

Monitoring disabling injury rate enables us to determine the effectiveness of programs that provide AHS employees, volunteers and physicians with a safe and healthy work environment, and keep them free from injury. The lower the rate, the less injuries are occurring at work...

Legend

- ★ Target achieved
- Improvement
- ▲ Stable than prior period ≤3%
- Area requires additional focus

Most Recent Time Period: Q1YTD 2017-18



Provincial

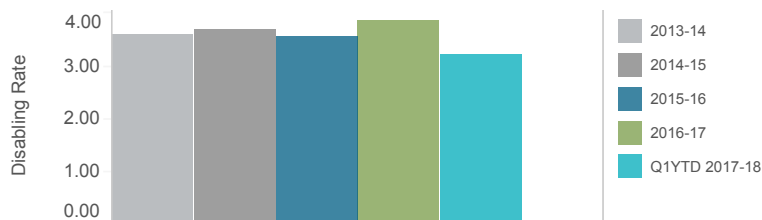


2017-18 Target

Disabling Injury Rate by AHS Portfolio

Level of Portfolio	Portfolios or Departments	2015-16	2016-17	Q1YTD 2016-17	Q1YTD 2017-18	Trend	2017-18 Target
Provincial	Provincial	3.57	3.85	3.16	3.21	★	3.5
Zone	South Zone Clinical Operations	3.54	3.50	2.30	2.65	★	3.5
	Calgary Zone Clinical Operations	3.54	3.86	3.42	3.46	★	3.5
	Central Zone Clinical Operations	4.00	4.14	3.00	4.38	●	3.5
	Edmonton Zone Clinical Operations	3.59	3.83	3.06	3.27	★	3.5
	North Zone Clinical Operations	4.33	3.78	2.26	2.76	★	3.5
Provincial Portfolios	Cancer Control	1.71	1.43	0.68	0.66	★	3.5
	Capital Management	2.37	3.77	3.52	2.00	★	3.5
	Collaborative Practice, Nursing & Health Profession	4.93	4.23	3.56	7.31	●	3.5
	Community Engagement and Communications	0.00	0.00	0.00	0.00	★	3.5
	Contracting, Procurement & Supply Management	2.70	3.74	3.09	3.50	★	3.5
	Diagnostic Imaging	1.81	2.90	2.91	2.46	★	3.5
	Emergency Medical Services	12.92	15.09	14.21	13.51	■	3.5
	Finance	0.16	0.33	0.66	0.66	★	3.5
	Health Information Management	1.29	2.19	1.23	1.23	★	3.5
	Information Technology (IT)	0.25	0.16	0.00	0.21	★	3.5
	Internal Audit and Enterprise Risk Management	0.00	0.00	0.00	0.00	★	3.5
	Laboratory Services	1.31	1.55	1.05	1.22	★	3.5
	Linen & Environmental Services	7.62	8.00	7.21	5.43	■	3.5
	Nutrition Food Services	5.91	5.38	4.28	3.93	■	3.5
	People, Legal, and Privacy	0.74	0.50	0.00	0.39	★	3.5
	Pharmacy Services	1.09	1.69	1.37	0.00	★	3.5
	Population Public & Indigenous Health	1.29	1.13	0.41	0.41	★	3.5
	Research, Innovation and Analytics	0.27	0.26	0.00	1.48	★	3.5

Disabling Injury Rate by Fiscal Year, Provincial



Source: AHS Workplace Health & Safety and Disability Management and WCB Alberta, Electronic Payroll Analytics (ePA), 2017.18 June YTD data as of August 10, 2017

Notes: Community Engagement & Communications and Internal Audit & Enterprise Risk Management reporting of "0.00" is accurate and reflects these two portfolios having very safe and healthy work environments.

Objective 10: Reduce disabling injuries in our workforce.

WHY THIS IS IMPORTANT

Safe, healthy workers contribute to improving patient care and safety. AHS is committed to providing a healthy and safe work environment for all. The AHS health and safety strategy includes four areas of focus: physical safety, psychological safety, healthy and resilient employees and safety culture. Through knowledgeable and actively engaged staff, physicians and volunteers, we will reduce injuries across our organization.

AHS PERFORMANCE MEASURE: Disabling injury rate

Disabling injury rate is a representation of how many AHS workers are injured seriously enough to require modified work or time loss from work per 200,000 paid hours.

UNDERSTANDING THE MEASURE

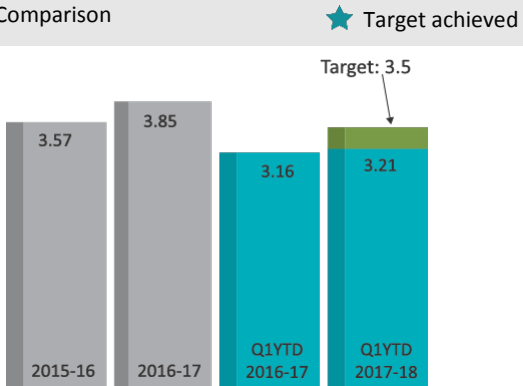
Monitoring disabling injury rate enables us to determine the effectiveness of programs that provide AHS employees, volunteers and physicians with a safe and healthy work environment, and keep them free from injury.

HOW WE ARE DOING

The lower the rate, the less disabling injuries are occurring at work. In Q1, disabling injury rate for the province remained stable from the same period as last year, and is meeting target. Patient handling, manual material handling and other ergonomic factors are the leading causes of injury for AHS employees.

Effective injury prevention plans will be established for areas showing deterioration. This will be closely monitored on an ongoing basis.

Disabling injury rate
Quarterly Comparison



WHAT WE ARE DOING

Workplace Health and Safety (WHS) continues to work with operational leaders to reduce musculoskeletal injury associated with patient handling and manual material handling. This is the main type of injury in health care. Over the next three years, efforts will be focused on those areas which experience the highest rates of injury over an extended period of time. WHS supports operational areas to ensure staff are appropriately trained on *It's Your Move* and *Move Safe* ergonomic programs, which aim to prevent lifting and handling injuries.

The AHS is committed to provide psychological safety with an increased focus on aggression and violence in the workplace. The number of workplace violence incidents reported on MySafetyNet in Q1 was 680, of which 96% were patient to worker incidents; 7% resulted in lost time injury. Increases in reporting is expected and considered a positive outcome of improved reporting culture. A baseline is currently being established for violent incidents.

Technology can be an important adjunct to injury reduction. Installation of new power cot and power lift program across direct delivery system in emergency medical services (EMS) will commence in the fall.

Education and training are a key resource in a strong safety culture including:

- The new *Workplace Inspection Training for Workers* is available on MyLearningLink. This one-hour training provides learners with the working knowledge to conduct inspections in their workplace to ensure hazards are identified and corrective actions are used.
- EMS participated in Non-Violent Crisis Intervention training for all its staff.
- All new leaders must complete *Leading Health and Safety in the Workplace: Fundamentals* education. This course supports leaders with the fundamental knowledge to create a safe, healthy, and inclusive workplace.
- Across AHS there is continued focus on raising awareness of available training programs, injury prevention tools, and health and wellness resources, e.g. *Not Myself Today* campaign, and other AHS internal website resources.

The 2017-2021 Health and Wellness Action Plan outlines how AHS will provide resources and supports to guide priority health and wellness needs expressed by the respondents to the 2016 Employee Wellness Survey and directly supports Our People Strategy. The Action Plan will help to create a psychologically healthy and safe work environment and engage our people in the creation of a safe, healthy and resilient workforce.