

Calgary



Organizational Health, Safety and Wellness (OHSW) 2019 Annual Report

UCS2020-0446

ISC: Unrestricted

Utilities and Corporate Service (UCS)

2020 July 22



RECOMMENDATION

That the Standing Policy Committee on Utilities and Corporate Services recommend that Council:

1. Direct the OHSW Service Line to report back in Q4 2020 with a summary of the OHSW service line impacts and response to the COVID-19 pandemic.



2019 Overview

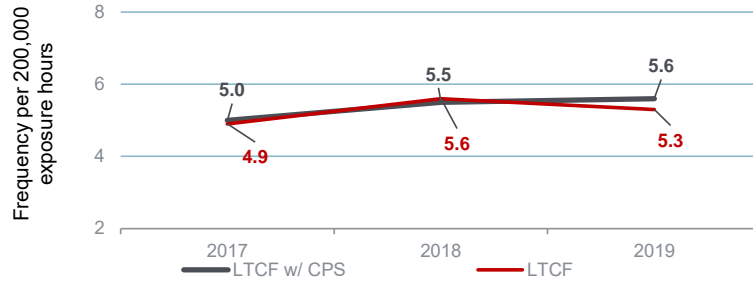
In 2019:

- Improved Lost Time Claims Frequency (LTCF) by 5.4% (excluding CPS).
 - Stable percentage of claims accommodated at 77%
 - Reduced Sickness and Accident and stable Worker's Compensation Board (WCB) costs.
 - Increased proportion of WCB claims attributed to psychological injury.
 - Increased near miss and hazardous condition reporting.
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- Calgary's LCTF and lost time incident severity is comparable to other Canadian cities.
 - Mental health and psychological safety have an increasing profile. OHSW continues to guide awareness, strategy, education efforts, and to inform service and resource requirements.

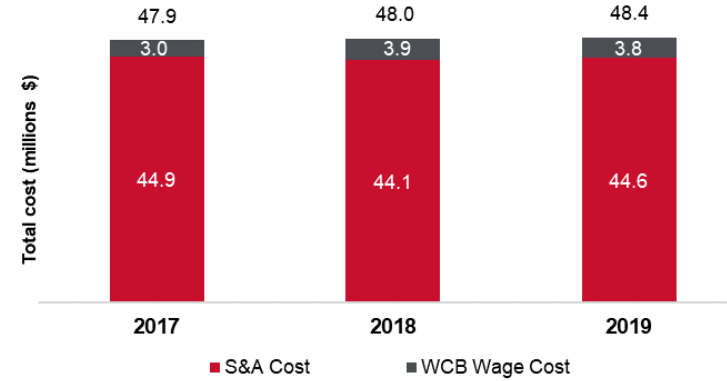


OHSW performance (key measures)

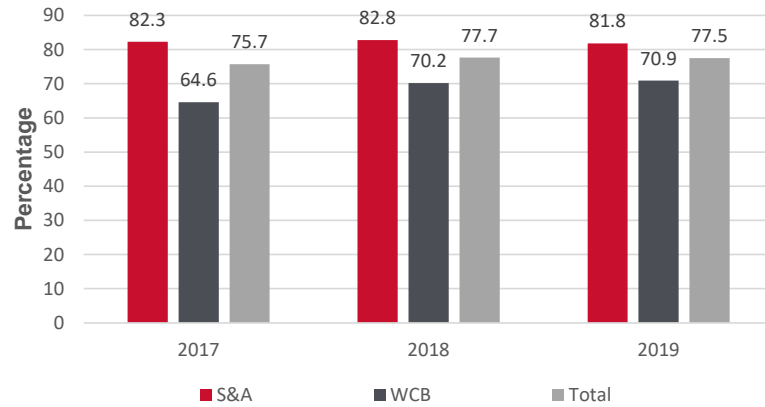
Lost Time Claims Frequency (LTCF)



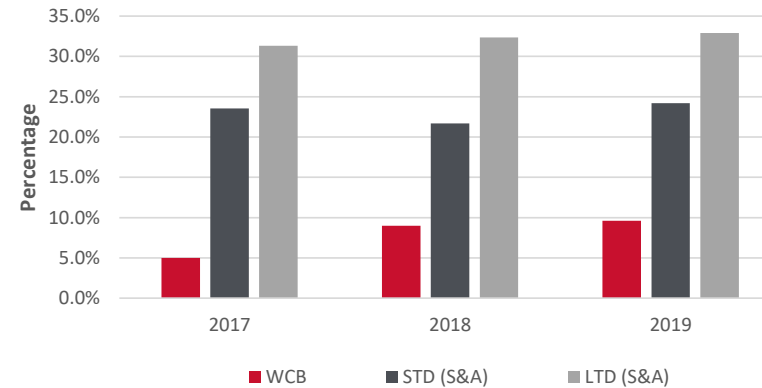
S&A and WCB Claims Costs



Claims Accommodated



Psychological Claims





2019 OHSW Performance Highlights

- Department LTCF improvements:
 - DCMO - Improvement of 58% over 2018 (Fleet BU improvement of 64%)
 - Transportation - Improvement of 8% over 2018
 - UEP - Improvement of 23% over 2018
- Achieved Certificate of Recognition (COR) Certification Audit. WCB rebate of \$993,445 received.
- Established 59 Joint Worksite Health and Safety Committees.
- Healthy Workplace Strategy approved by ALT.
- Safety Delivery Model Project completed.
- Delivered Safety and Health Month programming across the organization.
- Implemented recommendations from the Accommodation Strategy.
- Collaborated with Union executives on safety.
- Total direct and indirect Safety Cost Reduction 2019 = \$1.4 Million (compared to 2018).



Looking Ahead

Key initiatives for 2020:

- An increased focus on mental health and psychological safety.
- Completion of the 2020 COR Action Plan for COR recertification.
- Improvements on measuring health and safety data to better support decisions.
- The development of a mandatory OHSW leader online training course.
- WCB claims cost reduction initiative.

Continue with:

- Site inspection frequency.
- Field level hazard assessments.
- Reporting (quality and quantity).
- Incident investigations.
- Targeted safety strategies/actions.
- Leadership commitment.



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