



STAFF REPORT ACTION REQUIRED

Occupational Health and Safety Report End of Year 2012

Date:	April 9, 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 and performance during the third and fourth quarters of 2012, and health and safety performance throughout the year.

There was a 2.3% decrease in the number of lost time injuries in 2012 relative to 2011. In 2012 versus 2011, there was an increase in both the number of medical aid injuries (5.0%) and recurrences (30.7%). WSIB invoiced costs for 2012 were approximately \$2.2 million lower than in 2011. This improvement reflects reduced injury severity and effectiveness of return-to-work efforts. The WSIB cost decrease was achieved in 2012 despite an increase in the WSIB's administration rate from 22.2 % in 2011 to 27.6% in 2012. The overall decrease in WSIB costs over the time period from 2008 to 2012 is approximately \$9.2 million.

RECOMMENDATIONS

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

1. City Council receive the End of Year 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 End of Year, 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 2012 is attached in Appendix A. Information is also provided for the comparable time period from 2008 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 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.

As part of the preparation for the implementation of the City's new Quatro Safety web-based reporting system, injury claims in 2012 that were originally submitted to the Workplace Safety and Insurance Board (WSIB) as lost time injury claims but were subsequently approved by the WSIB for *health care only* (i.e., not a lost time claim) were re-classified as medical aids. This re-classification more accurately reflects the true number of approved lost time injury claims; however, in order to effectively compare lost time injury claims for the period 2008 to 2012, it then necessitated undertaking a reconciliation of the number of lost time incidents that have been and are reported in

Appendix A. Appendix A now reflects a more accurate reporting of lost time injury claims and medical aids for the period 2008 to 2012.

Overall, there was a 2.3% decrease in the total number of lost time injuries in 2012 relative to 2011.

The primary factors that contributed to the change in 2012's LTIs were:

2012 vs. 2011 Lost Time Injuries

slips, trips, missteps and falls	-22.9% Decrease (from 274 to 211)
assaults and violent acts	-31.8% Decrease (from 44 to 30)
vehicle/transportation incidents	-31.3% Decrease (from 32 to 22)
musculoskeletal disorders (MSDs)	+5.2% Increase (from 388 to 408)

In 2012, there was a 30.7% increase in recurrences. An increase in recurrences across all causation categories, except fires and explosions, was noted. The primary factors that contributed to the change in 2012's recurrences were:

2012 vs. 2011 Recurrences

slips, trips, missteps and falls	+50.0% Increase (from 36 to 54)
musculoskeletal disorders (MSDs)	+7.9% Increase (from 76 to 82)
contact with objects and equipment	+66.7% Increase (from 6 to 10)
exposure to hazardous substances (most typically infectious diseases)	+40.0% Increase (from 10 to 14)

The number of medical aid injuries increased by 5.0%. The primary factors that contributed to the change in 2012's medical aid injuries were:

2012 vs. 2011 Medical Aid Injuries

slips, trips, missteps and falls	-5.0% Decrease (from 202 to 192)
assaults and violent acts	+29.4% Increase (from 34 to 44)
musculoskeletal disorders (MSDs)	+19.2% Increase (from 312 to 372)
contact with objects and equipment	+ 9.7% Increase (from 258 to 283)
exposure to hazardous substances (most typically infectious diseases)	-15.0% Decrease (from 213 to 181)

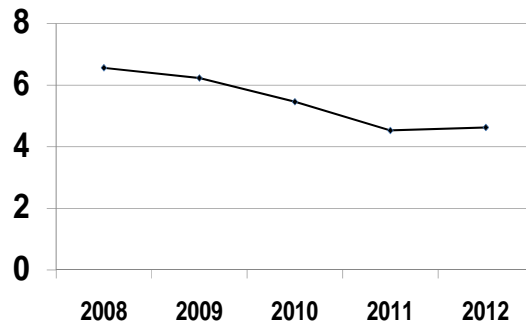
A thorough analysis of the causes of the MSD injuries in 2012 was conducted and the results were reviewed by the Occupational Health and Safety Co-ordinating Committee which has led to establishing a new strategy in 2013 to focus on the reduction of lifting injuries.

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 LTI frequency reported in Appendix B takes into account the change of practice of categorizing claims originally submitted to the WSIB as lost time but approved for health

care only as medical aids. The City's LTI frequency for 2012 was 4.65, as compared to 4.50 in 2011.

LTI Frequency 2008-2012

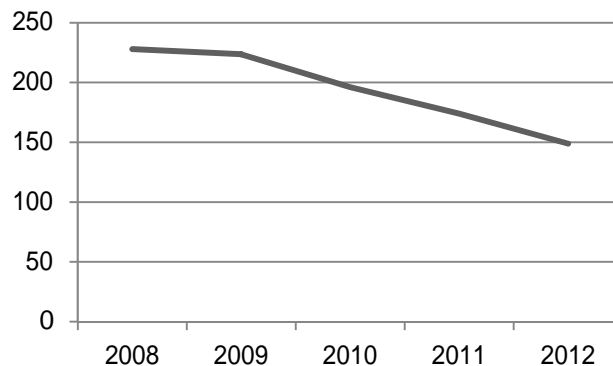


Frequency rates for divisions are reported in Appendix B. It should be noted that in a division with a small number of staff, a single LTI can result in a high frequency rate.

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 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 Severity (2008-2012)

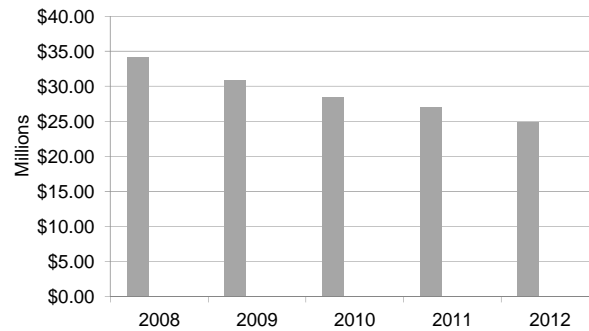


Injury and Accident Costs [Overall Costs (all firm numbers) and Invoiced New Firm Costs by Division]

Overall costs incurred under all City firm numbers during 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 WSIB costs for 2012 were \$24,923,292, a decrease of approx. \$2.2 million from 2011. This information is summarized in the chart below.

WSIB Invoiced Costs

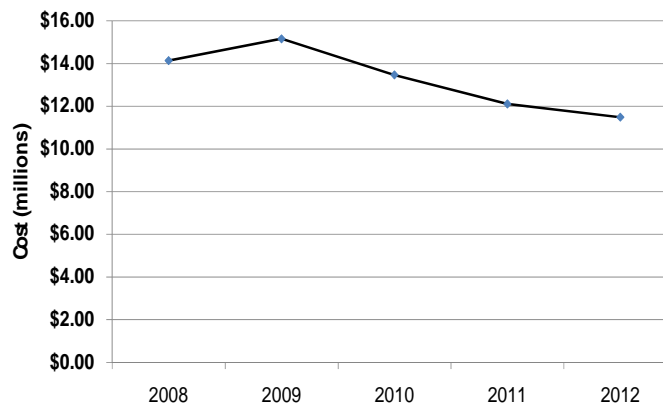


The “WSIB Invoiced Costs” report identifies all WSIB invoiced costs for the current Toronto by division. Appendix D(i) provides the information for divisions whose costs were less than \$50,000 in 2012. Appendix D(ii) provides the same information for divisions whose costs were greater than \$50,000.

The charts that follow show the following:

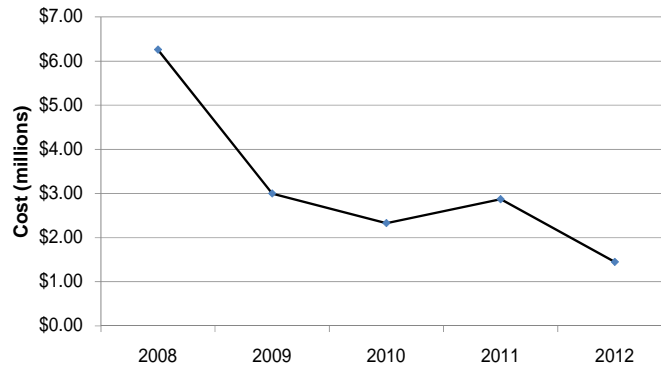
- WSIB costs for the current City firm number exclusive of firefighter cancers

WSIB Cost – Current City of Toronto (minus firefighter cancers)



- WSIB costs associated with firefighter cancers

Firefighter Cancer Claims Cost



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:

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

Nine work-related critical injuries were reported to the MOL in the third quarter of 2012:

- A Parks, Forestry and Recreation employee slipped on the pool deck, hit her head and lost consciousness.
- A Long Term Care Homes and Services employee experienced temporary loss of sight in the left eye when a stretch band used for rehabilitation and strengthening exercises snapped back into her eye.
- A Parks, Forestry and Recreation employee sustained a broken left wrist when she fell from a bicycle being used as transport from one High Park building to another.
- A Facilities Management employee sustained broken bones in his left forearm when a rigging beam on a mobile stage came down suddenly and pinched his left forearm between the stage roof and the beam.
- A Solid Waste Management employee suffered a concussion when he fainted and fell to the ground from the back of a truck.
- An Emergency Medical Services employee suffered a fainting episode

- A Solid Waste Management employee sustained a fractured right hip when he fell, walking to the back of the truck.
- A Toronto Water employee fractured his left ankle when his foot got caught on a step as he was exiting a dump truck.
- A City Clerk's employee reported having being unconscious for a few seconds after being struck by a wood plank that was leaning against the wall outside the mailroom.

Several patron critical injuries were also reported to the MOL during the third quarter. In addition, one serious but non-critical injury resulted in significant MOL attention. A Parks, Forestry and Recreation employee was injured when the roll-over protection bar of a lawn tractor fell forward and struck him on the head.

One work-related critical injury was reported to the MOL in the fourth quarter of 2012:

- A rink guard in Parks, Forestry and Recreation sustained a fractured elbow.

One fatality and five incidents meeting the critical injury definition (loss of consciousness) were reported to the MOL. No work-related causes for these incidents were identified.

MOL Orders/Visits without Orders

The MOL issued 39 orders to the City during the third quarter of 2012. These orders related to:

- Posting of health and safety materials in workplaces
- Chemical handling/outdated material safety data sheets
- Maintenance of equipment
- Training, information and instruction of workers
- Failure to respond to joint health and safety committee recommendations
- Storing of combustibles
- Joint health and safety committee workplace inspections
- In-running nip hazards not guarded
- Securing of compressed gas cylinders
- No signage at entrance to electrical vault
- Critical injury reporting
- Provision of information to joint health and safety committee
- Musculoskeletal disorder prevention
- Tripping hazards

Six requirements were issued for provision of documentation to the MOL during the third quarter.

The MOL issued seven orders to the City during the fourth quarter of 2012. These orders related to:

- Maintenance of equipment

- Critical injury reporting
- Equipment guarding
- Mould management
- Workplace violence risk assessment

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 24 MOL visits to City facilities in the third quarter of 2012 that did not result in orders. Eighteen of these visits occurred in the context of injury investigation, four of which related to patron/participant injuries. Six visits were in response to complaints.

There were eighteen MOL visits to City facilities in the fourth quarter of 2012 that did not result in orders. Three of these visits occurred in the context of injury investigation. Eight visits were in response to complaints. Five visits were to follow up on earlier orders. One visit was a routine visit; one resulted from a report to the MOL that material containing asbestos was found at a work location.

MOL and WSIB Initiatives

MOL's Targeted Safety Blitzes

Between September and December, the MOL's targeted safety blitzes focussed on:

- Supervision at construction sites
- Machine guarding hazards and repetitive strain injuries in industrial workplaces
- Infection prevention and control in health care workplaces

The MOL targeted safety blitzes during the 1st quarter of 2013 will focus on:

- Industrial and construction workplaces to check for slips, trips and falls hazards in February and March
- Health care workplaces to check on workplace violence and harassment in February and March

2011 Administration Rate for Provincially Regulated Schedule 2 Employers

At the beginning of each year, the WSIB sets a provisional administration rate that is used to determine the administration charges on a monthly basis for that year. After the actual rates are determined, any difference between the provisional and actual rate is either charged or credited to the Schedule 2 employer. Over the past several years, there have been minimal differences between the provisional and actual rate.

In August of 2012, the City received notice that the actual rate for 2011 was 25.32% relative to the provisional rate of 22.20%. The additional costs associated with the difference between the actual rate and provisional rate were invoiced to the City in 2012 and are reflected in 2012 costs. The provisional rate for 2012 was 27.6%. The WSIB has recently announced that based on updated forecasts, the actual 2012 administration rate for provincially regulated employers is expected to be 32.4% compared to the provisional rate of 27.6%. The provisional rate for 2013 has been set at 35.8%.

The WSIB attributes their escalating administration rates (41% increase from 2011 to 2013) to the decreases in WSIB benefit costs as a result of improved return-to-work outcomes.

Key City Initiatives

Some key health and safety initiatives in the third and fourth quarters of 2012 included:

- Development and communication of a strategy to refocus attention on methods of reducing MSDs and, in particular, lifting injuries
- Review and revision of the Workplace Violence Policy, as legislatively required, and its endorsement by the OHSCC
- Completion of a Bicycle Safety Policy and its endorsement by the OHSCC
- Drafting of a Respiratory Protection Policy for OHSCC consideration
- Enhancements to the toolkits for Asbestos Management, Mould Management and Infectious Disease Prevention
- Distribution of wallet cards outlining posting requirements to all joint health and safety committees and health and safety representatives.

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SIGNATURE

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ATTACHMENTS

- Appendix A – WSIB Claims Data, by Division (January – December)
- Appendix B – LTI Frequency
- Appendix C – WSIB Costs for all Firm Numbers (2008-2012)
- Appendix D(i) – WSIB Invoiced Costs <\$50,000 (2008-2012)
- Appendix D(ii) - WSIB Invoiced Costs >\$50,000 (2008-2012)