

Fatality & Permanent Impairment (FPI)



IOGP has set a course for our industry to focus on preventing life-changing injuries and fatalities.

In 2022, an Expert Group was set up to agree a common industry definition for actual, potential and near miss Fatality and Permanent Impairment (FPI) injuries. The result is summarized below.

Fatality

A death as a result of a work-related incident. 'Delayed' deaths that occur within 180 days post incident are to be included if the death was a direct result of the incident (refer to the Annual IOGP Safety Performance Indicators User Guide for the definition and further guidance on fatality, 'delayed' deaths, work related and injury).

Permanent Impairment (PI)

Definition

Permanent impairment is defined as the outcome of a work-related injury from which the worker cannot or is not expected to return to their previous (pre-incident) whole person function as a result of an acute, single incident, resulting in any of the following:

- Permanent loss of body parts
- Permanent reduction of organ's physiological function
- Permanent reduction in skin and musculoskeletal function
- Permanent reduction in psychological, social, or cognitive function

For reporting purposes, the classification is to be made within 180 days of the injury.

"Whole person function" relates to a person's physiological / psychological status. Impairment is defined as either, or both:

- Loss of ability to return to the previous work role
- Loss of ability to perform the activities of daily living (ADL)

In Shell we are determined to eliminate all life-altering injuries and fatalities. As a sector we have an opportunity to make a step change, together. Collaboration through shared data, learnings, enabled by alignment on common definitions and standards will be key to success.

Amir Gerges, Former VP Safety, Shell

Although our industry has made significant progress, life altering incidents are still occurring. We must strengthen and enhance the effectiveness of our safeguards, which protect us against risks and ultimately save lives.

Cheryl Gomez-Smith, Director of Safety & Risk, ExxonMobil

One of bp's safety aims is to "eliminate fatalities and life changing injuries by 2025". We have worked closely with IOGP to develop the industry's first definition for Permanent Impairment which bp adopted as life changing injuries in 2023.

Fuzzy Bitar, SVP HSE & Carbon, bp

By establishing common definitions, we can approach solutions and track our progress as an industry when preventing life-changing injuries and fatalities. We owe it to our workforce, our partners and their friends and families to put in place the measures and focus that this deserves.

Kim McHugh, Vice President, Rockies Business Unit, Chevron

We can't manage the risk of fatal incidents in the same way we manage slips, trips or twisted ankles. How to fail safe and avoid Fatality and Permanent Impairments is what we need to talk about, what we need to count, and what we need to spend our efforts on.

Lamberto Nonno, Global Regions and North America HSE Director, Baker Hughes

By uniting as an industry, we exhibit strong and visible leadership in demonstrating our genuine concern and care for one another. This collective effort allows us to effectively minimize the occurrence and impact of life-altering injuries and fatalities while ensuring we focus on what matters most.

Devan Raj, VP HSE & Facility Management, SLB

Application guidance

If the injury meets any of the permanent impairment criteria (refer to 3.5), it should be classified as permanent impairment as soon as practicable based on the information available. This is regardless of all other factors, including the ability to return to their previous role or ability to perform the activities of daily living (ADL).

Typically, it will be clear at the time of an incident, or soon after, whether the injury will lead to a permanent impairment classification and can be classified at that point.

If it is not clear at the time of the incident whether an injury will lead to permanent impairment, then permanent impairment should be determined by considering whether the injured party has reached a state of Maximum Medical Improvement (MMI). MMI is achieved when a person has received all available medical intervention and rehabilitation options with no further status improvement deemed likely. MMI is likely to have been achieved within 180 days post incident in the majority of cases.

If the PI classification is not clear, the opinion of a medical professional should be obtained to enable the determination to be made within 180 days of the incident.

FPI criteria

Within the FPI reporting methodology the following definitions are used:

- **Actual FPI:** an incident that results in a fatality or permanent impairment
- **Potential FPI:** an incident that results in an injury (first aid and recordable) that could have realistically resulted in a fatality or permanent impairment
- **Near Miss FPI:** an event that could have realistically resulted in a fatality or permanent impairment where there was no actual injury

Permanent Impairment criteria

The Permanent Impairment metric is met by any of the below criteria singularly or in combination. Impairment may occur to physical, psychological or social function if it related to an acute/single incident.

- **Permanent loss of body parts**
Permanent loss of body parts as a result of an acute/single incident due to mechanical trauma, thermal trauma, radioactivity, vibration, chemical exposure or other.
- **Permanent reduction of organ function**
Permanent reduction in an organ's physiological function as a result of an acute/single incident due to a mechanical trauma, thermal trauma, radioactivity, vibration, chemical exposure or other.
- **Permanent reduction in skin and/or musculoskeletal function**
Permanent reduction in skin and/or musculoskeletal function as a result of an acute/single incident due to a mechanical trauma, thermal trauma, radioactivity, vibration, chemical exposure or other.
- **Permanent reduction in psychological, social or cognitive function**
Permanent reduction in psychological, social or cognitive function as a result of an acute/single incident with psychological trauma including an inability to self-care and/or an inability to maintain previous work, social and community relationships post incident.

For the complete definitions, examples and FAQ please visit www.iogp.org/fpi



Disclaimer

While definitions of permanent impairments in this guidance are aligned with the American Medical Association Guides: Sixth Edition and World Health Organisation (WHO) International Classification of Functioning, Disability and Health (ICF), determination of a permanent impairment for industry reporting does not imply a "Permanent Impairment" is present for compensation payment calculations, or for legal or regulatory purposes. FPI criteria and injury severity classifications used for industry reporting are not legally binding. Quantification of impairment level for compensatory purposes should be undertaken by a certified assessor against local regulatory requirements.

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