

Treatment of Caregiver Work-related Injuries in an Emergency Department or Occupational Medicine Clinic

Purpose: To comply with OSHA's requirements for reporting fatalities and certain occupational injuries and illnesses.

Physicians or other caregivers who see Cleveland Clinic caregivers following a work-related injury or illness must be aware of the conditions that warrant notifications to OSHA.

These include:

- Work-related fatalities (within 8 hours)
- In-patient hospitalization for treatment (within 24 hours)
 - Admitting for observation does not require reporting
- Amputation (within 24 hours)
- Loss of an eye (within 24 hours)

Note: Fatalities and in-patient hospitalizations due to heart attacks must be reported. OSHA will determine work-relatedness.

If any of these occur, immediately call Cleveland Clinic Police at 216-444-2222. They will contact the Law Department and Environmental Health and Safety.

The following information will be needed:

- The location of the work-related incident
- The time of the work-related incident
- The type of event (fatality, hospitalization, amputation, loss of an eye)
- The number of employees involved
- The names of the employees involved
- Contact information of persons knowledgeable about the incident (names/phone numbers)
- Brief description of the incident.

OSHA has also made determinations regarding the level of treatment following a work-related injury or illness. Injuries that require "Medical Treatment" are considered "OSHA-recordable"; however, those only needing "First Aid" are not. See the table on the next page for the differences between "Medical Treatment" and "First Aid."

Medical Treatment vs. First Aid

Certain types of medical care following an occupational injury result in the case being “recordable” for OSHA recordkeeping purposes. Our priority is proper care for our caregivers in the event they are injured at work. In situations where there are care options, the table below lists “first aid” measures that do not require recordkeeping for the case.

	Recordable (Medical Treatment)	Non-recordable (First Aid)
Visits to Health Care Professionals	<ul style="list-style-type: none"> Any condition that is treated, or that should have been treated, with a treatment not on the first aid list 	<ul style="list-style-type: none"> Visits solely for observation, testing, or to evaluate diagnostic decisions Visits solely for counseling Diagnostic procedures, including prescribing or administering of prescription medications used solely for diagnostic purposes Procedures defined in the final rule as first aid
Cuts, Lacerations, Punctures, and Abrasions	<ul style="list-style-type: none"> Sutures (stitches) Staples Surgical glue Treatment of infection with prescription meds on any visit Application of prescription antiseptic or a non-prescription antiseptic at prescription strength Surgical debridement (cutting away dead skin) 	<ul style="list-style-type: none"> Any wound coverings or bandaging by any medical personnel Liquid bandage Cleaning, flushing or soaking wounds on the surface of the skin; Using wound coverings such as bandages, Band-Aids™, gauze pads, etc.; or using butterfly bandages or Steri-Strips™
Inoculations	<ul style="list-style-type: none"> Hepatitis B vaccine or rabies vaccine Vaccinations necessary to enable the employee to perform work duties 	<ul style="list-style-type: none"> Tetanus immunizations
Splinters	<ul style="list-style-type: none"> Foreign bodies which require more than simple means to remove because of their location, depth of penetration, size, or shape 	<ul style="list-style-type: none"> Removing foreign bodies from the eye using only irrigation or a cotton swab; Removing splinters or foreign material from areas other than the eye by irrigation, tweezers, cotton swabs or other simple means (needles, pins or small tools)
Strains, Sprains, and Dislocations	<ul style="list-style-type: none"> Casts or immobilization with rigid stays Chiropractic manipulation Exercises recommended by a health care professional who trains the worker in the proper frequency, duration and intensity of the exercise Physical therapy 	<ul style="list-style-type: none"> Hot or cold therapy Any non-rigid means of support, such as elastic bandages, wraps, non-rigid back belts, etc. Finger guards Temporary immobilization devices while transporting an accident victim (e.g., splints, slings, neck collars, back boards, etc.).
Burns, skin rashes, and blisters	<ul style="list-style-type: none"> Any conditions that result in days away from work, restricted work, transfer to another job, or medical treatment beyond first aid 	<ul style="list-style-type: none"> Draining fluid from a blister
Bruises/contusions	<ul style="list-style-type: none"> Draining of bruises by needle 	<ul style="list-style-type: none"> Soaking therapy Hot or cold therapy
Medications	<ul style="list-style-type: none"> Prescription medication, whether given once or over a longer period of time Prescription medication, whether that prescription is filled or taken or not Non-prescription medication administered or prescribed at prescription strength 	<ul style="list-style-type: none"> Non-prescription medicines at non-prescription strength, whether in ointment, cream, pill, liquid, spray, or any other form
Oxygen	<ul style="list-style-type: none"> Oxygen administered to an employee exposed to a substance who exhibits symptoms of an injury or illness 	<ul style="list-style-type: none"> Oxygen administered purely as a precautionary measure to an employee who does not exhibit any symptoms of an injury or illness
Physical Therapy	<ul style="list-style-type: none"> Exercises recommended by a health care professional who trains the worker in the proper frequency, duration and intensity of the exercise Physical therapy 	
Loss of Consciousness	<ul style="list-style-type: none"> Loss of consciousness which results from a workplace event or exposure (e.g., chemicals, heat, an oxygen deficient environment, a blow to the head) 	<ul style="list-style-type: none"> Loss of consciousness due solely to epilepsy, diabetes, narcolepsy, or other personal health condition Due to voluntary participation in a wellness or similar program (e.g., company sponsored blood donation)