OSHA Occupational Safety and Health Administration

2023

WORK-RELATED INJURY & ILLNESS SUMMARY

Year One of OSHA Forms 300 and 301
Case Detail Data Collection

Introduction

The Occupational Safety and Health Administration (OSHA) received Form 300A summary information through the Injury Tracking Application (ITA) on over 1.5 million work-related injuries and illnesses from more than 385,000 establishments for calendar year 2023. These incidents resulted in more than 18 million days away from work and 22 million days of job transfer/restriction. For the first time, OSHA also collected Form 300 and 301 injury and illness case details for certain larger establishments in high-hazard industries. This resulted in nearly 900,000 detailed case report submissions, allowing for a more in-depth assessment of work-related injuries and illnesses than was previously possible.

As a result of OSHA's 2023 Final Rule to Improve Tracking of Workplace Injuries and Illnesses, beginning in 2024 (2023 reporting period), 29 CFR 1904.41 requires establishments with 100 or more employees in designated high-hazard industries to electronically submit data from their OSHA Form 300 (Log of Work-Related Injuries and Illness) and Form 301 (Injury and Illness Incident Report) through the Injury Tracking Application (ITA). This is in addition to the continuing requirement to submit data from the Form 300A (Summary of Work-Related Injuries and Illnesses) that has been in place since the 2016 reporting period for establishments with 20 or more employees in certain industries and establishments with 250 or more employees in industries that are routinely required to keep injury and illness records. The deadline for timely submission of 2023 data was March 2, 2024, but the ITA allows employers to submit or update data through December 31, 2024.

This report provides a summary of 2023 injury and illness data that OSHA received through ITA by May 31, 2024. ITA receives data from private sector establishments in all 50 states, the District of Columbia, and the other United States (U.S.) Jurisdictions as well as from public sector establishments in the 29 states covered by an OSHA-approved State Plan. This includes all establishments that submitted 2023 data regardless of whether they were required to report. As of May 31, 2024, 385,488 establishments submitted OSHA Form 300A data summarizing a total of 1,538,299 injuries and illnesses with an associated 18,506,116 days away from work (DAFW) and 22,409,900 days of job transfer/restriction (DJTR). A subset of 90,461 establishments also submitted OSHA Form 300 and 301 data describing 883,372 of those incidents. Much of this data is publicly available on OSHA's ITA Data webpage.

Background

The Bureau of Labor Statistics (BLS) Survey of Occupational Injuries and Illnesses (SOII) estimates that 2.6 million nonfatal work-related injuries and illnesses occurred among US private sector workers in 2023, equating to an incidence rate of 2.4 injuries and illnesses per 100 full-time equivalent workers. Although BLS estimates are based on information recorded on OSHA recordkeeping forms, they use a targeted sampling strategy to calculate representative estimates for the US workforce. By contrast, OSHA employer-submitted data described in this report are only representative of establishments that submitted data through the ITA.

OSHA's data identifies establishments by name, address, and industry, unlike establishment-level data collected in the SOII, which is not publicly available. For further information comparing ITA and SOII data refer to OSHA's Comparison Between OSHA ITA Data and BLS SOII Estimates. Newly collected OSHA Form 300 and 301 data provide establishment-specific incident information that can facilitate or enhance:

- Identification of high-risk workplaces,
- Detailed analysis of establishment– and case-specific injuries and illnesses,
- Identification/response to emerging hazards, and
- Detection and mitigation of workplace hazards to prevent workplace injuries and illnesses.
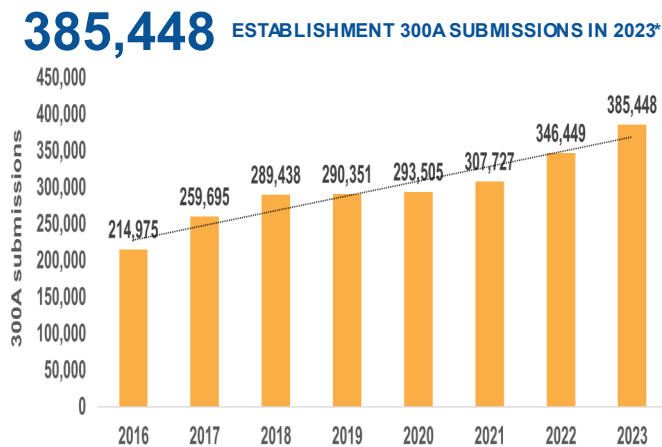
OSHA Form 300A—Summary of Work-Related Injuries and Illnesses

Over 385,000 submissions summarizing 2023 work-related injuries and illnesses were received as of May 31, 2024, an 11% increase in submissions from 2022. Since data collection began eight-years ago, there has been a steady increase in annual submissions (Figure 1).

Most establishments submitting data were from the private sector (93%) and had an average of 20 to 249 employees (68%). Five sectors made up nearly two-thirds of the establishments: manufacturing, retail trade, healthcare, transportation/warehousing, and construction (Figure 2).
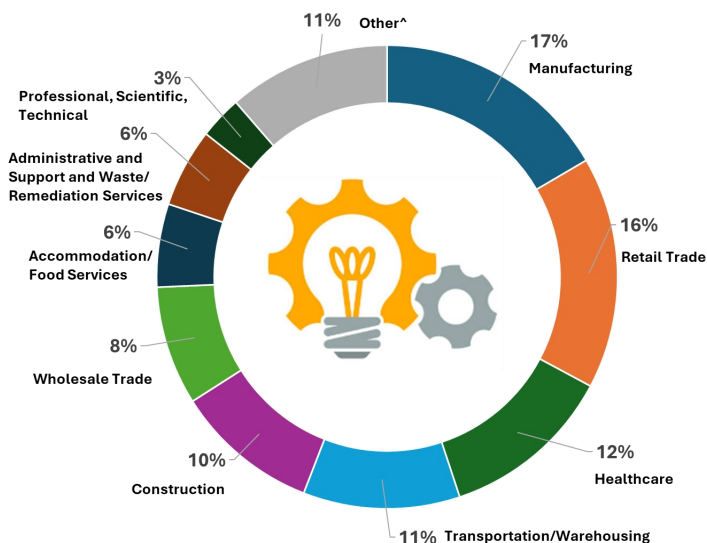
Approximately 59% of establishments that submitted Form 300A data recorded incidents in 2023, amounting to 1,538,299 injuries and illnesses of which approximately 90% were injuries. Roughly 37% of cases reported days away from work (DAFW) and 28% reported days of job transfer or restriction (DJTR). In total, 18,506,116 and 22,409,900 days were spent away from work or on job transfer/restriction, respectively (Table 1).

Figure 2. 300A Submissions by Sector

^Other industry sectors include: Agriculture, Forestry, Hunting, and Fishing; Mining, Quarrying, and Oil/Gas Extraction; Utilities; Arts, Entertainment, and Recreation; Information; Real Estate and Rental and Leasing; Educational Services; Finance and Insurance; Management of Companies and Enterprises; Public Administration; and Other Services

Figure 1. Annual OSHA 300A Submissions

385,448 ESTABLISHMENT 300A SUBMISSIONS IN 2023*

*Calendar year 2023 data as of May 31, 2024

Table 1. Work-Related Injury/Illness Cases

Total Reported Cases:	1,538,299
Deaths	851 (<0.1%)
DAFW Cases*	560,848 (37%)
DJTR Cases**	433,894 (28%)
Other Cases	542,706 (35%)

*DAFW=Days Away From Work (Total days =18,506,116)
**DJTR=Days Job Transfer/Restriction (Total days= 24,409,900)

OSHA Forms 300 and 301—Case Details

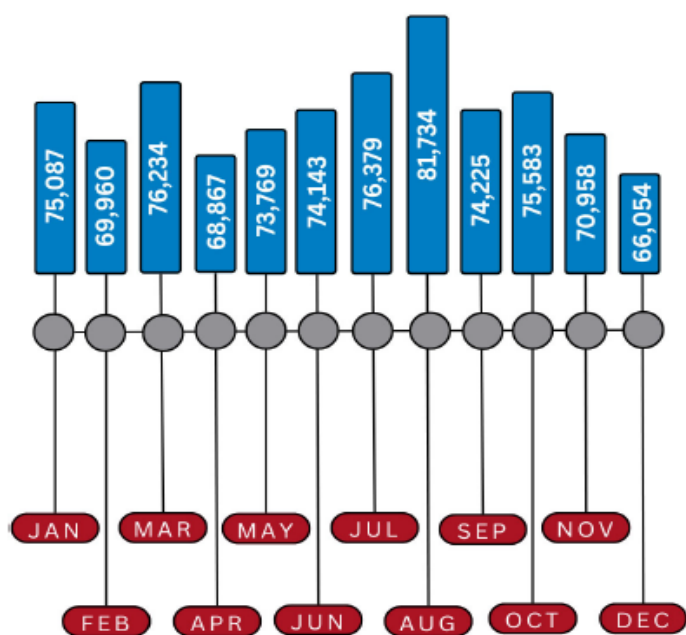As of May 31, 2024, data from OSHA Forms 300 and 301 were electronically submitted for 883,372 work-related injury and illness incidents. Reported monthly incidents ranged from a low of 66,054 cases in December to a high of 81,734 cases in August (Figure 3).

Approximately 48% of reported incidents were among male workers, 47% female workers, and 5% unspecified. Roughly 35% of work-related injuries and illnesses happened within the worker's first year on the job.

Most cases (94%) were at private sector establishments and 61% were at large establishments with 250 or more employees (Table 2).

Four sectors accounted for 85% of the submitted cases: Healthcare (28%), Transportation/ Warehousing (21%), Retail Trade (19%), and Manufacturing (17%). See Figure 4 for details.

Table 2. Injury/Illness Case Characteristics
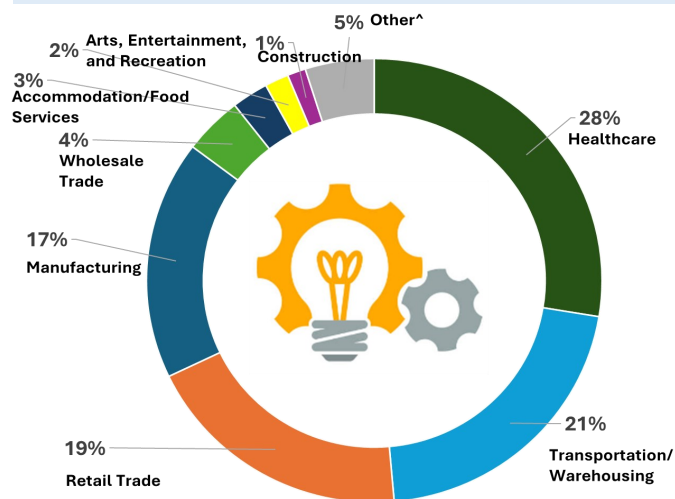
	Characteristic	Number (%)*
Case Characteristics	**Gender**	
	Male	424,583 (48%)
	Female	415,498 (47%)
	Unspecified	43,291 (5%)
	Tenure	
	Less than 3 months	112,644 (13%)
	3-11 months	202,912 (23%)
	1 to 5 years	305,500 (35%)
	More than 5 years	262,315 (30%)
Establishment Characteristics	**Establishment Type**	
	Private Sector	829,693 (94%)
	State/Local Government	51,182 (6%)
	Coverage	
	OSHA	469,144 (53%)
	State Plan	412,444 (47%)
	Average # of Employees	
	<20	5,545 (<1%)
	20-249	336,938 (38%)
	250+	540,880 (61%)

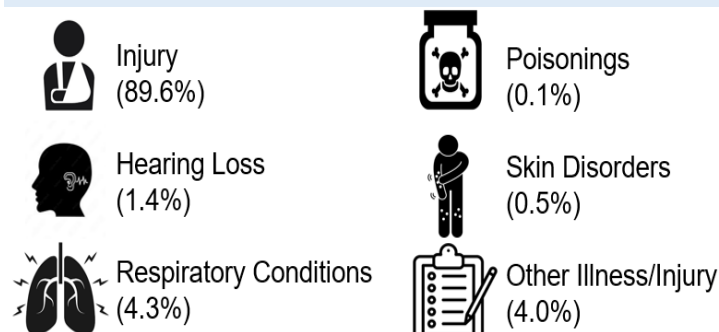*Numbers may not add to total due to missing data and percentages may not add to 100% due to rounding

Figure 3. Monthly Injuries/Illnesses

JAN 75,087 | FEB 69,960 | MAR 76,234 | APR 68,867 | MAY 73,769 | JUN 74,143 | JUL 76,379 | AUG 81,734 | SEP 74,225 | OCT 75,583 | NOV 70,958 | DEC 66,054

Figure 4. 300/301 Submissions by Sector

28% Healthcare
21% Transportation/ Warehousing
19% Retail Trade
17% Manufacturing
4% Wholesale Trade
3% Accommodation/Food Services
2% Arts, Entertainment, and Recreation
1% Construction
5% Other^

^Other industry sectors include: Agriculture, Forestry, Hunting, and Fishing; Mining, Quarrying, and Oil/Gas Extraction; Utilities; Information; Real Estate and Rental and Leasing; Educational Services; Finance and Insurance; Management of Companies and Enterprises; Public Administration; and Other Services

Most (90%) of the 883,372 cases electronically submitted from Forms 300/301 were injuries. Approximately 20% of cases were reported as being treated in an emergency room and 1% were reported as hospitalized overnight as an in-patient (Figure 5). Roughly 37% were DAFW cases and 30% were DJTR cases with a median of 10 DAFW and 17 DJTR, respectively (Table 3).

Figure 5. Injury and Illness Types*

Injury (89.6%)

Poisonings (0.1%)

Hearing Loss (1.4%)

Skin Disorders (0.5%)

Respiratory Conditions (4.3%)

Other Illness/Injury (4.0%)

*20% of cases were treated in the ER; 1% were hospitalized

Table 3. Work-Related Injury/Illness Cases

Total Cases:	883,372
Deaths	276 (<0.1%)
DAFW Cases*	322,415 (37%)
DJTR Cases**	262,059 (30%)
Other Recordable Cases	298,622 (34%)

*DAFW = Days Away From Work (Median=10 days);
**DJTR = Days of Job Transfer or Restriction (Median=17 days)

A Closer Look at Injuries and Illnesses by Occupation

OSHA used the NIOSH Industry and Occupation Computerized Coding System (NIOCCS) to assign Standard Occupation Classification (SOC) codes from reported job descriptions. Based on this, the highest number of incidents were reported among laborers and freight/stock/material movers, who along with stockers/order fillers, registered nurses, nursing assistants, and couriers/messengers comprised the five most commonly reported occupations (Table 4).

Table 4. Top 25 Occupation Groups Reporting Injuries and Illnesses*

Occupation Title	Cases	%
Laborers and Freight, Stock, and Material Movers	77,755	10.9
Stockers and Order Fillers	58,759	8.3
Registered Nurses	58,411	8.2
Nursing Assistants	33,215	4.7
Couriers and Messengers	25,146	3.5
Heavy/Tractor-Trailer Truck Drivers	21,948	3.1
Assemblers/Fabricators, Other	16,861	2.4
Fast Food/Counter Workers	15,478	2.2
Cashiers	13,667	1.9
Retail Salespersons	12,165	1.7
First Line Supervisors, Retail Sale	11,838	1.7
Maids/Housekeeping Cleaners	10,239	1.4
Customer Service Representatives	10,054	1.4
Production Workers, Other	10,029	1.4
Light Truck Drivers	9,001	1.3
Licensed Practical/Vocational Nurses	8,810	1.2
Janitors and Cleaners, Except Maids/Housekeeping Cleaners	7,824	1.1
Industrial Machinery Mechanics	7,679	1.1
Surgical Technologists	7,272	1.0
Personal Care Aides	6,847	1.0
Metal/Plastic Workers, All Other	6,749	1.0
Cargo and Freight Agents	6,651	0.9
Physicians, All Other	6,323	0.9
Farmworkers/Laborers, Crop, Nursery, and Greenhouse	5,961	0.8
Welders, Cutters, Solderers, Brazers	5,894	0.8

*Occupation groups based on reported job descriptions that were assigned Standard Occupation Classification (SOC) codes using the NIOSH Industry and Occupation Computerized Coding System (NIOCCS). NIOCCS uses machine learning, a form of artificial intelligence (AI), to assign SOC codes. The total (*N=710,379) excludes 'uncoded' and 'not yet coded' records

A Closer Look by Sector

Some conditions were more common in certain sectors. For example, the proportion of cases due to respiratory conditions was higher in healthcare (12%) relative to the overall average (4%). Other elevations included: injuries in construction and wholesale trade; skin disorders in utilities and agriculture; hearing loss in utilities and manufacturing; and other illnesses in the professional, scientific, technical and arts, entertainment, recreation sectors (Table 5).

Some differences in the distribution of case types were noted between establishments submitting 300A data versus 300/301 data. For example, hearing loss was elevated in retail trade for establishments submitting 300/301 data (3.3% vs 1.4% overall), but not for establishments submitting 300A data (<0.1% vs 0.8% overall).

Table 5. Work-Related Injury and Illness Case Types by Sector

Selected Sector (300A Summary Data)	# Cases	% Injuries	% Skin disorders	% Respiratory conditions	% Poisonings	% Hearing loss	% Other Illnesses
Agriculture, Forestry, Fishing, and Hunting	20,219	91.1	1.5	1.5	0.4	0.6	4.9
Utilities	12,203	89.3	1.4	2.3	0.2	3.1	3.6
Construction	78,641	96.7	0.4	0.6	0.1	0.2	2.0
Manufacturing	279,896	90.8	0.6	0.8	0.1	3.2	4.5
Wholesale Trade	71,477	97.4	0.2	0.4	0.0	0.2	1.7
Retail Trade	215,685	92.1	0.2	3.8	0.0	0.0	3.8
Transportation and Warehousing	250,319	95.3	0.2	0.8	0.0	0.3	3.5
Real Estate, Rental, Leasing	9,181	95.2	0.5	1.1	0.1	0.0	3.2
Professional, Scientific, Technical	7,019	88.5	0.7	5.5	0.1	0.3	5.1
Admin. and Waste Management	42,618	95.1	0.8	0.8	0.1	0.2	3.0
Educational Services	22,526	85.4	0.2	1.8	0.1	0.2	12.3
Health Care, Social Assistance	375,111	82.7	0.4	11.8	0.0	0.1	5.0
Arts, Entertainment, Recreation	26,422	91.3	0.7	1.0	0.1	0.2	6.8
Accommodation, Food Services	46,078	94.7	0.5	1.2	0.1	0.0	3.3
Public Administration	58,197	83.7	0.9	6.0	0.2	1.8	7.4
Overall Average (All Sectors)	**1,538,299**	**90.3**	**0.4**	**4.2**	**0.1**	**0.8**	**4.3**
Selected Sector (300/301 Case Detail Data)	# Cases	% Injuries	% Skin disorders	% Respiratory conditions	% Poisonings	% Hearing loss	% Other Illnesses
Agriculture, Forestry, Fishing, Hunting	12,765	91.9	1.5	0.9	0.4	0.7	4.7
Utilities	2,933	89.8	1.6	2.2	0.3	1.9	4.2
Construction	11,237	96.4	0.5	0.2	0.2	0.5	2.4
Manufacturing	153,367	88.8	0.6	0.7	0.2	3.5	6.3
Wholesale Trade	36,745	97.5	0.2	0.2	0.1	0.2	1.9
Retail Trade	170,197	90.8	0.2	4.3	0.0	3.3	1.4
Transportation and Warehousing	185,735	95.3	0.4	0.4	0.1	0.4	3.4
Real Estate, Rental, Leasing	805	93.8	1.1	1.2	0.1	0.1	3.6
Professional, Scientific, Technical	605	89.9	0.5	0.3	0.0	1.8	7.4
Educational Services	7,892	94.1	0.2	3.4	0.1	0.2	2.1
Admin. and Waste Management	4,716	96.2	0.4	0.9	0.1	0.3	2.3
Health Care, Social Assistance	243,454	83.0	0.6	11.4	0.2	0.2	4.7
Arts, Entertainment, Recreation	14,563	88.4	0.5	0.6	0.1	0.1	10.3
Accommodation, Food Services	23,283	93.2	1.0	1.3	0.3	0.2	4.0
Public Administration	13,225	85.7	0.8	5.4	0.3	1.2	6.6
Overall Average (All Sectors)	**883,372**	**89.6**	**0.5**	**4.3**	**0.1**	**1.4**	**4.0**

Summary

- Every year, millions of workers across the United States are injured on the job, sometimes with serious and permanent consequences for these workers and their families.

- OSHA collected OSHA Form 300A summary data from over 385,000 establishments that included more than 1.5 million injuries and illnesses in 2023.

- For the first time, OSHA collected incident details from OSHA Forms 300/301 from approximately 90,000 establishments, describing over 883,000 injury and illness cases.

- With the newly collected Form 300 and 301 data, OSHA was able to examine injuries and illnesses with considerably more information including incident and employee characteristics such as incident date, occupation, tenure, and demographics.

- Many of the occupational hazards identified are well-understood and avoidable. Several resources on OSHA's website can help protect workers and prevent workplace injuries and illnesses.

Next Steps

This report provides a snapshot of the 2023 summary (OSHA Form 300A) and case detail (OSHA Form 300/301) data submitted through the ITA as of May 31, 2024. Much of this data is publicly available on OSHA's ITA Data webpage.

- OSHA has also posted information from OSHA Form 300 and 301 narrative fields (Figure 6) after taking steps to remove information that could reasonably be expected to identify individuals directly from those fields.

- OSHA will continue to use the ITA data to analyze injury and illness trends.

- OSHA will update postings as new data are submitted and processed,

- Employers, employees, employee representatives, and researchers can use the data to identify patterns of injuries, illnesses, and hazardous conditions in the workplace.

Figure 6. Form 300/301 Narrative Fields

Where the event occurred?
[Form 300(e)]

Description of injury/illness
[Form 300(f)]

What was the employee doing just before the incident occurred?
[Form 301(q14)]

What happened?
[Form 301(q15)]

What was the injury or illness?
[Form 301(q16)]

What object or substance directly harmed the employee?
[Form 301(q17)]

Methodology

Although the bulk of ITA data were received by the reporting deadline (March 2, 2024), late and corrected submissions are allowed throughout the year. The results summarized herein cover data submitted as of May 31, 2024. Data from establishments not required to submit data are also included. Details regarding the posted data used in the analysis are available on the ITA Data webpage.

The data contain establishments covered by OSHA and by State Plans. Most states with OSHA-approved State Plans have ITA requirements identical to OSHA. However, OSHA does not cover state and local government workers. When state and local government workers are covered by a State Plan, that State Plan dictates which establishments must submit recordkeeping data. State and local government workers not covered by a State Plan would not be required to submit data through the ITA. Thus, state and local government workers are not universally included in ITA data.

Several checks are built into the ITA system to improve the data quality, including validating dates and, within OSHA 300A forms, requiring totals to equal the sum of injuries and illnesses reported. OSHA also performs several data cleaning steps on submitted data such as removing test and duplicate records, retaining the most recent record submitted by an establishment.

Additionally, employee job descriptions from the Form 300/301 data were assigned Standard Occupation Classification (SOC) codes using the NIOSH Industry and Occupation Computerized Coding System (NIOCCS). OSHA reviewed half of NIOCCS-assigned SOC codes to assess accuracy and assigned a new SOC code where appropriate. Approximately 18% of job descriptions were not specific enough to be assigned a SOC code.

For purposes of this report, total days away from work (DAFW) and/or days of job transfer/restriction (DJTR) reported on Form 300A were capped at 180 calendar days per case. Data were summarized by industry sector according to the North American Industry Classification System (NAICS) code submitted by the establishment through the ITA as part of their Form 300A submission. OSHA does not confirm an establishment's NAICS code.

Data Limitations

While OSHA takes multiple steps to ensure the data collected are accurate, problems and errors invariably exist for some establishments. Some limitations include:

- The results are specific to establishments submitting data. They are not representative of the entire US workforce.

- OSHA does not correct or validate submitted information (e.g., the employee or injury and illness counts, days away from work, NAICS code, etc.).

- Non-specific or incomplete responses for free-text fields (e.g., job description) limit the ability to classify and interpret the data.

- Underreporting may also contribute to incomplete data.

- Other variations in reporting across and within establishments may be reflected in the data.

- Not all establishments submitting Form 300A data are required to submit Form 300/301 data; differences in the data may be attributable to differences in the workplace size, whether the industries are high-hazard or merely reflect differing submission requirements.

- This report describes submitted injuries and illnesses; however, it does not include information about incidence rates. Concluding which workers may be at increased risk solely based on whether they have the highest reported number of incidents would be inappropriate.

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