

## What's your REAL Incident Rate?

By now you've got your OSHA 300A Summary posted on the wall in the break room. Have you taken the time to talk about these numbers and what they mean with everyone in your company? After all, *everyone* in your company contributes to these numbers AND everyone in your company is affected by these numbers.

Let's take a little different look at your rates. Let's say you have 100 employees in your company. Let's say those employees worked 2,000 hours each last year. That's 200,000 hours total. Let's say you had 10 recordable injuries during the year. That gives you a Recordable Rate of 10. That's what you put on your OSHA 300A Summary.

But those numbers can be misleading unless you look a little more closely. Consider this: What percentage of your workforce is exposed daily to the most dangerous hazards of your operation? Let's say of your 100 employees 10 are clerical, 5 are executive managers, and 5 are brokers or buyers. That leaves only 80 out in the yard who are truly exposed to the everyday hazards.

So, if you calculate the same 10 recordable injuries using this pool of 80 workers, you get a rate of 12.5—a number you never have to reveal to OSHA, but one that should trigger internal discussions. If you employ two burners and one of them got hurt during the year, that would give you an incident rate of 50 among your torchmen.

The point is this: OSHA requires you to compute your incident rate every year. Since you have the data anyway, put it to good use. Concentrate your management efforts in these areas to change things for the better.

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