2017 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.

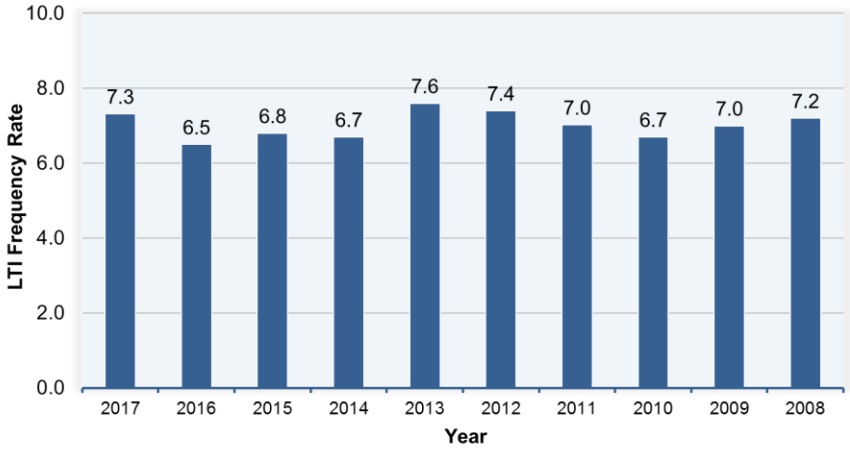
Performance Analysis

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 LTI Frequency in 2017 was 7.3; higher than average (7.0) but within standard deviation for the reporting period (2008 – 2017).

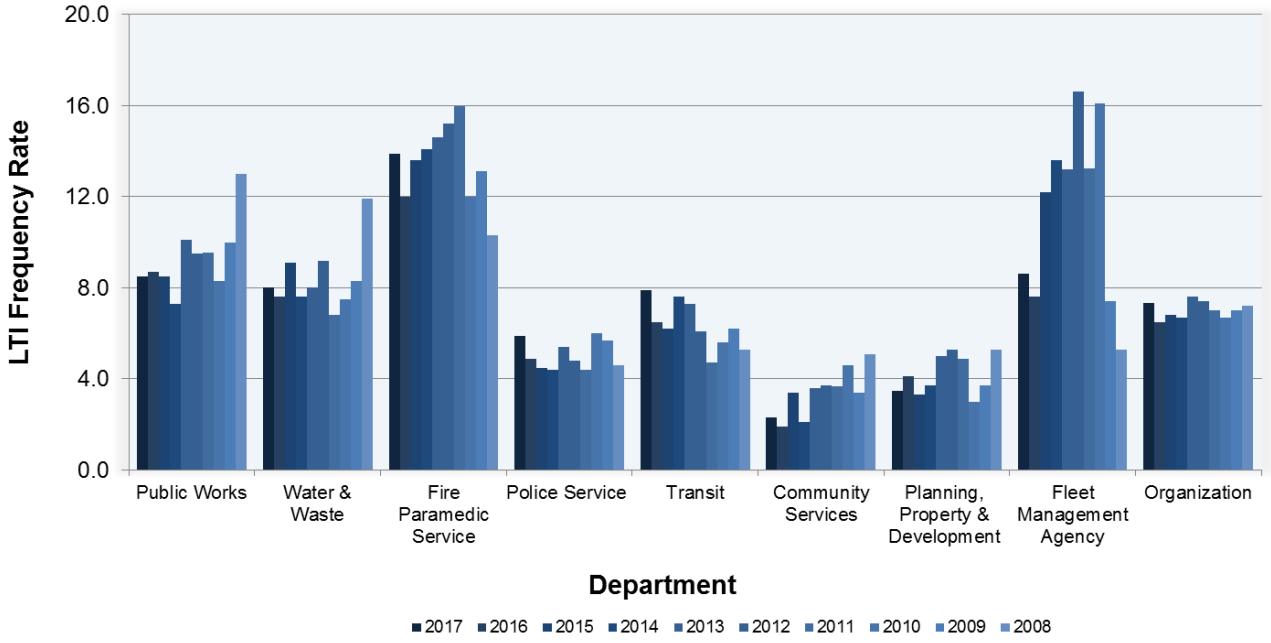
In Figure 2 (see page 2), the City's LTI Frequency statistics are further broken down by department. LTI Frequency at the departmental level was varied over the reporting period with no statistically significant trend.

Figure 1: Organizational Lost Time Injury (LTI) Frequency Rates (2008-2017)



[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).

Figure 2: Departmental Lost Time Injury (LTI) Frequency Rates (2008-2017)*



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

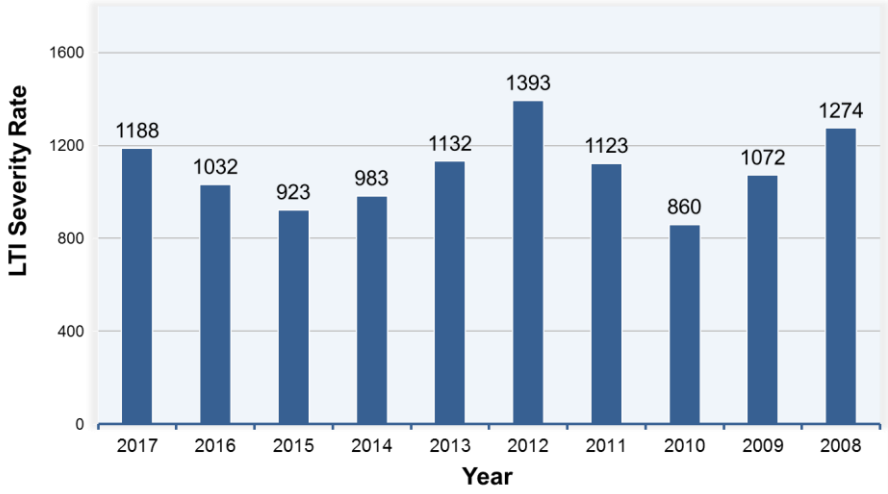
LOST TIME INJURY (LTI) SEVERITY

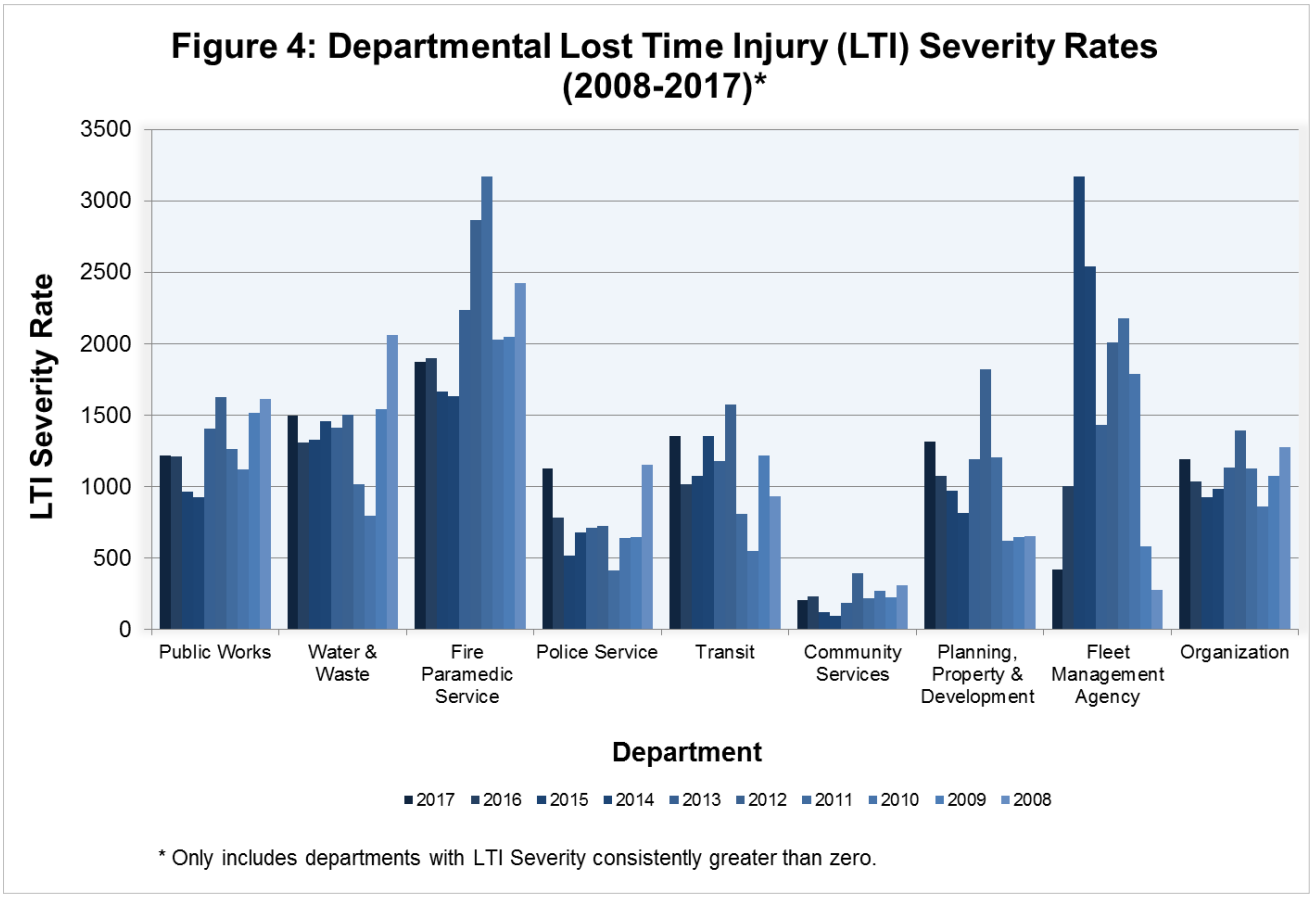
LTI Severity reflects the seriousness of an injury and also the effectiveness of return to work and disability management programs. Severity is measured as hours lost due to injury per 100 workers per year and includes any hours lost in a given year regardless of the year of injury.

Figure 3 illustrates that the City's LTI Severity in 2017 was 1188; higher than average (1098) but within standard deviation for the reporting period (2008 – 2017).

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 (2008-2017)

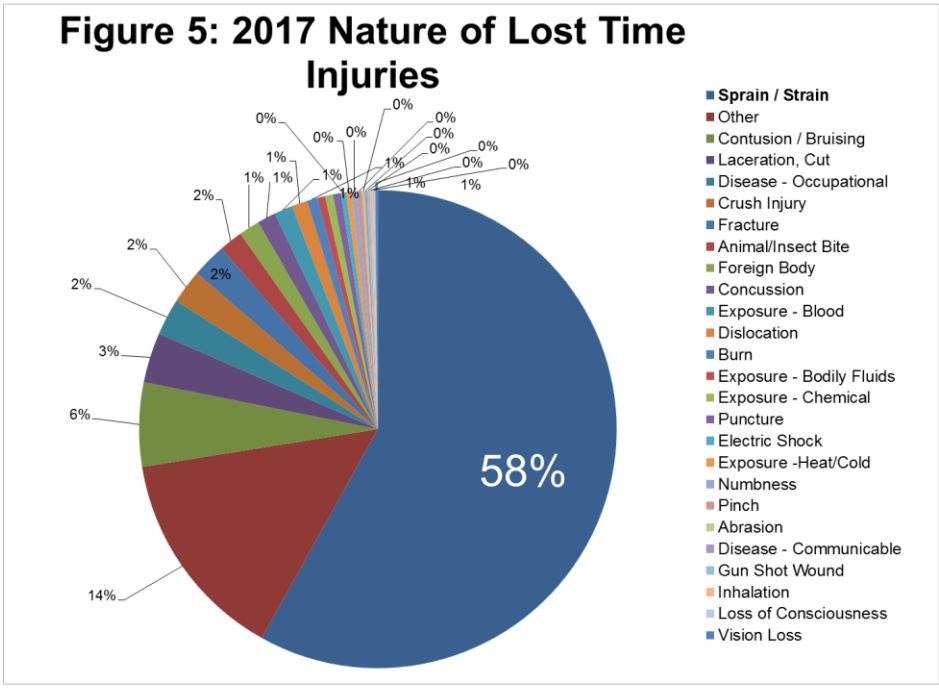




NATURE OF LOST TIME INJURY

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.

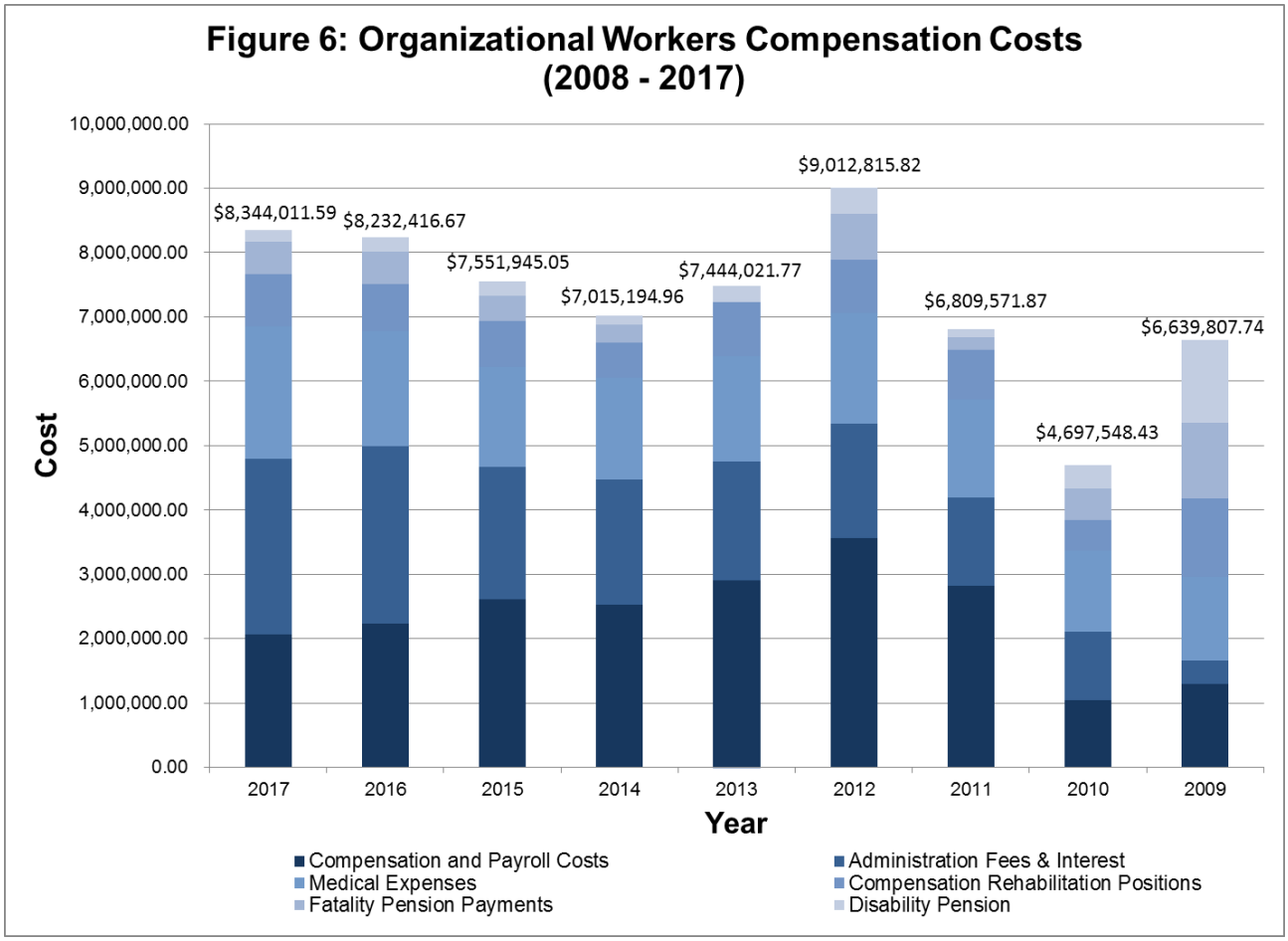
As Figure 5 illustrates the most predominant injury that led to time loss in 2017 was strains and sprains, accounting for 58% of all lost time injuries.



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.

See Appendix A for definitions of WCB cost categories.



WCB related costs increased to $8.3 million in 2017 from $8.2 million in 2016, primarily due to a 15% increase in medical expenses.

Organizational Workplace Safety Initiatives

The City has implemented a number of initiatives to enhance workplace safety since the 2016 Council Report, including:

1. **SAFE Work Certification Plan –** SAFE Work Certified is a new voluntary standard for workplace safety and health launched by SAFE Work Manitoba in January 2017. The City is committed to becoming SAFE Work Certified, and has developed a certification plan which is outlined in Administrative Standard HR-014 – SAFE Work Certified. The plan requires external audits of various departments over the next several years to ensure consistent application of effective safety and health management practices; leading to fewer injuries and illnesses for workers.

2. **SAFE Winter Walking Campaign** – Slip and falls are a leading cause of injury in the workplace; particularly during winter months that bring ice and snow. The City launched an

awareness campaign in early 2018 to promote personal precautions and basic awareness for avoiding slip and fall injuries.

3. **Machine SAFEguarding Project –** Over 370 hazard assessments were conducted over the past year to ensure proper safeguarding of various equipment and machinery. Project included implementation of a new online tool to facilitate preventative actions and standardized methods for controlling sources of hazardous energy.

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 7.0 lost time injuries per 100 workers per year.

- Organizational LTI Frequency was 7.3 in 2017; higher than average (7.0) but within standard deviation for the reporting period (2008 – 2017).

- Organizational LTI Severity was 1188 in 2017; higher than average (1098) but within standard deviation for the reporting period (2008 – 2017).

- WCB related costs increased to $8.3 million in 2017 from $8.2 million in 2016, primarily due to a 15% increase in medical expenses.

- The majority of LTI were strains/sprains (58%) most commonly caused by falls/slips/trips and overexertion.

- Since the *2016 Council Report – Workplace Safety*, the City has implemented a number of initiatives to enhance workplace safety, including; a plan to become SAFE Work Certified, an awareness campaign for preventing slip and fall incidents and a machine SAFEguarding project.

APPENDIX A: DEFINITIONS

INJURY STATISTICS:

Lost Time Injury (LTI) Frequency = (# of lost time injuries / total hours worked) x 200,000

Lost Time Injury (LTI) Severity = (hours lost due to LTI / total hours worked) x 200,000

The factor of 200,000 normalizes results to produce the average frequency or severity per 100 workers per year.

WORKERS COMPENSATION COST CATEGORIES:

Compensation and Payroll Costs – wage loss benefits paid to an injured employee while s/he is unable to work in their pre-injury job in whole or in part.

Administration Fees & Interest – portion of the WCB's operating costs/annual expense budget funded by the City of Winnipeg.

Medical Expenses – benefits for healthcare-related services and products used to aid an injured employee's recovery (e.g., healthcare treatment by attending doctors, chiropractors, physiotherapists, etc.).

Compensation Rehabilitation Positions – wages paid to employees who are being accommodated in rehabilitation positions, generally on a temporary and transitional basis, to support the employee's recovery and return to full, regular duties.

Fatality Pension Payments – Benefits for a surviving spouse or common-law partner and dependents of fatally injured employees.

Disability Pension – Compensation for a degree of permanent loss of function processed as a lump-sum benefit (claims after 1991) or a monthly payment (claims before 1992).