



Health, Safety & Wellness

CSSRA Update

March 2023

2022 Review

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

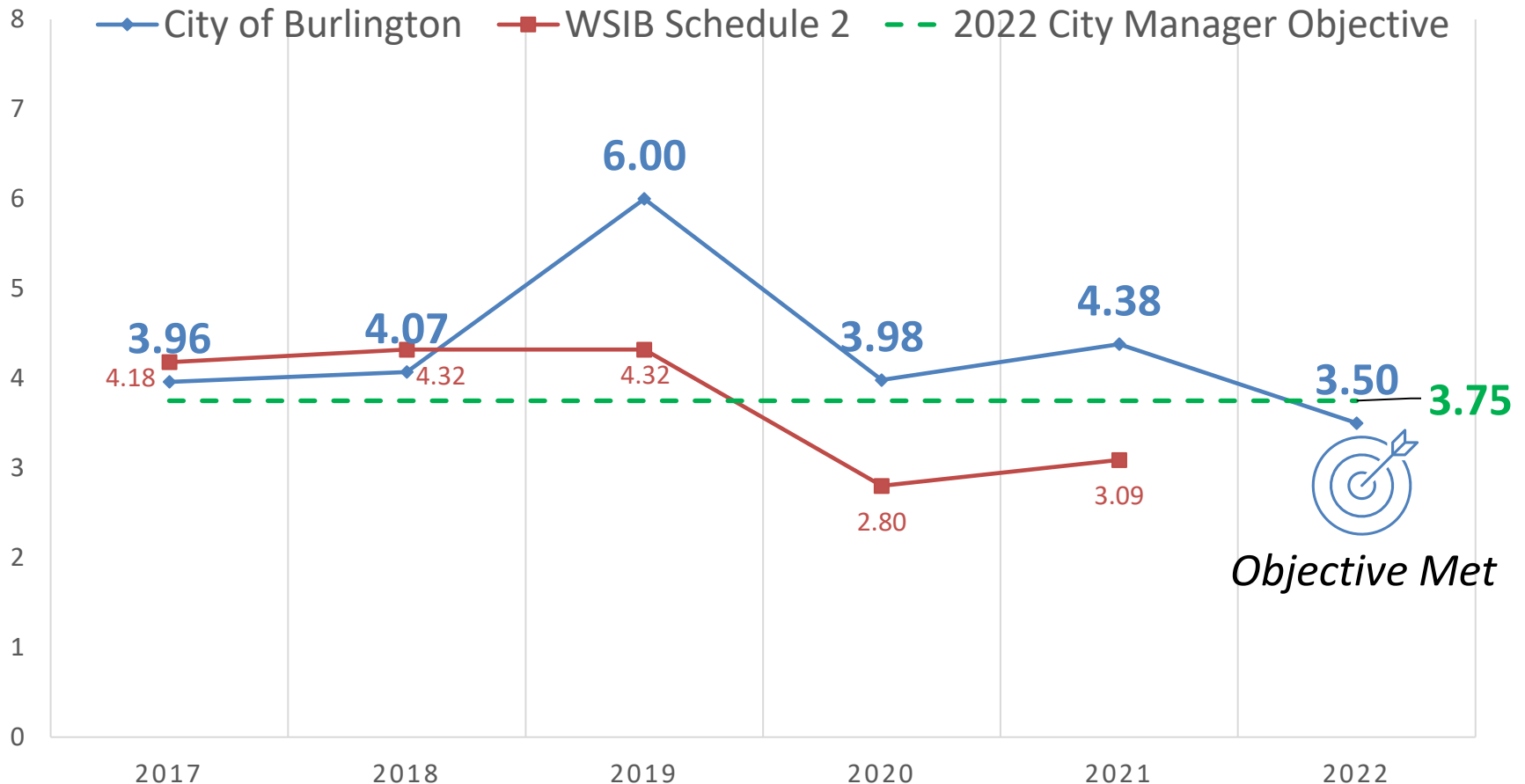
Lagging Indicators of Safety Performance (KPIs)

Classification:	What's that?
WSIB Total Reportable	Includes <u>both</u> Health Care and Lost Time cases
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).

Frequency Rates= # of cases per 100 full time workers

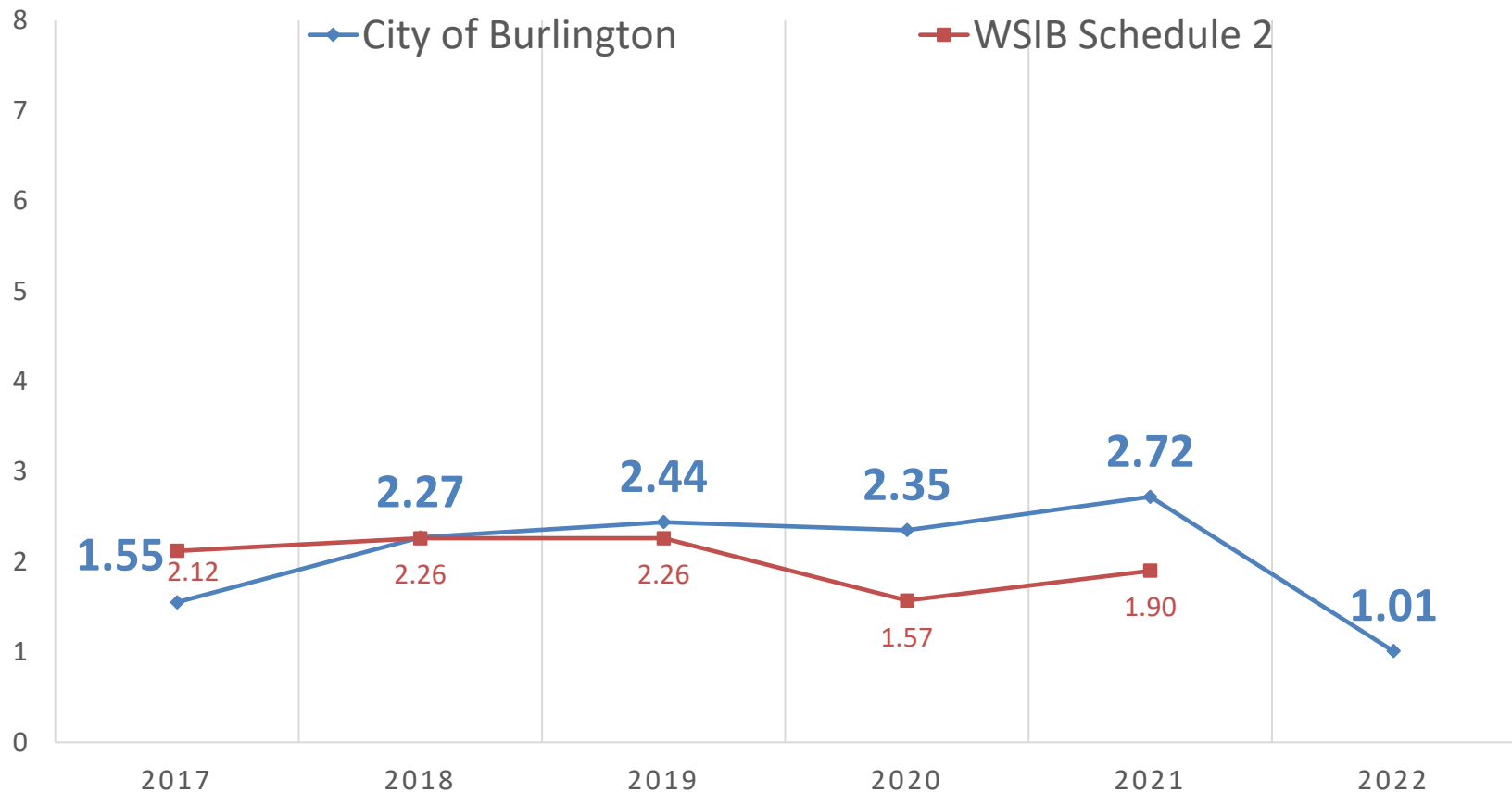
Lagging Indicators of Safety Performance

WSIB TOTAL REPORTABLE INJURY RATES



Lagging Indicators of Safety Performance

LOST-TIME INJURY RATES (LTI)



WSIB Incident Types - 2022

2022 Total WSIB Case Count

38

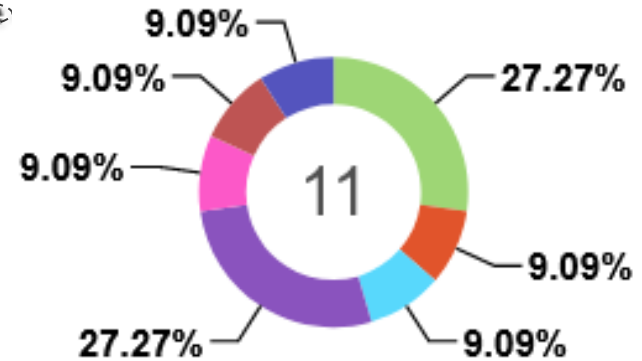
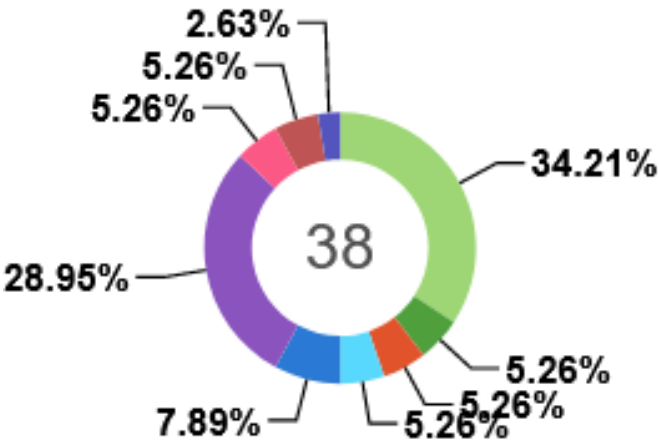
↓ 15% vs. 2021

2022 Lost Time WSIB Case Count

11

↓ 60% vs. 2021

Incident Type



Total WSIB Cases by Year:

2021 – 45
 2020 – 39
 2019 – 64
 2018 – 43

Actions to address ongoing trends identified...

- Maintain increased focus on Ergonomics and Slips/Trips in Safety Talk Program (2x per year, each)
- HS&W will continue to follow-up with supervisor for all reportable incidents involving Ergonomics and Slip/Trip Types, to ensure cause(s)/corrective action(s) identified

Total Lost Time Cases by Year:

2021 – 28
 2020 – 23
 2019 – 26
 2018 – 24

WSIB Claim Costs by Year

YEAR:	TOTAL:
2022	\$1,478,977
2021	\$1,845,499
2020	\$ 1,342,702
2019	\$1,097,598
2018	\$ 927,823

Significant portion of WSIB costs are from legacy injury and illness claims

Prevention today, reduces costs tomorrow!

Leading Indicators of Safety Performance – 2022

Leading Indicator	Total #	Objective (if any)
Safety Talks	<u>Supervisors:</u>	
	2022: 1007 (79% of obj.) 75 concerns raised	1277
	2021: 742 (68% of obj.) 54 concerns raised	1093
	<u>Managers:</u>	
	2022: 60 (133% of obj.) 6 concerns raised	45
	2021: 39 (71% of obj.) 8 concerns raised	55
Safe Job Procedures (Job Hazard Analysis)	Total: 12 NEW: 2 Reviewed/Revised: 10	N/A
Facility Corporate H&S Audits	1 (Q4, 2022 - Q1, 2023)	N/A
Corrective Actions Identified from H&S Audits (findings) – <i>Non-compliance & Non-conformance: 79% complete</i>	Non-Compliance: 12 Non-Conformance: 2 Recommendations: 5	N/A

7 *Measure the proactive efforts to prevent incidents – Increases in leading efforts should translate into risk reduction and, over time, impact incident rates.*

Ministry of Labour, Immigration, Training and Skills Development (MLITSD) Activities: 2022

<u>Visit or Communication Type:</u>	<u>2022 Total:</u>
Critical Injuries Reported	1
Occ. Illnesses Reported	<u>6</u> 4 Noise Ind. Hearing Loss 2 Other Occ. Illness
MOLITD Field Visits/ Investigations	3
Orders to Comply (non-compliance found)	0

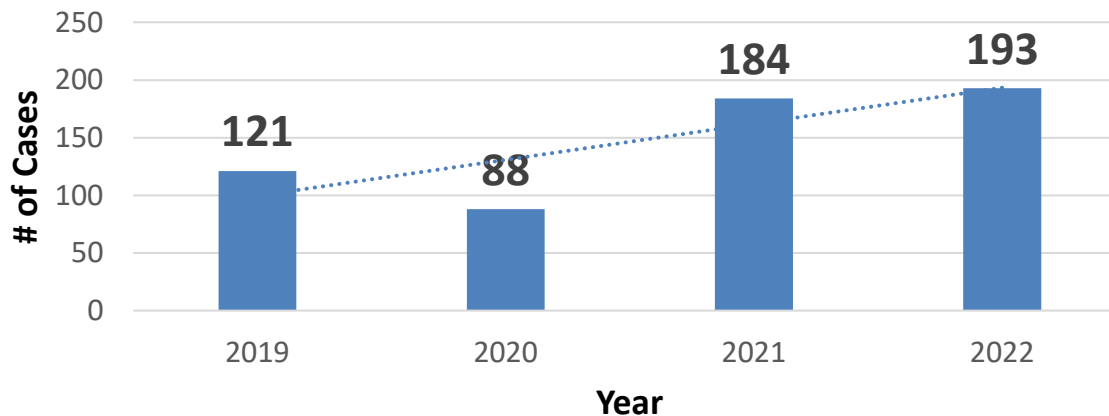


Non-Occupational Disability Management & Employee Wellness

Non-Occupational Disability Case Management – Short-term (STD)

	2019	2020	2021	2022
Case Incidence Rate (# per 100 FT workers)	11.4	9.0	17.9	17.8
Case Count	121	88	184	193
% Mental Health	16%	24%	29%	24%

**# of Short-Term Disability Cases Managed
(Excludes COVID-19 Cases)**

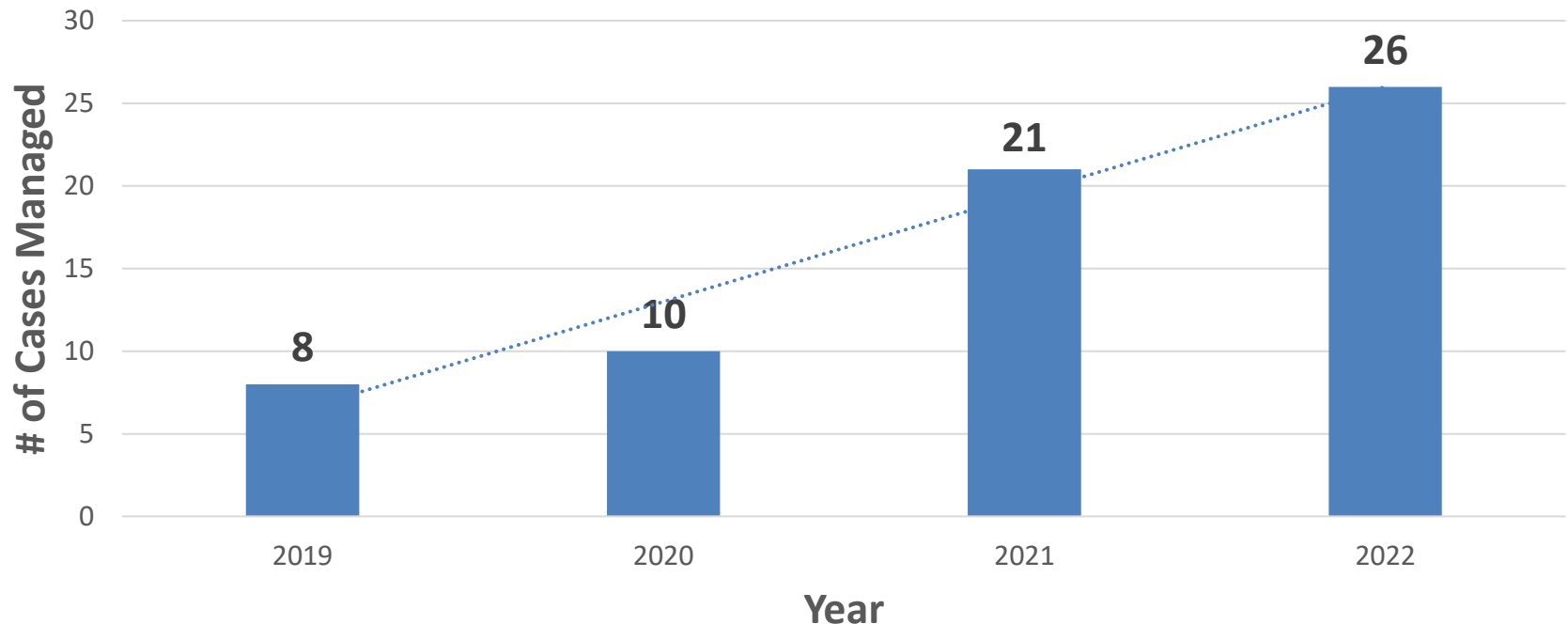


Note(s): *Only includes cases with >5 days absent, when case management is triggered. Does not include acute COVID-19 illness/absences*

Key Concern/Threat: *Post-Covid Condition – Research shows a wide range of symptoms and ailments can persist long after acute infection; unclear if this is a factor in the elevated disability cases.*

Non-Occupational Disability Case Management – Long-Term (LTD)

Long-Term Disability Cases, by Year
(Managed by Insurer, w/ Support from City DMCs)



Notes:

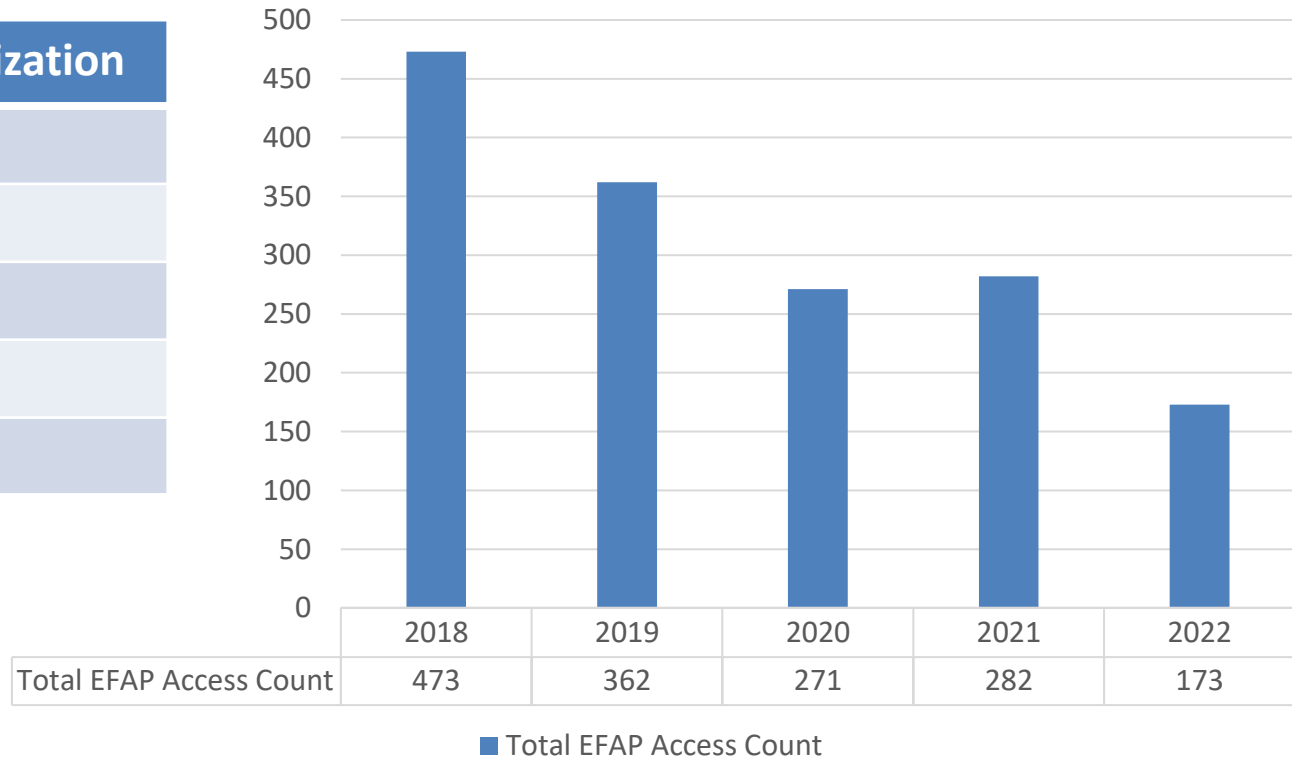
- *For both STD and LTD, delays in treatments and surgeries continue to challenge rehabilitation and recovery, creating barriers to return to work and an increased need for modified work.*
- *In 2022, 50% of the City’s LTD cases were mental health in nature – these cases are often complex*

Employee & Family Assistance Program (EFAP)

Total EFAP Access Count

Year	Total Utilization
2022	17.3%
2021	28.2%
2020	27.1%
2019	36.2%
2018	47.3%

Based on ~1000 FTE



- **Top 3 Concerns: #1) workplace stress, #2) relationships, #3) personal stress**
- **17 accesses deemed *an urgent concern***

Thank you!