



STAFF REPORT ACTION REQUIRED

Occupational Health and Safety Report 1st Quarter 2013

Date:	May 3, 2013
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, health and safety performance during the first quarter of 2013.

There was a 19.5% decrease in the number of lost time injuries (LTIs), a 54.5% decrease in the number of recurrences and a 3.9% decrease in the number of medical aid only injuries during the first quarter of 2013 relative to 2012.

WSIB invoiced costs for the first quarter of 2013 were approximately \$6.89 million, \$297 thousand higher than in 2012. This increase is attributable to a significantly higher Workplace Safety and Insurance Board revised administration rate (35.8% in 2013 versus 27.6% in 2012) and an increase in costs of firefighter cancer claims.

RECOMMENDATION

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

1. City Council receives the 1st Quarter 2013 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, 2013.

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 injuries, medical aid injuries and recurrences

Information regarding reported work-related injury/illnesses, by division, during the first quarter of 2013 is attached in Appendix A. Information is also provided for the comparable time period from 2009 to 2012. Information provided includes:

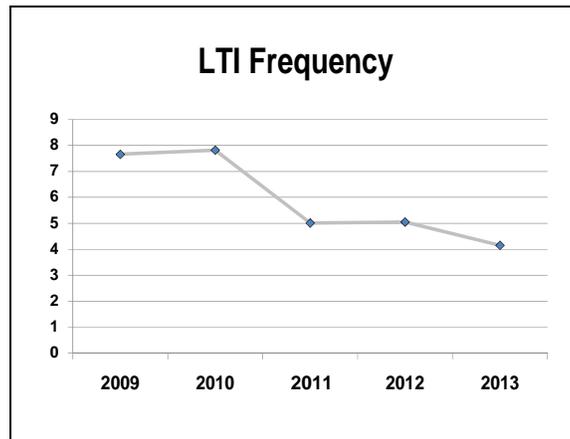
- Number of lost time injuries: injuries/illnesses in which lost time was approved by the WSIB or is awaiting WSIB adjudication, as the employee has lost time from work as a result of a reported workplace injury;
- Number of recurrences: injuries/illnesses that were approved by the WSIB or are awaiting WSIB adjudication, as the employee has lost time as a result of a previously reported workplace injury/illness. No new incident has taken place; and
- Number of medical aids: injuries/illnesses in which health care only was approved by the WSIB or claim is awaiting WSIB adjudication, as the employee has either sought medical aid but not lost time from work as a result of a reported workplace injury or lost time has not been approved by the WSIB.

Overall, there was a 19.5% decrease in the total number of lost time injuries in the first quarter of 2013 relative to 2012. The primary factor that contributed to this change in LTIs was a 43.9% decrease in musculoskeletal disorders (MSDs) from 107 to 60. Divisions that experienced the most significant reduction in LTIs in the first quarter of 2013 relative to 2012 were Children's Services (62.9%), Solid Waste Management (55.0%), Toronto Water (56.0%) and Fire Services (18.5%).

There was a 54.5% decrease in recurrences, largely attributable to a decrease in recurrences arising from slip, trip and fall injuries as well as a decrease in MSDs. The number of medical aid injuries decreased by 3.9%, attributable primarily to MSDs.

Lost Time Injury (LTI) Frequency

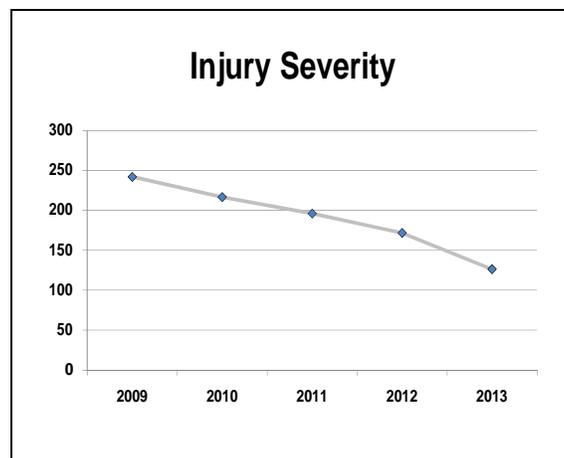
LTI frequency represents the number of LTI events (lost time approved by the WSIB or pending WSIB adjudication decision) per 200,000 hours worked (100 employee-years). The trend in the City's injury frequency during the first quarter of each year from 2009 to 2013 is provided below.



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 2009 to 2013.



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 2013 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 2009 to 2012.

Total costs for the first quarter of 2013 were \$6.89 million, an increase of approximately \$297 thousand from 2012. This increase is attributable to a significantly higher Workplace Safety and Insurance Board administration rate in 2013 (35.8% versus 27.6% in 2012) and an increase in costs of firefighter cancer claims.

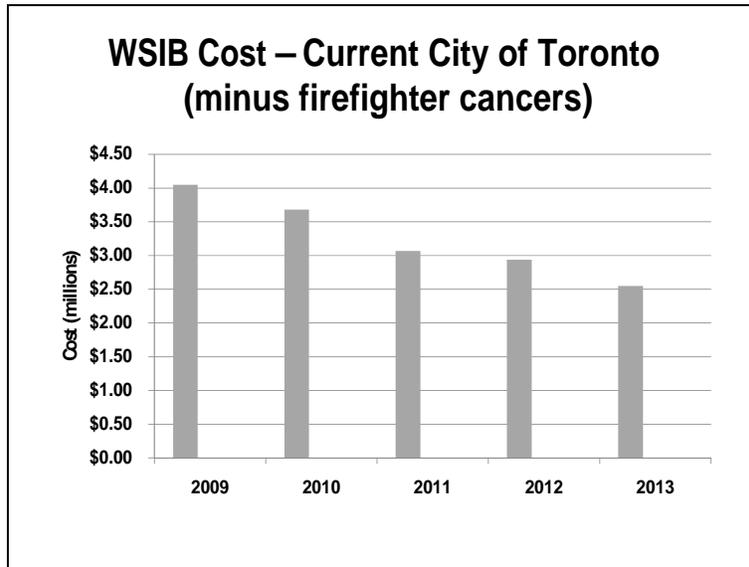
This information is summarized in the chart below.



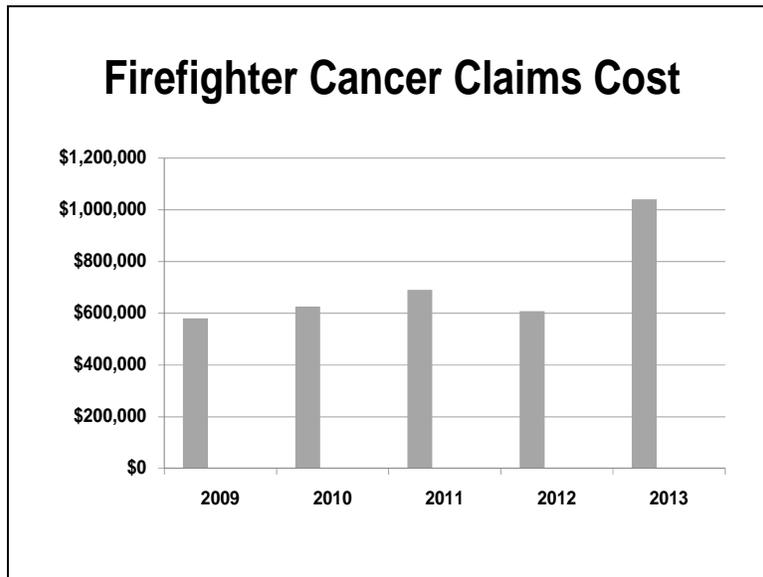
The “WSIB Invoiced Costs” report identifies all WSIB invoiced costs for the current Toronto by division. Appendix D(i) provides the information for divisions whose costs were less than \$100,000 in the first quarter of 2013. Appendix D(ii) provides the same information for divisions whose costs were 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.

Six work-related critical injuries were reported to the MOL in the first quarter of 2013:

- A Solid Waste Management employee who was driving a recycling truck that struck a pedestrian lost consciousness upon exiting the truck.
- An Emergency Medical Services employee sustained a broken leg during an assault by a patient.
- An Employment and Social Services employee tripped and fell in the workplace, sustaining a fractured humerus.
- A Revenue Services employee slipped and fell, fracturing her left wrist, on a walkway outside North York Civic Centre.
- A Parks, Forestry and Recreation employee fainted while teaching a class.
- A Parks, Forestry and Recreation employee fell while teaching a program and sustained a broken wrist.

In addition, a Transportation Services employee died at work as a result of a non-work-related health reason. Two employees lost consciousness while at work for non-work related health reasons. Three patron critical injuries were also reported to the MOL.

MOL Orders/Visits without Orders

The MOL issued eighteen orders to the City during the first quarter of 2013 (during seven visits). These orders related to:

- Posting of health and safety materials in the workplace
- Obstruction of electrical panels
- Trip and fall hazards
- Deficiency in following the work refusal process
- Provision of information and instruction to workers
- Shoring of excavations
- Use of ladders in excavations
- Barriers around excavations
- Functioning of freight elevator safety sensors
- Provision of personal protective equipment to prevent chemical exposure

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-three MOL visits to City facilities in the first quarter of 2013 that did not result in orders. Thirteen of these visits occurred in the context of critical injury investigation, response to complaints, compliance inspections, follow up to reports of occupational illness and response to work refusals.

MOL and WSIB Initiatives

Bill 119 amendments to the Workplace Safety and Insurance Act came into effect on January 1, 2013. These amendments impose a number of new requirements, as follows:

- The person who directly retains a contractor or subcontractor is required to ensure the contractor or subcontractor complies with all payment obligations under the Act. That person may become liable in cases of non-payment or non-compliance.
- A person who directly retains a contractor or subcontractor to perform construction work is required to obtain a clearance certificate from the WSIB showing that the contractor or subcontractor has registered with the WSIB and has complied with all obligations under the Act. The contractor or subcontractor is not permitted to perform construction work when a clearance certificate is not in effect and the person must not permit construction work to be performed where no clearance certificate is in effect.
- A contractor or subcontractor is prohibited from performing construction work for a person without a valid clearance certificate. If the contractor or subcontractor has the clearance certificate revoked or if it expires during the work, then the person must ensure that a valid clearance certificate is obtained before the construction work is completed.
- The clearance certificate will confirm the period during which the certificate is in effect (90 days).
- The person must retain the clearance certificate for at least three years, and it must be produced for inspection at the request of the WSIB.

Bill 119 amendments to the Workplace Safety and Insurance Act also mandate WSIB coverage for nearly everyone who works in the construction industry. Mandatory coverage now extends to independent operators, sole proprietors, executive officers of corporations and partners in partnerships, with some limited exemptions.

The WSIB has introduced new policies to support these legislative amendments.

Ministry of Labour (MOL) 2013-2014 Inspection Blitz Schedule

The MOL recently announced its inspection blitz schedule for 2013-2014. The focus of a number of these blitzes applies directly to City work operations, as follows:

- New and young workers in the industrial and health care sectors from May to August
- Excavations in construction during May

- Musculoskeletal disorders in health care and fall hazards in construction from September to October
- Recycling and waste management from November to December
- Construction in active workplaces during January 2014
- Warehousing in the industrial sector from February-March 2014

Key City Initiatives

Some key health and safety initiatives in the first quarter of 2013 included:

- Continued communication of a strategy to refocus attention on methods of reducing MSDs and, in particular, lifting injuries
- Ongoing development of a Respiratory Protection Policy
- Preparations for 2013's Joint Health and Safety Committee Recognition Event
- Ongoing health and safety training of supervisors and employees
- Initial discussions regarding an overall workplace Mental Health policy/strategy

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SIGNATURE

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ATTACHMENTS

- Appendix A – First Quarter WSIB Incident Data by Division
- Appendix B – Toronto Public Service LTI Frequency (1st Quarters, 2009-2013)
- Appendix C – Summary of WSIB Costs for all Firm Numbers (1st Quarters 2009-2013)
- Appendix D(i) – 1st Quarter WSIB Invoiced Costs (<\$100,000)
- Appendix D(ii) – 1st Quarter WSIB Invoiced Costs (>\$100,000)