



## OSHA's New Recordkeeping Rule

As you may already know, as an employer, you are required to report all work related fatalities and work-related hospitalizations for three or more employees to OSHA. Effective January 1, 2015, having to report all work related fatalities stays the same, but now you will have to report all work related inpatient hospitalizations of **ONE** or more employees. You will also have to report all work related amputations and all work related losses of an eye.

*"OSHA will now receive crucial reports of fatalities and severe work-related injuries and illnesses that will significantly enhance the agency's ability to target our resources to save lives and prevent further injury and illness. This new data will enable the agency to identify the workplaces where workers are at the greatest risk and target our compliance assistance and enforcement resources accordingly."*

— Assistant Secretary of Labor for Occupational Safety and Health, Dr. David Michaels

So what needs to be reported and how soon?

- All work related fatalities need to be reported **within 8 hours** of being notified of incident.  
\*Only fatalities occurring within 30 days of the work-related incident must be reported.
- All work related inpatient hospitalizations, all amputations and all losses of an eye **within 24 hours**.  
\*Inpatient hospitalization is defined as a formal admission to the inpatient service of a hospital or clinic for care or treatment. So going to the emergency room and not being admitted for care does not require reporting.  
\*For an inpatient hospitalization, amputation or loss of an eye, these incidents must be reported only if they occur within 24 hours of the work related incident.

Why the new rules? In our opinion, we strongly believe OSHA is changing the rules so that they can visit and possibly fine the employers more than they are doing now.

Visit OSHA's webpage: [www.osha.gov/recordkeeping2014](http://www.osha.gov/recordkeeping2014) for more information.



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