

**U.S. Department of the Interior
Office of Occupational Health and Safety
SMIS**

**Report on Employee OWCP Cases
For
Chargeback Year 2004**

September 7, 2004

Last Report krr

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Foreword

This report is a statistical analysis of the U.S. Department of the Interior's accidental injuries and occupational illnesses based on data from the Department of Labor (DOL), Office of Workers' Compensation Programs (OWCP) Chargeback Year 2004 (1 July 03 - 30 June 04).

The report uses **ONLY** the Department of Labor's **OWCP** employee injury data and the Department of the Interior's National Business Center **Labor Hours & COP** (FPPS_NBC) data contained in the Department's Safety Management Information System (SMIS).

General Overview

OWCP cases are compiled from compensation claim forms CA-1, "Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation;" CA-2, "Notice of Occupational Disease and Claim for Compensation;" and CA-6, "Official Supervisor's Report of Employee's Death."

The Department's SMIS uses several sources of employee injury and occupational illness data, labor hours, continuation of pay, OWCP costs, etc. for analytical purposes. For the purpose of this annual chargeback report the Department used **ONLY THE OWCP CHARGEBACK DATA** from the Department of Labor and LABOR HOURS from the Department of the Interior's National Business Center (FPPS).

This is the same information that OSHA uses when calculating Department and Bureau incident and lost time rates. Their criteria for counting employee injuries is Regular Employee major agency code, occupation codes, extent of injury code and adjudication status(accepted or denied). This report uses the same criteria as OSHA.

Information in this report is based on accidental injury and occupational illness claims submitted to the Department of Labor during the chargeback year July 1, 2003, through June 30, 2004.

Chargeback Costs: These are costs paid by the Department of Labor OWCP to all claimants (DOI and Non-DOI personnel) during chargeback year 2004. These costs are eventually charged against future DOI fiscal year appropriations. In keeping with accepted accounting and reporting practices, they are reported in this report as a future liability.

Rehire/Rehabilitation Data: The method used to estimate the number of employees with potential to return work is based on OWCP's determination. An employee must have been placed on the OWCP periodic payroll rolls during the previous chargeback year (2003) and have been determined to have some ability to perform work.

Cases Created: These are the new claims submitted to OWCP during chargeback year 2004 from DOI and Non-DOI personnel.

Denied Cases: These are cases that meet the following criteria.

1. Claims which the Office of Workers' Compensation denied because the claimant is not a civilian Federal employee.
2. Claims which the Office of Workers' Compensation denied because the fact of injury has not been established.
3. Claims which the Office of Workers' Compensation denied because the claimant was not in the performance of duty when injured.

OWCP

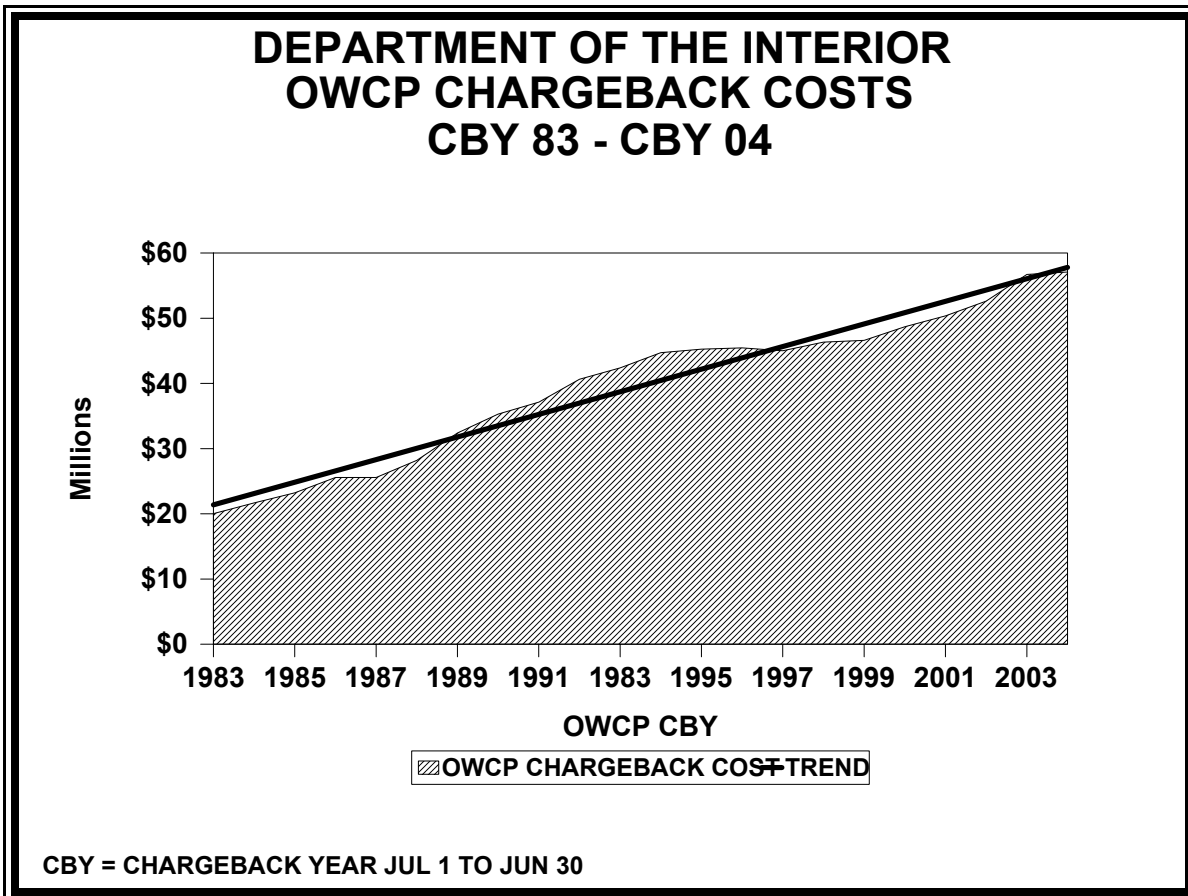


Figure 1 OWCP Cost Trend CBY 83 - 04

The trend for employee injury costs incurred since 1983 (Figure 1) shows an average annual 8.2% rise in costs, although the increase in costs from CBY 03 to CBY 04 is **only 0.6%**. The average cost per paid case has increased from \$2,737 in CBY 1983 to \$7,301 in CBY 2004. This is a \$713 increase over last year's average cost per case of \$6,588. One explanation is that while the number of new employee claims for injuries is up 9.1% the costs of past employee injuries is rising a lot more due to inflation of medical care required, and cost of living compensation increases.

As a footnote DOI has paid \$871,291,234 to 185,093 injured claimants since July 1, 1983 which averages \$4,707 per case.

DEPARTMENT OF THE INTERIOR		
OWCP CHARGEBACK CASES PAID		
<u>CBY</u>	<u>CASES</u>	<u>COSTS (\$)</u>
1983	7,319	20,034,388
1984	7,284	21,683,930
1985	7,245	23,231,964
1986	7,549	25,566,067
1987	6,934	25,573,158
1988	7,504	28,210,967
1989	7,921	32,388,453
1990	7,545	35,294,160
1991	7,928	37,135,768
1992	8,282	40,651,734
1993	8,825	42,375,495
1994	8,932	44,709,641
1995	8,924	45,255,779
1996	8,182	45,465,782
1997	7,694	45,000,581
1998	7,798	46,349,860
1999	7,885	46,618,016
2000	8,165	48,687,334
2001	8,115	50,352,380
2002	8,285	52,621,352
2003	8,610	56,720,125
2004	7,819	57,085,920

Figure 2 OWCP Chargeback Costs CBY 83 - CBY 04

DEPARTMENT OF THE INTERIOR		
TOTAL CHARGEBACK CASES FILED IN CBY 2004		
<u>BUREAU</u>	<u>NUMBER</u>	<u>COSTS (\$)</u>
BIA	1,694	10,154,823.34
OSM	26	285,370.88
FWS	1,078	4,943,561.47
USG	503	3,425,404.77
BLM	1,648	7,881,639.05
NPS	4,262	20,890,721.67
BOR	785	7,377,467.35
OSO	85	1,479,170.54
MMS	65	647,761.60
TOTAL	10,146	57,085,920.67

Figure 3 OWCP Chargeback Cases CBY 04

There was a total of 10,146 cases on the OWCP chargeback rolls for CBY 04 (Figure 3). Of these, 7,819 cases were paid a total of \$57,085,920.67 (Figure 2). Of the remaining 2,327 cases not paid, 41 were first aid cases and 306 were denied cases. The remaining 1,980 are pending payment or OWCP adjudication.

**Department of the Interior
OWCP Potential Rehire/Rehab for Injured DOI Employees
for New Cases in CBY 2004**

<u>Bureau</u>	<u>Number</u>	<u>Costs (\$)</u>
BIA	6	155,146.38
OSM	0	0.00
FWS	0	0.00
USG	0	0.00
BLM	2	33,527.17
NPS	33	644,022.36
BOR	3	91,089.48
OSO	0	0.00
MMS	0	0.00
Total	44	923,785.39

Figure 4 Potential Rehabilitation and Rehire

This chart shows the number of cases for potential rehab/rehire under the Department's Positive Compensation Case Management initiative. These include only those cases where individuals are on OWCP's periodic roll (P) and paid for prolonged disability, and receive compensation payments through the OWCP Compensation Pay System. Payments for death, supplemental payments (not on periodic or death rolls), and medical payments are not included. Also excluded are those entitled to payment on the periodic roll but formally determined by OWCP to have no wage-earning capacity or re-employment potential for the indefinite future.

The most successful period to attempt to return personnel to work is while they are still on the Department or bureau employment rolls. In most cases, the personnel office issues a SF 52 placing them on leave without pay for one year after the employees' 45 days of COP is used. Usually, after one year they are removed from our rolls and onto DOL compensation periodic rolls.

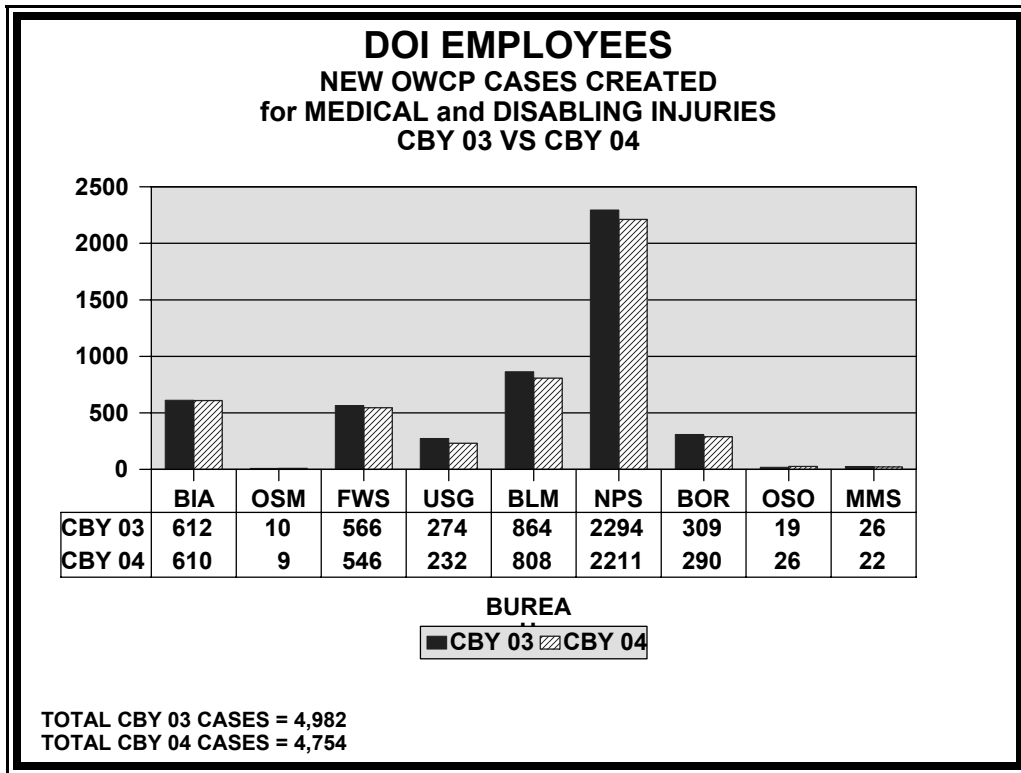


Figure 5 OWCP New Cases

During CBY 2004, the Department had 4,754 new medical and disabling employee injury cases (excluding denied cases) created in CBY 2004 due to work accidents or occupational illnesses. This is a **4.6% decrease** over the CBY 2003 employee injury claims of 4,982.

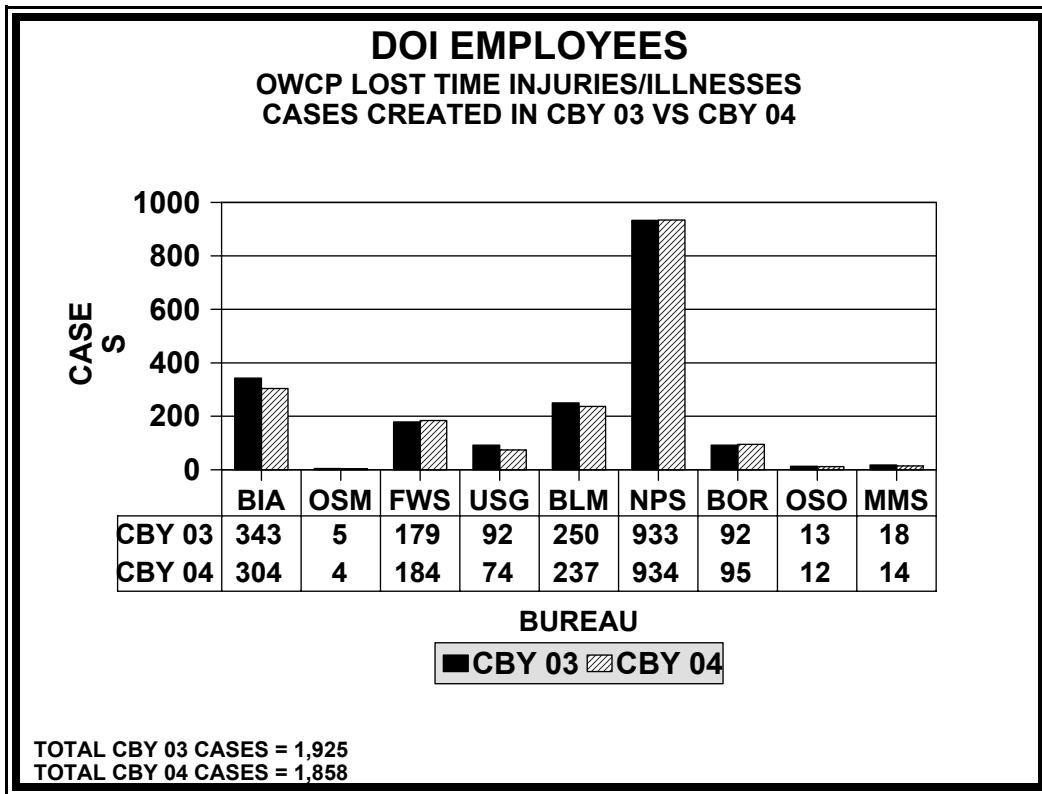


Figure 6 Disabling Injuries

Thirty nine percent (excluding denied cases) of the 4,754 injured employees (see fig 5) resulted in lost time from duty (1,858) which is a **decrease of 3.4%** from CBY 2003. Figure 6 provides a breakout of lost time injuries by bureau.

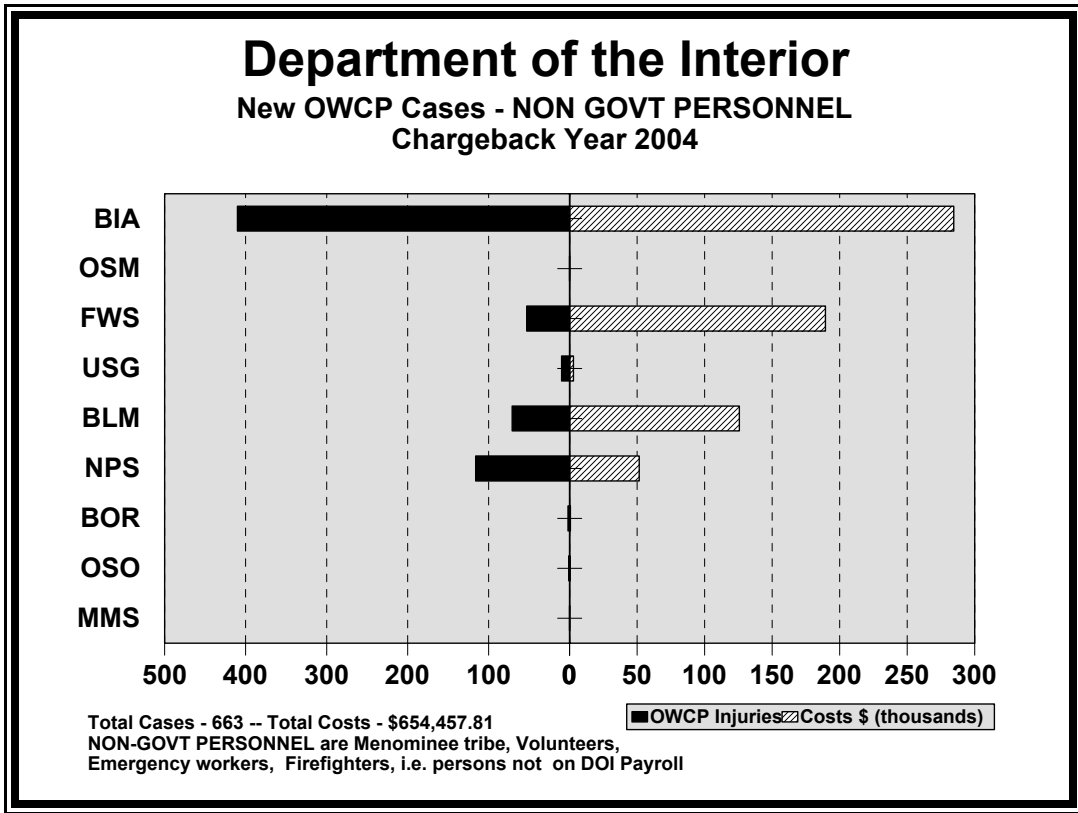


Figure 7
OWCP Injuries - People Not Found on Payroll List

There were 663 claims filed for personnel that were not DOI employees, but entitled to workers' compensation. These claims may be for volunteers, emergency fire fighters, BIA tribal members or other authorized charges against the Department. The total dollar cost for each bureau is rounded.

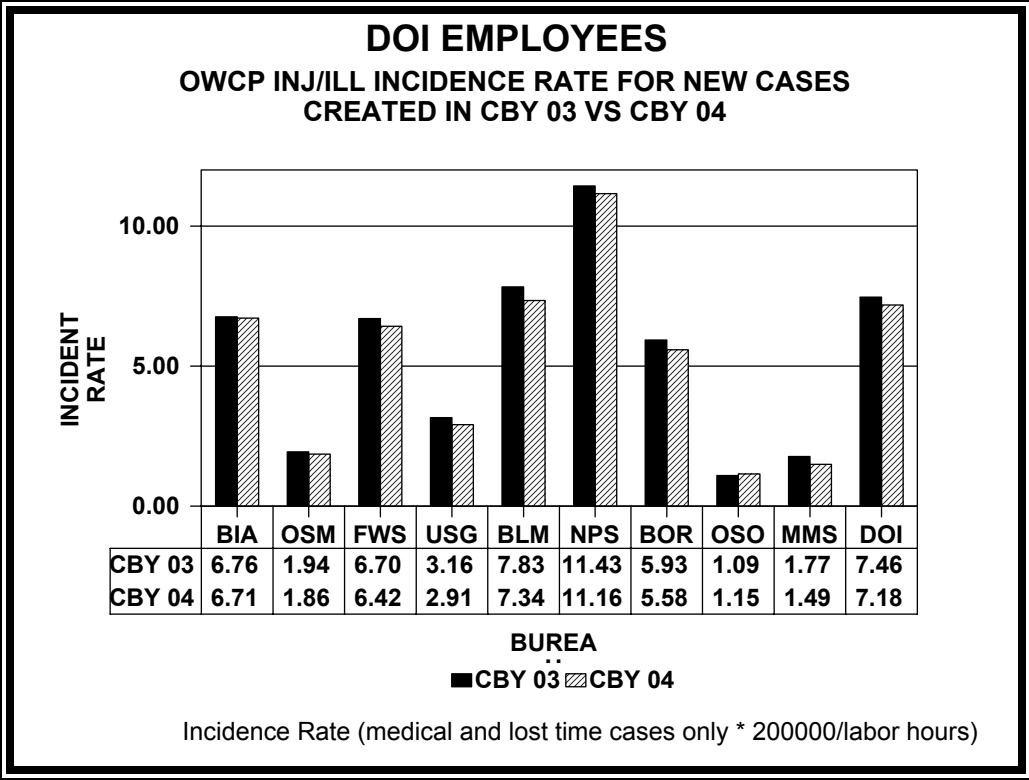


Figure 8 OWCP Injury/Illness Incident Rates

Incidence rate¹ is the method for measuring the number of work injuries per 100 employees. It is also used to show the percent of workforce injured during a fiscal year.

¹American National Standard Z16.1 "Work Injury Frequency Measurement"

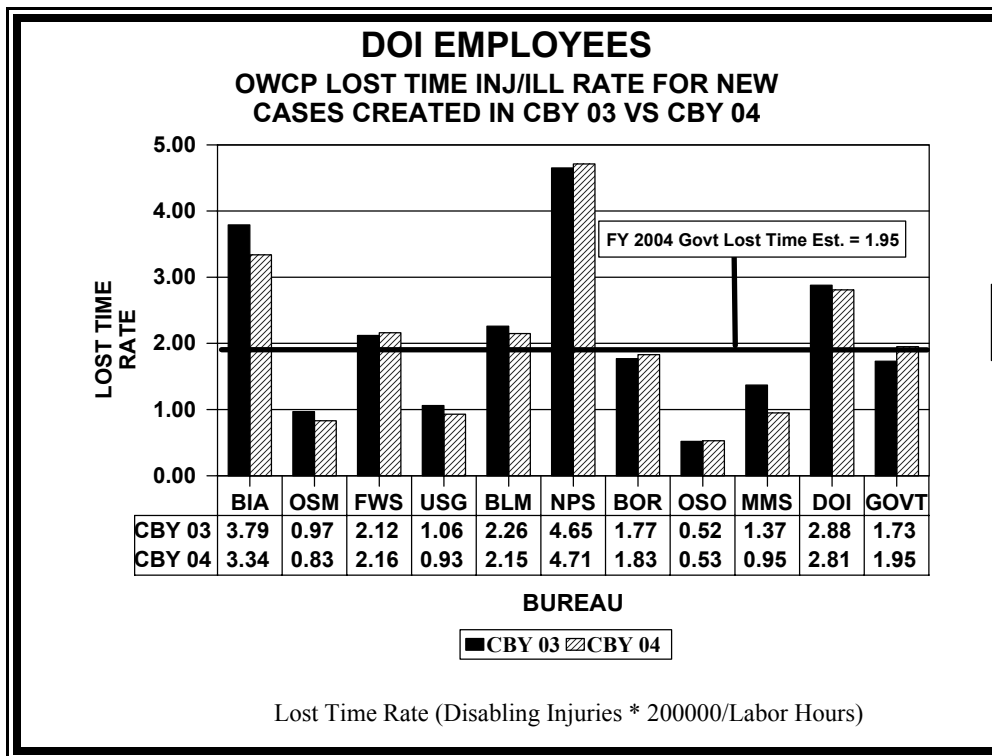


Figure 8a
OWCP Lost Time (Disabling) Injury/Illness Rates

Lost time rates reflect the number of injuries/illnesses that occurred per 100 employees. Lost time rates are considered to be good indicators of accident experience since they eliminate the effects of variations in workload. Two different rates were calculated; the first to reflect all employee reported occupational injuries/illnesses (Figure 8), and the second including only those employee injuries or illnesses resulting in disabling injuries (lost work days) (Figure 8a). OSHA calculates a government-wide rate which it uses to target government agencies which are two times above the rate for an on-site safety inspection. The estimated government rate for FY 2004 is 1.95.

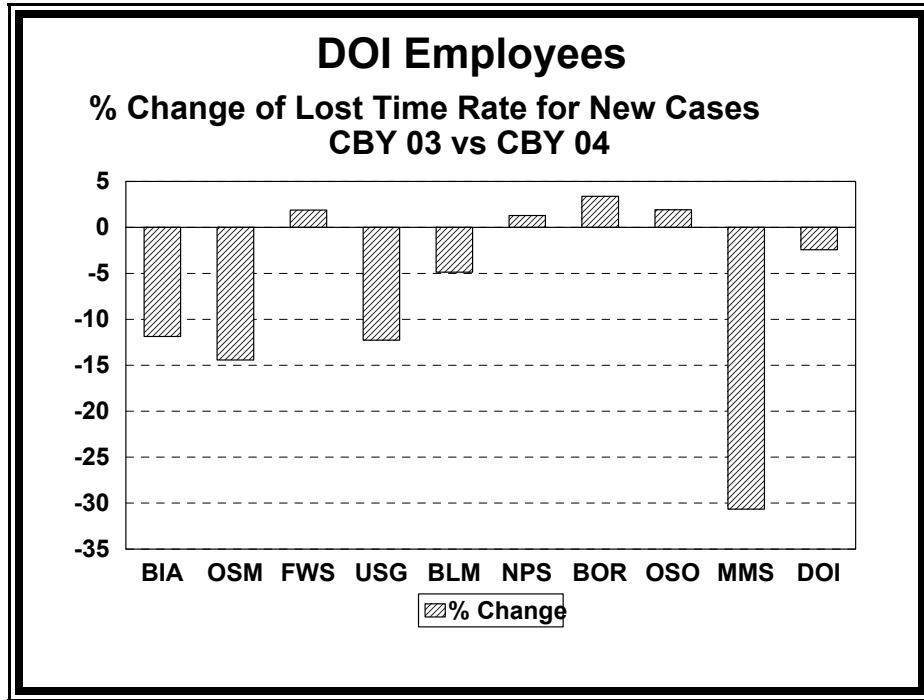


Figure 9
 % of Increase/Decrease of Disabling Injury Frequency Rate

Figure 9 compares each bureau with itself. It is a quick indicator and/or warning sign of the direction of the accident prevention effort, overall, without developing a trend analysis.

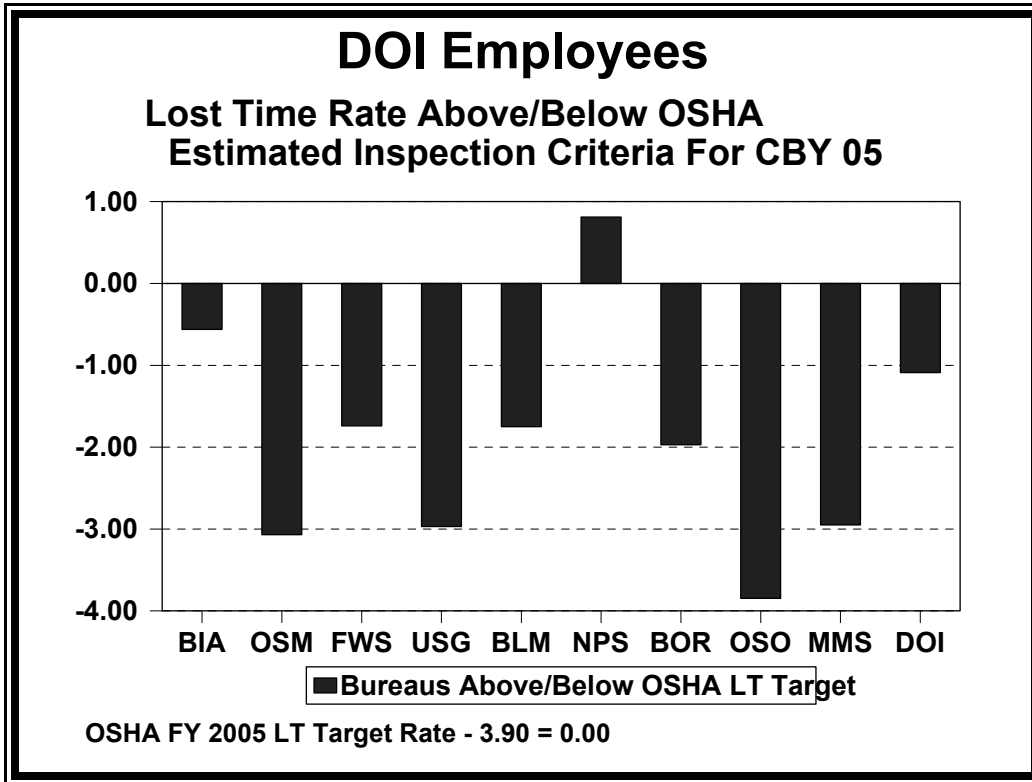


Figure 10 OSHA Targeting Criteria
OWCP Frequency Rate Compared with OSHA Target Criteria

The OSHA Federal Agency Targeting Program inspection list is derived from the agency code and the injury location zip code (Item 17/18 on CA-1). Establishments with a lost time claim rate higher than two times the government average of 1.95 claims per 100 employees are potential targets for OSHA inspection in FY 05. Figure 10 shows bureaus that have exceeded the OSHA targeting criteria (3.90).

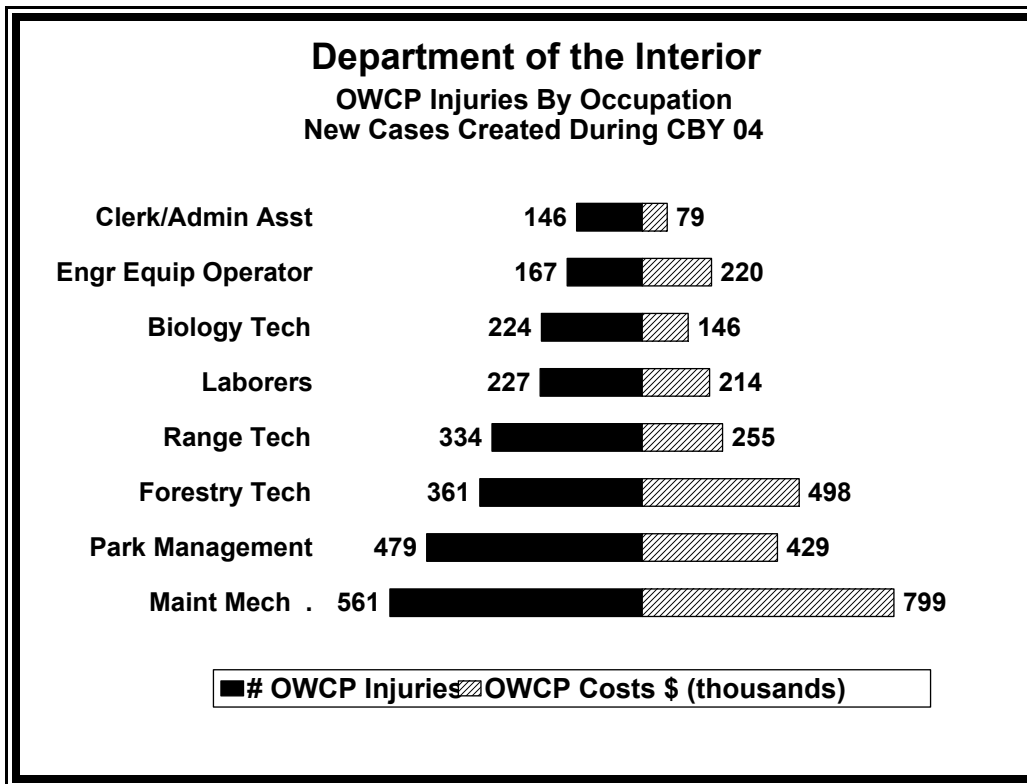


Figure 11 OWCP New Cases by General Occupation

Analysis of CBY 04 cases by general occupation (a general grouping of occupations is shown for simplistic identification in Figure 11) indicates activities involving park management and maintenance mechanics experience the highest numbers of injuries.

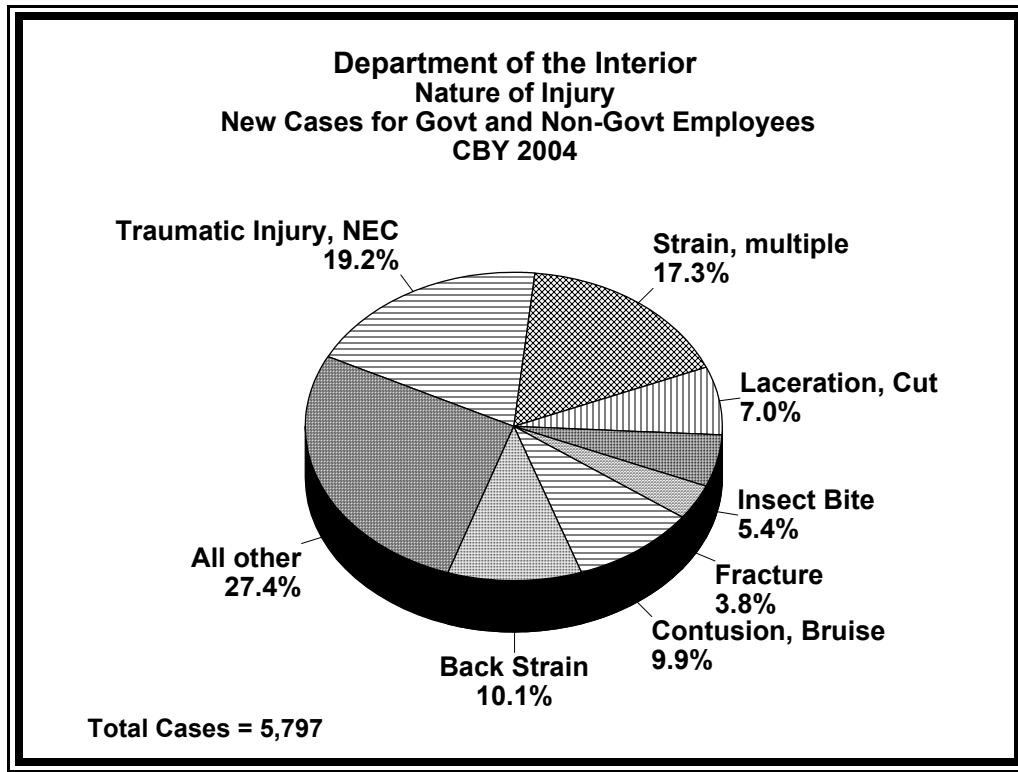


Figure 12 OWCP Cases by Nature of Injury

The nature of injury classification identifies the injury in terms of its principle physical injury characteristic (Figure 12). The chart is broken into eight categories. A large portion of the Traumatic Injuries/NEC (which accounts for 19.2% of total injuries) is the result of foreign matter in the eye or injuries to lower extremities, which have no corresponding coding in the OWCP coding system. Back and multiple strains account for 27.4% of the total injuries.

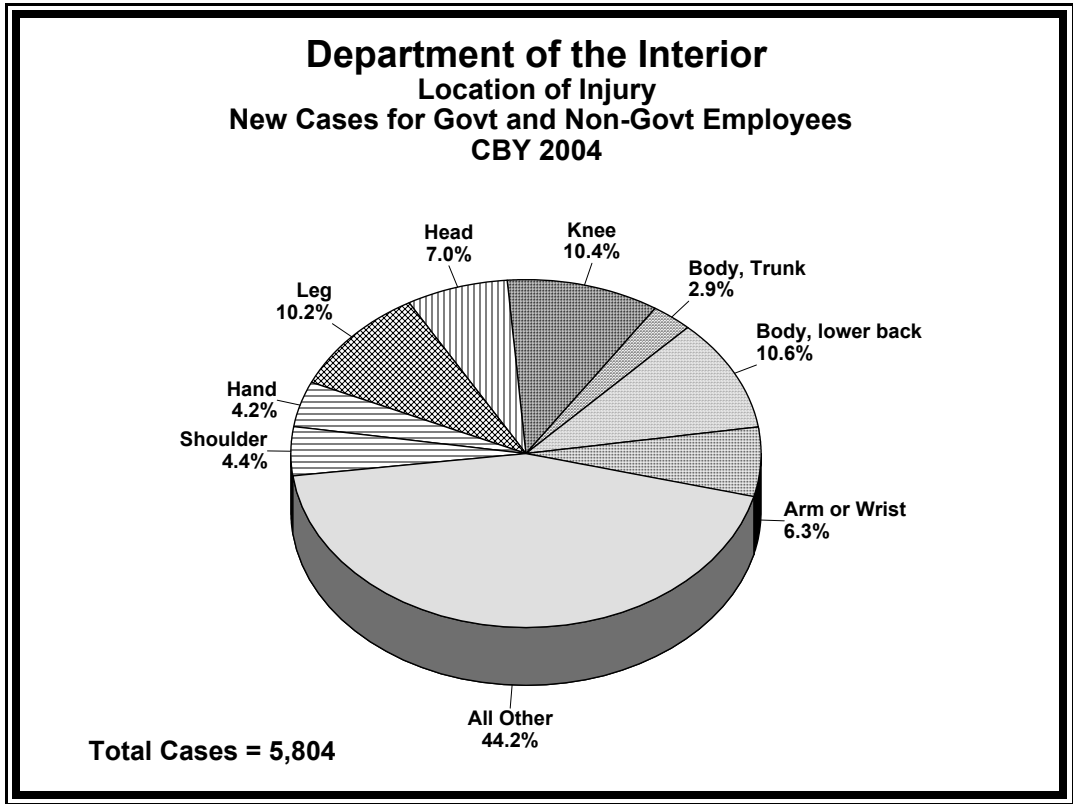


Figure 13 OWCP Cases by Anatomical Location of Injury

An item of interest is that leg and knee injuries are still the leading location of injury to employees this year. Back injuries were the same percentage at last year.

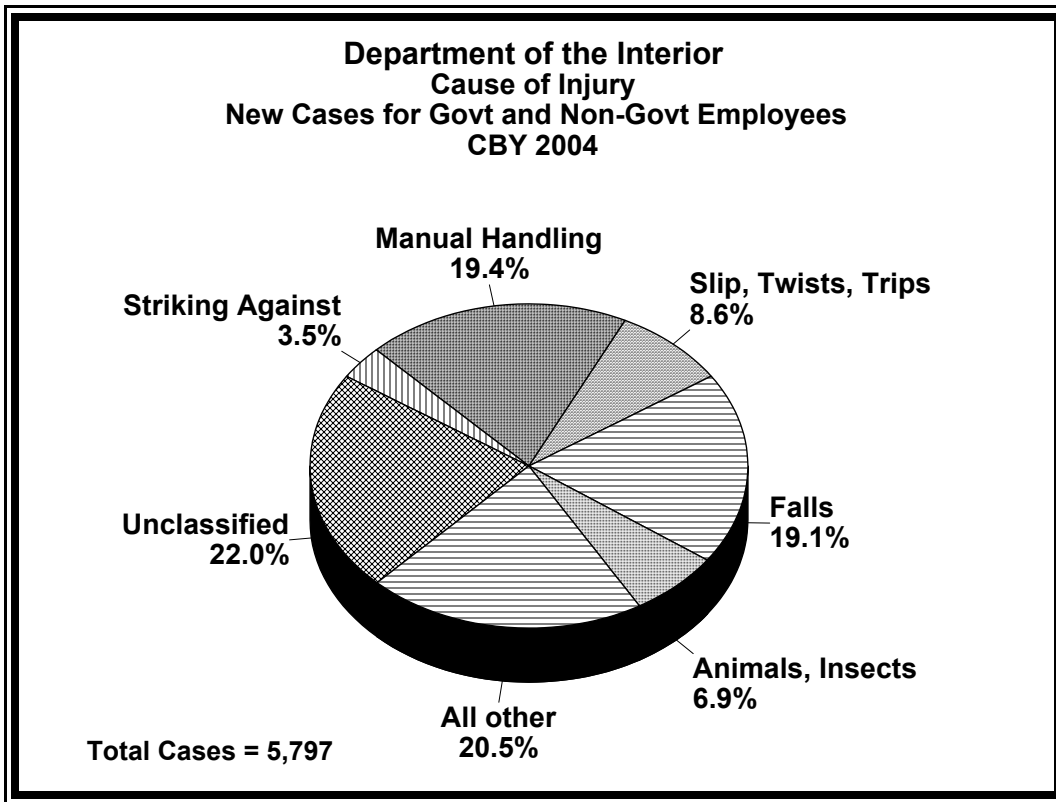


Figure 14 OWCP Cases by Cause of Injury

The analysis of injuries by the cause of injury (Figure 14) reveals that 22.0% of CBY 03 cases the cause was not classified. OWCP classifies and assigns cause of injury codes based on the cause description placed on OWCP CA forms by the supervisor at the time of the injury. OWCP inputs the cause code when the information is reasonably descriptive, otherwise they are forced to leave them unclassified. This leads to the conclusion that the narratives are incomplete or not provided at all.

Of the identifiable classifications, material handling and slips and falls activities are the leading causes of injury. Further analysis of those injuries indicates that "back" was the location of the injury in a significant number of cases. See Figures 12 and 13 analyses for further discussion.

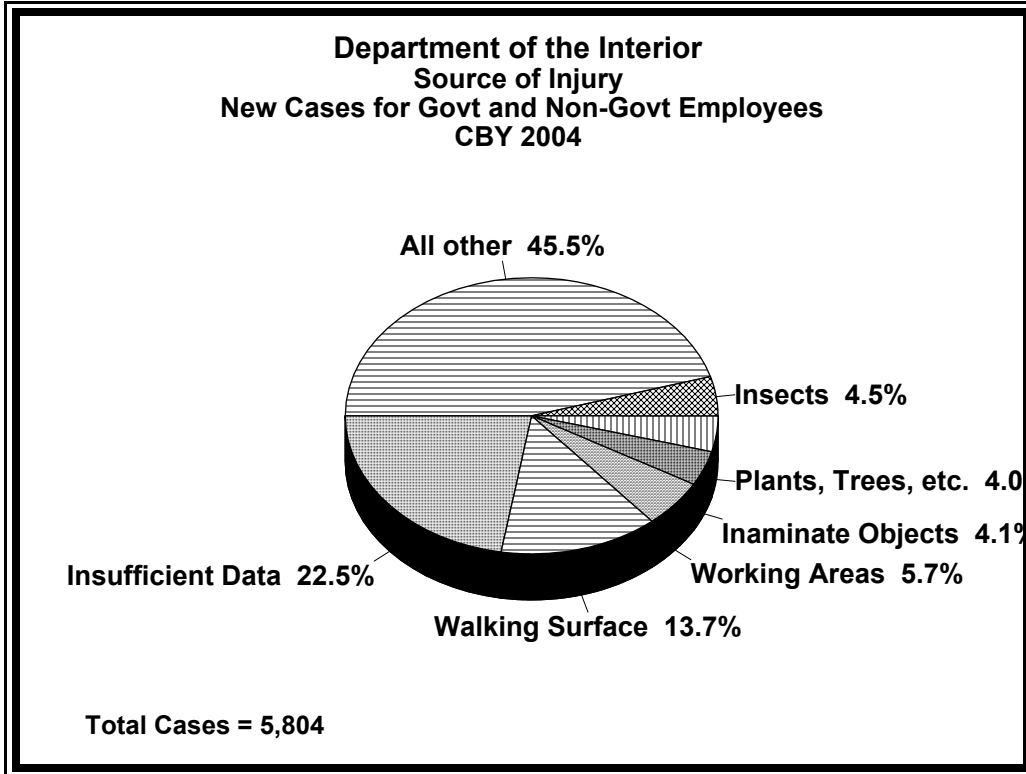


Figure 15 OWCP Cases by Source of Injury

The analysis of injuries by the source of injury (Figure 15) reveals that in 22.5% of CBY 03 cases the source was not classified. OWCP classifies and assigns source of injury codes based on the source description placed on OWCP CA forms by the supervisor at the time of the injury. supervisory use of the SMIS injury reporting will eliminate this problem.

APPENDIX 1

DEFINITIONS

Chargeback - A system under which the U.S. Department of Labor pays compensation and medical costs attributed to injuries occurring after December 1, 1970, and subsequently bills the employing agency for payment.

Compensation - Benefits paid under the Federal Employees' Compensation Act (FECA) for the loss of wages, attendants' allowances, medical diagnostic and treatment services, schedule awards for body impairment, and approved vocational rehabilitation.

Continuation of Pay (COP)³ - Pay an employee receives from his agency for disability for up to 45 calendar days following a traumatic injury.

Under the FECA employees who sustain a disabling job-related traumatic injury are entitled to continuation of regular pay for a period of not to exceed 45 calendar days. The beginning date is determined as follows:

a. The period starts at the beginning of the first full day or first full shift on which the disability begins. The employee will be kept in a pay status for any fraction of a day or shift on which the disability begins with no charge to the 45-day period.

b. If the employee stops work for any period for only a portion of a day or shift (other than the day or shift when disability begins), that day or shift will be considered as one calendar day.

c. If the employee is not immediately disabled as a result of the injury, the 45 days will begin on the first full day or the first full shift when disability begins.

The 45-day continuation of pay does not affect within-grade increases or leave accrued.

The amount of COP paid by the agency is to be reported to the U.S. Department of Labor on a quarterly basis (5 U.S.C. 8 118).

Fatality - Death resulting from an occupational injury or illness/disease.

³FPM Vol 8, Paragraph 804.160

First Aid Case - Injury of illness requiring one or more visits to a medical facility during duty hours (or two or more during non-duty hours) for an exam or treatment beyond the date of the injury with no leave or COP charged and no medical expenses incurred.

Illness/Disease - A non-traumatic physiological harm or loss of capacity produced by systemic infection; continued or repeated stress or strain; exposure to toxins, poisons, fumes, etc.; or other continued and repeated exposure to an adverse working condition over a long period of time. For practical purposes, an occupational illness/disease is any reported condition which does not meet the definition of injury.

Frequency Rates - The number of incidents due to injuries and illnesses per 100 employees. Injury/illness data comes from the U.S. Department of Labor, Employment Standards Administration, Office of Workers' Compensation Programs (OWCP) Case Create Data. Civilian employment comes from the DOI Personnel Office and is the fiscal year average of full and part-time employment.

Incident - A work-related injury or illness/disease.

Injury - A traumatic wound or other condition of the body caused by external force, including exposure to environmental hazards, stress or strain. Identifiable as to time and place of occurrence and member or function of the body affected, and injury is caused by a specific event, incident, or series of events or incidents within a single day or work shift.

Lost Time Case - A nonfatal traumatic injury that causes any loss of time from work beyond the day of shift on which it occurred; or a nonfatal non-traumatic illness that causes loss of time from work or disability at any time.

No Lost Time Case - Injury or illness with medical expense but no COP or leave beyond the date of the injury.

Non-traumatic Injury/Illness - An injury or illness that occurred as the result of a specific event, incident, or series of events over a period greater than one day or work shift. For the purposes of this publication, "non-traumatic injury/illness" is used synonymously with the term "illness."

Traumatic Injury/Illness - An injury or illness that occurred as the result of a specific event, incident, or series of events within a single day or work shift. For the purposes of this publication, "traumatic injury/illness" is used synonymously with the term "injury."