

- 1 Going to or from his regular place of employment during normal, routine travel. Normal or routine travel includes travel at irregular hours due to late shifts, overtime, special or emergency work.
- 2 Outside company property during working hours for personal reasons, not in the interest of his employer or the agent of his employer, nor in the performance of duties of employment.
- 3 Going to or from his home to a designated place where his crew meets, or where he will be met by special company transportation if his work place is inaccessible to ordinary transportation.
- 4 On a company parking lot provided for his convenience to park his car, and not performing duties of employment.
- 5 Engaged in company-sponsored athletic events for which he receives no pay directly or indirectly.
- 6 Engaged in activities not connected with his employment while living on company property.
- 7 Engaged in a fight or other dispute over matters not pertaining to his or his antagonist's duties of employment.
- 8 Eating his lunch during a specifically defined lunch period or off-duty period. (However, if an injury arises out of hazards of the work area at such a time, it would be considered a work injury.)

Interpretation of injury rates

Frequency rate. This rate shows the rate of occurrence of disabling injuries. Since a relationship is needed to give the rate meaning, disabling injuries are related to 1,000,000 employee-hours of work.

A rate of 20.0 means that disabling injuries were incurred at the rate of 20 for each 1,000,000 employee-hours worked. Occasionally, this interpretation may be difficult to understand, particularly when a company does not work 1,000,000 employee-hours during the period for which the rate is determined. However, as with a vehicle which can travel 60 miles per hour without being operated for an entire hour, a plant can have a rate of 20 injuries per 1,000,000 employee-hours without actually working this number of hours.

On the average an employee works about

2000 hours per year (in the United States). One million employee-hours, then, represents a year's work for about 500 employees. In general terms, therefore, a rate of 20.0 may be interpreted as 20 disabling injuries per year for each 500 employees, or 1 disabling injury for each 25 employees. Expressed in another way, if a plant has an injury rate of 20.0 during the year, 1 of every 25 employees was injured to the extent that he lost at least one full day of work or suffered some permanent impairment.

Severity rate. This rate shows the rate at which days are lost or charged in relation to 1,000,000 employee-hours of work.

A severity rate of 500 means that 500 days were lost or charged for every 1,000,000 employee-hours worked. As with the frequency rate, the base may be interpreted more generally in terms of employees, and since 1,000,000 employee-hours represents the yearly experience of about 500 employees, a severity rate of 500 may be interpreted as 500 days lost or charged for each 500 employees, or about one day lost or charged for each employee.

Included in the severity rate are both actual days lost and scheduled charges, with the total heavily weighted by the latter. In most cases in which scheduled charges are assessed, these charges exceed the actual days lost.

For example, amputation of the index finger carries a scheduled charge of 400 days, which is used in place of the actual days lost. It is improbable, that a disability of this type will cause the worker to lose 400 days.

The severity rate, then, must not be interpreted as showing the number of days lost because of injuries. Actually, it shows the number of days lost or charged, and the charges which represent potential losses of production outweigh the actual days lost at the time of the injury.

Average days charged per disabling injury. This measure shows how serious the injuries were, on the average, and thus may reveal conditions not readily apparent from a review of frequency or severity rates alone. It thus makes possible a more complete evaluation of injury experience.

To illustrate how this measure may be