

EX14.6a



Decision Letter

Employee and Labour Relations Committee

Meeting No.	3	Contact	Jennifer Forkes, Committee Administrator
Meeting Date	Friday, April 15, 2016	Phone	416-392-4666
Start Time	10:30 AM	E-mail	elrc@toronto.ca
Location	Committee Room 2, City Hall	Chair	Deputy Mayor Denzil Minnan-Wong

EL3.1	ACTION	Adopted		Ward:All
-------	--------	---------	--	----------

Occupational Health and Safety Report - Quarterly and End of Year 2015

Committee Decision

The Employee and Labour Relations Committee recommends that:

1. City Council receive the Quarterly and End of Year 2015 Occupational Health and Safety Report for information.

Origin

(March 15, 2016) Report from the City Manager and the Executive Director, Human Resources

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 2015 as well as overall health and safety performance for the year.

There was a 6.2 percent decrease in the number of lost time injuries and an 8.2 percent decrease in the number of recurrences in 2015 relative to 2014. There was a decrease of 2.4 percent in medical aid injuries.

Workplace Safety and Insurance Board (WSIB) invoiced costs for 2015 were \$978,906 higher in 2015 than in 2014. The increased costs are attributable to retroactive firefighter cancer claims. Legislation introduced in 2014 presumes certain firefighter cancers to be work-related when specified conditions are met. In 2015, presumption of primary site prostate cancer came into effect for claims dating back to 1960 for firefighters with 15 or more years of firefighting employment. Presumptive primary site lung cancer is being introduced in 2016 and skin cancer in 2017.

Excluding firefighter cancers, there was a \$604,919 decrease in Workplace Safety and Insurance Board (WSIB) invoiced costs across all firm numbers. This improvement reflects a significant decrease in the number of lost time injuries, reduced injury severity and the effectiveness of return-to-work efforts.

Background Information

(March 15, 2016) Report from the City Manager and the Executive Director, Human Resources on Occupational Health and Safety Report - Quarterly and End of Year 2015

<http://www.toronto.ca/legdocs/mmis/2016/el/bgrd/backgroundfile-91726.pdf>

Appendix A - Workers Safety and Insurance Board (WSIB) Incidents (January - December) by Division

<http://www.toronto.ca/legdocs/mmis/2016/el/bgrd/backgroundfile-91727.pdf>

Appendix B - Lost Time Injuries (LTI) Frequency by Division

<http://www.toronto.ca/legdocs/mmis/2016/el/bgrd/backgroundfile-91728.pdf>

Appendix C - Workers Safety and Insurance Board (WSIB) Costs for all Firm Numbers

<http://www.toronto.ca/legdocs/mmis/2016/el/bgrd/backgroundfile-91729.pdf>

Appendix D (i) - Workers Safety and Insurance Board (WSIB) Invoiced Costs to Year End (<\$50,000)

<http://www.toronto.ca/legdocs/mmis/2016/el/bgrd/backgroundfile-91730.pdf>

Appendix D (ii) - Workers Safety and Insurance Board (WSIB) Invoiced Costs to Year End (>\$50,000)

<http://www.toronto.ca/legdocs/mmis/2016/el/bgrd/backgroundfile-91731.pdf>