

OSHA and PERRP Severe Injury Reporting

Did you know that both private companies and public entities in Ohio are required to report certain severe injuries to OSHA or PERRP? In the event you are unaware, OSHA enforces safety in the private sector and PERRP enforces safety in the public sector. The requirements are similar for both agencies, but the reporting structure is different. Both agencies include the following incidents as reportable:

- **Fatality** – death as a result of a work-related injury or illness.
- **Inpatient hospitalization** – Hospitalization means an employee received inpatient service of a hospital or clinic for care and treatment as a result of a work-related incident.
 - Does not include:
 - Treatment in an emergency room or urgent care facility that does not result in admission to the inpatient service of a hospital or clinic.
 - Admission to the inpatient service of a hospital or clinic that occurs more than 24 hours after the work-related incident.
- **Amputation** - Amputation means the traumatic loss of a limb or other external body part. This includes:
 - A part (like a limb or appendage) which was severed, cut off, or amputated, whether completely or partially
 - Fingertip amputations with or without bone loss
 - Medical amputations resulting from irreparable damage
 - Amputations of body parts which were reattached
 - Does not include:
 - Avulsions
 - Degloving
 - Scalping
 - Severed ears
 - Broken or chipped teeth
- **Loss of an eye** - Loss of an eye means the physical loss of an eye, including enucleation and evisceration.

For both organizations, fatalities must be reported within 8 hours of being made aware and inpatient hospitalizations, amputation and loss of an eye must be reported within 24 hours of being made aware.

Now, let's take a look at the specific reporting requirements for each agency.

Under PERRP, public employers must report a fatality or severe injury by one of the following methods:

- **Report Online**
 - Submit either a Fatality Reporting Online Form (PERRP-7) or Serious Injury Reporting Online Form (PERRP-8), depending on the situation
- **Report by Phone**
 - Call the Public Employment Risk Reduction Program (PERRP) 24-hour hotline at 1-800-671-6858 and press option 1, and
 - Complete the Fatality Reporting Online Form (PERRP-7) or Serious Injury Reporting Online Form (PERRP-8)

Notification forms can be completed and submitted **Online**:

- The fatality reporting form can be found here: <https://info.bwc.ohio.gov/for-employers/safety-services/consultations-and-programs/perrp/fatality-reporting-online-form-perrp-7>
- The serious injury reporting form can be found here: <https://info.bwc.ohio.gov/for-employers/safety-services/consultations-and-programs/perrp/serious-injury-reporting-online-form-perrp-8>

or **emailed** to:

- Fatality reporting forms should be emailed to: perrpfatality@ohio.gov
- Severe injury reporting forms emailed to: perrpinjury@ohio.gov

Under OSHA, private employers must report the incident by one of the following methods:

- **By telephone or in person to the OSHA area office that is nearest to the site of the incident.**
- **By telephone to OSHA: 1-800-321-OSHA (6742).**
- **By electronic submission using the reporting application located on OSHA's public web site at www.osha.gov**

OSHA and PERRP both state that an incident does not have to be reported if it:

- Resulted from a car accident on public street or highway (except in a construction zone).
- Occurred on a commercial or public transportation system (airplane or bus)
- Involved hospitalization for diagnostic testing or observation only.

Be sure to visit the websites for the full reporting requirements.

- OSHA's full regulations for reporting can be found under 29 CFR 1904.39 (<https://www.osha.gov/laws-regs/regulations/standardnumber/1904/1904.39>)
- PERRP regulations can be found at Ohio Administrative Code Section 4167-6-10 and can be found at <https://info.bwc.ohio.gov/for-employers/safety-services/consultations-and-programs/perrp/reporting-an-occupational-death-or-severe-injury>.

A few final thoughts regarding severe injury reporting.

- 1) When reporting the incident, be sure to document the day and time it was reported
- 2) In the event you are unavailable to report a severe injury, be sure to identify a back-up or two.
- 3) Finally, the best way to minimize dealing with the reporting, is to ensure your safety program and training are up to date.

If you have any questions regarding your Severe Injury Reporting requirements, please contact Andy Sawan, Risk Services Specialist at Sedgwick at 330-819-4728 or andrew.sawan@sedgwick.com.

Controlling costs with the Disability Relief Program

The Ohio Bureau of Workers' Compensation (BWC) offers the Disability Relief Program (formerly known as Handicap Reimbursement) to potentially offset claim costs and encourage employers to hire and retain employees with disabling conditions. Ohio Revised Code 4123.343 recognizes 26 conditions / disabilities in which, under some circumstances, the employer may be eligible for reimbursement of partial claim costs. The disability percentage awarded by BWC will reduce claim costs without reducing the benefits to the injured worker. The reduced claim costs can result in sizable premium reductions.

Eligibility Requirements

If an employee suffers a lost-time industrial injury/ occupational injury or death, the claim may be eligible for disability relief if it can be shown that the disability pre-existed the industrial injury or occupational disease and either caused the claim or contributed to increased costs or delay in recovery. Additionally, one of the following benefit types must have been paid in the claim:

- Temporary total compensation
- Permanent total disability
- Permanent partial-scheduled loss
- Survivor benefits
- Wages in lieu of temporary total disability

Application Filing Deadlines

Private Employers:

- If the date of injury is between Jan. 1 and June 30, the application must be filed by June 30 of the year no more than six years from the year of the date of injury or occupational disease.
- If the date of injury is between July 1 and Dec. 31, the application must be filed by June 30 of the year no more than seven years from the year of the date of the injury or occupational disease.

Public Employers:

- A public employer must file the application by Dec. 31 of the year no more than six years from the year of the date of the injury or occupational disease.

The Sedgwick cost containment team conducts reviews on claims which meet the eligibility requirements for disability relief, files the application and attends the disability hearing on behalf of our Ohio TPA clients.

If you have any questions, contact our Sedgwick program manager, Julia Bowling at julia.bowling@sedgwick.com or via phone 513-218-4062.

Power Tool Safety at Work: Protecting People, Productivity and Property

Power tools play an essential role in many industries, including construction, manufacturing and maintenance. Examples of some power tools include circular saws, drill presses, bench grinders, air hammers/chisels, concrete drills and torque wrenches. Even though these tools increase efficiency, they also introduce risks when not used properly. Injuries such as lacerations, eye injuries, musculoskeletal disorders (MSD's), amputations and even hearing loss can lead to lost time, costly claims and long-term physical harm. So, it is important that employers create a strong culture of power tool safety to ensure a safe workplace.

An effective way to develop training on power tool safety is to review the safe work procedures outlined in the manufacturer's recommendations. Let's look at some commonly used safety practices and recommendations:

1. Understand the hazards that power tools can expose workers to, including:
 - Lacerations and punctures from sharp or fast-moving blades or bits.
 - Electrocutation from damaged cords or improper grounding.
 - Eye injuries from flying debris.
 - Hearing damage from loud or prolonged operation.
 - Ergonomic injuries from vibration or awkward handling.
 - Fire hazards from sparks or overheating motors.

Encourage employees to stay alert and make safe decisions when operating the power tool.

2. Inspect tools before, during and after use. Employees should look for:
 - Damaged or missing guards.
 - Cracked housing.
 - Frayed electrical cords or exposed wiring.
 - Battery damage or leaks.
 - Properly functioning switches and controls.
 - Excessive noise, vibration or overheating.

If you find something wrong with the tool, stop using it immediately, tag it and remove it from service.

3. Incorrect use of a power tool is one of the most common reasons for injury. When operating tools, employees should:
 - Select the tool specifically designed for the task.
 - Avoid forcing a tool beyond its intended capacity.
 - Ensure accessories, such as bits, blades and discs are the correct size and type.
 - Never modify or remove safety guards.

The “right tool for the job” mindset reduces injury risk and helps prevent tool damage.

4. Personal Protective Equipment (PPE) acts as a layer of defense and employees must ensure they wear the appropriate PPE, which may include:
 - Safety glasses and / or face shields.
 - Cut-resistant or impact-resistant gloves.
 - Hearing protection such as earplugs or earmuffs
 - Steel-toed boots.
 - Dust masks or respirators.

Workers must be trained on the appropriate PPE to use for the specific tool, potential hazards and work environment.

5. Long-term safety requires regular attention to equipment, proper storage and maintenance. To achieve this, employees can:
 - Store tools in clean, dry, secure areas.
 - Keep cutting tools sharpened to reduce kickback.
 - Follow manufacturer maintenance schedules.
 - Recharge and store batteries correctly.
 - Perform regular inspections for safe operation.

A proactive maintenance program reduces downtime and protects workers from preventable hazards.

6. Safety relies on open communication so employers should encourage employees to:
 - Report damaged tools.
 - Notify supervisors of unsafe usage.
 - Ask for assistance if needed.
 - Participate in refresher training.
 - Share near-miss incidents to prevent future accidents.

Organizations benefit when safety becomes a shared responsibility rather than an individual task.

Power tools make work efficient but they require respect, training and care. By understanding hazards, using proper PPE, inspecting tools and maintaining clean work environments, employees can dramatically reduce the risk of accidents. For employers, promoting a culture of safety not only protects their workforce but also improves performance, reduces costs and strengthens compliance.

If you would like to know more about Sedgwick's safety services or would like to schedule a confidential consultation, please contact Andy Sawan at andrew.sawan@sedgwick.com or 330-819-4728.