Performance Plan (One Year)

Part I Program Activity Projections

23(g) Compliance and Consultation

23(g) Compliance & Consultation	Actual FY 2021		Estimated FY 2022		Projected FY 2023	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections – Non-Construction	255	96	291	96	389	93
Private Sector Inspections – Construction	818	9	741	11	936	13
State and Local Government Inspections – Total	46	14	76	11	65	11
Total Inspections	1119	119	1,108	118	1,390	117
State and Local Government Consultation Visits	24	8	76	8	53	8
Private Sector Consultation Visits (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Total Consultation Visits						

23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2021		Estimated FY 2022		Projected FY 2023	
	New	Total	New	Total	New	Total
VPP Participants – General Industry	0	20	1	21	1	22
VPP Participants – Construction	n/a	n/a	n/a	n/a	n/a	n/a
VPP Participants – State and Local Government	0	0	0	0	0	0
Participants in Cooperative Program with Enforcement Incentive (i.e. Partnerships)	3	104	1	105	1	106
Participants in Cooperative Program without Enforcement Incentive (i.e. Alliances)	0	0	0	0	0	0
Private Sector SHARP Participants – 23(g) (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
State and Local Government SHARP Participants – 23(g)	0	0	0	0	0	0
Outreach Participants		1500		1000		1000

Note:
- New VPP Participants are those that become active during the fiscal year. The total number of participants is the number that is active at the end of the fiscal year, and includes all new sites from that year, but will not include sites that left the program.

- Cooperative Programs with Enforcement Incentives: Programs similar to OSHA's Strategic Partnership Program that provide enforcement incentives to approved participants, such as inspection exemption or deferral, or reduced penalties. *MOSH has added a new partnership program (SPECS) in FY 2018. See performance goal 2.2b for detailed information.* Note: the total includes all partnerships since the program inception for a running total.

- Cooperative Programs without Enforcement Incentives: Programs similar to OSHA's Alliance Program that involve joint cooperative efforts by employers, other groups, and the State but do not provide enforcement incentives.

- Outreach Participants: Projected total number of Trainees/participants in formal training, workshops, seminars, speeches, conferences, informal worksite training, etc. during the year.

Part II: Performance Goals

Strategic Goal 1- Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations.	
Performance Goal 1.1	Total Reduction in the Fatality Rate by 1% (5% by end of FFY 2027)
Strategy Enforcement/ Compliance Assistance	Conduct scheduled inspections and interventions in targeted high-hazard industries utilizing MOSH's current SST, NEP's, and LEP's.
23(g) Consultation	Focus marketing efforts and visits toward targeted high-hazard industries utilizing MOSH's current SST, NEP's, and LEP's to work in conjunction with Enforcement and Compliance Assistance activities.
Performance Indicators Enforcement/ Compliance Assistance	Perform inspection and intervention activity in the following areas: Industry '16-'20 average 2023 projected a. Construction (NAICS 23)..…….………………………..1169 948 b. Other high-hazards industries…………………………..80 301 (NAICS 11, 5617, 562, 622-624, 71, 721) c. Manufacturing (NAICS 31-33)…………..……………..88 106 d. Public Sector……………………………..…………..87 76 e. Trade, Transportation, Utilities………………………....78 76 (NAICS 2213, 424, 44-45, 48-49) Note: For FY 2023: Total high-hazard activity in 2023 will be divided into 63% construction, 20% other high-hazard industries, 7% manufacturing, 5% public sector, and 5% trade, transportation, and utilities with projected increases in the upcoming years. The 63/20/7/5/5 ratio based on fatality rates in those industries.
23(g) Consultation	Conduct the following number of visits: Industry a. Public Sector…………………………………………...61
Data Source Enforcement/ Compliance Assistance	MOSH Operations – Fatality Investigation Report
23(g) Consultation	Same as above
Baseline Enforcement/ Compliance Assistance	Five-year fatality average from 2016 through 2020 (22.2).
23(g) Consultation	Same as above
Comments	The Chief of Compliance for MOSH will pull OIS reports on a quarterly basis or more to track progress towards the Performance Indicators.

Performance Goal 1.2	Reduce the rate of occupational injuries and illnesses in Maryland's private sector by 1% (5% by end of FFY 2027)

Strategy Enforcement/ Compliance Assistance	Conduct scheduled inspections and interventions in targeted high-hazard industries utilizing MOSH's current SST, NEP's, and LEP's.
23(g) Consultation	Focus marketing efforts and visits toward targeted high-hazard industries utilizing MOSH's current SST, NEP's, and LEP's to work in conjunction with Enforcement and Compliance Assistance activities.
Performance Indicators Enforcement/ Compliance Assistance	Perform inspection and intervention activity in the following areas: Industry '16-'20 average 2023 projected a. Construction (NAICS 23)...….…..…………….…..1169 948 b. Other high-hazards industries…………………….…..80 301 (NAICS 11, 5617, 562, 622-624, 71, 721) c. Manufacturing (NAICS 31-33)………..……………..88 106 e. Trade, Transportation, Utilities………………………....78 76 (NAICS 2213, 424, 44-45, 48-49) Note: For FY 2023: Total high-hazard activity in 2023 will be divided into 63% construction, 20% other high-hazard industries, 7% manufacturing, 5% public sector, and 5% trade, transportation, and utilities with projected increases in the upcoming years. The 63/20/7/5/5 ratio based on fatality rates in those industries.
23(g) Consultation	None.
Indicator Enforcement/ Compliance Assistance	Private sector total recordable case (TRC) incidence rate averaged over the reference years 2016 through 2020 (2.6).
23(g) Consultation	Same as above
Data Source Enforcement/ Compliance Assistance	Bureau of Labor Statistics' Survey of Occupational Injuries and Illnesses (SOII)
23(g) Consultation	Same as above
Baseline Enforcement/ Compliance Assistance	Bureau of Labor Statistics - Survey of Occupational Injuries and Illnesses (SOII) data for Maryland's top-line private sector total recordable case (TRC) incidence rate averaged over five years from 2016 through 2020 (2.6).
23(g) Consultation	Same as above
Comments	The Chief of Compliance for MOSH will pull OIS reports on a quarterly basis or more to track progress towards the Performance Indicators.

Performance Goal 1.3	Reduce the rate of occupational injuries and illnesses in Maryland's State and local government sector by 1% (5% by the end of 2027)
Strategy Enforcement/ Compliance Assistance	Conduct scheduled inspections and interventions in targeted high-hazard industries utilizing MOSH's current SST, NEP's, and LEP's.

23(g) Consultation	Focus marketing efforts and visits toward targeted high-hazard industries utilizing MOSH's current SST, NEP's, and LEP's to work in conjunction with Enforcement and Compliance Assistance activities.
Performance Indicators Enforcement/ Compliance Assistance	Perform inspection and intervention activity in the following areas: Industry '16-'20 average 2023 projected c. Public Sector…………………………………………87 76 Note: For FY 2023: Total high-hazard activity in 2023 will be divided into 63% construction, 20% other high-hazard industries, 7% manufacturing, 5% public sector, and 5% trade, transportation, and utilities with projected increases in the upcoming years. The 63/20/7/5/5 ratio based on fatality rates in those industries.
23(g) Consultation	Conduct the following number of visits: Industry a. Public Sector………………………………………... 61
Indicator Enforcement/ Compliance Assistance	Public sector total recordable case (TRC) incidence rate averaged over the reference years 2016 through 2020 (5.6).
23(g) Consultation	Same as above
Data Source Enforcement/ Compliance Assistance	Bureau of Labor Statistics' Survey of Occupational Injuries and Illnesses (SOII)
23(g) Consultation	Same as above
Baseline Enforcement/ Compliance Assistance	Bureau of Labor Statistics - Survey of Occupational Injuries and Illnesses (SOII) data for Maryland's top-line state and local government total recordable case (TRC) incidence rate averaged over five years from 2016 through 2020 (5.6).
23(g) Consultation	Same as above
Comments	The Chief of Compliance for MOSH will pull OIS reports on a quarterly basis or more to track progress towards the Performance Indicators.

Strategic Goal 2 - Promote a safety and health culture through Cooperative Partnerships, Compliance Assistance, On-Site Consultation Programs, Outreach, and Training and Education.	
Performance Goal 2.1	Increase Recognition Programs from 20 to 21 (3 new Recognition programs by end of FFY 2027)
Strategy	Increase Recognition programs in targeted high hazard industries utilizing MOSH's current SST, NEP's, and LEP's.

Strategic Goal 2 - Promote a safety and health culture through Cooperative Partnerships, Compliance Assistance, On-Site Consultation Programs, Outreach, and Training and Education.	
Performance Indicator	Increase Recognition Programs by one new company in 2023
Data Source	OIS, Report from Consultation and VPP Units
Baseline	Total of 20 Recognition Programs at the beginning of the 5-year Strategic Plan
Comments	

Performance Goal 2.2a	Increase Cooperative Compliance Partnerships (CCP) from 100 to 101 in 2023 (this is the total number of signed cooperative partnerships, not the total number of active cooperative partnerships) (add 8 new cooperative partnerships by the end of FY 2027)
Strategy Enforcement/ Compliance Assistance 23(g) Consultation	Increase Cooperative Compliance Partnerships (CCP) in targeted high-hazard industries utilizing MOSH's current SST, NEP's, and LEP's. Consultation will work in conjunction with the Cooperative Compliance Partnerships to share resources and further educate the companies and organizations working with MOSH
Performance Indicator	Increase MOSH Cooperative Compliance Partnerships by one in 2023
Data Source	OIS, Report from CCP Unit
Baseline	Total History of 100 Cooperative Partnerships at the beginning of the 5-year Strategic Plan
Comments	

Performance Goal 2.2b	Maintain SPECS partnerships at 5 (this is the total number of signed cooperative partnerships, not the total number of active cooperative partnerships)
Strategy Enforcement/ Compliance Assistance 23(g) Consultation	Maintain SPECS partnerships in the construction industry utilizing MOSH's current SST, NEP's, and LEP's, as well as a partnership with Maryland chapters of the Associated Builders and Contractors (ABC). Consultation will work in conjunction with the SPECS to share resources and further educate the companies and organizations working with MOSH
Performance Indicator	Maintain MOSH SPECS partnerships in 2023
Data Source	OIS, Report from SPECS Unit
Baseline	Total History of 5 SPECS partnerships at the beginning of the 5-year Strategic Plan
Comments	

Performance Goal 2.3	Ensure a minimum of 12 MOSH outreach and training events annually.
Strategy Enforcement/ Compliance Assistance	Enforcement and compliance assistance will work together to disseminate information, conduct training and outreach activities, and share resources to increase the number of participants in our outreach and training activities in the areas covered by MOSH LEP's, current SST, and Federal NEP's.

23(g) Consultation	Consultation will continue to disseminate information and participate in our training and outreach activities.
Performance Indicator	MOSH will enact outreach and training events in the areas covered by MOSH LEP's, current SST, and Federal NEP's including formal training, workshops, seminars, speeches, conferences, and informal worksite training.
Data Source	Report from Training & Education Unit
Baseline	N/A
Comments	

Performance Goal 2.4	Develop a public sector initiative program to leverage agency resources in the following areas: MOSH Enforcement, partnerships/alliances, training, and consultation.
Strategy Enforcement/ Compliance Assistance 23(g) Consultation	Enforcement and compliance assistance will work together to develop initiatives related to training and outreach activities, and share resources from these activities to aid in increasing the efficiency of developed initiatives. Consultation will continue to disseminate information and participate in our training and outreach activities.
Performance Indicator	Number of initiatives enacted by the agency to increase focus on public sector workplaces in the State of Maryland.
Data Source	Activity reports from each unit.
Baseline	N/A
Comments	

Strategic Goal 3 - Secure public confidence through excellence in the development and delivery of MOSH programs and services, and aby providing excellent customer service	
Performance Goal 3.1	Initiate 100% of fatality and catastrophe inspections within one working day of notification
Strategy Enforcement/ Compliance Assistance	Primarily addressed by the MOSH enforcement unit, this goal will be maintained by continuing our effective communication within and outside of MOSH.

Strategic Goal 3 - Secure public confidence through excellence in the development and delivery of MOSH programs and services, and aby providing excellent customer service	

23(g) Consultation	No Action
Performance Indicator	Percentage of fatal case investigations initiated within one working day of notification
Data Source	OIS
Baseline	FFY 2021 percentage of fatal case investigations initiated within one working day of notification was 85%
Comments	This baseline was adversely affected due to confusion regarding employer reporting fatality information related to Covid-19 related fatalities.

Performance Goal 3.2	Initiate inspections of serious complaints within five working days of notification
Strategy Enforcement/ Compliance Assistance	Continue with new internal procedure expediting initiation of complaint inspections. Our Operations Unit, which receives the initial complaint, evaluates, processes, and assigns serious complaint inspections to the appropriate region within 2 days. The Region will ensure an inspection is initiated within the remaining 3 days.
23(g) Consultation	No Action.
Performance Indicator	Days to initiate inspections of fully received serious complaints.
Data Source	OIS
Baseline	FFY 2021 time to initiate inspections of fully received serious complaints was 3.07 days.
Comments	

Performance Goal 3.3	Percent of discrimination complaint investigations completed within 90 working days maintained at least 90%
Strategy Enforcement/ Compliance Assistance 23(g) Consultation	Our Discrimination unit will endeavor to complete discrimination complaint investigations within the 90-day time frame. None
Baseline	FY 2021 average percentage of discrimination complaint investigations completed within 90 days was 43%
Indicator	Percent of discrimination complaint investigations completed within 90 days.
Data Source	OIS whistleblower module
Comments	