Agenda – Executive Policy Committee – June 18, 2024

REPORTS

Item No. 3 2023 Council Report – Workplace Safety

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

That the 2023 Council Report – Workplace Safety be received as information.

ADMINISTRATIVE REPORT

Title: 2023 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 2023 Council Report – Workplace Safety concludes that;

- The total number of work-related injury and illness claims accepted by the WCB was 1,246 in 2023. This represents a decrease of 1% from 2022 (1,254). The number of accepted WCB time loss claims in 2023 was 874, a decrease of 5% from 2022 (919).

- Organizational Lost Time Injury (LTI) Frequency was 11.0 in 2023; higher than year end 2022 (10.2). Organizational LTI Severity was 2,771 in 2023; higher than year end 2022 (1,978).

- The majority of LTI in 2023 were strains/sprains (58%) most commonly caused by falls/slips/trips and overexertion.

- The number of psychological related claims accepted by the WCB in 2023 was 182, an increase of 31% from 2022. Time lost associated with psychological WCB claims accounted for 34% of all WCB time lost in 2023. Psychological claims to the WCB can occur based on a number of factors, including exposure to violence, mental stress, burnout, and other critical incidents in the workplace.

- WCB related costs were $19.4 million in 2023; higher than in 2022 ($16.4 million). Almost half of claim costs resulted from prior year claims. Significant portion of costs in 2023 ($2.1 million ~ 11%) attributed to Compensation Rehabilitation Positions which represent hours spent in ‘light duties’ once employee has returned to work following a claim.

- The City of Winnipeg committed in April 2018 to becoming SAFE Work Certified. In 2023, the City achieved full certification making it the largest SAFE Work Certified organization in Manitoba.

- In the Fall of 2021, the Winnipeg Fire Paramedic Service (WFPS) and Corporate Human Resource Services worked together to create the Behavioural Health Unit (BHU) in the Winnipeg Fire Paramedic Service. The BHU consists of 1 Behavioural Health Nurse and an Administrative Assistant. Throughout 2023, the BHU continued to work closely with a contracted Lead Clinical Psychologist and a team of Consulting and Clinical Service providers to provide mental health system navigation and supports including prompt access to psychological services for WFPS emergency responders and staff. The BHU also continues to work closely with the City of Winnipeg's Occupational Health Team, WFPS Health Resource Team and the WFPS Peer Support Group to provide comprehensive resources and support to all WFPS staff.

- In April 2024 the City adopted *Administrative Standard HR-021 – Psychological Health and Safety in the Workplace* to help protect and promote employee mental health as well as address factors that affect mental health in the workplace. The City has implemented mental health self-serve resources, online learning modules, virtual training courses and a peer support toolkit.

RECOMMENDATIONS

That the 2023 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

None.

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 six months of the previous year end.

FINANCIAL IMPACT

Financial Impact Statement **Date:** April 15, 2024

Project Name:

2023 Council Report - Workplace Safety

Comments:

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

Randy Bernard

Randy Bernard, CPA, CMA
Manager of Finance & Administration (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".*

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 3, 2024
File No: N/A

Attachments: 2023 Council Report – Workplace Safety