Hospital Improvement Innovation Network
Improve Quality and Patient Safety at your Hospital and Impact National Health Outcomes

Worker Safety Data Collection Fact Sheet

Patient Handling (HIIN-WS-1b)

Numerator	• Number of harm events related to patient handling
Numerator Inclusion	• Musculoskeletal disorders associated with direct patient care or patient movement
Denominator	• Number of full-time employees (FTE) (hospital may use clinical FTEs, that is, exclude non-direct care FTEs)

OSHA Requirement	Human resources/employee health should already be recording the following worker harms, as directed by OSHA:
	  • Any work-related fatality.
	  • Any work-related injury or illness that results in loss of consciousness, days away from work, restricted work or transfer to another job.
	  • Any work-related injury or illness requiring medical treatment beyond first aid.
	  • OSHA recordable injury and first aid definitions
	• Regulatory compliance guidance:
	  • The Joint Commission's *Improving Patient and Worker Safety: Opportunity for Synergy, Collaboration and Safety* recommends:
	    • Encouraging leaders to make patient and worker safety core organizational values
	    • Identifying opportunities to integrate patient and worker safety activities across departments and programs
	    • Understanding and measuring performance on safety-related issues
	    • Implementing and maintaining successful worker and patient safety improvements
	  • The Joint Commission relevant worker safety standards include:
	    • Environment of care
	    • Emergency management
	    • Leadership
	    • Performance improvement
	• https://www.osha.gov/Publications/OSHA3828.pdf

Reporting Form	• OSHA 300 log • OSHA 301 Form for individual recordable injuries
Data Sources	• Incident or occurrence reports, employee reporting • Some organizations are reviewing the OSHA 300 work-related injury and illness log to pull out injuries related to patient handling and workplace violence. • Some organizations are using employee health injury reports to identify patient handling or workplace violence harms.

Workplace Violence Measure (HIIN-WS-1c)

Numerator	• Number of associated harm events related to workplace violence
Denominator	• Number of FTEs
Numerator Inclusion	• OSHA definition: Workplace violence is any act or threat of physical violence, harassment, intimidation or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. • OSHA does not dictate the severity level for reporting.

OSHA Requirement	Human resources/employee health should already be recording the following worker harms, as directed by OSHA:
	  • Any work-related fatality.
	  • Any work-related injury or illness that results in loss of consciousness, days away from work, restricted work or transfer to another job.
	  • Any work-related injury or illness requiring medical treatment beyond first aid.
	  • OSHA recordable injury and first aid definitions
	• Regulatory compliance guidance:
	  • The Joint Commission's *Improving Patient and Worker Safety: Opportunity for Synergy, Collaboration and Safety* recommends:
	    • Encouraging leaders to make patient and worker safety core organizational values
	    • Identifying opportunities to integrate patient and worker safety activities across departments and programs
	    • Understanding and measuring performance on safety-related issues
	    • Implementing and maintaining successful worker and patient safety improvements
	  • The Joint Commission relevant worker safety standards include:
	    • Environment of care
	    • Emergency management
	    • Leadership
	    • Performance improvement
	https://www.osha.gov/Publications/OSHA3828.pdf

Reporting Form	Violence Incident Report Form
Data Sources	• Incident or occurrence reports, employee reporting • Some organizations are reviewing the OSHA 300 work-related injury and illness log to pull out injuries related to patient handling and workplace violence. • Some organizations use employee health injury reports to identify patient handling or workplace violence harms.

Frequently Asked Questions	Q: How is workplace violence defined? A: Workplace violence ranges from threats to verbal abuse to physical assaults to even homicide. Furthermore, the OSHA Violence Incident Report Form has this note at the top of the form: *The following items serve merely as an example of what might be used or modified by employers to help identify potential workplace violence problems.* It is up to the hospital to decide what level of workplace violence data to collect, from a threat to violence that causes reportable harm.