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# **FISCAL YEAR 2022 STATE OSHA ANNUAL REPORT**

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## **Indiana Occupational Safety and Health Administration**

For IOSHA-Related Activities Occurring: October 1, 2021 –  
September 30, 2022

Report Date: December 15, 2022



Indiana Department of Labor  
402 West Washington Street, Room W195  
Indianapolis, Indiana 46204

# INTRODUCTION

The Indiana Occupational Safety and Health Administration (IOSHA) is a division of the Indiana Department of Labor (IDOL). IOSHA received final State Plan approval under Section 18(e) of the federal Occupational Safety and Health Act (OSH Act) on September 26, 1986. Under final approval of a State Plan, federal OSHA relinquishes its authority to cover occupational safety and health matters which are covered by the State Plan. IOSHA maintains jurisdiction of Hoosier workplaces and jobsites in both the private and public sector entities. This means employees of state, local, and municipalities are covered by the same workplace safety and health standards as that of private industry. For the purposes of the Indiana Occupational Safety and Health Act (IOSH Act), volunteer fire companies and their personnel are also covered by the Indiana State Plan. Federal agencies and federal workplaces and maritime employment are covered by federal OSHA or other entities as appropriate.

To maintain its State Plan approval, IOSHA must operate at least as effective as federal OSHA. Indiana Code 22-8-1.1-17.5 does not permit the IOSHA to adopt or enforce any provision that is more stringent than the corresponding federal standard. Because IOSHA is required to maintain standards which are at least as effective as; however, no more stringent than federal OSHA, IOSHA generally adopts federal OSHA regulations identically.

The mission of the IDOL is to advance the safety, health, and prosperity of Hoosiers in the workplace. To positively influence this mission, the agency believes a balanced approach to enforcement and voluntary compliance is necessary. In addition to enforcement of occupational safety and health standards, the agency also promotes active employer and employee participation in voluntary compliance activities which include onsite consultation, education, and training provided by the IDOL's workplace safety and health consultation division, INSafe. The IDOL also actively promotes employer and employee participation in the Voluntary Protection Program (VPP), the Indiana Safety and Health Achievement Recognition Program (INSHARP), or a site-specific partnership or alliance.

The activities described in this State OSHA Annual Report (SOAR) for IOSHA occurred during the federal fiscal year (FY) 2022. FY 2022 includes activities from October 1, 2021, through September 30, 2022.

The IDOL's Five-Year Strategic Plan incorporates activities which occur in federal fiscal years 2018 through 2022. This is the last year of the five-year period the agency will report under this strategic plan and its goals. Three primary goals for the agency were identified. Those goals included the following:

1. Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.
2. Strengthen and improve IOSHA and INSafe's infrastructure.
3. Promote and support the agency's cooperative programs.

Each of the three overarching goals referenced above have sub-goals and objectives to further *advance the safety, health, and prosperity of Hoosiers in the workplace*. The IDOL's 2018-2022 Five-Year Strategic Plan was completed this FY. IOSHA and INSafe worked together to develop the agency's new Five-Year Strategic Plan, covering its activities from FY 2023-2027. This new Five-Year Strategic Plan was submitted alongside the annual 23(g) grant application and again later during discussions with the State Plan's federal OSHA monitor.

The Indiana Department of Workforce Development's (DWD's) Hoosiers by the Numbers provides labor market information for the State of Indiana. According to the DWD, Indiana's September 2022 Employment Report, there are approximately 3.3 million individuals employed in various industries in the State of Indiana. A little

more than 2.7 million Hoosiers are employed in private industry. With about 630,000 workers, the largest employment sector in Indiana is the Trade, Transportation, and Utility sector, according to the federal Bureau of Labor Statistics. Nearly 540,000 workers are employed in the Hoosier manufacturing industry.

<b>Industry</b>	<b>Employment</b>
Total Nonfarm	3,192,400
<i>Mining and Logging</i>	5,400
<i>Construction</i>	160,300
<i>Manufacturing</i>	538,600
<i>Trade, Transportation, and Utilities</i>	633,500
<i>Information</i>	26,700
<i>Financial Activities</i>	149,900
<i>Professional and Business Services</i>	360,400
<i>Education and Health Services</i>	469,600
<i>Leisure and Hospitality</i>	298,800
<i>Other Services</i>	130,400
<i>Government</i>	418,800

Annually, the IDOL’s Quality, Metrics, and Statistics (QMS) Division partners with the federal Bureau of Labor Statistics (BLS) to collect occupational injury and illness data from nearly 6,000 Indiana employers. The QMS Division collection efforts result in the ability to release industry-specific nonfatal occupational injury and illness rates. These data collected are further analyzed and published for each state overall and by major industry by the federal BLS.

Nationwide, in November 2022, the Survey of Occupational Injuries and Illnesses (SOII) 2021 nonfatal occupational injury and illness rates was released. The 2021 Indiana nonfatal occupational injury and illness rate is 3.2 per 100 workers. The 2021 nonfatal occupational injury and illness rate is one of the lowest rates on record for the State. In 1992 at the inception of the SOII, the overall nonfatal workplace injury and illness rate in Indiana was 11.0 per 100 workers. The rate reached a high of 11.3 per 100 workers in 1994 and has declined steadily by more than 72 percent over the last 27 years.

The Indiana Department of Labor’s QMS Division also collects and codes information for occupational-related fatalities for the BLS’s Census of Fatal Occupational Injuries (CFOI). Documents and information reviewed to compile this report includes OSHA and media reports, death certificates, obituaries, and motor vehicle accident reports as well as many other sources. The 2021 BLS Census of Fatal Occupational Injuries (CFOI) indicates that 157 Hoosier workers lost their lives in a workplace incident. This is an overall decrease in one fatality from the previous year.

The BLS CFOI report includes data for all occupational fatal injuries for all types of workers, and in some instances, volunteers, and regardless of the manner of injury. This report includes information for worker fatalities that may be outside of OSHA’s jurisdiction and that of the Indiana Worker’s Compensation Board. The BLS CFOI report collected fatal occupational incidents caused by traffic accidents, airplane crashes, and incidents which occur in mining, small (family) farming operations, self-employed individuals, and federal workers and railroad employees, none of which are covered by OSHA. Consequently, data from the CFOI and reports released by other state or federal agencies may differ.

Since the inception of the BLS CFOI in 1992, transportation-related incidents have resulted in the highest number of Hoosier occupational fatalities. This trend continued in 2021 with 59 transportation-related incidents

accounting for more than 37% of all Indiana’s occupational fatalities. These incidents included 42 roadway incidents involving vehicles. Twenty-seven of these roadway incidents were due to a roadway collision with another vehicle. Non-roadway incidents involving motorized land vehicles had (7) fatal work-related cases. Pedestrians struck by vehicles while working (7) decreased by 30% from 2020 (10). Most of the fatal transportation-related incidents (55) involved vehicles as the primary source for the work-related fatalities.

IOSHA investigates all employee deaths under its lawful jurisdiction that result from an accident or illness caused by or related to a workplace hazard. In the calendar year 2021, IOSHA investigated 54 workplace fatalities that were reported to IOSHA and fell under their jurisdiction for investigation.

## **IOSHA PROGRAM NARRATIVE**

IOSHA inspections and inquiries or investigations are generated from formal and nonformal complaints received, serious injury and workplace fatality reports, programmed or planned inspections, and other activities.

IOSHA compliance safety and health officers (CSHOs) attempted to open 927 inspections during FY 2022. According to the federal OSHA State Activity Mandated Measures (SAMM) during the FY, IOSHA opened 883 inspections. The number opened versus the number of inspections attempted is different because some inspections were initiated, and the jobsite was complete or subject matter of the inspection was out of scope. While the number opened was about 22% short of IOSHA's inspection projection, which was submitted in June 2021, it represents an increase of almost 50 inspections from FY 2021.

### **Training**

IOSHA invests a significant number of resources in training its staff. This is emphasized in each employee's respective goal plan. IOSHA team members attended training provided by the federal OSHA Training Institute (OTI) in 2022 as well as training provided through other organizations and jobsite visits for those purposes. IOSHA's new staff members that needed the core curriculum (e.g., Initial Compliance; Safety, Health, and Construction Standards, Legal Aspects, etc.) were given priority enrollment considerations for OTI training. IOSHA sent three team members to OTI's Process Safety Management course hosted at the Salt Lake Technical Center in September 2022. Approximately 20 team members participated in a machine safeguarding seminar provided by Rockford Systems during the months of July, August, and September 2022.

IOSHA team members also have access to and participate in a variety of training topics provided by the Indiana State Personnel Department's training account through LinkedIn Learning. This training includes a variety of topics such as "soft skills" – customer service, planning, organizing, multi-tasking, and communicating effectively.

### **Budget**

IOSHA is funded by both the federal 23(g) grant provided by the United States Department of Labor OSHA and state general fund dollars. Both the State of Indiana and federal OSHA provided 50% of the total funding for the program--\$2,570,100. According to the FY 2022 23(g) grant base award levels which accompany the annual grant instructions, the total federal funding for state plans is \$110,075,000, of which only 2.33% of this is awarded to the Indiana State Plan. IOSHA would like to request additional federal 23(g) funding in the future.

IOSHA did not de-obligate or permit any federal funds to lapse. The Indiana State Budget Agency imposed a 2% budget reserve for most agencies during FY 2022. IOSHA was exempt from meeting this reserve.

Indiana was also audited by the United States Department of Labor with respect to appropriate expenditure of federal grant dollars. There were only minor written comments regarding submission of paperwork. The entire Indiana Department of Labor was audited by the Indiana State Board of Accounts. There was only one minor written comment by the state auditors which did not even warrant a written reply.

### **IOSHA Salaries**

During FY 2021, the IDOL requested a compensation review to be performed by State of Indiana Personnel Department's Compensation Division. That review was completed in early FY 2022. The requested review had a

positive impact on the hire salary for IOSHA and INSafe positions, which include CSHOs, Supervisors, Consultants, VPP Leaders, and Directors. The positive effects of this compensation review became effective on December 27, 2021. Current IOSHA staff also benefited from this adjustment. Current IOSHA staff were either brought to the new hire salary pay or were provided with a salary increase of \$1,950—whichever adjustment resulted in the greater increase for the affected employee.

Additionally, the State of Indiana contracted a third-party to perform a statewide compensation evaluation in FY 2022. That evaluation compared state employee salaries to similar job duties in both public and private sectors with available market data. The results of that evaluation concluded in another increase in IOSHA’s hire salaries. Current IOSHA staff were provided with increases to reflect their longevity with the State of Indiana.

The results of both compensation reviews resulted in 41.3%-46.6% increases in the hire salaries in less than one year. This represents a significant investment in the State’s primary resource for providing good government services—its employees. The IDOL is encouraged the across-the-board increases in hire salaries and salaries in general will help attract qualified applicants to State jobs and retain its current talent.

<b>Position</b>	<b>Hire Salary</b> <i>Prior to December 27, 2021</i>	<b>Hire Salary</b> <i>December 27, 2021-October 15, 2022</i>	<b>Hire Salary</b> <i>October 16, 2022-Beyond</i>	<b>Percent Overall Increase</b>
CSHO 4 (Probationary)	\$37,622	\$42,328	\$53,222	41.5%
CSHO 3	\$42,328	\$45,916	\$59,800	41.3%
IOSHA Consultant 2	\$45,916	\$50,050	\$67,314	46.6%
VPP Leader	\$45,916	\$50,050	\$67,314	46.6%
IOSHA Supervisor 4	\$45,916	\$55,068	\$67,314	46.6%

### Maximum Civil Penalties for “Knowing” Violations

House Enrolled Act No. 1341 established IOSHA’s minimum and maximum for Knowing violations issued in conjunction with a workplace fatality inspection where the Knowing violation issued could reasonably be a contributing factor to the incident. The new minimum of \$9,472 and maximum of \$132,598 became effective on July 1, 2019. The maximum represents nearly a 90% increase over the prior maximum of \$70,000 for a Knowing violation.

### Highlight of Select SAMM for FY 2022

- SAMM 1a: Average number of days to initiate Complaint inspections (State Formula) was 8.14 days for FY 2022 This is less than the further review level (FRL) of ten days and lower than the national average is 24.29 days.
- SAMM 2a: Average number of days to Initiate Complaint investigations (State Formula) in FY 2022 for IOSHA was 6.10. IOSHA has made significant strides in reducing this average over the last three years as the FY 2018 average was 23.44 days to initiate a complaint investigation. The national average is 5.31 days.
- SAMM 3: Timely Response to Imminent Danger Complaints and Referrals for IOSHA in FY 2022 was 100%. The National average response to potential imminent danger complaints was 95.98%.
- SAMM 5: Average Violations per Inspection with Violations for serious, willful, and repeat for IOSHA for FY 2022 was 2.04. This measure is approximately 30% higher than the national average of 1.74.

- SAMM 10: Percent of Work-related Fatalities Responded to in 1 Workday for FY 2022 for IOSHA was 96.43%, which represents an improvement from 90.91% for FY 2021. The national average for FY 2022 was 95.38%.
- SAMM 12: Penalty Retention, Percent Penalty Retained for IOSHA for FY 2022 was 77.04% of the monetary penalties assessed through its inspection enforcement efforts. The national average penalty retention for this same period was 71.84%. During the informal hearing, the hearing officer may alleviate some monetary penalties and/or reclassify violations in consideration of abatement above and beyond the standard required abatement which is to be completed by the employer. This enhanced or above and beyond abatement may include a photo log of worksite operations to ensure compliance with previously identified hazards, additional employee training, or full facility/jobsite assessments for a variety of hazards such as machine guarding.

## Indiana VPP

The Voluntary Protection Program (VPP) is a key component of IOSHA and is supported at the highest level in the State. As of the end of FY 2022, there were 90 Hoosier workplaces certified and actively participating in the VPP. VPP-certified worksites often exceed OSHA requirements and set new best practices to protect the more than 27,000 Hoosier employees who work at these sites. These sites have top-level management commitment to and a high level of employee involvement in the workplace safety and health management system.

Day-to-day activities of the Indiana VPP are completed by four VPP Leaders, all of which who have served as compliance officers for IOSHA. The Indiana VPP Leaders continually engage this network of safety and health professionals with the goal of cross-promoting company and industry best practices, sharing ideas, and educating one another in matters related to worker safety and health excellence. Collectively, the VPP Leaders conducted 296 outreach site visits in FY 2022. These site visits include providing onsite assistance, follow-up for 90-day item hazard correction, and evaluation readiness visits.

An annual meeting of VPP sites as well as workplaces who participate in the Indiana Safety and Health Achievement Recognition Program (INSHARP) was held in conjunction with the state's annual and largest occupational safety and health conference, Indiana Safety and Health Conference & Expo. This event took place February 28 – March 2, 2022. The meeting during this annual event provides an opportunity for IOSHA to continue to foster and promote an open dialogue, provide an update on matters related to the agency and OSHA standards, and exchange information with occupational safety and health professionals. In addition to this annual meeting, six IOSHA-developed and implemented *VPP Spotlight* meetings were held virtually using Microsoft Teams. Hazard reporting and ergonomics fixes were the topics presented by VPP and INSHARP site leaders in May 2022. Combined, there were nearly 80 participants in the May events. Employee involvement and fall protection were the topics covered during these virtual events in June 2022. There were more than 60 participants in the June virtual events. The August meeting featured a presentation and best practices for workplace violence preparedness.

Special Government Employee (SGE) Training was held in August 2022 at AstraZeneca Pharmaceuticals, located in Mt. Vernon, Indiana. Seven new SGEs from Indiana VPP sites completed this training alongside trainees from other states.

In FY 2022, two new Indiana worksites achieved VPP certification. Those newly certified worksites were Marathon North Terminals and Hendrickson Aftermarket. In addition to nearly 300 outreach site visits completed by the VPP Leaders, the team of four conducted 29 recertification evaluations.

VPP Leaders continue to work with new sites that are interested in VPP to better prepare them. Next calendar year will bring challenges to the team as in addition to working with new sites interested in VPP, the team is scheduled to conduct 23 recertification evaluations. The team is already putting together this evaluation schedule and employing the help of its group of more than 100 SGEs.

## **IOSHA Lab**

A lot of effort has been put into inventorying, organizing, and optimizing the use of available industrial hygiene monitoring and sampling equipment this year. IOSHA health compliance officers worked to remove obsolete and broken equipment and implemented a new equipment tracking system using Microsoft Teams. The tracking system will provide the industrial hygiene team with easy to access and readily available information regarding the equipment each team member has in their possession and equipment which is available. IOSHA decentralized and assigned a lot of equipment to those in the field to assist in quicker response time and facilitate same day sampling, where possible.

IOSHA also now has an equipment calibration schedule in place. Calibration of air flow meters and noise calibrators was completed. Each health compliance officer participated in a one-and-a-half day training session to provide familiarity with equipment not regularly used and to provide refresher information on the use of equipment.

## **Teambox Talks**

IOSHA continued the bi-weekly Teambox Talks it introduced in 2020. Sessions are open to all compliance officers, Supervisors, VPP Leaders, and INSafe Consultants. These Teambox Talks have served as a great way to keep staff engaged in work activities and provide a mechanism for communication related to departmental updates as well as technical topics. Presentations in FY 2022 included the OSHA Information System (OIS), fall protection, machine guarding, and many others.

## **Unprogrammed Activities**

During FY 2022, IOSHA received more than 4,500 Unprogrammed Activity (UPA) reports. UPAs received included formal and nonformal complaints, serious injury reports, and referrals from other sources.

IOSHA's Intake Division received and processed more than 2,800 formal and nonformal complaints in FY 2022. This is about 35% less than the total number of complaints received in FY 2021 and a fraction of the number of complaints received during 2020. About 37% (1,075) of the complaints IOSHA received in FY 2022 were invalid.

IOSHA received and processed 813 referrals. Referrals include serious injuries reported by employer representatives, referrals from other regulatory agencies and media, and CSHO-initiated inspections as a result of a direct observation of a potential unsafe condition or hazard. Referral reports processed by IOSHA included 523 employee hospitalizations, 180 amputations, and four reports of eye loss.



## **IOSHA Recruitment, Hiring, and Retention**

The backfilling of critical CSHO vacancies continued to be a challenge not only for Indiana, but for other states as well as federal OSHA. In many cases, CSHO vacancies were posted more than once to attract qualified candidates. IOSHA's hiring managers work with representatives from human resources to ensure position vacancies are timely posted to the State's job bank. Vacancies are posted on the agency's website, shared via social media (e.g. Facebook and Twitter), promoted at career fairs, advertised in the Department's external newsletter, and sent via email to industry contacts and partners (e.g. Central Indiana American Society of Safety Professionals, Anthony Wayne Chapter of the ASSP, Associated General Contractors of Indiana, Indiana Constructors, Inc., Construction Coalition for Safety, Indiana University, Indiana State University, Purdue University, etc.).

IOSHA is hopeful the statewide compensation study and the subsequent salary updates will result in attracting and retaining top talent for its mission-critical positions. The salary updates became effective on October 16, 2022.

## **OSHA Information System**

IOSHA transitioned from the use of the OSHA Express System to the OSHA Information System (OIS) during FY 2022. The transition became effective on April 1, 2022. The federal OIS team was a significant resource for IOSHA during this time. The federal OIS team has continued to provide ongoing support to IOSHA as needed.

## **Local Emphasis Programs**

In September 2020, IOSHA developed and implemented two new local emphasis programs (LEPs) that became enforceable in FY 2021. The overarching goal of both the "Falls" and "Renovation, Rehabilitation, and Demolition" LEPs is to reduce workplace injuries and fatalities related to falls in both construction and general industry as well as to address hazards commonly identified in renovation, rehabilitation, and demolition-related jobsites in the Hoosier construction industry.

Both LEPs became effective on September 3, 2020, and included a 90-day education and outreach component prior to enforcement. Presentations were made to many key stakeholders, including the Indiana Builders Association, Building and Construction Association, Indiana Constructors, Inc., Coalition for Construction Safety, and the Central Indiana and Anthony Wayne Chapters of the American Society of Safety Professionals, etc.

In Indiana between 2014 and 2018, there were 56 workplace deaths related specifically to falls to a lower level. IOSHA's Falls LEP for both the General Industry and Construction Safety Divisions target fall-related hazards and exposures in both general industry and construction. During FY 2022, 201 inspections were opened under the falls LEP. One or more hazards were identified in approximately 75% of the fall-coded inspections.

According to the BLS' CFOI, between 2014-2018, there were 11 Hoosier workplace fatalities that occurred in North American Industry Classification System (NAICS) associated with demolition and renovation-related activities. Hazards targeted in the Renovation, Rehabilitation, and Demolition LEP include electrical, fall, struck-by/caught-in-between, and airborne contaminants such as asbestos, lead, and silica. Since implementation and during FY 2022, IOSHA CSHOs performed 28 inspections under this LEP, all of which had violations.

A third LEP was launched in February 2021. This LEP is specific to residential construction to address hazards and tasks commonly performed in the industry such as falls from heights, struck-by, caught-in/between and others. The LEP became enforceable after a 90-day outreach and education period. The enforcement date coincided with federal OSHA's National Fall Prevention Stand-Down week in May 2021. In FY 2022, IOSHA conducted 188 inspections under this LEP. Nearly 90% of the inspections performed under this LEP had one or more violations associated with it.

State adopted national emphasis programs (NEPs) and LEPs are posted on the state's webpage. IOSHA will continue to monitor and review the effectiveness its LEPs regularly and modify programs as appropriate to create the best outcomes for its stakeholders.

## **Whistleblower**

Indiana is one of the few states that has a statute of limitations to complete a whistleblower investigation. The statute of limitations is 120 days. IOSHA has two full-time Whistleblower Investigators that perform these investigations.

In FY 2022, the IOSHA Whistleblower Investigation Unit investigated 245 complaints. Through best practices provided by federal OSHA, the team worked diligently to settle more cases. In FY 2022, the team was able to achieve more than \$120,000 in settlements. Also, the team developed a training program/path for new Whistleblower Investigators. This will serve the team and Hoosiers well in ensuring Investigators have the training and knowledge required to perform thorough and accurate investigations.

## **State Internal Evaluation Plan (SIEP)**

IOSHA conducted a review of its follow-up inspection procedures to determine if IOSHA is following the procedures in the established Indiana Field Operations Manual (IFOM). During its review, IOSHA determined that its procedures were not as detailed as they could be and IOSHA set out to improve this.

IOSHA created an instruction for "IOSHA Follow-up Inspection Procedures," to better ensure consistency in conducting follow-up inspections and maintaining the appropriate documentation in the case file. All IOSHA compliance officers and supervisors will be provided with this Instruction.

## **SOAR Conclusion**

With a historic low nonfatal occupational injury and illness total recordable rate of 3.2 per 100 full-time employees, it is clear Indiana is making progress in creating and maintaining safe and healthy workplaces for Hoosier workers. Moving forward, further improvements to reduce workplace injuries and illnesses will prove to be even more challenging. IOSHA must be innovative and effective and focus on ways to continue to take Hoosier workplace safety and health to the next level.

IOSHA will continue to make efforts to focus on a balance of strengthening its enforcement responsibilities and expanding cooperative programs which best support the Indiana Department of Labor's mission to advance the safety, health, and prosperity of Hoosiers in the workplace.

# INDIANA DEPARTMENT OF LABOR ANNUAL PERFORMANCE PLAN

The Indiana Department of Labor’s overriding strategic goal is to reduce occupational injuries, illnesses, and fatalities in Indiana, particularly in the high hazard industries that have the greatest number of working Hoosiers.

<b>Strategic Goal #1:</b> <i>Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.</i>	
<b>Performance Goal 1.1a</b>	Reduce workplace injuries and illnesses in high hazard industries by a combined 15% by the end of federal fiscal year 2022.
<b>Annual Performance Goal 1.1</b>	Reduce workplace injuries and illnesses in high hazard industries by a combined 3%. <ul style="list-style-type: none"> <li>• Food manufacturing (311)</li> <li>• Beverage and tobacco product manufacturing (312)</li> <li>• Wood product manufacturing (321)</li> <li>• Primary metal manufacturing (331)</li> <li>• Metalworking machinery manufacturing (333)</li> <li>• Nursing and residential care facilities (623)</li> <li>• Hospitals (622)</li> <li>• Warehousing and storage (493)</li> </ul>
<b>Indicators/Metrics</b>	Bureau of Labor Statistics’ (BLS) Survey of Occupational Injuries and Illnesses (SOII) rate for the Indiana high hazard industries identified.
<b>Data Sources</b>	BLS SOII Table 1. Incident Rates of nonfatal occupational injuries and illnesses by industry and case types.
<b>Baseline</b>	2015 BLS SOII rates for the Indiana high hazard industries: <ul style="list-style-type: none"> <li>• Food Manufacturing (311) 5.9</li> <li>• Beverage and tobacco product manufacturing (312) 6.2</li> <li>• Wood Product Manufacturing (321) 10.4</li> <li>• Primary Metal Manufacturing (331) 4.3</li> <li>• Metalworking Machinery Manufacturing (3335) 8.0</li> <li>• Hospitals (622) 5.8</li> <li>• Nursing and Residential Care Facilities (623) 7.4</li> <li>• Warehousing and storage (493) 4.7</li> </ul>
<b>Comments</b>	<p>IOSHA will prioritize complaints from the industries (NAICS) referenced in <i>Annual Performance Goal 1.1 a</i>. Given the high incident rates, non-formal complaints received by IOSHA in these industries may be upgraded to formal complaint status.</p> <p>INSafe will prioritize onsite consultation, training, and outreach requests from the industries (NAICS) referenced in <i>Annual Performance Goal 1.1 a</i>. “Initial” onsite consultation requests with serious hazards identified in the above referenced industries will require an onsite “Follow-up” visit. INSafe will provide other additional outreach activities specifically aimed at these emphasis industries.</p>

<b>FY 2022 Results</b>	<p>2021 BLS SOII rates for the Indiana high hazard industries:</p> <ul style="list-style-type: none"> <li>• Food Manufacturing (311) 4.1 – represents a 30.50% decrease from 2015 baseline rate of 5.9</li> <li>• Beverage and tobacco product manufacturing (312) 3.6 – represents a 41.93% decrease from 2015 baseline rate of 6.2</li> <li>• Wood Product Manufacturing (321) 5.5 – represents a 47.11% decrease from 2015 baseline rate of 10.4</li> <li>• Primary Metal Manufacturing (331) 4.0 – represents a 6.97% decrease from 2015 baseline rate of 4.3</li> <li>• Metalworking Machinery Manufacturing (3335) 2.4 – represents a 70% decrease from 2015 baseline rate of 8.0</li> <li>• Hospitals (622) 5.9 – represents increase of 1.72% from 2015 baseline rate of 5.8</li> <li>• Nursing and Residential Care Facilities (623) 8.1 – represents a 9.45% increase from 2015 baseline rate of 7.4</li> <li>• Warehousing and storage (493) 4.3 – represents a 8.51% decrease from 2015 baseline rate of 4.7</li> </ul> <p>The annual goal was 3% for 2022 for each industry and 6 of the 8 industries exceeded this goal. The goal to reduce the rate by 15% by the end of the 5-year plan was met for 4 of the industries and not met for 4 of the industries. The SOII numbers, however, are obtained through a survey which can lead to volatility in the numbers and wide fluctuations from year-to-year.</p>
<b>Performance Goal 1.1b</b>	Reduce workplace fatalities within IOSHA’s jurisdiction by a combined 10% in Indiana high fatality industries – transportation and warehousing, agriculture, and manufacturing by the end of federal fiscal year 2022.
<b>Annual Performance Goal</b>	Reduce workplace fatalities within IOSHA’s jurisdiction by a combined 2% in Indiana high fatality industries – transportation and warehousing; agriculture; forestry, fishing, and hunting; and manufacturing.
<b>Indicators/Metrics</b>	BLS Census of Fatal Occupational Injuries (CFOI) fatalities for the transportation and warehousing; agriculture; forestry, fishing, and hunting; and manufacturing and internal tracking of fatalities within IOSHA’s jurisdiction.
<b>Data Sources</b>	BLS CFOI Table A-1. Fatal occupational injuries by industry and event or exposure, Indiana.
<b>Baseline</b>	<p>2015 BLS CFOI count for Indiana high fatality industries:</p> <ul style="list-style-type: none"> <li>• Transportation and warehousing, 27</li> <li>• Agriculture, forestry, fishing, and hunting, 23</li> <li>• Manufacturing, 12</li> </ul>
<b>Comments</b>	IOSHA will give top priority to inspecting fatalities in these high fatality industries. INSafe will prioritize outreach efforts in the same industries.
<b>FY 2022 Results</b>	<p>The 2021 BLS CFOI count for Indiana high fatality industries from the baseline established in 2015:</p> <ul style="list-style-type: none"> <li>• Transportation and warehousing (NAICS 48-49), 48 – 77% increase from the baseline of 27.</li> <li>• Agriculture, forestry, fishing, and hunting (NAICS 11), 22 – 4.34% decrease from baseline.</li> <li>• Manufacturing (NAICS 33), 13 – 8.3% increase from the baseline.</li> </ul>

	<p>IOSHA conducted 6 fatality inspections during both the FY and calendar year in the manufacturing industry (NAICS 33). IOSHA conducted 3 fatality inspections during the FY and 5 during the calendar year in the transportation and warehousing industry (NAICS 48-49). IOSHA conducted 0 fatality inspections in agriculture (NAICS 11) in the FY and 4 inspections during the calendar year.</p> <p>The FY 2021 annual goal was not met.</p>
<b>Performance Goal 1.2a</b>	Reduce workplace injuries and illnesses in the construction (NAICS 23) industry by 15% by the end of federal fiscal year 2022.
<b>Annual Performance Goal</b>	Reduce workplace injuries and illnesses in the construction industry by 3%.
<b>Indicators/Metrics</b>	BLS SOII rate for the Indiana construction industry.
<b>Data Sources</b>	BLS SOII Table 1. Incident Rates of nonfatal occupational injuries and illnesses by industry and case types.
<b>Baseline</b>	2015 BLS SOII rate for the Indiana construction industry is 2.8.
<b>Comments</b>	
<b>FY 2022 Results</b>	The 2021 BLS SOII rate for the Indiana construction industry was 2.6 per 100 workers. This represents a one-year increase from the historic low published in 2020 of 1.9 per 100 workers. Over the five-year period, construction industry nonfatal occupational injuries and illnesses were reduced by 7.14%. The annual performance goal was not met. The five-year strategic plan goal of a 15% reduction in nonfatal occupational injuries and illnesses in the construction industry was not met.
<b>Performance Goal 1.2b</b>	Reduce construction industry fatalities within IOSHA’s jurisdiction by 10% by focusing efforts on leading causes of worker deaths (i.e., falls, trenching, and scaffolds) by the end of federal fiscal year 2022.
<b>Annual Performance Goal</b>	Reduce construction industry fatalities within IOSHA’s jurisdiction by 2% by focusing efforts on leading causes of worker deaths (i.e., falls, trenching, and scaffolds).
<b>Indicators/Metrics</b>	BLS CFOI count for the Indiana construction industry.
<b>Data Sources</b>	BLS CFOI Table A-1. Fatal occupational injuries by industry and event or exposure, Indiana.
<b>Baseline</b>	2015 BLS CFOI count for the Indiana construction industry = 11.
<b>Comments</b>	
<b>FY 2022 Results</b>	The 2021 BLS CFOI count for the Indiana construction industry was 21. During the same time (calendar year 2021), IOSHA conducted 16 construction

	<p>fatality inspections. Six construction industry fatality inspections were conducted by IOSHA during the FY (October 1, 2021 – September 30, 2022). The difference in the number of inspections performed by IOSHA in comparison to the BLS CFOI may be attributed to incidents which occur outside IOSHA’s lawful authority to inspect.</p> <p>The FY 2022 annual goal was not met.</p>
<b>Performance Goal 1.3</b>	Develop 15 electronic or printed workplace safety and health education and outreach products or resources which focus on educating and informing Hoosier stakeholders.
<b>Annual Performance Goal</b>	Develop 3 electronic or printed workplace safety and health education and outreach products or resources which focus on educating and informing Hoosier stakeholders.
<b>Indicators/Metrics</b>	
<b>Data Sources</b>	Internally tracked.
<b>Baseline</b>	
<b>Comments</b>	
<b>FY 2022 Results</b>	<p>The following four outreach and educational materials were developed during FY 2022: IN Review (February 2021), two INdiana Labor Insider newsletters, and several hundred direct-marketing e-mails to construction companies and companies with high injury and illness rates.</p> <p>The annual performance goal was exceeded for FY 2022. The five-year strategic plan goal was exceeded.</p>
<b>Strategic Goal #2: <i>Strengthen and improve IOSHA and INSafe’s infrastructure.</i></b>	
<b>Performance Goal 2.1a</b>	Improve IOSHA elapsed time (from opening to citation issuance) by 25% for safety inspections.
<b>Annual Performance Goal</b>	Improve IOSHA elapsed time (from opening to citation issuance) by 5% for safety inspections.
<b>Indicators/Metrics</b>	Federal OSHA State Activities Mandated Measures (SAMM) for federal fiscal year-end.
<b>Data Sources</b>	Federal OSHA SAMM Measure 11.
<b>Baseline</b>	IOSHA FY 2016 YTD SAMM 11 Safety is 54.67 working days

<b>Comments</b>	National Average from SAMM 11 will be targeted. FY 2016 = 45 working days.
<b>FY 2022 Results</b>	FY 2022 lapse time for safety inspections was an average of 44.71 days which represents a decrease of 18.21% from the baseline of 54.67 days.  IOSHA <b>met</b> its annual goal for a five percent reduction in lapse time in one year during FY 2022. IOSHA <b>did not meet</b> its five-year strategic plan goal of a 25% overall reduction in lapsed time. While IOSHA did not meet its five-year strategic plan goal reduction, IOSHA’s lapse time for safety inspections was approximately ten days less than the national average (54.68 days).
<b>Performance Goal 2.1b</b>	Improve IOSHA elapsed time (from opening to citation issuance) by 40% for health inspections.
<b>Annual Performance Goal</b>	Improve IOSHA elapsed time (from opening to citation issuance) by 8% for health inspections.
<b>Indicators/Metrics</b>	Federal OSHA SAMM for federal fiscal year-end.
<b>Data Sources</b>	Federal OSHA SAMM Measure 11.
<b>Baseline</b>	IOSHA FY 2016 YTD SAMM 11 Health is 99.79 working days
<b>Comments</b>	National Average from SAMM 11 will be targeted. FY 2016 = 57 working days.
<b>FY 2022 Results</b>	The FY 2022 lapse time for health inspections was 92.79 days. This was considerably less than the FY 2021 health inspection lapse average of 114.97 days. This is attributed to novel cases associated with the COVID-19 pandemic. IOSHA’s lapse time was also higher than the “National” average of 67.14 days.  This goal was not met for FY 2022. The five-year strategic plan goal reduction of 40% was not met.
<b>Performance Goal 2.1c</b>	Increase the number of IOSHA enforcement inspections by 40%.
<b>Annual Performance Goal</b>	Increase number of inspections by 8%.
<b>Indicators/Metrics</b>	Federal Fiscal Year reporting
<b>Data Sources</b>	OSHA Express/OSHA Information System

<b>Baseline</b>	FY 2018 estimated number of inspections = 1025
<b>Comments</b>	
<b>FY 2022 Results</b>	IOSHA opened 883 inspections during FY 2022. The annual performance goal was not met. The five-year strategic plan goal was not met.
<b>Performance Goal 2.1d</b>	Complete IOSHA whistleblower investigations within 80 days for the investigator portion and 120 days total for IOSHA.
<b>Annual Performance Goal</b>	Whistleblower cases completed within 80 days for investigator, 120 total for IOSHA.
<b>Indicators/Metrics</b>	SAMM 14 and 16
<b>Data Sources</b>	OSHA Express/OIS
<b>Baseline</b>	N/A
<b>Comments</b>	
<b>FY 2022 Results</b>	The average number of days for IOSHA to complete the investigation was 69 days in FY 2022. Days for the investigator portion were unavailable due to not being able to generate the appropriate report.  The annual performance goal was met. The five-year strategic plan goal was met.
<b>Performance Goal 2.2</b>	Improve INSafe consultation request response time (from employer submission of request to onsite visit) by 20%.
<b>Annual Performance Goal</b>	Improve INSafe consultation request response time (from employer submission of request to onsite visit) by 4%.
<b>Indicators/Metrics</b>	OSHA Express
<b>Data Sources</b>	Internal tracking (average) using OSHA Express Visit Lapse Report for closed visits.
<b>Baseline</b>	FY 2016 average consultation request response time (from employer submission of request to onsite visit) = 56 days.



<b>Comments</b>	
<b>FY 2022 Results</b>	<p>In FY 2022, the average time between request and opening conference decreased dramatically to an average of 44.31 days, a decrease of nearly 21%. As we are starting to see business return to normal, the delays in scheduling due to illness or pandemic protocols have decreased. We have also done a more diligent job of policing companies who open a request but never respond with a consultation date. These often occur in relation to IOSHA settlement agreements and a requirement of Purdue University that all companies bidding on work for them must schedule an INSafe consultation. Companies who do not get the winning bid then usually cancel or fail to respond to us with a date and time.</p> <p>The annual performance goal was exceeded. The five-year strategic plan goal was exceeded.</p>
<b>Performance Goal 2.3</b>	Respond to formal complaint inspections made to IOSHA within 10 working days.
<b>Annual Performance Goal</b>	Respond to formal complaint inspections made to IOSHA within 10 working days.
<b>Indicators/Metrics</b>	SAMM 1a
<b>Data Sources</b>	OSHA Express
<b>Baseline</b>	FY 2016 = 8.93
<b>Comments</b>	
<b>FY 2022 Results</b>	The average response time to respond to complaints inspections during FY 2022 was 8.14 days. The average for all State Plans was 10.24 days. The federal average was 40.17 days. The goal for FY 2022 was exceeded. The five-year strategic plan goal was exceeded.
<b>Performance Goal 2.4</b>	Ensure 95% of non-contested cases have abatement completed within 60 working days of the last abatement due date.
<b>Annual Performance Goal</b>	Ensure 95% of non-contested cases have abatement completed within 60 working days of the last abatement due date.
<b>Indicators/Metrics</b>	

<b>Data Sources</b>	OSHA Express “Unsatisfied Activities” Report.
<b>Baseline</b>	N/A
<b>Comments</b>	
<b>FY 2022 Results</b>	<p>This data was not available using the Unsatisfied Activities Report and therefore not available. However, IOSHA used data from the State Indicator Report (SIR) which indicates there were 267 cases with unabated hazards during the FY.</p> <p>Using the SIR data, the goal was not met.</p>
<b>Performance Goal 2.5</b>	Provide 10 non-OTI opportunities for IOSHA and INSafe staff to grow professionally and improve technical proficiencies.
<b>Annual Performance Goal</b>	Provide 2 non-OTI opportunities for IOSHA and INSafe staff to grow professionally and improve technical proficiencies.
<b>Indicators/Metrics</b>	Indiana Department of Labor internal tracking.
<b>Data Sources</b>	Internally maintained spreadsheet
<b>Baseline</b>	Provided 2 non-OTI opportunities for IOSHA and INSafe staff to grow professionally and improve technical proficiencies in FY2017.
<b>Comments</b>	
<b>FY 2022 Results</b>	<p>IOSHA CSHOs and INSafe Consultants participated in a variety of training opportunities in addition to core and specialized training at OTI. Non-OTI training included:</p> <ul style="list-style-type: none"> <li>• IOSHA Division bi-weekly TeamBox Talks covering a variety of topics which include the Indiana Field Operations Manual (IFOM), OSHA Technical Manual, legal aspects, OSHA Healthcare ETS, etc.</li> <li>• Rockford Machine Safeguarding – July, August, and September 2022.</li> </ul> <p>In addition to the training specified above, staff have access to online training made available by the SPD LinkedIn Learning accounts. This self-paced training includes instruction on communication, organization, software used, etc.</p> <p>The annual performance plan goal was exceeded. The five-year strategic plan goal was exceeded.</p>

*Strategic Goal #3: Promote and support the agency's cooperative programs.*

<b>Performance Goal 3.1</b>	Increase the number of IOSHA's VPP and INSafe's INSHARP sites by 50.
<b>Annual Performance Goal</b>	Increase the number of IOSHA's VPP and INSafe's INSHARP sites by a combined total of 10.
<b>Indicators/Metrics</b>	Indiana Department of Labor internal tracking.
<b>Data Sources</b>	Internally maintained spreadsheet.
<b>Baseline</b>	FY 2016 new INSHARP sites = 6, FY 2016 new VPP sites =10
<b>Comments</b>	
<b>FY 2022 Results</b>	<p>Two new VPP site were certified in FY 2022. Six new INSHARP sites were certified in FY 2022. The annual performance plan goal of a combined 10 new VPP and INSHARP sites was not met.</p> <p>A total of 35 VPP and INSHARP sites were certified from FY 2018 through FY 2022. The five-year strategic plan goal was not met.</p>
<b>Performance Goal 3.2</b>	Coordinate and offer 10 meetings/best practice sessions for IOSHA's VPP and INSafe's INSHARP participants and other interested parties.
<b>Annual Performance Goal</b>	Coordinate and offer 2 meetings/best practice sessions for VPP and INSHARP participants and other interested parties.
<b>Indicators/Metrics</b>	Indiana Department of Labor internal tracking.
<b>Data Sources</b>	Internally maintained spreadsheet.
<b>Baseline</b>	N/A
<b>Comments</b>	
<b>FY 2022 Results</b>	The VPP and INSHARP teams hosted an in-person meeting during the Indiana Safety and Health Conference and Expo (February 2022). The teams have also worked together to host a number of Best Practices Meetings via Microsoft Teams.

	<p>February 28, 2022: Annual VPP and INSHARP Meeting, 110 participants  May 31, 2022: Hazard Reporting and Tracking, 34 participants  May 31, 2022: Ergonomic Solutions, 42 participants  June 1, 2022: Using Technology in Safety/QR Codes, 32 participants  June 2, 2022: Creating and Hosting a Safety Stand-down, 30 participants  August 9, 2022: Workplace Violence Preparedness, 40 participants</p> <p>The annual performance plan goal was exceeded.</p> <p>The five-year strategic plan goal was exceeded.</p>
<b>Performance Goal 3.3</b>	Conduct a combined 600 IOSHA’s VPP and INSafe’s INSHARP outreach visits.
<b>Annual Performance Goal</b>	Conduct a combined 120 IOSHA VPP and INSafe INSHARP outreach visits.
<b>Indicators/Metrics</b>	Indiana Department of Labor internal tracking.
<b>Data Sources</b>	Internally maintained spreadsheet.
<b>Baseline</b>	N/A
<b>Comments</b>	
<b>FY 2022 Results</b>	<p>Collectively, the VPP Leaders conducted a total of 296 visits in FY 2022. This represents an increase of nearly 60 visits from FY 2021 for the VPP team. Collectively, the INSHARP Coordinators conducted a total of 31 visits in FY 2022. The combined number of VPP and INSHARP visits was 327. The annual performance goal was exceeded.</p> <p>The VPP and INSHARP team members conducted 1,220 outreach visits (VPP=1,093 and INSHARP=127) during the five-year strategic plan period. The five-year strategic plan goal was exceeded.</p>
<b>Performance Goal 3.4</b>	Sign five new/renew strategic workplace safety and health partnerships or alliances by the end of federal fiscal year 2022.
<b>Annual Performance Goal</b>	Sign one new strategic workplace safety and health partnership or alliance.
<b>Indicators/Metrics</b>	Indiana Department of Labor internal tracking.
<b>Data Sources</b>	Internally maintained spreadsheet.

<b>Baseline</b>	
<b>Comments</b>	
<b>FY 2022 Results</b>	<p>While IOSHA continued to manage and support previously developed partnerships, the division did not sign any new partnerships during FY 2022. This assisted IOSHA in maintaining its enforcement presence.</p> <p>The annual performance goal was not met. The five-year strategic plan goal was not met.</p>