

**STATE OSHA ANNUAL REPORT (SOAR)
2023**

NEW JERSEY

**New Jersey Department of Labor and Workforce Development
Division of Public Safety and Occupational Safety and Health
Office of Public Employees Occupational Safety and Health**

In partnership with the

**New Jersey Department of Health
Public Health Services Branch
Division of Epidemiology, Environmental and Occupational Health
Consumer, Environmental and Occupational Health Service
Environmental and Occupational Health Assessment Program**

January 2024

INTRODUCTION

The purpose of the New Jersey Public Employees Occupational Safety and Health (PEOSH) Act, N.J.S.A. 34:6A-25 et seq. is to ensure that all New Jersey public employees are provided with a safe and healthful work environment, free from recognized hazards. In New Jersey, the Federal Occupational Safety and Health Administration (OSHA) responds to private sector safety and health concerns and has no jurisdiction over public employees' safety and health matters.

Major provisions of the PEOSH Act include the promotion of occupational safety and health; the adoption of federal OSHA standards, (29 CFR 1910) General Industry Standards, (29 CFR 1926) Construction Standards, (29 CFR 1928) Agricultural Standards, (29 CFR 1915) Shipyard Standards, (29 CFR 1917) Marine Terminal Standards, (29 CFR 1918) Long shoring Standards, (29 CFR 1919) Gear Certification Standards, and (29 CFR 1924) Standards for workshops/rehabilitation facilities; the promulgation of standards in the absence of federal standards if existing standards are not strict enough; employee rights to request an inspection; and employer responsibilities.

In accordance with the New Jersey Public Employees Occupational Safety and Health Act employers have an obligation to provide public employees with a workplace free from recognized hazards which may cause serious injury or death and to comply with occupational safety and health standards adopted under the Act.

An employee, group of employees, or employee representative has the right to request an inspection of a public facility by notifying, in writing, the appropriate agency charged with investigating safety or health concerns; remain anonymous to the employer after signing the complaint; be present during the inspection; and be protected from discriminatory action as a result of filing a safety or health complaint.

Two state agencies are responsible for implementing the PEOSH Act. The New Jersey Department of Labor and Workforce Development (NJLW) is the lead agency responsible for administering and enforcing the law throughout the State. In addition, the NJLW responds to complaints, conducts seminars and distributes information regarding safety hazards. The New Jersey Department of Health (NJDOH) responds to complaints, conducts seminars, and distributes information regarding health hazards.

MANDATED ACTIVITIES

Activity	Safety		Health	
	Goal	Actual	Goal	Actual
Enforcement Inspections	400	363	125	94
Consultation Visit	60	276 ⁺	30	29 ^{**}
Training Program	50	81 ⁺⁺	25	13 ^{**}
Outreach Participants	600	715	1,000	477

^{**} NJDOH had one consultant and one trainer for FFY 2023. NJDOH PEOSH consultations were limited due to staffing of one consultant.

⁺ Includes Initial, Follow-up, and Training and Assistance visits.

⁺⁺ Compliance Assistance visits where formal training was conducted.

ENFORCEMENT INSPECTIONS

	Safety	Health	Total
Programmed	111	12	123
Complaint	45	48	93
Referral	44	16	60
Accident	22		22
Fatality	1	4	5
Technical/Monitoring	2	7	9
Follow-up	138	7	145
Total	363	94	457

CONSULTATIONS

Visit Type	Safety	Health	Total
Initial	132	28	160
Follow-up	63	1	64
Training & Assistance	81	0	81
Total	276	29	305

2019-2023 Non-Fatal Occupational Injury and Illness Incident Rates for Industry Sectors Covered by PEOSH 5-Year Strategic Plan

Incidence rates ¹ of non-fatal occupational injuries and illnesses by industry and case types, New Jersey, 2018 - 2021							
		Total recordable cases					
Industry ²	NAICS code ³	2018	2019	2020	2021 ⁷	2022	2023
State government							
Support activities for transportation ⁶	488	10.1	10.1	-	9.3	NA	NA
Local government							
Water, sewage and other systems	2213	7.8	8.0	5.9	6.3	NA	NA
Fire protection	92216	7.6	7.9	10.5	8.6	NA	NA
Executive, Legislative, and General Government ⁴	921	2.7	2.8	-	3.0	NA	NA
Public Works Departments ⁵	237			12.6	14.5	NA	NA

¹ Incidence rates represent the number of injuries and illnesses per 100 full-time workers and were calculated as (N/EH) x 200,000 where

N = number of injuries and illnesses
EH = total hours worked by all employees during the calendar year
200,000 = base for 100 equivalent full-time workers (working 40 hours per week, 50 weeks per year).

² Totals include data for industries not shown separately.

³ *North American Industry Classification System* -- United States, 2007.

⁴ Prior to 2020, Public Works Departments were included within NAICS 921, Executive, Legislative, and General Government. Since NAICS 921 is a larger category that includes much more than just Public Works Departments, data has also been provided for the number of lost-time cases within NAICS 921 that are presumed to belong to Public Works Departments.

⁵ Beginning with 2020 published BLS data, NAICS 237 Heavy and Civil Engineering Construction within NJ Local Government represents NJ municipal and county Public Works Departments as its own industry for incidence rates and case counts. Public Works Departments are the only thing included in this NAICS category data. Inspection activity in OSHA's OIS was recorded under NAICS 561210 by PEOSH.

⁶ The BLS incident rate data for NAICS 488 was not publishable for 2020. The measure of incident rate reduction will be assessed utilizing the BLS 2021 data when it becomes available.

⁷ Data provided by US DOL BLS based on 10,000 full-time workers and were calculated as (N/EH) x 20,000,000 where N = number of illnesses, EH = total hours worked by all employees during the calendar year and 20,000,000 as base for 10,000 equivalent full-time workers (working 40 hours per week, 50 weeks per year).

SOURCE: N.J. Department of Labor & Workforce Development, in cooperation with U.S. Bureau of Labor Statistics, U.S. Department of Labor, Survey of Occupational Injuries and Illnesses.

Analysis

PEOSH began its new 5-Year Strategic Plan in Federal Fiscal Year (FFY) 2019. Revisions from the previous Strategic plan are reflected in the removal of Nursing and Residential Care Facilities.

PEOSH continues to use data provided by NJDOL's Office of Research and Information to evaluate industry trends in non-fatal occupational injury and illness incidence rates and identify those with the highest injury and illness rates.

Progress Toward Strategic Plan Goals

The New Jersey Public Employees Occupational Safety and Health State OSHA Annual Report (SOAR) for FFY 2023 provides a summary of the PEOSH activities and results as they relate to the PEOSH Strategic Plan for FFY 2019 – FFY 2023. The strategic goals, objectives, and activities provide the focus for PEOSH enforcement, education and training, outreach, and administrative programs. Our strategic goals help us to accomplish our mission by focusing on prevention and protection in the targeted industries. Working in partnership with our customers, PEOSH focuses on providing safe and healthful workplaces for New Jersey’s public employees, and preventing workplace injuries and illnesses.

PEOSH’s success in meeting the goals and objectives as outlined in the Strategic Plan are measured by combining results from multiple program areas in both the NJDOL and the NJDOH. The Strategic Plan is designed to integrate various activities, and to present a unified purpose and direction for all the programmatic elements within PEOSH. For example, when a new standard is adopted, compliance inspections will be conducted to ensure compliance with the standard, training and outreach materials will be developed, and compliance assistance will be provided to educate employers and workers and to assist employers in compliance.

The strategic plan identifies three (3) fundamental goals to reduce workplace injuries, illnesses and fatalities in New Jersey. The goals, activities to meet the goals and FFY 2023 outcomes are described below.

Strategic Goal #1

Improve workplace safety and health for all public employees as evidenced by fewer hazards, reduced exposures and fewer injuries, illnesses, and fatalities.

Outcome Goal: Reduce the number of worker injuries and illnesses by focusing statewide attention and Agency resources on the most prevalent types of injuries, illnesses, the most hazardous public occupations, and the most hazardous workplaces.

Performance Goal 1.1 - State Support Activities for Transportation (NAICS 488)

Decrease non-fatal occupational injury and illness incident rates in state, county and/or local agencies in the specific NAICS segments by 5 % by 2023 (1 % per year).

NJDLDWD planned to:

- Identify and verify all worksites covered by NAICS 488;
- Identify appropriate outreach materials;
- Make outreach materials available through mass mailing and the website;
- Conduct outreach for training and consultation services;
- Identify organizations to form alliance/partnership; and
- Develop a baseline.

National/Special Emphasis Programs and Campaigns (NEP/SEP):

The following Programs are associated with this performance goal:

- Amputations
- Heat Stress
- Highway Work Zone Safety
- Temporary Workers
- Trenching
- Fall Protection

Activities:

A summary of activities is found in the table at the end of the report.

Outcome Measures:

All NAICS 488 work sites were identified. The employers are:

- New Jersey Turnpike Authority (includes Garden State Parkway);
- South Jersey Transportation Authority (includes Atlantic City Expressway); and
- South Jersey Port Corporation.

The baseline to be used is the 2018 NAICS 488 incidence rate of non-fatal occupational injuries and illnesses of **10.1** total recordable cases (Source: the NJDOL, Office of Research and Information) See chart on page four (4). The current Occupational Injury and Illness data table can be found at: http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy_index.html.

A 5% decrease from the baseline of 10.1 will result in 9.6 total recordable cases. The latest Division of Program Planning, Analysis and Evaluation data is for the year 2021.

Performance Goal 1.2 – Local Fire Protection (NAICS 92216)

Decrease non-fatal occupational injury and illness incident rates in state, county and/or local agencies in the specific NAICS segments by 5 % by 2023 (1 % per year).

NJDLWD planned to:

- Develop a baseline;
- Identify appropriate outreach materials;
- Make outreach materials available through mass mailing and the website;
- Conduct outreach for training and consultation services; and
- Identify organizations to form alliance/partnership.

National/Special Emphasis Programs and Campaigns (NEP/SEP):

The following Programs are associated with this performance goal:

- Heat Stress
- Highway Work Zone Safety

Local Emphasis Programs (LEP):

- Asbestos
- Firefighting-Emergency Responder Preparedness
- Noise

Activities:

A summary of activities is found in the table at the end of the report.

Outcome Measures:

The baseline to be used is the 2018 NAICS 92216 incidence rate of nonfatal occupational injuries and illnesses of **7.6** total recordable cases (Source: the NJDOL, Office of Research and Information). See chart on page four (4). The current Occupational Injury and Illness data table can be found at: http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy_index.html).

A 5% decrease from the baseline of 7.6 will result in 7.2 total recordable cases. The latest Division of Program Planning, Analysis and Evaluation data is for the year 2021.

Performance Goal 1.3 – Public Works Departments (NAICS 561210)

Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS segments by 5 % by 2023 as follows (1% per year):

NJDOL planned to:

- Develop a baseline;
- Identify appropriate outreach materials;
- Make outreach materials available through mass mailing and the website;
- Conduct outreach for training and consultation services; and
- Identify organizations to form alliance/partnership.

National/Special Emphasis Programs and Campaigns (NEP/SEP):

The following Programs are associated with this performance goal:

- Highway Work Zone Safety
- Amputations
- Heat Stress
- Temporary Workers
- Trenching
- Fall Protection

Activities:

A summary of activities is found in the table at the end of the report.

Outcome Measures:

The baseline to be used is the 2018 NAICS 92216 incidence rate of cases involving days away from work by occupation (Source: the NJDOL, Office of Research and Information). See chart on page four (4). The current Occupational Injury and Illness data table can be found at: http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy_index.html).

A 5% decrease from the baseline of 2.7 will result in a 2.6 incident rate for cases with days away from work. The latest Division of Program Planning, Analysis and Evaluation data is for the year 2021.

Performance Goal 1.4 –Water and Sewage Treatment Facilities (NAICS 2213)

Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS segments by 5 % by 2023 as follows (1% per year):

NJDLWD planned to:

- Develop a baseline;
- Identify appropriate outreach materials;
- Make outreach materials available through mass mailing and the website;
- Conduct outreach for training and consultation services; and
- Identify organizations to form alliance/partnership.

National/Special Emphasis Programs and Campaigns (NEP/SEP):

The following Programs are associated with this performance goal:

- Amputations
- Heat Stress
- Highway Work Zone Safety
- Temporary Workers
- Trenching

Activities:

A summary of activities is found in the table at the end of the report.

Outcome Measures:

The baseline to be used is the 2018 NAICS 221320 incidence rate of nonfatal occupational injuries and illnesses of **7.8** total recordable cases (Source: the NJDOL, Office of Research and Information). See chart on page four (4). The current Occupational Injury and Illness data table can be found at: http://lwd.dol.state.nj.us/labor/lpa/content/occsafheasvy_index.html).

A 5% decrease from the baseline of 7.8 will result in 7.4 total recordable cases. The latest Division of Program Planning, Analysis and Evaluation data is for the year 2021.

Strategic Goal #2

To promote safety and health values in New Jersey's public sector workplaces.

Outcome Goal: To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.

Performance Goal 2.1 – Employee Involvement

100% of PEOSH Interventions (e.g., inspections, consultations, etc.) will include employee involvement (every year).

Activities:

A summary of activities is found in the table at the end of the report.

Outcome Measures:

100% of PEOSH Interventions conducted in FFY 2023 included employee involvement. The goal was met for this year.

Performance Goal 2.2 – Promote Safety and Health Management System

100% of PEOSH Consultations will include site specific recommendations to improve the Safety and Health Program Management System in place at that facility.

Activities:

A summary of activities is found in the table at the end of the report.

Outcome Measures:

In FFY 2023, 100% of PEOSH Consultations included site specific recommendations to improve the Safety and Health Program Management System in place at that facility. The goal was met for this year.

Performance Goal 2.3 – Compliance Assistance for High Hazard Industry Organizations/Groups

Perform compliance assistance interventions for high hazard industry organizations / groups, specifically those named in Performance Goals 1.1, 1.2, 1.3 and 1.4 (State Support for Transportation, Local Fire Protection, Public Works, and Water and Sewer). These interventions will focus on the hazards of relevant National/Special Emphasis Programs and Campaigns (NEP/SEP) and promoting PEOSH cooperative services.

Examples of interventions are speaking engagements, exhibitions, training sessions, etc. at high hazard industry associations/groups.

Activities:

A summary of activities is found in the table at the end of the report.

Outcome Measures:

For NJDOL, there were no specific interventions conducted in high hazard industry organizations / groups for FFY 2023.

From NJDOH, one (1) specific intervention was conducted which reached approximately 12 individuals in high hazard industry organizations / groups. The goal was met for this year.

Strategic Goal #3

Secure public confidence through excellence in the development and delivery of PEOSH programs and services.

Outcome Goal: Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.

Performance Goal 3.1–Fatality Investigations/Inspections

Initiate inspections of fatalities and catastrophes within one (1) day of notification for 100% of occurrences to prevent further injuries or deaths by the end of FFY 2023.

Activities:

A summary of activities is found in the table at the end of the report.

Outcome Measures:

PEOSH was successful in responding to all subject notifications in accordance with the performance goal.

Performance Goal 3.2A–Safety Complaints Received

As stated in the Annual Plan, the NJDOL planned to initiate 100% of safety complaint inspections within five (5) working days of notification.

Activities:

For FFY 2022, NJ PEOSH Safety Enforcement received 45 formal complaints.

Outcome Measures:

100% of the FFY 2023 safety complaint investigations were initiated within five (5) days. The goal was met for this year.

Performance Goal 3.2B –Health Complaints Received

As stated in the Annual Plan, the NJDOH goal is to initiate 95% of non-IAQ/ sanitation complaint inspections within five (5) working days of notification.

Activities:

For FFY 2023, NJDOH PEOSH Program received 62 non-IAQ/Sanitation complaints. Sixty-two (62) inspections were initiated within five (5) days (average 1.80 days, range 1-5 days). The NJDOH PEOSH Program received 121 IAQ and sanitation complaints in FFY 2023.

Outcome Measures:

The goal to initiate 95% of non-IAQ/sanitation complaints was met. 100% (62/62) of the non-IAQ, non-sanitation complaints were initiated within five (5) days. The goal was met for this year.

Performance Goal 3.3 – Consultation Customer Satisfaction Surveys

Every year, 90% of surveys received from public employers utilizing consultation and/or training services rate the service(s) as highly effective (score 7 or higher, on a scale of 1 through 10 on the customer satisfaction survey).

Activities:

All public employers who participate in initial consultations are provided with a customer satisfaction survey which rates the consultation intervention on a scale of 1 to 10. PEOSH strives to rate 7 or better on all customer satisfaction surveys that are returned by public employers.

A summary of activities is found in the table at the end of the report.

Outcome Measures:

NJDOL PEOSH received 11 customer satisfaction surveys for consultation, training, and compliance assistance activities. 100% of the customer satisfaction surveys received rated the consultation interventions as highly effective (score 7 or higher on a scale of 1 through 10 on a customer satisfaction survey). The goal was met for this year.

NJDOH PEOSH received 12 customer satisfaction surveys for consultation, and formal training activities. 100% of the customer satisfaction surveys received rated the consultation interventions as highly effective (score 7 or higher on a scale of 1 through 10 on a customer satisfaction survey). The goal was met for this year.

Assessment of State Performance of Mandated Activities

Outcome Measures:

Enforcement:

LABOR: PEOSH safety enforcement conducted 457 total inspections which was 37 short of its goal for programmed inspections. PEOSH staffing levels saw a net decrease of three (3) compliance officers during FFY23 as two (2) compliance officers were promoted to Assistant Chief, one in the early spring and one in early summer, and one (1) retired in September leaving the number of compliance staff at six (6) at the end of FFY23. PEOSH received approval to hire replacements and has selected four (4) new compliance officers whose expected start dates are in January 2024.

It is also noted that three (3) of the remaining enforcement staff are trained to conduct PEOSH whistleblower complaint investigations which displace programmed enforcement inspection activity.

HEALTH: The NJDOH PEOSH Program conducted 94 inspections, which was below the goal of 125. NJDOH PEOSH currently has three (3) CSHOs assigned to field work and one (1) CSHO assigned to

IAQ/Sanitation and informal phone/fax complaints. In December 2023, NJDOH PEOSH backfilled one (1) CSHO enforcement position. Approval for two (2) additional CSHO positions are currently being pursued.

Consultation:

LABOR: The NJDOL PEOSH Consultation Program conducted 276 total consultation visits consisting of 132 initial visits, 63 follow up visits, and 81 training and education sessions in FY2023.

HEALTH: The NJDOH PEOSH Program conducted twenty-eight (28) initial visits and one (1) follow up visit, but was unable to attain the goal of 30 due to having only one consultation staff.

Training:

LABOR: In FFY 2023, The NJDOL PEOSH Training Unit conducted 81 training classes to 715 public employees in New Jersey.

HEALTH: The NJDOH PEOSH Program conducted 13 training classes and reached 477 participants. The goal of 25 classes was not met due, in part, as our trainer is new to the program and is building her experience in offered trainings. The goal of 1,000 participants was not met. The NJDOH PEOSH Program had one (1) trainer for FFY 2023.

Penalties:

The Office of Public Employees Occupational Safety and Health (OPEOSH) has concluded that to better serve and to make workplaces safer and healthier, those areas that incur penalties for violations could create safer and healthier environments by using consultation services in their workplaces. As a result and to encourage the use of these consultation services, the OPEOSH may at an informal conference offer a reduction of the imposed penalties of up to 75% of the initial amount provided that the offending authority agrees to full consultation services for all facilities within its control. This agreement would include both the NJDOL and NJDOH consultation units

Should a penalty reduction agreement be made at the informal conference, the offending authority must provide documentation to OPEOSH confirming that request(s) for consultation were submitted for each facility within its control. Upon completion of consultation services, the offending authority must provide satisfactory proof to OPEOSH that consultation visits were completed and may do so without disclosing the full consultation report or its findings. Penalty cases will remain open and the penalty reduction amount will remain suspended until such documentation is received and approved by OPEOSH. Due to confidentiality requirements present in 29 CFR 1908, the consultation program will not share any of these details directly with OPEOSH. PEOSH will extend abatement dates if necessary following established PEOSH guidelines.

In FFY 2023 there were two (2) penalty Orders to Comply (OTC) issued by PEOSH.

Informal conferences:

NJ PEOSH conducted five (5) informal conferences during FFY 2023.

Monetary Penalties Collected:

Total monetary penalties collected for FFY 2023: **\$182,700**

Discrimination:

NJDOL: PEOSH processed 16 discrimination complaints under its jurisdiction. Two (2) cases were investigated and resulted in non-merit findings. 13 cases were administratively closed as they did not establish all of the required prima-facie elements to initiate a formal discrimination investigation, were not jurisdictional under the PEOSH Act or withdrawn by the complainant. PEOSH determined that one case met merit status. There were zero (0) case transferred to the Office of Administrative Law (OAL). Once hearing decisions/recommendations are returned to NJDOL, the Commissioner of NJDOL may adopt, reject or modify the recommendations which will become a final determination not more than 45 days from receipt of the OAL hearing report.

Two (2) PEOSH investigators attended and completed the Virtual #1611 Interviewing Techniques for Whistleblower Investigators from 6/6 – 6/8/22 taught by the OSHA Training Institute in accordance with the OSHA Training Directive TED-01-00-020.

Compliance Assistance:

NJDOL PEOSH Safety conducted 15 Compliance Assistance visits to the regulated community.

General Issues of Concern/Note/Information:

PEOSH Advisory Board:

For FFY 2023, PEOSH conducted four (4) PEOSH Advisory Board meetings as part of their outreach program. These meetings involve employer and employee representatives from State, counties and municipalities. Several public representatives are also represented. Minutes are provided to members on health and safety topics that are presented for discussion at the meetings. Ongoing data for enforcement, consultation and training services provided by PEOSH is presented to the group. Special alerts and updates on standard adoptions are also presented.

Minutes are kept on file and are used to continually improve the level of service provided by PEOSH.

New Jersey Fire Commission, Firefighter Health and Safety Advisory Council:

The Firefighter Health and Safety Council meets every other month to discuss health and safety issues that affect New Jersey Firefighters and make recommendations to the NJ Fire Commission. The Council has

transitioned back to person meetings with the ending of the COVID-19 pandemic emergency. The Council's projects included tracking the number of reported fires, and those fires with civilian fatalities and injuries. Firefighter line-of-duty fatalities and injuries are also tracked. Recent projects have been the expansion of SCBA use beyond interior structural firefighting to other hazardous fireground exposures. There has also been discussion of the continuing enforcement of the prohibition of facial hair with SCBA, and the investigation of fit testers who have reportedly fit tested Firefighters with beards. Also discussed and referred to NIOSH was a private company fire brigade who was requesting training from a NJ county fire academy using an aftermarket hood that would allow the firefighter to get a face mask seal with a beard. This device, which is used in middle east countries, is prohibited under the current OSHA and NIOSH regulations. The Council also recommended the discontinuation of the revision of the old PEOSH guidance book "Emergency Management Considerations for Firefighters" as hospital and EMS personnel are currently being trained in the updated practices.

OSHA Outreach Training Presented:

2nd Quarter

PEOSH delivered 2 PEOSH Fire Service Updates virtually. Classes are accredited by Kean University for continuing education credits, advertised in the NJDCA/Division of Fire Safety course catalog, and offered through the NJ County Fire Academies. A total of 136 firefighters and fire officers attended the 2 sessions.

3rd Quarter

Two PEOSH safety consultants presented at the 18th Annual Public Works Continuing Education Conference sponsored by the Rutgers Center for Government Studies. The presentation resulted in several consultation requests and continues to be a source for employer requests for assistance.

4th Quarter

PEOSH Safety Consultation & Training participates in an internal NJDOL group called the "Cross Division Outreach" team to identify opportunities for our staff to share information about consultation and training services with public employers at events being attended by other NJDOL divisions. .

Promotional Activities:

1st Quarter

In November 2023, the PEOSH Safety Consultation Chief, Assistant Chief and three Occupational Safety Consultants attended the NJ League of Municipalities (NJLOM) Annual Conference at the Atlantic City Convention Center. Promotional materials were distributed to attendees to advertise the PEOSH Consultation program. Numerous contacts were made with municipal and county representatives who expressed interest in Consultation services.

Certified Education Facilities Manager Training:

The NJDOH PEOSH Program enforces the New Jersey Indoor Air Quality Standard, which applies to all public and charter schools in New Jersey. While the standard is intended to protect the health of teachers and custodians, compliance with the standard also is protective of the health of public school children throughout the state from indoor contaminants, including mold. One of the requirements of the standard is for the

employer to identify and train a Designated Person responsible for complying with the standard. This responsibility typically falls on the Facilities Manager. Every school district is required to employ a Certified Educational Facilities Manager (CEFM), a certification granted by Rutgers University. The PACNJ, NJSB&GA and PEOSH IAQ Designated Person Course is approved for four (4) CEU's toward maintenance of this certification.

The NJDOH PEOSH Program continued its' training partnership with the Rutgers CEFM program to provide indoor air quality training as part of the CEFM curriculum. NJDOH PEOSH Program staff taught eleven (11) courses for a total of 441 attendees throughout the state in FFY 2023. This partnership allows PEOSH to more efficiently reach our target audience while minimizing the cost of compliance to school districts. The CEFM program benefits from this partnership by being able to offer students up-to-date regulatory guidance directly from the regulatory agency and being able to assure that students who achieve the certification will meet the training requirements of the Indoor Air Quality Standard. Assuring that facilities managers in New Jersey schools have a basic understanding of the importance of good indoor air quality is anticipated to have a benefit to all occupants of our public schools by reducing preventable and costly chronic diseases associated with poor indoor air quality, including asthma.

Hazard Communication - Train the Trainer Program:

The New Jersey Hazard Communication Standard requires that each employer train potentially exposed employees using Hazard Communication trainers who are "Technically Qualified" as defined in N.J.A.C. 12:100-7. In addition, all Hazard Communication trainers need training on the new GHS classification, SDSs and labels as well as Hazardous Substance Fact Sheets (HSFS). The new course focuses strictly on the health & safety topics: chemical health hazards (recognition, evaluation & control), hazard information (SDS, HSFS, labels & GHS classifications), the requirements of both the Hazard Communication and NJ Right to Know standards. NJDOH PEOSH Program staff taught two (2) courses with a total of 36 attendees in the state in FFY 2023.

Indoor Air Quality:

NJDOH PEOSH continues to work with The American Lung Association, Pediatric/Adult Asthma Coalition of New Jersey (PACNJ) and the NJ School Building and Grounds Association (NJSB&GA) to present a four (4) hour Indoor Air Quality (IAQ) course. The main goal of the course is to assist school districts in understanding the NJ Indoor Air Quality Standard and provide guidance on implementation of a successful IAQ program. The presentations also stress the value of the school nurse as an active participant in the IAQ Program and the establishment of an effective IAQ Team which includes the school nurse.

The course is free and open to anyone involved in indoor air quality in schools from Superintendent to Janitor. Participation in the program is approved for four (4) CEU's toward the maintenance of several certifications required in New Jersey: Nursing, Public Health Official and the Certified Educational Facilities Manager.

PACNJ also presents information concerning the Asthma Friendly Schools Award requirements, an initiative of the American Lung Association nationwide to reduce the incidence and cost in terms of both lost school days and money resulting from asthma. Improved indoor air quality in schools, by using green cleaning products and improving conditions that trigger asthma will reduce the incidence of asthma attacks for students and teachers and improve learning.

There are six (6) requirements that must be met by a school district to be recognized as an Asthma Friendly School:

1. Asthma Training for School Nurses: Each school nurse is to complete the PACNJ Asthma Basics for School Nurses and Gadgets and Gizmos for Asthma Control online training.
2. Asthma In-Service for Faculty: Each school nurse is to conduct the PACNJ Faculty In-Service Program: Asthma Management in the Classroom: What Teachers Need to Know.
3. Asthma Treatment Plan Training: "PACNJ Asthma Treatment Plan: School Nurses Leading the Way" online training presentation and quiz is completed by school nurse.
4. Indoor Air Quality (IAQ) Training: NJ PEOSH Indoor Air Quality Designated Persons Training is completed by a School Nurse and the IAQ Designated Person from the school district and an Indoor Air Quality Team has been established in the school.
5. No-Idling Pledge, from the NJ Department of Environmental Protection, has been completed by the school district.
6. A nebulizer is required in each school.

NJDOH PEOSH Program staff taught 11 IAQ courses to a total of 441 attendees throughout the state in FFY 2023.

Firefighters:

On 2/16/2023, 6/14/2023 and 9/26/2023, NJDOH PEOSH staff attended the New Jersey Department of Community Affairs Bureau of Fire Safety's Firefighter Health and Safety Sub-Committee meeting held at the Middlesex Fire Academy. These meetings are held to discuss a variety of firefighter health and safety topics, issues and upcoming activities in preparation for the quarterly New Jersey Fire Safety Commission Meetings.

NJDOL Activities

All PEOSH Consultants and PEOSH Management maintain current certification in Hazardous Waste Operations & Emergency Response (HAZWOPER) through taking 8-hour annual refreshers at the Rutgers School of Public Health.

Homeland Security:

The PEOSH Consultation Safety Chief attended the following meetings related to Homeland Security during FY 2023:

- NJDEP Clean Water Council (CWC) – monthly meetings
- *Domestic Security Planning and Preparedness Group (DSPPG)

* No meetings were attended in FY 2023.

Training Received by PEOSH Staff:

NJDOH Training

On 5/16, NJDOH PEOSH staff enforcement supervisor Keith Bobrowski attended completed the OSHA 2260 Permit-Required Confined Space course hosted by NJDOL and run by OSHA Training Institute staff.

NJDOL Training

(9) PEOSH investigators attended and completed the in-person **#2260 Permit Required Confined Space Entry** Course from 5/16-18/23 taught by the OSHA Training Institute in accordance with the OSHA Training Directive TED 01-00-019.

(1) PEOSH investigator attended and completed the virtual **#2451 Evaluation of Safety and Health Management Systems** Course from 5/16-18/23 taught by the OSHA Training Institute in accordance with the OSHA Training Directive TED 01-00-019.

(1) PEOSH Assistant Chief attended and completed the in-person **#2060 Longshoring and Marine Terminal Processes and Standards** Course from 8/1 – 8/3/23 taught by the OSHA Training Institute in accordance with the OSHA Training Directive TED 01-00-019.

(1) PEOSH Assistant Chief and (1) investigator attended and completed the in-person **#2090 Shipyard Employment** Course from 8/22 – 8/25/23 taught by the OSHA Training Institute in accordance with the OSHA Training Directive TED 01-00-019.

(1) PEOSH Assistant Chief attended and completed the in-person **#3190 Electrical Power Generation, Transmission and Generation** Course from 7/12-18//23 taught by the OSHA Training Institute in accordance with the OSHA Training Directive TED 01-00-019.

Consultation and Training

- On 2/1, a PEOSH consultant completed the **OSHA 1501 Introduction to Onsite Consultation** virtual course run by OSHA Training Institute staff.
- On 5/16, all PEOSH C&T staff completed the **OSHA 2260 Permit-Required Confined Space** course hosted by NJDOL and run by OSHA Training Institute staff.
- On 6/15, Chief Jagannathan completed the **OSHA 3300 Process Safety Management** course at the OSHA Training Institute.
- On 7/20, Chief Jagannathan completed the **OSHA 3220 Applied Welding Principles** course at the OSHA Training Institute.
- On 8/25, Chief Jagannathan completed the **OSHA 2090 Shipyard Employment** course hosted in San Diego, CA and run by OSHA Training Institute staff.
- On 9/14, all PEOSH C&T staff completed the **OSHA 5410 Maritime Standards** virtual course hosted by Volunteer State Community College, an authorized OTI Education Center.
- On 9/25, all PEOSH C&T staff completed the one-day **Disaster Site Worker** virtual course hosted by Rutgers School of Public Health, an authorized OTI Education Center.

Standards and Regulations Adoptions FFY 2023:

In accordance with New Jersey’s response in the *State Plan Application*, the following actions were taken:

Standards Log:

29 CFR Part 1904	2023	1488	Final Rule to Improve Tracking of Workplace Injuries and Illnesses
29 CFR Part 1903	2023	1405	Final Rule on the Department of Labor Civil Penalties for Inflation Adjustment Act - Annual Adjustment for 2023

Federal Program Change Log:

2023	2178	National Emphasis Program on Warehousing and Distribution Center Operations	2	NJ
2023	2098	National Emphasis Program - Falls	2	NJ
2023	2017	Site-Specific Targeting (SST)	2	NJ
2023	1977	Revised Combustible Dust National Emphasis Program	2	NJ

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2023 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: Improve workplace safety and health for all public employees as evidenced by fewer hazards, reduced exposures and fewer injuries, illnesses and fatalities.

Outcome Goal: Reduce the number of worker injuries and illnesses by focusing statewide attention and agency resources on the most prevalent types of injuries and illnesses; the most hazardous public occupations and the most hazardous workplaces.

Performance Goal 1.1: Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS code by 5% by 2023 as follows (1% per year): **State Support Activities for Transportation (NAICS: 488)**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	4	5	9
	Indicator 2 – Number of initial/follow-up consultation visits conducted	0	0	0
	Indicator 3 – Number of training and assistance visits and education seminars conducted	0	0	0
	Indicator 4 – Number of outreach materials distributed	0	0	0
	Indicator 5 – Number of alliance/partnerships established	0	0	0
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 488 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	7	3	22
	Indicator 2 - Serious hazards (Consultation)	0	0	0
	Indicator 3 - Number of employees trained	0	0	
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 488 by 5% by 2023 (1% per year) from 2018 baseline of 10.1 Total Recordable Cases.	NJ BLS data not available at the time of this report.		
Comments:				

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2023 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: Improve workplace safety and health for all public employees as evidenced by fewer hazards; reduced exposures and fewer injuries, illnesses and fatalities.

Outcome Goal: Reduce the number of worker injuries and illnesses by focusing statewide attention and agency resources on the most prevalent types of injuries and illnesses; the most hazardous public occupations and the most hazardous workplaces.

Performance Goal 1.2: Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS code by 5% by 2023 as follows (1% per year): **Local Fire Protection (NAICS: 92216)**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	43	23	58
	Indicator 2 – Number of initial/follow-up consultation visits conducted	37	19	56
	Indicator 3 – Number of training and assistance visits and education seminars conducted	6	8	14
	Indicator 4 – Number of outreach materials distributed	0	8	8
	Indicator 5 – Number of alliance/partnerships established	0	0	0
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 92216 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	81	52	91
	Indicator 2 - Serious hazards (Consultation)	167	32	199
	Indicator 3 - Number of employees trained	60	64	124
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 92216 by 5% by 2023 from 2018 baseline of 7.6 Total Recordable Cases.	NJ BLS data not available at the time of this report		
Comments	Activity measures include initial inspections.			

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The New Jersey Department of Health
FFY 2023 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: Improve workplace safety and health for all public employees as evidenced by fewer hazards; reduced exposures and fewer injuries, illnesses and fatalities.

Outcome Goal: Reduce the number of worker injuries and illnesses by focusing statewide attention and agency resources on the most prevalent types of injuries and illnesses; the most hazardous public occupations and the most hazardous workplaces.

Performance Goal 1.3: Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS code by 5% by 2023 as follows (1% per year): **Public Works Departments (NAICS: 921)*Data from 561210**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	197	6	152
	Indicator 2 – Number of initial/follow-up consultation visits conducted	62	3	65
	Indicator 3 – Number of training and assistance visits and education seminars conducted	40	1	41
	Indicator 4 – Number of outreach materials distributed	0	1	1
	Indicator 5 – Number of alliance/partnerships established	0	0	0
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 921 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	537	15	518
	Indicator 2 - Serious hazards (Consultation)	222	6	228
	Indicator 3 - Number of employees trained	154	2	156
Primary Outcome Measures	Reduction in the incident rate for cases with days away from work in NAICS 921 by occupation listing common in Public Works facilities by 5% by 2023 (1% each year).	NJ BLS data not available at the time of this report		
Comments	Activity measures include initial inspections.	.		

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2022 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: Improve workplace safety and health for all public employees as evidenced by fewer hazards; reduced exposures and fewer injuries, illnesses and fatalities.

Outcome Goal: Reduce the number of worker injuries and illnesses by focusing statewide attention and agency resources on the most prevalent types of injuries and illnesses; the most hazardous public occupations and the most hazardous workplaces.

Performance Goal 1.4: Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS code by 5% by 2023 as follows (1% per year): **Water and Sewage Treatment (NAICS: 2213)**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	28	4	32
	Indicator 2 – Number of initial/follow-up consultation visits conducted	35	4	39
	Indicator 3 – Number of training and assistance visits and education seminars conducted	3	1	4
	Indicator 4 – Number of outreach materials distributed	0	1	1
	Indicator 5 – Number of alliance/partnerships established	0	0	0
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 2213 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	65	7	166
	Indicator 2 - Serious hazards (Consultation)	61	6	67
	Indicator 3 - Number of employees trained	16	3	19
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 2213 by 5% by 2023 from 2018 baseline of 7.8 Total Recordable Cases.	NJ BLS data not available at the time of this report.		
Comments	Activity measures include initial inspections.			

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2022 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: To promote safety and health values in New Jersey’s public sector workplaces.

Outcome Goal: To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.

Performance Goal 2.1: 100% of PEOSH Interventions (e.g., inspections, consultations, etc.) will include employee involvement (every year).

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of inspections* conducted	363	94	457
	Indicator 2 – Number of inspections conducted where employees were conferred with	363	94	457
	Indicator 3 – Number of consultation* visits conducted	195	28	223
	Indicator 4 – Number of consultation visits conducted where employees were conferred with	195	28	223
	Indicator 5 – Number of education/training seminars conducted	81	13	94
	Indicator 6 – Number of education/training seminars conducted where employees were conferred with.	81	13	94
Intermediate Outcome Measures	100% of PEOSH interventions include employee involvement.	100% of PEOSH interventions included employee involvement		
Primary Outcome Measures	100% of PEOSH interventions include employee involvement.	100% of PEOSH interventions included employee involvement		
Comments	*Includes Initial and Follow Up (Does not include Training and Education for Consultation).			

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2022 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: To promote safety and health values in New Jersey’s public sector workplaces.

Outcome Goal: To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.

Performance Goal 2.2: 100% of PEOSH Consultations will include site specific recommendations to improve the Safety and Health Program Management System in place at that facility.

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Percent of PEOSH Consultations that include site specific recommendations.	100%		
Intermediate Outcome Measures	Number of initial Consultation visits conducted	132	27	159
	Number of initial Consultation visits where site specific recommendations to improve Safety and Health Program Management Systems were provided.	132	27	159
Primary Outcome Measures	100% of PEOSH Consultations will include site specific recommendations.	100% of PEOSH Consultations included site specific recommendations in FFY2023		
Baseline	Goal is measured annually; no baseline is applicable.			
Comments	Recommendations will be included as an attachment to each consultation report.			

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2022 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: To promote safety and health values in New Jersey’s public sector workplaces.

Outcome Goal: To promote public sector employer and worker awareness of, commitment to, and participation in safety and health.

Performance Goal 2.3: Perform compliance assistance interventions for high hazard industry organizations/groups concerning the hazards of relevant National and Local Emphasis Programs, and promoting PEOSH Cooperative Services.

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator - Number of interventions for high hazard public employers	0	10	10
Intermediate Outcome Measures	Compliance assistance interventions for high hazard industry organizations/groups concerning the hazards of relevant National and Local Emphasis Programs, and promoting PEOSH Cooperative services are performed.		Yes	
Final Outcome Measures	Compliance assistance interventions for high hazard industry organizations/groups concerning the hazards of relevant National and Local Emphasis Programs, and promoting PEOSH Cooperative services are performed.		Yes	
Comments	Examples of interventions are speaking engagements, exhibitions, training sessions, etc. at high hazard industry associations/groups. National Emphasis Programs include work zone safety and trenching. Local Emphasis Programs include Noise and Asbestos.			

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2022 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: To secure public confidence through excellence in the development and delivery of PEOSH programs and services.

Outcome Goal: Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.

Performance Goal 3.1: Initiate inspections of fatalities and catastrophes within one (1) day of notification for 100% of occurrences to prevent further injuries or deaths.

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of fatalities/catastrophes reported.	10	4	14
	Indicator 2 – Number of fatalities/catastrophes investigated within one (1) day of notification.	10	4	14
Intermediate Outcome Measures	100% of investigations started in one (1) day.	100% of fatality investigations were initiated within (1) day.		
Primary Outcome Measures	100% of investigations started in one (1) day.	100% of fatality investigations were initiated within (1) day.		
Comments	Goal is measured annually, no baseline applies.			

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2022 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: To secure public confidence through excellence in the development and delivery of PEOSH programs and services.

Outcome Goal: Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.

Performance Goal 3.2A: Safety complaints: Initiate 100 % of formal safety complaint inspections within five (5) working days of notification.

Performance Indicator Type	Indicator	Total
Activity Measures	Indicator 1 – Number of formal safety complaints received	45
	Indicator 2 – Number of formal safety complaints initiated within five (5) working days of notification.	45
Intermediate Outcome Measures	100% of safety complaint inspections initiated within five (5) working days of notification.	100% of safety complaint inspections were initiated within (five) 5 days.
Primary Outcome Measures	100% of safety complaint inspections initiated within five (5) working days of notification.	45
Comments:	Goal is measured annually, no baseline applies.	

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2022 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: To secure public confidence through excellence in the development and delivery of PEOSH programs and services.

Outcome Goal: Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.

Performance Goal 3.2B: Health complaints: Initiate 95% of non-indoor air quality (IAQ), sanitation health complaint inspections within five (5) working days of notification.

Performance Indicator Type	Indicator	Result Total
Activity Measures	Indicator 1 – Number of health complaints received	184
	Indicator 2 – Number of non-IAQ/sanitation complaints received	62
	Indicator 3 – Number of non-IAQ/sanitation health complaints initiated within five (5) days.	62
Intermediate Outcome Measures	95% of non-IAQ, sanitation health complaint inspections initiated within five (5) working days of notification.	100% of non-IAQ, sanitation health complaints were initiated within five (5) days. The average for initiating was less than five (5) days.
Primary Outcome Measures	95% of non-IAQ, sanitation health complaint inspections initiated within five (5) working days of notification.	100% of non-IAQ, sanitation health complaints were initiated within five (5) days. The average for initiating was less than five (5) days.
Comments		

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2022 State OSHA Annual Report (SOAR): Results Summary Chart**

Strategic Goal: To promote safety and health values in New Jersey’s public sector workplaces.

Outcome Goal: Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.

Performance Goal 3.3: Every year, 90% of surveys received from public employers utilizing consultation and/or training services rate the service(s) as highly effective (score 7 or higher, on a scale of 1 through 10 on the customer satisfaction survey).

	Activity Measures	Result		
		Labor	Health	Total
Performance Indicators	Indicator 1 – Total number of consultation, training, and formal compliance assistance visits	276	29	305
	Indicator 2 – Number of survey responses received	76	12	88
	Indicator 3 – Number of responses that rate the intervention as highly effective (score 7 or higher, on a scale of 1 through 10)	76	12	88
Intermediate Outcome Measures	90% of surveys received from public employers utilizing consultation and/or training services rate the service(s) as highly effective (score 7 or higher, on a scale of 1 through 10 on the customer satisfaction survey)	100% of the survey responses received rated the consultation services as highly effective.		
Primary Outcome Measures	90% of surveys received from public employers utilizing consultation and/or training services rate the service(s) as highly effective (score 7 or higher, on a scale of 1 thru 10 on customer satisfaction survey).	100% of the survey responses received rated the consultation services as highly effective.		
Comments	The PEOSH C&T team has transitioned to electronic surveys to ensure easier and contactless submission of satisfaction surveys from clients. Future surveys are requested by email only.			