What Is Your Injury Data Telling You?

Mid-year is the moment to find risk before it becomes cost.

By mid-year, employers often have enough information to identify injury trends, evaluate program performance, and adjust before year-end.

WHY MID-YEAR MATTERS

JANUARY — JUNE — DECEMBER

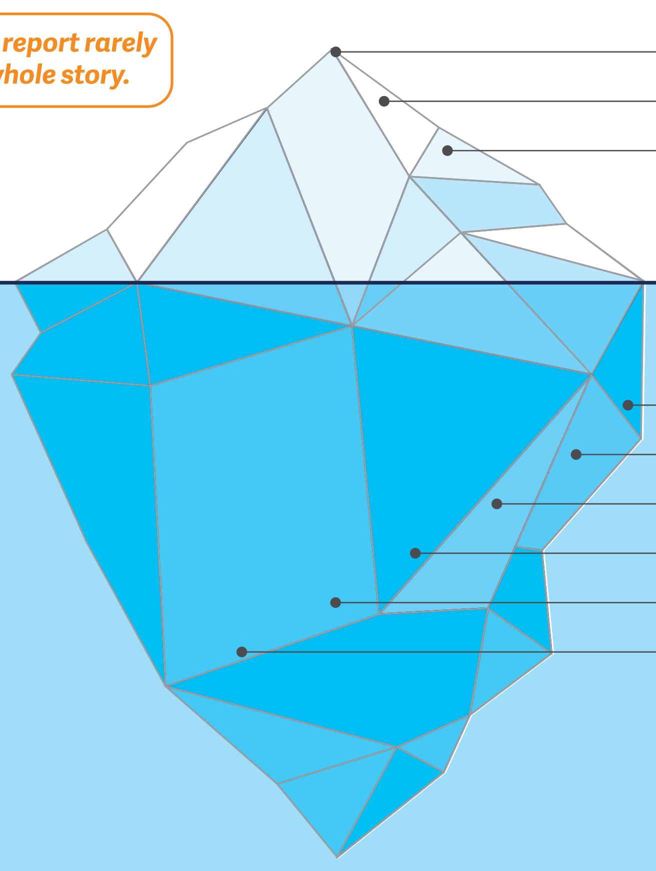
1. Spot Trends Earlier
Identify recurring injuries, reporting delays, or rising severity before they escalate.

2 Find Hidden Costs
Claims are only part of the story. Productivity, overtime, staffing, supervisor time, and return-to-work challenges can also affect operations.

3. Improve Before Year-End
Use the data now to adjust care pathways, prevention strategies, and workforce health programs.

THE COSTS EMPLOYERS OFTEN MISS

The claim report rarely tells the whole story.



Above the Surface: Visible Costs

- Workers' compensation claims
- Medical expenses
- Legal or administrative costs

OSHA notes that direct costs include workers' compensation payments, medical expenses, and legal services.

Below the Surface: Hidden Operational Costs

- Lost productivity
- Overtime or temporary staffing
- Supervisor and administrative time
- Project delays
- Return-to-work challenges
- Lower morale and absenteeism

OSHA identifies indirect costs such as replacement training, accident investigation, corrective measures, lost productivity, equipment/property repair, lower morale, and absenteeism.

WHAT TO LOOK FOR IN YOUR DATA

Injury Patterns
- Repeat injuries by job type
- Similar body parts or mechanisms
- First-aid cases becoming recordables

Process Gaps
- Delayed reporting
- Missed early intervention opportunities
- Inconsistent supervisor response

Workforce Impact
- Absence trends
- Modified duty challenges
- Overtime or staffing strain

Program Performance
- Are prevention, injury care, and return-to-work programs working together?
- Are current interventions producing the expected outcomes?

A mid-year review can help employers evaluate whether injury trends, reporting practices, and response processes are supporting desired outcomes.

MID-YEAR INJURY COST CHECK

5 QUESTIONS TO ASK

1 Are injury costs tracking as expected?
Compare actual costs against budget and projections.

2 Are certain locations, job roles, or tasks driving repeat issues?
Look for clusters and patterns.

3 Are employees reporting symptoms early enough?
Delayed reporting can limit early intervention opportunities.

4 Are supervisors equipped to respond consistently?
Supervisor response can influence reporting, care access, and outcomes.

5 Are your programs connected?
Injury prevention, injury care, wellness, and return-to-work efforts should reinforce one another.

THE BIGGER BUSINESS IMPACT

One missed injury signal can create a ripple effect.

Injury Discomfort → Delayed Reporting → More Complex Care Needs → Lost Time or Modified Duty → Higher Costs + Operational Disruption

U.S. private industry employers reported approximately ***2.5 million*** *nonfatal workplace injuries and illnesses in 2024, reinforcing why employers should monitor trends before issues grow.*

WHAT THE DATA CAN REVEAL

- Hidden Cost Drivers
- Emerging Injury Trends
- Reporting Gaps
- Prevention Opportunities

FROM INSIGHT TO ACTION

REVIEW → IDENTIFY → ADJUST → MEASURE

A mid-year injury cost check helps employers move from reactive reporting to proactive risk reduction.

HOW WORKCARE HELPS

WorkCare helps employers identify trends, reduce hidden injury costs, and improve workforce health and safety outcomes through prevention, early intervention, and program insight.

Ready to see what your injury data is telling you? Let's work together.

WORKCARE.COM – 800.455.6155
WorkCare is a U.S.-based occupational health, wellness, and absence management company.

WorkCare®