



Safety Message of the Day for IMEA Members



Recordable Injuries – Why Employees Should Care Safety Message

All injuries need to be reported, no matter how small. Not only does it protect you, but it also protects the company as a whole by possibly preventing a first-aid injury from developing into an OSHA recordable injury.

Companies, such as insurance companies or large contractors who are bidding out work, look at rates like the EMR (Experience Modifier Rate) and the TRIR (Total Recordable Incident Rate), which quantify the rate of workplace injuries at a company.

The goal of safety efforts is to prevent incidents and injuries in the first place, but when an injury does occur, employees need to understand that they need to report it immediately.

Medical Treatment Beyond First Aid

Injuries such as a loss of consciousness or fractures are almost always reported immediately due to the severity of these injuries. Unfortunately, employees are often not aware that less-severe injuries that do not result in time out of work, or even that do not result in a workers compensation claim, can still be a recordable injury.

For more common, less severe injuries, recordability, as defined by OSHA, depends on the medical care provided to the employee following the injury. If an employee only receives first aid as defined by OSHA, then the injury is not recordable.

Common Examples of First Aid as Defined by OSHA

Using non-prescription medicine at non-prescription strength

Cleaning a wound

Using bandages

Using hot or cold therapy

For a full list of what is considered first aid treatment, review 29 CFR 1904.7(b)(5)(ii).