Agenda – Executive Policy Committee – June 16, 2026

REPORTS

Item No. 8 2025 Workplace Safety Annual Report

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

1. That the 2025 Council Report – Workplace Safety be received as information.

DECISION MAKING HISTORY:

COUNCIL DECISION:

On September 24, 2014, Council adopted the recommendation of the Executive Policy:

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.

ADMINISTRATIVE REPORT

Title: 2025 Council Report – Workplace Safety

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
K. Blackmon	D. Clark	T. Graham	J. Dunford

EXECUTIVE SUMMARY

The Public Service generates an Annual Report on workplace safety for Council. It measures performance based on Workers Compensation Board (WCB) Statistics and Lost Time Injury (LTI) Rates.

Highlights for 2025 include:

- Fewer work-related injury and illness claims to WCB than in 2024
- Lower organizational lost-time injury frequency

This administrative report summarizes all tracked measures. The full report is attached as Appendix A.

RECOMMENDATIONS

1. That the 2025 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 adopted the following:

1. 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 six months of the previous year end.

The 2025 Council Report – Workplace Safety concludes that;

- The total number of work-related injury and illness claims accepted by the WCB was 1238 in 2025, a decrease of five percent from 2024 (1,297). The number of accepted WCB time loss claims in 2025 was 886, a decrease of 4 percent from 2024 (919).

- Organizational Lost Time Injury (LTI) Frequency was 11.3 in 2025; lower than year end 2024 (11.7). Organizational LTI Severity was 4,509 in 2025; higher than year end 2024 (3,986).

- The majority of LTI in 2025 were strains/sprains (58 percent) most commonly caused by overexertion and falls/slips/trips.

- The number of psychological related claims accepted by the WCB in 2025 was 182, a decrease of 12 percent from 2024 (207). Time lost associated with psychological WCB claims accounted for 52 percent of all WCB time lost in 2025. 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 $28.4 million in 2025; higher than in 2024 ($25.5 million) due primarily to a $2.1 million cost increase in WCB administration fees. Over half (61 percent) of claim costs resulted from prior year's claims. Significant portion of costs in 2025 ($3.0 million ~ 11 percent) attributed to Compensation Rehabilitation Positions which represent hours spent in "light duties" once 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 2025, the City launched Learn Winnipeg, a new digital training platform that gives employees access to over 220 different safety, health and wellness courses. It provides thousands of learning hours for leaders, employees and safety and health committee members.

- Although Winnipeg Fire Paramedic Service and Winnipeg Transit continued to have the highest injury rates in the organization, both reported a reduction in lost time injuries in 2025. Work in these departments 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. Both departments are advancing initiatives aimed at reducing workplace injuries.

- In 2025, the Winnipeg Fire Paramedic Service announced work is underway to establish a tailored fitness and wellness program for employees. The department has also begun planning for a wellness clinic staffed by qualified health professionals. WFPS continues to maintain a Behavioural Health Unit staffed with a Behavioural Health Nurse supported by a practice of psychological consulting and clinical services professionals, a Peer Support team, pre-staging safety protocols, and threat management training.

- In 2025, the Winnipeg Transit Department established a new Behavioral Health Resource Nurse position to strengthen psychological supports for Bus Operators. The department is also developing the business case for upgraded bus shields as recommended by the Transit Advisory Committee (TAC). Winnipeg Transit continues to maintain a Critical Incident Stress Management (CISM) program, Transit Advisory Committee (TAC), extensive operator safety training, safety shields, video/audio surveillance, protective body armour for inspectors, and de-escalation training.

- The Public Service continues to collaborate with the Workers Compensation Board (WCB) of Manitoba to review City of Winnipeg's WCB claims and identify opportunities for injury reduction and safe return to work. An initiative is also underway with Doctor's Manitoba to improve the consistency and clarity of information used to support safe return to work planning.

FINANCIAL IMPACT

Financial Impact Statement **Date:** April 2, 2026

Project Name:

2025 Council Report - Workplace Safety

Comments:

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

Randy Bernard

Randy Bernard, CPA
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:
File No:

Attachments:

Appendix A: 2025 Council Report – Workplace Safety