

2022 Annual Workers Compensation Report

During calendar year 2022, there were 82 claims filed. While five recorded no medical attention sought, the other 77 resulted in monetary workers compensation, which is an increase of 5% over 2021; illustrated in Figure 1. The 2022 total incurred costs (includes medical and wage loss expenses paid to date and reserves) is \$417,861. This number includes \$256,242 being held in reserves for 9 open claims. Of the 82 claims filed, 9 of the claims were classified as serious, defined as single claims that involved incurred costs of over \$5,000.

Figure 1
UI Workers' Compensation Claims & Costs
2018 through 2022

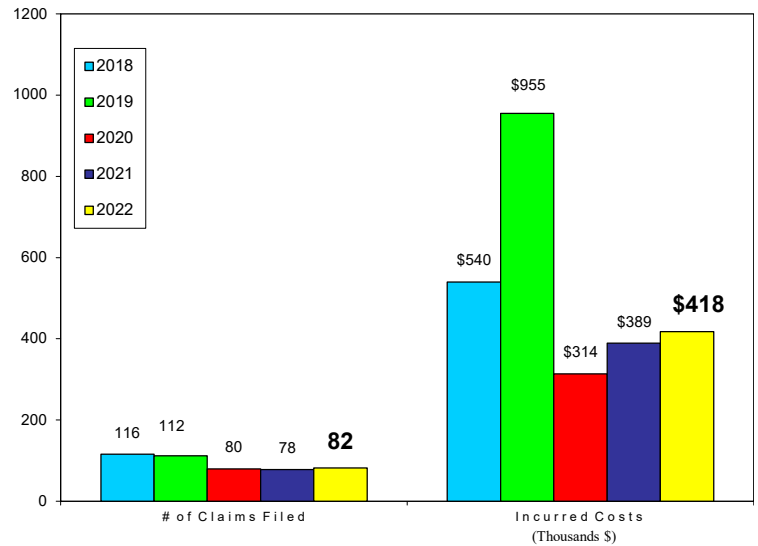
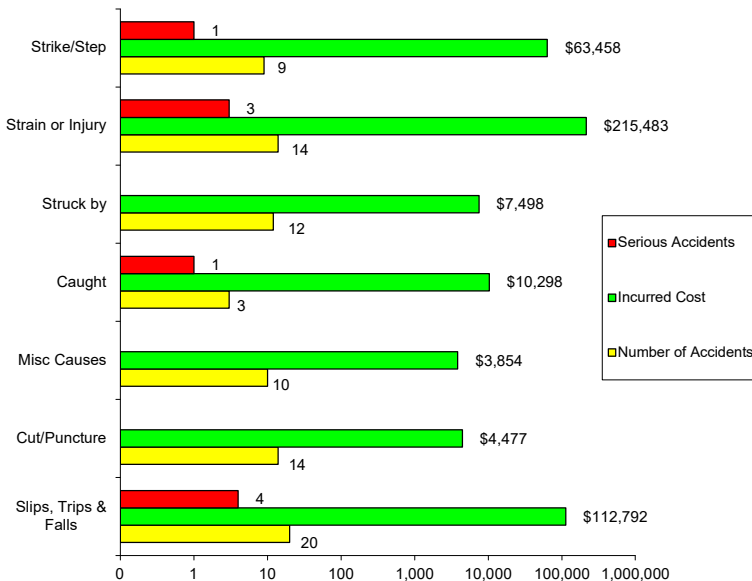


Figure 2
UI Incurred Cost by Accident Type
2022



Total # of Claims Filed:	82
# Claims \$0 Compensation:	5
Total # of Serious Claims:	9
Total Cost of Claims:	\$417,861

Figure 2 is a breakdown of the accidents that occurred by accident type, incurred costs, and serious claims. Serious claims comprised 11% of the 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 9 claims that are still open. Accidents involving slips, trips and falls category accounted for 27% of the total incurred cost and strain or injury accidents accounted for another 52%.

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
2018-2022

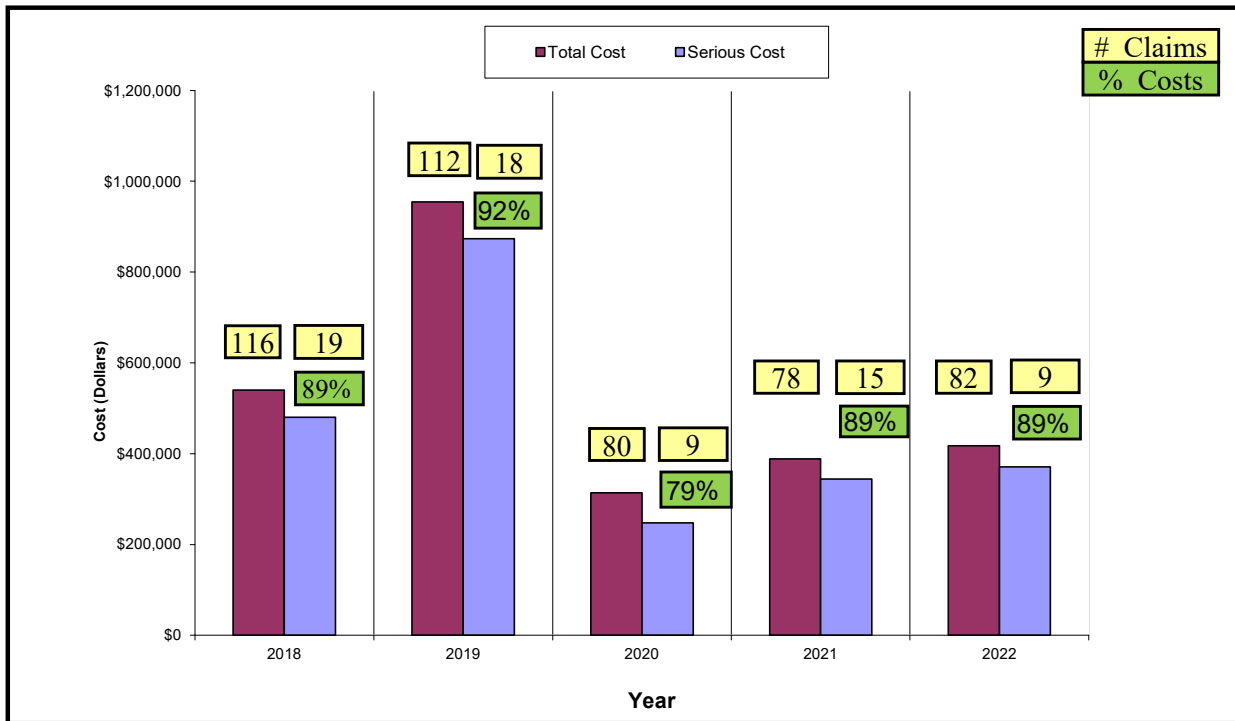
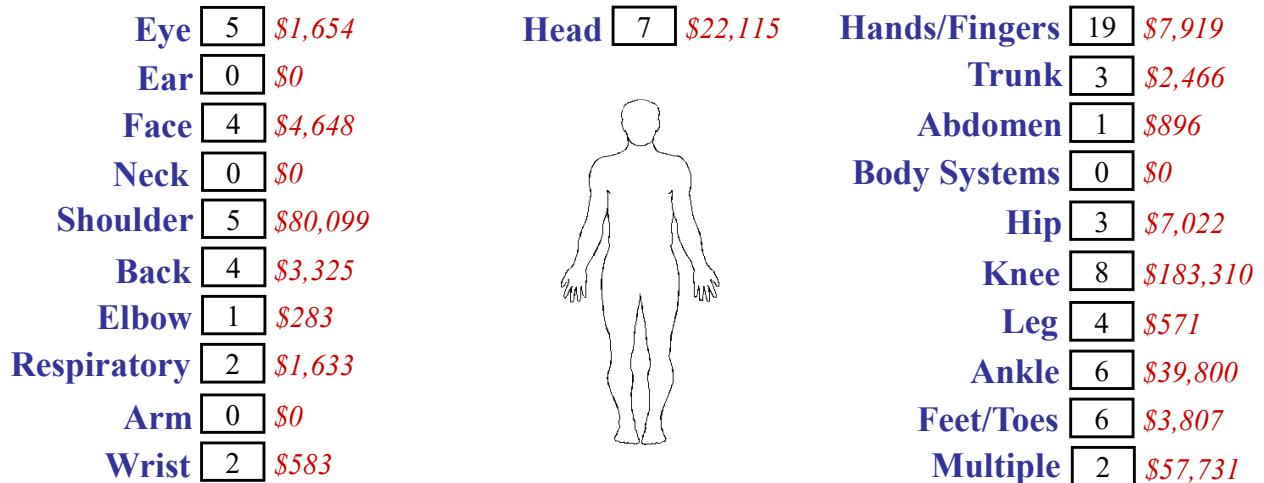


Figure 4
Injury Summary By Part Of Body
2022



Total Claims = 82

Total Cost = \$417,861

Figure 4 presents a breakdown of incurred costs by part of body injured. The most affected body part were knees, accounting for 3 of the 9 serious claims. All accidents involving the back and/or shoulders were attributed to strain or injury accidents.

Figure 5
Number of Claims 2022

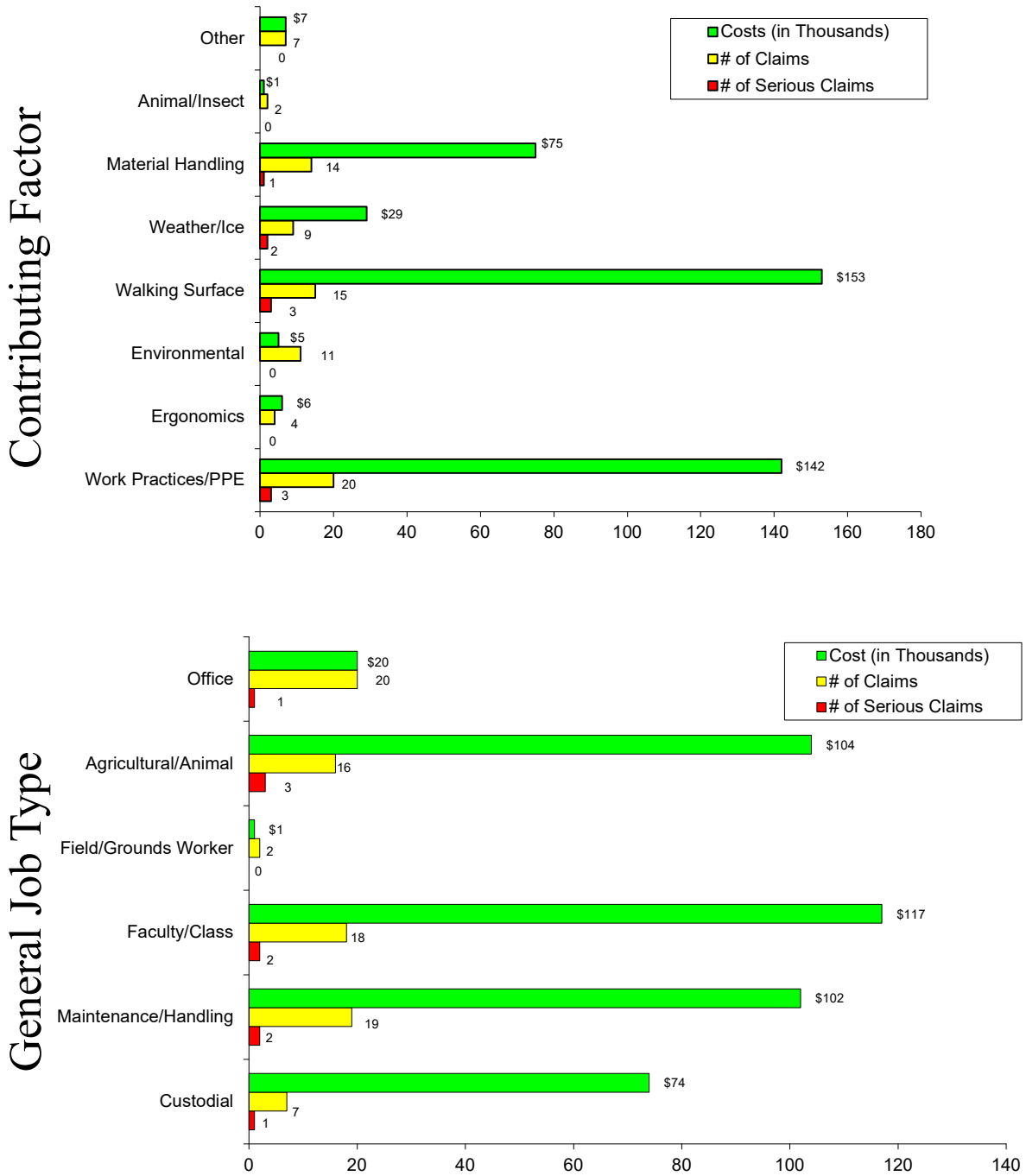


Figure 5 illustrates the number of claims and claim costs associated with the major contributing factor attributed to each accident (upper graph) and the general job type of the employee injured (lower graph). Maintenance/materials handling, Faculty/Class and Agricultural/Animal categories have over 100,000 in cost contributions. 9 serious accidents were distributed across all Contributing Factor and General Job Type categories. 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 9 serious claims amounted to just over \$371,000 or 89% of the total cost of all claims filed in 2022. The paid total, as of 3/27/2023, amounts to \$161,619 with an additional \$193,357 being held in reserve for 9 of the claims that are still open.

The two most serious claims, with the highest incurred cost, were strain injuries involving flights of stairs. The first injury occurred when an employee completed 60 flights of stairs in one day, exacerbating a knee injury received after moving refrigerators at work. The second incident involved an employee's knee buckling while rushing up a flight of steps in the Seattle airport. The cost of these injuries was \$69,791 and \$66,732, respectively. In both cases, Environmental Health and Safety (EHS) identified the root cause as work pacing and provided recommendations to reduce physical stress.

The next two most serious claims occurred to the same employee. This employee attempted to resolve a tractor vibration by physically adjusting a power take-off shaft on a tractor. The strain placed on the shoulder caused a \$65,102 injury. The second injury resulted from a misjudgment of ladder rung position, stepping off too early and falling into an engine hoist, resulting in an injury of multiple body parts and costing \$57,001.

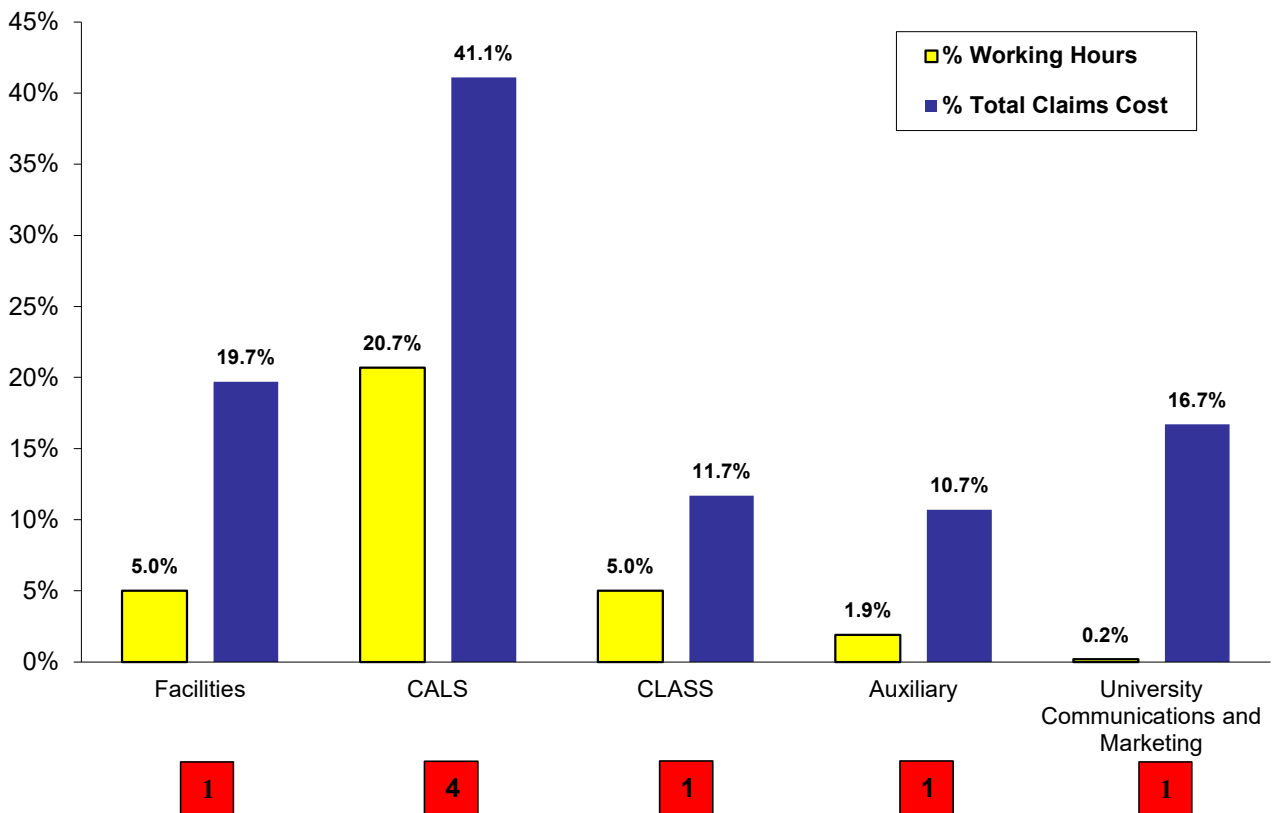
Five injuries can be attributed to slip, trip and falls. Three of these are not related to weather. One employee teaching a choreography camp stepped backwards off the stage falling 2 ½ feet and landing on her leg and injuring her knee costing \$42,271. The second employee tripped on the corner of a box as they were moving cases of water from one concession area to another resulting in an ankle injury costing \$35,701. The third employee was working in a field with drip line irrigation. As the employee attempted to untangle the dripline, the tractor continued to move around the turn, catching the employee's legs and causing him to fall on his right shoulder. This injury cost \$9,800.

Two of the slip trips and falls are weather related. An employee stepping out of the feed truck to see how badly it was stuck in the snow, fell forward and hit their head on the driver's side mirror, resulting in an injury costing \$19,297. The second injury occurred while walking on the sloped sidewalk into the Pitman Center. The slip and fall on ice caused a hip injury, resulting in a cost of \$5,480.

The Unit Safety Program organizational units were used to track the University of Idaho’s workers compensation claim experience during calendar year 2022. 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 3/27/2023) shows a 5% increase in claims and an 8% increase in incurred costs for the 2022 calendar year. In general, serious claims have been trending down to our current count of 9. The total incurred cost of \$417,861 includes \$256,242 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 20 slips, trips, and falls, 4 incidents were considered serious. Eight of these twenty incidents were due to ice/snow and of those, two were serious. The second highest cause of injury and highest U of I incurred cost by accident type were strain or injury incidents involving shoulders and knees.

EHS is working closely with Unit Safety Committees for continuous improvement of training, ergonomics, and safety communications at all levels. Proactive safety initiatives include development of new training materials, increased training awareness, improved efficiencies for reporting a safety concern, formal safety assessments, supervisor awareness of training responsibilities, and facilitating safety communication between workgroups. These initiatives blend seamlessly with EHS core programs.