

OSHA recordkeeping compliance

Meeting the injury and illness reporting requirements established by the Occupational Safety and Health Administration (OSHA) can be a significant challenge for workers' compensation sponsors. Working with an expert team and having a centralized recordkeeping solution are key strategies that can help employers streamline the process.

OSHA's Final Rule, effective January 1, 2024, requires many employers to electronically report work-related injuries and illnesses. Below are the federal reporting requirements. Please note that states with approved state plans may have different, but more stringent, requirements.

- Establishments with 250 or more employees in industries covered by the recordkeeping regulation must submit information from Form 300A
- Establishments with 20-249 employees in certain high risk industries must submit information from Form 300A
- Establishments with 100 or more employees in certain high-hazard industries must submit information from Form 300 and Form 301
- No reporting is required for establishments with fewer than 20 employees and for employers that are partially exempt from recordkeeping, except in states with an OSHA state plan that indicates otherwise

Sedgwick can submit reports on behalf of customers that use our OSHA services or they can opt to submit reports themselves. For more information about tracking workplace injuries and illnesses, see the [Federal Reserve website](#).

Technology to support compliance

The foundation of our approach to OSHA-compliant recordkeeping services starts with our proprietary claims management system. Clients can access data through our viaOne OSHA module.

Key benefits of our viaOne OSHA module:

- Promotes accuracy and efficiency, while also making the OSHA recordkeeping process easier and quicker
- Reporting tool allows users to easily generate and print OSHA 301 forms, OSHA 300 logs and 300A summary reports in .pdf format, making it simple to view the data with Adobe Acrobat Reader®
- Provides easy access to claim information in our system, including the employee's name, address, job title, date of loss, location of loss and description of loss
- Enables users to enter notes on hospital/physician contact information and update existing data
- Features the ability to track employee work status with an easy-to-read calendar
- Makes it easy to identify cases that need immediate attention
- Changes to work status records, basic demographic information and special OSHA fields occur within minutes of the system updates
- Quality control processes are timed according to client needs
- Includes an online help file with links to reference materials such as the OSHA Recordkeeping Handbook

viaOne OSHA can drastically reduce your workload by automating much of the recordkeeping and reporting processes.

Sharps log

Our OSHA application includes a Sharps log, which allows employers to easily track work-related needle stick injuries and cuts from sharp objects that are contaminated with another person's blood or other potentially infectious material, ensuring compliance and helping them avoid fines.

Other reporting features

Our viaOne OSHA tool offers extensive functionality to address reporting needs in several areas including:

- Injury surveys – The system provides automated reporting options to assist clients that receive injury surveys from the U.S. Bureau of Labor Statistics (BLS). Each year, the BLS sends surveys randomly to companies throughout the country and they are expected to respond within 30 days. The survey data can reveal workplace injury trends for specific industries, locations, days of the month, etc.
- Disability durations – OSHA uses the “days away, restricted, and job transfer” (DART) calculation to determine how safe or unsafe an industry is based on their injury data. In viaOne OSHA, clients are able to look at recordable accidents to see how they are managing disability durations.
- Customized options and signature capabilities – The application provides options that allow users to run reports by region, state or another group of locations that meets their specific needs. In addition, the system offers the ability to affix electronic signatures on the annual OSHA 300A injury and illness report summaries.

Superior recordkeeping and accuracy

Within our claims management system, we have the ability to keep track of both claims (e.g., benefit payments) and incidents (e.g., workplace accidents). This means that we can fully identify all OSHA recordable incidents and claims, and more readily pinpoint and track those incidents that may become claims.

A range of services to meet your needs

In addition to our viaOne OSHA solution, we can also conduct case file reviews, mock OSHA inspections, and assist with occupational safety and health inspection preparedness. Sedgwick offers economical and highly-competitive pricing for these services.

Beyond the standard approach

Because of the many challenges involved in OSHA compliance today, our programs and services go beyond the standard OSHA product offerings. Below are the additional services available to clients.

Case file reviews

A key service we offer is our case file review process. If clients are concerned or are experiencing higher incidents or increased penalties and fines, our experts can analyze all losses and case files to ensure accurate recordkeeping and identify problems. Keep in mind that once an employer is identified by OSHA as a repeat offender, fines can be substantial. A case file review is designed to correct inaccuracies so repeat offenses are eliminated.

Mock OSHA inspections

Our mock audit can identify potential problem areas using real world scenarios for a specific client industry. This service helps identify frequent mistakes, potential problems and areas for improvement.

The Sedgwick difference

Our approach to OSHA is comprehensive, integrated and built on our years as a national industry leader. We support our clients' compliance efforts and manage their recordkeeping. Our viaOne OSHA module provides the industry-leading technology, databases and analysis to create optimal recordkeeping and compliance. We can also provide seasoned recordkeeping professionals to audit cases to assure compliance in instances where clients are not using the viaOne OSHA tool.

—

To learn more about our OSHA recordkeeping services, contact:

E. viaOneOSHA@sedgwick.com

To learn more about our integrated and customized solutions, visit [SEDGWICK.COM](https://www.sedgwick.com)