

# Investigating Your Workplace Injuries, Incidents and Illnesses

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# Objectives

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- Understand Ohio's coverage
- Learn best practices for conducting investigations
- Identify roles and responsibilities
- Improve workplace safety and reduce future incidents
- Firefighter cancer claims

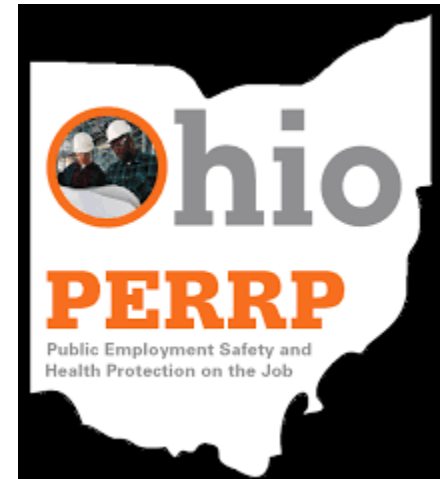
# Initial Response to Injury

- Ensure medical attention is provided
- Secure the scene to prevent further harm
- Notify supervisor immediately
- Begin documentation (First Report of Injury - FROI)



# Reporting Requirements - external

- Ohio Bureau of Workers' Compensation (BWC)/Managed Care Organization (MCO)
- Reporting Deadline to BWC: Within 1 year of incident
- PERRP Reporting Requirements:
  - Fatalities: within 8 hours
  - Hospitalizations, amputations, loss of eye: within 24 hours



- Establish clear reporting requirements for **employees**
  - Who
  - How
  - When
- Establish clear reporting requirements for **supervisors**
  - Who
  - How
  - When

# Coverage Exceptions

- Alcohol/Drugs
- Self-Inflicted
- Horseplay
- Incidental to employment

Ohio is a **NO FAULT** state



# Why Investigate?

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- Prevention
- Identify and eliminate hazards
- Reduce frequency and severity
- Confirm validity of reported injury
- Increase morale

Investigate accidents **and** incidents

# Who investigates?

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- Supervisor
- Safety Committee
- Include employees
  
- When?
  - Immediately/As soon as notified

# Investigation Steps

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1. Gather facts
2. Interview witnesses
3. Document evidence
4. Analyze root cause
5. Identify corrective actions
6. Follow up on implementation

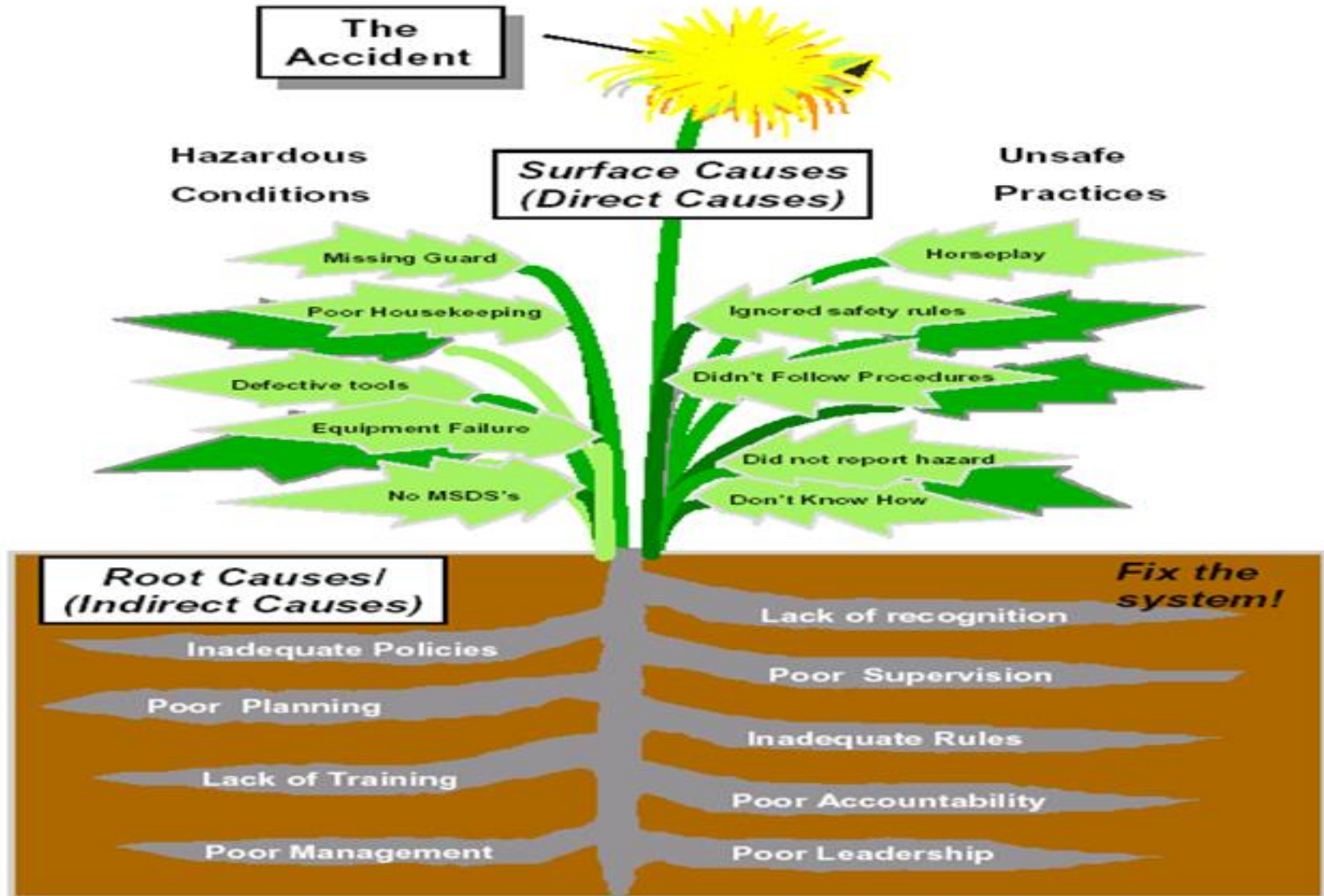
# The 5 “Whys”



# Root Cause Analysis

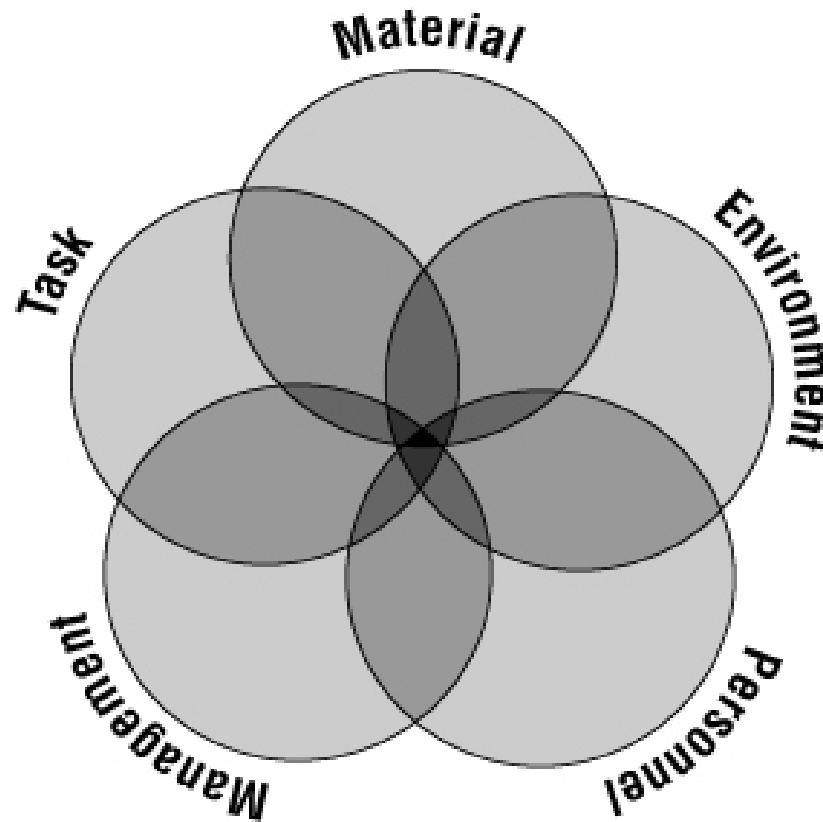


## The "Hazard Weed"



# Root Cause Analysis

Review for:



# What Happened?



Scott was moving boxes when he slipped and fell.

He reported that he stepped on something slippery and his feet just came out from under him.

# Upon Further Investigation....



It is discovered that the department's forklift leaks hydraulic fluid from its lift mechanism.

A review of maintenance records shows a newly hired mechanic replaced a worn seal on the forklift, but used the wrong size replacement part, causing the leak.

# What Caused the Accident?

Direct Cause?

Indirect Cause?

Root Cause?



# Post-Investigation Actions

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- Identify Root Cause
- Communicate findings to staff
- Implement corrective measures
- Update safety protocols if needed
- Monitor recovery and return-to-work plans

# Investigating Illnesses/Diseases

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- Generally, not a specific event
- Verify exposure/activity
- Review medical records
- Obtain medical opinion

# Firefighter Cancer Claims

- Diagnosis precede employment
- Significant non-work exposures
  - Heavy tobacco use
  - Exposures to hazardous substances
  - High-risk lifestyle or environmental factors
- Lack of qualifying exposure
- Less than 6 years of service in a hazardous role
- Claimant over 70 years old
- 20 years or more since last hazardous duty



# Summary

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- Have clear injury reporting policies
- Investigate injuries and incidents
- Investigate for the root cause, not for fault
- Implement changes to prevent future injuries
- Follow up on implementations



## Bureau of Workers' Compensation

Ohio BWC: [www.bwc.ohio.gov](http://www.bwc.ohio.gov) 1-800-825-OHIO



PERRP: [PERRPRequest@ohio.gov](mailto:PERRPRequest@ohio.gov) 1-800-671-6858

THANK YOU

THANK YOU

*Questions*

THANK YOU