



Date: April 28, 2005

TO: Board Members - Parks and Recreation

FROM: General Manager - Parks and Recreation

**SUBJECT: Employee Health & Safety (EH&S) -
Accomplishment Report**

RECOMMENDATION

THAT the Board receives this report for information.

DISCUSSION

The Vancouver Park Board has continued to experience positive results in the reduction of injuries to staff and creating a safe and healthy work environment. This ongoing achievement is a direct result of management and union support and staff commitment to safety by promoting safety awareness, participation in training and consultation with front line staff in the development of safe work practices and procedures.

Highlights

Injury Reduction

Since 2000 the Park Board has set annual goals in the reduction of workplace injuries. Each and every year the Park Board has achieved continued success. As shown in the table below time loss claims submitted to WCB have decreased by 25.6% (129 to 96) from 2000 to 2004. As a result of this reduction, hours paid due to time loss injuries have been significantly reduced. The Vancouver Park Board has been one of the leaders in the City of Vancouver in this area.

Total WCB Time Loss Claims Submitted to WCB

Department	WCB TLC 2000	WCB TLC 2001	WCB TLC 2002	WCB TLC 2003	WCB TLC 2004
Park Board	129	107	99	110	96
Civic Theatres	0	1	1	3	2
City Clerk	1	0	0	1	1
Law	0	0	0	1	0
Community Services	15	21	28	26	24
Corporate Services	17	16	21	16	17
Engineering	269	277	194	197	186
Fire and Rescue Services	228	138	136	146	90
Human Resource Services	0	1	0	0	0
VPD	143	98	105	112	108
Library	20	17	26	18	16
Total	822	676	*610	*630	*540

*These numbers do not include reoccurrences.
 There were 72 reopened WCB claims in 2002.
 There were 95 reopened WCB claims in 2003.
 There were 76 reopened WCB claims in 2004.

The Board has also experienced fewer hours lost for these claims as well. In 2000 hours lost were 34,431 while in 2004 they were 21,984 a drop of 36.2% as shown in the table below.

Total Hours Lost Due to WCB Claims (Regular Full-Time Staff Only)

Department	WCB Hours 2000	WCB Hours 2001	WCB Hours 2002	WCB Hours 2003	WCB Hours 2004
Park Board	34,431	21,436	19,258	23,612	21,984
Law	0	0	0	167	0
Civic Theatres	0	454	0	0	16
City Clerk	0	413	126	453	0
Community Services	2,296	1,740	1,357	1,411	4213
Corporate Services	7,021	3477	5,548	3,167	5284
Engineering	87,752	89,524	60,0178	40,729	45,355
Fire and Rescue Services	44,167	34,963	31,237	38,539	28,445
Human Resource Services	0	483	0	0	0
VPD	21,234	16,711	18,187	20,952	18,724
Library	3,855	2,109	2,164	1,407	919
Total	200,758	171,314	138,055	130,437	124,940

Claims in excess of 250 hours are deemed to be complex and can result in a staff person being off for a long period of time. The City of Vancouver staff reviews these claims in order to develop strategies for a safe and health return to the workplace. Again the Board has experienced a significant decrease. As shown below in 2003 there were 12 claims in excess of 250 hours, while in 2004 that number dropped to 7, which is less than 1% of Regular Full-Time staff.

Total Number of Claims in Excess of 250 Hours Lost

Department	RFT Headcount as of December 2003	Number of Claims in Excess of 250 Hours as of December 2003	RFT Headcount as of December 2004	Number of Claims in Excess of 250 Hours as of December 2004
Park Board	689	12	705	7
Corporate Services	410	1	420	1
Engineering	1662	14	1650	16
Community Services	509	0	523	2
Fire and Rescue Services	815	14	814	7
VPD	1408	7	1465	4
Library	396	0	397	1
Total	5889	48	5974	38

Staff Training

In 2004 over 1,200 staff attended safety training sessions to educate themselves in general safety topics such as Workplace Violence or other highly specialized training in high risks activities such as confined space entry and fall protection. Many of these training sessions are instructed by our in-house staff whom have become leaders in the industry.

Ergonomics Program

Soft tissue type injuries continue to have the highest incident rate for our staff. Our main focus in injury reduction has continued to be in the area of ergonomics related injuries in the field such as horticulture. Staff have been provided with training in this area and are applying their skills, such as conducting risk assessments and implementing controls to prevent soft tissue injuries. A good example of these interventions is staff consulting with the Facility Development Coordinators and participating in the design phase of projects, which allows them to engineer safety into the design of our facilities.

Wellness Program

In 2004 Park Board staff were provided opportunities to attend “Healthy Hearts at Work” workshops where staff were able to have their blood pressure, blood glucose, and cholesterol checked and talk to nutritionists. This program creates awareness for staff and helps them make healthy choices.

SUMMARY

2004 was another good year for employee health and safety, which can be directly attributed to all our efforts to create and maintain a safe and healthy work environment. Preventive steps and awareness programs are translating into reduced numbers & severity of injuries. We look forward to sustaining the current level of commitment to a healthy and safe workplace.

Prepared by:

Corporate Services
Board of Parks & Recreation
Vancouver, B.C.