



INJURY AND ILLNESS EXPERIENCE

Summary / Background

Injury Rates: This report discusses the injuries experienced by UMD employees that required medical attention or caused lost time or restricted duty from work, known as “recordable.” Also provided is the Total Recordable Injury Rate (TRIR); a commonly used indicator that normalizes an organization’s injury rate. Using the recordable rate allows us to compare our injury rates with our experience in past years, regardless of fluctuations in population, and with the rates of other organizations, as reported by the US Department of Labor, Bureau of Labor Statistics.

Injury Causes and Types: The data for this report was obtained from our workers’ compensation claim information. An examination of this information allows us to track incidents and analyze for trends. This analysis allows DES and other campus groups to focus loss control efforts on the types and causes of injuries occurring and the populations experiencing them. Risk factors involved in employee injuries include many that can be controlled. In coming years, we hope to shift the focus from TRIR, a lagging indicator measured after injuries have occurred, to more forward-looking injury prevention efforts — initially based on a review of our past injury types.

Targeted Loss Control: As a result of the previous year’s analysis, we have refocused the incident investigation process to search for causes and potential solutions to hazardous conditions or work practices identified by injuries. Notable examples of this include FM Building and Landscape Services reviewing their injury data and implementing a number of corrective actions aimed at reducing the number of injuries experienced by their employees. Residential Facilities has initiated a follow-up process in response to their Worker’s Comp claims as well.

Costs: The medical and indemnity costs associated with worker’s compensation claims are managed and paid for by IWIF on our behalf; accident leave costs are borne directly by the departments whose employees experience injuries. The premium paid by UMD to our third party administrator, IWIF, has increased roughly \$500,000 yearly since 2011 to \$3,811,000 in FY 2014. Future efforts will be aimed at tying departmental charges for the insurance fund to actual injury experience or avoidance.

INJURY RATES

Figure 1

2013 OSHA Recordable Injuries/Illnesses

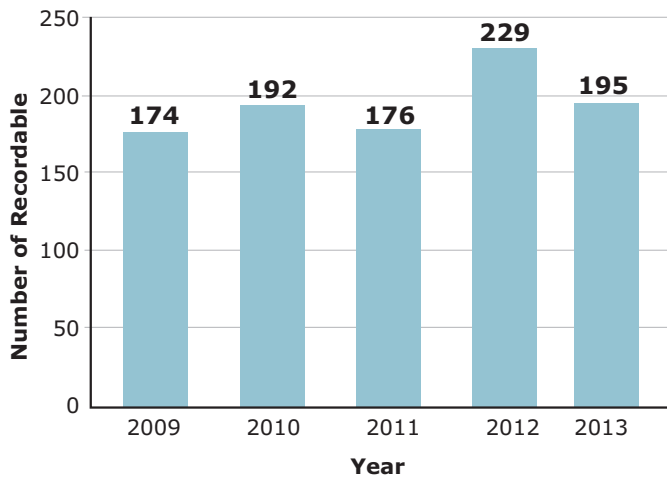


Figure 1: OSHA Recordable Injuries and Illnesses include death or those that cause loss of consciousness, days away from work, restricted work, job transfers, affects essential job functions, significant injury or illnesses diagnosed by physician and medical treatment beyond first aid.

Figure 2

2013 OSHA Total Recordable Incident Rate (TRIR)

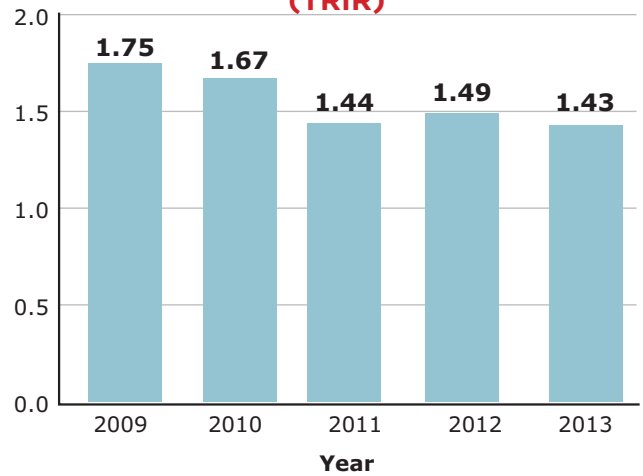


Figure 2: The Total Recordable Injury Rate (TRIR) is a function of the number of recordable injuries and the numbers of hours worked (including salary and hourly) compared to 100 full time employees working 2000 hours per year. $TRIR = \text{number of injuries} \times 200,000 \div \text{total hours worked}$.

The TRIR for colleges and universities in 2012 was 1.8, according to the US Department of Labor, Bureau of Labor Statistics.

Figure 3

2013 Number of Recordable Injuries and Illnesses by Campus Subgroups

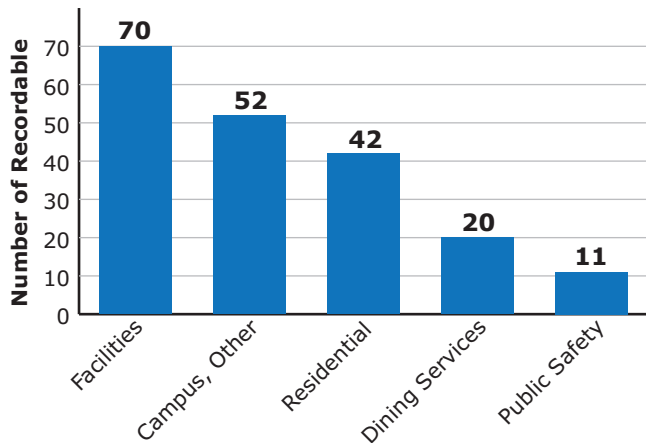
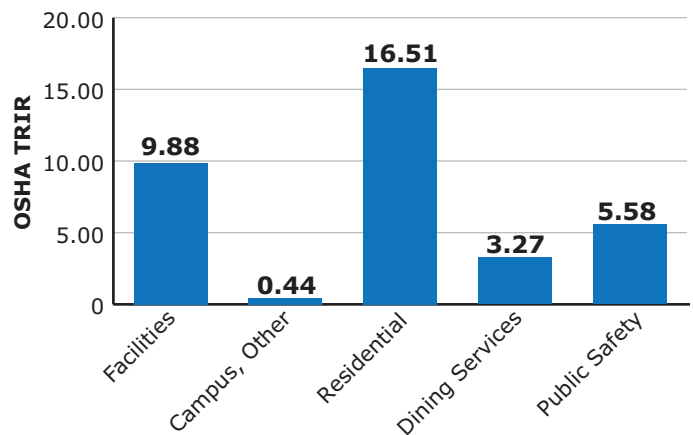


Figure 4

2013 OSHA TRIR by Campus Subgroups



Figures 3 and 4: Presents the 2013 Number of recordable injuries and TRIR for the major UMD subgroups experiencing the majority of the injuries

INJURY CAUSES AND TYPES

Figure 5
2013 OSHA Recordable Injuries and Illnesses by Event/ Incident

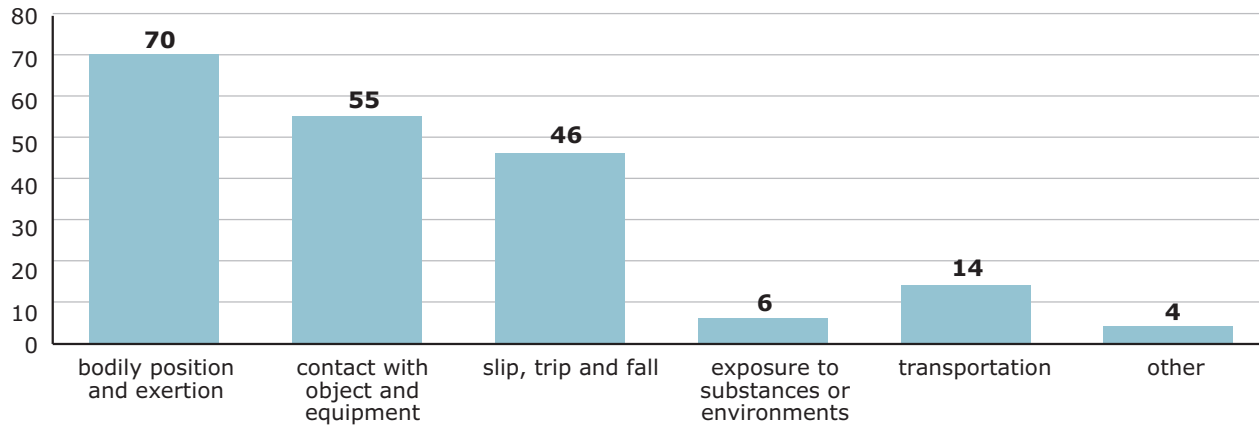
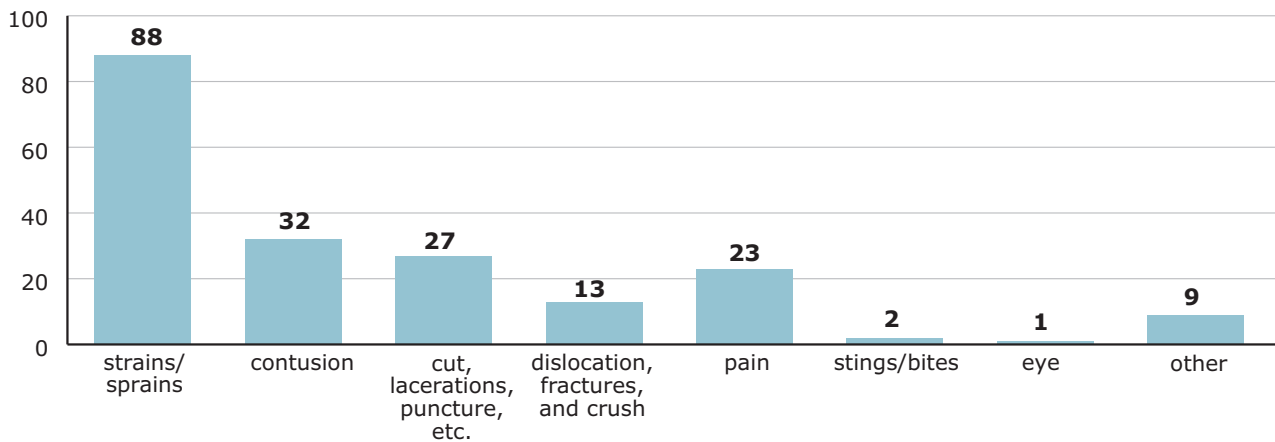


Figure 6
2013 OSHA Recordable Injuries and Illnesses by Type



COSTS

Figure 7
Medical/ Indemnity Payments and Accident Leave

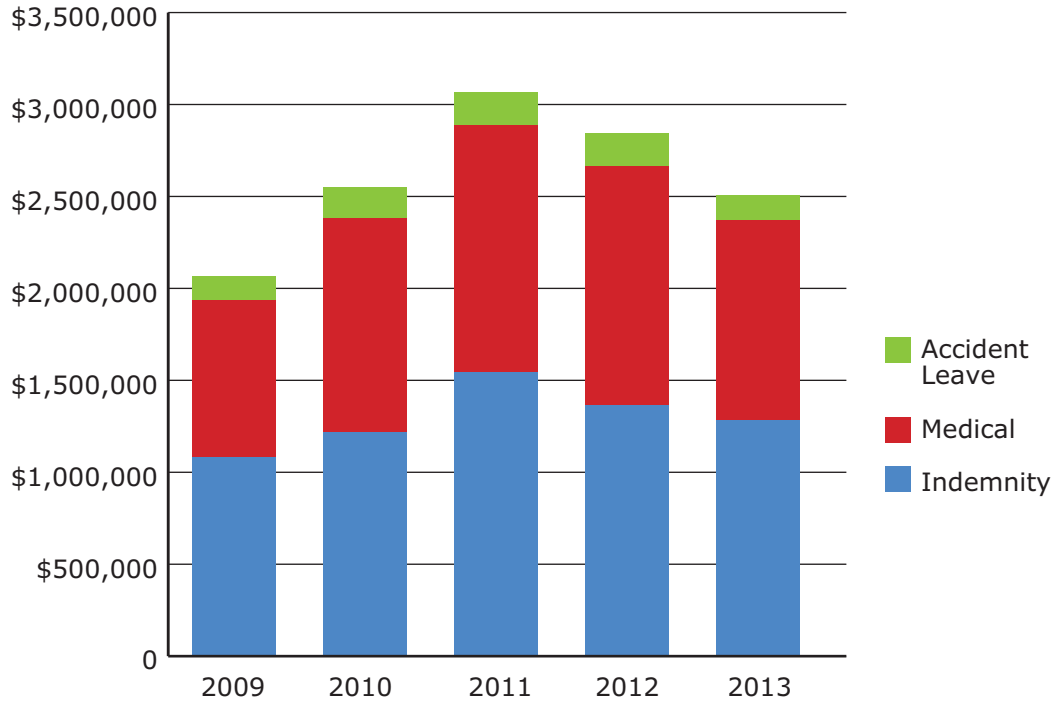


Figure 7: Shows the medical payments made by IWIF as well as the accident leave costs paid by the University for the past 5 years. Medical and indemnity costs may continue to rise even as injuries are reduced because the costs associated with injuries sustained in previous years continue to accrue. A catastrophic injury or disability settlement from a previous claim can add significantly to the costs paid in a single year.