2018 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.

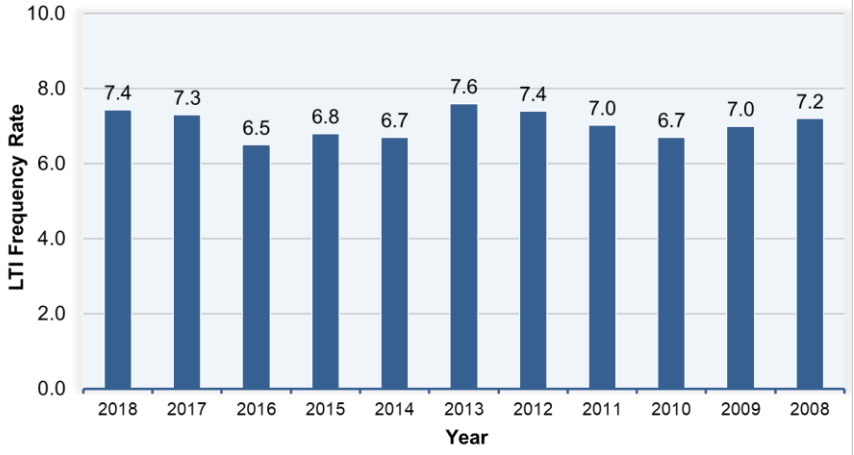
Performance Analysis

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 2018 was 7.4; higher than average (7.1) but within standard deviation for the reporting period (2008 – 2018).

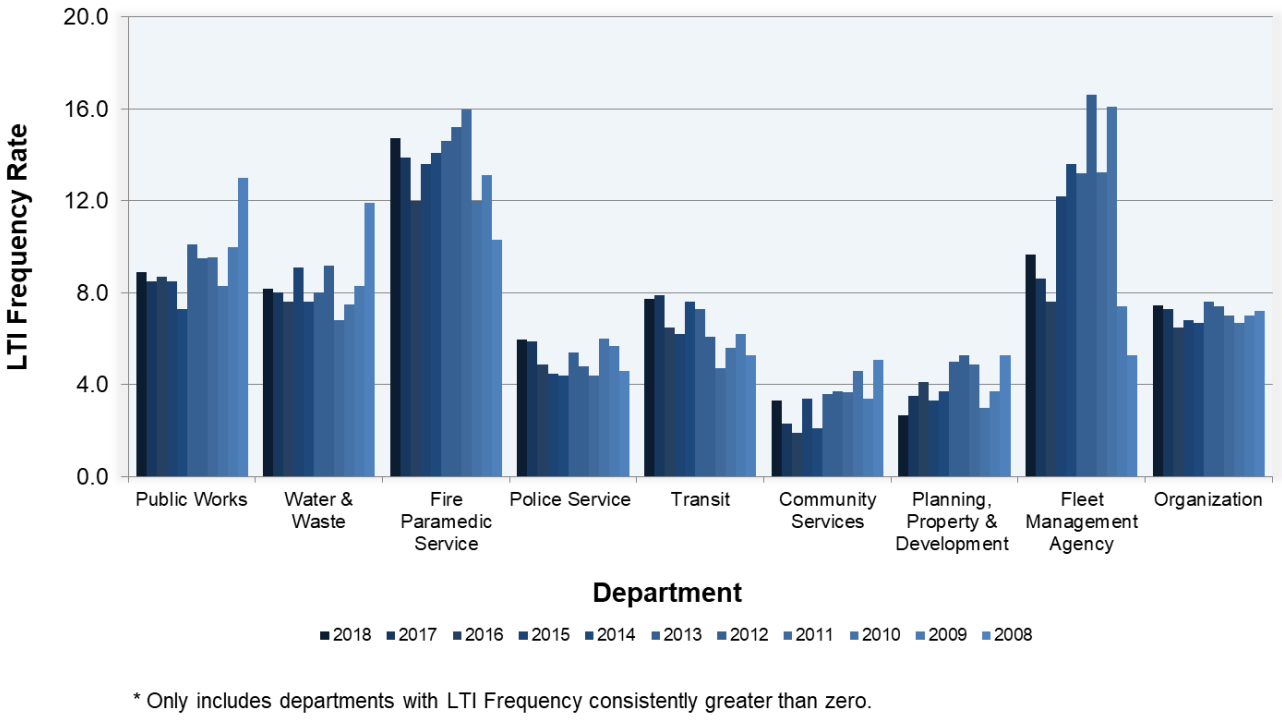
In Figure 2 (see page 2), the City's LTI Frequency statistics are further broken down by department. LTI Frequency at the departmental level was varied over the reporting period with no statistically significant trend.

Figure 1: Organizational Lost Time Injury (LTI) Frequency Rates (2008-2018)



[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 (2008-2018)*



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

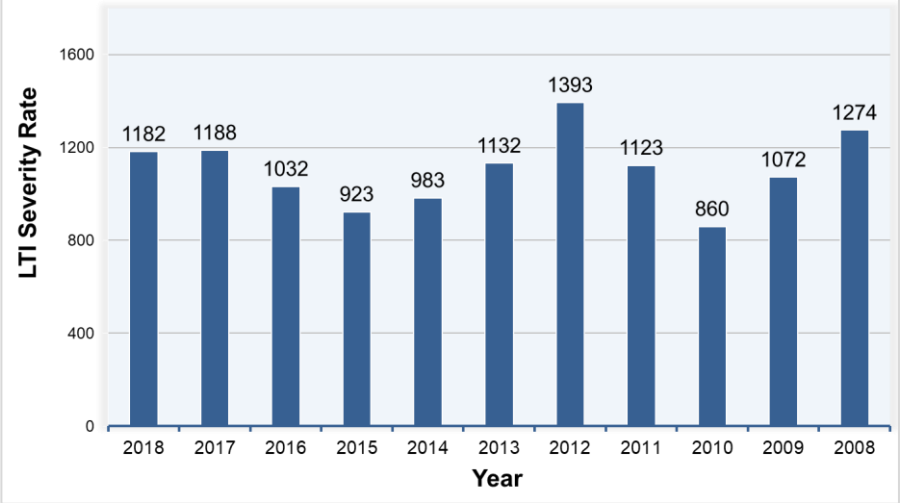
LOST TIME INJURY (LTI) SEVERITY

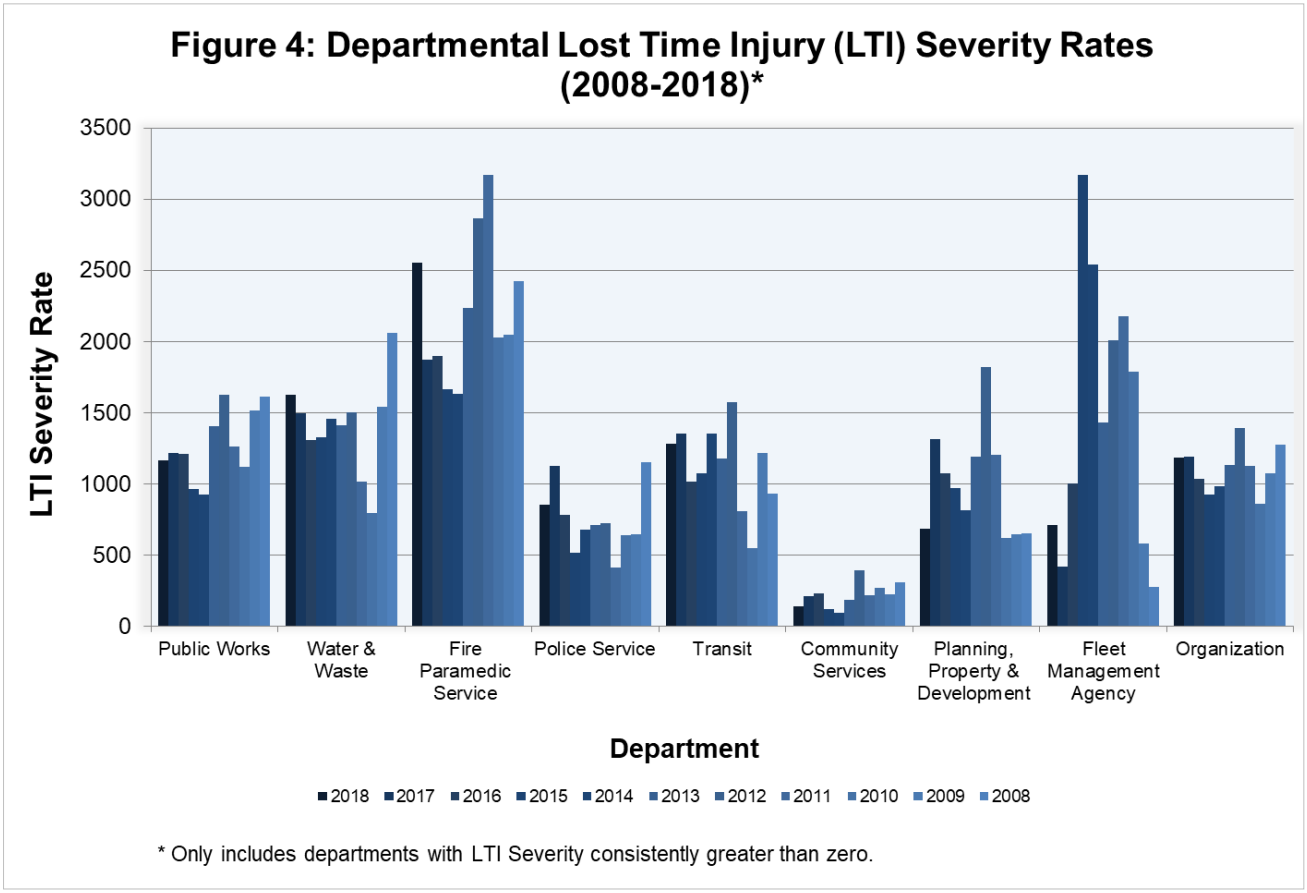
LTI Severity reflects the seriousness of an injury and also the effectiveness of return to work and disability management programs. Severity is measured as hours lost due to injury per 100 workers per year and includes any hours lost in a given year regardless of the year of injury.

Figure 3 illustrates that the City's LTI Severity in 2018 was 1182; higher than average (1106) but within standard deviation for the reporting period (2008 – 2018).

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 (2008-2018)

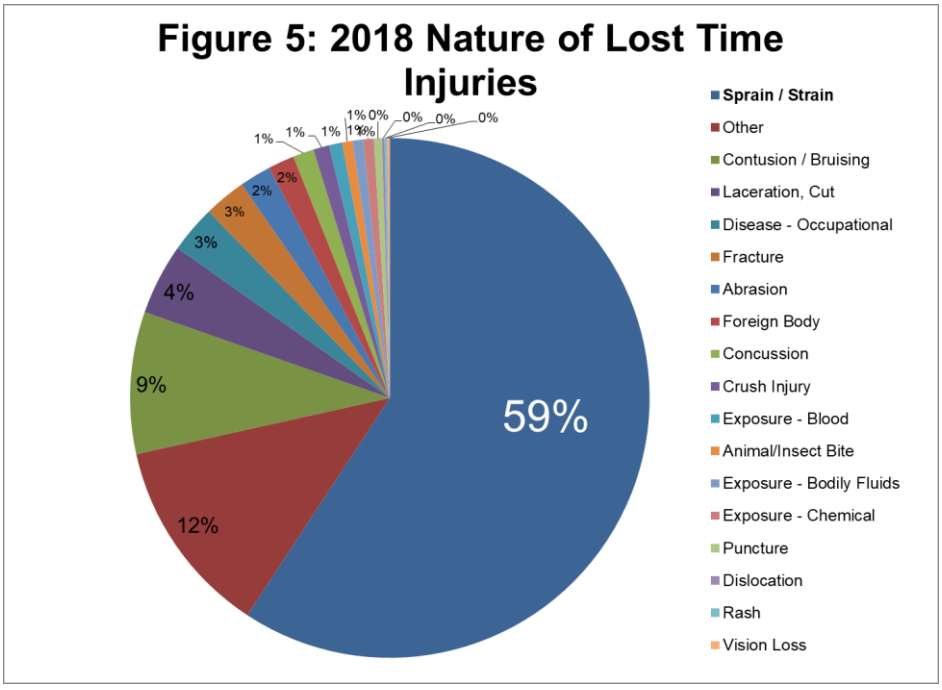




NATURE OF LOST TIME INJURY

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.

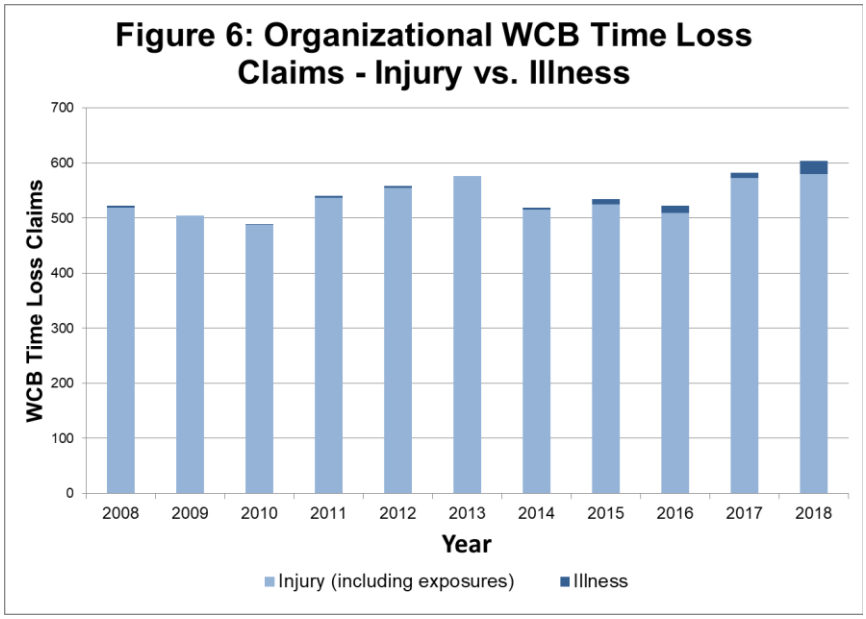
As Figure 5 illustrates the most predominant injury that led to time loss in 2018 was strains and sprains, accounting for 59% of all lost time injuries.

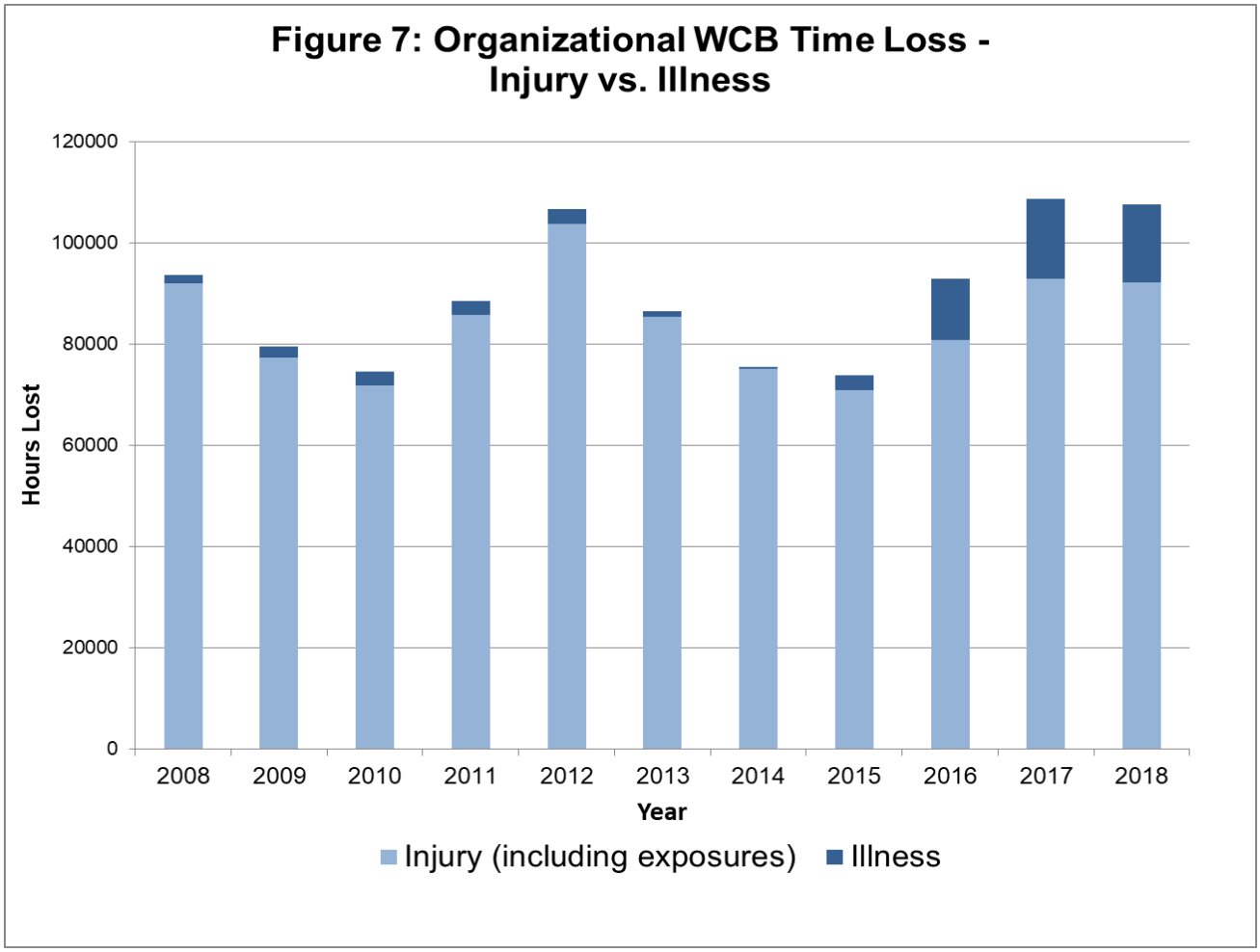


WCB TIME LOSS – INJURY vs. ILLNESS

WCB claims and associated time loss for incidents reported as workplace illness are compared to workplace injury in Figures 6 and 7.

Although not included in LTI rates (did not result in physical injury and/or are chronic in nature), WCB claims reported as workplace illness impact overall WCB costs. This impact has been more significant over the last several years due to an increase in psychological related claims.

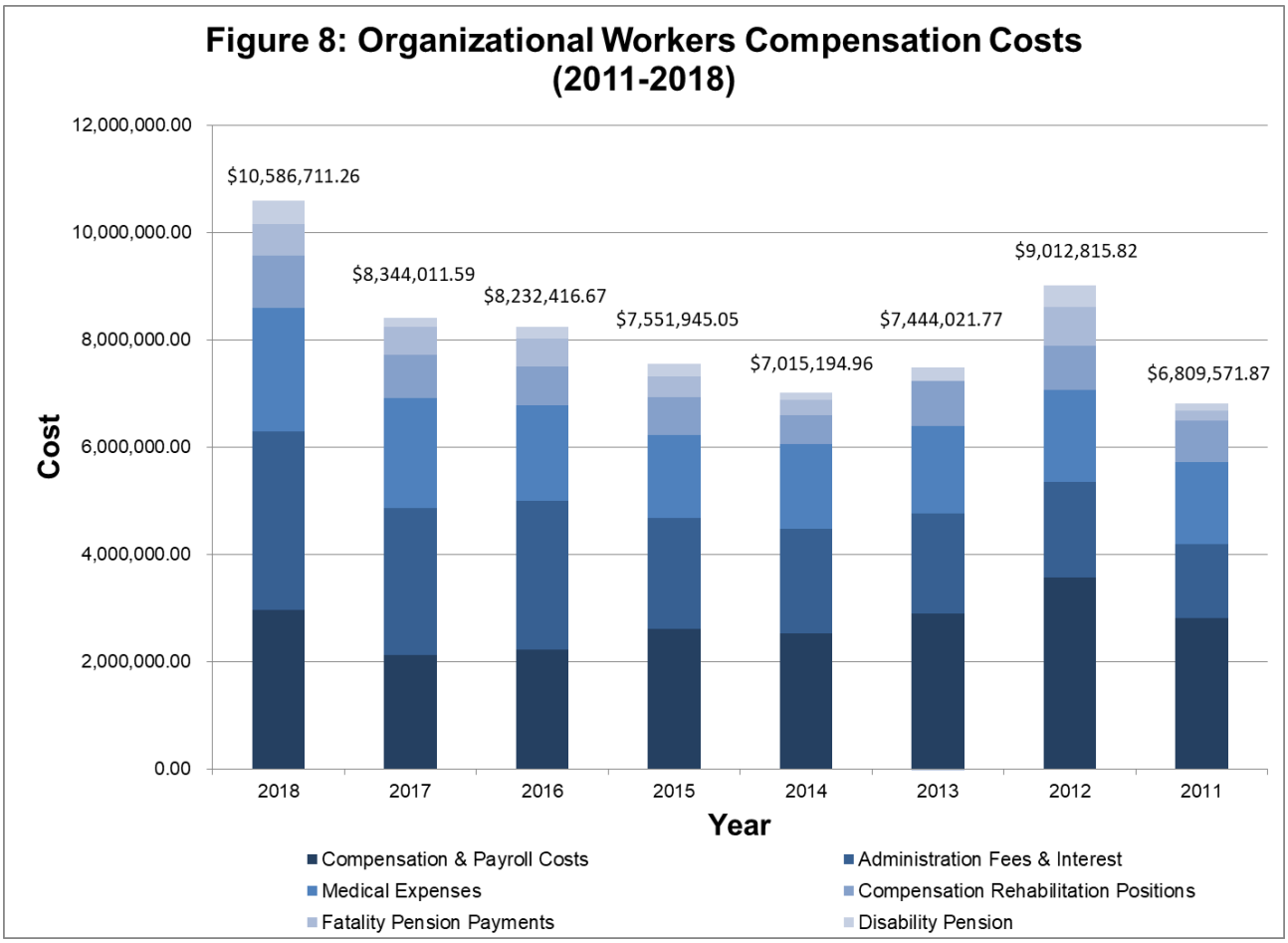




WORKERS COMPENSATION COSTS

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 $10.6 million in 2018 from $8.3 million in 2017, primarily due to a 40% increase in compensation and payroll costs and a 21% increase in administrative fees. Although total hours lost did not change significantly in 2018 compared to 2017, there was greater impact to higher paid positions.

SAFE Work Certified

SAFE Work Certified is a voluntary standard for workplace safety and health launched by SAFE Work Manitoba in January 2017. The standard is built on three essential principles – leadership commitment, hazard control and worker participation. These principles are essential to achieving the City's goal of a workplace free of accidents, injuries and occupational illnesses.

The City is committed to becoming SAFE Work Certified, and has adopted 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.

Since last year's Council Report two departments have achieved SAFE Work Certification – Winnipeg Fleet Management Agency (Dec 2018) and Community Services (Mar 2019).

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 7.4 in 2018; higher than average (7.1) but within standard deviation for the reporting period (2008 – 2018).

- Organizational LTI Severity was 1182 in 2018; higher than average (1106) but within standard deviation for the reporting period (2008 – 2018).

- The majority of LTI were strains/sprains (59%) most commonly caused by falls/slips/trips and overexertion.

- The impact of workplace illness on WCB costs has been more significant over the last several years due to an increase in psychological related claims.

- WCB related costs increased to $10.6 million in 2018 from $8.3 million in 2017, primarily due to a 40% increase in compensation and payroll costs and a 21% increase in administrative fees. Although total hours lost did not change significantly in 2018 compared to 2017, there was greater impact to higher paid positions.

- The City is committed to becoming a SAFE Work Certified employer. This requires external audits of City departments to the SAFE Work Certified Standard, which will take place over the next several years. Audits began last year and since then two departments have achieved SAFE Work Certification – Winnipeg Fleet Management Agency (Dec 2018) and Community Services (Mar 2019). Certification demonstrates application of effective safety and health management practices; leading to fewer injuries and illnesses for workers.

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).