



# State agency ABSD meeting: workers' compensation performance trending

January 25, 2024

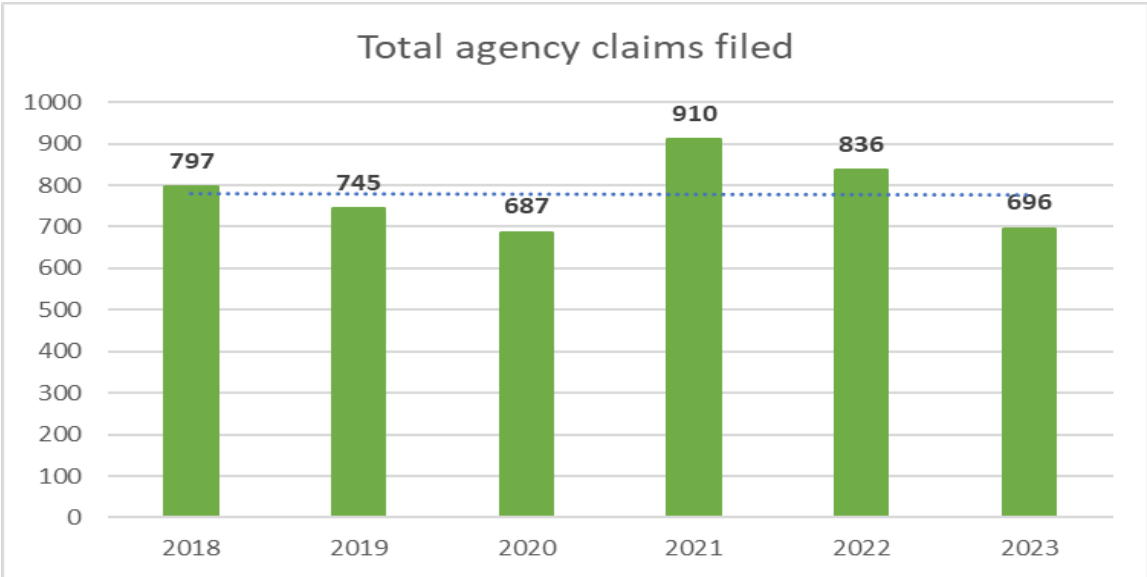
# Key measurements in play

- Several metrics in play to help assess the State's goals to reduce both frequency and severity of workplace injuries
- Statewide claim frequency rate (CFR) target of 4.24 based on number of claims per 200,000 hours worked as key measure for largest agencies
- Growth of less than \$1,000,000 in losses on average per month
  - Reducing claims from serious injuries, mental health, MVAs, and those involving injury to the shoulder, knee, and lower back are key areas
- Percentage of disabling time loss claims to total claims of 25 percent or less
- Timely filing of new claims at 90 percent or higher

# Claim frequency rate target: below 4.24

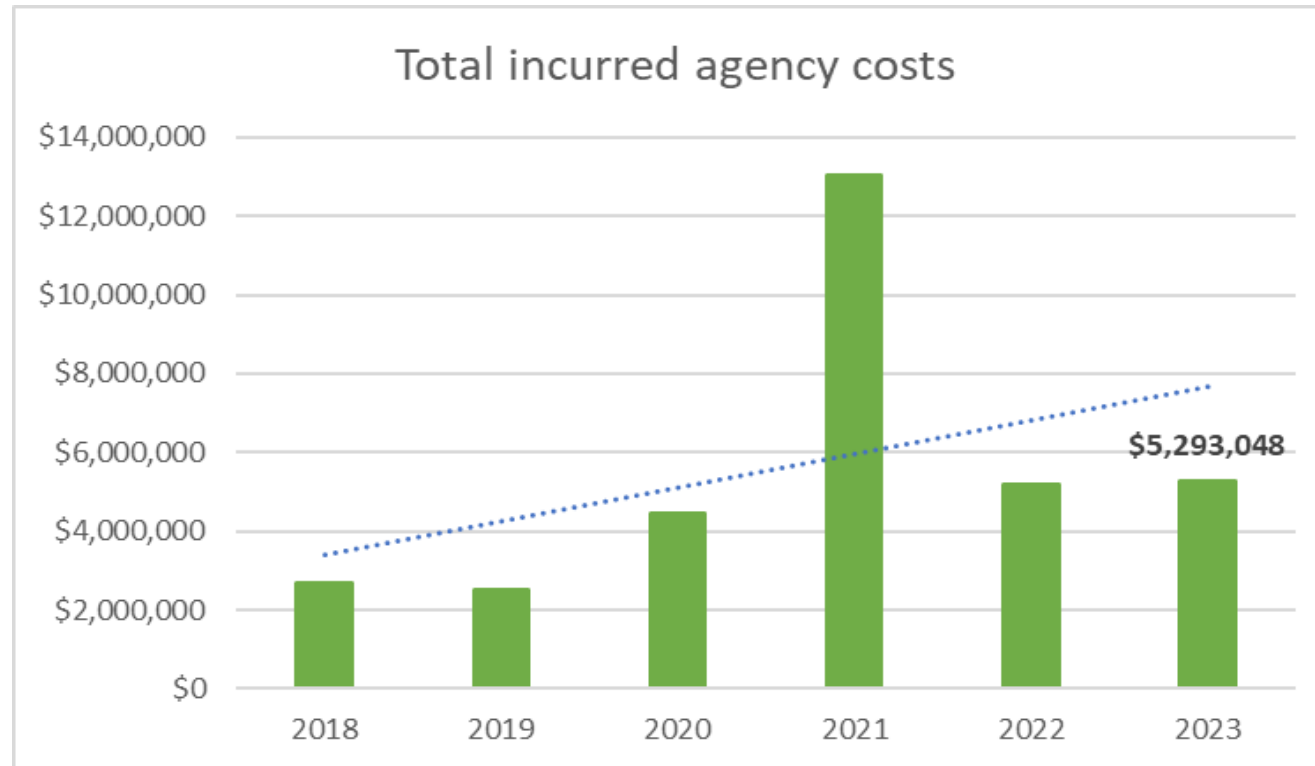
- The State’s overall claim frequency rate of 4.56 is outside of the target of 4.24, but was at 5.07 same time last year

	2022/23 CFR Target	22/23 Trends	7/1-7/31 as of 8/31	7/1-8/31 as of 9/30	7/1-9/30 as of 10/31	7/1-10/31 as of 11/30	7/1-11/30 as of 12/31
All State Roll up	4.24		4.42	4.87	4.79	4.59	4.56
SL1 Roll up	5.65		5.60	6.19	6.01	5.73	5.69



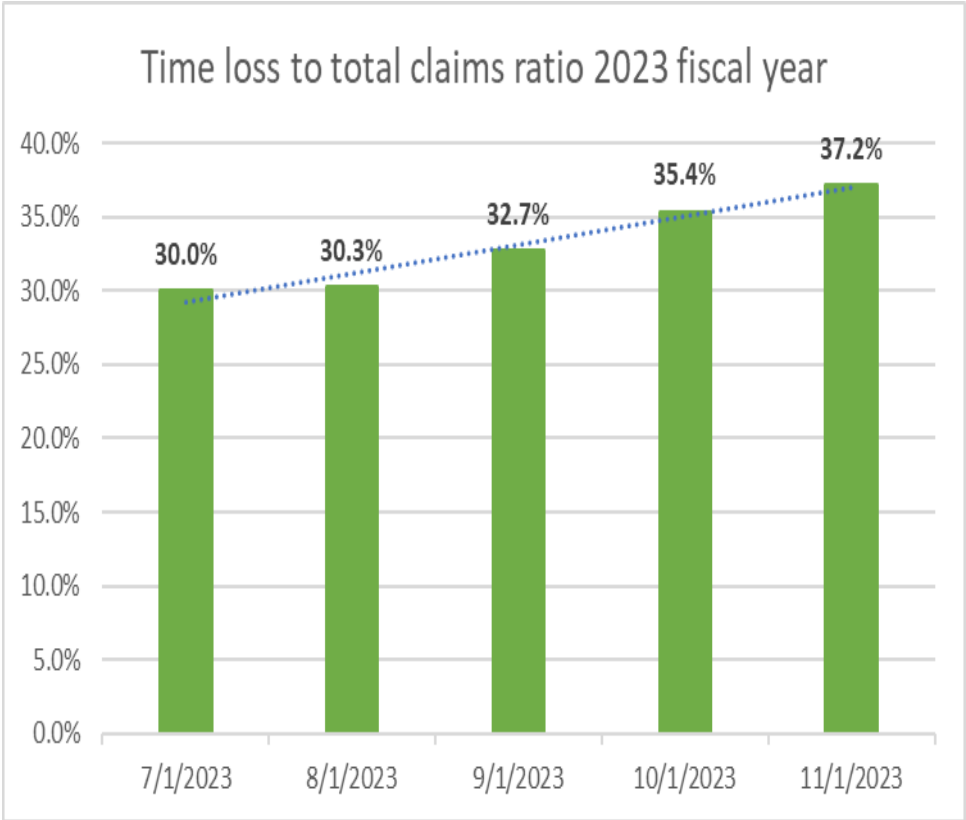
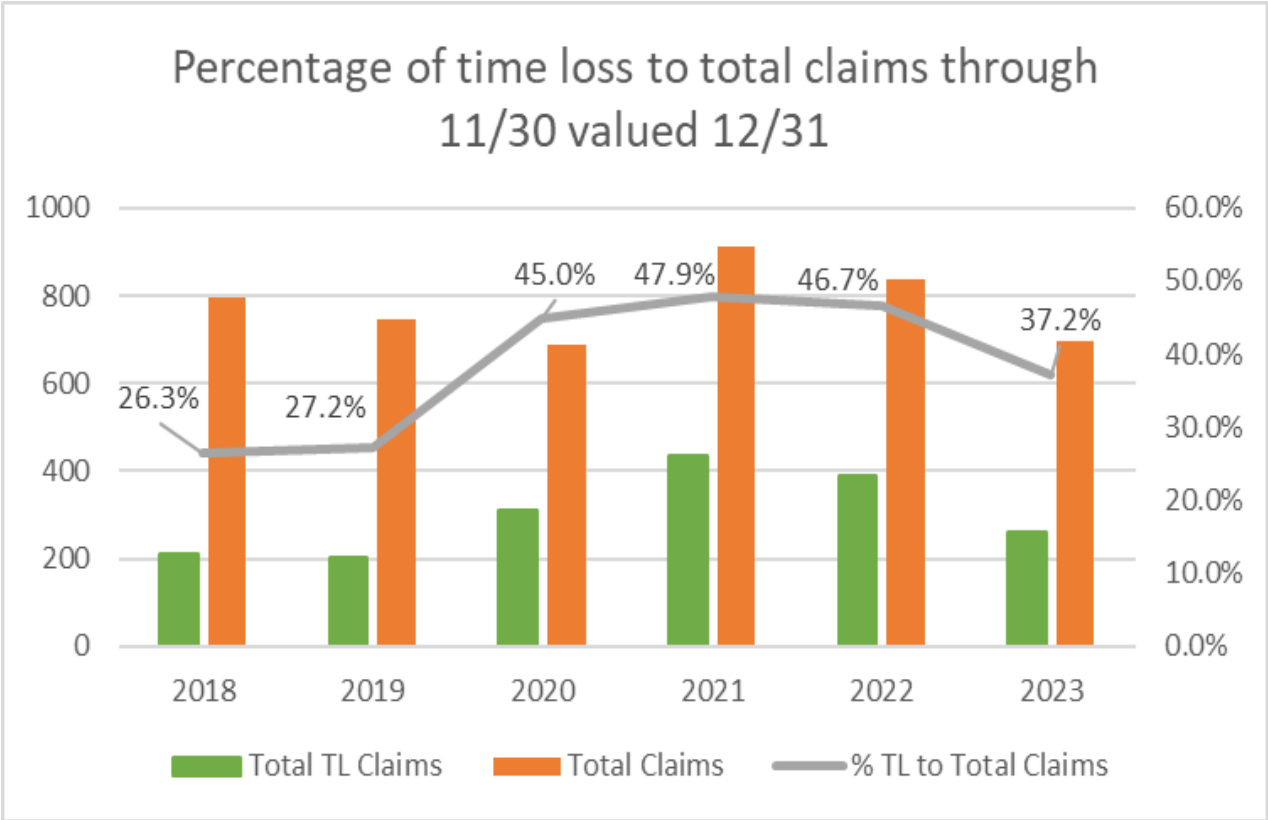
# Claim severity: less than \$1M per month

- The State is presently averaging \$1.06M of incurred costs per month (PTSD Presumption, serious injuries, inflation)
- Supporting your occupational safety programs and early-return-to-work are the top 2 things to help manage cost pressures



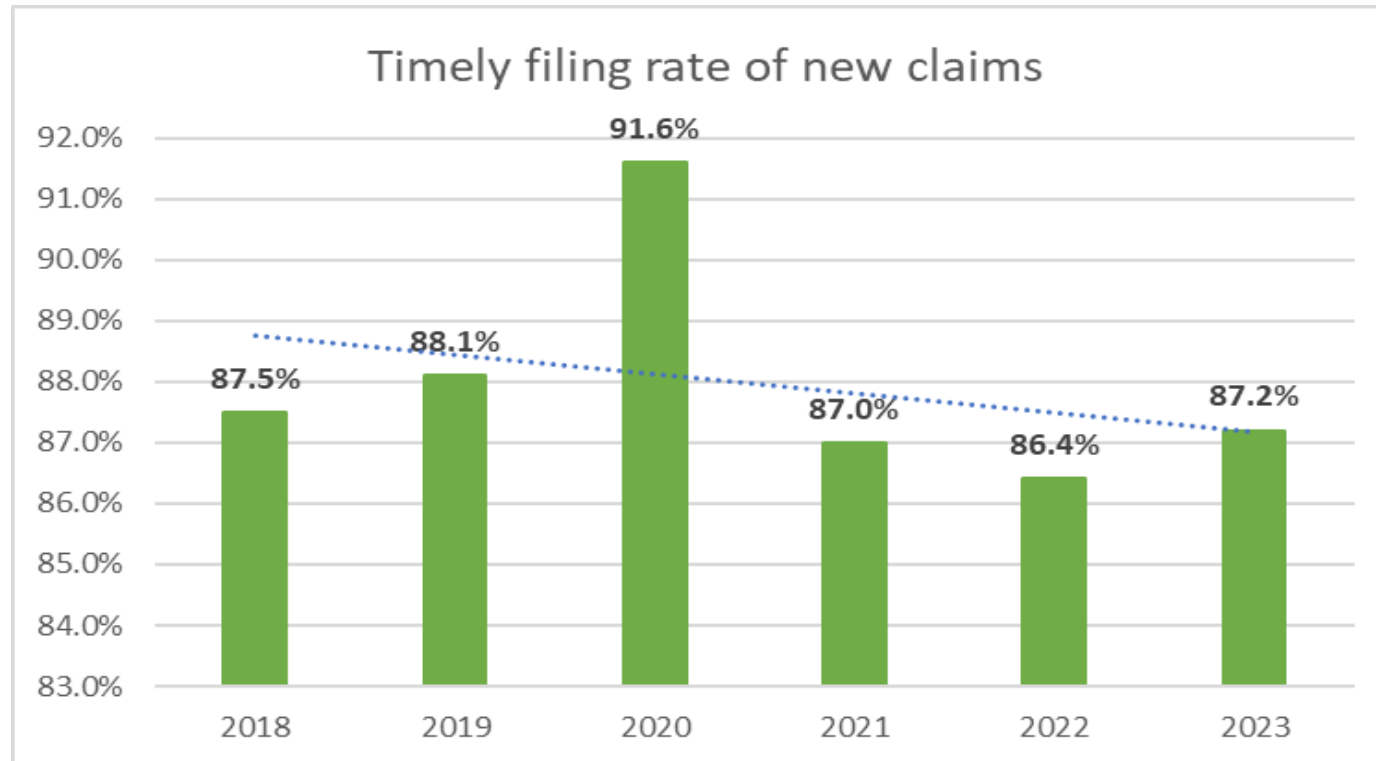
# Time loss to total claims ratio: 25 percent

- The State’s ratio of time loss to total claims remains higher than the pre-pandemic years increasing as 2023 progresses
- Emphasizing timely reporting and affecting early return-to-work of workers within 3 days post injury will help reverse this trend



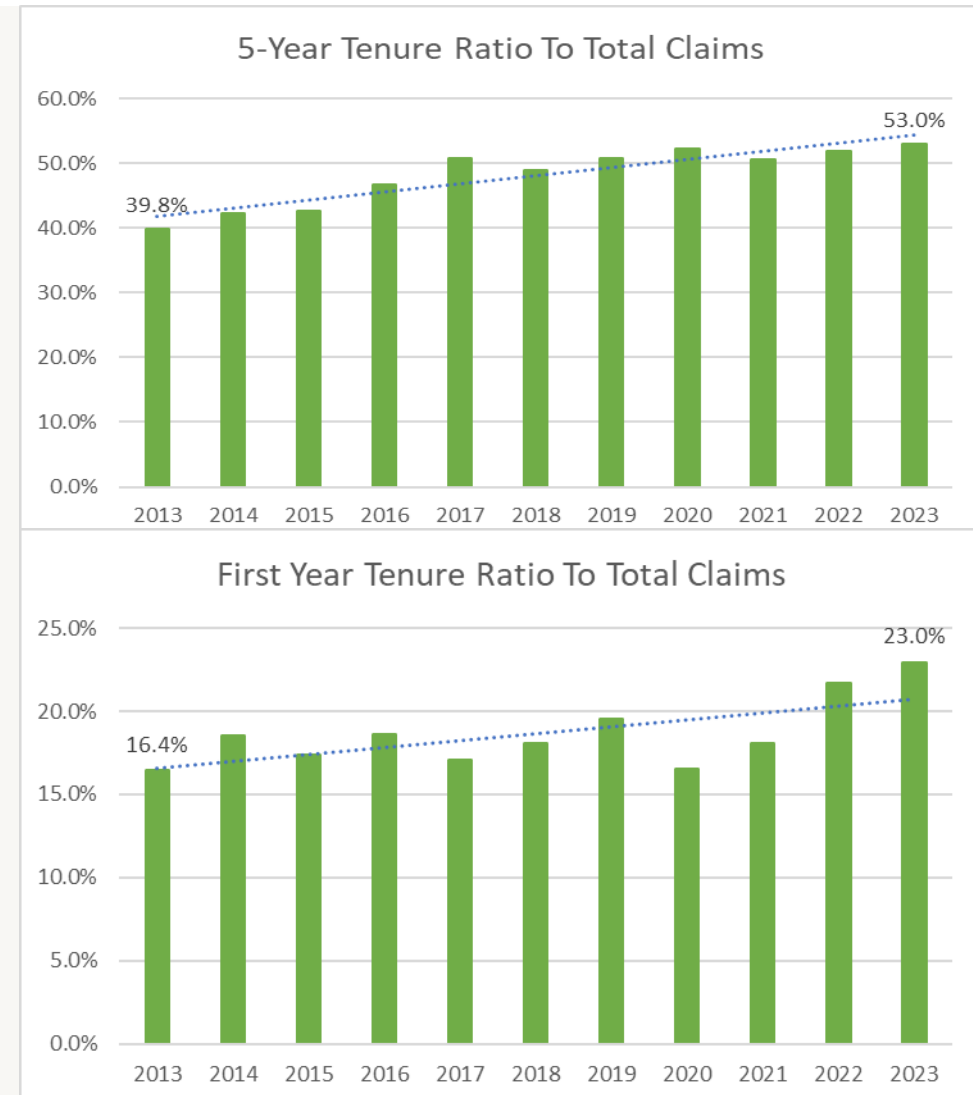
# Timely filing new claims: over 90 percent

- The State's timely filing rate of 87.2 percent has been trending downward
- Ensuring workers and management staff have a good understanding of their responsibilities to report incidents or injuries quickly can raise timely filing rates



# Tenure – what has changed?

- Almost 15 percent increase of workers injured in the 0-5 year tenure category
- Now over half of all claims
- Increase also seen in the first year of employment
- Over 12.5 percent of all claims from workers in first 90 days of State service
- Encouraging early and ongoing safety/health onboarding recommended



# How can you help?

8 practices of a world-class CEO safety leader (zeroharm.org):

- Clarify the (safety/health) vision for your agency
- Invest in health and safety staff and resources
- Get personally involved – ask how your agency is doing
- Engage your people around safety and health
- Recognize contributions and celebrate success
- Manage the risks
- Monitor the right outcomes through leading and lagging indicators
- Let your people get on with it
- [DAS Agency Executive Leadership Safety Toolkit](#)



# SAIF resources for agencies

Each agency has aligned senior safety management consultants to serve you

ErgoPoint platform that allows all agency employees the ability to take an online ergonomic training and self-evaluation

Safety-In-Motion eSIM modules now placed on the State's Workday system

SAIF's Leadership Series at our site with many modules also available on Workday

OHSU's Safety and Health Improvement Program modules available at our site and Workday

Health promotion content at our site on topics such as fatigue/sleep, hydration, preventing fentanyl exposure, nutrition, physical activity, stress, and well being in the workplace