

**Halifax Regional School Board
Occupational Health & Safety Update
July 1, 2017 – December 31, 2017**

Purpose

To inform the Governing Board of Occupational Health & Safety (OHS) matters for the period July 1, 2017 – December 31, 2017.

Background

This report is prepared twice per year to inform the Governing Board of OHS statistics and activities.

Content

Please see Appendix A - Occupational Health & Safety Update, July 1, 2017 – December 31, 2017.

Funding Details

N/A

Timeline

N/A

Appendices

Appendix A - Occupational Health & Safety Update, July 1, 2017 – December 31, 2017.

Recommendations

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

Communications

AUDIENCE	RESPONSIBLE	TIMELINE
Governing Board	Tracy O’Kroneg	February 28, 2018

Contact

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**OCCUPATIONAL HEALTH & SAFETY UPDATE
July 1, 2017 to December 31, 2017**

I. SCHOOL INSURANCE PROGRAM (SIP) – REPORTED INCIDENTS

Group	Jul 1 to Dec 31, 2017	Jul 1 to Dec 31, 2016
Employees	26	143
Students and other**	181	1215
Total	207*	1358

* The total number of incidents reported via SIP does not include reporting for all months in the period as this data was not available from SIP due to a technical error. The process for tracking HRSB Incident Reporting forms (instead of relying solely on SIP data) has been enhanced for future data reference.

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

II. INJURY ON DUTY - TEACHERS ONLY*

*Teachers are not covered by WCB.

Injury On Duty Applications Approved		
Jul 1 to Dec 31, 2017	Jul 1 to Dec 31, 2016	Jul 1 to Dec 31, 2015
19	13	19

Most teachers who had claims approved during this period returned to work during this period. One teacher is expected back in March and another is likely off for the remainder of the school year. Three claims had no Time Loss, five claims are of five days or less and six claims are in excess of two weeks lost time.

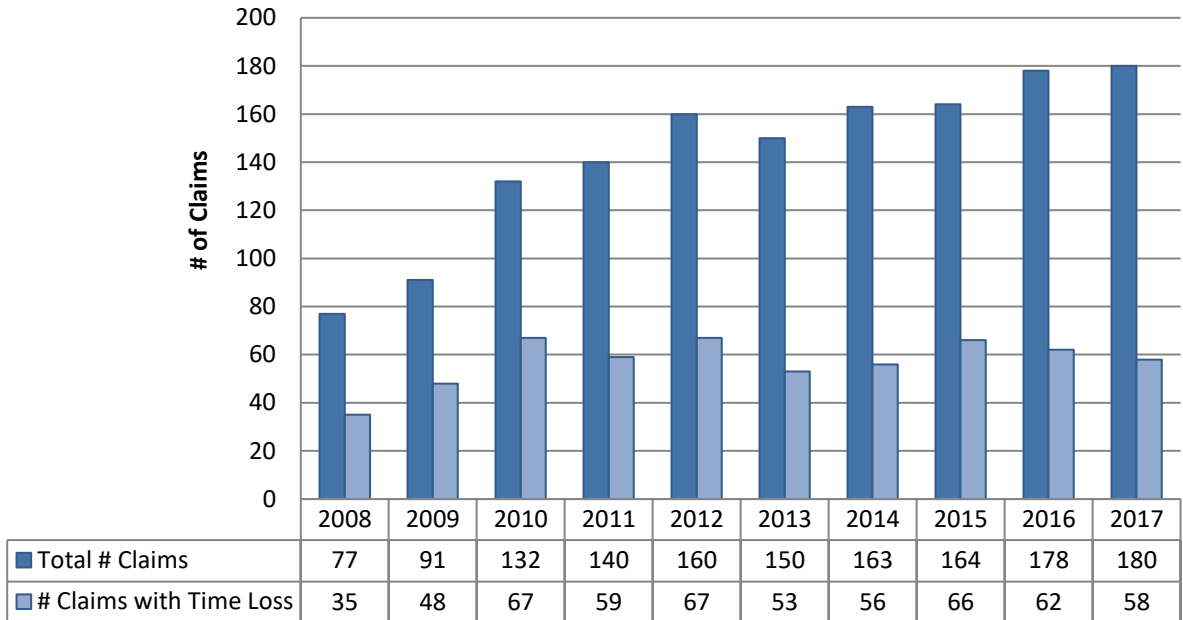
III. WORKERS' COMPENSATION BOARD (WCB) CLAIMS

Group	Submitted	No Cost	Medical Costs Only	Time Loss Claims
CUPE	43	13	21	9
NSUPE	26	6	6	14
NSGEU	0	0	0	0
EXCEL	8	2	4	2
LUNCH	2	0	1	1
PEG	1	0	1	0
Totals	80	21	33	26

Twenty-six (26) claims resulted in time loss from work and payment of wage benefits. Of these Time Loss claims, 19 of the employees returned to work, two were completing a gradual return to work plan and five had not yet returned to work during the period July 1, 2017 – December 31, 2017.

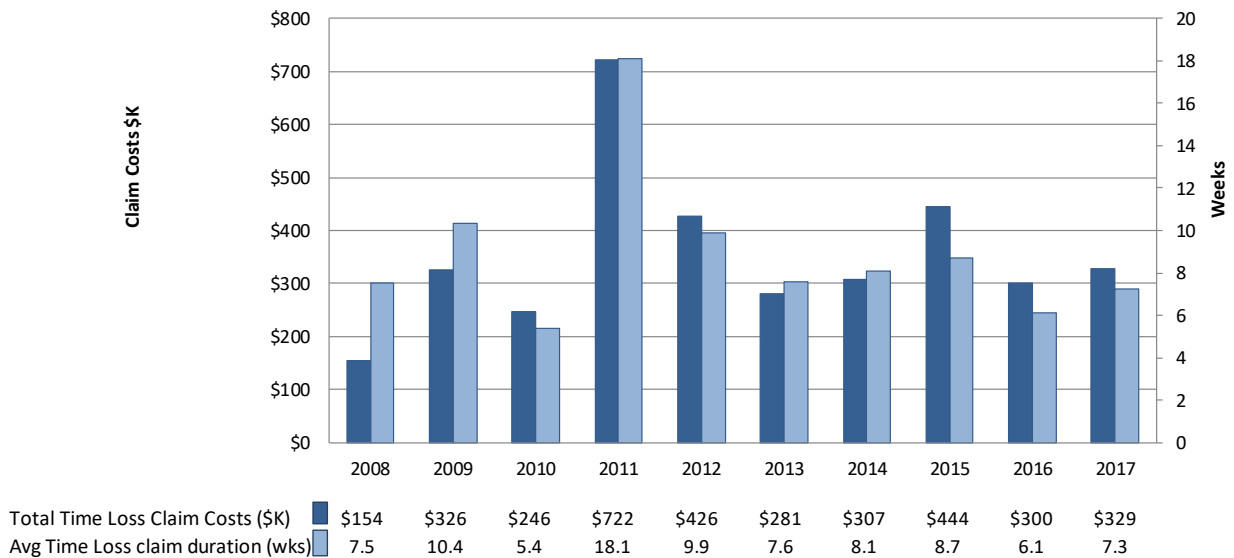
Eighty-two (82) total claims, including twenty-seven (27) lost time incidents were reported during the same period in 2016.

Number of Claims



The total number of submitted claims (WCB reported incidents) and the number of Time Loss claims during 2017 were similar to the 2016 totals. There is a slight decrease in Time Loss claims during the last two consecutive years.

Claim Costs and Avg Time Loss Duration



Although the total number of claims in 2017 has decreased slightly since 2016, the total cost and claim duration have increased slightly. This is likely the result of the nature of injury and treatment resulting from 20 claims, which all extended beyond five weeks of time loss. The nature of these claims were: fractures (2 claims), concussion (3 claims), physiotherapy clinics (3 claims), surgery (2 claims), awaiting possible surgery (4 claims), bad sprain (2 claims) and person* (4 claims). (*This refers to claims where the employee’s perspective of their situation (injury, work tasks, workplace satisfaction, etc.) is the main barrier to return to work and needs to be addressed, which can prolong a claim. There may also be additional treating providers/services involved to assist them in returning to work.) Additionally, the majority of the claims involve CUPE and NSUPE employees whose job demands are heavier, often requiring longer for employees with injuries such as concussion, fractures and surgery to return to work.

The WCB assessment rate decreased from \$4.11 in 2017 to \$3.84 in 2018. The average for the entire rating group (consisting of all schools boards in the province) for 2018 is 3.84.

IV. OCCUPATIONAL HEALTH & SAFETY (OHS) DIVISION OF THE DEPARTMENT OF LABOUR AND ADVANCED EDUCATION

Workplaces Inspected	Reports Written	Recommendations	Total Compliance Order(s) Issued
1	1	0	0

A site was visited in response to a work at height/fall protection regulation concern. The employees of the contractor were found to be in compliance.

V. HEALTH & SAFETY

The Occupational Health & Safety Policy was revised and approved by the Board during the period.

Workplace hazard assessments were conducted at all schools during the period.

Nonviolent Crisis Intervention (NVCI): Safe Schools facilitated two sessions, training 78 school-based teachers in NVCI and Student Services facilitated five sessions, recertifying approximately 171 Educational Program Assistants.

Emergency First Aid: Twelve sessions were attended by 188 Educational Program Assistants and school-based secretaries.

Optional PD for school administrators on Incident Investigation Reporting Process and the OHS Work Refusal Process was facilitated in November. HRSB continues to support and improve reporting and processing of all workplace incidents.

Online training modules for Learning Centre teachers and Educational Program Assistants were launched via the Scenario Learning safeSCHOOLS platform in November. The Operations Department also used the online training modules to train custodial employees. Online training modules for Joint Occupational Health and Safety Committee members will launch in February 2018. Further optional and mandatory online training modules will be made available to other employee groups in the future.

VI. REQUESTS FOR ACTION(S)

OHS-related requests for action(s) were received during the period, regarding:

- Indoor environment quality concern
- Mould and water ingress issue

These issues have been investigated and addressed.

Three schools (two gyms, a music classroom) requested and have been evaluated for noise level exposure to staff.

VII. WORK REFUSALS

None reported.