

EX28.18



## Employee and Labour Relations Committee

<b>Meeting No.</b>	5	<b>Contact</b>	Jennifer Forkes, Committee Administrator
<b>Meeting Date</b>	Friday, October 6, 2017	<b>Phone</b>	416-392-4666
<b>Start Time</b>	9:30 AM	<b>E-mail</b>	elrc@toronto.ca
<b>Location</b>	Committee Room 1, City Hall	<b>Chair</b>	Deputy Mayor Denzil Minnan-Wong

EL5.1	ACTION	Adopted		Ward:All
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### Occupational Health and Safety Report - Quarterly and End of Year 2016

#### Committee Decision

The Employee and Labour Relations Committee recommends that:

1. City Council receive the Quarterly and End of Year 2016 Occupational Health and Safety Report for information.

#### Origin

(September 7, 2017) Report from the City Manager and the Executive Director, Human Resources

#### Summary

This report provides information on the status of the City's health and safety system, specifically on activities, priorities and performance during the third and fourth quarters of 2016 and health and safety performance throughout the year.

There was a 3.9 percent increase in the number of lost time injuries and a 24.8 percent increase in the number of recurrences in 2016 relative to 2015. There was a 6.2 percent decrease in medical aid injuries.

Workplace Safety and Insurance Board (WSIB) invoiced costs for 2016 were \$9.9 million higher in 2016 than in 2015. Approximately \$7.7 million of the increased invoiced costs in 2016 are attributable to firefighter cancer claims. Legislation introduced in 2014 presumes certain firefighter cancers to be work-related when specified conditions are met. The legislation, which is retroactive to 1960, provides that a total of 14 primary-site cancers are occupational diseases presumed to have occurred due to the nature of the worker's employment as a firefighter. In 2016, primary site lung cancer was introduced. As of the beginning of 2017, primary site skin cancer has been added.

Excluding firefighter cancers, there was a \$2.2 million increase in Workplace Safety and Insurance Board invoiced costs across all firm numbers. Much of this increase is attributable to

traumatic mental stress and post-traumatic stress disorder (PTSD)-related claims. In April 2016, legislation was introduced such that if a first responder or other designated worker is diagnosed with post-traumatic stress disorder by a psychiatrist or psychologist, the condition is presumed to be work-related unless proven otherwise.

### **Background Information**

(September 7, 2017) Report from the City Manager and the Executive Director, Human Resources on Occupational Health and Safety Report - Quarterly and End of Year 2016

(<http://www.toronto.ca/legdocs/mmis/2017/el/bgrd/backgroundfile-107086.pdf>)

Appendix A - Workplace Safety and Insurance Board (WSIB) Incidents (January - December) by Division

(<http://www.toronto.ca/legdocs/mmis/2017/el/bgrd/backgroundfile-107087.pdf>)

Appendix B - Lost Time Injuries (LTI) Frequency by Division

(<http://www.toronto.ca/legdocs/mmis/2017/el/bgrd/backgroundfile-107088.pdf>)

Appendix C - Workplace Safety and Insurance Board (WSIB) Costs for all Firm Numbers

(<http://www.toronto.ca/legdocs/mmis/2017/el/bgrd/backgroundfile-107089.pdf>)

Appendix D (i) - Workplace Safety and Insurance Board (WSIB) Invoiced Costs to Year End (<\$50,000)

(<http://www.toronto.ca/legdocs/mmis/2017/el/bgrd/backgroundfile-107090.pdf>)

Appendix D (ii) - Workplace Safety and Insurance Board (WSIB) Invoiced Costs to Year End (>\$50,000)

(<http://www.toronto.ca/legdocs/mmis/2017/el/bgrd/backgroundfile-107091.pdf>)