



STAFF REPORT ACTION REQUIRED

Occupational Health and Safety Report 2nd Quarter and Year-to-Date 2013

Date:	August 27, 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 and up to the end of the second quarter of 2013.

There was a 19.8% decrease in the number of lost time injuries (LTIs), a 43.1% decrease in the number of recurrences and a 4.0% decrease in the number of medical aid only injuries during the first two quarters of 2013 relative to 2012.

WSIB invoiced costs for the first two quarters period of 2013 were \$12.5 Million. This was \$500K lower than for the same first two quarters period of 2012. This decrease was achieved despite the significant increase in the Workplace Safety and Insurance Board's Schedule II Employer administration rate that increased from 27.6% in 2012 to 35.8% for 2013.

RECOMMENDATIONS

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

1. City Council receive the 2nd Quarter and Year-to-Date 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 two quarters of 2013, with special emphasis on the 2nd quarter.

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 two quarters 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 (LTIs): 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.

There was a 19.8% decrease overall in the total number of Lost Time Injuries (LTIs) in the first two quarters of 2013 relative to 2012.

The primary factors that contributed to the decrease in LTIs:

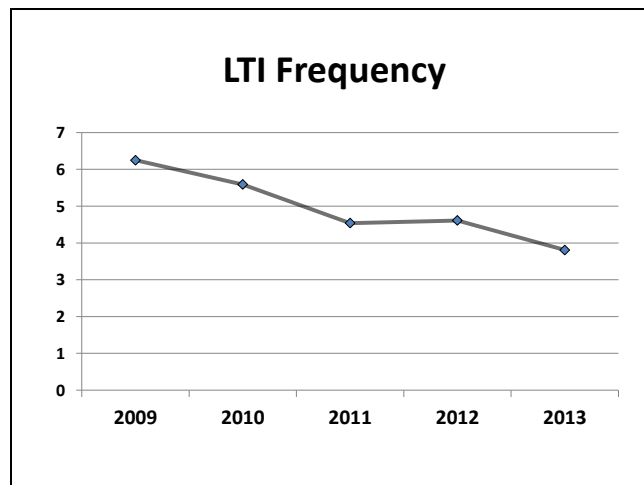
- 34.9% decrease in musculoskeletal disorders (MSDs) from 212 to 138;
- 28.1% decrease in injuries arising from contact with objects and equipment (from 57 to 41).
- City Divisions that experienced significant reductions in LTIs in the first two quarters of 2013 relative to 2012 were:
 - Children's Services (56.0% reduction),
 - Emergency Medical Services (26.2% reduction) and
 - Toronto Water (25.0% reduction).

There was a 43.1% decrease in Recurrences in the first two quarters of 2013, largely attributable to a 25.0% decrease in recurrences arising from slip, trip and fall injuries and a decrease of 52.1% of recurrences arising from MSDs.

The number of medical aid injuries decreased by 4.0%, attributable primarily to a 23.9% decrease in injuries arising from contact with objects and equipment.

Lost Time Injury (LTI) Frequency

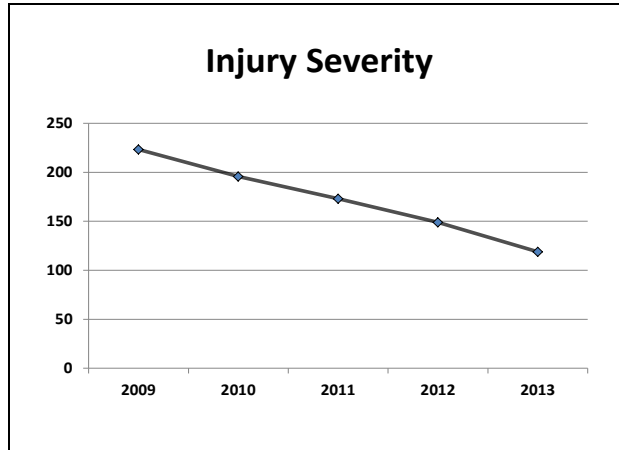
LTI frequency represents the number of LTI events (lost time approved by the WSIB or pending WSIB adjudication decision) per 200,000 hours worked (100 employee-years). The chart below shows the City's injury frequency rate during the first two quarters of 2013, relative to the frequency rate for the years 2009 to 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 during the first two quarters of 2013, relative to the severity rate for the years 2009 to 2012.

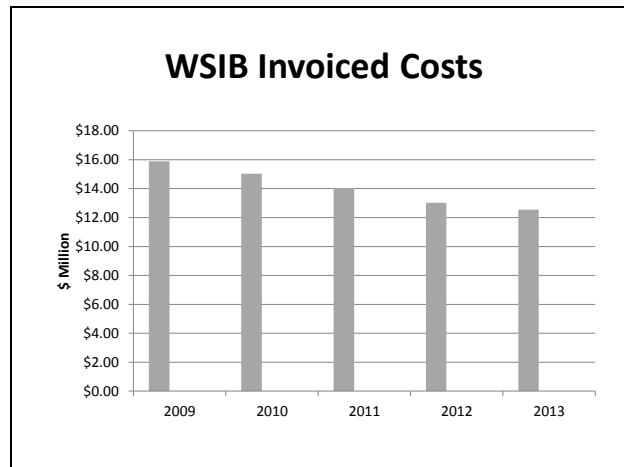


The severity number represents the number of days lost per 100 employees in the year. Improvements are a reflection of reduced injury severity and effectiveness of return-to-work efforts.

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 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 two quarters of 2013 were \$12.5 million. This was \$500K lower than for the same first two quarters period of 2012.

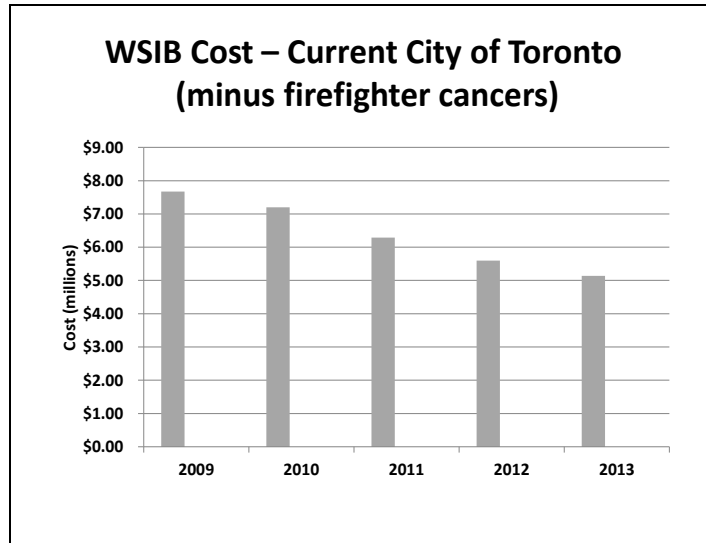
This information is summarized in the chart below.



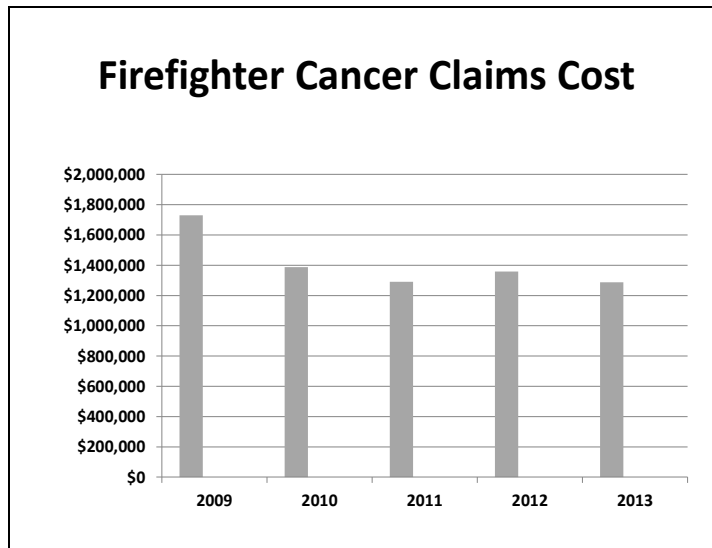
The “WSIB Invoiced Costs” report identifies all WSIB invoiced costs for the current Toronto by division. Appendix D(i) provides the information for divisions whose costs were less than \$50,000 in the first two quarters of 2013. Appendix D(ii) provides the same information for divisions whose costs were greater than \$50,000.

The charts that follow show the following:

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



- WSIB 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 2013:

- A Toronto Water employee sustained a left ankle fracture as he fell approximately 2 feet when the ground gave way while he was removing a piece of plywood from a catch basin.
- A Fire Services employee sustained a ligament tear to his left knee and a fracture to his left tibia while swinging a sledge hammer,
- A Fire Services employee struck his elbow and fell to the floor, losing consciousness.

Four incidents in which employees lost consciousness or had seizures were reported to the MOL. These were incidents where there was either underlying medical conditions or no work related causes identified.

MOL Orders/Visits without Orders

The MOL issued 58 orders to the City during the second quarter of 2013. The majority of these visits were in response to anonymous complaints. These orders related to:

- Maintenance of equipment, mainly housekeeping-related (e.g. floor drains, mop/broom hangers, light fixture covers, smoke alarms, handrails, junction boxes) - 16 orders
- Fire code (postings, obstruction of electrical panels) - 10 orders
- Elimination of tripping hazards and non-electrical obstructions - 5 orders
- Provision, signage and maintenance of eye wash fountains - 5 orders
- Electrical equipment in vehicle wash bays - 4 orders
- Ladder maintenance and storage - 3 orders
- Storage of compressed gases - 3 orders
- Worker training on equipment - 2 orders
- Personal protective equipment provision and usage - 2 orders
- Securing equipment from tipping - 2 orders
- Traffic protection - 2 orders
- Contract compliance - 1 order

- Guarding of in-running nip hazard - 1 order
- Material safety data sheets - 1 order
- Workplace inspections - 1 order

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 during the second quarter of 2013 that did not result in orders. Thirteen of these visits occurred in the context of critical injury or incident investigation (including six in response to a contractor fatality; one in response to a workplace violence incident involving the fatality of a person attending a workplace), seven in response to complaints, two as follow-up to previous orders and one as a follow up to a work refusal.

Key City Initiatives

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

- The Annual Joint Health and Safety Committee Recognition Event, attended by approximately 500 joint health and safety committee members/occupational health and safety representatives. Presentations focused on mental health in the workplace, prevention of lifting injuries and workplace security.
- Presentation of the 2012 Dr. Sheela Basrur Occupational Health and Safety Award and Dominic Mele Health and Safety Award at the Joint Health and Safety Committee Recognition Event and at City Council
- Preparation for the rollout of Quatro Safety, an enhanced disability and safety management system, by end of 2013
- Numerous health and safety activities across City workplaces during North American Occupational Safety and Health Week
- 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

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SIGNATURE

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ATTACHMENTS

- Appendix A – WSIB Incidents (January – June), by Division
- Appendix B – LTI Frequency (January – June)
- Appendix C – WSIB Costs for All Firm Numbers (2009-2013)
- Appendix D(i) – WSIB Invoiced Costs to End of 2nd Quarter (<\$50,000)
- Appendix D (ii) – WSIB Invoiced Costs by Division (>\$50,000)