



Navigating Incidents: Beyond Spreadsheets

**PEF
HEALTH AND SAFETY
CONFERENCE**

Agenda

- ▶ **Introduction of workshop presenters**
- ▶ **Outline the types of incidents that occur in the workplace**
- ▶ **Discuss SH900 Logs, incident reports and summary**
- ▶ **Discuss Worker's Compensation Report**
- ▶ **Discuss Workplace violence review, incident reports review and Safety committee participation**
- ▶ **Agency specific data including UIRs**
- ▶ **Activity #1 Incident Data**
- ▶ **Activity #2 SH-900 logs, brick house tracking and incident reports**
- ▶ **Activity #3 Photos, along with group handouts**
- ▶ **Post activity discussion**
- ▶ **Summary, Questions, Comments**

WHAT IS A WORKPLACE INCIDENT?

According to national data issued in 2021 by OSHA and the Bureau of Labor Statistics, including non-fatal injuries and fatal injuries, the top ten most common workplace injuries are:

- Slip and fall**
- Struck by moving object**
- Struck against stationary objects**
- Overexertion**
- Repetitive motion injuries**
- Electrocution**
- Entanglement**
- Motor vehicle accidents**
- Falls from heights**
- Workplace violence (** *MAY OR MAY NOT RESULT IN AN INJURY* **)**

SOURCE: <https://www.bls.gov/>

Why Injury and Illness Data Analysis?

- ▶ **Recording or reporting a case is not an admission of fault or a concession about workers' compensation. While it is true that reported data has multiple applications, at its base reporting is a fact-finding activity, required by law to support prevention, transparency and enhance workplace safety.**
- ▶ **SH900 Injury and Illness Logs, Worker's Compensation Board data and Workplace violence incident reports and can help in recognizing patterns such as what events, job tasks, shifts, or sites drive the most "days away," "restriction/transfer," or medical-treatment cases. They can also identify potential causes of workplace violence as well as safety and health hazards.**

Injury and Illness Data Sources

- ▶ **-NYS DOL PESH Injury and Illness Reporting forms (SH900, SH900.1, SH900.2)**
- ▶ **-New York State Worker's Compensation Report**
- ▶ **-Workplace Violence Prevention Incident Reports**
- ▶ **-Agency Specific Data**
OMH – OIRS,
DOCCS – UIRs, etc.

Workplace Injury and Illness Reporting and Recording Requirements SH900

- ▶ **All New York State Public Employers are required to keep records of “recordable” workplace injuries and illnesses by Title 12 New York Code of Rules and Regulations Part 801**
- ▶ **801.0– Purpose ... provides for recordkeeping by public employers ... for developing information regarding the causes and prevention of occupational injuries and illnesses ...**
- ▶ **801.35(a)(1): The employer must inform each employee of how he or she is to report an injury or illness to the employer ...**
- ▶ **<https://dol.ny.gov/public-employee-safety-health>**



Public Employee Safety and Health Bureau Requirements for SH900 forms

Record of Workplace Injuries and Illnesses

What should be included?

-Work-related...

- **Injury or illness requiring medical treatment beyond first aid.**
- **Injury or illness that results in loss of consciousness, days away from work, restricted work, or transfer to another job.**
- **Diagnosis of cancer, chronic irreversible diseases, fractured or cracked bones or teeth, and punctured eardrums.**
- ***Amputation or loss of eye.****
- **Hospitalization.***
- **Fatality.***

**** Indicates prompt notification required by the employer to PESH via phone, in-person contact, or electronic submission.***

PESH Requirements Continued

▶ **What should be included?**

-Special recording criteria for cases involving:
Sexual assault or injury to intimate part of body;
needlesticks and sharps injuries;
hearing loss;
and tuberculosis.

▶ **What are Privacy Concern Cases?**

-The employer does not have to put the employees name on the log and can enter “privacy case” in the space where the employees name should be. The employer should also keep a confidential list of privacy cases.

Access to Information

SH 900 Log of Work-Related Injuries and Illnesses or agency equivalent form

- Requested by: Employee, former employee, personal representative or authorized representative (union)
- Must be provided by end of next business day (names, titles, and work locations included)

SH 900.2 Incident Report or agency equivalent form

- Requested by: Employee, former employee, or personal representative
- Must be provided by end of the next business day

- Requested by authorized representative (union)
- Must be provided in 7 calendar days

Workplace Injury and Illness Reporting and Recording Requirements (Continued)

THE SH-900.2

Work Related Injury and Illness Incident Report or agency equivalent form

NEW YORK STATE - DEPARTMENT OF LABOR INJURY AND ILLNESS INCIDENT REPORT

FORM SH 900.2

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

This *Injury and Illness Incident Report* is one of the first forms you must fill out when a recordable work-related injury or illness has occurred. Together with the *Log of Work Related Injuries and Illnesses* and the accompanying *Summary*, these forms help the employer and PESH develop a picture of the extent and severity of work-related incidents.

Within 7 calendar days after you receive information that a recordable work-related injury or illness has occurred, you must fill out this form or an equivalent.

Some state workers' compensation, insurance, or other reports may be acceptable substitutes. To be considered an equivalent form, any substitute must contain all the information asked for on this form.

According to 12NYCRR Part 801, PESH recordkeeping rule, you must keep this form on file for 5 years following the year to which it pertains.

If you need additional copies of this form, you may photocopy and use as many as you need.

Completed by _____
Title _____
Phone (____) _____ Date ____/____/____

Employee Information:

- 1) Full name _____
- 2) Street _____
City _____ State _____ Zip _____
- 3) Date of birth ____/____/____ 4) Date hired ____/____/____
- 5) Male Female

14) **What was the employee doing just before the incident occurred?** Describe the activity, as well as the tools, equipment, or material the employee was using. Be specific. *Examples:* "climbing a ladder while carrying roofing materials", "spraying chlorine from hand sprayer."

15) **What happened?** Tell us how the injury occurred. *Examples:* "When ladder slipped on wet floor, worker fell 20 feet", "Worker was sprayed with chlorine when gasket broke during replacement."

16) **What was the injury or illness?** Tell us the part of the body that was affected; be more specific than "hurt", "pain", or "sore." *Examples:* "strained back", "chemical burn, hand."

17) **What object or substance directly harmed the employee?** *Examples:* "concrete floor", "radial arm saw", "chlorine."

18) **If the employee died, when did death occur?** Date of death ____/____/____

ILLNESS CASES ONLY Check this box if the employee independently and voluntarily requests that his or her name not be entered on the log. If checked, treat as a privacy concern case.

Physician/Health Care Professional Information:

6) Name of physician or other health care professional _____

7) If treatment was given away from the worksite, where was it given? _____

Facility _____
Street _____
City _____ State _____ Zip _____

8) Was employee treated in an emergency room?

Yes No

9) Was employee hospitalized overnight?

Yes No

Information about the case:

10) Case number from the *Log* _____
(Transfer the case number from the *Log* after you record the case.)

11) Date of injury or illness ____/____/____

12) Time employee began work _____ AM / PM

13) Time of event _____ AM / PM

Check if time cannot be determined
Event occurred before during after
work shift

Workplace Injury and Illness Reporting and Recording Requirements (Continued)

THE SH-900.1

Annual Summary of Work-Related Injuries and Illnesses or agency equivalent form

STATE OF NEW YORK
DEPARTMENT OF LABOR



Division of Safety and Health
Public Employee Safety and Health
State Office Campus
Building 12, Room 158
Albany, NY 12240

SUMMARY OF WORK-RELATED INJURIES AND ILLNESSES FORM SH-900.1

Calendar Year _____

All establishments covered by PART 801 **must** complete this summary annually, even if no occupational injuries or illnesses occurred during the year. Employees, former employees, and their representatives have the right to review this form. They also have limited access to the Log (SH 900) or its equivalent. See 801.35 and instructions for further details on access provisions for these forms.

1. ESTABLISHMENT INFORMATION	2. EMPLOYMENT INFORMATION
ESTABLISHMENT NAME _____	If you don't have accurate figures, see the instructions on the back of this sheet. AVERAGE NUMBER OF EMPLOYEES _____ TOTAL HOURS WORKED BY ALL EMPLOYEES LAST YEAR _____
STREET ADDRESS _____	
CITY, STATE, ZIP CODE _____	
INDUSTRY DESCRIPTION (e.g., village fire department) _____	
NORTH AMERICAN INDUSTRIAL CLASSIFICATION SYSTEM (NAICS). _____	

Enter the column totals from the Log of Occupational Injuries and Illnesses (SH 900) for each category (column labels under each line correspond to the columns on the Log). If a category has no cases, enter "0."

3. NUMBER OF CASES	4. NUMBER OF DAYS	5. INJURIES AND ILLNESS TYPES
DEATHS _____ (Col. G)	AWAY FROM WORK _____ (Col. K)	INJURIES _____ (Col. 1)
DAYS AWAY FROM WORK _____ (Col. H)		SKIN DISORDERS _____ (Col. 2)
JOB TRANSFER OR RESTRICTION _____ (Col. I)	JOB TRANSFER OR RESTRICTION _____ (Col. L)	RESPIRATORY CONDITIONS _____ (Col. 3)
OTHER RECORDABLE CASES _____ (Col. J.)		POISONINGS _____ (Col. 4)
		HEARING LOSS _____ (Col. 5)
		ALL OTHER ILLNESSES _____ (Col. 6)

6. CERTIFICATION	
I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.	
SIGNATURE _____	TITLE _____
PRINT NAME _____	DATE _____

SH900 – You Have Questions, We Answer Them

- ▶ **Q: How often does the SH-900 log need to be updated?**
 - ▶ **A: Employers must enter each recordable injury or illness on the forms within 7 calendar days of receiving information that a recordable injury or illness has occurred.**
- ▶ **Q: How long do I need to maintain my SH-900 logs?**
 - ▶ **A: SH-900 logs must be maintained for a minimum of five years.**
- ▶ **Q: For how long does my SH-900.1 log need to be posted?**
 - ▶ **A: SH-900.1 logs must be posted from February 1 to April 30 of each year**
- ▶ **Q: What is considered “Work-Related”?**
 - ▶ **A: A case is considered work-related if:**
 - ▶ **An event or exposure in the work environment either caused or contributed to the resulting condition, or**
 - ▶ **If an event or exposure in the work environment significantly aggravated a pre-existing injury or illness**

SH900 – You Have Questions, We Answer Them (Continued)

- ▶ **Q: Do safety committee members have access to SH900 Logs and SH900 Incident Reports?**
- ▶ **A: Yes, an authorized employee representative(union) may request and SH900 Log or SH900 Incident Report:**
- ▶ **801.35 Employee involvement states that the employer must provide limited access to its injury and illness records for its employees and their representatives by:**
- ▶ **(i) When an employee, former employee, personal representative, or authorized employee representative asks for copies of the employer's current or stored SH 900 log(s) for an establishment the employee or former employee has worked in, the employer must give the requester a copy of the relevant SH 900 log(s) by the end of the next business day.**
- ▶ **(ii) The employer must leave the names on the SH 900 log. However, to protect the privacy of injured and ill employees, the employer may not record the employee's name on the SH 900 log for *certain privacy concern cases*, as specified in section 801.29(b) and (c) of this Part.**
- ▶ **(iii) When an employee, former employee, or personal representative asks for a copy of the SH 900.2 incident report describing an injury or illness to that employee or former employee, the employer must give the requester a copy of the SH 900.2 incident report containing that information by the end of the next business day.**
- ▶

Injury and Illness Reporting and Recording Requirements(Continued)

15

- ▶ **For the state agencies, the Accident Reporting System (ARS) was developed to create uniform incident reporting and assist with workers' compensation claim administration.**
- ▶ **The system is run by the New York State Civil Service Department and has a call center for receiving injury and illness reports.**
- ▶ **Some agencies have their own incident reporting forms.**



If you are injured at work, call the
NYS Accident Reporting System at

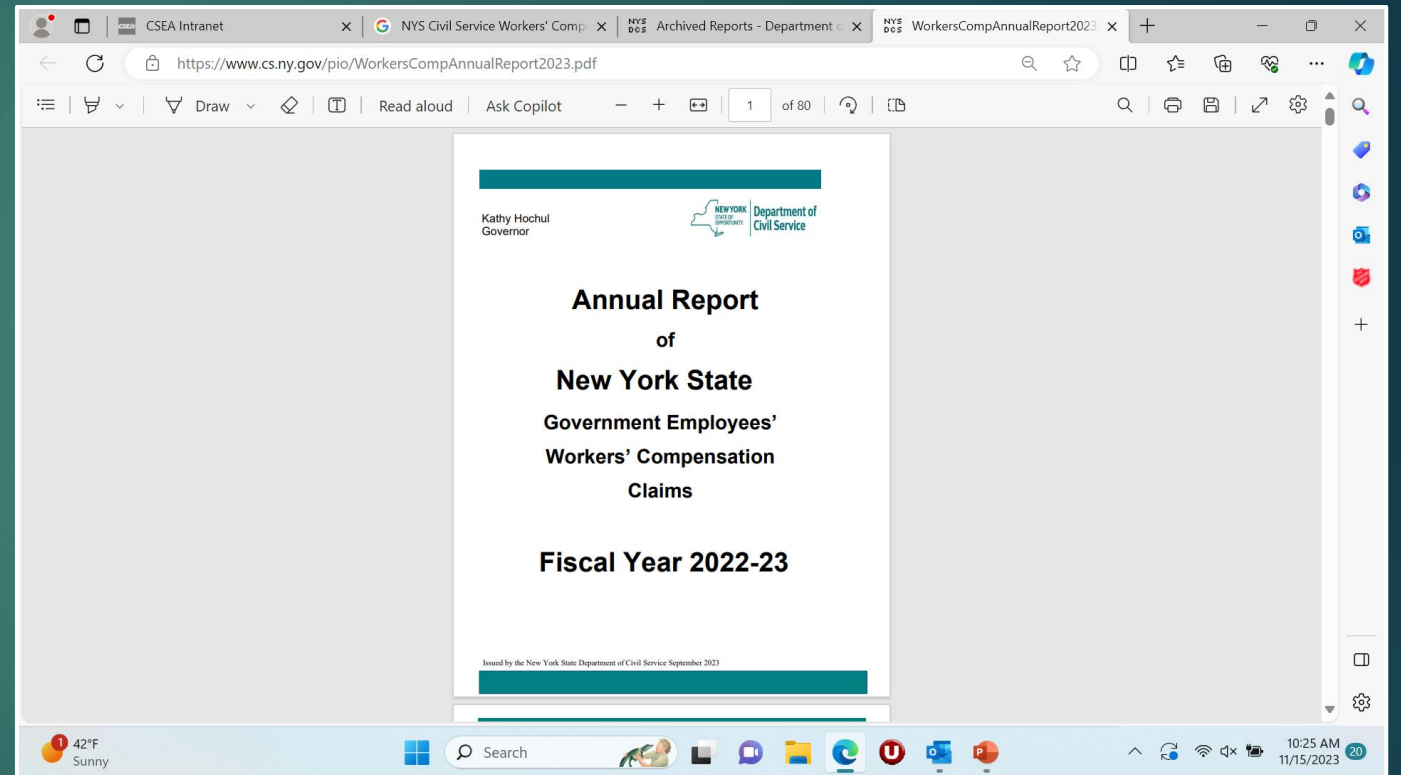
1-888-800-0029

Monday through Friday, 8 a.m. to 5 p.m.
(excluding State holidays)*

Injury and Illness Data Sources – Workers’ Compensation

- Under Section 7 of the Civil Service Law, Chapter 171 of the Laws of 2007, the NYS Civil Service Department is required to create an annual summary report of Workers’ Compensation for the NYS Executive Branch Agencies.
- The report is by fiscal year.
- It provides information for agencies with rates 25% above the state average.
- The data in the report comes from the New York State Insurance Fund (NYSIF) and the ARS system.

Injury and Illness Data Sources – Workers' Compensation (Continued)



12 NYCRR Part 800.6 subpart (a) Definition of Workplace Violence

Any physical assault or acts of aggressive behavior occurring where a public employee performs any work-related duty in the course of his/her employment, including but not limited to:

- ▶ **An attempt or threat, whether verbal or physical, to inflict physical injury**
- ▶ **Any intentional display of force which would give an employee reason to fear or expect bodily harm**
- ▶ **Intentional and wrongful physical contact with a person without his or her consent that entails some injury**
- ▶ **Stalking**

Workplace Violence Reporting Requirements(Continued)

- ▶ **12 NYCRR 800.6 is the New York State Department of Labor Workplace Violence Prevention regulation.**
- ▶ **Under this regulation all public employers must establish a system to record the workplace violence incidents.**
- ▶ **Those incident reports must be reviewed annually in conjunction with the AERs for their represented employees to identify workplace violence risks and associated control measures.**
- ▶ **Some of these incidents will also be reported on the PESH recordkeeping forms (SH900, 900.1 and 900.2) if employees are assaulted and sustain injuries requiring treatment beyond first aid.**

Injury and Illness Data Sources – Executive Agency Reporting

- ▶ **Some executive branch agencies collect other data that is related to workplace injuries and illnesses.**
- ▶ **That data may be collected to fulfill other regulatory requirements for that agency.**
- ▶ **Examples include:**
 - ▶ **OMH – Occupational Incident Reporting System (OIRS), Security 250 reports, etc.**
 - ▶ **DOCCS – Unusual Incident Reports (UIRs), Incarcerated Individual Misbehavior Reports, etc.**
 - ▶ **OCFS – Resident Disciplinary Reports.**

Injury and Illness Data Sources – Executive Agency Reporting (Continued)



NEW YORK STATE
Corrections and
Community Supervision

Unusual Incident Report

January – December 2024, with Ten-Year Trends from 2015 - 2024

PEF's Role in Workplace Violence Prevention and other work-related incidents

- ▶ **- Ensuring that PESH standards are being followed**
 - Provide training and advocacy**
 - Attend all Joint Labor/Management and Health/Safety meetings**
 - Support assaulted employees with legal, emotional, and workplace help**
- ▶ **-Utilize data to work with management in identifying solutions to safety hazards**
- ▶ **-Follow up with joint committees on implementation of safety programs**

Article 18.6- Agency and Local Level Health & Safety Committees

Establish	Equal	Meet	Refer	Refer
Establish agency and local committees	Equal representation of unions and management	Meet at least quarterly	Refer matters not be resolved locally to agency level committee	Refer matters not resolved at agency level go to Article 18 statewide committee

SAFETY COMMITTEE COMMITMENT AND PARTICIPATION

- **How can committees participate in conducting walkthroughs and workplace violence risk assessments?**
- **What role should the committee play in following up on accident investigations?**
- **What system should the committee adopt for reviewing records? How will review be done?**
- **How can the committee audit chemicals and equipment used at the worksite?**
- **How can the committee review the adequacy and quality of protective equipment used at the worksite?**
- **How can the committee be involved in the development of medical surveillance programs?**
- **How can the committee participate in decisions concerning purchase of new equipment, occupancy of a new building or office, etc.?**

Local Health and Safety Committees

Basic Functions of Health and Safety Committees

- ▶ **At a local level improve the ability of Labor and Management representatives to resolve worksite health and safety issues through:**
 - ▶ **Hazard Identification**
 - ▶ **Hazard Resolution**
 - ▶ **Identification of rules, regulations, and standards**
 - ▶ **Review of possible strategies and action steps**

- ▶ **Discuss local implementation of Safety and Health Policies and Procedures**
- ▶ **Provide local level communications between Labor and Management on matters relating to health and safety**
- ▶ **Conduct a joint post-incident review of an injury or workplace violence**
- ▶ **Create and maintain a local interest in health and safety**
- ▶ **Jointly identify, analyze and implement solutions to eliminate unsafe and unhealthy conditions and practices**
- ▶ **Make recommendations to management and to agency level committee**
- ▶ **Request agenda items from committee members and finalize agenda with co-chair.**
- ▶ **Review minutes, coordinate reports, data and information for the committee. Prioritize unresolved safety agenda items.**

Navigating Incidents At the Worksite

Committee Activities following an incident

Identify onsite safety hazards after an assault, accident or other incident.

Review incident report data at facility/worksite.

Review of employee suggestions following an incident. Try to obtain feedback from different membership groups including different offices and shifts.

Discussions & resolutions of any other item or problem reported to the Safety Committee after an incident.

Review statewide safety programs, agency procedures and local directives. Compare statewide programs to local implementation.

Review of progress of Safety & Health Programs development and annual review of workplace violence incident reports and program.

Conduct post incident safety education - presentation by committee member, outside expert, local Safety Professionals.

When to Request

- ▶ **Request SH900 Logs**
 - ▶ **Regularly for quarterly Joint Health and Safety Committee meetings**
- ▶ **Conduct workplace violence incident report reviews**
- ▶ **Analyze them**
 - ▶ **Do you want to see a comparison of past years compared to this year?**
 - ▶ **Do you want to identify what your largest group of injuries is?**
 - ▶ **Do you want to identify how many days of missed work there were within a specific category of injury?**

Safety
Committee
Access to
Information

Facilities with Increased Workplace Violence Incidents

- ▶ **Steps:**
 - **Notify management, joint safety and health committee and PEF leadership, including Shop Stewards and Council Leaders.**
 - **Review workplace incident reports for patterns**
 - **Conduct Workplace Violence Risk Assessments**
 - **Create a plan to respond to workplace violence incidents and provide support to affected members**
 - **Communicate next steps to all safety committee stakeholders**
- ▶ **-Provide support to PEF members affected by workplace violence, worksite injury or illness.**

Resources available to assist members following an incident

- ▶ **PEF HEALTH AND SAFETY DEPARTMENT PROVIDES ASSISTANCE TO INJURED MEMBERS PERTAINING TO COMPLETING INCIDENT REPORTS, WORKER'S COMPENSATION PROCEDURES AND POST-INCIDENT PEF SUPPORT SERVICES.**
- ▶ **PEF MEMBERSHIP BENEFITS PROGRAM OFFERS ASSISTANCE IN FILING ATAC BENEFIT CLAIMS, TRAUMA COUNSELING SUPPORT, SHORT TERM AND LONG-TERM DISABILITY CLAIMS, AND REFERRALS TO WORKER'S COMPENSATION ATTORNEYS.**
- ▶ **PEF FIELD SERVICES PROVIDES SUPPORT TO MEMBERS REQUIRING REPRESENTATION FOLLOWING AN INCIDENT.**
- ▶ **EMPLOYEE ASSISTANCE PROGRAM COORDINATORS PROVIDE REFERRAL SERVICES TO PEF MEMBERS.**

How to Analyze Data

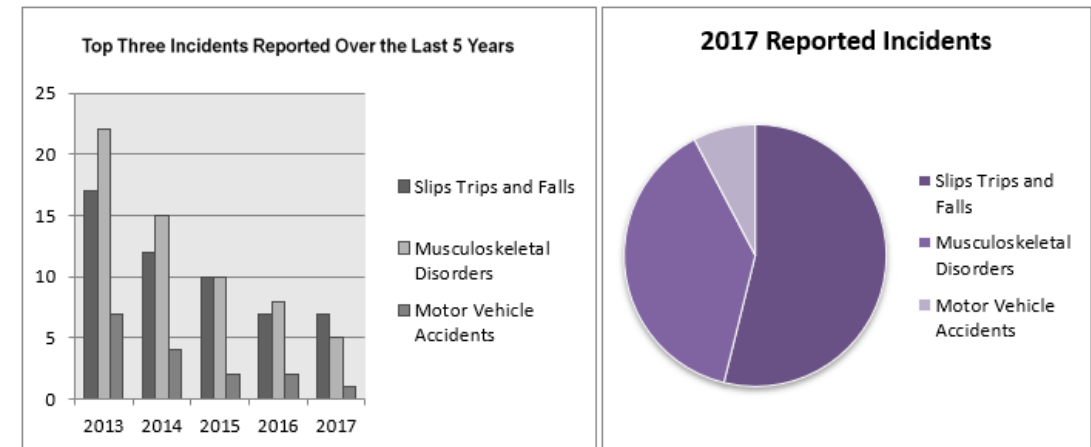
- ▶ Categorize types of injuries/ illnesses
- ▶ Look for highest days away from work
- ▶ Locational trends- areas of higher injury/ illness
- ▶ Prioritize issues based on findings

Case Scenario:

Simplified Data from SH 900 Logs:

SH 900 Data					
Injury	Year				
	2017	2016	2015	2014	2013
Slips, Trips, and Falls	7	7	10	12	17
Musculoskeletal Disorders	5	8	10	15	22
Motor Vehicle Accidents	1	2	2	4	7

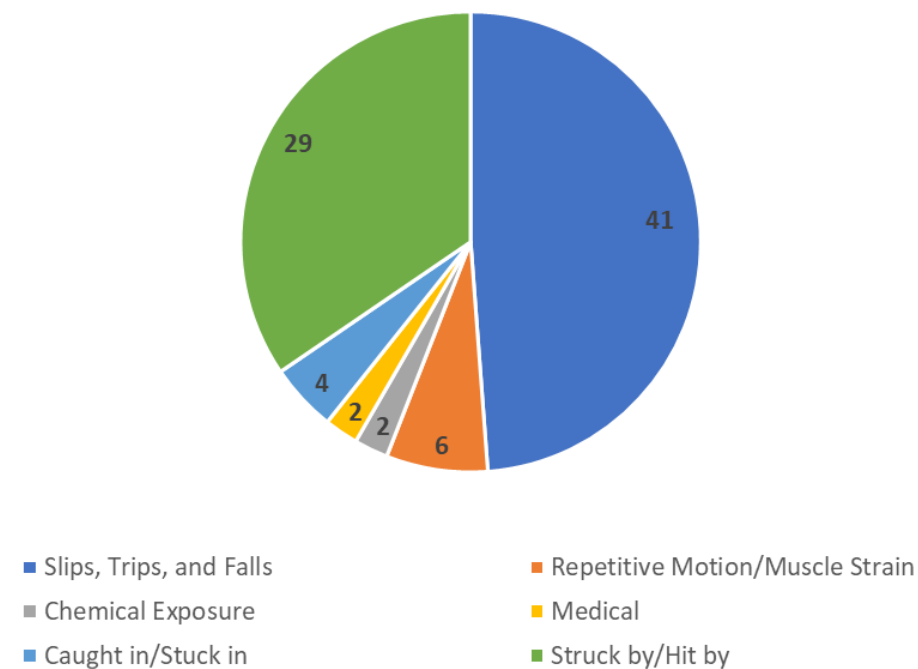
Two examples of ways to interpret data:



But What Do I Do With It?!?!?

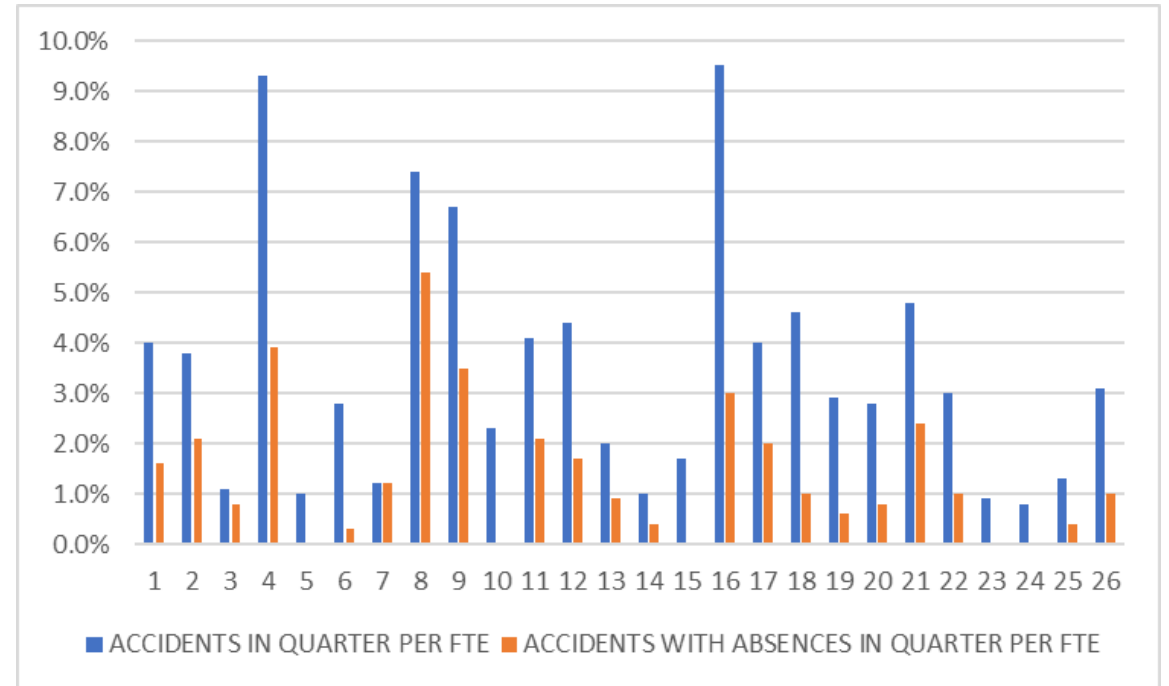
Chart Incident Types!

Table Four: 2022 Injury Classifications Based on 2022 SH-900
Log



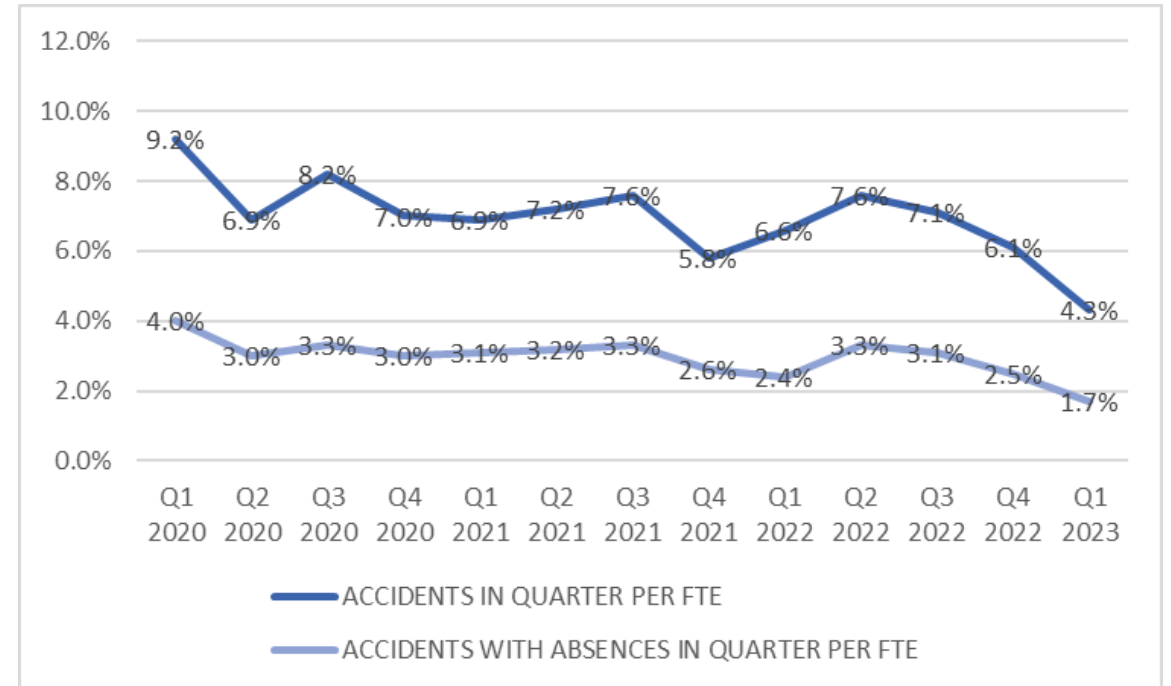
But What Do I Do With It?!?!?

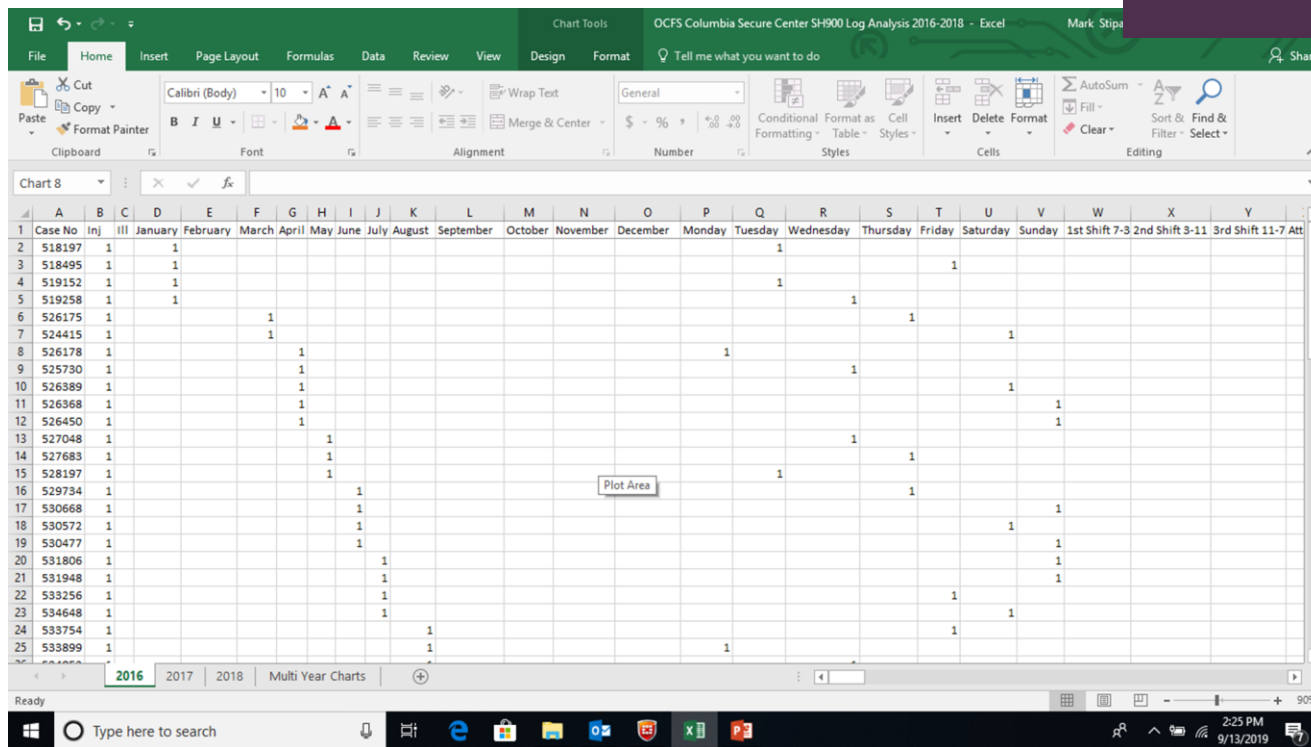
Compare Facilities!



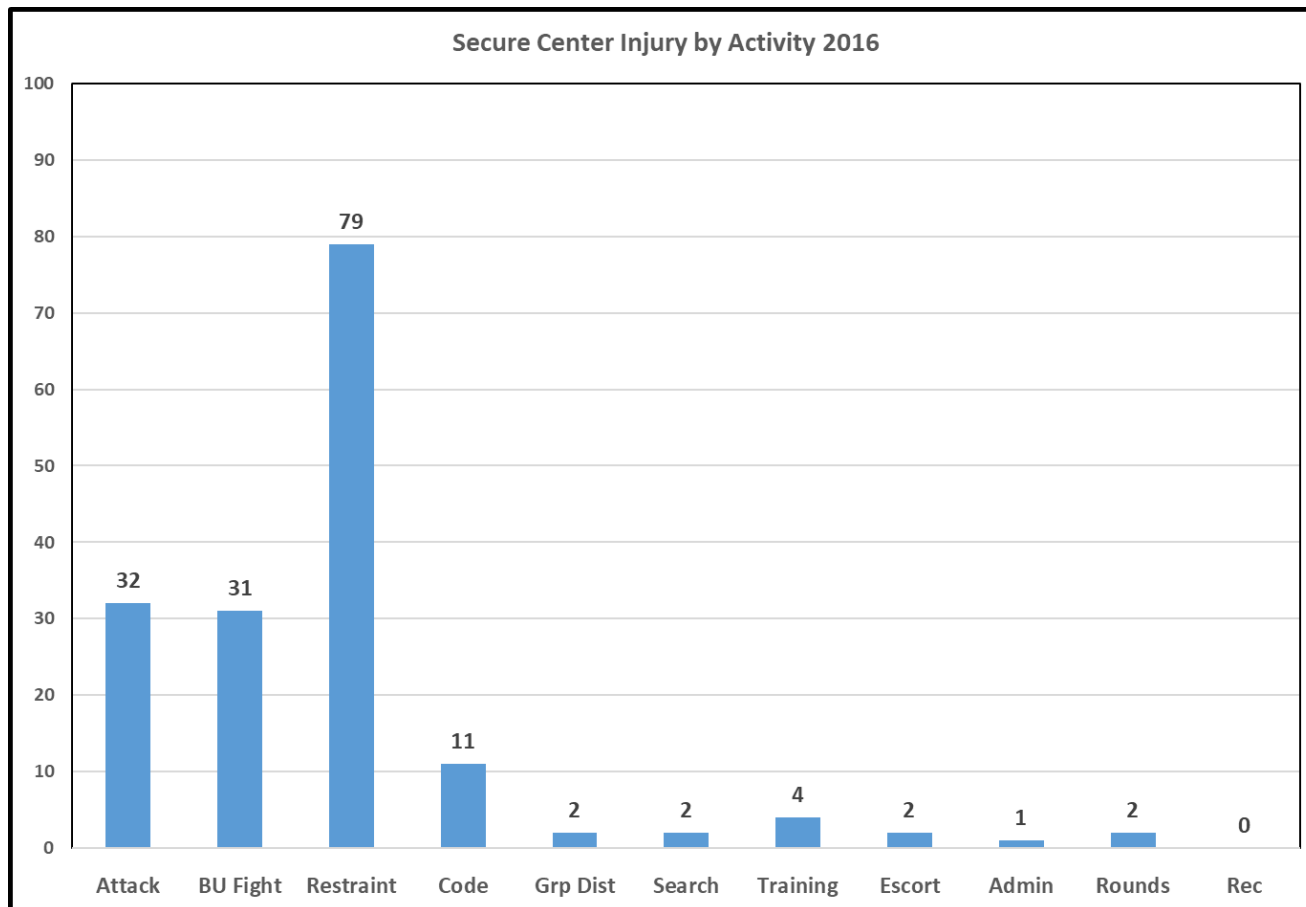
But What Do I Do With It?!?!?

Track Trends Over Time!



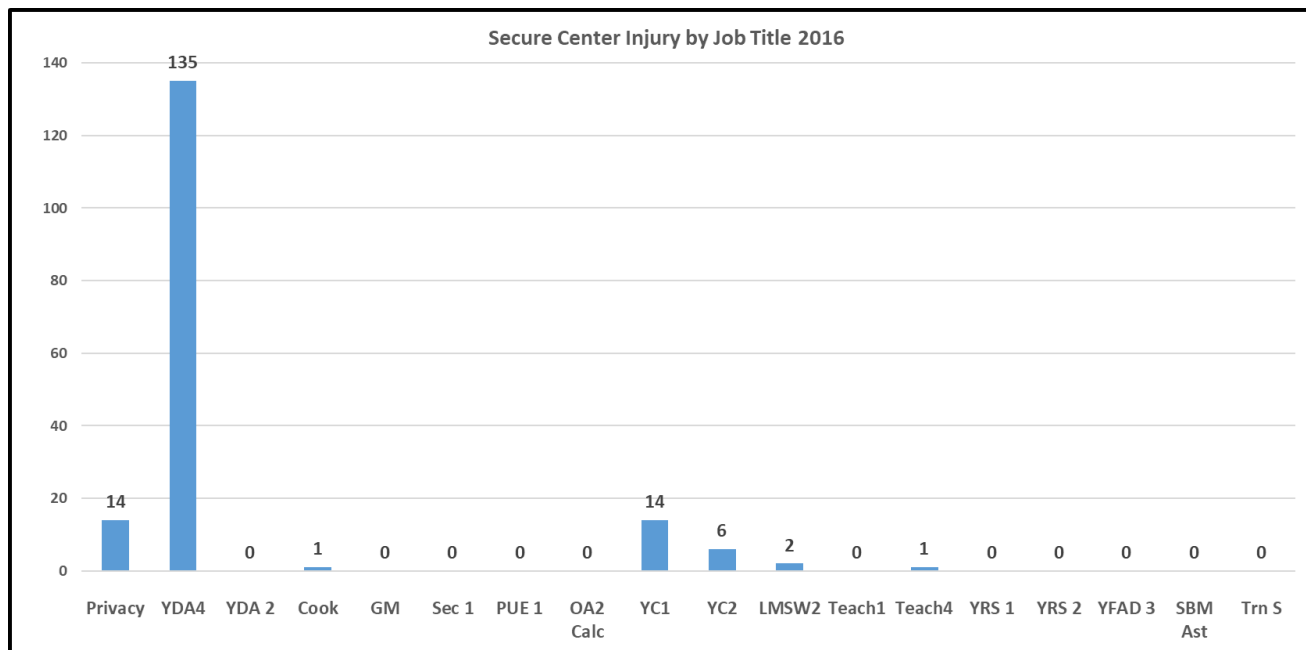


SH900 Log Analysis

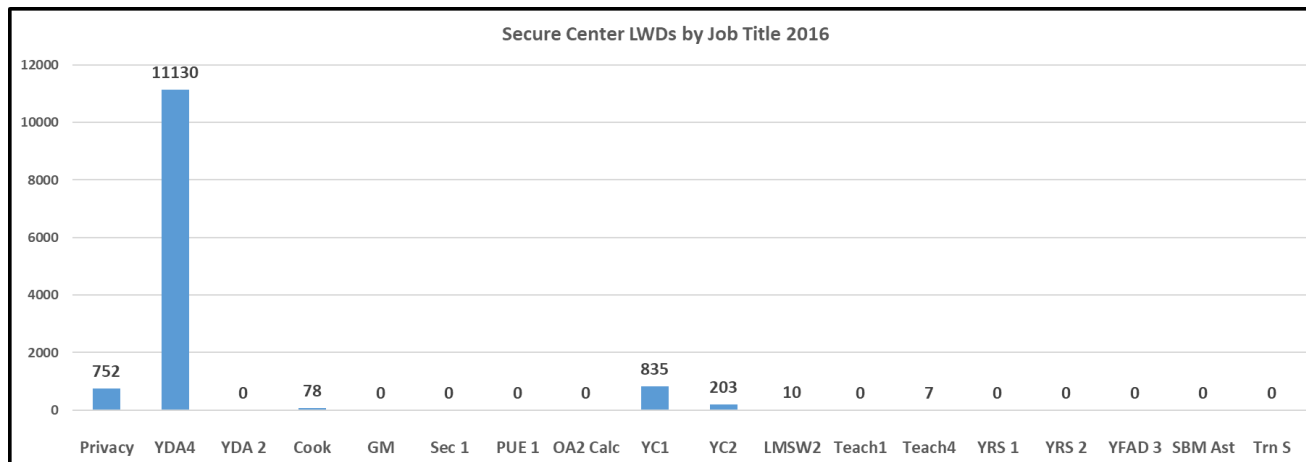


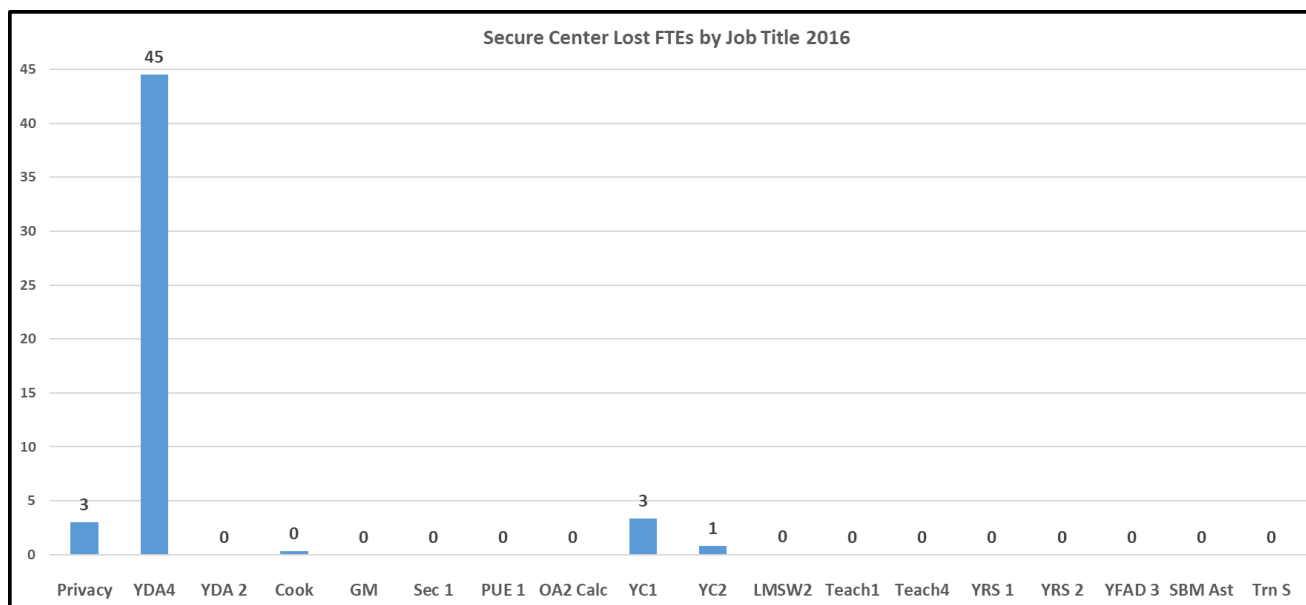
SH900 Log Analysis

SH900 Log Analysis



SH900 Log Analysis





SH900 Log Analysis

NYS Executive Branch Agency and Authority Incident rates 2018-2023 PEF and CSEA Summa... - Saved to this PC

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Mark Stipano

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Clipboard Font Alignment Number Styles Cells Editing Sensitivity Add-ins Analyze Data

C4

NYS Public Employees Federation and Civil Service Employees Association - Health & Safety Departments - Analysis of Workers Compensation Claims for all NYS Executive Branch Agencies and Authorities
[source: NYS Dept of Civil Service's "Annual Report of NYS Government Employees' Workers' Compensation Claims"]

CSEA

Report Years - 2018/19 - 2022/23

Year	employees (FTE)	Incidents	Incident Rate	Table 3A - Comp Costs Incidents filed				Table 3B - all Comp Costs Paid					
				LT Incid	LT Rate	LostDays	Lost FTEs	Comp Costs	Med Costs	Total \$\$	All Comp Costs	All Med Costs	Total \$\$
2018-19	141,793	14,144	10.0%	4,328	3.1%	266,239	1065.0	\$30,369,914	\$24,778,707	\$55,148,621	\$374,325,026	\$83,285,744	\$457,610,770
2019-20	142,167	14,566	10.2%	4,543	3.2%	287,465	1149.9	\$32,053,151	\$28,145,378	\$60,198,529	\$357,833,794	\$82,284,793	\$440,118,587
2020-21	137,273	12,731	9.3%	4,881	3.6%	319,153	1276.6	\$34,336,525	\$26,224,647	\$60,561,172	\$374,118,490	\$79,749,270	\$453,867,760
2021-22	129,918	12,957	10.0%	5,181	4.0%	354,095	1416.4	\$39,301,126	\$29,829,445	\$69,130,571	\$420,224,593	\$86,200,838	\$506,425,431
2022-23	128,405	13,264	10.3%	4,777	3.7%	313,883	1255.5	\$37,213,225	\$28,482,063	\$65,695,288	\$404,037,321	\$86,441,166	\$490,478,487
Total NYS		67,662		23,710		1,540,835	6163.3	\$173,273,941	\$137,460,240	\$310,734,181	\$1,930,539,224	\$417,961,811	\$2,348,501,035
NYS Ann. Avg	135,911	13,532	10.0%	4,742	3.5%	308,167	1,233	\$34,654,788	\$27,492,048	\$62,146,836	\$386,107,845	\$83,592,362	\$469,700,207

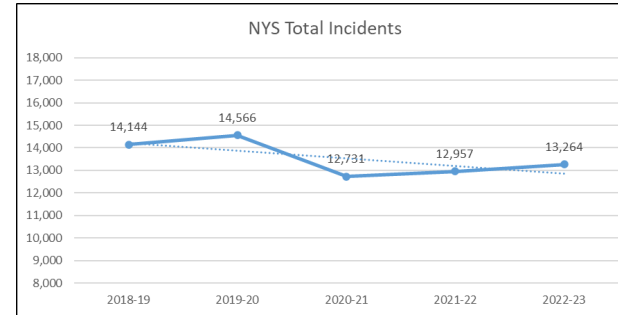
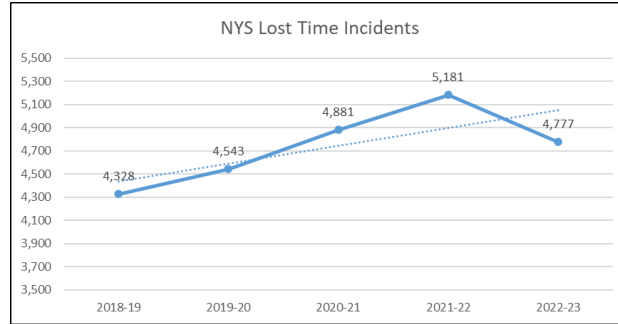
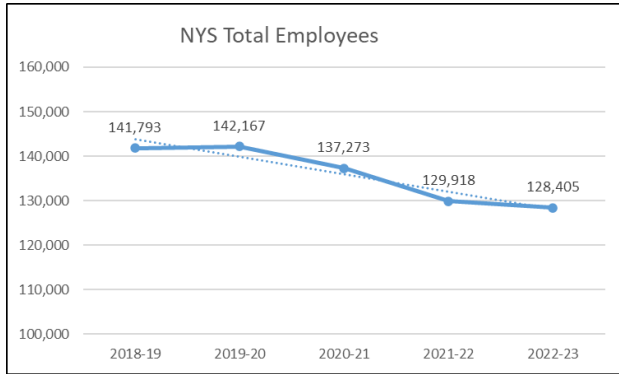
21 Incident Rate - divide the number of incidents by the number of FTEs
 22 LT Incidents: Having 6 or more work days lost (does not include lost time of 5 work days or less, which is the workers compensation waiting period)
 23 LT Rate - divide number of LT incidents by number of incidents
 24 Table 3A Comp Data - Comp costs paid only for incidents filed that fiscal year
 25 Table 3B Comp Data - all comp costs paid regardless of incident Date
 26 Workers Compensation Costs include wage replacement data, but DO NOT include Supplemental pay paid through agency payroll (NYS/PEF Article 13 Supplemental Pay is the difference between the statutory payment and 60% of the pre-disability gross salary, paid for 39 weeks)

NYS WC Rates

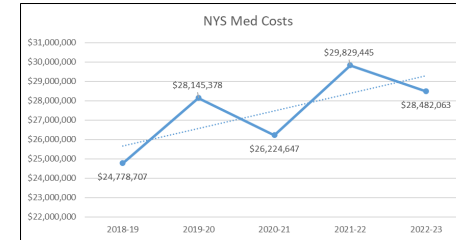
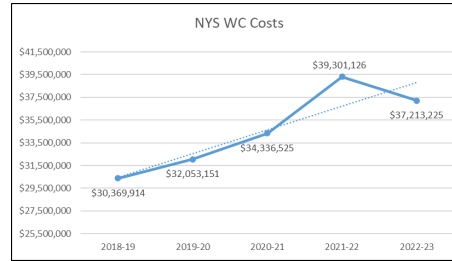
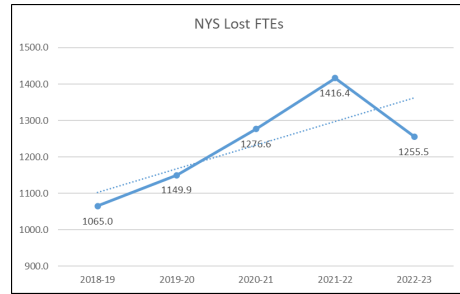
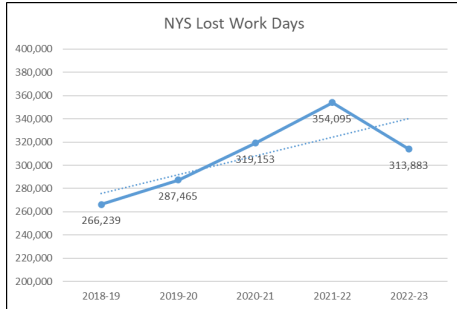
Ready Accessibility: Investigate

32°F Partly sunny Search 12:55 PM 11/29/2023

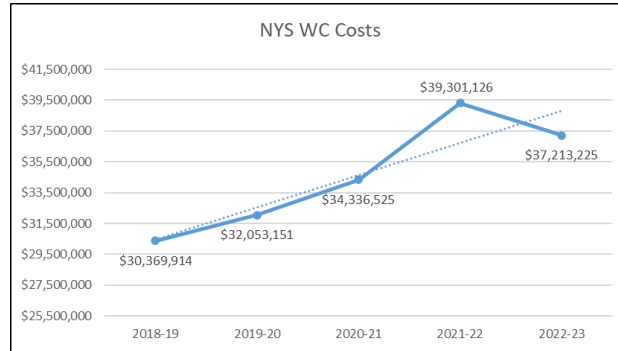
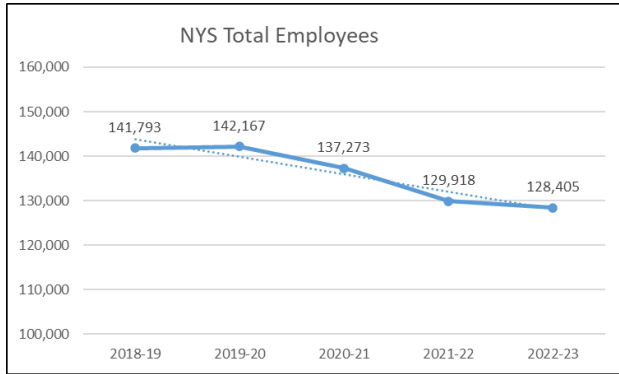
Workers' Compensation Report Analysis



Workers' Compensation Report Analysis

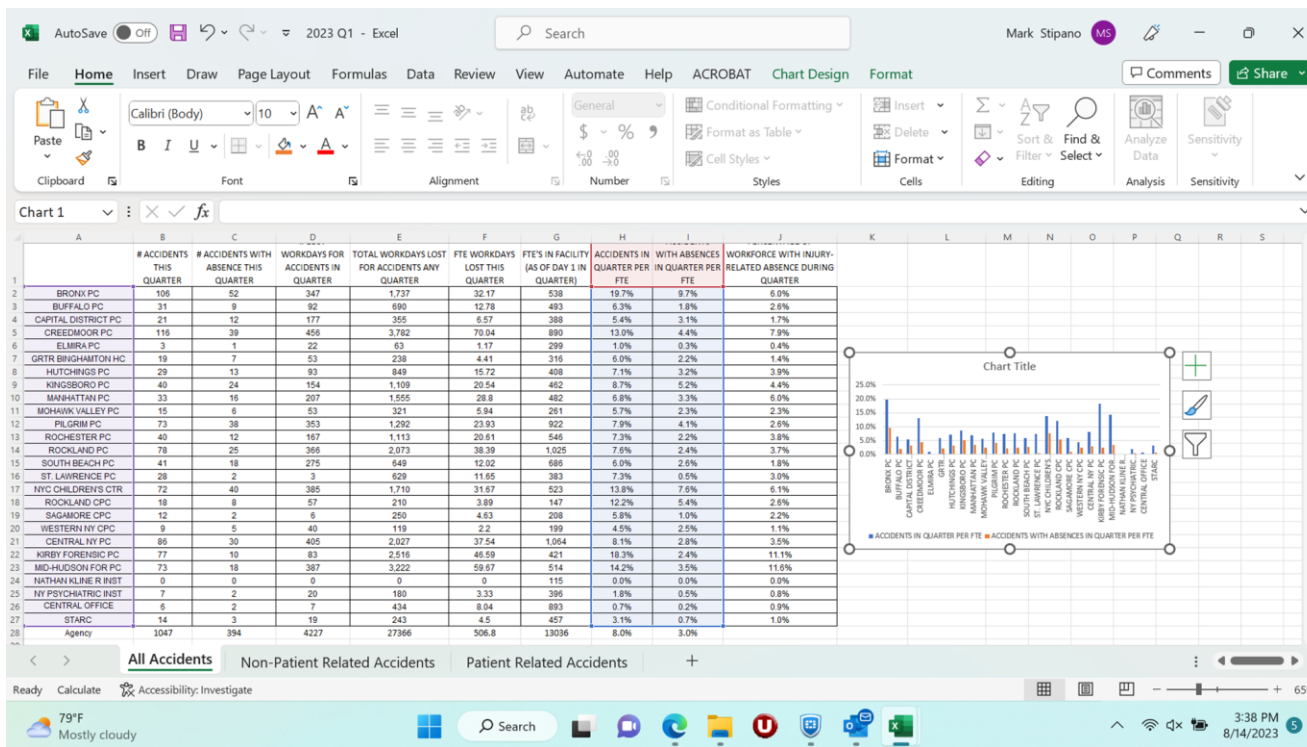


Workers' Compensation Report Analysis

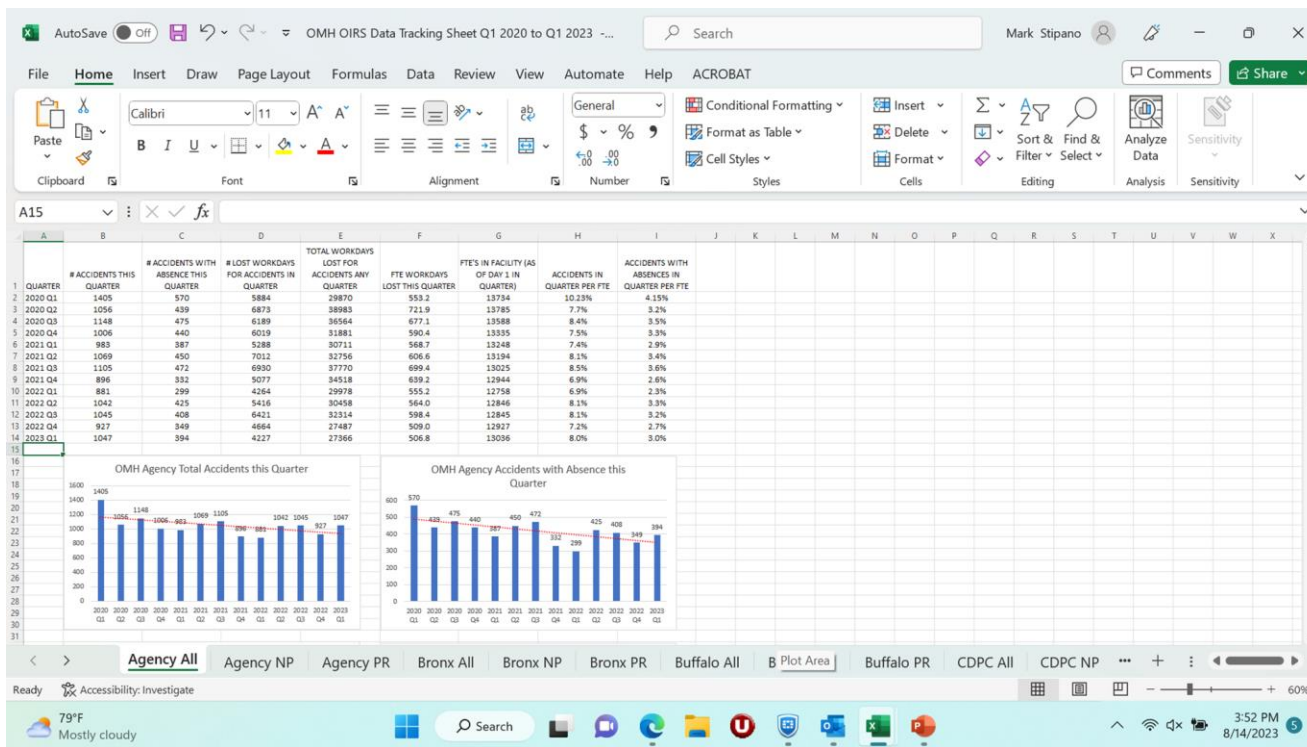


Correlations:	
Employees to Total Incidents:	70.6%
Employees to LT Incidents:	-75.7%
Employees to WC Costs:	-94.0%
Employees to Med Costs:	-68.0%
Employees to All Paid WC:	-91.6%
Employees to All Paid Med:	-71.8%
Employees to LDWs	-78.6%
Employees to Lost FTEs	-78.6%

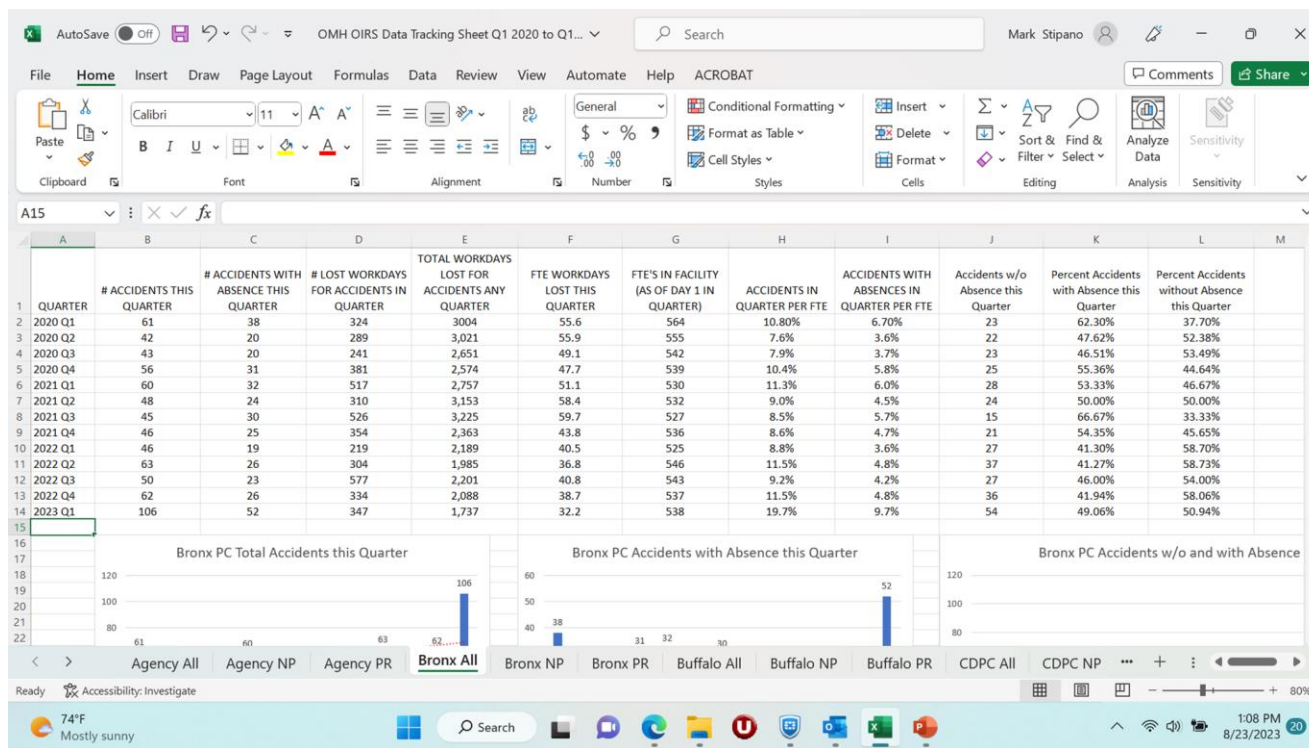
Workers' Compensation Report Analysis



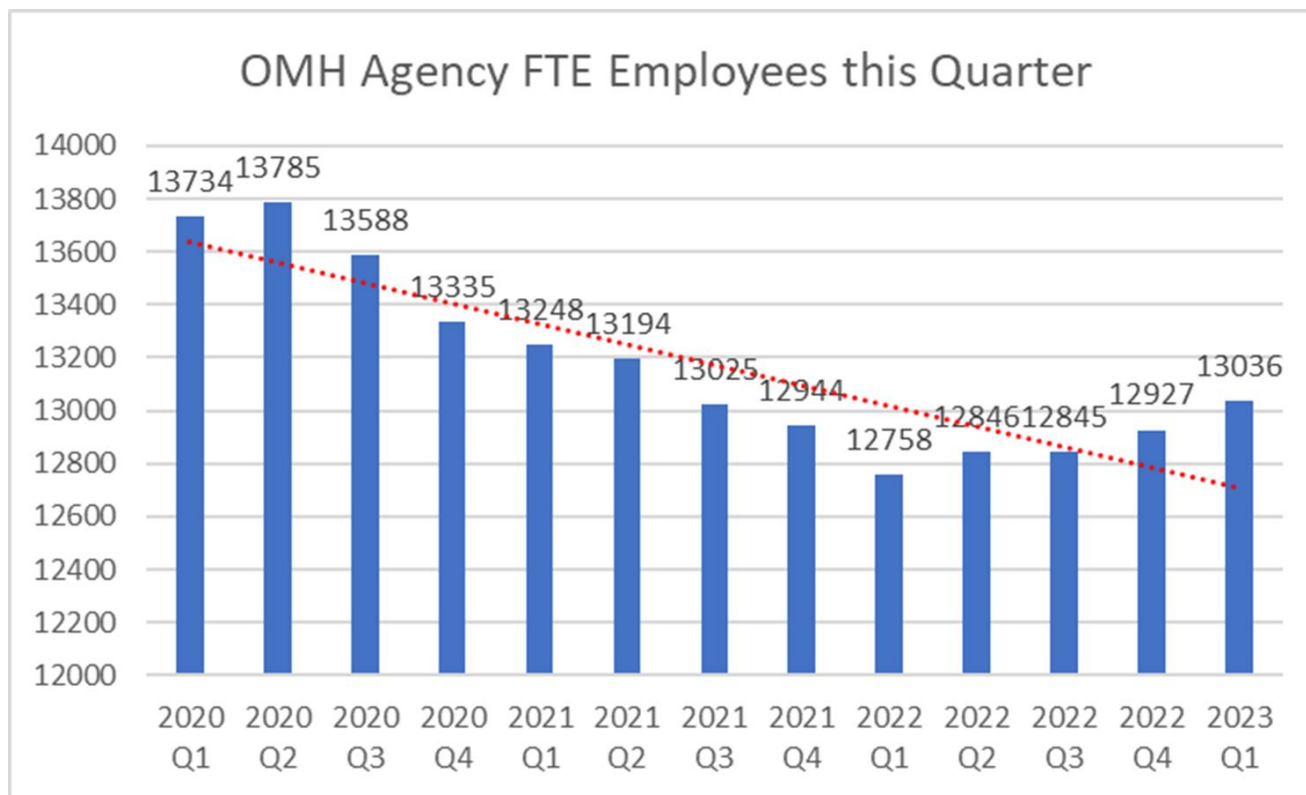
Agency Specific Data Analysis (OMH OIRS)



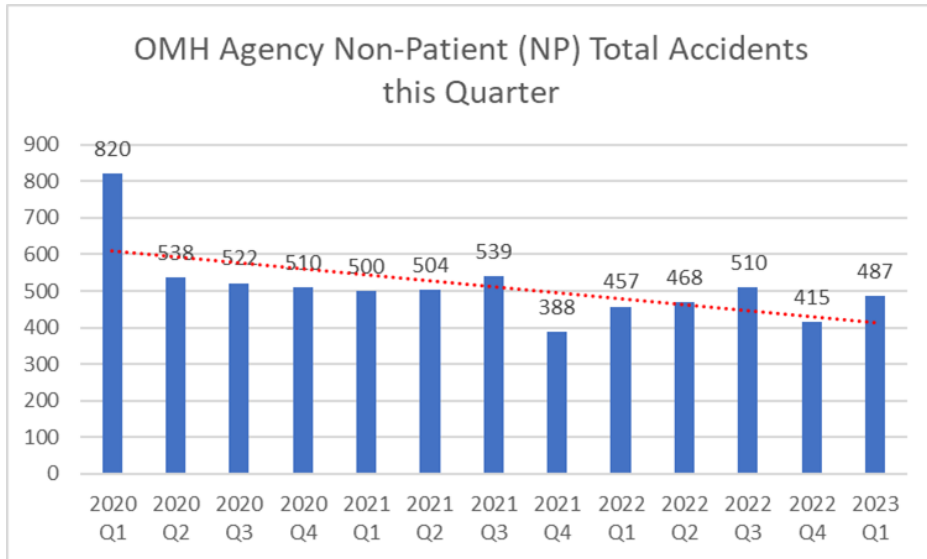
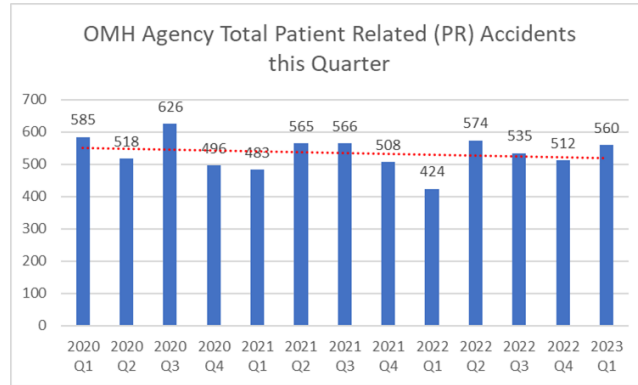
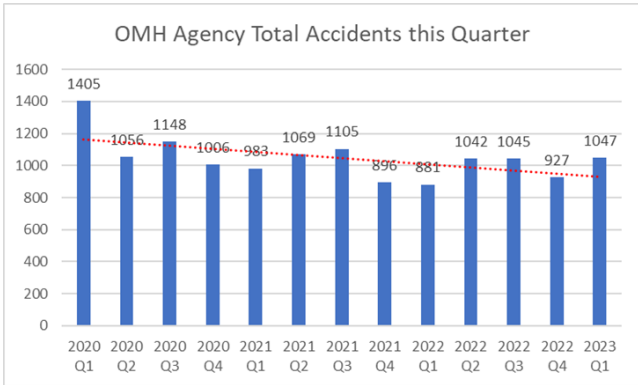
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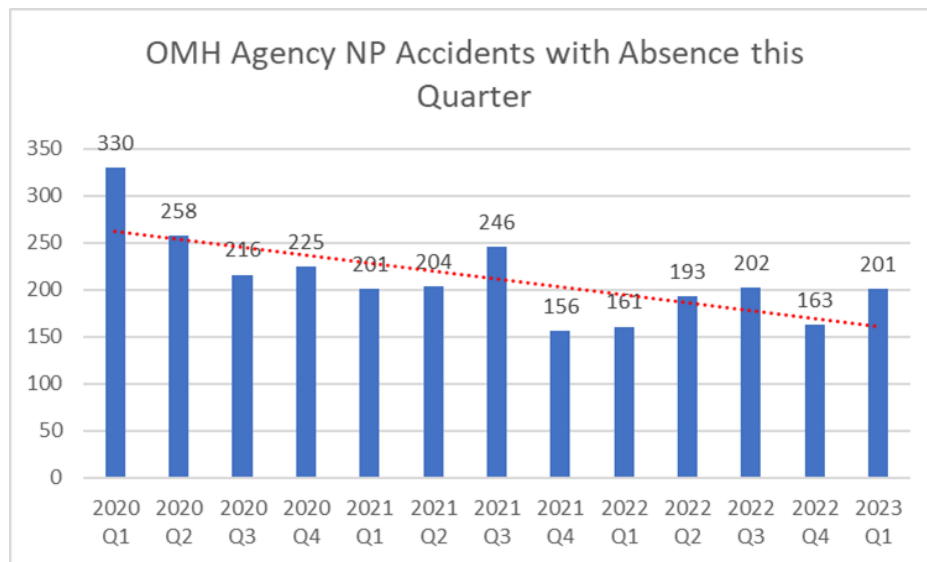
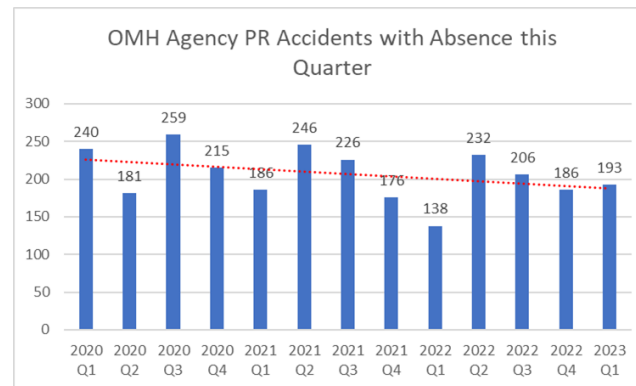
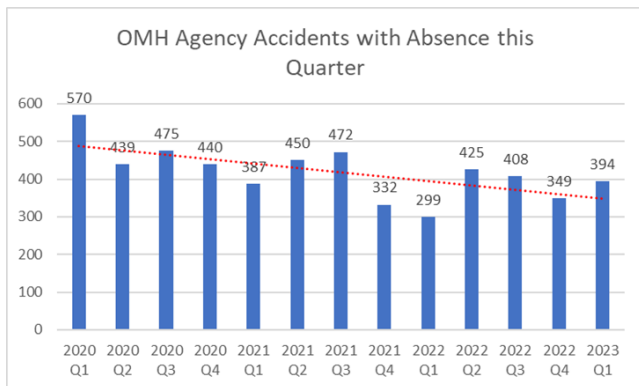
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Agency Specific Data Analysis (OMH OIRS)

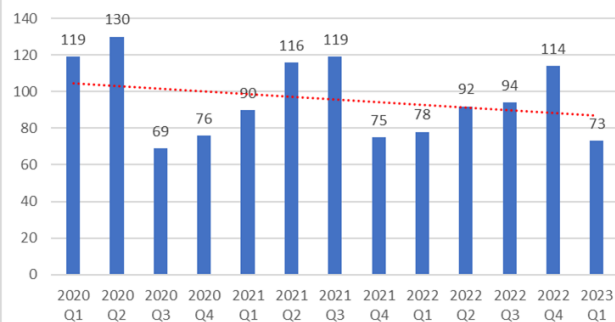


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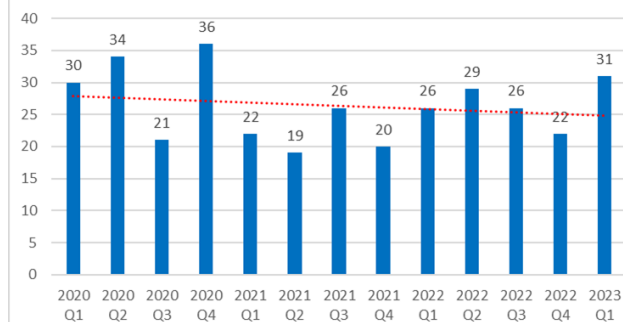


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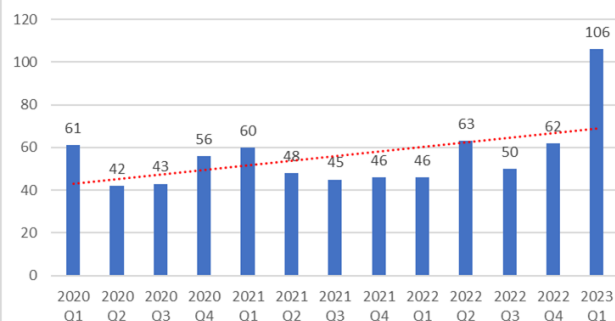
Mid-Hudson FPC Total Accidents this Quarter



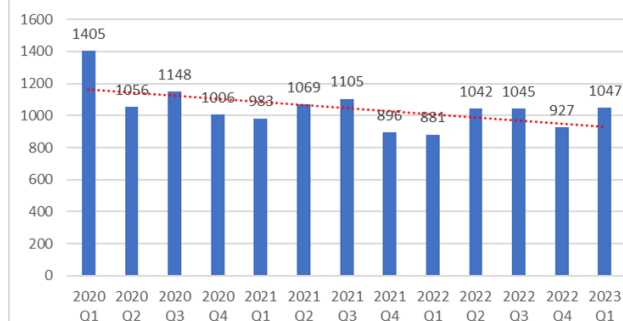
Buffalo PC Total Accidents this Quarter



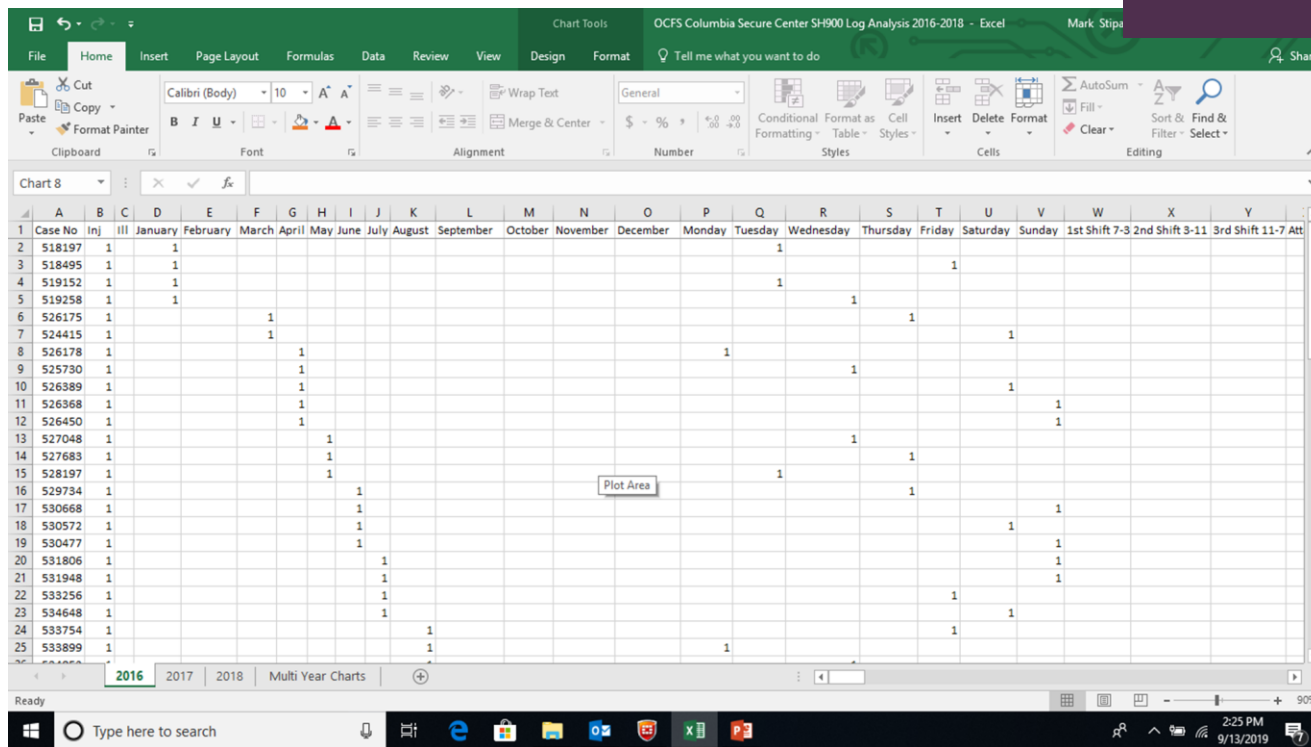
Bronx PC Total Accidents this Quarter



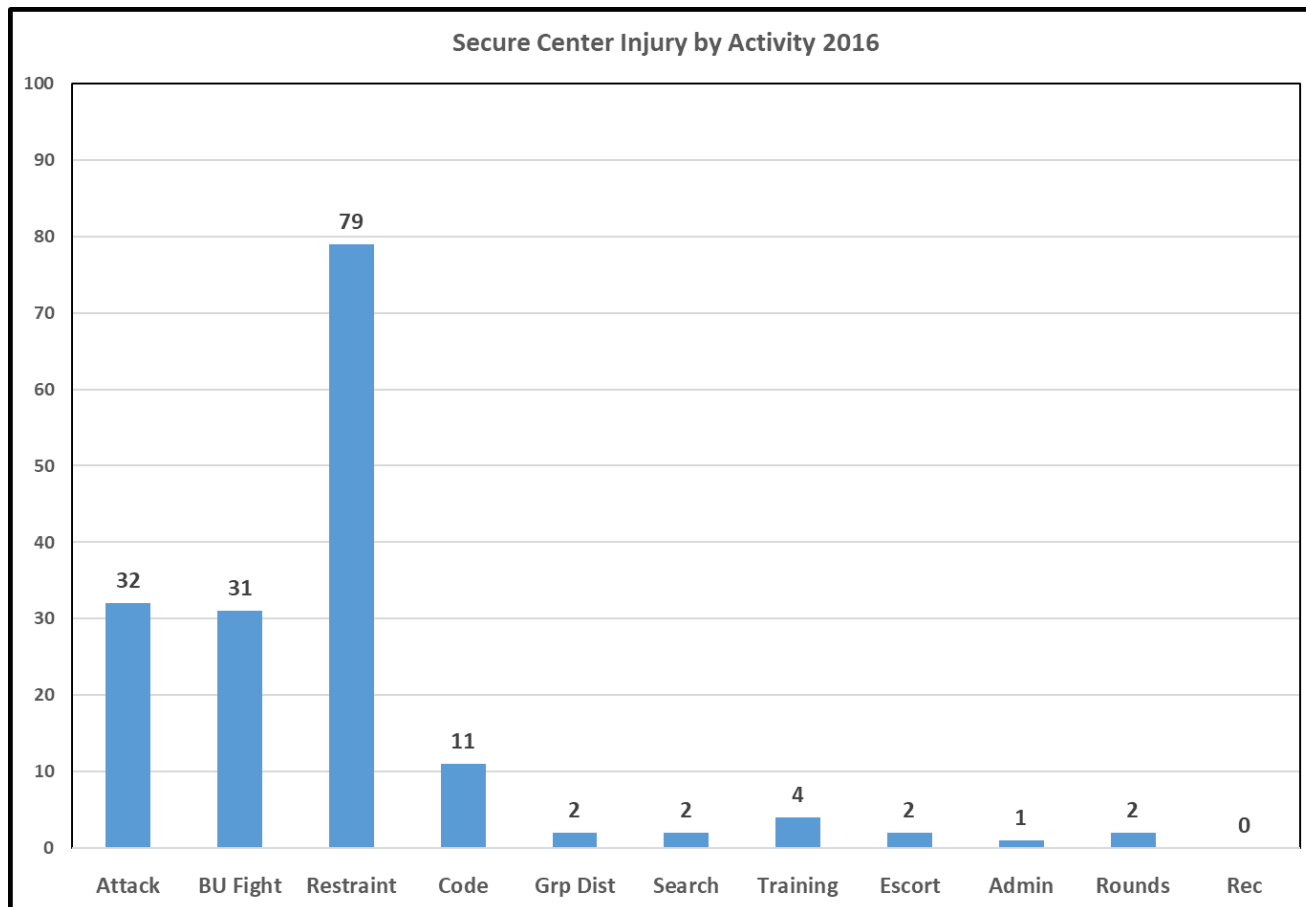
OMH Agency Total Accidents this Quarter



Agency Specific Data Analysis (OMH OIRS)

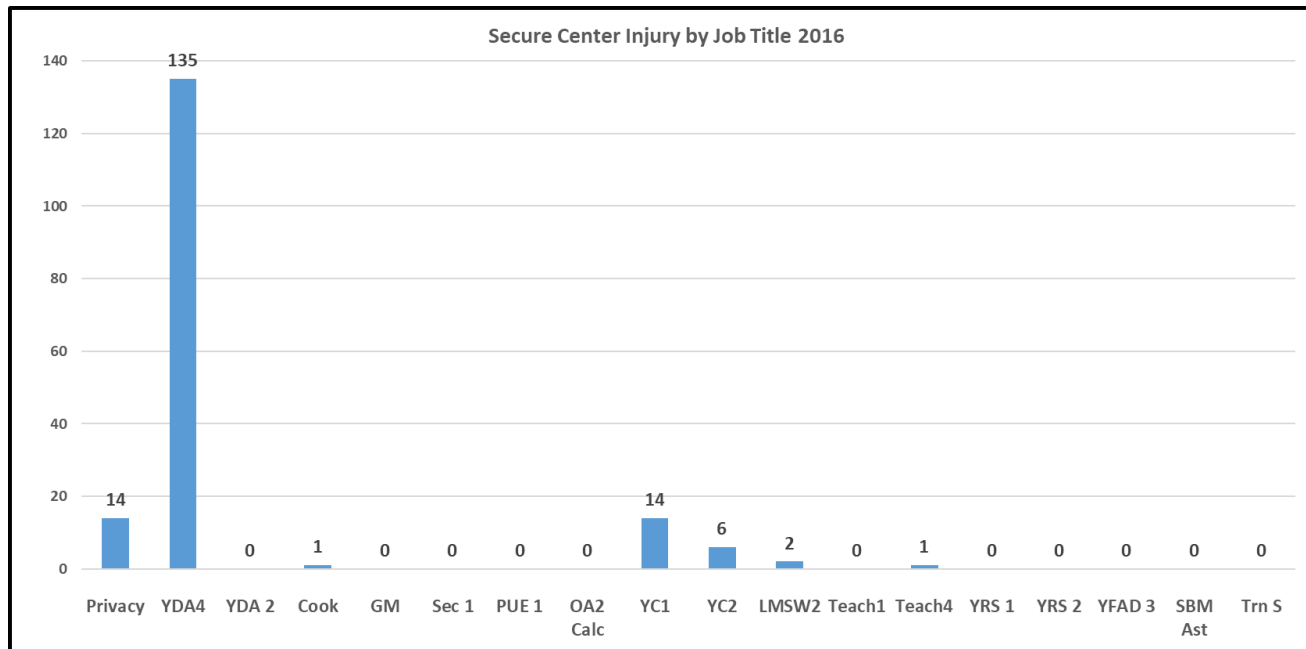


SH900 Log Analysis

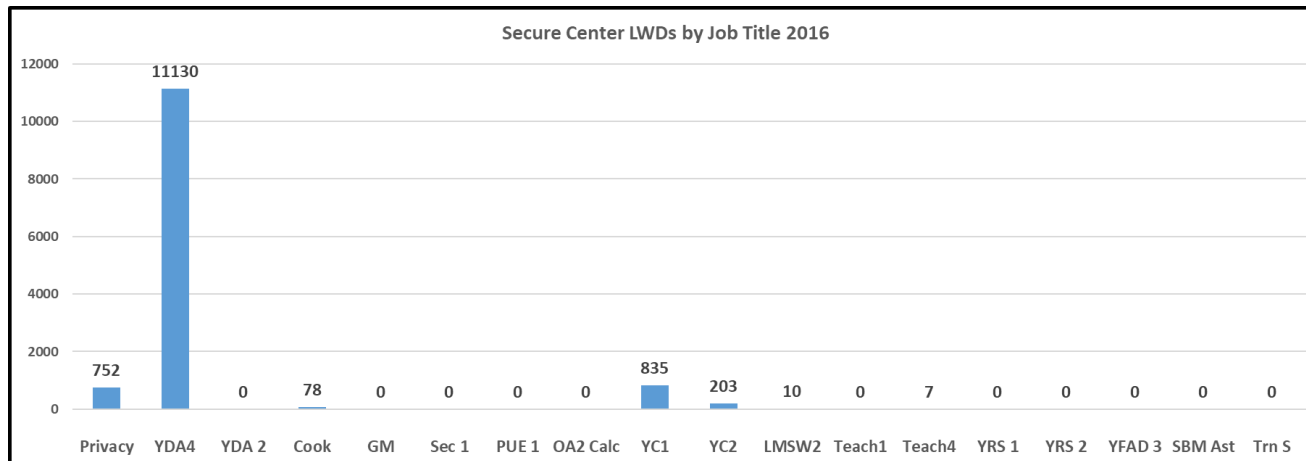


SH900 Log Analysis

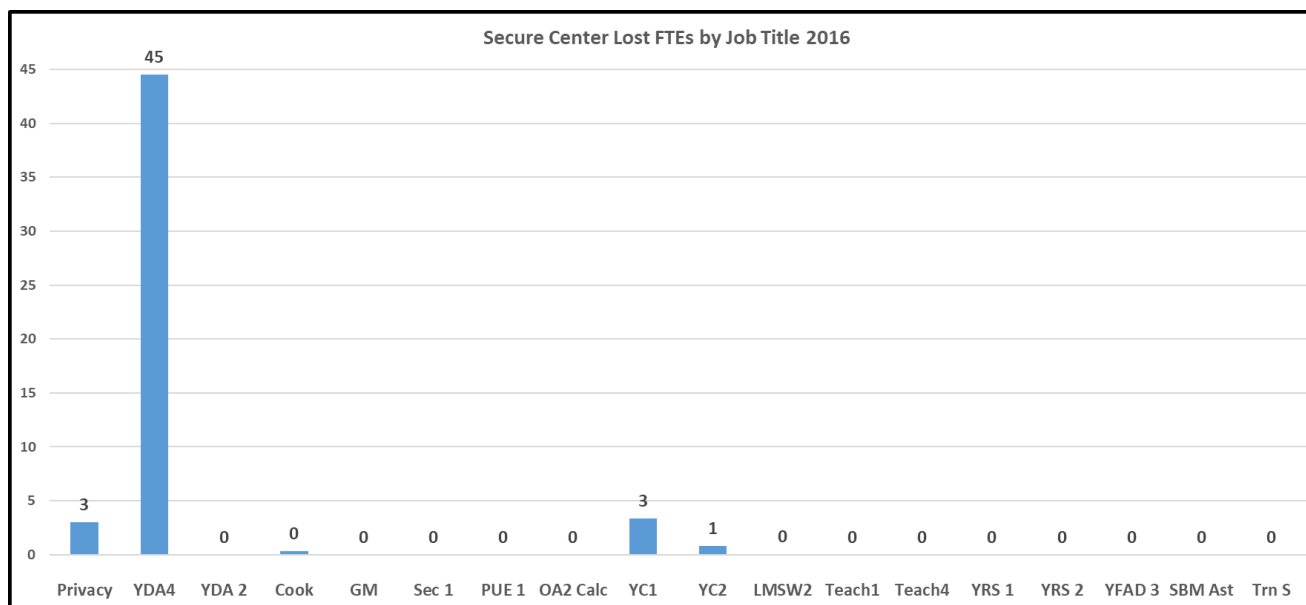
SH900 Log Analysis



SH900 Log Analysis



SH900 Log Analysis



NYS Executive Branch Agency and Authority Incident rates 2018-2023 PEF and CSEA Summa... - Saved to this PC

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AutoSave Off

Mark Stipano

Comments Share

Calibri 14

Clipboard Font Alignment Number Styles Cells Editing Sensitivity Add-ins Analyze Data

C4

NYS Public Employees Federation and Civil Service Employees Association - Health & Safety Departments - Analysis of Workers Compensation Claims for all NYS Executive Branch Agencies and Authorities
[source: NYS Dept of Civil Service's "Annual Report of NYS Government Employees' Workers' Compensation Claims"]

CSEA

Report Years - 2018/19 - 2022/23

Year	employees (FTE)	Incidents	Incident Rate	Table 3A - Comp Costs Incidents filed				Table 3B - all Comp Costs Paid					
				LT Incid	LT Rate	LostDays	Lost FTEs	Comp Costs	Med Costs	Total \$\$	All Comp Costs	All Med Costs	Total \$\$
2018-19	141,793	14,144	10.0%	4,328	3.1%	266,239	1065.0	\$30,369,914	\$24,778,707	\$55,148,621	\$374,325,026	\$83,285,744	\$457,610,770
2019-20	142,167	14,566	10.2%	4,543	3.2%	287,465	1149.9	\$32,053,151	\$28,145,378	\$60,198,529	\$357,833,794	\$82,284,793	\$440,118,587
2020-21	137,273	12,731	9.3%	4,881	3.6%	319,153	1276.6	\$34,336,525	\$26,224,647	\$60,561,172	\$374,118,490	\$79,749,270	\$453,867,760
2021-22	129,918	12,957	10.0%	5,181	4.0%	354,095	1416.4	\$39,301,126	\$29,829,445	\$69,130,571	\$420,224,593	\$86,200,838	\$506,425,431
2022-23	128,405	13,264	10.3%	4,777	3.7%	313,883	1255.5	\$37,213,225	\$28,482,063	\$65,695,288	\$404,037,321	\$86,441,166	\$490,478,487
Total NYS		67,662		23,710		1,540,835	6163.3	\$173,273,941	\$137,460,240	\$310,734,181	\$1,930,539,224	\$417,961,811	\$2,348,501,035
NYS Ann. Avg	135,911	13,532	10.0%	4,742	3.5%	308,167	1,233	\$34,654,788	\$27,492,048	\$62,146,836	\$386,107,845	\$83,592,362	\$469,700,207

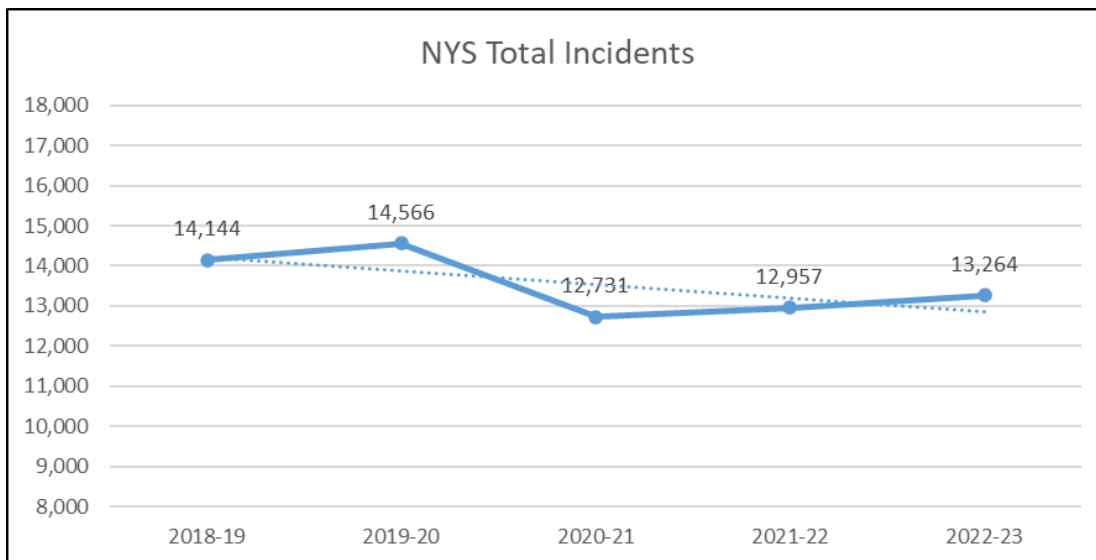
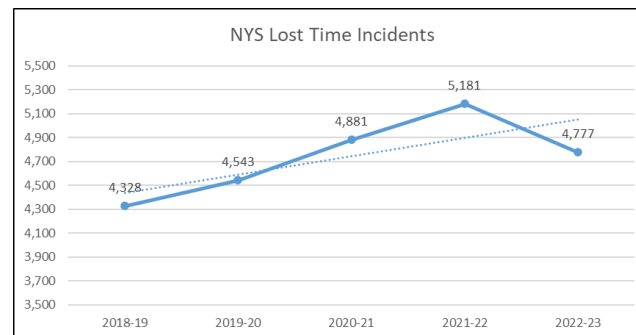
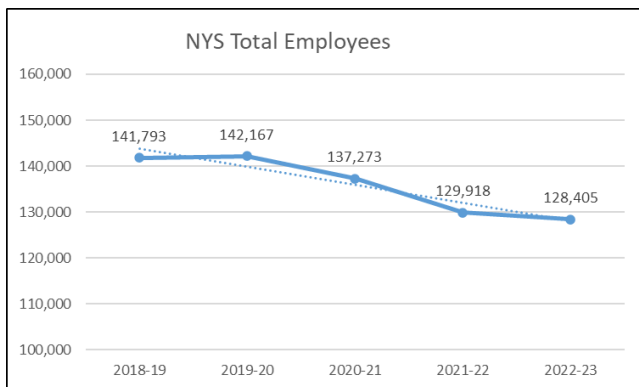
21 Incident Rate - divide the number of incidents by the number of FTEs
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 27
 28

NYS WC Rates

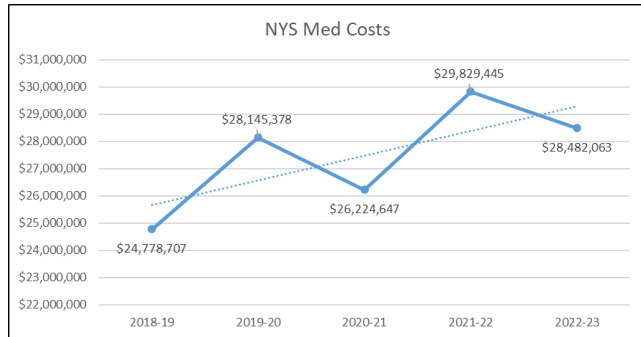
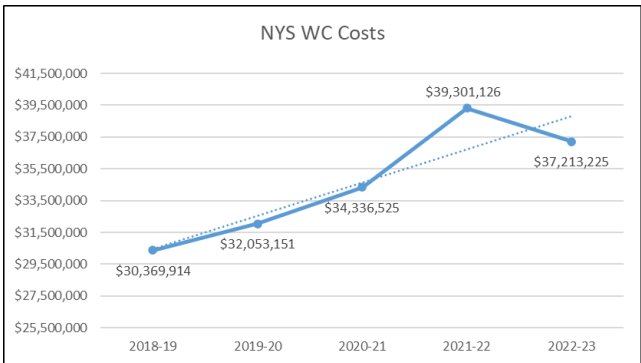
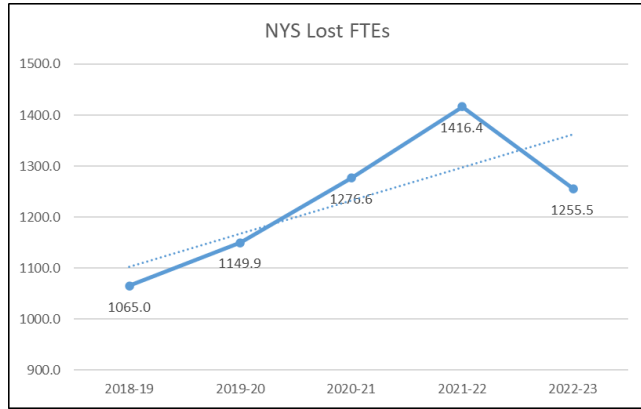
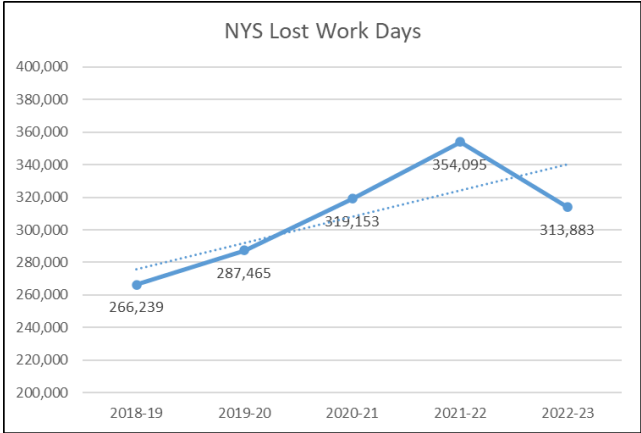
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Workers' Compensation Report Analysis

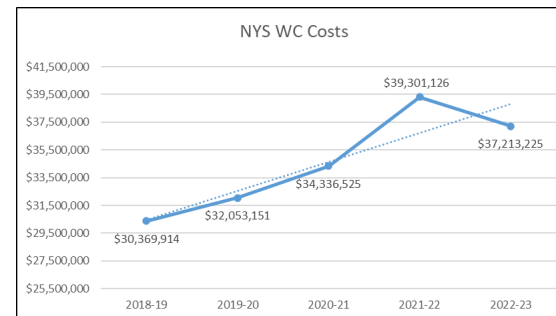
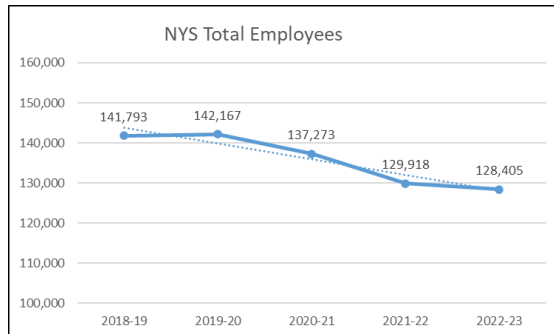


Workers' Compensation Report Analysis

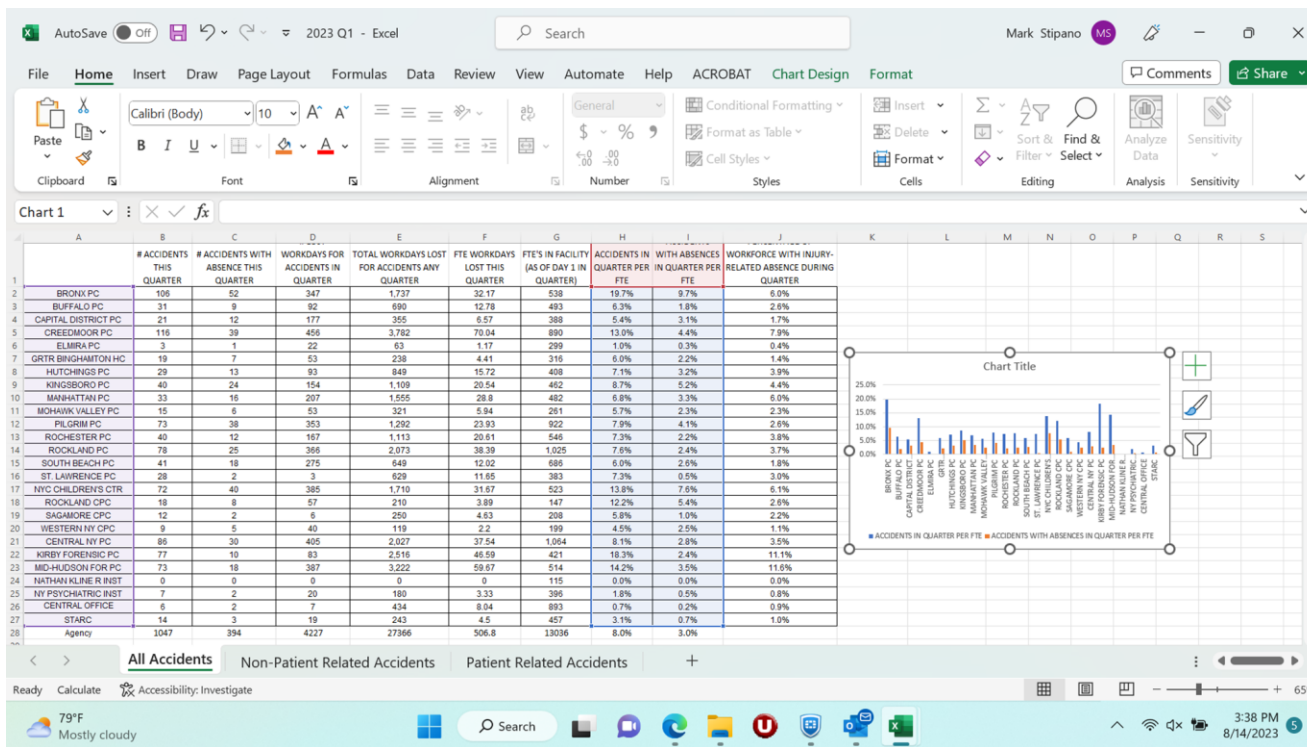


Workers' Compensation Report Analysis

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Employees to Lost FTEs	-78.6%



Workers' Compensation Report Analysis



Agency Specific Data Analysis (OMH OIRS)

AutoSave Off OMH OIRS Data Tracking Sheet Q1 2020 to Q1 2023 ... Mark Stipano

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Clipboard Font Alignment Number Styles Cells Editing Analysis Sensitivity

QUARTER	# ACCIDENTS THIS QUARTER	# ACCIDENTS WITH ABSENCE THIS QUARTER	# LOST WORKDAYS FOR ACCIDENTS IN QUARTER	TOTAL WORKDAYS LOST FOR ACCIDENTS ANY QUARTER	FTE WORKDAYS LOST THIS QUARTER	FTE'S IN FACILITY (AS OF DAY 1 IN QUARTER)	ACCIDENTS IN QUARTER PER FTE	ACCIDENTS WITH ABSENCES IN QUARTER PER FTE
2020 Q1	1405	370	5884	28870	553.2	13734	10.33%	4.15%
2020 Q2	1056	439	6873	38983	721.9	13785	7.7%	3.2%
2020 Q3	1148	475	6189	36564	677.1	13588	8.4%	3.5%
2020 Q4	1006	440	6019	31881	590.4	13335	7.5%	3.3%
2021 Q1	983	387	5288	30711	568.7	13248	7.4%	2.9%
2021 Q2	1069	450	7012	32756	606.6	13194	8.1%	3.4%
2021 Q3	1105	472	6930	37770	699.4	13025	8.5%	3.6%
2021 Q4	896	332	5077	34518	639.2	12944	6.9%	2.6%
2022 Q1	881	299	4264	29978	555.2	12758	6.9%	2.3%
2022 Q2	1042	425	5416	30458	544.0	12846	8.1%	3.3%
2022 Q3	1045	408	6421	33314	598.4	12845	8.1%	3.2%
2022 Q4	927	349	4664	27487	509.0	12927	7.2%	2.7%
2023 Q1	1047	394	4227	27366	506.8	13036	8.0%	3.0%

OMH Agency Total Accidents this Quarter

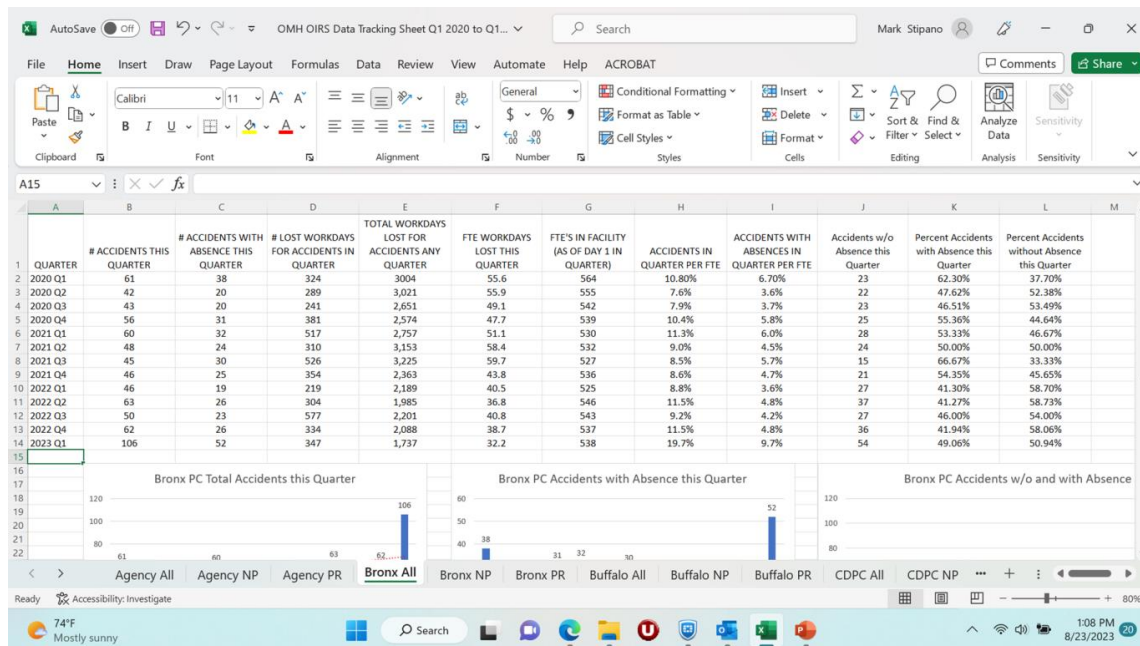
OMH Agency Accidents with Absence this Quarter

Agency All Agency NP Agency PR Bronx All Bronx NP Bronx PR Buffalo All B Plot Area Buffalo PR CDCP All CDCP NP

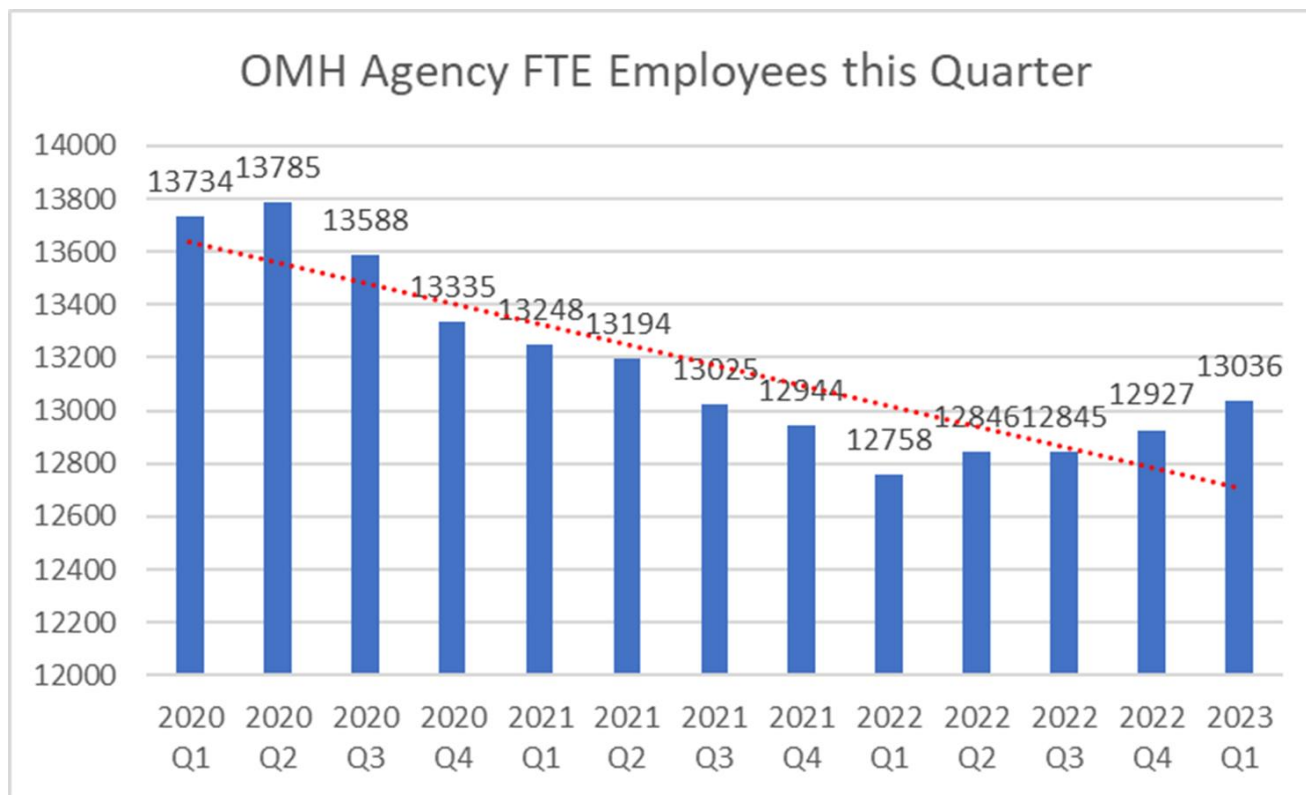
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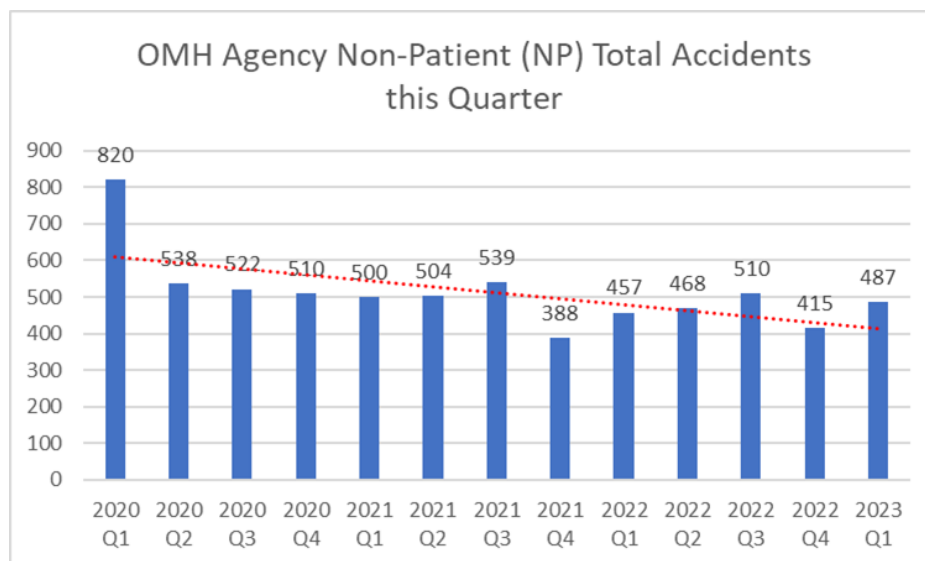
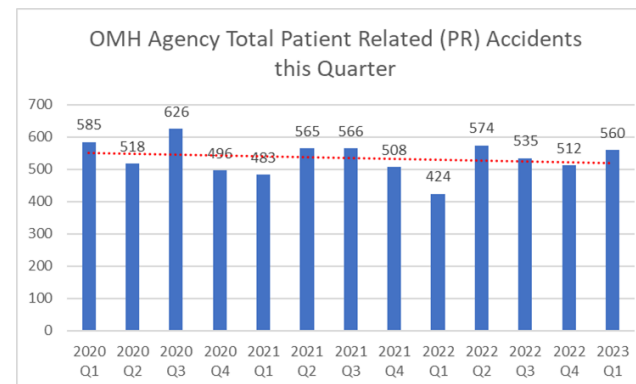
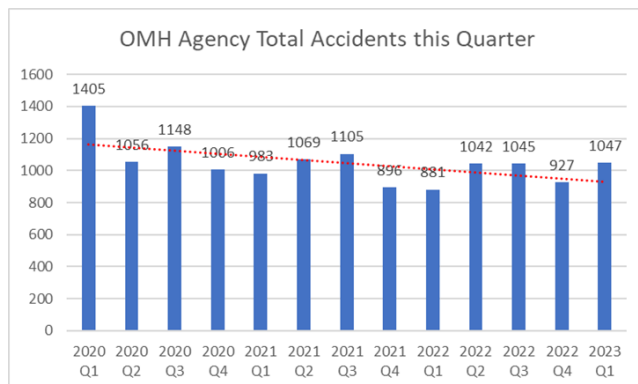
Agency Specific Data Analysis (OMH OIRS)

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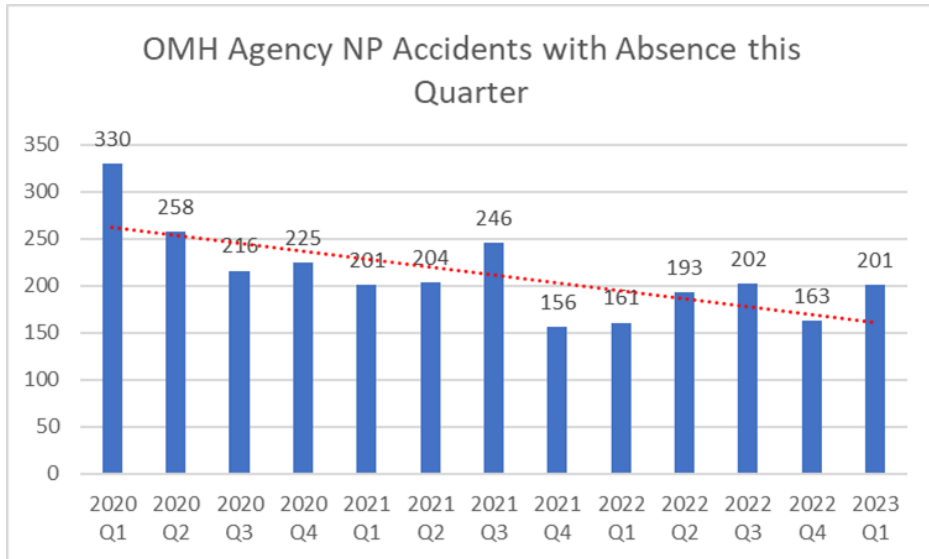
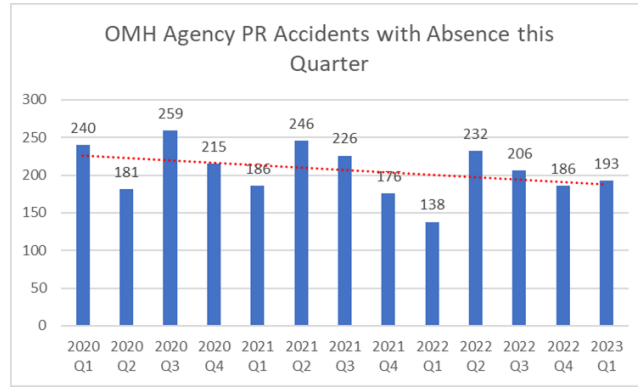
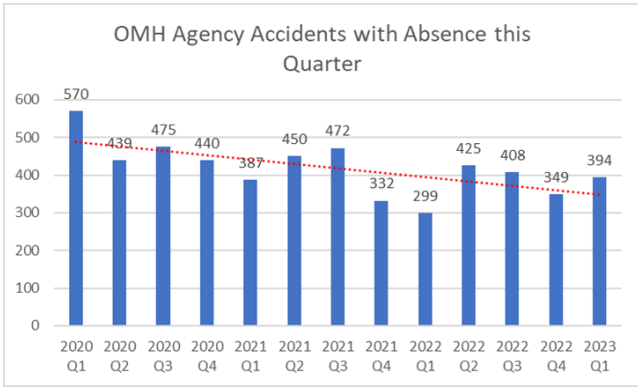


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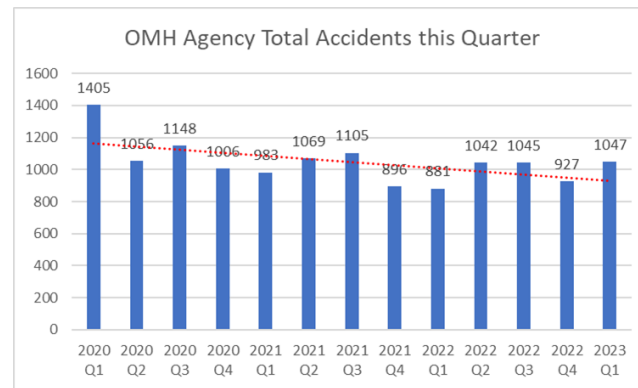
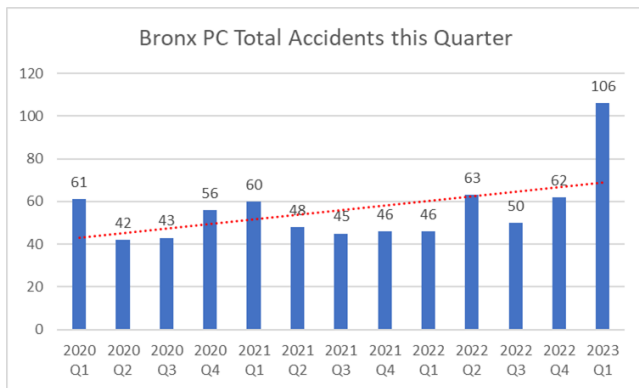
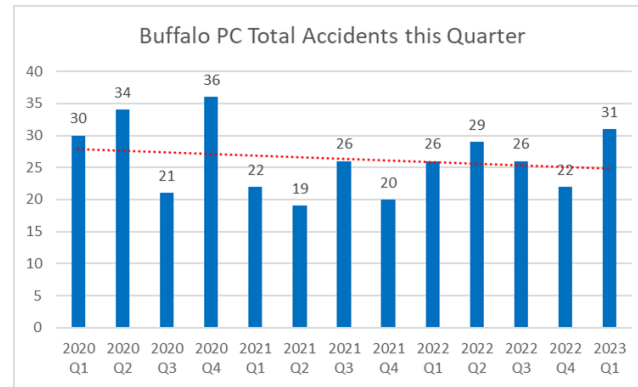
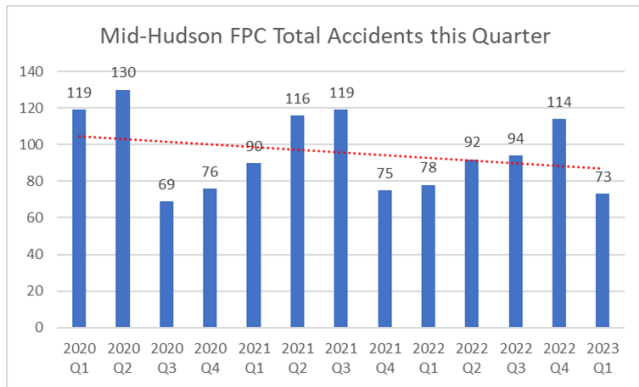


Agency Specific Data Analysis (OMH OIRS)



Agency Specific Data Analysis (OMH OIRS)

Agency Specific Data Analysis (OMH OIRS)



Workers' Compensation Report and SH 900 Log XL Data Analysis Templates

- ▶ In your conference information is an XL spreadsheet template that can be used to perform an analysis of workers' compensation data for five years.
- ▶ A second XL spreadsheet template that can be used to perform an analysis of SH900 data for up to 25 incidents, 5 work activities, 8 job titles, 10 work areas, 20 body parts and 5 illness types.

CSE and PEF Workers' Compensation Data Analysis Worksheet - Saved to this PC

File Home Insert Draw Page Layout Formulas Data Review View Automate Help ACROBAT

Clipboard Font Alignment Number Styles Cells Editing Sensitivity Add-ins Analyze Data

G5 Employer:

NYS Public Employees Federation and Civil Service Employees Association - Health & Safety Departments - Analysis of Workers Compensation Claims Worksheet
[source: NYS Dept of Civil Service's "Annual Report of NYS Government Employees' Workers' Compensation Claims"]

CSEA

Employer:
 Location:
 Report Years:

Year	employees (FTE)	Incidents	Incid Rate	LT Incid	LT Rate	LostDays	Lost FTEs	Table 3A - Comp Costs Incidents filed			Table 3B - all Comp Costs Paid		
								Comp Costs	Med Costs	Total \$\$	Comp Costs	Med Costs	Total \$\$
2018-19		#DIV/0!		#DIV/0!			0.0			\$0			\$0
2019-20		#DIV/0!		#DIV/0!			0.0			\$0			\$0
2020-21		#DIV/0!		#DIV/0!			0.0			\$0			\$0
2021-22		#DIV/0!		#DIV/0!			0.0			\$0			\$0
2022-23		#DIV/0!		#DIV/0!			0.0			\$0			\$0
Total OCFS		0		0		0		\$0	\$0	\$0	\$0	\$0	\$0
OCFS Ann. Avg	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!		#DIV/0!	#DIV/0!	\$0	#DIV/0!	#DIV/0!	\$0

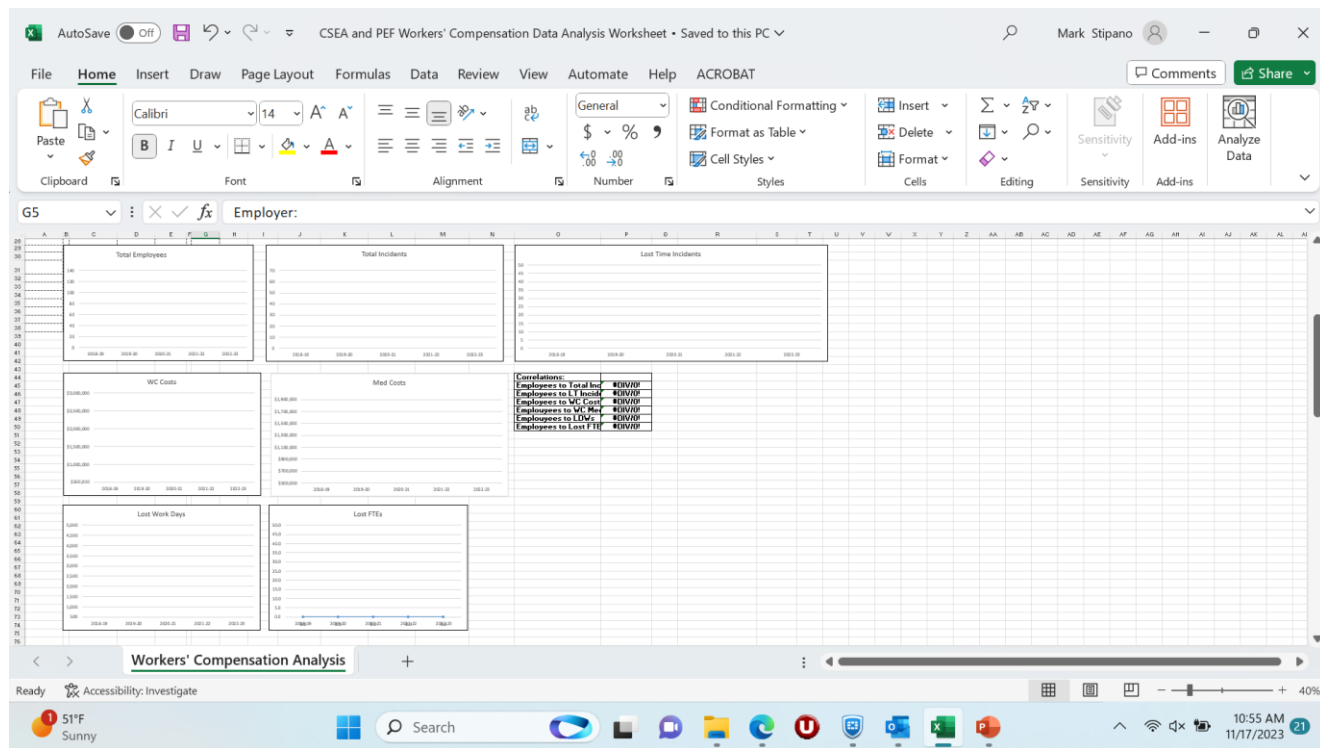
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Workers' Compensation Analysis

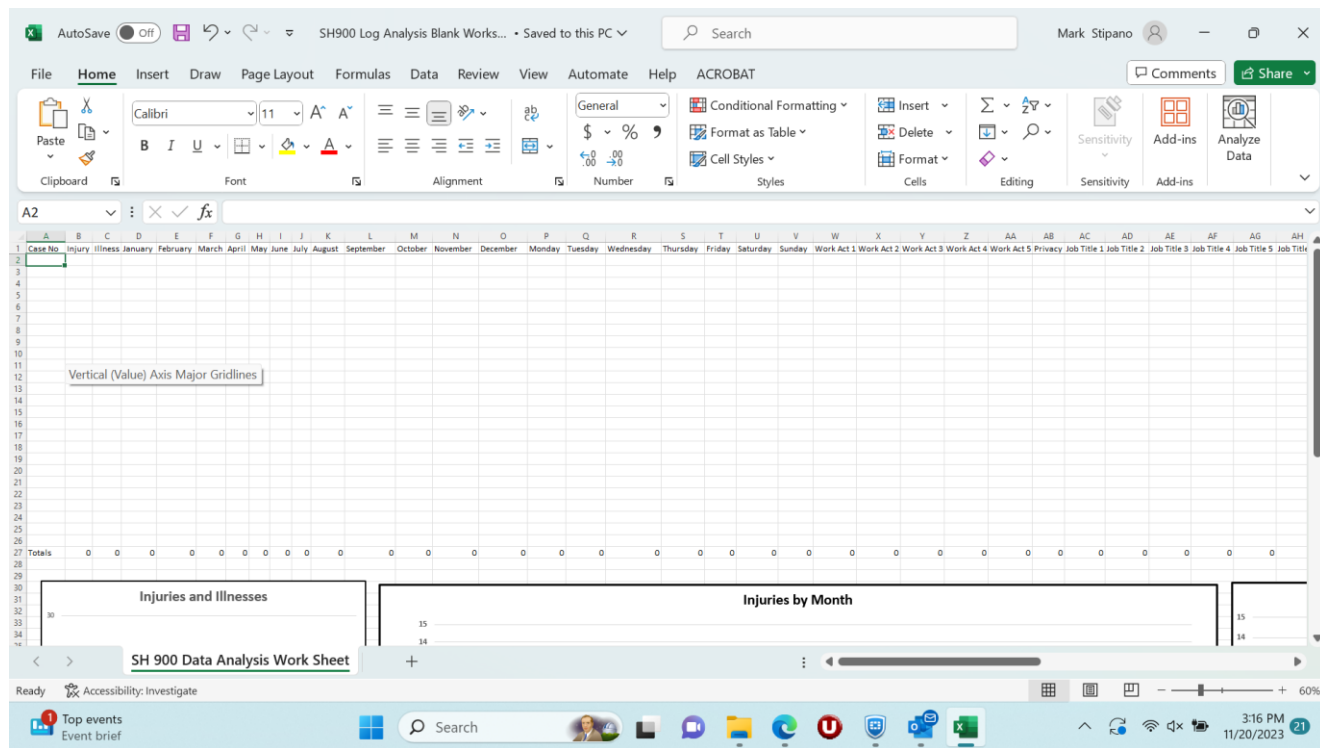
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51°F Sunny 10:51 AM 11/17/2023

Workers' Compensation Report XL Data Analysis Template



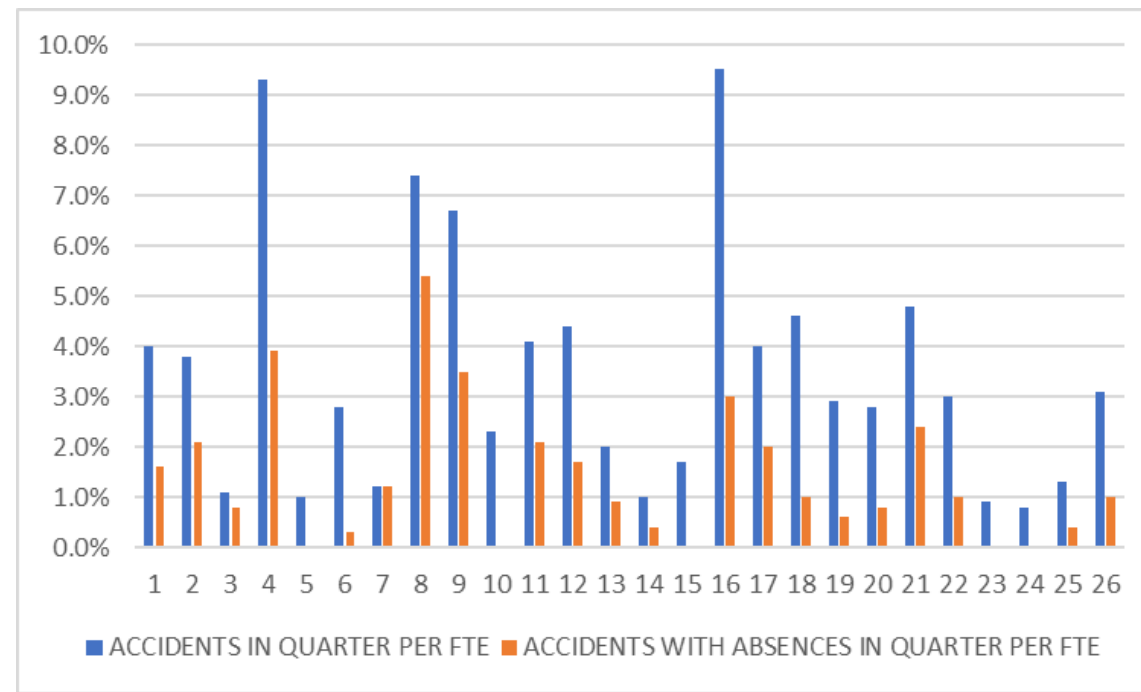
Workers' Compensation Report XL Data Analysis Template



SH 900 Log XL Data Analysis Template

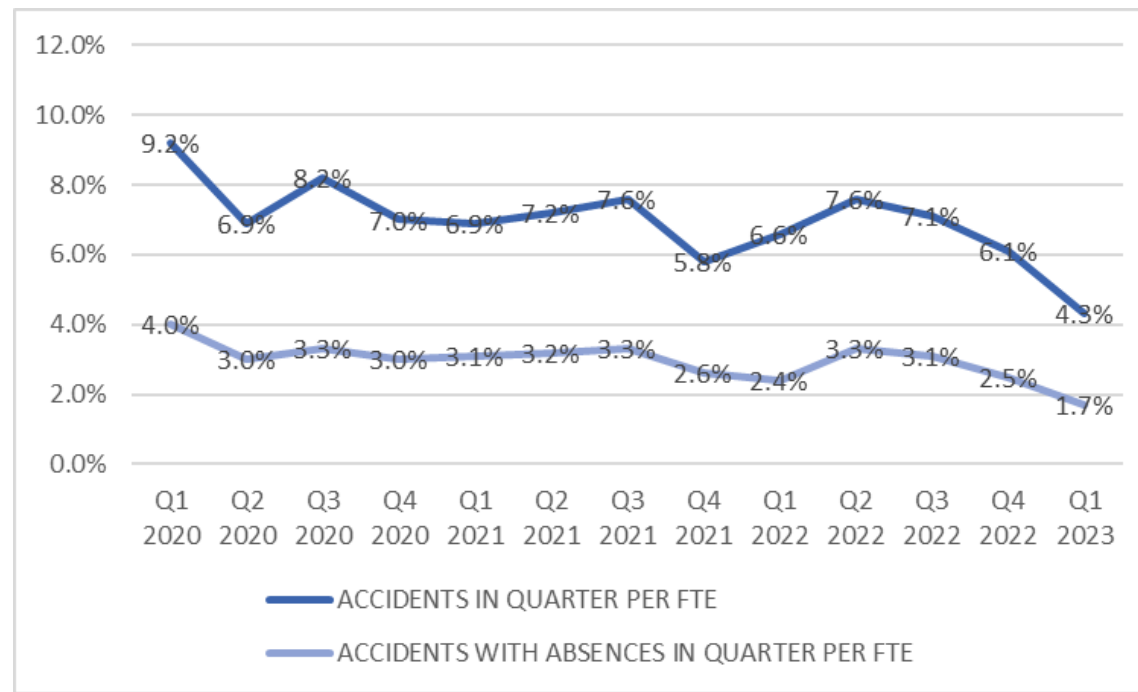
But What Do I Do With It?!?!?

Compare Facilities!



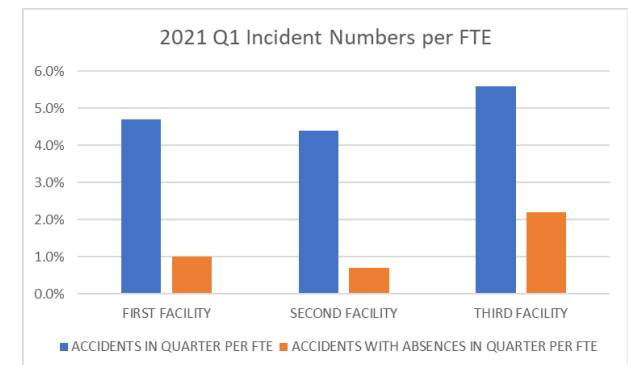
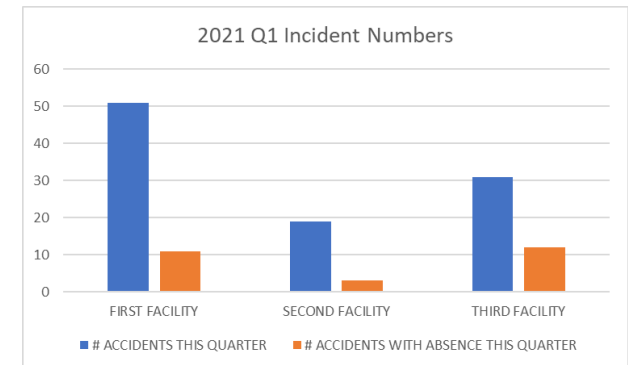
But What Do I Do With It?!?!?

Track Trends Over Time!



Why Am I Using FTEs (Full-Time Equivalents)?

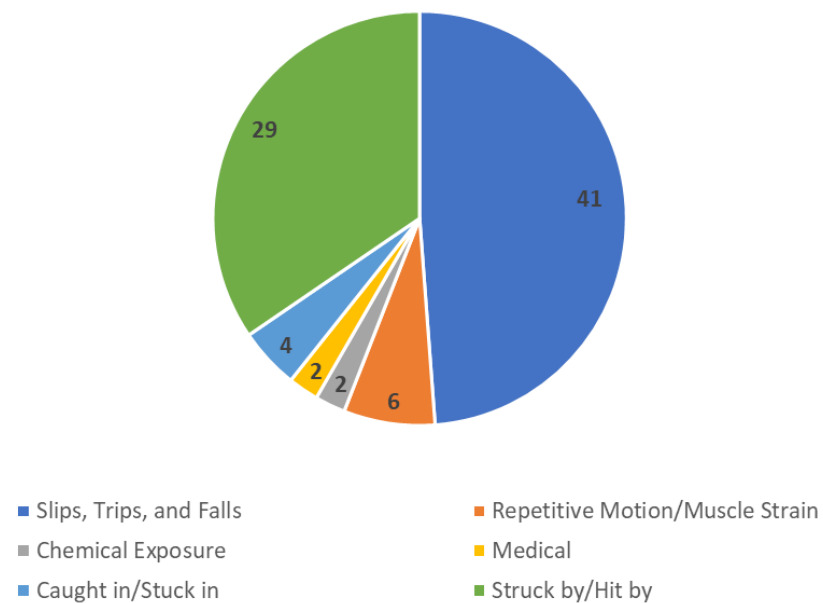
▶ First Facility FTEs = 1,476 Second Facility FTEs = 430 Third Facility FTEs = 555

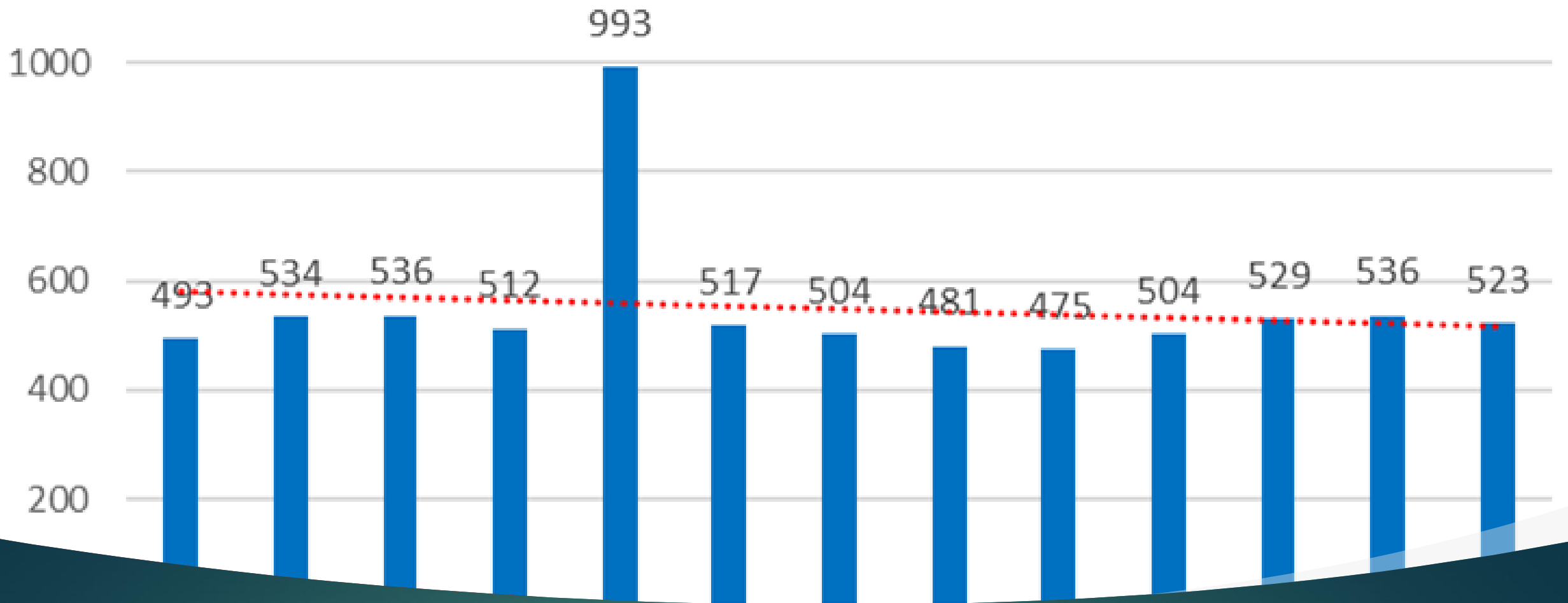


But What Do I Do With It?!?!?

Chart Incident Types!

Table Four: 2022 Injury Classifications Based on 2022 SH-900 Log





Double Check Your Data

Activity

Looking at a sample SH 900 Log

- ▶ Review for accuracy
- ▶ Note any trends
- ▶ Report back



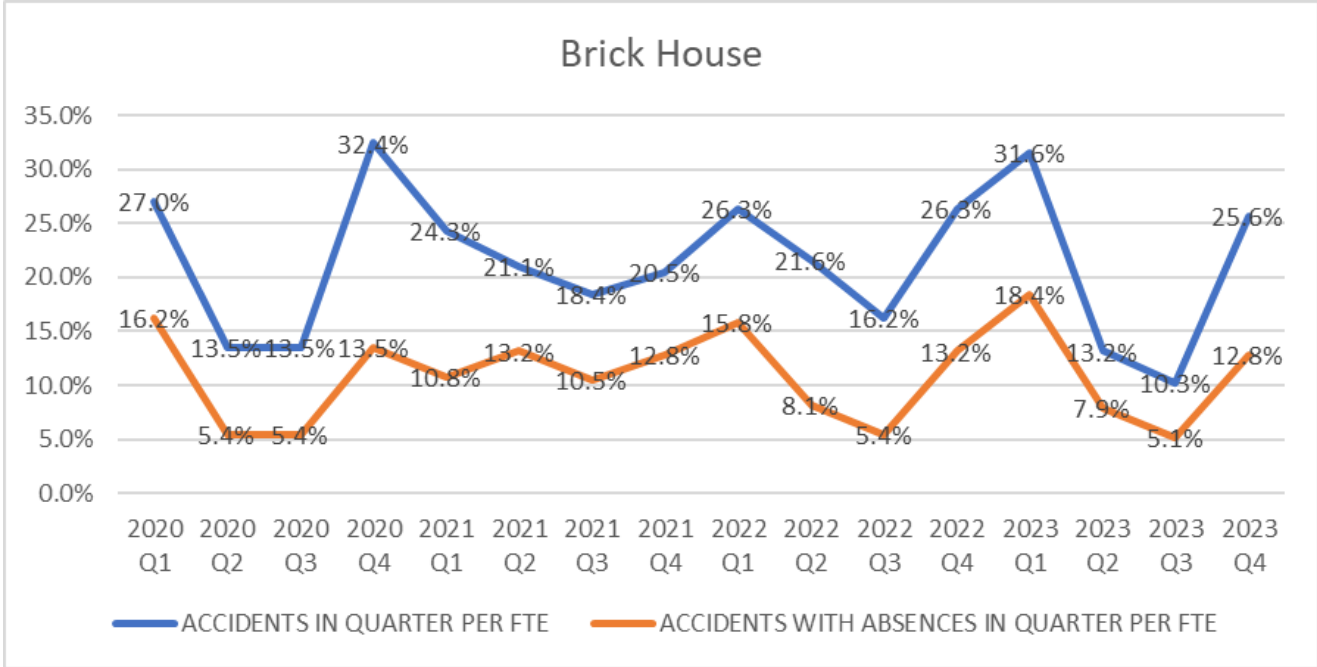
Split into teams of max 4 people



Handing out quarterly accident data for five locations

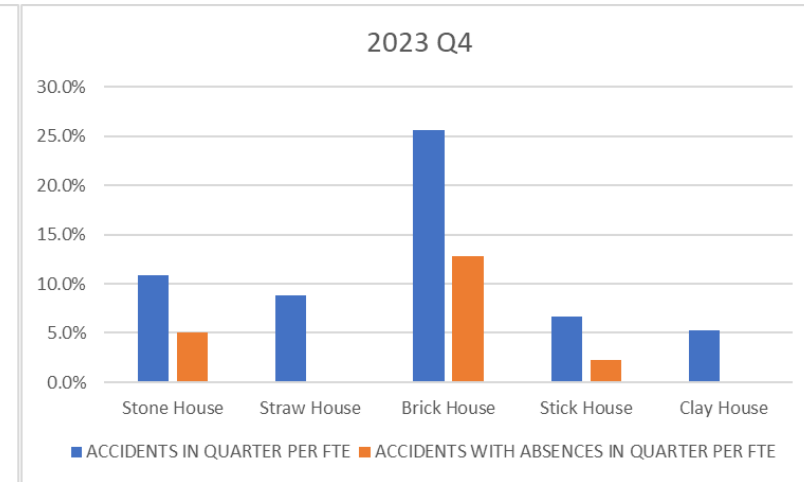
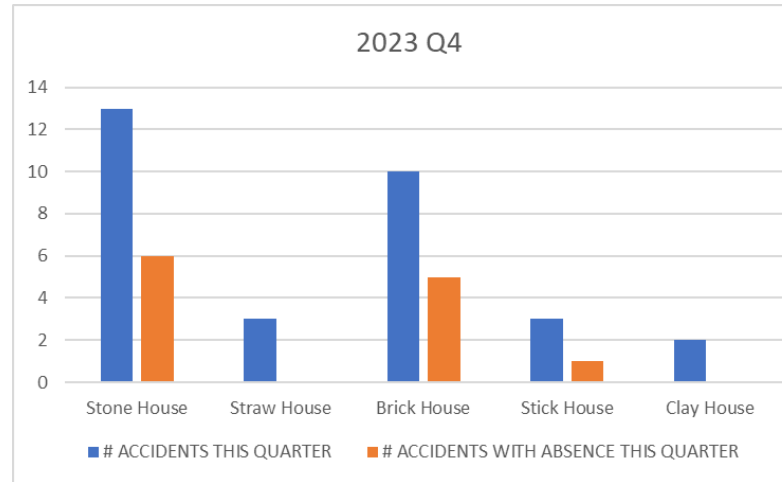


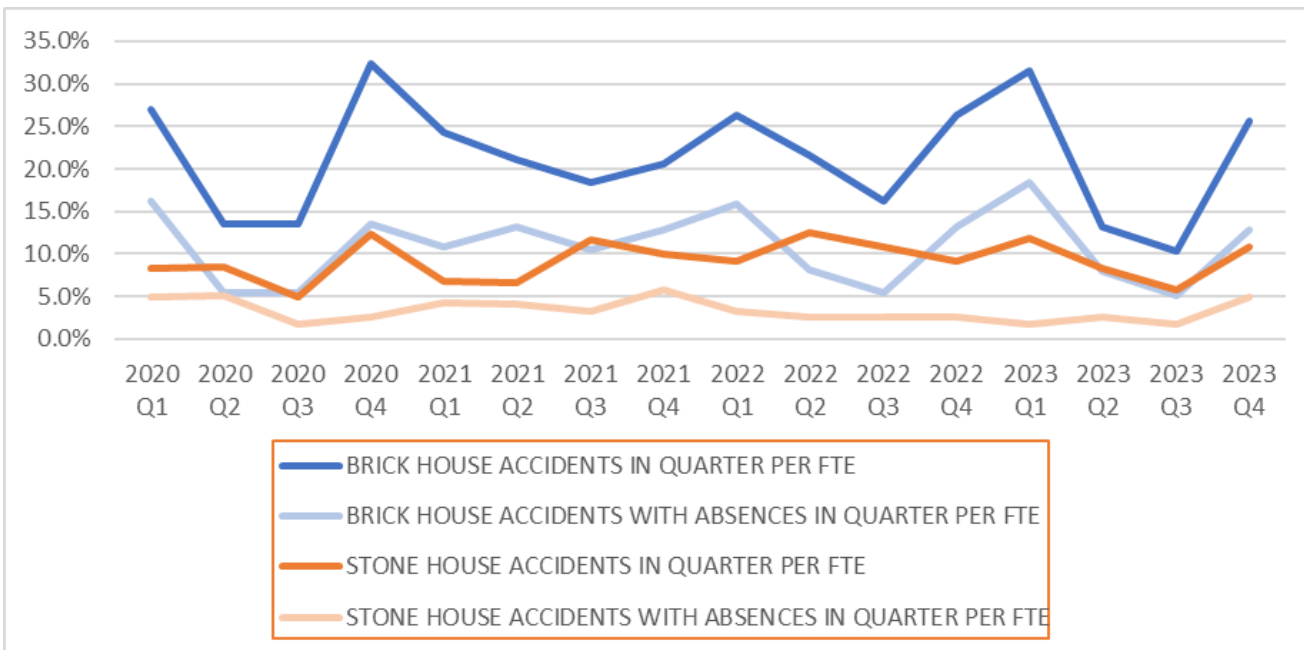
Identify which location would be your team's primary focus would be and why



Brick House Tracking

Brick House vs Others





Brick House vs Stone House Tracking



Review SH-900 Logs and Incident Reports



Categorize Types/Locations/Specifics of Incidents



Identify Area of Focus at Brick House and Why, Next Steps



VISIT THE HOME



REVIEW THE PHOTOGRAPHS OF THE HOME



IDENTIFY THE ROOT CAUSE OF THE ISSUE AND PROPOSED REMEDY

Resources

**OSHA Standard - 29 CFR Part 1904 -
Recording and Reporting Occupational
Injuries and Illnesses:**

<https://www.osha.gov/laws-regs/regulations/standardnumber/1904>

DOL PESH Website:

<https://dol.ny.gov/public-employee-safety-health>

**PEF Using Injury and Illness Records
Factsheet:**

<https://www.pef.org/wp-content/uploads/2023/10/Using-Injury-and-Illness-Records.pdf>

Thank you Presented and prepared by:

BRYCE THERRIEN
ASSOCIATE DIRECTOR
BUREAU OF EMPLOYEE RELATIONS
OFFICE OF MENTAL HEALTH
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