Minute No. 485
Report – Executive Policy Committee – July 5, 2017

Item No. 4 2016 Council Report – Workplace Safety

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the 2016 Council Report – Workplace Safety be received as information.

Report – Executive Policy Committee – July 5, 2017

DECISION MAKING HISTORY:

Moved by His Worship Mayor Bowman,

That the recommendation of the Executive Policy Committee be adopted by consent.

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On July 5, 2017, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: **2016 Council Report – Workplace Safety**

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

AUTHORIZATION

Author	Department Head	CFO	CAO
K. Blackmon	R. Marsh Senior Manager, Human Resource Services	N/A	D. McNeil

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 2016 Council Report – Workplace Safety concludes that;

- Since 2008 organizational Lost Time Injury (LTI) Frequency performance has been relatively consistent, averaging 7.0 lost time injuries per 100 workers per year.

- Organizational LTI Frequency was 6.5 in 2016; 4% lower than the frequency experienced in 2015 (6.8).

- Organizational LTI Severity was 1032 in 2016; 12% higher than 2015 (923) but lower than average (1088) for the reporting period (2008-2016).

- Workers Compensation Board (WCB) related costs increased to $8.2 million in 2016 from $7.6 million in 2015. Although a 15% savings was experienced in compensation/payroll costs in 2016, significant increase in administrative fees (34%) as well as increased medical and fatality pension payments led to an overall WCB cost increase of 9%.

- The most common injury that led to time loss in 2016 was strains and sprains, accounting for 62% of all lost time injuries.

- Since addressing all of the recommendations made by the *Workplace Safety Audit* (as discussed in the 2015 Council Report – Workplace Safety), the City has implemented a number of initiatives to enhance workplace safety, including; departmental safety

program reviews, working alone safety systems, hearing conservation procedures and a recent partnership with SAFE Work Manitoba to develop an Industry Based Safety Program for self-insured employers.

RECOMMENDATIONS

That the attached 2016 Council Report – Workplace Safety 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."*

IMPLICATIONS OF THE RECOMMENDATIONS

None.

HISTORY/DISCUSSION

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 2, 2017

Project Name: 2016 Council Report – Workplace Safety

COMMENTS:

There are no financial implications to the recommendations of this report.

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

CONSULTATION

N/A

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 Services
Division: Human Resource Services
Prepared by: K. Blackmon, Manager of Organizational Safety Services
Date: June 14, 2017
File No:

Attachments:

2016 Council Report – Workplace Safety



ATTACHMENT_2016 Council Report - Work