

Article 63.

State Employees Workplace Requirements Program for Safety, Health, and Workers' Compensation.

Part 1. Executive Branch Programs.

§ 143-580. Definition.

As used in this Article, "State agency" means any department, commission, division, board, or institution of the State within the executive branch of government, including The University of North Carolina system, and the Office of Administrative Hearings. (1991 (Reg. Sess., 1992), c. 994, s. 1; 2015-241, s. 30.18(b).)

§ 143-581. Program goals.

The Office of State Human Resources shall establish a written program for State employee workplace safety, health, and workers' compensation. The program shall promote safe and healthful working conditions and shall be based on clearly stated goals and objectives for meeting the goals. The program shall provide managers, supervisors, and employees with a clear and firm understanding of the State's concern for protecting employees from job-related injuries and health impairment; preventing accidents and fires; planning for emergencies and emergency medical procedures; identifying and controlling physical, chemical, and biological hazards in the workplace; communicating potential hazards to employees; and assuring adequate housekeeping and sanitation. (1991 (Reg. Sess., 1992), c. 994, s. 1; 2015-241, s. 30.18(b).)

§ 143-582. Program requirements.

The written program required under this Article shall describe at a minimum:

- (1) The methods to be used to identify, analyze, and control new or existing hazards, conditions, and operations.
- (2) How managers, supervisors, and employees are responsible for implementing the program, controlling accident-related expenditures, and how continued participation of management and employees will be established, measured, and maintained.
- (3) How the plan will be communicated to all affected employees so that they are informed of work-related physical, chemical, or biological hazards, and controls necessary to prevent injury or illness.
- (4) How managers, supervisors, and employees will receive training in avoidance of job-related injuries and health impairment.
- (5) How workplace accidents will be reported and investigated and how corrective actions will be implemented.
- (6) How safe work practices and rules will be communicated and enforced.
- (7) The safety and health training program that will be made available to employees.
- (8) How employees can make complaints concerning safety and health problems without fear of retaliation.
- (9) How employees will receive medical attention following a work-related injury or illness. (1991 (Reg. Sess., 1992), c. 994, s. 1.)

§ 143-583. Model program; technical assistance; reports.

- (a) Model Program. – The Office of State Human Resources shall:

- (1) Maintain a model program of safety and health requirements to guide State agencies in the development of their individual programs and in complying with the provisions of G.S. 95-148 and this Article.
 - (2) Establish guidelines for the creation and operation of State agency safety and health committees.
 - (3) Adopt policies that shall govern the administration of the workers' compensation program and monitor compliance with Chapter 97 of the General Statutes.
 - (4) Establish guidelines for the delegation of certain administrative functions as necessary for the administration of the workers' compensation program to State agencies, as defined in this section.
- (b) Repealed by Session Laws 2015-241, s. 30.18(b), effective July 1, 2015.
- (b1) Technical Assistance. – The Office of State Human Resources shall:
- (1) Provide consultative and technical services to assist State agencies in establishing and administering their workplace safety and health programs and to address specific technical problems.
 - (2) Monitor compliance with this Article.
- (c) Reports. – The Office of State Human Resources shall report annually to the Joint Legislative Commission on Governmental Operations and the Joint Legislative Oversight Committee on General Government on the safety, health, and workers' compensation activities of State agencies, compliance with this Article, and the fines levied against State agencies pursuant to Article 16 of Chapter 95 of the General Statutes. (1991 (Reg. Sess., 1992), c. 994, s. 1; 2013-382, s. 9.1(c); 2015-241, s. 30.18(b); 2019-152, s. 1; 2021-180, s. 37.3.)

§ 143-584. State agency safety and health committees.

The Office of State Human Resources shall create, pursuant to guidelines adopted under subsection (a) of G.S. 143-583, committees to perform workplace inspections, review injury and illness records, make advisory recommendations to the agency's managers, and perform other functions determined by the Office of State Human Resources to be necessary for the effective implementation of the State Employees Workplace Requirements Program for Safety and the workers' compensation program. (1991 (Reg. Sess., 1992), c. 994, s. 1; 2013-382, s. 9.1(c); 2015-241, s. 30.18(b).)

§§ 143-585 through 143-588. Reserved for future codification purposes.

Part 2. Legislative and Judicial Branch Programs.

§ 143-589. Legislative and judicial branch safety and health programs.

The Legislative Services Commission and the Administrative Office of the Courts are authorized to separately establish safety and health programs for their employees. (1991 (Reg. Sess., 1992), c. 994, s. 3; 2001-424, s. 22.6(c).)

§§ 143-590 through 143-594. Reserved for future codification purposes.