

*The WCB prevention magazine
on occupational health and safety issues*

WorkSafe™

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Mentoring program builds solid foundation

From the editor

When it comes to workplace safety, we all have to watch out for ourselves. What's better is knowing that the people you work with are watching out for you too – people who care about *everyone's* safety. Whether we fall trees in remote wilderness or operate heavy machinery in a manufacturing plant, everyone benefits from on-the-job teamwork.

Coaching and mentoring are proven ways to build a cohesive team. According to Ledcor Industries, mentoring new employees boosts their morale, strengthens their loyalty to the company, and motivates them to work hard. Read about Ledcor's mentoring program on page 10.

Teamwork is especially critical when you work in a high-risk industry, like fishing. Every year, an appalling number of fishers drown in B.C. waters. And when one person goes overboard, rescue attempts can put others at risk too. That's why B.C. fishery workers, together with unions, industry, and the WCB, are trying to change the safety culture at sea. Read about their three-point safety solution on page 14.

When members of a work team get lots of support from each other and their employer, great things can happen. The 18-member crew at Ladysmith's Burleith Log Sort just celebrated 3,300 days without a lost-time accident – that's no small feat in their line of work. One of the secrets of their success is the bond they've formed with each other. Find out more on page 5.

We're all part of a team, whether we recognize it or not. The trick is to make the most of that situation – to *realize* the benefits and *share* them too. That's teamwork.

Kudos

Congratulations to Interfor's McDonald Cedar Mill in Fort Langley, which has recently achieved 1,000 days without a lost-time injury.

Also worth noting is the exceptional safety record of these three workers:

- Bill Hazelton – 39 years without a lost-time accident
- Avtar Sumra – 30 years without a lost-time accident
- Jim McFadden – 14 years without a lost-time accident

Keep up the good work everyone!

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Cover: Aaron Golling (left) learns the ropes from construction veteran Rick Williams. Read about Ledcor's mentoring program on page 10.

Cover photo by Khalid Hawe / zoomphotographics





Student play reaches young workers

By Corey Van't Haaff

Drama students at McNair Secondary School in Richmond know that increased awareness is vital to reducing workplace accidents among young people. Knowledge, they say, could mean the difference between being Joe Somebody and Joe Statistic. So they wrote, staged, and performed a play called *Joe Who?* Now they are taking their show on the road, raising awareness among the working youth throughout B.C.

“Injury rates for young workers, especially young males, are very high,” says Michael Guzmicky, industry specialist for the Prevention Division’s Strategic Initiatives. And WCB research shows that young workers learn best about safety and prevention issues through peer-to-peer communication.

The WCB approached drama teacher Theresa Watts and her class to help get the message out. The result was a theatre performance crafted and performed by young workers.

“We thought a peer-to-peer theatre project was an excellent vehicle,” says Guzmicky. “We asked the students to take the information, issues, and problems and

create something meaningful for their age group.”

The students and their teachers met with representatives from the WCB, who gave them statistics and information about injury rates, the rights and responsibilities of workers, and real-life case studies. The students brainstormed and developed a series of workplace vignettes, then pieced them together to form a story. The main message is that by not knowing their rights, responsibilities, and proper safety procedures, students may never get the opportunity to realize their dreams and aspirations if they are injured.

Watts says the play isn’t meant to answer questions or list an employee’s rights – that’s the WCB’s job. The play is meant to empower youth to make safer choices at work.

“There’s no plot,” she says, “just scenarios about what could happen if no one asks for help. The play comes full circle from what you want to be and ends with how a workplace injury will limit your choices in life.”

Sarah Jiminez, one of the students who wrote and acted in the play, says most

training received by young workers focuses on smiling and wearing name badges. But, she adds, you can’t smile when you’re injured.

“Once we heard the stories, it just got to us,” says Jiminez. “We never thought stuff like that could happen to us – and we were all working. When I heard about my rights and responsibilities, I had no clue what they were until that moment.

“We wanted to depict all sides of the issue, not just how injuries affect you, but also how your parents and friends would feel,” says Jiminez.

The play was first performed at McNair Secondary School in May and later at the WCB’s 2002 Young Worker Safety Awareness Campaign staff launch event. Both performances were received with a great deal of interest and enthusiasm.

A videotape of the performance, with director’s notes, will soon be available for distribution to schools around the province. The McNair class also plans to perform the play for other schools and at conferences for employers, unions, and industry associations.



Log sort crew marks another milestone



Photo by Ken Hallberg

In the summer of 2002, the Burleith Sort crew posed for a photo to commemorate 3,240 days without a time-loss accident.

Standing left to right: Art Kayes, Lorne Wright, Gary Harris, Gary Ryan, Darrin Good, Robert Brown, Perry Seymour. Kneeling left to right: Harvey Seymour Jr., Douglas Kolossoff, Randy Hughes, Don Louie, Bob Greenhalgh, Bruce Harris, Harvey Seymour Sr., Gordon Whitelaw, Bill Perry. Missing: Mack Seymour, Dan Olson.

By Helena Bryan

Western Forest Products' Burleith Sort is a little like the battery that "keeps going, and going, and going." Except there's a lot more to keep going than a toy rabbit. In some years, the 18-member crew sorts close to one million cubic metres of wood — actually sea-slick logs — into booms. And they do it safely, even in nasty weather when gusting southeastern winds tear into Ladysmith Harbour.

In 1998, when the crew made it to 2,000 days without a loss-time accident, the WCB's former *Prevention at Work* newsletter recognized the milestone with a front-page feature. As of August 13, 2002, the crew continues to maintain a stellar record, accumulating 3,300 days without a lost-time accident, the equivalent of about 12 years.

What's the secret to such amazing

consistency under such potentially dangerous circumstances? Well, if you ask manager Ken Hallberg, who joined the team in January 2002, he'll tell you that he inherited "a well-run organization: well organized, well maintained, and with high morale."

"The credit," he says, "belongs to the crew and to former manager Ken Rhode." Sadly, Rhode died in January after five years at Burleith. His legacy is an operation that seems to just purr along. First, there's the crew, whose members genuinely like and look out for each other. They also love their work, riding out the industry low times with as much enthusiasm as the highs. And between them, they can boast of more than 200 years' experience.

Then there's the equipment, which is

modern and well maintained. And the lines of communication are open. "If something needs fixing, nobody's afraid to say so," says chargehand Bill Perry. "If the winch is haywire, bring it in and we'll fix it."

It helps that upper management is committed. "We all know that safety's a priority over production," says the longest-serving member of the crew, Harvey Seymour, Sr., who started at Burleith 36 years ago.

A little recognition from the employer doesn't hurt either. "The company's good about that," observes Hallberg. "We've just ordered jackets for the crew in honour of their safety record."

Those jackets will come in handy this fall when the southeasters blow ... as they work their way toward the next milestone.



An effective health and safety program includes involving workers in regular monthly inspections of your workplace.

Safety smarts for small business

Part I

By Heather Prime

If you run a business with less than 20 employees, you've got plenty of company. Small businesses make up more than 90 percent of all companies registered with the WCB. In a world of razor-thin margins, that's a lot of competition, which is why you need a smart business plan. You also need a smart safety plan.

Small businesses with fewer than 20 employees are required to have an informal health and safety program that includes regular monthly meetings with workers (see section 3.2 of the Occupational Health and Safety Regulation). This program could mean the difference between life and death for you, your workers – and your business.

The dollars and sense of safety

Safety pays. Not only does it keep your workers healthy and improve morale, it can also save you money. That's because the number of injury claims made by your business and other businesses in your industry directly affects the WCB insurance assessment you pay. You can lower your assessment rate and save money by preventing injuries and occupational disease.

Maintaining a safe and healthy workplace also helps you avoid the many hidden costs of workplace injuries, such as:

- Damage to property and stock
- Expenses for hiring and retraining workers
- Missed deadlines
- Loss of production
- Fines and other penalties
- Negative publicity

Identify hazards before they do damage

A monthly meeting with workers to discuss health and safety issues is an essential part of any health and safety program. Use these meetings to remedy hazardous conditions and work practices. But, first, you need to identify those hazards.



small business

As part of your monthly safety meetings, inspect every area of your workplace, looking for hazards and thinking about what could possibly go wrong. The best way to complete this exercise is to involve your employees. Together, you should look for hazards in the following categories:

- **Overexertion and repetitive-strain injuries** – More than one-quarter of all small business claims involve sprain and strain injuries. Many of the ways we work – such as lifting, reaching, or repeating the same movements – may lead to sprains and strains. (see sections 4.46 to 4.53 of the Regulation)
- **Falls from heights** – Workers falling from heights result in 20 percent of all small business claims. Employers must ensure that a fall protection system is used when work is being done at least 3 m (10 ft.) above ground or when a fall from a lesser height involves an unusual risk of injury. (see Part 11 of the Regulation)
- **Slips and trips** – In busy restaurants and retail businesses, spills and wet floors are a common and dangerous hazard. To prevent injury, floors, platforms, ramps, stairs and walkways must be maintained in a state of good repair and kept free of slipping and tripping hazards. (see sections 4.39 to 4.41 of the Regulation)
- **Falling objects** – Storing stock and tools of the trade requires care and attention. An area in which material may be dropped, dumped, or spilled must be guarded to prevent inadvertent entry by workers, or be protected by adequate covers and guarding. (see sections 4.43 and 4.45 of the Regulation)
- **Workplace violence** – Working alone or late at night can put workers at risk of violence. Employers must conduct a risk assessment in any workplace where their workers face possible injury from violent or threatening behaviour by people other than co-workers. (see sections 4.27 to 4.31 of the Regulation)

You can lower your assessment rate and save money by preventing injuries and occupational disease.



- **Exposure to chemical and biological materials** – Photofinishing stores may use hazardous photographic chemicals, and many retail small businesses use special cleaners and solvents. Exposure to hazardous materials can result in kidney or lung damage, cancer, and burns. Some materials can cause fires or explosions. If you use hazardous materials in your business, you need to know about WHMIS. (see Part 5 of the Regulation)

If you need assistance with your safety program or want more information, contact your WCB officer or call the Prevention Information Line at 604 276-3100, toll-free in B.C. at 1 888 621-7233. Small business safety information is also available online at www.worksafebc.com, under Health and Safety.

Part 2 of this article, which looks at assessing hazards and controlling risks, will be published in the November/December 2002 issue of *WorkSafe Magazine*.

Resources for your small business

The WCB offers the following publications specifically designed for small businesses:

- *Small Business Guide to Health and Safety* (PH21)
Download from www.worksafebc.com/publications/Health_and_Safety_Information/by_industry/assets/pdf/smallbiz.pdf
- *Health and Safety for Retail Small Business* (BK08)
Download from www.worksafebc.com/publications/Health_and_Safety_Information/by_industry/assets/pdf/retailsmallbiz.pdf
- *Health and Safety for Hospitality Small Business* (BK71)
Download from <http://smallbusiness.healthandsafetycentre.org/s/Resources.asp>

To order printed copies, call WCB Publications and Videos at 604 276-3068 (toll-free in B.C. at 1 800 661-2112, local 3068), fax 604 279-7406, or e-mail pubvid@wcb.bc.ca.





First aid drives down MSIs at Kelowna care facility

By Helena Bryan

What a difference a few short months can make. As recently as last December, WCB first aid officer Ken Emmons would have described claims at Kelowna's 150-bed Windsor Manor Care Centre as "through the roof." Ninety-five percent were for musculo-skeletal injuries (MSIs), which, left untreated, can lead to long-term disability, surgery, and time off work.

Today, the situation couldn't be more different. With Emmons' guidance, the company implemented a disability

prevention program in early 2002. Since then claims have plummeted, to use Emmons' analogy, to the floor. In 2001, there were 18 time-loss claims at a cost of \$73,694; for the first seven months of 2002, there have been only three, at a cost of \$13,280. According to director of care Kathy McFadden, "Last May was the first time in my history at Windsor Manor that I was able to go into a health and safety meeting with the news that nobody was off on short-term disability. In fact, from March to July, we had only one time-loss injury. That's amazing for us."

Most of the long-term and special-care residents at the privately owned Windsor Manor need to be lifted and moved often, putting heavy demands on employees. When these demands are a daily part of a worker's job, the risk of injury multiplies.

Beyond compliance

Reducing claims at Windsor Manor hasn't been easy, says McFadden, and initially the company wasn't sure where to start: "We had an occupational health and safety program in place and we'd been reviewing the injuries every month, but we kept doing



Building a disability prevention program

Kathy McFadden offers the following tips based on Windsor Manor's experience:

1. Enlist the help of an objective outsider. Sometimes what's needed is a fresh pair of eyes.
2. Get staff onside with comprehensive information sessions. The benefits of having willing participants in the program will far outweigh the costs.
3. Communicate with *all* staff, not just the health and safety personnel. Everybody needs to be aware of changes and why they are necessary.
4. Emphasize early reporting, no matter how minor the injury. The more injuries treated on the job, the bigger the savings.

Windsor Manor employees now report "even a twinge" so problems can be prevented through first aid and, if necessary, work modification. Shown here are Denise Vaselenak (left) and nurse Julianne Dickson.

"I hear no more complaints about paperwork because now they understand why they're doing it. And they're seeing results."

the same things over and over and not getting anywhere."

Emmons was the fresh pair of eyes they needed. First aid policies and procedures were rewritten to include such things as proper transportation of injured workers and proper reporting "Now, workers must report even a twinge so, if necessary, that twinge can be iced and the work modified," says Emmons. "Then the employee must come back for a follow-up. That's not a suggestion, but a requirement. We can do something about a twinge; we can't do anything when somebody's all bent up."

A designated space was set aside for first aid in the Special Care Unit, and a new, more functional First Aid Incident Report was developed. "Their old first aid book was the size of a postage stamp," says Emmons, "with very little space for documentation. You'd find things like 'sore back, sent to doctor' or 'sore back, sent home.' What good is that to anybody trying to evaluate and eliminate such problems?"

Changing attitudes

With the help of administrator Lena Boyce and McFadden, Emmons set up a series of workshops with all the first aid officers to explain the changes. In the process he changed some attitudes as well. "We're not dealing with traumatic injuries," says McFadden, "and some of the officers felt the

job was just paperwork." Emmons made them see that their first aid role is important. I hear no more complaints about paperwork because now they understand why they're doing it. And they're seeing results."

Next came the rest of the staff, from supervisors to custodians to laundry workers. Emmons went over the new first aid policies with them, making it clear exactly what was required if an injury occurred.

Registered nurse and first aid officer Lynn Roberts attended to the first incident after the new policies were in place. "A belt on the lift bar of one of the mechanical lifts came loose and struck an employee in the throat, causing some tenderness but no difficulty swallowing. Instead of just leaving it, the employee reported it immediately, the requisite forms were filled out during her shift, and follow-ups were done during her next shift. This incident was not critical, but any incident can be a potential injury. But, as Roberts points out, "if it's looked at right away, if it's iced up, or lighter duties are assigned, time off work may never become necessary."

Next up? "The monitoring phase," says Emmons, "to iron out any wrinkles." Wrinkles or not, McFadden is so pleased with the results, she just wants everybody to bask in the glory for a while.



Ledcor's mentoring program allows veterans like carpenter Rick Williams (foreground) to share the benefit of experience with new workers like 19-year-old Aaron Golling.



Mentoring program builds solid foundation

By Jeffrey Rotin

A construction site is often large and confusing, with dozens of different tradespeople and subcontractors shouting over one another. It can be overwhelming for even the most experienced workers, and for a young or new employee it poses particular risks. From 1992 to 1996, nearly half of the fatalities among young workers aged 15 to 19 were in the construction industry.

Ledcor Industries, a construction contracting company, is taking a proactive approach to young and new worker safety.

They recently introduced a unique mentoring program at all their worksites throughout Canada and the U.S.

Ledcor management introduced the mentoring program after determining that their young and new workers – under 25 years and/or on the job site less than three months – had a higher rate of accidents than other employees.

Although all their new employees receive an initial safety orientation, Ledcor realized people can only absorb so much information in the first few days. Their

mentoring program allows time to ensure that good safety practices are ingrained in new and young workers from the outset.

Training provides foundation

Dwight Brissette, Ledcor's director of health, safety and environmental protection, likens a Ledcor worker's training to a construction project, with mentoring supplying the "solid foundation" needed for successful completion.

The mentoring program was designed to be simple so it would be easy to implement at



young worker safety

all Leducor worksites. Superintendents at each site select seasoned workers and good role models to serve as mentors. These mentors team up with employees new to the construction industry, student workers, and first-year trade apprentices for their first month of employment.

During that month, mentors ensure their charge is following correct procedures, alert them to any on-site hazards, and encourage them to ask questions. New employees must work within the line of sight of their mentor at all times. That means if the mentor takes a break, the new worker must stop working and wait for their mentor to return.

Mentoring boosts morale

The mentor and superintendent complete evaluations of the new worker at the halfway point and at the end of the one-month program. Together they decide whether the worker is ready to work on his own.

“A lot of us came up through the trades, and we remember what it was like the first time we came on a job site,” says Brissette. “You’re intimidated. You want to be buddied with someone who can give you advice without you having to go to your foreman — a role model who’s respected within the working crew.”

Aaron Golling, an apprentice plumber at a downtown Vancouver construction site, was one of the first young workers to enter the mentoring program. The 19-year-old says the advantage of the program is that it’s hands-on instruction, rather than just theoretical. “It’s like you’re actually in school while you work, because you’re learning something,” he says. He felt a lot



safer knowing there was a dedicated person advising him about what precautions to take.

There are other benefits for workers, says Jim Billey, Leducor manager of health, safety, and environmental protection: “Being mentored makes workers feel like they belong to a team, and it really boosts morale. It makes them feel welcomed and a part of a good organization.” Billey believes that being mentored also strengthens workers’ loyalty to the company and motivates them to work more efficiently.

According to Rick Williams, a carpenter at

one of Leducor’s Vancouver construction sites, the new employee has typically acquired a solid understanding of a wide variety of tasks by the end of the first month.

“This is a good opportunity for you to watch over a new worker,” says Williams, a 20-year veteran of the carpentry trade. “The biggest thing is to think out loud as you walk along, the things you see, so he can hear them as you’re going along through everything.”

The program is also a good refresher course for the mentors, who review the basics of safety with the new worker.

Part of a larger plan

Leducor’s mentoring program is just part of the company’s extensive health and safety program, which includes hazard assessments, project-specific safety programs, weekly safety meetings for subcontractors, regular site inspections, a joint health and safety committee, and a new orientation program.

While it is still too soon to track results of Leducor’s mentoring program, the overall response from clients, safety associations, mentors, the union, and new employees has been very positive, says Brissette.

Don Nelson, WCB manager of industry services (construction) agrees mentoring is an effective way to address young worker safety: “The first few weeks that a new worker is on the job are crucial to establishing good safety practices. Habits tend to deteriorate over time, so it’s really key that a mentor teaches good habits from the start.”



Preventing burns from hot oil

Hot oil is a significant safety hazard for hospitality workers who clean deep fryers. If the oil or grease is not allowed to cool prior to handling or if proper equipment is not used to transport and store it, workers can be badly burned.

These burns can be prevented if proper equipment is used, manufacturer's instructions are followed, a written safe work procedure is posted, and workers are properly trained and supervised.

Handling hot oil safely

Consider the following guidelines when developing safe work procedures for handling hot oil in your workplace:

- Follow the manufacturer's instructions regarding procedures and equipment.
- Allow hot oil or grease to cool prior to handling.
- Use only containers capable of withstanding high temperatures (i.e., steel pails and utensils). DO NOT use plastic pails or containers.
- Ensure containers have adequate capacity and don't overfill.
- When transporting hot oil or grease, cover the container with a tight-fitting lid to prevent splashing or spilling.
- Wear the appropriate protective equipment, such as eye protection, oil-resistant aprons, and elbow-length gloves for protection from splashes, particularly during draining and dumping.

For an example of a safe work procedure for cleaning a deep fat fryer, see page 20 of *Health and Safety for Hospitality Small Business*. To order, call WCB Publications and Videos at 604 276-3068 (toll-free in B.C. at 1 800 661-2112, local 3068), fax 604 279-7406, or e-mail pubvid@wcb.bc.ca.

If you have questions about handling hot oil safely, contact your WCB officer or call the Prevention Information Line at 604 276-3100, toll-free in B.C. at 1 888 621-SAFE (7233).

Tip

New fryers incorporate automatic draining systems that minimize the risk to workers. In addition, a variety of specialized equipment is available for safe handling of hot oil, including fully enclosed wheeled containers with easy-pouring mechanisms. Contact your local restaurant equipment supplier for more information.



Hot oil can be transported safely in metal buckets that have metal lids with metal clasps and a tight seal to prevent splashing.

Correction

On page 5 of the July/August issue of *WorkSafe Magazine*, the article "BC One Call makes excavation safer" states that "contacting BC One Call before you dig ensures compliance with section 20.79 of the Occupational Health and Safety Regulation." This is incorrect. Calling BC One Call does not, by itself, ensure compliance. It is one step, often the first step, in a process of accurately and positively determining the location of underground utilities.

The article should also have noted that if a utility is not a member of BC One Call, for example BC Hydro, you will need to contact the utility company directly to obtain the location of any underground services. For information on underground BC Hydro lines, call toll-free 1 877 520-1355 within B.C.



Darman Yee is now able to lift 25 kg pails of paint easily with an innovative vacuum lift at ICI Paints.

Vacuum lifts ease back strain

By Ian Gray

When ICI Paints International began hearing industry complaints of sore backs caused by lifting heavy paint containers, the company started searching for a solution — before those complaints could become a problem at their manufacturing plants.

Stefan Nozewski, production supervisor at the Delta manufacturing plant, says they were fortunate not to have experienced any serious lifting injuries at their site, but they knew the potential was there. “Back then, employees had to manually pick up five-gallon pails of paint and two-by-one-gallon containers as they came down the production lines, so they were dealing with 45 or 50 pounds (20 to 25 kilograms) each time,” he says. “When you do that all day long, it puts a lot of stress on your lower back.” What’s more, the company planned to move to four-by-one-gallon containers, which would increase the load to 35 kilograms.

Based on the industry problem with sore backs, and the results of a company-wide ergonomic study, ICI came up with a way to prevent back strain. They introduced mechanized vacuum lifts to hoist paint containers without causing undue strain.

Each lift is powered by a compressed air pump and consists of a large vacuum hose extending down from the ceiling. Using side-

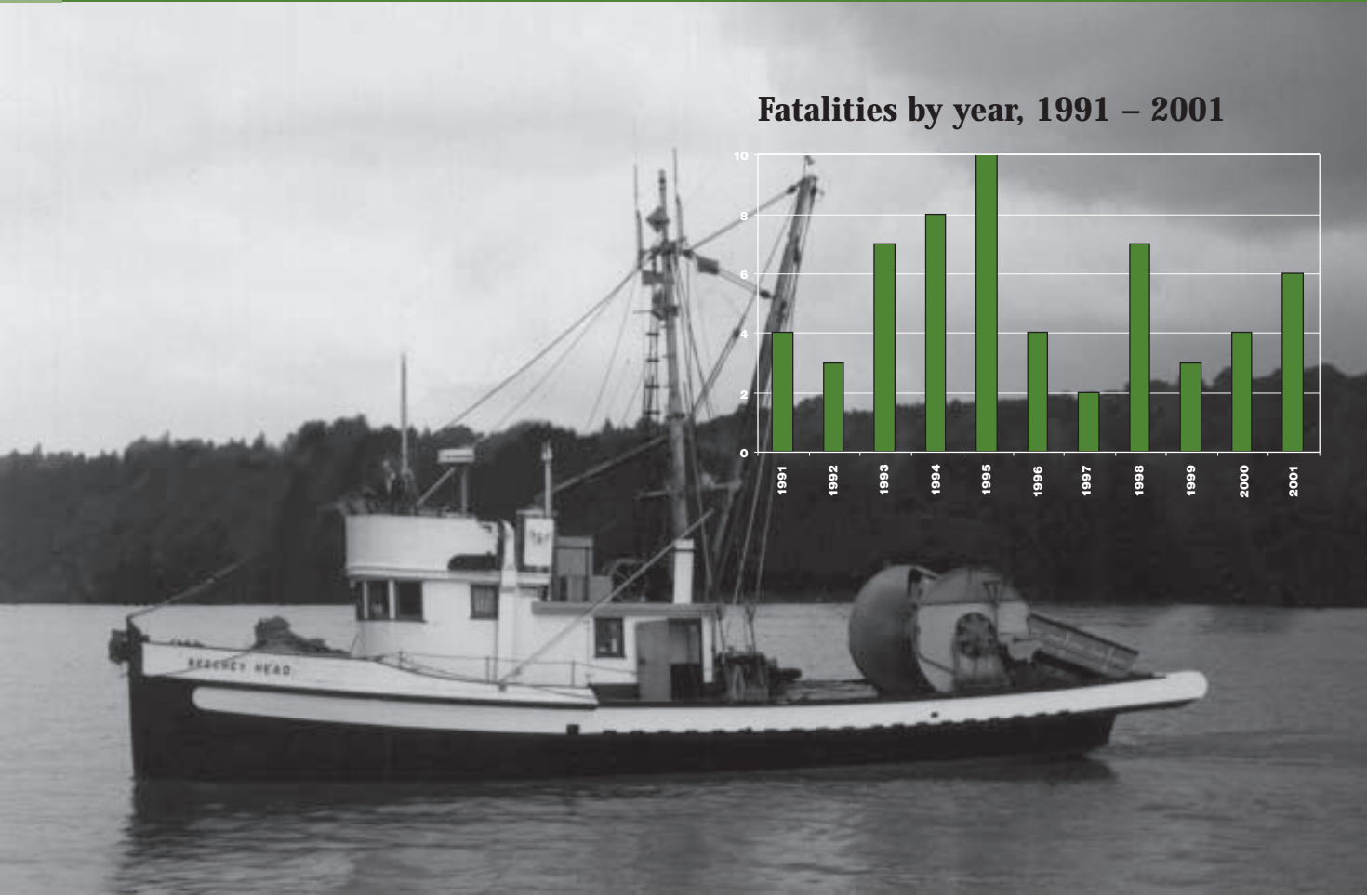
mounted handles to manoeuvre and operate the lift, workers can grab the load using vacuum suction. The lifts allow workers to support, raise, or lower the load with very little manual force, and they can be fitted with a variety of different attachments, depending on the load.

“Since we implemented the vacuum lifts, we haven’t had any lift-related injuries, and the feedback from staff has been great,” says Nozewski. “They just love them. Now, instead of wrestling with heavy loads, they can pick up the pails and containers with total ease and comfort.”

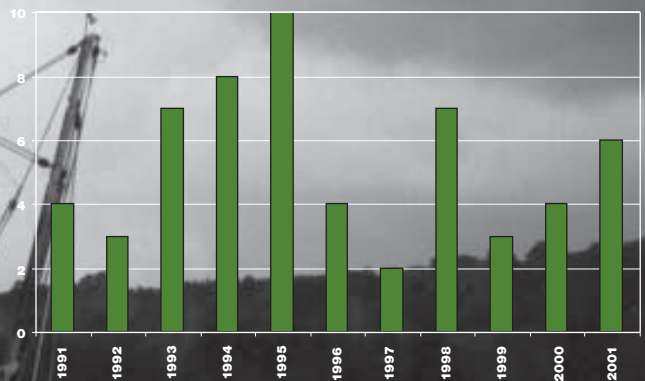
To further reduce potentially harmful bending and lifting, the company added a scissor-lift table to their packaging line. The hydraulic table allows employees to load pails and containers onto skids without having to bend down or reach up. Workers can raise or lower the table so that the skid remains at the same height throughout loading. Another scissor-lift table will be added in the next two years.

In addition to improving safety conditions at the plant, Nozewski says the lifts have also helped increase productivity. “They’ve really paid off for us,” he says. “Our employees aren’t tired from heavy lifting, so they can go as fast as the paint filling machines will let them.”





Fatalities by year, 1991 – 2001



Danger on the high seas

By Susan Main

Fishing is the most life-threatening occupation, per capita, in the province. The biggest risk is the water itself. Between 1991 and 2001, 58 fishing workers died, with 50 of those deaths caused by drowning. In 2001, there was one fatality for every 26 time-loss compensation claims made by fishing workers. By contrast, the forest industry had one fatality for every 83 claims and construction had one fatality for every 213 claims.

Three-point safety solution

In a campaign to raise awareness of the dangers of cold water, the WCB is collaborating with the BC Seafood Alliance, the United Fishermen and Allied Workers' Union, the Native Brotherhood of B.C., and

private companies. The group is reaching out to fishing workers, sharing a three-point solution for working more safely:

- 1 Stay out of the water
- 2 Wear a personal flotation device (PFD) if you are at risk of entering the water
- 3 Develop and practise procedures to quickly recover a crew member who has fallen overboard (the WCB offers safety courses on this topic)

"It's important to realize that even though the water may seem friendly, it isn't," says WCB occupational safety officer Shane Neifer. "You have to stay out of it. If you're in it, you have to get out as fast as possible. You may have only minutes – or seconds."

Cold shock the number one threat

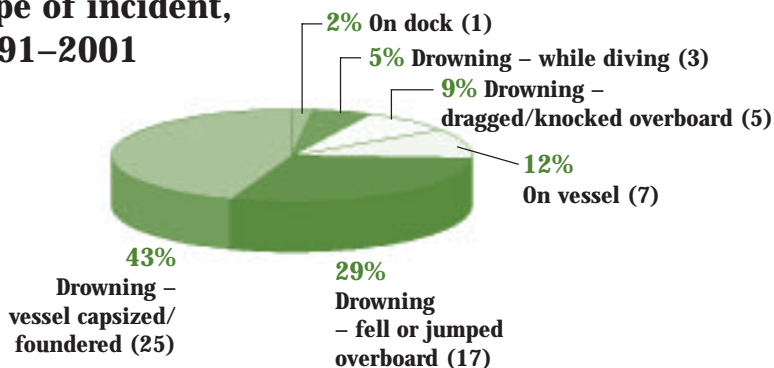
In November 2001, Neifer investigated the death of a worker who was pulled overboard as he tried to prevent a crab trap from sliding into the waters of Hecate Strait. Within three minutes the worker's boat had turned around and returned to his side. Even though the fisher was in the water less than five minutes, he was unable to respond to the crew who threw down ropes and buoys. He drowned due to the effects of cold shock – the body's physiological response to cold-water immersion.

"It's like a magnified response to getting an ice cube down your back," Neifer says, describing the shock of falling into cold





Type of incident, 1991–2001



water. This initial gasp is followed by a four-fold increase in breathing rate, and panic takes hold. Contrary to popular belief, cold shock is more likely to claim lives than hypothermia, since it takes at least 20 to 45 minutes to become hypothermic in B.C. waters. With cold shock, it takes only moments before people become too panicked to assist in their own rescue.

“If someone’s been in the water two to four minutes with very little air and they’re panicking, you can tell them whatever you want, but they can’t hear. All they’re trying to do is get some air into their lungs,” he says, adding that drowning can occur with as little as 150 millilitres of water in the lungs – less than half a can of pop.

PFDs an effective solution

Deckhand Jon Hoffman, 25, was working on one of the Hecate Strait crab fishing vessels the night his co-worker drowned.

“After that, we really took a good look at everything we were doing to prevent it from happening again,” he says. Boatmaster Mike Phuong bought each crew member an immersion suit and an auto-inflatable PFD, at \$150 apiece. These PFDs are designed to

be non-bulky and easy to work in, with CO₂ cartridges that inflate when you pull a cord.

“When we’re working, we have to lean over the side of the boat a lot and at night, when it’s rough and you’re tired, it gives you peace of mind knowing that a PFD is strapped on. If you do fall in, it’s not really a big deal. You’re going to float,” Hoffman says, adding that surprisingly few fishing workers use PFDs. “People just aren’t educated on how long they can last in the water or that you can actually work with a piece of gear like this on. If everyone knew, I’m sure PFDs would be much more common. On our boat, we all wear them on deck when we’re working. Now I won’t fish without it.”

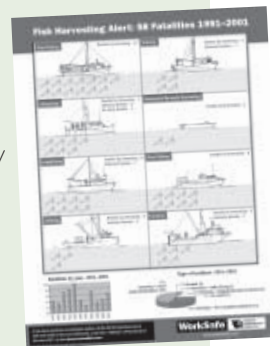
The crew spent six hours practising rescue drills in Prince Rupert Harbour – jumping off the boat in immersion suits, towing people in the water, and getting people back on board without entering the water.

Hoffman, who started fishing at 15, says these new safety precautions have affected his loved ones too. “Now when I leave, my family doesn’t worry as much,” he says.

Safety resources for the fishing industry

Fish harvesting alert poster – This new poster, which shows a breakdown of deaths by type of vessel and lists industry facts, can be downloaded from

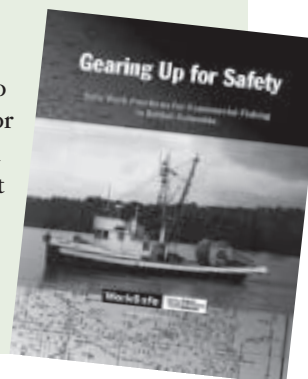
www.worksafebc.com/news/Assets/PDF/Fish%20Fatal%20poster%20letter.pdf, or ordered from WCB Publications and Videos at 604 276-3068 or toll-free in B.C. at 1 800 661-2112, local 3068.



Facts about fishing fatalities and injuries – This fact sheet can be downloaded from www.worksafebc.com/news/current_news/fact_sheets/newfs_02_07_17.asp.

Gearing Up for Safety: Safe work practices for commercial fishing in British Columbia – This manual addresses many of the common health and safety hazards in the commercial fishing industry. You can order it from WCB Publications and Videos by calling 604 276-3068 or toll-free in B.C. at 1 800 661-2112, local 3068.

For more information, talk to your WCB officer or call the Prevention Information Line at 604 276-3100 or toll-free in B.C. at 1 888 621-7233.





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For more information on preventing workplace injuries, visit www.worksafebc.com or call the Prevention Information Line at 604 276-3100 or toll-free in B.C. at 1 888 621-SAFE (7233).

Infractions

The purpose of "Infractions," a regular item in *WorkSafe Magazine*, is to highlight the importance of making workplaces safe. The WCB Review and Penalty 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 appeals process.

A Review and Penalty Section decision can be appealed to the Appeal Division. Appeals must be made to the Appeal Division in writing within 30 days of the date of the decision. To obtain an appeal form, call the Appeal Division at 604 276-3067, toll-free in B.C. at 1 800 661-2112, local 3067, or fax 604 276-3349.

Note: Addresses shown are locations where infractions occurred, and not necessarily the addresses of the penalized businesses.

628091 SR200101131 Robert Dale Glada DBA Dale Glada Construction Parkland School 1115 2nd Avenue South, Cranbrook Repeat violations of fall protection regulation.	Imposed: Apr. 03, 2002	\$1,000	419275 SR200200063 Vanview Construction Ltd. 1915 West 12th Avenue, Vancouver Failure to comply with an order to inspect a site for asbestos.	Imposed: Apr. 25, 2002	\$3,972
004378 SR200000838 Canadian Forest Products Ltd. Canfor Chetwynd Division 4700 50th Street, Chetwynd Failures to adequately inform, instruct, train, and supervise workers in the safe performance of their duties.	Imposed: Apr. 05, 2002	\$52,500	551237 SR200101066 Gubbs Contracting Ltd. Port Neville Logging Ltd. Alpha Bluff, Bute Inlet Block A2, Campbell River Forest District Failure to ensure workers were more than two tree-lengths away from a tree being felled.	Imposed: Apr. 29, 2002	\$1,750
492923 SR200100397 New Venture Cladding Inc. Inland Kenworth Mile 49, Alaska Highway, Fort St. John Repeat violations for failure to use fall protection and failure to supervise workers.	Imposed: Apr. 05, 2002	\$26,384	360019 SR200101094 Bruce Bilcik Contracting Ltd. Port Neville Logging Ltd. Alpha Bluff, Bute Inlet Block A2, Campbell River Forest District Failure to ensure workers were more than two tree-lengths away from tree being felled.	Imposed: Apr. 29, 2002	\$1,750
380167 SR200100658 LP Tile Roofing Co. Ltd. 4566 Rumble Street, Burnaby Repeat violations for failure to use fall protection.	Imposed: Apr. 11, 2002	\$6,426	364218 SR200101115 Pye Construction Ltd. Glen Oak Ford Sales 1660 Island Highway, Victoria Repeat failure to ensure that workers exposed to falls of greater than 3 m used a fall protection system.	Imposed: Apr. 30, 2002	\$4,052
379831 SR200100666 Pickseed Canada Inc. Grass seed elevator Mile 2, Alaska Highway, Dawson Creek Lack of written procedures for worker training, equipment guarding, and lockout violations resulting in serious injury to worker.	Imposed: Apr. 11, 2002	\$5,965	653716 SR200100513 Mid West Furnishings & Supplies Ltd. Holiday Inn Hotel Project Highway 5, Valemount Continued failure to provide required first aid supplies, facilities, and services.	Imposed: May 01, 2002	\$1,578
628978 SR200100880 Metroline Construction Ltd. Craftsman Estates, North Vancouver Lack of fall protection measures at the site to protect workers against fall from scaffolds and roof areas at heights above 3 m.	Imposed: Apr. 12, 2002	\$2,500	653716 SR200100685 Mid West Furnishings & Supplies Ltd. Holiday Inn Hotel Project Highway 5, Valemount Continued failure to supply required first aid supplies.	Imposed: May 01, 2002	\$1,578
536203 SR200200040 Steven L. Doucette DBA Steve's Contracting 1108 Bush Road, Chimney Lake Repeat violations for operating unsafe mobile equipment.	Imposed: Apr. 12, 2002	\$1,750	195674 SR200100586 B.C. Institute of Technology DBA B.C.I.T. 3700 Willingdon, Burnaby Repeat order for deactivating fire alarm system with no effective emergency procedures in place.	Imposed: May 06, 2002	\$10,000
620483 SR200100588 Valdee Industries Ltd. Ridley Island Log Sort, Prince Rupert Employer's failure to install a seatbelt where required.	Imposed: Apr. 23, 2002	\$1,750	093710 SR200001264 Northern Rockies Regional District Town of Fort Nelson 5515 42nd Street, Fort Nelson Workers in an excavation that was not shored or adequately sloped.	Imposed: May 07, 2002	\$15,481
439229 SR200100982 Alpha Roofing & Sheet Metal Inc. City Works Yard, Old Sand Shed Mission Flats Road, Kamloops Repeat fall protection violation.	Imposed: Apr. 23, 2002	\$3,109	475351 SR200000989 Phoenix Glass (1992) Inc. For Farmer Construction Ltd. Shoal Point Huron Street, Victoria Workers removed guardrails from 10th floor window opening and proceeded to work at the floor edge without fall protection.	Imposed: May 13, 2002	\$25,000
417995 SR200101023 J & B Roofing Ltd. 352 Moss Street, Victoria Repeat fall protection violations.	Imposed: Apr. 24, 2002	\$2,500			
066149 SR200100390 District of Fort St. James Water Main Repair Stuart Drive West, Fort St. James Excavation violation.	Imposed: Apr. 25, 2002	\$18,905			

Infractions continued on reverse

Worksafe

Policy decisions

The following is a summary of policy decisions recently finalized by the WCB Panel of Administrators.

Decision summaries are posted on the WCB web site at www.worksafebc.com/law_and_policy/policy_decision/.

Average earnings — exceptional circumstances

The Panel of Administrators has approved an amendment to the Board's policy on exceptional circumstances, as provided in policy item #67.60 of the *Rehabilitation Services & Claims Manual, Volume II*.

With respect to exceptional circumstances, the Board's previous policy provided that particular types of workers had exceptional circumstances that would make the application of section 33.1(2) of the *Workers Compensation Act* inequitable.

Upon reconsideration, the Panel of Administrators has determined that it is more appropriate to define the inequity that results from the application of section 33.1(2) and to provide specific criteria for determining exceptional circumstances. The policy defines inequity. The inequity is that the level of compensation calculated does not best reflect the worker's long-term loss of earnings. In making this determination, "best" does not mean the highest level of compensation possible, but rather, that the level of compensation reflects the actual loss incurred by the worker. The policy further

provides three criteria to be applied to determine if a worker's circumstances are exceptional.

For more information, please contact Titia MacKay at 604 276-3095, or toll-free within B.C. at 1 800 661-2112, local 3095.

Amendments to Part 33 of the Occupational Health and Safety Regulation relating to examination and certification of Level 2 and 3 occupational first aid attendants

The Panel of Administrators has approved amendments to Part 33 of the *Occupational Health and Safety Regulation (OHSR)* which enable comprehensive examination and certification of occupational first aid attendants by organizations external to the WCB. The amendments do not change substantive requirements for the provision of first aid services, supplies, and facilities. The amendments come into force 90 days after deposit with the Registrar of Regulations.

The Board has given notice and held a public hearing on these amendments in accordance with section 226(1) of the *Workers Compensation Act*. These amendments are part of an ongoing review of the *OHSR*.

For more information, contact Nick Attewell at 604 273-2266, local 2618, or toll-free within B.C. at 1 800 661-2112, local 2618.

Policies in regard to the Workers Compensation Amendment Act, 2002 — permanent disability awards and retirement benefits

The Panel of Administrators has approved policy amendments in response to the *Workers Compensation Amendment Act, 2002 (Amendment Act, 2002)*. These policy amendments reflect the legislative changes to the provisions relating to permanent total and permanent partial disability awards, and the duration of permanent disability periodic payments.

In addition, the Panel of Administrators approved new policies in response to the *Amendment Act, 2002* to provide for retirement benefits. The new policies address the establishment and management of the amounts set aside and contributed toward a retirement benefit as well as the payment of retirement benefits to permanently disabled workers.

These new provisions will also result in a significant number of consequential changes throughout the *Rehabilitation Services & Claims Manual, Volume II*.

For more information, please call James Watson at 604 231-8650 or toll-free within B.C. at 1 800 661-2112, local 8650.

Infractions continued

569164 SR200000931 H M C Services Inc. Coquihalla Highway, 3.2 km north of Merritt Lack of adequate traffic control.	Imposed: May 21, 2002	\$13,854	612008 SR200200036 Kelmar Contracting Ltd. 1019 North Park, Sidney Repeat fall protection violation.	Imposed: May 28, 2002	\$2,500
405771 SR200101144 A Super Roofing Inc. New Life Community Church 8765 Government Road, Burnaby Repeat violations for fall protection requirements, fall protection plans, and failure to adequately train workers.	Imposed: May 27, 2002	\$6,202	528160 SR200200142 Lalli Development Ltd. 3305 Kingsway, Vancouver Failure to ensure a fall protection system was used and rendering a safeguard ineffective.	Imposed: May 31, 2002	\$2,500
114685 SR200100732 Kip Brown Trucking Ltd. Stillwater Logging Road Tfl 39, 400 metres up from Highway 101, Powell River Equipment being transported by this employer's worker caused arcing/contact with high-voltage transmission power line.	Imposed: May 28, 2002	\$16,003	002580 SR200200206 Teck Cominco Metals Ltd. Kivcet Furnace Cominco Metals 25 Aldridge Way, Trail Failure to meet regulatory requirements of the <i>Workers Compensation Act</i> resulting in a significant number of workers being exposed to and contaminated with hazardous substances.	Imposed: May 31, 2002	\$270,000

Worksafe™ courses

Six one-day WorkSafe education courses are offered by the WCB WorkSafe Education Network — training providers from all sectors that meet WCB criteria. These courses are currently offered:

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

Contact a WorkSafe Education Partner for information about schedules or fees, or to register for a course.

For the phone number of your local provider, download the Education Partner listing from the WorkSafe courses web page at www.worksafebc.com/news/worksafe_courses/default.asp, or call the Prevention Information Line at 604 276-3100, toll-free in B.C. at 1 888 621-SAFE (7235).