2015 COUNCIL REPORT - Workplace Safety

Introduction

The Winnipeg Public Service generates an Annual Report on workplace safety for Council[1]. 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

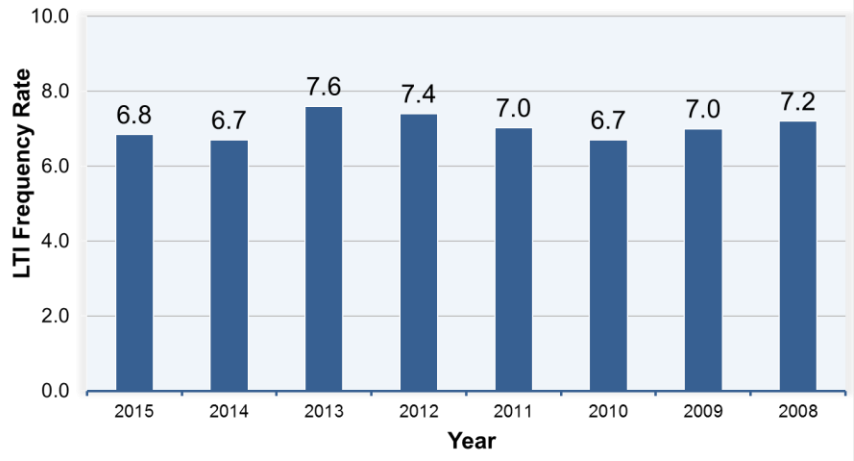
LOST TIME INJURY (LTI) FREQUENCY

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 2015 LTI Frequency was 6.8 LTI per 100 workers per year which was not significantly different from the frequency experienced in 2014 (6.7).

Since 2008 organizational LTI Frequency has averaged 7.1 LTI per 100 workers per year. LTI Frequency in 2015 was within standard deviation[2] for the reporting period.

In Figure 2 (see page 2), the City's LTI Frequency statistics are further broken down by department. LTI Frequency at the departmental level was varied over the reporting period with no statistically significant trend.

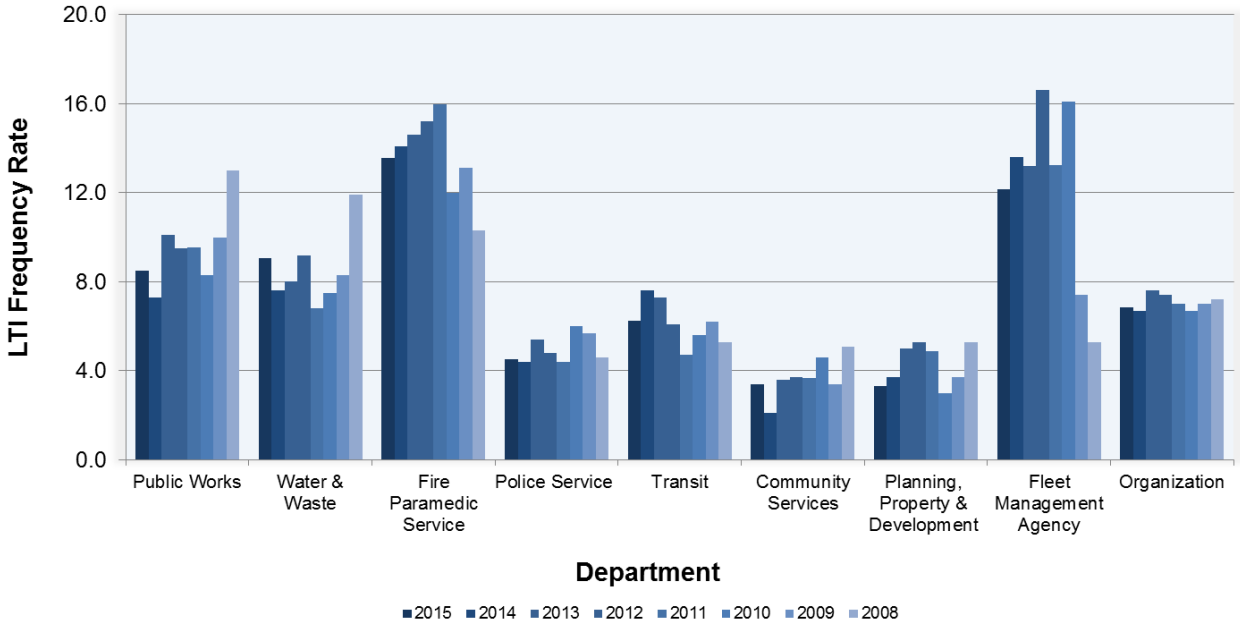
Figure 1: Organizational Lost Time Injury (LTI) Frequency Rates (2008-2015)



[1] 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 (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.

Figure 2: Departmental Lost Time Injury (LTI) Frequency Rates (2008-2015)*



* Only includes departments with LTI Frequency consistently greater than zero.

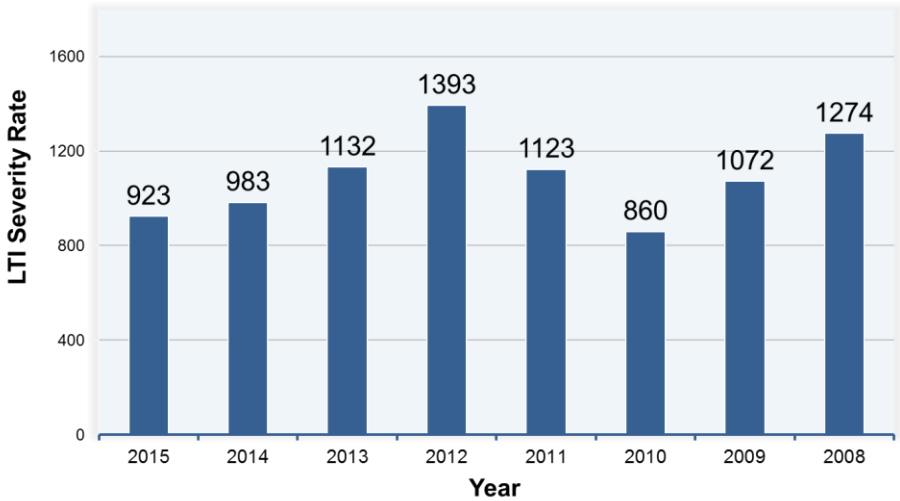
LOST TIME INJURY (LTI) SEVERITY

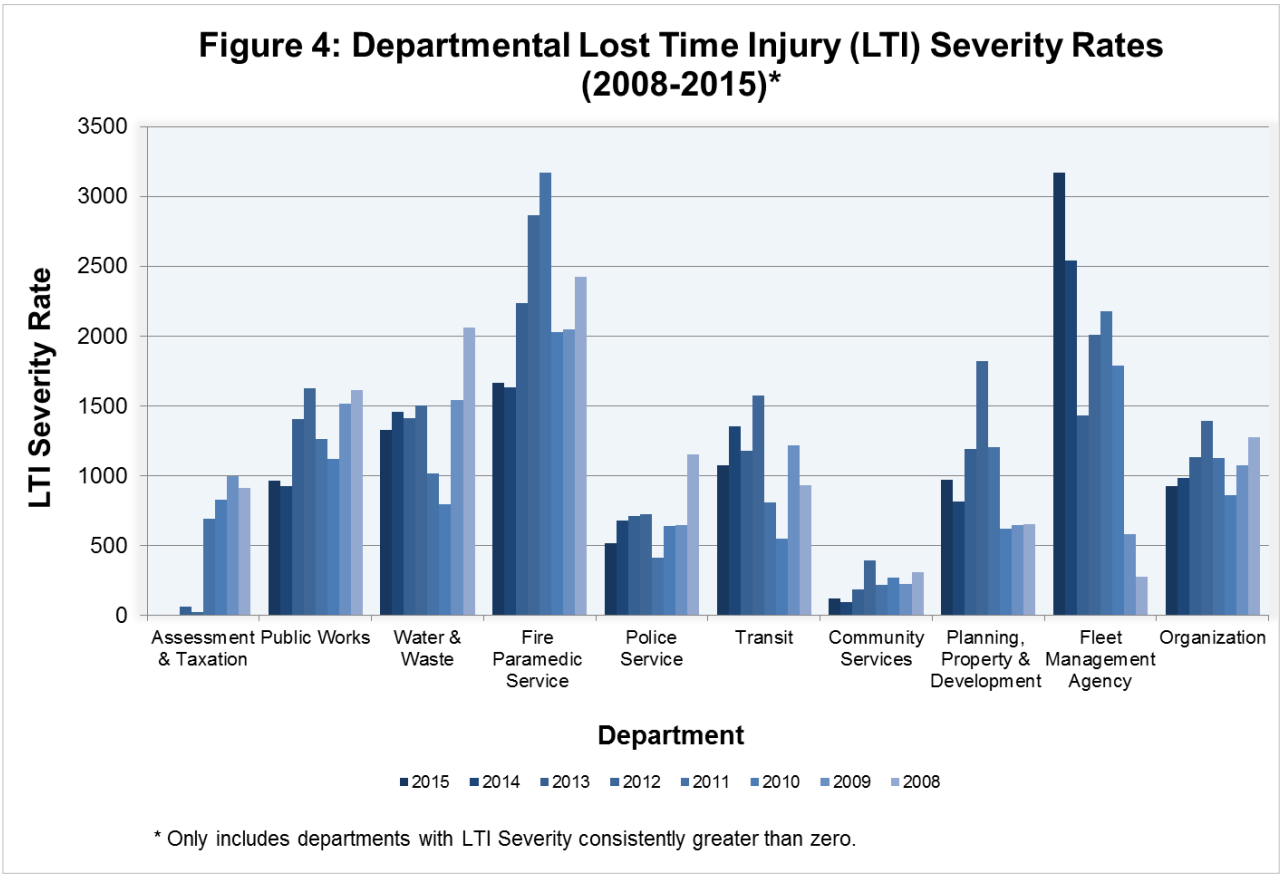
LTI Severity reflects the seriousness of an injury and also the effectiveness of return to work and disability management programs. Severity is measured as hours lost due to injury per 100 workers per year and includes any hours lost in a given year regardless of the year of injury.

Figure 3 illustrates a 6% decrease in the City's LTI Severity in 2015 adding to the downward trend since 2012.

As with LTI Frequency, departmental LTI Severity performance (see Figure 4, page 3) was varied over the reporting period with no statistically significant trend.

Figure 3: Organizational Lost Time Injury (LTI) Severity Rates (2008-2015)

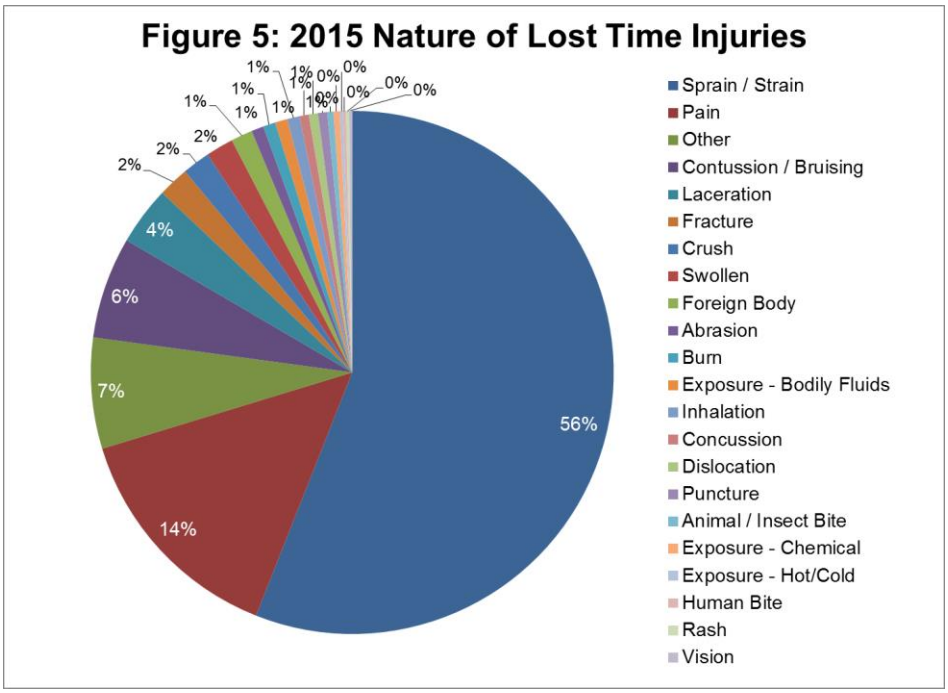




NATURE OF LOST TIME INJURY

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.

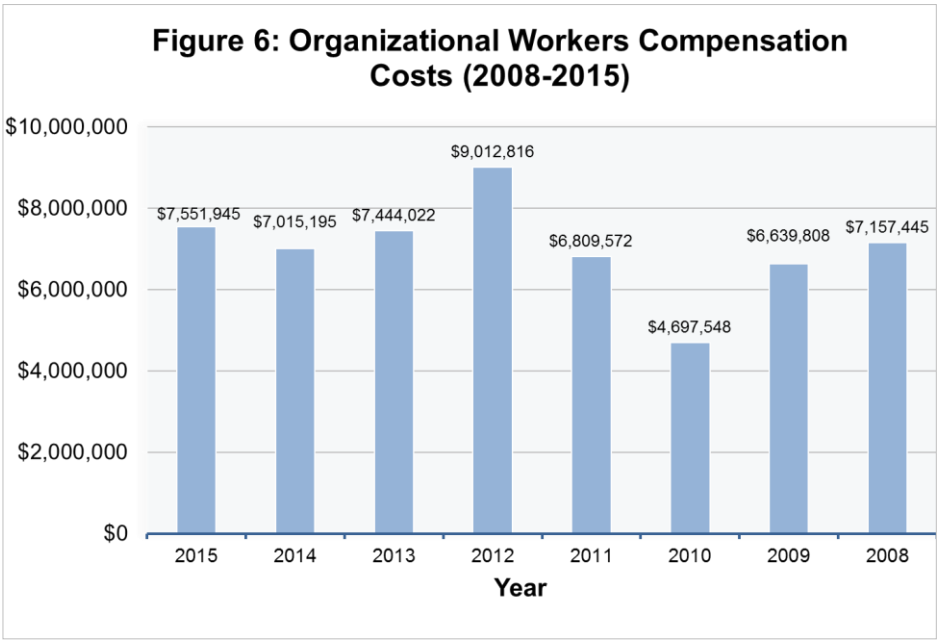
As Figure 5 illustrates the most predominant injury that led to time loss in 2015 was strains and sprains, accounting for 56% of all lost time injuries. Strains and sprains accounted for 57% of LTI in 2014.



WORKERS COMPENSATION COSTS

Workers Compensation 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 increased to $7.6 million in 2015 from $7.0 million in 2014, due primarily to increased administrative fees, pension benefits[3] and compensation for rehabilitation positions.



Organizational Workplace Safety Initiatives

The City has implemented all recommendations made by the *Workplace Safety Audit (2013),* including:

1. **Enhanced Safety Performance Measurement and Reporting –** In January 2014, safety performance reporting at both the organizational and departmental levels was enhanced to include more frequent 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.

2. **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.

3. **Standardized Departmental Safety Program Reviews –**In April 2016 protocol was implemented to establish standard safety program review criteria, methodology and reporting requirements at the organizational level.

[3] 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 City has implemented an initiative ('Body@Work') to reduce workers' compensation claims and extended absences associated with strains and sprains. 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.

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.

- 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 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.