

Occupational Health and Safety Report: Quarterly and End of Year 2016

Date: February 23, 2017
To: The Board of Governors of Exhibition Place
From: Dianne Young, 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 fourth quarter of 2016 as well as overall health and safety performance for the year 2016.

There was a 50% decrease in the number of lost time injuries and a 26% decrease in the number of medical aid injuries in 2016 relative to 2015.

Workplace Safety and Insurance Board (WSIB) invoiced costs for 2016 were \$49,376 lower than in 2015.

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 2014 - 2016 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, Medical Aid Injuries and Recurrences

Information on reported 2016 WSIB incidents (work-related injuries/illnesses) by service area is attached in Appendix A. Information is also provided for the years 2012 to 2015. 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, there was a 50% decrease in the total number of lost time injuries in 2016 relative to 2015. This decrease was attributable to a stronger return to work program and follow-up by Management.

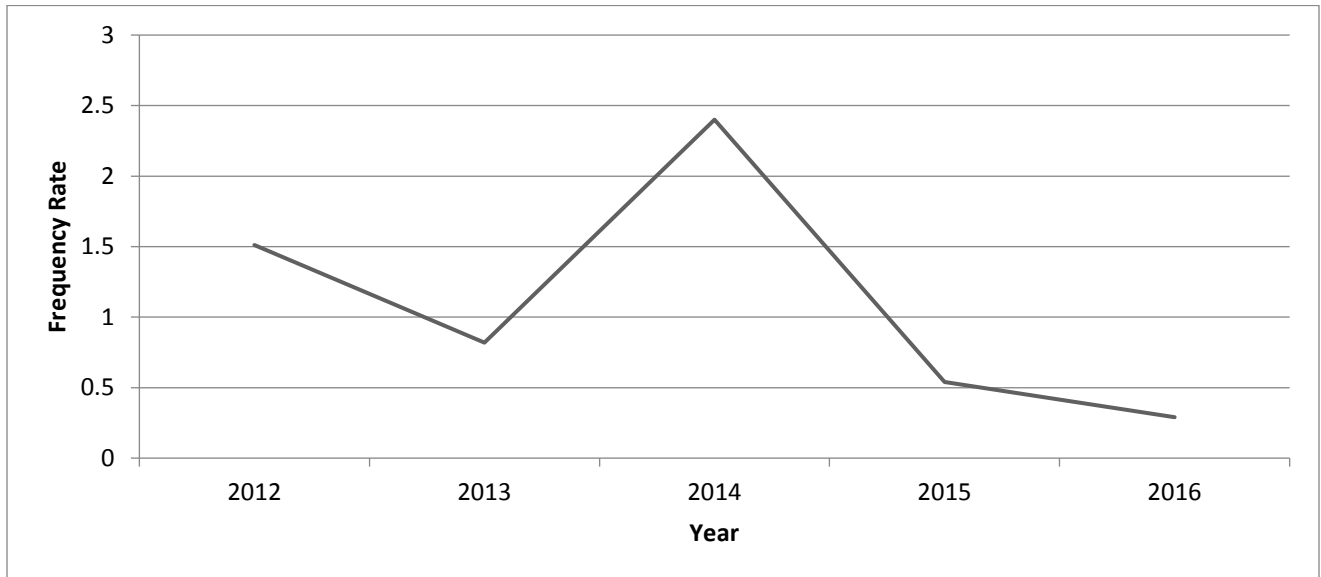
Recurrences

There were 0 recurrences in 2016 (which was the same as 2015).

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 2016 relative to the frequency during the years 2012 to 2015 is provided in Figure 1 below. The Exhibition Place's 2016 LTI frequency decreased from 0.54 in 2015 to 0.29 in 2016. Frequency rates for service areas are reported in Appendix B.

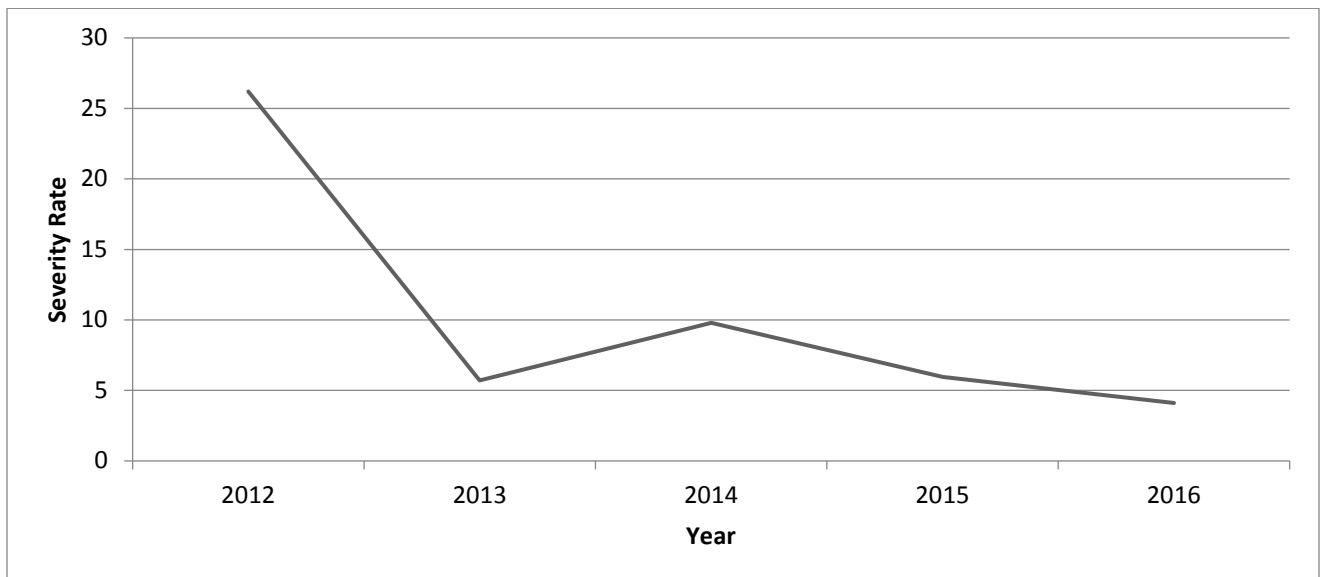
Figure 1 - Lost Time Injury Frequency from 2012 to 2016



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 2016 relative to the severity for the years 2012 to 2015. Exhibition Place's 2016 injury severity rate was 4.11 as compared to the 2015 injury severity rate of 5.97.

Figure 2 - Injury Severity from 2012 to 2016



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 2016 are reported in Table 1 below.

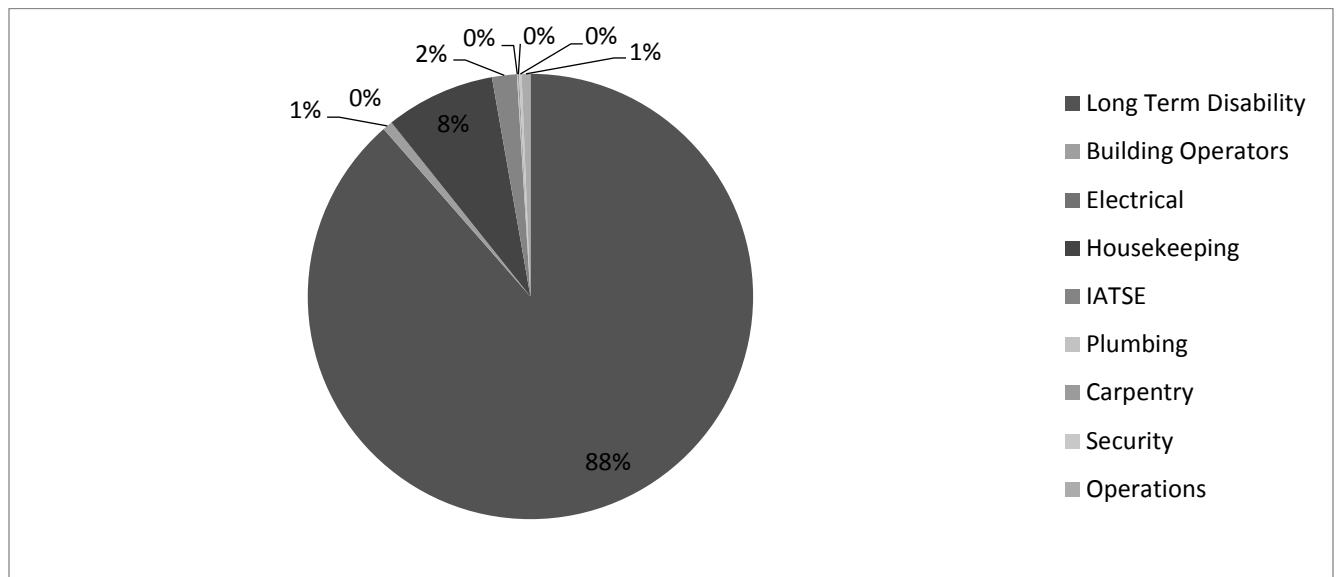
Table 1 - WSIB Costs for period from 2012 to 2016

2012	2013	2014	2015	2016
\$231,430.48	\$112,374.66	\$183,349.31	\$151,762.36	\$102,385.73

WSIB invoiced costs for 2016 were \$49,376 lower than in 2015. The decreased costs are attributable to a decrease in LTI and Medical Aid claims.

WSIB invoiced costs (percentage impact) by service area for 2016 are summarized in Figure 3.

Figure 3 - 2016 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, or
- causes the loss of sight in an eye.

There were no work-related critical injuries reported to the MOL during 2016

MOL Orders/Visits without Orders

The MOL issued no orders to Exhibition Place during 2016.

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 6 MOL visits to Exhibition Place facilities in 2016 that did not result in orders and were in response to anonymous tips through the MOL hotline number.

MOL and WSIB Initiatives

New Requirements for Joint Health and Safety Committee Certification

The MOL's Chief Prevention Officer established JHSC Certification Training Standards that came into effect March 1, 2016. These standards set out minimum criteria that have to be met in order for a JHSC certification training program to be approved by the CPO.

The purpose of the new Program Standard is to strengthen the common, consistent, foundational training requirements for all certified JHSC members.

Any future Joint Health and Safety Committee Certification training will be delivered only after approval of the City of Toronto's new training program is obtained (or by MOL approved 3rd party if necessary).

JHSC members certified under the 1996 Standards are not required to complete any additional training with the new JHSC Certification Training Standards, nor are they required to complete Refresher training in future to maintain their certification.

As of March 1, 2016, however, JHSC members who have completed only Part One Training under the 1996 Standards will have to complete Part Two Training with the new Standards in order to be certified and will be required to take Refresher Training every three years to maintain certification.

Workplace Hazardous Materials Information System (WHMIS) Changes

Since 1988, WHMIS has been Canada's hazard communication system for workplace chemicals. It is a national system implemented through interlocking federal, provincial and territorial legislation and regulations. WHMIS is changing to adopt new international standards for classifying hazardous chemicals and providing information on labels and safety data sheets. These new international standards are part of the Globally Harmonized System for the Classification and Labelling of Chemicals (GHS) and are being phased in across Canada between February 2015 and December 2018. Over this time period, WHMIS 1988 will be phased out and WHMIS 2015 will be phased in.

The MOL has indicated that, during this transition period, employers must ensure that workers are trained on:

- Controlled products with WHMIS 1988 labels and material safety data sheets for as long as they are still used in the workplace, and
- Hazardous products with WHMIS 2015 labels and safety data sheets, as soon as practicable after they enter the workplace and, in some cases, before they are used.

The type and amount of training will depend on whether a product is new to the workplace and/or newly classified as a hazardous product.

- If the product is a controlled product under WHMIS 1988 and is already used in the workplace, workers should already be trained to work with it safely.
- If the same product enters the workplace with WHMIS 2015 labels and safety data sheets, and workers know how to work with it safely, workers may continue to use the product but must be trained as soon as practicable on the content and format of the new supplier labels and safety data sheets.
- If a hazardous product enters the workplace with WHMIS 2015 labels and safety data sheets, and it was not previously used at the workplace, the product may be stored but not used until workers are trained on the new supplier labels and safety data sheets as well as procedures for the safe use, storage, handling and disposal of the product, including in an emergency. The same applies if a product is a hazardous product under the new system but was not classified as a controlled product under the old system.

E-Learning courses on GHS/WHMIS 2015 will be available shortly for all Exhibition Place employees.

New Working at Heights Regulations

As of April 1, 2015, employers must ensure that certain workers complete a working at heights training program that has been approved by the Chief Prevention Officer and delivered by an approved training provider before they can work at heights.

The training requirement is for workers on construction projects who use any of the following methods of fall protection: travel restraint systems, fall restricting systems, fall arrest systems, safety nets and work belts or safety belts.

There is a two-year transition period for workers who, prior to April 1, 2015, met the fall protection training requirements set out in subsection 26.2(1) of the Construction Projects Regulation. These workers will have until April 1, 2017 to complete an approved working at heights training program.

This training requirement is in the Occupational Health and Safety Awareness and Training Regulation and is in addition to training requirements under the Construction Regulation.

As of February 6, 2016 Exhibition Place has trained 67 employees with the new Working at Heights Regulations and is 100% compliant with the upcoming April 1, 2017 deadline.

Key Exhibition Place Health & Safety Initiatives

Some key health and safety initiatives in 2016 included:

- Training/compliance with the New Working at Heights Regulations
- Acquisition of E-learning modules for GHS/WHMIS 2015 and other health & safety training
- Full audit and creation of Exhibition Place's Confined Space Program
- Successful onboarding/safety training of 575 casual/student employees for CNE
- Review and update of all new Emergency Eyewash and Shower Equipment Procedures
- A successful Safety Day Event in October for 168 employees.

Continuous Improvement - Progress towards Zero Lost Time Injuries

There has been a decrease in lost time injuries resulting in fewer days lost due to workplace incidents from 2012 to 2016. 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 2012 to 2016.

Table 2 - Continuous Improvement Progress of all Indicators 2012 to 2016

Performance Indicator	2012	2016	% Change
Lost Time Injuries (LTIs)	10	1	90%
Medical Aids	27	20	26%
Frequency	1.51	0.29	81%
Severity	26.2	4.11	84%
WSIB Costs	\$231,430	\$102,385	56%

CONTACT

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SIGNATURE

Dianne Young, Chief Executive Officer

ATTACHMENTS

Appendix A - WSIB Incidents by Department
Appendix B - LTI Frequency by Department
Appendix C - WSIB Invoiced Costs (2012 - 2016)