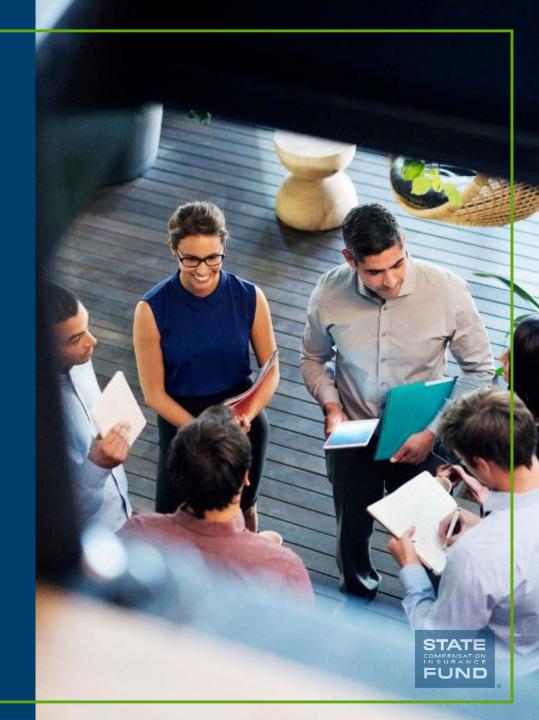
Lorenzo Zwaal
Loss Prevention Engineer
State Compensation Insurance Fund

January 2023



#### **Learning Objectives**

By the end of this course you will be able to...

- Define a recordable injury and/or illness
- Complete a compliant and effective Form 300
- Complete a compliant and effective Form 300A
- Complete a compliant and effective Form 301



What is this?

Why is this information kept?



There are 3 key forms in the recordkeeping "family" (8 CCR Section 14300.29)

- Cal/OSHA Form 300 AKA the Log 300
- Cal/OSHA Form 300A AKA the Annual Summary
- Cal/OSHA Form 301 AKA the <u>Injury and Illness</u> Incident Report
- They are all found here: <u>https://www.dir.ca.gov/T8/14300\_29.html</u>





Recording Criteria (8 CCR Section 14300.4)

To be recordable, the injury, illness, or fatality must meet three criteria:

- 1. Work-related; and
- 2. New case; and
- 3. Meets <u>one or more</u> of the general recording criteria of \* 8 CCR Section <u>14300.7</u> or the application to specific cases of 8 CCR Section <u>14300.8</u> through Section <u>14300.12</u>

Make determination if recordable within <u>7</u> calendar days.



What to record (CCR T8, Section 14300.7)

- Significant work-related injuries/illnesses diagnosed by a doctor
- Work-related cases involving cancer, chronic irreversible disease, a fractured or cracked bone, or a punctured eardrum
- Death
- Loss of consciousness
- Days away from work



What to record (T8 CCR Section 14300.7) continued

- Restricted work activity or job transfer
- Medical treatment beyond <u>first-aid</u>
- Needle sticks and cuts from sharp objects contaminated with another person's <u>blood/other potentially infectious</u> materials (OPIM)
- <u>Tuberculosis (TB)</u> after positive skin test/diagnosis after exposure to active TB case
- Hearing loss in one or both ears



Medical Treatment vs. Not Medical Treatment (8 CCR 8 Section 14300.7)

- Medical treatment: patient management/care for the purpose of combating disease or disorder
- NOT medical treatment and NOT recordable
  - Doctor visits solely for <u>observation or counseling</u>
  - <u>Diagnostic procedures</u>, including administering prescription meds that are used solely for diagnostic purposes
  - First-aid treatment



#### First-Aid cont'd (CCR T8, Section14300.7)

The following are generally considered "first-aid" treatment (e.g., one-time treatment and subsequent observation of minor injuries) and need not be recorded if the work-related injury does not involve loss of consciousness, restriction of work or motion, or transfer to another job:

- Using non-prescription medications at nonprescription strength
- Administering tetanus immunizations
- Cleaning, flushing, or soaking wounds on the skin surface
- Using any totally non-rigid means of support, such as elastic bandages, wraps, non-rigid back belts, etc.



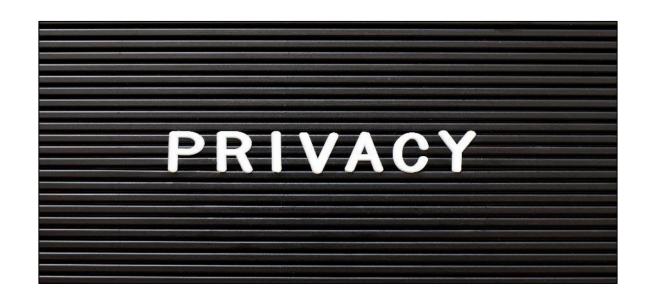
#### First-Aid cont'd (CCR T8, Section14300.7)

- Using temporary immobilization devices while transporting an accident victim; (splints, slings, neck collars, or back boards)
- Drilling a fingernail or toenail to relieve pressure, or draining fluids from blisters
- Using eye patches
- Using simple irrigation or a cotton swab to remove foreign bodies not embedded in or adhered to the eye
- Using irrigation, tweezers, cotton swab or other simple means to remove splinters or foreign material from areas other than the eye
- Using finger guards
- Using massages and
- Drinking fluids to relieve heat stress.



Privacy concern cases (T8 14300.29)

- DO NOT enter employee name on Log 300!
- Enter "privacy case" instead of employee name
- Keep a separate, confidential list of these cases





## These injury/illness types are privacy concern cases (CCR T8, Section 14300.29)

- HIV infection, hepatitis, or tuberculosis
- Intimate body part or reproductive system
- Mental illness
- Needle stick or cut from sharp object contaminated with blood/OPIM
- Resulting from a sexual assault
- Other illnesses, if employee independently and voluntarily requests that his/her name not be entered on the log
- \*For employee privacy you may enter in an identifier for the employee such as an employee number



Injury and Illness Definitions (CCR T8, Section 14300.46)

- An injury or illness is an abnormal condition or disorder
- Injury: Includes cases such as, but not limited to, a cut, fracture, sprain, or amputation
- Illness: Includes both acute and chronic illnesses, such as, but not limited to, a skin disease, respiratory disorder, or poisoning



Who must electronically submit 300A data to OSHA (CCR T8, Section 14300.41)

- Companies who had <u>20-249</u> employees <u>at any time</u> during the previous calendar year
- Companies who had <u>250 or more</u> employees <u>at any time</u> during the previous calendar year
- Submit data <u>once</u> a year, <u>by March 2</u>, for <u>previous</u> calendar year
  - i.e. March of every calendar year



Partial exemptions for reporting:
 <a href="https://www.dir.ca.gov/T8/14300">https://www.dir.ca.gov/T8/14300</a>
 2.html





Establishment with 20-249 employees:

https://www.dir.ca.gov/T8/14300\_48\_AppendixH.html



- Complete, at year's end, the injury and illness data on the Log 300
- Then complete the Form 300A using the data from the Log
  - A company executive must certify the Form 300A data.
- When and where to post the Form 300A.
- DO NOT POST THE LOG 300 FORM!
- Multiple establishments: Keep a separate Form 300 for each establishment expected to be in operation for one year or longer.



## **Cal/OSHA** Recordkeeping Exceptions

#### Remember the "Rule of 10"!

- If company had 10 or less employees <u>at all times</u> during last calendar year then no need to keep Cal/OSHA injury and illness records
- If company had more than 10 employees <u>at any time</u> during last calendar year then Cal/OSHA injury and illness records must be kept
- Certain industry groups (about 80 of them!) do not need to keep Cal/OSHA injury and illness records
  - https://www.dir.ca.gov/T8/14300\_2.html



### What Forms Must Be Completed?

OSHA Form 300 – Log of Work-Related Injuries and Illnesses

OSHA Form 301 – Injury and Illness Incident Report (5020 Report)

OSHA Form 300A – Summary of Work-Related Injuries and Illnesses



#### **OSHA 300 Form: Recording a Fatality**



## Cal/OSHA Form 300 (Rev. 7/2007) Appendix A Log of Work-Related Injuries and Illnesses

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

See CCR Title 8 14300.29(b)(6)-(10)

Year 20 CAL OSHA

Department of Industrial Relations Division of Occupational Safety and Health

You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or license Feel free to care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in CCR Title 8 Section 14300.8 through 143 Establishment nam use two lines for a single case if you need to. You must complete an Injury and Illness Incident Report (Cal/OSHA Form 301) or equivalent form for each injury or illness red on this form. If you're not sure whether a case is recordable, call your local Cal/OSHA office for help. Identify the person Describe the case ify the case Enter the number of (A) (C) (D) (E) (F) these four categories, check ONLY the "Injury" column or days the injured or nost serious result for each case: chose one type of illness: ill worker was: Case Employee's name Job title Date of injury Where the event occurred Describe injury or illness, parts of body affected, (e.g., Loading dock north end) and object/substance that directly injured (e.g., Welder) or onset no. Days away or made person ill Remained at work of illness On job Away from (e.g., Second degree burns on right forearm from acetylene torch) Job transfer transfer or or restriction able cases restriction fell from ladder 1ark Bagin Velder pasement



## OSHA Form 300: Recording a Case with Days Away From Work

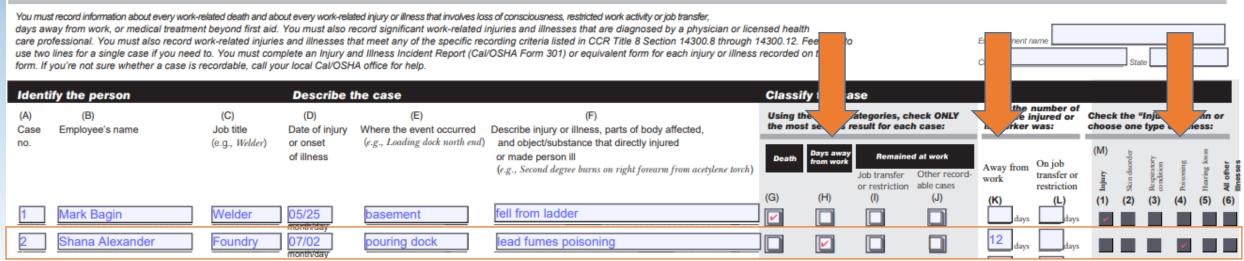
Cal/OSHA Form 300 (Rev. 7/2007) Appendix A Log of Work-Related Injuries and Illnesses

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

See CCR Title 8 14300.29(b)(6)-(10)

Year 20

Department of Industrial Relations
Division of Occupational Safety and Health





## OSHA Form 300: Recording a Case with Restricted Work Activity or Job Transfer

Cal/OSHA Form 300 (Rev. 7/2007) Appendix A Log of Work-Related Injuries and Illnesses

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

See CCR Title 8 14300.29(b)(6)-(10)



You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in CCR Title 8 Section 14300.8 through 14300.12. Feel free to use two lines for a single case if you need to. You must complete an Injury and Illness Incident Report (Cal/OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local Cal/OSHA office for help. Identify the person Describe the case Classify the case Enter the r er of 1 or (C) Using the es, check ONLY days the ir the "Injury" column or our cat ill worker v ne type of illness: the most each case: Case Job title Describe injury or illness, parts of body affected. Employee's name Date of injury Where the event occurred (e.g., Loading dock north end) and object/substance that directly injured no. (e.g., Welder) or onset of illness or made person ill (e.g., Second degree burns on right forearm from acetylene torch) Away from transfer or Other recordwork restriction fell from ladder Mark Bagin Welder 05/25 basement Shana Alexander Foundry 07/02 pouring dock ead fumes poisoning **V** left foot sprain - fell over box am Blandeun Electrician 08/05 store room nonth/dav alph Sanders backaging dept <del>back strain - lifting box</del>



# OSHA Form 300: Recording a Case with Medical Treatment beyond First Aid

Cal/OSHA Form 300 (Rev. 7/2007) Appendix A Log of Work-Related Injuries and Illnesses

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

See CCR Title 8 14300.29(b)(6)-(10)

Year 20

Department of Industrial Relations
Division of Occupational Safety and Health

You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in CCR Title 8 Section 14300.8 through 14300.12. Feel free to use two lines for a single case if you need to. You must complete an Injury and Illness Incident Report (Cal/OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local Cal/OSHA office for help. **Identify the person** Describe the case Classify the case Enter the number of (A) (C) (E) Using these four categories, chec k the "Injury" column or days the injured or the most serious result for each co choose one type of illness: ill worker was: Describe injury or illness, parts of body affected, Case Employee's name Job title Date of injury Where the event occurred (e.g., Loading dock north end) (e.g., Welder) or onset and object/substance that directly injured no. Days away from work of illness or made person ill Away from (e.g., Second degree burns on right forearm from acetylene torch) Job transfer transfer or or restriction fell from ladder lark Bagin Velder basement Shana Alexander oundry pourina dock ead fumes poisoning left foot sprain - fell over box Sam Blandeun Electrician 08/05 store room packaging dept back strain - lifting box Ralph Sanders \_aborer V dust in eye Jarrod Daniels Machine Or 10/23 production floor



## Columns C, E, and F

	Describe t	he case	
(C)	(D)	(E)	(F)
Job title (e.g., Welder)	Date of injury or onset	Where the event occurred (e.g., Loading dock north end)	Describe injury or illness, parts of body affected, and object/substance that directly injured
(0.9., 77:1117)	of illness	(·g.,,	or made person ill
			(e.g., Second degree burns on right forearm from acetylene torch)
Welder	05/25	basement	fell from ladder
Foundry	07/02 month/day	pouring dock	lead fumes poisoning
Electrician	08/05 month/day	store room	left foot sprain - fell over box
Laborer	09/17 month/day	packaging dept	back strain - lifting box
Machine Op	10/23 month/day	production floor	dust in eye



### **Other Recording Criteria**

- Significant diagnosed injury or illness
- Needle stick and sharps injuries
- Medical removal
- Hearing loss
- Tuberculosis



Data Classification: Restricted

## OSHA Form 301: Injury and Illness Incident Report

#### Appendix C Cal/OSHA Form 301 Injury and Illness Incident Report

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes. See CCR Title 8 14300.29(b)(6)-(10)



Department of Industrial Relations Division of Occupational Safety & Health

This Injury and Illness Incident Report is one of the first forms you must fill out when a recordable workrelated injury or illness has occurred. Together with Log of Work-Related Injuries and Illnesses and the accompanying Annual Summary, these forms help the employer and Cal/OSHA develop a picture of the extent and severity of work-related incidents.

Within 7 calendar days after you receive information that a recordable work-related injury or illness has occurred, you must fill out this form or an equivalent. Some state workers' compensation, insurance, or other reports may be acceptable substitutes. To be considered an equivalent form, any substitute must contain all the instructions and information asked for on this form.

According to CCR Title 8 Section 14300.33 Cal/OSHA's recordkeeping rule, you must keep this form on file for 5 years following the year to which it pertains.

If you need additional copies of this form, you may photocopy and use as many as you need.

Completed by		 	
Title			
Phone (	)	 Date	 _/

Information about the employee	Information about the case
1) Full name	10) Case number from the Log
2) Street	11) Date of injury or illness/
	12) Time employee began work
City State ZIP	13) Time of event
Date of birth / / /      Date hired / /      Male Female	14) What was the employee doing just tools, equipment, or material the en carrying roofing materials": "spray
Information about the physician or other health care professional  6) Name of physician or other health care professional	15) What happened? Tell us how the inj fell 20 feet"; "Worker was sprayed v developed soreness in wrist over tin
7) If treatment was given away from the worksite, where was it given?  Facility	16) What was the injury or iliness? Tell more specific than "hurt," "pain," o tunnel syndrome."
Street  City State ZIP  8) Was employee treated in an emergency room?  Ves No  9) Was employee hospitalized overnight as an in-patient?  Yes	17) What object or substance directly is "radial arm saw." If this question does
□ No	18) If the employee died, when did dea

10)	Case number from the Log (Transfer the case member from the Log after you record the case.)
11)	Date of injury or illness
12)	Time employee began work AM / PM
13)	Time of event AM / PM Check if time cannot be determined
14)	What was the employee doing just before the incident occurred? Describe the activity, as well as the tools, equipment, or material the employee was using. Be specific. Examples: "climbing a ladder while carrying roofing materials"; "spraying chlorine from hand sprayer"; "daily computer key-entry."
15)	What happened? Tell us how the injury occurred. Examples: "When ladder slipped on wet floor, work fell 20 feet"; "Worker was sprayed with chlorine when gasket broke during replacement"; "Worker developed soreness in wrist over time."
16)	What was the injury or illness? Tell us the part of the body that was affected and how it was affected; be more specific than "hurt," "pain," or sore." Examples: "strained back"; "chemical burn, hand"; "carp tunnel syndrome."
17)	What object or substance directly harmed the employee? Examples: "concrete floor"; "chlorine"; "radial arm saw." If this question does not apply to the incident, leave it blank.
18)	If the employee died, when did death occur? Date of death///



## OSHA Form 300A: **Summary of Work-Related Injuries and Illnesses**

Cal/OSHA Form 300A (Rev. 7/2007) Appendix B Annual Summary of Work-Related Injuries and Illnesses

All establishments covered by CCRTitle 8 Section 14300 must complete this Annual Summary, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the Log. If you

Employees, former employees, and their representatives have the right to review the Cal/OSHA Form 300 in its entirety. They also have limited access to the Cal/OSHA Form 301 or its equivalent. See CCR Title 8 Section 14300.35, in Cal/OSHA's recordkeeping rule, for further details on the access provisions for these forms.

Number of Ca	ases			
Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases	
(G)	(H)	(1)	(L)	
Number of D	ays			
Total number of daway from work		Total number of days of job transfer or restriction		
(K)		(L)		
Injury and III	ness Types			
Total number of .				
(M) (1) Injuries		(4) Poisonings		
(2) Skin disorders (3) Respiratory con	ditions	(5)Hearing loss (6)All other Illnesses		



Estab



Data Classification: Restricted

## OSHA Form 300A: Summary of Work-Related Injuries and Illnesses

Your establishment	t name
Street	
City	State ZIP
, ,	n (e.g., Manufacture of motor truck trailers)
	Classification (SIC), if known (e.g., 3715)
OR — —	
	ndustrial Classification (NAICS), if known (e.g., 336212)
<b>Employment</b> Worksheet on the back	information (If you don't have these figures, see the e of this page to estimate.)



#### **Keep the Forms on File**

- File and update for five years
- Do not send copies to OSHA unless asked to do so
- Allow access to the records



#### Resources



Cal/OSHAs Brief Guide to Recordkeeping Requirements <a href="https://www.dir.ca.gov/dosh/dosh">https://www.dir.ca.gov/dosh/dosh</a> publications/RecKeepOverview.pdf

Questions? safetysupport@scif.com

