

## INJURY AND ILLNESS RATES

Calculating injury and illness rates for your organization is essential to providing feedback on how your organization is performing in regards to health and safety of employees compared to other organizations in the industry. Average industry data is supplied to and compiled by the Bureau of Labor Statistics and can provide a baseline for your organization's health and safety goals. Maintaining lower than average incident rates demonstrates an effective safety and health program which is recognized by OSHA and insurance providers.

### How do you calculate your injury and illness rates?

First, you must determine which rate you want. OSHA uses a number of rates including "total case rate" (TCR), "days away from work" (DAFWII) and the "days away, restricted, or transferred" (DART) rates.

The number of cases for calculating these rates comes from the column totals on your OSHA 300 form. OSHA does not require all companies to maintain an OSHA 300 form.

However, it is still important to track work-related injuries and illnesses to determine how your company measures up against others in the industry. Your injury rates can be compared to national statistics and other businesses in your industry which are available on this site:

<http://osha.gov/oshstats/work.html>.

Insurance companies may also use rates

**The number of cases for calculating these rates comes from the column totals on your OSHA 300 form**

**Insurance companies may also use injury and illness rates based on these statistics to calculate the cost of workers compensation policies**

based on these statistics to calculate the costs of workers compensation policies as they are an indication of how safely your company performs compared to other companies performing the same functions.

To calculate the DAFWII, use the total from column H "Days away from work" on the 300 form. For TCR, add the totals from columns G through J. If you want to figure your DART, you must include transferred or restricted duty cases (add the total of columns H and I). All OSHA rates are normalized to the number of hours worked by 100 full time employees. You can use the total number of hours worked, or an estimation based on the number of full-

time employees and hours worked by temporary or seasonal labor for the year in question. The total number of hours worked is the most accurate method and will usually produce a lower rate since it includes overtime hours.

Take the following example: A company with 300 employees reported 10 total recordable injury and illness cases involving days away or restricted time (total of columns H and I). The total number of hours worked for the year (including all management, staff and temporary workers) was 640,000 hours.

The equation looks like this:

$$(10/640,000) \times (200,000) = 3.13 \text{ per } 100 \text{ employees (DART)}$$

If you don't know the total number of hours worked you can estimate the DART rate as follows:

$(10 \times 200,000) / (300 \times 2,000) = 3.33$  per 100 employees

In both cases 200,000 is the normalization to 100 full time employees working 40 hours per week for 50 weeks a year. OSHA assumes that most employees get at least two weeks off each year.

The 40 hours and 50 weeks per employee is also the basis for estimating the number of hours worked (an estimated 2,000 hours per employee).

If you have any questions about recording injuries and illnesses or your OSHA 300 form please use [“Ask the Expert”](#) to query us!