How do we measure injury/illness rates?

OSHA-Recordable Injury/Illness Incidence Rate

What makes an injury or illness OSHA-recordable*?

• Work-related
• Results in:
  • Lost work days,
  • Job transfer or restriction,
  • Medical treatment beyond first aid, and/or
  • Death
• Not based on compensability

*Must be recorded on annual OSHA 300 injury/illness log form.
How do we measure injury/illness rates?

OSHA-Recordable Injury/Illness Incidence Rate

What is an incidence rate?

• Number of OSHA-recordable injuries/illnesses (ORs) per 100 full-time employees
• Permits comparison of relative injury/illness rates between employers of different sizes, industries
• Can assist in identifying problem areas, operations within organizations
• Can be compared to state, national data (where available)

Formula for calculating incidence rate:

\[
\frac{\text{No. of ORs} \times 200,000}{\text{Total hours worked by employees}}
\]

\(^1\) This represents the total hours worked in a calendar year by 100 full-time employees: 2,000 hours for 100 employees (2,000 \times 100 = 200,000).
What is MCPS’ Incidence Rate?

Systemwide Incidence Rate (CY22)

No. of OSHA-Recordable Injuries and Illnesses * 200,000 / Total hours worked by employees =

990 ORs * 200,000 / 37,133,914.52 = 5.3 ORs

5.3 OSHA-Recordable Injuries/Illnesses per 100 full-time employees
How does MCPS compare to state and national averages?

<table>
<thead>
<tr>
<th>CY</th>
<th>Total No. of OSHA-Recordable Injuries/Illnesses (MCPS)</th>
<th>Incidence Rate (MCPS)</th>
<th>Average Incidence Rate (MD Public Schools)</th>
<th>Average Incidence Rate (U.S. Public Schools)</th>
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</table>

1. Incidence Rate: the number of OSHA-recordable injuries/illnesses per 100 full-time employees. Updated 05/08/2023.
How does MCPS compare to state and national averages?

MCPS, Maryland Average, U.S. Average Incidence Rates for Public Elementary and Secondary Schools (CY 2011 - CY 2022)

Calendar Year

OSHA-Recordable Injury/Illness Incidence Rate

Incidence Rate - MCPS
Incidence Rate - MD
Incidence Rate - U.S.