

## 1.003 Attachment A OSH Event Severity Scale

Updated 3 November 2025

OSH Severity Scoring Matrix						
Category	Level 3		Level 2	Level 1		Level 0
Analysis→	RCA		Apparent Cause Analysis as determined by Learning Opportunity	Local Supervision Fact Finding, Local Action and Organizational Risk Reduction Trending		Process Improvement Opportunity
Risk→	Harm or High Potential Risk Event		Limited Harm or Potential High Risk	Limited Harm or Risk		Did not Reach Patient
Responsibility→	Organizational		Departmental	Local Management & Supervision		
	Potential CMS Reporting Requirement	Potential TJC Reportable				
Contraband Materials		<ul style="list-style-type: none"> <li>Possession of contraband materials that could prove lethal to self or others resulting in permanent or severe harm.</li> </ul>	<ul style="list-style-type: none"> <li>Possession of contraband materials that has a high probability of serious injury if used to harm patients or staff by swallowing, cutting, piercing, burning, hanging or hitting</li> <li>Facility loss of control of medical or other equipment that has high probability of serious injury if used to harm patients or staff and cannot be found.</li> <li>Hard contraband found</li> </ul>	<ul style="list-style-type: none"> <li>Possession of contraband materials with a low probability of serious injury if used to harm patients or staff by swallowing, cutting, piercing, burning, hanging or hitting</li> <li>Missing sharps</li> </ul>	<ul style="list-style-type: none"> <li>Found medication outside of Med room</li> </ul>	
Damage (unexpected) to property		<ul style="list-style-type: none"> <li>Significant damage to facility or equipment resulting in major disruption of unit or high potential for harm</li> </ul>	<ul style="list-style-type: none"> <li>Escalating (multi-incident) property damage that may include breaking glass windows or dividers</li> </ul>	<ul style="list-style-type: none"> <li>Minor damage to property such as breaking wallboard, doors, turning tables (isolated incident)</li> <li>Tampering with Locks</li> <li>Damage to other Residents/Patients Personal Property</li> <li>Misuse of Medical equipment</li> </ul>	<ul style="list-style-type: none"> <li>Damage to minor equipment, markers, games, crafts</li> <li>Minor damage to medical equipment such as O2, CPAP etc.</li> </ul>	
Environment of Care				<ul style="list-style-type: none"> <li>Missed ES check</li> <li>Missed RCM check</li> <li>Missed SHARPS count</li> <li>Secure door left unlocked/unsecured</li> </ul>		
Falls	<ul style="list-style-type: none"> <li>Fall directly or indirectly resulting in death</li> </ul>	<ul style="list-style-type: none"> <li>Fall resulting in any fracture or requiring surgery, casting or traction, consult management for comfort care for neurological or internal injury, or permanent harm</li> </ul>	<ul style="list-style-type: none"> <li>Multiple falls with minor injuries</li> <li>Falls with confirmed or suspected head injury</li> <li>Falls or complaint of fall requiring treatment beyond first aid to resolve the adverse medical condition</li> </ul>	<ul style="list-style-type: none"> <li>Fall to floor with no complaint of injury substantiated by assessment or a verification of injury needing minor treatment</li> </ul>		
Harassment			<ul style="list-style-type: none"> <li>Ongoing threats, accusations intimidation that results in the recipient self-harming</li> </ul>	<ul style="list-style-type: none"> <li>Verbal slurs, swearing directed at others</li> <li>Ongoing verbal harassment that is not controlled and is disruptive to the overall environment of care</li> <li>Unit disruption due to continuous harassment (need to protect others)</li> </ul>		
Harm to Staff or others	<ul style="list-style-type: none"> <li>Death of staff or other person due to action</li> </ul>		<ul style="list-style-type: none"> <li>Serious injury to staff requiring medical treatment beyond first aid.</li> </ul>	<ul style="list-style-type: none"> <li>Injury to staff that can be resolved with first aid or no additional medical treatment</li> </ul>	<ul style="list-style-type: none"> <li>Any non-sexual unauthorized or unwanted physical contact toward a staff without injury.</li> </ul>	

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Lab			<ul style="list-style-type: none"> <li>UDS: Confirmed unexpected positive for a drug not prescribed at OSH</li> </ul>	<ul style="list-style-type: none"> <li>Required Lab Sample Lost, Damaged or Not Collected</li> <li>UDS: Confirmed unexpected positive for a drug prescribed at OSH</li> </ul>	<ul style="list-style-type: none"> <li>UDS unexpected negatives</li> </ul>	
Outing					<ul style="list-style-type: none"> <li>No-compliance with trip slip requirement</li> <li>Contact with law enforcement or potential traumatizing event while on outing</li> <li>Unexpected loss of visual supervision of a patient, no intent to elope.</li> </ul>	
Patient (physical) Aggression	<ul style="list-style-type: none"> <li>Physical assault resulting in death or injury leading to death</li> </ul>	<ul style="list-style-type: none"> <li>Actual physical assault resulting in serious or permanent injury</li> <li>Actual physical assault with weapon capable of causing serious injury – even if no injury occurred.</li> </ul>	<ul style="list-style-type: none"> <li>Attempted physical assault with weapon</li> <li>Assault resulting in injury requiring medical intervention outside the facility including, sutures etc.</li> <li>Assault resulting in contact with infectious bodily fluids.</li> </ul>	<ul style="list-style-type: none"> <li>Bumping, Pushing, hitting resulting in injury requiring local medical intervention</li> <li>Assault with bodily fluids that do not make contact</li> <li>Threats with possible Weapon</li> <li>Throwing Objects</li> <li>Assault with non-infectious bodily fluids that make contact</li> </ul>	<ul style="list-style-type: none"> <li>Bumping, minor pushing, grabbing that does not require intervention</li> <li>Imminent threat of violence w/o harm</li> </ul>	
Patient Injury or Illness	<ul style="list-style-type: none"> <li>Unexpected Death</li> </ul>	<ul style="list-style-type: none"> <li>CPR and Resuscitation efforts performed prior to Ambulance arrival</li> <li>Actual or potential Permanent harm from unusual medical condition</li> </ul>	<ul style="list-style-type: none"> <li>Unplanned Transfer outside of facility for emergency care resulting from a reportable incident</li> <li>Requires medical treatment beyond first aid to resolve the issue but does not rise to a Level 3 incident.</li> <li>Patient exposure to known food allergen</li> <li>Choking incident requiring medical intervention to clear obstruction or resolve adverse medical condition</li> </ul>	<ul style="list-style-type: none"> <li>Increased Monitoring</li> <li>Choking incident not requiring medical intervention to clear obstruction or resolve adverse medical condition</li> </ul>	<ul style="list-style-type: none"> <li>First aid, wellness checks, wound care, bandaging provided within the organization</li> <li>Minor Bleeding</li> <li>Expected patient Death</li> </ul>	
Response to Aggression Events		<ul style="list-style-type: none"> <li>Multi actors requiring additional staff being called to control the situation (riot) (<b>Escalated Response</b>)</li> </ul>		<ul style="list-style-type: none"> <li>Successful Single or Multiple person restraint without injury or allegations of abuse</li> <li>Chase and Redirect without restraint (<b>Physical Interaction</b>)</li> </ul>	<ul style="list-style-type: none"> <li>Redirection or Distraction</li> <li>Separation / Change of Location (<b>Attempted, Non-succesful Physical Interactions</b>)</li> </ul>	<ul style="list-style-type: none"> <li>Simple verbal de-escalation that is successful in mitigating the risk (<b>Without attempt to harm</b>)</li> </ul>

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Seclusion or Restraint	<ul style="list-style-type: none"> <li>Death during Seclusion or Restraint</li> </ul>	<ul style="list-style-type: none"> <li>Resulting in Permanent or severe harm to patient</li> </ul>	<ul style="list-style-type: none"> <li>Patient injury during seclusion or restraint</li> <li>Prolonged seclusion or restraint (&gt;24h)</li> <li>Other atypical seclusion or restraint events to include events on expired orders over 1 hour</li> </ul>	<ul style="list-style-type: none"> <li>Any Atypical Seclusion or Restraining event on expired order (less than 1 hour) with constant staff monitoring.</li> <li>All other Seclusion or restraint Events</li> </ul>		<ul style="list-style-type: none"> <li>Manual restraint for IM backup with no injury.</li> <li>Manual restraint for emergency lab draw with no injury.</li> </ul>
Security		<ul style="list-style-type: none"> <li>Unapproved access to premises with intent to do harm to Residents/Patients or Staff</li> </ul>	<ul style="list-style-type: none"> <li>Stolen Keys</li> <li>Damage to Fire or Security Alarms</li> <li>Access/Egress doors tampered with or inoperable</li> <li>Felony crimes and Class A Person- Person misdemeanor crimes</li> </ul>	<ul style="list-style-type: none"> <li>Patient was not in STR's as required by policy during transport.</li> <li>Lost Keys</li> <li>Unapproved access to premises</li> <li>Other crimes</li> </ul>	<ul style="list-style-type: none"> <li>Keys in wrong place but controlled</li> </ul>	<ul style="list-style-type: none"> <li>Documentation of no harm security or departmental processes i.e. removal and/or reapplication of STRs for medical procedures.</li> </ul>
Self-harm	<ul style="list-style-type: none"> <li>Self-harm resulting in death</li> <li>Self-harm resulting in severe or permanent harm.</li> </ul>	<ul style="list-style-type: none"> <li>Self-harm resulting in loss of function, broken bones, head injury, bleeding requiring pressure</li> <li>Suicide attempt with injury/intent</li> <li>Determined to be an unmanaged present harm to self or others</li> </ul>	<ul style="list-style-type: none"> <li>Hitting head on wall, floor or surface resulting in head injury beyond skin tear or abrasion</li> <li>Suicide gesture without injury</li> <li>Self-harm requiring treatment beyond first aid to resolve.</li> </ul>	<ul style="list-style-type: none"> <li>Hitting wall, table or floor or other actions resulting in harm to extremities which is resolved through intervention</li> <li>Excessive Breath holding</li> <li>One-on-one intervention to prevent self harm</li> </ul>	<ul style="list-style-type: none"> <li>Injury with medical treatment through First Aid</li> </ul>	
Sexual		<ul style="list-style-type: none"> <li>Sex Abuse / Sexual assault (including patient/staff sexual activity)</li> </ul>	<ul style="list-style-type: none"> <li>Sexual Contact with exposure</li> <li>Consensual sexual activity between patient with capacity</li> </ul>	<ul style="list-style-type: none"> <li>Inappropriate Touching</li> </ul>		<ul style="list-style-type: none"> <li>Inappropriate Verbal Boundaries</li> </ul>
Medication Issues	<ul style="list-style-type: none"> <li>Medication Issue/error resulting in death</li> </ul>	<ul style="list-style-type: none"> <li>Significant medication issue/error resulting in provider ordered monitoring or medical intervention and patient sent to emergency department.</li> </ul>	<ul style="list-style-type: none"> <li>Medication issue/error resulting in provider ordered monitoring or medical intervention.</li> </ul>	<ul style="list-style-type: none"> <li>Medication issue/error that reached the patient but did not require additional monitoring.</li> <li>Missed med dose</li> <li>Incorrect medication dose not requiring</li> <li>Medication provided to wrong patient</li> </ul>	<ul style="list-style-type: none"> <li>Med error did not reach the patient</li> </ul>	
Unauthorized Leave (UL)	<ul style="list-style-type: none"> <li>Successful UL or Significant Attempt leading to death, permanent or severe harm to the patient</li> </ul>	<ul style="list-style-type: none"> <li>Successful UL or Significant Attempt leading to death, permanent or severe harm to the patient</li> </ul>	<ul style="list-style-type: none"> <li>Successful UL or Significant Attempt Not leading to death, permanent or severe harm to the patient</li> </ul>	<ul style="list-style-type: none"> <li>Non significant attempt of UL</li> </ul>	<ul style="list-style-type: none"> <li>Patient in an area without assigned supervision when required</li> </ul>	
Admin & HR Involvement (any allegation of abuse/neglect that cannot be immediately dispositioned as false)	<ul style="list-style-type: none"> <li>Actual Complaint of Excessive Staff Force</li> <li>Threat of complaint of excessive staff force</li> <li>Reports of staff neglect (sleeping, rounds falsification, etc.)</li> </ul>					