

How do we measure injury/illness rates?

OSHA-Recordable Injury/Illness Incidence Rate

What makes an injury or illness OSHA-recordable*?

- Work-related
- Results in:
 - Lost work days,
 - Job transfer or restriction,
 - Medical treatment beyond first aid, and/or
 - Death

*Must be recorded on annual OSHA 300 injury/illness log form.

How do we measure injury/illness rates?

OSHA-Recordable Injury/Illness Incidence Rate

What is an incidence rate?

- Number of OSHA-recordable injuries/illnesses (ORs) per 100 full-time employees
- Permits comparison of relative injury/illness rates between employers of different sizes, industries
- Can assist in identifying problem areas, operations within organizations
- Can be compared to state, national data (where available)

How do we calculate incidence rate?

$$\text{No. of ORs} * 200,000^1 / \text{Total hours worked by employees}$$

¹ This represents the total hours worked in a calendar year by 100 full-time employees: 2,000 hours for 100 employees (2,000 * 100 = 200,000).

What is MCPS' incidence rate?

Systemwide Incidence Rate (CY24)

No. of OSHA-Recordable Injuries and Illnesses * 200,000 / Total hours worked by employees =

$$1,188 \text{ ORs} * 200,000 / 37,680,484.96 = 6.3$$

6.3 OSHA-Recordable Injuries/Illnesses per 100 full-time employees

How does MCPS' incidence rate compare to state and national averages?

Comparison of MCPS and Average Maryland and US Public School OSHA-Recordable Injury/Illness Incidence Rates (CY12 – CY24)				
CY	No. of OSHA-Recordable Injuries/Illnesses (MCPS)	Incidence Rate (MCPS)	Average Incidence Rate (MD Public Schools)	Average Incidence Rate (US Public Schools)
2012	868	5.4	5.9	5.2
2013	926	5.6	5.0	4.7
2014	968	5.9	5.6	4.2
2015	957	5.8	4.9	4.8
2016	977	5.8	6.0	4.2
2017	1,041	5.9	5.3	3.9
2018	1,108	6.4	6.2	4.5
2019	1,124	6.3	7.4	4.4
2020	411	2.3	2.3	2.5
2021	714	3.8	3.4	3.5
2022	994	5.4	5.8	3.9
2023	1,179	6.4	6.4	4.2
2024	1,188	6.3	Not available yet	Not available yet

¹ Incidence Rate: the number of OSHA-recordable injuries/illnesses per 100 full-time employees. Updated 07/02/2025.

² OSHA-recordable: work-related and involve lost work days, job transfer or restriction, medical treatment beyond first aid, and/or death.

³ NAICS 611100, Elementary and Secondary Schools, US Bureau of Labor Statistics data.