

OPERATIONAL DEFINITION

MEASUREMENT: Employee Injury Rate for OSHA Recordable Events

I. Description and Rationale

This measure answers the question:

How many employee injuries/illnesses occur that result in being classified as 'OSHA Recordable'?

The CCHMC Occupational Safety & Environmental Health Division measures this as the number of work-related injuries that result in being classified as 'OSHA Recordable, per 100 employees. 'OSHA Recordable' has a regulatory definition, but functionally it means any work-related injury or illness resulting that requires more than first aid to treat it. The measure is based on statistics that OSHA requires employers to report annually. The U.S. Bureau of Labor Statistics (<http://www.bls.gov/iif/oshwc/osh/os/ostb1619.pdf>) reports the annual incidence rate by industry, so it can be benchmarked against other industries. The purpose of the measure is to track how many CCHMC employees are seriously injured on the job as one way to quantify the well-being of the hospital's staff.

II. Population Definition (Inclusions/Exclusions)

This measure includes all employees of the medical center.

III. Data Source(s)

Data comes from Employee Health's "CCHMC 2011 OSHA Log 300".

IV. Sampling and Data Collection Plan

The entire employee population of CCHMC is included in the measure.

V. Calculation

The incidence rate represents the number of injuries and illnesses per 100 full-time workers and is normally calculated on a quarterly level as: $(N/EH) \times 200,000$ where:

- N = number of OSHA Recordable injuries and illnesses over the quarter
- EH = total hours worked by all employees during the quarter
- 200,000 = base for 100 equivalent workers (working 40 hours per week, 50 weeks per year)

VI. Analysis Plan and Frequency of Reporting

Data is collected continuously and is reported quarterly.

VII. Reporting Venues

The measure is reported on Strategic Plan Scorecard.

VIII. Limitations

IX. Experts/Resources

For more information and data regarding employee injuries, see: <http://www.bls.gov/iif> or <http://www.osha.gov/recordkeeping/handbook/index.html>

X. Revision History

Version	Primary Author(s)	Description of Version	Date Completed
Final Draft	Tracey Bracke		3/24/2011