

Accident Review: Identifying Causes (continued)

Physical and/or Mental:

- Employee:
 - had a current injury, illness, limitation
 - was fatigued
 - was distracted from the task being performed
 - had a previous injury, illness, limitation

Facilities, Equipment, Materials:

- Were incorrectly designed or not compatible
- Were inadequately maintained or repaired
- Were insufficient or not provided
- Were left in a haphazard manner (poor housekeeping)

Knowledge, Skills, Judgment:

- Employee:
 - Did not know expectations, policies, procedures, rules
 - Did not know how to recognize the problem
 - Did not recognize the problem
 - Did not have the skill for the task
 - Lack of training
 - Lack of sufficient training
 - Lack of follow-up or refresher training
- Manager or supervisor:
 - Did not identify problem
 - Did not understand the needs of employee
 - Improperly assigned or permitted employee who lacked knowledge, skills, or judgment to do the job or task
 - Did not communicate expectations, policies, procedures rules
 - Did not know how to manage the problem

After listing all of the potential causes the Committee can act to reach a consensus on the Root Cause of this particular accident, and then move on to a recommendation for solution.

Note: the Committee, by analysis of the potential causes of a number of claims, might discover a common pattern of exposure that needs to be addressed beyond just looking for a solution to the Root Cause.

- If the same potential cause keeps showing up on the same type of claim, it is a problem that should be addressed before it becomes a Root Cause of a future injury.