The Secretary of Labor's Report to the President on the Status of Federal Agencies' Occupational Safety and Health Programs

Calendar Year 2022

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PREFACE

The Occupational Safety and Health Act of 1970 (the Act), Executive Order (EO) 12196, and 29 CFR § 1960 require the heads of federal agencies to submit annual reports on their occupational safety and health (OSH) programs to the Secretary of Labor. Specifically:

- Section 19(a) of the Act (29 United States Code (U.S.C.) § 668(a)) directs, "the head of each Federal agency to establish and maintain an effective and comprehensive occupational safety and health program which is consistent with the occupational safety and health standards promulgated under Section 6" (of the Act (29 U.S.C. § 655)).

- Section 19(a)(5) of the Act (29 U.S.C. § 668(a)(5)) requires each Executive Branch federal agency head to, "make an annual report to the Secretary with respect to occupational accidents and injuries and the agency's program under this section."

- EO 12196, "Occupational Safety and Health Programs for Federal Employees," guides the heads of federal Executive Branch agencies in implementing Section 19 of the Act, and directs the Secretary to issue a set of basic program elements to assist agencies in carrying out their responsibilities.

- Title 29 Code of Federal Regulations (CFR) § 1960, "Basic Program Elements for Federal Employee Occupational Safety and Health Programs and Related Matters," establishes the requirements for agency heads to implement OSH programs in their respective agencies.

Section 19(b) of the Act requires the Secretary to inform the President about the status of federal agencies' OSH programs and the accidents and injuries that occurred at federal worksites. This report provides an analysis of the reports each agency submitted to the Secretary, along with an account of the activities that the Occupational Safety and Health Administration (OSHA) conducted at or with federal agencies during Calendar Year (CY) 2022, thereby fulfilling the Secretary's responsibility.

EXECUTIVE SUMMARY

This report summarizes information on the status of federal agencies occupational safety and health programs and activities, gathered from a number of sources, including agencies' 2022 annual reports, workers' compensation data, and OSHA tracked data. The report includes the 2022 injury and illness rates for federal Executive Branch employees and describes how agencies analyzed trends and improved programs to assess the government's trends and overall progress toward improving worker safety and health. The report covers the CY 2022 reporting period and includes information on how the coronavirus disease that began in 2019 (COVID-19), persisted in calendar year 2022 and impacted federal agencies.

Agency Reporting Requirements

Federal agencies are required to submit an annual report to OSHA and submit their OSHA required injury and illnesses data to the Bureau of Labor Statistics annually.

Annual Report Requirement

Section 19(a)(5) of the Act requires each Executive Branch agency to provide an annual report to the Secretary. That report must include information on occupational accidents, injuries, and illnesses, along with details on the agency's program for providing safe and healthful working conditions. In addition, the report should assess the effectiveness of the agency's OSH program.

Reporting Federal Agency Injury and Illness Information Requirement

Per 29 CFR § 1960.72(a), each agency must submit to the Secretary by May 1 of each year all information included on the agency's previous calendar year's occupational injury and illness recordkeeping forms. The information submitted must include all data entered on OSHA Form 300, Log of Work-Related Injuries and Illnesses; OSHA Form 301, Injury and Illness Incident Report; and OSHA Form 300A, Summary of Work-Related Injuries and Illnesses (or respective equivalent forms).

OSHA Activities

OSHA engaged in extensive enforcement, oversight, and compliance assistance activities to address OSH-related issues at federal agencies. Enforcement activities focused on inspections of federal worksites to identify violations of OSHA standards and to monitor agencies' injury and illness rates. Oversight activities consisted of calculating quarterly injury and illness rates and assessing agencies' OSH programs through the annual report submissions. Compliance assistance activities included consulting with federal agencies, explaining the importance of providing safe and healthy working environments, and highlighting best practices or methods to help agencies accomplish this goal.

Enforcement

In CY 2022, OSHA conducted 462 programmed and 373 unprogrammed inspections, at federal worksites, averaging 2.9 violations per programmed inspection with violations and 2.3 violations per unprogrammed inspection with violations. OSHA inspected federal agencies under a variety of national and local emphasis programs targeting specific hazards (e.g., combustible dust) and types of industries (e.g., maritime). The nationwide Federal Agency Targeting Inspection Program (FEDTARG) targeted federal establishments with high injury and illness rates.

Compared to the pre-pandemic numbers of CY 2019, inspections of federal worksites increased by 24% in CY 2022 and the average number of violations per inspection is similar. In CY 2022, OSHA issued three federal agency significant/novel cases at the Department of Interior (DOI), the Department of Homeland Security (DHS), and the Department of Veterans Affairs (VA).

Oversight

OSHA assesses federal agencies' occupational safety and health programs by reviewing agencies' injury and illness rates, evaluating their OSH program self-evaluations, and tracking their injury and illness submissions. OSHA calculates injury and illness incidence rates for individual agencies using fiscal year (FY) injury and illness claims data reported to the Department of Labor's (DOL's) Office of Workers' Compensation Programs (OWCP), together with employment data from the Office of Personnel Management (OPM). OSHA also tracks workers' compensation injury and illness rates to document the financial impact of federal worker injuries and illnesses. Workers' compensation benefits provided to employees include payments for medical treatment, rehabilitation services, replacement of lost wages, and compensation benefits to their survivors in cases of death.

OSHA's annual report request to federal agencies provided agencies with the opportunity to assess and improve their OSH programs. In the CY 2022 annual report request, OSHA asked agencies to rate the operations, management, and culture components of their OSH programs using a seven-question tool that helps agencies evaluate how they fulfill specific requirements of 29 CFR § 1960 and EO 12196. Most agencies reportedly met the regulatory requirements of 29 CFR § 1960 and noted improvements such as: creating return to work policies that ensured continued protection from COVID-19, better tracking mechanisms for safety and health hazards and abatement, improved recordkeeping, and training beyond that provided solely for safety professionals.

Some agencies identified OSH program areas that needed improvement. A small number indicated that they were not fully aware of their OSH responsibilities or how to implement all the attributes of an effective OSH program. To assist these agencies, OSHA contacted them to discuss their OSH responsibilities and ensure relevant agency personnel understood how to implement the elements of an effective OSH program.

During the reporting period, OSHA received complete recordkeeping data from 79 agencies (81 percent). Of the remainder, 12 agencies (12 percent) failed to submit any data. OSHA kept a record of the 12 agencies that failed to submit any data, and these non-responder agencies are subject to having their establishments targeted for an OSHA inspection. For agencies that submitted data, the most common submission errors were failures to provide the number of employees or hours worked for an establishment. In addition to the analysis conducted for this report, OSHA will further assess the collection process and available data to identify ways to streamline and simplify the procedure, as well as encourage agencies to submit accurate and timely data.

Compliance Assistance

OSHA assists federal agencies to improve worker safety and health by responding to federal agency technical assistance requests (ATARs), encouraging participation in Field Federal Safety and Health Councils (FFSHCs) and Federal Agency OSH Managers' Roundtables, assisting

agencies with developing alternate and/or supplemental standards, and providing training opportunities. In addition, in 2022 OSHA signed a Memorandum of Understanding (MOU) with the Department of Agriculture's Food Safety and Inspection Service.

Like the Consultation Programs service for private-sector employers, ATARs provide federal agencies with technical assistance, including hazard abatement advice, training, consultation visits, and/or OSH program assistance through their local OSHA Area Office. While the request is considered consultative, OSHA expects recipient agencies to abate identified hazards and correct violations of the citable program elements of 29 CFR § 1960 or other OSHA standards observed during the visit. During CY 2022, OSHA Area Offices conducted one ATAR at a Government Services Agency site in Portland, Oregon.

FFSHCs are federal interagency groups, chartered by the Secretary, that enable local OSH professionals to share knowledge and resources. In CY 2022, 32 FFSHCs worked to improve the effectiveness of OSH functions within the government. Over 30 departments and agencies participated in council activities and more than 2,000 federal employees attended meetings and/or council-provided training. Each year, OSHA assesses the councils' efforts so that the Secretary can recognize those that best exemplify the intent and purpose of the program; in CY 2022, OSHA identified nine FFSHCs to receive a Secretary's award for their activities.

The Federal Agency OSH Managers' Roundtables are a valuable tool that allows agencies to exchange information on safety and health issues and share best practices. For these meetings, OSHA brings national-level OSH managers together to share presentations and discuss current topics of interest. In 2022, OSHA held two Roundtable meetings and addressed a range of topics including Occupant Emergency Plans / Emergency Action Plans for federal office buildings, federal agencies' Bureau of Labor Statistics (BLS) injury and illness data collection, and Secretary of Labor's Annual Report to the President among other safety and health related topics.

Under 29 CFR § 1960.17, if an agency cannot comply with an applicable OSHA standard, it may request permission to comply with an alternate standard to ensure appropriate protection for affected employees. An alternate standard is the federal agency equivalent of a private-sector variance from OSHA standards. There are seven OSHA-approved alternate standards that address air traffic control towers, special-purpose ladders, lifting devices, diving standards, weight-handling equipment, and gas-free engineering.

Under 29 CFR § 1960.18, if no OSHA standard exists for a specific working condition of federal agency employees, an agency must develop a supplementary standard for that working condition and provide the standard to OSHA. Currently, there are two supplementary standards: one addresses explosives, propellants, and pyrotechnics; the other covers portable tank transport.

OSHA provides many training opportunities to federal agency OSH personnel, mostly through the OSHA Training Institute (OTI). However, in CY 2022, due to COVID-19 precautions and a subsequent backlog of OSHA personnel who required training, OTI training to federal OSH employees outside of OSHA was deferred until June 2022.

"FEDWEEK" is training OSHA offers through OTI and attendance is solely for federal agency OSH personnel. During FEDWEEK 2022, OSHA provided 10 half-day seminars on topics those same personnel had selected via survey. During 2022, 334 federal employees attended the virtual seminars, significantly fewer than had attended virtually in CY 2021, but still significantly higher than when the only option, pre-pandemic, was to attend in person.

On August 1, 2022, OSHA entered into an updated MOU on worker safety with FSIS. Recognizing that OSHA and FSIS both share the goal of protecting the safety and health of workers in FSIS regulated facilities, the agencies' leadership signed a five-year MOU that provides guidance on how the agencies will collaborate on training, information sharing and workplace hazards. OSHA and FSIS met quarterly and worked to develop the training stipulated in the MOU.

Federal Agency OSH Activities

Fatalities, Hospitalizations, and Amputations

The Act, provisions of 29 CFR § 1960, and other regulations require employers, both private and public, to investigate, track, and promptly report incidents involving work-related fatalities, hospitalizations, and amputations to OSHA. As shown in Table 1, for the CY 2022 reporting period, federal Executive Branch departments and independent agencies reported 24 civilian employee fatalities, 269 hospitalizations, and 30 amputations. Each reported incident is a singular event.

Table 1: Department/Agency Incidents Reported for CY 2022

Agency	Fatalities	Hospitalizations	Amputations
Department of Agriculture	1	19	2
Department of Commerce	1	5	0
Department of Defense	1	9	2
Department of Health and Human Services	0	6	0
Department of Homeland Security	8	46	0
Department of Justice	1	19	7
Department of the Air Force	0	20	1
Department of the Army	2	9	5
Department of the Interior	2	36	3
Department of the Navy	1	16	5
Department of State	1	29	2
Department of Transportation	0	8	0
Department of the Treasury	0	0	1
Department of Veterans Affairs	4	32	0
Environmental Protection Agency	1	0	0
National Aeronautics & Space Administration	0	6	1
Nuclear Regulatory Commission	0	1	0
Peace Corps	0	4	0
Small Business Administration	0	2	0

Agency	Fatalities	Hospitalizations	Amputations
Smithsonian Institution	0	2	0
Tennessee Valley Authority	1	0	1
Total	**24**	**269**	**30**

COVID-19 was the leading cause of hospitalizations for CY 2022.

Certified Safety and Health Committees (CSHCs)

Under 29 CFR § 1960, Subpart F, any agency can form a certified safety and health committee (CSHC) to monitor and assist with its OSH program. An agency with a CSHC must have committees at both the national and field/regional levels. The national-level committees provide policy guidance, while the local committees monitor and assist in the execution of the agency's OSH policies. An agency with an approved CSHC is exempt from unannounced OSHA inspections. During CY 2022, the Department of Labor (DOL) and the Tennessee Valley Authority (TVA) maintained Secretary-approved CSHCs. These agencies provided information certifying to the Secretary that their respective CSHCs met Subpart F's requirements. Many other agencies have internal OSH committees but have not certified those committees under Subpart F.

When an agency decides to form a CSHC, it must report this intent to the Secretary and include:
- The existence, location, and coverage (establishments and populations) area of the committee; and
- The names and phone numbers of each committee chair (national and local).

In addition, the agency must certify to the Secretary of Labor that the committee meets all the requirements of 29 CFR §1960, Subpart F. Further, the agency must provide an update on its CSHC as part of its required Annual Report to the Secretary of Labor on the Agency's Occupational Safety and Health Program.

Hazard Identification and Control Measures

OSHA asked agencies to report on the two most common causes of injuries and the efforts taken to mitigate those causes. Several agencies reported on their efforts to reduce employee slip, trip, and fall or overexertion injuries through implementing engineering and administrative controls to reduce or eliminate exposure. For example, several agencies reported installing warning signage, implementing proactive housekeeping procedures, and conducting ergonomic assessments. Agencies also conducted annual safety training classes and held agency-wide meetings to improve safety awareness.

Motor Vehicle Safety

OSHA asked for details on agencies' motor vehicle safety programs (MVSPs), including the number of motor vehicle accidents that occurred during the reporting period. In CY 2022, 38 federal agencies with MVSPs reported a total of 7,417 motor vehicle accidents. Most agencies reported having MVSPs that complied with the Executive Orders requiring the use of seatbelts in motor vehicles and banning texting while driving. Some departments and agencies offered hands-on training to employees, such as defensive driving, while most relied on training courses

provided through either the General Services Administration (GSA) or the National Safety Council.

Agency Self-Inspections of Safety and Health Programs

Several agencies have returned to routine operations while maintaining most or all employees as teleworking. Consequently, some agencies are renewing their self-inspection procedures. These agencies reported performing announced, unannounced, formal, and informal inspections. However, according to several agencies, workplaces without employees onsite meant self-inspections were unnecessary. Ninety-four percent of responding agencies (92 agencies) selected a rating of "highly effective" or "needs minor improvements" for the self-inspection attribute. (See the discussion on the Operational Component's Self-Inspection Attribute for additional information).

Federal Employee Training

Agencies offered a wide range of OSH training opportunities to their employees during CY 2022. While most agencies provided employees with OSH training based on their job responsibilities, some augmented their efforts to ensure that collateral duty OSH personnel received all appropriate training. Many agencies also published OSH information on their websites and in newsletters, encouraged OSH personnel to participate in local FFSHCs and professional OSH organizations, and recognized employees who collaborated with safety professionals to identify and mitigate workplace hazards.

OSH Overseas

Section 19 of the Act, EO 12196, and 29 CFR § 1960 all require agencies to provide safe and healthful workplaces and those requirements have no geographic limits. In CY 2022, Executive Branch agencies reported 121,571 government employees worked overseas and received OSH coverage through either DoD, the Department of State (State), or their own respective agency programs. Agency reports discussed providing employes with prophylactic immunizations, training, and safety and health information prior to deployment.

Whistleblower Protection Programs

In the CY 2022 information request to federal agencies, OSHA asked agencies to provide information on their whistleblower protection programs. Per 29 CFR §1960, Subpart G, agencies must ensure that employees are not subjected to restraint, interference, coercion, discrimination, or reprisal for filing a report of unsafe or unhealthy working conditions. OSHA asked agencies to provide information on any federal employee allegations of reprisal as well as all actions taken in response to the allegations. Almost all agencies acknowledged their whistleblower responsibilities and reported having a well-designed protection program. In all, 80 agencies (81percent) reported having functional whistleblower protection programs. During CY 2022, the Department of Justice (DOJ), Environmental Protection Agency (EPA), and National Aeronautics and Space Administration (NASA) reported investigating allegations of reprisal.

Product Safety

Federal agencies reported on compliance with the provisions of 29 CFR § 1960.34, which addresses the potential conflicts in standards for federal buildings, leased space, products purchased or supplied, and other requirements affecting federal employee safety and health.

Specifically, agencies described how they comply with the product safety requirements of the standard, including using Safety Data Sheets (SDSs), and responding to product recalls. Thirty-six agencies (37 percent) indicated the absence of a product safety program and claimed they do not use chemicals while 30 (31 percent) reported being in compliance with the standard. OSHA will continue to work with agencies that are not in compliance to ensure they understand their responsibilities in this area.

Accomplishments

Agencies reported on a broad range of OSH program improvements, such as improving injury and illness tracking systems; revising existing policies, procedures, and manuals; implementing new OSH training; and establishing new training methods while dealing with constantly changing COVID-19 guidance. In addition, agencies increased the frequency of facility inspections and used risk assessment findings to develop relevant training. Overall, most agencies noted considerable resource expenditures to increase safety awareness and develop robust OSH programs. OSHA inspections increased by 24 percent over CY 2019's pre-pandemic inspection numbers.

Areas of Concern

Most agencies had an active safety and health management system, but a few did not. Some agencies lacking programs thought that because their tasks were mainly sedentary, they employed only a few workers, and/or because most employees teleworked, that they did not need an OSH program. In addition, even some of the larger agencies failed to have primary safety and health officers in place for long periods of time – and their safety and health systems suffered. In some agencies, COVID-19 caused a high number of hospitalizations in 2022.

Agencies Failing to Submit Annual Reports

For the first time since at least 2008, all agencies submitted annual reports. This success rate was due to OSHA's persistent and repeated outreach to the federal agencies, along with the usual practice of granting extensions for late submissions at an individual agency's request.

THE SECRETARY'S REPORT TO THE PRESIDENT

SECTION 1 – OSHA ACTIVITIES

This section discusses OSHA's enforcement, oversight, and compliance assistance activities; significant/novel enforcement cases involving federal agencies; and agencies' self-evaluations of their OSH programs using components of a provided safety and health evaluation tool. Further, this section includes information on recordkeeping; agencies' reports on fatalities, hospitalizations, and amputations; and OSHA training opportunities available solely to federal personnel.

Enforcement

Inspections

OSHA's federal workplace inspections assess agencies' compliance with safety and health standards, as well as the requirements of 29 CFR § 1960, thus reducing the number of on-the-job hazards. Inspections commonly fall into one of two categories: programmed or unprogrammed. Programmed inspections generally focus resources on a particular safety or health issue, workplaces associated with specific hazards or adverse health outcomes/effects, and establishments where there are high rates of injuries and illnesses. Unprogrammed inspections occur primarily in response to employee complaints about, or notifications of, serious hazards.

OSHA further categorizes inspections as related to either safety or health. Safety inspections focus on workplace issues such as means of egress, electrical hazards, machine guarding, or confined space entry procedures. Health inspections may focus on worker exposures to specific chemical respiratory hazards, infectious disease agents, or physical hazards such as occupational noise and ergonomics. If OSHA discovers that workplace exposures to safety and/or health hazards exist, it documents the conditions and determines whether they violate an OSHA standard. For federal agencies OSHA issues "Notices of Unsafe or Unhealthful Working Conditions" (Notices), similar to private sector citations but without monetary penalties.

As in the private sector, different types of violations indicate the severity of the hazard or the agency's response to the condition:
- "De Minimis" violations have no direct or immediate relationship to safety or health and do not result in a Notice.
- Other-Than-Serious violations describe hazards that cannot reasonably be predicted to cause death or serious physical harm to exposed employees but have a direct and immediate relationship to their safety and health.
- Serious violations involve hazards that could cause injury or illness that would most likely result in death or serious physical harm to the employee(s).
- Willful violations exist where an agency has demonstrated either an intentional disregard for the requirements of the Act or a plain indifference to employee safety and health.
- Repeat violations occur when an agency's prior Notice for the same or a substantially similar condition has become a final order.
- Failure-To-Abate (FTA) violations occur when the agency fails to correct a violation for which OSHA has issued a Notice, and the abatement date has passed or is covered under

a settlement agreement. A failure-to-abate also exists when the agency has failed to comply with the interim measures of a long-term abatement within the given timeframe.

In CY 2022, OSHA inspected 24% more federal agencies than it had in CY 2019, which was the highest number of inspections in the past four years. OSHA conducted 462 programmed and 373 unprogrammed inspections at federal workplaces with an average of 2.9 violations for programmed inspections and 2.3 violations per unprogrammed inspections: almost the same as in CY 2019. OSHA found that 32.9 percent of establishments receiving programmed inspections and 43.5 percent receiving unprogrammed inspections were in compliance with safety and health standards. OSHA is continuing to inspect sites that are exposing federal workers to safety and health hazards.

OSHA continued to conduct programmed inspections that focused on specific federal agency establishments/hazards during CY 2022. As illustrated in Table 2, both programmed and unprogrammed inspection activity increased in CY 2022.

Table 2. OSHA Federal Agency Inspection Activity, CY 2019 – 2022.

	CY 2022	CY 2021	CY 2020	CY 2019
Programmed Inspections	462	295	195	388
Percent in Compliance	32.9	44.4	20.0	30.4
Average Number of Violations*	2.9	2.5	2.6	3.07
Serious, Willful, Repeat Violations	582	289	374	529
Percent of Violations Issued as Serious, Willful, Repeat	70.5	71.5	75.3	76.8
Un-programmed Inspections	373	303	251	287
Percent in Compliance	43.5	57.9	59.0	45.2
Average Number of Violations*	2.3	2.5	2.3	2.3
Serious, Willful, Repeat Violations	274	200	171	261
Percent of Violations Issued as Serious, Willful, Repeat	73.1	74.1	81.0	77.0
Total Inspections	835	598	446	675

*This only includes inspections with violations.

Significant/Novel Cases

Although by law OSHA cannot assess penalties against federal agencies, it can determine the equivalent penalties that it would have assessed had the case involved a private sector employer. Federal agency significant cases involve equivalent penalties that are a minimum of $250,000. Novel cases involve specific enforcement issues. In addition, some federal agency enforcement actions become "significant/novel cases" because they require higher level review prior to headquarters-level interagency communication and discussions.

OSHA issued three federal agency significant/novel case reports in CY 2022 with single cases against DHS, DOI, and the VA. Table 3 provides details on the three cases.

Table 3. Summary of Federal Agency Significant/Novel Cases.

Department/Agency	Inspection Type	Violations
DHS-U.S. Customs and Border Patrol Wellton, AZ	Unprogrammed – Fatality	Failure to Abate: 2 Serious: 4 Other-than-serious: 1
OSHA initiated the inspection after notification of an employee fatality due to COVID-19. The two Failure to Abate (FTA) violations concerned failing to conduct medical evaluations for respirator use and failing to record all fatalities, injuries, and illnesses. Serious violations concerned the use of respirators; the other-than serious violation concerned improper records.		
DOI – National Park Service Lassen Volcanic National Park Mineral California	Programmed	Repeat: 5 Serious: 3
OSHA initiated the inspection due to a regional emphasis inspection program for federal agencies. The five repeat violations concerned the failures to: provide machine guarding, conduct annual maintenance checks on fire extinguishers, maintain clear space around electrical equipment, and reduce compressed air pressure to a safe use pounds per square inch (PSI). Three serious violations addressed the failures to: maintain clear exit routes, provide fall protection, and correctly calibrate a grinding wheel.		
VA – Northern Arizona Veterans Affairs Health Care System Prescott, Arizona	Unprogrammed – Fatality	Willful: 1 Repeat: 2 Serious: 3
OSHA initiated this inspection following a complaint regarding unsafe entry into a permit-required confined space and improper use of lockout/tagout (LOTO). OSHA issued a willful Notice for failing to use or document LOTO procedures; two repeat violations for failing to: train employees and properly lockout and tagout machines; and three serious items addressed LOTO violations.		

Oversight

Injury and Illness Statistics and Workers' Compensation Costs

OSHA calculates injury and illness incidence rates for individual agencies using FY injury and illness claims data reported to OWCP together with OPM's employment data.[1] In FY 2022, federal government employment decreased by 19,669 (0.87 percent) to 2,241,690 employees. The total injury and illness cases increased by 54,990 (137 percent) to 95,131 and the total case rate increased 138 percent from 1.78 occurrences per 100 to 4.24. The Government's lost-time cases increased 194 percent from 27,240 to 80,166 and its lost-time case rate increased 198 percent from 1.20 occurrences per 100 to 3.58. These increases reflect the high number of workers' compensation cases submitted for COVID-19.

The costs related to the Federal Employees Compensation Act (workers compensation for the federal sector) for chargeback year (CBY) 2022 were approximately $1.6 billion compared to

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[1] OWCP data are available only on an FY basis.

CBY 2021's $1.33 billion, CBY 2020's $1.4 billion, and CBY 2019's $1.5 billion.[2] Workers' compensation benefits provided to employees include payments for medical treatment, rehabilitation services, replacement of lost wages, and compensation benefits to their survivors in cases of death.

Evaluations

As 29 CFR § 1960.80 and Section 1-401(h) of EO 12196 both require, OSHA evaluated agencies' OSH programs. Under 29 CFR § 1960 agencies must develop and maintain effective safety and health management systems. Within this framework, OSHA assesses whether agencies regularly monitor, modify, and if necessary, implement OSH program policies and procedures to correct problems, adapt to changing worksite environments, and promote workplace safety and health.

To assess federal agencies OSH programs, OSHA used parts of the Form 33 evaluation tool it developed in 1985 and validated to measure the effectiveness of private sector employers' safety and health management systems to develop a self-assessment template. For the past several years OSHA has asked agencies to evaluate their programs using the provided template. The template's questions are based on the concept of an organizational safety and health program. For the CY 2022 report, OSHA asked agencies to assess their OSH programs using seven main attributes.

Table 4 – Evaluation Components and Attributes

Operational Component – 2 Attributes
Hazard Anticipation and Detection
• **Effective safety and health self-inspections are performed regularly** determines if personnel in the agency regularly perform effective OSH inspections.
Hazard Prevention and Control
• **Effective safety and health rules and work practices are in place** determines if the agency has established both general workplace rules and specific work practices that prescribe safe and healthful behavior and task performance methods.
Managerial Component – 3 Attributes
Planning and Evaluation
• **Hazard incidence data are effectively analyzed** determines if the agency uses hazard incidence data to set safety and health priorities.
• **A review of the overall safety and health management system is conducted at least annually** determines if the agency periodically audits the management aspects of its SHMS, identifying progress and needed changes/improvements.
Administration and Supervision
• **Individuals with assigned safety and health responsibilities have the necessary knowledge, skills, and timely information to perform their duties** determines if the agency's personnel have the understanding, skill, and current information needed to effectively fulfill their OSH responsibilities.

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[2] On September 28, 1998, Congress amended the Occupational Safety and Health Act (the Act) to make it applicable to the U.S. Postal Service in the same manner as any other employer subject to the Act. Therefore, the U.S. Postal Service is not included in this report.

Cultural Component – 2 Attributes

Management Leadership
- **Managers allocate the resources needed to properly support the agency's safety and health program** determines if the agency's managers demonstrate OSH leadership, promote a culture of safety and health in the organization, and support effective operation of the OSH program by allocating needed resources.

Employee Participation
- **There is an effective process to involve employees in safety and health issues** determines if there is an established organizational process that employees know, trust, and use to provide input regarding safety and health issues.

OSHA asked agencies to rate each of the seven attributes based on their CY 2022 reporting period experiences and select one of the following responses:
- does not exist – the attribute was not in place at all;
- needs major improvements – some aspect of the attribute is present, but it needs major improvements;
- needs minor improvements – some aspect of the attribute is present, but it needs minor improvements;
- is highly effective – the attribute was completely effective and integrated into the OSH program without the need for improvement; or
- not applicable – the agency thought an attribute did not apply to its program.

In addition to scoring each attribute, OSHA asked agencies to provide detailed information supporting each chosen attribute rating.

Overall Assessment

For the CY 2022 reporting period, OSHA received responses from 98 of the 98 agencies, a 100 percent response rate. The successful response rate was due an extensive outreach to the federal agencies to obtain their reports with an emphasis on agencies that had been delinquent in the past.

# of Non-Responding Federal Agencies
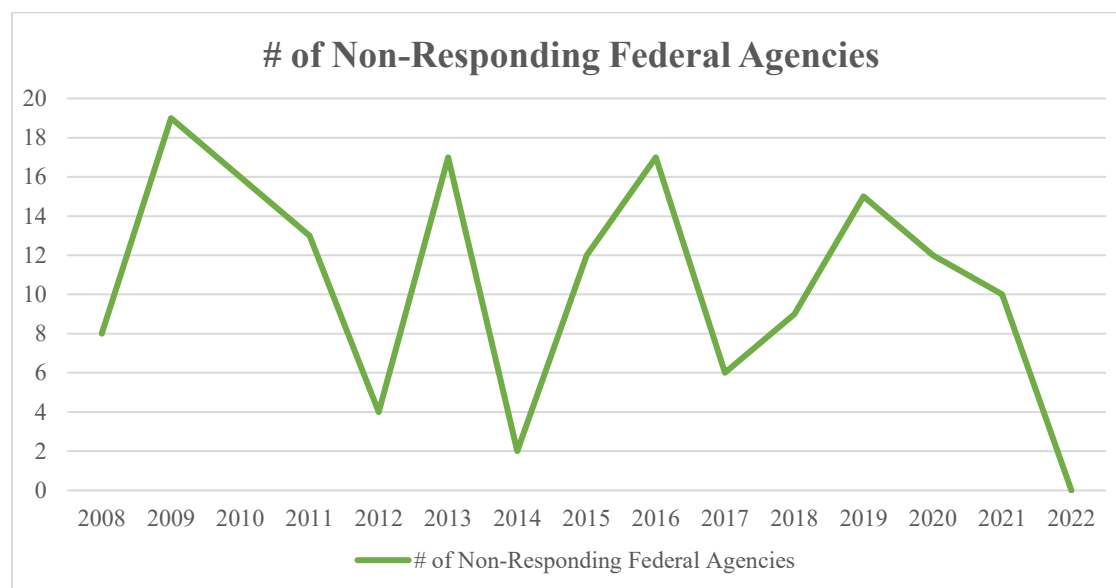
Of the agencies, 52 (53 percent) provided an average rating of "highly effective" for each of the seven attributes, and 35 agencies (36 percent) indicated most of their OSH program components needed minor improvements. Ten agencies (10 percent) reported that most elements of their OSH programs required major improvements. One agency (1 percent) indicated that most OSH program elements did not exist.

According to their assessments, overall, agencies recognized the benefits of effective safety and health programs. Several reported a commitment to safety but also noted a lack of safety and health or collateral duty staff in CY 2022. These agencies further opined that because their operations were solely administrative, many or all their employees teleworked at least most of the time, and they employed only a few workers, the attributes were inapplicable. This is concerning since even administrative work such as typing for long periods of time or poor positioning of workstation can be an ergonomic hazard. Some agencies with similar work did provide safety checklists for teleworking employees.

Table 5. Average Safety and Health Program Ratings for Departments/Independent Agencies.

Agency	Rating	Agency	Rating
AbilityOne Commission	▼	Federal Retirement Thrift Investment Board	▲
Access Board	▲	Federal Trade Commission	▲
Advisory Council on Historic Preservation	▼	General Services Administration	▲
African Development Foundation	△	Harry S. Truman Scholarship Foundation	△
Agency for Global Media	△	Holocaust Memorial Museum	▲
Agency for International Development	△	Institute of Museum and Library Services	▲
American Battle Monument Commission	△	Inter American Foundation	▲
Armed Forces Retirement Home	△	International Boundary and Water Commission	▲
Board of Governors of the Federal Reserve System	△	International Development Finance Corporation	▲
Central Intelligence Agency	△	International Trade Commission	△
Chemical Safety and Hazard Investigation Board	▲	James Madison Memorial Fellowship Foundation	▲
Commission on Civil Rights	▲	John F. Kennedy Center for the Performing Arts	△
Commission on Fine Arts	▼	Marine Mammal Commission	▲
Commodity Futures Trading Commission	▲	Merit Systems Protection Board	△
Consumer Product Safety Commission	▲	Millennium Challenge Corporation	▽
Corporation for National and Community Service	△	Morris K. and Stewart L. Udall Foundation	▲

Agency	Rating	Agency	Rating
Court Services and Offender Supervision Agency	△	National Aeronautics and Space Administration	▲
Defense Nuclear Facilities Safety Board	▲	National Archives and Records Administration	▲
Department of Agriculture	▽	National Capital Planning Commission	▲
Department of Commerce	△	National Council on Disability	▲
Department of Defense	▲	National Credit Union Administration	△
Department of Education	△	National Endowment of the Arts	▲
Department of Energy	▲	National Endowment for the Humanities	▲
Department of Health and Human Services	△	National Gallery of Art	▲
Department of Homeland Security	▲	National Intelligence	▲
Department of Housing and Urban Development	▽	National Labor Relations Board	▲
Department of Interior	△	National Mediation Board	▲
Department of Justice	△	National Science Foundation	▲
Department of Labor	▲	National Transportation Safety Board	▲
Department of State	▲	Nuclear Regulatory Commission	▲
Department of the Air Force	△	Nuclear Waste Technical Review Board	▽
Department of the Army	△	Occupational Safety and Health Review Commission	▲
Department of the Navy	△	Office of Government Ethics	△
Department of the Treasury	△	Office of Navajo and Hopi Indian Relocation	▽
Department of Transportation	△	Office of Personnel Management	△
Department of Veterans Affairs	△	Office of Special Counsel	▽
Environmental Protection Agency	△	Peace Corps	△
Equal Employment Opportunity Commission	▲	Pension Benefit Guaranty	△
Export Import Bank of the US	△	Postal Regulatory Commission	▲
Farm Credit Administration	▲	Presidio Trust	△
Federal Communications Commission	▲	Railroad Retirement Board	▲
Federal Deposit Insurance Corporation	▲	Securities and Exchange Commission	▲
Federal Election Commission	▲	Selective Service System	▽
Federal Energy Regulatory Commission	▲	Small Business Administration	▲
Federal Housing Finance Agency	▽	Smithsonian Institution	△
Federal Labor Relations Authority	△	Social Security Administration	▲

Agency	Rating	Agency	Rating
Federal Maritime Commission	▲	Social Security Advisory Board	▲
Federal Mediation and Conciliation Service	▲	Tennessee Valley Authority	▲
Federal Mine Safety and Health Review Commission	△	Trade and Development Agency	△
LEGEND			
▲ **Highly Effective – Completely in place**			
△ **Needs Minor Improvements – Mostly in place but needs minor improvements**			
▽**Needs Major Improvements – Some portion/aspect is present but needs major improvements**			
▼ **Virtually Nonexistent – Little discernable indication that any portion/aspect exists**			

Component Assessment – 7 Total Attributes

Most agencies reported that the seven component attributes were generally effective. Specifically, 58 agencies (59 percent) rated all seven of their managerial component attributes as "needs minor improvements" or "highly effective."

Operational Component Assessment – 2 Attributes

The Operational Component Assessment is based on two surveyed attributes:

Hazard Anticipation and Detection
1. Effective safety and health self-inspections are performed regularly determines if personnel in the agency regularly perform effective OSH inspections.

Hazard Prevention and Control
2. Effective safety and health rules and work practices are in place determines if the agency has established both general workplace rules and specific work practices that prescribe safe and healthful behavior and task performance methods.

Most agencies reported that both operational component attributes were generally effective. For the operational component attributes, 85 agencies (87 percent) rated both of the attributes as "needs minor improvements" or "highly effective."

Self-Inspection Attribute: Specifically, 87 agencies (89 percent) rated the self-inspection attribute as "needs minor improvements" or "highly effective." Most agencies stated that their methods for hazard recognition and control included employee identification and reports to managers and safety personnel verbally and by email. Some agencies maintained electronic hazard reporting systems and anonymous hotlines.

- The Equal Opportunity Commission rated itself as highly effective due to conducting formal and informal safety self-inspection reviews for hazardous conditions. In CY 2022, staff performed daily walk-throughs at Headquarters; formal self-inspections in the field offices/Headquarters; immediately corrected identified hazards or appropriately scheduled them for correction; annually

reviewed the inspection checklist and updated as needed on the overall safety/security posture and compliance, with plans for review again in CY 2023.

- DoD reported that in CY 2022 it prioritized inspections based on potential hazard risk due to limited qualified onsite staff. The focus on inspecting high-risk locations still kept injury and illness rates low.
- Other agencies such as the African Development Foundation said that due to the gradual re-entry plan following the COVID-19 shutdown, annual inspections were not conducted but would resume in the future.
- The American Battle Monument Commission contracted for safety inspections to ensure compliance with OSHA-mandated programs and host nation requirements. In addition, European facilities are inspected annually by governing agencies and third-party contractors to ensure compliance.
- The Department of Education depends on its OSH Manager to conduct inspections of regional and local facilities. Due to limited funding, the Manager inspected only six (two regional and four local) of the 27 establishments. The sites would benefit from having a local safety and health officer conduct the inspections and be a point of contact.
- The Department of Agriculture said COVID-19 curtailed its ability to conduct inspections among the many facilities across the country due to safety specialists' inability to travel.
- During CY 2022, the Peace Corps conducted thorough safety and health inspections at five overseas Posts and the Headquarters' office using a qualified Occupational Safety and Health (OSH) professional. However, the Agency had not implemented a formal program for OSH self-inspections. An office safety checklist was distributed to all overseas Posts, but the Peace Corps is still developing a system for reporting self-inspections, ensuring prompt corrective actions, and formal training to ensure adequate reviews of Peace Corps workplaces and understanding potential hazards.

Rules and Work Practices Attribute: Nearly all agencies (87; 89 percent) rated themselves as "needs minor improvements" or "highly effective" for the work rules and practices attribute, claiming that policies and procedures supported robust OSH programs, with several reportedly implementing engineering controls to eliminate or reduce workplace hazards. Despite some limitations of teleworking or COVID-19, a few agencies implemented new procedures for safety and health work rules and practices.

- The FBI improved its Injury and Illness Tracking system in 2022 and its field office division created an injury incident and rate dashboard to help pinpoint injury trends and places with high injury rates.
- The United States Army Corps of Engineers (USACE) continuously worked on improving its safety and health rules and safe practices. During CY 2022, USACE revised its Safety and Health Requirements manual, EM 385-1-1, to ensure it met all updated OSHA requirements and industry standards. In addition, COVID-19 highlighted the need for flexible work schedules to ensure maintaining proper social distancing requirements. USACE also implemented the Corps of Engineers-Safety and Occupational Health Management System which has brought leaders and employees together to implement a business approach to

safety. This systematic and comprehensive process for managing safety ensures the required safety and health rules and safe work practices are in place.

A few agencies said that due to teleworking and COVID-19, this attribute either did not apply, was difficult to measure, or needed major improvement. U.S. AbilityOne reported that the attribute was inapplicable because its personnel were all working remotely. The U.S. Nuclear Waste Technical Review Board teleworked during CY 2022 due to COVID-19 and office renovations: employee telework agreements requiring maintaining a safe work environment would need only minor improvement.

- The Commission of Fine Arts did not have its own specific OSH program but followed the GSA program for the building.

Managerial Component Assessment – 3 Attributes

The Managerial Component Assessment is based on three surveyed attributes:

Planning and Evaluation
1. Hazard incidence data are effectively analyzed determines if the agency uses hazard incidence data to set safety and health priorities.
2. A review of the overall safety and health management system is conducted at least annually determines if the agency periodically audits the management aspects of its SHMS, identifying progress and needed changes/improvements.

Administration and Supervision
3. Individuals with assigned safety and health responsibilities have the necessary knowledge, skills, and timely information to perform their duties determines if the agency's personnel have the understanding, skill, and current information needed to effectively fulfill their OSH responsibilities.

Most agencies reported that the three managerial component attributes were generally effective. Specifically, 58 agencies (59 percent) rated all three of their managerial component attributes as "needs minor improvements" or "highly effective."

Hazard Incidence Data Attribute: The managerial component attribute that focused on using hazardous incident data analyses to set safety and health priorities had the fewest "needs minor improvements" or "highly effective" ratings. Specifically, 70 agencies (71 percent) rated the incident data attribute as "need minor improvements" or "highly effective." Of the 28 agencies that did not rate it as highly effective or needs minor improvements, only three were "needs major improvement." The remaining were" not applicable," "does not exist," or failed to provide a response. Apparently, many of these agencies thought that zero reportable injuries or a remote workforce meant that the attribute became inapplicable. However, according to the Guidelines for completing the Report Template, "A score of 'Attribute is highly effective' on this attribute indicates that the agency collects and analyzes its hazard incidence data or that it recorded fewer than 10 hazards over the past three years, and responsible persons in the organization interpreted the data." OSHA would encourage agencies to revisit their analyses; if "responsible person" had reviewed the data, the "inapplicable" rating could be revised to "highly effective" should the interpretation apply. Also, agencies need to be aware that

analyses need to include not only recordable injuries and illnesses but also near misses. OSHA will clarify the CY 2023 request for agency reports.

- In 2022, the Board of Governors of the Federal Reserve System developed both a Health & Safety Management System and an Environmental Management System, while simultaneously implementing a robust new inspection program. Those program revision efforts revealed a need to improve the way the agency collects and uses safety data to track program performance. Implementation of the management systems in 2023 will involve developing and tracking metrics and performing program reviews.
- The Department of Agriculture has not filled the Occupational Safety and Health Manager position since July 2020, which means no central figure is reviewing these records.
- At the Corporation for National and Community Service (Americorps) hazardous workplace situations are rare due to its usual work; data collection and analyses are lacking agency wide. The agency identified that documenting policy and procedures will help it address the gaps.

Annual SHMS Review Attribute: The managerial component attribute that dealt with annually reviewing the overall safety and health management system, correcting shortcomings, and identifying additional opportunities to improve hazardous incident data analyses to set safety and health priorities had 77 agencies (79 percent) rate the incident data attribute as "need minor improvements" or "highly effective." Of the 21 agencies that did not rate it as highly effective or needs minor improvements, seven needed major improvement. The remaining said it was not applicable, did not exist, or left the response blank. The primary causes appear to be the lack of staff or staff focus on COVID-19.

- The position of the Department of Agriculture Occupational Safety and Health Manager has been vacant since July 30, 2020; there has not been an annual review for the past three years.
- The Federal Housing Finance Agency (FHFA) does not have a safety and health management system in place and does not have a dedicated full time equivalent (FTE) assigned person to fill the role of Safety Officer. As an additional duty, the Office of Facilities Operations Management assigns safety officer responsibilities to the Emergency Management Specialist (EMS). The EMS position was vacant for over nine months in 2022, thus preventing any focused attention to the development of a safety and health management program.
- The EPA reported delays in their offices and laboratories to implementing safety and health management systems (SHMSs), because of the amount of time spent implementing COVID-19 policies and procedures. At the end of CY 2022, about 25% of EPA locations said "yes" when asked if they had implemented SHMSs based on the ISO 45001 standard. Given that implementation is still underway, EPA does not currently perform a comprehensive annual SHMS review. However, in CY 2022, 10 EPA locations performed internal SHMS audits. Some (but not all) of the 10 audits covered the leading and lagging indicators. Additionally, five of the 10 audits were documented in a written report: eight of them identified OSH accomplishments,

six identified OSH system failures, and four assessed root causes for failures. Nine of the 10 locations that performed audits briefed management on the results.

- In previous years, the Department of Housing and Urban Development (HUD) conducted periodic environmental, health, and safety comprehensive assessment audits of its safety and health management system Department-wide. These assessments evaluated the extent to which the OSH program in the regions complies with regulatory standards, and internal policies and procedures. However, HUD was without a safety professional for CY 2022; a new Safety and Occupational Health Officer (SOHO) started with the agency in January 2023 and HUD reported reviews of the overall safety and health management system will resume per 29 CFR 1960.

- The John F. Kennedy Center for the Performing Arts (JFKC) has not fully implemented this program. However, a full time Safety and Occupational Health Officer has been in place since January 2023 with a goal of enhancing this check and balance.

- The Harry S. Truman Foundation has only four employees. The Foundation inspects offices annually but does not have a safety and health management system.

- In 2022, the Corporation for National and Community Service (CNCS) did not have a formalized and documented safety and health management program outside of guidance provided on its Safety SharePoint site. In 2023, the agency plans to draft documentation to address OSH program gaps. In addition, it conducts an annual review of its Occupant Emergency Plans.

- The National Credit Union Administration is establishing a safety and health record management system; the policy is pending approval.

- The Office of Special Counsel has not formalized a safety and health management system but relies on the system in place from its office space lessor.

- During CY 2022, the Pension Benefit Guaranty Corporation focused on supporting the decommissioning of the old headquarters, establishing the new headquarters, and preparing for the Corporation's return to office.

- The Smithsonian Institution's Office of Health, Safety, and Environmental Management (OSHEM) conducts an annual Management Evaluation and Technical Review (METR) that covers five safety and health program elements including management commitment, risk management, training, incident investigation, and recordkeeping. Upon completion of the METR, the team conducts a closing conference with senior leaders and issues a final written report. OSHEM also conducts biennial METR Assist Visits to selected qualifying Museums/Facilities. These Assist Visits generally focus on improving selected Safety and Health programs requested by the unit safety coordinator and safety committee team. The Smithsonian Institution also uses the annual report to OSHA as a means for conducting an annual review of its agency-wide SHMS as well as the museum/facility SHMS.

  In CY 2019, efforts began to provide Smithsonian Institution establishment Safety Coordinators with a tool to complete their required annual review of their safety program to assess the status and effectiveness of strategies and initiatives to ensure management commitment, employee involvement, identification and abatement of hazards, training, and injury/illness reduction. The information included in the

request for the annual report to OSHA is a subset of the extensive information required for the Smithsonian's annual program review. The initial focus will be on the Smithsonian Institution Safety Manual program management chapters with several additional chapters that capture most of the deficiencies documented during the METR audits.

Most Safety Coordinators used the OSHEM METR review to identify specific program elements that required improvements along with the OSHEM recommendations. Others identified program elements that were of particular concern to their operations such as control of hazardous energy, pest control, laboratory safety, and training. Some reviewed the previous three years' injury/illness experience and focused on specific training to prevent future incidents. These reviews involved a variety of staff including Facility Managers, Safety Committees, and individual employees.

Knowledge, Skills, Timely Information Attribute: The managerial component attribute that dealt with the individuals assigned OSH responsibilities having the necessary knowledge, skills, and timely information to perform their duties had 85 agencies (87 percent) that rated the incident data attribute as "need minor improvements" or "highly effective." Of the 13 agencies that did not rate it as highly effective or needs minor improvements, six needed major improvement. The remaining agencies listed the attribute as not applicable, does not exist, or left the response blank.

- DHS safety staff members have the necessary skills, knowledge, and relevant information to successfully perform assigned duties. Individual Development Plans formally plan and track professional and personal development training – whether formal or through developmental work assignments. Funding for professional development training is limited and tightly controlled across the Department. There are 26 free web-based safety and health courses offered through DHS-wide virtual training systems. Components' OSH staff are well trained and qualified, and their programs make good use of trained Collateral Duty Safety Officers (CDSOs). The components offer various training modules for supervisors and other individuals with safety responsibilities.
- The Department of Commerce (DOC) and its bureaus have secured the services of trained safety professionals where necessary. In areas of low hazard, the DOC and its bureaus have ensured provision of ample training to collateral duty safety personnel. DOC safety policies require that collateral duty personnel must receive safety training sufficient to perform their duties within six months of assignment. DOC and its bureaus support the continuous education of professional safety personnel.
- As required in Department of Defense I 6055.01, DoD Components must ensure that safety and occupational health (SOH) programs are managed by personnel who have adequate training, education, and competencies and understand both 29 CFR 1960 and DoD OSH policies and procedures. Commanders and senior management officials provide education to leaders and supervisors at all levels on SOH policies, procedures, and initiatives in their organization and parent organizations. Supervisors are responsible for providing training on the risk management skills needed to implement the DoD Component and organization's SOH policies and programs

throughout their assigned workplaces. Full-time SOH staff provide formal and informal training courses, educational programs, and other training to more junior SOH staff and to collateral duty SOH personnel to ensure they can conduct inspections to recognize and report hazards within their workplaces and track the completion of necessary hazard abatement actions. In addition, DoD is committed to providing continuing education and professional credentialing for SOH personnel through cost reimbursement or sponsorship programs. DoD Components assign qualified SOH personnel as SOH advisors to identify hazards and recommend elimination or mitigation, develop mishap prevention policies and programs, monitor safety performance, and serve as points of contact for SOH matters. Staffing considerations also include consideration for professional qualifications. DoD recognizes licensure and professional certification as evidence of competency and supports all eligible DoD personnel to obtain and maintain licenses and accredited certifications.

- FHFA does not have an assigned Safety Officer. The Office of Facilities Operations Management would normally assign safety officer responsibilities to the Emergency Management Specialist, but this position was vacant for over nine months in CY 2022. The Senior Program Analyst (Transportation & Security) has the requisite skills and knowledge, but multiple competing duty requirements and responsibilities prevent focused and dedicated attention to the OSH program and responsibilities.

- The Advisory Council on Historic Preservation indicated that individuals with assigned OSH responsibilities may need some training to ensure they have the necessary knowledge and skills to perform their duties effectively.

- Prior to CY 2022, HUD provided ample training for all individuals assigned with OSH responsibilities. Training includes classroom training, OTI-hosted events, computer-based on-line training, and refresher training for routine general safety and health topics. HUD will be resuming all OSHA-required training with the assistance of the newly hired Safety and Occupational Health Officer.

- As a micro agency, the Nuclear Waste Technical Review Board reportedly lacks the resources to support a full-time OSH staff and may be unaware of the option to use collateral duty safety and health officers. The Board currently lacks an individual(s) appointed to OSH oversight.

- Peace Corps needs to implement a more comprehensive program to identify specific needs and provide training and support to develop the knowledge and skills for staff with OSH responsibilities at overseas Posts. At present, the Agency has two full time staff dedicated to the safety and health program.

Cultural Component Assessment – 2 Attributes

The Managerial Component Assessment is based on two surveyed attributes:

Management Leadership
1. **Managers allocate the resources needed to properly support the agency's safety and health program** determines if the agency's managers demonstrate OSH leadership, promote a culture of safety and health in the organization, and support effective operation of the OSH program by allocating needed resources.

Employee Participation
2. **There is an effective process to involve employees in safety and health issues** determines if there is an established organizational process that employees know, trust, and use to provide input regarding safety and health issues.

Most agencies reported that both cultural component attributes were generally effective. For the cultural component attributes, 80 agencies (82 percent) rated <u>both</u> of the attributes as "needs minor improvements" or "highly effective."

Resource Allocation Attribute: This attribute addressed whether managers demonstrated leadership, promoted a safety and health culture, and gave adequate support and resources. Specifically, 82 agencies (84 percent) rated their management leadership attribute as "needs minor improvements" or "highly effective." Managers allocated the budget and the personnel needed to support the agency's safety and health program.

- Most agencies mentioned that management supplied personal protective equipment to the staff including what was needed for COVID-19.
- DOE leadership supports the safety and health management system in various ways. DOE federal employee occupational safety and health (FEOSH) budget provides time and allowance for employees to participate in the Joint Employee Safety Council, FEOSH and Organizational and Safety Culture Improvement Council meetings, and hires professional safety personnel in engineering, nuclear safety, occupational safety and health, industrial hygiene, and health physics disciplines. Additionally, DOE FEOSH leadership personnel review hazard incidence rates (both contractor and federal employee), are involved in causal analysis processes, track corrective actions to closure, respond to employee concerns, provide necessary training and personal protective equipment, and encourage individual safety development through the Individual Development Program.
- Several agencies reported on the lack of budget and/or personnel needed to fully develop their safety and health management system. It was also noted that in some cases safety and health budgets were not a separate budget line and were tied to other items like Human Resources. In addition, the Continuing Resolution limited some spending.
- While the Army is currently tracking the resourcing requirements necessary to establish a program element for SOH within the budget process, it does not have a process to determine budgeting needs.
- Federal Housing Finance Agency does not have an assigned FTE to fill the role of Safety Officer. As an additional duty, management would normally assign safety officer responsibilities to the Emergency Management Specialist (EMS), but this position was vacant for over 9 months in CY 2022.
- Housing and Urban Development did not have a Safety and Occupational Health Officer (SOHO) in CY 2022. A SOHO was hired in January 2023.
- Millennium Challenge Corporation is a small agency with limited resources and increased competition for the agency's admin funding. As such, the safety and health management system must compete with other mission priorities.
- The Office of Special Counsel has no individual(s) appointed with OSH oversight.

- While extensive resources and efforts were allocated to address the COVID pandemic at all Peace Corps facilities and establishments, the agency has not established a mechanism to ensure adequate resources are available to ensure OSH inspections of overseas Posts and to abate safety hazards that might be identified.
- The Selective Service System did not have a Designated Safety Official during CY 2022 due to staff turnover.
- The Advisory Council on Historic Preservation did not feel that this attribute applied to the agency.

Employee Participation Attribute: This attribute addresses the presence of a process for employee involvement in the occupational safety and health system. Specifically, 88 agencies (90 percent) rated their employee participation attribute as "needs minor improvements" or "highly effective."

- The Advisory Council on Historic Preservation did not think that this attribute applied.
- The Armed Forces Retirement Home (AFRH) has engaged employees through safety orientation and safety topic training that is part of mandatory annual training. Every employee has access to the AFRH SharePoint website to view standard operating procedures and directives per the Agency's OSH procedures to prevent occupational injuries, human suffering, and loss of life. Supervisory safety responsibilities are outlined during the mandatory annual training for all staff that covers reporting of injuries and workers compensation. AFRH encourages employees to participate on the Safety Committee as department representatives. The committee oversees the fire protection program as well as the accreditation standards and identifies, defines, and assesses safety and fire protection problem areas, ensures compliance with accreditation standards, and recommends solutions to identified problems.
- The Chemical Safety and Hazard Investigation Board solicits employee involvement through e-mail postings, "All hands" meetings, and small group debrief meetings conducted after it issues investigation reports. It also holds periodic investigator training sessions and seeks input on safety and health issues. It has conducted anonymous safety perception surveys during OSHA's Safe + Sound Week.
- Employee involvement and empowerment are key components of DoD's SHMSs and OSH programs. DoD Component policies create the conditions for employees to actively participate in these programs. Leaders, supervisors, safety and health professionals, occupational safety and health councils, and bargaining units encourage individual employees to participate in workplace inspections, hazard identification and assessments, hazard control recommendations, training, and corrective action implementation processes. Other methods for employee participation are voluntary employee designation as a collateral duty safety representative or assistant, establishment of anonymous hotlines to report unsafe conditions, strong whistleblower protection programs, and readily accessible links to command web portals to submit ideas, observations, and concerns. Senior leaders use open door policies, routine administration of general and safety-specific climate surveys conducted at multiple organizational levels, designating employee representatives to serve on SOH and advisory councils, and soliciting direct feedback during training sessions and safety stand-down activities.

- The Federal Housing Finance Agency strives to maintain open communication with employees regarding safety and health issues but needs a Safety Officer FTE to provide focused attention. FHFA returned to normal operations in June 2022 and is pursuing greater employee involvement in safety and health issues. It held its annual health fair in November 2022.
- The Selective Service System did not have an overall effective process to involve employees in OSH issues during CY 2022. The Support Services Directorate conducts regular verbal safety briefs to encourage employees and employees have stop work authority.

Attribute Resolutions

OSHA will reach out to the agencies that reported attributes were not applicable, did not exist, or needed major improvement, and offer to help build their OSH management systems. The comparison data to assess any improvement based on the outreach will likely not be available or relevant until at least CY 2024.

Recordkeeping

As set forth in 29 CFR § 1960, federal agencies must maintain injury and illness records in a similar format as the private sector. The recordkeeping requirement allows agencies and OSHA to identify worksites with the highest injury and illness rates and helps to assess federal agency training needs. The Bureau of Labor Statistics annually collects the required injury and illness records from all Executive Branch agencies and provides the records to OSHA.

The OSHA data collection cycle first began in CY 2014; the ninth completed data collection cycle occurred in CY 2022. OSHA provided agencies with guidance on the data collection process and followed up with information on errors identified in the submissions. Working with BLS, OSHA tracked the data collected and monitored its quality. In addition, OSHA worked with OWCP to assist agencies using the Employees' Compensation Operations & Management Portal[3] (ECOMP) to explain the procedures for transferring the data from ECOMP to BLS.

During the reporting period, OSHA received complete establishment data from 79 of 98 agencies (81 percent) and partial data from an additional seven agencies (seven percent). The most common errors were failures to provide the number of employees or hours worked for each establishment. OSHA will analyze the collected data for key findings, and the collection process for lessons learned to further streamline and simplify the procedure. In addition, OSHA will work with BLS to improve the response rate.

Compliance Assistance

Agency Technical Assistance Request

OSHA's Agency Technical Assistance Request (ATAR) service resembles the Consultation Program OSHA provides for private-sector employers. Federal agencies may contact an OSHA Area Office and request technical assistance, such as hazard abatement advice, training, a partial or comprehensive visit, and/or program assistance. While the request is consultative, an

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[3] ECOMP is an electronic claim filing system for OWCP information that also allows federal agencies to maintain their OSHA-required injury and illness data.

agency's subsequent failure or refusal to abate serious hazards may result in an inspection referral.

In CY 2022, the Portland, Oregon Area Office (AO) conducted OSHA's sole ATAR for the Government Services Agency in Portland, Oregon. The AO conducted a health-related ATAR for dust, noise, and water contamination due to construction work at a local federal building. OSHA plans to expand its outreach on ATARs during CY 2023.

Field Federal Safety and Health Councils

FFSHCs are federal interagency groups, chartered by the Secretary, that bring local OSH professionals together for education, problem solving, and cooperation in the safety and health field. Located throughout the nation, FFSHCs work to reduce the incidence, severity, and cost of accidents, injuries, and illnesses within their designated geographic areas.

In CY 2022, 32 FFSHCs (see Appendix 1 for a list of FFSHCs by OSHA region) actively carried out efforts to improve the effectiveness of OSH functions within the government. According to the annual reports submitted to OSHA, 35 departments and agencies participated in the FFSHCs and more than 2,000 federal employees attended meetings and/or council-provided training. Participation decreased for some because of limited funds and personnel shortages.

Agency involvement in council activities varied from extensive engagement to occasional attendance at FFSHC meetings. DoD, for example, reported that approximately 20 percent of its subagencies participated in local FFSHCs during CY 2022. GSA reported that all regions and the headquarters office supported employee participation, while NASA said that its field centers participated, and both DOT and EPA reported encouraging employees to attend meetings and hold leadership positions.

Under 29 CFR § 1960.89, each active FFSHC must submit an annual report to the Secretary describing activities and programs for the previous calendar year along with plans, objectives, and goals for the current year. OSHA uses these reports to assess each FFSHC's program plans to determine the success of these goals and objectives. The FFSHCs that best exemplify the intent and purpose of the FFSHC program may receive an achievement award from the Secretary.

In determining award recipients, OSHA forms three categories, based on the size of the federal populations served, which allows FFSHCs to compete with other councils that have similar resources. OSHA evaluates and rates each council's annual report, ranking it against other FFSHCs in its category. The top three FFSHCs in each category receive awards for Superior Performance, Meritorious Achievement, and Notable Recognition.

In CY 2022, OSHA identified nine FFSHCs as eligible for a Secretary's Award for their activities. By category, these were:

Category I: Federal employee population exceeding 24,000
- Superior Performance – Greater Kansas City
- Meritorious Achievement – Atlanta

- Notable Recognition – Middle Tennessee

Category II: Federal employee population between 12,000 and 24,000
- Superior Performance – Puerto Rico
- Meritorious Achievement – Greater St. Louis
- Notable Recognition – Minneapolis

Category III: Federal employee population of fewer than 12,000
- Superior Performance – Mississippi Gulf Coast
- Meritorious Achievement – Louisville Area
- Notable Recognition – Greater Omaha

Alternate and Supplementary Standards

Under 29 CFR § 1960.17, if an agency cannot comply with an applicable OSHA standard, it may submit a request to OSHA to comply with an alternate standard.[4] There are seven OSHA-approved alternate standards:
- Federal Aviation Administration – Alternate Standard for Fire Safety in Air Traffic Control Towers;
- National Archives and Records Administration – Standard on Special-Purpose Ladders;
- NASA – Standard for Lifting Devices and Equipment;
- NASA – Alternate Standard for Diving Operations
- National Oceanic and Atmospheric Administration – Alternate Diving Standards;
- Department of the Navy (Navy), Naval Facilities Engineering Command – Management of Weight-Handling Equipment; and
- Navy – Gas Free Engineering Manual.

Under 29 CFR § 1960.18, if no existing OSHA standard applies to a working condition of an agency's federal employees, the agency must develop a supplementary standard. There are two supplementary standards:
- NASA – Safety Standard for Explosives, Propellants, and Pyrotechnics; and
- DOI/National Park Service – Supplementary Standard for Containers and Portable Tanks Transport.

FEDWEEK

Each year, OSHA provides a week of training, known as FEDWEEK, specifically for federal agency OSH personnel through the OSHA Training Institute in Arlington Heights, Illinois. OSHA seeks input from federal agencies and federal OSH personnel when developing the FEDWEEK curriculum. In CY 2022, OTI intended to provide both in-person and virtual classes for FEDWEEK. However, since the in-person registration numbers were negligible, OTI decided to present the seminars only in the virtual format. OSHA provided ten virtual half-day seminars for federal OSH personnel: Welding Hazards; Road Construction & Excavation; Distracted Driving; Scaffolding in Construction; Heat Stress; Control of Hazardous Energy;

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[4] An alternate standard is the federal sector's equivalent of a private-sector variance. Any alternate standard must provide protection for affected federal employees that is equal to or greater than the applicable OSHA standard.

Break the Transmission Chain of Infection; Indoor Air Quality; Fall Protection; and Anti-Retaliation Program (for USPS only).

From CY 2019 to CY 2022, attendance varied. The CY 2019 attendance included more federal agencies represented than in prior years. COVID-19 restrictions cancelled CY 2020's FEDWEEK event and moved CY 2021's training's to virtual-only. As previously mentioned, due to the low numbers of in-person registrants, CY 2022's FEDWEEK was also solely virtual. While virtual courses are not always the best choice, especially when teaching hands-on skills such as using equipment like a sound level meter or personal dust collector, providing a virtual option results in higher attendance.

Table 6: FEDWEEK Participation by Attendees and Calendar Year (2019-2022).

| | Calendar Year | | | |
	2022	2021	2020	2019
Participants	334	805	*	80
Agencies Represented	**	30	*	30

* CY 2020 training cancelled due to the COVID-19 pandemic.
**OTI did not track students' agency affiliations.

Federal Agency OSH Managers' Roundtable

The Federal Agency OSH Managers' Roundtable meetings are a valuable tool that allows agencies to exchange information on safety and health issues and best practices. For these meetings, OSHA brings national-level OSH managers together to share presentations and discuss current topics of interest. In 2022, OSHA held Roundtable meetings in April and November and addressed a range of topics, such as Occupant Emergency Plans/Emergency Action Plans for our Federal Office Buildings; Federal Agencies' BLS Injury and Illness Data Collection; and Secretary of Labor's Annual Report to the President, Recording of COVID-19 Cases. In addition to scheduled presentation topics, all Roundtable meetings include a general discussion session to allow agency representatives to talk about their experiences with the topics presented and/or express concerns about safety and health issues in their respective agencies.

OSHA/FSIS Memorandum of Understanding

On August 1, 2022, OSHA entered into an updated MOU on worker safety with FSIS. Recognizing that OSHA and FSIS both share the goal of protecting the safety and health of workers in FSIS regulated facilities, the agencies' leadership signed a five-year MOU that provides guidance on how the agencies will collaborate on training, information sharing and workplace hazards. OSHA and FSIS met quarterly and worked to develop the training stipulated in the MOU. In addition, OSHA provided safety posters to all FSIS regulated facilities. OSHA and FSIS have collaborated for almost 30 years, signing their first MOU in 1994.

SECTION 2 – FEDERAL AGENCY OSH ACTIVITIES

This section contains agency-specific OSH program information. Agencies' annual reports include data on fatalities, hospitalizations, and amputations; injury and illness trend analyses and hazard mitigation methods; OSH training programs; OSH committee and council participation; and whistleblower protection provisions.

In accordance with 29 CFR §§ 1960.34 and 1960.35, GSA and the National Institute for Occupational Safety and Health (NIOSH), respectively, must provide specified services to federal agencies to support improved safety and health conditions for federal employees. This section ends with summaries of their reported activities.

Fatalities, Hospitalizations, and Amputations

The Act, provisions of 29 CFR § 1960, and other regulations require employers to investigate, track, and promptly report to OSHA incidents that involve work-related fatalities, hospitalizations, and amputations.

Departments and Agencies

Over the course of CY 2022, the departments and agencies reported 323 fatalities, hospitalizations, and amputations. Reported incidents decreased at eight of the departments/agencies, while increasing at eleven and remaining the same at two.

Department and/or agency summaries follow Table 7a for those departments and agencies that realized a significant year-over-year change within the context of the overall reported number. For example, while the Environmental Protection Agency's total reports increased by 100 percent, the department reported no fatalities, hospitalizations, or amputations in CY 2021, and only one fatality and no hospitalizations or amputations in CY 2022. Given this context, no further assessment was necessary or relevant.

Table 7a: Department/Agency Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Agencies	Fatalities		Hospitalizations		Amputations		Percent Change
	2021	2022	2021	2022	2021	2022	
Department of Agriculture	7	1	22	19	0	2	↓ 24
Department of Commerce	0	1	1	5	0	0	↑ 500
Department of Defense	2	1	8	9	3	2	↓ 8
Department of Health and Human Services	0	0	7	6	2	0	↓ 33
Department of Homeland Security	51	8	121	46	1	0	↓ 69
Department of Justice	6	1	37	19	12	7	↓ 51

Agencies	Fatalities 2021	Fatalities 2022	Hospitalizations 2021	Hospitalizations 2022	Amputations 2021	Amputations 2022	Percent Change	
Department of the Air Force	0	0	10	20	4	1	↑	50
Department of the Army	1	2	14	9	2	5	↓	6
Department of the Interior	1	2	24	36	0	3	↑	64
Department of the Navy	3	1	10	16	3	5	↑	38
Department of the State	2	1	36	29	1	2	↓	18
Department of Transportation	3	0	5	8	0	0	↔	0
Department of the Treasury	0	0	1	0	0	1	↔	0
Department of Veterans Affairs	21	4	113	32	2	0	↓	74
Environmental Protection Agency	0	1	0	0	0	0	↑	
National Aeronautics and Space Administration	0	0	8	6	1	1	↑	22
Nuclear Regulatory Commission	0	0	0	1	0	0	↑	
Peace Corps	0	0	1	4	0	0	↑	300
Small Business Administration	0	0	0	2	0	0	↑	
Smithsonian Institution	0	0	1	2	0	0	↑	100
Tennessee Valley Authority	0	1	0	0	1	1	↑	100

The ↑ indicates a respective increase, ↓ indicates a respective decrease, and ↔ indicates no change in the Total Reports in CY 2022 compared to CY 2021.

Department/Agency Summaries

The Department of Agriculture reported a 24 percent decrease in incidents in CY 2022 compared to CY 2021. Overall, USDA's workers experienced an increase in strains and struck-by incidents that resulted in hospitalizations. As was the case with most agencies, USDA's COVID-19 related hospitalizations decreased.

Table 7b: USDA Fatalities/Hospitalizations/Amputations for CY 2021 and 2022

Cause	Fatalities 2021	Fatalities 2022	Hospitalizations 2021	Hospitalizations 2022	Amputations 2021	Amputations 2022	Percent Change	
Crushed by, caught in	0	0	1	0	0	1	↔	0
Fall	1	0	2	3	0	0	↔	0
Fire	0	0	2	1	0	0	↓	50
Fitness	0	0	2	0	0	0	↓	100
Heat, dehydration	0	0	4	2	0	0	↓	50

Cause	Fatalities 2021	Fatalities 2022	Hospitalizations 2021	Hospitalizations 2022	Amputations 2021	Amputations 2022	Percent Change	
Horse	0	0	1	0	0	1	↔	0
Hot surface other than fire	0	0	0	1	0	0	↑	
Illness	0	0	0	0	0	0	↔	0
Slip, trip, fall	0	0	0	1	0		↑	
Strain, over-exertion	0	0	1	5	0	0	↑	400
Struck, struck by	1	0	0	4	0		↑	300
Unclassified	0	0	1	0	0	0	↓	100
Vehicular (land)	0	1	6	1	0	0	↓	67
Vehicular (air)	1	0	0	0	0	0	↓	100
COVID-19	4	0	2	1	0	0	↓	83
Total	**7**	**1**	**22**	**19**		**2**	↓	**24**

The **Department of Defense** reported an eight percent decrease in incidents in CY 2022 compared to CY 2021. In CY 2022, there was one less fatality, one more hospitalization, and one less amputation. The greatest increases were due to slips, trips, and falls; and vehicular (land) incidents.

Table 7c: DoD Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities 2021	Fatalities 2022	Hospitalizations 2021	Hospitalizations 2022	Amputations 2021	Amputations 2022	Percent Change	
Crushed by, caught in	0	0	1	0	1	2	↔	0
Electrical	0	0	1	0	0	0	↓	100
Heat	0	0	0	1	0	0	↑	
Over-exertion	0	0	2	1	0	0	↓	50
Physical Attack	1	0	0	0	0	0	↓	100
Slip, trip, fall	0	1	1	2	0	0	↑	200
Struck, struck by	0	0	3	0	2	0	↓	100
Vehicular (land)	0	0	0	2	0	0	↑	
COVID-19	1	0	0	3[1]	0	0	↑	200
Total	**2**	**1**	**8**	**9**	**3**	**2**	↓	**8**

[1] One hospitalization related to a COVID-19 vaccine.

The **Department of Health and Human Services'** incident reports decreased 33 percent in CY 2022, from nine in CY 2021 to six in CY 2022.

Table 7d: HHS Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities		Hospitalizations		Amputations		Percent Change *	
	2021	2022	2021	2022	2021	2022		
Caught in	0	0	0	0	1	0	↓	100
Flu Vaccine Reaction	0	0	0	1	0	0	↑	
Needlestick	0	0	0	1	0	0	↑	
Slip, trip, fall	0	0	1	1	0	0	↔	0
Strain, over-exertion	0	0	2	0	0	0	↓	200
Struck, struck by	0	0	1	1	1	0	↓	50
Vehicular (land)	0	0	0	2	0	0	↑	
COVID-19	0	0	3	0	0	0	↓	300
Total	**0**	**0**	**7**	**6**	**2**	**0**	↓	**33**

The **Department of Homeland Security's** reported incidents decreased 69 percent in CY 2022 compared to CY 2021. Customs and Border Protection accounted for most of the COVID-19 related incidents, followed by Immigration and Customs Enforcement. The data submitted indicates that there may be a substantial reduction in heat/hydration and COVID-19 incidents.

Table 7e: DHS Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities		Hospitalizations		Amputations		Percent Change	
	2021	2022	2021	2022	2021	2022		
Bite	0	0	1	0	0	0	↓	100
Crushed by, caught in	0	0	0	0	1	0	↓	100
Dehydration, Heat	0	0	6	0	0	0	↓	600
Fall from height	0	0	2	0	0	0	↓	200
Firearm	0	2	2	3	0	0	↑	150
Fitness	0	0	1	0	0	0	↓	100
Horse	0	0	0	1	0	0	↑	
Illness (other than COVID-19)	2	0	1	5	0	0	↑	167
Material handling	0	0	1	0	0	0	↓	100
Slip, trip, fall	0	0	4	5	0	0	↑	25
Struck by	0	0	0	1	0	0	↑	
Unclassified	7	0	12	1	0	0	↓	90
Vehicular (land)	2	2	11	9	0	0	↓	15
COVID-19	40	3	80	19	0	0	↓	83
Total	**51**	**7**	**121**	**46**	**1**	**0**	↓	**69**

The **Department of Justice's** reported incidents decreased 51 percent in CY 2022 compared to CY 2021. The Bureau of Prisons accounted for six hospitalizations and five amputations. The increase in hospitalizations was due to cut/pierce injuries.

Table 7f: DOJ Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities 2021	2022	Hospitalizations 2021	2022	Amputations 2021	2022	Percent Change	
Burn	0	0	1	1	0	0	↔	0
Crushed by, caught in	0	0	0	1	6	2	↓	50
Cut, pierce	0	0	0	2	5	4	↑	20
Electrical	0	0	0	1	0	0	↑	
Illness (Other than COVID-19)	0	0	3	0	0	0	↓	300
Firearm	2	0	3	3	0	1	↓	20
Heart attack	0	0	1	0	0	0	↓	100
Heat, dehydration	0	0	6	0	0	0	↓	600
Slip, trip, fall	0	0	4	1	0	0	↓	75
Overexertion	0	1	6	6	1	0	↔	0
Struck, struck by	0	0	2	2	0	0	↔	0
Vehicular (land)	1	0	4	0	0	0	↓	500
Unclassified	0	0	2	1	0	0	↓	50
COVID-19	3	0	5	1	0	0	↓	88
Total	**6**	**1**	**37**	**19**	**12**	**7**	↓	**51**

The **Department of the Air Force's (USAF's)** reported incidents increased 50 percent in CY 2022 compared to CY 2021. The greatest increase occurred in the strain/over-exertion category.

Table 7g: USAF Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities 2021	2022	Hospitalizations 2021	2022	Amputations 2021	2022	Percent Change	
Animal bite	0	0	0	1	0	0	↑	
Caught by, caught in	0	0	0	1	1	1	↑	100
Explosion	0	0	0	2	0	0	↑	
Repetitive motion	0	0	2	0	0	0	↓	200
Slip, trip, fall	0	0	7	9	0	0	↑	29
Strain, over-exertion	0	0	0	4	0	0	↑	
Struck by	0	0	1	2	3	0	↓	50
Vehicular (land)	0	0	0	1	0	0	↑	
Total	**0**	**0**	**10**	**20**	**4**	**1**	↑	**50**

The **Department of the Army's (Army's)** incident reports had a slight decrease of six percent in CY 2022 compared to CY 2021. The greatest decrease occurred in the category of slips/trips/falls.

Table 7h: Army Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities		Hospitalizations		Amputations		Percent Change	
	2021	2022	2021	2022	2021	2022		
Carbon Monoxide	0	1	0	0	0	0	↑	
Crushed by, caught in	0	0	0	0	1	3	↑	200
Cut, Pierce	0	0	0	0	0	1	↑	
Dehydration/heat	0	0	3	1	0	0	↓	67
High Pressure Equipment	0	0	0	2	0	0	↑	
Insect bite	0	0	1	0	0	0	↓	100
Material handling	0	0	1	0	1	0	↓	200
Other	0	0	0	1	0	0	↑	
Overexertion, Strains	0	0	0	1	0	0	↑	
Slip, trip, fall	1	0	7	2	0	0	↓	75
Struck, struck by	0	0	1	1	0	1	↑	100
Vehicular (land)	0	1	0	1	0	0	↑	
COVID-19	0	0	1	0	0	0	↓	100
Total	**1**	**2**	**14**	**9**	**2**	**5**	**↓**	**6**

The **Department of the Interior's** reported incidents increased 64 percent in CY 2022 compared to CY 2021. The greatest increases involved slips, trips, and falls and illnesses other than COVID-19.

Table 7i: DOI Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities		Hospitalizations		Amputations		Percent Change	
	2021	2022	2021	2022	2021	2022		
Allergy	0	0	2	0	0	0	↓	100
Animal	0	0	0	1	0	0	↑	
Caught in/crushing	0	0	0	0	0	1	↑	
Cut, pierce	0	0	0	0	0	2	↑	
Drowning	0	1	0	0	0	0	↑	
Electrical	0	0	0	1	0	0	↑	
Fall from height	0	0	1	2	0	0	↑	100
Fire	0	1	3	0	0	0	↓	67
Heat, dehydration	0	0	1	0	0	0	↓	100
Illness other than COVID-19	0	0	4	12	0	0	↑	200
Insect	0	0	1	1	0	0	↔	0

Cause	Fatalities 2021	2022	Hospitalizations 2021	2022	Amputations 2021	2022	Percent Change	
Slip, trip, fall	0	0	4	8	0	0	↑	100
Struck/struck by	0	0	0	2	0	0	↑	
Unclassified	0	0	0	1	0	0	↑	
Vehicular (land)	1	0	4	5	0	0	↔	0
COVID-19	0	0	4	3	0	0	↓	25
Total	**1**	**2**	**24**	**36**	**0**	**3**	**↑**	**64**

The **Department of the Navy's (Navy's)** incident reports increased 25 percent in CY 2022 compared to CY 2021. The Navy's employees experienced more slip, trip, and fall and struck by incidents.

Table 7j: Navy Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities 2021	2022	Hospitalizations 2021	2022	Amputations 2021	2022	Percent Change	
Caught in, crushing	0	0	0	0	3	3	↔	0
Cut, pierce	0	0	0	0	0	1	↑	
Drowning	0	1	0	0	0	0	↑	
Electric shock	0	0	1	0	0	0	↓	100
Heat, dehydration	0	0	1	0	0	0	↓	100
Insect	0	0	1	1	0	0	↔	0
Overexertion/strain	0	0	0	1	0	0	↑	
Slip, trip, fall	0	0	4	7	0	0	↑	75
Sports	0	0	1	0	0	0	↓	100
Struck, struck by	0	0	0	3	0	1	↑	
Vehicle (land)	0	0	0	2	0	0	↑	
COVID-19	3	0	2	0	0	0	↓	500
Total	**3**	**1**	**10**	**14**	**3**	**5**	**↑**	**25**

The **Department of State's (State's)** reported incidents decreased 18 percent in CY 2022 compared to CY 2021. An analysis indicates amputations went up by 300 percent.

Table 7k: State Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities 2021	2022	Hospitalizations 2021	2022	Amputations 2021	2022	Percent Change	
Caught by, caught in	0	0	3	1	1	2	↑	25
Cut/pierce	0	0	7	1	0	0	↓	86
Drowning	1	0	0	0	0	0	↓	100
Electric shock	0	0	1	1	0	0	↔	0
Fall from height	0	0	0	4	0	0	↑	
Firearm	0	1	0	1	0	0	↑	

Cause	Fatalities 2021	2022	Hospitalizations 2021	2022	Amputations 2021	2022	Percent Change	
Fitness	0	0	1	0	0	0	↓	100
Ingest toxic substance	0	0	0	1	0	0	↑	
Slip, trip, fall	0	0	16	12	0	0	↓	25
Strain, over-exertion	0	0	1	1	0	0	↔	0
Struck by	0	0	1	3	0	0	↑	200
Unclassified	0	0	2	1	0	0	↓	50
Vehicular (land)	1	0	3	3	0	0	↓	25
COVID-19 vaccine	0	0	1	0	0	0	↓	100
Total	**2**	**1**	**36**	**29**	**1**	**2**	↓	**18**

The **Department of Veterans Affairs' (VA)** reported incidents decreased 74 percent in CY 2022 compared to CY 2021, primarily due to a decrease in COVID-19-related hospitalizations.

Table 7l: VA Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities 2021	2022	Hospitalizations 2021	2022	Amputations 2021	2022	Percent Change	
Allergy	0	0	2	0	0	0	↓	100
Burn	0	0	1	0	0	0	↓	100
Crushed by, caught in	0	0	0	0	2	0	↓	100
Cut, pierce	0	0	1	0	0	0	↓	100
Fall from height	0	0	1	1	0	0	↔	0
Fume	0	0	1	0	0	0	↓	100
Illness (unknown)	0	0	1	1	0	0	↔	0
Overexertion, Strain	0	0	0	2	0	0	↑	
Slip, trip, fall	1	0	7	7	0	0	↓	13
Struck, struck by	0	0	3	3	0	0	↔	0
Vehicular (land)	0	0	1	2	0	0	↑	100
COVID-19	20	4	95	16	0	0	↓	83
Total	**21**	**4**	**113**	**32**	**2**	**0**	↓	**74**

The **Peace Corps' (PC's)** reported incidents increased by 300 percent in CY 2022 compared to CY 2021, due to an increase in hospitalizations.

Table 7n: Peace Corps Fatalities/Hospitalizations/Amputations for CY 2021 and 2022.

Cause	Fatalities 2021	Fatalities 2022	Hospitalizations 2021	Hospitalizations 2022	Amputations 2021	Amputations 2022	Percent Change	
Illness other than COVID-19	0	0	0	1	0	0	↑	
Slip, trip, fall	0	0	0	2	0	0	↑	
Strain, over-exertion	0	0	0	1	0	0	↑	
Struck, struck by	0	0	1	0	0	0	↓	100
COVID-19	0	0	0	0	0	0	↔	0
Total	**0**	**0**	**1**	**4**	**0**	**0**	↑	300

Certified Safety and Health Committees

A CSHC is an agency OSH committee that the Secretary has approved and the agency's head has certified as meeting the requirements of 29 CFR § 1960, Subpart F. A CSHC monitors and supports an agency's OSH program and improves safety awareness by providing the agency an open channel of communication between employees and management. A CSHC also allows an agency to facilitate employee input on OSH-related policies, conditions, and practices.

An agency that wants to form a CSHC must report its intent to the Secretary. Specifically, the agency must provide the Secretary with information regarding the location and coverage area (establishments and populations) of the committee. The agency must also provide the name and phone number of each committee chair and certify that the committee meets all the requirements of 29 CFR § 1960, Subpart F. Also, as part of the required annual report to the Secretary, the agency must provide an update of its OSH program activity.

While agencies with CSHCs that meet all requirements are exempt from unannounced OSHA inspections, they may request an inspection. For CY 2022, the Secretary recognized two Executive Branch agencies as having functional CSHCs within the requirements of Subpart F:
- DOL
- TVA

DOL and TVA submitted information certifying to the Secretary that their respective CSHCs met the requirements of the subpart during the CY 2022 reporting period. TVA reported membership changes in CY 2022.

Other OSH Committees and Councils

OSHA asked that federal agencies provide information on their involvement in both internal and external OSH committees and councils, including their participation in FFSHCs. Forty-seven agencies reported on a variety of non-certified OSH-related committees that function at the departmental, agency, and field operation levels, including FFSHCs. Committee membership varied from agency to agency, with some comprised of various levels of managers, while others focused on expertise in a specific area, and still others included members with only OSH-related duties and responsibilities. According to the various reports, agencies considered most of these OSH committees to be vital components of their OSH programs. Given the reported participation levels of various OSH committees, some departments and agencies may want to

pursue certifying their committees and achieving the recognition and OSH benefits such certification would provide.

Although many federal agencies reported minimal to no involvement in FFSHC activities, some agencies described a variety of committees and other venues to address workplace OSH issues. These departments and agencies reported active participation in FFSHC activities, and reported that they encourage employees to participate in local council activities and appropriate OSH professional organizations, such as the Metropolitan Washington DC FFSHC, the Virtual Reality Safety Training System relating Construction Safety, the National Fire Protection Association, the National Response Framework-Worker Safety Health Support Annex and the US Public Health Service, as well as nationally- and locally-oriented safety organizations. Only 38 of the 98 agencies (39 percent) reported the complete absence of an internal OSH committee.

Most agencies, such as the Department of Commerce, reported encouraging employees to participate in OSH professional organizations, such as the Department-level OSH/OWCP working group. The Department of State noted that encouraging employee participation in quarterly meetings was an effective means of addressing current issues and coordinating initiatives involving multiple program areas (such as this report). State reported that its overseas program routinely interacts with management of regional bureaus to advise on status of posts' safety and health program. In Fall 2022, State's domestic Environmental Safety Division; overseas Safety, Health; and Environmental Management Office, and Bureau of Medical Services Occupational Health and Wellness facilitated quarterly meetings to coordinate safety initiatives and address safety issues. The quarterly group is coordinating a permanent DASHO-chaired, management-level OSH committee slated to roll out in late CY 2023.

While the Federal Energy Regulatory Commission (FERC) has not established a permanent, regular OSH committee, it plans to begin the process of establishing such in CY23. Currently FERC uses small ad hoc safety teams to address, analyze, or discuss specific safety issues. These teams are typically multi-disciplinary and include both supervisory and non-supervisory staff who are familiar with the issue the team wants to resolve.

When asked whether they supported and recognized OSH-related certifications from outside organizations, 39 of 98 agencies (40 percent) reported employee participation in external OSH committees, including OSHA's Office of Federal Agency Programs OSH Managers' Roundtable meetings, and six agencies (six percent) reported encouraging employees to seek professional certification and participate in professional OSH organizations. Most agencies, like DOE and the EPA, reported encouraging employees to participate in OSH professional organizations, such as the International Air Transport Association and the American Industrial Hygiene Association. Agencies encouraged OSH personnel to obtain and maintain professional certifications such as Certified Safety Professional and Certified Industrial Hygienist, and licenses such as Professional Engineer, to demonstrate competence in assigned duties.

Identifying, Controlling, and Analyzing Hazards

Reporting Hazards

An effective OSH program encourages all workers (such as the agencies' workers and contractors) to participate and feel comfortable providing input and reporting their safety and health concerns; and prohibits retaliation when they report safety and health concerns, injuries, illnesses, and hazards; participate in the program; or exercise their safety and health rights. A crucial element of an effective hazard reporting system is notifying employees about actions taken to resolve their reported concerns.

OSHA asked agencies how they encouraged employees to report hazards and the reporting mechanisms employees could use. Agencies listed a variety of methods used to encourage hazard reporting and advise employees of their rights such as:
- safety training sessions;
- automated reporting systems
- new employee orientation sessions;
- shop safety talks/toolbox talks;
- reminders in standard operating procedures and official memoranda;
- newsletters, emails, and intranet posts;
- electronic (intranet, etc.) publication of OSH related policies and directives that include information on hazard reporting methods;
- recognition programs to acknowledge employees who collaborate with safety professionals to identify and mitigate workplace hazards;
- posting the "OSHA Job Safety and Health: It's the Law" poster;
- posters on bulletin boards in common areas identifying the site's safety and health designees;
- encouraging employees to participate in site surveys and inspections;
- disseminating safety shares or relevant lessons learned;
- establishing an Employee Concerns Program;
- workplace safety meetings, committees, advisory councils;
- participating in OSHA sponsored programs like the Safe and Sound Campaign;
- encouraged by leaders during meetings or directly to management.
- senior leadership involvement

Agencies provided various examples of hazard reporting methods such as:
- supervisors;
- local safety managers;
- collateral duty safety officers;
- specific personnel or offices such as an Employee Concerns Office, Ombudsman, or union/employee representative
- Office of the Inspector General
- safety and health committees;
- safety stand downs/safety awareness programs;
- town hall meetings;
- safety walkthroughs;

- web-based systems (e.g., intranet, SharePoint);
- safety apps;
- safety hotline;
- dedicated email address;
- dedicated help desk;
- suggestion box for anonymous reporting;
- agency email or phone for facilities management;
- hazard reporting form on the intranet; and
- daily task briefing in which employees analyze their workplaces and tasks.

Safety and Health Self-Inspections

For CY 2022, federal agencies reported an overall improvement in the effectiveness of their self-inspections, several attributing their OSH program improvements to an increase in the number of self-inspections. Of responding agencies, 73 percent (72 agencies) selected a rating of "highly effective" or "needs minor improvements" for the self-inspection attribute. (For additional information see the discussion on the Operational Component's Self-Inspection Attribute).

Several agencies reported that OSH self-inspections were interrupted and not conducted due to the COVID-19 pandemic. Of these agencies, nine continued in a maximum telework status. Of the 98 agencies that provided information on performing self-inspections, 47 agencies (48 percent) reported inspecting all workplaces in CY 2022. The remaining 19 agencies (19 percent) did not inspect all their workplaces. According to several agencies, the absence of employees from workplaces negated the need for self-inspections.

For CY 2022, federal agencies reported an overall improvement in the effectiveness of their self-inspections, several attributing their OSH program improvements to an increase in the number of self-inspections. While most agencies oversaw their own self-inspections, a few opted for inspections from external sources such as GSA or a contractor. Overall, agencies' responses to internal and external inspections included correcting minor issues on the spot, abating hazards per corrective action plans, and updating policy and/or procedural guidance to improve the effectiveness of their OSH programs.

Abatement Tracking

As a key component of a SHMS, agencies must ensure the existence of established processes not only to routinely identify and report hazards, but also to select and track appropriate abatement measures (or controls) and then monitor those abatements or controls to ensure they continue to remain effective.

Effective controls protect workers from workplace hazards; help avoid injuries, illnesses, and incidents; minimize or eliminate safety and health risks; and help employers provide workers with safe and healthful working conditions. These include instituting interim control measures to protect workers from hazards until the implementation of permanent measures.

OSHA asked agencies how they control workplace hazards (i.e., please describe how your agency tracks abatement of hazards and adheres to abatement dates). Most agencies (69 percent)

either specified the hazard abatement tracking tool and/or described the hazard abatement tracking process. (See Appendix 7 for agency-specific abatement tracking information.)

The remaining 31 percent of agencies:
- did not provide a response;
- indicated that this inquiry was not applicable;
- responded that they had no abatement issues;
- stated they relied on property management or GSA for hazard abatement, but did not describe a coordination or tracking process;
- claimed successful hazard abatement but provided no information on a tracking method for such;
- claimed a tracking system but failed to describe it; or
- reported that no injury or illness occurred in CY 2021.

Hazard Data Analysis

This year, OSHA again asked agencies how they determined any OSH-related trends, such as specific causes or types of injuries, or hazardous jobs or tasks. Responses illustrated little change in previously reported agency actions to identify and analyze workplace hazards. Agencies responded by describing a range of analysis methods, from manual cataloging of incidents to real-time computer monitoring of OSH-related data as entered an information system(s). In general, agencies with a greater number of employees, or higher incidence rates, tended to incorporate information systems and more frequent monitoring of entered data. Overall, federal departments and agencies with higher rates of injuries and illnesses reported greater emphasis on data analysis, integrating OSH-related considerations into all aspects of agency operations, and tracking near misses. Yet even agencies that reported few or no work-related injuries and illnesses continued to track OSH-related reports and information to help ensure safer and more healthful workplaces. Among responding agencies, 58 agencies rated their hazard data analysis as highly effective.

Most departments and agencies reported performing some type of data analysis to determine the prevalence of injury type, the most common causes of injuries, and the jobs or tasks that resulted in injuries. Agencies also reported tracking and analyzing "near-misses," or those incidents that could have resulted in an accident or injury but did not at that time. Other strategies for reducing workplace injuries and illnesses include encouraging employees to report potential hazards as they are discovered; and focusing on specific problems, such as frequent types of injuries, or specific hazards.

For other agencies, 26 percent indicated that they needed minor improvements, reporting that training would be necessary for workers hired during the shutdown or agency re-entry. Some of the agencies: failed to respond, indicated that the attribute was inapplicable, or stated it did not exist in their organizations. Other agencies claimed their workplaces: included no hazardous duties, had no history of incidents, or had no incidents in CY 2022 due to minimum staff working onsite and that they were small organizations with one major facility; or had only infrequent incidents (accidents), and as such, did not need complex incident data management. Other agencies reported that they could identify incident trends without data analysis and then

act to reduce or eliminate hazards; or that because few onsite injuries occurred data was insufficient for analysis.

Only two of the agencies indicated needing major improvement in this area. The Corporation for National and Community Service (AmeriCorps) reported that due to the rarity of incidents because of low-hazard tasks, data collection and analysis procedures are lacking agency wide. Documentation of policy and procedures will help the agency address gaps. While the USDA OSH Manager position is currently vacant and is decentralized with regards to adherence this area needs improvement and oversight.

COVID-19 Response

Federal agencies reported on the steps taken during CY 2022 to protect employees from contracting COVID-19; most referenced following CDC, OMB, OPM, OSHA, and local guidance. Agencies noted that the evolving guidance required ongoing modification of policies and procedures to protect workers.

When feasible, agencies allowed employees to telework. Agencies with missions requiring onsite work used a range of controls to protect employees, from creating physical barriers to providing PPE. To help track the evolving guidance and develop internal policies, many agencies established workgroups comprised of senior management officials with decision making authority, safety professionals, industrial hygienists, and at times, medical staff.

Employees who provided direct services to the public, such as patient care and international border monitoring, had an increased risk of exposure to and contracting COVID-19. Among Executive Branch agencies, the Departments of Veterans Affairs and Agriculture recorded the most fatalities due to the illness in CY 2022, reporting 20 and four, respectively. (See Appendix 6 for detailed information on the fatalities, amputations, and hospitalizations agencies reported for CY 2022.)

Employee Awareness Protocols

Agencies used various means to engage employees and continuously shared new/updated information on the pandemic and avoiding COVID-19. Agency reports mentioned engagement and communication methods such as training, webinars, websites, intranets, SharePoint, town halls, virtual meetings, broadcast emails, newsletters, employee reviews, briefings to labor organizations, electronic bulletins, and informational hotlines, among many others.

Actions Taken to Limit COVID-19 Exposure in 2022

Agencies minimized transmission of COVID-19 through employee education campaigns – providing information about hand and surface hygiene, cough and sneeze etiquette, when to seek medical attention, and how to find out more information. Agency workgroups monitored the evolving guidance for changes and reports of new variants and used this information to make decisions throughout the year regarding the transition to normal federal business.

For mission-essential work at their facilities through 2022, agencies continued developing and implementing onsite protocols to protect the safety and health of their employees, visitors, and contractors. These onsite protocols included:

Policy Updates
- Incorporated all recommendations and requirements from Executive Orders and the Safer Federal Workforce Task Force COVID-19 safety response plan;
- Updated policies and reviewed scientific findings and guidance regarding COVID-19; and

Facility Access
- Used telework and remote work;
- Staggered work schedules and used cohort seating strategies for onsite employees;
- Adjusted restrictions in accordance with transmission rates;
- Continued to implement a respiratory protection program, and conducted fit testing for N95 respirators; and
- Closed high-density assembly areas, when needed.

Facility Modifications
- Enhanced office ventilation systems;
- Added social distancing markings;
- Installed touchless hand sanitizers;
- Cleaned office common areas and high touch surfaces;
- Marked elevators for social distancing and limited occupants;
- Added anti-microbial surface protectors for high-touch surfaces such as elevator call buttons;
- Added signage at entry points to remind entrants to follow precautions;
- Installed physical barriers in open workspaces;
- Incorporated hands-free exit and entrance mechanisms.

Personal Protective Equipment, Testing, and Protocols
- Provided face coverings, gloves, and respirators;
- Supplied home PCR and rapid test kits;
- Used digital self-check systems; and,
- Used a trend analysis dashboard.

When feasible, agencies provided instruction on testing, self-isolation, and quarantine timelines. They cleaned and sanitized affected work areas, developed policies to allow asymptomatic quarantined employees to telework, addressed appropriate leave status for affected employees, and allowed employees to return to work when they met established requirements.

The Department of Health and Human Services (HHS) updated the safety plan and posted update notifications to the Safer Federal Workforce Task Force website.

Motor Vehicle Safety
In CY 2022, 71 agencies (72 percent) reported having a Motor Vehicle Safety Program (MVSP), and most noted compliance with EOs 13043 and 13513, which require using seatbelts in motor vehicles and ban texting while driving, respectively. Most agencies reported that MVSPs were major OSH program elements and that EO compliance was necessary to reduce the deaths, injuries, and property damage related to vehicular mishaps. Thirty-eight of the agencies with

MVSPs (54 percent) provided information on the roughly 7,417 motor vehicle accidents their employees experienced during CY 2022.

Most agencies reported offering motor vehicle safety awareness training from DOT, GSA, USDA, or similar organizations. Covered training topics included distracted driving prevention, safe holiday/seasonal driving, accident reporting procedures, driver improvement training for personnel involved in vehicle mishaps, vehicle safety inspection procedures, driver education for personnel deployed overseas, use of travel planning tools, and defensive driving. Agencies like the USAF supported nationally recognized safe driving programs. DoD fielded motor vehicles that featured safety technologies (e.g. back-up cameras, lane assist, blind-side alerts, and close collision alerts) and trained motor vehicle operators on their use. The Department of State planned to expand its Event Recorder (DriveCam) program to additional posts overseas. DOT promoted the National Safety Council's Defensive Driving Course program to reinforce motor vehicle safety and mishap prevention.

Sixteen agencies reported that they did not have any MVSP because either they employed only a few workers or did not need a dedicated vehicle fleet. Agencies without any MVSP included: Access Board, African Development Foundation, Commission on Civil Rights, DNFSB, Export-Import Bank, Federal Mediation and Conciliation Services, Federal Labor Relations Authority, Federal Retirement Thrift Investment Board, Inter-American Foundation, Institute of Museum and Library Services, National Council on Disability, National Credit Union Administration, National Endowment for the Humanities, Pension Benefit Guaranty Corporation, Postal Regulatory Commission, and Social Security Advisory Board.

Some agencies asserted that an MVSP was "not applicable" to their situations or simply ignored the item. Other agencies reported compliance with EOs 13043 and 13513 but provided no information on safety protocols or measures. OSHA will follow up with agencies to offer assistance in addressing motor vehicle safety.

Some agencies demonstrated substantial decreases in the numbers of reported motor vehicle accidents during CY 2022 including the Departments of Agriculture, Air Force, Army, Defense, Energy, Homeland Security, and Veterans Affairs; and the General Services Administration. Some agencies reported substantial increases in the number of reported motor vehicle accidents during the past three years including the Departments of Justice, Labor, Interior, and State; and the Peace Corps.

Table 8: Summary of Reported Motor Vehicle Accidents by Department/Agency CY 2020 – 2022.

Department/Agency	2022	2021	2020
Department of Agriculture	1,129	1,918	NR
Department of the Air Force	17	19	94
Department of the Army	349	514	288
Department of Commerce	32	25	306
Department of Defense	664	929	812
Department of Energy	58	89	63
Department of Health and Human Services	NR	45	25

Department/Agency	2022	2021	2020
Department of Homeland Security	375	1,042	1,765
Department of Housing and Urban Development	NR	NR	NR
Department of Justice	2,921	2,825	2,311
Department of Labor	235	227	213
Department of the Interior	638	595	564
Department of the Navy	9	2	12
Department of State	1,836	1,598	1,102
Department of Transportation	10	11	13
Department of the Treasury	108	127	93
Department of Veterans Affairs	42	147	21
Environmental Protection Agency	13	10	12
General Services Administration	6	20	26
National Aeronautics and Space Administration	114	123	104
Social Security Administration	6	8	13
Tennessee Valley Authority	183	153	175
Office of Personnel Management	2	2	1
AbilityOne	0	0	0
Access Board	0	0	NR
African Development Foundation	0	0	0
Agency for Global Media	0	0	0
Agency for Internal Development	0	0	0
American Battle Monuments Commission	5	0	1
Armed Forces Retirement Home	0	0	0
Chemical Safety and Hazard Investigation Board	0	0	0
Commission of Fine Arts	NR	NR	NR
Commission on Civil Rights	0	0	0
Commodity Futures Trading Commission	0	0	0
Consumer Product Safety Commission	1	0	0
Court Services and Offender Supervision Agency	0	0	1
Defense Nuclear Facilities Safety Board	0	0	0
Equal Employment Opportunity Commission	2	2	2
Export-Import Bank of the United States	0	0	0
Farm Credit Administration	1	0	0
Federal Communications Commission	1	0	NR
Federal Deposit Insurance Corporation	5	0	NR
Federal Election Commission	0	0	0
Federal Housing Finance Agency	0	0	0
Federal Labor Relations Authority	0	0	0
Federal Maritime Commission	0	0	0
Federal Mediation and Conciliation Service	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0
Federal Reserve Board	0	0	0
Federal Retirement Thrift Investment Board	0	0	0
Federal Trade Commission	0	0	0

Department/Agency	2022	2021	2020
Harry S. Truman Foundation	0	NR	NR
Holocaust Memorial Museum	0	0	0
Institute of Museum and Library Services	0	0	0
Inter-American Foundation	0	0	0
International Trade Commission	0	0	0
International Boundary and Water Commission	5	2	2
James Madison Memorial Fellowship Foundation	0	0	0
John F. Kennedy Center	0	0	0
Marine Mammal Commission	0	0	NR
Merit Systems Protection Board	0	0	0
Millennium Challenge Corporation	0	NR	NR
Morris K. Udall & Stewart L. Udall Foundation	0	0	0
National Archives and Records Administration	3	0	0
National Capital Planning Commission	0	0	0
National Council on Disability	0	0	0
National Credit Union Administration	0	0	0
National Endowment for the Arts	0	0	0
National Endowment for the Humanities	0	0	NR
National Gallery of Art	1	0	0
National Labor Relations Board	0	0	0
National Mediation Board	0	0	0
National Science Foundation	0	0	0
National Transportation Safety Board	0	0	0
Nuclear Regulatory Commission	1	1	0
Nuclear Waste Technical Review Board	0	0	0
Occupational Safety and Health Review Commission	0	0	0
Office of Government Ethics	0	0	0
Office of Navajo and Hopi Indian Relocation	0	0	0
Office of Special Counsel	NR	NR	NR
International Development Finance Corporation	0	0	NR
Peace Corps	18	9	2
Pension Benefit Guaranty Corporation	0	0	0
Postal Regulatory Commission	0	0	0
Presidio Trust	0	4	4
Railroad Retirement Board	0	1	0
Securities and Exchange Commission	0	0	0
Selective Service System	NR	NR	NR
Small Business Administration	2	0	2
Smithsonian Institution	36	5	11
Social Security Advisory Board	0	0	NR
Trade and Development Agency	0	0	NR

Federal Employees Overseas

The Act, EO 12196, and 29 CFR § 1960 have no geographical limits; agencies must provide safe

and healthful workplaces to all federal civilian employees, including those who work outside U.S. borders. OSHA asked agencies about the number of federal employees stationed overseas during CY 2022 and how they provided those employees with safe and healthful workplaces.

According to agency reports, at least 121,571 employees from 31 agencies worked outside the borders of the United States during CY 2022. DoD (including civilians in the armed services) employed the largest overseas workforce – 56,453 employees and indicated that its OSH programs and coverage included those workers. It noted that it followed OSHA standards in all operations worldwide, where feasible. When compliance with OSHA standards was impracticable, infeasible, or inappropriate, DoD applied risk management procedures. Leaders and supervisors document and communicate the results of risk management decisions to all affected personnel. The Department of State established a comprehensive OSH policy and program document in its Foreign Affairs Manual (15 FAM 960), which incorporates the requirements of 29 CFR 1960. Many agencies use State's OSH policies and programs for their overseas employees.

Table 9: Number of Federal Civilian Employees in Overseas Locations by Department/Agency (CY 2019 – 2022)

Department/Agency	2022	2021	2020	2019
Department of Agriculture	98	NR		999
Department of Commerce	217	212		252
Department of Defense	56,453	52,678		55,762
Department of Energy	25	19		50
Department of Health and Human Services	375	368		438
Department of Homeland Security	6,044	6,363		1,500
Department of the Interior	1,199	318		881
Department of Justice	1,061	1,122		1,062
Department of Labor	9	5		6
Department of State	52,546	58,997		NR
Department of Transportation	352	10		20
Department of Veterans Affairs	113	138		94
Department of the Treasury	35	39	No Data Requested*	41
Environmental Protection Agency	117	2		1,150
General Services Administration	23	22		24
National Aeronautics and Space Administration	7	8		8
African Development Foundation	0	NR		12
Agency for Global Media*	55	56		NR
Agency for International Development	0	6,417		1,399
American Battle Monuments Commission	43	40		38
Consumer Product Safety Commission	1	1		1
Export-Import Bank	0	NR		0
Millennium Challenge Corporation	24	NR		NR
Nuclear Regulatory Commission	4	3		2
Overseas Private Investment Corporation	8	NR		NR
Peace Corps	3,224	2,298		245

Department/Agency	2022	2021	2020	2019
Smithsonian Institute	372	429		NR
Trade and Development Agency	0	0		1
Total		129,334		63,985

* Given the pandemic-related fluctuations in the overseas federal workforce, in CY 2020 OSHA did not ask agencies to provide data on the numbers of workers employed outside U.S. borders.

OSH Training and Resources

EO 12196 requires agencies to provide OSH training for all employees. Additionally, 29 CFR § 1960, Subpart H, specifies the necessary OSH-related training for all levels of agency employees. OSHA requested that agencies report on the OSH-related training they provided to their employees.

Most agencies reported that that they provided OSH training to employees using conventional methods, such as virtual (26 agencies; 27 percent); online (50 agencies; 51 percent); and/or classroom training (31 agencies; 32 percent). Twenty-two agencies (22 percent) required practical exams or drills. The International Boundary Water Commission described an exemplary OSH training program. The Commission routinely identified OSH training needs, provided training, assessed competencies, and tracked the completion of training requirements. It was continually working to strengthen the training program. In 2022 it reported that it recorded multiple enrollments in an offered 101 safety-related courses. Of the responding agencies, 22 (22 percent) reported they did not conduct OSH training because most or all their employees continued to telework. However, Commerce noted that it continued to promote OSH training in CY 2022, and increased participation due to an online format and a maximal telework status. It noted that its employees could take job-related safety courses from the Skillsoft online catalog.

As in prior years, OSHA asked about agencies' OSH training for supervisors and newly hired employees. Most agencies reported that their new-hire orientation included information on agency-specific OSH policies, general safety and health rules, agency-specific hazards and protections, and emergency procedures. Supervisory training included a review of the topics covered in new-hire orientation, along with information on the requirements of 29 CFR § 1960 and EO 12196.

Whistleblower Protection Programs

As 29 CFR § 1960, Subpart G requires, agencies must ensure that employees are not subjected to restraint, interference, coercion, discrimination, or reprisal for filing a report of unsafe or unhealthy working conditions. In their CY 2022 reports, agencies included information on their whistleblower protection programs, any allegations of reprisal, and their responses to those allegations. Almost all agencies acknowledged their whistleblower responsibilities and reported having well-designed protection programs. Three agencies (DOJ, EPA, and NASA) reported investigating claims of reprisal during CY 2022. DOJ received two complaints from the U.S. Marshals Service (USMS) subagency. The USMS is still investigating both complaints. EPA conducted one investigation but due to confidentiality could not provide information on its findings. NASA reported that it had three complaints filed; two of the investigations are ongoing.

Product Safety Programs

In the CY 2022 information request to federal agencies, OSHA asked federal agencies to describe their compliance with the provisions of 29 CFR 1960.34, which addresses conflicts that may exist in standards concerning federal buildings, leased space, products purchased or supplied, and other requirements affecting federal employee safety and health. Specifically, OSHA asked each agency to address how it ensured that the products and services it procured complied with the product safety requirements of the standard, including the use of safety data sheets (SDSs), and how the agency responds to product recalls. While 68 agencies (69 percent) indicated they complied with the standard, several thought simply buying GSA products or having SDSs equated to full compliance. Thirty agencies (31 percent) indicated the absence of a product safety program and claimed they do not use chemicals or were totally teleworking. Some agencies apparently lacked understanding of the scope of "product safety"; compliance also requires such considerations as purchasing equipment that is ergonomically correct, free of electrical hazards, does not have sharp edges or other design flaws, does not introduce other trip or slip hazards, and multiple other issues. OSHA will continue to work with agencies that are not in compliance to ensure they understand their responsibilities in this area.

Most agencies indicated that their product safety programs complied with safety and health requirements established under 29 CFR § 1960, Subpart E. For example, the Tennessee Valley Authority (TVA) provides access to an online Safety Data Sheet (SDS) software, MSDS Online, a subscription software which ensures 24/7 accessibility to current SDSs for chemicals at worksites. This facilitates access to critical safety information for proper risk assessments and hazard classifications. The SDSs provided are current and updated to the GHS format and OSHA Hazard Communication Standard. In 2022, TVA enhanced its chemical inventory list process for its non-nuclear locations by creating electronic inventories with associated SDSs by location in its online SDS subscription service. To date over 3,200 SDSs for 48 specific TVA locations can be found in the software more quickly and efficiently than before. In addition, TVA shared QR code posters with its locations for easier access to SDSs.

The EPA surveyed its locations to determine if new chemicals were being evaluated for safety and health hazards before being brought into the facility, the OSH manager reviewed the chemical's SDS, chemicals were properly labeled, employees were provided with necessary PPE for handling hazardous chemicals and training on how to handle hazardous chemicals safely, and procedures were in place to remove a chemical from the inventory should it be recalled. Almost every location indicated that all these procedures were in place.

There were only a few agencies that mentioned evaluating equipment other than chemicals and their SDSs. The General Services Administration (GSA) stated that it requires products to meet applicable federal and non-government standards such as those of the EPA, Underwriters Laboratory (UL), and National Fire Protection Association. GSA also requires certain products to be UL-tested and -listed. This requirement has far reaching implications because numerous agencies indicated that their method of ensuring the purchase of safe equipment was to purchase off GSA's purchasing list.

Specific Agency Reporting Programs

Under 29 CFR § 1960, Subpart E, GSA and NIOSH must assist federal agencies with specific activities affecting safety and health conditions of federal employees. Each year, GSA and NIOSH provide details on these activities in their annual reports. In its annual report, GSA provided information on its programs for ensuring that federal facilities are designed, operated, and maintained in accordance with OSH requirements and best practices; that products and services offered to federal agencies complied with product safety requirements; how federal purchasers received information on the safe use of such products; and how it implemented safety recalls. NIOSH's annual report detailed its Request for Technical Assistance program and included information on the assistance provided to federal agencies during CY 2022.

General Services Administration

GSA reported that it provided extensive information and guidance on protecting building occupants from COVID-19. It noted that it contracts most operations and maintenance (O&M) activities and that most contracts include safety and health clauses. GSA continued updating the safety and health requirements for all federally owned and commercially leased facilities in CY 2022.

GSA noted that if it receives information concerning a product recall in the commodity line it manages, it initiates a review of that line to determine if agencies received the recalled item. GSA immediately notifies suppliers to cease shipments of products associated with a recall, identifies customers that have ordered the item, and provides contact instructions concerning the recall.

National Institute for Occupational Safety and Health

NIOSH received 25 federal agency requests for health hazard evaluations[5] (HHEs) in CY 2022 and completed 10. NIOSH also completed two requests from previous years. (See Appendix 2 for information on agencies' assistance requests to NIOSH.)

NIOSH did not perform any field investigations in CYs 2020 through 2022 but conducted six in pre-pandemic 2019. It completed 12 desk investigations in CY 2022, eight desk investigations in CY 2021, 17 investigations in 2020, and 34 investigations in 2019. (See Appendix 3 for information on completed investigations.)

Federal agencies asked for NIOSH's help with both exposures and health problems; each completed request addressed multiple exposure groups and/or health issues. For the reporting period, the exposure group categories NIOSH evaluated were indoor environmental quality,

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[5] NIOSH's response to a federal agency's Request for Technical Assistance usually involves an HHE: a workplace study to learn whether workers are exposed to hazardous materials or harmful conditions. Based on the information provided, NIOSH answers an HHE/technical assistance request in one of the following ways: in writing with pertinent information or a referral to a more appropriate agency, by telephone to discuss the problems and possible solutions, or with a visit to the workplace. During a visit, NIOSH will meet with the employer and employee representatives to discuss the issues and tour the workplace. During one or more visits, NIOSH may review exposure and health records, interview or survey employees, measure exposures, and perform medical testing. At the end of an evaluation, NIOSH will provide a written report to the employer and employee representatives. Depending on the type of evaluation, the final report may require a development time of a few months to a few years.

biological hazards, and chemical hazards; while health problems ranged from localized respiratory or nervous system effects to viral or bacterial systemic body issues. (See Appendix 4 and Appendix 5 for breakdowns of investigation exposure group and health problem categories, respectively.)

APPENDICES

Appendix 1: CY 2022 Active Field Federal Safety and Health Councils by OSHA Region

Region I (CT, MA, ME, NH, RI, VT)	Region V (IL, IN, MI, MN, OH, WI)
Greater Boston FFSHC	Chicago FFSHC Detroit FFSHC Duluth/Superior FFSHC Minneapolis FFSHC
Region II (NJ, NY, PR, VI)	
Greater New York FFSHC Puerto Rico FFSHC Southern New Jersey FFSHC Western New York FFSHC Hudson Valley FFSHC	**Region VI (AR, LA, NM, OK, TX)**
	Dallas/Fort Worth FFSHC Oklahoma FFSHC South Texas FFSHC
Region III (DC, DE, MD, PA, VA, WV)	
Hampton Roads FFSHC Metropolitan Washington, DC FFSHC	**Region VII (IA, KS, NE, MO)**
Region IV (AL, GA, FL, KY, MS, NC, SC, TN)	Greater Des Moines FFSHC Greater Kansas City FFSHC Greater Omaha FFSHC Greater St. Louis FFSHC
Atlanta FFSHC Central Florida FFSHC Coastal Empire FFSHC Louisville Area FFSHC Middle Tennessee FFSHC Mississippi Gulf Coast FFSHC North Carolina FFSHC South Florida FFSHC	**Region VIII (CO, MT, ND, SD, UT, WY)**
	Denver FFSHC
	Region IX (AS, AZ, CA, GU, HI, MP, NV)
	Phoenix FFSHC San Francisco Bay Area FFSHC
	Region X (AK, ID, OR, WA)
	Mt. Rainier FFSHC

Appendix 2: NIOSH Requests & Investigations

Appendix 2a: Requests to NIOSH for Technical Assistance CY 2019 – 2022

Requesting Department/Agency	2022	2021	2020	2019
Agriculture	1	0	0	0
Commerce	0	0	0	1
Defense	2	0	4	10
Energy	0	0	0	0
Environmental Protection Agency	1	0	0	0
General Services Administration	1	0	0	1
Health and Human Services	1	1	0	0
Homeland Security	1	1	1	6
Interior	0	0	0	2
Justice	6	0	0	4
Labor	2	0	0	0
Postal Service	2	1	3	9
Social Security Administration	1	0	0	0
State	0	0	0	0
Transportation	1	0	0	1
Treasury	0	2	0	1
Veterans Affairs	6	3	3	5
Total	**25**	**8**	**11**	**40**

Appendix 2b: Completed NIOSH Investigations by Type, CY 2019-2022

Requesting Dept./Agency	Investigation Type							
	Desktop				Field			
	2022	2021	2020	2019	2022	2021	2020	2019
Agriculture	0	0	1	2	0	0	0	1
Commerce	0	0	0	1	0	0	0	0
Defense	0	2	4	9	0	0	0	1
General Services Admin.	1	0	0	1	0	0	0	0
Health and Human Services	1	1	0	1	0	0	0	0
Homeland Security	2	0	1	1	0	0	0	2
Interior	0	0	1	1	0	0	0	1
Justice	1	0	1	3	0	0	0	1
Labor	1	0	0	0	0	0	0	0
Social Security Admin	1	0	0	0	0	0	0	0
Transportation	0	0	0	2	0	0	0	0
Treasury	0	2	0	1	0	0	0	0
Veterans Affairs	4	2	5	3	0	0	0	0
Total	**11**	**7**	**13**	**25**	**0**	**0**	**0**	**6**

Appendix 2c: CY 2022 Completed NIOSH Investigations by Department/Agency and Exposure Group

Requesting Department/Agency	Chemical	Biologic	Indoor Environmental Quality	Noise	Heat	Stress	Radiation	Ergonomics
Agriculture	0	0	0	0	0	0	0	0
Commerce	0	0	0	0	0	0	0	0
Defense	0	0	0	0	0	0	0	0
Energy	0	0	0	0	0	0	0	0
General Services Administration	0	0	0	0	0	0	0	0
Health and Human Services	1	0	0	0	0	0	0	0
Homeland Security	1	0	0	0	0	0	0	0
Interior	0	0	0	0	0	0	0	0
Justice	0	0	0	0	0	0	0	0
Labor	0	0	0	0	0	0	0	0
U.S. Postal Service	0	0	1	0	0	0	0	0
Social Security	0	0	0	0	0	0	0	0
Transportation	0	0	0	0	0	0	0	0
Treasury	0	1	0	0	0	0	0	0
Veterans Affairs	1	0	2	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Total	**3**	**1**	**3**	**0**	**0**	**0**	**0**	**0**

* A Request for Technical Assistance, also known as a Health Hazard Evaluation request, may involve an investigation under more than one exposure group category, as seen with VA's single request to investigate two exposure groupings: "Chemical," and "Indoor Environmental Quality." The request may also come in due to a poorly characterized (unknown) exposure.

Appendix 2d: CY 2022 Completed NIOSH Investigations by Department/Agency and Health Problem

Requesting Department/Agency	Health Problem*								
	Respiratory	Viral/Bacterial	Cancer	Musculoskeletal	Mental/Behavioral	Sensory	Skin Disorder	Nervous System	Non-Specific
Agriculture	0	0	0	0	0	0	0	0	0
Commerce	0	0	0	0	0	0	0	0	0
Defense	0	0	0	0	0	0	0	0	0
Energy	0	0	0	0	0	0	0	0	0
General Services Administration	0	0	0	0	0	0	0	0	1
Health and Human Services	1	0	0	0	0	0	0	0	0
Homeland Security	1	0	0	0	0	0	0	0	1
Interior	0	0	0	0	0	0	0	0	0
Justice	1	0	0	0	0	0	0	0	0
Labor	0	1	0	0	0	0	0	0	0
U.S. Postal Service	1	0	0	0	0	0	0	0	0
Social Security	0	0	0	0	0	0	0	0	1
Transportation	0	0	0	0	0	0	0	0	0
Treasury	0	0	0	0	0	0	0	0	0
Veterans Affairs	1	0	0	0	0	0	0	0	3
Other	0	0	0	0	0	0	0	0	0
Total	**5**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**6**

* An investigation may address more than one health issue; or may have no health effects listed or determined.

Appendix 3: Fatalities, Hospitalizations, and Amputations Reported in CY 2022

Department of Agriculture

Fatalities
- An employee lost control of a truck on a slick road and was struck by a second vehicle.

Amputations
- An employee tripped while walking and carrying a 12V battery. The battery landed on the employee's left middle finger, cutting off the nail and tip of finger.
- An employee was using a rope to tie up a horse, when the horse reared and caught the employee's hand in the rope. The employee pulled their hand out of the rope, amputating the tips of two fingers and the thumb.

Hospitalizations
- An employee suffered a broken leg while operating a snow machine. Hazardous snow conditions caused the employee to fall from the snow machine.
- An employee suffered a blister to the palm of their hand while on a wildland fire.
- An employee was smoke jumping and suffered from a hard landing.
- An employee participating in a backcountry ranger wilderness trip (working on trails and interacting with the public) spilled boiling water into his lap.
- An employee participating in smokejumper training experienced elevated levels of fatigue and muscle cramping, exertional rhabdomyolysis.
- An employee completing a Work Capacity Test (a test used to ensure that persons assigned to fire activities are physically capable of performing the duties of wildland firefighting) suffered from altitude sickness.
- An employee slipped and fell on a slope while operating a chainsaw and suffered from a laceration of the left wrist.
- An employee suffered from heat-related illness while managing a wildfire.
- An employee suffered from a sprained ankle and lost consciousness due to heat exhaustion while training on uneven terrain.
- A wildland firefighter contracted COVID-19, which was determined to be work-related.
- An employee was cutting a tree, when the tree fell and struck the employee on his back.
- An employee was training for parachuting out of a plane to perform wildland fire operations when the employee sustained a hard landing.
- An employee was performing the roadside removal of debris when the wheel loader the employee was operating struck an area of damaged pavement, which caused the employee to lurch forward into the steering wheel.
- An employee experienced pain while participating in physical training/conditioning.
- An employee experienced chest discomfort while performing an arduous work capacity test.
- An employee was poked in the leg by some briars while cutting trees.

- An employee struck his left hand on a stick while placing a water pump into a ditch to facilitate water removal.
- An employee suffered a heart attack while working outdoors in fire operations.
- An employee was on ski patrol when the employee's ski got caught on a tree, which resulted in a knee injury.

Department of Commerce

Fatalities
- During demolition of a 2nd floor, an employee fell approximately 12' to the floor below and sustained fatal injuries.

Amputations (none)

Hospitalizations
- Two employees contracted COVID-19 from interviewing the public.
- An employee who had a flashing yellow left turn light, turned left into oncoming traffic and was hit by an oncoming car.
- An employee tripped in the parking garage.
- An employee suffers from combat related PTSD and the immediate supervisor created a hostile work environment.

Department of Defense

Fatalities
- Worker attempted to move a mattress, lost balance, and fell striking head on floor.

Amputations
- An employee was assessing why one of the push-arm mechanisms connected to the conveyor system was not working. While looking underneath the mechanism, the employee indicated to the assistant to flip the test button, not realizing their hand was still on the push-arm which resulted in their thumb being seriously injured.
- Employees were offloading military vehicles at the rail head dock. While holding the hook and sling steady, the employee had inadvertently curled their finger(s) around a hood latch sticking out from the vehicle (possibly trying to gain leverage as employee is only 5'2" tall). When tension was applied to the slings the employee got his finger(s) pinched between the latch and the top of the lifting hook.

Hospitalizations
- One employee hospitalized for COVID-19 after participating in an indoor casing of colors ceremony and an outdoor picnic. Centers for Disease Control and Prevention (CDC) and Health Protection Condition (HPCON) guidelines were followed on the day of event. Two other people tested positive after the event.
- An employee was conducting an inspection in high heat and high humidity. During the inspection, the employee was sweating profusely and vomiting.
- An employee drove a forklift onto the end of a portable loading ramp, which caused the forklift to overturn.

- Employee suffered a medical emergency while operating a government vehicle and struck another vehicle, causing a three-car vehicle accident.
- Employee tried to lift heavy box and broke clavicle.
- Employee slipped and fell when on a wet ladder.
- Employee suffered Guillain-Barre syndrome after receiving COVID-19 vaccine.
- Employee slipped on wet surface of a covered walkway in a parking garage. The surface was wet due to a windy, rainstorm.
- An employee developed COVID-19 while attending training hosted by another government agency.

Department of the Air Force

Fatalities (none)

Amputations
- An employee was manually maneuvering a golf course turf machine known as a top dresser, when the employee slipped resulting in a vehicle tow bar crushing their right ring finger.

Hospitalizations
- An employee was leaving their office building and slipped on ice, fracturing their left knee cap.
- An employee who was ascending the maintenance stand, tripped and fell from the stand under the handrail, falling approximately six feet.
- An employee walking to their car, tripped while stepping off the curb, resulting in an ankle fracture.
- An employee was performing exterior roof maintenance without necessary fall protection slipped and fell, fracturing their heel.
- An employee was walking on a catwalk with water samples in both hands, when the employee's knee buckled, spraining the knee.
- An employee was carrying a piece of drywall up a stairway when the employee tripped and fell backwards striking their head.
- An employee was attempting to free a jammed overhead door. The door suddenly moved, fracturing the employee's arm and finger.
- An employee fell and struck the back of their head while descending stairs, resulting in a concussion.
- An employee was assisting two delivery personnel to handle an oversized parcel. The parcel slipped and landed on the employee's legs.
- An employee was moving a table, tripped over another object, fell, and suffered multiple rib fractures.
- An employee strained/ruptured a bicep while removing the kink from a 5-foot fire hose.
- An employee tripped on a curb and injured their knee while using a string trimmer.
- Two contractors were injured when an inadvertent explosion occurred during a demilitarization process.
- An employee strained their back while moving a 25-pound bucket of paint.

- An employee was operating a grader that struck a boulder just below the site surface, resulting in the employee suffering a sprained neck.
- An employee was using a punch press when a metal particle chipped off and hit employee's eye.
- An employee pulled on the steering wheel to enter a vehicle. The steering wheel unexpectedly turned and the employee suffered a torn rotator cuff.
- An employee was conducting canine obedience training. The canine lunged at a toy in the employee's hand and bit the hand instead of the toy.
- An employee stood up from a chair, lost balance, fell, and injured their knee.

Department of the Army

Fatalities
- An employee operated a power washer in an enclosed area, introduced carbon monoxide when working, and succumbed to exposure. The employee was found the following day.
- A tanker truck loaded with fuel hydroplaned and lost control. A dump truck driven by the employee impacted the tanker truck, igniting the fuel.

Amputations
- An employee was attempting to correct a range target mover when he lost balance and fell with his hand onto the mover rail, cutting his left pinky finger.
- An employee was opening a retractable shelving unit on a new fire truck when an unsecured self-contained breathing apparatus rack shifted, struck, and amputated employee's finger.
- An employee's right little finger was crushed between a crane drive sling hook and the hull of a vehicle being worked on, amputating the right little finger.
- An employee was lowering a security gate arm and crushed their finger at the gate's hinge.
- Employees loaded item into equipment container and when the clamp was closed, an employee's left middle finger was caught between the clamp and the equipment container, amputating the finger.

Hospitalizations
- An employee was diving and overexerted himself during the inspection process while in the water.
- An employee struck their head against a low hanging pipe resulting in head and neck injuries.
- An employee was driving down a main post road and ran into a security barrier that had been activated.
- An employee conducting maintenance on guide wall repairs suffered heat stroke.
- An employee stepping out of a truck loaded on a lowboy trailer his lost footing, causing him to fall backwards and hit his head on the concrete floor.
- An employee fell off the back of a an open-sided vehicle and struck their head on concrete, fracturing their skull.

- An employee was troubleshooting a leaking hydraulic hose on a vessel's crane (3-4 k PSI). On system startup, the injured employee's right ring finger was over the hole in the line causing an embolism.
- An employee was blasting a miter gate for structural inspection and repainting. The employee was working stooped over in a tight position. When the employee lost his footing and lost control of the blasting wand, the wand directed the blast across his knee, causing a laceration.
- An employee had an unspecified injury and was hospitalized.

Department of the Navy

Fatalities
- An employee drowned at a public boat launching facility.

Amputations
- An employee was using his right hand on the head of the fastener to manipulate it when the fastener popped out, causing the mechanic's finger on the lower end of the hatch to follow the fastener into the pinch point. The hatch pivoted, amputating the left index finger at the first knuckle.
- An employee cutting wood on a table saw cut off their right fingertip.
- An employee was rotating an onboard fire pump that was suspended by a chain. The employee's left thumb was pinched between the pump and the handrail.
- An employee was injured while deploying emergency equipment from a fire truck.
- An employee was working on a forklift when the employee's finger was pinched between a dumpster's top edge and the fork of the forklift. When the forks were coming down to adjust a cable for loading, an argon bottle on the hook caused a partial fingertip amputation.

Hospitalizations
- An employee was performing abrasive blasting when the pressurized blast grit struck another employee in the right side of his face and head.
- An employee was unloading and delivering several items when the employee fell at the curb and injured their ankle.
- An employee stepped out of a pickup truck along unimproved roadway and sustained an injury.
- An employee was installing communications equipment on the mast of a ship trailered on land. The employee was not using fall protection equipment and fell approximately 20 feet to the ground.
- An employee was attempting to fill an abrasive blasting pot. The hatch cover swung open on its hinges and the pressure release and abrasive blast grit carried by it struck the mechanic in the face (including the eyes).
- An employee received an insect/arachnid bite on the right thigh while working near overgrown brush barricading the front door of a bunker.
- An employee was reporting to the Branch Clinic for a scheduled physical and tripped on a one-inch chain approximately knee high to the employee. The employee fell, struck their elbow and broke their arm.

- An employee was driving a rental cart. As the employee was exiting the building, the employee struck the back of their head and broke their jaw.
- An employee carrying a corn-hole game set in each hand caught a foot on uneven ground and fell.
- An employee slipped on an engine stand while guiding the camshaft through the cam bore.
- An employee was carrying recycled bags on a dolly. The employee tripped on the dolly and landed on their left hand.
- An employee walking up the stairs heard a popping noise and felt pain in their right knee. The employee suffered a complete quadriceps tendon rupture in the right knee.
- An employee was injured when the vehicle they were riding in, to attend off-site training, collided with another car.
- An employee was walking back into the shop when some recently replaced tiles of the raised floor collapsed under him, causing him to fall and break his leg.
- An employee riding a motorcycle struck a car which resulted in multiple injuries.
- An employee felt dizzy while performing operational checks on boiler system. The employee asked for some water and appeared to try and take a step but fell and hit their head. A pre-existing medical condition caused the dizziness.

Department of Health and Human Services

Fatalities (none)

Amputations (none)

Hospitalizations
- An employee was placing a subculturing venting unit into a sharps container, pushed the unit in with force, and punctured finger with the sharp end.
- An employee was injured while using a skid steer and bucket to clear snow from the maintenance yard when the bucket struck a crack on the surface, abruptly stopping the skid steer.
- An employee fell on a wet floor at a hospital during cleaning activities.
- An employee received the influenza vaccine and had a delayed adverse reaction.
- An employee reporting to work was struck by a vehicle while in the crosswalk.
- An employee was hospitalized for an unidentified reason.

Department of Homeland Security

Fatalities
- An officer tested positive for COVID, was hospitalized, and subsequently died.
- An agent had a vehicle rollover while patrolling. The Agent was ejected and the vehicle rolled over on him.
- A trainee was running the final physical fitness test. The trainee collapsed during the last lap, lost consciousness, and had a temperature of 104; the employee was put in an ice bath when their temperature was 102; EMS took the employee to the hospital. The employee was dehydrated, tested positive for COVID, and died three days later.

- A Training Agent was shot accidentally by another Agent during a training exercise.
- An Air and Marine Operations agent was intercepting a target vessel and was shot. The employee died from the wound.
- An agent patrolling the international boundary in an ATV was tracking a group of illegal border crossers and was involved in an accident. The employee died from his injuries.
- An employee was performing an administrative process and physically detained a non-citizen. The employee tested positive for COVID-19 on three separate occasions during her hospitalization and also had double pneumonia. The employee died from her illnesses.
- An employee died but no details were provided.

Amputations (none)

Hospitalizations
- Eighteen employees contracted COVID and were hospitalized.
- An agent fell off his ATV and the ATV fell on top of him. The agent was hospitalized and treated for rhabdomyolysis.
- An agent was involved in a two-vehicle accident. The agent sustained multiple spinal fractures and injuries to the right arm.
- An officer contracted meningitis and was hospitalized.
- An agent was performing his duties on ATV patrol when he was hit by a SUV. The agent sustained two broken ribs and a ruptured spleen.
- An agent began to feel ill during his shift with numbness to his face and arms. The agent was transported to a medical facility where he was hospitalized due to a stroke.
- An agent was pursuing an individual illegally entering the US at a point of entry. The agent fell during the pursuit and broke his right femur.
- An officer suffered a heart attack on duty.
- An agent was thrown from his ATV during the Basic Rider Program and suffered a broken clavicle.
- An officer experienced chest pains during his shift and required medical assistance. The officer was transported to a medical facility where he was admitted and taken into surgery.
- An agent sustained a neck injury while working his shift.
- An agent was involved in an accident and was thrown from his ATV. The agent suffered 13 rib fractures and a broken clavicle.
- An agent lost control of the vehicle due to low visibility and rolled it multiple times. The agent suffered a fractured ankle, knee contusions, and a concussion.
- An agent was pursuing suspects, when the agent fell and broke their left femur.
- An employee was repairing a motorcycle and fell while test driving the motorcycle. The employee suffered six broken ribs, a broken clavicle, a cracked scapula, and a possible punctured lung. The employee underwent surgery.
- An officer working their shift was hospitalized with a near syncopal episode with gastrointestinal hemorrhage.
- A Border Patrol Agent (BPA) slipped and fell down an embankment, resulting in a broken tibia and fibula.

- A BPA was involved in a single vehicle ATV accident. The agent rolled the ATV and suffered a broken femur.
- An officer experienced chest pains with a high fever and rapid pulse during his shift.
- A BPA was thrown from a horse during patrolling duties. The BPA was hospitalized with a broken pelvis and torn ligaments in his pelvic area.
- A BPA was thrown from an ATV and suffered from a compressed spine.
- A BPA felt ill during their shift, was taken to the hospital, and was positive for encephalitis and meningitis.
- A BPA working at a security checkpoint was struck by a motorcycle. The BPA suffered multiple skull fractures and internal bleeding.
- A employee was found unresponsive on the floor near their workstation.
- An officer was dressed in tactical gear, when their weapon discharged without being manipulated by the employee.
- An employee slipped off their chair when sitting down and suffered a loss of consciousness due to head trauma.
- An employee tripped while crossing a roadway.
- Two Air and Marine Operations agents were intercepting a target vessel and were shot. The agents were hospitalized for their injuries.
- Am employee was hospitalized but no details were provided.

Department of the Interior

Fatalities
- An employee, while working a fire line, was struck by a hemlock tree that was knocked over by another tree.
- A wave threw an employee against rocks and then dragged them out to sea.

Amputations
- While lifting an air compressor, the employee's finger was severed on a sharp edge.
- An employee was installing a water turnout gate. As the employee was replacing bolts, the employee suffered a crush injury which resulted in surgical amputation of the left thumb from the tip to first knuckle.
- An employee sustained an injury (amputation of the right arm) from the cable/guy wire when it became tangled in the mower.

Hospitalizations
- An employee rolled a GSA vehicle in snowstorm.
- An employee was involved in a head on collision.
- An employee tested positive for COVID-19 and required hospitalization.
- An employee was medevacked due to severe abdominal pain.
- An employee received a 120V electric shock when re-establishing a line to the junction box of a residence.
- An employee's feet got tangled in a tow strap while rescuing a stranded vehicle.
- An employee, while climbing down the ladder on a heavy fire engine, missed a step and fell four feet to the ground.

- After two consecutive days of rookie smokejumper training, two employees experienced cramps, weakness, overall fatigue, and disorientation.
- A Type "1 "helicopter dropped a tank of water directly over the firefighter crew. The water impacted the fire fighter.
- An employee, fighting a wildland fire, passed out from internal bleeding.
- An employee was performing the Work Capacity Test (WCT) and started to feel chest discomfort with difficulty breathing.
- A volunteer at a greenhouse tripped over some boards on arrival, and suffered six broken ribs and a broken wrist.
- An employee was bitten by a rattlesnake.
- An employee tripped and fell while walking alone.
- An employee fell on loose terrain while hiking in the backcountry.
- An employee was found leaning over the steering wheel of service truck.
- An employee was traveling in a government vehicle when it left the pavement and struck trees, totaling the vehicle.
- An employee was performing roadside trash pickup when the driver drove off the road.
- An employee was applying herbicide and fell into a small hole containing boiling water.
- An employee suffered from a seizure while at work.
- An employee experienced a second round of COVID as well as an infection.
- While on official travel, an employee tripped over someone's extended feet in the terminal of the airport. The employee fell to the floor (concrete covered in light carpet), hit their knee, and broke their tibia.
- An employee tested positive for COVID and was released the next day with instructions to quarantine.
- An employee was participating in staff training and lost consciousness.
- An employee had a seizure while working in the laboratory.
- An employee was stapling tags on site posts and was bitten on chest by an American Dog Tick.
- An employee, descending steps, missed a step and fell approximately four to five feet hitting their face and head on the concrete sidewalk below.
- A volunteer tripped in high grass just off the trail and hit their head on one of the permanent metal interpretive signs, resulting in a bleeding head wound.
- An employee, participating in multiple intensive physical training exercises, was admitted to the hospital with rhabdomyolysis.
- An employee, participating in warm-up exercises prior to the crew run, experienced cramping, shortness of breath, and sharp chest pain.
- An employee was driving to their assigned duty location, when the truck left the road, drove through two gullies, and came to a stop.
- A volunteer suffered from a seizure while changing campground placards.
- An employee, mowing along a road, felt sick and began feeling weak. The employee was taken to the ER and treated for a blockage in one of the main cardiac vessels.
- A volunteer was helping visitors view a small group of elk from a distance when the volunteer tripped on the exposed side of the road.

- An employee, moving materials at a jobsite, attempted to dislodge a tamper attachment from a jackhammer head. As the employee struck the attachment with a hammer, the metal fragmented and struck the employee in the left forearm, penetrating the skin.

Department of Justice

Fatalities
- An employee was participating in approved fitness time at a gym. After the workout, the employee sat down and became unresponsive.

Amputations
- Three inmate employees cut off the tip of their fingers with a meat slicer blade.
- An employee was operating a manually operated shear cutter when the blade caught the employee's left thumb.
- An inmate employee suffered a crushing injury to his foot as a result of it being pinned between a pallet and a battery-operated pallet jack.
- An employee unintentionally discharged their weapon and caused a traumatic injury to their finger.
- An employee removing protective gear from the secured truck vault in his government issued vehicle amputated a fingertip while closing the drawer to the vault.

Hospitalizations
- An employee was exposed to COVID in their work area.
- An inmate employee operating a lathe was struck in the eye by the stock that was ejected and suffered a fracture.
- An employee was burned while operating a propane grill.
- An inmate employee's hand was caught between two trash carts, amputating the inmate employee's fingertip.
- An employee suffered an arc flash from open electrical switchgear.
- An inmate employee suffered from several fractured ribs and a collapsed lung after an agitated bull pinned the inmate employee against a fence.
- An employee fell on their side while walking between desks, fracturing their femur.
- Employee landed very hard and injured their hips and back during a work-related parachute jump.
- An employee was exercising and started convulsing due to rhabdomyolysis.
- An employee was shot in the abdomen during a community event.
- An employee was participating in high intensity training and developed rhabdomyolysis.
- An employee was participating in SWAT selection and developed rhabdomyolysis.
- An employee was participating in parachute training, when the employee landed on a rock injuring their leg.
- An employee was participating in training when an explosive device accidentally detonated, resulting in an acute punctured eardrum.
- An employee qualifying for quarterly firearms use developed an anaphylaxis response.
- An employee was conducting physical fitness activities and experienced amnesia.
- An employee was participating in a physical fitness test and began to experience blurry vision, dehydration/acute kidney injury, and hypoxia.

- An employee participating in a physical fitness test began to experience shortness of breath, a high heart rate/altitude sickness, and mild dehydration.
- An employee was serving a federal arrest warrant on a wanted fugitive. After breaching the resident, the fugitive ambushed the deputies with a shotgun.

Department of State

Fatalities
- An employee was participating in a training exercise when their gun discharged.

Amputations
- An employee installing an A/C unit at a government residence got their index finger caught on the drill and amputated the distal phalange.
- An employee was moving and closing a manhole lid, when their fingers got caught in the manhole lid, amputating the distal phalanges of the pinky fingers.

Hospitalizations
- An employee fell from a ladder resulting in a muscle strain.
- An employee working in the automotive shop was struck by the rim of a tire.
- An employee slipped and fell to the ground at a public car wash.
- An employee tripped and fell while walking up steps.
- An employee fell to the ground while on outdoor steps.
- An employee hit their head against the locking mechanism from the rear door while in the airport parking lot.
- An employee was operating a forklift when it rolled over.
- An employee ingested a chemical liquid dispensed in a bottle of water.
- An employee was working at a government residence when the employee contacted electrical current or static.
- An on-duty employee fell over an object while walking.
- An employee was working in the maintenance shop troubleshooting equipment when the employee was struck by a flying object.
- An employee fell on steps during an evacuation drill.
- An employee working in the mailroom tripped, fell, and struck a stationary object.
- A pedestrian was struck by a government vehicle while crossing the road.
- An employee working at a government residence fell and fractured an ankle.
- An employee working at a government facility fell from a ladder.
- An employee working in an office fell and fractured an ankle.
- An employee working at a government facility on drill guard duty jumped from an elevation and fractured an ankle.
- An employee working at a government facility stumbled and fell from the mail truck while unloading packages injuring their elbow and arm.
- An employee working at the security barrier outside of a government facility amputated the left thumb while performing routine barrier system maintenance.
- An armed guard accidentally shot their foot while unslinging their weapon.
- An employee working at a government facility was struck by a moving vehicle and suffered a chest injury and multiple fractures.

- An employee's hand became caught in a moving gate, fracturing the right index finger.
- An employee's hand became caught in a hammer drill, amputating the employee's right index finger.
- An employee's hand became caught in a power drill, twisting the employee's right hand fracturing a metacarpal.
- An employee slipped and fell on a wet indoor walking/working surface, tearing knee ligaments.
- An employee slipped and fell on an outdoor walking/working surface, breaking an arm.
- An employee slipped and fell on a wet road during a heavy rain, fracturing the left knee.
- An employee running toward their vehicle in the rain slipped and fell, and tearing a meniscus.

Department of Transportation

Fatalities (none)

Amputations (none)

Hospitalizations
- Two employees were exposed to COVID-19 and hospitalized.
- An employee was reinstalling paneling at an enclosed workstation and started to breathe heavily.
- An employee went to open an entry gate and fell on an uneven part of the pavement.
- An employee on official travel walked to the baggage claim area and felt her feet sticking.
- An employee on official travel had a seizure in the hotel lobby.
- Two employees sustained burns from an arc flash event while closing the door of a transient voltage surge suppressor.

Department of the Treasury

Fatalities (none)

Amputations

- An employee working in the print shop caught a hand between a forklift and roll paper.

Hospitalizations (none)

Department of Veterans Affairs

Fatalities
- Four employees tested positive for COVID-19 and passed away.

Amputations (none)

Hospitalizations
- A resident stood up from the dining room table, turned around, lost their balance, and fell on top of a claimant.
- Sixteen employees tested positive for COVID-19 and were hospitalized.
- An employee suffered from a fever with a temperature above 101 degrees, tachycardia, and hypotension.
- An employee slipped on wet grass and fractured their left leg.
- An employee tripped and fell onto the floor, resulting in a hip fracture.
- An employee slipped on ice in the gutter.
- An employee was working in their office. The employee was using the overhead cabinet when the cabinet door closed on the employee's head.
- An employee was exiting an air handling unit when they fell approximately 3 feet.
- An employee attempted to stand up from a chair and chair rolled back on concrete floor. Employee fell, bruising the left wrist, left palm and right knee.

- An employee slipped on ice on sidewalk and fell, fracturing ribs and requiring hospitalization.
- A nurse experienced a popping sensation in her right knee and subsequent swelling, which resulted in hospitalization. The employee experienced right leg spasms after being on her feet for hours.
- An employee experienced stomach pain and discomfort while pushing food carts to numerous locations and being on feet all day.
- An employee tripped on a cord extension used to charge an electric vehicle next to the closed roll up door in the garage.
- An employee was walking back to the building and was struck by a motor vehicle.
- An employee fell while descending the stairs.
- An employee was struck by another driver who ran a red light, while driving for work visits. The employee went to the ER and was hospitalized overnight.
- An employee was detailed to the basement to load vinyl panels. The load, which contained one large box of vinyl panels weighing between 300-400 lbs, shifted and fell directly onto the employee. The employee suffered from lower back fractures.

Environmental Protection Agency

Fatalities

- Employee suffered a fatal heart attack while delivering a presentation to her staff and managers.

Amputations (none)

Hospitalizations (none)

National Aeronautics and Space Administration

Fatalities (none)

Amputations
- NASA reported one amputation but provided no details.

Hospitalizations
- NASA reported six hospitalizations but provided no details.

Nuclear Regulatory Commission

Fatalities (none)

Amputations (none)

Hospitalizations
- NRC reported one hospitalization but provided no details.

Peace Corps

Fatalities (none)

Amputations (none)

Hospitalizations
- An employee was lifting/loading furniture onto a vehicle and sustained a back injury.
- An employee lost her balance and sustained a left knee injury (ACL tear of the left knee).
- A Peace Corps Medical Officer contracted malaria.
- An employee was entering the conference room for a meeting, missed a step, fell, and sustained a severe knee injury.

Small Business Administration

Fatalities (none)

Amputations (none)

Hospitalizations
- An employee was hospitalized after contracting COVID.
- An employee was hospitalized due to a blood clot in their lung.

Smithsonian Institute

Fatalities (none)

Amputations (none)

Hospitalizations
- An employee responsible for the daily screening of museum visitors was out of work due to an illness.
- An employee was sitting in a conference room waiting for a meeting to start. The employee had a seizure from high blood pressure.

Tennessee Valley Authority

Fatalities
- An employee fell from a 500kV transmission tower.

Amputations
- An employee experienced the medical amputation of their pinky tip because it became caught in between the pulverizer segment and the fabrication table.

Hospitalizations (none)

Appendix 4: Best Practices for Tracking Hazard Abatement

Some agencies elaborated on mechanisms for reporting and/or tracking workplace hazards and their abatement. This appendix lists some of those mechanisms.

American Battle Monuments Commission
1. Uses the "ABMC Safety and Health Inspection Checklist" and "Supervisor Incident Reporting Form (SIRF)" to perform inspections of work areas and operations.
2. After conducting the inspection, the inspector submits a completed certification.
3. Leadership then coordinates with cemetery operations to implement controls to reduce risk to an acceptable level.
4. Cemetery Operations must approve all mitigation plans . OSH risk acceptance must be written and signed by the applicable acceptance authority prior to resuming related operational capability.
5. When completed, the Superintendent signs the SIRF. In addition, a completed Hazard Abatement Plan is submitted that identifies deficiencies that cannot be corrected on the same day, or the correction is beyond the cemetery Superintendent's control.

Central Intelligence Agency
1. Environmental Safety Officers are responsible for collaborating with their site management in monitoring the progress and effectiveness of hazard abatement and controls implemented in their work areas.
2. Environmental Safety Division uses Archibus – a commercial off-the-shelf workplace management system that includes safety and environmental management modules.
3. It has improved documentation and tracking of incident investigations, and safety audit findings and corrections.
4. The Archibus system issues scheduled reminders for upcoming correction dates.

Defense Nuclear Facilities Safety Board
1. OSH Manager maintains a hazard tracking spreadsheet and updates and reviews the status of hazards monthly.
2. If a hazard presents an immediate threat to safety, it is tracked daily until abated.

Department of Commerce
1. DOC policy requires tracking hazards from identification through abatement but leaves the exact tracking mechanism up to the individual bureaus. Tracking mechanisms may be as simple as a work order log (for smaller bureaus) to custom information management systems (for larger bureaus).
2. National Oceanic and Atmospheric Administration's (NOAA's) facility and safety managers at all levels are responsible for developing and maintaining a Hazard/Deficiency Tracking Log to track and manage hazards and deficiencies. Hazards and deficiencies not resolved immediately must be logged, tracked, and managed using NOAA Form 64-5382, Hazard/Deficiency Tracking Log, or a locally developed record.

3. National Institute of Standards and Technology records all formal inspection dates and findings, as well as all abatement actions and dates, in a single electronic information management system, the Workplace Inspection Recording System (WIRS). Inspectors record findings and recommend abatement actions in WIRS. WIRS automatically communicates a list of the findings to the supervisor of each workplace. For each finding in the list, the supervisor records both the interim and final abatement actions that were taken and their dates. WIRS sends monthly reminders to supervisors when findings remain uncorrected for more than 30 days.

4. Census headquarters uses the Remedy System to report unsafe conditions or building problems that require repairs. Census facilities and safety specialists use the system to check on reported problems and corrective action status and generate reports useful in assessing trends of problems or hazards. The Administrative Customer Service Division also has a customer service center that centralizes the reporting, tracking, and resolution of facility-related issues in Remedy, such as hazardous conditions. The center's goal is to consolidate reporting to make tracking easier and to ensure customers are informed once the reported condition is resolved.

5. At the Bureau of Economic Analysis (BEA), once hazards are identified the Safety and Health Coordinator will investigate and work with staff members to correct the issue as quickly as possible. The Safety and Health Coordinator maintains a detailed document of the deficiency, which lists the party assigned to correct the issue, the corrective action taken, and the completion date. BEA also conducts annual safety training and conveys safety guidance in its weekly newsletter, "The Bureau BEAT."

6. The Bureau of Industry and Security Safety and Health Coordinator (BSHC) maintains logs and tracks abatement of hazards and other identified office space issues. The BSHC uses a spreadsheet to track abatement from start to completion date. The point of contact in each office receives notice via email of hazards identified during a safety and health assessment and has 45 days to correct the hazards. Each office point of contact receives written instructions for reporting hazards that require building management service that cannot be corrected within the 45 days. Points of contact must notify the BSHC of status two days prior to a deadline.

Department of Energy

1. Hazards are either immediately corrected or entered into a database and scheduled for maintenance, according to their severity.

2. The Office of Science reports that all accidents are entered into the DOE Computerized Accident Injury Reporting Systems database. FEOSH inspections are conducted annually, and a written checklist is used to document inspection results. Hazards and discrepancies identified during the inspections are tracked for correction through various management information systems.

3. The abatement of hazards for DOE-SR and due dates are documented via the STAR database. Corrective actions are developed and approved by the applicable supervisors. Due dates are established and followed-up through completion.

4. At NNSA, hazards that are not immediately addressed are logged into the local sites Issues Tracking System, scheduled for correction. Completion of corrective actions is specifically checked to ensure it was appropriately corrected as part of the next

inspection. Identified hazards and abatement are dispositioned and tracked through the locations' facility support contracts.

Department of Health and Human Services

HHS Safety department tracks all injuries, investigations, and reports of hazards from discovery to abatement. Additionally, HHS Safety tracks any and all hazards identified in annual inspections to ensure timely and effective abatement. Corrective actions are assigned to specific persons, with target completion dates, and tracked until completion.

Department of Homeland Security

Hazard abatement tracking is a component/agency-level function.

1. Customs and Border Protection (CBP) issues inspection findings within 15 days of the inspection date and tracks findings in its Human Resources Business Engine – Safety Tracking and Reporting (HRBE-STAR) System. The Management Official in Charge has 30 days to correct the hazard and report the corrective action in HRBE-STAR. CBP also reports inspection results to the local safety and health committee and the union official that accompanied the inspector. The corrective actions are discussed at the next local safety committee meeting. CBP Health Physicists and Safety and Occupational Health Specialist monitor corrective actions and conduct follow up inspections as deemed necessary. Most hazards are corrected within 30 days. Repeat violations are rare.

2. Federal Law Enforcement Training Center: Hazards identified during facility/building inspections are communicated to the assigned Building Manager and Facilities Management Division (FMD) through Web Total Maintenance Authority (WebTMA) and tracked to completion/abatement. The Safety Specialists and Building Inspection Program Manager have access to WebTMA and can daily track the progress/completion status of every work order submitted.

3. Immigration and Customs Enforcement tracks hazard abatement in CP Track (a contracted tracking system) by reporting the start and end dates. The CDSO sends an abatement plan. Minor hazards receive 30, 60, or 90 days for response based on the severity of the hazard. High priority (serious) issues are given 24/48 hours to be addressed. An OSH Safety Specialist contacts the CDSO with reminders to address/and or clear delinquencies in a timely manner for delinquencies that exceed the allotted time in CP Track.

4. TSA uses three main reports generated by the TSA Safety Information System (SIS) to track and adhere to correction dates: 1) Safety and Health Corrective Action Summary, 2) Safety Trend and Analysis Report (STAR), and 3) Master Hazard List. In addition, TSA conducts an annual self-evaluation derived from "VPP Safety and Health Management System," ANSI/AIHA Z10. CDSOs or Organizational OSH Specialists and Designated Occupational Safety and Health Officials (DOSHO) convert the Open TSA Form 2407 report to a TSA Form 2408, OSH Hazard Abatement Plan, monthly. The Safety Information System automatically emails the DOSHO and SIS Users when hazards exceed 30 days.

5. USSS: Contractors normally handle hazard abatements and provide all manifests to facilities section for review and tracking.

Department of Justice

DOJ components and offices use hazard abatement forms or logs to ensure implementation of corrective actions and adherence to abatement dates. In leased facilities, the lessor is responsible for facility related hazards.

1. Bureau of Alcohol, Tobacco, Firearms, and Explosives: The Supervisor and GSA receive notice of any office hazard discovered and documented during facility safety inspections that requires immediate attention. ESH typically performs follow up action at 30-day intervals.

2. Bureau of Prisons: All hazards noted during inspections are routed to the supervisor responsible for the area and to the CEO. The supervisor of the area must document corrective action and send to the OSH department.

3. Executive Office for Immigration Review: Upon receipt of the inspection report, EOIR reviews all deficiencies, identifies the responsible party to correct each item, and works with the responsible party to ensure correction of all items by the deadlines outlined in the inspection report.

4. Executive Office for United States Attorneys: Hazard abatement is tracked via leadership, building maintenance, and GSA overviews, when necessary.

5. Executive Office for United States Trustees: EOUST works in conjunction with GSA and their private lessors on all safety issues. EOUST also works with onsite Managers and Supervisors to ensure issues are addressed and corrected.

6. Drug Enforcement Agency: When self-inspections are completed, a certification page is returned to HQ which verifies completion and when a potential hazard is identified that is expected to take longer than 30 days to correct the deficiency. An abatement form is attached with the certification page and the abatement form is reviewed and monitored until resolution is reported.

7. Federal Bureau of Investigation requires at least annual inspections of all facilities and uses a hazard abatement log to track hazards and document corrective actions. The Bureau uses the Facilities Integration Tool (FIT) federally owned and operated facilities where ESH and facilities professionals can report potential hazards and track corrective action through work orders. Employees at these facilities may also report hazards and place work orders to correct them via the Building Operations Center telephone hotline and email address tracked in the FIT system.

8. The United States Marshals Service (USMS) uses an application in SharePoint to timely track hazard abatement, with weekly tracking to identify hazard abatement. USMS District/Division management and EOSH coordinate using SharePoint, Teams, and Outlook to track abatement. Staff use Form USM-468 to track hazards; document all abatement notes, updates, and resolutions; and share the information with supervisors for immediate action and/or abatement. Managers must sign Form USM-468.

Department of the Interior

1. Abatement tracking is decentralized in many DOI Bureaus/Offices. Most use spreadsheets or a database to track abatement of reported hazards and safety deficiencies. Bureau/Offices record status updates to inspection hazards and safety deficiencies at various intervals with quarterly updates being the most frequent.

2. A few bureaus have developed a more comprehensive means to track abatement hazards.

a. Bureau of Indian Affairs (BIA) developed the Safety and Condition Assessment Portal (S&CAP) that lets BIA safety inspectors enter the results of several types of inspections into the Indian-Affairs Facilities Management System. S&CAP enables authorized users to create an abatement/correction plan for the inspection that follows the hazard through the duration of the abatement process, begins after an inspection is final, and provides reminder emails to the Official-in-Charge until abatement. The system sends escalated emails to the Official-in-Charge and the respective program officials if hazards are not abated within 30 calendar days. The S&CAP module also includes a Risk Assessment Coding tool that typically ranks safety and health findings by hazard severity, probability of occurrence, number of persons exposed, or amount of resource loss in the event of failure. Using risk assessment codes helps management prioritize resources to abate the most critical hazards or deficiencies in a timely manner.

b. The U.S. Geological Survey, Bureau of Land Management (BLM), and Bureau of Reclamation all use an electronic system (the Safety Management Information System's Inspection and Abatement System) to create abatement plans that integrate Risk Assessment Codes (RACs) for all safety and health findings and those initially identified through condition assessments. All inspection findings not abated within 30 calendar days automatically transfer to the local organization's hazard abatement log within the IAS. This system provides automated email notifications on the abatement status to both management and those responsible for the abatement. The status must be updated within IAS every 90 calendar days until all inspection findings are abated. In addition to the SMIS IAS system, in CY 2022 BLM also used an additional electronic abatement tracking system known as the Compliance Assessment of Safety, Health, and Environment (CASHE) program that tracks abatement actions through completion. If abatement actions were not completed within required time periods and no abatement plan existed at the time of the CASHE status annual updates, offices were not rated in good condition. Open inspection findings are discussion update items during weekly management team meetings. When employees identified non-inspection findings, supervisors worked to address those hazards as quickly as possible.

National Aeronautics and Space Administration
As noted in prior reports, NASA undertook development of an application tool to replace its prior inspection database tool. Completed in the final quarter of CY 2022, most installation now use the new application, which CY 2022 is more aligned with a centralized agency approach to facilities funding. The System for Tracking Audits/Assessments and Reviews (STAR) is used at most Centers for tracking and correcting hazard situations found as part of annual safety inspections. Those centers not using STAR have a system with similar functionality. The application allows hazards or non-compliances safety and health inspectors have identified during routine and unannounced inspections to be coordinated with applicable personal (i.e., facility safety heads, building managers, system or facility managers, or employee supervisors) and tracked to closure. It also allows a set amount of time for incorporating the abatement plan and assigns a fixed time period for final closure. Not achieving an end date generates an

automatic email to the safety professional who issued the finding along with the employee assigned to correct the finding until it is properly closed.

Hazards identified due to a mishap or employee injury require immediate abatement to an acceptable level of risk. Final abatement is documented as part of a corrective action plan to prevent occurrence of similar work-related injury, property damage, or mission failure. Depending on the mishap classification, the tracking and completion of corrective actions is assigned to the appropriate management level. The NASA Mishap Information System (NMIS) tracks corrective actions until resolved and the appropriate SMA Engineer then reviews the actions and authorizes them as complete.