

DISABLING INJURIES IN AHS WORKFORCE

DEFINITION: The number of AHS workers requiring modified work or time loss from work per 200,000 paid hours (approximately 100 full-time equivalent workers).

WHY THIS IS IMPORTANT: Our disabling injury rate enables us to identify Workplace Health & Safety (WHS) programs that provide AHS employees, volunteers and physicians with a safe and healthy work environment and keeps them free from injury. The lower the rate, the fewer disabling injuries are occurring at work.

AHS' Disabling Injury Rate has shown deterioration year-over-year and, while the number of reported injuries has been increasing overall, the rate of increase has slowed. Changes to the Workers Compensation Board (WCB) Act in 2018 has broadened the scope of injuries that are acceptable by the WCB. This includes harassment and violence incidents as well as presumptive coverage of psychological injuries.

Disabling Injury Rate, Q3YTD 2019-20



2019-20 Actual

2019-20 Target

Disabling Injury Rates

Level of Portfolio	Portfolio or Departments	2015-16	2016-17	2017-18	2018-19	Q3YTD 2018-19	Q3YTD 2019-20	2019-20 Target
Province	Provincial	3.57	3.85	4.11	4.12	3.90	4.19	3.30
Zone	South Zone Clinical Operations	3.57	3.50	3.75	4.23	3.87	4.22	3.30
	Calgary Zone Clinical Operations	3.56	3.88	4.89	4.88	4.66	4.50	3.30
	Central Zone Clinical Operations	3.88	4.12	4.91	4.37	3.93	5.68	3.30
	Edmonton Zone Clinical Operations	3.48	3.73	4.11	4.11	4.06	3.79	3.30
	North Zone Clinical Operations	4.35	3.75	4.08	4.40	4.19	5.61	3.30
Provincial Portfolios	CancerControl Alberta	1.68	1.47	1.03	1.54	1.30	2.27	3.30
	Capital Management	2.15	2.74	2.24	2.47	2.20	2.89	3.30
	Chief Information Officer	0.26	0.17	0.21	0.10	0.13	0.12	3.30
	Clinical Workforce Strategy & Services	n/a	n/a	10.23	10.48	10.43	11.50	3.30
	Community Engagement & Communications	0.00	0.00	0.00	0.00	0.00	1.15	3.30
	Contracting, Procurement & Supply Chain Management	2.61	3.85	3.24	4.59	3.34	4.08	3.30
	Diagnostic Imaging Services	1.85	2.86	3.57	3.79	3.70	3.03	3.30
	Emergency Medical Services	12.94	15.09	15.02	12.80	12.69	13.05	3.30
	Finance	0.16	0.33	0.56	0.38	0.50	0.77	3.30
	HR, Legal & Privacy, WHS	n/a	n/a	0.50	0.34	0.11	0.86	3.30
	Internal Audit & Enterprise Risk Management	0.00	0.00	0.00	0.00	0.00	2.86	3.30
	Nutrition, Food, Linen & Environment	6.95	6.89	6.35	6.50	6.19	6.76	3.30
	Office of CMO & Medical Affairs	0.70	1.18	0.88	0.81	0.70	0.75	3.30
	Pharmacy Services	1.05	1.69	1.22	1.14	1.01	1.45	3.30
	Protective Services	n/a	n/a	8.54	11.13	9.60	11.06	3.30
	System Innovations and Programs	0.27	0.25	0.61	0.70	0.58	0.41	3.30

Sources: WCB Alberta and e-Manager Payroll Analytics (EPA). EPA 2017-20 YTD data as of March 2020. WCB data April-December 2019 as of March 2020. Data retrieved April 13, 2020.

Notes:

- This measure is reported one quarter later as data continues to accumulate as individual employee cases are closed.

- Reporting of "0.00" is accurate and reflects these portfolios having no disabling injuries.

- As of Q3 2019-20, Clinical Workforce Strategies and Services is reported separately from the previous Health Professionals & Practice Portfolio.

- Accurate mapping of historical data is not possible as a number of functional centres were disabled in March 2019. As a result, some employees were not mapped to any portfolio for historical data up to 2016/17.

Revised: July 30, 2020.