FY24 - OSHA Injuries and Illness

1	2	3	4	5	6	7	8	9	10
9.00	8.13	7.25	6.38	5.50	4.80	4.10	3.40	2.70	2.00

Description

This indicator is established by taking the total count of all recordable accidents per exposure hour (Rate) and the year to date recordable accidents compared to SPLY. The accident rate is calculated by taking the total number of accidents resulting in the need for medical care, days away from work or restricted duty x 200,000, divided by exposure hours. The weight of the cell values is as follows: 60% for YTD OSHA I&I Rate and 40% for YTD recordable accident count to SPLY. Improvement will be applied **only** if it helps the overall score.

Measurement Period

This performance indicator will be measured each month and cumulative scores will be reported as Year-To-Date (YTD) result.

Data Source and Calculation

Source   –   Accident counts retrieved from Safety and Health Management Tool (SHMT) (FY Total Accidents NPA) by district. Each report pulled monthly.

Indicator Value   –   When Improvement helps - average of Rate (60%) and Improvement (40%) Cells
When Improvement does not help - Total Accidents Rate Cell

Business Rule   –   **Rate:** $\left(\dfrac{YTD\ Recordable\ Accident\ Count\ x\ 200,000}{Exposure\ Hours} \right)$

Improvement:

$$\left(\frac{YTD\ Current\ FY\ Recordable\ Accident\ Count - YTD\ Prior\ FY\ Recordable\ Accident\ Count}{YTD\ Prior\ FY\ Recordable\ Accident\ Count} \right) \times 100$$

Exposure Hour Codes:

Hour Code	Hour Code Description
35	Extra Straight Time
43	Penalty Overtime
52	Work Hours (Includes Rural)
53	Overtime
57	Holiday Worked Pay
66	PM Convention Leave
80	Relocation Leave
89	Postmaster Organization Leave

Decimal Precision   –   Two Decimals

Data Validation

Safety and Health Management Tool (Current Performance and SPLY).   To use:
Log in to Blue using ACE ID and Password
Under Safety Resource Tools, select "Report an Accident or Hazard" to view Accident Counts for your unit
Please click here for instructions on how to validate Total Accidents using the Accidents Dashboard.

Applicable Positions / Units, Measurement Depth and Weight:

Scorecard Name	Depth	FE Weight	Total Weight Towards Composite
HQ CHRO	Nation	20.0%	10.0%