

# **The March to Target Zero: 2013 Update**

**Employee & Labour Relations Committee  
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# City of Toronto Objective

Develop a strong health and safety culture in the City of Toronto, where health and safety is incorporated in all that we do:

- Adopt comprehensive health and safety principles that go beyond compliance-based
- Commitment to the target of pursuing zero injuries in the workplace



# Continuous Improvement

- Enhance the value of Joint Health and Safety Committees (JHSCs)
- Create a self-sustaining continuous improvement process within each division
  - Health and Safety communications between supervisors and employees
  - Supervisory investigation of incidents and injuries ensuring corrective actions identified and taken
  - Incorporate health and safety into work plans and performance reviews



# Key Policies established to support Continuous Improvement

- Musculoskeletal Disorder (MSD) Prevention: 2007
- Investigation and Reporting of Injuries and Incidents: 2008
- Supervisory Competence Policy and Training Standard: 2008
- Hazard Reporting Procedures: 2009
- Workplace Violence Prevention: 2010
- Corporate Occupational Health and Safety Policy: Annual



# Key Policy Activities: 2012

- Slips, Trips & Falls Prevention Policy
- Bicycle Safety Policy
- Policy re: engaging joint health and safety committees and representatives in moves, relocations and renovations.
- Review of the Workplace Violence Policy to ensure its effectiveness in City workplaces.
- Continued implementation of other policies such as the MSD (Musculoskeletal Disorder) Prevention Policy
- Focus on continuous improvement of JHSCs



# Health and Safety Training: 2012

## 55,000 hours

- Supervisory health and safety competency
- Confined space
- Trenching and shoring
- Fall protection
- Electrical lockout
- Traffic control
- Respirator fit
- Asbestos Awareness
- Health and Safety Orientation
- Accident Reporting, Investigation and Return to Work
- Safe Handling of Needles and Sharps
- Office Ergonomics



# Our Progress Toward Target Zero

<b>Performance indicator (statistic)</b>	<b>2008</b>	<b>2012</b>	<b>% change</b>
<b>Lost Time Injuries (LTIs)</b>	<b>1437</b>	<b>974</b>	<b>32% decrease</b>
<b>Medical Aids</b>	<b>1398</b>	<b>1142</b>	<b>18% decrease</b>
<b>Recurrences</b>	<b>325</b>	<b>183</b>	<b>44% decrease</b>
<b>Frequency</b>	<b>6.59</b>	<b>4.65</b>	<b>29% decrease</b>
<b>Severity</b>	<b>227.80</b>	<b>148.91</b>	<b>35% decrease</b>
<b>Days Lost</b>	<b>49,880</b>	<b>31,345</b>	<b>37% decrease</b>
<b>WSIB Costs</b>	<b>\$34,098,170</b>	<b>\$24,923,292</b>	<b>27% decrease</b>
<b>MOL orders</b>	<b>36</b>	<b>65</b>	<b>81% increase</b>

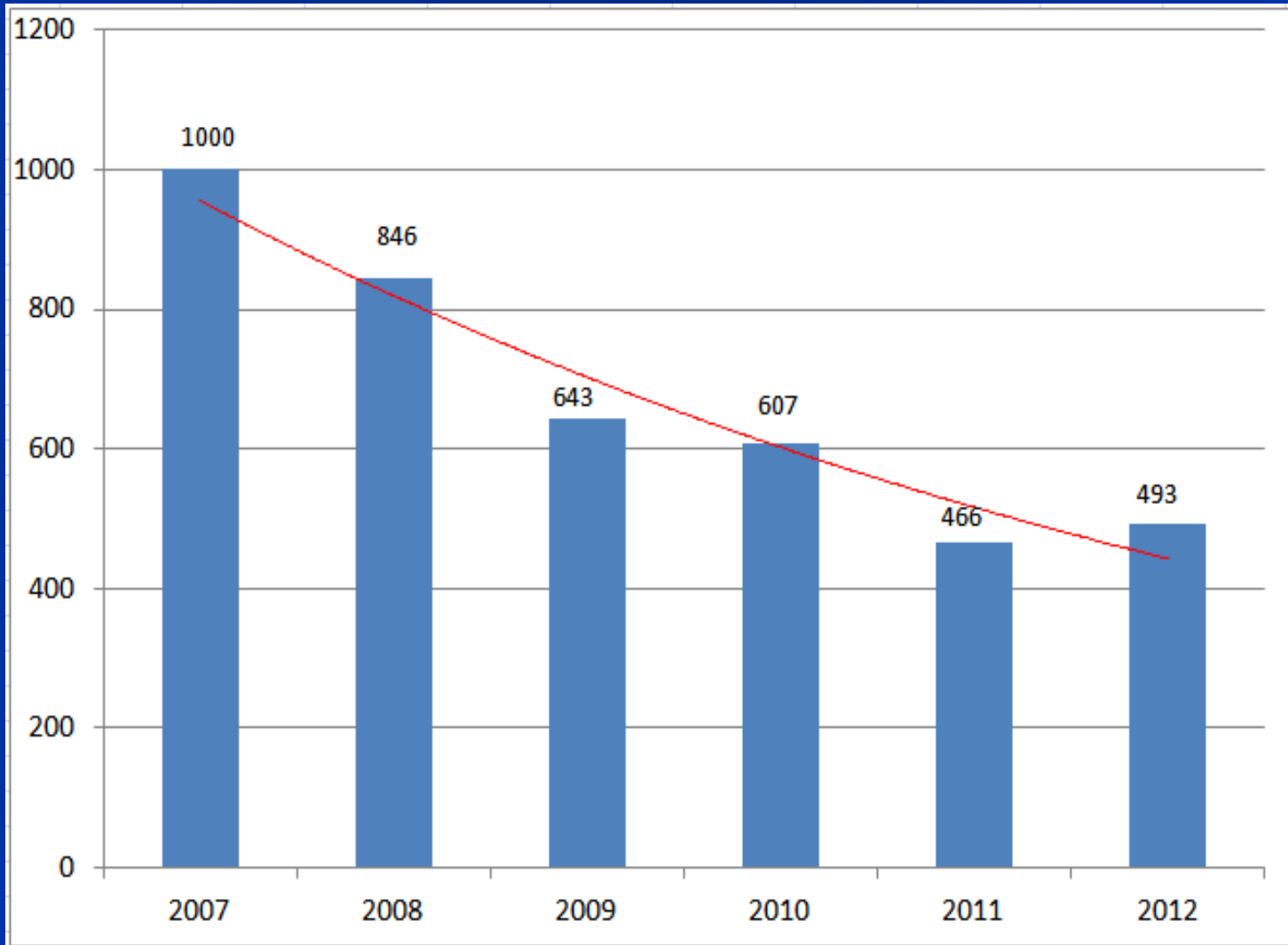


# Our Accomplishments

<b>Event/Exposure Category</b>	<b>% change in category (2008 vs. 2012)</b>
<b>Contact with Objects or Equipment</b>	<b>33% decrease</b>
<b>Slips, Trips, Missteps and Falls</b>	<b>39% decrease</b>
<b>Exertion, repetition, awkward posture and vibration/jarring</b>	<b>36% decrease</b>
<b>Exposure to Harmful Substances or Environments</b>	<b>41% increase</b>
<b>Transportation Accidents</b>	<b>26% decrease</b>
<b>Fires and Explosions</b>	<b>90% decrease</b>
<b>Assaults and Violent Acts</b>	<b>45% decrease</b>



# Musculoskeletal Disorders: Lost Times and Recurrences 2007 - 2012





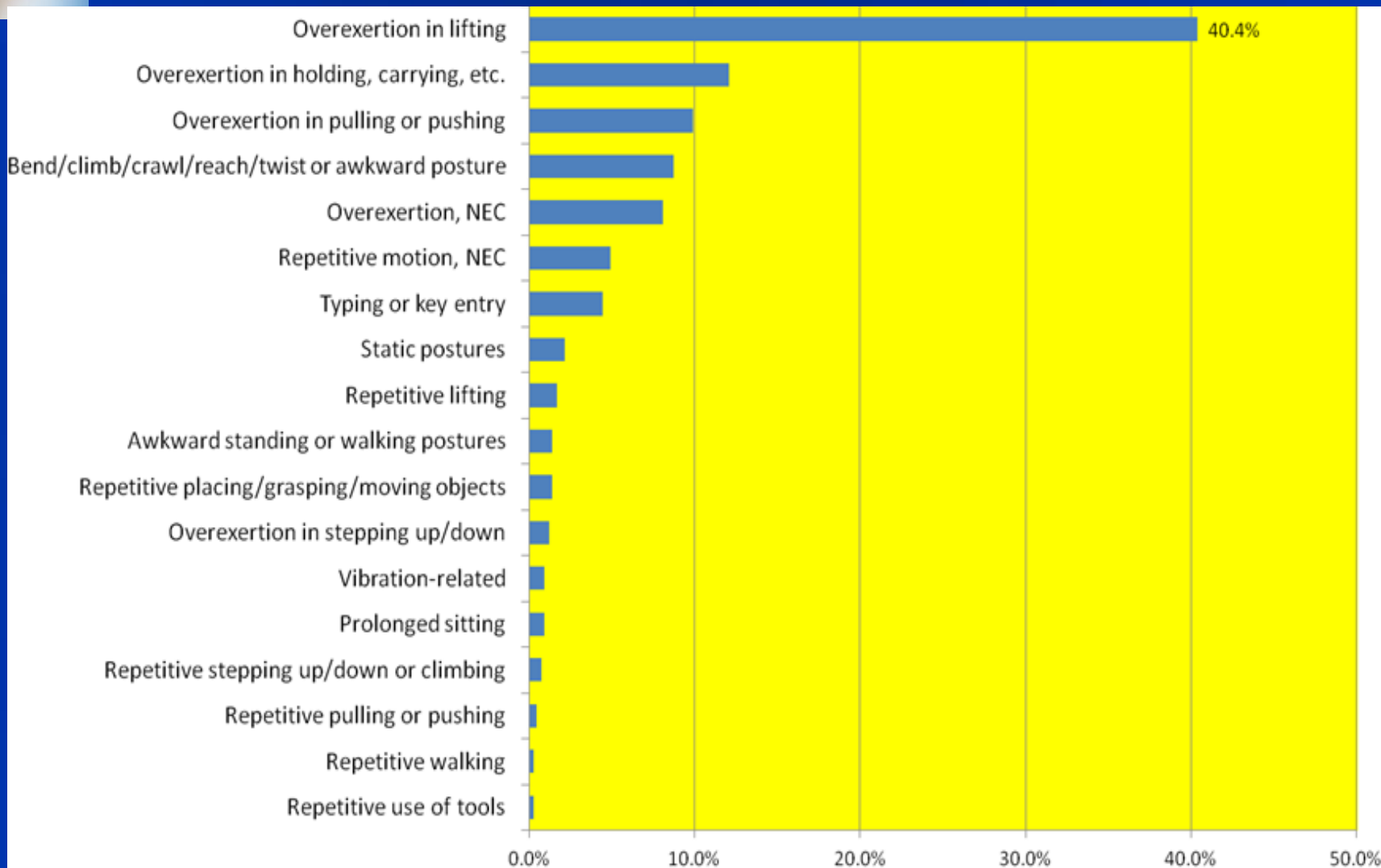
Where do we go from here?



# Current Injury Types

<b>Event/Exposure</b>	<b>% of Lost Time Injuries</b>
<b>Contact with Objects or Equipment</b>	<b>12%</b>
<b>Slips, Trips, Falls</b>	<b>23%</b>
<b>Exertion, repetition, awkward posture and vibration/jarring</b>	<b>42%</b>
<b>Exposure to Harmful Substances or Environments</b>	<b>14%</b>
<b>Transportation Accidents</b>	<b>2%</b>
<b>Fires and Explosions</b>	<b>0.1%</b>
<b>Assaults and Violent Acts</b>	<b>3%</b>
<b>Other Events or Exposures</b>	<b>5%</b>

# Causes of Musculoskeletal Disorders





# 2013: Focus Activity on Proper Lifting

- Special emphasis on city divisions that do most of the lifting
- OHS Ergonomic Intranet Site
  - Zone into safe lifting
  - Ergonomic tips
  - Solve it - Share it
- New 10 minute video on safe lifting
  - City has site license for anyone to download
  - Great for tailgate and safety meetings



# OH&S Recognition

- 14<sup>th</sup> Annual Joint Health and Safety Committee Recognition Event (May 3, 2013)
- Dr. Sheila Basrur Health & Safety Award

	LTI decrease
2012: Facilities Management	35%
2011: Transportation Services	61%
2010: Transportation Services	36%
2009: Fire Services	15%



# Key Policy Activities: 2013

- Respiratory Protection Policy
- Mental Health Policy/Strategy
- Tracking MOL Guidance re JHSC Certification and amending City program, as needed
- Focus on consistent policy implementation