

**Effectiveness Measures - Q4/2019 Reports  
Table of Contents**

Page	TOPIC	DESCRIPTION	EFFECTIVE DATE	x of Year
<b>Prevention Changes</b>				
1	<b>Amended Stop Work Orders Policy</b>	The policy statements in the Prevention Manual around stop work orders are amended on an interim bases applying to all inspections occurring on and after May 27, 2015 until the end of December 31, 2015.	May 27, 2015	5 of 8
2	<b>Preliminary Incident and Full Incident Investigations Policies Approved</b>	The revised sections each require an employer to ensure that a report of the preliminary investigation and a report of the full investigation is prepared in accordance with the policies of the Board of Directors applying to all inspections occurring on and after May 27, 2015 until the end of December 31, 2015.	May 27, 2015	5 of 8
3	<b>OHS Penalty Policies</b>	On January 26, 2016, the Board of Directors approved changes to the OHS Penalty Policies, following consultation in the fall of 2015.  These include: a) Overall changes to streamline, clarify, and update existing policies. b) Changes to penalty amount calculations to make penalties more proportionate relative to an employer's size and the seriousness of the circumstances.  The following policies were amended: a) D12-196-1 OHS Penalty Criteria b) D12-196-3 Transfer of OHS History c) D12-196-6 OHS Penalty Amounts d) D24-73-1 Claims Cost Levies  In addition Policy D8-160-1 (First Aid - Special Rate of Assessment) was deleted. The policy changes apply to all violations on and after March 1, 2016.	March 1, 2016	4 of 6
4	<b>Flow piping systems</b>	On March 30, 2017, the Board of Directors approved amendments to the OHS regulations.  The amendments would eliminate the need for variance requests related to the flow piping restraint issue and also ensure clarity with the other provisions in section 23.69 relating to flow piping systems.	August 1, 2017	3 of 3
5	<b>Asbestos inventory</b>	On January 25, 2017, the Board of Directors approved amendments to the OHS regulations. Section 6.4 - Asbestos inventory  The proposed amendments would ensure asbestos inventories are completed for all workplaces with asbestos-containing materials. As a result, the risk assessments based on these inventories would be accurate. This would prevent workers from being inadvertently exposed to asbestos fibres.	May 1, 2017	3 of 4
6	<b>Lead</b>	On January 25, 2017, the Board of Directors approved amendments to the OHS regulations. Section 6.59.1 to 6.69 - Lead  This section applies to workplace where a worker is or may be: (a) engaged in a lead process, or (b) exposed to potentially harmful levels of inorganic lead dust, fumes or mists. The amendments would provide greater clarity on how to handle lead and prevent worker exposure to lead.	May 1, 2017	3 of 4
7	<b>Respirable crystalline silica and rock dust</b>	On January 25, 2017, the Board of Directors approved amendments to the OHS regulations. Section 6.110 to 6.112.7 - respirable crystalline silica and rock dust  Sections 6.112 to 6.112.7 apply to a workplace where a worker is or may be: (a) engaged in the silica process, or (b) exposed to potentially harmful levels of RCS dust. The proposed amendments would likely prevent RCS dust exposures from becoming an occupational health and disease issue like asbestos in the decades to come, which may contribute to preventing and minimizing worker exposure.	May 1, 2017	3 of 6
8	<b>Construction, excavation and demolition - Notice of Project</b>	On January 25, 2017, the Board of Directors approved amendments to the OHS regulations. Section 20.2 - notice of project  The amendments would result in an increase in the number of construction projects involving asbestos/lead abatement work and similar activities requiring NOPs to be submitted to WorkSafeBC. In turn, officers would be more aware of construction projects involving hazardous substances. There should be an increase in the number of inspections by officers of construction sites where workers may be exposed to asbestos, lead or other substances presenting a significant risk for occupational disease.	May 1, 2017	3 of 4
<b>Compensation Changes</b>				
9	<b>Nerve entrapments and tendinopathies of the arm, neck and shoulder</b>	The amendments are to consolidate and clarify guidance on adjudication of ASTD claims generally, including:  Clarifying and updating medical terminology; Updating the general risk factors for adjudicating all ASTD claims; and Having all the general guidance for adjudicating ASTD claims moved into an introductory policy.	March 1, 2015	4 of 4

Amended Stop Work Orders Policy

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The policy statements in the Prevention Manual around stop work orders are amended on an interim bases applying to all inspections occurring on and after May 27, 2015 until the end of December 31, 2015.	May 27, 2015	Changes to Policy D12-191-1 (Stop Work Orders) will provide additional guidance for using the new provisions set out in section 191. The new provisions: 1) expand the criteria and lower the threshold for issuing stop work orders, and 2) allow WorkSafeBC to stop work from starting at multiple locations for an employer.  Feedback from WorkSafeBC staff will demonstrate the effectiveness.

Reporting:

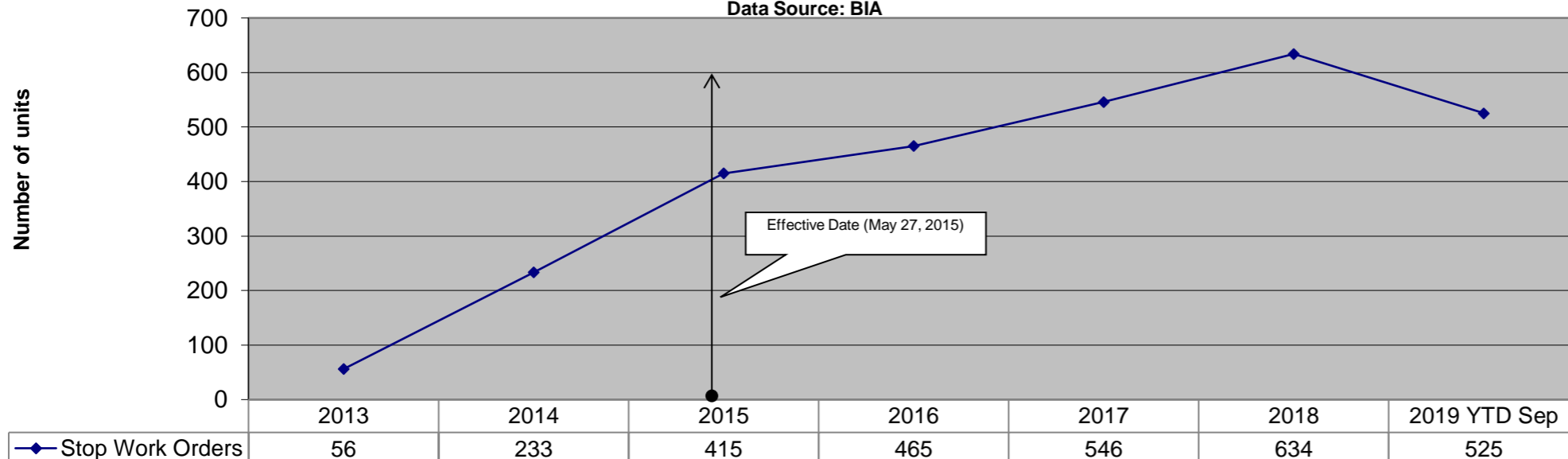
One Time Report

Multiple Reporting Years:

5 of 8 yrs (2015-2022)

Stop Work Orders

Data Source: BIA



**2015 Discussion:**

- Per feedback from the Prevention department, this policy has provided more flexibility for our prevention officers in regards to getting compliance from our employers.
- While this will likely result in an increased number of stop work orders, this number is still very small in comparison to the overall number of inspections done each year.

**2016 Discussion:**

This policy has provided more flexibility for our prevention officers in regards to getting compliance from our employers resulting in an increase in the number of stop work orders. By the end of 2016 the number of stop work orders is estimated to be higher than 2015. For the year to date in 2016, 4 Stop Operations Orders were issued. (1 Stop Operations Order was issued in 2015.)

**2017 Discussion:**

As anticipated, the number of stop work orders have increased from 2013, and has remained constant since the policy change. The increase in stop work orders results in more compliance from our employers.

**2018 Discussion:**

Figures in the graph above are as of September 2018, by the end of 2018 the number of stop work orders is estimated to be higher than 2017. The increase in stop work orders results in more compliance from our employers.

**2019 Discussion:**

Inspection activity level has stayed stable since the amendments to the policy in 2015 while the number of stop work orders have increased steadily. Prevention Officers continue to use stop work orders as a tool in getting compliance from our employers. Approximately 14% of employers end up with another stop work order after their 1st and less than 4% of employers are issued another stop work order after their second order. This suggests that stop work orders is an effective tool at driving behavioural changes in employers if their operations are impacted by their violations.

**2015 Conclusion:**

Next reporting Q4-2016.

**2016 Conclusion:**

Next reporting Q4-2017.

**2017 Conclusion:**

Next reporting Q4-2018.

**2018 Conclusion:**

Next reporting Q4-2019.

**2019 Conclusion:**

Next reporting Q4-2020.

**Preliminary Incident and Full Incident Investigations Policies Approved**

Topic	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The revised sections each require an employer to ensure that a report of the preliminary investigation and a report of the full investigation is prepared in accordance with the policies of the Board of Directors applying to all inspections occurring on and after May 27, 2015 until the end of December 31, 2015.	May 27, 2015	<ul style="list-style-type: none"> <li>• Measure the number of reports received by WorkSafeBC for preliminary and full incident investigations;</li> <li>• Feedback from WorkSafeBC staff and stakeholders would demonstrate the effectiveness of the policies.</li> </ul>

**Reporting:**

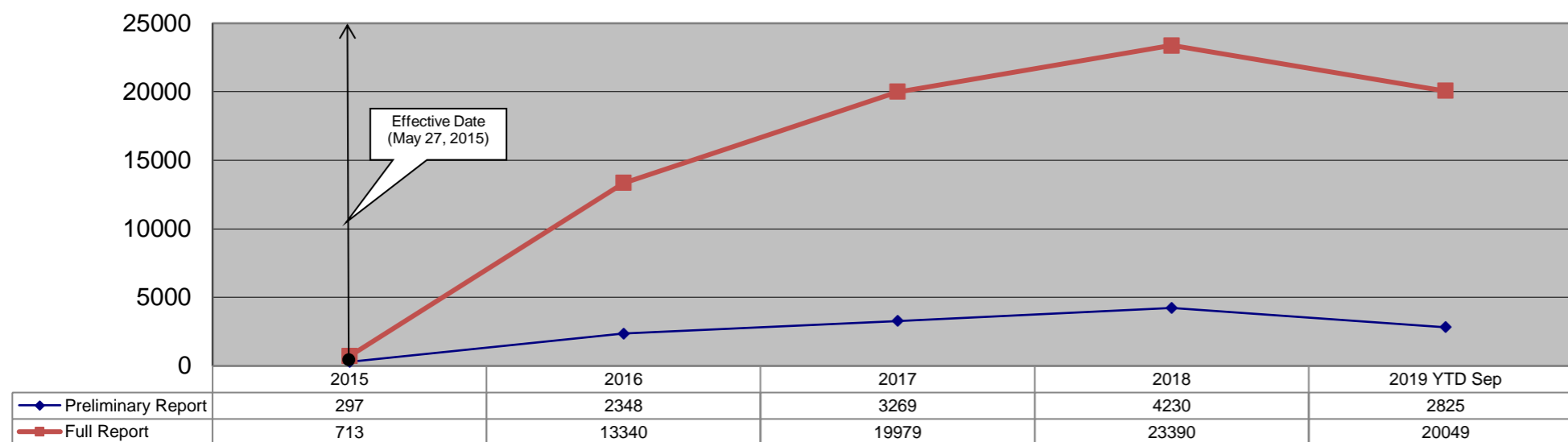
One Time Report

Multiple Reporting Years:

5 of 8 yrs (2015-2022)

**Preliminary and Full Incident Investigations Reports Received**

Data Source: BIA



**2015 Discussion:**

- The number of preliminary and full incident reports received are now being tracked since May 2015; we expect to see a large increase over the next 2 years on the number of reports received.
- Per feedback from the Prevention department, there is an employer incident investigation report (EIIR) database being developed to track all reports received and the initial focus will be for serious injury claims and following up with employers who have not complied.
- The next 2 years will provide us with more data and help us further understand the effectiveness of the change.

**2016 Discussion:**

- There is a significant increase in the number of preliminary and full incident reports received year to date compared to 2015. We are estimating close to 15,000 reports received by the end of the year.
- The EIIR database was developed in January 2016 and is tracking the reports received for follow up.

**2017 Discussion:**

The number of reports received continue to increase in 2017 from 2015. The data base enables us to track all the reports received and follow up with employer who have not complied.

**2018 Discussion:**

The number of reports received continues to increase in 2018. We are projecting close to 21,000 reports received by the end of the year. Using the database to track status of reports, Prevention Officers continues to follow up with employers who have not complied.

**2019 Discussion:**

In 2017 through 2018, efforts to increase EIIR submission rates focussed on identified large employers with high claims volumes and low percentages of submitted EIIRs. A process of escalating enforcement was applied, beginning with education and consultation and escalating to orders where necessary as a means to effect behaviour change. In 2019, inspection initiatives such as Serious Injury Prevention Initiative (SIPI) and Program and Committee Evaluation (PACE) continue to utilize education, consultation and enforcement to ensure EIIR submission for employers identified under these initiatives. As well, standardized inspection text is used by all officers responding to workplace incidents that directs employers to submit completed EIIRs within 30 days and provides links to resources to assist employers to complete and submit EIIRs.

**2015 Conclusion:**

Next reporting Q4-2016.

**2016 Conclusion:**

Next reporting Q4-2017.

**2017 Conclusion:**

Next reporting Q4-2018.

**2018 Conclusion:**

Next reporting Q4-2019.

**2019 Conclusion:**

Next reporting Q4-2020.

OHS Penalty Policies

TOPIC/PART	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>On January 26, 2016, the Board of Directors approved changes to the OHS Penalty Policies, following consultation in the fall of 2015.</p> <p>These include:</p> <ul style="list-style-type: none"> <li>a) Overall changes to streamline, clarify, and update existing policies.</li> <li>b) Changes to penalty amount calculations to make penalties more proportionate relative to an employer's size and the seriousness of the circumstances.</li> </ul> <p>The following policies were amended:</p> <ul style="list-style-type: none"> <li>a) D12-196-1 OHS Penalty Criteria</li> <li>b) D12-196-3 Transfer of OHS History</li> <li>c) D12-196-6 OHS Penalty Amounts</li> <li>d) D24-73-1 Claims Cost Levies</li> </ul> <p>In addition Policy D8-160-1 (First Aid - Special Rate of Assessment) was deleted.</p> <p>The policy changes apply to all violations on and after March 1, 2016.</p>	<p>March 1, 2016</p>	<p>The initial effectiveness measure will count the number of penalties imposed and the value imposed to give an average value of each penalty imposed. Over time, additional information will be added as it becomes available.</p>

**Reporting:**

One Time Report

Multiple Reporting Years:

4 of 6 yrs (2016 - 2021)



**2016 Discussion:**

It is too early to establish the effectiveness of this change.

**2017 Discussion:**

For 2017, the penalty amounts has a larger increase per penalty on the average since the policy change in 2015. This is an indication that penalties are more proportionate relative to an employer's size and the seriousness of the circumstances. There were 368 penalties imposed in 2016 and approximately the same number of penalties is expected for 2017 (293 YTD).

**2018 Discussion:**

For 2018, the penalty amounts on average continues to be higher than 2015 when the policy changed . This is an indication that penalties are more proportionate relative to an employer's size and the seriousness of the circumstances. There were 339 penalties imposed in 2017 and approximately the same number of penalties is expected for 2018 (280 YTD).

**2019 Discussion:**

For 2019, the penalty amounts has increased per penalty on the average since the policy change in 2015. This is an indication that penalties are more proportionate relative to an employer's size and the seriousness of the circumstances. There were 371 penalties imposed in 2018 and the number of penalties is expected to increase for 2019 (321 YTD). The highest net penalty imposed in 2019 YTD is \$662,102 compared to \$169,235 in 2015 when the policy became effective.

**2016 Conclusion:**

Next reporting Q4-2017.

**2017 Conclusion:**

Next reporting Q4-2018.

**2018 Conclusion:**

Next reporting Q4-2019.

**Flow Piping Systems**

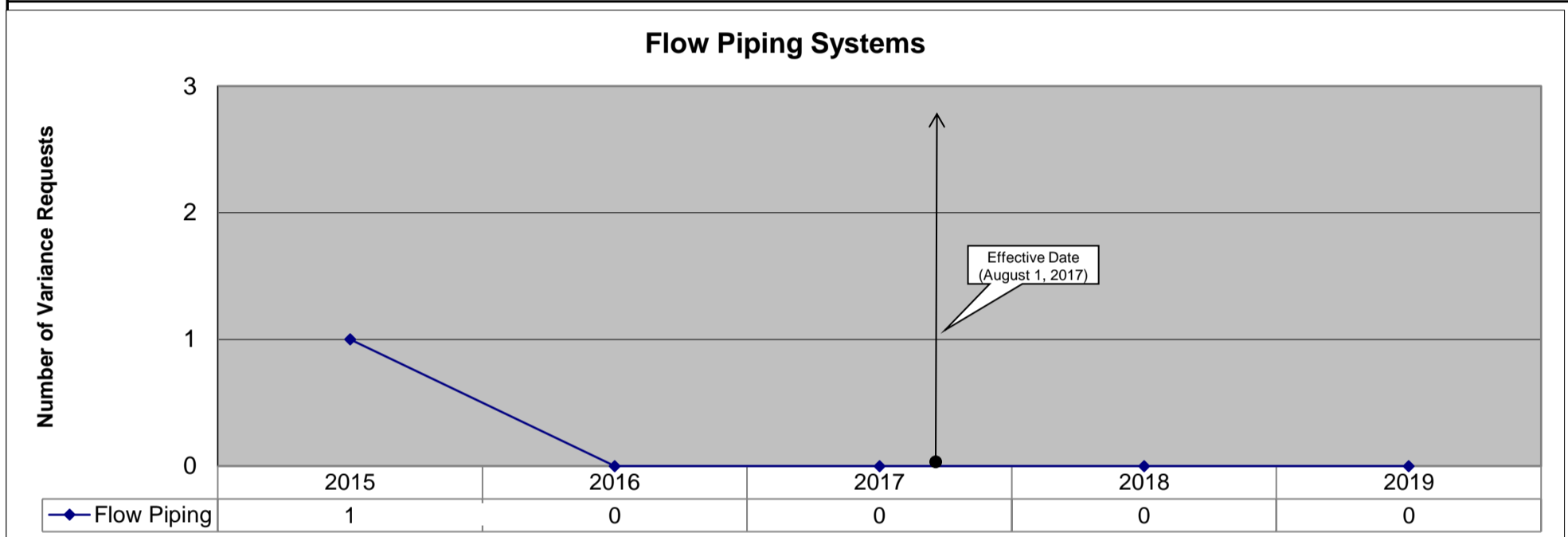
TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>On March 30, 2017, the Board of Directors approved amendments to the OHS regulations.</p> <p>The amendments would eliminate the need for variance requests related to the flow piping restraint issue and also ensure clarity with the other provisions in section 23.69 relating to flow piping systems.</p>	<p>August 1, 2017</p>	<p>The effectiveness measure will count the number of variance requests, there should be a decrease in requests related to the flow piping restraint issues.</p>

**Reporting:**

One Time Report

Multiple Reporting Years:

2 of 2 yrs (2018 - 2018)



**2017 Discussion:**

It is too early to establish the effectiveness of this change.

**2018 Discussion:**

Since the start of the regulatory amendment project for flow piping in 2015, stakeholders were aware that changes were coming. This explains why there has not been any variance requests related to the flow piping restraint issue.

**2019 Discussion:**

Prevention confirms that there has not been any record of any variance requests related to the flow piping restraint issue since 2015.

**2017 Conclusion:**

Next reporting Q4-2018.

**2018 Conclusion:**

Next reporting Q4-2019.

**2019 Conclusion:**

Last reporting period.

Asbestos Inventory

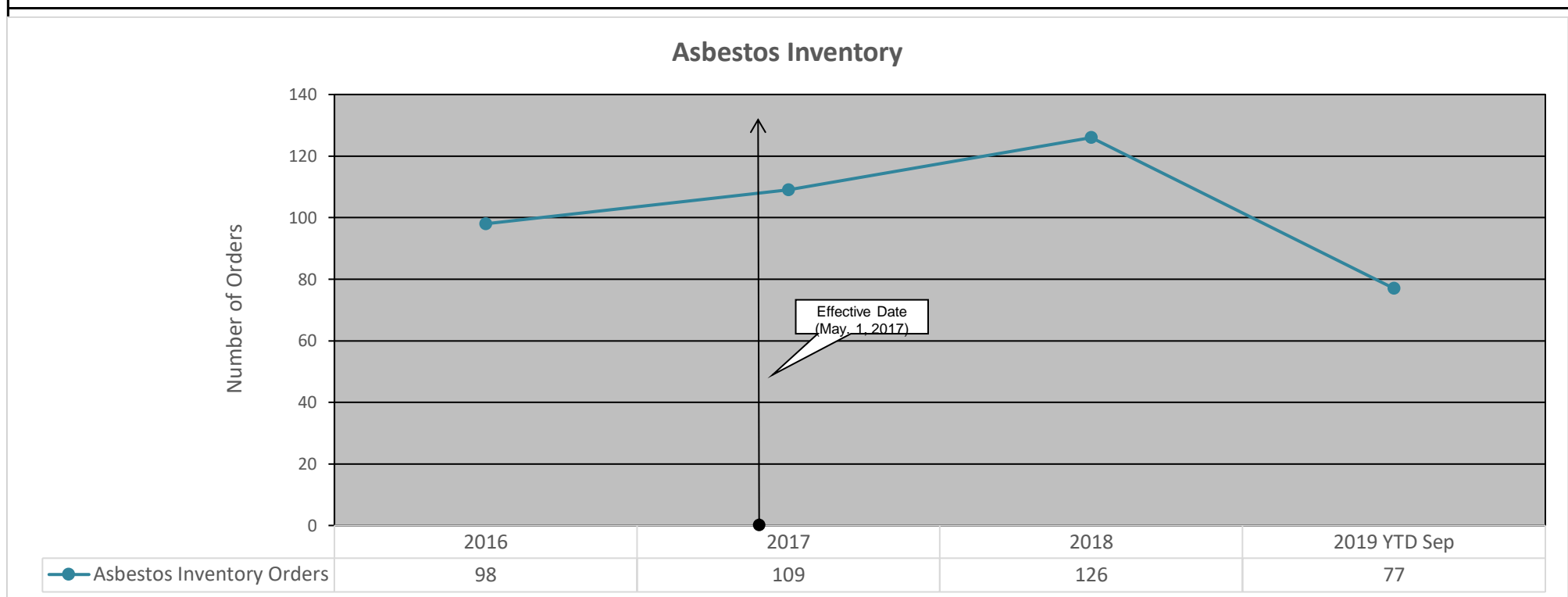
TOPIC/PART	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>On January 25, 2017, the Board of Directors approved amendments to the OHS regulations. Section 6.4 - Asbestos inventory</p> <p>The proposed amendments would ensure asbestos inventories are completed for all workplaces with asbestos-containing materials. As a result, the risk assessments based on these inventories would be accurate. This would prevent workers from being inadvertently exposed to asbestos fibres.</p>	<p>May 1, 2017</p>	<p>A review of inspection reports and orders would help determine if asbestos inventories are being completed as required.</p>

Reporting:

One Time Report

Multiple Reporting Years:

3 of 4 yrs (2017 - 2020)



**2017 Discussion:**

It is too early to establish the effectiveness of this change.

**2018 Discussion:**

The number of asbestos inventory orders have increased since implementation of the policy change as Officers are looking for compliance in asbestos inventory. It is expected over the next few years once awareness has increased, the number of orders for asbestos inventories will decline as employers complete their asbestos inventory.

**2019 Discussion:**

As part of the 2019 occupational disease strategy, WorkSafeBC continue with an enforcement initiative aimed at reducing exposure to asbestos during cleaning, maintenance, repair, and renovation work in commercial buildings. The focus was inspection of previously inspected multi-location employers to ensure asbestos management programs are implemented and maintained at other locations. The decrease in orders issued YTD 2019 September under Section 6.4 suggests that clarification of the regulation requirements along with targeted prevention activities have had an effect on lowering non-compliance in employers.

**2017 Conclusion:**

Next reporting Q4-2018.

**2018 Conclusion:**

Next reporting Q4-2019.

Lead

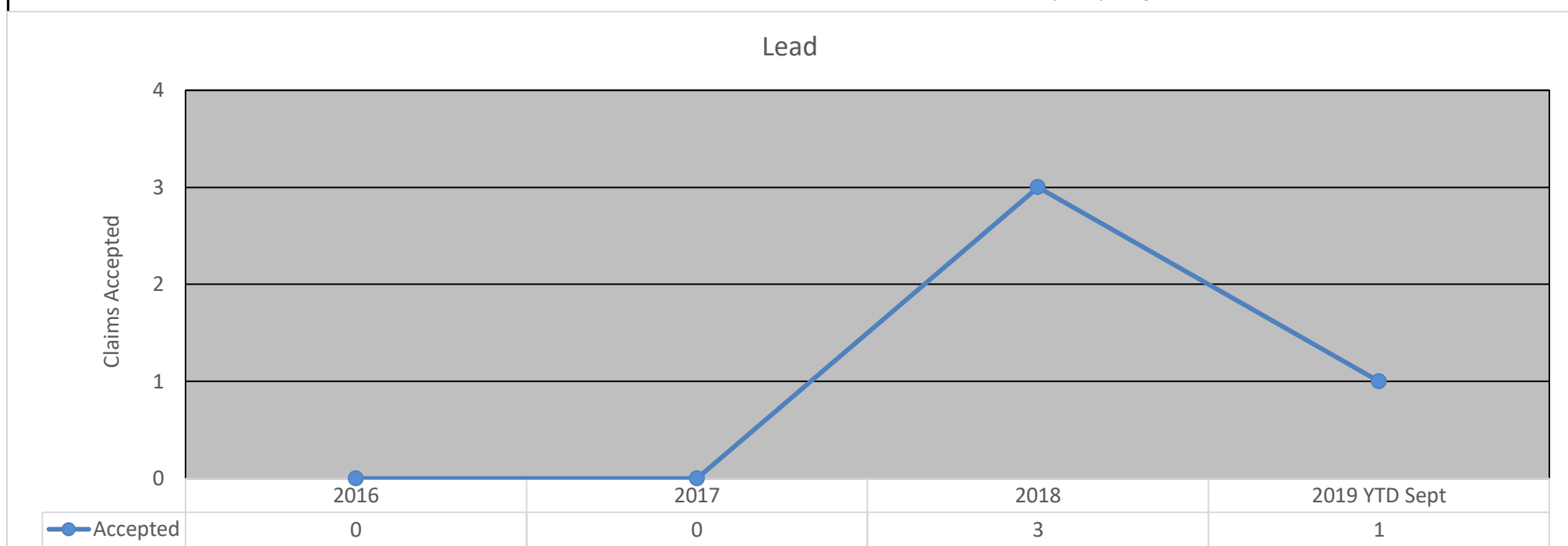
TOPIC/PART	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>On January 25, 2017, the Board of Directors approved amendments to the OHS regulations. Section 6.59.1 to 6.69 - Lead</p> <p>This section applies to workplace where a worker is or may be:                      (a) engaged in a lead process, or                      (b) exposed to potentially harmful levels of inorganic lead dust, fumes or mists.                      The amendments would provide greater clarity on how to handle lead and prevent worker exposure to lead.</p>	<p>May 1, 2017</p>	<p>Review anecdotal evidence from regulatory practices and prevention field services about questions related to this section. Questions on this issue should decrease over time.</p>

Reporting:

One Time Report

Multiple Reporting Years:

3 of 4 yrs (2017 - 2020)



**2017 Discussion:**

It is too early to establish the effectiveness of this change.

**2018 Discussion:**

Prevention Services have received fewer questions in total.

**2019 Discussion:**

Anecdotal evidence suggests that there are significantly fewer inquiries relating to the lead regulations due to increased clarity in the regulation. The remaining inquiries to Prevention Practice & Quality on this issue are more complex. One claim has been accepted in 2019 related to Lead exposure, it is expected that through amendments to the OHS regulation that the number of claims arising from this section will decrease over time as efforts are taken to minimize and prevent exposure through prevention activity.

**2017 Conclusion:**

Next reporting Q4-2018.

**2018 Conclusion:**

Next reporting Q4-2019.

Respirable Crystalline Silica and Rock Dust

TOPIC/PART	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>On January 25, 2017, the Board of Directors approved amendments to the OHS regulations. Section 6.110 to 6.112.7 - respirable crystalline silica and rock dust</p> <p>Sections 6.112 to 6.112.7 apply to a workplace where a worker is or may be:                      (a) engaged in the silica process, or                      (b) exposed to potentially harmful levels of RCS dust.                      The proposed amendments would likely prevent RCS dust exposures from becoming an occupational health and disease issue like asbestos in the decades to come, which may contribute to preventing and minimizing worker exposure.</p>	<p>May 1, 2017</p>	<p>An additional effectiveness measure added in 2018 on silica dust order numbers.</p> <p>Claim volumes on silicosis claims could be monitored as an effectiveness measure.</p>

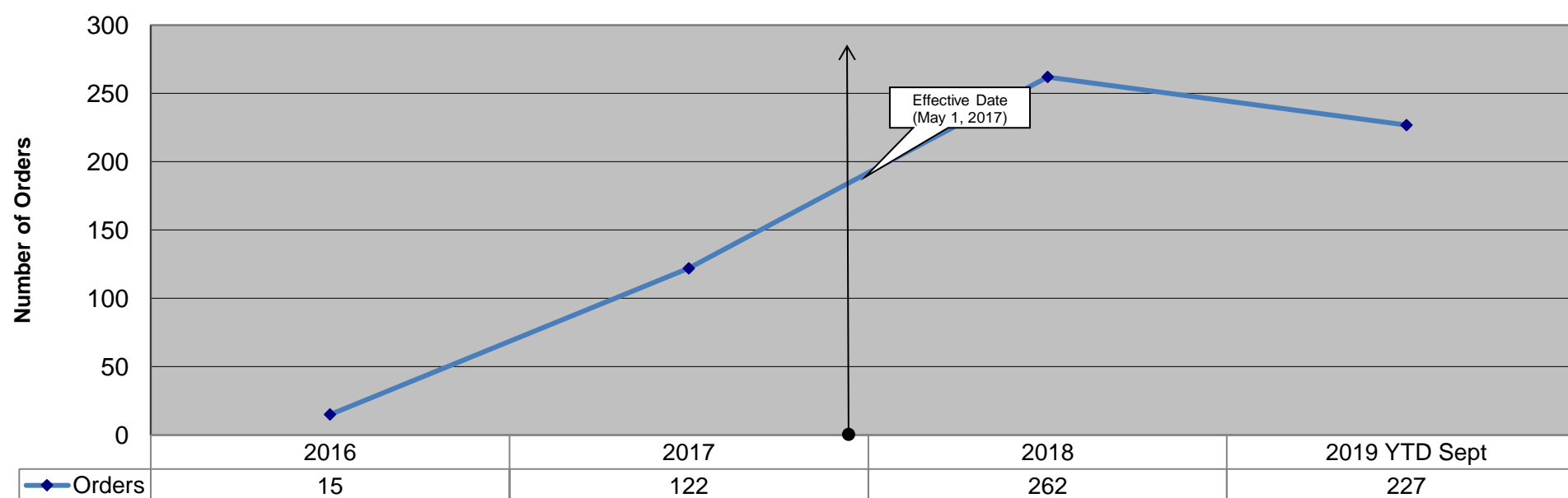
Reporting:

One Time Report

Multiple Reporting Years:

3 of 6 yrs (2017 - 2022)

Prevention Statistics - Respirable Crystalline Silica and Rock Dust



**2017 Discussion:**

It is too early to establish the effectiveness of this change.

**2018 Discussion:**

Figures in the graph above are as of September 2018. It is expected that by the end of 2018, the number of orders issued to employers relating to compliance with Silica and rock dust exposure will increase compared to 2017 as there are more prevention activity due to increase awareness from the amendments. This in turn should contribute to preventing and minimizing worker exposure.

It is still too early to report on silica claim statistics due to the long latency of silica exposure. It is anticipated that the number of claims arising from this section will decrease over time as efforts are taken to minimize and prevent exposure.

**2019 Discussion:**

Prevention activity continues which is reflected in the increase in orders issued related to silica and rock dust. There have been 2 accepted claims related to silica and rock dust YTD 2019. However, due to the long latency of silica exposure the policies effectiveness would not impact silica claim statistics in the short term. It is anticipated the number of claims arising from this section will decrease over time as efforts are taken to minimize and prevent exposure through prevention activity.

**2017 Conclusion:**

Next reporting Q4-2018.

**2018 Conclusion:**

Next reporting Q4-2019.



Construction, Excavation and Demolition - Notice of Project

TOPIC/PART	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>On January 25, 2017, the Board of Directors approved amendments to the OHS regulations. Section 20.2 - notice of project</p> <p>The amendments would result in an increase in the number of construction projects involving asbestos/lead abatement work and similar activities requiring NOPs to be submitted to WorkSafeBC. In turn, officers would be more aware of construction projects involving hazardous substances.</p> <p>There should be an increase in the number of inspections by officers of construction sites where workers may be exposed to asbestos, lead or other substances presenting a significant risk for occupational disease.</p>	<p>May 1, 2017</p>	<p>The measure would be a review of numbers inspections and orders that would help determine if NOPs are being submitted as required.</p>

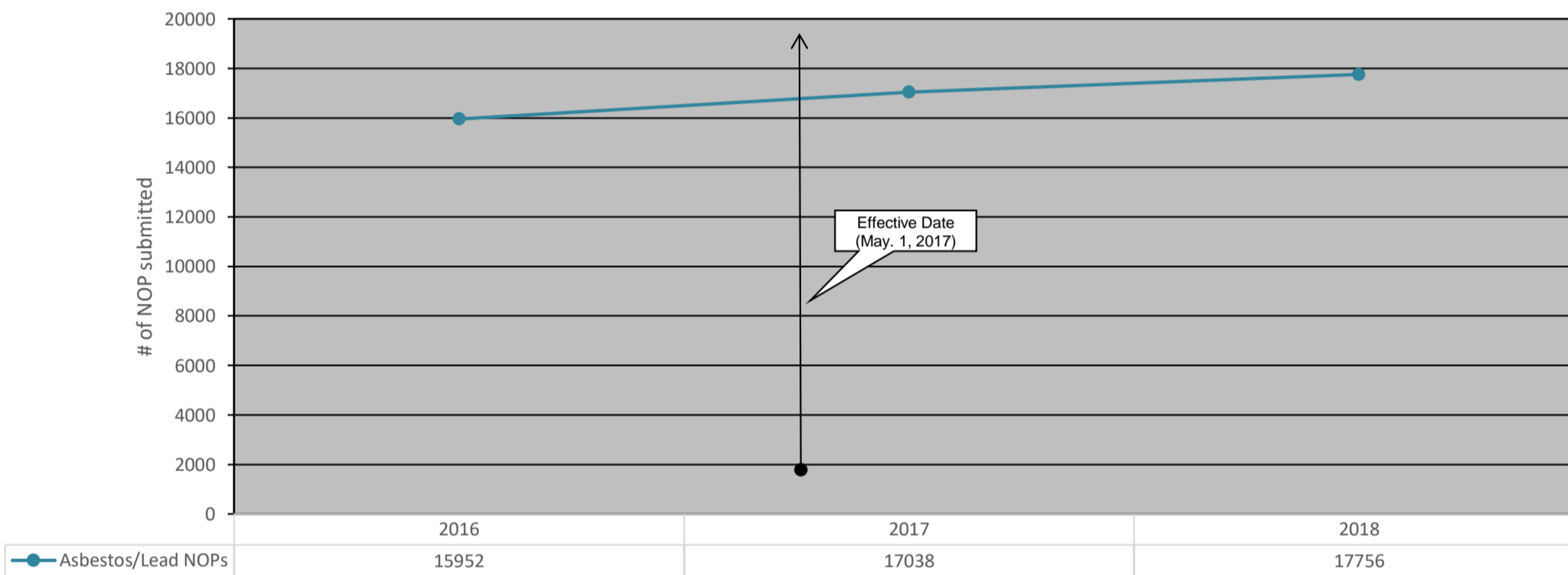
**Reporting:**

One Time Report

Multiple Reporting Years:

3 of 4 yrs (2017 - 2020)

Notice of Project - Asbestos/Lead



**2017 Discussion:**

It is too early to establish the effectiveness of this change.

**2018 Discussion:**

As anticipated, the number of Notice of Project(NOPs) submitted for Asbestos/Lead projects have increased since the amendments were implemented. It is anticipated that the number of NOPs submitted in 2018 will be higher than 2017 base on the actual number of NOPs submitted year to date. Asbestos prevention activity level has also gone up year over year as Officers are more aware of construction projects that involve hazardous substances.

**2019 Discussion:**

The numbers of Notice of Project(NOPs) submitted for Asbestos/Lead projects continue to increase year over year since the amendments were implemented. Orders are issued to employers where a NOP was not submitted as a means to effect behaviour change. 540 orders have been issued year to date under section 20.2.

**2017 Conclusion:**

Next reporting Q4-2018.

**2018 Conclusion:**

Next reporting Q4-2019.

**2019 Conclusion**

Next reporting Q4-2020.

Nerve entrapments and tendinopathies of the arm, neck and shoulder

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The amendments are to consolidate and clarify guidance on adjudication of ASTD claims generally, including:  Clarifying and updating medical terminology; Updating the general risk factors for adjudicating all ASTD claims; and Having all the general guidance for adjudicating ASTD claims moved into an introductory policy.	March 1, 2015	It is anticipated that updating and clarifying guidance on ASTDs would result in clearer, more consistent adjudication and fewer appeals.

Reporting:

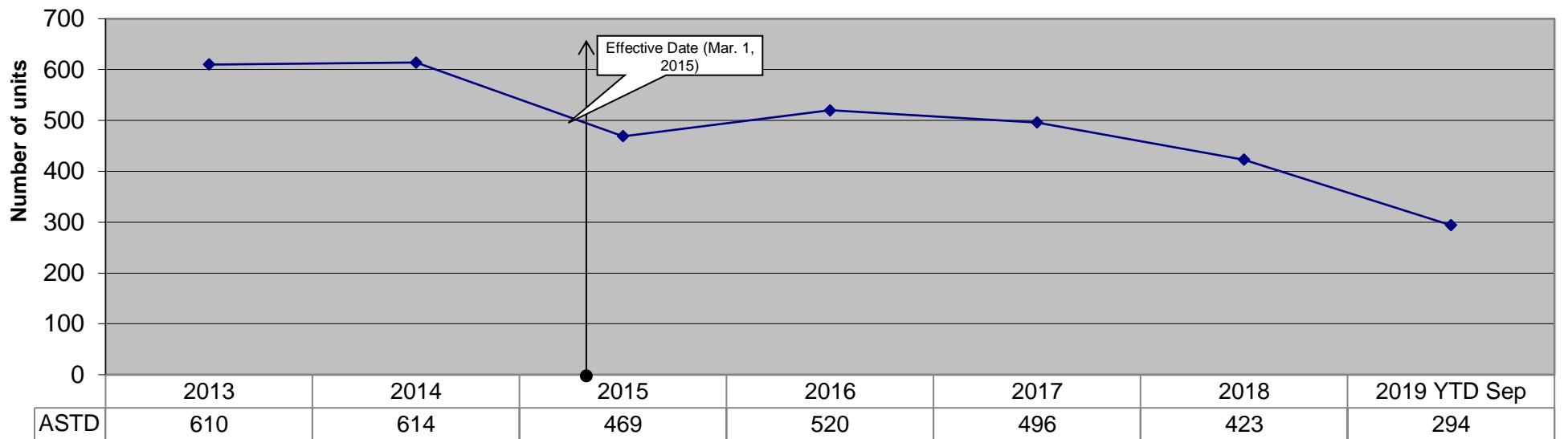
One Time Report

Multiple Reporting Years:

4 of 4 yrs (2015-2019)

ASTD Review and Appeals

Data Source: Review



**2015 Discussion:**

At YTD Sept 2015, there is expected to be fewer requests for review and appeals related to ASTDs in 2015.

**2016 Discussion:**

For 2016, the number of requests for reviews and appeals are expected to be approximately the same as 2015.

**2017 Discussion:**

The number of requests for 2017 is anticipated to remain the same as 2016.

**2018 Discussion:**

Providing clarity on the guidance on ASTDs has resulted in more consistent adjudication and fewer appeals. This has led to a gradual decrease in reviews and appeals on ASTD claims. The number of requests for 2018 is anticipated to be less than the previous year.

**2019 Discussion:**

This is the third year of decline in Reviews/Appeals related to ASTD since the policy became effective. Reviews/appeals in 2019 is projected to be less than 2018.

**2015 Conclusion:**

Next reporting Q4-2016.

**2016 Conclusion:**

Next reporting Q4-2017.

**2017 Conclusion:**

Next reporting Q4-2018.

**2018 Conclusion:**

Next reporting Q4-2019.

**2019 Conclusion:**

Last Reporting