IS **YOUR** THERAPY/EXERCISE/STRETCHING PROGRAM *CREATING RECORDABLES*?

is creating

recordables.5



This spring, OSHA released an update to their guidance for determining workplace recordables. Throughout this update, OSHA continues to consistently acknowledge ART as a clearly defined solution for employers looking to take a proactive approach to employee care without creating recordables.

To help our clients and those considering similar solutions, we created this flow chart for navigating the universe of OSHA enforcement guidance, to provide you with peace of mind or – if you don't have ART – help you determine your current compliance risk.

Do you work directly with ART? Does your provider have the ELITE designation? Check: activerelease.com/find-a-provider/ Your on-site program may be creating recordables. 2 We can help set you up with an On-Site Certified Elite Provider. Congratulations!

Reach out here

for assistance.

IS IT ART? IS IT "SOFT-TISSUE MASSAGE" ONLY OR DOES IT INCLUDE PHYSICAL THERAPY, **EXERCISE OR STRETCHING? SOFT-TISSUE INCLUDES INCLUDES PHYSICAL** MASSAGE ONLY **EXERCISE THERAPY** OR Your on-site program may be **STRETCHING** creating recordables. ART can Your on-site provide more efficient results for program is creating (Therapeutic both you and your employees recordables.4 Exercise) within OSHA guidelines.3 IS THERAPEUTIC EXERCISE GIVEN TO individuals IN **RESPONSE TO WORK-RELATED CONDITIONS/INJURIES?** Your on-site program may not be creating recordables. ART Your on-site can augment this approach to program

YES

'See osha.gov/laws-regs/standardinterpretations/2006-07-24-0 ("ART is considered first aid for injury and illness recordkeeping purposes").

Your on-site program is not

creating recordables.1

²See <u>osha.gov/laws-regs/standardinterpretations/2024-05-02</u> ("a special designation is required for practitioners that perform ART in the workplace").

³See osha.gov/laws-regs/standardinterpretations/2019-05-23 (finding that "soft tissue massage is first aid for recordkeeping purposes" but without defining "soft-tissue massage" or specifying any "soft-tissue massage" technique except ART). ART is the only type of "soft-tissue massage" that is definitively first aid.

⁴See osha.gov/laws-regs/standardinterpretations/2024-05-02 ("physical therapy or chiropractic treatment are considered medical treatment for recordkeeping purposes").

provide a more effective solution

for both you and your employees.

⁵See <u>osha.gov/laws-regs/standardinterpretations/2024-05-02</u> ("The use of exercise or stretching (i.e., therapeutic exercise) is not included on the list of first aid treatments in section 1904.7(b)(5)(ii). Such therapeutic exercise is considered medical treatment when it is designed and administered to treat a particular work-related injury or illness"). OSHA does not distinguish between virtual or in person design or administration of therapeutic exercise. Both constitute medical treatment.