



SUBJECT: Health, safety and wellness review for 2022

TO: Corporate Services, Strategy, Risk & Accountability Cttee.

FROM: Human Resources Department

Report Number: HR-03-23

Wards Affected: All

File Numbers: 355-01

Date to Committee: March 29, 2023

Date to Council: April 18, 2023

Recommendation:

Receive and file human resources department report HR-03-23, providing a health, safety and wellness review for 2022.

PURPOSE:

Vision to Focus Alignment:

- Deliver customer centric services with a focus on efficiency and technology transformation
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Executive Summary:

The Corporate Services, Strategy, Risk and Accountability Committee (CSSRA) will be provided with a presentation on 2022 Health, Safety and Wellness Trends and Performance Indicators.

Background and Discussion:

Under the [Occupational Health and Safety Act of Ontario](#), Council members may be considered Officers/Directors of the Corporation, with a high level of accountability for workplace health and safety (see Figure #1). Council delegates authority to the City Manager and allocates funding resources, to ensure a safe and healthy workplace. It is

therefore important to update council (annually) on workplace health, safety, and wellness matters, including performance and trends.

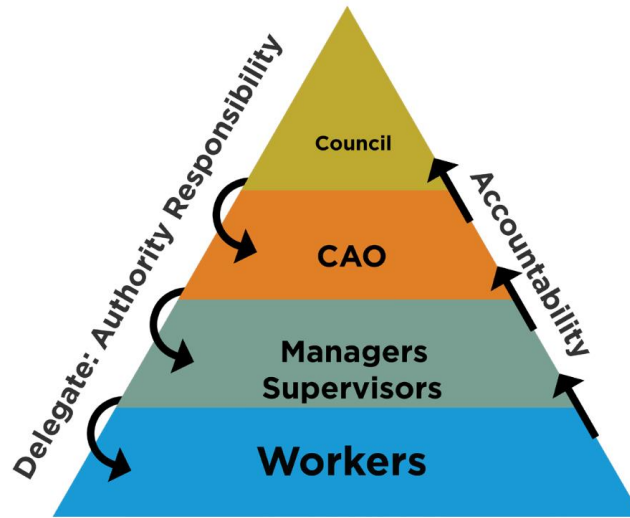


Figure #1

Source: Public Services Health and Safety Association

A review of workplace incidents, trends, regulator activity, and key performance indicators will be presented. The presentation will include a high-level review of occupational and non-occupational claim/case management, as well as employee and family assistance program (EFAP) utilization data. Workers' Compensation costs (self-insured), administered through the Workplace Safety and Insurance Board, will also be provided.

Financial Matters:

In addition to ensuring regulatory compliance, prevention of workplace injuries and illnesses is fiscally responsible; direct and indirect costs of workplace injuries and illnesses can be significant.

Climate Implications

There's often an overlap between workplace health and safety and the environment. The City's operations work with a variety of hazardous products and processes that may have impacts on the environment if not properly managed; safety procedures and others controls that keep staff healthy and safe, often also safeguard the environment.

Over time, a changing climate may increase workplace risks, including but not limited to, exposure to heat stress/extreme weather, poor air quality, and a higher likelihood of exposure to vector-borne diseases (i.e., Lyme – black-legged ticks). Changing technology to mitigate the effects of climate change (i.e., fleet electrification), may create new hazards to workers, that require assessment and control. While workplace health and safety processes often require significant recordkeeping, we continue to look for ways to reduce the use of paper (electronic recordkeeping) and thereby also allowing for a broader and integrated accessibility to information across the organization.

Engagement Matters:

The foundational principle of the Internal Responsibility System in workplace health and safety law, requires that all workplace parties work together to ensure health and safety. Corporate Health, Safety and Wellness works with the City's six (6) Joint Health and Safety Committees, management, and union representatives to recognize, assess and control workplace hazards.

Conclusion:

Receive and file report HR-03-23.

Respectfully submitted,

Chris Kroes

Manager of Health, Safety and Wellness

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Report Approval:

All reports are reviewed and/or approved by Department Director, the Chief Financial Officer and the Executive Director of Legal Services & Corporation Counsel.