**Agenda – Council – June 15, 2016**

**Report – Executive Policy Committee – June 8, 2016**

**Item No. 4 Workplace Safety - 2015 Annual Report**

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 8, 2016, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the following to Council:

1. That the 2015 Council Report – Workplace Safety be received as information.

**Agenda – Council – June 15, 2016**

**Report – Executive Policy Committee – June 8, 2016**

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 8, 2016, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

# ADMINISTRATIVE REPORT

**Title:** **2015 Council Report – Workplace Safety**

**Critical Path:** **EXECUTIVE POLICY COMMITTEE - COUNCIL**

## AUTHORIZATION

| Author | Department Head | CFO | CAO/COO |
|---|---|---|---|
| K. Blackmon | S. West<br>Acting Director | n/a | M. Jack<br>COO |

## RECOMMENDATION

That this be received as information.

## REASON FOR THE REPORT

Council, at its meeting on September 24, 2014, approved the following motion;

> *"that the Workplace Safety Audit dated November 2013 be received as information, and that an Annual Report be submitted to Council within 6 months of the previous year end."*

## EXECUTIVE SUMMARY

The Winnipeg Public Service generates an Annual Report on workplace safety for Council. 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.

The attached 2015 Council Report – Workplace Safety concludes that;

- Since 2008 organizational Lost Time Injury (LTI) Frequency performance has been relatively consistent, averaging 7.1 lost time injuries per 100 workers per year.

- Organizational LTI Frequency was 6.8 in 2015; not significantly different from the number reported for 2014 (6.7).

- A 6% decrease in Lost Time Injury (LTI) Severity was experienced in 2015 adding to the downward trend since 2012.

- Workers Compensation Board (WCB) related costs increased to $7.6 million in 2015 from $7.0 million in 2014, due primarily to increased administrative fees, pension benefits and compensation for rehabilitation positions. (The majority of costs in the 'pension benefits' category are lump sum payments for permanent impairment that can be paid when an employee is retired or still working, e.g., hearing loss claim.)

- The most common injury that led to time loss in 2015 was strains and sprains, accounting for 56% of all lost time injuries.

- The City has implemented all of the recommendations made by the *Workplace Safety Audit (2013)*, including enhanced safety performance reporting, revised Organizational Safety Code of Practice and standard departmental safety program reviews.

## IMPLICATIONS OF THE RECOMMENDATIONS

None.

## HISTORY

An audit of workplace safety was conducted in 2013 and presented to the Executive Policy Committee by the Winnipeg Public Service on September 17, 2014. Council concurred with the recommendation of the Executive Policy Committee on September 24, 2014 that an Annual Report be submitted to Council within 6 months of the previous year end.

## FINANCIAL IMPACT

**Financial Impact Statement** **Date:** May 12, 2016

**Project Name:**

**2015 Council Report – Workplace Safety**

**Comments:**
There are no financial implications associated with the recommendations in this report.

*Original signed by R. Hodges*
Ramona Hodges
Manager of Finance (Campus)
Corporate Finance Department

## OURWINNIPEG POLICY ALIGNMENT

This report is in accordance with direction given by OurWinnipeg to **"***support a competent, productive and healthy workforce through strategic human resource planning that promotes flexible human resource systems, invests in human resource development and is based on values of equity, diversity, innovation and accountability".*

## SUBMITTED BY

Department: Corporate Support Services
Division: Human Resource Planning and Services
Prepared By: K. Blackmon, Organizational Safety and Occupational Hygiene Coordinator
Date: May 20, 2016

ATTACHMENT:
2015 Council Report – Workplace Safety



ATTACHMENT_2015
Council Report - Work