



OSHA **FACT** Sheet

OSHA 2003–2008 Strategic Management Plan

OSHA's vision is that "Every employer in the nation recognizes that occupational safety and health adds value to American businesses, workplaces and workers' lives." The agency's new five-year Strategic Management Plan is designed to accomplish this objective and to support the Department of Labor's goal of fostering quality workplaces that are safe, healthy and fair. The plan specifies annual targets for reducing workplace fatalities, injuries and illnesses.

Assessing the Situation

The Strategic Management Plan is based on an analysis of the current safety and health landscape, occupational trends, emerging issues and agency priorities. The assessment also included a review of emerging issues such as work-related motor vehicle accidents, workplace violence and emergency preparedness as well as an examination of population trends and the special challenges created by a service economy supported by more temporary, contract, immigrant, small business and hard-to-reach workers.

Setting Targets and Goals

OSHA recognizes that prevention efforts must focus on the root causes of persistent occupational safety and health problems. By 2008, OSHA's goal is to reduce the rates of workplace fatalities by at least 15 percent and workplace injuries and illnesses by at least 20 percent. Each year, OSHA will emphasize specific areas to achieve this broader goal. In FY 2003-2004, OSHA will reduce construction fatalities by 3 percent, general industry fatalities by 1 percent and overall injuries and illnesses by 4 percent. Emphasis will be on high incident/high severity industries, amputations in manufacturing and construction, ergonomics, blood-lead levels and silica-related disease.

Three Goals for Achieving OSHA's 2003 – 2008 Targets

Goal 1: Reduce occupational hazards through direct intervention

One-on-one interactions with employers effectively address unsafe and unhealthful working conditions. Recognizing this, OSHA will:

- Maximize one-on-one interactions through more dynamic identification of targets and sectors.
- Meet agency goals through better targeting and innovative interventions.
- Work to abate specific hazards, such as lead and silica and reduce amputations and ergonomics-related injuries.
- Reduce the rate of workday injuries and illnesses by at least 5 percent annually.

Goal 2: Promote a safety and health culture through compliance assistance, cooperative programs and strong leadership

Lasting solutions can be implemented by convincing employers, workers and others to embrace a safe and healthful workplace culture. OSHA will promote a safety and health culture by:

- Improving the collection and assessment of data to better understand where compliance assistance, leadership, outreach and cooperative programs have the most impact.
- Enhancing safety and health promotion, analyzing program effectiveness and developing new training and target areas.
- Adding 125 new VPP and SHARP participants and 100 new partnerships and alliances in 2003.
- Increasing annual participation in outreach and training programs by 10 percent.
- Completing an emergency preparedness plan by December 2003.

Goal 3: Maximize OSHA effectiveness and efficiency by strengthening our capabilities and infrastructure

OSHA will improve its information gathering, analytical and evaluation tools within a conducive technological infrastructure by:

- Collecting data in a timely and accurate manner.
- Improving monitoring of emerging issues, enhancing measures of program effectiveness, increasing collaboration with partners and enhancing customer communication.
- Ensuring that OSHA staff have the necessary knowledge, skills, diversity and capabilities to accomplish the agency's goals.
- Better managing human capital by addressing skills gaps, implementing a leadership succession plan and developing better technical competencies, while attracting and retaining the best talent.

In 2003, OSHA will:

- Develop plans to improve the agency's intelligence capabilities.
- Increase the number of staff annually receiving certification training by 10 percent.
- Ensure on-time completion of Regulatory Agenda items.
- Implement the enterprise architecture plan according to schedule.
- Obtain and maintain a "green" designation for the five items on the President's Management Agenda.

This is one in a series of informational fact sheets highlighting OSHA programs, policies, or standards. It does not impose any new compliance requirements. For a comprehensive list of compliance requirements of OSHA standards or regulations, refer to *Title 29 of the Code of Federal Regulations*. This information will be made available to sensory-impaired individuals upon request. The voice phone is (202) 693-1999. See also OSHA's website at www.osha.gov.

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