Indiana employers for violations of Indiana's Child Labor laws. This chart shows the number of complaint, random and repeat investigations performed by the Bureau of Child Labor. In Q2 2014, there was only one Inspector.





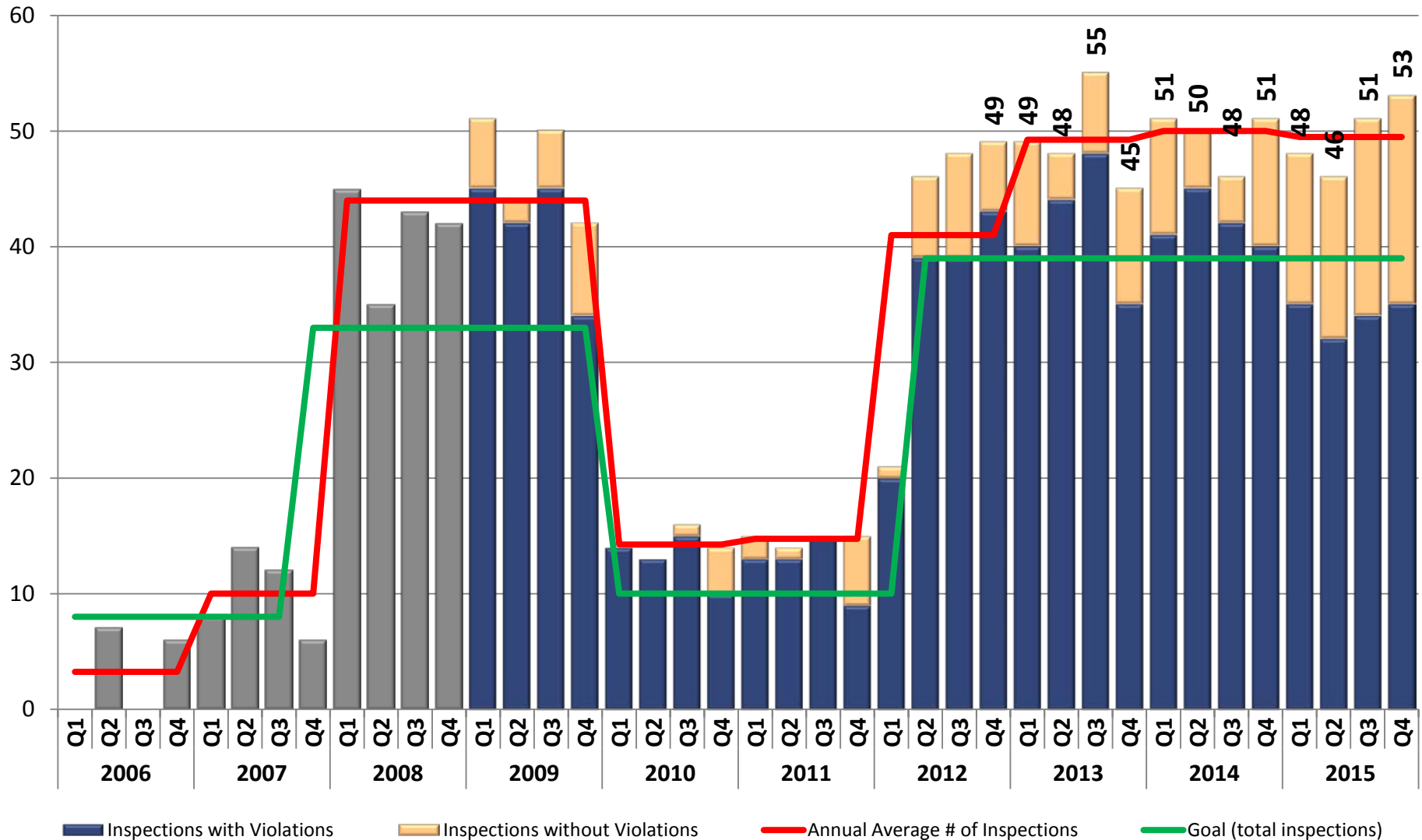
# Total INSafe Consultations and Interventions Closed



Employers may request free occupational safety and health consultations from INSafe. Consultation services include a hazard identification walkthrough and a review of an employer's safety programs and procedures. Interventions are presentations, speeches or questions a consultant performs outside of a typical consultation.



# Number of Coal Mine Inspections

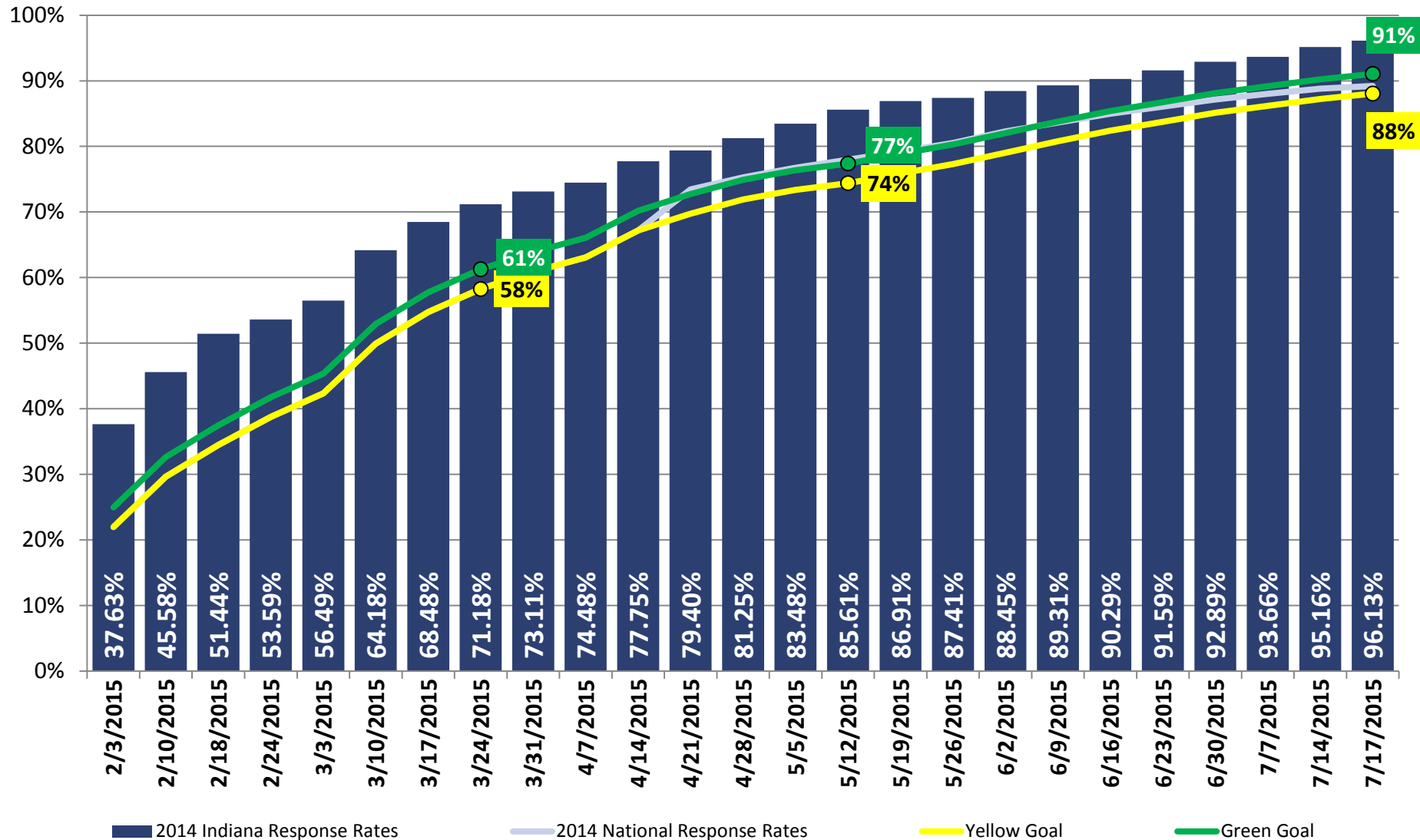


The above chart shows the total number of Coal Mine Inspections performed per quarter and the number with and without violation. The fluctuation in the number of inspections corresponds with staffing levels in the Bureau of Mines. One new mine opened in Q3 2015 while two ceased production.



# Survey of Occupational Injuries and Illnesses (SOII)

## Response Rate

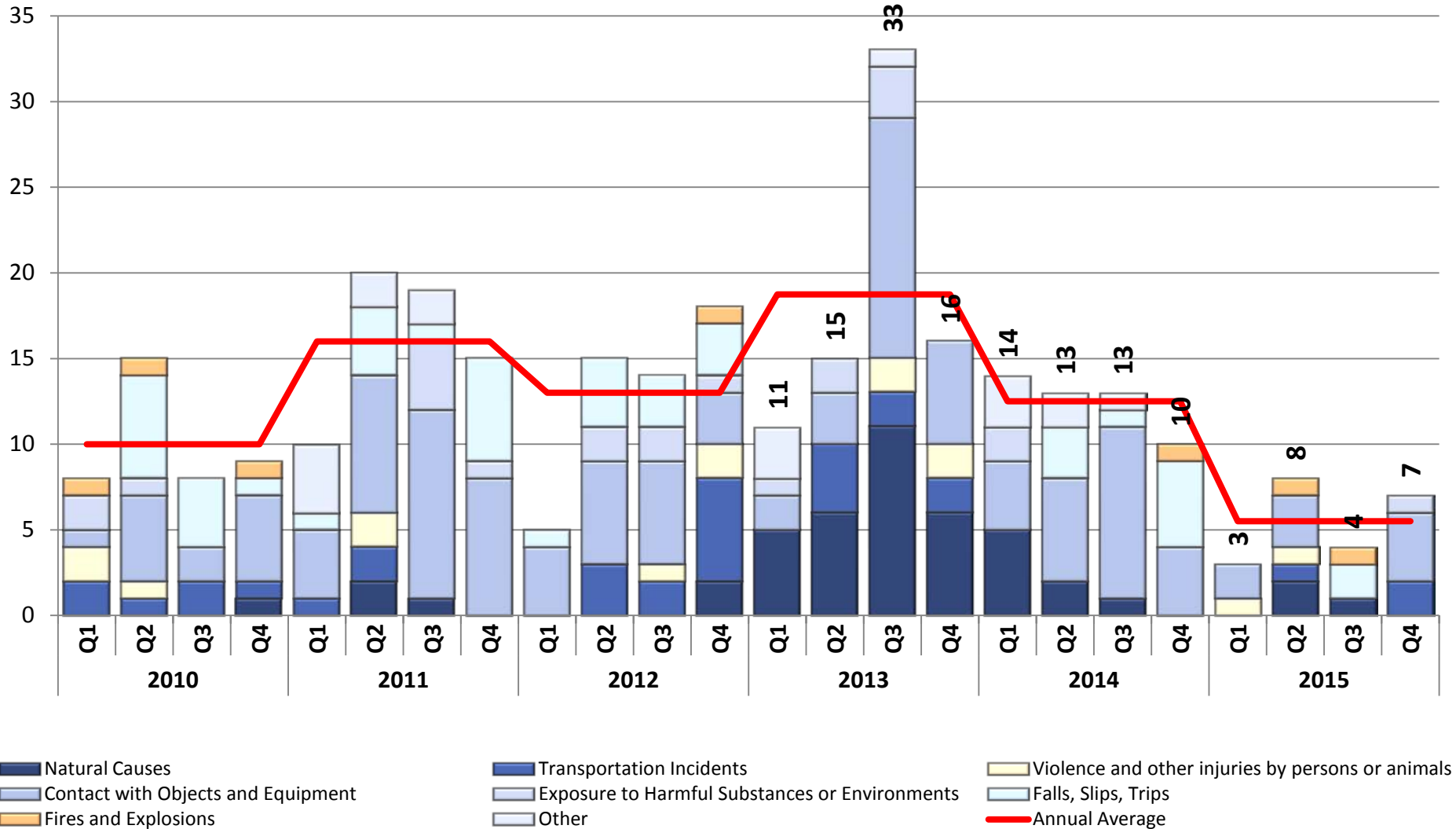


The Survey of Occupational Injury and Illness (SOII) is conducted from mid-January to mid-July each year and collects results from the previous calendar year. The response rate is reported to GEFP annually upon completion of the survey.



# Management Statistics

# Number of OSHA Workplace Fatality Investigations

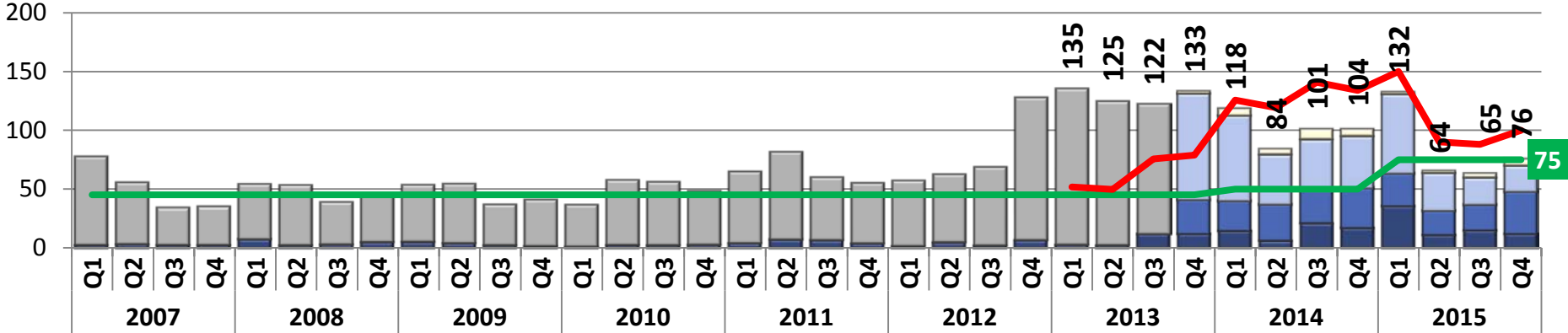


Due to jurisdictional issues, the Indiana Occupational Safety and Health Administration (IOSHA) investigates many, but not all, workplace fatalities that occur in Indiana. This chart shows the number and types of fatality investigations conducted per quarter.

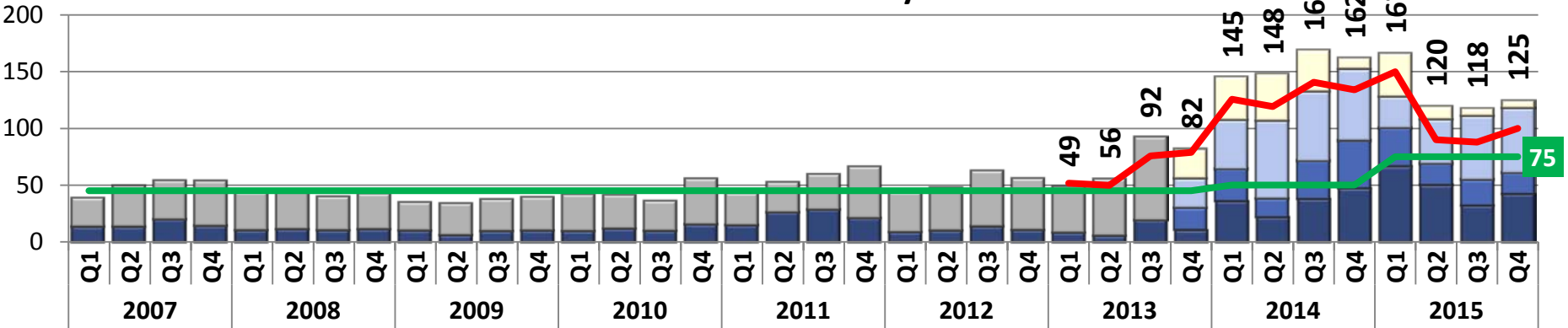


# IOSHA Inspection Elapsed Time by Division

## Construction



## General Industry



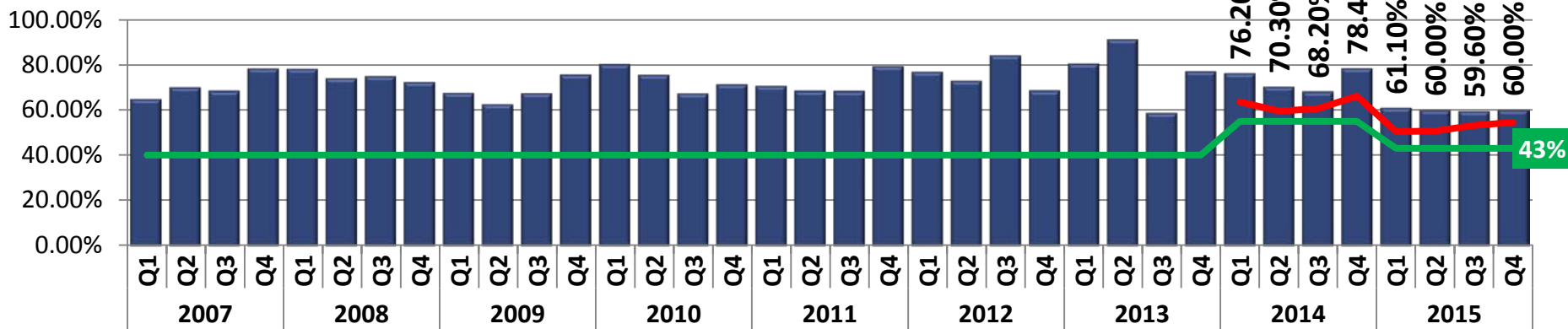
- Average of Days from Open to Closing Conference
- Average of Supervisor Review to Director Review
- Goal
- Average Days from Closing Conference to Supervisor Review
- Average of Days from Director Review to Citation
- Combined IOSHA Average: 88 Days

This chart shows the average elapsed time to complete IOSHA Construction and General Industry inspections with citation broken out into four separate segments. Inspections may sometimes take several months to complete, so the data for the two most recent quarters may fluctuate as these inspections are closed.

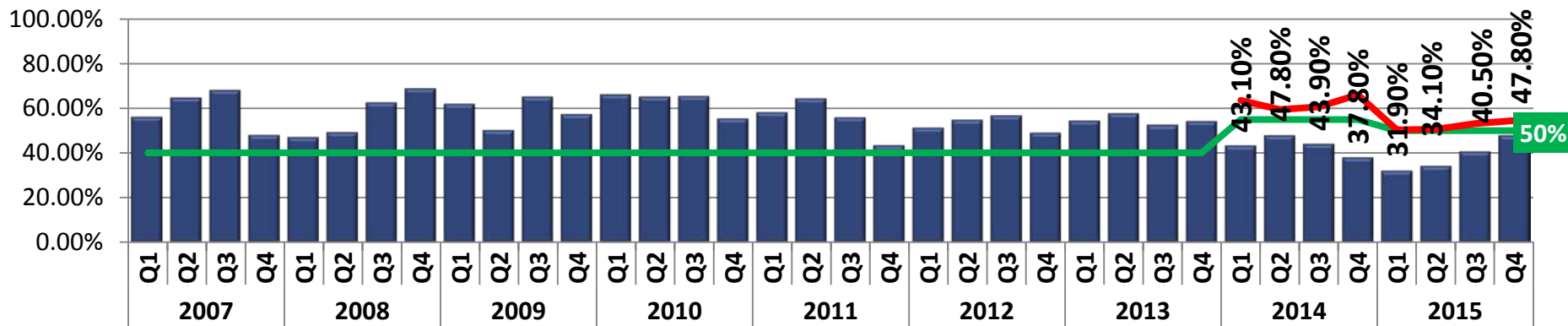


# Percentage of IOSHA Investigations In Compliance

## Construction



## General Industry



■ Citation Rate

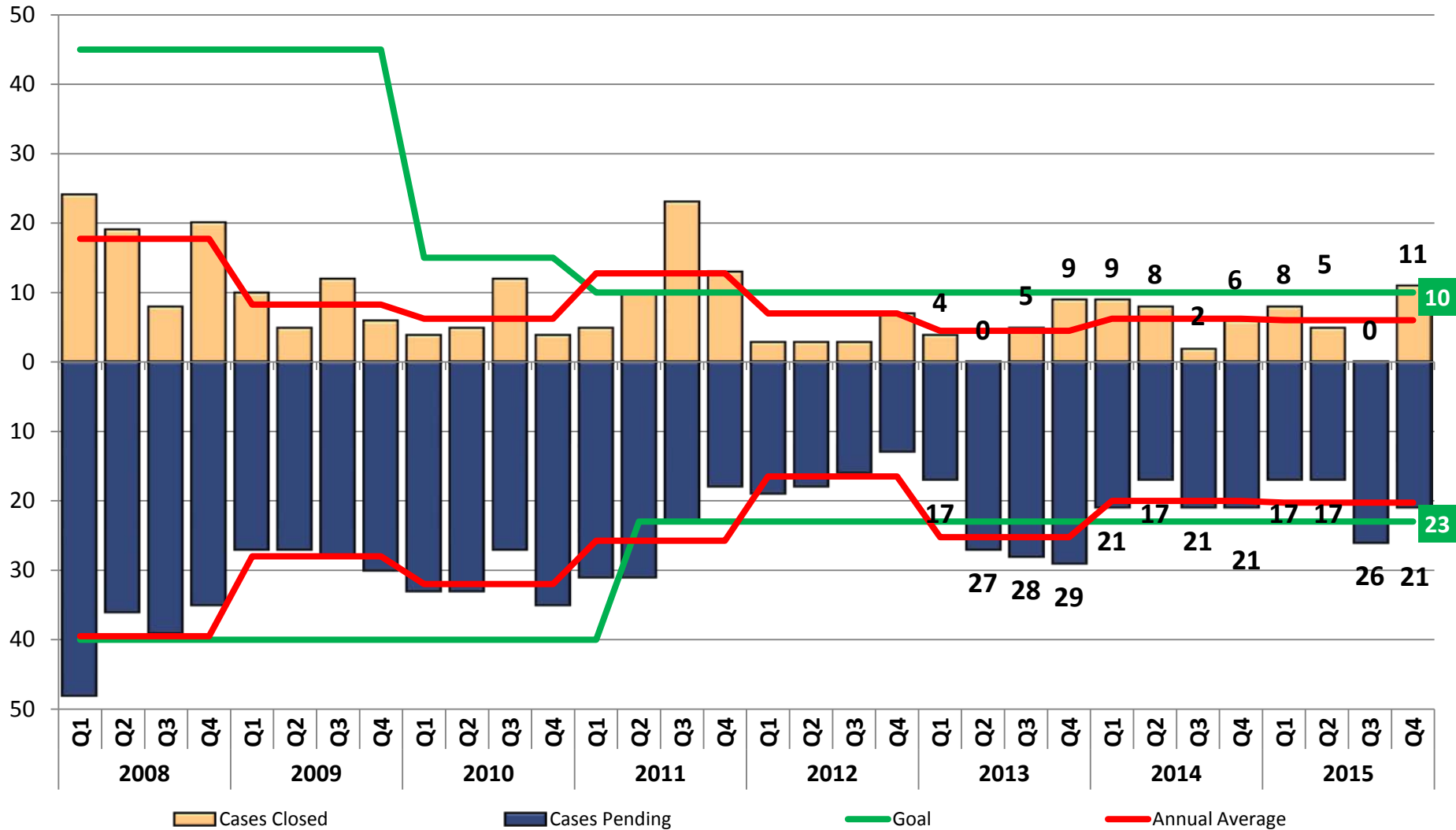
— Goal (Below)

— Combined Average

Indiana Occupational Safety and Health Administration (IOSHA) investigations do not always result in a citation or monetary penalties. Sometimes, investigations are completed but no violations are cited. These charts show the percent of Construction and General Industry investigations where no citations was issued.



# Indiana Board of Safety Review Cases

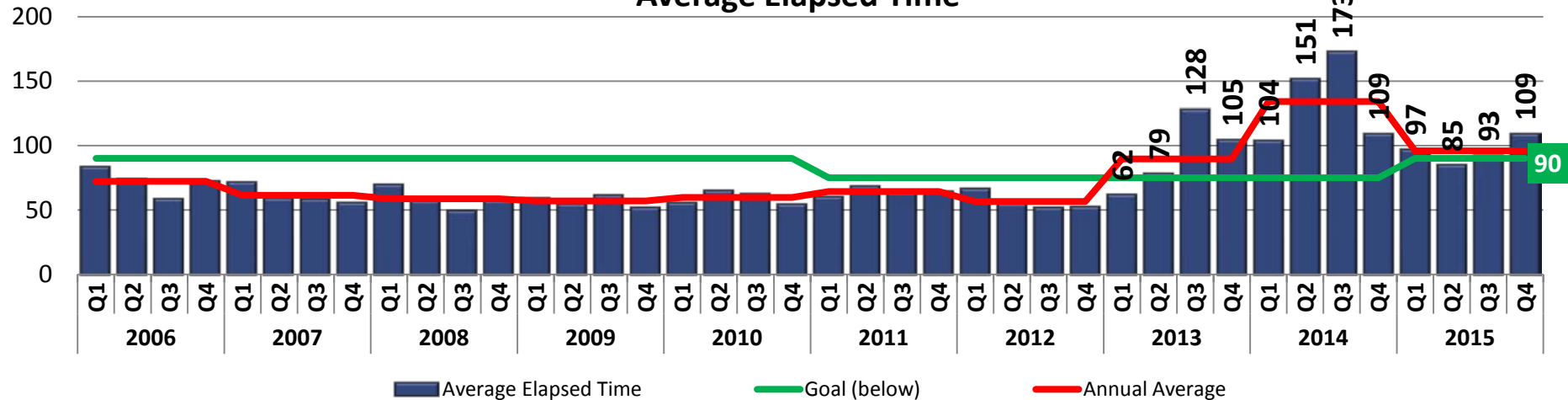


The Board of Safety Review meets once per month to hear employer appeals of Indiana Occupational Safety and Health Administration (IOSHA) citations. The charts above show the number of cases closed and pending per quarter.

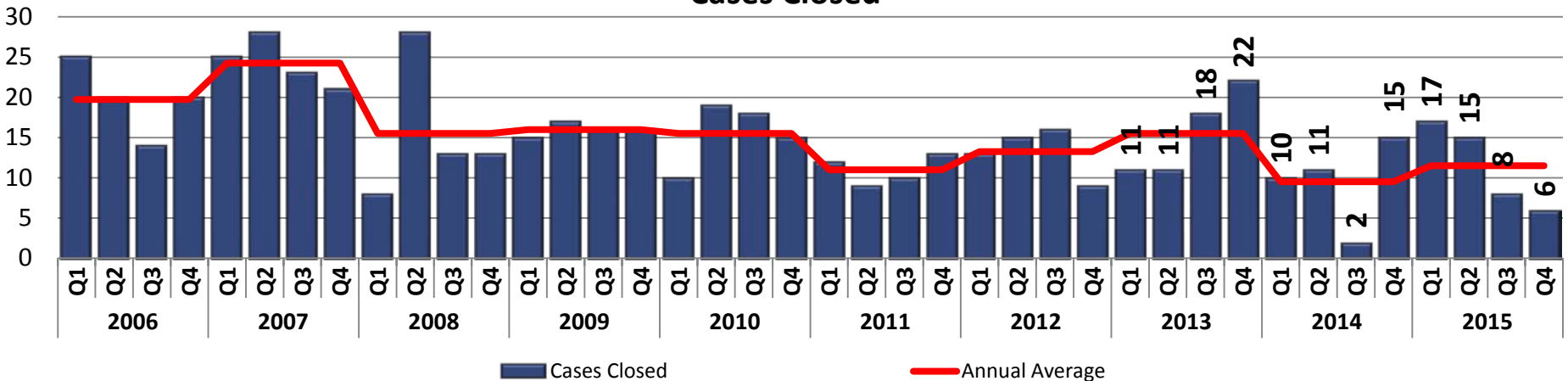


# Whistleblower Cases

## Average Elapsed Time



## Cases Closed



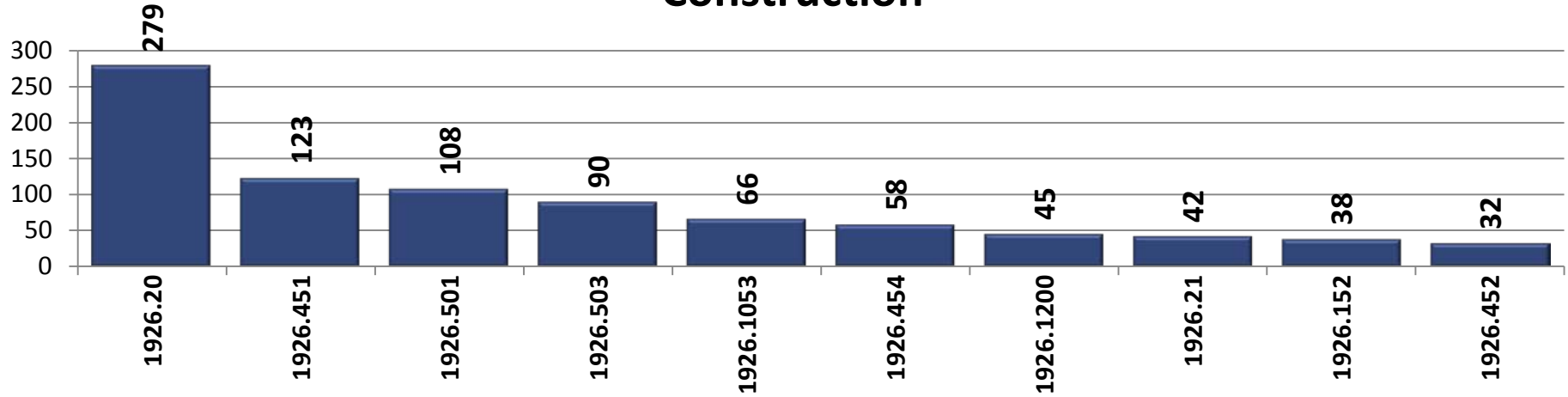
The Indiana Occupational Safety and Health Administration (IOSHA) investigates claims of retaliation against employees who “blow the whistle” on unsafe practices in their place of employment. Above are charts showing the number of cases closed and the average elapsed time for Whistleblower cases each quarter.



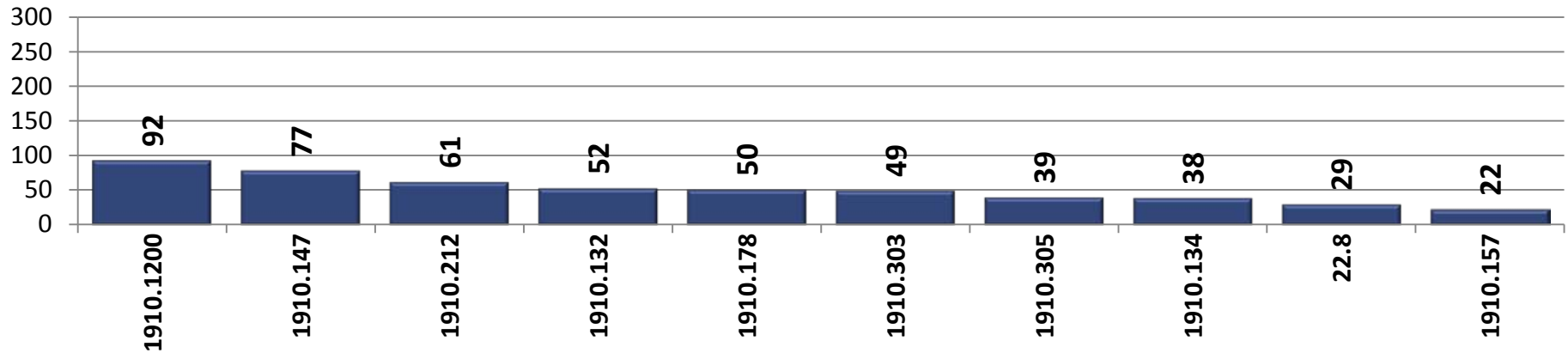
# IOSHA Top 10 Citations

(1/1/2015 through 12/31/2015)

## Construction



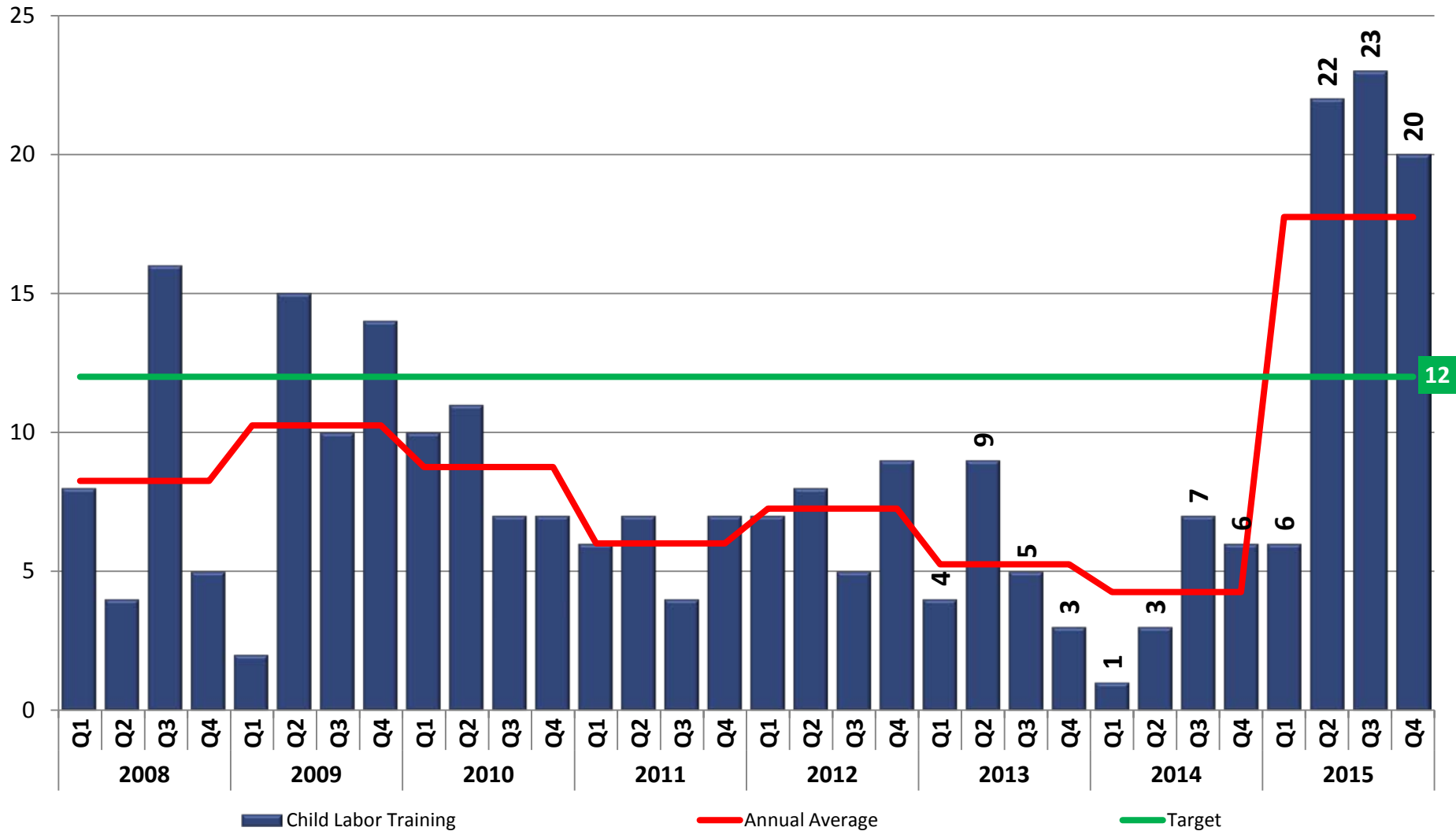
## General Industry



Indiana Occupational Safety and Health Administration (IOSHA) investigations frequently result in a citation for violation of an OSHA standard. This chart represents the twenty-five (25) most frequently cited violations for this reporting period. For more information and definitions of these OSHA Standards, visit <https://www.osha.gov/law-regs.html>.

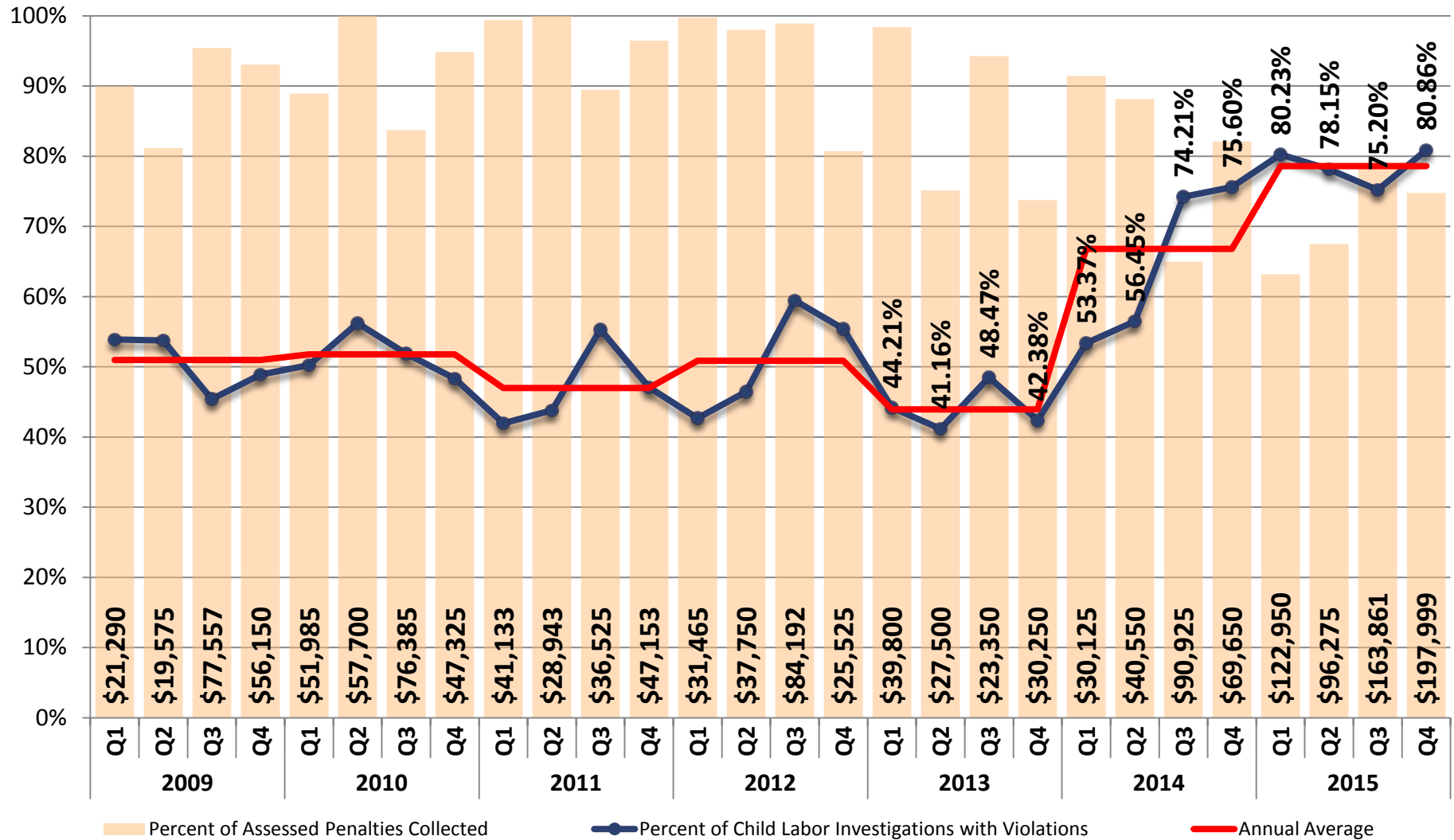


# Number of Child Labor Trainings



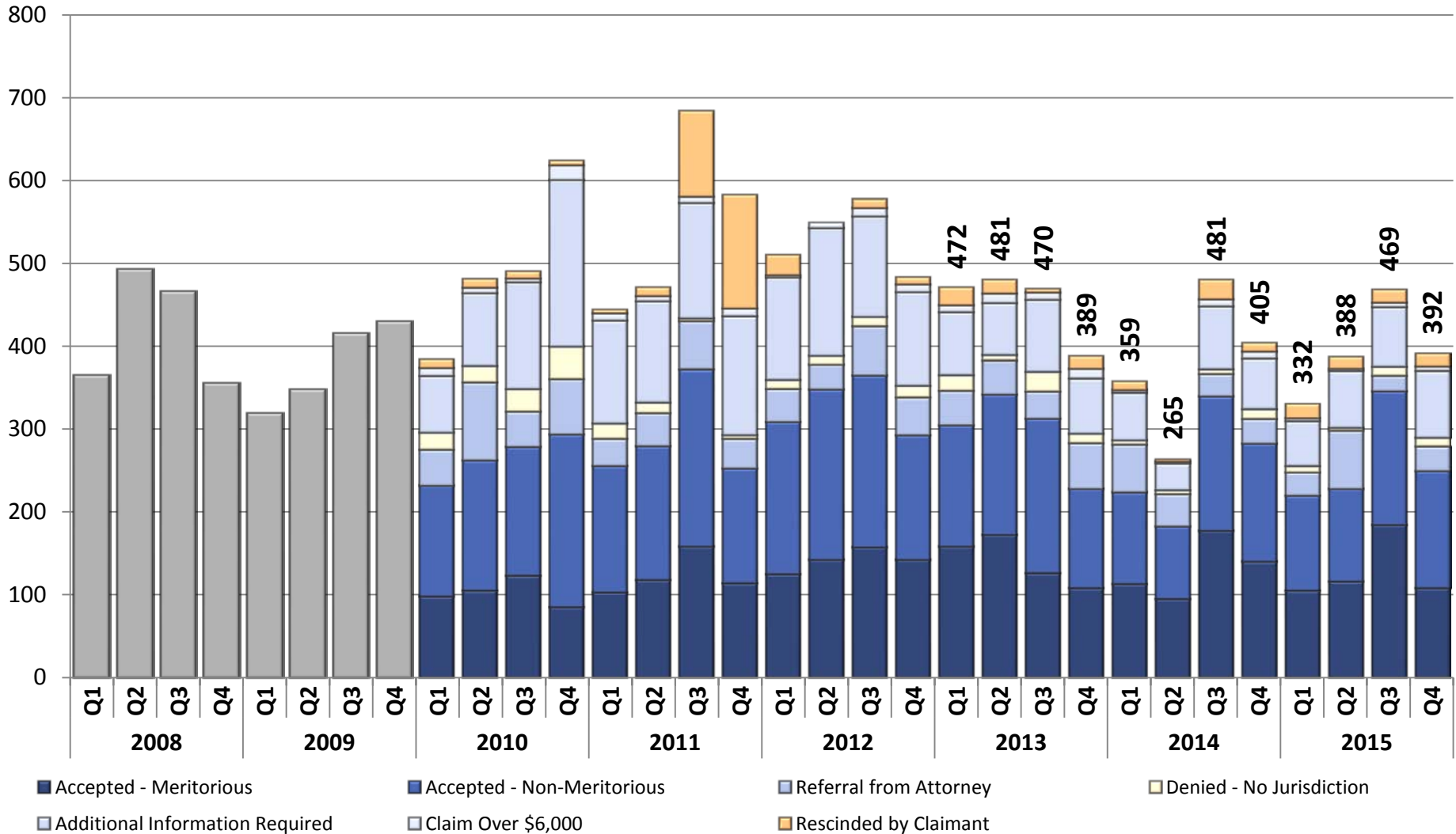
The Bureau of Child Labor conducts training classes covering Indiana's Child Labor laws. From Quarter 2 2009 through Quarter 3 2013, these trainings were performed regularly by the Director of Child Labor, Training and Education.

# Percent of Child Labor Investigations with Violations and Percent of Penalties Collected



Not all investigations performed by the Bureau of Child Labor result in violations or monetary penalties. The line graph shows the percentage of Child Labor investigations where violations were cited. The bars represent the percentage of the assessed penalties paid.

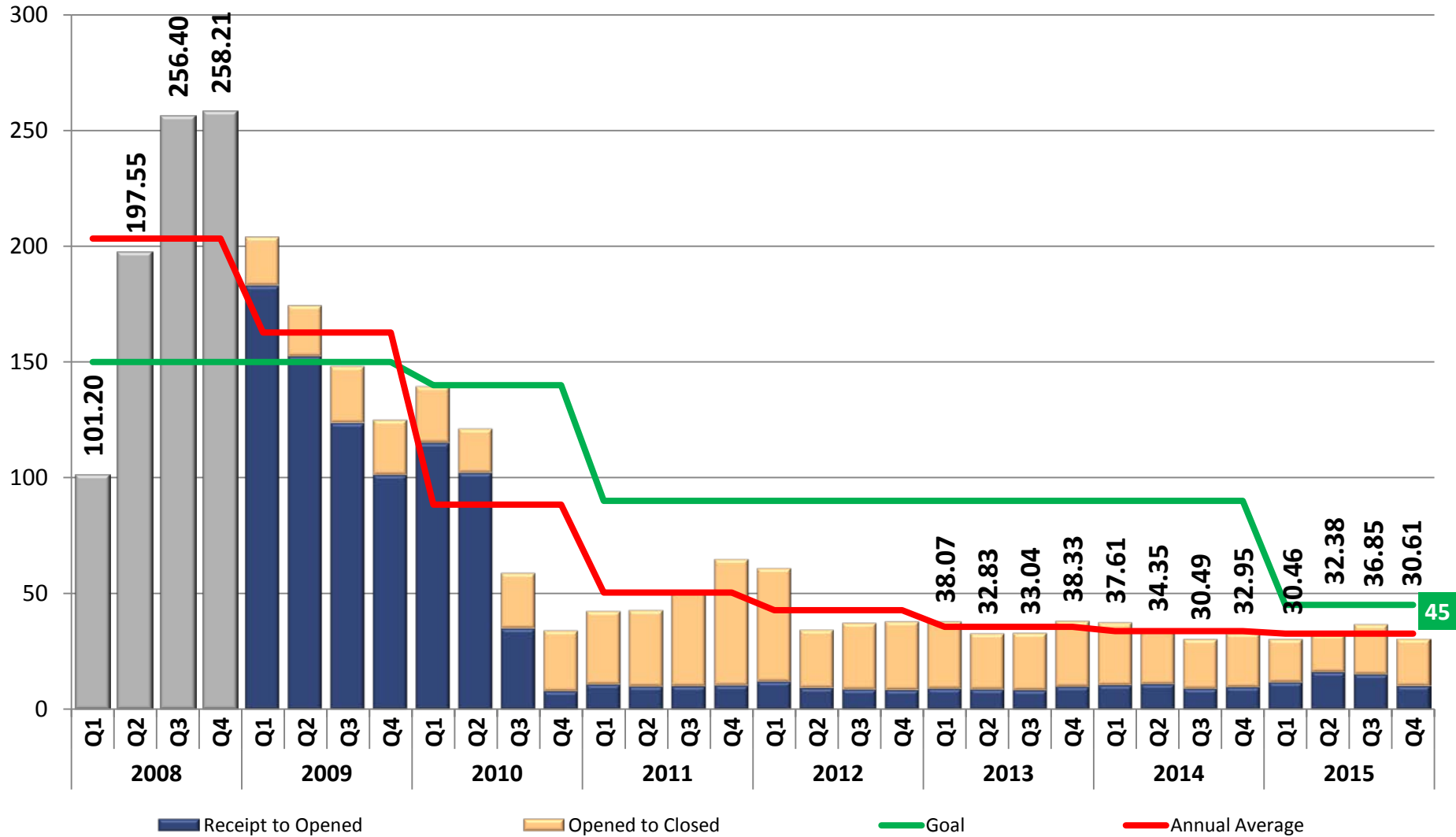
# Number of Wage Claims Received



Employees who feel they have been paid incorrectly may file a wage claim with the Indiana Department of Labor (IDOL). The Wage and Hour Division ensures the claims meet all statutory requirements, reviews documentary evidence provided by the employer and claimant, and determines if the claim is meritorious (wages are owed).

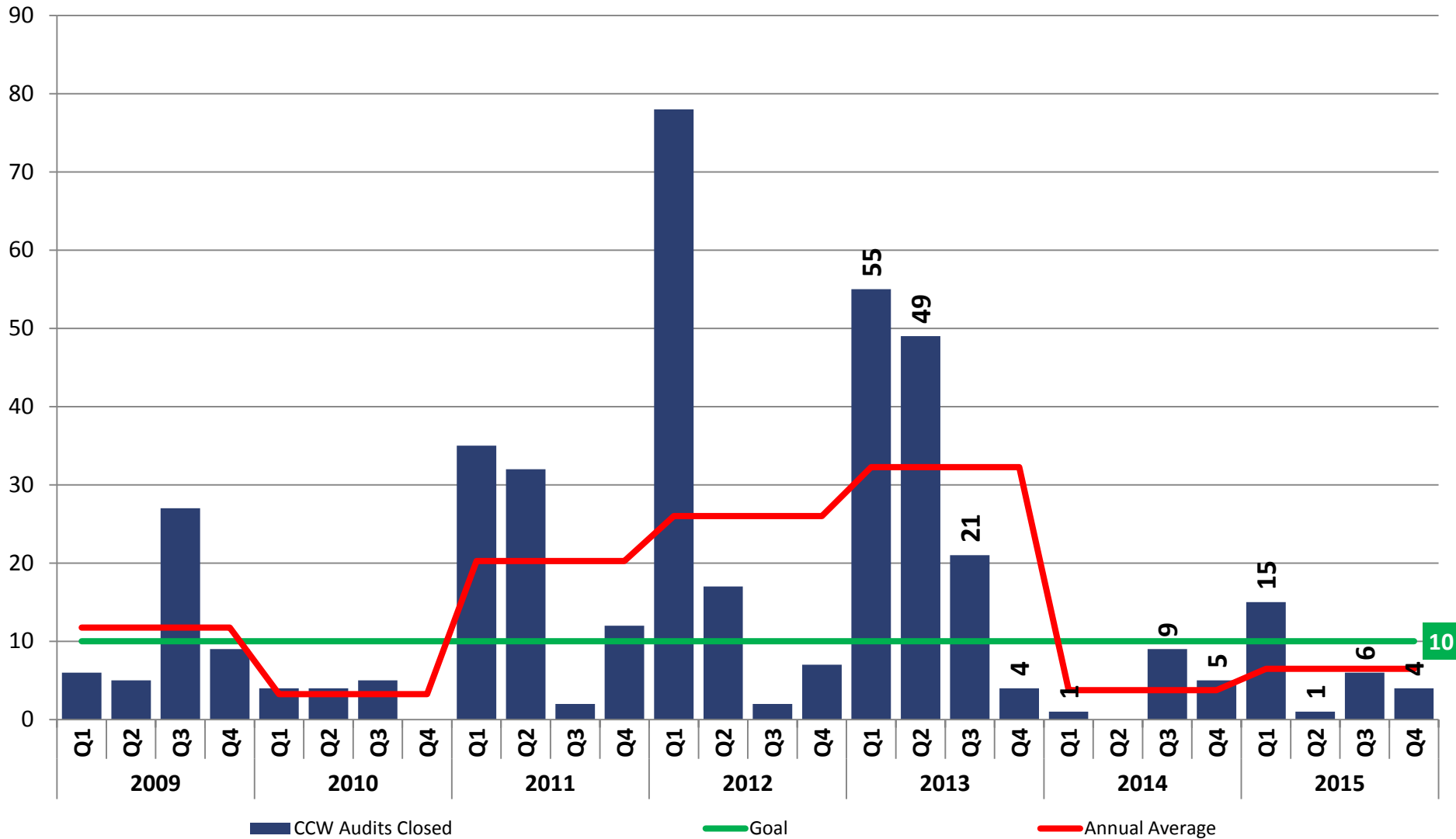


# Wage Claims Average Elapsed Time



Employees who feel they have been paid incorrectly may file a wage claim with the Indiana Department of Labor (IDOL). The Wage and Hour Division contacts the employer, compares the documentary evidence provided by both parties and determines if the employee is owed past wages. The average elapsed time starts at receipt and ends at determination.

# Common Construction Wage Audits Closed

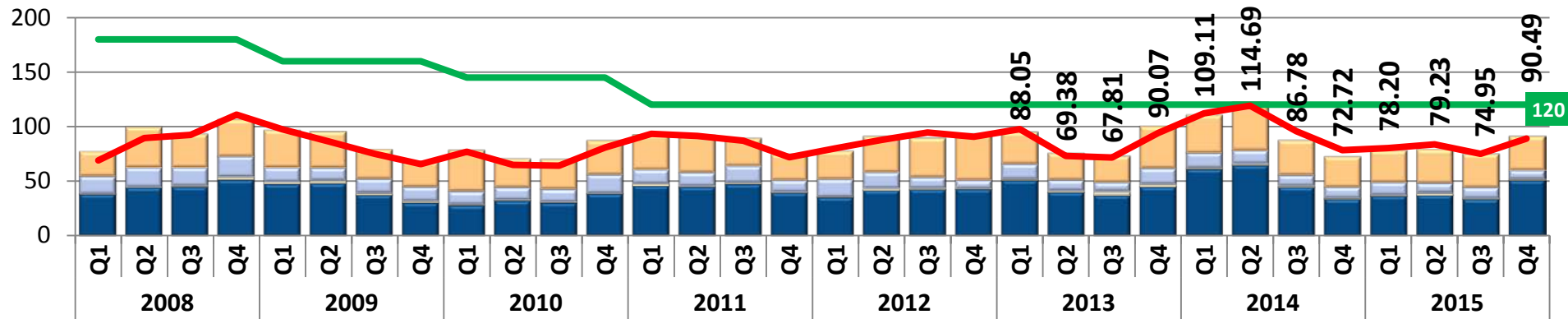


The Indiana Department of Labor investigates alleged violations of Indiana's Common Construction (prevailing wage) law. This chart reflects the number of closed Common Construction Wage audits per quarter. Indiana's Common Construction Wage Act will be repealed effective July 1, 2015.

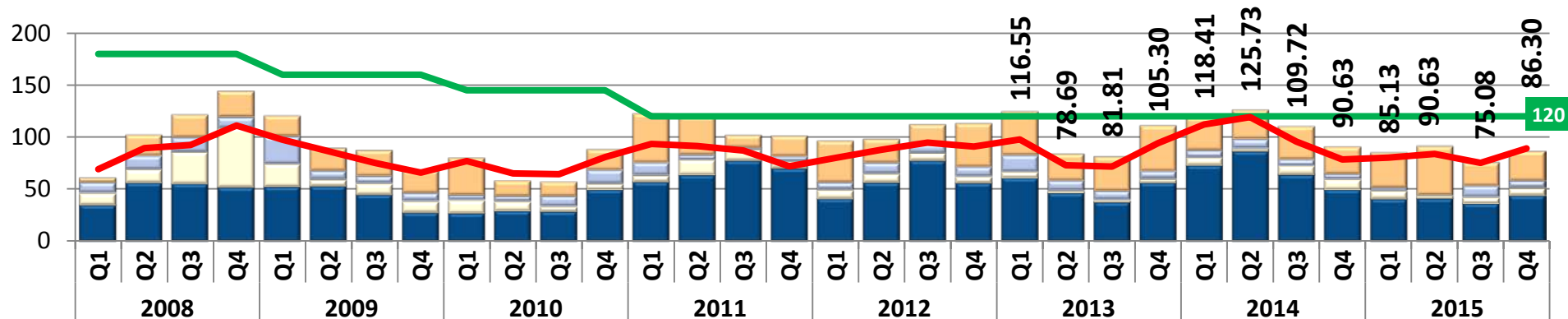


# Average Elapsed Time for INSafe Consultations

## Safety Consultations



## Health Consultations



Request to Opening Conference

Opening Conference to Closing Conference

Closing Conference to Final Report

Final Report to Closed Consultation

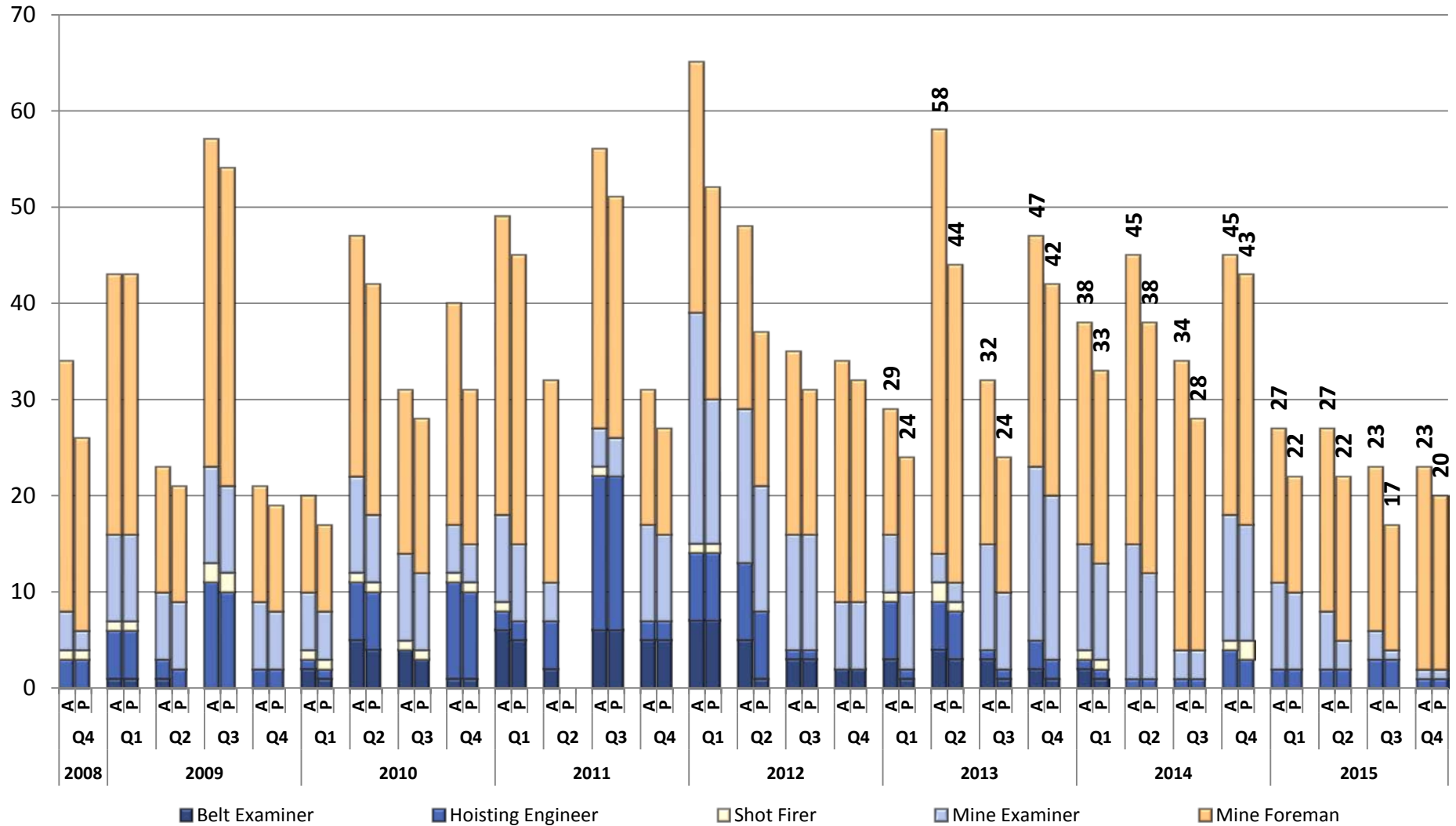
Goal (less than)

Overall Average (Q3 2015 = 75.01 Days)

Employers may request free occupational safety and health consultations from INSafe. Consultation services include a hazard identification walkthrough and a review of an employer's safety programs and procedures. The overall average elapsed time is calculated from the date the request is received to the date the visit is closed.



# BOM Certifications Issued

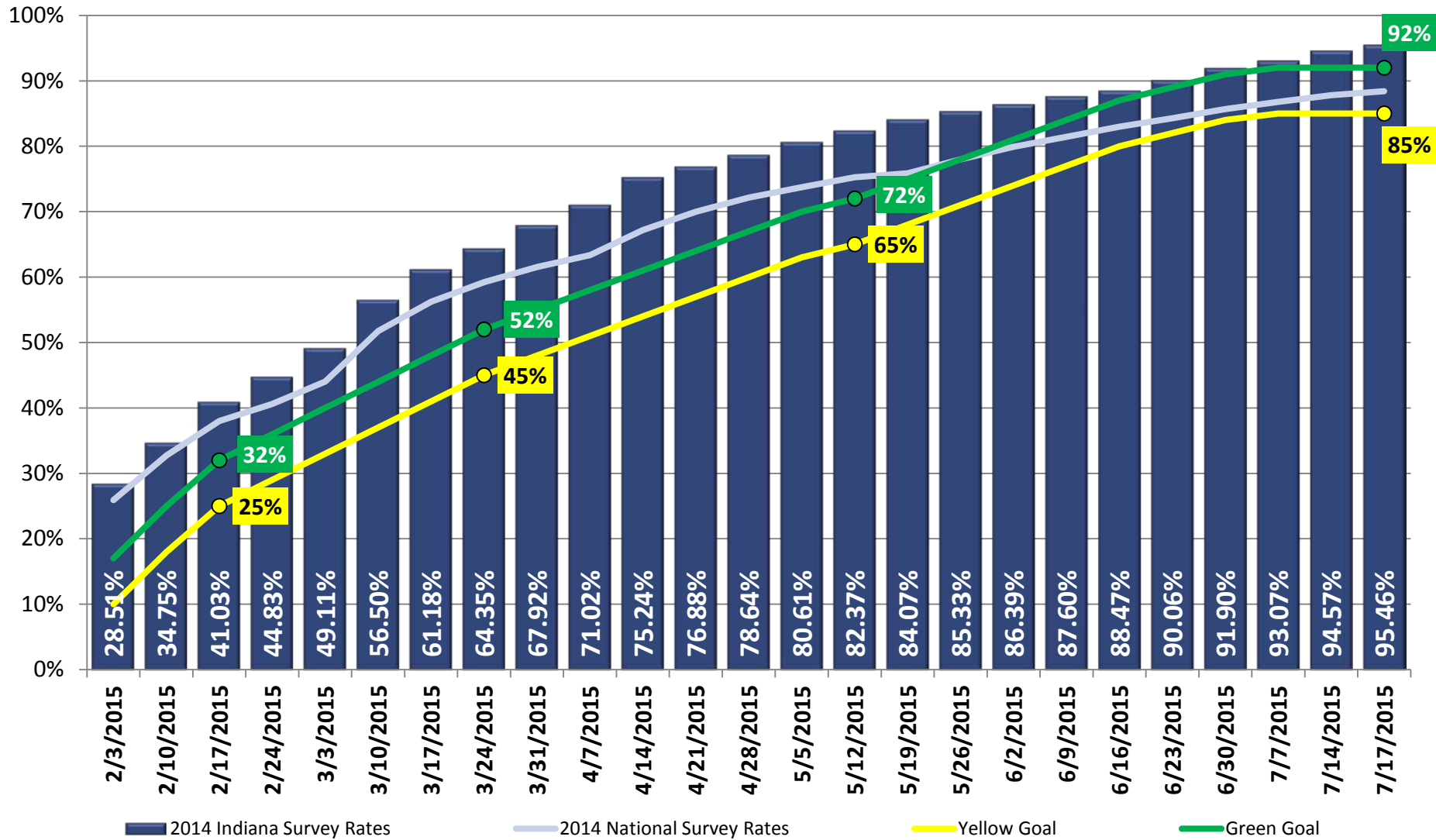


The Indiana Mining Board administers certification testing for miners in the classifications of Belt Examiner, Hoisting Engineer, Shot Firer, Mine Examiner and Mine Foreman. This chart shows the certification exams attempted (A) and passed (P). In 2014, the Belt Examiner certification was eliminated as those duties fall to the Mine Examiner.



# Survey of Occupational Injuries and Illnesses (SOII)

## Survey Rate



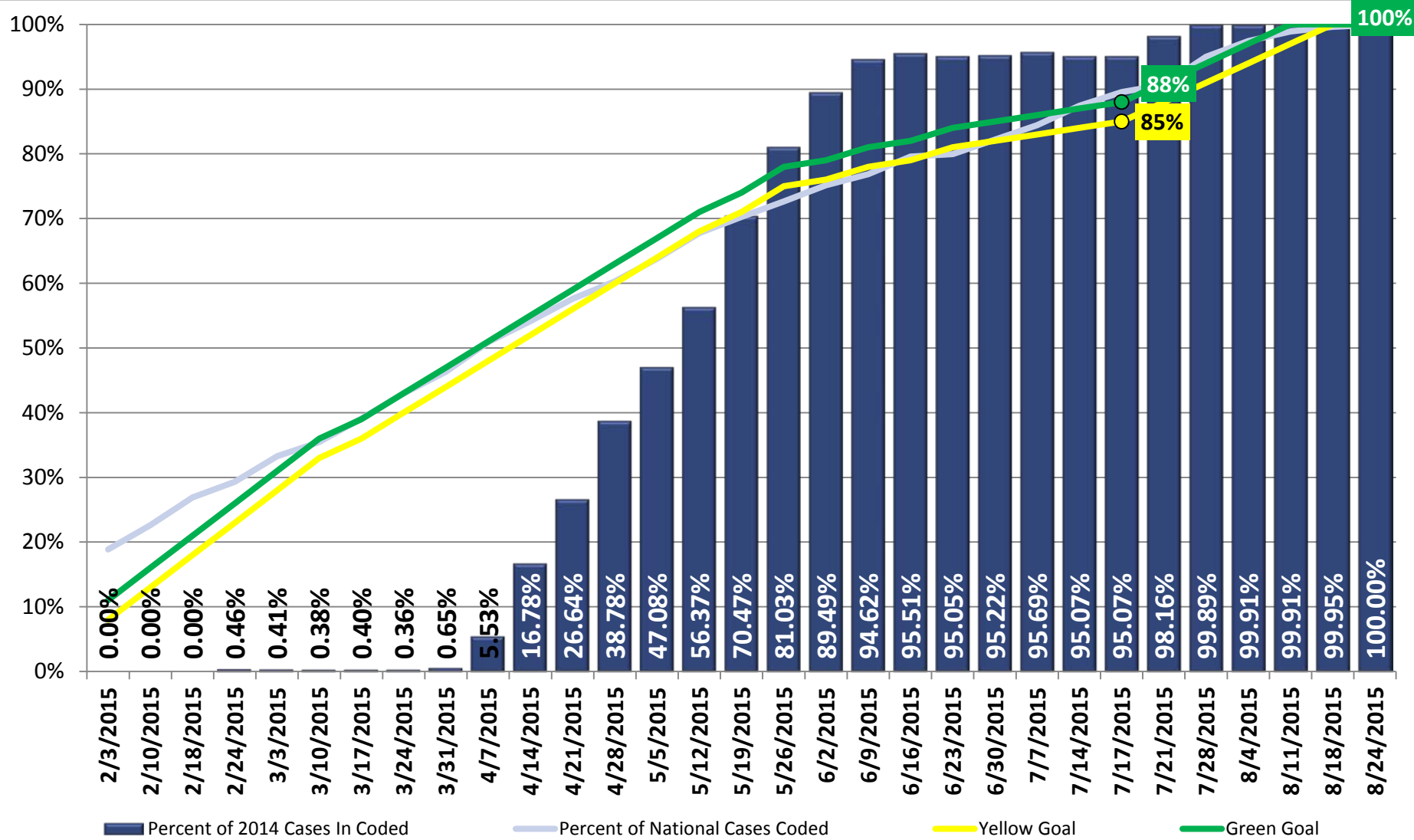
The Survey of Occupational Injury and Illness (SOII) is conducted from mid-January to mid-July each year and collects results from the previous calendar year. The survey rate is the percentage of usable cases included in the completed surveys.





# Survey of Occupational Injuries and Illnesses (SOII)

## Percent of Cases In Coded



The Survey of Occupational Injury and Illness (SOII) is conducted from mid-January to mid-July each year and collects results from the previous calendar year. The Cases In Coded is a percentage of the number of usable cases received that have been coded into the Bureau of Labor Statistics (BLS) system.

