



## STAFF REPORT ACTION REQUIRED

### Occupational Health and Safety Report 2<sup>nd</sup> Quarter 2012

<b>Date:</b>	September 27, 2012
<b>To:</b>	Employee and Labour Relations Committee Executive Committee
<b>From:</b>	City Manager Executive Director of Human Resources
<b>Wards:</b>	All
<b>Reference Number:</b>	

#### **SUMMARY**

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This report provides information on the status of the City of Toronto's health and safety system, specifically on activities, priorities and performance up to and including the second quarter of 2012.

There was a 0.5% decrease in the number of Lost Time Injuries (LTIs) and a 14.0% decrease in Medical-Aid-Only injuries during the first two quarters of 2012 relative to 2011. There was an increase in recurrences from 100 to 106 during this same period.

WSIB invoiced costs for the first two quarters of 2012 were \$13.03 million; this is a \$1.02 million decrease from 2011.

While Injury Frequency increased slightly from 5.43 to 5.51 during the first two quarters of 2012 relative to 2011, Lost-Time Injury Severity (time lost due to injury) decreased.

#### **RECOMMENDATIONS**

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

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

## **Financial Impact**

There are no direct financial impacts to this report. However, WSIB costs are trending lower given the reduction in lost time injuries and emphasis on health and safety throughout the City.

## **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 Second 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**

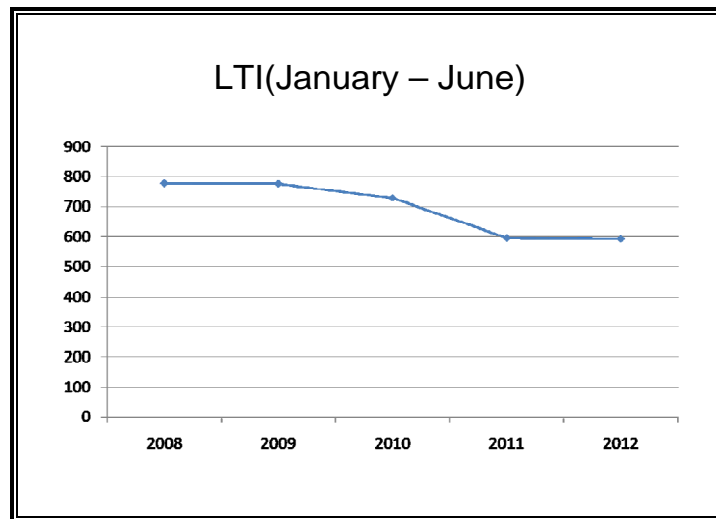
### **Injury and Accident Statistics**

#### Number of lost time and medical aid injuries and recurrences

Information regarding reported work-related injury/illnesses, by division, during the first two quarters of 2012 is attached in Appendix A. Information is also provided for the comparable time period for 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 chart below shows the number of Loss Time Injuries (January to June period) for each of the last five (5) years.

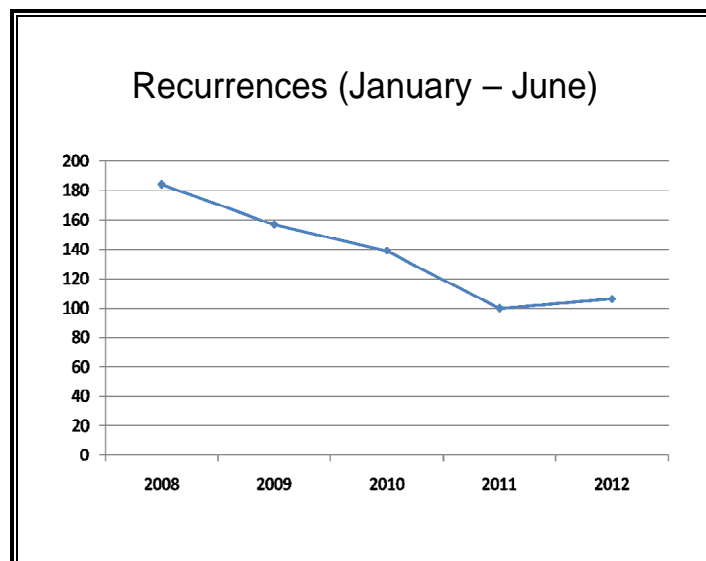


The two main categories of LTIs and injuries overall continue to be:

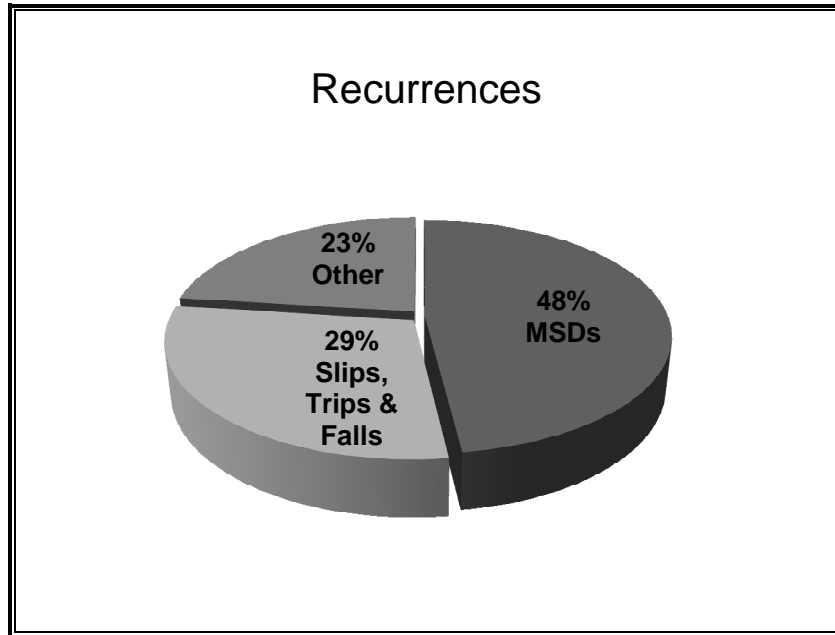
- injuries resulting from slips, trips and falls
- musculoskeletal disorders (MSDs)

As at the end of the second quarter, the percentage of new LTI injuries resulting from slips, trips and falls decreased from 30% of overall LTIs in 2011 to 22% in 2012. An increase in Musculoskeletal Disorders from 37% in 2011 to 42% in 2012 during the same period was noted.

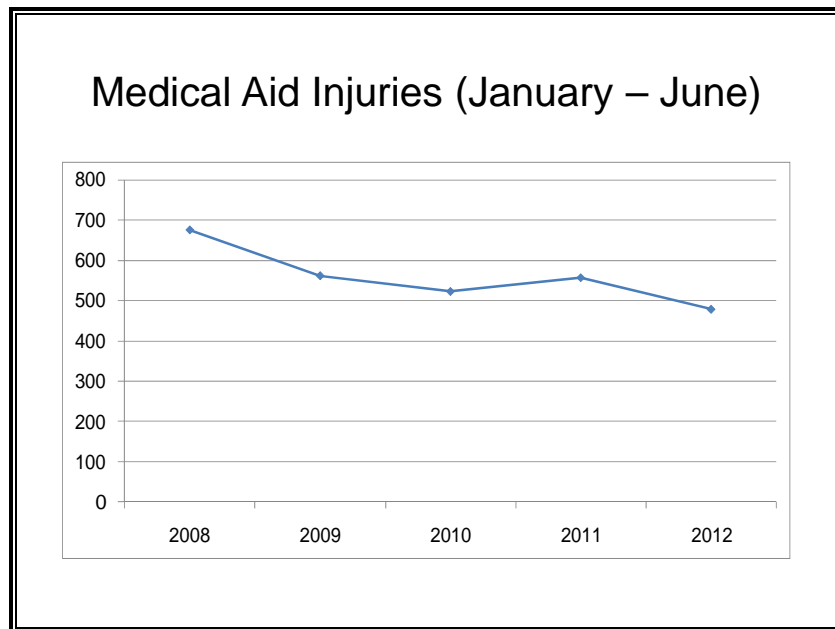
The number of recurrences increased from 100 to 106 during the first two quarters of 2012 relative to the same period in 2011.



Musculoskeletal Disorders consistently account for the highest percentage of recurrences: 48% of recurrences during the first two quarters of 2012 were in the MSD category.

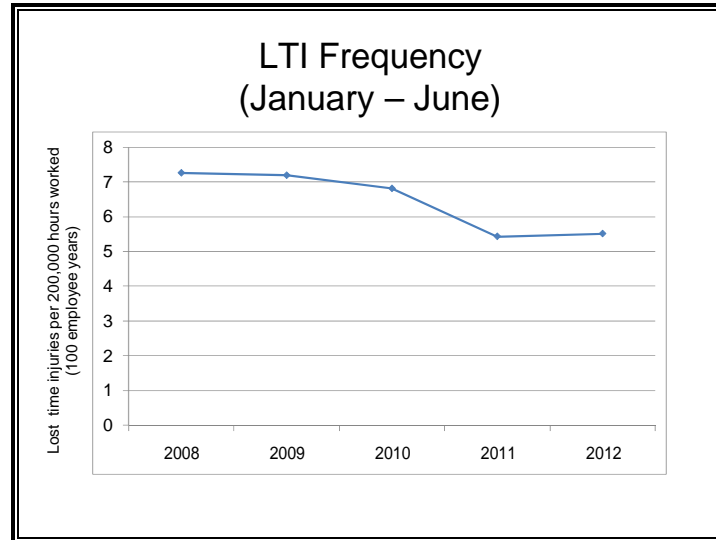


The number of medical aids decreased by 14.0% in the first two quarters of 2012 relative to 2011.



### Lost Time Injury (LTI) Frequency

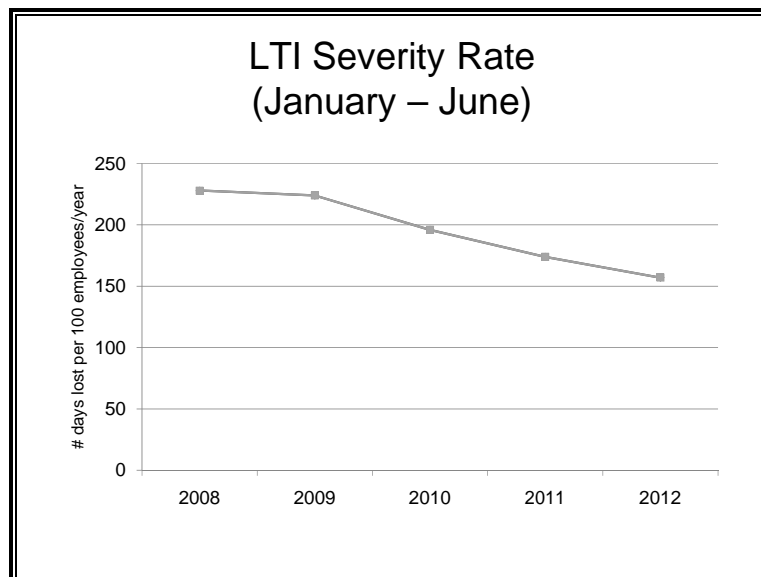
LTI frequency represents the number of LTI events (lost time approved by the WSIB or pending WSIB adjudication decision) per 200,000 hours worked (100 employee-years).



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 two quarters 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.

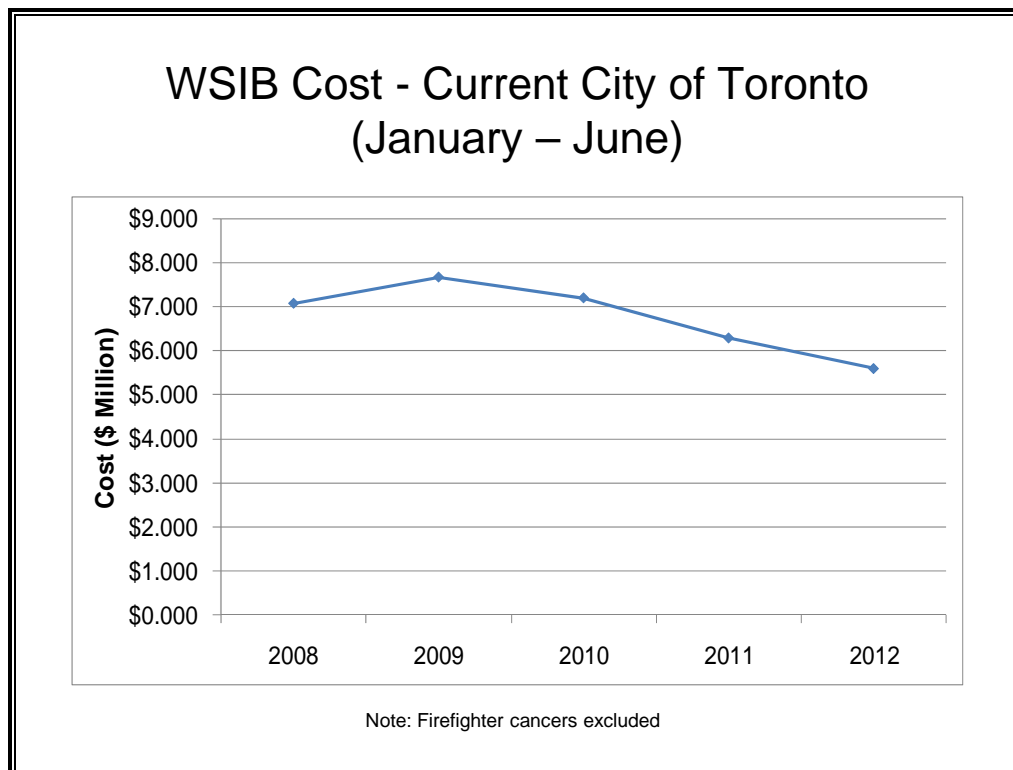
Injury and Accident Costs [Overall Costs (all firm numbers) and Invoiced New Firm Costs by Division]

Overall costs incurred under all City firm numbers during the first two quarters 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 two quarters of 2012 were \$13.03 million; a decrease of \$1.02 million from 2011.

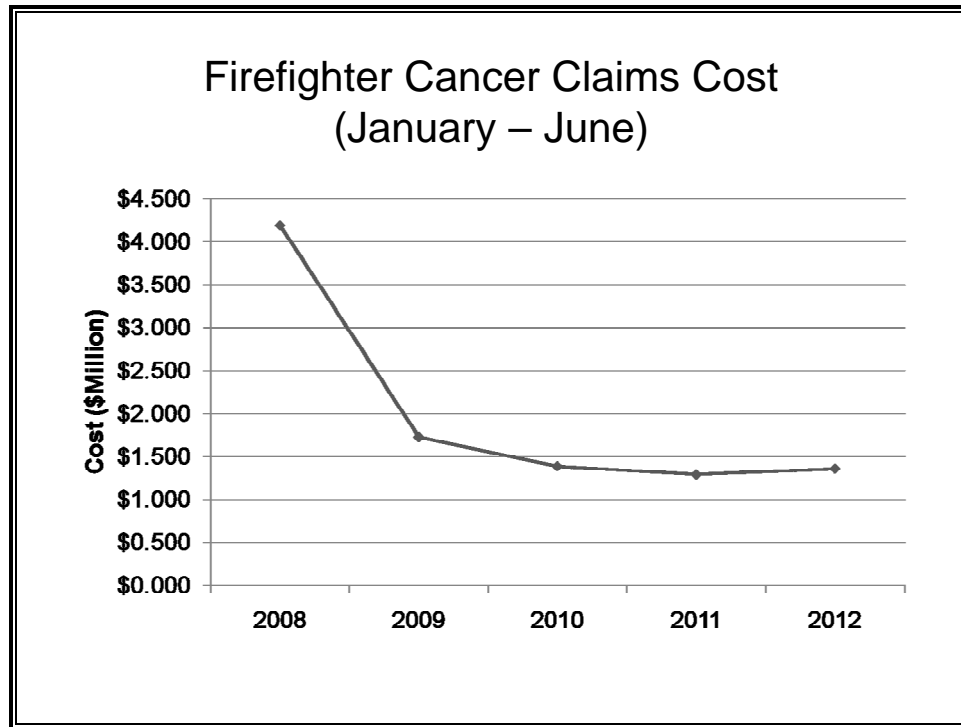
The “WSIB Invoiced Costs” report identifies all WSIB invoiced costs for the current City firm number by division. Appendix D(i) provides the information for divisions whose costs were less than \$100,000 in the first two quarters. Appendix D(ii) provides the same information for divisions whose costs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

The charts that follow show the following:

- WSIB costs for the current City firm number exclusive of firefighter cancers



- WSIB costs associated with firefighter cancers



### 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 second quarter of 2012:

- A Fire Services employee injured his left ankle and loss consciousness due to pain after rolling over onto his ankle when stepping down from the fire vehicle.
- A Long-Term Care Homes and Services employee sustained a fracture to the right arm as a result of a fall.
- A Toronto Water employee slipped, twisted and fractured his right ankle when cleaning debris from a gutter.

Two incidents of employees fainting at work were also reported as critical injuries to the MOL. In addition, the City also reported to the MOL when a patron lost conscious at a recreation centre.

### **MOL Orders/Visits without Orders**

The MOL issued four orders to the City during the second quarter of 2012 (during three visits). These orders related to:

- Provision of basic radiation awareness training to any worker who may be exposed to radioactive waste
- Ensuring vehicles, cranes or similar equipment maintain the appropriate distances from live power lines
- Management of construction projects
- Ensuring traffic protection plans are readily available on the work site at all times

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

All orders were complied with.

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 twenty-one MOL visits to City facilities in the second quarter of 2012 that did not result in orders. Five of these visits occurred in the context of injury investigation, six in response to complaints, four compliance inspections, four as follow-up to reports of occupational illness, one in response to an earlier small explosion and one to investigate occupational hygiene issues not addressed during a previous visit.

### **MOL and WSIB Initiatives**

#### **Modernization of the WSIB's Appeals Process**

In June, the Workplace Safety and Insurance Board (WSIB) announced its intent to modernize its appeals process and released a consultation paper regarding proposed changes. The stated rationale for proposed changes is to ensure timely, fair, and transparent final resolutions of objections to WSIB decisions.

The WSIB identifies the proposed improvements as follows:

- Workers and employers who are ready and available to proceed with their objections can expect more timely responses
- The Appeals Services Division will resolve worker and employer objections faster, supporting better return-to-work and recovery outcomes



- WSIB front-line decision makers will provide fuller explanations for their decisions
- Oral hearings will be retained for complex entitlement decisions

The WSIB plans to implement the modernization changes on January 2, 2013 and has provided an opportunity for comment until October 1, 2012. Human Resources Occupational Health and Safety staff are currently reviewing the proposed changes and are working with the Schedule 2 Employers Group on preparation of a submission.

#### New MOL Poster for Posting in Workplaces

In March, 2010, the Minister of Labour appointed an Expert Advisory Panel to review Ontario's occupational health and safety system. On December 16, 2010, the Minister accepted the Panel's report and its 46 consensus recommendations. In one of its high priority recommendations, the Panel advised the Ministry of Labour to "create a health and safety poster that explains the key rights and responsibilities of the workplace parties, including how to obtain additional health and safety information and how to contact a Ministry of Labour inspector. It should be mandatory to post this in the workplace." The Report advised that this health and safety poster should be made available in multiple languages.

In June, the MOL advised that this poster has now been developed and can be accessed at: [http://www.labour.gov.on.ca/english/hs/pubs/poster\\_prevention.php](http://www.labour.gov.on.ca/english/hs/pubs/poster_prevention.php).

Under the Occupational Health and Safety Act (OH&SA), employers are required to post the Act and any explanatory material prepared by the Ministry, which includes this poster. As the Ministry wants to ensure that employers have sufficient time to become aware of the new requirement to post the poster, inspectors will begin enforcing this requirement effective October 1, 2012. City divisions and joint health and safety committees have been made aware of this new posting requirement.

#### **City Health and Safety Initiatives/Activities**

##### 2012 Joint Health & Safety Recognition Event

The 13th annual Joint Health and Safety Committee Recognition Event was held on Friday, May 4th. This event is jointly sponsored by City divisions and bargaining units to recognize the important role that joint health and safety committee members and health and safety representatives play in making City workplaces healthier and safer. More than 500 members of the Toronto Public Service attended and were recognized for their efforts.

The day's events included official greetings, educational presentations, networking opportunities and display booths set up by many divisions promoting their health and safety initiatives and programs.

The 2011 Dr. Sheela Basrur Occupational Health and Safety Award was presented at the event. This award recognizes City divisions that make a significant positive contribution to the City's health and safety performance. It is presented annually to the Division that has achieved significant injury reduction through proactive health and safety program improvements resulting from joint management and labour efforts. Transportation Services was the recipient of the Award for the second year running, achieving a 61% reduction in injuries and demonstrating their continued commitment to joint health and safety programming.

Three other divisions received Certificates of Achievement for achieving over 30% lost time injury reduction in 2011. They were Long- Term Care Homes and Services, Children's Services and Toronto Water.

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## **SIGNATURE**

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City Manager

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Executive Director of Human Resources

## **ATTACHMENTS**

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