

ORGANIZATIONAL EXCELLENCE
Reduce Workplace Injuries



**Federal Aviation
Administration**

FY 2008 Performance Target

“Reduce the total workplace injury and illness case rate to no more than 2.68 per 100 employees.”

Flight Plan Objective and Performance Target

Objective 1: Make the organization more effective with stronger leadership, increased commitment of individual workers to fulfill organization-wide goals, and a better prepared, better trained, safer, diverse workforce.

Performance Target: Reduce the total workplace injury and illness case rate to no more than 2.44 per 100 employees by the end of FY 2011, and maintain through FY 2012.

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Target	N/A	N/A	2.85 per 100	2.76 per 100	2.68 per 100
Actual	N/A	N/A	2.17 per 100 ¹	2.43 per 100 ²	

¹ FY 2006 actual result revised from projection of 2.21 per 100.

² FY 2007 actual result revised from projection of 2.56 per 100.

Definition of Measure

Unit of Measure: Rate of work-related injuries and illnesses per 100 employees.

Computation: The case rate is determined by dividing the total number of cases of work-related injuries and illnesses for the entire year by the total number of employees, and multiplying by 100. (The rate is expressed in cases per 100 employees). For the intermediate quarterly reporting, the targets are to have less than the following cumulative rates:

- 1st Quarter: 0.67
- 2nd Quarter: 1.34
- 3rd Quarter: 2.01

Formula:
$$\frac{\text{Total Cases}}{\text{Total Number of Employees}} \times 100$$

Scope of Measure: This measure includes work-related injuries and illnesses to FAA employees only. It excludes off-duty, non-work-related incidents. It also excludes injuries or illnesses of aviation employees, passengers and the general public. Consistent with the Occupational Safety and Health Act (OSHA) initiatives, we will move toward using OSHA recordkeeping analysis, which is not identical to incidents reported under the Office of Workers' Compensation Programs regulations.

Why the FAA Chooses this Measure

The total case rate is a standard measure of safety program performance. We will continue to use the goal of reducing the total case rates by 3% per year, measured against the FY 2003 baseline. This measure shows progress in reducing workplace injuries and illnesses, which in turn leads to improved productivity and quality of life for the FAA workforce and lower costs for the FAA.

Source of the Data

The data source for the number of cases is the Department of Labor (DOL) SHARE Initiative web site (currently <http://www.dol.gov/esa/owcp/share/>), which summarizes injuries and illnesses reported by the various agencies. These data will be analyzed with a view toward determining OSHA recordability. Supplemental sources include the Workers' Compensation Information System and the FAA Safety Management Information System.

The data source for the number of employees is the Department of Transportation Workforce Demographics

website (currently <http://dothr.ost.dot.gov/workforceinfo/demographics.htm>). The Department of Labor website uses slightly different population counts. Those counts generally run slightly higher than the DOT counts. As a result, DOL generally reports slightly lower case rates than FAA. The SHARE data reports are available quarterly, with an approximate one-month lag time. FAA will report the case rates quarterly, with the same approximate one-month lag time.

Statistical Issues

There may be delays in the submission of claims. Also, sometimes multiple claims may result from a single workplace incident such as, chemical vapors and odors. Because of this variability, FAA provides a 10 percent margin to declare the performance status as green for the intermediate reporting (Quarters 1-3), just as is used for aviation safety targets. Thus the effective intermediate targets for reporting as green are:

1st Quarter:	0.60
2nd Quarter:	1.21
3rd Quarter:	1.81

If there are major delays in filing claims with the Department of Labor, or if there are unforeseen incidents that injure large numbers of people, the performance measure could change suddenly. However, based on historical data, the magnitude of such changes would likely be small.

Completeness

Data quality is expected to be high, since the computation follows a well-established formula from the Department of Labor, and the primary data sources for each variable in the formula are federal departmental level databases.

Reliability

As noted in the Completeness section, data quality is expected to be high, since the computation follows a well-established formula from the Department of Labor, and the data sources for each variable in the formula are Federal Departmental level databases. The key source of possible inaccuracy in the data is the data entry for the injury and illness reports. FAA has consolidated Workers' Compensation case management for Headquarters, Regions and both Centers, using employees with extensive specialized experience. One benefit of this consolidation should be increased data accuracy. In addition, some FAA safety professionals use the Safety Management Information System (SMIS) to cross-check mishap reports against Workers' Compensation claims to improve data accuracy.