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December 2005

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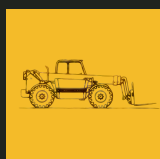
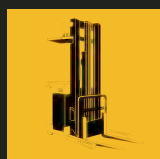
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The WorkSafeBC prevention magazine
on occupational health and safety issues

WorkSafe

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Don't take a deadly plunge

Sudden and unexpected cold-water immersion can kill you in three minutes. Learn how to protect yourself.

By Heather Prime

People tend to think that if they fall into cold water, they have a good half hour before hypothermia kicks in. But sudden and unexpected immersion in cold water below 15°C can result in death in as little as three minutes.

Lakes and rivers in B.C. are usually at temperatures similar to the ocean (below 15°C) and may even be colder in winter. This means anyone who works on, near, or over the water is at risk of drowning year-round. The killing factor is often the first shock of cold water on the body. In fact, cold shock and swimming failure cause more drowning fatalities in B.C. than hypothermia.

How cold water can kill

A person's physical fitness or ability to swim will not save him or her from drowning in cold water. People have died in as little as 1 m (3 ft.) of water – they could have literally stood up and walked out if not for the effects of cold.

To understand how cold water can be so deadly, you need to know how your body responds to sudden and unexpected cold-water immersion. Imagine this:

Stage 1: Cold shock

Upon entering the water, you gasp involuntarily and risk breathing in water. As little as a half a cup of water in the lungs can cause drowning. Your heart rate and blood pressure suddenly increase, putting you at risk for a heart attack. Problems with breathing may cause you to panic, reducing your chance for survival.

Stage 2: Swimming failure

You've been in the water for five to 30 minutes and your hands are so cold you can't hold onto anything. You can't pull yourself out of the water, and swimming is becoming more difficult (or even impossible) as your breathing and muscles are affected by the cold which causes your limbs to lose coordination.

Stage 3: Hypothermia

Hypothermia, the cooling of your body's core, usually takes at least 30 minutes to set in. It affects your brain, heart, and other internal organs. As your body temperature decreases, so does your will to survive. Eventually you'll lose consciousness, drown, or experience heart failure.

Stage 4: Post-rescue collapse

A sudden drop in blood pressure, lungs damaged from the water you inhaled, and a heart so cold it can't pump blood effectively – these are all serious risks even after you're rescued. Up to 20 percent of all survivors die during rescue or shortly after.

Gearing up to live

To stay safe, anyone working on the water where there's a risk of falling overboard or drowning must wear a personal flotation device (PFD), life jacket, or immersion suit at all times. There are no second chances.

A flotation device, life jacket, or immersion suit will hold your head above water, help maintain your body temperature, and give rescuers time to react. Immersion suits also provide a large, bright target for rescuers to see. Commercial fishing vessels are required to carry immersion suits for each crewmember, and it's good policy for all vessels and anyone working on or near cold water to carry them. If it's possible to don an immersion suit quickly, all crewmembers should do so before abandoning ship. This will be easier if suits are stowed in an accessible location and crewmembers have practised putting them on and inflating them manually.

Training and other safe work practices

A vessel's master must ensure that suitable flotation devices are on board and that crewmembers are trained to:

- Get back on board quickly if they fall in the water
- Recover someone who has fallen overboard
- Perform first aid on someone who may be suffering from near-drowning or hypothermia
- Abandon ship and enter life rafts safely

Safe work practices mean avoiding immersion by:

- Installing guard rails on fishing vessels where practical. For example, salmon trollers could set up rails along the sides because fishing occurs at the stern.
- Holding onto the rail while drawing water with a pail. Many people have fallen overboard while drawing water or urinating over the rail when the vessel was under way.
- Keeping work areas free of slipping or tripping hazards.
- Using fall-arrest equipment when working over the side of a vessel or on a bridge.



The features on an immersion suit vary according to the model, but they all keep the water out, provide insulation, and keep the body afloat.

For more information

Visit the online Health and Safety Centre at WorkSafeBC.com, where you'll find the following resources and much more under the Commercial Fishing section:

- Cold Water Immersion
www.worksafebc.com/publications/health_and_safety/bulletins/worksafe/assets/pdf/ws0401.pdf
- Immersion Suits
www.worksafebc.com/publications/health_and_safety/bulletins/worksafe/assets/pdf/ws0406.pdf

Quiz yourself

1. Cold shock and swimming failure are more deadly than hypothermia.
a) True b) False
2. Cold water is defined as water below 25°C. B.C.'s waters are usually below:
a) 25°C b) 20°C c) 15°C
3. A strong swimmer is more likely to survive cold water immersion.
a) True b) False
4. When working on or near water, you must wear:
a) A PFD
b) A life jacket
c) An immersion suit
d) Any one of the above
5. You can prevent crewmembers falling into the water by:
a) Installing guard rails
b) Removing tripping hazards
c) Ensuring fall-arrest equipment is used when appropriate
d) All of the above

Answers: 1. a, 2. c, 3. b, 4. d, 5. d

The science of safety

Researchers use WorkSafeBC grant money to make B.C. workplaces safer

Grant recipients Quinn Danyluk and Chun-Yip Hon are researching ways to improve chemical spill procedures in a health care setting (see page 9).

By Helena Bryan

What happens when new technology meets ancient mammalian biological processes? A Simon Fraser University researcher hopes it's a match made in heaven. With the help of a WorkSafeBC (Workers' Compensation Board) research grant, Ralph Mistlberger is evaluating shift work training programs and developing effective tools for minimizing shift work's adverse effects. He believes the results could eventually lead to a minor revolution in the way shift work is scheduled and managed.

For now, he and a duo of computer scientists from the University of B.C. are in the process of designing a personal digital assistant, much like a Palm Pilot with specialized interactive software, to help shift workers overcome the challenges of a work schedule at odds with age-old natural sleep rhythms. Dealing with competing cues – from artificial light on the one hand and our inner or circadian clock on the other – can lead to adverse consequences like sleep deprivation, reduced productivity, depression, substance abuse, fractured family life, gastrointestinal problems, cardiovascular disease, and even cancer.

Mistlberger's research is aimed at minimizing such consequences for the large number of B.C. shift workers and their families.

Annual grant competition

Mistlberger's research initiative is just one of several funded by WorkSafeBC in 2004 through its Research Secretariat. In operation since 2000, the Secretariat oversees an annual competition to award grants for independent scientific study in areas relevant to workplace safety and health. Its mission is twofold: to support research that will lead to fewer work-related injuries, illnesses, and deaths, and to less pain and suffering for those who are injured or do get sick; and to translate the research knowledge into practical applications in the workplace.

Each year the Secretariat identifies priority study areas to guide the research selection process. In 2004, priorities were as follows (see sidebar for 2005 priorities):

- Projects that address serious injuries and fatalities in those sectors with the highest rates and duration of injury
- Studies that identify and eliminate the hazards associated with occupational disease
- Research that improves our understanding of primary prevention practices and interventions contributing to the declining injury rate in B.C. (such as Mistlberger's project on shift work)
- Projects that increase the uptake of research knowledge by decision makers



Most of the Secretariat's funds are disbursed as operating grants to cover the ongoing costs of doing research for a maximum of two years. Development grants provide funding of up to \$30,000 for a maximum of one year, for preliminary research such as feasibility studies.



Ralph Mistlberger

Laying groundwork for the future

Mistlberger's project received an operations grant worth \$207,636. The project, now in the subject recruitment phase, will involve shift workers from four different organizations who will either receive no shift work education, or one of three programs involving a single training session, multiple training sessions, or Mistlbergers' interactive digital training module. The results will be compared to determine if one program is more effective than another at promoting best practices for tolerating shift work.

"This wouldn't be happening without WorkSafeBC funding," says Mistlberger, who sees the recent grant as a platform for more funding and more research. It lays the groundwork for the shift work mini-revolution of the future, he says. Mistlberger is already working with a U.S. researcher to design a work schedule involving the use of light boxes, exercise, and special eye glasses to shift the inner clock in the desired direction.

Other 2004 grant recipients

Among other 2004 grant recipients are Ernst Stjernberg, from the Forest Engineering Research Institute of Canada, who's developing guidelines to reduce tree planting injuries; and Quinn Danyluk, from the Fraser Health Authority, and Chun-Yip Hon, previously from the Occupational Health and Safety Agency for Healthcare in B.C. (now with Vancouver Coastal Health), for their work in the area of chemical spill models. These projects received grants worth \$29,935 and \$27,438 respectively.

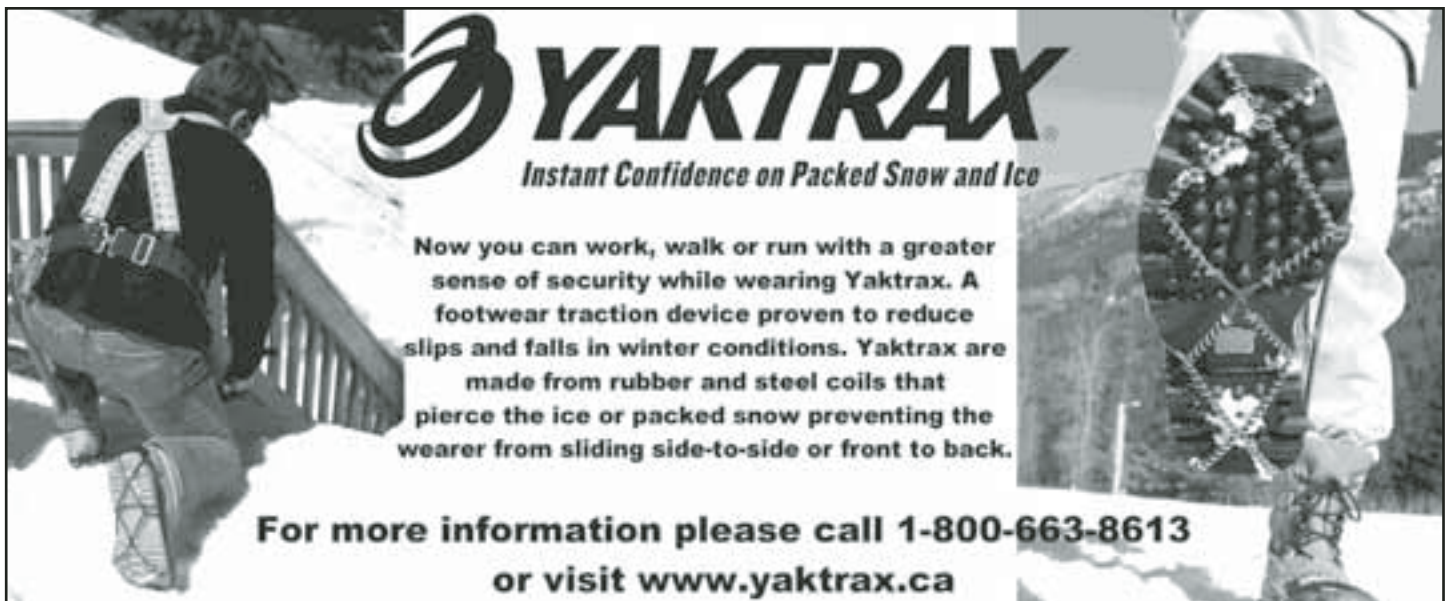
In light of the fact that more than 200 million trees are planted annually in B.C. alone, at significant cost to both workers and the industry, Stjernberg's work is crucial. Tree planters typically suffer painful, sometimes chronic,



Ernst Stjernberg

musculoskeletal injuries from improper use of the tools and techniques of their trade. It's not surprising given the demands of the job. Experienced tree planters have been known to travel about 16 km on foot over rough terrain and plant more than 1,600 trees in one day, carry up to 20 kg at a time, and bend more than 200 times in an hour.

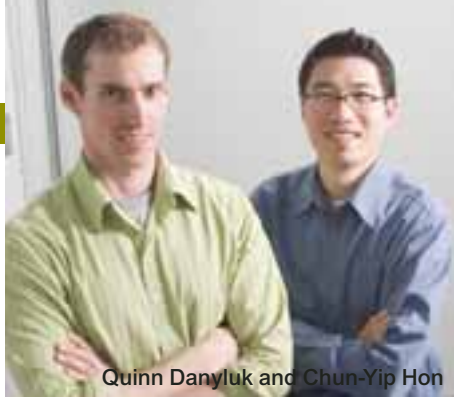
Stjernberg used the grant to fund a pilot study in B.C.'s southern Interior, expanded in the subsequent main study to include the northern Interior, the Coast, and Alberta, to measure and characterize ergonomic risk factors such as posture, muscle exertions, grip forces, vibration, and shock. If endorsed and implemented by the industry, next year's scheduled best-practice guidelines will lead to fewer injuries, reduced costs, and improved productivity.



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Quinn Danyluk and Chun-Yip Hon

Researching safer procedures

Hon and Danyluk hope their project will lead to safe, cost-effective chemical spill procedures, both in health care settings and in other industries. Most chemical spills in a hospital or other health facility are small. Currently, because exposure levels resulting from most spills are unknown, the use of high-level respiratory protection, such as self-contained breathing apparatus similar to that worn by firefighters, may be required. The equipment is unwieldy and the training required to use it is extensive. As a result, most organizations do not use this type of protection.

Hon and Danyluk are working to evaluate mathematic exposure models and compare the predicted volumes to the results obtained from actual simulated spills. This will allow safety personnel to accurately predict exposure levels before a spill occurs, eliminating the need for exposure monitoring and the use of cumbersome protective equipment in many cases. The end result: reduced costs, speedier cleanups, and appropriate worker protection.

With the labour-intensive data collection part of the project out of the way, Hon and Danyluk are about 80 percent finished. They are now in the process of creating spreadsheets for all the mathematical models before conducting quality assurance and, finally, statistical analysis.

Research can seem, well, academic, but these projects are much more than that. These and other projects funded through WorkSafeBC's Research Secretariat should result in lower costs and improved efficiencies, fewer injuries and deaths in the workplace, and less heartache for B.C. families.

Funding present and future

In 2005, its fifth year of operation, WorkSafeBC's Research Secretariat issued two requests for proposal, in which two themes were identified to determine who would receive some of the \$500,000 in grants available through its annual independent research competition.

The themes for 2005 were:

1. The most effective ways to change societal attitudes about occupational health and safety
2. Recognition and prevention of occupational diseases

The Research Secretariat is also preparing to launch its 2006 research competition.

To support the generation of new knowledge, the 2006 competition will include an Innovation and Knowledge Transfer category. These awards are intended to support the development of practical, shop-floor solutions that translate new knowledge into practice or solve specific problems in the workplace. Anyone is eligible to apply for Innovation and Knowledge Transfer grants, though the project team must be considered capable of successfully completing the project. The Research Secretariat encourages joint efforts between management and labour.

Annual research competitions will be funded by a \$30-million research reserve fund, set aside by WorkSafeBC's Board of Directors, which is expected to generate between \$1.5 and \$2 million each year for the program.

Complete details on the outcome of the 2005 grant competition can be found online at www.worksafebc.com/contact_us/research/default.asp. Check the web site in the new year for information about the 2006 competition.



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Our web site has a new look!

Our web site, WorkSafeBC.com, is undergoing a transformation to make it easier for you to do business with us and find the information you need.

We've made the site more user-friendly, dynamic, and interactive. Here are some of the new features you'll find:

- A new section on the home page called "Doing Business with Work-



- SafeBC" that links you directly to key tasks and information
- A new navigation bar at the top of each page that's consistent across all parts of the site
- A new accident awareness area on the home page that provides timely updates about serious accidents and fatalities
- An area for current news and announcements

- A new quick links area on every page
- More multimedia elements like video streaming and audio slide shows
- Increased use of graphics and colour
- Plain language

These changes provide a wealth of information to help you maintain a safe workplace. To see the changes for yourself, have a browse at WorkSafeBC.com.



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Fatality reports will keep safety issues top of mind

WorkSafeBC (the Workers' Compensation Board) has begun an initiative to issue quarterly reports on fatalities. It's part of our effort to transform societal attitudes toward workplace injuries, in the same way that public awareness campaigns have shifted attitudes toward drinking and driving. The reports are one way of keeping the issue of workplace fatalities in the public eye.

In addition to fatalities, the reports will also include serious injuries and near misses, because these incidents could have been fatalities, and thus we can learn from them, too. Eventually the reports will compare statistics to previous years to look for trends and patterns.

"We want to ensure that there is a heightened awareness of workplace health and safety," says president and CEO Dave Anderson, "because unfortunately we continue to see workers experiencing serious injury, illness, and death during the course of their employment. This is simply unacceptable."

The quarterly reports will be posted on the new WorkSafeBC.com web site.

Penalties to change in 2006

Beginning in March 2006, there will be a new penalty structure for employers who don't report their payroll or pay their premiums as required. The tiered structure will improve equity and consistency and make penalties more straightforward.

Currently, penalties are calculated as a percentage of an employer's actual or estimated assessment. That assessment can change, however, if there are updates or adjustments to the employer's payroll. When the payroll changes, the penalty is recalculated – a process that can be confusing and administratively cumbersome.

The new penalty structure will be based on a sliding scale and includes standard, fixed penalties for both non-reporting of payroll by the due date on the annual Employer Payroll and Contract Labour Reports (1810 forms) and non-remitting of payments with the quarterly Employer's Remittance Forms (1820 forms). The minimum penalty will be set at \$50 and will increase according to an employer's premiums.

While the new minimum is higher than the current average non-reporting and non-remitting penalty amounts, approximately \$44 and \$28 respectively, the \$50 minimum should help to encourage compliance, thereby increasing equity for all employers who fund the workers' compensation system.

The change to the penalty model follows consultation with employers and other stakeholders. For more information, visit www.worksafebc.com/regulation_and_policy/default.asp.

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Connecting the dots

Vancouver Coastal Health is learning that staff safety is as important to health care as patient safety.

CEO Ida Goodreau (right, shown here with Catherine Kidd, regional director, Employee and Workplace Health and Safety) held senior executives personally accountable for the staff injury rate.

By Corey Van't Haaff

When you're responsible for providing hospital services, residential and home care, and public health services to more than a million people stretching from Richmond, through Vancouver, and into the North Shore and Sunshine Coast, there's no doubt that safety comes first.

But health care safety is like a domino. You need to match both halves to win. In the past, Vancouver Coastal Health (VCH) had been focusing mostly on the patient half of the safety domino. Workplace safety issues just were not as high a priority. Employees were provided with safety education and training, but there wasn't a genuine investment in safety.

"A certain amount of attention had been paid to workplace safety, but there was a lack of sustained commitment in

relation to making a significant difference," says Catherine Kidd, regional director, Employee and Workplace Health and Safety, VCH. "Whenever the issue of safety prevention came up, in terms of buying equipment, that decision competed with buying CT or MRI equipment for patient care."

Kidd explains that VCH is overwhelmed with demand for health care equipment and services, and needed to make sure front-line health care workers could provide adequate patient care.

The missing half of the domino

Three years ago, Ida Goodreau joined Vancouver Coastal Health as CEO. At that time, VCH had been together as an organization for just over a year. She immediately noticed the missing half of

the domino and, perhaps more notably, saw how it impacted every other area of safety.

"She looked at the WorkSafeBC stats and was appalled," says Kidd. "She said, 'This is not acceptable. We can't have our staff injured at this rate and out of the workplace, compounding inefficiencies to providing care.'"

On top of that, says Kidd, the skills shortage in health care means injured workers aren't easily replaced. Goodreau recognized the link between a safe and healthy workplace for the care provider and providing effective care for patients.

Goodreau started making changes. She decided that her senior executive team would have to be held personally accountable for the injury rate – and she advised them accordingly. Goodreau told her executives she didn't want



them to simply see a problem and hire a safety professional to fix it. She wanted them to play leadership roles in safety, and intended to measure their performance by this indicator.

“The executives then went to their directors and said, ‘You are also accountable for the injury rate,’ and it cascaded down the line,” says Kidd.

Joint steering committee

It was imperative to Goodreau that safety changes reflect both union and management perspectives, so she developed a joint steering committee to oversee the “Safe and Healthy Workplace” strategic initiative. Comprising representatives from four major health care unions (BCNU, HSA, HEU, and BCGEU) and key members of Goodreau’s team, the steering committee talked about common workplace safety interests and subsequent worker quality-of-life issues. The unions shared Goodreau’s concern.

Goodreau made it clear that not only would managers need to be accountable, but improvements would also need to be measurable in order to be effective. So VCH chose musculoskeletal time-loss injuries as its measuring stick.

“Musculoskeletal injuries represent 85 percent of all time-loss injuries in health care,” says Kidd, adding that they occurred in all VCH departments.

Kidd says the executive team looked across the organization at similar types of units, examining areas that had high injuries and those that did not. The team also looked at implementing engineering controls, such as installing ceiling lifts to reduce injuries from moving and transferring patients.

Lowering the injury rate

“Our target was to bring the rate down,” says Kidd. “To be really aggressive, we could have aimed to reduce musculo-

“The first step in changing your safety culture is to have the passion that it’s the right thing to do.”

— Ida Goodreau, CEO, Vancouver Coastal Health

skeletal injuries by 10 percent a year – but Ida said to bring them down by 50 percent over two years.”

VCH didn’t quite make its goal but it came exceptionally close. In December 2002, musculoskeletal injuries were 10.2 per 100 full-time employees. By March 2005, they were down to 5.4.

“We probably got the easiest stuff done,” says Kidd of the improvements made. “Now comes the hard work. The units with ceiling lifts still have some injuries, so we’ll do a root-cause analysis

and develop improvement teams to see what’s going on there. There may be patterns.”

“We’re continuing to drive down all musculoskeletal injury rates, and at the same time changing the culture to one of safety so that people realize staff safety equals patient safety,” says Goodreau. “The first step in changing your safety culture is to have the passion that it’s the right thing to do. You have to be committed to it personally; you have to drive it, not just talk about it. You have to be relentless in it.”

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WorkSafeBC senior regional officer Budd Phillips (left) talks to workers during the construction of the Westcoast Gas Services plant northeast of Fort St. John.

Partnership has its rewards

Industry-driven initiative aims to improve safety and lower costs for high-risk industries.

By Carol-Anne Doucet

Last year WorkSafeBC (the Workers' Compensation Board) launched the Partners in Injury and Disability Prevention Program pilot in collaboration with a handful of industry safety associations. Though still in its infancy, the Partners Program is already showing some promising results.

The program aims to reduce the frequency and severity of injuries in high-risk industries and instill a culture of safety in workplaces across the province. Employers enrolled in the voluntary program must:

- Implement a thorough occupational health and safety management system
- Undergo an audit to ensure their occupational health and safety program is functioning effectively
- Complete a series of training sessions that can help move the firm beyond regulatory safety compliance

Once employers meet certain audit standards – set jointly by WorkSafeBC and their industry associations – they receive a Certificate of Recognition

(COR) and are eligible to receive up to a five percent rebate on their base assessments.

According to WorkSafeBC Industry Services manager Stephen Symon, who is overseeing the program, employers are embracing the new initiative. “One of the key benefits is that the Partners Program is industry driven,” he says. “Safety associations train their members, administer the program, and act as certifying partners with WorkSafeBC. Our role is to provide support, set standards, and administer the program with our various partners.”

A common goal

Current partners include the Petroleum Industry Training Service (PITS – now merged with the Canadian Petroleum Safety Council to become Enform), the BC Road Construction and Maintenance Safety Network, and the Construction Safety Association of BC, all of which are actively promoting the Partners Program among their members. Other industry groups in areas such as forestry, agriculture, manufacturing,

and health care have also expressed an interest in the program.

While these associations are distinct, their goals are the same: reduce human suffering by reducing injuries, help members lower their costs, and help them increase their competitive advantage by implementing a health and safety management system.

While it's still too early to tell whether the Partners Program is helping to improve safety in these high-risk industries, as of September 2005, 66 of the 362 construction firms enrolled in the program have received Certificates of Recognition, representing over \$800,000 in rebates. In the petroleum industry, PITS awarded COR certificates to approximately 175 firms in 2004, and approximately \$170,000 in rebates were granted to 95 companies. Eighty firms outside the oil and gas industry obtained COR certification through PITS in order to meet industry prequalification requirements to work in the industry. The firms outside the pilot industry subsectors are not eligible for the COR rebates.

Cross-border agreements

The program is also benefitting from collaboration with other jurisdictions. "Several companies work in more than one province," explains Symon. "To bridge the gap between the programs in different provinces, we're exploring agreements of reciprocity with other jurisdictions, some of which have had incentive programs in place for some time."

WorkSafeBC learned from these Boards' experiences and looked closely at their programs – particularly those in Alberta and Ontario – to develop the Partners Program pilot. The results are encouraging: the WCB of Alberta, whose program began in 1990, reports that participating firms have a 24 percent lower claim cost rate than non-participating firms.

Expanding to all high-risk industries

"Here in B.C.," says Symon, "WorkSafeBC's experience-rated assessment will always offer the most significant return to the employer for improvements in safety performance. We believe incentive programs, like the Partners Program with a more immediate reward, will encourage employers to do even more to improve health and safety in their workplaces."

Future plans include setting standards and guidelines to expand the program to other high-risk sectors, like manufacturing and forestry. Further down the road, there are plans to add a disability management component and provide further financial incentives for employers who demonstrate improved safety performance.

Says Symon: "Our ultimate goal is to open the program to all high-risk-industries, develop other industry incentives to bring down the injury rate, and help employers return their injured workers to work in a safe and timely manner."

From surcharge to discount

Surerus Pipeline Inc. is the largest independent pipeline installation contractor for the oil and gas industry in B.C. Based in Fort St. John, they work on large-scale projects, installing pipes of any length and from 2 inches to 36 inches in diameter.

Surerus had a high injury rate and was participating in Alberta's Certificate of Recognition program when it enrolled in the Partners Program.

"We wanted to ensure that we developed a synthesized safety program that enabled us to prevent injuries from the outset," says John Steward, health and safety manager at Surerus.

One of the key things the company learned through the program was how injuries affected its bottom line. "It helped us see that safety is not an add-on – this is an

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integral part of profitability and of running an effective pipeline project."

Surerus received its B.C. Certificate of Recognition in 2004. Some of the benefits of participation in the Alberta and B.C. programs have included:

- Fewer injuries
- Reduced severity of injuries
- Increased reporting of incidents (which helps them identify the root causes of accidents)
- Better investigation of root causes

"We went from a 30 percent surcharge to a 20 percent discount in our rate," says Steward proudly.

As importantly, their COR certification enables them to be more competitive in a marketplace where clients are increasingly insistent that contractors have minimum safety standards in place.

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Policy decisions

The following is a summary of policy decisions finalized by the WorkSafeBC (Workers' Compensation Board) Board of Directors. To view the resolutions in full, visit the WorkSafeBC web site at www.worksafebc.com/regulation_and_policy/policy_decision/default.asp.

Workers with a casual pattern of employment

The Board of Directors has approved amendments to WorkSafeBC's policy pertaining to determination of average earnings for workers with a casual pattern of employment at the time of injury, as provided in policy #67.10 of the *Rehabilitation Services & Claims Manual*, Volume II.

Policy #67.10 was amended to clarify that, when determining whether a worker's pattern of employment was

casual in nature, the decision maker should consider both the job at the time of the injury and the worker's pattern of employment. The policy was further amended to reduce reliance on the three-month guideline by providing additional guidance as to the type of factors decision makers should consider when determining whether a worker's pattern of employment at the time of injury was casual in nature.

The amended policy comes into effect on January 1, 2006, and applies to all decisions made on or after that date.

For more information, contact Deborah Viccars at 604 276-5160.

Assessment penalties

The Board of Directors has approved amendments to WorkSafeBC's policies concerning penalties, as provided in *Assessment Manual* items AP1-47-1,

Penalties, and AP1-38-5, Payroll Estimates.

The *Workers Compensation Act* gives WorkSafeBC the authority to impose penalties on firms that do not report payroll or make payments on time. The *Assessment Manual* penalties policy is amended to include two-tiered penalty schedules that clearly set out penalty amounts based on the amount due or estimated to be due from a firm. In addition, the policy on payroll estimates is amended to provide that penalties based on estimated payroll are generally not subject to amendment once a firm reports actual payroll.

The amendments come into effect on February 28, 2006, and apply to all decisions made on or after that date.

For more information, contact Cameron Angus at 604 276-5160.

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Infractions

The purpose of "Infractions," a regular item in *WorkSafe Magazine*, is to highlight the importance of making workplaces safe. The WorkSafeBC (WCB) Compliance Section and the editors of *WorkSafe Magazine* believe British Columbians should know who has been penalized and why. We hope this information will help make B.C. workplaces safer. The delay between the date of infractions and publication of the infractions in this magazine is partially a result of allowing time for employers and other interested parties to respond to the initial penalty and for the appeal process. The penalty amounts listed below include the results of any appeals of the penalty.

Note: Dates shown indicate when infractions were imposed. Addresses shown are locations where infractions occurred, and not necessarily the addresses of the penalized businesses.

497736 RFS200200909 Feb. 26, 2004
\$700

Jim Burrows
DBA Sea Jay Developments
36 Regina Avenue, Victoria

Repeat violation of requirement to wear safety headgear where there is danger of head injury from falling, flying, or thrown objects.

000813 RFS200300634 Oct. 22, 2004
\$49,080

Town of Ladysmith,
Engineering Services
Twin Falls Site and Walkem Road
Ladysmith

A worker entered a confined space without using the confined space work procedures required by the Regulation, which would require, among other things, testing before entry. The worker became dizzy and lightheaded from an oxygen deficiency but was able to get out of the confined space.

419816 RFS200300469 Nov. 15, 2004
\$6,948

Ocean Park Developments Ltd.
3370 144 Street, Surrey

Employer failed to ensure the health and safety of other workers present at the workplace at which that employer's work was being carried out. Workers involved in removal of non-friable asbestos materials during demolition activities caused damage to the material resulting in friable asbestos waste and a significant release of asbestos fibres. Employer failed to ensure asbestos-containing material was safely contained and removed prior to demolition, resulting in a contractor's workers being exposed to friable airborne asbestos.

500977 RFS200400024 Dec. 10, 2004
\$2,166

Donovan Management Ltd.
Place Vanier Residence
University of British Columbia,
Vancouver

Employer failed to take precautions and institute procedures for working with and around asbestos-containing materials. Demolition work conducted by this employer disturbed asbestos-containing materials. As a result, workers were exposed to airborne asbestos fibres, a known carcinogenic hazard, and faced the attendant risk of developing asbestos-related diseases such as mesothelioma and asbestosis.

560605 RFS200300661 Apr. 14, 2005
\$2,500

Dycon Construction Ltd.
Tauca Lea Resort
1971 Harbour Crescent, Ucluelet

A worker fell from a makeshift scaffold and was severely injured. This occurred because the firm failed to appoint a qualified coordinator and to ensure the coordination of workplace activities relating to occupational health and safety. Obvious violations took place within view of the firm's senior management, who should have been aware of the hazardous conditions and violations.

082312 RFS200400081 Apr. 20, 2005
\$97,500

Richmond Plywood Corporation Ltd.
(DBA Richply)
13911 Vulcan Way, Richmond

Following an incident where a stack of veneer fell on a worker and killed him, orders were issued against the firm and the firm was sent a warning letter for the violations. Those violations included

failing to ensure that fishtail veneer was safely stacked and that workers were properly supervised to ensure that proper stacking was taking place. Later that year veneer was still being stacked unsafely and the firm was still failing to adequately supervise its workers. This penalty is based on these subsequent violations.

723427 SR200500064 Apr. 21, 2005
\$3,250

Bob the Frammer Ltd.
3081 Stoneridge Drive, Westbank

A director of the firm defied a verbal order not to walk on the top of formwork approximately 3 m (11 ft.) above grade during the pouring of a residential foundation. The supervisors physically refused the WorkSafeBC officer access to the construction site, using abusive language and threats.

101897 RFS200400011 May 04, 2005
\$3,179

H Johnson Holdings Ltd.
End of Begbie Road, Kelowna

Two workers were injured when a job-built scaffold bracket failed, causing them to fall 4 m (13 ft.) to a concrete floor. The scaffold bracket was in a deteriorated condition and did not meet ANSI standard A10.8-1988.

323741 SR200400093 May 04, 2005
\$12,842

Island Pacific Transport Ltd.
Fields Sawmill Ltd.
1901 Comox Road, Courtenay

A truck driver working for the firm stood on the side of a truck that was being loaded with banded bundles of lumber. The banding broke and the falling lumber struck the driver, killing him. The firm failed to provide the



worker with adequate information, instruction, training, and supervision to ensure the worker's safety.

555503 RFS200400129 May 27, 2005
\$2,500

Robert A. Larocque
13123 107 Avenue, Surrey

The employer did not have or provide safe work procedures for a high-risk activity to a worker. The employer did not complete an adequate worksite hazard analysis to identify the location or voltage of high-voltage electrical wires, which resulted in an electrical contact.

709727 RFS200400327 June 08, 2005
\$2,500

664975 BC LTD. (DBA Somass Hotel)
Blue Zoo nightclub
5251 Argyle Street, Port Alberni

The firm failed to comply with the requirement to provide a separate, non-recirculating exhaust ventilation system in designated smoking rooms in both its lounge and nightclub.

330455 RFS200400236 June 10, 2005
\$4,930

C-1 Contractors Ltd.
923 Rowils Crescent, Victoria

The firm damaged an underground gas distribution line with a backhoe bucket while carrying out excavation work. The firm failed to accurately determine the location of the gas line and operate the backhoe, so as to avoid damage to the gas line. This was a repeat violation.

485313 RFS200300662 June 17, 2005
\$2,500

Donald James Vanier
Tauca Lea Resort
1971 Harbour Crescent, Ucluelet

Workers of the firm erected makeshift scaffolding at a construction site. The scaffolding did not meet the requirements of the Regulation and did not have any guardrails. The scaffolding fell and a worker fell approximately 5 m (17 ft.) onto rocky ground. The worker was seriously injured.



WorkSafe courses

Six one-day WorkSafe education courses are offered by the WCB WorkSafe Education Network.

- Hazard Recognition and Control
- Joint Health and Safety Committee Training
- Occupational Health and Safety in Small Business
- Preventing and Investigating Musculoskeletal Injury (MSI)
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- Supervisor Safety Management

For more information visit the WorkSafe courses web page at www.worksafebc.com/news_room/courses/default.asp, or call the WorkSafe Call Centre at 604 276-3100, toll-free in B.C. at 1 888 621-SAFE (7233).



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