

STATE OSHA ANNUAL REPORT (SOAR) 2025

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**

December 2025

INTRODUCTION

The purpose of the New Jersey Public Employees Occupational Safety and Health (PEOSH) Act, N.J.S.A. 34:6A-*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 (NJDOL) is the lead agency responsible for administering and enforcing the law throughout the State. In addition, the NJDOL 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
(Per FY24 Annual Performance Plan)

Activity	Safety		Health	
	Goal	Actual	Goal	Actual
Enforcement Inspection	400	619	125	122
Consultation Visit	120	273	30	41
Training Program		31	25	15
Outreach Participants	600	172	1,000	1,011

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

ENFORCEMENT INSPECTIONS

	Safety	Health	Total
Programmed	250	11	261
Complaint	65	67	132
Referral	35	26	61
Accident	27	0	27
Fatality	10	0	10
Referral-Employer Reported	40	2	42
Technical/Monitoring	0	11	11
Follow-up	191	5	196
Unprogrammed Other	1	0	1
Total	619	122	741

CONSULTATIONS

Visit Type	Safety	Health	Total
Initial	168	40	208
Follow-up	74	1	75
Training & Assistance	31	15	42
Total	273	56	325

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

NOTE THAT DUE TO SHUTDOWN UPDATED NUMBERS ARE NOT AVAILABLE.

Incidence rates ¹ of non-fatal occupational injuries and illnesses by industry and case types, New Jersey, 2022 & 2023							
		Total recordable cases					
Industry ²	NAICS code ³	2022	2023	2024	2025	2026	2027
State government							
Support activities for transportation ⁶	488*	4.5	4.2				
Transit and Ground Passenger Transportation	485*	4.5	4.2				
Local government							
Water, sewage and other systems	2213*	5.7	5.3				
Transit and Ground Passenger Transportation	485*	<i>(Due to insufficient BLS data, NAICS 485 for local government is folded into the NAICS 485 numbers for state government.)</i>					
Public Works Departments ⁵	237*	5.7	5.3				

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.

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, November 8, 2024.

Analysis

PEOSH began its new 5-Year Strategic Plan in Federal Fiscal Year (FFY) 2024. Revisions from the previous Strategic plan are reflected in the removal of fire departments. This is seen as an indicator of the success of the previous Strategic Plan as injury and illness rates decreased. The new plan added Transit and Ground Passenger Transportation.

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 2025 provides a summary of the PEOSH activities and results as they relate to the PEOSH Strategic Plan for FFY 2024 – FFY 2028. 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 on 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 of 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 2025 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 resources on the most prevalent types of injuries and illnesses, the most hazardous public occupations, and the most hazardous workplaces.

Performance Goals: Decrease injuries and illnesses in state, county and/or local agencies in the specific SIC/NAICS segments by 5 percent by 2028 as follows (1 percent per year):

#1.1 – State Support Activities for Transportation (NAICS 488)

#1.2 – Departments of Public Works (NAICS 237310)

**Note: New NAICS code is being used.*

#1.3 – Water and Sewage Treatment Facilities (NAICS 2213)

#1.4 – Transit and Ground Passenger Transportation (NAICS 485)

National Emphasis programs:

- Combustible Dust (CPL 03-00-008)
- Hazardous Machinery (CPL 03-00-022)

- Heat (CPL 03-00-024)
- Trenching & Excavation (CPL 02-00-161)
- Lead (CPL 03-00-009)
- Silica, Crystalline (CPL 03-00-023)
- Falls (CPL 03-00-025)

Local Emphasis Programs:

- Grounds Maintenance

In NJ's public sector, employers that perform grounds maintenance as part of their duties which are not classified by a specific NAICS have been added as an LEP due to the hazards their employees are exposed to such as operating and servicing tractors and mowing equipment, tree trimming/removal operations, and use of associated hazardous equipment and machinery. Since 2020, PEOSH has issued two (2) Safety Alerts in response to employee injuries and fatalities as a result of such work. Examples of these facilities include but are not limited to:

- Public School Buildings and Grounds Departments
- Public College/University Buildings and Grounds Departments
- Public Golf Course Maintenance

Methodology

PEOSH will employ the following method to track its effectiveness in reducing the injury and illness rates in these establishments:

- A state-wide list of these facilities will be compiled for enforcement personnel to reference in scheduling inspections in their respective territories.
- Each compliance officer will be directed to conduct a set number of inspections for the 1st year of the 5-Year Strategic Plan.
- To establish a baseline for the prevalence of injuries in these establishments, compliance officers will collect the OSHA 300 / 300A logs from the employer. During the case file preparation, the compliance officer will review the logs and separate maintenance related injuries / illnesses and create an establishment in OIS using this data and the NAICS code of *561210-Facilties Support Services*.
- From the OIS "Report of Work-Related Injuries and Illnesses", the compliance officer will enter the OIS-calculated TRC Rate and DART Rate into a master spreadsheet shared among compliance staff members.
- From the spreadsheet, data will be generated to compare the baseline TRC / DART rates from year 1 of the 5-Year Strategic Plan to each subsequent year with the goal of reducing the injury and illness rates 1% per year for each year of the plan.

Strategies to Achieve Goals:

Comprehensive inspections of targeted hazardous workplaces will continue to be conducted. Maintaining a strong enforcement presence is an effective deterrent for employers who fail to meet their safety and health responsibilities.

Training will continue to be conducted and appropriate educational materials distributed to increase awareness and knowledge of hazardous conditions.

Outreach will continue to be targeted at the above listed workplaces to encourage employers to use PEOSH training and consultation services. Special emphasis will be placed on amputations (machinery hazards), heat stress, highway work zone safety, and trenching when working with facilities that carry out these activities. Public employers will be encouraged to utilize consultation and training services to ensure they are performing these tasks in a safe and compliant manner. When industry appropriate promotional opportunities are available, PEOSH staff will promote our cooperative services to affected employers related to the dangers of working with machinery that could result in amputations, work zone safety, heat stress, lack of training for temporary workers, and trenching. PEOSH Health will also place special emphasis on preventing excessive employee noise and asbestos exposures.

PEOSH will continue to identify and implement partnerships/alliances with appropriate organizations that will positively impact the health and safety of targeted workplaces.

For Strategic Goal 1.1

NAICS 488 Employers in this NAICS code are the New Jersey Turnpike Authority, the South Jersey Transportation Authority, New Jersey Department of Transportation and the South Jersey Port Corporation. (1.1)

- National & Local Emphasis/Campaigns/Initiatives for NAICS 488:
 - Combustible Dust (CPL 03-00-008)
 - Hazardous Machinery (CPL 03-00-022)
 - Heat (CPL 03-00-024)
 - Trenching & Excavation (CPL 02-00-161)
 - Lead (CPL 03-00-009)
 - Silica, Crystalline (CPL 03-00-023)
 - Falls (CPL 03-00-025)
 - Grounds Maintenance

Year 1 Use BLS data from FY 2022 as the baseline
Identify appropriate outreach materials

Mass mail outreach materials/post on website

Conduct outreach for training and consultation services Identify organizations to form alliance/partnership

Year 2-5 Conduct targeted inspections

Conduct consultations as requested

Provide training and education as requested Develop and implement alliance/partnerships

For Strategic Goals 1.2, 1.3, and 1.4

NAICS 237310 Employers in this NAICS code are Departments of Public Works. (1.2)

- National & Local Emphasis/Campaigns/Initiatives for NAICS 237310:
 - Combustible Dust (CPL 03-00-008)
 - Hazardous Machinery (CPL 03-00-022)
 - Heat (CPL 03-00-024)
 - Trenching & Excavation (CPL 02-00-161)
 - Lead (CPL 03-00-009)
 - Silica, Crystalline (CPL 03-00-023)
 - Falls (CPL 03-00-025)
 - Grounds Maintenance

NAICS 485 Employers in this NAICS code are State, county and municipal operated ground passenger transportation including NJ Transit. (1.3)

- National & Local Emphasis/Campaigns/Initiatives for NAICS 485:
 - Combustible Dust (CPL 03-00-008)
 - Hazardous Machinery (CPL 03-00-022)
 - Heat (CPL 03-00-024)
 - Trenching & Excavation (CPL 02-00-161)
 - Lead (CPL 03-00-009)
 - Silica, Crystalline (CPL 03-00-023)
 - Falls (CPL 03-00-025)
 - Grounds Maintenance
 -

NAICS 2213 Employers in this NAICS code are state, county and municipal water and wastewater treatment facilities. (1.4)

- National Local Emphasis/Campaigns/Initiatives for NAICS 2213:
 - Combustible Dust (CPL 03-00-008)
 - Hazardous Machinery (CPL 03-00-022)
 - Heat (CPL 03-00-024)
 - Trenching & Excavation (CPL 02-00-161)
 - Lead (CPL 03-00-009)
 - Silica, Crystalline (CPL 03-00-023)
 - Falls (CPL 03-00-025)
 - Grounds Maintenance

Year 1 Use BLS data from FY 2022 as the baseline
Identify appropriate outreach materials

Mass mail outreach materials/post on website

Conduct outreach for training and consultation services Identify organizations to form alliance/partnership

Year 2-5 Conduct targeted inspections
Conduct consultations as requested
Provide training and education as requested Develop and implement alliance/partnerships

Strategic Goal #2

Promote safety and health values in New Jersey's public-sector workplaces.

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

Performance Goals:

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

#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.

#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.

#2.4 – Evaluate “preventability” for injuries and illnesses in NAICS 922140 (Correctional Institutions).

Strategies to Achieve Goals:

PEOSH requires the participation of an employee representative at all inspections, consultations, and training courses conducted.

Governor's Safety Awards and/or SHARP will be promoted at all consultations performed. The benefits of SHARP will also be explained during compliance assistance interventions where PEOSH Cooperative Services are promoted.

When PEOSH is provided with opportunities to participate in high hazard employer association or group meetings, the hazards associated with relevant National and Local Emphasis Programs will be explained to participants. The PEOSH Cooperative programs will also be promoted to these employers to prevent injuries and illnesses and keep them in compliance with PEOSH regulations. Examples of these compliance assistance interventions include industry trade shows and speaking engagements.

Strategic Goal #3

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

Outcome Goals: a) Respond effectively to legal mandates (adoptions), so that workers are provided full protection under the PEOSH Act; b) Increase/improve the number of implemented emergency preparedness/homeland security programs and services and coordinate these efforts with Federal, State, County and Local agencies.

Performance Goals:

#3.1 – Continue to initiate inspections of fatalities and catastrophes within one (1) day of notification for 100% of these occurrences to prevent further injuries or deaths.

#3.2A – Safety Complaints: Initiate 100% of formal safety complaint inspections within five (5) days of notification.

#3.2B – Health Complaints: Initiate 95% of formal non-indoor air quality (IAQ) and non-sanitation health complaint inspections within five (5) working days of notification.

#3.3 – Each year, the goal will be to have 90% of public employers targeted through consultation visits rate the intervention as highly effective (score 7 or higher, on a scale of 1 through 10 on the customer satisfaction survey).

Strategies to Achieve Goals:

Use of a 24-hour answering service affords PEOSH the ability to respond to catastrophes and/or fatalities, expeditiously, at any given time or day.

PEOSH maintains an in-house tracking system to facilitate the assignment of formal complaints. Complaints of imminent danger are prioritized and responded to immediately.

Continue to involve compliance staff in outreach and training initiatives that leverages their knowledge and improves abatement.

Establish progress charting and reporting systems that track goal achievement for programs and individuals.

Provide tools and processes that enable staff to complete work in accordance with the strategic plan's timeliness goals.

Maximize stakeholder input in the rule making processes to increase understanding, acceptance, and widespread knowledge of the rule's intent and its requirements.

A PEOSH survey will continue to be disseminated at all consultation and training activities. The survey will be used to track the achievement of PEOSH's performance goals.

When new publications are developed, they will be distributed to municipalities, counties, and state agencies to improve employee safety and health and PEOSH compliance. Training and educational programs will be tailored to customer needs as requested. High satisfaction will promote greater use of consultation services and the use of these new support tools.

Strategic Plan FY 2024 - FY 2028

Strategic Goals

Outcome Goals

Performance Goals

Strategic Goals, Outcome Goals, Performance Goals
NJDLWD/NJDOH - PEOSH Program

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 resources on the most prevalent types of injuries and illnesses, the most hazardous public occupations, and the most hazardous workplaces.
PERFORMANCE GOALS	Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS codes by 5% by 2028 as follows (1% per year): #1.1: State Support Activities for Transportation (NAICS 488) NEP/Campaigns/Initiatives: Amputations, Highway Work Zone Safety, Heat Stress, Temporary Workers, Trenching, Lead, Silica, and Falls. LEP: Grounds Maintenance
PERFORMANCE INDICATORS	<u>Activity Measure:</u> <ul style="list-style-type: none"> • Number of inspections conducted in targeted NAICS. • Number of consultation visits conducted in targeted NAICS. • Number of Outreach/Training and Education Seminars conducted in targeted NAICS. • Number of outreach materials distributed. • Number of alliance/partnerships established.
SOURCE OF DATA	BLS Data OSHA Information System (OIS)
BASELINE	BLS 2022 Data for NAICS 488
COMMENTS	

Strategic Goals, Outcome Goals, Performance Goals
NJDLWD/NJDOH - PEOSH Program

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 resources on the most prevalent types of injuries and illnesses, the most hazardous public occupations, and the most hazardous workplaces.
PERFORMANCE GOALS	Decrease injuries and illnesses in state, county and/or local agencies in the specific NAICS codes by 5% by 2028 as follows (1% per year): #1.2 Departments of Public Works (NAICS 237310) #1.3 Water & Sewage Treatment Facilities (NAICS 2213) #1.4 Transit & Ground Passenger Transportation (NAICS 485) NEP/Campaigns/Initiatives for each NAICS: Highway Work Zone Safety and Heat Stress Amputations, Heat Stress, Trenching, Lead, Silica, and Falls LEP: Grounds Maintenance
PERFORMANCE INDICATORS	<u>Activity Measures:</u> <ul style="list-style-type: none"> • Number of inspections conducted in targeted NAICS. • Number of consultation visits conducted in targeted NAICS. • Number of Outreach/Training and Education Seminars conducted in targeted NAICS. • Number of outreach materials distributed. • Number of alliance/partnerships established.
SOURCE OF DATA	BLS Data OSHA Information System (OIS)
BASELINE	BLS 2022 Data for NAICS 485, NAICS 237310 and NAICS 2213
COMMENTS	

Strategic Goals, Outcome Goals, Performance Goals
NJDLWD/NJDOH - PEOSH Program

STRATEGIC GOAL #2	Promote safety and health values in New Jersey's public-sector workplaces.
OUTCOME GOALS	Promote public sector employer and worker awareness commitment and participation in safety and health initiatives.
PERFORMANCE GOALS	Performance Goal 2.1: 100% of PEOSH Interventions (e.g., inspections, consultations, etc.) will include employee involvement (every year).
PERFORMANCE INDICATORS	<p><u>Activity Measures:</u></p> <p>Enforcement Activities:</p> <ul style="list-style-type: none"> • Number of inspections conducted • Number of inspections conducted where employees were conferred <p>Consultation Activities:</p> <ul style="list-style-type: none"> • Number of consultation visits conducted • Number of consultation visits where employees were conferred with. • Number of compliance assistance activities (outreach, seminars, etc.) where employees were targeted/involved.
SOURCE OF DATA	OSHA Information System (OIS).
BASELINE	Since this goal is measured annually, no baseline is applicable.
COMMENTS	

Strategic Goals, Outcome Goals, Performance Goals
NJLWD/NJDOH - PEOSH Program

STRATEGIC GOAL #2	Promote safety and health values in New Jersey's public-sector workplaces.
OUTCOME GOALS	Promote public sector employer and worker awareness of, commitment to, and participation in safety and health initiatives.
PERFORMANCE GOALS	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 INDICATORS	<u>Activity Measures:</u> Consultation Activities: <ul style="list-style-type: none">• Number of consultation visits conducted• Number of consultation visits where site specific recommendations to improve Safety and Health Program Management Systems were provided.
SOURCE OF DATA	OSHA Information System (OIS).
BASELINE	Since this goal is measured annually, no baseline is applicable.
COMMENTS	Recommendations will be included as an attachment to each consultation report.

Strategic Goals, Outcome Goals, Performance Goals
NJLWD/NJDOH - PEOSH Program

STRATEGIC GOAL #2	Promote safety and health values in New Jersey's public-sector workplaces.
OUTCOME GOALS	Promote public sector employer and worker awareness commitment and participation in safety and health initiatives.
PERFORMANCE GOALS	<p>Performance Goal 2.3:</p> <p>Perform compliance assistance interventions for high hazard industry organizations/groups concerning the hazards of relevant National and Local Emphasis Programs and promoting PEOSH consultation and training services.</p>
PERFORMANCE INDICATORS	<p><u>Activity Measures:</u></p> <p>Compliance Assistance Activities:</p> <ul style="list-style-type: none"> • Number of interventions for high hazard industry groups where NEPs, LEPs, and cooperative services are promoted.
SOURCE OF DATA	OSHA Information System (OIS).
BASELINE	Since this goal is measured annually, no baseline is applicable.
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 will be determined in the Annual Performance Plan.

Strategic Goals, Outcome Goals, Performance Goals
NJLWD/NJDOH - PEOSH Program

STRATEGIC GOAL #2	Promote safety and health values in New Jersey's public-sector workplaces.
OUTCOME GOALS	Establish if injuries and illnesses observed in correctional institutions are preventable using means and methods under PEOSH jurisdiction.
PERFORMANCE GOALS	Performance Goal 2.4: Evaluate “preventability” for injuries and illnesses in NAICS 922140 (Correctional Institutions).
PERFORMANCE INDICATORS	<u>Activity Measures:</u> Compliance Assistance Activities: <ul style="list-style-type: none"> • Employer outreach • Collection & review of seven 300/300A/301s per year • Assessment of each entry based on recordability criteria • Evaluation of causes of injuries/illnesses • Trend analysis • Tabulation of DART/TRC rates • Preparation of summary chart • Preparation of letter report to employer
SOURCE OF DATA	Employers, BLS data
BASELINE	2021 US BLS – TRC: 8.4 / DART: 5.4 2021 NJ BLS State – TRC: 7.1 / DART: 4.3 2021 NJ BLS Local – TRC: 18.5 / DART: 16.0
COMMENTS	This information will be provided during the OSHA Quarterly Meeting held to review Q2 data (roughly April timeframe). Consultation requests from facilities under NAICS 922140 will be prioritized as “hazardousness”.

Strategic Goals, Outcome Goals, Performance Goals
NJDLWD/NJDOH - PEOSH Program

STRATEGIC GOAL #3	Secure public confidence through excellence in the development and delivery of PEOSH programs and services.
OUTCOME GOALS	Respond effectively to legal mandates so that workers are provided full protection under the PEOSH Act.
PERFORMANCE GOALS	<p>Performance Goal 3.1</p> <p>Initiate inspections of fatalities and catastrophes within one (1) day of notification for 100% of occurrences to prevent further injuries or deaths.</p>
PERFORMANCE INDICATORS	<p><u>Activity Measures:</u></p> <ul style="list-style-type: none"> • Number of fatalities/catastrophes received • Number of fatalities/catastrophes investigated within 1 day of notification • Number of fatalities that fall under NEP's
SOURCE OF DATA	OSHA Information System (OIS)
BASELINE	Since this goal is measured annually, no baseline applies.
COMMENTS	

Strategic Goals, Outcome Goals, Performance Goals
NJDLWD/NJDOH - PEOSH Program

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 GOALS	<p>Performance Goal 3.2A</p> <p>Safety Complaints: Initiate 100% of safety complaint inspections within five (5) working days of notification.</p>
PERFORMANCE INDICATORS	<p><u>Activity Measures:</u></p> <ul style="list-style-type: none"> • Number of safety complaints received • Number of safety complaint inspections initiated within 5 days.
SOURCE OF DATA	OSHA Information System (OIS)
BASELINE	Since this goal is measured annually no baseline applies
COMMENTS	

Strategic Goals, Outcome Goals, Performance Goals
NJDLWD/NJDOH - PEOSH Program

STRATEGIC GOAL #3	Secure public confidence through excellence in the development and delivery of PEOSH programs and services.
OUTCOME GOALS	Respond effectively to legal mandates, so that workers are provided full protection under the PEOSH Act.
PERFORMANCE GOALS	Performance Goal 3.2B Health Complaints: Initiate 95% of non-IAQ, sanitation health complaint inspections within five (5) working days of notification.
PERFORMANCE INDICATORS	<u>Activity Measures:</u> <ul style="list-style-type: none"> • Number of non-IAQ, non-sanitation health complaints received. • Number of non IAQ, non-sanitation complaint health inspections initiated within 5 days.
SOURCE OF DATA	OSHA Information System (OIS)
BASELINE	Since this goal is measured annually no baseline applies.
COMMENTS	

Strategic Goals, Outcome Goals, Performance Goals
NJDLWD/NJDOH - PEOSH Program

STRATEGIC GOAL #3	Secure public confidence through excellence in the development and delivery of PEOSH programs and services.
OUTCOME GOAL	Promote public sector employer and worker awareness of, commitment to, and participation in safety and health.
PERFORMANCE GOALS	<p>Performance Goal 3.3:</p> <p>Every year, 90% of surveys received from public employers utilizing consultation and/or training services rate the service(s) as effective (score 7 or higher, on a scale of 1 through 10 on the customer satisfaction survey).</p>
PERFORMANCE INDICATORS	<p><u>Activity Measures:</u></p> <ul style="list-style-type: none"> • Number of consultation visits conducted • Number of training visits conducted • Number of survey responses received where employer rated the consultation or training visit as highly effective (score 7 or higher, on a scale of 1 through 10)
SOURCE OF DATA	OSHA Information System (OIS) Analysis of Received Surveys
BASELINE	Since this goal is measured annually, no baseline applies.
COMMENTS	

Assessment of State Performance of Mandated Activities

Outcome Measures:

Enforcement:

LABOR: For the Federal Fiscal Year 2025, NJDOL safety enforcement conducted 618 inspections which exceeded its goal by 218.

Safety Staffing Breakdown

Title	Number
Chief	1
Assistant Chief	2
Safety Compliance Officer*	7
Management Assistant	1
Clerk Typist	1

* Note that of the 7 Safety Compliance Officers, 5 are cross trained to conduct whistleblower investigations to varying degrees of complexity.

HEALTH: The NJDOH PEOSH Program conducted 122 inspections, which were below the goal of 125. NJDOH PEOSH currently has six (6) CSHOs assigned to field work including two (2) entry level CSHOs hired in August 2024 and November 2024. Approval for one (1) CSHO position is currently being pursued. NJDOH PEOSH lost one (1) enforcement supervisor during FFY24 which is in process of hiring for FFY2026.

Consultation:

LABOR: The NJDOL PEOSH Consultation Unit conducted 168 initial visits, 74 follow-up visits, and 31 training and education visits during FFY2025 for a total of 273 safety consultation visits which exceeded its goal by 153.

Safety Staffing Breakdown

Title	Number
Assistant Chief	2
Occupational Safety Consultants	3
Secretarial Assistant 1	1

HEALTH: The NJDOH PEOSH Program conducted forty (40) initial visits, one (1) follow-up visit, and 15 training and education visits during FFY2025 for a total of 56 health consultations visits which exceeded its goal by 26.

Training:

LABOR: The NJDOL PEOSH Training Unit conducted 31 training classes for 319 public employees in New Jersey.

HEALTH: The NJDOH PEOSH Program conducted 15 training classes and reached 1,011 participants representing 404 employers. Training activities also included the addition of a three (3) day HAZCOM Training-the-Trainer course which held one (1) training session for FFY25. The goal of 1,000 participants was met. The NJDOH PEOSH Program had one (1) trainer for FFY24.

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 in the amount of the imposed penalties of up to 75% provided that the offending authority agrees to total consultation services for all facilities within its control. This agreement would include both the NJDOL and NJDOH consultation units. Should the offending authority agree to a partial consultation involving only the facility where violations were cited, a penalty reduction would be limited to 25% of the original penalty.

Should a penalty reduction agreement be made at the informal conference, the Assistant Director overseeing the NJDOL consultation services along with the NJDOH designee shall ensure that the proper documents are filled out and that the consultation visits are initiated in a timely manner. Upon the completion of consultation services, the Assistant Director and NJDOH designee shall advise the Chief of PEOSH of said completion so that the penalty case may be closed. PEOSH will extend abatement dates if necessary following established PEOSH guidelines.

Informal conferences:

NJ PEOSH conducted six (6) informal conferences during FFY 2025.

Monetary Penalties Collected:

Total monetary penalties collected for FFY 2025: **\$35,000**

Discrimination:

NJDOL Discrimination activity data is presented via the following table:

	Total
# New Docketed Cases	6
# Admin Closed Cases	19
# Cases Completed	6
# Completed within 90 Days	3

Total: 34 (17% increase from FY 24)

Compliance Assistance:

NJDOL PEOSH Safety had no compliance assistance activities during this fiscal year, other than outreach events.

General Issues of Concern/Note/Information:

Apprentice Program:

PEOSH (Enforcement) recently completed interviews of many candidates for two Occupational Safety Consultant Apprentice positions. The new hires will start work on January 12th, 2026. The positions will be placed in the Enforcement program and learn to conduct on-site safety enforcement inspections to identify workplace hazards. At the conclusion of the two-year program, the apprentices will be eligible, under New Jersey Civil Service Commission rules, to enter the title of Occupational Safety Consultant 1.

Alerts:

PEOSH published three alerts during the period covered by this report. They are:

#39 – “Preventing Crossing Guard Injuries and Fatalities”

#40 – “Preventing Public Employee Injuries and Fatalities as a Result of Accidents with Ladders”

#41 – “Recognizing Outdoor Heat Hazards and Preventing Heat Illness”

#42 – “Workplace Violence Prevention and Response” – In the final draft phase, expected January 2026.

They are all available at [Public Safety and Occupational Safety and Health | Office of Public Employees Occupational Safety and Health](#)

Crossing Guard Local Emphasis Program:

On February 11, 2025, the NJ DOL published a Press Release ([Department of Labor & Workforce Development | NJ Department of Labor Launches Statewide Initiative to Bolster Safety Standards for School Crossing Guards](#)) explaining the PEOSH Local Emphasis Program developed to address 2 fatalities and numerous hospitalizations of crossing guards at the end of 2024 and the beginning of 2025.

In addition to conducting over 125 inspections at employers such as school districts and police departments, PEOSH published a safety alert containing valuable information for employers on its website (see above) and participated in two NJ DOL produced webinars (“Know Your Rights as a Crossing Guard in New Jersey”) on 10/9 (afternoon and evening sessions) designed to provide crossing guards with essential labor information with a strong focus on safety and hazard recognition. Over 100 crossing guards participated in the webinar.

PEOSH Advisory Board:

For FFY 2025, PEOSH conducted a total of four (4) PEOSH Advisory Board meetings as part of their outreach program and in accordance with the PEOSH Act. 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 Council meets quarterly to discuss health and safety issues that affect New Jersey Firefighters and make recommendations to the NJ Fire Commission. In FFY 2025, OPEOSH enforcement staff continued, as in the past several years, attending the meetings as well as the New Jersey State Fire Commission meetings so as to keep up to date on pressing matters involving New Jersey’s fire service. In addition, PEOSH worked to keep the fire service updated on OSHA’s proposed Emergency Response standard by meeting regularly with stakeholders from the New Jersey Division of Fire Safety, Department of Health Office of Emergency Medical Services and the New Jersey Forest Fire Service.

New Jersey Traffic Incident Management, Work Zone Partnership and Work Zone Safety Conference:

Over the past calendar year, PEOSH enforcement staff participated in various events throughout the year focused on work zone safety in both planned and unplanned (emergency) work settings. The partnership is administered by the Rutgers School of Engineering’s Center for Advanced Infrastructure and Transportation. Notably, 4 staff attended Crash Responder Safety Week (10th Anniversary) hosted by the New Jersey Department of Transportation (www.njtim.org) on December 17th.

OSHA Outreach Training Presented:

In May 2025, PEOSH Consultation Assistant Chief and one Occupational Safety Consultant presented at the 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.

PEOSH Safety Consultation will be working with other NJDOL units to offer OSHA 10 and 30-hour Outreach Training to agencies and entities under PEOSH jurisdiction.

Promotional Activities:

1st Quarter

In November 2024, the PEOSH Safety Consultation Chief and all 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. NJDOH also attended the NJLOM Annual Conference with one (1) enforcement CSHO providing PEOSH educational and outreach materials.

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 ten (10) courses for a total of 423 attendees throughout the state in FFY 2025. 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 NJAC 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 one (1) course with a total of 7 attendees in the state in FFY 2025.

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 10 IAQ courses to a total of 423 attendees throughout the state in FFY 2025.

Homeland Security:

NJDOH Activities

Firefighters:

On 1/23/2025, 3/10/2025, 5/7/2025 and 7/9/2025, 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 Chief attended the following meetings related to Homeland Security during FY 2024:

- NJDEP Commission on Radiation Protection (CORP) – monthly meetings except during the summer
- NJDEP Clean Water Council (CWC) – monthly meetings

The PEOSH Safety Consultation and Enforcement Chiefs maintain current ICS-100, 200, and 300 certifications.

Training Received by PEOSH Staff:

NJDOH Training

NJDOH enforcement staff completed the following PEOSH and OSHA training courses:

- NJDOH/PEOSH Indoor Air Quality Training - 2 Staff
- OSHA Course #0188 - Safety and Health Professional Certifications - 1 Staff
- OSHA Course #0187 - Conducting Heat NEP Inspections - 1 Staff
- OSHA Course #0137 - Air Sampling Strategies - 3 Staff
- OSHA Course #1410 - Inspection Techniques and Legal Aspects - 1 Staff
- OSHA Course #3010 - Excavation, Trenching and Soil Mechanics - 1 Staff
- OSHA Course #2010 - Hazardous Materials - 1 Staff
- OSHA Course #1310 - Investigative Interviewing Techniques - 1 Staff
- OSHA Course #2221 - Respiratory Protection - 2 Staff
- OSHA Course #0098 - Hazard Communication Compliance Directive - 1 Staff
- OSHA Course #1241 - Introduction to Health Standards - 2 Staff
- OSHA Course #0214 - Revised Family Directive: Communicating OSHA Fatality Inspection Procedures to a Fallen Worker's Family - 1 Staff
- OSHA Course #0016 - OSHA's Field Operations Manual Overview - 1 Staff
- OSHA Course #1000 - Initial Compliance - 2 Staff
- OSHA Course #2208 - Industrial Noise - 1 Staff
- OSHA Course #0095 - Electrical Hazards Overview - 1 Staff
- OSHA Course #1501 - Introduction to Onsite Consultation - 1 Staff

NJDOL Training

Enforcement – PEOSH Safety Enforcement has made a dedicated effort to enhance staff training and professional development. Results of this activity are presented in the following tables.

OSHA Training Institute

Course Name	Staff Attended
3010 - Excavation, Trenching and Soil Mechanics	11
2451 - Evaluation of Safety and Health Management Systems	4
2260 - Permit-Required Confined Space Entry	1
1411 - Inspection Techniques and Legal Aspects	4
1530 - State Plan Monitoring	1
1081 - Health Hazard Awareness for Safety Officers	3
1631 - Written Communication for Whistleblower Investigators	1
2701 - Legal Concepts for Section 11(c)	6
2721 - Whistleblower Complaint Resolution	1
1421 - Whistleblower Investigation Fundamentals	1
Total Staff	33
Total Courses	10

Rutgers Atlantic OSHA Training Center

Course Name	Staff Attended
OSHA 7115 Lock-Out/Tag-Out	6
OSHA 3095 Electrical	6
OSHA 511	1
OSHA 510	1
OSHA 7515 Job Hazard Analysis	1
Total Staff	15
Total Courses	5

United Rentals Safety Training

During FFY 25, PEOSH Enforcement Staff joined PEOSH Consultation and Training staff at the United Rentals Safety Training Academy and completed Aerial/Scissor Lift & Forklift/Rough Terrain Forklift Training. Between the program areas, 20 staff were trained.

Consultation and Training

OSHA Training Institute

Course Name	Staff Attended
3010- Excavation, Trenching and Soil Mechanics	3
1081- Health Hazard Awareness for Safety Officers	3
3095- Electrical Standards	2
2540- Machine Guarding	1
2260- Permit Required Confined Space	1
OSHA 3110- Fall Protection	2

Rutgers Atlantic OSHA Training Center

Course Name	Staff Attended
Hazwoper	1
Job Hazard Analysis	2

Standards and Regulations - FFY 2025:

PEOSH has been monitoring the progress of numerous rule proposals on the federal level including heat and emergency response. Beginning in January 2026, employers will be required to follow OSHA's directions concerning use of OSHA's Injury Tracking Application as published in the New Jersey Register on 1/6/2025.

During FFY 2025, PEOSH adopted Federal changes to the Hazard Communication Standard, Improvement of Injury & Illness Statistics, Worker Walkaround Representative Designation Process and Personal Protective Equipment in Construction.

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2025 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 2028 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	16	1	17
	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)	19	2	21
	Indicator 2 - Serious hazards (Consultation)	0	0	0
	Indicator 3 - Number of employees trained	0	0	0
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 488 by 5% by 2028 (1% per year) from 2022 baseline of 4.5 Total Recordable Cases.			
Comments:				

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2025 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 2028 as follows (1% per year): **Departments of Public Works (NAICS: 237310)**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	155	10	165
	Indicator 2 – Number of initial/follow-up consultation visits conducted	48	12	60
	Indicator 3 – Number of training and assistance visits and education seminars conducted	5	3	8
	Indicator 4 – Number of outreach materials distributed	0	15	15
	Indicator 5 – Number of alliance/partnerships established	0	0	0
Intermediate Outcome Measures	Reduction of injuries and illnesses in NAICS 237310 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	436	34	470
	Indicator 2 - Serious hazards (Consultation)	167	32	199
	Indicator 3 - Number of employees trained	260	563	823
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 237310 by 5% by 2028 from 2022 baseline of 5.7 Total Recordable Cases.			
Comments	Activity measures include initial inspections.			

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2025 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 2028 as follows (1% per year): **Water & Sewage Treatment Facilities (NAICS: 2213)**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	61	21	82
	Indicator 2 – Number of initial/follow-up consultation visits conducted	45	8	53
	Indicator 3 – Number of training and assistance visits and education seminars conducted	5	2	7
	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 2213 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	173	47	220
	Indicator 2 - Serious hazards (Consultation)	58	21	79
	Indicator 3 - Number of employees trained	236	235	471
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 2213 by 5% by 2028 from 2022 baseline of 5.7 Total Recordable Cases.			
Comments	Activity measures include initial inspections.			

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2025 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 2028 as follows (1% per year): **Transit & Ground Passenger Transportation (NAICS: 485)**

Performance Indicator Type	Indicator	Result		
		Labor	Health	Total
Activity Measures	Indicator 1 – Number of enforcement inspections conducted	26	0	26
	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 485 by 1% per year.			
	Indicator 1 - Serious citations (Enforcement)	35	0	35
	Indicator 2 - Serious hazards (Consultation)	0	0	0
	Indicator 3 - Number of employees trained	0	0	0
Primary Outcome Measures	Reduction of injuries and illnesses in NAICS 485 by 5% by 2028 from 2022 baseline of 4.5 Total Recordable Cases.			
Comments	Activity measures include initial inspections.			

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2025 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	618	122	740
	Indicator 2 – Number of inspections conducted where employees were conferred with	618	122	740
	Indicator 3 – Number of consultation* visits conducted	242	41	283
	Indicator 4 – Number of consultation visits conducted where employees were conferred with	242	41	283
	Indicator 5 – Number of education/training seminars conducted	31	15	46
	Indicator 6 – Number of education/training seminars conducted where employees were conferred with.	31	15	46
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 2025 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%	100%	100%
Intermediate Outcome Measures	Number of initial Consultation visits conducted	168	40	208
	Number of initial Consultation visits where site specific recommendations to improve Safety and Health Program Management Systems were provided.	168	40	208
Primary Outcome Measures	100% of PEOSH Consultations will include site specific recommendations.	100% of PEOSH Consultations included site specific recommendations in FFY2025		
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 2025 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	0	0
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 2025 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 – Total Number of fatalities/catastrophes reported.	10	0	10
	Indicator 2 – Number of fatalities/catastrophes investigated within one (1) day of notification.	10	0	10
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.			
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 2025 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 Indicator 2 – Number of formal safety complaints initiated within five (5) working days of notification.	65 65
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.	
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 Indicator 2 – Number of non-IAQ/sanitation complaints received Indicator 3 – Number of non-IAQ/sanitation health complaints initiated within five (5) days.	85 47 47
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 (2.5 days).
Primary Outcome Measures	95% of non-IAQ, sanitation health complaint inspections initiated within five (5) working days of notification.	
Comments		

**New Jersey Department of Labor & Workforce Development in conjunction with
The New Jersey Department of Health
FFY 2024 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	273	56	329
	Indicator 2 – Number of survey responses received	18	391	409
	Indicator 3 – Number of responses that rate the intervention as highly effective (score 7 or higher, on a scale of 1 through 10)	18	391	409
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	* Due to COVID-19, some surveys were not distributed, and those that were distributed may not have been received due to challenges with continuous office staffing. As a result, it would be statistically irrelevant to use these numbers for comparison. 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.			