2014 COUNCIL REPORT - Workplace Safety

Introduction

In 2014, City Council received the *Workplace Safety Audit* dated November 2013 and adopted that an Annual Report be submitted to Council within 6 months of the previous year end[1]. This report represents the first Annual Report on Workplace Safety to Council by the Winnipeg Public Service.

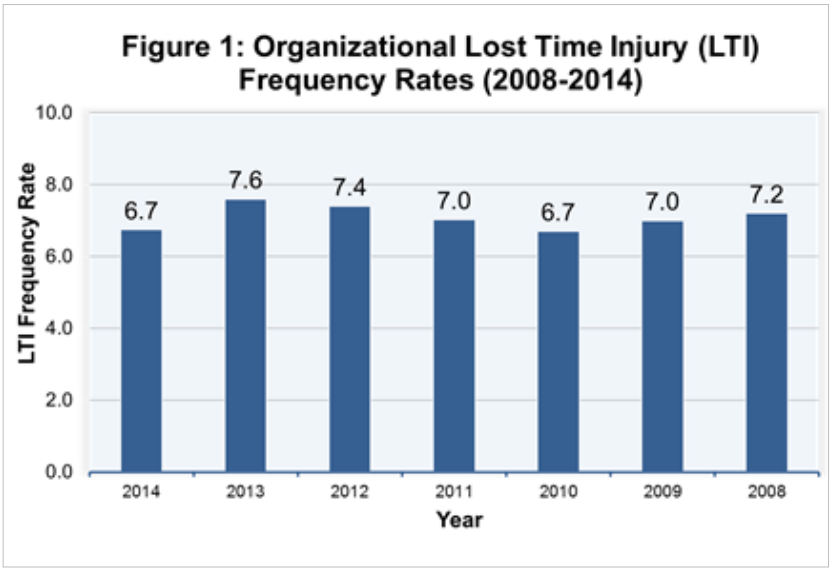
Performance measures used in the report are Lost Time Injury (LTI) Rates and Workers Compensation Board (WCB) costs. These are the primary indicators used by the City to measure workplace safety progress.

All LTI metrics include those injuries that result in absence from work and have an accepted or pending WCB claim. These figures should be considered as conservative estimates because they do not include time loss associated with long-term disability, or injury claims processed through Manitoba Public Insurance.

Performance Analysis

LOST TIME INJURY (LTI) FREQUENCY

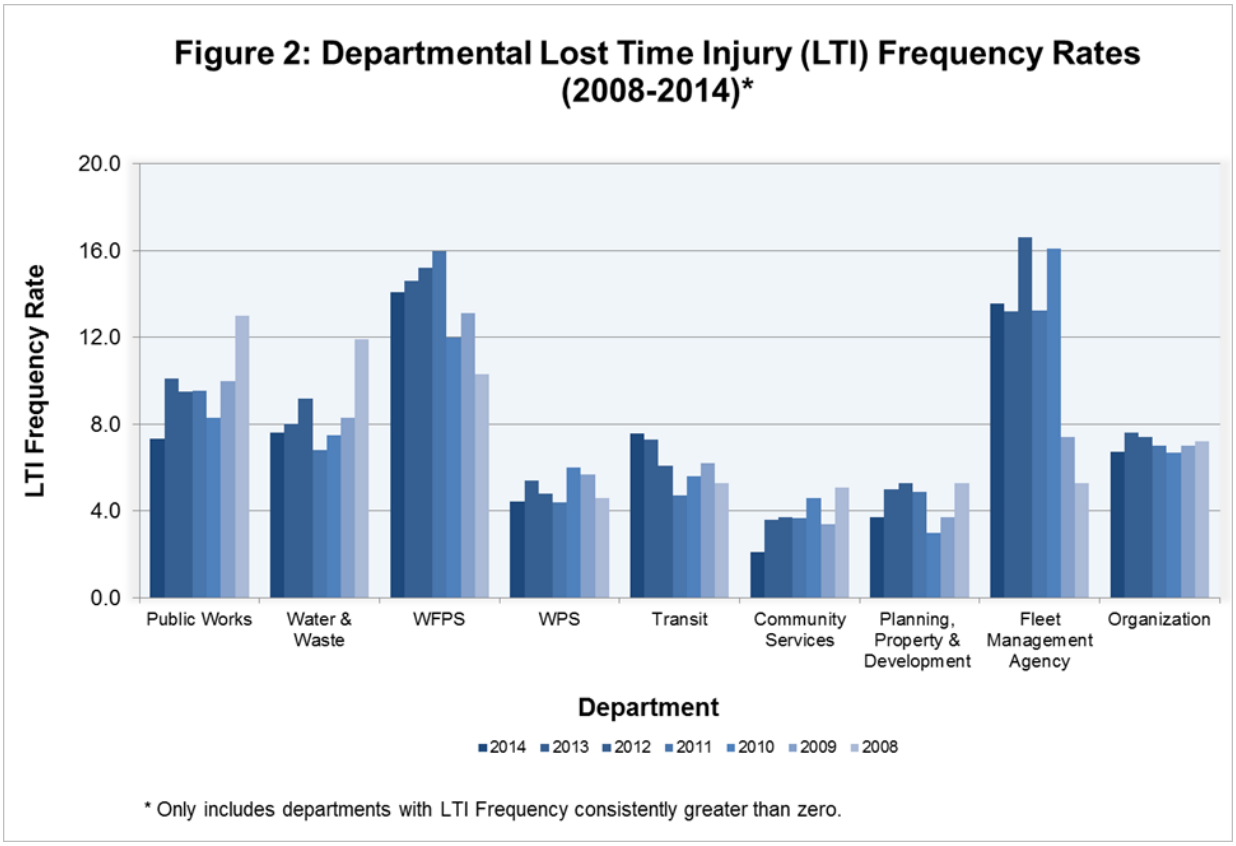
LTI Frequency is the number of lost time injuries per 100 workers per year. It can be used as an internal benchmark to determine if progress has been made within an organization to reduce the occurrence of injuries. Figure 1 illustrates that the City's 2014 LTI Frequency was 6.7 LTI per 100 workers per year which was 12% lower than the frequency experienced in 2013 (7.6). Since 2008 organizational LTI Frequency has averaged 7.1 LTI per 100 workers per year. LTI Frequency in 2014 was slightly lower than the overall standard deviation[2]; this number had been previously trending upward since 2010.



[1] Council Minutes – September 24, 2014, Minute No. 752

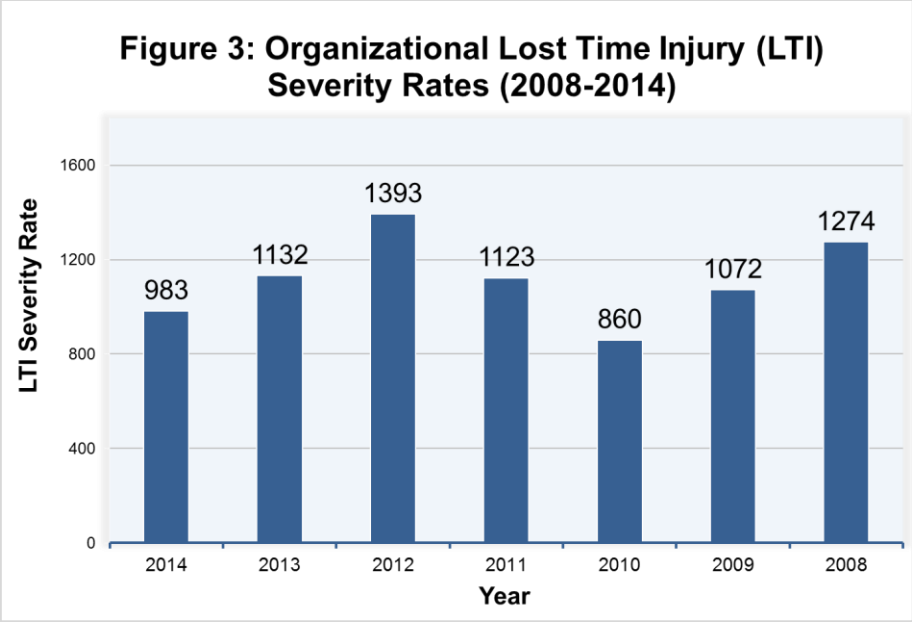
[2] A statistic used to determine how data is spread out from the average or expected value.

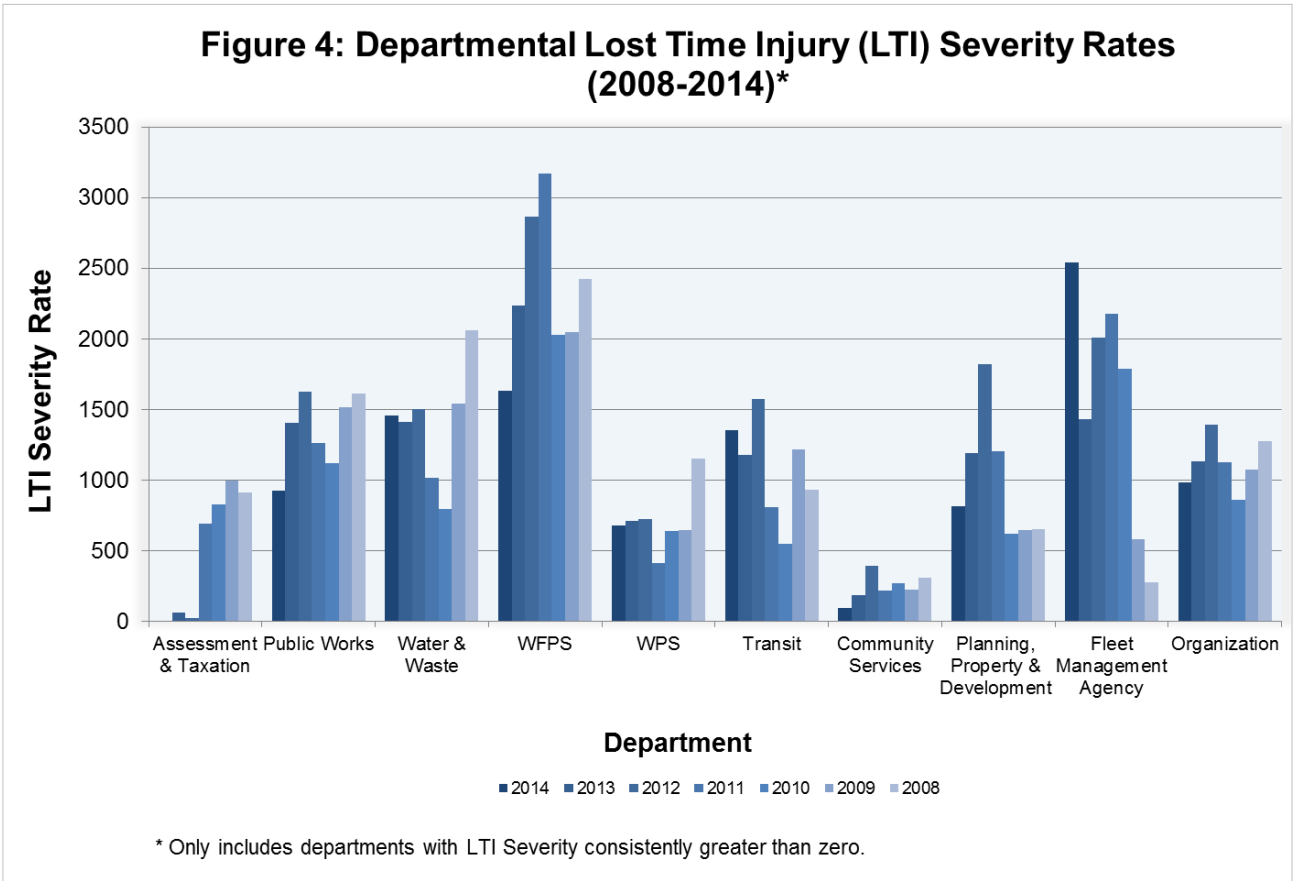
In Figure 2, the City's LTI Frequency statistics are further broken down by department. The LTI Frequency has fluctuated over this period for most departments. The majority of departments experienced a reduction in LTI Frequency in 2014 compared with previous year.



LOST TIME INJURY (LTI) SEVERITY

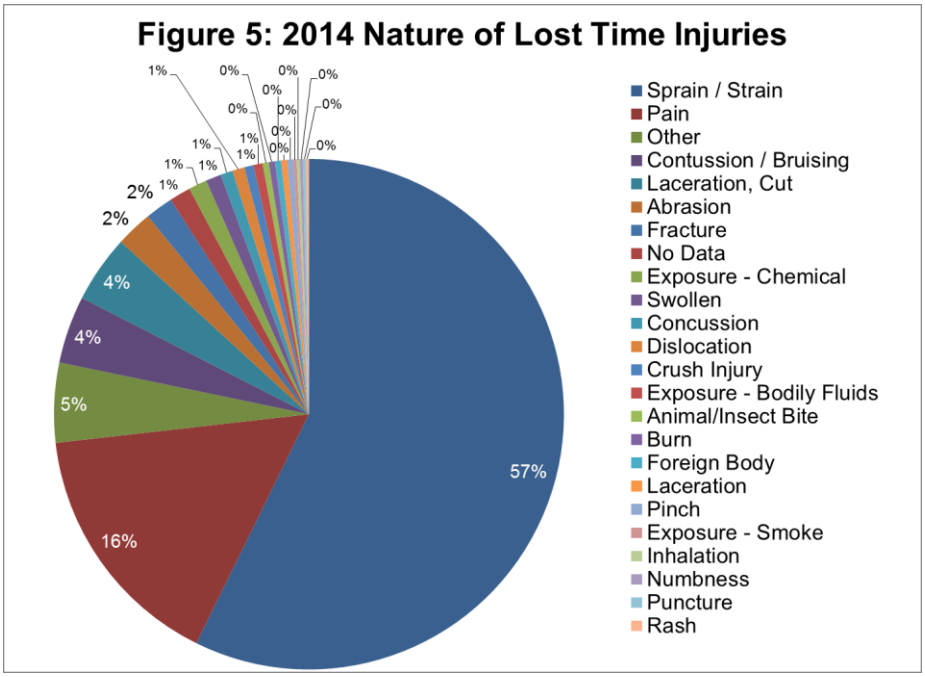
LTI Severity reflects the seriousness of an injury and also the effectiveness of return to work and disability management programs. Severity is measured as hours lost due to injury per 100 workers per year and includes any hours lost in a given year regardless of the year of injury.
The City experienced a 13% decrease in LTI Severity in 2014 adding to the downward trend since 2012. As with LTI Frequency, departmental LTI Severity performance was varied over the reporting period; many departments experienced a second year decrease since 2012.





NATURE OF LOST TIME INJURY

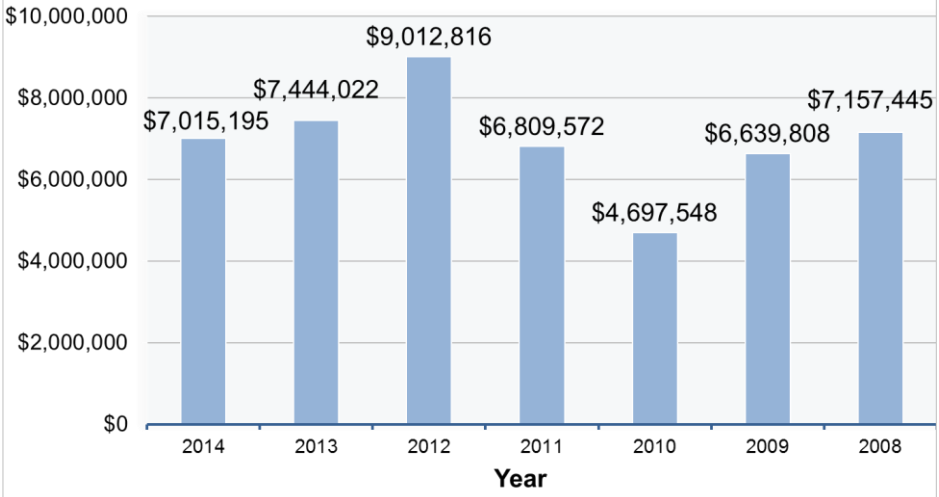
In addition to the LTI data, both at the organization level and the department level incidents are analyzed by the nature of injury. This information enables the City to focus efforts and monitor trends. As Figure 5 illustrates the most predominant injury that led to time loss in 2014 was strains and sprains, accounting for 57% of all lost time injuries. Strains and sprains accounted for over 60% of LTI in 2013.



WORKERS COMPENSATION COSTS

Workers Compensations Board (WCB) related costs, such as compensation for direct hours lost, rehabilitation costs and WCB claim administration costs are tracked by the Workers Compensation Branch, Risk Management Division of the Corporate Finance Department. WCB related costs decreased from $7.4 million in 2013 to $7.0 million in 2014.

Figure 6: Organizational Workers Compensation Costs (2008-2014)



Organizational Workplace Safety Initiatives

Since the *Workplace Safety Audit*, the City has implemented a number of initiatives to enhance workplace safety at the organizational level. These have included:

Quarterly Safety Advisory Reporting – In January 2014, safety performance reporting at both the organizational and departmental levels was enhanced to include more frequency reporting of an expanded list of safety metrics. The City's Senior Management Team is now provided Safety Advisory Reports on a quarterly basis which includes injury statistics and other metrics.

On-Line Workplace Inspection System – At the time of the *Workplace Safety Audit* the City had just begun implementing an On-line Workplace Inspection System to track the correction of safety issues. The system is now being used by all departments and by over 90% of the City's 37 Safety and Health Committees. In 2014, the system facilitated the correction of over 1000 workplace safety hazards.

Body@Work – In May of 2012, the City initiated a project called Body@Work to reduce workers' compensation claims and extended absences associated with strains and sprains. Since then, Body@Work has delivered a multi-faceted communication strategy, new opportunities for employee education, health and fitness, and a standardized approach to job demands analysis.

Revised Organizational Safety Code of Practice – The City's Organizational Safety Code of Practice ('the Code') defines common elements of the City's safety program. In January 2015, the Code was revised to further clarify responsibilities, establish safety training priorities, and reinforce requirement for departmental safety program reviews.

Conclusions

- Since 2008 organizational Lost Time Injury (LTI) Frequency performance has been relatively consistent, averaging 7.1 lost time injuries per 100 workers per year. A decrease of 12% was experienced in 2014, ending the slight upward trend since 2010.

- A 13% decrease in Lost Time Injury (LTI) Severity was experienced in 2014 adding to the downward trend since 2012.

- Most departments experienced reductions in Lost Time Injury (LTI) Frequency and Severity in 2014 compared to the previous year.

- Workers Compensation Board (WCB) related costs have decreased from $7.4 million in 2013 to $7.0 million in 2014; a second year decrease.

- Workers Compensation Board (WCB) costs in 2014 ($7.0 million) were 22% lower than those reported in the Workplace Safety Audit for 2012 ($9.0 million).

- The most common injury that led to time loss in 2014 was strains and sprains, accounting for 57% of all lost time injuries.

- Since the *Workplace Safety Audit*, the City has implemented a number of initiatives to enhance workplace safety, including: quarterly Safety Advisory Reporting, an Online Workplace Inspection System, Body@Work project and a revised Organizational Safety Code of Practice.