

Frequency of Lost Time Injuries

10-Year Target: Zero lost time incidents

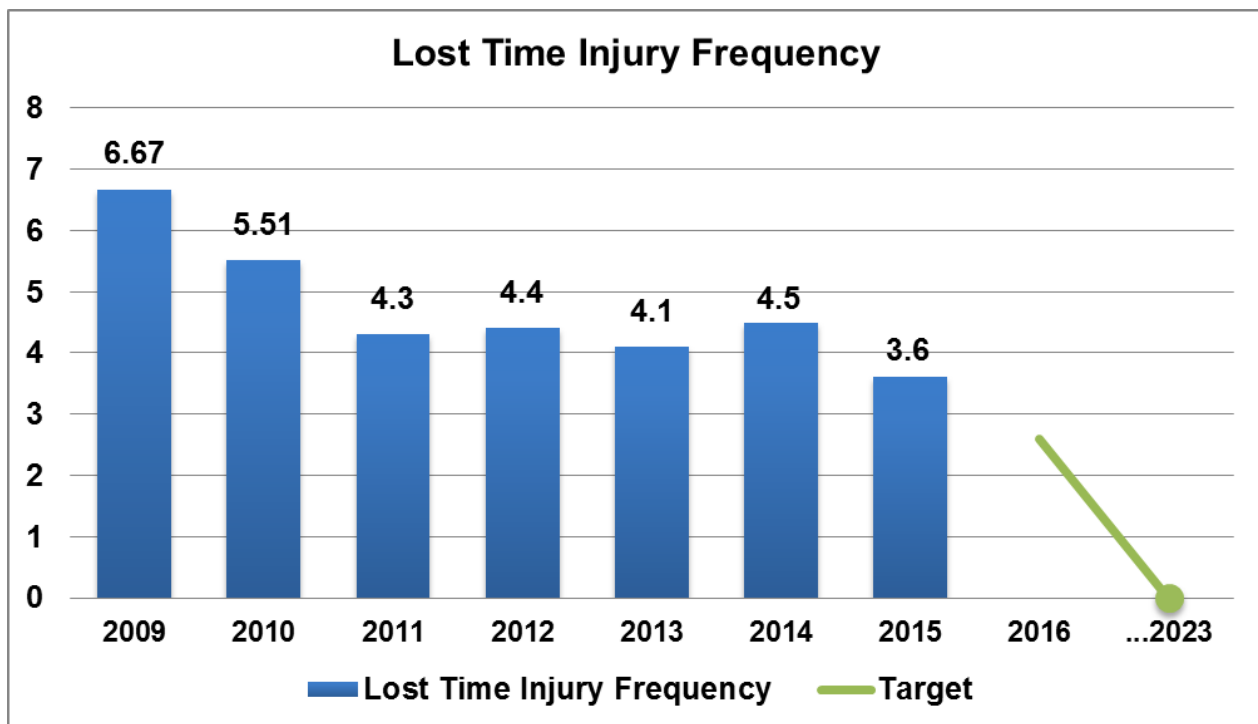
Description: “Lost Time Injury Frequency” (LTIF) measures our success in making health and safety a top priority under our goal for “Continuous Improvement”. The target is to eliminate incidents and causes of injuries which result in lost time from work.

$$\text{LTIF} = \frac{\text{Number of lost time injuries} \times 200,000}{\text{Number of employee labour hours worked}}$$

Note: 200,000 is the base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year).

How are we doing?

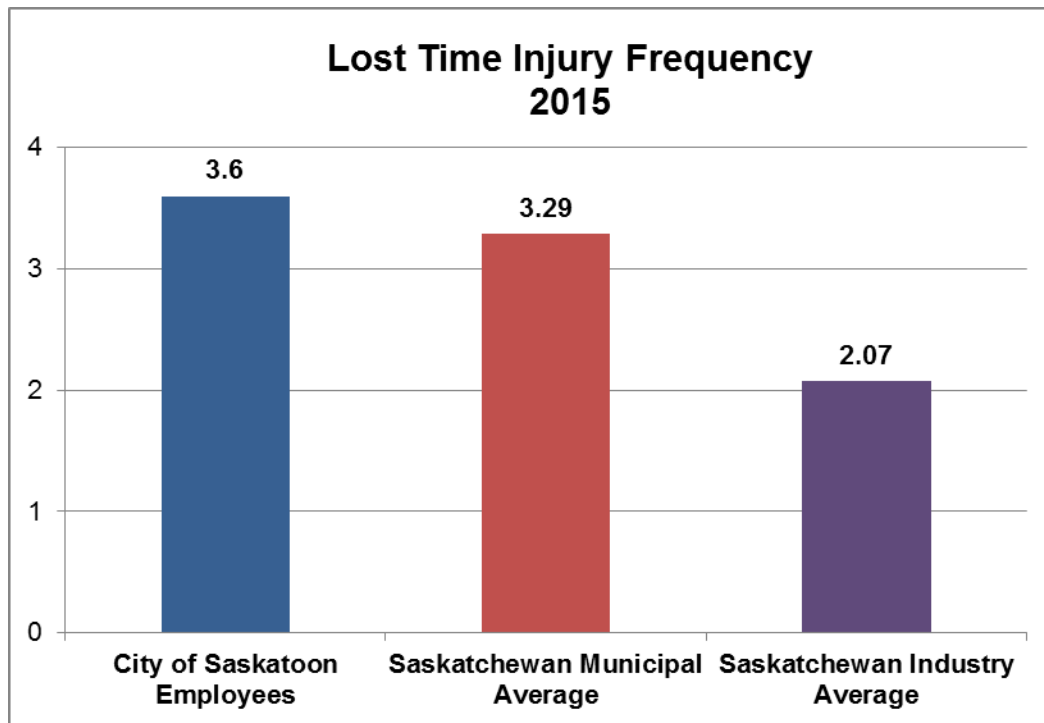
Lost work time due to injuries relative to the number of hours employees worked has been relatively consistent over the past four years. However in 2015, an 18% reduction in LTIF was achieved.



Source: City of Saskatoon

How are other cities doing?

Saskatoon's lost time is similar to the average lost time in other Saskatchewan municipalities but is higher than the overall Saskatchewan industry average. As the largest municipal employer in the province, Saskatoon's lost time has a significant influence on the average for all Saskatchewan municipalities.



Sources: City of Saskatoon and Workers Compensation Board

What do we need to do to achieve this target?

An integrated Health and Safety Management System is being implemented to make health and safety a top priority. Culture change will be influenced by increasing safety awareness to reduce injuries through:

- Regular safety and toolbox meetings
- Regular Occupational Health and Safety (OHS) Committee meetings
- Inspections
- Incident investigations
- Ergonomic assessments and adaptations
- Enhanced training, particularly for new equipment operators

Over the longer term, safety can be improved through implementing an online health and safety management software system to provide quick collection of more comprehensive information so that timely corrective action can be undertaken to prevent future similar injuries.

What are the benefits of achieving the target?

- Positive impact on employees' personal lives and daily living activities
- Reduced pain and suffering for employees
- Positive impact on productivity and employee morale
- Lower Workers Compensation Board (WCB) rates as expenses associated with medical treatment, rehabilitation, and pension costs for long-term claims are reduced

What are the risks?

- "Lost time" may not be interpreted the same by those reporting on the measure, thereby reducing the value of comparative information.
- Anticipating and preventing all sources of accidental injury may not be achievable or practical in some cases where risk is small. Risk versus benefits need to be considered when making investments.
- Sometimes incidents occur when situations interact in unexpected ways.
- Incidents may not be reported if they are associated with disincentives or loss of incentives.