



Office of State Human Resources

ROY COOPER  
Governor

BARBARA GIBSON  
Director, State Human Resources

## **OSHR Procedure for Reporting State Employee Fatality, Amputation, Loss of Eye(s), or Hospitalization Immediately Following Injury**

**REVISED April 19, 2021**

State agencies must report the following injuries involving permanent, contract, or temporary employees to OSHA:

- a. **Fatalities - within 8 hours**
- b. **Amputation(s), loss of eye(s), hospitalization immediately following injury - within 24 hours.**

State agencies must also report these injuries as follows:

1. Contact your Agency/University Human Resources Director and your Agency/University Safety Leader. In the event of a fatality, also contact your Agency/University Legal Counsel.
2. Contact NC Department of Labor during working hours (8 a.m. to 5 p.m.) at 919-779-8560 or 1-800-625-2267. After working hours, (5 p.m. to 8 a.m.), weekends or holidays, call State Capitol Police at (919) 733-3333. **(See below)\***
3. Contact a member of the OSHR Safety, Health and Workers' Compensation Division.  
Scarlette Gardner, Division Director (984) 236-0848 or (984) 204-0152 [scarlette.gardner@nc.gov](mailto:scarlette.gardner@nc.gov)  
Edward Johnson, State Safety/Health Dir. (984) 236-0845 or (252) 883-1131 [edward.h.johnson@nc.gov](mailto:edward.h.johnson@nc.gov)  
Glenda Vestal, State Safety Consultant (984) 236-0846 or (252) 258-7851 [glenda.vestal@nc.gov](mailto:glenda.vestal@nc.gov)

**Provide injured employee name, agency, and incident summary.**

4. Follow-up with an email message or fax (984) 236-0949 to OSHR staff listed above. Emails and faxes are public information. Please utilize sensitivity and discretion when describing incident details.

**OSHR will contact the Governor's office as necessary and may assist in incident investigation.**

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\*Effective January 1, 2015, employers are required to contact OSHA for any work-related fatality within (8) hours. Inpatient hospitalizations, all amputations and all losses of an eye must be reported within (24) hours. An amputation is the traumatic loss of a limb or other external body part. Amputations include a part, such as a limb or appendage that has been severed, cut off, amputated (either completely or partially); fingertip amputations with or without bone loss; medical amputations resulting from irreparable damage; amputations of body parts that have since been reattached. Amputations do not include avulsions (tissue torn away from the body), enucleations (removal of the eyeball), degloving (skin torn away from the underlying tissue), scalping (removal of the scalp), severed ears, or broken or chipped teeth.