

EMPLOYER RESOURCE SERIES

Proven ways to prevent & manage movement-related pain that align with OSHA's recording requirements

New Life For Work providers examine work-related incidents both in our clinics and the employee's place of work. Our initial screening examination will determine if medical referral is necessary (for significant injury), and if the employee is safe to perform their routine job functions.

After we determine that their condition is minor and they are safe to work, we will counsel the employee (and employer via report) on movements and activities that may further aggravate the condition.

Employer Assigned Work Restriction

Work-restrictions given to an employee with a work-related incident by a medical provider must be recorded on the company's OSHA-300 log. What if the employer assigns a restriction? There is a situation, however, when work-restrictions are not recordable. Below is an OSHA interpretation on the topic outlining the criteria that must be met when an employer assigns work restrictions without resulting in a recordable injury.

1904.7 General recording criteria.

Additional Guidance Question 7-19 - Does the employer have to record a work-related injury and illness, if an employee experiences minor musculoskeletal discomfort, the health care professional determines that the employee is fully able to perform all of his or her routine job functions, but the employer assigns a work restriction to the injured employee?

As set out in Chapter 2, I., F. of the Recordkeeping Policies and Procedures Manual (CPL 2-0.131) a case would not be recorded under section 1904.7(b)(4) if 1) the employee experiences minor musculoskeletal discomfort, and 2) a health care professional determines that the employee is fully able to perform all of his or her routine job functions, and 3) the employer assigns a work restriction to that employee for the purpose of preventing a more serious condition from developing. If a case is or becomes recordable under any other general recording criteria contained in section 1904.7, such as medical treatment beyond first aid, a case involving minor musculoskeletal discomfort would be recordable.

Your employees are struggling with movement-related pain, which often leads to increases in lost-time injuries, turnover and medical costs. At New Life For Work, our customized solutions identify and address these problems early to get you back to a thriving workforce.



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