

2021 Annual Worker Compensation Report

During calendar year 2021, there were 78 claims filed. Four were recorded with no medical attention sought and 74 resulted in monetary workers compensation, which is a decrease of 3% compared to 2020 totals and illustrated in Figure 1. The total incurred costs (includes medical and wage loss expenses paid out to date and reserves) is \$388,583. The 2021 incurred total includes \$193,357 being held in reserves for 16 open claims. Of the 78 claims filed, 15 of the claims were classified as serious, defined as single claims that involved an incurred costs of over \$5,000.

Figure 1
UI Workers' Compensation Claims & Costs
2017 through 2021

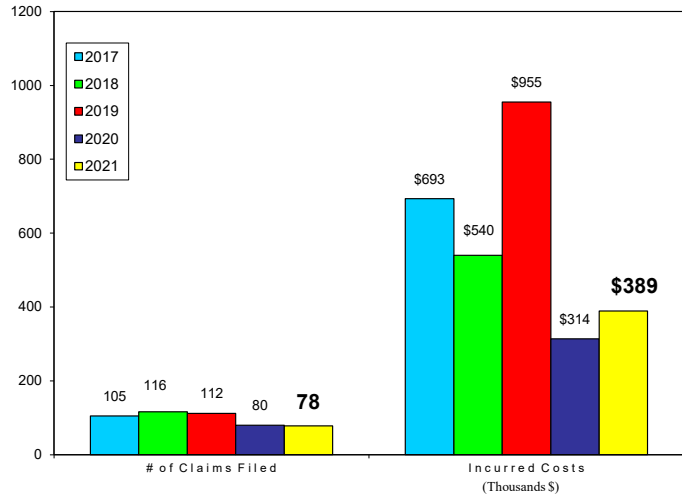
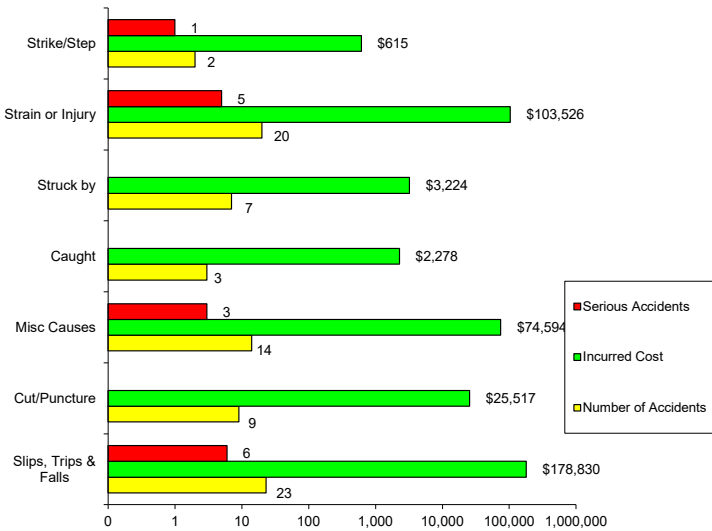


Figure 2
UI Incurred Cost by Accident Type
2021



Total # of Claims Filed:	78
# Claims \$0 Compensation:	4
Total # of Serious Claims:	15
Total Cost of Claims:	\$388,583

Figure 2 is a breakdown of the accidents that occurred by type, total costs, and serious claims. Serious claims comprised 19% of the number of accident claims and accounted for 89% of the incurred cost of all claims filed. The incurred costs include a large reserve being held on the 13 serious claims that are still open. Accidents involving slips, trips and falls category accounted for 46% of the total incurred cost and strain or injury accidents accounted for another 27%.

Figure 3, on the following page, shows the total number of accidents compared to serious accidents and the percentages of incurred cost for the past five years.

Figure 3
Total Claims Cost vs. Serious Claims Cost
2017-2021

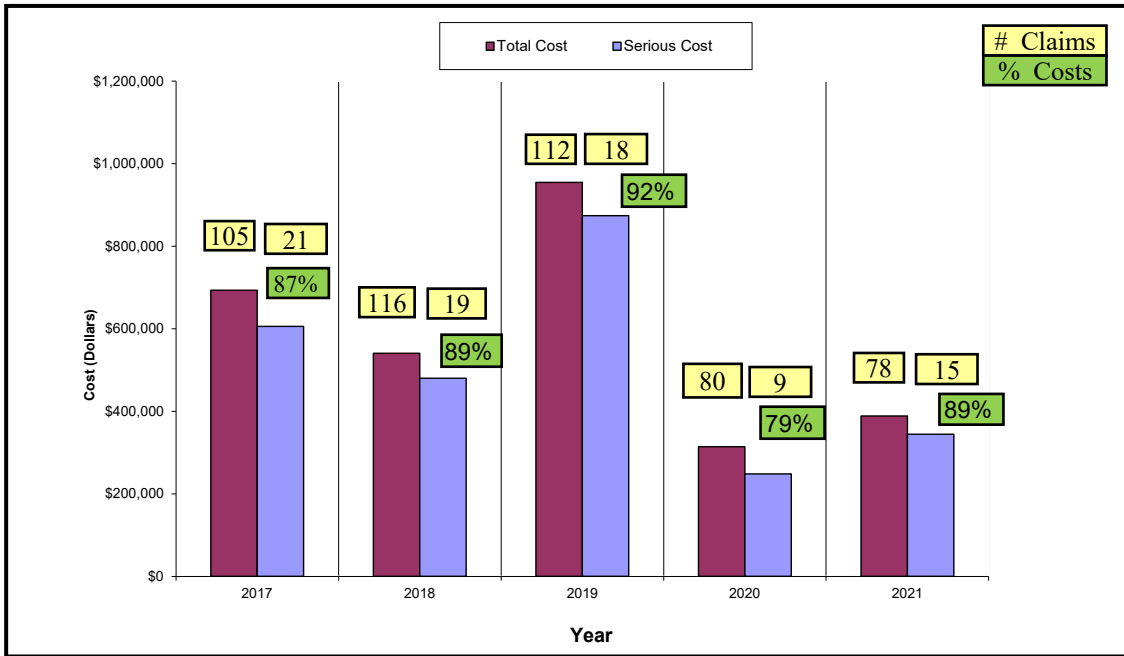
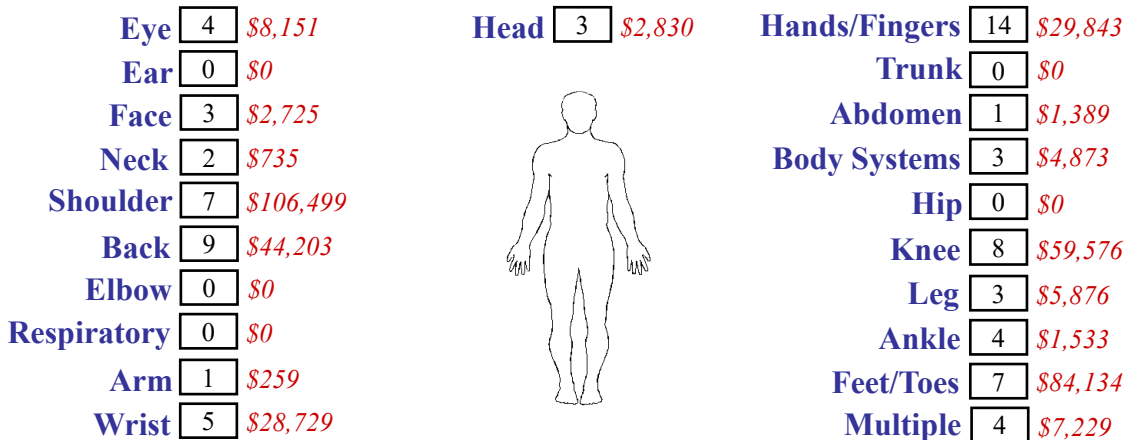


Figure 4
Injury Summary By Part Of Body
2021



Total Claims = 78

Total Cost = \$388,583

Figure 4 presents a breakdown of incurred costs by part of body injured. All accidents involving the back and/or shoulders were attributed to slips, trips, and falls and strain or injury accidents. The average incurred cost for a slip, trip and falls (due to ice/snow) accident was \$4,183.

Figure 5
Number of Claims 2021

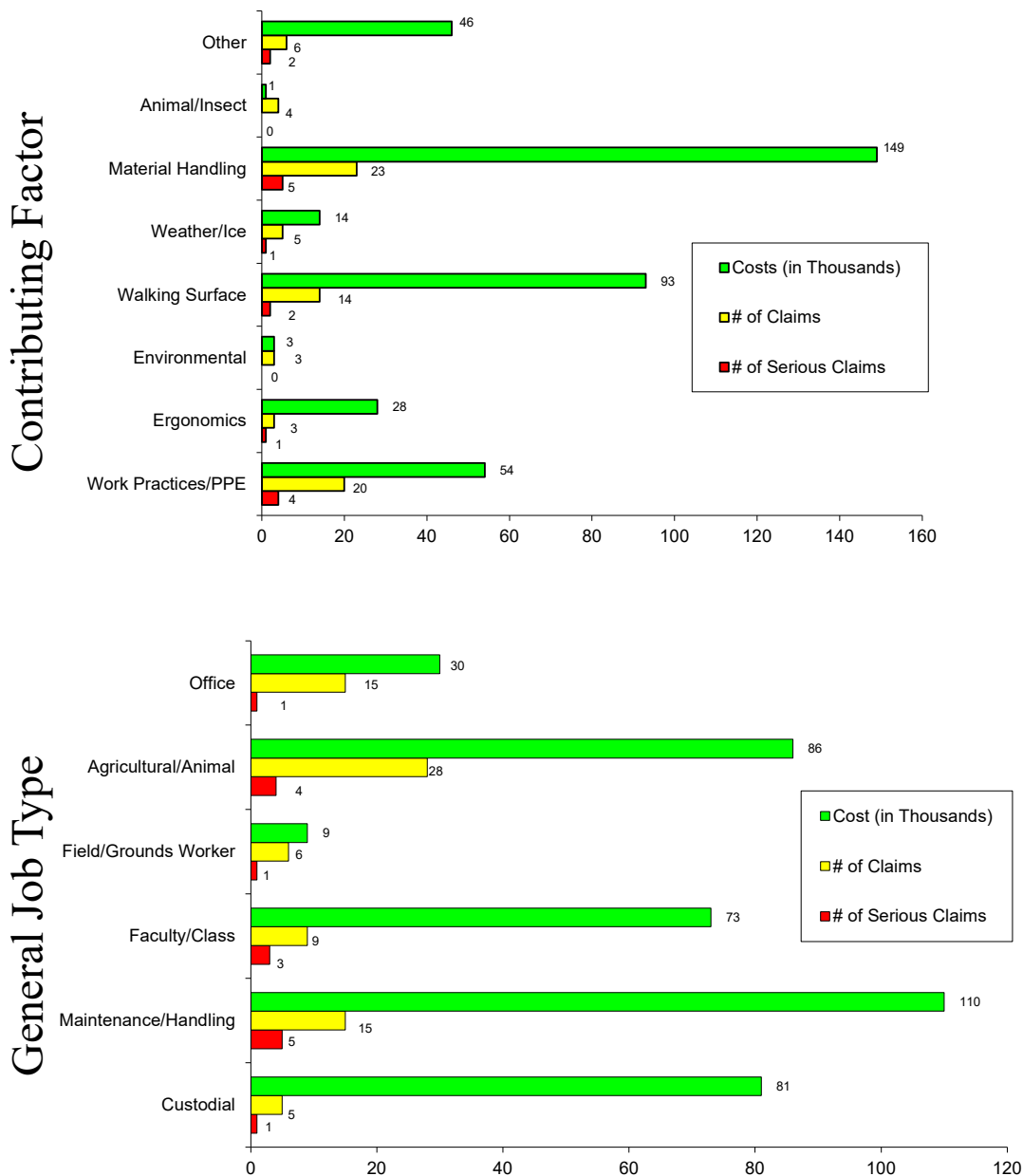


Figure 5 illustrates the number of claims and claim costs associated with the major contributing factor attributed to each accident (upper graph) and the general job type of the employee injured (lower graph). Maintenance and materials handling categories have the highest claims cost contributions. Many material handling claims involve ergonomic issues. Five serious accidents involved maintenance/ handling personnel putting them as the highest cost by general job type. Descriptions of serious claims, represented by the red bars on these graphs, can be found on the following page.

The total costs associated with the 15 serious claims amounted to just over \$344,000, or 89% of the total cost of all claims filed in 2021. The paid total, as of 3/1/2022, amounts to \$154,808 with an additional \$189,243 being held in reserve for 13 of the serious claims that are still open.

The two most serious claims, with the highest incurred cost, occurred when employees stepped off ledges. The first injury occurred when an employee stepped backwards off a loading dock, resulting in a serious foot injury. The second incident involved a 2-inch drop while carrying heavy materials. The cost of these injuries was \$77,791 and \$54,058, respectively. In both cases Environmental Health and Safety (EHS) evaluated the area with personnel, identified the root cause of the injury, and provided recommendations to the departments for safety improvements.

There were three additional slip, trip, and fall incidents. The first was a misjudgment of rung position, stepping off the ladder too early and falling, resulting in an injury that cost \$11,239. The next two resulted from slippery surfaces; one individual stepped out of a vehicle and onto black ice resulting in a fall and a cost of \$11,176 and the other slipped off a wet step on a telehandler machine resulting in a \$5,200 injury. These injuries highlight the importance of maintaining three points of contact; a strategy which is outlined in EHS safety training.

Two claims involving materials handling operations resulted in shoulder injuries. Both injuries were the result of pushing/pulling of equipment. The combined cost of these injuries was \$52,804.

In an effort to provide aid to missing crew members out in the wilderness, an employee who was traveling at night on a 4-wheeler hit a rock with a front tire and was ejected. This injury resulted in a shoulder injury at a cost of \$34,933.

One employee suffered a repetitive ergonomic injury to the left wrist resulting in an injury costing \$25,255.

While feeding cattle in the calving pasture an employee attempted to remove bailing twine from a sickle bar resulting in a severed tendon on the right-hand finger; the incurred cost was \$23,201.

Three injuries resulted in strains. An office employee attempted to move a bucket of ice melt from an awkward position under a bench. The second employee was assisting with the implementation of a community garden and was pulling weeds. Both of these incidents resulted in lower back strains costing \$19,400 and \$10,997 respectively. The third strain occurred while attempting to warm up an athletic team after an extended period of not working out. This injury resulted in a \$5,100 cost.

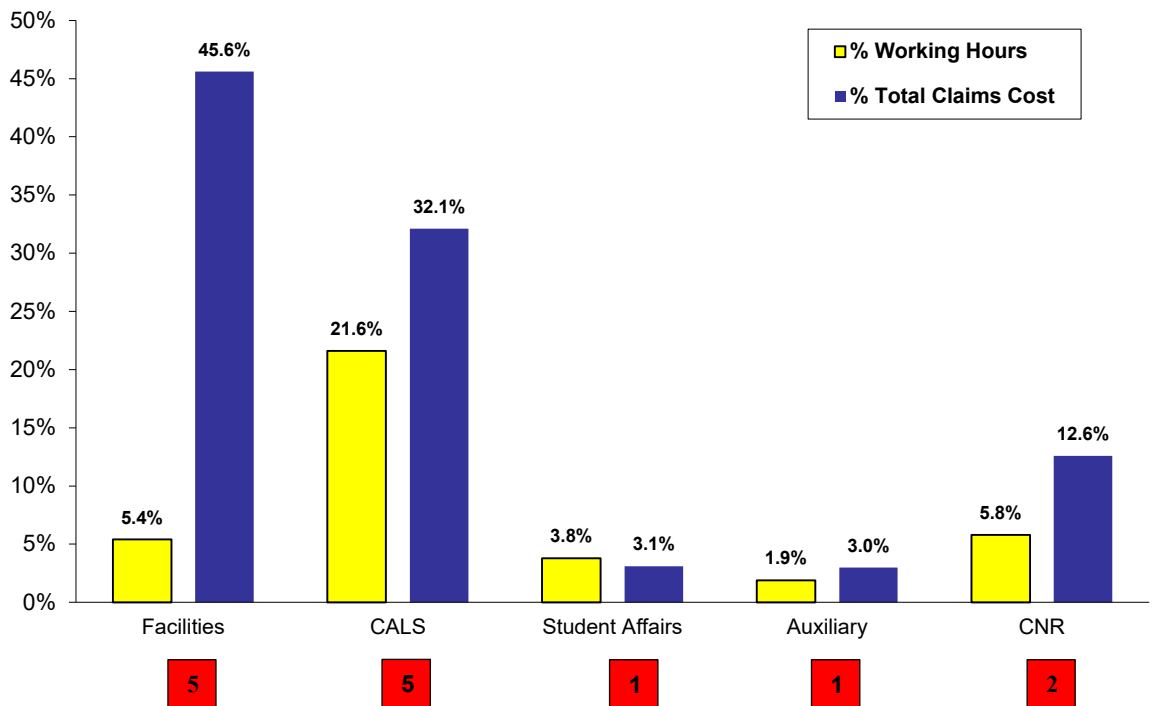
Children can be unpredictable. While sitting in a chair, an employee reached down to pick something up and the child who was sitting at the employee's feet popped up and hit her in the face with the top of his head causing a \$7,297 injury.

The last injury is associated with COVID water sampling activities. The employee was placing equipment down a manhole when he lost his balance falling forward. Fortunately, the supervisor caught him; however, the sampling equipment wrenched his hand backwards scraping the elbow, ribs, and fingers resulting in a \$5,600 injury.

The Unit Safety Program organizational units were used to track the University of Idaho’s workers’ compensation claim experience during calendar year 2021. Five organizational units experienced over \$10,000 in total incurred costs and are presented below in Figure 6. The bars represent the claims cost and hours worked for each unit as percentages of the total incurred cost and total number of hours worked by university employees.

Figure 6
Unit Breakdown
 (Top units >10,000 total claim costs)

Number of serious claims are highlighted in red



In summary, the preceding data (Loss Run 3/7/2022) shows a decrease in the claim number and incurred costs for the 2021 calendar year. In general, serious claims have been trending down since 2017 from a high of 21 to our current 15. The total incurred cost of \$388,583 includes \$193,357 being held in reserve that should be considered spent. These numbers will have to be considered in relation to the COVID pandemic which significantly affected productivity and work environments in 2020 and 2021.

Slips, trips and falls continues to be one of the top causes for injury. It should be noted that of the 23 slips, trips, and falls, 6 incidents were considered serious. Five of these twenty-three incidences were due to ice/snow and of those, one was serious. The second highest U of I incurred cost by accident type was strain or injury incidents and of those incidents, shoulders and lower back injuries proved to be the most serious.

EHS is working closely with Unit Safety Committees for continuous improvement of training, ergonomics, and safety communications at all levels. Safety initiatives include U of I Faculty and Staff endorsement of a renewed commitment to our U of I Safety Culture, development of new training materials, improved efficiencies for training delivery, implementation of a Custodial Stretch Program, and a Machine Shop Safety Program. These initiatives blend seamlessly with EHS core programs including Laboratory Safety, Fire Safety, Annual Division of Building Safety Inspections, Radiation Safety and a rigorous Hazardous Waste Program.