



An Employer's Guide to Reducing OSHA Recordables

Prevention in Occupational Health

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Introduction

If you're reading this guide, you're probably the person at your organization who is tasked with overseeing strategies to reduce the number of OSHA recordables at your workplace. Your days are spent thinking about worker safety, understanding the latest OSHA guidelines, and navigating the unique risk factors of your industry.

We get it because at Premise Health, we care about those things a lot too. Most of all, we care about how we can stop injuries from happening in the first place. When injuries do happen, we also care about getting employees the right healthcare so they can get back to work quickly and safely.

How do we do this? In this guide you'll find three case studies that showcase just that. The first one looks at clients across our occupational health book of business, followed by industry-specific case studies on hospital and manufacturing clients. You'll learn how we analyzed our impact and some of the specific strategies we used for unique industries.



Let's dive into one of our favorite topics:

preventing workplace injuries and achieving measurable results for our clients.

Book of Business Analysis:

Premise Health occupational health clients yield 52% lower OSHA recordable rates and save six lost workdays per case

Premise Health conducted an analysis of Occupational Safety and Health Administration (OSHA) recordable injuries and lost workdays associated with those injuries within our occupational health book of business. This analysis included over 52,000 eligible lives across 19 employers.

The Study

This analysis was conducted on OSHA recordable injury rates and lost workdays for employers within our occupational health book of business. Those rates were then compared to industry benchmarks. There are seven industries represented in the study:

- > Beverage and tobacco product manufacturing
- > Educational services
- > Hospitals
- > Machinery manufacturing
- > Merchant wholesalers, durable goods
- > Professional, scientific, and technical services
- > Utilities

The Methodology

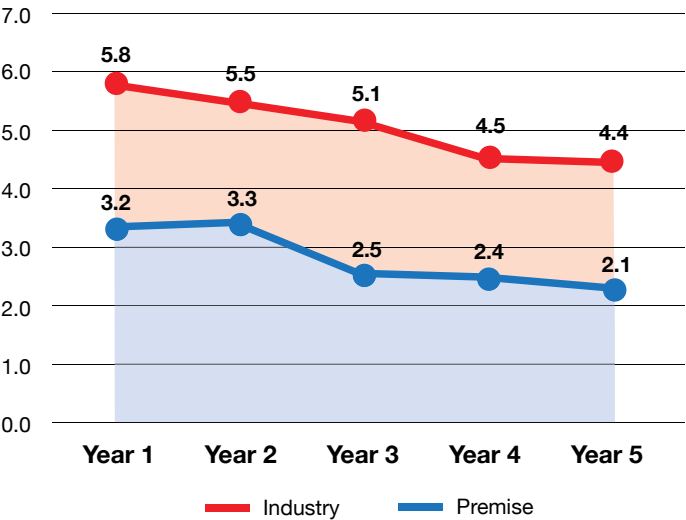
This study leveraged the Bureau of Labor Statistics Quartile Datasets of total OSHA recordable cases by industry¹ to create industry standard benchmarks of OSHA recordable rates per 100 employees. Additionally, the study incorporated [Official Disability Guidelines \(ODG\)](#) data to create benchmarks to understand the expected time away from work for the occupational injuries and illnesses. Employers were analyzed through their first five years of operation with Premise, with go-live dates ranging from 1999-2016. Benchmarks reflect each worksite's calendar year of operation.



The Findings

Based on the over 52,000 eligible lives studied in the first five years of operation, OSHA recordable rates were significantly lower for employers who partnered with Premise to deliver occupational health compared to overall industry rates. Each year showed OSHA recordables rates that ranged from **41% to 52%** lower than industry benchmarks.

Aggregate Book of Business Results
OSHA Recordable Rates per 100 Employees



In addition to preventing recordable injuries from happening in the first place, partnership with Premise led to faster recoveries when injuries and illnesses did occur. A comparison to the ODG expected time lost found that when cases were managed by Premise, on average there were **six lost workdays prevented per case.**

Operational Year	ODG	Premise Health	Days Saved per Case
	Expected Time Lost per Case	Average Time Lost per Case	
Year 1	23	20	3
Year 2	27	23	4
Year 3	20	17	3
Year 4	29	15	14
Year 5	28	22	6
Total	25	19	6



According to the National Safety Council **the cost per medically consulted injury in 2020 was \$44,000²**, so an injury rate that’s over 50% lower than the industry standard means big time savings for employers.

At Premise, our preventive approach to occupational health is focused on stopping injuries before they happen. However, injuries and illnesses will inevitably happen at work and when they do our occupational health providers deliver effective treatment that gets employees back to work quickly and safely.

Industry Insights:

How our clients in the hospital industry reduced OSHA recordable rates up to 65%

Keeping healthcare providers injury-free and on the job is critical to hospital operations. Premise Health reduced Occupational Safety and Health Administration (OSHA) recordable injuries within our book of business for clients in the hospital industry by delivering prevention-focused occupational healthcare and developing a deep understanding of hospital worker risks and challenges.

The Challenge

Reducing OSHA recordables and providing occupational healthcare for medical professionals comes with a unique set of challenges. Hospital employees face high rates of bloodborne pathogen exposures, musculoskeletal injuries from lifting patients without proper ergonomics, and issues like sleep disorders and caretaker fatigue due to their demanding schedules. We know from our experience treating healthcare workers that it can be challenging, and medical providers that aren't taking care of themselves can't take care of their patients properly.

*According to the National Safety Council, **the cost per medically consulted injury in 2020 was \$44,000²**, so an injury rate that's over 65% lower than the industry standard means big time savings for employers.*

The Solution

At Premise, our 50+ years of experience in healthcare and the occupational health space has helped us develop a deep understanding of hospital employees and the risks that come with their roles. Solutions that prevent injuries, like ergonomic assessments, are key to addressing musculoskeletal discomfort in this population before they become an OSHA recordable injury.

Our Total Worker Health® approach to occupational health allows our providers to dig deeper with employees and get to the root of a workplace injury – whether that's caretaker fatigue, burnout, weight, or sleep issues. By addressing the whole person with occupational healthcare, our providers prevent injuries before they become costly OSHA recordables.

The Outcome

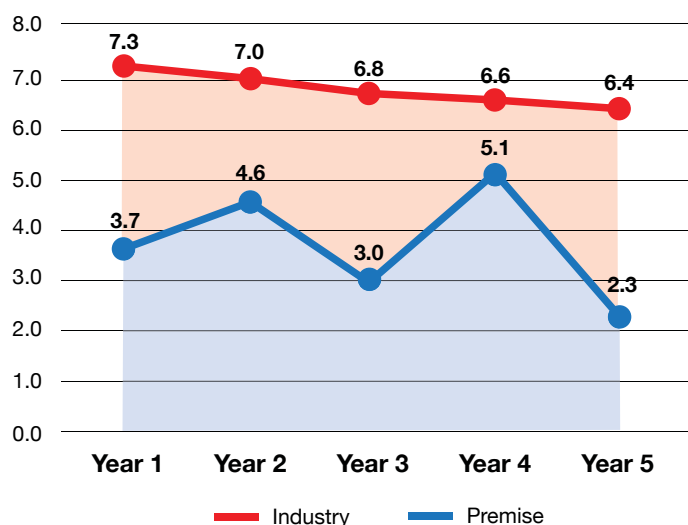
A study of Premise Health clients in the hospital industry found that those who partnered with Premise had recordable rates that were up to **65% lower** than industry benchmarks within the first five years.¹

These results illustrate how a preventive, Total Worker Health® approach to occupational health can impact OSHA recordable injuries in a hospital setting.

Study Methodology

This study leveraged the Bureau of Labor Statistics Quartile Datasets of total OSHA recordable cases by industry¹ to create industry standard benchmarks of OSHA recordable rates per 100 employees. Employers were analyzed through their first five years of operation with Premise, with go-live dates ranging from 1999-2016.

Hospitals
OSHA Recordable Rates per 100 Employees



Industry Insights:

How our manufacturing clients lowered OSHA recordable rates up to 76%

Preventing common and costly OSHA recordable injuries is a top priority for manufacturing companies. Premise Health reduced OSHA recordables for manufacturing clients within our book of business through a comprehensive occupational health offering and an approach rooted in the philosophies of Total Worker Health®.

The Challenge

No matter the product, manufacturing industries of all kinds face similar challenges when it comes to reducing OSHA recordables.

AGING WORKFORCES

With the baby boomer generation (born 1946 – 1964) working longer into their lifetimes³, older workers are more prone to injuries on the job.

SHIFT WORK

Night shift workers may experience sleep problems that contribute to obesity or hypertension, misuse stimulants to stay awake, and contribute to presenteeism – being physically at work, but not actually productive.

24/7 OPERATION

Many manufacturing sites operate 24/7, meaning when injuries happen after-hours employees must turn to emergency rooms for all injuries, rather than receive more conservative care.

EXPOSURE AND RESPIRATORY PROTECTION

Depending on the type of manufacturing setting, employees are at risk of exposure to dangerous chemicals and face the challenge of properly fitted respiratory protection and PPE.

According to the National Safety Council, **the cost per medically consulted injury in 2020 was \$44,000²**, so an injury rate that's over 76% lower than the industry standard means big time savings for employers.

The Solution

To protect worker safety and reduce costly OSHA recordable injuries, manufacturing employers partnered with Premise to provide comprehensive occupational health to their populations. With a focus on preventing injuries before they have a chance to happen, our providers address worker safety from start to finish including medical surveillance, ergonomics, industrial stretch programs, and conservative OSHA first aid care when appropriate. Our Total Worker Health® approach also helps our providers address issues outside of the workplace, like sleep problems, that could be contributing to on-the-job injuries.

The Outcome

A study of Premise Health clients in the manufacturing industry found that those who partnered with Premise had recordable rates that were consistently lower than industry benchmarks¹ in their first five years of operation.

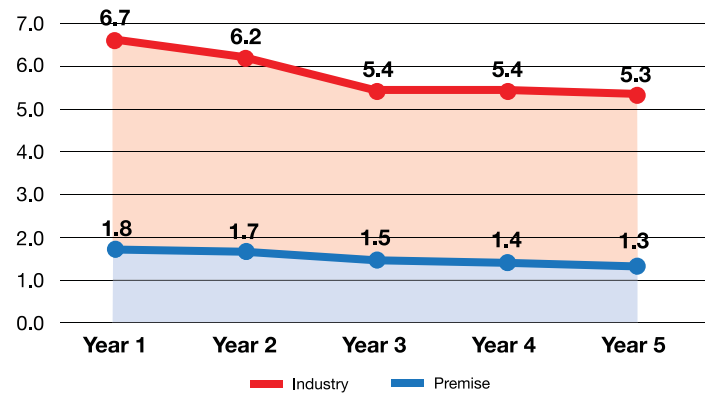
- > Machinery manufacturing: up to **76% lower** rate than industry benchmarks
- > Beverage and tobacco product manufacturing: up to **42% lower** rates than industry benchmarks
- > Merchant wholesalers, durable goods: up to **59% lower** rates than industry benchmarks

These results show the impact of a comprehensive, preventive occupational health partner using a Total Worker Health® approach delivered through Premise Health.

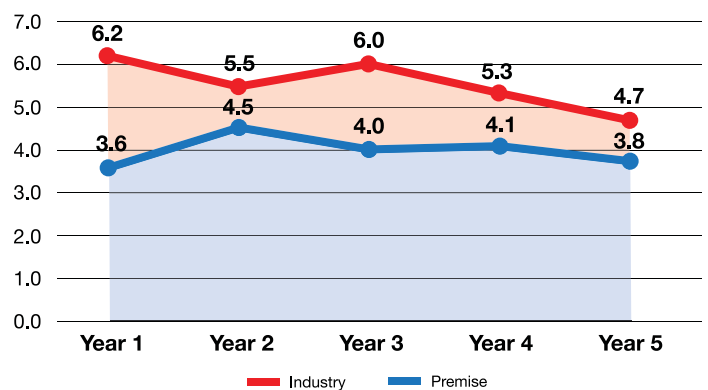
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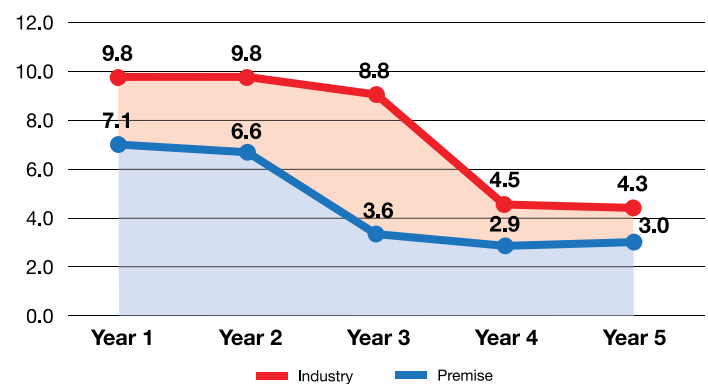
Machinery Manufacturing
OSHA Recordable Rates per 100 Employees



Beverage and Tobacco Product Manufacturing
OSHA Recordable Rates per 100 Employees



Merchant Wholesalers, Durable Goods
OSHA Recordable Rates per 100 Employees





How to Think About Next Steps

Wondering where to go from here? We've got some actionable steps you can take to develop your occupational health strategy.



Perform a gap assessment of your return-to-work and surveillance programming.

Where are you seeing higher rates of injuries?



Review your healthcare claims data to identify focus areas.

Look at biometrics, blood pressure screenings, lipid panels, diabetic screenings, sleep assessments, and lifestyle medicine questionnaires.



Determine if behavioral health is a need within your population.

Are you seeing a higher number of claims for behavioral health? Are there long wait times for behavioral health services in your community?



Talk to an occupational health expert.

A strategy session with a trusted occupational health expert who can help you brainstorm creative solutions to meet the needs of your populations is essential. They can also help you identify what your onsite safety team should address and how you can incorporate broader employee wellness into your occupational health strategy.

Are you ready to learn how Premise can achieve similar results for your organization?

With over 370 occupational health sites spanning more than 170 clients, we've got the expertise and knowledge you're looking for. We'd love to develop a custom strategy for your unique organization and industry to reduce workplace injuries.



Let's talk about what we can build for your organization.

PremiseHealth.com | (844) 407-7557



About Premise Health

Direct healthcare that **ditches the status quo** and puts you on the right side of care.

Premise Health serves large organizations and their people with exceptional healthcare. We partner with commercial and municipal employers, health plans, Taft-Hartley funds, unions, and tribes, serving millions of eligible members at more than 800 wellness centers in 45 states and Guam. Our vision is to redefine healthcare by providing easy access to advanced primary care that improves health and delivers amazing client and member experiences.

Premise is the leading direct healthcare company and one of the largest digital providers in the country. For more information, visit www.premisehealth.com.

References

1. Industry Benchmark Source: Bureau of Labor Statistics
<https://www.bls.gov/iif/oshsum.htm>
2. National Safety Council
<https://injuryfacts.nsc.org/work/costs/work-injury-costs/>
3. Pew Research Center
<https://www.pewresearch.org/fact-tank/2019/07/24/baby-boomers-us-labor-force/>

**It's not simply
a premise. It's the
future of healthcare.**

Let's talk about what you need,
and how we can help.

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