

GAO

Report to the Chairman, Subcommittee
on the Civil Service, Committee on Post
Office and Civil Service, House of
Representatives

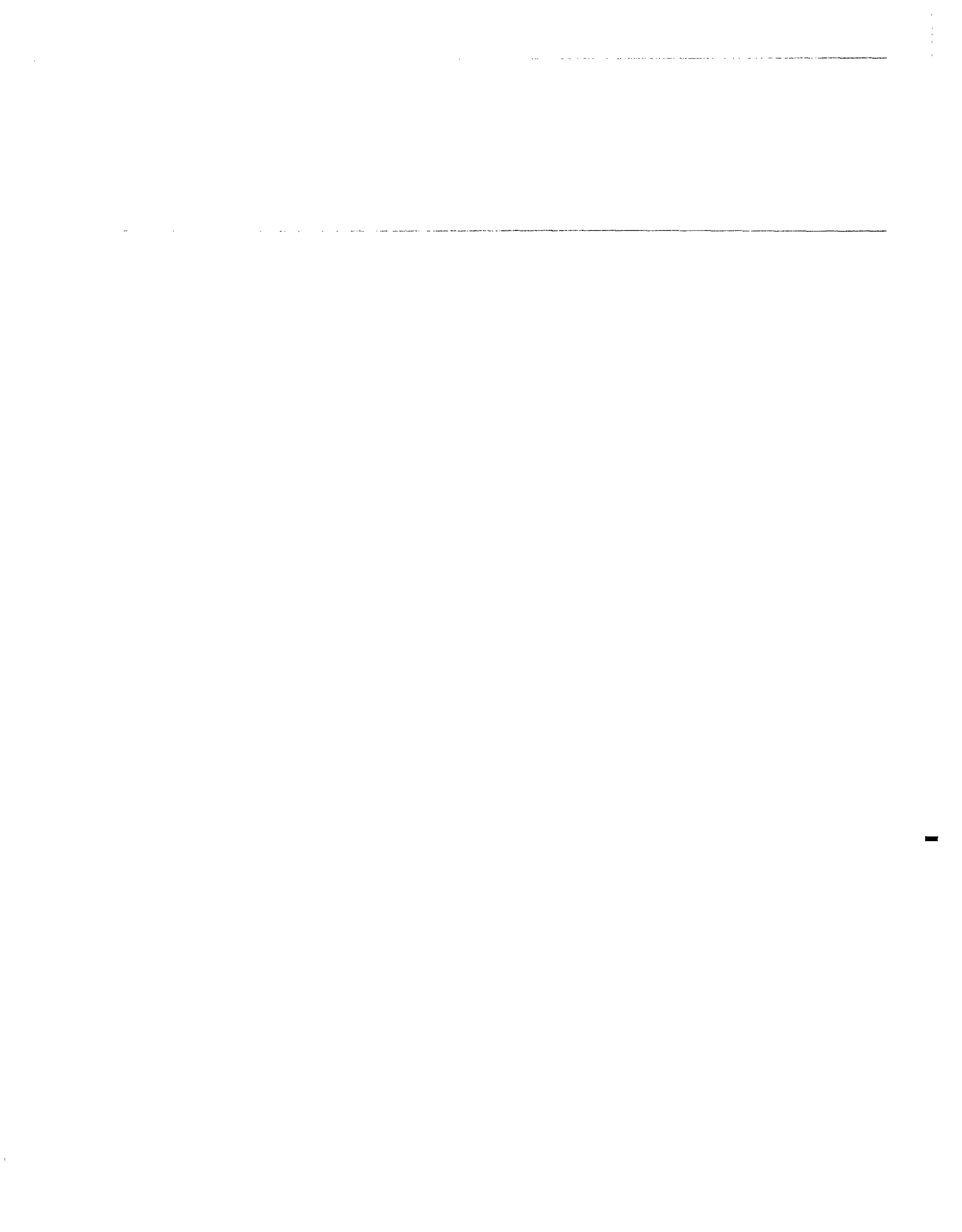
August 1992

OCCUPATIONAL SAFETY AND HEALTH

Improvements Needed in OSHA's Monitoring of Federal Agencies' Programs



147436





United States
General Accounting Office
Washington, D.C. 20548

Human Resources Division

B-249413

August 28, 1992

The Honorable Gerry Sikorski
Chairman, Subcommittee on the Civil Service
Committee on Post Office and Civil Service
House of Representatives

Dear Mr. Chairman:

In response to your request and later discussions with your office, we examined the Occupational Safety and Health Administration's (OSHA's) monitoring of federal agencies' (1) safety and health programs and (2) implementation of the Hazard Communication Standard. In May 1991 testimony, we gave you preliminary information on the activities OSHA uses to monitor the agencies' programs.¹ This report reflects our additional work and provides updated results on OSHA's monitoring of those programs. We are also providing information on OSHA's monitoring of federal agencies' implementation of the Hazard Communication Standard. This standard is intended to protect workers from chemical hazards in their workplaces.

To respond to your request, we reviewed the legislative and administrative requirements for federal agencies' safety and health programs. We examined OSHA's policies and procedures for overseeing the programs and discussed them with OSHA officials. We analyzed OSHA's reports on evaluations of the programs it had completed since 1985 and selected agencies' annual reports to OSHA for fiscal year 1990. We also analyzed OSHA's federal agency inspection data for fiscal years 1989-91. As agreed, we did not review agencies' programs, nor did we attempt to assess the programs' effectiveness in protecting federal workers' safety and health. We conducted our review between January and November 1991 in accordance with generally accepted government auditing standards.

Results in Brief

OSHA's monitoring of federal agencies' safety and health programs differs from the approach envisioned in its regulations. Under that approach, OSHA should assess whether agencies are providing safe and healthful workplaces through a combination of (1) complete and extensive evaluations of agencies' programs, (2) analyses of agencies' annual reports on the status of their programs, and (3) inspections of individual

¹OSHA's Oversight of Federal Agency Safety and Health Programs (GAO/T-HRD-91-31, May 16, 1991).

workplaces for compliance with OSHA's safety and health standards and program requirements.²

OSHA is not conducting required annual evaluations of the 15 agencies it identified as the "larger or more hazardous" agencies, and it rarely evaluates the 95 or so other agencies, even when their work-related injury and illness rates are high. Also, OSHA is not using the information it receives in agencies' annual reports to assess their programs' comprehensiveness and effectiveness.

Although OSHA inspects federal workplaces, it makes limited use of inspection results in assessing agencies' programs. OSHA (1) generally does not inspect agencies for compliance with its program requirements, (2) does not require agencies to provide evidence of actions to correct hazardous conditions identified during its inspections, and (3) rarely uses inspection results to identify and correct programmatic and agencywide safety and health problems. OSHA plans to monitor agencies' compliance with the program requirements and is taking steps to improve its verification of agency actions to correct identified hazards. However, we believe OSHA needs to take additional steps to improve its monitoring of federal agencies' safety and health programs.

Concerning the Hazard Communication Standard, OSHA is not required to, and does not, monitor how well federal agencies implement it. OSHA inspectors check for compliance with this standard on every workplace inspection, but OSHA does not assess agencies' overall compliance with the standard.

Background

The Congress enacted the Occupational Safety and Health Act of 1970 with the goal of assuring "so far as possible every working man and woman in the Nation safe and healthful working conditions." The act authorizes the Department of Labor to set mandatory occupational safety and health standards, rules, and regulations and to enforce their compliance. The Secretary of Labor established OSHA to administer the act.

The act gives federal agencies primary responsibility for providing federal employees working conditions and workplaces that are free from safety

²OSHA's safety and health standards govern the conditions and the practices, means, methods, operations, or processes reasonably necessary or appropriate for employers to provide safe or healthful employment and places of employment. OSHA's federal agency program requirements prescribe the components of an agency's safety and health program, including top management involvement, measurable goals and objectives, and self-inspections of workplaces.

and health hazards. To accomplish this, each federal agency must establish and maintain a comprehensive and effective occupational safety and health program that is consistent with OSHA's standards. Executive Order 12196, issued on February 26, 1980, prescribes executive branch agencies' and OSHA's responsibilities.³

Federal Agency Safety and Health Programs

OSHA regulations establish the basic elements of executive agencies' safety and health programs. For example, these programs must include provisions for

- top management support, participation, and accountability;
- safety and health policies, procedures, and standards;
- measurable goals and objectives;
- worker involvement;
- safety and health training of managers and workers;
- collection of occupational injury and illness data;
- self-inspection of workplaces and self-evaluation of the program; and
- abatement of unsafe and unhealthful working conditions.

To implement their programs, agencies must provide adequate budgets, staff, and equipment and materials. Agencies must also report annually to OSHA on their programs.

OSHA is responsible for monitoring federal agencies' programs. Its regulations and the executive order require OSHA to evaluate executive agencies' programs. The regulations, the act, and the order require OSHA to prepare an annual summary report to the President on the status of federal employees' occupational safety and health based on the agencies' reports. Under its regulations and the order, OSHA inspects individual workplaces to determine compliance with the act, the order, and OSHA's standards and regulations. OSHA issues citations to agencies that are out of compliance and prescribes abatement dates by which the agencies must correct the violations.

OSHA assists federal agencies with their programs through conferences and individual consultation. OSHA also provides technical services, such as studies of accidents and causes of injuries and illnesses, and training of agencies' safety and health personnel.

³Because the act covers all federal employees, the executive order directs OSHA to help federal legislative and judicial agencies establish safety and health programs. The requirements mandated by the order for executive branch agencies, however, do not apply to these agencies.

Executive Order 12196 and OSHA's regulations apply to about 110 federal executive departments and independent agencies and the U.S. Postal Service. These agencies employ about 3 million civilian workers. Military personnel and uniquely military activities of executive agencies are not included.

In fiscal year 1991, for federal agency program activities, OSHA spent about \$3.6 million, about 1 percent of its total budget authorization. This included funding for OSHA's Office of Federal Agency Programs and its Office of Field Operations. The Office of Federal Agency Programs has primary responsibility for assisting federal agencies and overseeing their programs. The Office of Field Operations, through its regional and area offices, conducts compliance inspections and assists the Office of Federal Agency Programs in conducting program evaluations.

Hazard Communication Standard

OSHA's Hazard Communication Standard requires federal agencies to identify workplace chemical hazards and communicate this information to workers. Under the standard, agencies must ensure that containers of hazardous chemicals they use have labels that clearly indicate the identity of the substances and warn of their hazards. For each chemical they use, agencies must maintain a file of material safety data sheets, detailing its properties and hazards and precautions for its safe use and handling, and make this file accessible to workers. Agencies also must provide training to workers on the safe use and handling of the hazardous chemicals they use. In addition, employers using hazardous chemicals must develop a written program describing how they will meet the standard's requirements.

Principal Findings

OSHA Is Not Conducting Required Program Evaluations

OSHA is not conducting required annual evaluations of the 15 agencies it identified as the "larger or more hazardous" agencies. Also, OSHA rarely evaluates any of the 95 or so remaining "smaller or less hazardous" agencies, even when their injury and illness rates are high.

Under its regulations and Executive Order 12196, OSHA evaluates the comprehensiveness and effectiveness of the safety and health programs of executive branch agencies. The order requires OSHA to evaluate the larger

or more hazardous agencies' programs at least annually and the programs of smaller or less hazardous agencies as necessary. Since fiscal year 1982, OSHA has targeted 15 agencies for the annual evaluations on the basis of agency employment data and worker compensation costs. OSHA has not revised this list since it was developed. In 1991, the 15 targeted agencies comprised about 97 percent of the executive branch work force—about 2.9 million employees. (See app. I.)

During the 10-year period fiscal years 1982-91, OSHA completed 16 of the 150 annual evaluations of the larger or more hazardous agencies it targeted for annual evaluations. (See fig. 1.) In these 10 years, OSHA also completed five evaluations that were follow-up reviews at agencies previously evaluated.⁴ OSHA evaluated 13 of the agencies at least once, but evaluated only 1—the Department of Defense—more than twice. Four evaluations were of service branches (such as the Department of the Army) within the Defense Department, which is 1 of the 15 agencies. Two agencies on the list—the Department of Energy and the National Aeronautics and Space Administration—have never been evaluated.

⁴According to OSHA, some follow-up evaluations are comprehensive, while others are limited to the review of problems found previously.

Figure 1: Evaluations of Targeted Agencies, Fiscal Years 1982-91

| Agencies Evaluated | Fiscal Year Evaluation Completed | | | | | | | | | |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|
| | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 |
| Department of Defense | | | | ● | | | | | | |
| Department of the Army | | | | ● | | | | | | |
| Department of the Air Force | | | | | | ● | | | | |
| Department of the Navy | ● | | ○ | | | | | | | |
| U.S. Postal Service | ● | | ○ | | | | | | | |
| Department of Veterans Affairs | | ● | | ○ | | | | | | |
| Department of the Treasury | | ● | | ○ | | | | | | |
| Department of Health and Human Services | | | | | ● | | | | | |
| Department of Agriculture | | | ● | | | | | | | |
| Department of Justice | | | | | ● | | | | | |
| Department of the Interior | | | ● | | | | | | ● | |
| Department of Transportation | | | | | | | ● | | | |
| Department of Commerce | | | | | | | ● | | | |
| National Aeronautics and Space Administration | | | | | | | | | | |
| Tennessee Valley Authority | ● | | ○ | | | | | | | |
| General Services Administration | | | | ● | | | | | | |
| Department of Energy | | | | | | | | | | |
| Department of Labor | | | | | | ● | | | | |

- Indicates fiscal year evaluation was completed.
○ Indicates fiscal year follow-up evaluation was completed.

Note: At the end of fiscal year 1991, OSHA had evaluations underway at the Departments of Veterans Affairs and Labor. During 1991, OSHA completed special studies at the Departments of the Army and Energy.

OSHA is expected to evaluate the programs of the smaller or less hazardous agencies when it deems necessary. However, it rarely evaluates these agencies. Specifically, between fiscal years 1982 and 1991, OSHA completed evaluations of only 2 of the 95 or so other agencies—the Panama Canal Commission in 1985 and the Department of Housing and Urban Development in 1989. OSHA has not evaluated such agencies even when their injury and illness rates were higher than rates of agencies targeted for evaluations. Also, OSHA did not evaluate agencies that are not on the targeted list when their rates exceeded the average rates for all federal

agencies. For example, OSHA did not evaluate the Smithsonian Institution or the National Archives and Records Administration, even though their rates were higher than the average for all federal agencies for every fiscal year from 1984 to 1989. In fiscal year 1989, the Smithsonian's rate was higher than the rates of 12 of the 15 targeted agencies.

OSHA did not complete any evaluations during fiscal year 1991. At the end of the year, OSHA had evaluations underway at the Departments of Veterans Affairs and Labor and at the Panama Canal Commission. During fiscal year 1991, OSHA completed two special studies of the (1) Department of Energy government-owned contracting facilities and (2) Department of the Army chemical and biological defense research laboratories.

OSHA Is Not Using Information in Agencies' Reports to Assess Programs

The Occupational Safety and Health Act and Executive Order 12196 require federal executive agencies to submit annual reports to OSHA on the status of their safety and health programs. To help the agencies in preparing their reports, OSHA issued guidelines on topics to be covered. These topics include injury and illness statistics, program accomplishments, and program improvement initiatives for the year covered by the report and program plans, goals, objectives, and initiatives for future years.

We reviewed the fiscal year 1990 reports from a judgmental sample of 11 agencies—7 from OSHA's list of the larger or more hazardous agencies and 4 others. The agencies generally complied with OSHA's reporting requirements. They provided summary information on program accomplishments and improvements for the year covered by the report as well as plans, goals, and objectives for coming years. The agencies also reported current and historical statistics on injury and illness rates and workers' compensation costs.

OSHA does not use the information in federal agencies' annual reports to assess the comprehensiveness and effectiveness of their safety and health programs. OSHA uses this information primarily to compile required annual summary reports to the President on governmentwide injury and illness rates and the agencies' safety and health activities.

**OSHA Inspectors
Generally Do Not Monitor
for Compliance With
Program Requirements**

OSHA does not require its inspectors, when inspecting federal workplaces, to monitor for compliance with Executive Order 12196 and OSHA regulations on safety and health programs. Inspectors generally focus on monitoring an agency's compliance with OSHA's safety and health standards.

One indication that OSHA inspectors generally do not monitor federal agencies' compliance with program requirements is OSHA's inspection results data. OSHA's data showed that only 1 percent of the 3,670 inspections of federal workplaces in fiscal years 1989-91 resulted in OSHA's citing an agency for being out of compliance with any safety and health program requirement. In contrast, about 46 percent of these inspections resulted in OSHA's citing an agency for violating the act or one or more OSHA safety and health standards. The program requirements that agencies were cited most frequently for not complying with included: failure to provide safe and healthful workplaces; not posting in the workplace information on the act, the executive order, or the agency's program; and not properly recording occupational injury and illness data.

OSHA is revising its instructions to inspectors to require that when conducting federal agency inspections, they monitor for compliance with safety and health program requirements.

**OSHA Does Not Know
Whether Federal Agencies
Abate Hazardous
Conditions**

Federal agencies are required to abate unsafe and unhealthful working conditions. OSHA, however, does not always know whether federal agencies abate hazards that were identified but not corrected during an inspection.

The best way OSHA can know that hazards are corrected is to reinspect the workplace. But, because of limited resources and higher priority inspection requirements, OSHA limits the number of follow-up inspections to about 10 percent of all inspections.

OSHA's procedures for confirming abatement of hazards not corrected during an inspection are the same for federal agencies and private sector employers. To confirm that these hazards are abated, OSHA relies on agencies and private sector employers to provide evidence of abatement. OSHA requests them to respond by letter, detailing for each violation the specific action taken and the date abatement was achieved. OSHA asks, but does not require, them to send documentation, such as photographs, invoices, or diagrams, as evidence of abatement.

We did not estimate the extent to which federal agencies fail to provide adequate evidence of abatement. In May 1991, we reported that OSHA was receiving inadequate documentation from private sector employers that hazards had been abated.⁵ We attributed the inadequate documentation, in part, to OSHA's not requiring employers to provide specific abatement evidence. For example, some employers did not provide all the material OSHA had requested as evidence of abatement. Other employers submitted inadequate evidence for OSHA to confirm that corrective actions had been taken. Also, because employers are not required to submit evidence, many do not.

We recommended that the Secretary of Labor direct OSHA to require that employers submit detailed evidence of corrective actions taken to abate hazards found during inspections. The Secretary agreed that OSHA's procedures to verify abatement may limit its ability to confirm that abatement has occurred. OSHA is developing a regulation to implement our recommendation. By December 1992 it plans to publish for public comment a proposed rule that will apply to federal agencies and private sector employers.

OSHA Makes Limited Use of Inspection Results

In practice, OSHA's strategy for monitoring federal agency safety and health programs relies primarily on inspecting individual agency workplaces. However, the results of OSHA's inspections play only a limited role in its oversight of agencies' total safety and health programs.

Because of limited resources, OSHA tries to inspect workplaces thought likely to be hazardous. When selecting workplaces to inspect, OSHA gives highest priority to formal complaints or referrals of hazardous conditions and reports of fatal accidents. When scheduling discretionary, or programmed, inspections, OSHA uses workers' compensation data for individual workplaces to target those with the greatest potential for injuries and illnesses.

During the period fiscal years 1989-91, OSHA inspected 3,670 federal workplaces. In this 3-year period, OSHA cited agencies that it found in noncompliance with the act or its standards for an average of about eight violations. OSHA's inspection data base includes information obtained from OSHA inspection reports and other documents. For each federal workplace inspected, the information in the data base includes the agency's name and

⁵Occupational Safety and Health: OSHA Policy Changes Needed to Confirm That Employers Abate Serious Hazards (GAO/HRD-91-35, May 8, 1991).

address, number of workers at the workplace, type of inspection (safety or health), violations detected, and status of abatement actions to correct cited violations.

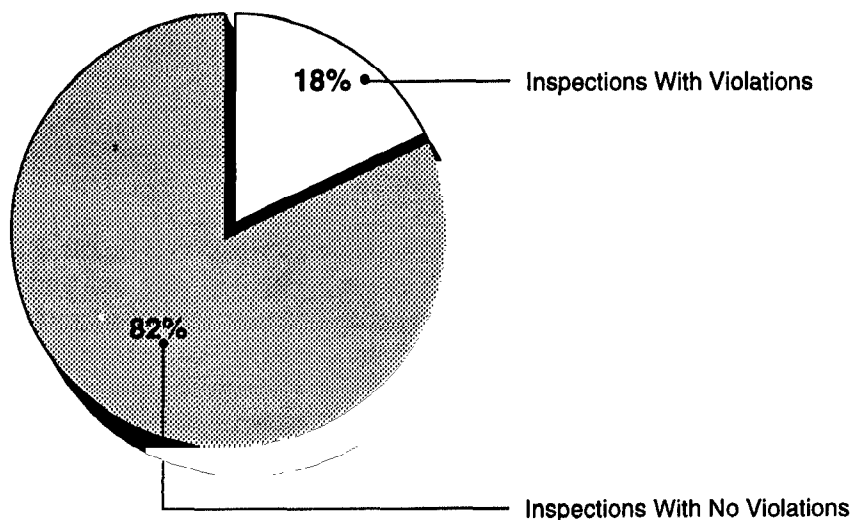
OSHA does not use inspection data to assess federal agency safety and health program effectiveness. According to OSHA officials, when an agency is selected for evaluation of its safety and health program, OSHA might use the results of inspections conducted at the agency's workplaces to plan the evaluation. For the most part, however, OSHA uses inspection results as indicators of problems at individual workplaces, rather than as indicators of possible systemic problems needing an agencywide response.

OSHA Relies on Inspections to Monitor Agencies' Compliance With the Hazard Communication Standard

OSHA policy requires its inspectors to check for compliance with the Hazard Communication Standard on every workplace inspection it conducts. OSHA is not required by law or regulation, however, to monitor federal agencies' implementation of the standard. For each workplace inspected, OSHA collects information on compliance with the standard, but does not use this information to assess overall agency compliance.

According to OSHA inspection data, about 18 percent of the 3,670 inspections of federal agency workplaces in fiscal years 1989-91 found that the agencies were not in compliance with the Hazard Communication Standard. (See fig. 2.) Agencies cited by OSHA for violations during these fiscal years, however, were cited for more violations of this standard than any other OSHA standard.

Figure 2: Most Agencies in Compliance With Hazard Communication Standard, Fiscal Years 1989-91



Note: OSHA conducted 3,670 federal agency workplace inspections during this period.

Conclusions

OSHA knows little about federal agencies' safety and health programs and their effectiveness in protecting workers from occupational injuries and illnesses. To monitor the programs, OSHA relies on inspections at specific workplaces, rather than an approach, as envisioned by its regulations, involving a combination of program evaluations, report reviews, and on-site inspections.

Although we cannot conclude that OSHA's approach results in better or worse protection for federal employees, we believe that OSHA can improve its monitoring of agency safety and health programs. We believe that the information OSHA already receives in agencies' annual reports could help it determine how well the agencies are implementing their safety and health programs. Also, if OSHA monitored for compliance with the program requirements during its inspections as planned and used inspection results to identify systemic problems, it could better identify the underlying causes of hazards occurring in the workplace.

Recommendations

To strengthen OSHA's monitoring of federal agencies' safety and health programs, we recommend that the Secretary of Labor direct OSHA to

- analyze agencies' annual reports to identify indicators of program implementation problems,
- include monitoring for compliance with program requirements in inspections it makes at agencies' workplaces, and
- use the results of workplace compliance inspections to identify potential systemic weaknesses in agencies' programs.

Agency Comments

OSHA provided written comments on a draft of this report. (See app. II.) OSHA generally agreed with our findings and recommendations. It said that it would review how it might make more effective use of agencies' annual reports to identify indicators of program implementation problems. OSHA also said that its instructions to inspectors, which it is revising to require that inspectors monitor federal agencies for compliance with safety and health program requirements, will include guidelines for inspectors to cite agencies for violations of these requirements. OSHA said it also would consider ways to better use its inspection results data to identify potential systemic weaknesses in agencies' programs.

Also, OSHA provided oral technical comments on the report draft. We incorporated them as appropriate.

We are providing copies of this report to the Secretary of Labor; other interested congressional committees; the Director, Office of Management and Budget; and other interested parties. Copies also will be provided to others on request. If you have any questions about the information contained in this report, please call me at (202) 512-7014. Other major contributors are listed in appendix III.

Sincerely yours,

Edward A. Blensmore

for Linda G. Morra
Director, Education and
Employment Issues

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Abbreviations

OSHA Occupational Safety and Health Administration

Federal Agencies Targeted by OSHA for Annual Evaluations

| Department or agency | Number of civilian employees^a |
|---|---|
| Department of Defense | 1,007,941 |
| U.S. Postal Service | 805,132 |
| Department of Veterans Affairs | 256,314 |
| Department of the Treasury | 168,549 |
| Department of Health and Human Services | 130,607 |
| Department of Agriculture | 118,645 |
| Department of Justice | 92,153 |
| Department of the Interior | 77,642 |
| Department of Transportation | 70,114 |
| Department of Commerce | 37,745 |
| National Aeronautics and Space Administration | 25,683 |
| Tennessee Valley Authority | 22,786 |
| General Services Administration | 21,141 |
| Department of Energy | 19,910 |
| Department of Labor | 17,957 |
| Total | 2,872,319 |

Note: Since 1982, OSHA has identified these agencies as the "larger or more hazardous" executive agencies.

^aCivilian employment as of November 1991. These agencies comprise about 97 percent of the executive branch work force.

Comments From the Department of Labor

U.S. Department of Labor

Occupational Safety and Health Administration
Washington, D.C. 20210



Reply to the Attention of:

JUN 25 1992

Ms. Linda G. Morra
Director
Education and Employment Issues
Human Resources Division
U.S. General Accounting Office
Washington, D.C. 20548

Dear Ms. Morra:

Thank you for your letter of May 28 transmitting for comment the General Accounting Office's (GAO's) draft report entitled, "Occupational Safety and Health: Improvements Needed in OSHA's Monitoring of Federal Agencies Programs." The primary objective of the study was to examine OSHA's monitoring of federal agencies' safety and health programs.

OSHA believes that GAO's findings must be considered in the context of overall progress in promoting employee safety and health in the federal sector. OSHA is committed to protecting the safety and health of the federal workforce, and plays a key role in assisting federal agencies with their safety and health programs through individual consultation, conferences and training activities. OSHA is also responsible for assessing the effectiveness of federal agency safety and health programs, and for conducting inspections to identify and abate specific workplace hazards. We believe these efforts are helping to assure safer and more healthful workplaces for federal workers. The overall federal civilian employee injury/illness rate per 100 full-time workers has declined by more than 30 percent in a little more than a decade, from 7.3 in 1979 to 5.1 in 1991. That progress suggests that, while improvements can always be made, in general we are moving in the right direction.

In its review of OSHA efforts to monitor federal agency programs, GAO has focussed particular attention on annual evaluations, annual reports, and inspection information as tools to identify and correct agency-wide problems in implementing effective safety and health programs. OSHA agrees that such agency-wide evaluations are important, and welcomes GAO's recommendations for improvements. As noted below, OSHA will carefully consider each of GAO's three recommendations.

At the same time, OSHA has found from practical experience that individual inspections can also play a very significant role in reducing federal employee injuries and illnesses, both by providing essential information on possible agency program problems, and by identifying and abating specific hazards. OSHA has, therefore, placed considerable emphasis on conducting such

Appendix II
Comments From the Department of Labor

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inspections. As noted by GAO in its May 16, 1991 testimony before the House Subcommittee on the Civil Service, "OSHA inspections cover a higher percentage of the hazardous worksites and a higher percentage of workers in the federal than the private sector." OSHA inspections reach close to 20 percent of the total federal workforce, compared with about 3 percent of all employees in the private sector. We believe that this very active inspection effort has contributed to the positive injury/illness rate trends cited above. We also note that, while GAO found that OSHA can improve its monitoring of agency safety and health programs, it did not conclude that OSHA's current approach results in better or worse protection for federal employees.

From GAO's findings, three recommendations were made in its draft report. First, it suggests that OSHA analyze agencies' annual reports to identify indicators of program implementation problems. OSHA welcomes this recommendation, and will review what might be done to make more effective use of annual reports. From past experience, OSHA has recognized that not all of the agencies' reports were meeting the objectives contained in our guidelines for evaluation of their programs. As a result, OSHA will consider means of obtaining more relevant information from federal agencies.

Secondly, GAO suggests that OSHA include monitoring for compliance with program requirements during inspections at agencies' workplaces. OSHA has always agreed that monitoring for compliance with the Executive Order and program requirements during federal inspections identifies some underlying causes of hazards in the workplace and deficiencies in federal agencies' programs. In fact, OSHA has in the past issued citations for program deficiencies under the pertinent paragraphs of the Executive Order, and is developing guidelines which will allow citations under 29 CFR 1960 regulations.

Finally, GAO recommends that OSHA use the results of workplace compliance inspections to identify potential systemic weaknesses in agencies' programs. OSHA agrees that such information is valuable, and in fact OSHA already routinely provides the agency with inspection findings to guide and direct their program. OSHA analyzes extensive site-specific data to observe trends, and uses this to target inspections and in evaluations. OSHA will discuss the use of inspection data at a forthcoming Federal Advisory Committee on Occupational Safety and Health (FACOSH) meeting in order to seek the views of FACOSH representatives as to possible modifications to enhance the utility of inspection data.

OSHA believes that its strong presence in the federal workplace, coupled with its added emphasis on compliance with program requirements, will result in more effective monitoring of federal agencies' programs. We believe that such efforts will continue

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and strengthen the positive injury/illness rate trends already taking place.

OSHA appreciates the assistance GAO has provided in our efforts to improve the Agency's monitoring of federal agencies' safety and health programs. If you have any questions, please let us know.

Sincerely,



Dorothy L. Strunk
Acting Assistant Secretary

Major Contributors to This Report

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Related GAO Products

Occupational Safety & Health: Worksite Safety and Health Programs Show Promise (GAO/HRD-92-68, May 19, 1992).

Occupational Safety and Health: Options to Improve Hazard-Abatement Procedures in the Workplace (GAO/HRD-92-105, May 12, 1992).

Occupational Safety & Health: Employers' Experiences in Complying With the Hazard Communication Standard (GAO/HRD-92-63BR, May 8, 1992).

Occupational Safety and Health: Penalties for Violations Are Well Below Maximum Allowable Penalties (GAO/HRD-92-48, Apr. 6, 1992).

Occupational Safety and Health: Worksite Safety and Health Programs Show Promise (GAO/T-HRD-92-15, Feb. 26, 1992).

Occupational Safety & Health: OSHA Action Needed to Improve Compliance With Hazard Communication Standard (GAO/HRD-92-8, Nov. 26, 1991).

Occupational Safety & Health: Worksite Programs and Committees (GAO/T-HRD-92-9, Nov. 5, 1991).

OSHA's Oversight of Federal Agency Safety and Health Programs (GAO/T-HRD-91-31, May 16, 1991).

Occupational Safety & Health: OSHA Policy Changes Needed to Confirm That Employers Abate Serious Hazards (GAO/HRD-91-35, May 8, 1991).

Occupational Safety & Health: Inspectors' Opinions on Improving OSHA Effectiveness (GAO/HRD-91-9FS, Nov. 14, 1990).

Occupational Safety & Health: Options for Improving Safety and Health in the Workplace (GAO/HRD-90-66BR, Aug. 24, 1990).

How Well Does OSHA Protect Workers From Reprisals: Inspector Opinions (GAO/T-HRD-90-8, Nov. 16, 1989).


Occupational Safety & Health: Assuring Accuracy in Employer Injury and Illness Records (GAO/HRD-89-23, Dec. 30, 1988).

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