



STAFF REPORT ACTION REQUIRED

Occupational Health and Safety Report 1st and 2nd Quarters 2015

Date:	September 23, 2015
To:	Employee and Labour Relations Committee
From:	City Manager and Acting 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 first two quarters of 2015.

There was a 4.0% increase in the number of lost time injuries (LTIs) during the first two quarters of 2015 compared to the first two quarters of 2014. Although there was an increase in the frequency of lost time injuries, there was a decrease in severity reflected in fewer days lost. There was a 10.3% decrease in the number of recurrences and a 9.3% decrease in the number of medical aid only injuries.

WSIB invoiced costs for the first two quarters of 2015 were approximately \$13.7 million. Although the costs for current Toronto decreased by \$657,019, total costs were \$2.6 million higher than the first two quarters of 2014. Two main factors contributed to this increase:

- Firefighter cancer claim costs increased by approximately \$1.2 million.
- In 2014, the WSIB credited the former Metro's firm number approximately \$1.2 million in error. This error was corrected in the first two quarters of 2015.

RECOMMENDATIONS

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

1. City Council receive the 1st and 2nd Quarters 2015 Occupational Health and Safety Report for information.

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. The direction was in response to changes in the Criminal Code with respect to health and safety. This report is for the first two quarters of 2015.

<http://www.toronto.ca/legdocs/2005/agendas/council/cc050201/pof2rpt/cl005.pdf>

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 injuries/illnesses, by division, during the first two quarters of 2015 is attached in Appendix A. Information is also provided for the comparable time period from 2011 to 2014. 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: injury/illness 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 has lost time that has not been approved by the WSIB.

Overall, there was a 4.0% increase in the total number of lost time injuries in the first two quarters of 2015 relative to the first two quarters of 2014. This increase resulted from:

- An increase in lost time incidents arising from reported exposure to traumatic or stressful events (from 11 to 44). These incidents occurred primarily in Toronto Paramedic Services, Shelters and Fire Services.
- An increase in lost time claims arising from reported exposure to infectious agents (from 25 to 77) at City locations where infectious disease outbreaks were reported. These incidents occurred primarily in long-term care homes and shelters.

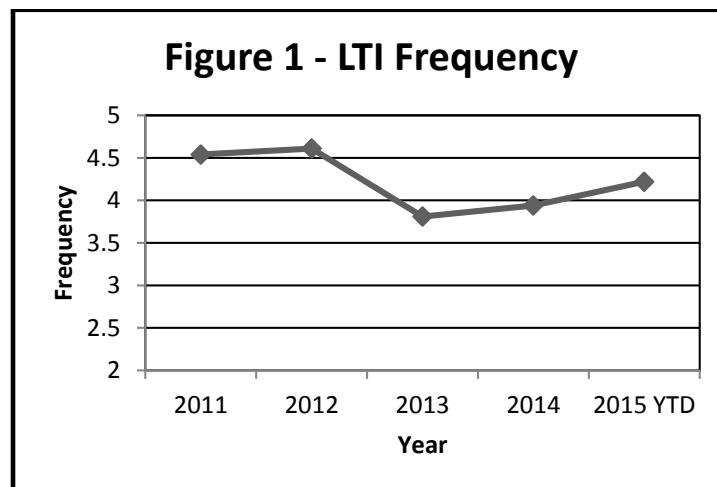
There was a decrease in the number of lost time injuries across a number of categories, including injuries arising from contact with objects and equipment, musculoskeletal disorders and injuries arising from slips, trips and falls.

There was a 10.3% decrease in recurrences, largely attributable to fewer recurrences arising from slips, trips and falls (from 21 to 16).

The 9.3% decrease in the number of medical aid injuries was also largely attributable to fewer slips, trips and falls.

Lost Time Injury (LTI) Frequency

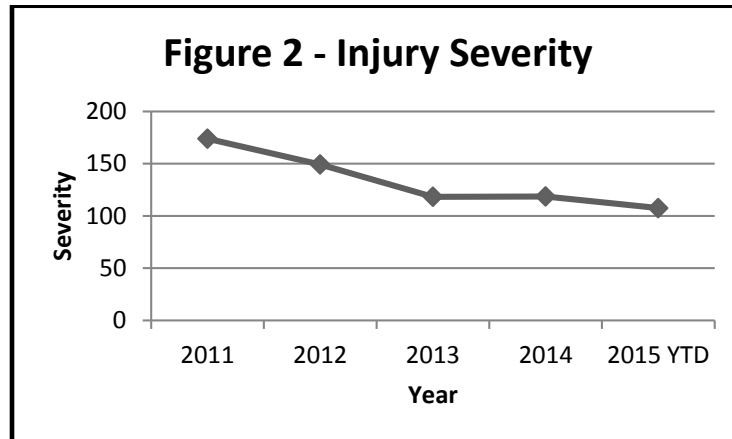
LTI frequency represents the number of LTI events (lost time approved by the WSIB or pending WSIB adjudication decision) per 200,000 hours worked (100 employee-years). The trend in the City's injury frequency during the first two quarters of 2015 relative to the frequency during the years 2011 to 2014 is provided in Figure 1 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. Figure 2 below shows the City's severity rate during the first two quarters of 2015 relative to the severity for the years 2011 to 2014.



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. The decrease in the number of musculoskeletal injuries as well as slips, trips and falls injuries is a significant contributor to the overall decrease in severity

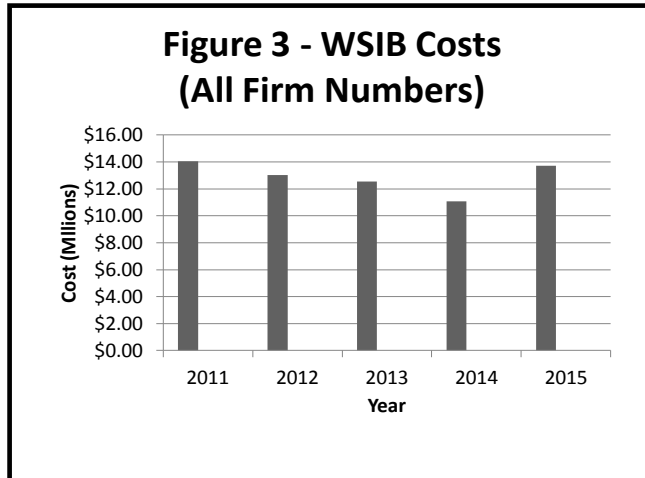
Injury and Accident Costs [Overall Costs (all firm numbers) and Invoiced New Firm Costs by Division]

Overall costs incurred under all City firm numbers during the first two quarters of 2015 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 2011 to 2014.

WSIB invoiced costs for the first two quarters of 2015 were approximately \$13.7 million, \$2.6 million higher than the first two quarters of 2014. Two main factors contributed to this increase:

- Firefighter cancer claim costs increased by approximately \$1.2 million.
- In 2014, the WSIB credited the former Metro's firm number approximately \$1.2 million in error. This error was corrected in the first two quarters of 2015.

This information is summarized in the Figure 3 below.



The “WSIB Invoiced Costs” reports identify all WSIB invoiced costs by division. Appendix D(i) provides the information for divisions whose costs were less than \$50,000 in the first two quarters of 2015. Appendix D(ii) provides the same information for divisions whose costs were greater than \$50,000.

Figure 4 below provides the City's WSIB Current Firm costs (i.e. post-amalgamation) by cost category. Health care and loss of earning percentages are lower than last year whereas the survivors' benefits percentage has increased as a result of firefighter cancer claims.

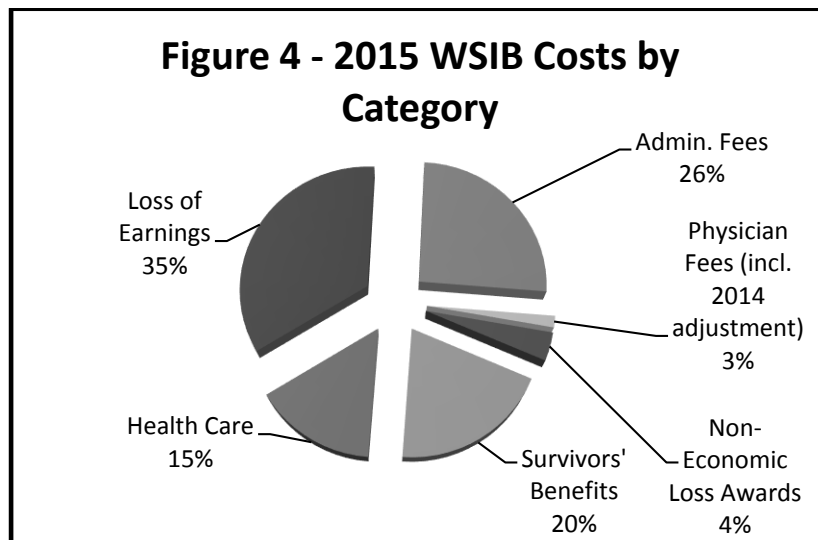
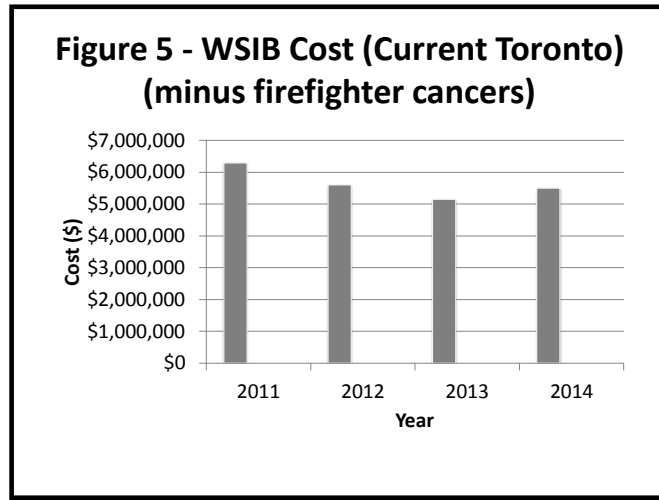
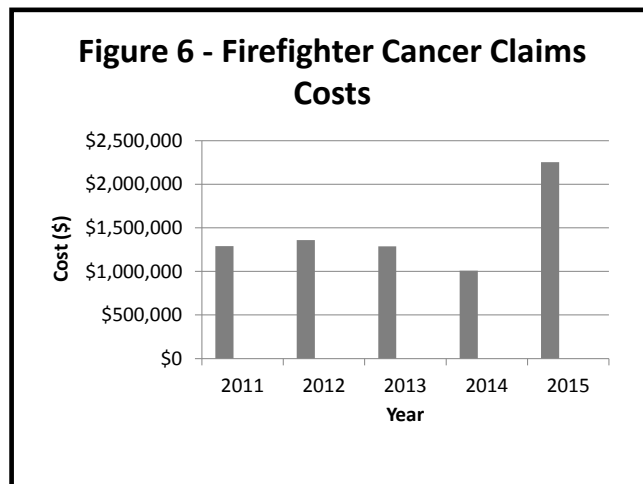


Figure 5 below shows WSIB costs, not including the cost of firefighter cancers:



- WSIB costs for the current City firm number exclusive of firefighter cancers. The decrease of \$657.019 reflects the overall decrease in severity of lost time injuries.
- WSIB costs associated with firefighter cancers.

The increase is as a result of changes to the presumptive legislation for Firefighter related occupational diseases retroactive to 1960. The list of allowable cancers was increased effective May 2014. Figure 6 below shows the increase in cost of firefighter cancer claims.



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.

Eight work-related critical injuries were reported to the MOL in the first quarter of 2015:

- A Municipal Licensing and Standards employee slipped on ice and fell on an underground parking garage ramp. He sustained a left elbow fracture.
- A Solid Waste Management employee was walking backwards pulling an empty toter, slipped on an icy patch and fell. He sustained a left wrist fracture.
- A Long-Term Care Homes and Services employee slipped and fell on the floor of a servery, sustaining a right wrist fracture.
- A Parks, Forestry and Recreation employee who was instructing children in a skate board program fell and sustained a left wrist fracture.
- A Long-Term Care Homes and Services employee fell in a parking lot, sustaining a right ankle fracture.
- A Toronto Medical Services employee lost consciousness after being struck in the right knee by a portable radio that had been placed on the dashboard but was displaced by vehicle acceleration.
- A Toronto Water employee was struck by cable coils while operating a snake machine, sustaining a right wrist fracture.
- A Toronto Water employee lost consciousness and fell when exiting a vehicle in which he was the passenger.

In addition, five incidents in which employees lost consciousness or experienced seizures were reported to the MOL as critical injuries, although no work-related causes were identified.

Five work-related critical injuries were reported to the MOL in the second quarter of 2015:

- A Toronto Paramedic Services employee reported being generally unwell and experiencing indigestion while managing a patient at a hospital. He later advised that he had a heart attack the same day and a second episode one day later.
- A Transportation Services employee was raising the hydraulic tailgate of a truck to place equipment in the back of the truck; the tailgate dropped and pinched his right wrist, resulting in a fracture.

- A Parks, Forestry and Recreation employee caught his left foot on the edge of a step-up running board, causing him to fall twisting his right ankle. He sustained a right ankle fracture.
- A Parks, Forestry and Recreation employee tripped on even ground and fell, sustaining a right elbow fracture.
- A Transportation Services employee pulled down on a jammed truck box on a pallet lift truck. The box dropped on his right wrist, resulting in a fracture.

In addition, a non-work related incident in which an employee demonstrated signs of a stroke at work and an incident in which an employee fainted at work as a result of a non-work-related condition were reported to the MOL as critical injuries.

MOL Visits (with and without orders)

The MOL issued twenty orders to the City during the first quarter of 2015 (during twelve visits). These orders related to:

- Eyewash stations (their availability, accessibility and maintenance)
- Availability of material safety data sheets
- Shoring of an excavation
- Review of measures and procedures
- Heated washroom on a construction site
- Training of workers who may be exposed to ammonia
- Provision of adequate lighting
- Critical injury notification
- Use of personal protective equipment
- Examination of lifting devices

One of these orders was subsequently rescinded.

The MOL issued ten orders to the City during the second quarter of 2015 (during five visits). These orders related to:

- Availability of material safety data sheets
- Mould exposure
- Provision of adequate lighting
- Asbestos training for maintenance workers
- Lack of written safe work procedures
- Provision and use of personal protective equipment
- Maintenance of rolling platform ladder
- Inspection of fire extinguishers
- Training in safe operation of truck tailgate

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-five MOL visits to City facilities/work operations in the first quarter of 2015 that did not result in orders. Eight of these visits were to follow-up on previous orders, complaints or injuries; three were routine inspections; eight occurred in response to complaints; four occurred in response to injuries; one occurred in response to asbestos found during floor work; and one was scheduled to relay information about a new MOL process.

There were ten MOL visits to City facilities/work operations in the second quarter of 2015 that did not result in orders. Four of these visits were to follow-up on previous orders, complaints or injuries; one was a routine inspection; two occurred in response to complaints; and three occurred in response to injuries.

MOL and WSIB Initiatives

Working at Heights Training

As of April 1, 2015, employers must ensure that certain workers complete a working at heights training program that has been approved by the Chief Prevention Officer and delivered by an approved training provider before they can work at heights.

The training requirement is for workers on construction projects who use any of the following methods of fall protection:

- travel restraint systems
- fall restricting systems
- fall arrest systems
- safety nets
- work belts or safety belts

There is a two-year transition period for workers who, prior to April 1, 2015, met the fall protection training requirements set out in subsection 26.2(1) of the Construction Projects Regulation. These workers will have until April 1, 2017 to complete an approved working at heights training program.

City divisions have been advised of this requirement.

Ministry of Labour (MOL) 2015-2016 Inspection Blitz Schedule

The MOL has released its inspection blitz schedule for 2015-2016. The focus of a number of these blitzes applies directly to City work operations, as follows:

- New and young workers in the industrial sector from May to August
- Trenching hazards in the construction sector from July to August
- Material handling in the industrial sector in September and October
- Heavy equipment operation in the construction sector in October and November
- Safe operation of machinery in the industrial sector in January and February, 2016

In addition to blitzes, the MOL has also released a list of province-wide workplace inspection initiatives for the period from April 2015 - March 2016, which include:

- Internal responsibility system evaluation, musculoskeletal disorders, slips, trips and falls and workplace violence in health care
- Material handling practices and ergonomic risks and controls in construction
- Supervisory awareness of health and safety and regulatory duties in construction
- WHMIS compliance to labels, material safety data sheets, worker education and communication of the Globally Harmonized System for chemical classification.

Key City Initiatives

Some key health and safety initiatives in the first two quarters of 2015 included:

- The 2015 Joint Health and Safety Committee Recognition Event of May 1st, attended by approximately 500 joint health and safety committee members and health and safety representatives
- Rollout of the City's Mental Health webpage
- Developing an Emergency Eyewash and Emergency Showers Policy to address concerns arising through Ministry of Labour orders
- Preparatory work for new Ministry of Labour standards on Joint Health and Safety Committee Member Certification
- Development of an e-learning module in preparation for the Global Harmonized System for chemical classification.

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ATTACHMENTS

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