

Concentra Guide to OSHA Recordability

Nature of Injury	Medical Treatment Recordable	First Aid Non-recordable*
Lacerations, punctures, abrasions, splinters	<ul style="list-style-type: none"> Sutures Surgical glue Tx of infection with Rx meds Application of Rx antiseptic Removal of FB requiring anesthesia/incision/excision of tissue due to depth of embedment, size or shape of object (s), or location of wound Debridement of dead skin 	<ul style="list-style-type: none"> Steri-strips or butterfly bandages Application of OTC ointment Tx of infection with non-Rx meds at non-Rx strength Removal of FB by simple technique (tweezers, cotton swab) Removing bandages by soaking Drilling a finger or toenail Draining fluids from blisters Using finger guards
Foreign bodies in eye	<ul style="list-style-type: none"> Using technique requiring more than irrigation or a cotton swab (eye spud, Algerbrush, etc) 	<ul style="list-style-type: none"> Using only irrigation or a cotton swab to remove the FB Using eye patches
Fractures	<ul style="list-style-type: none"> X-ray results pos for fx Application of a cast or other rigid means of immobilization 	<ul style="list-style-type: none"> X-ray was taken to rule out a fracture and no fx was seen
Strains, sprains and dislocations	<ul style="list-style-type: none"> Application of a cast Splint with rigid stays Use of diathermy or whirlpool txs ordered by physician or employer Any physical therapy Chiropractic manipulation 	<ul style="list-style-type: none"> Use of an elastic bandage or wrap on a strain not otherwise recordable on first visit Use of hot or cold compresses for tx of a strain on any visit Use of massage
Thermal or chemical burns	<ul style="list-style-type: none"> All 1st, 2nd and 3rd degree burns requiring "medical tx" are recordable 	<ul style="list-style-type: none"> Tx for burns that only requires "first aid" is not recordable
Bruises and contusions	<ul style="list-style-type: none"> Aspirating blood that has collected 	<ul style="list-style-type: none"> Soaking or application of hot or cold compresses
Medications	<ul style="list-style-type: none"> Recommendation or use of Rx meds constitutes medical tx (including professional samples) Administration of a single dose of Rx medication on a first visit for minor injury or discomfort is considered medical tx Use of a non-Rx med in a prescription dose/strength does constitute medical tx Administering intravenous fluids Administering oxygen to treat symptoms Any vaccine besides tetanus 	<ul style="list-style-type: none"> Recommendation or use of non-Rx meds in non-Rx strength is considered first aid Tetanus shots (either initial shots or boosters) are considered preventive and not medical tx Drinking fluids for relief of heat stress Administering oxygen as a purely precautionary measure after an exposure to worker without any signs or sx's of injury or illness
Restrictions	<ul style="list-style-type: none"> Restriction of work or motion Off work status Off work remainder of shift if it is a day or days following the date of injury or illness Transfer to another job 	<ul style="list-style-type: none"> Please note, off work remainder of shift is not recordable only if it is for the same day as the day the injury/illness occurred

* This type of tx would keep the injury non-recordable in the absence of other recordable factors. For example, if a patient falls and has a superficial laceration which could be closed with steri-strips, but also sustains a more serious injury, such as a fracture, that incident is still recordable, despite the use of steri-strips to close the superficial wound.

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Miscellaneous Guidance about Recordability

- Medical treatment is only one criterion for determining recordability. A case is recordable if it results in death, days away from work, job restriction or transfer, medical treatment beyond first aid, or loss of consciousness.
- Recordability is dependent on **what** the treatment is, not **who** provided it.

Automatically Recordable	Not Recordable
<ul style="list-style-type: none"> • Loss of consciousness • Cancer • Chronic irreversible diseases • Punctured ear drum • All occupational fatalities • Heart attack (if allowed as an industrial claim) 	<ul style="list-style-type: none"> • Hospitalization for observation, where no tx is rendered other than first aid • Replacement of broken eyeglasses in itself (but if the injury resulting in the breakage necessitated medical tx, it would become recordable)

To Restrict or Not, That is the Question

One of our goals at Concentra is to avoid medically unnecessary disability. Ample data shows that keeping injured workers doing **as much as possible** during the healing process (rather than as little as possible), results in better outcomes.

Whenever appropriate, consider keeping a patient at full duty. Our practice management reports show that our most experienced clinicians only take 3-5% of patients off work, and put about 45-50% of patients on modified duty. The rest are returned to full duty.

Restriction of Work	Full Duty
<ul style="list-style-type: none"> • Employee kept from performing one or more of the routine functions of his job (activities the employee regularly performs at least once per week) • Employee kept from working the full workday he would otherwise have been scheduled to work 	<ul style="list-style-type: none"> • Employee able to perform all of his routine job functions, albeit more slowly. Loss of productivity is not considered restricted work by OSHA.

Please keep in mind that you **do not** need to write a restriction if your patient can perform all of his or her routine job functions without using an injured body part. If you are really uncomfortable with this idea, consider writing a note in the “Remarks” section of the Activity Status without making it a restriction.

Also be mindful of the fact that an employer must record an injury or illness on the OSHA 300 log as a “restricted work case” if a physician or other licensed health care professional recommends a job restriction, even if the employee performs all of his routine job functions.

Please read the following question from the OSHA recordkeeping handbook on the web (http://www.osha.gov/recordkeeping/handbook/index.html#1904.0_3):

“Question 7-4. An employee hurts his or her left arm and is told by the doctor not to use the left arm for one week. The employee is able to perform all of his or her routine job functions using only the right arm (though at a slower pace and the employee is never required to use both arms to perform his or her job functions). Would this be considered restricted work?”

No. If the employee is able to perform all of his or her routine job functions (activities the employee regularly performs at least once per week), the case does not involve restricted work. Loss of productivity is not considered restricted work.”

In this example, mention is made of a left arm injury. Given this scenario, if this were a Concentra patient, an experienced clinician might well return him to full duty. If instead the clinician wrote “right arm work only,” this would become a medically unnecessary “restricted work case.” A better option for this patient might be to write something along the lines of “Patient will be using his right arm to perform his routine job functions” in the Remarks section of our Activity Status form. This recognizes and reflects the fact that although the patient has an injury to his left arm, he can still perform his regular duties and does not need to be a “restricted work case.”

PEARL

Please promote an “ability” rather than a “disability” mindset whenever possible.