5 30 P M Wednesday the employee was seen by the doctor, who discharged him as fit to work immediately This is a disabling injury with one day of disability

6 The doctor determined that an injury would not allow an employee to return to his own job for at least a week On checking with the personnel department, the doctor learned that another job was open which the employee could handle, and the employee was cleared for this work This is not a disabling injury because the employee could perform another regularly established job which was open and available to him

Additional key points with regard to all the classifications of disabling injuries are

1 An injury need not be traumatic—there does not have to be a visible wound More precisely, the Standard covers work-connected *disabilities*, which may include such conditions as bursitis, tendosynovitis, loss of hearing, and similar ailments

2 An injury need not arise out of an accident, although it must be work connected Examples of such injuries would be dermatitis, silicosis, and bursitis A strain resulting from overlifting would be a work injury even though there was no accident

3 The classification of an injury is entirely independent of workmen's compensation laws, and rulings of workmen's compensation agencies This provision is necessary to promote uniformity in injury classification Otherwise, similar injuries might be classified differently in different states

Classification of special cases

In addition to the usual injuries and occupational diseases, the following are specifically identified as work injuries for statistical purposes

1 Inguinal hernia, if it is precipitated by an impact, sudden effort, or severe strain and meets *all* the following conditions

a) There is a clear record of an accident or an incident, such as a slip, trip, fall, sudden effort, or overexertion,

b) There is actual pain in the hernial region at the time of the accident or incident,

c) The immediate pain was so acute that the injured employee was forced to stop work long enough to draw the attention of his foreman or fellow employee, or the attention of a physician was secured within twelve hours

2 Back injury, if it meets *both* the following conditions.

a) There is a clear record of an accident or an incident, such as a slip, trip, or fall, sudden effort or overexertion, or blow on the back,

b) The physician authorized to treat the case is satisfied after a complete review of the circumstances of the accident or incident that the injury could have arisen out of that accident or incident

A back condition which is revealed in the course of employment, but which neither results from nor is caused by an accident or incident, should not be considered a work injury

3 Aggravation of a pre-existing physical deficiency, if the aggravation arises out of and in the course of employment

4 Aggravation of a minor work injury, whether due to improper diagnosis or treatment or to infection either on the job or off the job

5 Animal and insect bites incurred in the performance of duties of employment.

6 Skin irritations and infections, such as poison ivy or dermatitis, when the employee is exposed to irritants in connection with his work

7 Exposure to temperature extremes in the course of employment

8 Muscular disability, such as bursitis or tendosynovitis, if it arises out of duties of employment

The following cases resulting in lost time are not classified as disabling

1 Hospitalization for observation, for a period not to exceed 48 hours from the time of injury, or of suspected injury known to have a delayed effect, from such accidents as

a) A blow on the head,

b) A blow to the abdomen,

c) The inhalation of harmful gases,

provided that in every such case, the physician determines that the injury was