Cal-OSHA Reportability

EMPLOYEE REPORTS INJURY/ILLNESS TO MANAGEMENT

Is this incident considered work-related?
§ 14300.5. Determination of Work-Relatedness.

YES → **NO**

Did the incident result in the death or inpatient hospitalization (for other than observation or testing), amputation, loss of an eye, or serious permanent disfigurement?
§330,(h) Definitions.

YES

Employer MUST report immediately (i.e. as soon as practically possible, but no longer than 8 hours) to the closest Cal-OSHA district office by telephone or online if available.
§342. Reporting Work-Connected Fatalities and Serious Injuries.

NO

Did the incident result in Medical Treatment?
§ 14300.7. General Recording Criteria.

Medical Treatment is:

- Shots/inoculations, not including tetanus
- Wound-closing devices: sutures, staples
- Rigid means of support for body parts for immobilization
- Physical therapy or chiropractic care
- Prescriptions

Medical Treatment is NOT:

- Doctor visit for observation or counseling
- Tests for diagnostic purpose such as X-rays or blood tests

Also NOT included as Medical Treatment:

- Non-prescription medication at non-prescription strength
- Tetanus shot
- Cleaning, flushing, or soaking of a wound
- Wound covering devices, i.e. band-aid
- Hot or cold compress therapy
- Any non-rigid support such as elastic wraps, etc.
- Rigid support during transit is okay
- Drilling a fingernail or toenail to relieve pressure
- Removal of debris from the eye with irrigation or cotton swabs
- Eye patches
- Splinter removal by tweezers or other simple means
- Use of finger guards
- Massage and/or drinking of fluids

If it is not Medical Treatment, it is First Aid.

YES *(resulted in Medical Treatment)* → **RECORD THE CASE ON THE 300 LOG**

NO *(resulted in First Aid)* → **DO NOT RECORD THE CASE ON THE 300 LOG**

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Let's talk!

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