

## 1/26/2023 OSHA Recordkeeping in the Healthcare Setting Webinar

**Questions and Answers:** Please note that there a couple of corrections in the written responses below as compared to verbal response given in the Q&A portion of the Webinar. These clarification corrections are highlighted in bold red letters with the phrase (“Correction from Webinar Response to Question”) next to it.

- Should TB or COVID exposure cases be Private?** Positive TB case from exposure would be logged as a Privacy Case. [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.29\(b\)\(7\)\(iv\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.29(b)(7)(iv))  
Work related COVID-19 cases as a result of exposure at work would not be a Privacy Case.
- What if an employee goes to ER to receive a Tetanus shot, is that recordable?** **Correction from Webinar Response to Question** Tetanus Shots would be considered First Aid. [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.7\(b\)\(5\)\(ii\)\(B\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.7(b)(5)(ii)(B))
- Our HealthSystem have different locations, do we need to report logs for each site? What if it's the corporate office?** You would need to keep OSHA Logs for each establishment that you are required or requested to keep OSHA Recordkeeping documents for. [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.30\(a\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.30(a))
- Should average amount of employees include Agency and contract staff also?** Yes. See step in the following link from the BLS: <https://www.bls.gov/respondents/iif/annualavghours.htm>
- If a Medical Group office is located on the campus of a hospital and is only connected by a hallway, are the medical group injuries supposed to be entered on the hospital OSHA log?** They are separate business units. No. If the Medical Group is a separate establishment but connected by the hallway, you would not record the injuries for the Medical Group on the OSHA 300 Log. [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.46\(Establishment\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.46(Establishment))
- Do contract physicians count as supervised employees??** No. Unless you are supervising the day to day activities of the physician. [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.31\(b\)\(2\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.31(b)(2))  
[https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.31\(b\)\(3\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.31(b)(3))
- If our physician offices are licensed under our hospital NPI do we just do one log- or one for each site????** Only if the physician is injured while working at the hospital would you record it on the hospital OSHA 300 Log. [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.30\(b\)\(4\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.30(b)(4))
- Just Clarifying that COVID Logs are mandatory?** Only the non-OSHA Recordkeeping portions of the ETS that was withdrawn on 12/27/2021. <https://www.osha.gov/coronavirus/ETS>
- Clarification on notification to OSHA for Covid related hospitalization: If hospitalized due to work related Covid - is it not reportable no matter when they are hospitalized - not just within 24 hours?** Work related COVID-19 Hospitalizations fall under the general reporting requirements of [29 CFR 1904.39\(a\)\(1\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.39(a)(1)) and [29 CFR 1904.39\(a\)\(2\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.39(a)(2)) see faq: <https://www.osha.gov/coronavirus/faqs#collapse-report2>
- TB Conversion/Latent TB? recordable? no active disease** This would not be OSHA Recordable.
- I have a RN out from 2021 and continued to be out all of 2022 do I record on the 2022 OSHA 300 Log.** No. You would record all lost work days on the OSHA 300 Log for the year in which the injury occurred. In this case the 2021 OSHA 300 Log.
- In regards to Agency staff and contractors what is the definition of "supervision". Most come in work their shift/ do their jobs and leave. Do we include in injury to them as a recordable injury?** If you provide day to day supervision of the employees work, then you would record the injury or illness on your OSHA 300 Log. [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.31\(b\)\(4\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.31(b)(4))  
[https://www.osha.gov/sites/default/files/publications/OSHA\\_TWI\\_Bulletin.pdf](https://www.osha.gov/sites/default/files/publications/OSHA_TWI_Bulletin.pdf)
- Do we need to report the COVID claims missed days to OSHA if these claims are under investigation and not yet accepted?** No. You would only record the incident if it meets the criteria as set out by OSHA. <https://www.osha.gov/laws-regs/standardinterpretations/2020-05-19>

14. **With community transmission rates high for COVID, how is it possible to determine work relatedness when PPE is worn with each encounter? If an employee simply provides direct patient care for COVID patient but does not have a breach in PPE, and tests positive for COVID, should those individuals be included on the OSHA 300 log?** It's likely that employee contracted COVID outside of the workplace, but what are the requirements for reporting when the employee "feels" that they were exposed at work. Note the same COVID-19 Memo from 5/19/2020 in which OSHA requires employers to make a reasonable investigation into work-relatedness. <https://www.osha.gov/laws-regs/standardinterpretations/2020-05-19>
15. **For BBF exposures would a bite or spitting in the eye from a patient be recordable? or only needlesticks?** You would record any needlestick injuries and cuts from sharp objects contaminated with blood or OPIM. [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.8\(a\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.8(a))
16. **Can you post a link to the COVID-19 Log?** See the following hyperlink <https://www.osha.gov/sites/default/files/publications/OSHA4130.pdf>
17. **I would like to clarify, if you have a pregnant worker who is on light duty/restrictions. Then during this time this pregnant worker informs you that she has had the baby and will be off work and taking 2 months off. Can you stop recording the light duty days during this time? And then restart the light duty work restrictions upon their return?** **Correction from Webinar Response to Question** You would not count the days that the pregnant worker is off for the pre-planned medical leave. <https://www.osha.gov/laws-regs/standardinterpretations/1992-11-13-2>
18. **How do you prove if they were properly wearing PPE if they only say they were or weren't?** You would conduct the normal investigation per the following OSHA Memorandum and then make a determination: <https://www.osha.gov/laws-regs/standardinterpretations/2020-05-19>
19. **Mike -is a BLS Survey different from submission of OSHA log?** Yes. [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.41\(a\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.41(a)) [https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.42\(a\)](https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1904#p-1904.42(a))