



## OPERATIONAL DEFINITION

### MEASUREMENT: Employee Injury Rate for Cases with Lost Workdays

#### I. Description and Rationale

*This measure answers the question:*

*How many employee injuries occur that result in lost workdays?*

The CCHMC Health and Safety Department measures this as the number of work-related injuries that result in lost workdays, per 100 employees. 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)

Currently, this measure includes all employees of the hospital. In the future, the measure will describe injuries to healthcare providers only.

#### III. Data Source(s)

Data comes from the Health and Safety Department's "CCHMC 2006 OSHA Log 300".

#### IV. Sampling and Data Collection Plan

Currently, 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:  $(N/EH) \times 50,000$  where:

- N = number of injuries and illnesses over the quarter
- EH = total hours worked by all employees during the quarter
- 50,000 = base for 100 equivalent workers (working 40 hours per week, 12.5 weeks per quarter)

#### VI. Analysis Plan and Frequency of Reporting

Data is collected continuously and is reported quarterly.

#### VII. Reporting Venues

The measure is reported on the System Level Report Card.

#### VIII. Limitations

The measure currently includes both healthcare and non-healthcare employees.

#### IX. Experts/Resources

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

**X. Revision History**

| Version     | Primary Author(s) | Description of Version | Date Completed |
|-------------|-------------------|------------------------|----------------|
| Final Draft | Jonathan LaBare   |                        | 6/14/2007      |
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