

## Employee Safety: Time loss injury rate per 100 ODOT employees

### Our strategy

We are committed to a safe and healthy workplace through continuous improvement in safety and workforce management practices, incident prevention strategies and compliance with all state and federal regulations. Safety is a fundamental responsibility of all employees and is integrated into every aspect of our operations. Through policies and practices, we support an environment that encourages all employees to improve safety and to report concerns.

### About the target

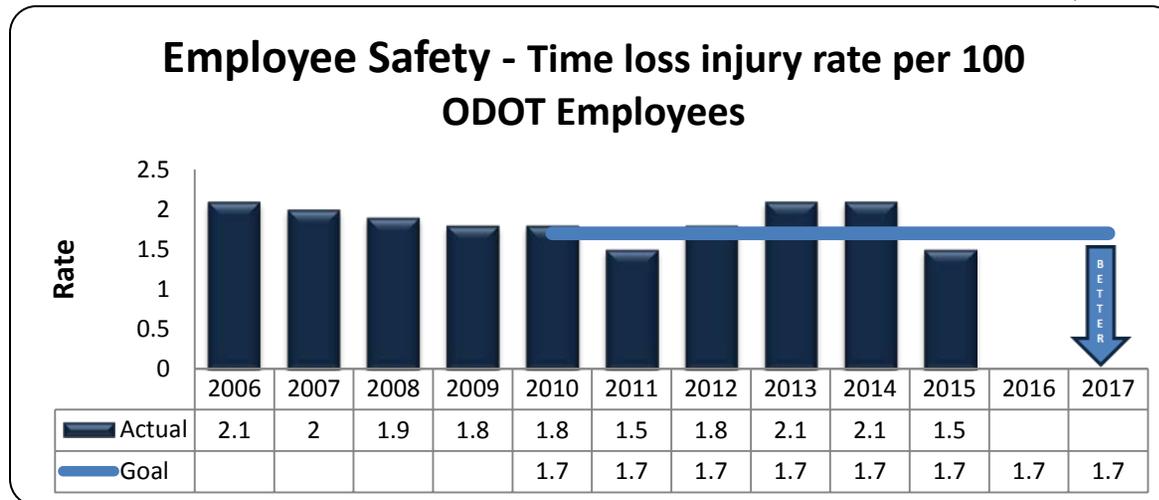
We want our employees to be safe and

injury-free. Targets are set based on our desire to reduce injury rates over time. By 2020, we want to achieve the long term goal of less than one lost time injury per 100 employees. Time loss rate means that, in 2014, for every 100 ODOT employees, an average of 2.1 of them had an injury resulting in time away from work.

### How we are doing and how we compare

The lost time injury rate for 2015 was 1.5, below the target of 1.7 time loss injuries per 100 employees. This is significantly lower than the average of rates for the previous nine years, 1.9 (see table below). According to the U.S. Bureau of Labor Statistics, in 2014

(latest available data) the comparable rate for both state and local governments was 1.7. This reflects the injury experience of all state and local government employees, not just Departments of Transportation. However, comparable industries with similar hazard exposures had higher injury rates, such as transportation and warehousing (2.3) and construction (3.0). After experiencing four fatal employee incidents from 2009-2014 (all Highway Division employees), a comprehensive safety improvement effort was initiated in 2015, focused on Highway Division's safety



## Fact

In 2014, an ODOT Maintenance employee was killed by a backing dump truck. This tragedy has sparked a comprehensive revision of operations where workers are near moving equipment. Changes in procedure and training were implemented in 2015 and will continue in 2016.

# Employee Safety, cont.

program. Safety improvements were developed and implemented to enhance hazard recognition, work procedures, training and technology, all focusing on highway operations..

## Factors affecting results and what needs to be done

The causal factors for ODOT's injury experience are varied, but available data support the view that several factors affect this rate. From injury data reported by SAIF Corporation (ODOT's worker's compensation insurer), the top two injury causes over the last five years were strain/sprain/overexertion and slips/trips/falls. These two broad categories capture a wide variety of injuries caused by excessive lifting, twisting or overuse during manual labor activities. These soft tissue injuries are strongly related to the age and physical condition of the ODOT workforce. The slip/trip/fall injuries are strongly correlated to adverse work conditions, particularly extreme weather events and the unpredictable outdoor environment in which many of our Highway Division employees work. The agency is currently developing a pilot program to improve physical testing of new Highway Division employees. Through improved training and protective equipment, we are addressing slip/fall hazards.

## Focus on Safety Culture Improvement

One result of ODOT's response to the 2014 fatality has been to emphasize an evaluation of the agency's safety culture. Highway Division, with some of the highest hazard jobs in ODOT, plans to work with an external safety consultant over the next year to assess the Division's safety culture. This project will roll out during 2016 and beyond, to provide Highway Management Team with scientifically validated data and recommendations for ways to improve safety behavior and reduce the likelihood of injury for our employees.

## About the data

OSHA requires employers to keep safety records; we use this data to measure employee injury rates. It is collected from incident and injury reports submitted to employee safety staff and supplemented by data tracking provided by SAIF Corp.

## Contact information

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## Data source

Incident, injury, and analysis reporting from ODOT employees, managed by IHS Compliance Suite and supplemented by SAIF Corp reports