



REPORT FOR ACTION

Occupational Health and Safety Report: Third Quarter 2020

Date: November 24, 2020

To: The Board of Governors of Exhibition Place

From: Don Boyle, Chief Executive Office

Wards: All

SUMMARY

This report provides information on the status of the Exhibition Place health and safety system, specifically on activities, priorities, and performance during the third quarter of 2020.

There were 0 lost time injuries and a 100% decrease in the number of medical aid injuries in the third quarter of 2020 relative to 2019.

Workplace Safety and Insurance Board (WSIB) invoiced costs for third quarter 2020 were 19% higher than in third quarter 2019. An increase in Long Term Disability costs can be attributable to higher WSIB fees.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board receive this report for information.

FINANCIAL IMPACT

There are no financial impacts to this report.

DECISION HISTORY

The Exhibition Place 2017 - 2019 Strategic Plan had a Safety and Security Goal *to promote safe work practices for all staff* and as a Strategy to support this Goal *we will implement programs and procedures designed to achieve 'zero' lost time injuries.*

COMMENTS

Pursuant to the Occupational Health & Safety Act, section 25(1) and 26(1), the Board as the employer is responsible for taking every precaution reasonable for the safety of the workers. Also, as a local board of a municipality, the Board is a Schedule II employer for the purposes of workers compensation.

Injury and Accident Statistics

Number of Lost Time Injuries, Recurrences, and Medical Aids

Information on reported YTD third quarter 2020 WSIB incidents (work-related injuries/illnesses) by service area is attached in Appendix A. Information is also provided for the years 2016 to 2019. This information 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.

Overall, the trend of zero Lost Time Incidents continues through the third quarter 2020. This was attributable to a strong return to work program and follow-up by Management

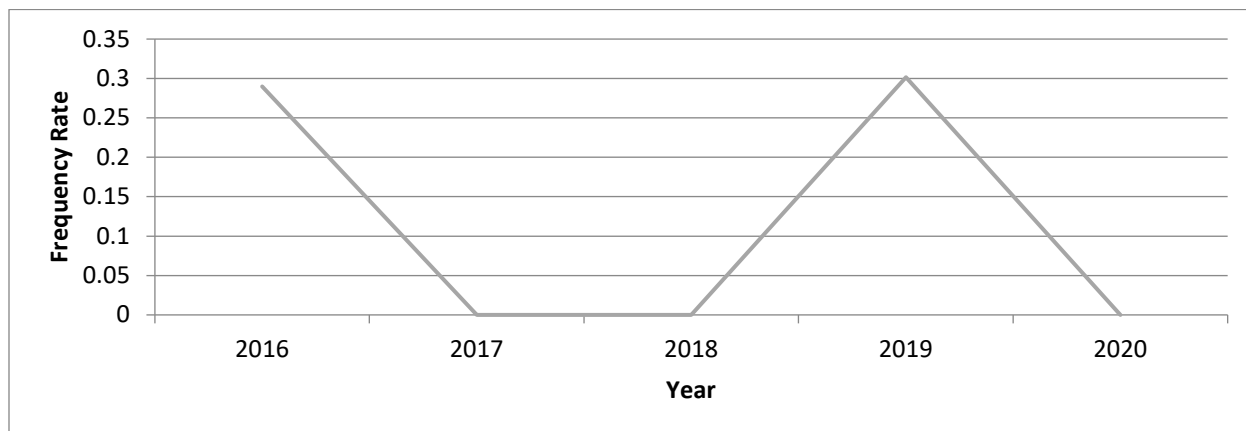
Recurrences

There were 0 recurrences in third quarter 2020, which was the same as 2019.

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 Exhibition Place's LTI frequency during 2020 relative to the frequency during the years 2016 to 2019 is provided in Figure 1 below. The Exhibition Place's third quarter 2020 LTI frequency remained at 0.0 which was lower than in 2019 (YTD). Frequency rates for service areas are reported in Appendix B.

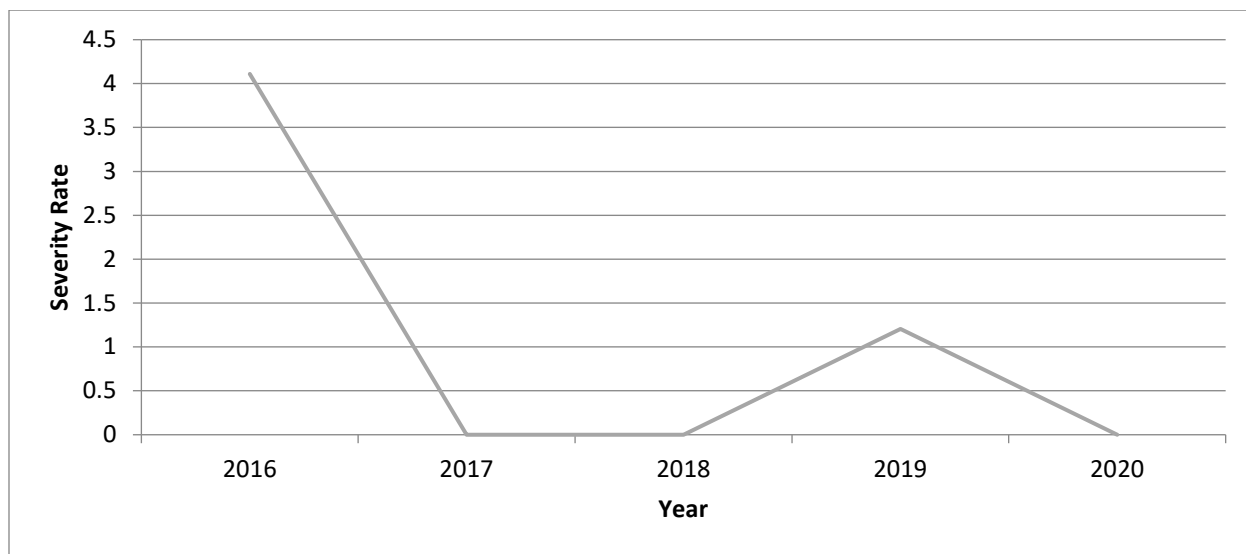
Figure 1 - Lost Time Injury Frequency from 2016 to third quarter 2020



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 Exhibition Place's severity rate during third quarter 2020 relative to the severity for the years 2016 to 2019. Exhibition Place's third quarter 2020 injury severity rate remains at 0.00 which was lower than in 2019 (YTD).

Figure 2 - Injury Severity from 2015 to third quarter 2019



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 incurred during third quarter 2020 are reported in Table 1 below.

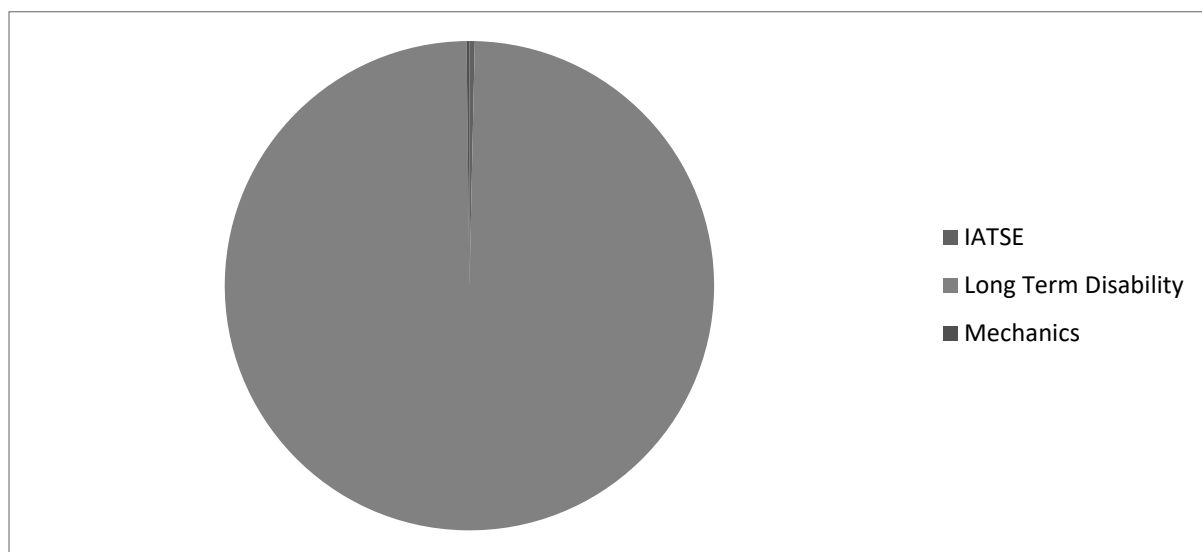
Table 1 - WSIB Costs for period from 2015 to YTD (up to third quarter) 2019

2016	2017	2018	2019	2020
\$102,385.73	\$145,531.91	\$138,037.88	\$123,973.27	\$86,693.86

WSIB invoiced costs for third quarter 2020 were 19% higher than in third quarter 2019. Invoiced costs by service area for the period 2016 to YTD 2020 are reported in Appendix C.

WSIB invoiced costs by service area for third quarter 2020 are summarized in Figure 3.

Figure 3 - Third Quarter 2020 WSIB Costs by Service Area



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
- causes the loss of sight in an eye.

There were no work-related critical injuries reported to the MOL during third quarter 2020.

MOL Orders/Visits without Orders

The MOL issued no orders to Exhibition Place during third quarter 2020.

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 Joint Occupational Health & Safety Committee (JHSC). It is intended that this information will inform the JHSC regarding the MOL's priorities, and expected employer responses to these priority issues.

There were no MOL visit to Exhibition Place during third quarter.

Key Exhibition Place Health & Safety Initiatives

Some key health and safety initiatives in 2020 include:

- Continuation of E-learning modules for GHS/WHMIS 2015 and other health & safety training
- Expansion of the Lone Worker Monitoring System
- COVID-19 Safety Training and Enhanced Sanitization/Disinfection Procedures
- Safe Return to Work Guidelines and Training
- Safety Awareness Training Program - Operations/Facilities

Continuous Improvement - Maintaining Zero Lost Time Injuries

There has been a decrease in lost time injuries resulting in fewer days lost due to workplace incidents from 2016 to 2020. This demonstrates the success of the continuous improvement joint efforts of employees, union representatives, supervisors, and managers. Table 2 provides a summary of key performance indicators comparing 2016 to third quarter 2020.

Table 2 - Continuous Improvement Progress of all Indicators 2016 to third quarter 2020

Performance Indicator	2016	2020 (3rd QTR YTD)	% Change
Lost Time Injuries (LTIs)	3	0	100%
Medical Aids	21	4	81%
Frequency	0.29	0.00	100%
Severity	4.11	0.00	100%
WSIB Costs	\$102,385.73	\$86,693.86	15%

CONTACT

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Appendix A - WSIB Incidents by Service Area
Appendix B - LTI Frequency by Service Area
Appendix C - WSIB Invoiced Costs (2016 - 3rd QTR 2020)