Agenda – Council – June 20, 2019

Report – Executive Policy Committee – June 11, 2019

Item No. 9 2018 Council Report – Workplace Safety

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 11, 2019, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the following to Council:

1. That the 2018 Council Report – Workplace Safety be received as information.

Agenda – Council – June 20, 2019

Report – Executive Policy Committee – June 11, 2019

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 11, 2019, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: **2018 Council Report – Workplace Safety**

Critical Path: **Executive Policy Committee – Council**

AUTHORIZATION

Author	Department Head	CFO	CAO
K. Blackmon	A. Cusson	N/A	M. Ruta, Acting CAO

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 2018 Council Report – Workplace Safety concludes that;

- Since 2008, organizational Lost Time Injury 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 (2) 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.

RECOMMENDATIONS

That the 2018 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

There are no implications to receiving this report as information.

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.

The 2018 Council Report – Workplace Safety is attached to this administrative report.

FINANCIAL IMPACT

Financial Impact Statement **Date:** May 24, 2019

Project Name:

2018 Council Report – Workplace Safety

COMMENTS:

There is no financial impact associated with receiving this report as information.

originally signed by
Tanis Yanchishyn
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: Human Resource Services
Division: Health and Safety
Prepared by: K. Blackmon, Manager of Organizational Safety Services
Date: May 28, 2019

Attachments: 2018 Council Report – Workplace Safety