



Hospital & Worker Safety Metrics Definitions Sheet

Hospitals participating in the 2014 Leading Edge Advanced Practice Topics (LEAPT) project on worker safety measured their progress using the following measures:

Measure	Definition	Comments
Annualized rate of employee injuries per 100 full-time equivalents (FTEs) worked	<p>Measure Definition from 2014 LEAPT project: Numerator: # employee injuries, year-to-date / # months in year-to-date x 12 x 100 Denominator: Total # FTEs worked for each month of year-to-date / # months in year-to-date</p> <p style="background-color: #ffffcc;">Recommended Measure: To make measurement comparable between hospitals, states, and with national rates, define the employee injury rate exactly as OSHA does*: Numerator: Total # injuries and illnesses x 200,000 Denominator: Total # hours worked by all employees</p> <p>*See OSHA Forms and Instructions: https://www.osha.gov/recordkeeping/new-osh300form1-1-04.pdf</p>	<ul style="list-style-type: none"> This measure allowed comparison of injury rates from a full baseline year (2013) to progressive year-to-date data for each month (2014). The numerator drew from data on the OSHA Form 300 in column M(1). The denominator drew from data in human resources records.
% Completion of executive rounding for safety	<p>Numerator: # executive rounds completed¹ Denominator: # units designated for rounding²</p>	<ol style="list-style-type: none"> 1. Executive rounds were included in the numerator if they met set criteria defined in the Executive Rounds for Safety Bundle* and were done in a designated unit. 2. Based on their own improvement priorities, hospitals designated which units would receive executive rounds for safety.
Severity of employee injuries: DART rate (Days Away, Restricted, or Transferred)	<p>Numerator: Total # injuries reported to OSHA that resulted in any days away from work or days of restricted work or days of work transfer, year-to-date x 100 Denominator: Total # FTEs worked for each month of year-to-date / # months in year-to-date</p>	<p>This is a standard measure defined by the Occupational Safety and Health Administration (OSHA). Source data for this measure can be found in OSHA Form 300 columns H and I.</p>
Source of employee injuries: % of injuries attributed to patient handling, needle stick, and workplace violence	<p>Numerator: Total # injuries reported to OSHA coded as attributable to patient handling (or needle sticks, or workplace violence) Denominator: Total # injuries reported to OSHA</p>	<p>Using qualitative data that can be found in OSHA Form 300 column F, this measure can be calculated for a single month, set of months, or entire year, as long as both numerator and denominator reflect the same time period.</p>

* Executive rounding criteria:

1. Led by at least one senior executive (or other leader identified as appropriate)
2. Included all staff that directly work with patients who were present during the time of the round
3. Addressed quality improvement data findings
4. Used hospital's standard format (e.g. list of questions or topics)
5. Was documented using standard documentation process
6. Follow up on any action items was communicated to staff