



STAFF REPORT ACTION REQUIRED

Occupational Health and Safety Report 1st Quarter 2012

Date:	August 15, 2012
To:	Employee and Labour Relations Committee
From:	City Manager Executive Director of Human Resources
Wards:	All
Reference Number:	

SUMMARY

This report provides information on the status of the City's health and safety system, specifically on activities, priorities and performance during the first quarter of 2012. There was an 8.9% decrease in the number of lost time injuries (LTIs) and a 14.9% decrease in medical-aid-only injuries during the first quarter of 2012 relative to 2011. There was an increase in recurrences from 42 to 61 during this same period.

WSIB invoiced costs for the first quarter of 2012 were \$6.59 million, approximately \$432,000 lower than for 2011.

The decrease in lost time injuries was largely attributable to:

- Fewer outbreaks of infectious illnesses in Shelter, Support and Housing Administration
- Fewer musculoskeletal disorders (MSDs) and slips, trips and falls in Fleet Services

RECOMMENDATIONS

The City Manager and the Executive Director, Human Resources recommend that:

1. City Council receive the First Quarter 2012 Occupational Health and Safety Report.

Financial Impact

There are no financial impacts to this report.

DECISION HISTORY

At its meeting of February 1, 2 and 3, 2005, City Council approved the recommendation of the Employee and Labour Relations Committee that staff report to Council quarterly on the functioning of the City's health and safety system. This report is for the First Quarter, 2012.

ISSUE BACKGROUND

Continuously improving health and safety performance and a strong health and safety culture continue to be key priorities for the City. This report on the City's health and safety performance is intended to enable the Mayor and Councillors to monitor the City's performance.

COMMENTS

Injury and Accident Statistics

Number of lost time and medical aid injuries and recurrences

Information regarding reported work-related injury/illnesses, by division, during the first quarter of 2012 is attached in Appendix A. Information is also provided for the comparable time period in 2008 to 2011. Information provided includes:

- number of lost time injuries (LTIs): injuries/illnesses that were approved by the WSIB or are awaiting WSIB adjudication, as the employee has lost time from work as a result of a reported workplace injury.
- number of recurrences: injuries/illnesses that were approved by the WSIB or are awaiting WSIB adjudication, as the employee has lost time as a result of a previously reported workplace injury/illness. No new incident has taken place.
- number of medical aids: injuries/illnesses that were approved by the WSIB or are awaiting WSIB adjudication, as the employee has sought medical aid but not lost time from work as a result of a reported workplace injury.

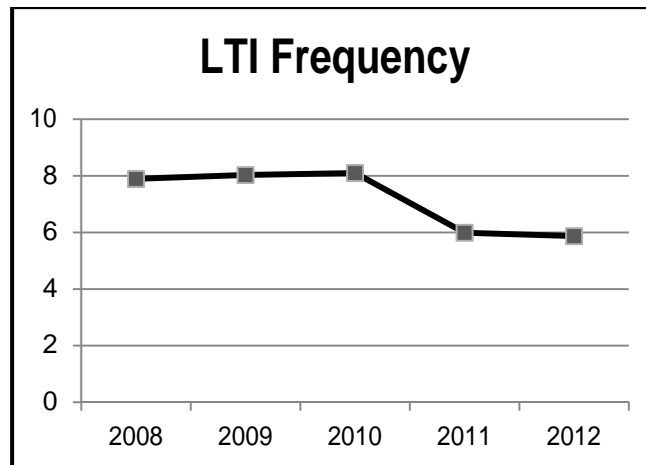
The number of LTIs decreased by 8.9% in the first quarter of 2012 relative to 2011. Significant decreases in LTIs during the first quarter of 2012 occurred primarily in Shelter, Support and Housing Administration (due to reduction in outbreak-related symptoms in employees) and Fleet Services (due to reduction in MSDs and slips, trips and falls).

The number of recurrences increased from 42 to 61 during the first quarter of 2012. The majority of recurrences were reported for incidents in which the original injury was either a MSD or resulted from slips, trips and/or falls.

The number of medical aids decreased by 14.9% in the first quarter of 2012 relative to 2011.

Lost Time Injury (LTI) Frequency

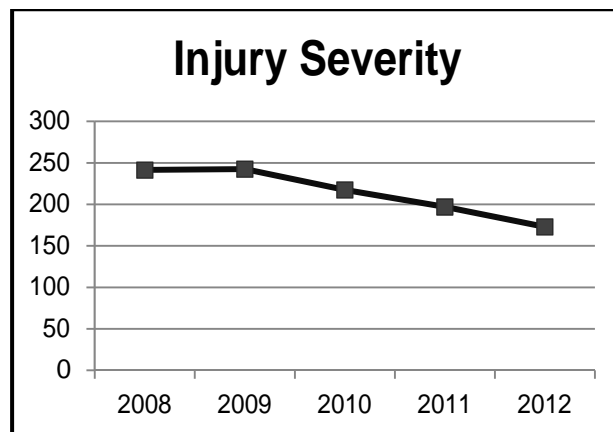
LTI frequency represents the number of LTI events (lost time approved by the WSIB or pending WSIB adjudication decision) per 200,000 hours worked (100 employee-years). The trend in the City's injury frequency during the first quarter of each year from 2008 to the present is provided below.



Frequency rates for divisions are reported in Appendix B. It should be noted that in a division with a small number of staff, a single LTI can result in a high frequency rate.

Injury Severity Rate

The injury severity rate is a standardized statistic that enables comparison, year over year, of the number of days lost relative to hours worked. The chart below shows the City's severity rate during the first quarter of each year for the period from 2008 to 2012.



The severity number represents the number of days lost per 100 employees in the year. Improvements are a reflection of reduced injury severity and effectiveness of return-to-work efforts.

Injury and Accident Costs [Overall Costs (all firm numbers) and Invoiced New Firm Costs by Division]

Overall costs incurred under all City firm numbers during the first quarter of 2012 are reported in Appendix C. This includes costs that continue from injuries sustained in pre-amalgamation municipalities. Information is also provided for the comparable time period in 2008 to 2011. Total costs for the first quarter of 2012 were \$6.59 million; a decrease of approximately \$432,000 from 2011.

The “WSIB Invoiced Costs” report identifies all WSIB invoiced costs for the current Toronto by division. Appendix D(i) provides the information for divisions whose costs were less than \$100,000 in the first quarter of 2012. Appendix D(ii) provides the same information for divisions whose costs were greater than \$100,000.

Critical Injuries

Occupational health and safety legislation stipulates requirements for reporting fatalities and critical injuries to the Ministry of Labour (MOL). A critical injury is an injury of a serious nature that:

- (a) places life in jeopardy,
- (b) produces unconsciousness,
- (c) results in substantial loss of blood,
- (d) involves the fracture of a leg or arm but not a finger or toe,
- (e) involves the amputation of a leg, arm, hand or foot but not a finger or toe,
- (f) consists of burns to a major portion of the body, or
- (g) causes the loss of sight in an eye.

Three work-related critical injuries were reported to the MOL in the first quarter of 2012:

- A Parks, Forestry and Recreation Urban Forestry employee fractured his elbow while cutting wood from a large tree with a power pole saw. He was struck by a log that was uncontrolled on a rope.
- A Fire Services employee slipped on a marble floor with wet boots and struck his head on the floor, losing consciousness.
- A Toronto Water employee was walking down steps with tools in his hand and slipped, falling backwards striking his head and upper back. He lost consciousness.

Three additional incidents of employees fainting at work due to non work-related conditions were also reported as critical injuries to the MOL. A number of patron injuries fitting the critical injury definition were also reported.

MOL Orders/Visits without Orders

The MOL issued fifteen orders to the City during the first quarter of 2012 (during six visits). These orders related to:

- Joint health and safety committee workplace inspections
- Inspections of hoists by competent persons
- Management of construction projects
- Use of vehicle with defective seat locking/settling mechanism
- Requirement for eyewash fountains
- Requirement for current material safety data sheets
- Product labelling
- Obstructions in work area
- Review and posting of workplace violence and harassment policies
- Reporting of occupational illness

All orders were complied with.

Two requirements were issued for provision to the MOL of documentation regarding repairs to equipment.

MOL visits that do not result in orders are also tracked. Reports on the issues addressed during these visits and any recommendations or comments received are reviewed by the Occupational Health and Safety Coordinating Committee (OHSCC). It is intended that this information will inform the OHSCC regarding the MOL's priorities and expected employer responses to these priority issues.

There were seventeen MOL visits to City facilities in the first quarter of 2012 that did not result in orders. Seven of these visits occurred in the context of critical injury investigation (in some cases, patron critical injuries), three in response to complaints, three compliance inspections, two as follow-up to reports of occupational illness and two in response to a small explosion.

MOL and WSIB Initiatives

No major new MOL or WSIB initiatives were undertaken in the first quarter.

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SIGNATURE

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ATTACHMENTS

Appendix A
Appendix B
Appendix C
Appendix D(i)
Appendix D (ii)