Agenda – Council – June 23, 2022

Report – Executive Policy Committee – June 15, 2022

Item No. 5 2021 Council Report – Workplace Safety

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 15, 2022, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the following to Council:

1. That the 2021 Council Report – Workplace Safety be received as information.

Report – Executive Policy Committee – June 15, 2022

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 15, 2022, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

David Grant submitted a communication dated June 14, 2022, with respect to the matter.

ADMINISTRATIVE REPORT

Title: 2021 Council Report – Workplace Safety

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
K. Blackmon	A. Cusson	N/A	M. Jack

EXECUTIVE SUMMARY

The Winnipeg Public Service generates an Annual Report on workplace safety for Council. Performance measures used in the report are Workers Compensation Board (WCB) Statistics and Lost Time Injury (LTI) Rates.

The 2021 Council Report – Workplace Safety concludes that;

- The total number work-related injury and illness claims accepted by the WCB was 989 in 2021. This represents a 2% increase from 2020 (970) but was below average for the reporting period. The number of accepted Time Loss Claims in 2021 was 691 which was an increase of 7% from 2020 (647).

- Organizational LTI Frequency was 8.3 in 2021; higher than year end 2020 (8.2). Organizational LTI Severity was 1450 in 2021; higher than year end 2020 (1348). Increase in LTI Severity was mainly related to hours lost from prior year injury.

- The majority of LTI in 2021 were strains/sprains (61%) most commonly caused by falls/slips/trips and overexertion.

- WCB related costs were $13.8 million in 2021; higher than in 2020 ($11.8 million). Over half of WCB claim costs in 2021 resulted from prior year claims. The City experienced a greater impact to higher paid positions in 2021 which increased WCB related compensation and payroll costs. COVID-19 claims directly accounted for $171k in WCB costs.

- Achieving SAFE Work Certification is key to the City's safety and health strategy. Over the past four years, the Winnipeg Public Service has become one of the largest aggregates of SAFE Work Certified workplaces in Manitoba. In recent years, many departments have achieved certification, including the Winnipeg Fleet Management Agency; the Community Services Department; a number of divisions in the Water and Waste Department; Winnipeg Transit; and the Planning, Property & Development Department. The Winnipeg Police Service achieved Safe Work Certification in

November 2021; the Public Works Department received COR™ Certification in April 2022; and further work continues in other departments.

- The COVID 19 pandemic continued to have an impact on the organization in 2021. COVID-19 claims represent approximately 6% of the total WCB claims in 2021. 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.

RECOMMENDATIONS

That the 2021 Council Report – Workplace Safety be received as information.

REASON FOR THE REPORT

On September 24, 2014, Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the Workplace Safety Audit dated November 2013 be received as information.

2. That an Annual Report be submitted to Council within 6 months of the previous yearend.

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 2021 Council Report – Workplace Safety is attached to this administrative report.

FINANCIAL IMPACT

Financial Impact Statement Date: April 21, 2022

Project Name:
2021 Council Report - Workplace Safety

COMMENTS:

There are no financial implications associated with receiving this report as information.

Jocelyn Peters - April 21, 2022
Jocelyn Peters, CPA, CGA
Manager of Finance & Administration (Camp

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".*

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

N/A

SUBMITTED BY

Department: Human Resource Services
Division: Employee and Health Programs
Prepared by: K. Blackmon, Manager of Organizational Safety Services
Date: May 9, 2022
File No: N/A

Attachments:

Attachment 1: 2021 Council Report – Workplace Safety