



Michigan Occupational Safety and Health Administration (MIOSHA)

Vision and Values

Our Focus

The mission of MIOSHA is to help protect the safety, health, earned wages and fringe benefits of Michigan workers.

The vision of MIOSHA is to enhance the quality of life and contribute to the economic vitality in Michigan. Through staff and stakeholder commitment and creativity, we will provide:

- Credible, customized and responsive consultation, education and training.
- Firm and fair enforcement.
- Cooperative agreements with individual employers and employee and employer organizations.
- Relevant, fact-based rule promulgation.

Our Services

We provide a diverse range of services to meet the needs of our customers - Michigan's employers, employees, labor unions, trade associations, and employer organizations:

- Protect employee and employer rights under MIOSHA and Michigan's Wage and Hour Laws.
- Ensure compliance with safety and health regulations through education, consultation, and enforcement inspections.
- Develop safety and health standards that provide protection for employees.
- Create cutting-edge award and partnership programs to recognize and build cooperative relationships.
- Provide a fair adjudication process.
- Collect and compile accurate and timely injury, illness, and fatality data, and program statistics.
- Coach employers to create a safety culture that values employee involvement, training, management commitment, and hazard analysis and prevention.
- Provide accurate assessment of employee exposures through analytical and instrument services.
- Enhance access to information and services through a comprehensive website.
- Investigate and resolve wage complaints in a timely manner.

LARA is an equal opportunity employer/program.

Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.



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Our Commitment

We work collaboratively with our customers to help create safe and healthful work environments that preserve workers quality of life, earned income and protect the employers' profitability.

Examples of MIOSHA's commitment include:

- Development of our own health and safety management system as a model to others.
- Going the extra mile to effectively demonstrate the importance of a strong safety culture.
- Recognition of employers who go beyond minimum requirements and exhibit commitment by marked improvements to safety and health.
- Return wages obtained on behalf of employees as quickly as possible.

Our Values

We value **Integrity** by:

- Taking pride in honest, effective personal interaction with our customers.
- Being reliable, trustworthy, and honor our commitments.
- Standing for what we believe in.
- Advocating and adhering to safe work practices even when the solution is difficult.

We strive for **Excellence** by:

- Providing experienced and knowledgeable staff in the fields we regulate.
- Taking personal pride and responsibility in our work and being accountable for monitoring our own performance.
- Continuous improvement in our activities and services.
- Viewing interactions as an opportunity to learn and educate others about work-related safety, health, and wage issues.

We achieve **Inclusion** by:

- Promoting employer and employee participation in enforcement and consultative activities.
- Including our staff, stakeholders, and partners in making decisions that affect our customers.
- Seeking diversity by promoting group interaction in various workgroups and committees.
- Asking our customers about the quality of our services and seek recommendations for improvements.

We promote **Teamwork** by:

- Encouraging internal communication and cross-divisional interactions and projects.
- Actively cooperating to achieve our common goals.
- Maintaining a seamless network throughout the agency to ensure customer needs are met.
- Striving to find what we have in common rather than focusing on our differences.

We maintain **Customer Focus** by:

- Assisting our customers in achieving their safety and health goals, and in resolving wage disputes.
- Striving to "Connect MIOSHA to Industry" through collaboration and information sharing.
- Providing consistent safety and health training statewide through CET services and the MIOSHA Training Institute.
- Offering a variety of awards based on successful safety and health management systems, developing ergonomic innovations, and improving the safety culture in the workplace.
- Encouraging partnerships and alliances that work in unison with industry and employers to achieve even greater health and safety systems and mentoring opportunities for industry peers.