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Report No. 2016-02-08
Date: March 30th, 2016

HALIFAX REGIONAL SCHOOL BOARD

Occupational Health & Safety – Update July 1, 2015 – December 31, 2015

PURPOSE: To inform the Governing Board of Occupational Health & Safety (OHS) matters.

BACKGROUND: Reporting on a semi-annual basis is part of a due diligence process so the Governing Board is aware of OHS significant statistics and activities.

CONTENT: Please see Appendix A - Occupational Health & Safety Update, July 1, 2015 – December 31, 2015.

COST: N/A

FUNDING: N/A

TIMELINE: N/A

APPENDIX: Appendix A - Occupational Health & Safety Update, July 1, 2015 – December 30, 2015.

RECOMMENDATION: It is recommended the Governing Board receive the report for information.

COMMUNICATIONS: N/A

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Occupational Health & Safety Update
July 1 to December 31, 2015

School Insurance Program (SIP) – Reported Incidents

| Group | Incidents | |
|----------------------|-----------------------|-----------------------|
| | Reporting Period | Same Period Last Year |
| | Jul 1 to Dec 31, 2015 | Jul 1 to Dec 31, 2014 |
| Employees* | 174 | 142 |
| Students and other** | 1531 | 1015 |
| Total | 1705 | 1157 |

* Employee incidents resulting in a lost time injury or medical attention may also be reported under Workers' Compensation Board or Injury on Duty below.

** SIP Incident Report forms are submitted by school administrators for incidents occurring to school community members during school related activities.

As data from SIP was not available in some earlier periods (software system upgrades) it is not possible to identify an anomaly or a trend in the quantity of incidents reported in the period.

Injury on Duty (NSTU)

This group of employees is not covered by WCB.

| Injury On Duty Applications Approved | |
|--------------------------------------|-----------------------|
| Reporting Period | Same Period Last Year |
| Jul 1 to Dec 31, 2015 | Jul 1 to Dec 31, 2014 |
| 19 | 8 |

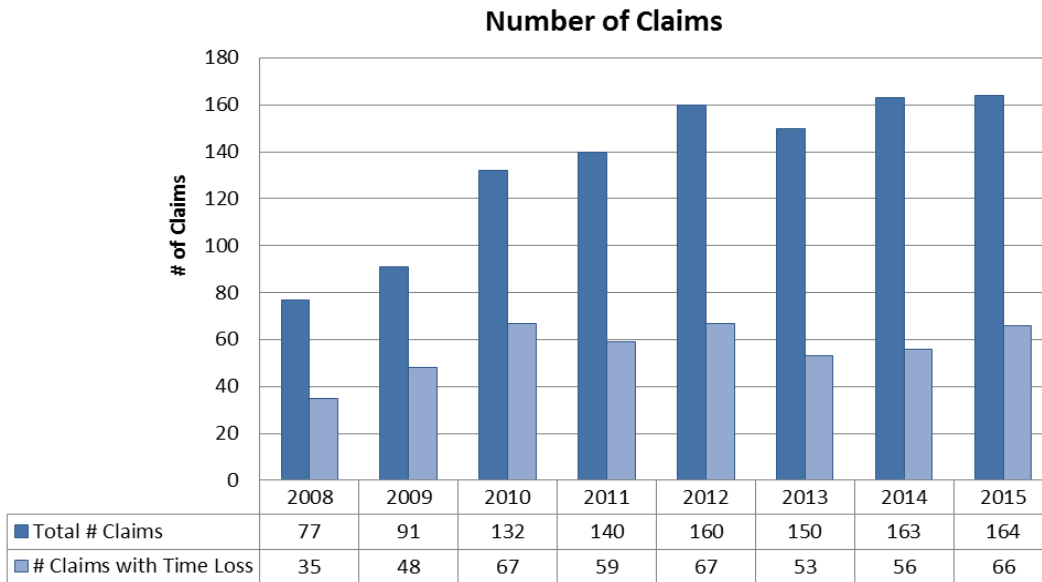
Ten of these claims resulted in time loss of a week or less. Ten claims were fall related, of which four claims resulted in broken bones. Previous period reporting numbers show ten to twelve claims. There appears to be no specific reasons, including inclement weather considerations, for the number and type of claims in this period.

Workers' Compensation Board (WCB) Claims

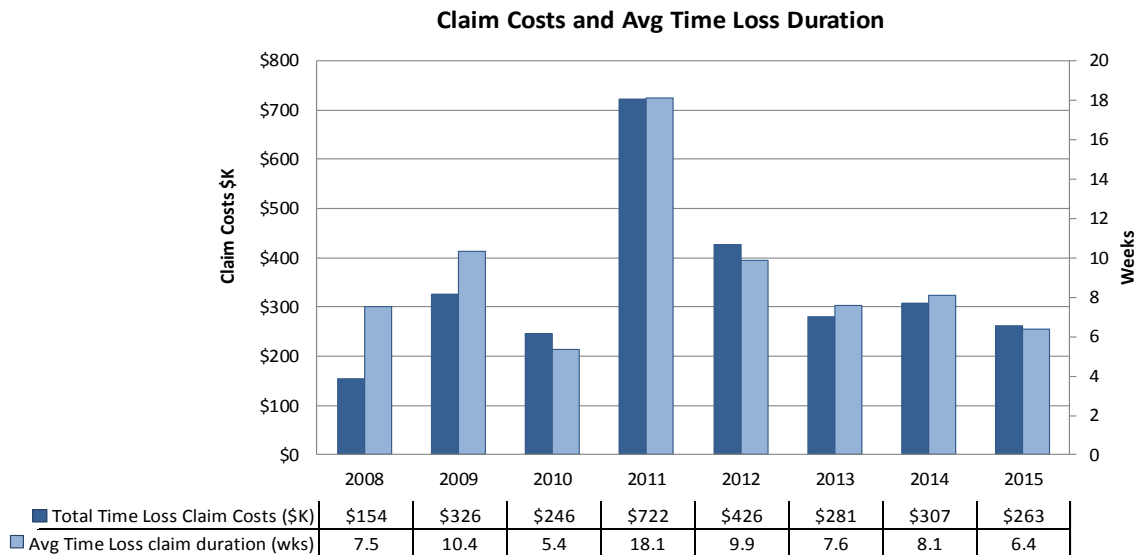
Sixty-seven (67) claims were submitted to the Workers' Compensation Board. Twenty-five (25) claims resulted in time lost from work and payment of wage benefits. All workers with lost time injury have returned to work on a full time basis or are on a graduated return to work plan.

| | Submitted | Claim Denied | Med Costs Only | Lost Time Claims |
|---------------|-----------|--------------|----------------|------------------|
| CUPE | 28 | 10 | 9 | 9 |
| NSUPE | 27 | 6 | 10 | 11 |
| NSGEU | 0 | 0 | 0 | 0 |
| EXCEL | 9 | 1 | 3 | 5 |
| LUNCH | 3 | 2 | 1 | 0 |
| PEG | 0 | 0 | 0 | 0 |
| Totals | 67 | 19 | 23 | 25 |

The following graph demonstrates year to date WCB data in relation to data of previous full years.



The following graph shows a relationship between claim cost and the duration of time loss claims.



Costs for some claims in 2014 and 2015 continue to “mature”.

The number of claims with lost time from 2011 to present is similar in quantity (upper graph) however there has been a significant decrease in the costs (lower graph). This may be explained by the severity of the claims and in the management of claims. Workers returning to work sooner on full time or graduated return to work plans lowers the duration of a claim and the related costs.

OH&S Division of (Department of Labour and Advanced Education)

| Workplaces Inspected | Workplaces with Compliance Order(s) Issued | Total Compliance Order(s) Issued |
|----------------------|---|-------------------------------------|
| 2 | 1 | 4 |

An Officer visited a school and assessed that a space in the utility room may be considered as *confined space* under the OHS regulations. Other observations were reported and a total of four orders issued. Two of the orders were with regards to testing and posting of current test certificates for the equipment and these were shortly thereafter posted and the orders closed. One order required a refresher training course for the joint occupational health and safety committee members and this also has been completed. Personnel trained in confined space entry are accessing the space on an as-need basis and modifications to the area are being considered, addressing the fourth order.

A concern forwarded to the OHS Division regarding mould in a school was also investigated and a positive report of a workplace inspection issued. No compliance order was issued.

Health & Safety Training

Nonviolent Crisis Intervention (NVCI): Safe Schools trained approximately 60 school based teachers in NVCI.

Emergency First Aid: thirteen were attended by 116 educational program assistants, 41 secretaries and 51 custodians.

HRSB and Nova Scotia Government and General Employees Union, Local 54, jointly hosted a professional development day for secretaries and clerks of the HRSB. Short sessions on office ergonomics, workplace hazards, return to work, respect in the workplace, incident investigation and incident reporting were facilitated by Human Resource Services.

Training was also held for EXCEL workers covering respect in the workplace and a talk on preventing workplace injury and body mechanics/ergonomics.

Request for Action(s)

Seven Requests for Action were received and processed during the six month period. Operations Staff, and in some cases with the Manager OHS, have visited the sites and addressed the issues.

Work Refusals

An odour in a school led to one refusal, inspections, renovations and air testing. The employee was assigned to another location while the work was done, withdrew the refusal and returned to work.

Air quality concern at a school with ongoing additions and alterations work led to another work refusal. Air test results indicated conditions well below acceptable level limits. The refusal process is complete.

An employee refused work for threat of personal safety and was assigned different work. Another employee was informed of the situation and accepted the work. The refusal was withdrawn.