

## MIOSHA FIVE-YEAR STRATEGIC PLAN

<b>Strategic Goal 1:</b> <i>Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.</i>		
Outcome Goal	Performance Goal	Indicator
1.1 Reduce the number of worker injuries, illnesses, and fatalities by focusing attention and resources on the most prevalent types of workplace injuries and illnesses.	1.1A Reduce three of the most prevalent types of injuries and causes of illnesses by 15%. <i>(Amputations)</i>	Percent change in rate of amputations in selected industries.

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Outcome Goal	Performance Goal	Indicator
1.1 continued	1.1B Reduce three of the most prevalent types of injuries and causes of illnesses by 15%. <i>(Overexertion and Repetitive Motion)</i>	Percent change in rate of injuries and illnesses associated with overexertion and repetitive motion.

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Outcome Goal	Performance Goal	Indicator
1.1 continued	1.1C Reduce three of the most prevalent types of injuries and causes of illnesses by 15%. <i>(NIHL/Standard Threshold Shift)</i>	Percent change in incidents of Standard Threshold Shift.

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<b>Outcome Goal</b>	<b>Performance Goal</b>	<b>Indicator</b>
1.2 Reduce the number of worker injuries, illnesses, and fatalities by focusing attention and resources on high hazard industries.	1.2A Reduce injuries and illnesses in at least five high hazard industries in Michigan by 15%. <i>(Nursing and Personal Care Facilities - SIC Code 805)</i>	Percent change in LWDCI for the targeted industries and establishments receiving interventions.

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1.2 continued	1.2B Reduce injuries and illnesses in at least five high hazard industries in Michigan by 15%. <i>(Metal Forgings and Stampings - SIC Code 346)</i>	Percent change in LWDCI for the targeted industries and establishments receiving interventions.

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1.2 continued	1.2C Reduce injuries and illnesses in at least five high hazard industries in Michigan by 15%. <i>(Meat Products - SIC Code 201)</i>	Percent change in LWDCI for the targeted industries and establishments receiving interventions.

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1.2 continued	1.2D Reduce injuries and illnesses in at least five high hazard industries in Michigan by 15%. <i>(Fabricated Structural Metal Products - SIC Code 344)</i>	Percent change in LWDCI for the targeted industries and establishments receiving interventions.

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1.2 continued	1.2E Reduce injuries and illnesses in at least five high hazard industries in Michigan by 15%. <i>(Construction - SIC Codes 15, 16, 17)</i>	Percent change in LWDCI for the targeted industries and establishments receiving intervention.

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1.3 Reduce the number of worker injuries, illnesses, and fatalities in construction by focusing attention and resources on the most prevalent types of workplace injuries and illnesses.	Decrease fatalities in the construction industry by 15% by focusing on the four leading causes of fatalities:  <ul style="list-style-type: none"> <li>✓ falls</li> <li>✓ electrocutions</li> <li>✓ struck-by</li> <li>✓ crushed-by/ caught-between</li> </ul>	Percent reduction of fatalities.

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1.4 Reduce the number of worker injuries, illnesses and fatalities in the public sector by focusing attention and resources on high hazard industries and workplaces.	Reduce injuries and illnesses by 15% in one of the most hazardous public sector industries. <i>(Educational Services - SIC Code 82)</i>	Percent change in incidence rate for targeted industry and establishments receiving interventions.

**Strategic Goal 2:** *Increase employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.*

<b>Outcome Goal</b>	<b>Performance Goal</b>	<b>Indicator</b>
1.5 Reduce the number of worker injuries and illnesses by focusing attention and resources on high hazard workplaces.	Reduce injuries and illnesses by 15% in targeted workplaces experiencing high injury/illness rates.	Percent change in incidence rate for targeted sites receiving interventions.

**Strategic Goal 2:** *Increase employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.*

<b>Outcome Goal</b>	<b>Performance Goal</b>	<b>Indicator</b>
2.1 Promote safety and health programs in the workplace.	Fifty percent (50%) of the employers in general industry who are targeted or request a MIOSHA intervention have either a written and implemented safety and health program or have improved their existing program.	Percent of employers in general industry who are targeted or request a MIOSHA intervention have either implemented a safety and health program or improved their existing program.

**Strategic Goal 2:** *Increase employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.*

<b>Outcome Goal</b>	<b>Performance Goal</b>	<b>Indicator</b>
2.2 Enhance awareness of safety and health in Michigan's workplaces through the provision of consultation, training, and outreach services to employers and workers.	Implement a targeted outreach plan for 100% of MIOSHA initiatives, e.g. standards, guidelines, emphasis programs.	Percent of MIOSHA initiatives with an outreach plan.

**Strategic Goal 2:** *Increase employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.*

Outcome Goal	Performance Goal	Indicator
2.3 Enhance recognition of effective safety and health programs in Michigan.	Increase participation by 15 in the Michigan Voluntary Protection Programs (MVPP).	Increase in number of MVPP participants.

**Strategic Goal 3:** *Secure public confidence through excellence in the development and delivery of MIOSHA's programs and services.*

Outcome Goal	Performance Goal	Indicator
3.1 Foster program excellence and confidence through effective delivery of MIOSHA services.	Ninety percent (90%) of employers and workers receiving a MIOSHA intervention rate their experience as useful.	Percent of business employers and workers rating a MIOSHA intervention as useful.

**Strategic Goal 3:** *Secure public confidence through excellence in the development and delivery of MIOSHA's programs and services.*

Outcome Goal	Performance Goal	Indicator
3.2 Respond effectively to legal mandates so that workers are provided full protection under the MIOSHA Act.	3.2A Resolve seventy-five percent (75%) of all MIOSHA discrimination cases within 90 calendar days of receipt of complaint.	Percent resolved within 90 calendar days.

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Outcome Goal	Performance Goal	Indicator
3.2 continued	3.2B Initiate investigations of program related fatalities and catastrophes within one working day of notification for 100% of occurrences to prevent further injuries or deaths.	Percent of program related fatality/catastrophe investigations initiated within one working day.

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Outcome Goal	Performance Goal	Indicator
3.3: Improve response time for selected MIOSHA services.	3.3A: Reduce response time by 50% for Occupational Health complaints requiring an on-site investigation.	Average number of work days from complaint receipt to investigation.

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Outcome Goal	Performance Goal	Indicator
3.3 continued	3.3B: Promulgate federal rules adopted by reference within six months.	Percent of federal rules adopted by reference within six months.  Average number of days to promulgate federal rules adopted by reference.

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Outcome Goal	Performance Goal	Indicator
3.3 continued	3.3C: Implement all education and training (CET) consultation requests within 30 calendar days.	Percent of CET requests implemented within 30 calendar days.

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Outcome Goal	Performance Goal	Indicator
3.3 continued	3.3D: Respond to all CET requests within three working days of receipt by consultant.	Percent of responses within three working days.

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<b>Outcome Goal</b>	<b>Performance Goal</b>	<b>Indicator</b>
3.3 continued	3.3E: Issue final decisions on variance requests within 30 calendar days of publication of summary of variance requests.	Percent of final decisions made within 30 calendar days.

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<b>Outcome Goal</b>	<b>Performance Goal</b>	<b>Indicator</b>
3.4: Design and implement information systems and processes supportive of MIOSHA's goals and strategies.	Implement the information systems necessary to collect Agency performance data and develop the capacity to analyze MIOSHA's performance.	Revision and maintenance of information technology infrastructure and refinement of performance measures.

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<b>Outcome Goal</b>	<b>Performance Goal</b>	<b>Indicator</b>
3.5: Design and implement management systems and processes supportive of MIOSHA's goals and strategies.	Implement management strategies for effective communication, staff development and support and project management to ensure accomplishment of MIOSHA's goals.	Revision and improvements of management systems to meet the goals of the strategic plan.