



Office of the CAO

Prepared for: Council-in-Committee

Report: CAO-05-2026

Meeting Date: April 13, 2026

1. Title

2025 Health and Safety Statistics Report

2. Recommendations

That: Council receive Report CAO-05-2026 regarding the Corporation's 2025 Health and Safety Statistics for information purposes.

3. Relation to Council's Corporate Strategic Plan

Priority: Quality of life and community well-being

Initiative: Monitoring and reporting on corporate workplace and health and safety performance.

4. List of Stakeholders

- Employees
- CUPE Local #714
- Managers and Supervisors
- Members of Council
- Taxpayers

5. Purpose of Report

Council monitors the Corporation's health and safety performance by reviewing an annual health and safety report. This report is for the year 2025 (January 1, 2025 – December 31, 2025)

6. Analysis

The Corporation's health and safety performance, as of December 31st, 2025, is illustrated in the tables below.

In 2025, The Corporation of the Town of Fort Erie had a total of 91 incidents, including fifteen (15) WSIB claims, with four (4) lost time injuries, and 21 lost workdays.

Breakdown of statistics for the Town of Fort Erie staff and Fort Erie Fire Department are listed below.

Town of Fort Erie (TOFE) – Employee Incident Report

- In 2025, TOFE had 78 total incidents that included eleven (11) WSIB claims, with three (3) lost time injuries, equalling sixteen (16) days of work lost.

2025 TOFE Lost Time Incidents

LT FREQUENCY – TOFE STAFF			
Year	# of LTI's	LTI Frequency	Rate Group Avg LTI Frequency
2025	3	1.71	1.98
2024	2	0.78	1.55
2023	3	1.62	1.74
2022	1	0.93	1.96

2025 – TOFE – Employee Incident Summary

<u>2025 Stats - Total of 78 Incidents</u>	<u>2024 Stats - Total of 60 Incidents</u>
23 – Non-WSIB Employee	8 – Non-WSIB Employee
19 – Non-Employee	24 – Non-Employee
18 – Vehicle Incidents	11 – Vehicle Incidents
10 – Equipment / Property Damage	11 – Equipment / Property Damage
11 – WSIB (3 Lost Time Injuries = 16 lost days of work)	6 – WSIB (2 Lost Time Injuries = 3 lost days of work)

Fort Erie Fire Department (FEFD) Employee Incident Report

In 2025, FEFD had 13 total incidents that included four (4) WSIB Claims, with one (1) lost time injury, equalling five (5) days of work lost.

2025 FEFD Lost Time Incidents

LT FREQUENCY – FEFD			
Year	# of LTI's	LTI Frequency	Rate Group Avg LTI Frequency
2025	1	0.72	2.28
2024	1	0.78	2.23
2023	2	1.62	2.60
2022	0	0.93	2.06

2025 – FEFD – Employee Incident Summary

<u>2025 Stats – Total of 13 Incidents</u>	<u>2024 Stats – Total of 11 Incidents</u>
7 – Non-WSIB Employee	4 – Non-WSIB Employee
0 – Non-Employee	1 – Non-Employee
2 – Vehicle Incidents	2 – Vehicle Incidents
0 – Equipment / Property Damage	1 – Equipment / Property Damage
4 – WSIB (1 Lost Time Injury = 5 lost days of work)	3 – WSIB (1 Lost Time Injury = 19 lost days of work)

Training

As in previous years, employees continue to receive regular health and safety training on workplace specific hazards, notably:

- Worker Awareness and Supervisor Awareness Training
- WHMIS
- Joint Health & Safety Committee Certification
- Supervisor Competency Training
- First Aid and AED
- Working at Heights
- Medical Testing for Asbestos & Silicia (Public Works)

- Hearing Test – 2025 – New hires
- Traffic Control – Book 7

2025 - Ministry of Labour visits = 3

1. **February 21, 2025 – Asbestos Complaint** – Ministry of Labour received a complaint regarding the presence of asbestos containing material in a building located at 136 Gilmore Road, Fort Erie - Centennial Public Library. Orders were issued to prepare a record of all asbestos materials on-site, and have each location tested to determine if the asbestos was friable or non-friable. June 2025 – Stage 1 of the abatement took place in notably areas of the library and stage 2 will commence in 2026 to remove the remaining asbestos containing material.
2. **April 9, 2025 – Occupational Illness FEFD** – Ministry of Labour followed-up to an occupational illness reported by a former FEFD employee. The illness was not part of the “presumptive legislation” and the Ministry followed up with the fire department to ensure self-contained breathing apparatus were appropriate and that the FEFD abides by the Firefighter’s Cancer Prevention Checklist. Claim was not allowed.
3. **September 3, 2025 – Vehicle Incident** – During a road closure on Townline Road, the roads crew were clearing ditches when a public vehicle entered the closed road area and clipped one of the Town’s workers as the worker was exiting a vehicle. Worker was transported to hospital for treatment and observation. No orders were issued, but the Ministry recommended to upgrade our road closure procedure to ensure no vehicle enters a road closure area.

Medical Surveillance Testing

2025 – Continued with the medical surveillance testing for asbestos and silica testing for our operational staff. Five (5) employees from the roads department and arena staff were tested. Testing in 2026 will continue with the remaining arena staff, by-law and planning departments.

Testing to occur every 5 years. Testing should be implemented for all new hires, and when employee(s) leaves the Town.

2025 – Hearing Tests – resumed with baseline hearing tests, that commenced in 2023. 81 participants were tested in 2025 which included new hires and existing staff.

In 2026, 40 existing staff will be coming due for their 3 years testing, in addition to new hires.

Testing will be completed every three (3) years for those who are exposed to loud noise at the workplace, whereas individuals with less exposure at the workplace (e.g. office staff), will be tested at a five (5) year mark.

7. Financial, Staffing and Accessibility (AODA) Implications

Our 2025 WSIB premiums were \$460,643 based on a premium rate of \$2.51/100 of insurable earnings.

In addition, we received a rebate of \$263,738 and the net WSIB cost to the Corporation for 2025 was \$196,905.

(Comparison - Our 2024 WSIB premiums were \$372,120.57 based on a premium rate of \$2.65/100 of insurable earnings)

Premiums are paid on behalf of full-time, casual, part-time and student employees, crossing guards and volunteer firefighters.

According to industry standards, typical *indirect* LTI costs (lost productivity, recruitment and selection of replacement, overtime, etc.) amount to four times *direct* LTI costs.

The Corporation enjoys the benefit of two active and engaged Multi-Site Workplace Joint Health and Safety Committees. The Corporation's front-line supervisors are adept at demonstrating due diligence on a daily basis. Every supervisor and manager are evaluated annually on their health and safety competency as part of The Corporation's Performance Management program.

8. Policies Affecting Proposal

N/A

9. Comments from Departments, Community and Corporate Partners

Comments are incorporated into the body of the report.

10. Alternatives

No alternatives at this time.

11. Communicating Results

Our health and safety outcomes are communicated through the posting of the Joint Health and Safety Committee minutes in the workplace.

12. Conclusion

Council receives report CAO-05-2026 for information purposes on the Corporation's Health and Safety status for the year of 2025.

13. Report Approval

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14. Attachments

N/A