



## STAFF REPORT INFORMATION ONLY

8.

### Workplace Safety and Insurance Board Summary Statistics

<b>Date:</b>	September 4, 2012
<b>To:</b>	Employee and Labour Relations Committee
<b>From:</b>	City Librarian

#### SUMMARY

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At its meeting on April 10 - 11, 2012, City Council directed the City Manager to request the City's Agencies, Boards and Commissions to provide information about their Workplace Safety and Insurance Board (WSIB) claims, and report to the City's Employee and Labour Relations Committee.

The purpose of this report is to provide to the Toronto Public Library Board's Employee and Labour Relations Committee the information that will be sent to the City Manager.

#### RECOMMENDATIONS

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**The City Librarian recommends that the Employee and Labour Relations Committee:**

1. receives the *Workplace Safety and Insurance Board Summary Statistics* report for information.

#### FINANCIAL IMPACT

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There are no financial impacts to this report.

The Director, Finance and Treasurer has reviewed this financial impact statement and is in agreement with it.

#### DECISION HISTORY

At its meeting on April 10 - 11, 2012, City Council directed the City Manager to request the City's Agencies, Boards and Commissions to provide information about their WSIB claims, and report to the City's Employee and Labour Relations Committee.

## BACKGROUND AND COMMENTS

There are three categories of claims for work-related injuries or illnesses that may be filed with WSIB: lost time; medical aid; and recurrences.

### Lost Time Claims:

At Toronto Public Library the most significant type of claim filed with WSIB is the 'lost time' claim. The 'lost time' claim is a reported work-related injury or illness that was approved by WSIB, or awaiting adjudication, and resulted in the employee losing time from work beyond the day that the injury or illness occurred.

The number of 'lost time' claims from 2007 to 2011 is listed in the chart below:

#### **Number of work related 'lost time' injuries/illnesses in 2007 to 2011**

<b>Year</b>	<b># of Lost Time Claims</b>
2007	67
2008	51
2009	75
2010	65
2011	65

### Medical Aid Claims:

A medical aid claim is a reported work-related injury (and only very rarely an illness) that was approved by WSIB, or awaiting adjudication, and resulted in the employee seeking medical aid but not in lost time from work beyond the day of the injury or illness.

In general the medical aid claim is a much less serious injury than the lost time claim.

The number of 'medical aid' claims from 2007 to 2011 is listed in the chart below:

#### **Number of work related 'medical aid' injuries/illnesses in 2007 to 2011**

<b>Year</b>	<b># of Medical Aid Claims</b>
2007	70
2008	58
2009	72
2010	46
2011	43

### Recurrences:

A 'recurrence' claim is one that is related to a previous claim that was approved by WSIB, or awaiting adjudication. The 'recurrence' refers to a re-injury or an illness that returns.

At Toronto Public Library the rate of 'recurrence' claims is not statistically significant, and it is the practice of the Library to track the recurrences within the categories of 'lost time' claims or 'medical aid' claims.

The number of 'recurrences' from 2007 to 2011 is listed in the chart below:

#### **Number of work related 'recurrences' in 2007 to 2011**

<b>Year</b>	<b># of Recurrences</b>
2007	8
2008	1
2009	0
2010	3
2011	1

### Critical Injuries:

There are regulations in the Occupational Health and Safety Act that govern the reporting of injuries of a serious nature. The Act refers to these as 'critical injuries', and it includes: incidents that place life in jeopardy; significant loss of blood; loss of consciousness; significant fractures and amputations; major burns; and loss of sight.

In the period 2007 to 2011, three critical injuries were reported, and all occurred in 2011. In two incidents, employees fainted at work and it was deemed a critical injury because of the loss of consciousness. In the third incident, an employee tripped and fell, and suffered a fractured hip and thigh.

The number of 'critical injuries' from 2007 to 2011 is listed in the chart below:

#### **Number of work related 'critical injuries' in 2007 to 2011**

<b>Year</b>	<b># of Critical Injuries</b>
2007	0
2008	0
2009	0
2010	0
2011	3

### WSIB Costs:

The Toronto Public Library is a Schedule 2 employer. As such, TPL is responsible for the total costs incurred for its employees who experience work-related injuries or illnesses. This liability is for all approved claims under its firm number, including the costs of claims that are on-going from injuries or illnesses sustained in previous years, or from pre-amalgamation library systems.

The invoiced costs of WSIB claims for the years 2007 to 2011 are listed below:

### **Number of work related 'WSIB Costs' in 2007 to 2011**

<b>Year</b>	<b>Cost of Claims by Year</b>
2007	\$176,203.67
2008	\$193,972.26
2009	\$191,307.46
2010	\$203,946.40
2011	\$257,970.30

The City of Toronto reported its total costs for 2011 were \$27,089,550.

### Frequency of Lost Time Claims:

Below is a chart that expresses the frequency of lost time claims as a percentage of the total workforce:

### **Frequency Rate of Injuries in 2007 to 2011**

<b>Year</b>	<b>Total Number of Employees</b>	<b>Number of Lost Time Claims</b>	<b>Frequency Rate of Lost Time Claims</b>
2007	2506	67	2.67%
2008	2491	51	2.04%
2009	2479	75	3.02%
2010	2517	65	2.58%
2011	2537	65	2.56%

### Types of Injuries:

The most common type of injury is musculoskeletal. Approximately 75% of the claims at Toronto Public Library are reports of musculoskeletal pain and strain. The next largest category of claims is slips/trips/falls and resulting contact with objects such as book trucks or furniture.

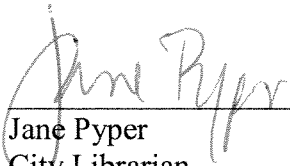
These types of compensable injuries reflect a fundamental aspect of library work: the handling of a large volume of books and other library materials. In 2011, the Library

circulated more than 33,000,000 items. A key initiative of the Library's health and safety training program is 'safe materials handling practices'.

## **CONTACT**

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## **SIGNATURE**



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City Librarian

