

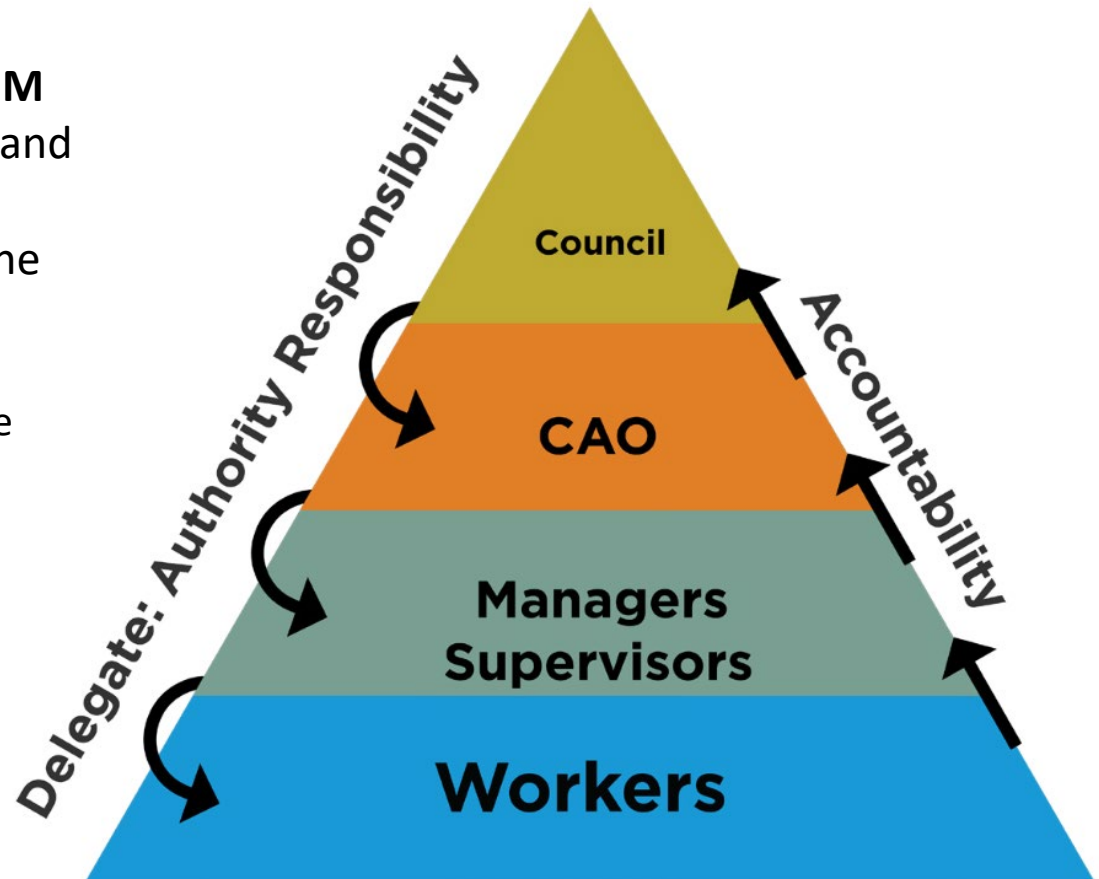
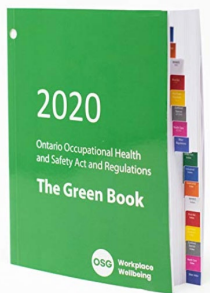
CSSRA Update 2021

Health, Safety & Wellness and Human Resources

Municipal Council's Occupational Health and Safety Roles and Responsibilities

INTERNAL RESPONSIBILITY SYSTEM (IRS) – Responsibilities for health and safety begin with the Council and should flow through all levels in the organization.

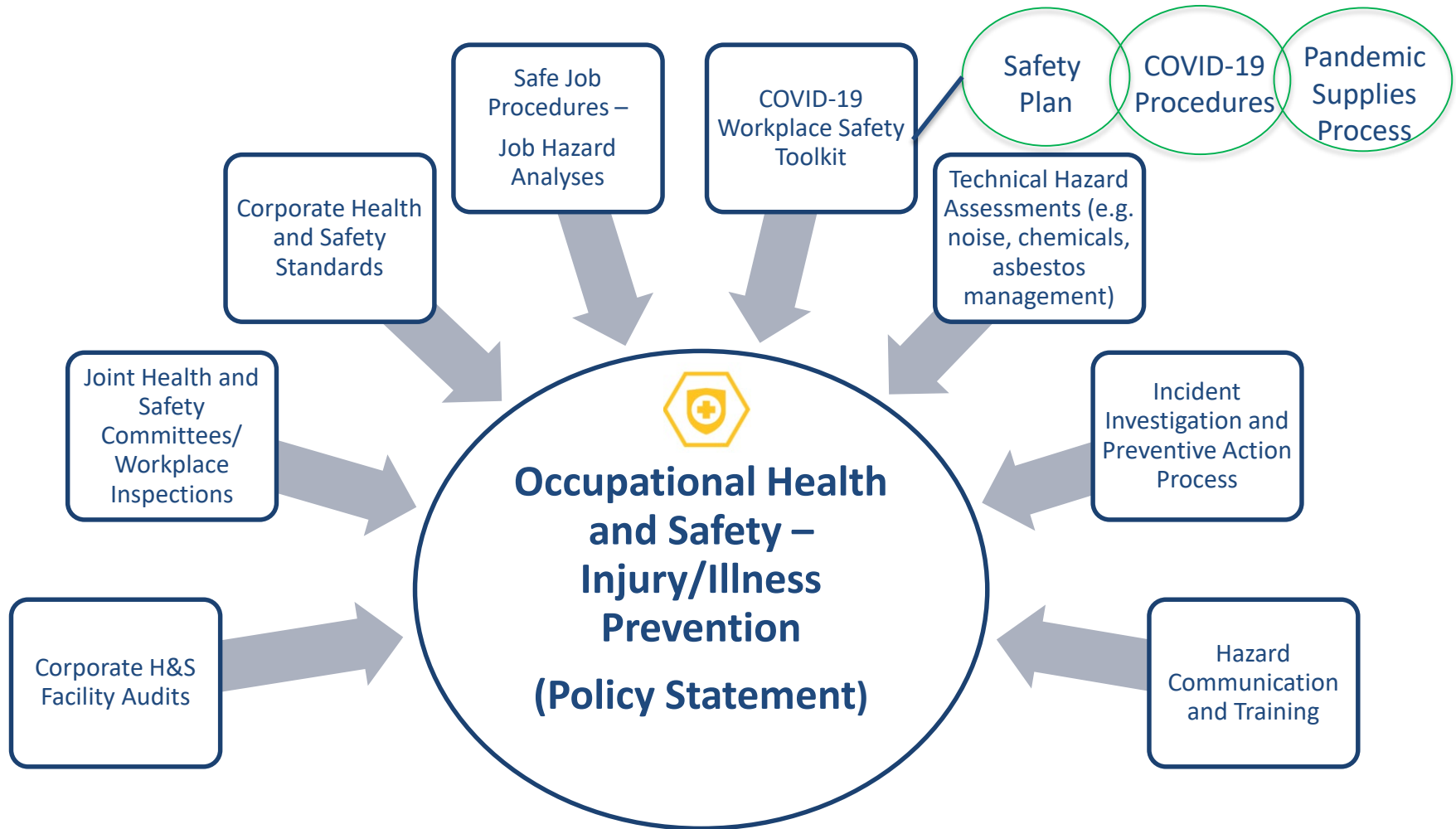
Council members are considered to be Officers/Directors of the Corporation
(Sec. 32 of the Act)



Source: *Fast Fact: Municipal Councils' Occupational Health and Safety Roles and Responsibilities* – Public Services Health and Safety Association

COB OH&S Management

Strategic Vision: "We are committed to worker health and safety as a foundational value at all levels of the organization."



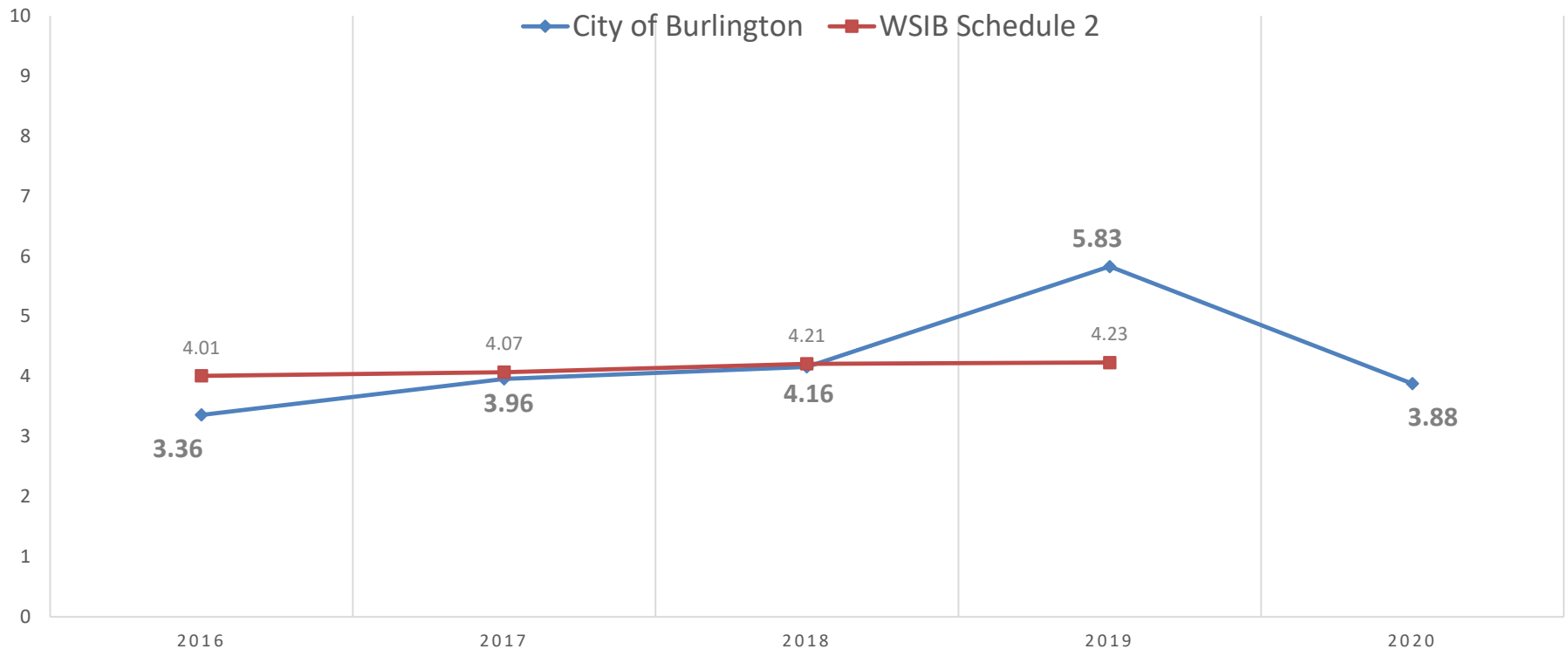
Lagging Indicators of Safety Performance

Classification:	What's that?
Health Care	Does get reported to WSIB ("Reportable") – This is any time an employee sees a health care professional for a work-related injury or illness.
Lost Time	Does get reported to WSIB ("Reportable") – This is any time an employee loses time (other than the day of the injury) because of a work-related injury or illness (even if they don't seek health care).

Note: COB has not set targets/objectives for these lagging performance indicators; however, we measure (monitor trends) and compare to the sector rates.

Lagging Indicators of Safety Performance

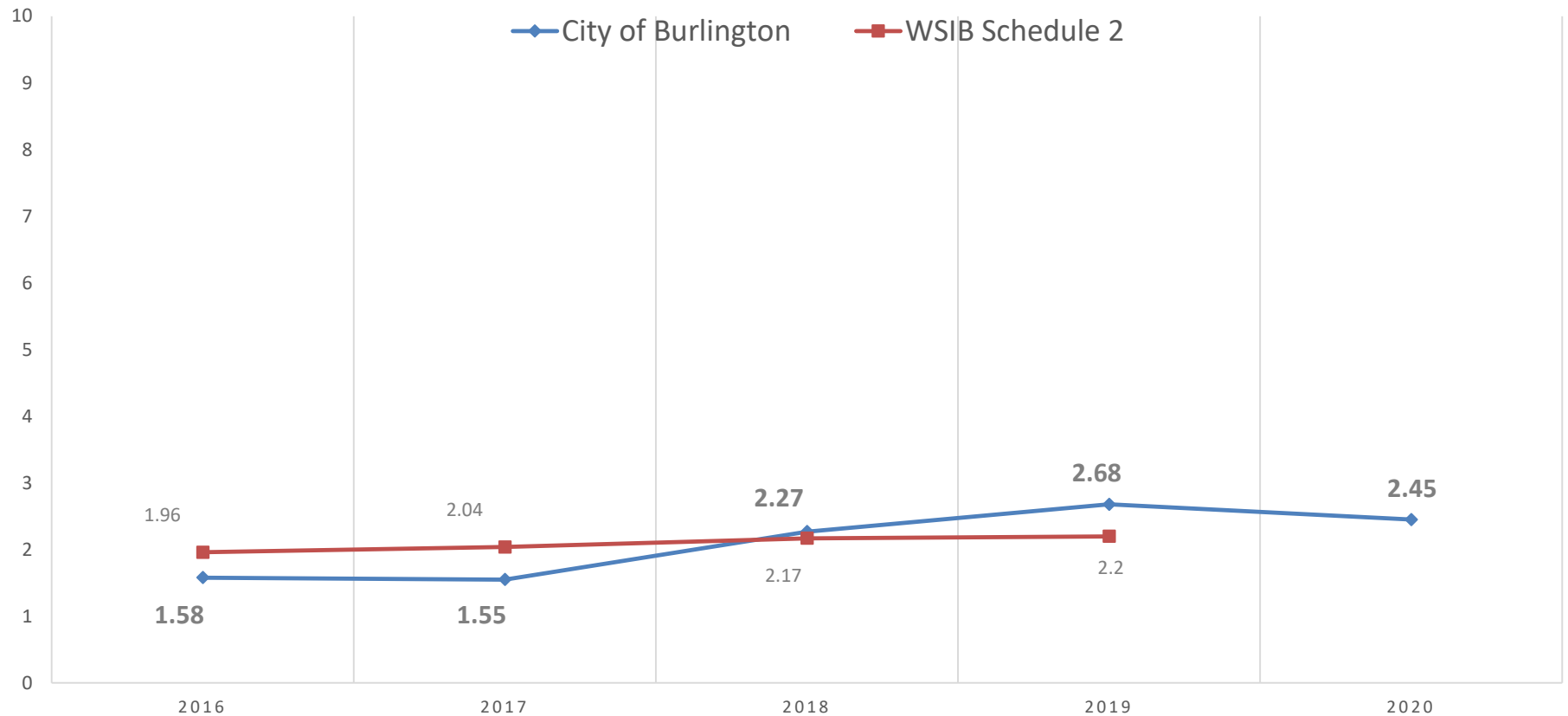
WSIB TOTAL REPORTABLE INJURY RATES



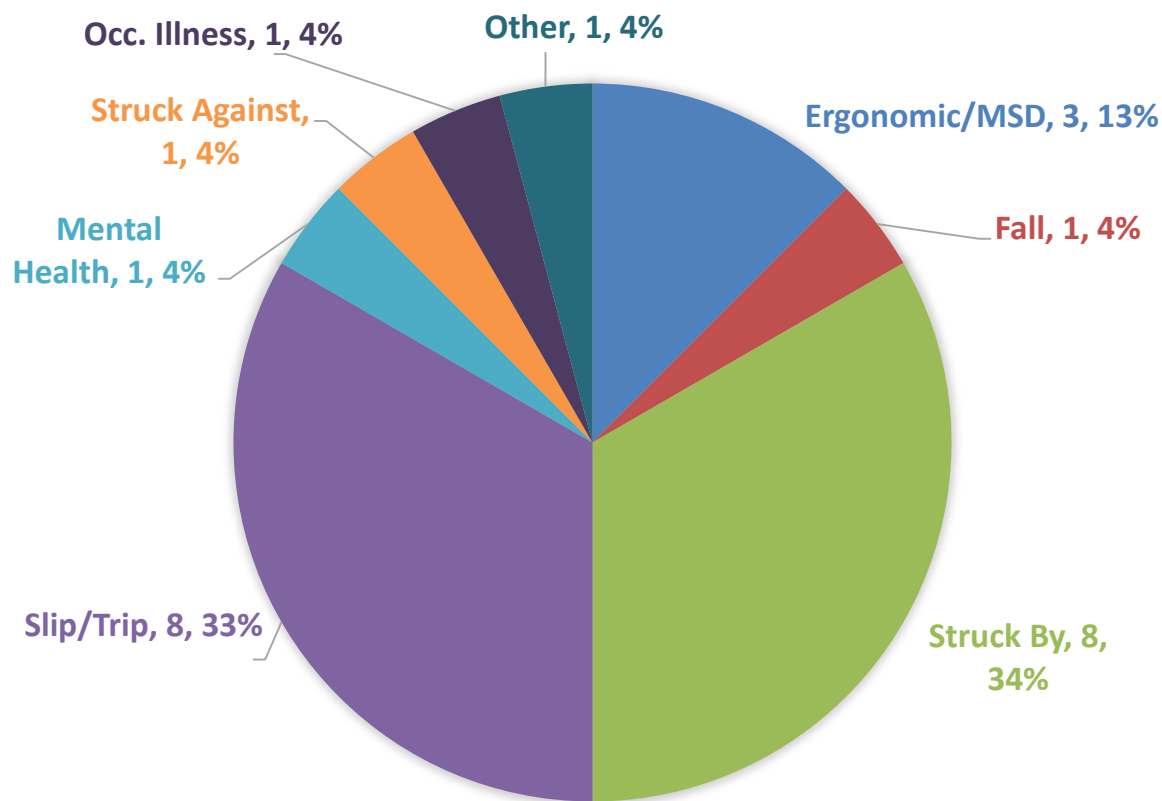
Injury Frequency Rates are used internationally to enable organizations to more easily compare and benchmark (internally and externally) – Using rates per 100 full-time workers, the variations between actual hours and actual incident counts become easier to decipher.

Lagging Indicators of Safety Performance

LOST-TIME INJURY RATES (LTI)



WSIB Lost Time Injuries - 2020



Total Lost Time Cases:

2018 – 21
2019 – 28
2020 – 24

Ergonomic/MSD:

Lost Time musculoskeletal disorders, trending downward...

2018: 12 (57% of cases)
2019: 7 (25% "
2020: 3 (13% "



2020 Total WSIB Cases	2020 Lost Time WSIB Cases
38	24

WSIB Claim Costs by Year

YEAR	~ TOTAL:
2020	~\$ 1,067,000
2019	~\$ 986,700
2018	~\$ 1,045,000

Note: A large portion of WSIB direct costs are from legacy injury and illness claims (occ. NIHL, severe injuries, occ. cancer)

- We estimate that ~85% of our claim costs paid in 2020 are from legacy claims with 'accident dates' prior to 2020
- We estimate that ~55% of our claim costs paid in 2020 are from legacy claims with 'accident dates' prior to 2018

This illustrates the long-term return on investment for preventative efforts today!

Leading Indicators of Safety Performance - 2020

- Measure the proactive efforts to prevent incidents – Increases in leading efforts should translate into risk reduction and eventually impact incident rates.

Leading Indicator	Total #
Safety Talks	Talks: 123 Concerns raised by employees during Talk: 26
Safe Job Procedures (Job Hazard Analyses) - New or revised in 2020	Total: 83 (new and revised)
Facility Corporate Health and Safety Audits Completed	4 (2 virtual)
Corrective Actions Identified from Audits (findings)	67 (75% completed)

Ministry of Labour Activities: 2020

<u>Activity Type:</u>	<u>2020 Total:</u>
Critical Injuries Reported	4 (only 3 were CI)
Occ. Illnesses Reported	2 (Noise)
Site Visits/ Investigations	5
Orders to Comply (non-compliance found)	0

Mental Health and Wellness

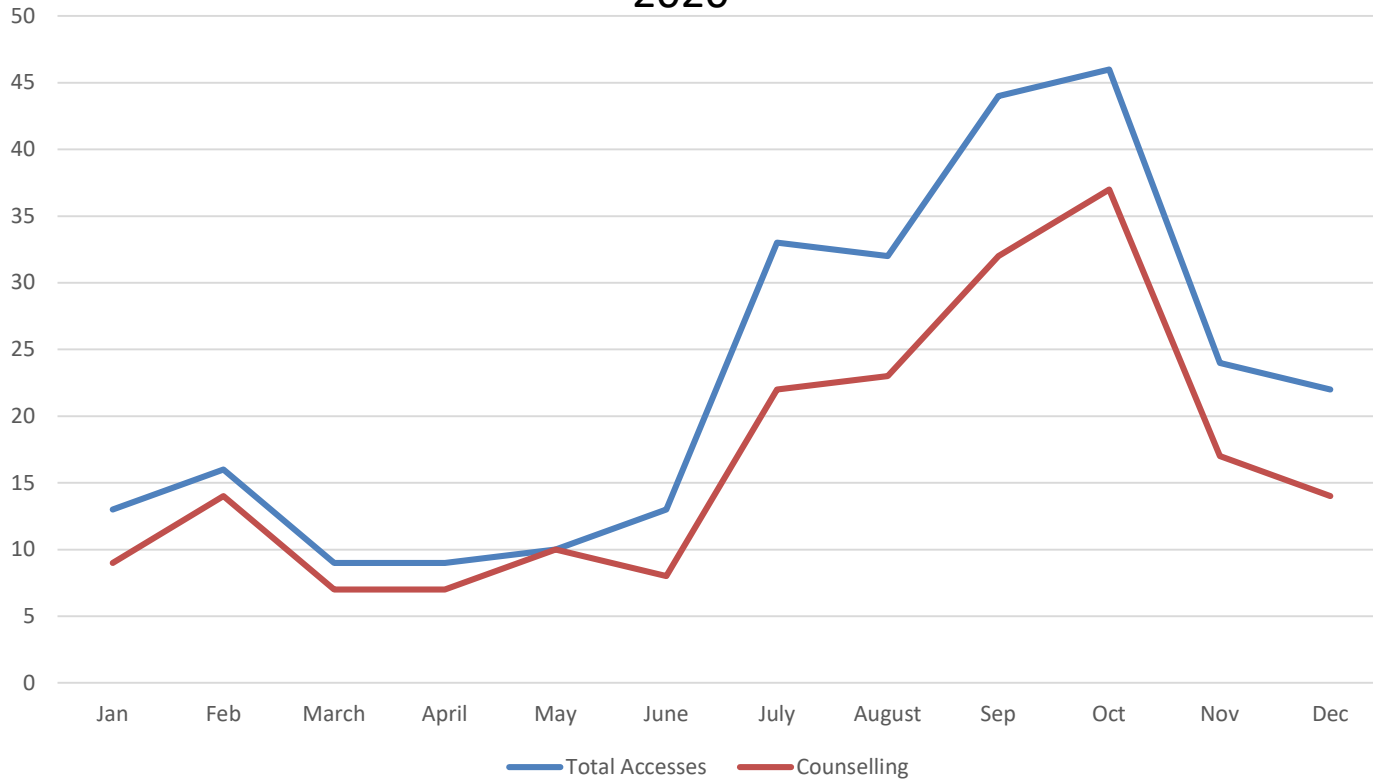
2020 Review and Next Steps

8 Dimensions of Wellness



EFAP Utilization

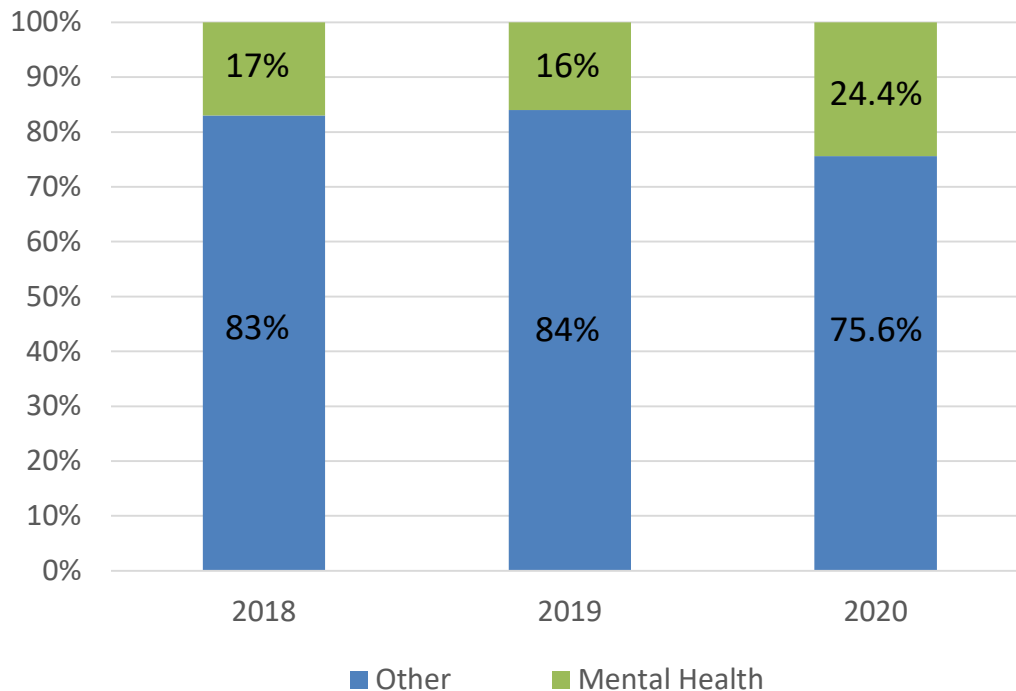
2020



	Total Utilization
2020	29%
2019	41.7%
2018	53.8%
2017	45.7%

2020	Jan	Feb	March	April	May	June	July	August	Sep	Oct	Nov	Dec
Total Cases	13	16	9	9	10	13	33	32	44	46	24	22
Counselling	9	14	7	7	10	8	22	23	32	37	17	14

Non-Occupational Claims Distribution (COB data)



The percentage of mental health related claims grew from 16% in 2019 to 24.4% in 2020

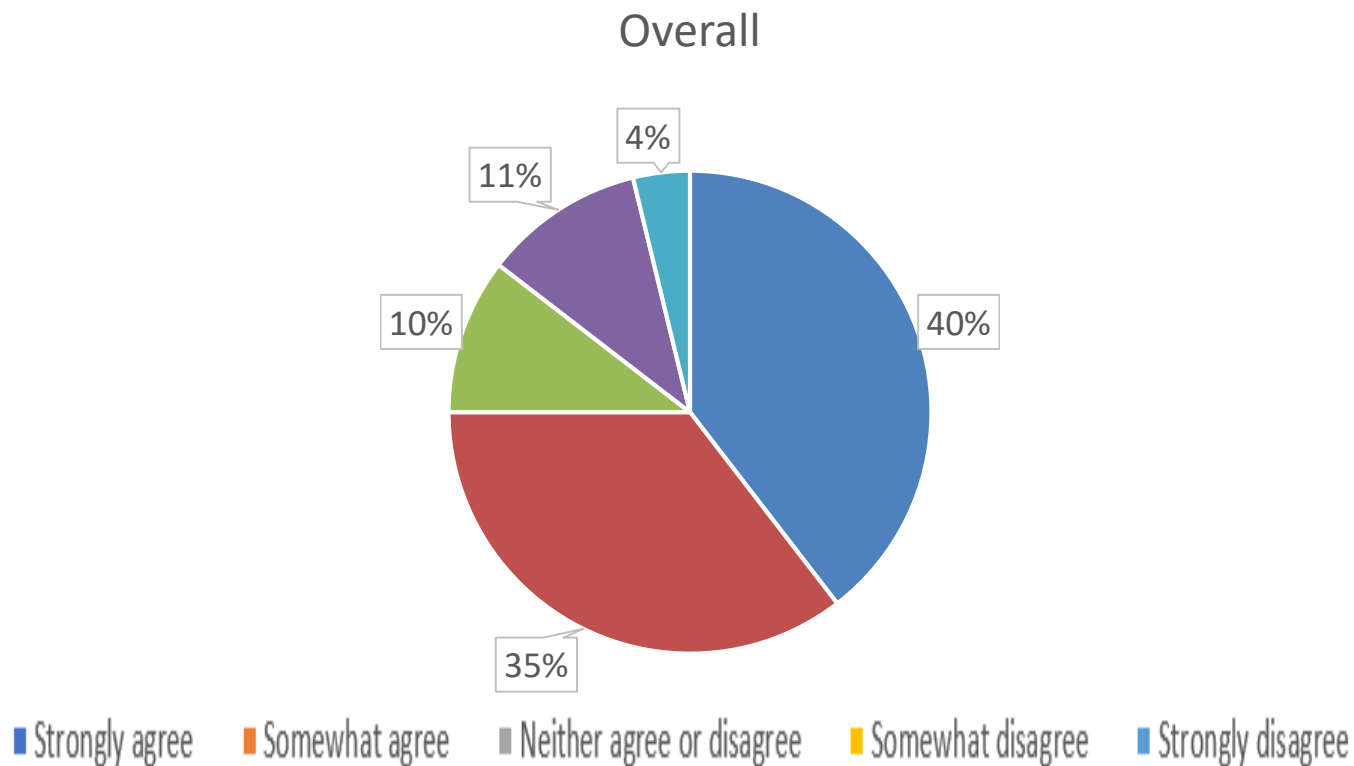
This data is representative of employees who requested accommodation in the workplace or sick leave

Note: Evidence of participation in treatment is required.

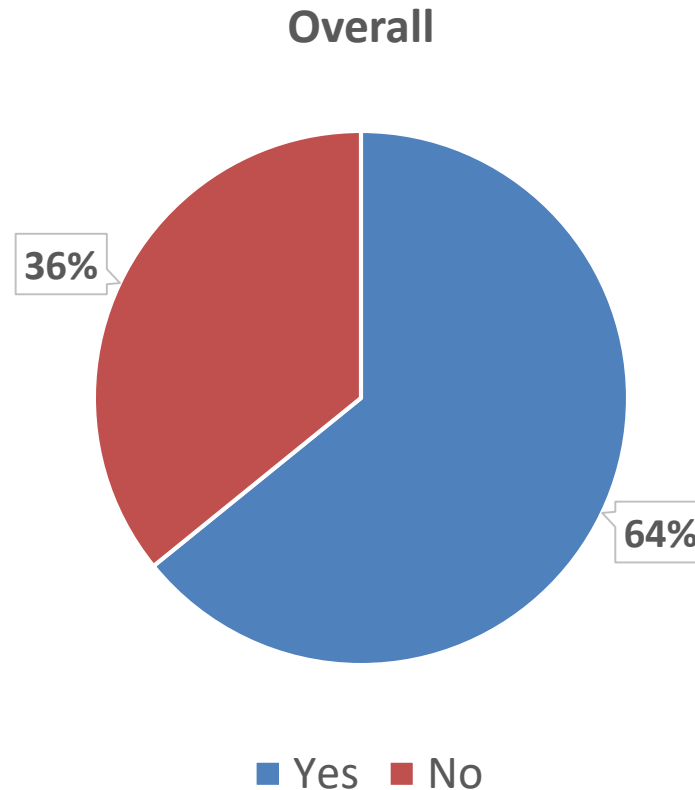
Additional HR Updates

Pandemic feedback

The City has responded well to the changes that impact staff caused by the COVID-19 pandemic



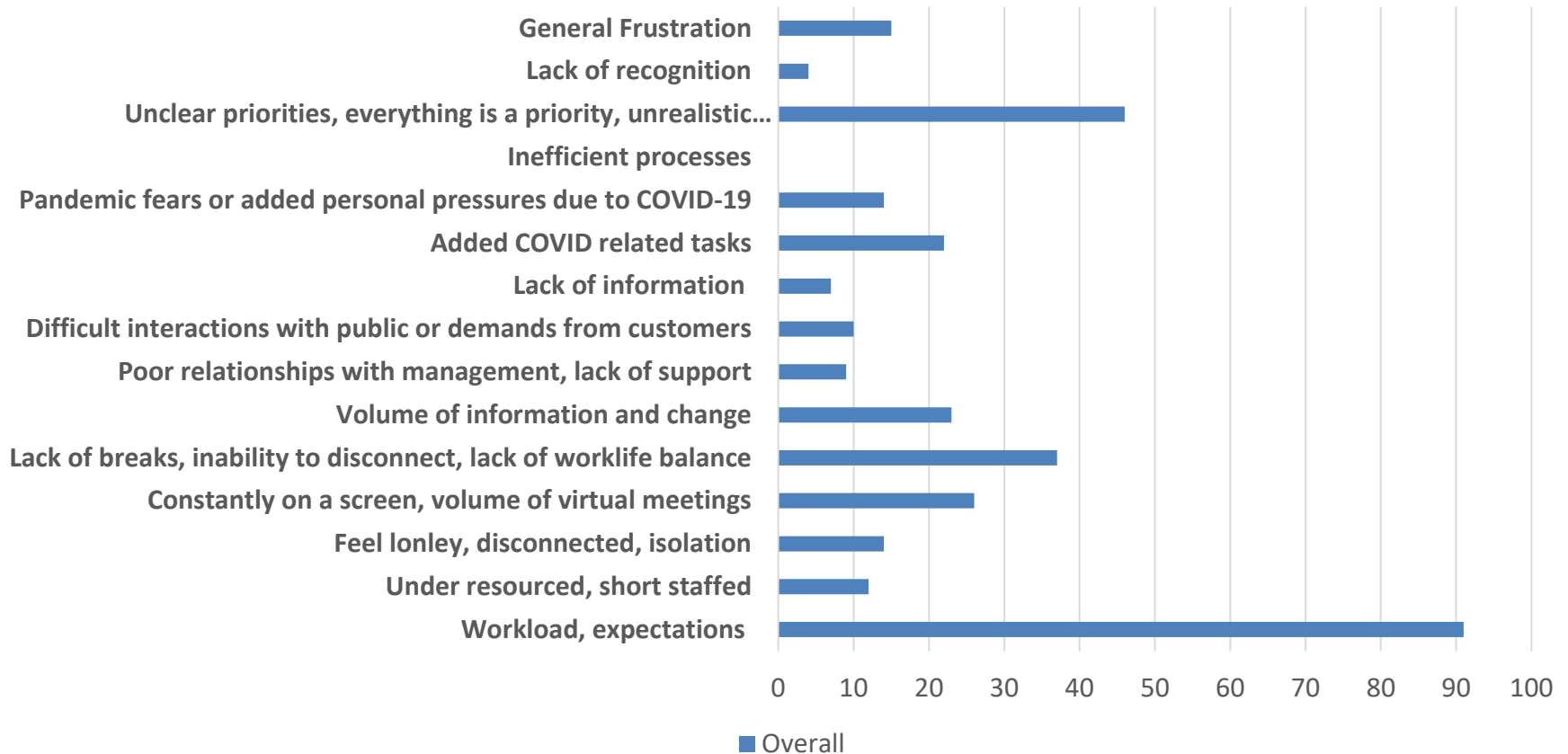
Are you feeling workplace fatigue?



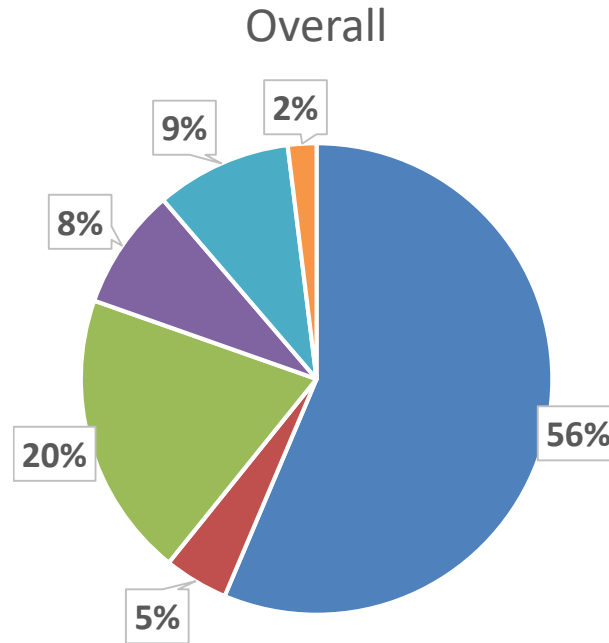
n = 293

Causes of workplace fatigue

Overall

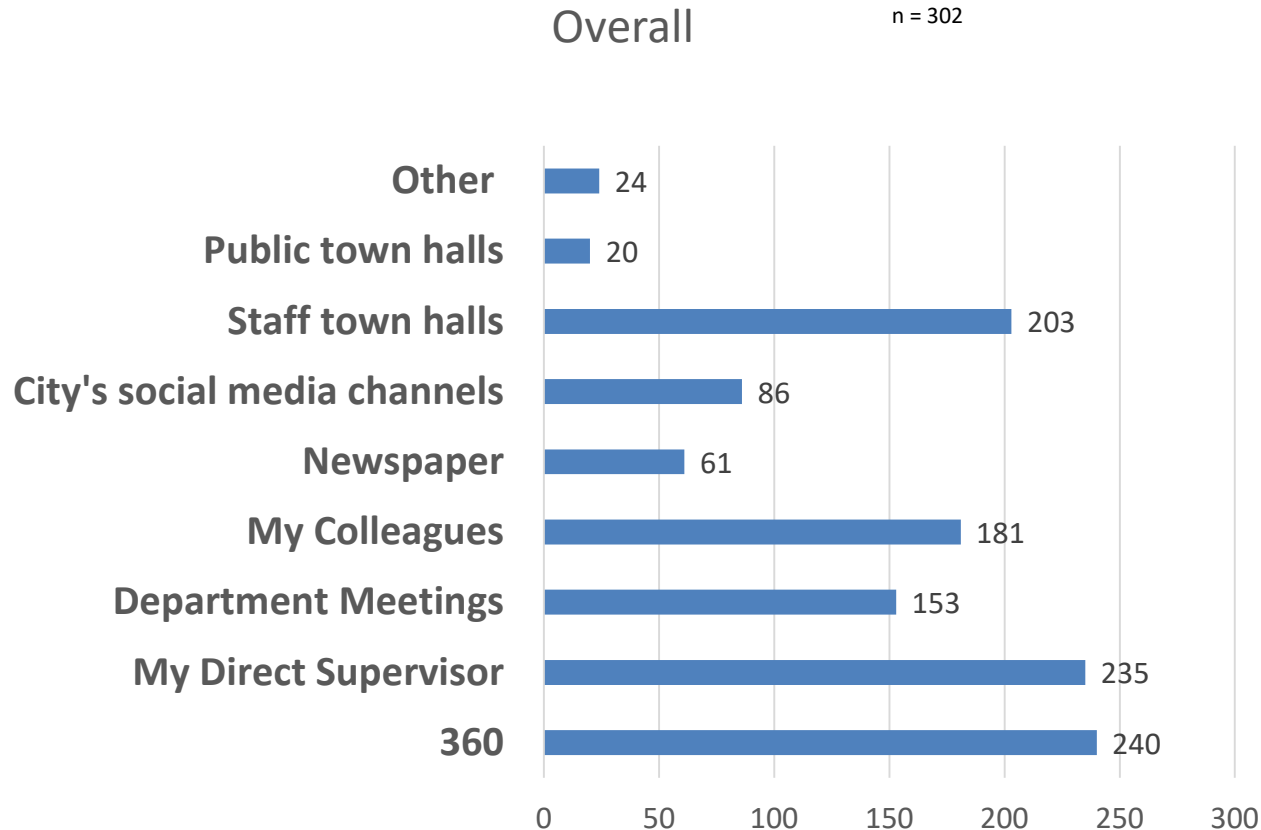


I am satisfied with the communication I'm getting from the organization about its response to COVID-19 as it impacts the community



■ Definitely agree ■ Somewhat agree ■ Neither agree nor disagree ■ Somewhat disagree ■ Definitely disagree ■ Not applicable to me

Ways staff are receiving information



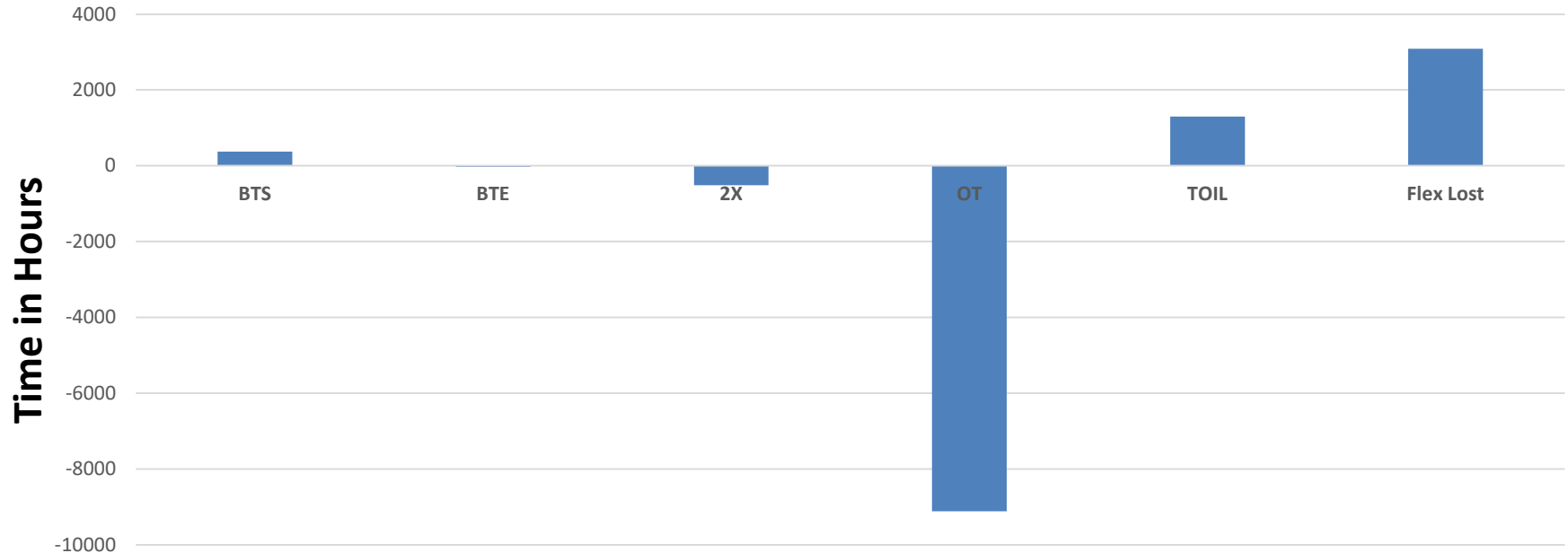
**Organizational
Input** (i.e.
culture survey,
Townhall)

Strategy
(i.e. V2F,
DEOO)



Our Values – our decisions will be shaped by our values

Comparison of 2019 to 2020



BTS: Overtime banked as straight time

BTE: Overtime Banked at 1.5 times

2X: Overtime banked or at 2 times

OT: Overtime paid in \$\$

TOIL: Grade 12 and above banked at ½ time

Flex Lost: Flex Time hours lost

COVID-19 – 2020

Pandemic Supplies Consumed during State of Emergency in 2020 (since March 12, 2020):

<u>Pandemic Supply</u>	<u>~ Consumption</u> Per day
Disinfectant Ready to Use (litres)	4 litres
Disinfectant Concentrate (litres)	3.1 litres
Disinfectant Wipes (wipes)	456 wipes
Disposable Nitrile Gloves (gloves)	373 gloves
Hand Sanitizer (litres)	4 litres
ASTM Level 1 or 2 Medical Grade Procedure Masks (masks)	47 masks
NIOSH Approved N95 Respirators (respirators)	15 respirators
China Equivalent KN95 Respirators (respirators)	2 respirators
ANSI/AAMI Medical Isolation Gown	10 gowns
Non-medical Face Covering (masks)	17 face coverings
Disposable Non-medical masks (masks)	10 masks
Note: Table shows high consumable products only	

Questions or comments?