Agenda – Council – June 26, 2025

Report – Executive Policy Committee – June 17, 2025

Item No. 4 2024 Council Report – Workplace Safety

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 17, 2025, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the following to Council:

1. That the 2024 Council Report – Workplace Safety be received as information.

Agenda – Council – June 26, 2025

Report – Executive Policy Committee – June 17, 2025

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 17, 2025, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: 2024 Council Report – Workplace Safety

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
K. Blackmon	D. Clark	T. Graham	T. Graham, Acting Interim CAO

EXECUTIVE SUMMARY

The 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.

A summary is provided in the History/Discussion section. The full report is attached as Appendix A.

RECOMMENDATIONS

That the 2024 Council Report – Workplace Safety be received as information.

REASON FOR THE REPORT

At its meeting on September 24, 2014, Council concurred in the recommendation of the Executive Policy Committee and recommended that an Annual Report on workplace safety 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 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 2024 Council Report – Workplace Safety concludes that;

- The total number of work-related injury and illness claims accepted by the WCB was 1293 in 2024, an increase of three percent from 2023 (1256). The number of accepted WCB time loss claims in 2024 was 914, an increase of four percent from 2023 (883).

- Organizational Lost Time Injury (LTI) Frequency was 11.7 in 2024; higher than year end 2023 (11.0). Organizational LTI Severity was 3,986 in 2024; higher than year end 2023 (2,771).

- The majority of LTI in 2024 were strains/sprains (60 percent) most commonly caused by falls/slips/trips and overexertion.

- The number of psychological related claims accepted by the WCB in 2024 was 207, an increase of 14 percent from 2023 (182). Time lost associated with psychological WCB claims accounted for 54 percent of all WCB time lost in 2024. 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 $25.5 million in 2024; higher than in 2023 ($19.4 million). Over half (58 percent) of claim costs resulted from prior year claims. A significant portion of the costs in 2024 ($2.7 million ~ 11 percent) were attributed to Compensation Rehabilitation Positions, which represent hours spent in 'light duties' once an employee has returned to work following a claim.

- The City has implemented a number of initiatives over the last several years to improve safety of workers on the job. In 2023, the City achieved full SAFE Work Certification making it the largest organization in Manitoba to be SAFE Work Certified. In 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. In January 2025 the City launched Learn Winnipeg, a new digital training platform that gives employees access to over 140 different safety, health and wellness courses. It provides thousands of learning hours for leaders, employees and safety and health committee members.

- Winnipeg Fire Paramedic Service and Winnipeg Transit experienced the highest injury rates in 2024. They also experienced the highest number of psychological related WCB claims. Although work in these departments is different, the nature of work and work environment in both can involve increased risk of exposure to violence, traumatic events and stress not experienced in other workplaces. Psychosocial factors such as societal changes, drug crisis, increases in violent crime and reduced stigma around mental health issues can contribute to WCB claim experience.

- The Public Service is collaborating with the Workers Compensation Board (WCB) of Manitoba to review and identify the City of Winnipeg's WCB claims, specifically for Winnipeg Transit and Winnipeg Fire Paramedic Service, to determine how claims can be

reduced through improving workplace safety or other improvements to ensure healthy employees and control costs. This work began in Winnipeg Transit in June 2024 and results of the review including recommendations for improvement are expected later this year. Winnipeg Fire Paramedic Service plans to begin this work this year with results anticipated by year end.

The 2024 Council Report – Workplace Safety is attached as Appendix A.

FINANCIAL IMPACT

Financial Impact Statement **Date:** April 2, 2025

Project Name:

2024 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

This Report has been prepared in consultation with:

- Winnipeg Fire Paramedic Service
- Winnipeg Transit

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: April 14, 2025
File No:

Attachments:

Appendix A: 2024 Council Report – Workplace Safety