

HOW DO YOU COMPARE???

Aside from better understanding controllable mod points (Experience Modification Rate), knowing how to calculate incident rates and where to find comparable industry data can help you identify problems in your workplace and/or progress you may have made in preventing work-related injuries and illnesses. The Bureau of Labor Statistics (BLS) conducts a survey of occupational injuries and illnesses each year and publishes incidence rate data by various classification (e.g. by industry, by employer size, etc.).

What you will need:

- ✓ A copy of an OSHA log (most recent or older). Most recent comparable data is from 2008.
- ✓ Reference <http://www.osha.gov/recordkeeping/new-osha300form1-1-04.pdf>.
- ✓ See <http://www.bls.gov/iif/oshwc/osh/os/ostb2071.pdf> for Table 1 - Incident rates of non-fatal occupational injuries and illnesses by industry and case types, 2008.
- ✓ The NAICS (North American Industrial Classification) for Technical and Trade Schools is **6115**.

Taking data from various columns on the OSHA log will allow for various incident rate calculations. Columns utilized for the purposes of this discussion include:

- (G) Death
- (H) Days away from work
- (I) Job transfer or restriction
- (J) Other recordable cases

What is an incident rate? It is the number of recordable injuries and illnesses occurring among a given number of full-time workers (usually 100) over a given period of time (usually one year). You can easily compute an occupational injury and illness incidence rate by with the following instructions:

Total recordable cases or total number of injuries or illnesses:

Count the number of line entries on the OSHA Form 300, or refer to OSHA Form 300A (Summary) and sum the entries for columns (G), (H), (I) and (J).

For cases that involve days away from work:

Count the number of line entries on your OSHA Form 300 that received a check mark in column (H), or refer to the entry for column (H) on the OSHA Form 300A (Summary).

Total recordable case rate:

Total number of injuries and illnesses X 200,000 / number of hours worked by all employees

2008 total recordable case rate for NAICS 6115 = 1.6

(The 200,000 figure in the formula represents the number of hours 100 employees working 40 hours per week, 50 weeks per year would work, and provides the standard base for calculating incident rates).

DART rate (days away from work, days of restricted work activity or job transfer:

Number of entries in column (H) + (I) X 200,000 / number of hours worked by all employees

2008 DART rate for NAICS 6115 = 0.7

You can use the same formula to calculate incidence rates for other variables such as cases involving restricted work activity column (I), cases involving skin disorders column (M-2), etc. Just substitute the appropriate total for these cases into the formula in place of the total number of injury and illnesses.