

Region VI “Stars Among Stars” Recognition Program (Updated 1/1/2025)

The Stars among Stars Program has been established to recognize VPP participants within Region VI with total case incidence rates (TCIR) and days away/restricted/transferred case incidence rates (DART) well below the BLS national average. All Star, Demonstration, Merit, and Conditional sites are eligible for the Recognition Program provided the site meets the other requirements as specified below.

By recognizing companies with injury/illness rates more than 50 percent below the National Average, we keep the focus of the VPP on reducing injuries and illnesses at participating sites. We also encourage employers to continue working to reduce their rates even though they already meet the basic requirement of having rates below the BLS national average.

Specific rules for the “Stars Among Stars” Program have been developed to clarify several issues. These rules are as follows:

1. The requirement regarding incentive programs has changed. The revised policy reverses the previous policy which disallowed any incentive program that included injury/illness data such as rates, number of cases, percent reduction, etc. Although OSHA still encourages the use of leading indicators for incentive programs, this is no longer a requirement.

In order for a site to qualify for an award they need only have an effective policy which successfully ensures all injuries/illnesses are reported. No documentation is required when applying for this award. You’re a VPP site. We trust you ;)

2. A site not utilizing an incentive program automatically meets this requirement.
3. All Region VI VPP participants in the Star, Merit, Demonstration, and Conditional Programs are eligible for the SAS Award.
4. The site must have been approved for the VPP prior to the end of the year for which the rates are being calculated. For example, all sites approved for VPP on or before 12/31/24 are eligible for recognition based on their self reported 2024 rates.
5. To initially qualify for recognition as a “Star Among Stars,” a site must have both it’s Total Case Incidence Rate (TCIR) and Days Away/Restricted/Transferred Case Incidence Rate (DART) for the previous year at least 50 percent below the BLS national industry averages for their appropriate NAICS code. This means the TCIR and DART must be 50 percent or more below the BLS national average after both have been calculated and before the rates have been rounded off. A rate which is 50.0000 percent below would qualify, whereas a rate of 49.9999 percent below would not.
6. If a site’s TCIR and DART rates are both at least 75 percent below the BLS national average, they qualify as a “Super Star Among Stars” and will be recognized as such. This means the TCIR and DART must be 75 percent or more below the BLS national industry averages after both rates have been calculated and before the rates have been rounded off. A rate which is 75.0000 percent below would qualify, whereas a rate of 74.9999 percent below would not. If only one rate is at least 75 percent below the national average, but both are at least 50 percent below, the site will qualify as a “Star Among Stars.”

A third level of qualification has been set for sites with their TCIR and DART rates both at least 90 percent below the BLS national average. This level of recognition is referred to as the “Star of Excellence.” This means the TCIR and DART must be 90 percent or more below the BLS national industry average after both rates have been calculated and before the rates have been rounded off. A rate which is 90.0000 percent below would qualify, whereas a rate of 89.9999 percent below would not. If only one rate is at least 90 percent below the national average, but both are at least 50 or 75 percent below, the site will qualify as a “Star” or “Super Star” Among Stars as appropriate.

No deadline is set to qualify for this program. A company may calculate their rates and have them reviewed by the Region VI VPP Manager at any time during the year to qualify for recognition; however, deadlines may be set in order to collect data in time to recognize sites at various events such as the Region VI Conference.

7. A site may compare their TCIR and DART rates to either of the two most recent BLS NAICS tables. In other words, to qualify for your reported 2024 data, you must compare your 2024 rates to either the 2023 or 2022 BLS NAICS rates for your industry. This is a more stringent requirement than the current requirements for participation in the Star Program which allows a site to use any of the previous THREE years of BLS data. The company should use whichever rate benefits them; however, you must use both rates from the same year, for example you cannot use the BLS TCIR rate from the 2022 BLS stats and the DART rate from the 2023 averages. The reason the comparison years (2023/2021) are used is due to when this award application comes online and when the prior year rates are published. This always allows us to have proper comparative data.
8. The site must also use the most specific BLS data available when comparing their site's rates. For example, if the site's NAICS code is 241115, they must compare their site rates to the BLS rates published for 241115. If no data is available, the site would then compare their rates to the data available for 24111-. If no data is available at this level, the site may compare their rates to 2411--, and so on. This does not impact which year's data you use to qualify for the award. If the BLS rates for 2022 provides data at the six-digit level (241115), and the 2023 BLS rates only provide data at the four-digit level (2411--), you may still use the 2022 data if it is more advantageous. Heck, you can even use the 2022 data if it isn't advantageous, but that would be silly.
9. Federal sites in Region VI who wish to be eligible for the SAS Program must submit injury information based on a calendar year.
10. The site must not have had a fatality, including contractor employees, during the year for which the rates are being calculated.
11. Any company may have one (1) recordable injury or illness during the year and still qualify for the program regardless of the site's rate due to the recordable incident. This includes sites exceeding the national average based on the incident. The incident CANNOT be a lost time/restricted/transferred work case. A site may not exceed the BLS national average more than once in three years to continue qualifying for the SAS program.

This rule does not apply if your site already qualified for one of the three levels with a single recordable.

Percent TCIR is below BLS National Average:

Percent DART is below BLS National Average:

$(2022/2023 \text{ BLS average} - \text{Site TCIR for 2024}) \times 100$

$(2022/2023 \text{ BLS average} - \text{Site DART for 2024}) \times 100$

BLS industry average

BLS industry average

Region VI Stars Among Stars Recognition Program Application

Company Name:

Site NAICS code:

Location:

Injury/Illness Statistics

Hours Worked (Do not include contractor hours)		Total Cases (TCIR) (Column H + I + J)		Days Away/Restricted/ Transferred Cases (DART) (Column H + I)
Injury/Illness Rates for 2024:	TCIR =		DART =	
BLS Industry Average For 2022 or 2023 (identify which):	TCIR =		DART =	
<i>Percent below BLS Average:</i> $\frac{(\text{BLS Avg} - \text{Site Rate}) \times 100}{\text{BLS Avg}}$	TCIR =		DART =	
Has your site experienced a fatality (including contractor) in the past year ? (If “Y”, site DNQ)				Y or N
Did your site qualify for recognition based on Rule 11 in either of the two previous years? (If “Y”, site DNQ)				Y or N
<u>Level of Recognition</u>				Indicate the appropriate level of recognition
Does the site utilize an incentive program?				Y/N
If so, does the incentive program meet the requirements of rule #1?				Y/N/NA
Both rates are 50% or more below BLS Average for site’s NAICS code:				Star
Both rates are 75% or more below BLS Average for site’s NAICS code:				Super Star
Both rates are 90% or more below BLS Average for site’s NAICS code:				Star of Excellence
The site qualifies for recognition based on rule 11:				Star