



INDIANA DEPARTMENT OF LABOR

Trends in Post-Recession Workplace Injuries and Illnesses

Presenters:

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Quality, Metrics and Statics

Monday, February 11, 2019

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Topics of Discussion

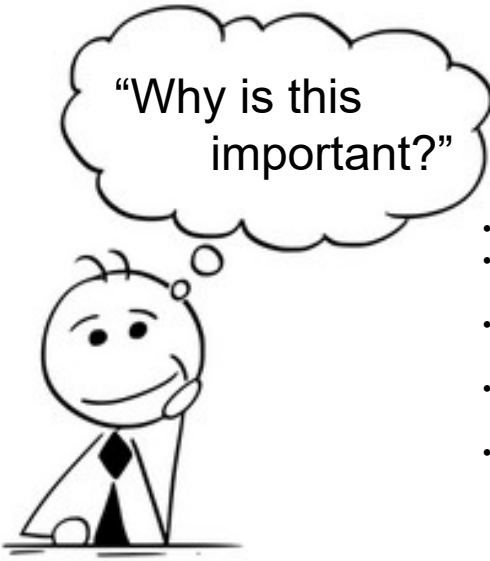
- Who we are
- What we do
- The effect of the economy on injury and illness data
 - What do all of these numbers really mean
- Estimating the cost of injuries and OSHA penalties
 - Direct cost
 - Indirect cost
- Changes in reporting
 - SOI reporting
 - Mandatory OSHA reporting

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“Why is this important?”

- Where are we headed?
- Identify trends in specific industries.
- Use data to grade ourselves against the past.
- Are we truly keeping our workplaces safe for workers?
- Are the methods we use to improve workplace safety truly working?

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Who We Are

- Indiana Department of Labor (IDOL)
 - Quality Metrics and Statistics Team
- Agents of the Bureau of Labor Statistics (BLS)
 - Survey of Occupational Injuries and Illnesses (SOII)
 - Census of Fatal Occupational Injuries (CFOI)

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What We Do

- Survey of Occupational Injuries and Illnesses (SOII)
 - Coding and data maintenance
 - Survey of Hoosier businesses
- Census of Fatal Occupational Injuries (CFOI)
 - Coding and data maintenance
 - All work-related fatal injuries in Indiana

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Introduction to SOII and CFOI

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Collecting data on workplace injuries and illnesses

- The Quality, Metrics and Statistics team (QMS) works with the federal Bureau of Labor Statistics (BLS) to collect recordable workplace injuries and illnesses. These data are collected through the Survey of Occupational Injuries and Illnesses (SOII).

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If you are on the
Survey of
Occupational Injuries
and Illnesses,
**PLEASE DO NOT
IDENTIFY YOUR
COMPANY NAME.**

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The Bureau of Labor Statistics (BLS) ensures a pledge of confidentiality with all survey participants, **we cannot share any confidential information.**

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SOII


- Rollout of the Survey of Occupational Injuries and Illnesses (SOII)
 - Data is surveyed, not a census
 - Approximately 5,800 surveys mailed per year in Indiana
- OSHA forms 300, 300A, and 301
- Recordable work related injuries and illnesses
- Mandatory survey
 - OSHA Standard 1904.42
 - Public Law 91-596

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SOI Importance!

- Helps prevent workplace deaths, injuries and illnesses
- Identifies workplace trends
- Helps with an employer's bottom line

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SOI Results

- Injury and Illness Rate
 - National standard of measuring workplace safety
 - Estimated Number of Nonfatal Injuries per 100 Full-Time Workers
- Number of Injuries and Illnesses
 - Estimated Number of Occupational Injuries and Illnesses
- Totals
 - Overall Nonfatal Injuries and Illnesses
 - Nonfatal Injuries and Illnesses by Industry
 - Nonfatal Injuries and Illnesses by Event

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Calculating Injury and Illness Rates

N = number of recordable injuries and illnesses

EH = total hours worked by all employees during the calendar year

$$N / EH \times 200,000 = \text{Injury and Illness Rate}$$

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Calculating Injury and Illness Rates

N = number of recordable injuries and illnesses

EH = total hours worked by all employees during the calendar year

N = 2 injuries

EH = 50,000 employee hours worked

$$2 / 50,000 \times 200,000 = 8.0$$

This is read as 8.0 work-related injury and illness per 100 full-time workers per year.

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Uses of SOII Data

- Indiana Department of Labor
 - Publications
 - IN Review
 - QMS Report
 - Brochures
 - Presentations
- Outreach (INSafe)
 - Focus on high-hazard industries
- Enforcement (IOSHA)
 - Focus on high-hazard industries
- Safety Managers
 - Better understand industry hazards

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CFOI

- Census of Fatal Occupational Injuries (CFOI)
 - Data is a census. All relevant data is collected.
 - Does not include most workplace illnesses
- Includes all work-related fatal injuries we can find
 - OSHA Reports
 - Death Certificates
 - Police Reports
 - First Reports of Injury (Worker's Compensation)
 - News Articles
 - Social Media

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Uses of CFOI Data

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 - IN Review
 - QMS Report
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 - Outreach
 - Focus on high-hazard industries
 - Enforcement
 - Focus on high-hazard industries

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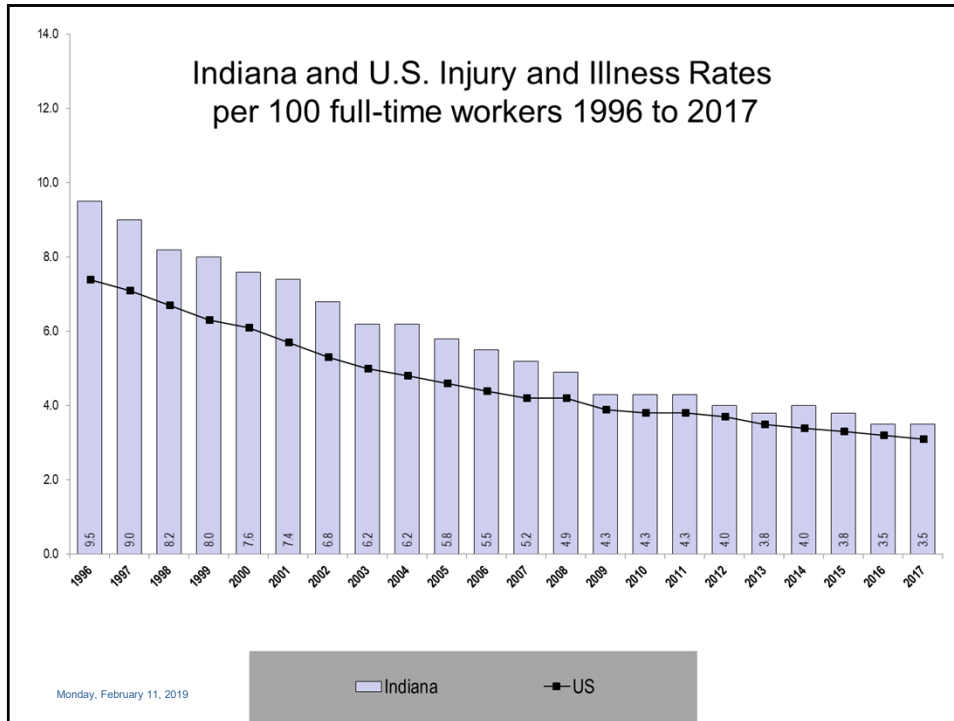
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Injury and Illness Rate Trends

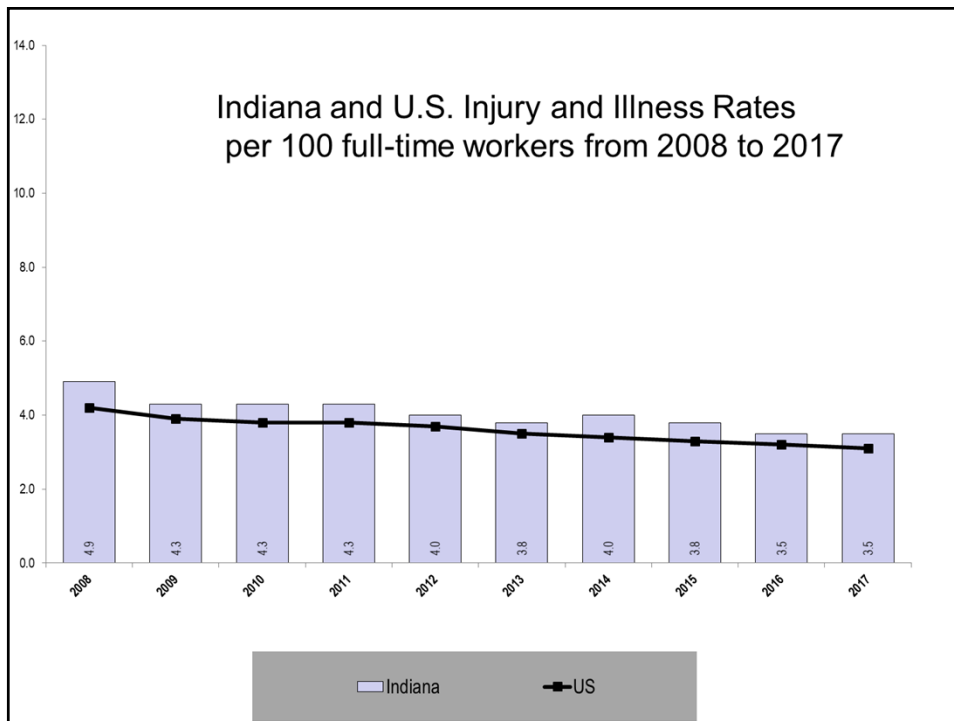


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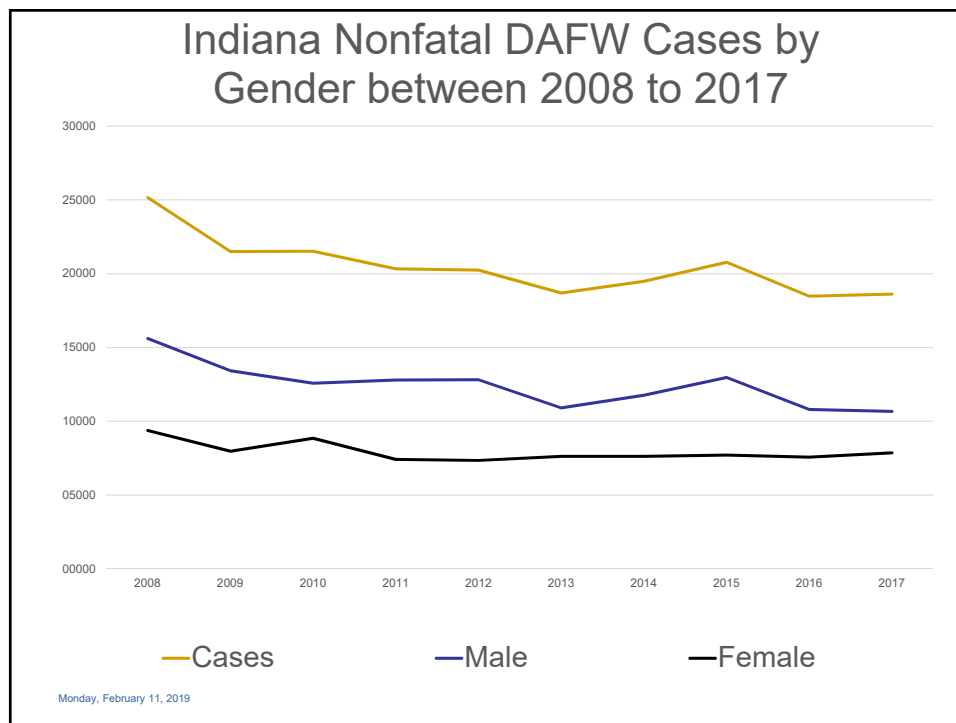


Indiana Nonfatal DAFW Cases by Gender from 2008 to 2017

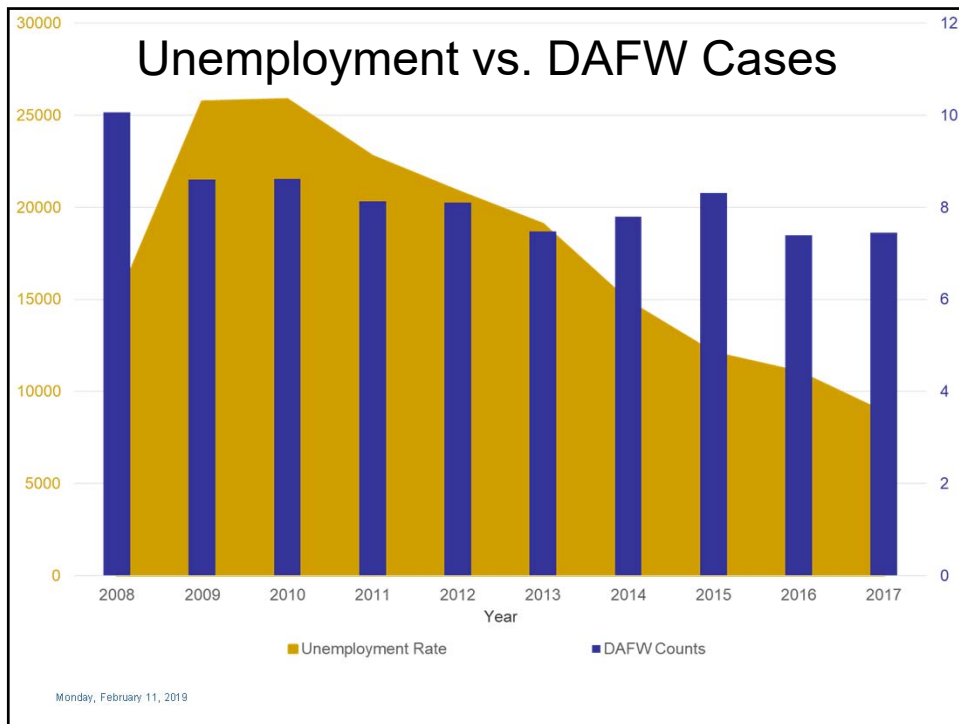
- 2008
 - 15,610 male recordable injuries and/or illnesses
 - 9,380 female recordable cases.
- 2017
 - 10,670 male recordable injuries and/or illnesses
 - 7,860 female recordable cases.
- Both male and female recordable injuries and/or illnesses are declining.

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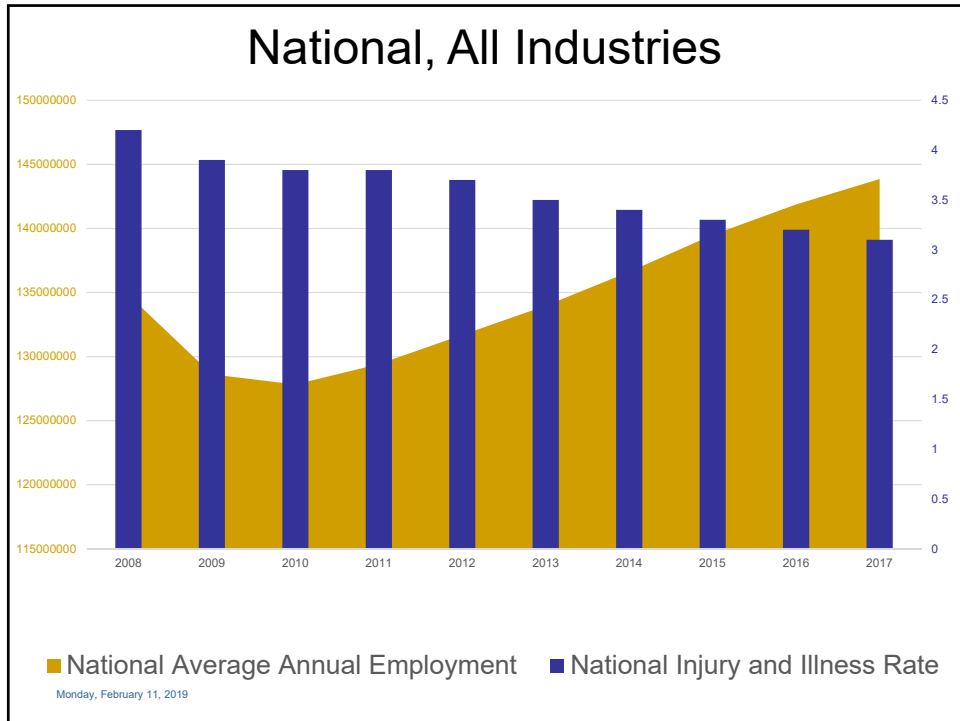
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Industry Trends

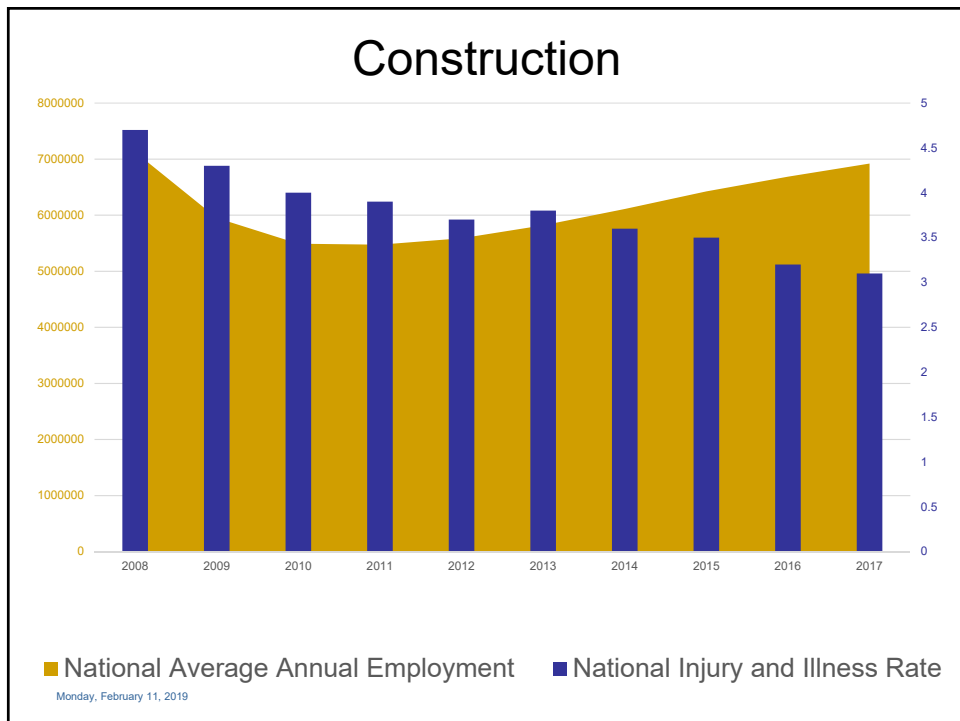
Examine a few industries and show that there is not a correlation between employment and estimated injury and/or illness counts.

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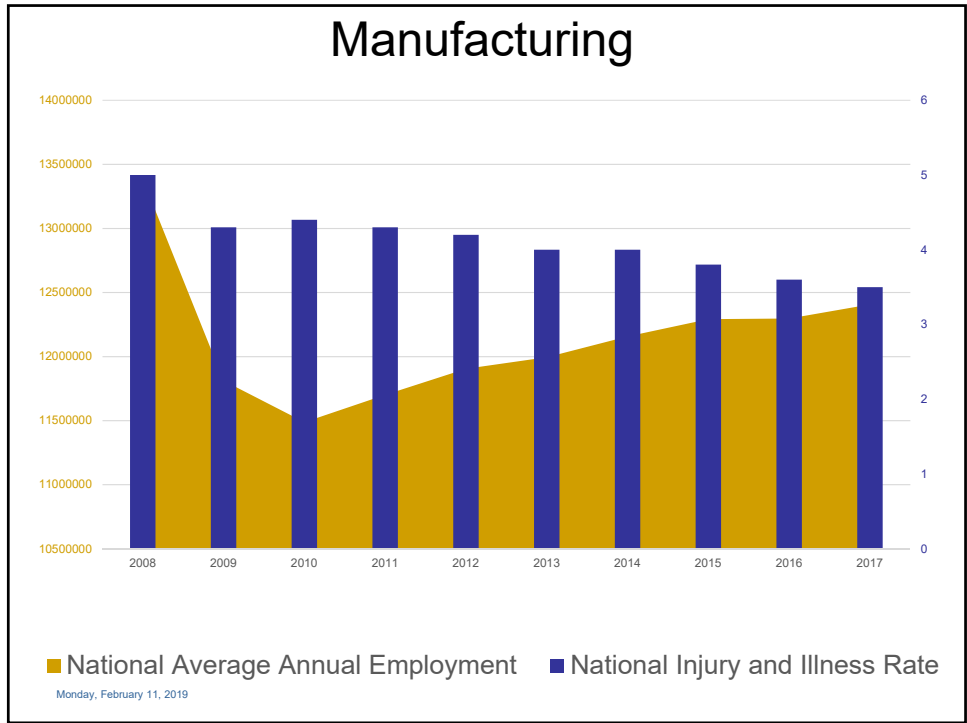
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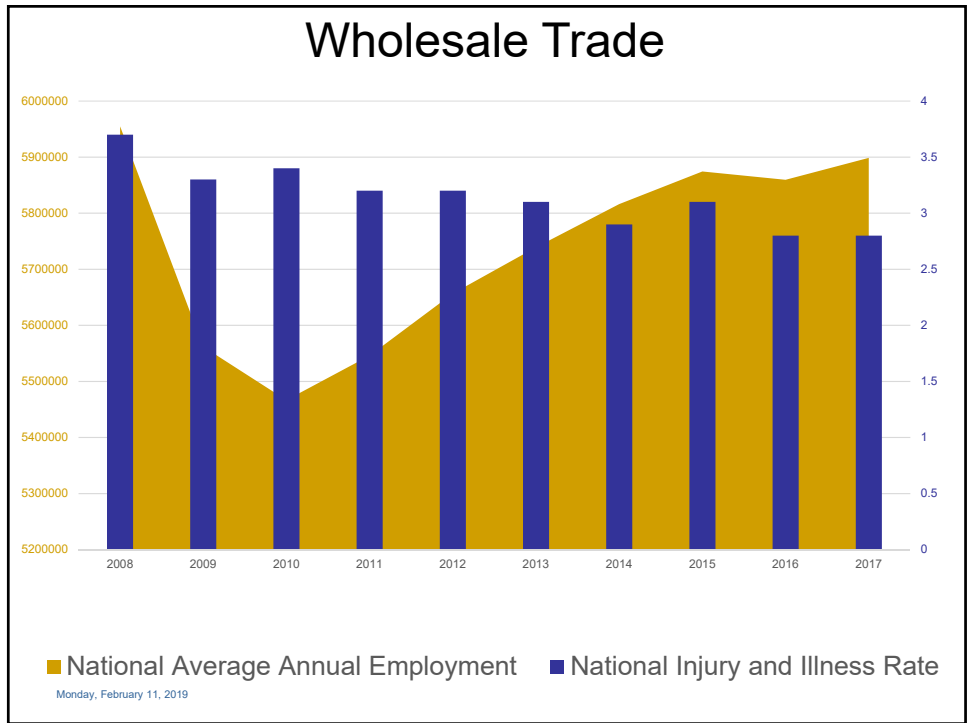
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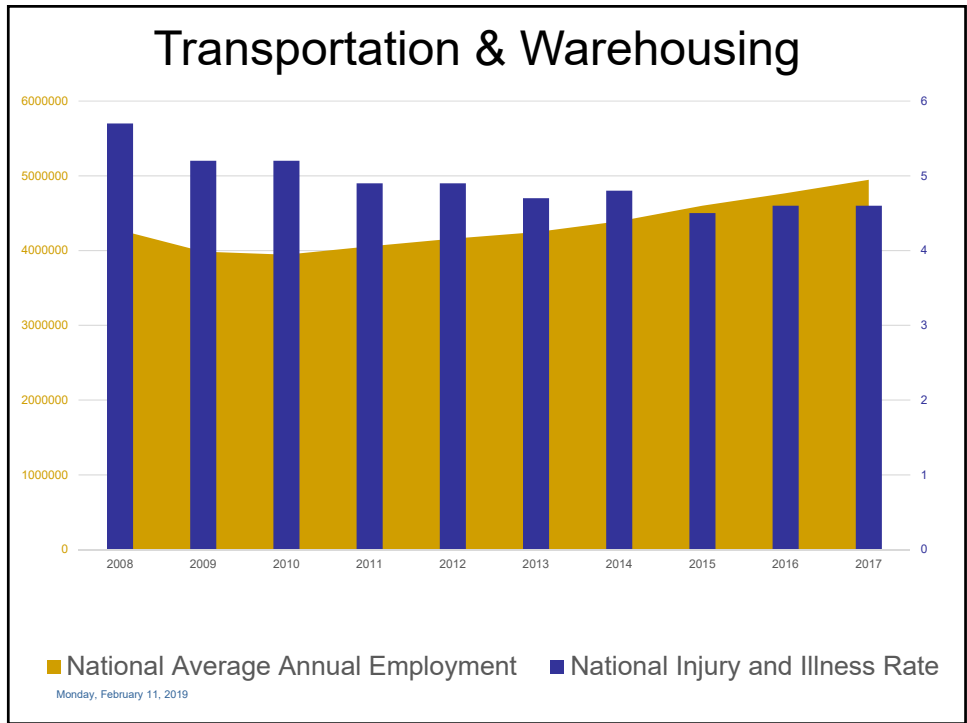
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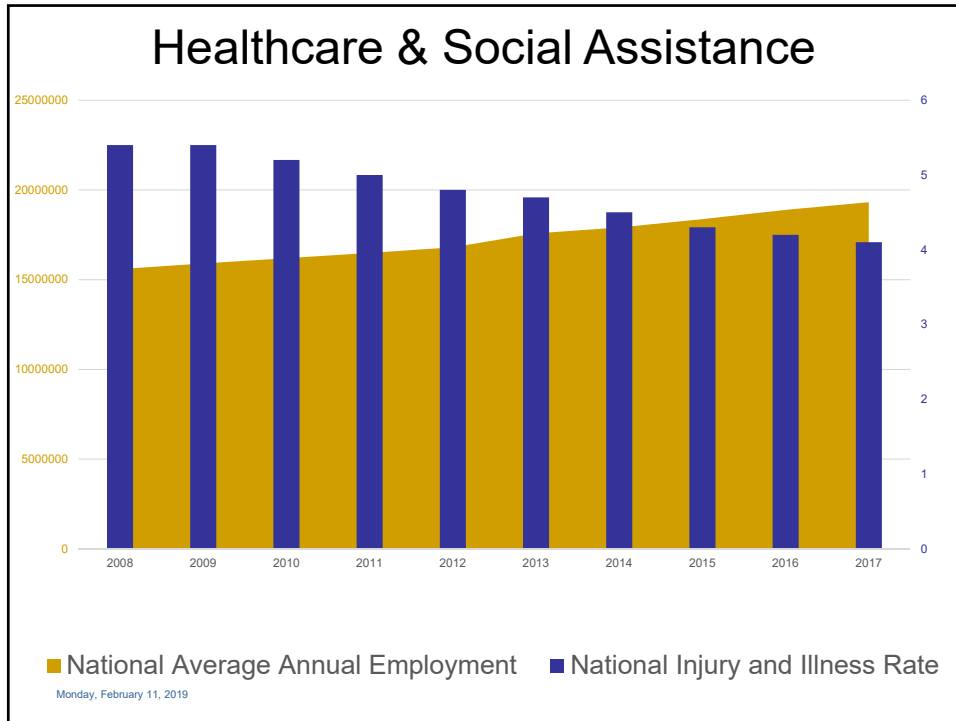
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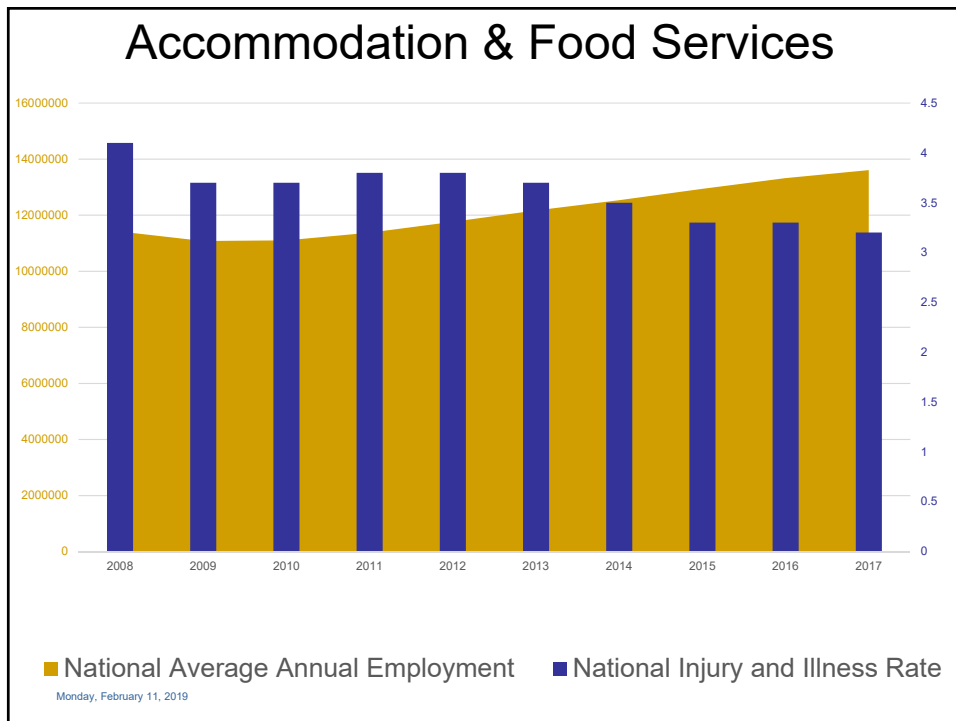
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The True Cost of Injuries in the Workplace

- Direct Costs
 - These are all costs that can be itemized or are otherwise easily recordable. Examples:
 - Medical
 - Indemnity Payments
 - Program or Administrative Cost

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Hidden Cost

- Indirect Cost
 - These are less obvious costs to the employer. Costs not directly related to the injury but occurring as a result of the injury. A few examples include:
 - Loss of productivity
 - IOSHA penalties
 - Wages paid to injured workers for lost time not covered by workers' comp
 - Replacement cost for damaged property
 - Recruiting, hiring and training replacement

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Cost Example

Joe Smith was working on a press machine and accidentally got his hand stuck in the machine. As a result, Joe's thumb was amputated.

- Direct cost:
 - \$10,000
 - Medical Payments
- Indirect costs:
 - Loss of productivity
 - Administration time
 - OSHA penalties

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Changes in Reporting

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OSHA and Recording

- At the end of year, OSHA Form 300A "Summary of Work-Related Injuries and Illnesses must be completed by Employers with 10 or more employees in certain industries
- Each recordable employee workplace injury and illness must be reported on OSHA Form 300 and 301
- Must post 300A, by February 1st to April 30th

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SOII

- It is random but mandatory for those businesses sampled
- Consists of about 6000 businesses from different industries
- Collected from January through August of the following year
- Information comes from OSHA Forms 300, 300A and 301
- Farms with fewer than 10 employees are not on the survey
- Sole proprietorship are also exempt from the survey

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Electronic Reporting

- Jan 1st 2017 new rule
- Covered establishments with 250 or more employees must submit OSHA 300A (Summary of Work-Related Injuries and Illnesses)
- Establishments with 20-249 employees in certain industries with high rates of occupational injuries and illnesses must submit OSHA 300A
- January 2nd through March 2nd 2019
- Improve workplace safety
- Identify workplace hazards

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Conclusion



- Post-Recession workplace injury and illness rates have maintained the trend of steady decline since the mid-90's.
- Small sample size (2008-2017), but total employment and the injury and illness rate do not seem correlated.
- Any additional information for OSHA requirements can be found: <https://www.osha.gov/news/newsreleases/trade/01242019>

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Questions?

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Additional Information

- BLS SOII and CFOI Programs
 - www.bls.gov/respondents/home.htm
- BLS Data Tools
 - www.bls.gov/data
- Indiana Department of Labor
 - www.in.gov/dol
- Federal OSHA
 - www.osha.gov

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