

ISRI Circle of Safety Excellence Occupational Awards Program



Awards

Registration Period

Jan. 1 – Mar. 15, 2019

ISRI Circle of Safety Excellence Occupational Awards Program

Purpose:

To recognize and reward ISRI Circle of Safety Excellence (COSE) member companies for outstanding commitment to the safety of their employees by instilling core safety values and exhibiting continuous improvement in safety programs and worker incident reduction.

COSE Occupational Awards:

1. Best-in-Class Award (Competitive Based):

The award will be granted to the COSE Member Company or facility with the lowest OSHA Total Recordable Incident Rate (TRIR) for the period of January 1, 2018 – December 31, 2018. **(OSHA 300 logs may be used to validate the member's recordable incident experience)**. First, second and third place prizes will be awarded in each of four class categories, defined by annual hours worked.

2. Rising Star Award (Performance Based):

The award will be granted to the COSE Member Company or facility that has achieved an OSHA Total Recordable Incident Rate (TRIR) of 2.94 or less for the period of January 1, 2018 – December 31, 2018. The standard of 2.94 was derived from a five year NAICS Code (4239) TRIR average. **(OSHA 300 logs may be used to validate the member's recordable incident experience)**. Awards will be in each of four class categories, defined by annual hours worked.

3. Superior Achievement Award (Performance Based):

The award will be granted to the COSE Member Company or facility that has achieved an OSHA Total Recordable Incident Rate (TRIR) of .75 or less for the period of January 1, 2018 – December 31, 2018. **(OSHA 300 logs may be used to validate the member's recordable incident experience)**. Awards will be in each of four class categories, defined by annual hours worked.

Class Categories/Hours Worked Annually:

1. Small Class: 22,000 to 100,000 hours (11 – 50 employees)
2. Intermediate Class: 102,000 to 200,000 hours (51 – 100 employees)
3. Medium Class: 202,000 to 500,000 hours (101 – 250 employees)
4. Large Class: Greater than 502,000 hours (251 employees or greater)

In the event of a tie, the following criteria will be reviewed:

1. Number of annual hours worked for exempt and non-exempt employees.
2. Proof of OSHA 300 logs.
3. Experience Modification Rate (EMR).

Mandatory Criteria:

1. No record of worker fatalities for the previous year (2018). This may be a disqualifier based on the incident.
2. No record of hospitalization, amputation, or loss of eyesight for the previous year (2018). This may be a disqualifier based on the incident.
3. Completion of the award supplemental survey.
4. Member is in good status.
5. Member provides annual safety data.
6. Member is committed to safety initiatives.
7. Member provides safety outreach to others in the industry to promote safe practices (provide examples).

Other Inquires:

- Estimated number of EHS staff hours per week for the employees covered on this application.
- Estimated number of employees without full time on site EHS personnel at the establishment.
- Estimated number of English as a Second Language (ESL) employees covered on this application.
- Does your company use temporary labor?
- Total number of DART cases.
- Total number of days away that resulted in a DART incident.
- Estimated number of temporary workers under the direct supervision of company employees.
- Does your company have a safety management program for temporary workers?
- Does your company evaluate temporary worker performance as a basis for internal safety performance stewardship?
- Did your company experience any employee workplace-related fatalities at any of its terminals or operations in 2018? Please include number of fatalities.
- Did your company experience any employee workplace-related inpatient hospitalizations of one or more employees, amputations, losses of an eyesight at any of its facilities or establishments in 2018? Please include the number.
- Did your company experience any temporary worker workplace-related fatalities at any of its terminals or operations in 2018? Please include number of fatalities.
- Did your company experience any third-party workplace-related fatalities at any of its terminals or operations in 2018? Please include number of fatalities.

Metrics:

OSHA Total Recordable Incident Rate (TRIR) will be rounded to the nearest hundredth (two decimal places) as determined by the following formula:

$$\text{TRIR Incident Frequency} = \frac{\text{Total TRIR incidents (injuries/illnesses)} \times 200,000}{\text{Total number of hours worked}}$$

(Include exempt and non-exempt employee hours in this calculation)

Definitions:

- **Bureau of Labor Statistics (BLS)** – is a unit of the U.S. Department of Labor. It is the principal fact-finding agency for the U.S. government in the broad field of labor economics and statistics and serves as a principal agency of the U.S. Federal Statistical System.
- **Temporary Labor** – Temporary work or temporary employment refers to an employment situation where the working arrangement is limited to a certain period of time based on the needs of the employing organization (a temporary staffing firm finds and retains workers).

Definitions Continued:

- **DART** – Days away, restricted or transferred (DART) is a safety metric used by the OSHA to show how many workplace injuries and illnesses caused the affected employees to remain away from work, restricted their work activities or resulted in a transfer to another job as they were unable to do their usual job within a calendar year. The DART rate helps management to identify safety matters in the workplace.
- **DART Rate Formula** – $(\text{Total number of recordable injuries and illnesses, or one or more Restricted Days that resulted in an employee transferring to a different job within the company} \times 200,000) / \text{Total number of hours worked by all employees}$
- **Exempt Employee** – Employees who, because of their positional duties and responsibilities and level of decision-making authority, are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).
- **Experience Mod Rate** – An EMR rate contributes to how much companies pay each month in workers' compensation premiums. It is partly determined by the industry classification in which a company operates and how many OSHA Recordable incidents it accumulates.
- **Incident Frequency Rate** – Number of incidents (injuries/illnesses) per 1,000,000 employee-hours worked. It is an indicator of the state of health and safety at a workplace. It provides an idea about the organization's efforts to protect the workers from work related hazards.
- **NAICS Code** – The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy.
- **Non-exempt Employee** – A non-exempt employee is entitled to overtime pay through the Fair Labor Standards Act (FLSA). Employers are required to pay time and a half the employee's regular rate of pay when they work more than 40 hours in a given pay week.
- **Number of Employees Required for OSHA Recording** – If your company had ten (10) or fewer employees at all times during the last calendar year, you do not need to keep OSHA injury and illness records unless OSHA or the BLS informs you in writing that you must keep records under § 1904.41 or §1904.42.
- **Recording Days Away from Work on the OSHA 300** – When counting days, be sure to count the days the employee would not have been able to work regardless of whether he or she was scheduled to work. This would include weekends and holidays. Do not count the day of the injury. If the day count reaches 180 calendar days, you may stop counting subsequent days and enter 180 in column K.
- **Recordable Incident** – All work related deaths and illnesses, and those work-related injuries which result in: death, loss of consciousness, restriction of work or motion, transfer to another job, or require medical treatment beyond first aid.
- **Total Recordable Incident Rate** – Is defined as the number of work-related injuries per 100 full-time workers during a one year period. OSHA uses the TRIR to monitor high-risk industries, and they also allow EHS managers to track incidents and discover patterns across different departments or facilities.
- **Total Recordable Incident Rate (TRIR) Formula** – $\text{Total Number of Recordable Cases} \times 200,000 / \text{divided by total hours worked by all employees during the year covered.}$