***Performance Plan 2025 (One Year)***

***Part I Program Activity Projections***

23(g) Compliance and Consultation

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| 23(g) Compliance & Consultation | Actual FY 2023 | | Estimated FY 2024 | | Projected FY 2025 | |
| Safety | Health | Safety | Health | Safety | Health |
| Private Sector Inspections – Non-Construction | 322 | 114 | 262 | 90 | 328 | 87 |
| Private Sector Inspections – Construction | 720 | 12 | 690 | 12 | 734 | 10 |
| State and Local Government Inspections – Total | 55 | 15 | 52 | 18 | 50 | 10 |
| Total Inspections | 1097 | 141 | 1004 | 120 | 1112 | 107 |
| State and Local Government Consultation Visits | 59 | 3 | 70 | 2 | 100 | 7 |
| Private Sector Consultation Visits (KY and WA Only) | n/a | n/a | n/a | n/a | n/a | n/a |
| Total Consultation Visits | 59 | 3 | 70 | 2 | 100 | 7 |

23(g) Compliance Assistance

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| --- | --- | --- | --- | --- | --- | --- |
| 23(g) Compliance Assistance | Actual FY 2023 | | Estimated FY 2024 | | Projected FY 2025 | |
| New | Total | New | Total | New | Total |
| VPP Participants – General Industry | 0 | 19 | 0 | 19 | 0 | 19 |
| 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) | 1 | 106 | 2 | 108 | 2 | 109 |
| 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 |  | 2023 |  | 1542 |  | 2000 |

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. *Note: MOSH does not anticipate any new VPP sites in 2025 due to the current focus being on recertifications.*
* 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*.* 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. | |
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| Performance Goal 1.1 | Total Reduction in the Fatality Rate by 1% (5% by end of FFY 2027) |
| Strategy  Enforcement/  Compliance  Assistance  23(g) Consultation | Conduct scheduled inspections and interventions in targeted high-hazard industries utilizing MOSH’s current SST, NEP’s, and LEP’s.    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  23(g) Consultation | Perform inspection and intervention activity in the following areas:  Industry ’16-’20 average 2025 projected  a. Construction (NAICS 23)..…….……………………..1169 805  b. Other high-hazards industries…………………………..80 291  (NAICS 11, 5617, 562, 622-624, 71, 721)  c. Manufacturing (NAICS 31-33)…………..……………..88 79  d. Public Sector……………………………..……………..87 65  e. Trade, Transportation, Utilities………………………....78 79 (NAICS 2213, 424, 44-45, 48-49)  Note: For FY 2025: Total high-hazard activity in 2025 will be divided into 61% construction, 22% other high-hazard industries, 6% manufacturing, 5% public sector, and 6% trade, transportation, and utilities with projected increases in the upcoming years. The 61/22/6/5/6 ratio based on fatality rates in those industries.  Conduct the following number of visits:  Industry  a. Public Sector…………………………………………...100 |
| Data Source  Enforcement/  Compliance  Assistance  23(g) Consultation | MOSH Operations – Fatality Investigation Report  Same as above |
| Baseline  Enforcement/  Compliance  Assistance  23(g) Consultation | Five-year fatality average from 2016 through 2020 (22.2).  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. |

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| 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  23(g) Consultation | Conduct scheduled inspections and interventions in targeted high-hazard industries utilizing MOSH’s current SST, NEP’s, and LEP’s.    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  23(g) Consultation | Perform inspection and intervention activity in the following areas:  Industry ’16-’20 average 2025 projected  a. Construction (NAICS 23)..…….……………………..1169 805  b. Other high-hazards industries…………………………..80 291  (NAICS 11, 5617, 562, 622-624, 71, 721)  c. Manufacturing (NAICS 31-33)…………..……………..88 79  e. Trade, Transportation, Utilities………………………....78 79 (NAICS 2213, 424, 44-45, 48-49)  Note: For FY 2025: Total high-hazard activity in 2025 will be divided into 61% construction, 22% other high-hazard industries, 6% manufacturing, 5% public sector, and 6% trade, transportation, and utilities with projected increases in the upcoming years. The 61/22/6/5/6 ratio based on fatality rates in those industries.  None. |
| Indicator  Enforcement/  Compliance  Assistance  23(g) Consultation | Private sector total recordable case (TRC) incidence rate averaged over the reference years 2016 through 2020 (2.6).  Same as above |
| Data Source  Enforcement/  Compliance  Assistance  23(g) Consultation | Bureau of Labor Statistics’ Survey of Occupational Injuries and Illnesses (SOII)  Same as above |
| Baseline  Enforcement/  Compliance  Assistance  23(g) Consultation | 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).  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. |

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| 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  23(g) Consultation | Conduct scheduled inspections and interventions in targeted high-hazard industries utilizing MOSH’s current SST, NEP’s, and LEP’s.    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  23(g) Consultation | Perform inspection and intervention activity in the following areas:  Industry ’16-’20 average 2025 projected  c. Public Sector……………………………………………87 65  Note: For FY 2025: Total high-hazard activity in 2025 will be divided into 61% construction, 22% other high-hazard industries, 6% manufacturing, 5% public sector, and 6% trade, transportation, and utilities with projected increases in the upcoming years. The 61/22/6/5/6 ratio based on fatality rates in those industries.  Conduct the following number of visits:  Industry  a. Public Sector…………………………………………... 100 |
| Indicator  Enforcement/  Compliance  Assistance  23(g) Consultation | Public sector total recordable case (TRC) incidence rate averaged over the reference years 2016 through 2020 (5.6).  Same as above |
| Data Source  Enforcement/  Compliance  Assistance  23(g) Consultation | Bureau of Labor Statistics’ Survey of Occupational Injuries and Illnesses (SOII)  Same as above |
| Baseline  Enforcement/  Compliance  Assistance  23(g) Consultation | 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).  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. | |
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| Performance Goal 2.1 | Increase Recognition Programs from 19 to 20 (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. |
| Performance Indicator | Increase Recognition Programs by one new company in 2024 |
| 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 |  |

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| Performance Goal 2.2a | Increase Cooperative Compliance Partnerships (CCP) from 103 to 105 in 2025 (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 2025 |
| Data Source | OIS, Report from CCP Unit |
| Baseline | Total History of 100 Cooperative Partnerships at the beginning of the 5-year Strategic Plan |
| Comments |  |

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| 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 2024 |
| Data Source | OIS, Report from SPECS Unit |
| Baseline | Total History of 5 SPECS partnerships at the beginning of the 5-year Strategic Plan |
| Comments |  |

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| Performance Goal 2.3 | Ensure a minimum of 12 MOSH outreach and training events annually. |
| Strategy  Enforcement/  Compliance  Assistance  23(g) Consultation | 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.  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 |  |

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| Performance Goal 2.4 | Continue to emphasize 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 | |
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| Performance Goal 3.1 | Initiate 100% of fatality and catastrophe inspections within one working day of notification |
| Strategy  Enforcement/  Compliance  Assistance  23(g) Consultation | Primarily addressed by the MOSH enforcement unit, this goal will be maintained by continuing our effective communication within and outside of MOSH.  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. |

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| Performance Goal 3.2 | Initiate inspections of serious complaints within five working days of notification |
| Strategy  Enforcement/  Compliance  Assistance  23(g) Consultation | 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.  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 |  |

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| 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 |  |