

# HARD HAT NEWS



## Wrobel elected new Chair of BCCSA

**J**OE WROBEL is one busy man: Besides his responsibilities as new Chair of BCCSA's Board of Directors, he's also Chair of the Business and Market Development

Committee of the Canadian Construction Association and a Director of the Transportation Career Development Association (part of the ITA). Oh, and then there's the small matter of running his own company!

So why would someone who already had so much on his construction industry plate take on even more? The owner of JPW Road & Bridge Inc. (a COR company) says that after many years as a member of the Board, it was time for him to take a turn as Chair.

While he and his colleagues have much to do on behalf of Alliance members, Wrobel says a primary goal will be to ensure that contractors are aware of the full value they receive for their investment in construction safety.

"Our mandate is to provide our members with a variety of prevention-based programs and services. This is something we do well, and we place a lot of focus on promoting these services. But I believe it

It is important to talk about safety as both a responsibility and something that makes good business sense.

is important to talk about safety as both a responsibility and something that makes good business sense on any number of levels," says Wrobel. "When you focus on safety you send a strong message about your commitment to creating safe workplaces. As accidents and injuries are

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## Pilot project looks at impact of early intervention

**T**HE BCCSA is collaborating with WorkSafeBC and Centric Health on a pilot project to examine the impact on return-to-work of early intervention for soft tissue injuries such as strains and sprains. About 200 BCCSA contractors, all of whom have achieved Injury Management COR, have agreed to participate in the Direct Access pilot project, which got underway in October.

Under the initiative, injured workers are sent to one of Centric Health's LifeMark physiotherapy clinics in Surrey, Vancouver, Richmond, or Langley, where they receive same-day assessment and associated treatment (those who require additional diagnostics, such as x-rays, are referred to a network of doctors associated with Centric Health). Also the same day, LifeMark clinical staff – who

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**We won!** (SEE PAGE 3 FOR THE DETAILS!)



**BCCSA IS PLEASED AND PROUD** to be the 2014 recipient of the NAOSH Association Category Award for our Make Safety a Habit campaign! Pictured at the awards luncheon in October are Lui Garcea, Assistant Director, Marketing and Communications and Strategic Partnerships (far left); Executive Director Mike McKenna (3rd from right); Communications Manager Alicia Brady-Deaust (far right); and Michelle Beauregard, Project Administrator (next to Brady-Deaust). With them are Wendy Bennett, President, NAOSH BC Steering Committee, and Dale Walker, Director of Industry and Labour Services, WorkSafeBC.

# Project focuses on early treatment for soft tissue injuries

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are familiar with construction injuries and work considerations – put together a rehabilitation plan and a suggested stay-at-work or return-to-work plan for consideration by the worker and employer. LifeMark staff will also monitor the claims and rehab processes, in conjunction with employers, physicians, and WorkSafeBC.

To date, about 20 workers have gone through the program, and employers report that intake, assessment, and treatment are proceeding as advertised.

## We know that early intervention for soft tissue injuries can be successful.

BCCSA Executive Director Mike McKenna is excited about the potential, given that soft tissue injuries such as sprains and strains account for 45% of all construction injuries and have an average duration of 45 days.

“We know that early intervention for soft tissue injuries has shown to be very successful and yet for various reasons, it can sometimes take weeks for treatment

to begin. For example, workers are often given an automatic two weeks off by a physician, even though they could be at work much sooner performing appropriate modified duties,” McKenna said. “This project is designed to get treatment started and to generate an acceptable return-to-work plan on the same day the injury occurs. We think the results are going to be positive for workers and employers.”

Mike Barstead, Superintendent of Safety Training for participating company Jacob Bros Construction, agrees. One of his company’s workers, who injured his shoulder and received assessment and treatment at a LifeMark clinic, was back on the job the next day, thanks to a return-to-work plan that was acceptable to everyone and took into account the worker’s limited mobility. The worker’s progress continues to be monitored and the return-to-work plan will be modified as necessary.

“Sprains and strains are the most frequent and costly of all our injury claims,” said Barstead, who has been involved with injury management for many years. “This program is by far the



Nathan Acker (right), LifeMark Clinical Manager/Account Manager, completes an injured worker intake questionnaire.

most impressive and comprehensive solution to the sprain/strain injury that I have seen. We are looking forward to the direct and indirect rewards it will provide to our workforce and the company overall.”

Ian Munro, Vice-President, Employer, Industry, and Worker Services at WorkSafeBC, is also very pleased with progress to date. “The Direct Access pilot is helping workers get back to work faster, and that’s a good thing,” said Munro. 🍌

## New Chair

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reduced, so are individual claims costs and this, in turn, translates into lower costs industry wide.”

Wrobel adds that the Board will continue to monitor the quality and relevance of the Alliance’s safety services to ensure they are always in line with stakeholder needs. “This work is essential and ongoing, and was a major emphasis of our recent strategic planning session,” he said. Referring to a recent meeting between Alliance staff and WorkSafeBC officials, including Ian Munroe, Vice-President, Employer, Industry, Worker Services, to review BCCSA’s program and services, Wrobel said that the positive feedback with respect to the work the Alliance is doing showed “that we are definitely on track.”

While there’s not much of it these days, Wrobel does find free time here and there to enjoy some favorite pastimes: spending time with his grandson, playing a little guitar, and tending to his small acreage. 🍌

## BCCSA’s Board of Directors 2014-2015

### ROAD BUILDERS & HEAVY CONSTRUCTION ASSOCIATION

JPW Road and Bridge • *Joe Wrobel: Chair*  
Green Roads Recycling • *Skip Stothert*

### BC CONSTRUCTION ASSOCIATION

Western Pacific Enterprises GP  
*Wayne Fettback*  
McNiven Masonry • *Don McNiven*  
Sterling Crane Ltd. • *Ken Morland*  
Marine Roofing (1996) Ltd. • *Kevin Moss*  
Pacific Blasting & Demolition Ltd  
*Brooks Patterson (Past chair).*  
Independent Concrete Ltd. • *Todd Skelton*  
PCL Constructors Westcoast Inc.  
*Richard Verbeek: Treasurer*  
Winvan Paving Ltd. • *Stan Weismiller*

### BC STONE, SAND & GRAVEL ASSOCIATION

LaFarge Canada Inc. • *Andre Balfe*

### INDEPENDENT CONTRACTORS & BUSINESS ASSOCIATION

Brighter Mechanical Ltd. • *Omar Ladak*  
Canadian Cutting & Coring Ltd  
*John van Dyk*

### CANADIAN HOME BUILDERS’ ASSOCIATION OF BRITISH COLUMBIA

Best Builders Ltd. • *Todd Best*  
Piluso Construction Ltd.  
*Domenico Piluso: Vice Chair*

### BC READY MIXED CONCRETE ASSOCIATION

LaFarge Canada Inc.  
*David Beaupré: Secretary*

### EX-OFFICIO

*Ian Munroe* • Vice President, Employer, Industry and Worker Services, WorkSafeBC

*Don Schouten* • Manager, Industry and Labour Services, WorkSafeBC



# NAOSH week campaign wins top award!

**DIRECTOR OF OPERATIONS** Tammy Oliver is thrilled to announce that BCCSA has won the NAOSH Association Category Award for its Make Safety a Habit campaign (*Hard Hat News*, Spring/Summer 2014).

The award recognizes the creative ways in which the Alliance shared the health and safety message during NAOSH week, which took place in May. BCCSA's campaign included entering a team in the Steps for Life fundraiser at Burnaby Lake Regional Park (in support of families who have been affected by serious or fatal workplace injuries); a lunch and learn for staff that featured an interactive presentation on ergonomics; a Safe Habits Start Young poster series featuring children and other family members of BCCSA staff demonstrating good safety practices; and a video loop of the posters in the office lobby.

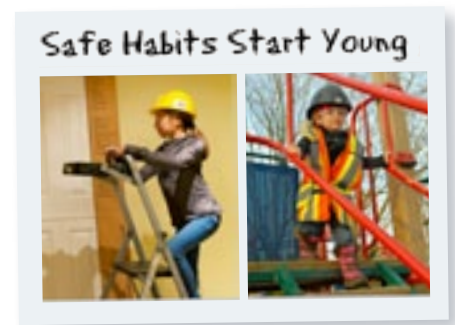
"We are extremely pleased and proud of the recognition we have received for our health and safety efforts throughout the year and particularly for the safe habits campaign," said Oliver. "This truly was a team effort and I want to thank all of the



Pictured at the Steps for Life fundraiser are BCCSA staff and family members. Back row (L-R): Urvi Ramsoondar, Tammy Oliver, Mike McKenna, Anabela Soares, Mike Stortz, and Candice Brown; Front row (L-R): Lui Garcea, Michelle Beaugard, and John Cole.

staff members who were involved for their hard work."

BCCSA was also awarded the achievement recognition safety award for a safety specific non-profit association (500+ members), sponsored by the Canadian Society of Safety Engineers. NAOSH stands for National Association of Occupational Safety and Health. NAOSH 2015 will take place May 3 to May 9. ▲



# Alliance collaborates on silica exposure protection tool

**WALK ONTO** pretty much any construction site, anywhere, and you'll encounter silica dust.

Try to control or eliminate exposure to this potentially harmful material and you'll quickly discover a complex problem made even more so because of the many and varied levels of exposure that come into play.

In a bid to help contractors identify ways to effectively and efficiently deal with this safety hazard, the BCCSA, in conjunction with the University of BC and WorkSafeBC, is spearheading a \$200,000 research project designed to put answers directly into the hands of workers. The goal: development of a new web-based application able to produce an exposure control plan to fit the particular work situation.

Let's say, for example, that you are a concrete cutter about to make cuts in a roadway. Before you begin, you (or your employer) will be able to enter details of the job, including weather conditions, into the web app, which will then produce an exposure control plan that complies with



Controlling exposure to silica dust is an ongoing challenge. Pictured is a worker at Winvan Paving using one type of solution: the company's award-winning jack hammer water attachment, which sprays water on dust created during drilling that may contain silica (*HHNews*, Spring/Summer 2014).

OHS regulations. The plan will tell you if you need to wear a respirator, what kind of personal protective equipment is required, whether you need to use water to mitigate the amount of dust and so on.

"This web-based application, which

will be accessible via computer or smart phone, will provide easy-to use, real-time solutions," says BCCSA Executive Director Mike McKenna. "Silica is everywhere, and managing the dust has been a long-time focus for the industry. The difficulty is that while contractors know there are exposure limits, it is not always clear what precautions and practices are required for the level of dust involved and whether they are in compliance with the regulations. We think this tool will go a long way to helping contractors successfully protect workers."

The new application is scheduled for testing in April 2015. At present, a research team led by Hugh Davies, Associate Professor at the UBC School of Population and Public Health, is scanning silica dust exposure-related data that exists internationally. This huge bank of information will form the basis for individual exposure plans. The data will be closely reviewed by WorkSafeBC to ensure it meets their standards for compliance.

Consultant Nancy Harwood is managing the project on behalf of BCCSA. ▲

# Lunch the new breakfast at contractor seminar

**IT WAS SOMETHING** old and something new for the fall edition of BCCSA's regional outreach initiative, as a first-ever luncheon seminar for contractors was held in Kelowna, in conjunction with the BC Roadbuilders' fall conference. Over 50 (a sell out) were in attendance at the Delta Grand Okanagan Resort and Conference centre to hear Dr. Ray Baker (inset) speak on substance abuse in the safety sensitive workplace.



In October, another 35 contractors (also a sellout) came for a breakfast seminar, also featuring Baker, at the Grand Pacific Hotel in Victoria.

Baker, a recognized authority on substance abuse in the workplace, provided an overview of abuse and associated disorders, and how to recognize signs and symptoms of problems at work and steps to assist workers. Both the Kelowna and Victoria presentations were sell outs, and featured excellent discussion and questions. ▲



Pictured with their COR-certified plaques are COR contractors who were at the Kelowna and Victoria seminars. They included Board member Todd Skelton, Independent Concrete Ltd. (top photo, second from left).

## COR RECIPIENTS

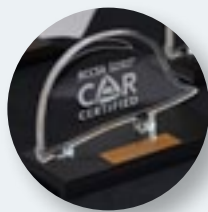
The following is a list of all companies that were recognized at the Kelowna and Victoria seminars for achieving COR in 2013.

### SOUTH OKANAGAN

Argo Road Maintenance  
Integrity Drilling Inc  
Kamloops Augering & Boring Inc  
JPW Road and Bridge  
Interior Reforestation Co. Ltd.  
Madge Contracting  
Jim Dent Construction Ltd.  
Minex Construction Ltd.  
Jim Pattison Industries Ltd  
Western System Controls Ltd.

### VANCOUVER ISLAND

Abstract Construction Inc.  
B.T. All Powerline Construction Ltd.  
Northside Transport Ltd.  
D.K.I. Services Ltd.  
Pinnacle Electric Ltd.  
Independent Concrete Ltd.  
RGD Investments Inc. & JBB Investments Inc.  
Marcel's Equipment (P.G.) Ltd.  
Vancouver Island Powerline Ltd.  
Neel-Co Builders Ltd.  
Villamar Construction Ltd.  
Northern Civil Energy Inc. ▲



## Talking safety with MLAs

**WHILE IN VICTORIA**, Executive Director Mike McKenna represented BCCSA at an MLA luncheon to discuss the provincial eye safety program sponsored by the Alliance and WorkSafeBC (*Hard Hat News*, Spring/Summer 2014). Held at the Grand Pacific Hotel, the event was attended by Liberal and NDP MLA's who included Shirley Bond, Minister of Jobs, Tourism and Skill Training and Minister Responsible for Labour. Also in attendance were Scott McCloy, Director of Communications for WorkSafeBC; and Brad Waghorn, vision impairment and industry consultant and the primary presenter for the eye safety workshops, who provided an overview of the program. McKenna said the luncheon was an excellent opportunity to raise awareness of the importance of eye safety and initiatives like the BCCSA/WorkSafe workshops, which are aimed at preventing workplace eye injuries. ▲



Executive Director Mike McKenna talks with Minister Shirley Bond at an MLA luncheon in October.





Pictured is the bridge crew from event sponsor Emil Anderson Construction. At the far right is Project Engineer Sherman Yee, who helped draw many of the company's volunteers.

The kids had fun!

## Another successful Cone Zone!

**I**N THE LAST ISSUE of the *Hard Hat News* (Spring 2014) we reported on the very well-received Cone Zone event at the Cloverdale Rodeo. In August, the "Zone" made a stop at the Agrifair in Abbotsford, where returning attractions included the popular go-kart track (just shy of 500 kids rode the route, which simulates driving in a work zone); the driving simulator, which provided real-world experiences of hazardous road situations like distracted driving (about 300 participants tried it); and BCCSA's educational video featuring the animated characters, Adam and

Olivia. New to the Agrifair edition was an opportunity to spread the word about roadside safety by uploading "selfies" and "drive-with-caution" messages at an on-site social media station. As usual, everyone who visited the Cone Zone area had a fun and informative time as they learned about the importance of respecting roadside worksites.

Over the past 2 years, between 2500 and 3000 kids have ridden (and loved!) the go-kart track, and over 600 adults have tried the simulator (with many more watching the action!). ▲



Sarina Hanschke, BCCSA's Traffic Control Program Coordinator and a friend, ready to do battle with bad drivers!

## Road Safety at Work 2015

**SPEAKING OF** road safety, the 2015 Road Safety at Work initiative will run from March 2 to 6. Sponsored by WorkSafeBC and the Justice Institute of BC, key objectives include raising awareness of the fact that work-related motor vehicle incidents are a leading cause of worker injuries and deaths. Each year, a pressing road safety issue is chosen for the theme; in 2015 it will be distracted driving. We will keep you updated. Campaign stakeholders include BCCSA and other members of the Work Zone Safety Alliance. ▲



## It takes a group...

**A SUCCESSFUL** Cone Zone event depends on volunteer and financial contributions from many companies and organizations. Key sponsors at the Agrifair Cone Zone were Road Builders & Heavy Construction Association, Emil Anderson Construction, Agrifair, Inprotect, Inland Kenworth, ICBC, Mainroad, the Ministry of Transportation and Infrastructure, Protech (which provided the TCP volunteers), DriveWise (which supplied the driving simulator), and, of course, BCCSA, represented by Sarina Hanschke, Traffic Control Program Coordinator. ▲

# Introducing our newest regional safety advisors

**WE ARE PLEASED** to welcome our two newest regional safety advisors to the RSA team: Tanya Steele and Art Reynolds.

A respected and sought after speaker and trainer, Steele recently won the VRCA 2014 Educational Leadership award (see story page 10) and was a presenter at this year's NIOSH awards luncheon (see page 3). She was also one of BCCSA's instructors before expanding her role with the Alliance as RSA for the lower mainland.

Since coming on board in September, Steele has been focusing on introducing herself to contractors, and has also been assisting several members to prepare for COR. The work has been very interesting and rewarding, she says. "It feels great to be part of this extraordinary team of people. I love to help and I think it's refreshing for contractors to have someone able to serve them, as opposed to being asked for something. They really do appreciate this member benefit."

Art Reynolds, RSA for the northern region, has been part of BC's construction industry for 40 years and owns a safety consulting business specializing in workplace training. He says his new role with BCCSA is a great fit with respect to his ongoing work and he is pleased with the warm welcome he has received. Since October, he has been meeting contractors in the region, letting them know about the RSA and other free safety services for BCCSA members.

He has also taken a number of COR courses, to enhance his understanding of the program. "I am a believer in the COR program," says Reynolds. "I come from the trenches, so to speak, and when workers work for a COR company, they know that company is committed to their health and safety. Having COR is a statement of the commitment to safety."

BCCSA has regional safety advisors for the Lower Mainland, Northern BC, Southern Interior, and Vancouver Island. The service is free of charge and available to all construction (Sector 72) employers and select aggregate and ready-mixed employers. To contact an RSA in your area, visit our website. 📌



## ...and our newest office staff!



**SHIRLEY HUANG** has joined the BCCSA team as the Safety Training Coordinator.

Coming from a health and safety background, Huang understands the importance of equipping and empowering workers with quality OH&S information. She has an OHS Diploma from BCIT and previously worked as an OHS program assistant for a major manufacturer. She will be the primary contact for information about BCCSA's safety training and CSS program. 📌



**AS COR ADMINISTRATOR**, Vanessa Mara is responsible for maintaining the COR program in compliance with WorkSafeBC standards for certifying partners. She will be the primary contact for COR, liaising with WorkSafeBC, contractors, auditors, and other stakeholders as required. Mara earned an OH&S diploma with distinction from BCIT, and worked as an OFA Level 3 in the construction industry for several years. 📌



# Going the extra mile? All in a day's work!

**WHAT JOHN PENRICE** likes most about being a regional safety advisor for BCCSA is establishing ongoing working relationships with contractors he meets. For Penrice, helping them create and maintain effective safety systems has much to do with his desire to give back to an industry that has served him so well.

That's why he will also spend extra time and effort ensuring that all of the company's employees understand the OHS systems that he and the owner put in place. "Educating all levels of an organization is something I take a special interest in because it is an essential part of ensuring that the program is right for the company," says the RSA for the Southern Interior, who has 30 years experience delivering health and safety programs. "Everyone has a stake in safety, so it's essential that everyone understands how

the program works, what are its goals, and the role that each individual plays."

To that end, Penrice has developed a 4-hour PowerPoint presentation that provides an overview of each of the elements that make up a company's safety program as well as the audit process. Each section includes a quiz at the end, to test knowledge and competency that can be printed out and used as part of general safety training.

Not surprisingly, the presentation has been very well received. Owners say they like being able to see everything in one place, which helps them to better understand how each of the components works together. Workers often tell Penrice that they feel inspired to be part of and take ownership of the H&S program. Supervisors in particular find the presentation very beneficial, he says. "They are expected to carry the



main responsibility for implementing and monitoring the safety program, and feel more comfortable knowing that all employees have a basic knowledge and understanding of why it is there and how it works." ▲

## BCCSA safety award presented



BCCSA's Lui Garcea presents the BCCSA Safety Innovation Award to Lauren Nickerson of LaFarge Canada. The award was presented at the BC Ready-Mixed Concrete Association AGM.

## Programs and services update

**BCCSA IS ONE STEP** closer to acquiring a National Construction Safety Officer designation for the province with the development of a memorandum of agreement with the Alberta Construction Safety Association (ACSA) for the delivery of a shared NCSO program. The signing of the memorandum will be the culmination of several meetings over the past two years.

"We are very excited to be moving forward in establishing the framework and content for an NCSO program for BC," says Urvi Ramsoondar, Assistant Director of Operations, who notes that the new designation, which is aimed at improving mobility between provinces of construction safety officers, also represents a considerable "step up" in terms of credentials. "Those interested will need to take additional courses in order to build their knowledge of relevant health and safety legislation as well as site-specific activities such as working in confined spaces and fall protection," she said.

"We are very pleased that the ACSA has agreed to share course and administrative material with us in order to make the new designation happen."

The process should be finalized early in 2015. BCCSA currently offers the

Construction Safety Specialist (CSS) credential. ▲ ▲ ▲

As of January 2015, BCCSA's Foundations for Health and Safety Excellence course will have a new name: Leadership for Safety Excellence. The name change coincides with BCCSA's work with the ACSA to assist recognition of what is virtually the same course offered by the two organizations. ACSA's course is also called Leadership for Safety Excellence. ▲ ▲ ▲

2014 was a year of review and evaluation of our external auditor program, in response to suggestions from various stakeholders, including auditors and WorkSafeBC. Our thanks to everyone who assisted with the evaluation, and a special thanks to the external auditors for their participation.

As a result of the review, the list of BCCSA-approved auditors will be changing as of January 1, 2015. However, if you are thinking of hiring an external auditor prior to January 2015, you may still use any of the individuals currently listed at our website. We also recommend that you review the document FAQs for Hiring an External Auditor, which contains helpful suggestions. And, as always, please call if you have any questions. We are happy to assist! ▲



# Pushing the envelope

A MESSAGE FROM MIKE MCKENNA, EXECUTIVE DIRECTOR, BCCSA

**IN THIS ISSUE** of the newsletter are stories about our participation in two research-based projects: one focused on managing exposure to silica dust (page 3), and the other, which looks at on the impact of early intervention on duration of common injuries such as sprains and strains (page 1).

Both of these initiatives illustrate our ongoing efforts to play a role in the development of innovative safety solutions. While the BCCSA's mandate is to deliver programs and services designed to help contractors create and maintain safe job sites, I believe we also have the capacity to push the services envelope by collaborating with researchers and others on solution-based initiatives aimed at meeting a particular industry need or challenge. Silica dust exposure and injury

## We have the capacity to push the services envelope by collaborating on solution-based safety initiatives.

duration are primary examples.

Silica dust exposure occurs virtually anywhere construction takes place, but controlling exposure levels is a complicated challenge that cannot be resolved with a one-size-fits all approach. Thus, our collaboration with UBC and WorkSafeBC aims at developing a practical web-based solution that workers can quickly and easily utilize on any job. With

regard to injury duration, we know that injury rates overall continue to decline, but duration refuses to budge. Thus, our involvement in a pilot project designed to provide real data on the impact of early intervention and return-to-work on strains and sprains, which account for 45% of injury claims.

As the new Chair of our Board of Directors says in our interview with him on page one, a key focus of the Board over the next two years will be on ensuring that contractors know the full value of the programs and services the BCCSA provides. Exploring in more depth the causes and effects of accidents and injuries, and potential solutions, is another way we add value to our members' investment in safety. ▲

## WHERE ARE THEY NOW?



*In this issue of the **Hard Hat News**, we talk with Carol Weismiller, Risk and Safety Manager for Winvan Paving Ltd., about the company's 10 years as a COR contractor.*



Carol Weismiller, Winvan's Risk and Safety Manager, and Concrete Superintendent Frank Faria.

**TEN YEARS AGO**, Winvan was in a demerit position with respect to its WorkSafeBC assessment. Since achieving COR in 2004, the company has significantly reduced the costs of claims. The COR program provided the training, tools, and support Winvan needed to improve its safety systems, says Carol Weismiller, but equally important was the audit process itself, which played a significant role in building company wide support for changes to such components as safe work practices, safe job procedures, new worker orientation, and communication systems. "The audit interviews gave us greater insight into perceptions among field staff. When people in the field have a voice and see changes happening, then you get buy in."

This was also the case throughout the process of obtaining Injury Management (IM) COR in 2011, said Weismiller, as the company continued to work on ways to reduce both rate and duration of accidents.

"Prior to IM COR, we had a difficult time implementing modified duties because of an old belief that road construction doesn't

have light or modified duties. With COR training, we learned that there are indeed modified duties. We just needed to know where to find them."

Achieving IM COR and establishing a return-to-work program have definitely made a positive difference, Weismiller says. "For example, on a Wednesday this past year, one of our people suffered a partial finger amputation. The worker received medical treatment, missed two days of work and returned to modified duties on the following Monday. Had we not had an IM program that was supported at all levels, this worker would have been off for weeks."

Weismiller has also noticed over the years that workers who cannot perform modified duties and must miss work for long periods of time are more likely to experience anxiety and depression. "Injured workers who come back early, to modified duties, feel better overall and tend to heal more quickly."

Winvan is located in New Westminster and provides asphalt manufacturer and paving services. ▲





## Speak up for safety

BY DON SCHOUTEN, WORKSAFEBC MANAGER OF INDUSTRY AND LABOUR SERVICES - CONSTRUCTION

**A**T WORKSAFEBC, we partner with construction companies to raise awareness of falls from heights, a risk that workers and employers know far too well. In fact, from 2004 to 2013, falls accounted for 12.6 percent of all serious injuries and 6 percent of all work-related deaths. Over the past 10 years, there have been more than 4,680 fall-related injuries in the construction industry – making them the most frequent and costly incidents in B.C. workplaces today.

And while the construction industry's situation is getting better through the help and dedication of employers, workers, and organizations like the BCCSA, falls are still happening in workplaces all around the province. We know working from heights is a reality of the job, but we can all take steps to minimize the risk of falling. How? By speaking up for safety.

### We can all take steps to minimize the risk of falling by speaking up for safety.

That's the message of a new WorkSafeBC awareness campaign focused on encouraging everyone to speak up for safety on the job.

As employers, you have the opportunity to have a big impact on your worksite's safety culture. Encourage workers to provide feedback about safety concerns during regular safety meetings or on-site toolbox meetings. Remind them that they have a right to speak up about safety and a responsibility to report hazards or concerns immediately to their employer or supervisor. If your crew knows you're open and receptive to hearing about safety issues, they'll be more likely to

speak up. If they think their concerns will be dismissed or ignored, they'll stay quiet – and that's when incidents happen.

In the fast-paced world of construction, it is so important to keep safety top of mind at all times. By working together we can eliminate falls from occurring, which will reduce costs and prevent serious injuries. Remember, safety is everyone's responsibility – let's work together to do even more to reduce injuries and deaths on construction job sites.

For more information on the campaign and to find safety resources to help prevent falls from heights, visit [worksafebc.com](http://worksafebc.com).

Please let me know your thoughts on this article, or any construction safety issue. Call me at 604.214.6989 from the Lower Mainland or toll-free elsewhere at 1.888.621.7233, or [don.schouten@worksafebc.com](mailto:don.schouten@worksafebc.com). ▲



## BUILDING THE FAMILY OF COR

*In this issue, we welcome Pacific Ropes Contracting Ltd. to the Family of COR. Located in Richmond, BC, the company has 23 employees who work in a range of industries providing rope access – a method developed from techniques used in caving and mountaineering that allows workers to access difficult-to-reach locations without scaffolding or cradles.*

**A**LTHOUGH PRC already complies with strict safety standards set down by its governing body (the International Rope Access Trade Association), Field Operations Manager Wesley Chadwick says getting COR was in line with the company's goal of meeting the highest safety standards at all levels. "The COR program has helped in creating the framework for our health and safety program, and represents another assurance to our workers that we have their safety and well being in mind," says Chadwick. "It also lets our clients know that we are working to the highest possible standards, which is a reassurance to them." ▲

Bodhi Somersun, Wesley Chadwick, Christian Geoffrey, and Victor Moreno at an IRATA training audit of PRC's first training course, in the company's newly fabricated Rope Access Training Academy.

# HARD HAT NEWS

Hard Hat News is published by the BC Construction Safety Alliance. We welcome your input, suggestions, and story ideas. Please contact Lui Garcea at [lgarcea@bccsa.ca](mailto:lgarcea@bccsa.ca)



# Alliance initiates more traffic information sessions

**IN A FOLLOW-UP** to last year's provincial outreach initiative (*Hard Hat News*, Fall/Winter 2013), TCP program staff initiated additional information sessions in Terrace, Prince George, Kelowna, Nanaimo, and Langley. Mike Stortz, TCP Quality Assurance, and Sarina Hanschke, Traffic Control Program Coordinator, facilitated the meetings.

Participants provided feedback and suggestions aimed at enhancing TCP course content and ensuring overall consistency and quality of instruction, evaluation, auditing, and mentoring.

A number of ideas focused on making training more interactive and example-driven. One possibility is increased use of tabletop exercises, which provide highly visual, field-level perspectives of various traffic control situations and associated procedures and best practices. "The use of small-scale vehicles, signs, traffic signals, and the like is a hands-on way to apply OHS principles and strategies, including the best way for TCPs to place themselves and traffic control devices," said Stortz.

Many of the participants also suggested that there be greater focus on risk assessment discussions during pre-job tailgate meetings, in order to enhance awareness of hazards. "Asking questions before a job starts translates into more effective communication between supervisors, TCPs, and work crews," said Stortz. "This, in turn, increases overall comfort with and understanding of the job at hand."

Participants also said they would benefit from additional instruction on understanding driver behavior. Knowing why drivers tend to act how they do under certain circumstances can assist with early awareness of potentially dangerous or threatening situations, and the ability to deescalate situations involving angry or upset drivers. 📌



Langley: Back row (L-R): Tammy Oliver, Mike McKenna, Dusty Steinston, Vicki Boesterd, Sarina Hanschke, Rick Cox, Sue Gunn, Sue Oatt, Sindy Cooper, Urvi Ramsoondar, Lorrie Stedel. Front: Sean Welch, Teena Girard, Katherine Keras, Tatjana Kelch, Brenda Knight, and Mike Stortz. Not pictured: John Coles.



Kelowna: Back row (L-R): Mike McKenna, Alex Johnston, Tim Mundrean, Sarina Hanschke, Lynn Bublitz. Front: Cindy Barrett, Michelle Hudson, Vickie Skjeie, Marilyn Thorn, Mike Stortz.



Terrace: Clifton Smith, Ken Landrock, Dennis Hannam, John Bigras, Mike Stortz, Sarina Hanschke, Kevin Newton.



Nanaimo: Rick Collis, Sarina Hanschke, John Marriott, Elizabeth West, Eva Sablatnig, Terry Fiorin, Sheila Fiorin, Mike Stortz, Mike McKenna, Shannon Clarke.



Prince George: Donna Andres, Kristin Leer, Eric Weetman, Daniel Hutchins, and (inset) Jennifer Lipinski.



## Steele wins VRCA award

**BCCSA'S OWN** Tanya Steele was among the winners at the Vancouver Regional Construction Association's annual Awards of Excellence gala in September, receiving the Education Leadership award for 2014. Steele, who recently became an RSA for the Lower Mainland (see story on page 6) was honored to receive the award.

Executive Director Mike McKenna, who presented the safety awards at the gala, congratulated Steele: "This award is well deserved – Tanya is one of the best in the business and we are very pleased that

she is a regional safety advisor for the Alliance." This year's safety award winners were:

- Gisborne Industrial Construction Ltd.
- Graham Construction & Engineering
- Omicron Canada Inc.
- PCL Constructors Westcoast Inc.
- McLeod Masonry International Corp
- Lockerbie & Hole Contracting Limited

For more information about the award winners, visit the VRCA website at [www.vrca.bc.ca](http://www.vrca.bc.ca) 📌



# Some tips for hiring the right safety consultant

**Y**OUR BOSS wants you to develop a comprehensive safety manual for the company. You are not sure how to begin.

WorkSafeBC writes an order against your company to develop an exposure control plan. You have no background in this area.

In each of these scenarios, hiring a safety professional would be a good way to proceed. But should that person be a CSO, a CSS, a CSC, a CHSC, or a CHSE? And just what do all those letters stand for, anyway?

Ultimately, the right consultant for the job will depend on the product or service to be delivered. But, says Urvi Ramsoondar, Assistant Director of Operations for the BCCSA, there are some general guidelines.

For example, she says, most construction industry related safety considerations (such as training for working at heights and in confined spaces) can be effectively handled by individuals with construction backgrounds and designations: a CSO (construction safety officer); a CSS

(construction safety specialist – the BCCSA's provincial safety certificate); an NCSO (national construction safety officer); a designation currently issued by the Alberta Construction Safety Association and soon to be issued by the BCCSA (see page 7); or a Gold Seal Construction Safety Coordinator (CSC) – a credential issued by the Canadian Construction Association.

Construction companies also frequently hire CSO's CSSs, and CSCs to work as full- or part- time safety officers, to provide ongoing advice and guidance with respect to workplace safety, and to ensure the company complies with WorkSafeBC regulations, Ramsoondar says.

All of the previously listed consultants will have a good working knowledge of construction health and safety, including hazard identification and accident prevention, and they will be familiar with provincial OHS regulations – something that can be important to avoiding problems down the road. For example,



says Ramsoondar, not all contractors may be aware that only a BCCSA-approved instructor can deliver traffic control training.

In those cases where the desired safety product or service is a little more complex, it may be wise to go “up the credential ladder,” so to speak.

For example, if a company is ordered to develop an exposure control plan, every detail counts. As such, Ramsoondar suggests hiring a consultant who has been both vetted by a recognized safety organization and carries liability insurance. One possibility is a Certified Health and Safety Consultant (CHSC), whose certifying body (the Canadian Society of Safety Engineers) requires all members to have a minimum 5 years of health and safety practitioner experience and to carry errors and omissions insurance. “With errors and omissions insurance, the consultant and the company are protected if something isn't quite right.”

Once you have identified which consultant to hire, the next step is to start calling potential candidates. Ramsoondar advises contacting at least three individuals and asking them about fees, similar work they have done for other clients, and if they carry errors and omissions insurance. And, she says, always ask for references and a WorkSafeBC clearance letter.

Of course, contractors should feel free to call BCCSA anytime for assistance, Ramsoondar adds. “Our in-house and regional safety advisors understand the safety challenges contractors face and are able to point them in the right direction. Hiring the right consultant involves doing your homework and it can feel a little overwhelming trying to figure it all out. We are here to help.”

## Another successful BTG!

**B**CCSA STAFF members were out in full force at this year's Bridging the Gap conference in Richmond. Sarina Hanschke, Traffic Control Program Coordinator; Mike Stortz, TCP Quality Assurance; and Jeff Lyth, Senior Safety Advisor, were all presenters at the annual event, whose goal is to help workers bridge any gaps they may have with respect to safety knowledge.

Stortz and Hanschke were joined by Tracy Wynnyk from the Ministry of Transportation and Infrastructure to provide updates on BCCSA's TCP program enhancements and

the industry's new traffic manual, respectively. Jeff Lyth presented on legal requirements for health and safety, and was also a member of a panel discussion.

Consultant Nancy Harwood, who has been retained as BCCSA's Project Manager for the Silica exposure tool initiative (see page 3), provided an overview of the initiative, including benefits to the industry.

Lui Garcea and Alicia Brady-Deaust, from the BCCSA's marketing team, were on the organizing committee and oversaw registration. ▲



Consultant Nancy Harwood.



Staff members John Cole and Vanessa Mara at BCCSA's booth.

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## **COR Auditor Training**

This 2-day course is based on the COR National Audit Document and teaches permanent employees how to evaluate their company's H&S program.

## **Train the Safety Trainer**

This one-day course is designed for anyone who may be required to give a toolbox talk or hold a safety meeting.

## **Foundations for Health & Safety Excellence (supervisor training)**

This 2-day course defines supervisory and management roles, and teaches participants how to conduct inspections, safety investigations, and hazard assessments. As of January 1, 2015 the course will be renamed Leadership for Safety Excellence (see page 7).

## **Principles of Injury Management**

Designed for owners, safety officers, managers, and supervisors, this one-day course focuses on effective strategies and tools aimed at returning injured workers to safe and meaningful work as soon and safely as possible. 📌

### **FOR MORE INFORMATION**

about or to register for one of our courses, visit our website or give us a call at 1.877.860.3675.

## **Online Training**

### **Principles of Health and Safety Management Online**

Over 900 users have completed this popular course, which is a recommended prerequisite for those who are interested in becoming a COR internal auditor. It is comprised of the 14 elements that make up BCCSA's Certificate of Recognition (COR), and includes free and customizable forms, checklists, and templates that can be used to help create a company health and safety manual. By the end of the course, participants will understand:

- The purpose, benefits, and essential components (including due diligence) of an effective health and safety program;
- H &S roles, responsibilities, and accountability of managers, supervisors, and workers; and
- The legislative framework in BC: Workers Compensation Act and the Occupational Health & Safety Regulation.



### **Construction Safety Training System (CSTS)**

The CSTS-09 is an interactive, worker-specific program that offers self-paced learning for those who are new to the industry or have not had formal safety training. CSTS certificates do not expire and are valid Canada-wide.

### **Electrical Safety Training System (ESTS)**

Similar in scope and purpose to the CSTS-09, ESTS comprises 10 modules that cover the core elements of electrical safety.

### **Roadbuilder Safety Training System (RSTS)**

Also similar to the CSTS-09, this course is comprised of an 8-module basic component that covers core elements of safety for workers in the road building industry, and includes an additional 12 modules of optional learning. 📌