

Office of State Employee Workers' Compensation and Injury Prevention

Statewide Safety Initiative

Program Mission:

Workplace injuries and illnesses produce human suffering, economic and social losses, and impair the operating efficiency of state government. It is our goal to assist state agencies and departments to promote safe work environments through training and on-site consultation. Our Workplace Safety Coordinators review all injuries reported statewide on a weekly basis. Our goal with this review is to examine the incident and conclude what can be done to prevent a similar incident from reoccurring in the future; this is done through onsite injury prevention analysis inspections.

Additionally we provide program reviews, on-site consultations, and ergonomic training. We also monitor and evaluate statewide injury trends and exposures to determine if they are being properly addressed and make recommendations to mitigate workplace injuries with particular emphasis placed on policies, programs, and procedures that promote workplace safety and accident prevention.

We need help to:

Elevate employee safety and injury prevention from an as convenient aspiration to a priority or requirement across state government. This can only be accomplished through administration buy in, management involvement, and employee support and encouragement.

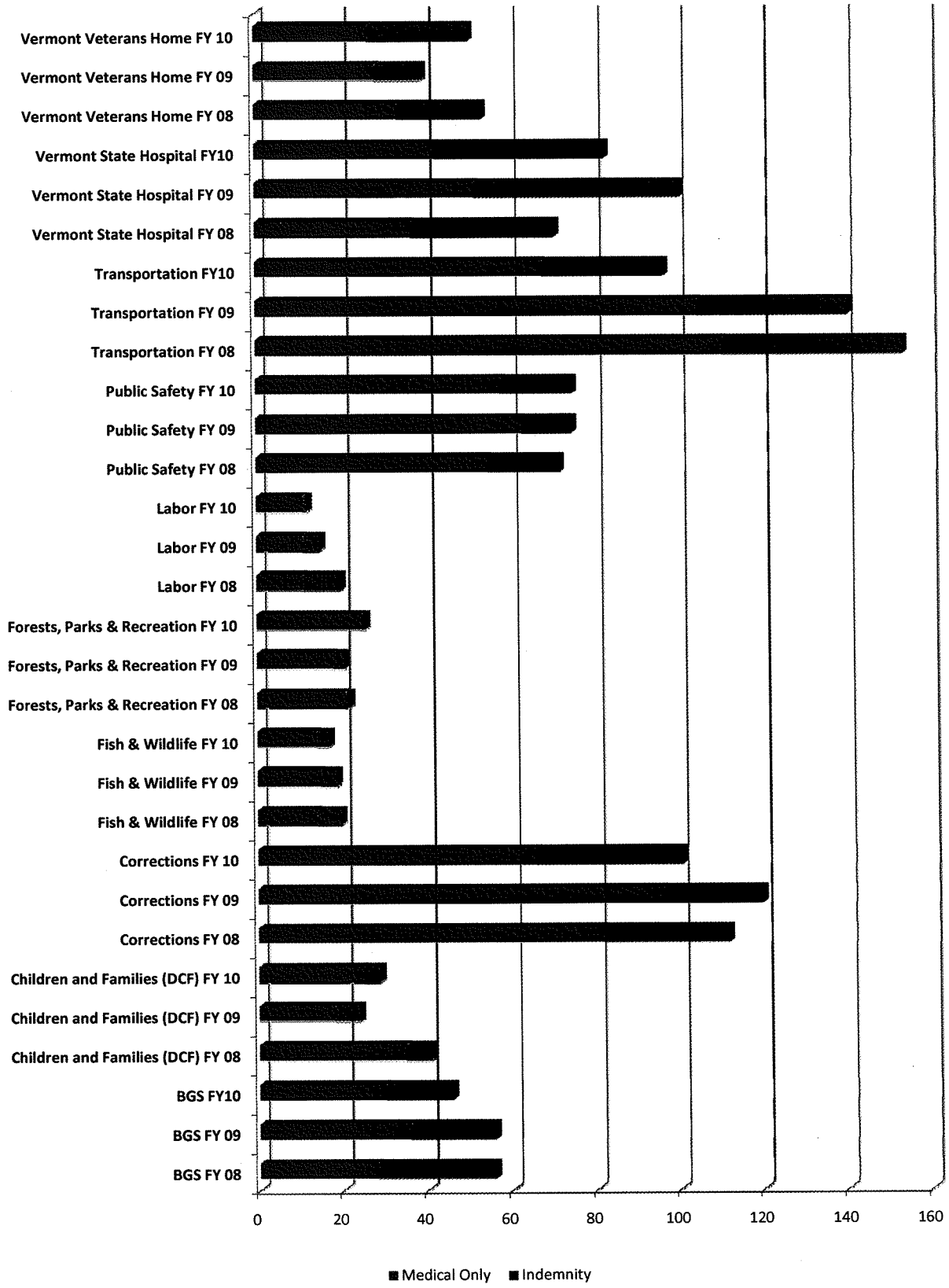
To do this we need collaboration to:

- **Promote our program as well as others within state government aimed at injury prevention and worker health and safety.**
- **Assistance enforcing or requiring follow through on safety changes or recommendations made by our program.**



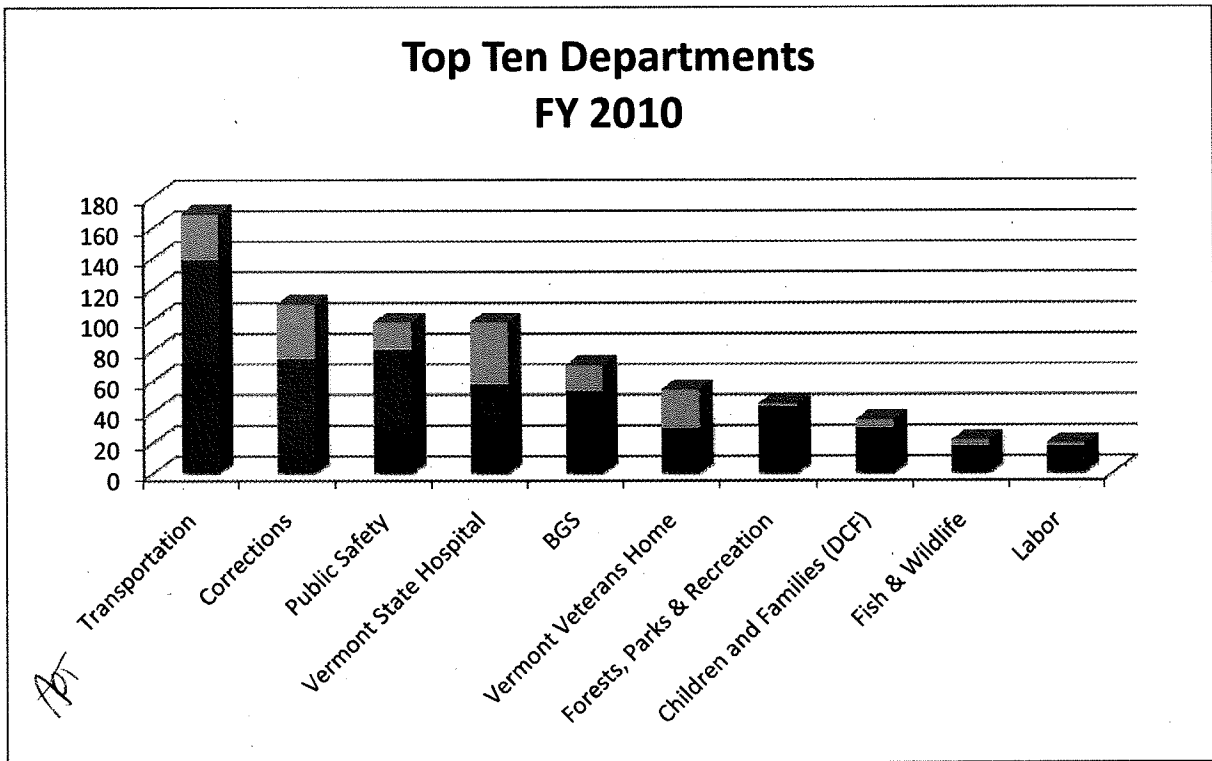
ANALYSIS:
INJURY
COUNT AND SEVERITY
BY DEPARTMENT
FY 2008 THRU FY 2010

TOP TEN FY 2008 THRU 2010



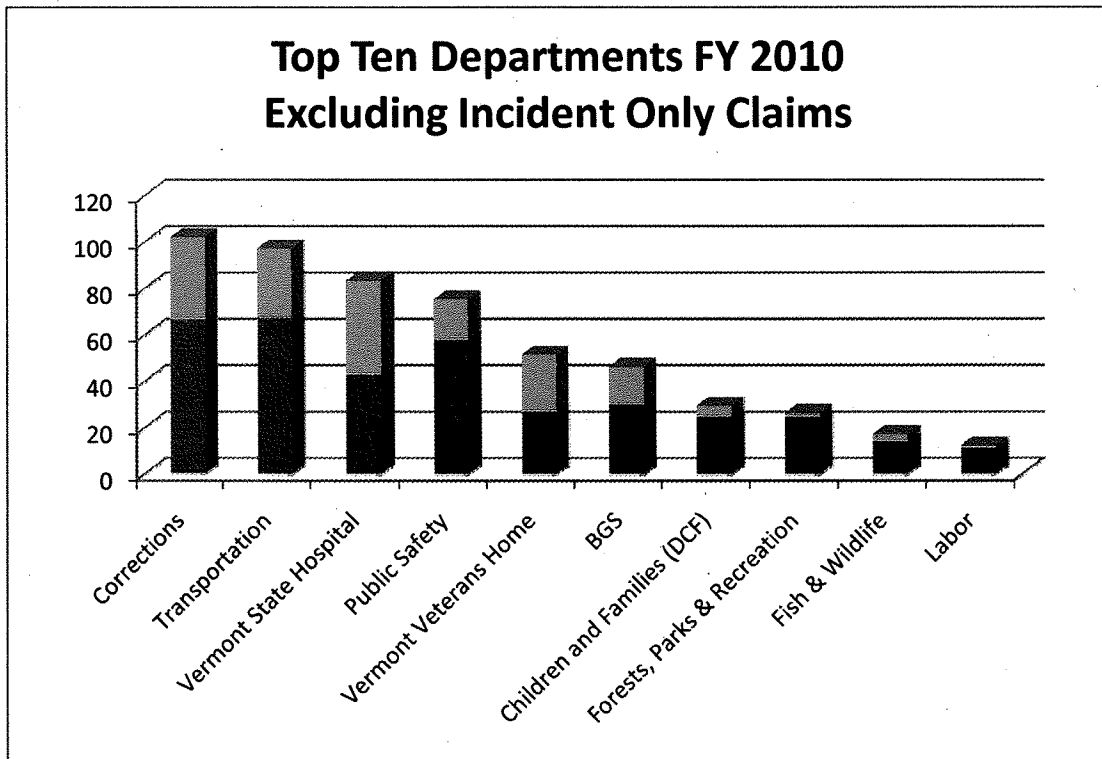
State of Vermont FY 2010

Incoming Claims History by Dept	Incident Only	Medical Only	Indemnity	Total	Statewide Percentage
Transportation	72	68	29	169	20%
Corrections	9	66	35	110	13%
Public Safety	23	58	17	98	12%
Vermont State Hospital	15	43	40	98	12%
BGS	24	30	16	70	8%
Vermont Veterans Home	3	27	24	54	7%
Forests, Parks & Recreation	19	25	1	45	5%
Children and Families (DCF)	5	25	4	34	4%
Fish & Wildlife	4	14	3	21	3%
Labor	7	11	1	19	2%



State of Vermont FY 2010

Incoming Claims History by Dept	Medical Only	Indemnity	Total	Statewide Percentage
Corrections	66	35	101	16%
Transportation	68	29	97	16%
Vermont State Hospital	43	40	83	13%
Public Safety	58	17	75	12%
Vermont Veterans Home	27	24	51	8%
BGS	30	16	46	7%
Children and Families (DCF)	25	4	29	5%
Forests, Parks & Recreation	25	1	26	4%
Fish & Wildlife	14	3	17	3%
Labor	11	1	12	2%



State of Vermont

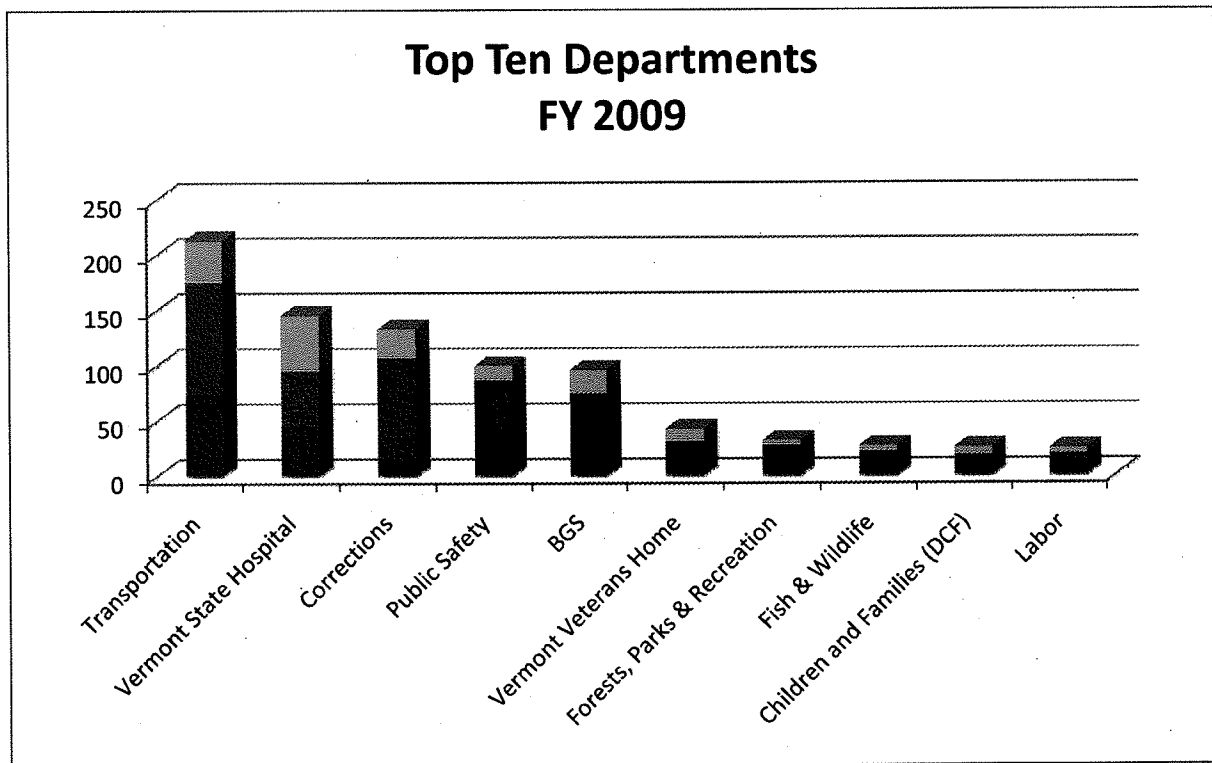
Incoming Claims History by Dept FY 2010

	Incident Only	Medical Only	Indemnity	Total	Statewide Percentage
Agriculture, Food, & Markets	2	3	1	6	1%
Attorney General	0	1	1	2	0%
BGS Administration	1	1	0	2	0%
BGS Central Region	10	16	4	30	4%
BGS East Region	4	6	5	15	2%
BGS Financial Operations	0	1	0	1	0%
BGS Government Business Services	3	1	4	8	1%
BGS Property Management Services	1	1	0	2	0%
BGS Support Services	0	0	2	2	0%
BGS West Region	5	4	1	10	1%
Banking, Insurance, Securities & Health Care Administration	1	0	0	1	0%
Children and Families (DCF)	5	25	4	34	4%
Commerce & Community Development Administration	0	1	0	1	0%
Corrections Administration	0	2	0	2	0%
Corrections/Chittenden Regional Correctional Facility	0	7	8	15	2%
Corrections/Marble Valley Regional Correctional Facility	0	4	3	7	1%
Corrections/Northeast Regional Correctional Facility	0	1	2	3	0%
Corrections/Northern State Correctional Facility	2	10	7	19	2%
Corrections/Northwest State Correctional Facility	3	10	6	19	2%
Corrections/Probation & Parole	0	11	3	14	2%
Corrections/Southeast State Correctional Facility	2	5	3	10	1%
Corrections/Southern State Correctional Facility	2	16	3	21	3%
Court Administrators Office	3	2	2	7	1%
Criminal Justice Training Council	1	1	0	2	0%
Defender General	0	1	0	1	0%
Desc: Disabilities, Aging & Independent Living (DAIL)	0	1	2	3	0%
Education	0	4	2	6	1%
Environmental Conservation	2	9	0	11	1%
Fish & Wildlife	4	14	3	21	3%
Forests, Parks & Recreation	19	25	1	45	5%
Health	1	7	1	9	1%
Human Resources	1	1	0	2	0%

Incoming Claims History by Dept FY 2010	Incident Only	Medical Only	Indemnity	Total	Statewide Percentage
Human Services Administration	1	2	2	5	1%
Labor	7	11	1	19	2%
Legislative Council	1	1	0	2	0%
Legislature/House	0	1	0	1	0%
Legislature/Senate	0	0	1	1	0%
Liquor Control	1	8	2	11	1%
Lottery Commission	0	0	1	1	0%
Mental Health	0	0	1	1	0%
Military	6	5	3	14	2%
Office of VT Health Access (OVHA)	0	2	0	2	0%
Public Safety	23	58	17	98	12%
Public Service Dept	0	2	0	2	0%
Sergeant at Arms	0	1	0	1	0%
Sheriffs	0	2	0	2	0%
States Attorneys	2	1	0	3	0%
Tax	1	3	1	5	1%
Transportation Administration	2	5	3	10	1%
Transportation Board	0	0	1	1	0%
Transportation Central Garage	1	5	1	7	1%
Transportation District 1	6	4	1	11	1%
Transportation District 2	6	5	0	11	1%
Transportation District 3	8	10	1	19	2%
Transportation District 4	5	7	4	16	2%
Transportation District 5	9	5	5	19	2%
Transportation District 6	3	10	4	17	2%
Transportation District 7	2	2	1	5	1%
Transportation District 8	8	8	1	17	2%
Transportation District 9	4	1	3	8	1%
Transportation Motor Vehicles	6	8	2	16	2%
Transportation Traffic Shop	5	5	2	12	1%
Vermont Life	0	0	1	1	0%
Vermont State Hospital	15	43	40	98	12%
Vermont Veterans Home	3	27	24	54	7%
Woodside Juvenile Center	0	5	2	7	1%

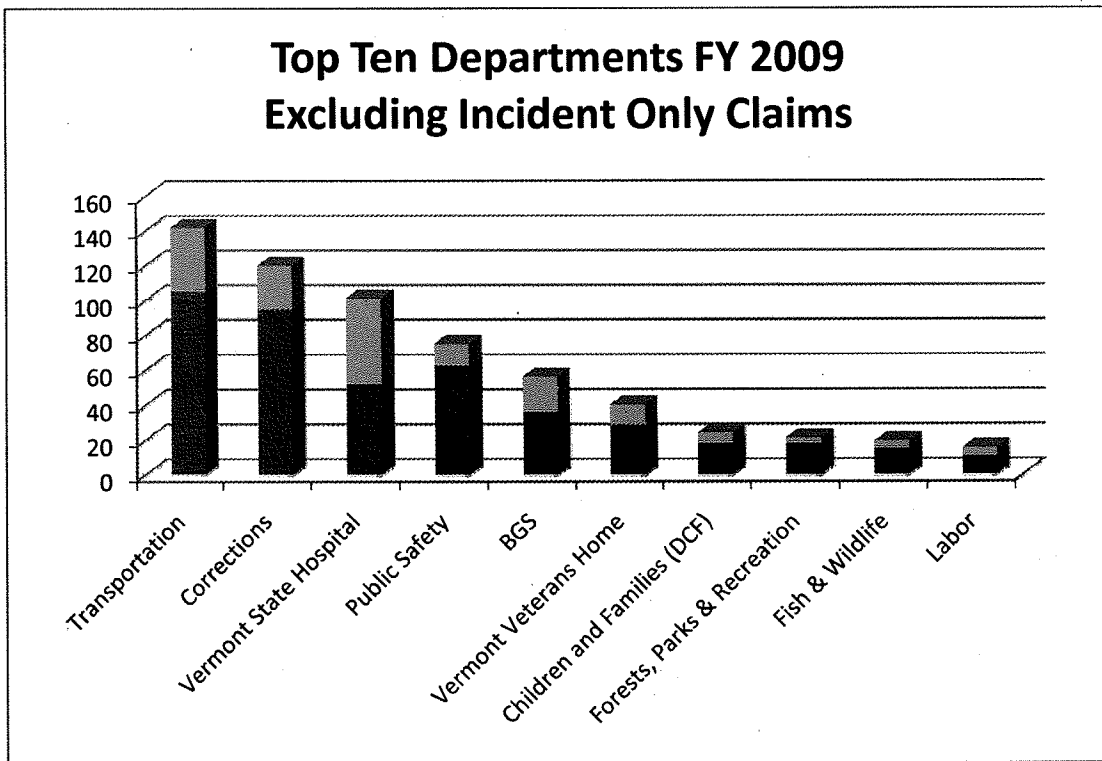
State of Vermont FY 2009

Incoming Claims History by Dept	Incident Only	Medical Only	Indemnity	Total	Statewide Percentage
Transportation	72	105	36	213	22%
Vermont State Hospital	44	52	49	145	15%
Corrections	12	96	24	132	13%
Public Safety	24	63	12	99	10%
BGS	39	36	20	95	10%
Vermont Veterans Home	2	29	11	42	4%
Forests, Parks & Recreation	10	18	3	31	3%
Fish & Wildlife	7	15	4	26	3%
Children and Families (DCF)	1	18	6	25	3%
Labor	9	11	4	24	2%



State of Vermont FY 2009

Incoming Claims History by Dept	Medical Only	Indemnity	Total	Statewide Percentage
Transportation	105	36	141	20%
Corrections	96	24	120	17%
Vermont State Hospital	52	49	101	14%
Public Safety	63	12	75	10%
BGS	36	20	56	8%
Vermont Veterans Home	29	11	40	6%
Children and Families (DCF)	18	6	24	3%
Forests, Parks & Recreation	18	3	21	3%
Fish & Wildlife	15	4	19	3%
Labor	11	4	15	2%



State of Vermont

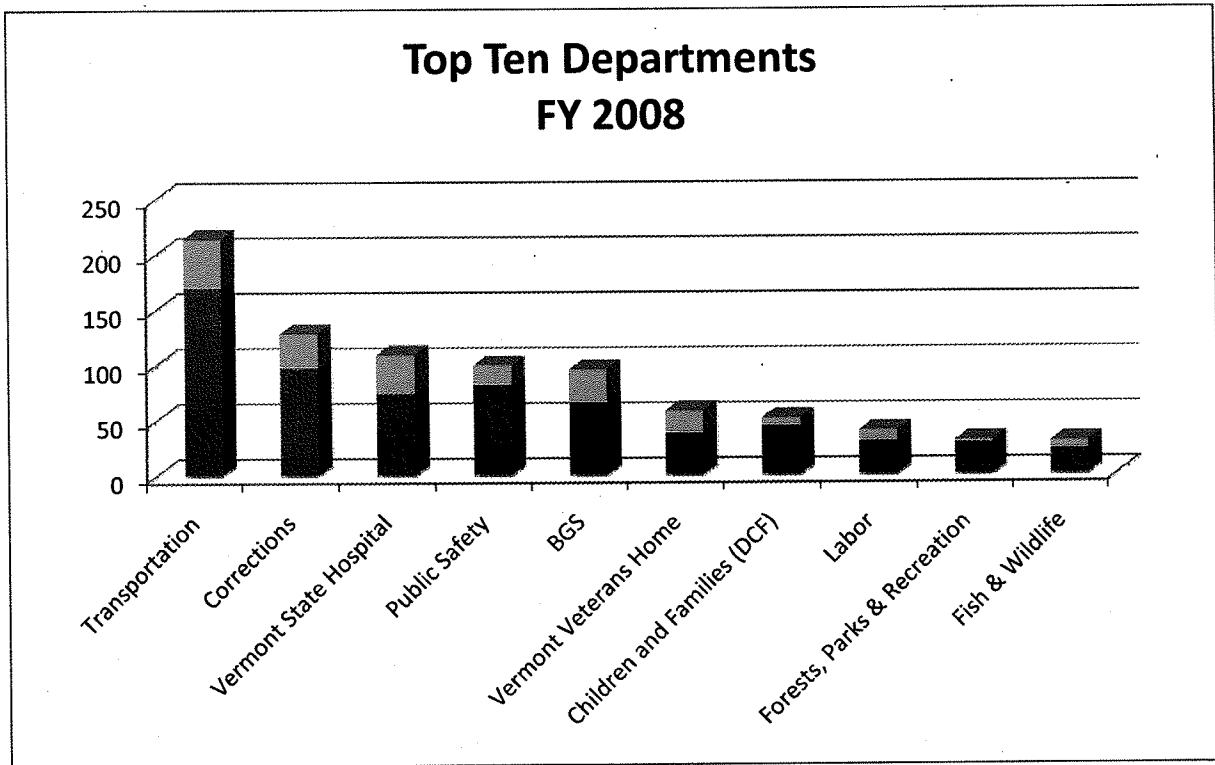
Incoming Claims History by Dept FY 2009

	Incident Only	Medical Only	Indemnity	Total	Statewide Percentage
Agriculture, Food, & Markets	4	4	0	8	1%
Attendant Care Program	0	1	0	1	0%
Attorney General	1	1	0	2	0%
BGS Administration	5	7	3	15	2%
BGS Central Region	18	13	5	36	4%
BGS East Region	5	1	1	7	1%
BGS Government Business Services	4	7	6	17	2%
BGS West Region	7	8	5	20	2%
Banking, Insurance, Securities & Health Care Administration	1	3	0	4	0%
Children and Families (DCF)	1	18	6	25	3%
Corrections Administration	0	2	0	2	0%
Corrections/Chittenden Regional Correctional Facility	6	14	0	20	2%
Corrections/Dale Correctional Facility	0	1	0	1	0%
Corrections/Marble Valley Regional Correctional Facility	0	5	2	7	1%
Corrections/Northeast Regional Correctional Facility	0	5	1	6	1%
Corrections/Northern State Correctional Facility	1	8	3	12	1%
Corrections/Northwest State Correctional Facility	0	17	4	21	2%
Corrections/Probation & Parole	0	17	6	23	2%
Corrections/Southeast State Correctional Facility	3	8	3	14	1%
Corrections/Southern State Correctional Facility	2	19	5	26	3%
Court Administrators Office	4	8	0	12	1%
Criminal Justice Training Council	0	2	0	2	0%
Defender General	1	3	1	5	1%
Disabilities, Aging & Independent Living (DAIL)	2	7	0	9	1%
Education	2	3	0	5	1%
Environmental Conservation	1	8	0	9	1%
Finance and Management	0	1	0	1	0%
Fish & Wildlife	7	15	4	26	3%
Forests, Parks & Recreation	10	18	3	31	3%
Governor, Office of	1	0	0	1	0%
Health	1	9	6	16	2%
Human Resources	1	3	0	4	0%

Incoming Claims History by Dept FY 2009	Incident Only	Medical Only	Indemnity	Total	Statewide Percentage
Human Services Administration	0	1	0	1	0%
Information and Innovation	0	1	0	1	0%
Labor	9	11	4	24	2%
Legislative Council	2	1	0	3	0%
Libraries	2	0	0	2	0%
Liquor Control	3	3	3	9	1%
Lottery Commission	2	1	1	4	0%
Military	7	14	1	22	2%
Public Safety	24	63	12	99	10%
Secretary of State	2	0	0	2	0%
Sheriffs	0	1	1	2	0%
States Attorneys	0	2	0	2	0%
Tax	2	6	0	8	1%
Transportation Administration	7	9	5	21	2%
Transportation Central Garage	2	5	1	8	1%
Transportation District 1	6	3	2	11	1%
Transportation District 2	3	10	3	16	2%
Transportation District 3	9	10	1	20	2%
Transportation District 4	5	6	3	14	1%
Transportation District 5	4	13	2	19	2%
Transportation District 6	9	11	5	25	3%
Transportation District 7	4	2	0	6	1%
Transportation District 8	8	11	5	24	2%
Transportation District 9	2	3	3	8	1%
Transportation Motor Vehicles	7	14	3	24	2%
Transportation Traffic Shop	6	8	3	17	2%
Treasurer	0	2	0	2	0%
Vermont State Hospital	44	52	49	145	15%
Vermont Veterans Home	2	29	11	42	4%
Woodside Juvenile Center	1	8	2	11	1%
				980	

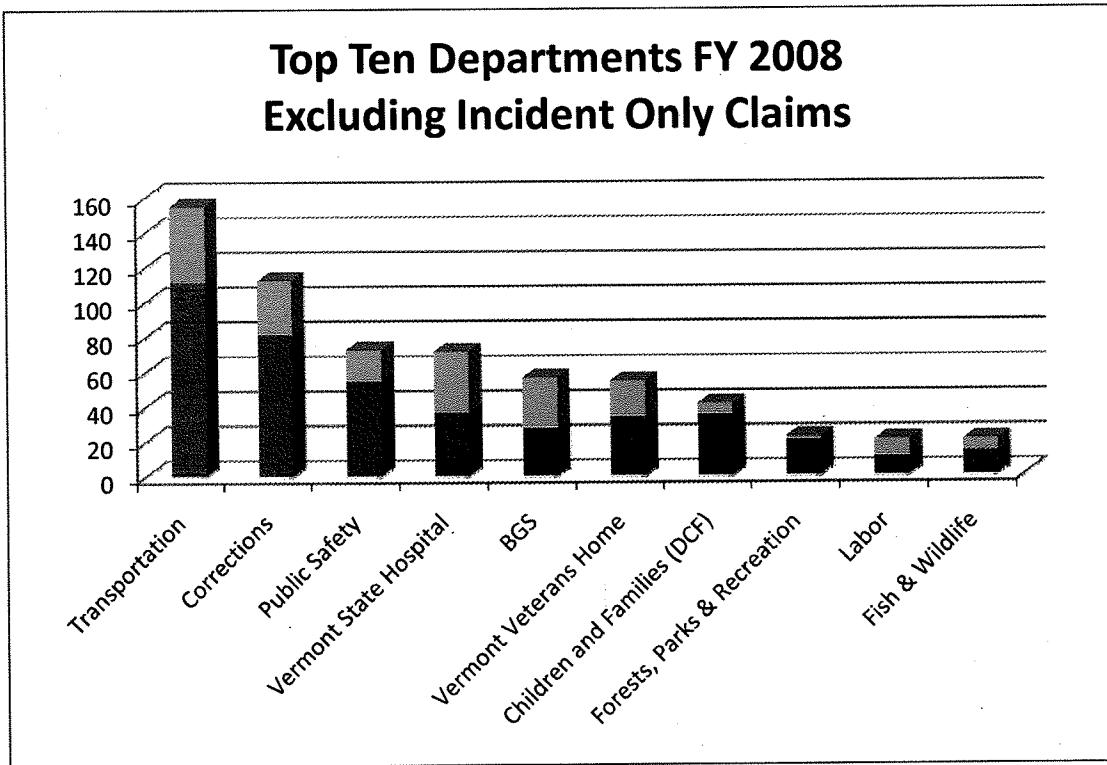
State of Vermont FY 2008

Incoming Claims History by Dept	Incident Only	Medical Only	Indemnity	Total	Statewide Percentage
Transportation	60	111	43	214	21%
Corrections	16	82	30	128	12%
Vermont State Hospital	38	37	34	109	11%
Public Safety	27	55	17	99	10%
BGS	39	28	28	95	9%
Vermont Veterans Home	4	34	20	58	6%
Children and Families (DCF)	10	35	6	51	5%
Labor	19	11	9	39	4%
Forests, Parks & Recreation	8	21	1	30	3%
Fish & Wildlife	9	14	6	29	3%



State of Vermont FY 2008

Incoming Claims History by Dept	Medical Only	Indemnity	Total	Statewide Percentage
Transportation	111	43	154	20%
Corrections	82	30	112	15%
Public Safety	55	17	72	10%
Vermont State Hospital	37	34	71	9%
BGS	28	28	56	7%
Vermont Veterans Home	34	20	54	7%
Children and Families (DCF)	35	6	41	5%
Forests, Parks & Recreation	21	1	22	3%
Labor	11	9	20	3%
Fish & Wildlife	14	6	20	3%



State of Vermont

Incoming Claims History by Dept FY 2008

	Incident Only	Medical Only	Indemnity	Total	Statewide Percentage
Administration, Secretary of	0	1	0	1	0%
Agriculture, Food, & Markets	3	4	0	7	1%
Attendant Care Program	0	1	2	3	0%
Attorney General	1	3	0	4	0%
Auditor of Accounts	0	1	1	2	0%
BGS Administration	3	3	0	6	1%
BGS Central Region	11	8	11	30	3%
BGS East Region	2	1	0	3	0%
BGS Government Business Services	13	11	5	29	3%
BGS West Region	10	5	12	27	3%
Banking, Insurance, Securities & Health Care Administration	3	1	0	4	0%
Children and Families (DCF)	10	35	6	51	5%
Corrections/Caledonia Work Camp	0	5	0	5	0%
Corrections/Chittenden Regional Correctional Facility	0	9	7	16	2%
Corrections/Dale Correctional Facility	1	2	0	3	0%
Corrections/Marble Valley Regional Correctional Facility	2	4	5	11	1%
Corrections/Northeast Regional Correctional Facility	4	5	3	12	1%
Corrections/Northern State Correctional Facility	0	7	3	10	1%
Corrections/Northwest State Correctional Facility	0	8	2	10	1%
Corrections/Probation & Parole	4	17	3	24	2%
Corrections/Southeast State Correctional Facility	4	8	0	12	1%
Corrections/Southern State Correctional Facility	1	17	7	25	2%
Court Administrators Office	1	8	1	10	1%
Criminal Justice Training Council	1	2	0	3	0%
Defender General	0	1	1	2	0%
Disabilities, Aging & Independent Living (DAIL)	4	4	0	8	1%
Education	2	4	2	8	1%
Enhanced 911 Board	1	1	0	2	0%
Environmental Conservation	3	6	1	10	1%
Fish & Wildlife	9	14	6	29	3%
Forests, Parks & Recreation	8	21	1	30	3%
Health	6	13	1	20	2%
Human Resources	0	3	1	4	0%
Human Rights Commission	0	1	0	1	0%
Information and Innovation	0	0	1	1	0%

Incoming Claims History by Dept FY 2008

	Incident Only	Medical Only	Indemnity	Total	Statewide Percentage
Labor	19	11	9	39	4%
Legislative Council	1	1	0	2	0%
Legislature/House	1	1	0	2	0%
Legislature/Senate	1	0	0	1	0%
Libraries	0	2	0	2	0%
Liquor Control	5	10	3	18	2%
Lottery Commission	0	2	0	2	0%
Mental Health	0	0	1	1	0%
Military	10	10	4	24	2%
Natural Resources Board	0	2	0	2	0%
Natural Resources Central Office	1	1	0	2	0%
Office of VT Health Access (OVHA)	0	3	1	4	0%
Public Safety	27	55	17	99	10%
Secretary of State	0	2	1	3	0%
Seargent at Arms	1	0	0	1	0%
Sheriffs	1	1	0	2	0%
States Attorneys	0	3	0	3	0%
Tax	2	8	2	12	1%
Transportation Administration	8	10	4	22	2%
Transportation Central Garage	1	5	4	10	1%
Transportation District 1	4	4	2	10	1%
Transportation District 2	2	7	1	10	1%
Transportation District 3	5	12	3	20	2%
Transportation District 4	3	7	1	11	1%
Transportation District 5	3	9	4	16	2%
Transportation District 6	6	18	8	32	3%
Transportation District 7	4	3	1	8	1%
Transportation District 8	9	14	5	28	3%
Transportation District 9	4	5	1	10	1%
Transportation Motor Vehicles	10	12	9	31	3%
Transportation Traffic Shop	1	5	0	6	1%
Vermont Life	0	1	0	1	0%
Vermont State Hospital	38	37	34	109	11%
Vermont Veterans Home	4	34	20	58	6%
Woodside Juvenile Center	2	4	3	9	1%

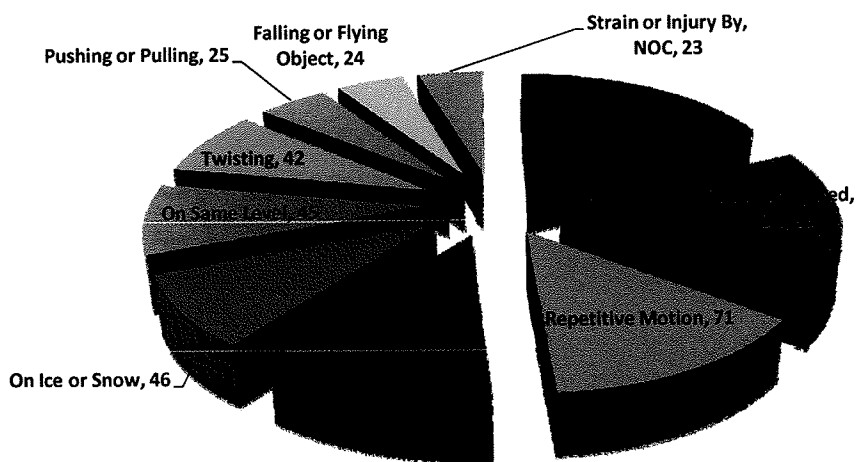
ANALYSIS:
CAUSE OF INJURY
FY 2008 THRU FY 2010

State of Vermont
Cause of Injury Data FY 2010

Claim Cause	As of		6/30/2010		Average/Claim
	Frequency	%	Total Incurred	%	
Lifting	94	11	827,378	16	8,802
Struck or Injured, NOC	88	11	464,046	9	5,273
Repetitive Motion	71	9	453,884	9	6,393
Stationary Object	59	7	254,106	5	4,307
On Ice or Snow	46	6	425,942	8	9,260
On Same Level	45	5	334,822	7	7,440
Twisting	42	5	361,557	7	8,609
Pushing or Pulling	25	3	264,151	5	10,566
Falling or Flying Object	24	3	43,114	1	1,796
Strain or Injury By, NOC	23	3	53,008	1	2,305
Animal or Insect	20	2	3,546	0	177
Object Being Lifted or Handled	18	2	23,256	0	1,292
On Stairs	18	2	164,544	3	9,141
Caught In, Under or Between, NOC	17	2	30,723	1	1,807
From Liquid or Grease Spills	17	2	214,635	4	12,626
From Different Level (Elevation)	16	2	93,491	2	5,843
Holding or Carrying	16	2	302,516	6	18,907
Other Than Physical Cause of Injury	14	2	17,876	0	1,277
Other-Miscellaneous, NOC	14	2	69,263	1	4,947
Collision or Sideswipe with Another Vehicle	14	2	161,802	3	12,446
Cut, Puncture, Scrape, NOC	13	1	4,081	0	340
Reaching	12	1	66,483	1	5,540
Foreign Matter (Body) in Eye(s)	11	1	7,343	0	668
Hand Tool or Machine in Use	11	1	11,881	0	1,080
Striking Against or Stepping On, NOC	10	1	6,283	0	698
Absorption, Ingestion or Inhalation, NOC	8	1	8,599	0	1,075
Using Tool or Machinery	8	1	27,587	1	3,448
Cumulative, NOC	6	1	1,919	0	320
Fall, Slip, Trip, NOC	6	1	66,100	1	11,017
Hand Tool, Utensil; Not Powered	6	1	7,623	0	1,271
Motor Vehicle, NOC (not otherwise classified)	6	1	62,435	1	10,406
Slipped, Did Not Fall	6	1	1,094	0	182
Chemicals	5	1	7,930	0	1,586
Object Handled	5	1	1,906	0	381
Machine or Machinery	5	0	13,338	0	3,334
Fellow Worker	4	0	98,601	2	32,867
Rubbed or Abraded, NOC	3	0	2,027	0	676
Broken Glass	2	0	275	0	137
Contact with, NOC	2	0	1,727	0	863
Dust, Gases, Fumes, or Vapors	2	0	0	0	0
From Ladder or Scaffolding	3	0	34,626	1	17,313
Hot Objects or Substances	2	0	0	0	0
Motor Vehicle	2	0	1,961	0	981
Person in Act of a Crime	2	0	2,146	0	1,073
Temperature Extremes	2	0	0	0	0
Moving Parts of Machine	2	0	430	0	430
Steam or Hot Fluids	1	0	0	0	0
Stepping on Sharp Object	1	0	0	0	0
Vehicle Upset	1	0	18,690	0	18,690
Total	828		5018745		

6.4 million costs on claims
premiums charged to Dept =
More b/c R.M. Running Dept. costs.

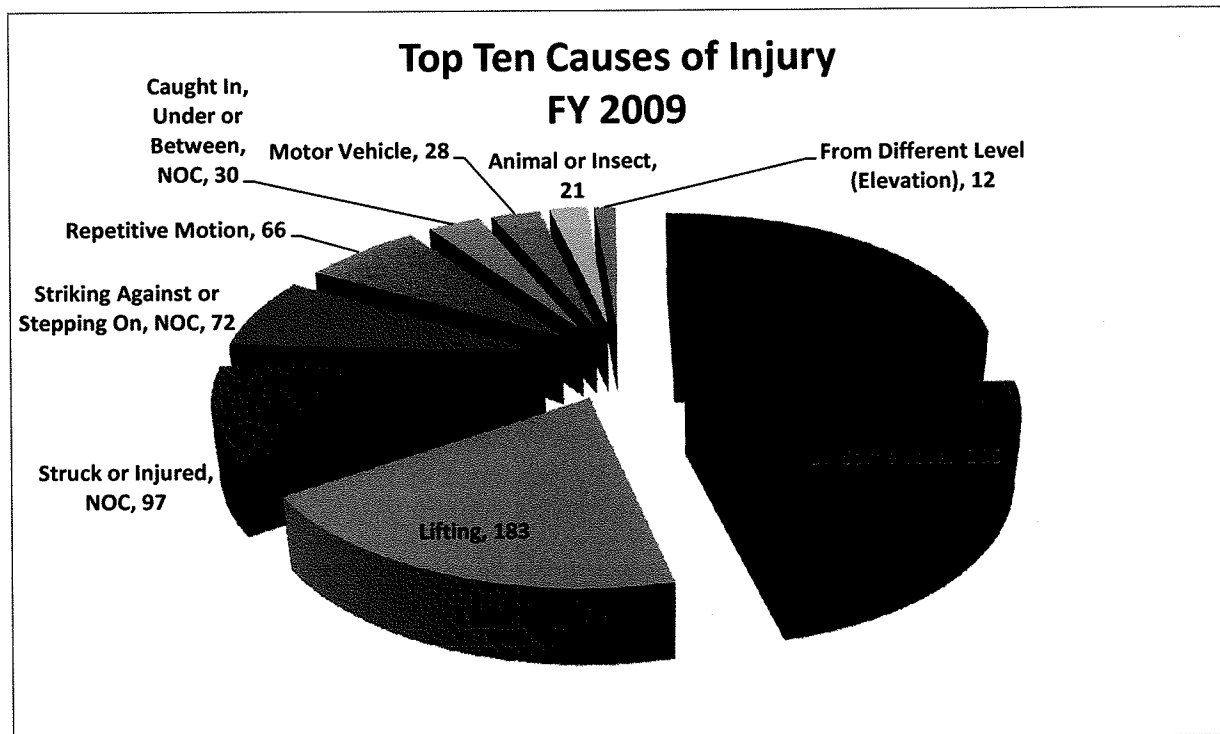
Top Ten Causes of Injury FY 2010



State of Vermont

Cause of Injury Data FY 2009

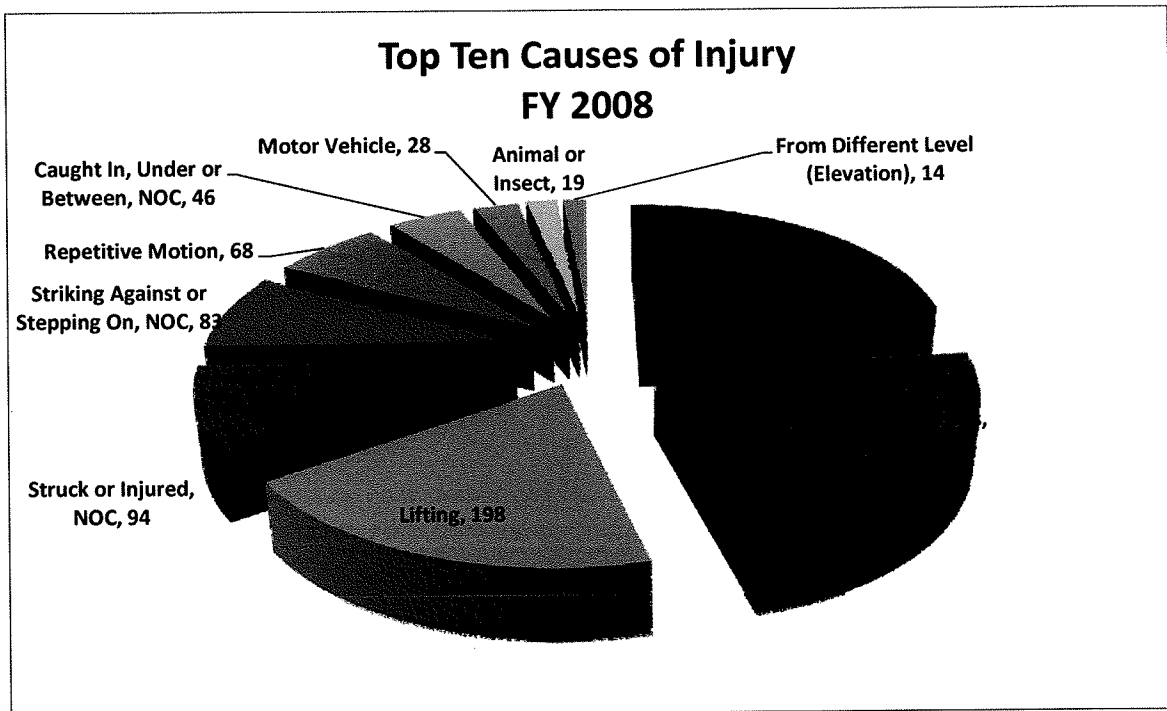
Claim Cause	As of		6/30/2009		Average/Claim
	Frequency	%	Total Incurred	%	
Other-Miscellaneous, NOC	235	23	1,144,640	24	5,324
On Same Level	205	21	1,252,634	26	6,457
Lifting	183	19	1,304,650	28	7,129
Struck or Injured, NOC	97	10	389,103	8	4,011
Striking Against or Stepping On, NOC	72	8	97,574	2	1,355
Repetitive Motion	66	6	103,781	2	1,701
Caught In, Under or Between, NOC	30	3	130,345	3	4,345
Motor Vehicle	28	3	210,897	4	8,436
Animal or Insect	21	2	7,175	0	342
From Different Level (Elevation)	12	1	49,616	1	4,135
Other Than Physical Cause of Injury	6	1	32,515	1	5,419
Falling or Flying Object	4	0	0	0	0
Foreign Matter (Body) in Eye(s)	4	0	5,000	0	1,250
Cut, Puncture, Scrape, NOC	3	0	3,500	0	1,167
Machine or Machinery	2	0	0	0	0
Object Being Lifted or Handled	2	0	2,200	0	1,100
Twisting	2	0	0	0	0
Absorption, Ingestion or Inhalation, NO	1	0	0	0	0
Fall, Slip, Trip, NOC	1	0	500	0	500
From Liquid or Grease Spills	1	0	0	0	0
Hand Tool or Machine in Use	1	0	550	0	550
Hand Tool, Utensil; Not Powered	1	0	0	0	0
Holding or Carrying	1	0	0	0	0
Object Handled	1	0	0	0	0
Person in Act of a Crime	1	0	0	0	0
Total	980		4734680		



State of Vermont

Cause of Injury Data FY 2008

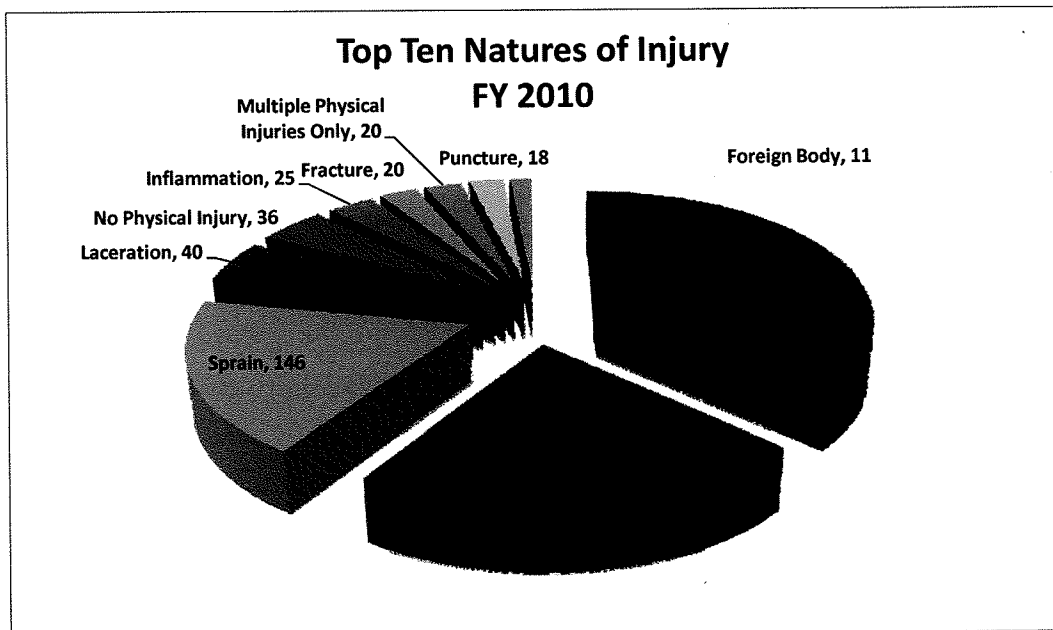
Claim Cause	As of		6/30/2008		Average/Claim
	Frequency	%	Total Incurred	%	
On Same Level	238	23	657,826	22	2,835
Other-Miscellaneous, NOC	232	22	872,790	29	3,845
Lifting	198	19	738,943	25	3,732
Struck or Injured, NOC	94	9	141,140	5	1,501
Striking Against or Stepping On, NOC	83	8	98,736	3	1,190
Repetitive Motion	68	7	102,857	3	1,513
Caught In, Under or Between, NOC	46	4	188,010	6	4,586
Motor Vehicle	28	3	106,778	4	3,814
Animal or Insect	19	2	11,575	0	609
From Different Level (Elevation)	14	1	11,887	0	849
Other Than Physical Cause of Injury	8	1	1,500	0	188
Absorption, Ingestion or Inhalation, NOC	1	0	0	0	0
Cut, Puncture, Scrape, NOC	1	0	0	0	0
Hot Objects or Substances	1	0	0	0	0
Slipped, Did Not Fall	1	0	0	0	0
Total	1032		2932042		



ANALYSIS:
NATURE OF INJURY
FY 2008 THRU FY 2010

State of Vermont
Nature of Injury Data FY 2010

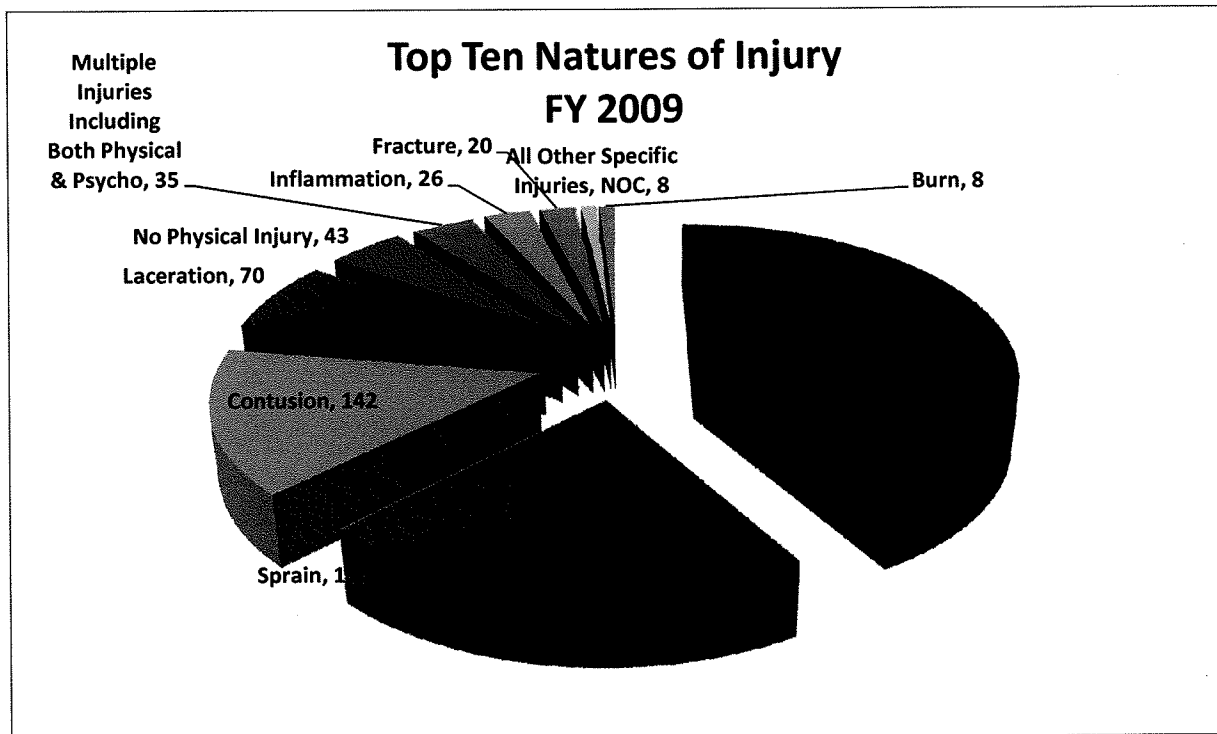
Claim Nature	As of		6/30/2010		
	Frequency	%	Total Incurred	%	Average/Claim
Strain	286	35	2,150,239	43	7,518
Contusion	174	21	650,479	13	3,782
Sprain	146	17	1,496,764	30	10,394
Laceration	40	5	31,670	1	792
No Physical Injury	36	4	34,056	1	946
Inflammation	25	3	33,676	1	1,347
Fracture	20	2	371,254	7	18,563
Multiple Physical Injuries Only	20	2	108,988	2	5,449
Puncture	18	2	12,571	0	698
Foreign Body	11	1	4,068	0	370
Respiratory Disorders	7	1	0	0	0
All Other Specific Injuries, NOC	6	1	42,311	1	7,052
Burn	6	1	8,767	0	1,461
Dermatitis	5	1	276	0	55
Infection	5	1	67	0	13
Hernia	3	0	0	0	0
Syncope	3	0	2,418	0	806
Concussion	2	0	104	0	52
Crushing	2	0	2,380	0	1,190
Contagious Disease	1	0	328	0	328
Dislocation	1	0	34,626	1	34,626
Dust Disease, NOC	1	0	2,550	0	2,550
Hearing Loss or Impairment	1	0	290	0	290
Heat Prostration	1	0	2,000	0	2,000
Mental Stress	1	0	0	0	0
Multiple Injuries Including Both Physical & Psycho	1	0	9,100	0	9,100
Myocardial Infarction	1	0	0	0	0
Poisoning - Chemical (Other Than Metals)	1	0	6,000	0	6,000
Poisoning - General (Not OD or Cumulative Injury)	1	0	0	0	0
Rupture	1	0	1,282	0	1,282
Severance	1	0	14,097	0	14,097
All Other Cumulative Injuries, NOC	1	0	67	0	67
Total	828		5020428		



State of Vermont

Nature of Injury Data FY 2009

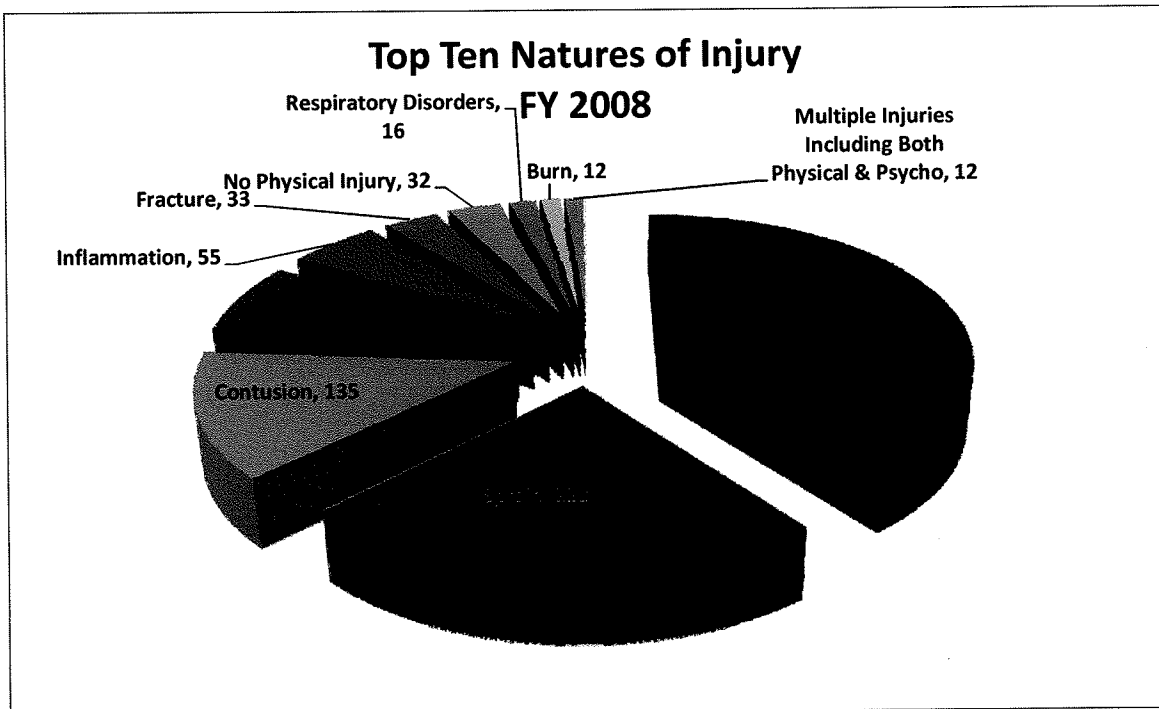
Claim Nature	As of		6/30/2009		Average/Claim
	Frequency	%	Total Incurred	%	
Strain	392	41	1,856,400	39	4,809
Sprain	195	19	1,617,673	34	8,744
Contusion	142	14	606,671	13	4,494
Laceration	70	7	82,428	2	1,288
No Physical Injury	43	5	19,904	0	463
Multiple Injuries Including Both Physical & Psycho	35	3	75,044	2	2,501
Inflammation	26	3	16,104	0	619
Fracture	20	2	399,402	8	19,970
All Other Specific Injuries, NOC	8	1	9,807	0	1,226
Burn	8	1	550	0	69
Puncture	8	1	1,114	0	139
Respiratory Disorders	8	1	0	0	0
Mental Stress	5	1	5,468	0	1,094
Concussion	2	0	4,711	0	2,356
Crushing	2	0	30,338	1	15,169
Electric Shock	2	0	775	0	388
Hearing Loss or Impairment	2	0	650	0	325
Hernia	2	0	11,886	0	5,943
Infection	2	0	456	0	228
Multiple Physical Injuries Only	2	0	2,200	0	1,100
Syncope	2	0	0	0	0
Asphyxiation	1	0	0	0	0
Poisoning - General (Not OD or Cumulat	1	0	0	0	0
All Other Cumulative Injuries, NOC	1	0	0	0	0
All Other Occupational Disease Injury, N	1	0	0	0	0
Total	980		4741581		



State of Vermont

Nature of Injury Data FY 2008

Claim Nature	As of		6/30/2008		Average/Claim
	Frequency	%	Total Incurred	%	
Strain	395	39	978,858	33	2,491
Sprain	228	22	977,904	33	4,289
Contusion	135	12	350,495	12	2,760
Laceration	76	7	82,393	3	1,084
Inflammation	55	5	54,730	2	995
Fracture	33	3	384,063	13	11,638
No Physical Injury	32	3	6,470	0	231
Respiratory Disorders	16	2	11,112	0	695
Burn	12	1	5,247	0	437
Multiple Injuries Including Both Physical & P:	12	1	80,238	3	6,687
All Other Specific Injuries, NOC	7	1	4,400	0	629
Infection	7	1	8,968	0	1,281
Mental Stress	6	1	-1,940	0	-323
Crushing	5	0	3,459	0	692
Electric Shock	3	0	4,050	0	1,350
Syncope	3	0	0	0	0
Puncture	2	0	130	0	65
Asphyxiation	1	0	0	0	0
Foreign Body	1	0	0	0	0
Hearing Loss or Impairment	1	0	0	0	0
Hernia	1	0	18,588	1	18,588
All Other Cumulative Injuries, NOC	1	0	0	0	0
Total	1032		2969165		



EARLY RETURN TO WORK
PROGRAM

RETURN TO WORK

Risk Management facilitates return to work as a proactive step to assist employees in a safe return to employment following a work-related injury/illness. Employers should encourage and allow employees to return to work as soon as medically appropriate following the injury/illness. By encouraging modified duty, you minimize work interruptions associated with the loss of an experienced employee, enhance communication between the employer and employee, help avoid the stress, boredom and depression sometimes associated with being out of work, and sometimes reduce the employee concerns about continued employment opportunities following an injury/illness.

The Incentives

Employees working under a modified duty agreement will maintain the same pay grade and rights as provided in their full-duty position. They will only be paid for hours actually worked. Temporary partial benefits will compensate full-time employees who are working less than full-duty hours.

The original employing department is responsible for an employee's salary and the cost of associated benefits. If an employee can not be accommodated by the original employing department and is placed in a short-term alternate duty job in another department, the alternate duty department is responsible for 10% of the employing costs. The original employing department is responsible for the remaining 90% of the cost.

Elements Of Participation

Any employee with a compensable injury/illness, and expected to return to his/her original job, is eligible to participate in the ERTW Program. Failure to accept a medically approved modified duty or alternate duty job may result in the termination or reduction of workers' compensation wage replacement benefits.

If the employee has not returned to work within ten (10) working days, the ERTW Coordinator, supervisor, and if possible the employee will complete the **Job Analysis Worksheet** and forward this information to Workplace Health Services for coordination with medical practitioner. Possible task modifications and alternatives will be considered at this time. Options to be considered, in order of preference:

1. Modify current job. This allows the employee to maintain contact with peers and maintain much of the regular job position routine and familiarity. If the modification consists of a shortened workday, it is important that the employee report at the beginning of his/her regular shift.
2. An alternate job within the same division or department. Again, this option allows the employee to remain within the familiar structure of his/her original department.
3. An alternate job in a different department but same location. Even if the alternate duty opportunity is in a different department, it is less disruptive for the employee to remain in the same geographic location and hopefully the same schedule.
4. The least preferable option involves an alternate job in a different location. If an employee has to commute for a short-term alternate duty job, the distance will not be greater than thirty-five (35) miles unless special arrangements are provided.

If the employee can return to the original job with modifications, the **Job Analysis Worksheet**, State of Vermont Job Description, and draft **Modified Duty Agreement** are forwarded to the Workplace Health Service's Nurse Case Manager for review. In turn, the nurse case manager forwards the document to the medical provider for review, modification and approval. When accepted, a final **Modified Duty Agreement** will be sent to each of the affected organizations for signature. This may be accomplished at a joint meeting at the employer's office, if deemed appropriate. This agreement will comply with all necessary physical or medical restrictions, and will be for a defined time period, typically not to exceed ninety (90) days. It is

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November 15, 2007

Dear:

This document is intended to be a joint agreement between **[employee name]**, her/his workplace Supervisor **[Name]**, or someone serving as Acting Supervisor. The agreement is intended to provide an appropriate work environment for you during your recovery from a work related injury/illness. The job modifications and workplace accommodations utilize the Vermont State Position Description as the basis for a return to full, unrestricted duties. This agreement was intended to start on **[date]**, and will be applied for **not more than 90 days**, but may be adjusted for a longer period of time if necessary for additional recovery and upon agreement of all parties. Your inability to perform the essential functions of the regular full duty job due to a work related injury/illness shall not be considered in your performance evaluation while working under this agreement.

Job Activity Modifications:

You are currently assigned to the **[Garage location]**, in the job position of **[job title]**. Due to medical limitations associated with your current work related injury you are not able to perform all the Essential Job Functions of your position at this time.

The following is a list of new work restrictions that have been placed on you as of **[date]**:

The employer is willing to accommodate the employee's recovery by providing this modified duty as follows:

List modified duties being assigned:

Before this Modified Duty assignment is over you will need to supply a medical note from your physician releasing you to full duty with no restrictions.

This is not disciplinary action and should not be construed as such; however, your failure to follow the instructions in this agreement could lead to disciplinary action.

