

Biannual Effectiveness Measures (as of 6/30/2024)

**Column Descriptions and Data Sources**

Column: Agency number

Column: Agency name: Agencies participating in and covered by the Commonwealth's workers' compensation program.

Columns: Number of employees. Compiled by the Office of Administration for agencies under the Governor's jurisdiction. Total filled salaried and wage employees derived from the average of four quarters (September, December, March, and June). Legislative and independent agency staff numbers provided by the AIPP annual reports.

Columns: Total payroll cost. The total amount paid in payroll for agencies under the Governor's jurisdiction. This amount includes benefits, direct payroll, etc.

Columns: Total hours worked. The total hours worked by employees for agencies under the Governor's jurisdiction.

Columns: Workers' compensation cost tracked by Inservco, Inc (MMR). This is the total paid amount for injuries which occurred in any fiscal year as of the valuation date shown. Incurred is equal to the total paid on a claim, including denied claims. Total paid includes expenses for medical bills, indemnity payments, legal expenses, or any other costs associated with the claim. This number does not include any administrative, consultant, or other costs that cannot be directly associated with a particular claim.

Columns: Number of claims. A claim is defined as an incident where an employee requires medical assistance. The Commonwealth does not report "incident only" claims to Inservco, Inc.. All claims reported to Inservco, Inc. that are not denied are included in this number. Cost does not need to be incurred for a claim to be included in the claim count.

Columns: Number of indemnity claims. A claim is defined as an indemnity claim if it requires payments made to an injured or sick employee whose injury or illness occurred as a result of employment. Indemnity compensates the employee for lost wages in excess of seven days.

Columns: Total claim rate. This is a nationally recognized rate obtained by multiplying the number of total claims by 200,000 and then dividing the number by the number of hours worked by that agency. This rate lists the number of injuries per 100 employees in a year. This rate is used across industry and government to compare injury incidence.

Columns: Indemnity rate. This is a nationally recognized rate obtained by multiplying the number of indemnity claims by 200,000 and then dividing by the number of hours worked by that agency. This rate represents the number of indemnity injuries per 100 employees in a year. This rate is used across industry and government to compare injury severity.

Columns: Cost ratio of payroll. This is a ratio obtained by dividing the cost of claims paid in that fiscal year by the payroll paid in that fiscal year.

