

# Guide to OSHA Recordability

| Nature of Injury                                    | Medical Treatment Recordable   | First Aid Non-recordable*  |
|---|--|--|
| <b>Lacerations, punctures, abrasions, splinters</b> | <ul style="list-style-type: none"> <li>• Sutures or staples</li> <li>• Surgical glue</li> <li>• Prescription Antibiotics</li> <li>• Removal of FB requiring anesthesia/incision/excision of tissue due to depth of embedment, size or shape of object (s), or location of wound</li> <li>• Debridement of dead skin</li> </ul>   | <ul style="list-style-type: none"> <li>• Steri-strips or butterfly bandages</li> <li>• Application of OTC ointment</li> <li>• Tx of infection with non-Rx meds at non-Rx strength</li> <li>• Removal of FB by simple technique (tweezers, cotton swab)</li> <li>• Drilling a finger or toenail</li> <li>• Draining fluids from blisters</li> <li>• Using removable finger guards</li> </ul>  |
| <b>Foreign bodies in eye</b>                        | <ul style="list-style-type: none"> <li>• Using technique requiring more than irrigation or a cotton swab (eye spud, Algerbrush, etc)</li> </ul>  | <ul style="list-style-type: none"> <li>• Using only irrigation or a cotton swab to remove the FB</li> <li>• Using eye patches</li> </ul>   |
| <b>Fractures</b>                                    | <ul style="list-style-type: none"> <li>• X-rays confirm fracture(s)</li> <li>• Application of a cast or other rigid means of immobilization</li> </ul>   | <ul style="list-style-type: none"> <li>• X-ray was taken to rule out a fracture and did not show a new fracture</li> </ul>   |
| <b>Strains, sprains and dislocations</b>            | <ul style="list-style-type: none"> <li>• Application of a cast</li> <li>• Splint with rigid stays</li> <li>• Use of diathermy or whirlpool txs ordered by physician or employer</li> <li>• Physical therapy</li> <li>• Chiropractic manipulation</li> </ul>  | <ul style="list-style-type: none"> <li>• Use of an elastic bandage or wrap on a strain not otherwise recordable on first visit</li> <li>• Use of hot or cold compresses for tx of a strain on any visit</li> <li>• Instructions on home exercises or massage therapy</li> </ul>  |
| <b>Thermal or chemical burns</b>                    | <ul style="list-style-type: none"> <li>• All 1st, 2nd and 3rd degree burns requiring "medical tx" are recordable</li> </ul>  | <ul style="list-style-type: none"> <li>• Tx for burns that only requires "first aid" is not recordable</li> </ul>  |
| <b>Bruises and contusions</b>                       | <ul style="list-style-type: none"> <li>• Aspirating blood that has collected</li> </ul>  | <ul style="list-style-type: none"> <li>• Soaking or application of hot or cold compresses</li> </ul>   |
| <b>Medications</b>                                  | <ul style="list-style-type: none"> <li>• Recommendation or use of Rx meds constitutes medical tx (including professional samples)</li> <li>• Administration of a single dose of Rx medication on a first visit for minor injury or discomfort is considered medical tx</li> <li>• Use of a non-Rx med in a prescription dose/strength does constitute medical tx</li> <li>• Administering intravenous fluids</li> <li>• Administering oxygen to treat symptoms</li> <li>• Any vaccine besides tetanus</li> </ul> | <ul style="list-style-type: none"> <li>• Recommendation or use of non-Rx meds in non-Rx strength is considered first aid</li> <li>• Tetanus shots (either initial shots or boosters) are considered preventive and not medical tx</li> <li>• Drinking fluids for relief of heat stress</li> <li>• Administering oxygen as a purely precautionary measure after an exposure to worker without any signs or sx's of injury or illness</li> </ul> |
| <b>Restrictions</b>                                 | <ul style="list-style-type: none"> <li>• Restriction of work or motion</li> <li>• Off work status</li> <li>• Off work remainder of shift if it is a day or days following the date of injury or illness</li> <li>• Transfer to another job</li> </ul>  | <ul style="list-style-type: none"> <li>• 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</li> </ul>   |

\* 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"><li>• Loss of consciousness</li><li>• Cancer</li><li>• Chronic irreversible diseases</li><li>• Punctured ear drum</li><li>• All occupational fatalities</li><li>• Heart attack (if allowed as an industrial claim)</li></ul> | <ul style="list-style-type: none"><li>• Hospitalization for observation, where no tx is rendered other than first aid</li><li>• Replacement of broken eyeglasses in itself (but if the injury resulting in the breakage necessitated medical tx, it would become recordable)</li></ul> |

## To Restrict or Not, That is the Question

Many studies demonstrate that by keeping injured workers doing **some activity** during the healing process (rather than complete rest), better outcomes are achieved.

Whenever appropriate, consider keeping a patient at full duty. Practice management reports from national providers show that the 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"><li>• Employee kept from performing one or more of the routine functions of his job (activities the employee regularly performs at least once per week)</li><li>• Employee kept from working the full workday he would otherwise have been scheduled to work</li></ul> | <ul style="list-style-type: none"><li>• Employee able to perform all of his routine job functions, albeit more slowly. <b>Loss of productivity is not considered restricted work by OSHA.</b></li></ul> |