Minutes – Executive Policy Committee – June 12, 2023

REPORTS

Item No. 11 2022 Council Report – Workplace Safety

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

The Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and recommended to Council:

1. That the 2022 Council Report – Workplace Safety be received as information.

DECISION MAKING HISTORY:

Moved by Councillor Lukes,

That the recommendation of the Winnipeg Public Service be concurred in and forwarded to Council.

Carried

ADMINISTRATIVE REPORT

Title: 2022 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 2022 Council Report – Workplace Safety concludes that:

- The total number of work-related injury and illness claims accepted by the WCB was 1254 in 2022. This represents an increase of 27% from 2021 (989) and was above average for the reporting period. The number of accepted Time Loss Claims in 2022 was 919, an increase of 33% from 2021 (691).

- Organizational Lost Time Injury (LTI) Frequency was 10.2 in 2022; higher than year end 2021 (8.3). Organizational LTI Severity was 1978 in 2022; higher than year end 2021 (1450).

- The majority of LTI in 2022 were strains/sprains (55%) most commonly caused by falls/slips/trips and overexertion.

- WCB related costs were $16.4 million in 2022; higher than in 2021 ($13.8 million). Over half of claim costs in 2022 resulted from prior year claims. The City experienced a greater impact to higher paid positions in 2022 which increased WCB related compensation and payroll costs. COVID-19 claims directly accounted for $325k in WCB costs. Significant portion of costs in 2022 (~10%) attributed to Compensation Rehabilitation Positions which represent hours spent in ‘light duties’ once employee has returned to work following a claim.

- On April 15, 2023, the City of Winnipeg achieved its goal of becoming Safe Work Certified at the organizational level. The City of Winnipeg Public Service is the first Workers Compensation Board individually-assessed organization in Manitoba to achieve SAFE Work Certification and is the largest workplace to achieve SAFE Work Certification in the province.

- The COVID 19 pandemic had an impact on the organization in 2022. WCB claims related to COVID-19 accounted for 19% of WCB time loss claims in 2022. 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

2. That the 2022 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 full 2022 Council Report – Workplace Safety report is attached below.

FINANCIAL IMPACT

Financial Impact Statement **Date:** April 18, 2023

Project Name:
2022 Council Report – Workplace Safety

COMMENTS:

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

Lioubov Gavrilova-Crozier, April 18, 2023
Lioubov Gavrilova-Crozier, CPA, CA
Manager of Finance & Admin. (Campus)
Corporate Finance Department

CONSULTATION

N/A

OURWINNIPEG POLICY ALIGNMENT

1.18 Responsive, Representative and Resilient Workforce
Provide responsive municipal service delivery, through an accountable, informed, qualified, competent, creative, healthy and productive workforce that is representative of the community it serves including the use of equitable, anti-oppression recruitment, training, and retention processes.

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Climate Action Plan (CAP), and it was determined that the CAP is not applicable to this specific report.

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Poverty Reduction Strategy (PRS) and its Goals and Objectives, and it was determined that the PRS is not applicable to this specific report.

SUBMITTED BY

Department: Human Resource Services
Division: Employee and Health Programs
Prepared by: K. Blackmon, Manager of Organizational Safety Services
Date: May 5, 2023
File No: N/A

Attachments:
2022 Council Report – Workplace Safety