2020 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 Workers Compensation Board (WCB) Statistics and Lost Time Injury (LTI) Rates.

WCB statistics used in this report are provided to the City by the WCB with the exception of costs provided for this report by the City's Finance Department. All Lost Time Injury (LTI) metrics are generated internally using the organization's PeopleSoft System. All LTI metrics include those injuries that result in absence from work and have an accepted or pending WCB claim. These figures do not include time loss associated with long-term disability, or injury claims processed through Manitoba Public Insurance.

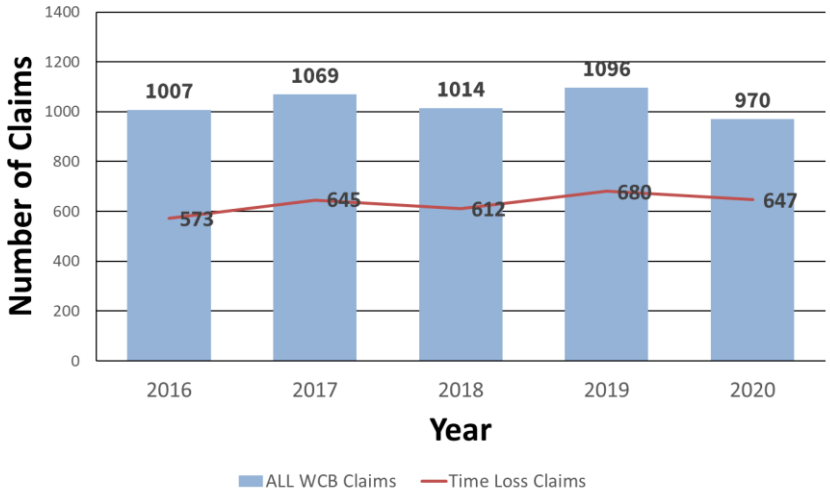
Performance Analysis

WCB CLAIMS

The total number work-related injury and illness claims accepted by the board was 970 in 2020. This represents a reduction of 11% from previous year and the lowest number of accepted claims in the last 5 years.

The number of accepted Time Loss Claims in 2020 was 647 which was a 5% reduction from previous year (680).

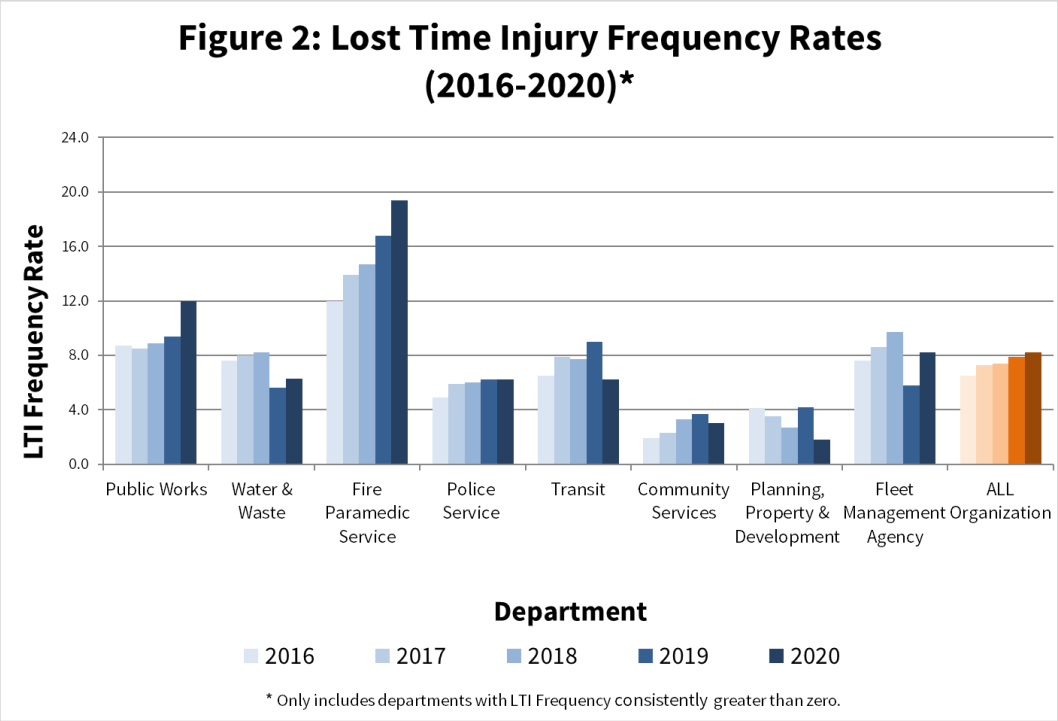
Figure 1: Organizational WCB Claims (2016-2020)



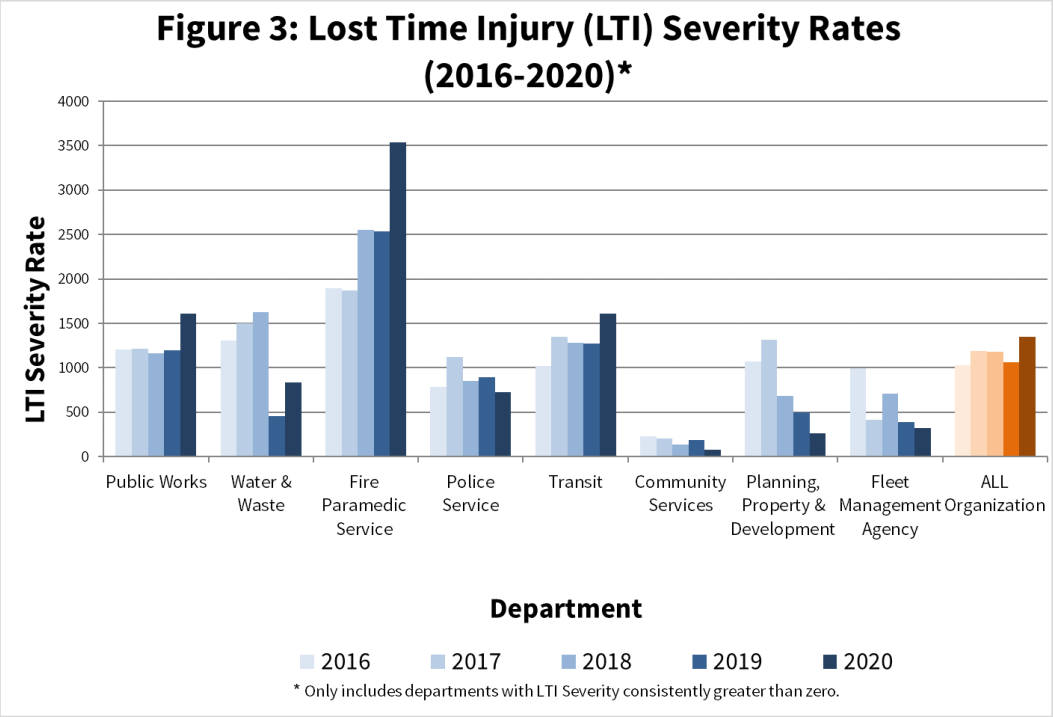
[1] In 2014, City Council received the *Workplace Safety Audit* dated November 2013 and adopted that an Annual Report be submitted to Council within 6 months of the previous year end (Council Minutes – September 24, 2014, Minute No. 752).

LOST TIME INJURY (LTI) RATES

LTI Frequency is the number of lost time injuries per 100 workers per year. The City's LTI Frequency was 8.2 in 2020; higher than year end 2019 (7.9).



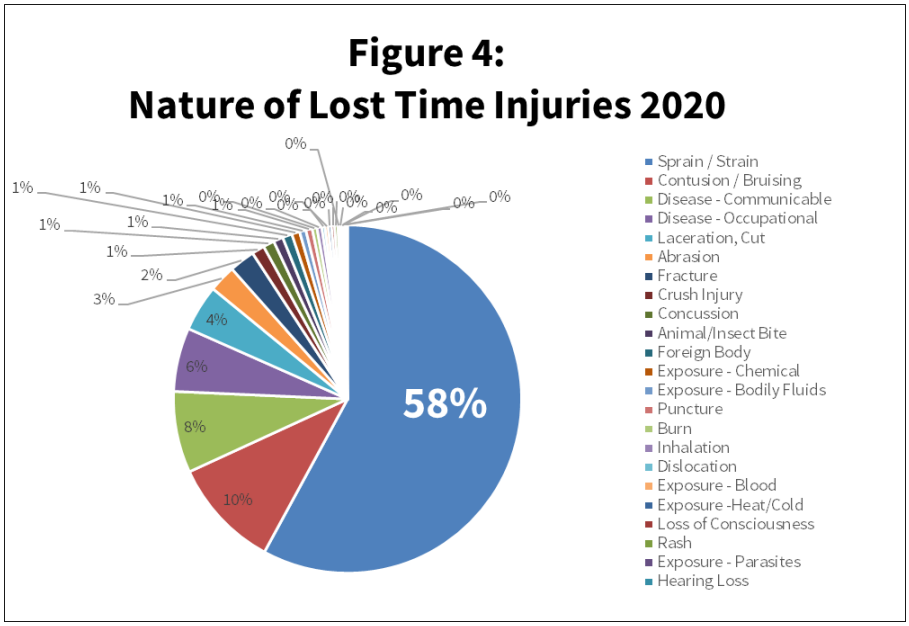
LTI Severity is measured as hours lost due to injury per 100 workers per year. It includes any hours lost in a given year regardless of the year of injury. Organizational LTI Severity was 1348 in 2020; higher than year end 2019 (1060). This increase was mainly related to hours lost from prior year injury.



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 4 illustrates the most predominant injury that led to time loss in 2020 was strains and sprains, accounting for 58% of all lost time injuries.

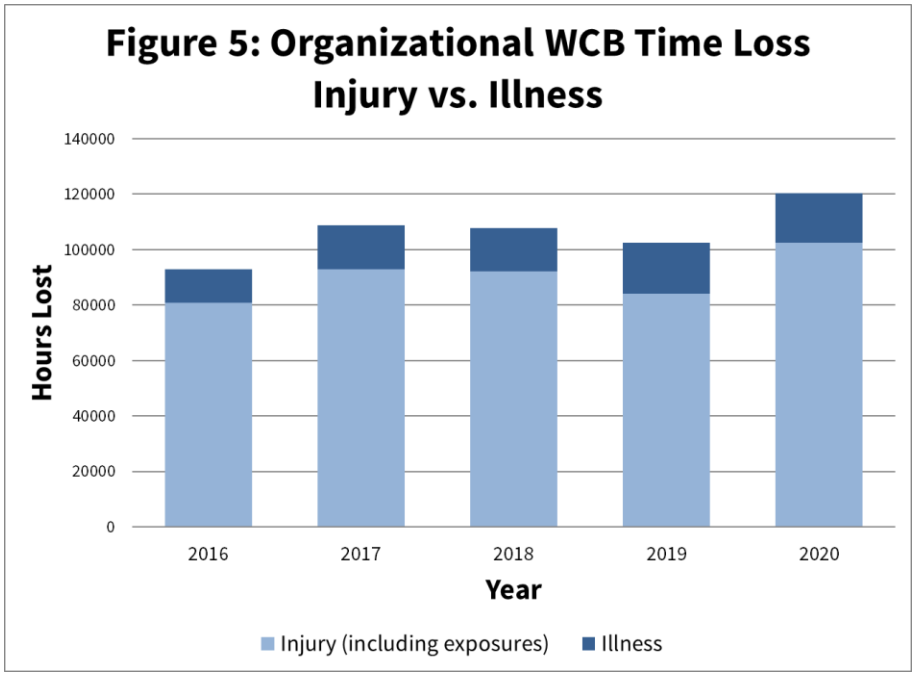


WCB TIME LOSS – INJURY VS. ILLNESS

WCB time loss for incidents reported as workplace illness are compared to workplace injury in Figure 5.

WCB claims reported as workplace illness are not included in LTI rates because they did not result in physical injury and/or are chronic in nature.

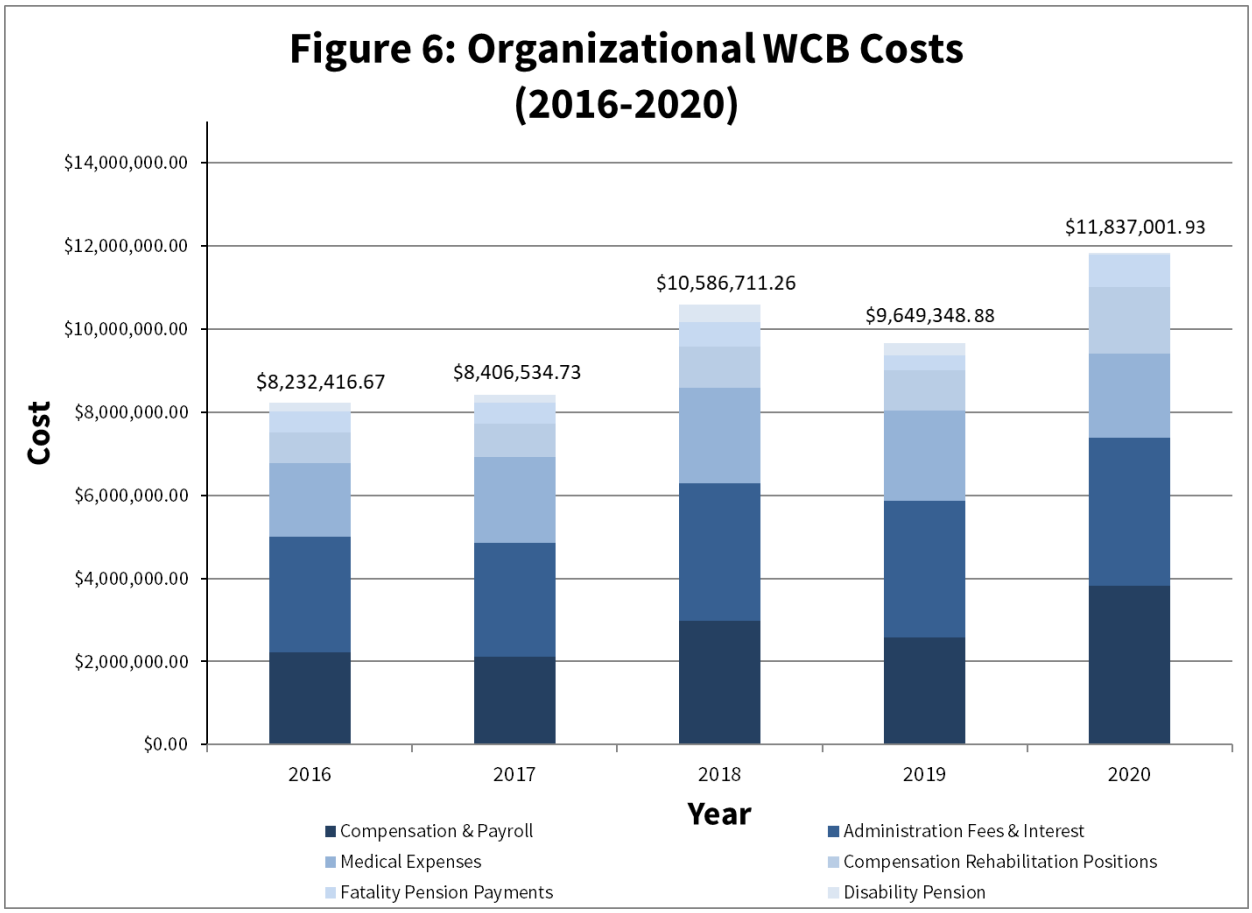
The impact of workplace illness has been more significant over the last several years due to an increase in psychological related claims.



WORKERS COMPENSATION COSTS

Workers Compensation Board (WCB) related costs; compensation for direct hours lost, rehabilitation and WCB claim administration fees are tracked by the Corporate Finance Department.

See Appendix A for definitions of WCB cost categories.



WCB related costs were $11.8 million in 2020; higher than in 2019 ($9.6 million). Over half (55%) of WCB claim costs in 2020 resulted from prior year claims with a small number of long-term claims having significant impact ($1.4 million). The City also experienced a greater impact to higher paid positions in 2020 which increased compensation and payroll costs.

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.

Achieving SAFE Work Certification is key to the City's safety and health strategy. The number of City of Winnipeg workplaces that are SAFE Work Certified continues to grow. This past year, Planning, Property & Development Department, Winnipeg Transit as well as the Water and Waste Department's Wastewater Services Division - Local Sewer Branch received this important designation. The Community Services Department, Fleet Management Agency, Water and Waste Department's Water Services Division (Water Distribution), Solid Waste Division, South End Treatment Plant, and West End Treatment Plant had previously been SAFE Work Certified.

Conclusions

- The total number work-related injury and illness claims accepted by the WCB in 2020 was 11% less than in 2019 and the lowest number of accepted claims per year during the reporting period (last 5 years).

- The number of accepted WCB Time loss Claims in 2020 was 647 which was a 5% reduction from 2019 (680).

- Organizational Lost Time Injury (LTI) Frequency was 8.2 in 2020; higher than year end 2019 (7.9). Although the number of WCB Time Loss Claims decreased by 5% in 2020, the LTI Frequency Rate considers overall hours worked in the calculation.

- Organizational LTI Severity was 1348 in 2020; higher than year end 2019 (1060). This increase was mainly related to hours lost from prior year injury.

- The majority of LTI in 2020 were strains/sprains (58%) most commonly caused by falls/slips/trips and overexertion.

- WCB related costs were $11.8 million in 2020; higher than in 2019 ($9.6 million). Over half (55%) of WCB claim costs in 2020 resulted from prior year claims with a small number of long-term claims having significant impact ($1.4 million). The City also experienced a greater impact to higher paid positions in 2020 which increased compensation and payroll costs.

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- The COVID 19 pandemic had an impact on the organization in 2020. COVID-19 claims represent approximately four percent of the total WCB claims in 2020. For a COVID-19 claim to be accepted, the WCB must determine that the virus was contracted as a result of an exposure arising out of and in the course of employment. We continue to focus on protecting City staff.

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).