

Cal/OSHA

RECORDABLE AND REPORTABLE QUICK GUIDE

Cal/OSHA may have additional requirements for certain industries or specific hazards that are not covered by federal OSHA. Employers must use specific forms to record these incidents, such as the Cal/OSHA Form 300 (Log of Work-Related Injuries and Illnesses), Form 301 (Injury and Illness Incident Report), and Form 300A (Summary of Work-Related Injuries and Illnesses). Employers in California must ensure compliance with these recordkeeping requirements to maintain workplace safety and adhere to state regulations.

Recordable:

1. **Work-Related Injuries and Illnesses:** Any injury or illness that results from an event or exposure in the work environment.
2. **Medical Treatment Beyond First Aid:** Injuries requiring medical treatment beyond first aid must be recorded. First aid includes basic treatments like bandages, non-prescription medication, and simple wound cleaning.
3. **Loss of Consciousness:** Any work-related incident that results in a loss of consciousness must be recorded.
4. **Days Away from Work:** If an injury or illness results in the employee missing one or more days of work, it must be recorded.
5. **Restricted Work or Job Transfer:** If an employee is unable to perform their regular job duties or is transferred to another job due to a work-related injury or illness, it must be recorded.
6. **Significant Diagnosed Injuries or Illnesses:** Any significant injury or illness diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work, or job transfer.
7. **Death:** Any work-related fatality must be recorded.

14 First Aid Exceptions (Non-recordable):

1. Using a non-prescription medication at non-prescription strength
2. Administering a tetanus immunization
3. Cleaning, flushing, or soaking wounds on the skin surface
4. Using wound coverings such as bandages, Band-Aids, gauze pads, etc.; or using butterfly bandages or Steri-Strips
5. Using hot or cold therapy
6. Using non-rigid means of support. Such as elastic bandages, wraps, non-rigid back belts, etc.
7. Using temporary immobilization devices while transporting an accident victim (splints, slings, neck collars, back boards)
8. Drilling of a fingernail or toenail to relieve pressure or draining fluid from a blister
9. Using eye patches
10. Removing foreign bodies from the eye using irrigation or a cotton swab
11. Removing splinters or foreign material from area other than the eye by irrigation, tweezers, cotton swabs, or other simple means
12. Using finger guards
13. Using massages (physical therapy and chiropractic treatment is considered medical treatment)
14. Drinking fluids for relief of heat stress

Reportable:

1. Work-related fatalities

- Any work-related death must be reported to OSHA within 8 hours of learning about the incident.
- The fatality must occur within 30 days of the work-related incident to be reportable.

2. Severe injuries

- In-patient hospitalization: Any work-related injury or illness that requires in-patient hospitalization must be reported within 24 hours.
- Amputation: Any work-related amputation must be reported within 24 hours.
- Loss of an eye: Any work-related loss of an eye must be reported within 24 hours.
- The severe injury must occur within 24 hours of the work-related incident to be reportable.

Disclaimer:

The information provided herein is intended for general informational purposes only and should not be considered as authoritative guidance on OSHA regulations. For specific compliance requirements and authoritative advice, please consult directly with OSHA or a qualified safety professional. Heffernan Insurance Brokers disclaims any responsibility for actions taken or not taken based on this information.

Cal/OSHA and OSHA are both regulatory bodies focused on workplace safety, but they operate at different levels and have some differences in their standards and recordkeeping requirements. Here's a comparison:

Cal/OSHA

- **Jurisdiction:** California
- **Standards:** Cal/OSHA often has more stringent standards than federal OSHA. California may implement additional safety regulations that are not covered by federal OSHA.
- **Recordkeeping:** Employers in California must comply with both Cal/OSHA and federal OSHA recordkeeping requirements. Cal/OSHA may have additional reporting requirements for certain industries or hazards.

OSHA

- **Jurisdiction:** Federal (United States)
- **Standards:** OSHA sets minimum safety and health standards for workplaces across the United States. States can implement their own plans, like Cal/OSHA, which must be at least as effective as federal OSHA standards.
- **Recordkeeping:** Employers must maintain records of work-related injuries and illnesses using OSHA forms, such as the OSHA 300 Log, OSHA 301 Incident Report, and OSHA 300A Summary.

Key Differences

- **Stringency:** Cal/OSHA standards can be more stringent than federal OSHA standards, reflecting California's specific safety concerns and legislative environment.
- **Additional Requirements:** Cal/OSHA may impose additional requirements for certain industries, such as agriculture, construction, and healthcare, which are not covered by federal OSHA.
- **State-Specific Regulations:** Cal/OSHA may have unique regulations that address specific hazards prevalent in California.

Employers in California must ensure compliance with both Cal/OSHA and federal OSHA regulations, maintaining accurate records of workplace injuries and illnesses as required by both entities.