

WorkSafe

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Progressive approach to incident prevention p16

A case for investing in road safety at work p20



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What's wrong with this photo?

Office safety is in the spotlight.

On the front cover: Health, safety, environment, and community advisor Conner Hodes and supervisor Jason Hamilton run through an inspection checklist at the Rio Tinto aluminum smelter in Kitimat, B.C.

Advancing safety through new ideas and innovations

Health and safety requirements provide a critical framework to keeping workers safe and healthy on the job. But, there's often room for innovation — new ways and thinking that can make workplaces even safer.

In this issue, Beckville Woodcrafts of Maple Ridge is in the spotlight. Company owner Frank Beck took a casual observation two years ago, and introduced a simple and award-winning innovation to his workplace: adjustable, hydraulic lift worktables. Closer to home, here at WorkSafeBC our multidisciplinary Risk Analysis Unit (the RAU for short) has added a new method of identifying emerging job-related risks before they happen. With strong connections to the province's industries, and open-minded employers across B.C. who want to ensure their workers stay healthy and safe, this proactive approach is gaining traction.

Also in this issue, we look at how effective safeguarding starts with risk assessment (Ask an Officer, page 5), outline changes to occupational health and safety penalty policies (Policy Notes, page 14), and explore the relationship between on-the-job safety for new and young workers and the benefits of the buddy system in our Safety Talks feature (page 29).

We all share a common goal — safe and healthy workplaces. And with progressive approaches, we'll continue to find new and innovative ways to achieve it.



Terence Little
Editor-in-chief

WorkSafe

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Helena Bryan

Helena takes a detailed look at the impact new employer incident investigation timelines will have on B.C.'s employers (see page 7).



Susan Kerschbaumer

In interviewing WorkSafeBC Risk Analysis Unit director Vincent Russell (see page 16), Susan learned about a progressive approach to accident prevention.



Ryan Parton

Ryan introduces this issue's readers to Beckville Woodcrafts and their innovative approach to workplace safety (see page 32).



Gord Woodward

Gord interviews WorkSafeBC occupational safety officer Mike Tasker, and learns the difference between safeguarding and lockout procedures (this page).

Effective safeguarding starts with risk assessment



Mike Tasker

WorkSafeBC occupational safety officer

Region: Prince George

Years on the job: 17

In this issue, we talked with WorkSafeBC occupational safety officer Mike Tasker about safeguarding in manufacturing.

Q. We don't have problems with safeguarding. Why should we review our procedures?

- A. Frequent review of safety practices is important, especially in manufacturing where more than one-third of injuries are related to lack of, or improper, safeguarding and lockout. The question to ask is, do you just keep guarding things the way you always have out of habit, or are you basing your safeguarding procedures on a recent risk assessment?

Many mills seem to rely on safeguarding techniques that other industries don't use anymore. For example, mills often restrict worker access to a hazardous area by installing a handrail; in some circumstances this is adequate, in others a greater level of protection may be required. It's worth asking whether workers even need access to the area. Very often they don't. In that case, the better safety barrier — one commonly used in other industries — is a six-foot fence.

By safeguarding appropriately, and to the level of risk, you eliminate significant opportunity for human error.

Q. How can we improve our risk assessment?

- A. You should look at the hazard points first, rather than just assessing your guards. Recently, we helped one employer with a risk assessment and found 30 to 40 points that needed guarding — points the employer just didn't see. The employer had been so focused on the existing guards that other hazards were overlooked.

You also need to understand the root cause of hazards. Machines often get jammed in mills, for example. While effective safeguarding procedures are a must, it's important to also explore the cause of the jams. If you figure that out, you might be able to eliminate the hazard.

“When you protect your employees, you protect your business.”

—Mike Tasker, WorkSafeBC
occupational safety officer

Q. What safeguarding technology is available?

- A.** Light curtains, which use photoelectric sensors, are very effective when workers must frequently access a guarded area and physical barriers would be an impediment. You can also consider safety laser scanners to guard large areas. Both technologies use light to detect motion, shutting down equipment when there's movement.

A couple of B.C. firms are in a pilot project using kinetic energy. They're testing motion detectors that won't allow safeguards to open until all motion stops. We recently had an incident where a worker was pulled into a log canter while cleaning the machine after using an improper lockout procedure; the worker was seriously injured and could have been killed. An electronic safety device, and costing less than \$1,000, used to detect the kinetic energy, could have prevented the incident.

Q. How can investing in safeguarding help our bottom line?

- A.** Without effective safeguarding, you're going to pay through injury costs, more down time, and higher assessments. When you protect your employees, you protect your business.

Updating equipment or investing in new technology not only enhances safety but can also increase

productivity by making operators more confident and faster in their work.

As an employer, one of the most cost-efficient steps you can take is to ensure workers are properly trained in safeguarding and lockout procedures. The time it takes to put safety precautions in place is far less than the time it takes to deal with an accident.

Q. Aren't safeguarding and lockout the same thing?

- A.** No. Safeguarding is a general term for measures put on a machine to protect workers when the machinery or equipment is operating. Lockout is a procedure to protect your workers once safeguarding is removed, during maintenance or other necessary procedures. Both safety measures must be provided.

Q. Where can we get more information on safeguarding?

- A.** Our spring campaign, “Attaching a Finger Isn't as Easy,” gets underway mid-March. We have practical tips and helpful online resources for you to use in your shop. Resources include:

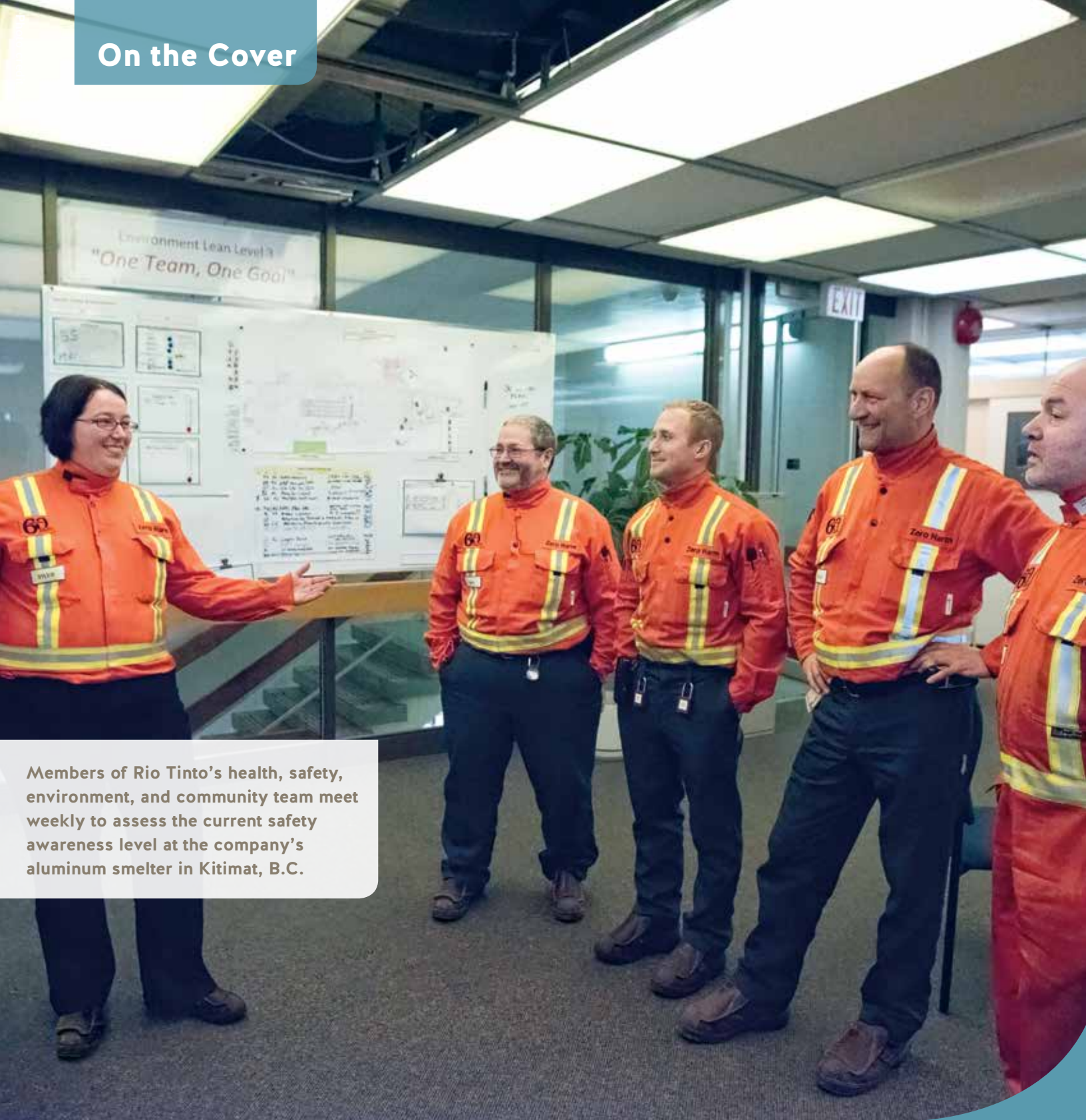
- A guide to new technologies
- Safeguarding guide for manufacturing
- Safeguarding checklist
- Safety tips for safeguarding, lockout, and kickbacks

Visit worksafebc.com/safeguarding for more information and resources.

Looking for answers to your specific health and safety questions? Send them to us at worksafemagazine@worksafebc.com, and we'll consider them for our next Ask an Officer feature. ☺

WorkSafeBC prevention officers cannot and do not provide advice on specific cases or issues referenced in this article. WorkSafeBC and *WorkSafe Magazine* disclaim responsibility for any reliance on this information, which is provided for readers' general education only. For more specific information on prevention matters, contact the WorkSafeBC prevention line at 604.276.3100 or toll-free at 1.888.621.7233.

On the Cover



Members of Rio Tinto's health, safety, environment, and community team meet weekly to assess the current safety awareness level at the company's aluminum smelter in Kitimat, B.C.

Incident investigation requirements bring clarity

By Helena Bryan

Mandatory reporting timelines strengthen efforts designed to identify and implement corrective actions quickly.

When an injury or near miss occurs at the 1,000-employee Rio Tinto aluminum smelter in Kitimat, B.C., a sequence of events is triggered that's meant to ensure one thing: that nobody gets hurt in a similar way in the future.

First, the incident is reported at daily meetings.

Then, the workers involved — along with technical support staff, a health and safety advisor, health and safety committee representative, and front-line management — analyze the incident's root causes. They develop corrective measures to prevent those

root causes from happening again. This is all logged in a central database that employees can, in turn, use to track the kinds of incidents, including near misses that are occurring and where. The database also allows monitoring of remedial progress.

When a serious incident occurs, WorkSafeBC is notified immediately and a full investigation report is sent to the site general manager and Rio Tinto's CEO. All full investigation reports, including near-miss and minor injury reports, are sent to WorkSafeBC within 30 days.

Indeed, these steps are what is supposed to happen according to provincial legislation amended in May 2015.

Some might say, 'If it wasn't serious, why report it?'

Minor injuries and close calls are an incredible opportunity to prevent more serious injuries, says Ray Roch, WorkSafeBC's director, Prevention Programs. "There are always warning signs. Invariably, near misses, minor incidents, and risky behaviours point to a condition or practice, that could, if allowed to continue, cause significant injury, equipment damage — or worse."

Unfortunately, not all employers take reporting and investigating as seriously as Rio Tinto. "Some employers believe that, when they've completed their report of injury or occupational disease form (a form 7), they've satisfied their obligation to investigate and report an incident. That is not the case," notes Roch. "There's a difference between submitting information necessary to make and manage an injured worker's claim, and investigating the incident."

But an amendment to the *Workers Compensation Act* that took effect on May 14, 2015, has identified specific timelines that must be met for investigating and reporting workplace health and safety incidents, including near misses.

"The timelines help employers understand just how important reporting and investigating are to workplace health and safety," says Roch. They also make B.C. one of only four jurisdictions in Canada to impose such time limits.

The new requirements are one result of a 2014 internal review that looked at ways WorkSafeBC could strengthen its ability to protect workers (see "A Backgrounder," page 12).



As part of Rio Tinto's incident response, emergency response teams routinely host drills with other first responders from around the community. These drills work to ensure all groups are equipped to deal with any emergency situation, should it arise.

“There are always warning signs. Invariably, near misses, minor incidents, and risky behaviours point to a condition or practice, that could, if allowed to continue, cause significant injury or equipment damage — or worse.”

—Ray Roch, WorkSafeBC director of Prevention Programs

Timelines for two-phase investigations

The new legislation doesn't change the circumstances triggering an investigation. It does, however, impose clear deadlines on employers.

John Panusa, WorkSafeBC's associate general counsel with Legal Services, oversaw development of the new reporting policy.

“Employers have always been required to investigate certain incidents and report on them,” he says. “These new provisions simply provide a clear structure for doing that.”

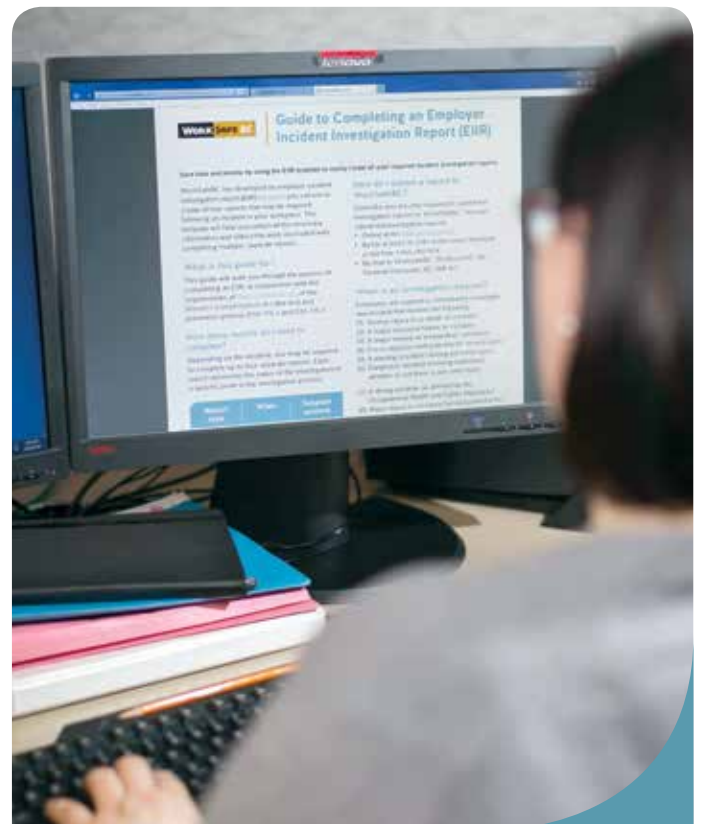
According to new policy, in the event of a workplace incident or near miss employers must:

- Immediately conduct a preliminary investigation.
- Complete a preliminary report within 48 hours of the incident, providing copies to WorkSafeBC (as requested) and the workplace's joint health and safety committee or worker representative. If neither exists within the organization, the report must be posted in the workplace.
- Create an interim Corrective Action Report, if immediate corrective action is necessary to prevent a similar incident in the future, and take corrective measures. A copy of this report must also be provided to the joint committee or worker representative, or posted publicly if neither exists.
- Undertake a full investigation to determine the incident's cause/s and take corrective action to prevent reoccurrence.
- Submit the full investigation report to WorkSafeBC within 30 days of the incident. Copies must be provided to the health and safety committee or worker representative, or posted publicly if neither exists.

- Carry out any further corrective actions and complete a Corrective Action Report for distribution to the health and safety committee or worker representative, or post it publicly if neither exists.

Preliminary and full investigation reporting

Roch explains the difference between a preliminary investigation and full investigation.



WorkSafeBC has developed an employer incident investigation report template employers can use to create all four reports that may be required following a workplace incident.



Emergency response crews practice a high-level rescue in Rio Tinto's powerhouse located at the Kemano hydroelectric plant.

"Say, you have an old machine on site that leaks oil and someone slips on the oil and falls. Your immediate corrective action is to stop the leak and repair it. The full investigation must go deeper, asking questions like, 'Was this machine on a scheduled maintenance program?' You may learn that the machine is so old, parts are no longer available, and maintenance is having difficulty keeping it in a good state of repair. Then the questions become, 'Why was the machine still in service?' and 'What are the longer-term systemic issues at the root of the leak?' You may learn that a budget request to replace the machine was denied, yet no thought given the safety implication of that decision. And you could possibly dig deeper!"

Roch adds that the intent of the 30-day window is to provide proper time for a thorough investigation — one that evaluates all contributing factors — so informed conclusions can be drawn.

Because Rio Tinto already had rigorous reporting and investigating processes in place, it must only make minor adjustments to its processes to be in compliance with the new requirements.

"We're committed to continually improving our safety standards and processes," says the company's health and safety manager, Alain Bouchard. "The new policy will only help us improve our safety performance even more."

Convenient online process

To make it easier for employers to comply with the changes, WorkSafeBC has created a single online reporting form. Tested with both small and large employers, it can be used for all four reports.

Previously, the reports had to be mailed or faxed to WorkSafeBC. Now, using the convenience of

technology, employers can choose to quickly and directly upload their investigation reports directly to WorkSafeBC through a secure portal.

“As long as an employer diligently fills in all the boxes, they will satisfy the reporting requirement,” says Roch.

Preparing to respond to an incident

Unfortunately, incidents happen. Employers need to prepare to properly respond to incidents when they do occur. This preparation includes identifying the people who might investigate an incident, and providing them with adequate training, so they understand what they need to do and why they are doing it.

Preparation is key, says Bouchard. “Everyone on the investigations team is well trained. In the event of a potentially fatal incident, specially trained managers step in as investigation leaders; ensuring the

investigation is done with due diligence.” With all other incidents, Rio Tinto’s health and safety advisors, supervisors, and safety committee representatives are also trained in investigation procedures. “When an incident happens, the team knows what to do.”

Improved database

Once collected, information in the reports won’t simply remain unused.

Says Roch, “We’ll have a richer database [of information] to better inform employers. We’ll be able to see what kinds of incidents are occurring in what industries and the types of corrective solutions that are implemented. Then, we’ll share all that information with employers, for example, through our subscription e-news service.” Adds Roch, “This is already a popular feature; the new reporting will only improve it.” ☺



Changes to the Workers Compensation Act (Bill 9 and Bill 35)

Helping to improve workplace safety and strengthen the tools we use to enforce the Act and the Occupational Health and Safety Regulation.

Find out how these legislative changes may affect you and your workplace at worksafebc.com.

WORKSAFE BC

A backgrounder on Bills 9 and 35

In 2015, the *Workers Compensation Act* (the Act) was changed, addressing recommendations from the WorkSafeBC Review and Action Plan that required legislative amendment. Ultimately, the heart of the recommendations has been about ensuring B.C.'s workers are better protected.

Twelve of the recommendations required legislative changes to Part 3 of the *Workers Compensation Act*. These changes are reflected in Bill 9, which has three main objectives:

- Expanding safety enforcement tools
- Shortening the process for finalizing financial penalties
- Ensuring timely employer investigations and reporting

The legislation also introduced the following new measures for dealing with employers who don't comply:

- The power to issue a stop-work order where there is high risk in a workplace
- The power to seek a court order restraining the worst offenders from continuing to operate
- On-the-spot fines of up to \$1,000 for less serious offences
- The ability to enter into Compliance Agreements for non-repeat violations

Bill 35 builds on legislative changes made under Bill 9.

To prevent future injuries from sawmill explosions, it requires that employers immediately report all workplace fires or explosions to WorkSafeBC that had the potential to cause serious injury.

Bill 35 also requires employers provide health and safety committees with preliminary and full incident investigation reports according to specific timelines. Essentially, this expands the role of health and safety committees and worker representatives in workplace health and safety.

Interim policies related to Bills 9 and 35 were in place until December 31, 2015. The finalized policies came into effect on January 1, 2016.

For more information on changes to Bills 9 and 35, including OHS Citations and additional resources, visit http://www.worksafebc.com/regulation_and_policy/legislation_and_regulation/new_legislation/bill_9/default.asp.



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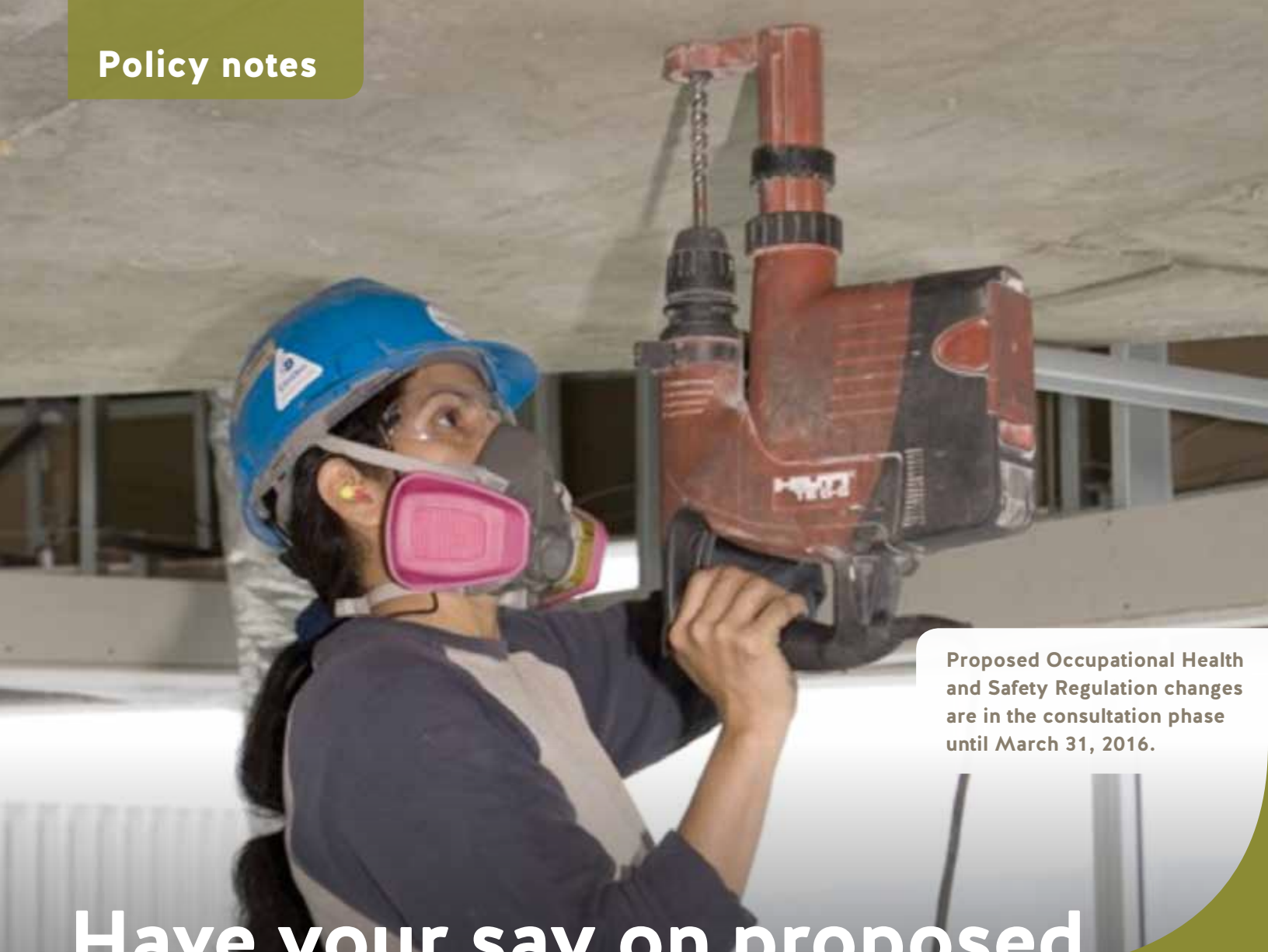
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Proposed Occupational Health and Safety Regulation changes are in the consultation phase until March 31, 2016.

Have your say on proposed regulatory changes

By Gord Woodward

Changes to occupational health and safety penalty policies

How have penalty policies changed?

Changes to occupational health and safety (OHS) penalty policies took effect March 1, 2016, after consultations last fall. Generally, they include:

- Overall changes to streamline, clarify, and update existing policies
- Changes to penalty amount calculations to make penalties more proportionate relative to an employer's size and the seriousness of the circumstances

How does this affect you?

OHS penalties and Claims Cost Levies are enforcement tools to motivate the employer receiving the penalty and other employers to comply with the *Workers Compensation Act* (the Act) and OHS Regulation. They are imposed for certain violations as set out in the policy and cannot be imposed if an employer takes all reasonable steps to comply (due diligence). The changes will apply to OHS penalties and Claims Cost Levies for violations occurring from March 1, 2016, onwards. Employers and workers are encouraged to review the revised policies.

Policies D12-196-1, D12-196-3, D12-196-6, and D24-73-1 were amended and policy D8-160-1 was deleted. An updated *Prevention Manual* is available on worksafebc.com. Get more information about the changes from the Board of Director's resolution at worksafebc.com.

WorkSafeBC policies finalized after public consultations

We published interim occupational health and safety policies related to the Bill 9 amendments in 2015. After conducting public consultations, we have finalized policies in response to the changes to the Act. Finalized policies for employer incident investigations also reflect some changes from Bill 35.

Policies finalized effective January 1, 2016, include:

- Stop-work orders (Policy D12-191-1)
- OHS compliance agreements (Policy D12-186.1-1)
- Employer incident investigations (Policy D10-175-1, D10-176-1)

In addition, the new policy regarding OHS Citations (Policy D12-196.1-1) and the related Lower Maximum Administrative Penalties Regulation (LMAPR) took effect on February 1, 2016.

How does this affect you?

These finalized policies, along with the LMAPR are now in effect. Employers and workers are encouraged to review the finalized policies. Employer incident investigation policies specify employer investigation reporting requirements. These are particularly important because the Act requires investigation reports be prepared according to these policies (see our cover story for more details, page 7).

Proposed OHS Regulation changes

WorkSafeBC is proposing OHS Regulation changes covering the following:

- Storage racks
- Work area guards and handrails
- Asbestos inventory
- Chassis dynamometer for tools, machinery, and equipment
- Construction material hoists
- Rated capacity indicators for cranes and hoists

- Limit devices for cranes and hoists
- Notice of Project for construction, excavation, and demolition
- Underground supervisors for underground workings
- Flow piping systems for oil and gas
- Saw chain shot for forestry operations and similar activities
- Substance-specific requirements — lead
- Substance-specific requirements — respirable crystalline silica and rock dust
- Definitions of combustible and flammable liquids

How will this affect you?

The proposed changes are intended to enhance workplace health and safety and may affect employers and workers in a variety of industries. The consultation phase is an opportunity for you to provide feedback on the proposed changes. WorkSafeBC will carefully review and consider this feedback before the proposed amendments are taken to public hearing later this year.

We welcome your feedback on these proposed OHS Regulation changes before the deadline of March 31, 2016, at 4:30 p.m. For more information and details about how to send us your comments, visit http://www.worksafebc.com/regulation_and_policy/policy_consultation/law_40_10_1260.asp. ☺

Where can you get more information?

To learn more about proposed OHS Regulation changes, go to worksafebc.com; from the home page select Regulation & Policy. For further information on our finalized Bill 9 and 35 policies and access to the online employer incident investigation portal, visit <https://online.worksafebc.com/Anonymous/wcb.ElIRUpload.mvc/>.



Kevin Ericsson of Cariboo Biomass Consulting Services shares his expertise with the prevention-focused Risk Analysis Unit.

Staying ahead of the curve

By Susan Kerschbaumer

Employers face all kinds of risks in business — some can often be unknown. “Just because a risk hasn’t revealed itself,” says Gordon Harkness, “doesn’t mean it couldn’t.” That’s the driving vision behind WorkSafeBC’s Risk Analysis Unit (RAU), a multidisciplinary internal team formed in 2014 to take a progressive approach to injury and disease prevention.

“Historically, WorkSafeBC has relied on data collected from past incidents to decide where our focus should be. But there are risks not evident through our claims

— risks that might otherwise go unnoticed until a serious or fatal injury occurs,” says RAU director Vincent Russell. “This is where our managers come in, working carefully to monitor emerging risks and linking with people working within industry.”

Harkness, a manager with the program, sees the RAU as more holistic — and more proactive — than traditional risk prevention. “We want to get to the risk before the harm is done,” he says. It’s a goal Kevin Ericsson, of Cariboo Biomass Consulting Services, can well appreciate. In 2007, Ericsson was the chief engineer of a company that manufactured oriented strand board. After installing new higher-efficiency dryers, the plant experienced a synthesis gas (syngas)

“We want to get to the risk before the harm is done.”

—Gordon Harkness, manager for WorkSafeBC’s Risk Analysis Unit

explosion. Luckily, no lives were lost. But for Ericsson, the event underscored how valuable preventative measures can be.

Looking to the future

To identify risks, traditionally prevention regulators and workers’ compensation systems looked to the past — or existing data. Risks are identified only after incidents have occurred and claims have been made.

While this is still an important way of aligning prevention activities, the RAU has added a new method of risk identification that looks to the future. This new risk balanced approach relies on a number of information sources to help identify potential emerging and catastrophic risks, such as the explosion Ericsson experienced.

The RAU’s role involves identifying and assessing new risks, collaborating on projects that mitigate them, and building a database to help raise awareness and increase safety. To do so, the team engages stakeholders and experts, tracks tips from internal and external sources (such as Ericsson), and monitors many other information sources from around the world for risk indicators. Using this information gathering process, the RAU hopes to “get ahead of the curve” identifying serious risks before catastrophes actually happen, says Harkness.

Using expertise to prevent future incidents

Ericsson believed the incident he experienced nine years earlier would not be an isolated incident; his 25 years of industry experience as a biomass systems engineer told him that as newer, higher-efficiency wood-drying machines came into wider use, syngas generation would be a growing problem.

“Kevin was aware of a potential risk and worried enough to speak to a WorkSafeBC safety officer,” says

Share your concerns

“Everyone has a role to play in safety,” says Harkness. Here’s what you can do:

Be aware of potential dangers.

Go to worksafebc.com to search for risk advisories relevant to your industry.

If you suspect a risk, share your concerns. Bring it up with your company’s supervisor or safety committee representative, or contact your industry association to see if they have more information. If you believe further action is necessary, speak to your local WorkSafeBC safety or hygiene officer.

Harkness. “That officer also saw the potential risk, so we decided to look into it further.” Though the explosion and subsequent damage can’t be undone, the prevention-focused Risk Analysis Unit provides Ericsson with a place to share that experience and contribute his expertise in a way that will help prevent similar incidents from happening in the future.

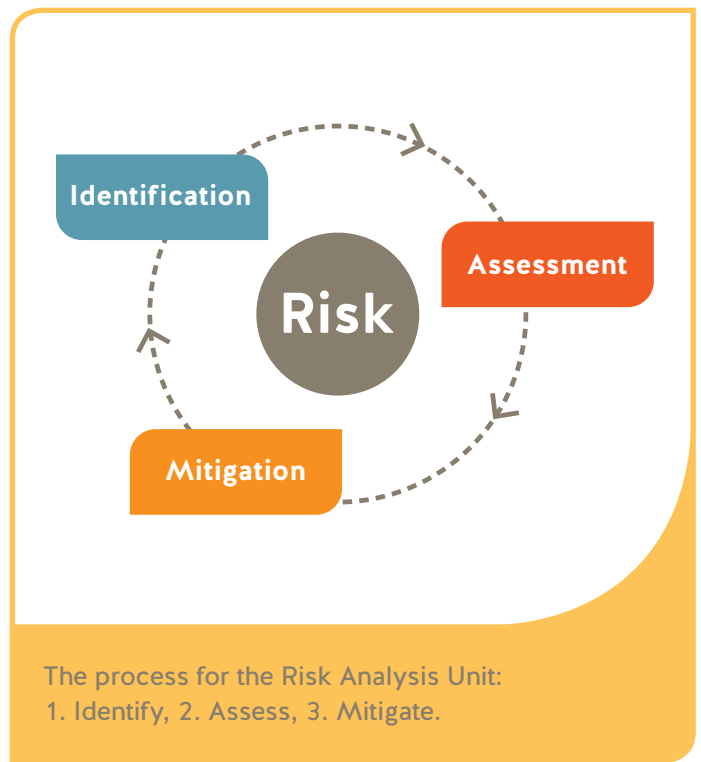
Identifying risks that claims data doesn’t reveal

The result? A WorkSafeBC risk advisory alerting employers and industries to the danger of explosion or fire from equipment-generated syngas — one of more than 50 serious risks already identified through the

RAU — none of which would have been indicated through claims data, says Harkness. To date RAU-identified risks have ranged from carbon dioxide exposure in craft brewing, to toxic fume exposure from 3D printers.

The syngas risk advisory is just one of the positive results of Ericsson's involvement. His expertise makes him a valuable subject matter expert for the RAU. He recently led a seminar on biomass combustion safety for 24 WorkSafeBC prevention officers. With his input, the RAU is now working with the employer community to alert them of the risks and remind employers of their duties and responsibilities in controlling the risks that they create.

For Ericsson, who has seen what can happen when risks aren't anticipated, the Risk Analysis Unit is an important addition to WorkSafeBC's overall injury reduction strategy. "The RAU is basically designed to get to the root of the problems and minimize injury and death. It's a good thing." ☺



Work in accommodation?

Half of all injuries in the accommodation industry involve housekeeping staff.

You can learn more about how room attendants can safely do their jobs and reduce the risk of injury. Watch the video series at worksafebc.com/hospitality.

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Do you have an employee behind the wheel?

By Heather Allen

Employers may be surprised to learn they're responsible anytime an employee uses a vehicle for work.

No matter how large or small a company, employers are responsible for their workers' safety when they are driving for business. That's obvious to those working in areas like trucking and courier services, but what about a workplace where an employee drives a company vehicle or occasionally uses his or her car to get to a meeting or jobsite?

"Many employers are unaware that they have a responsibility to their employees who are driving at work, no matter how much or little they're driving," says Mark Ordeman, manager, Industry and Labour Services at WorkSafeBC.

"It comes down to this," he explains. "The *Workers Compensation Act* states that employers have a responsibility to keep a workplace safe for employees. That workplace includes the car, if it's being used at work."

Where employees are driving, employers should have a road safety program in place. Generally speaking, a road safety program is dependent on the size of the business — the larger the business, the more formal the program; whereas smaller companies are required to have a less formal program. Programs should include things like determining if vehicle travel is necessary, supervision to ensure worker safety, periodic inspection of vehicles, and worker education and training. Employers also need to take steps to ensure that workers understand company policies, such as not driving while distracted, and are familiar with company safe-work procedures, like long-distance travel.

Why invest in road safety?

Driving is often the most dangerous work-related activity a worker can undertake. Motor vehicle crashes are the leading cause of traumatic workplace deaths in B.C. — accounting for 37 percent of workplace fatalities every year. According to WorkSafeBC

“Even if you think none of your employees drive for work at your business, take a few moments to examine whether that’s actually the case.”

—Mark Ordeman, WorkSafeBC manager of Industry and Labour Services

statistics, 23 people die in workplace vehicle accidents every year, while another 1,290 workers are injured. Beyond these devastating human costs, the direct and indirect costs of such incidents can have a big impact on a company’s operations and bottom line.

Road safety tools a click away

Employers can learn all about creating a workplace road safety program by visiting Road Safety at Work (roadsafetyatwork.ca). This website is packed with resources, tools, and templates to help employers understand their responsibilities, then design and implement a safety plan that suits their specific business.

“There’s so much good information on this site. It’s easy to navigate and the materials are straightforward,” says Genevieve Fox, project safety coordinator for Geoterra Integrated Resource Systems in Prince George, B.C.

The website also includes quizzes to test employer knowledge, practical guides to help decipher the regulations and acts governing road safety in the workplace, safety tips, and tools to help employers comply with requirements.

“One thing that’s really cool — especially for companies just starting out,” says Fox, “is that it offers templates for coming up with safety plans. If you’re a smaller company — say, doing pizza delivery — you may not have thought of all the safety regulations. It’s all spelled out for you there.”

Keep safety plans up to date

Fox works at a company where a large portion of the workforce drive or get transported to jobsites.

“We have a very solid safety program, but it was good to cross-compare our safety resources and see if there were any new driving safety tools we could



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incorporate.” Now, Fox sends weekly email blasts using seasonal driving tips from the website. “It was great because it wasn’t overwhelming, and each of the tips followed the season’s progression.”

In addition to using these resources, Fox attended a Road Safety at Work workshop which she found incredibly helpful. “If anyone in the audience has a question, the Road Safety at Work team is sure to follow up, send materials, and check in later.”

The focus in this year’s Road Safety at Work week (March 7–11) is to remind employers they need to ensure the safety of anyone who drives while at the workplace.

For his part, Ordeman advises, “Even if you think none of your employees drive for work at your business, take a few moments to examine whether that’s actually the case.” 🙄

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What's wrong: you tell us



Winner

Janitorial safety



Karen Langford, Facility Services supervisor for the City of Campbell River, Recreation & Culture, and her team Cindy Hildebrand, Darren Scott, Karen Langford, and Marie Gubbels, are this month's winner of the January/February "What's wrong with this photo?" contest.

The cart

- Makeshift cart is porous and not cleanable; looks like it would easily tip over. The handle doesn't look securely attached.

- Garbage bag on cart could get caught under wheel and is a tripping/slipping hazard
- Mop bucket missing wheel and appears to have tape or a strap attached that could be a tripping hazard
- The mask and goggles do not have proper straps and won't seal properly onto the worker's face. Also, hanging on cart they could become contaminated. The respirator cartridges should be stored in an airtight container until used.
- The thermos is at risk, for potential food contamination. Also, looks too heavy for the front basket of the cart.

The worker

- If lanyard is not a breakaway type, it can be caught in equipment
- No waterproof gloves; not wearing goggles
- Improper grip/weak grip force. Worker is not bending his knees when lifting; body is off to the side rather than straight on.

The storage room

- There is no clear path to the floor sink to empty the bucket; major clutter around and in floor sink; tripping and chemical hazards
- Ladder is not properly stored and is being used as a makeshift shelf. It is a tripping hazard and is blocking access to the sink. Ladder looks to be residential grade.
- Garbage bags are hanging off the edge of the shelf; improperly stored on taps at the sink
- Chemical and biological contamination hazard for food on shelf
- Dusty air vent impedes air flow and has reduced its ability to exhaust build-up of chemical off-gases
- Shelving is too high; best practice is to have supplies stored between knee and shoulder height
- Chemicals stored above eye level, look to be unstable and could easily fall off the shelf; bottles should be labelled.

- Vacuum and extension cords are a tripping hazard
- Watermark/mould on ceiling looks like it could be an issue with the light fixture
- Light is missing a bulb and the diffuser shield is missing; the fluorescent tube can be easily broken if hit with a broom handle, etc.

Surrounding area

- Wet carpet from mop can become an electrocution issue if vacuuming
- Vacuum cleaner plugged into extension cord; the connection is on the floor where it could become wet.
- Fire door should not be held open with elephant foot but an electronic/magnetic safety door stopper.
- Worker has clutter spread out in hallway, has also not set up the "caution" sign
- Broom and mop handles not secured; could fall into the path of someone entering the storage closet 🙄



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The changing face of B.C.'s workforce

By Gail Johnson

With the aging population, older workers make up a significant and vital part of the Canadian labour force. Those aged 55 and over tend to have knowledge, experience, and dedication that make them valued workers.

However, older age is also associated with an increase in the prevalence of many chronic health concerns, raising the question of whether age-related conditions boost the risk of work-related injury. Until recently, little research had been directed toward improving our understanding of any possible links.

According to a recent study supported by WorkSafeBC, it appears there's good news for employers and older workers alike: no statistical difference was found in the relationship between age and work injury across occupational groups or across time periods.

In other words, the greater participation of older British Columbians in the workforce and the potential for workers to remain in particular occupations have yet to result in any changes in the relationship between age and injury risk.

Shifting demographics

The past three decades have seen dramatic changes in the Canadian labour force. Between 1985 and 2007, the percentage of the workforce aged 45 years and older increased from 23 percent to 36 percent. Also, between 1995 and 2007, the rate of those working or looking for work among 55- to 64-year-olds rose from 31.5 percent to 43.1 percent — with increases also occurring among workers over age 65.

This dramatic rise in the number of older workers has understandably led to a larger proportion of compensation claims from older workers. In B.C., workers aged 55 years and up submitted fewer than 10 percent of all wage-replacement claims in the 1980s and 1990s — but almost 20 percent of claims in 2011.

No relationship between age and claim rates

The study was headed by Peter Smith, senior scientist at the Institute for Work & Health in Ontario. Using data from the Canadian Community Health Survey, along with data from WorkSafeBC and Population Data BC, the research team explored four occupational

“We were interested in understanding whether these age differences in the consequences of injury were greatest when occupational physical demands are high.”

—Peter Smith, senior scientist at the Institute for Work & Health in Ontario

characteristics: strength requirements of the job; if the occupation involved working near or with equipment that could be a potential source of injury; whether the occupation involved an environment with enough constant or intermittent noise to cause distraction or possible hearing loss; and if the occupation involved working inside with an unregulated climate, where the temperature or humidity could be considerably different from normal room conditions.

The team also tracked industries and sectors where workers were employed when they were injured (such as primary resources, manufacturing, construction, transportation/warehousing, trade, public sector, and services sector), as well as parts of the body that were hurt.

“The decision to stay in the labour market is likely driven by both choice and financial necessity,” Smith says. “There was a perception that if less healthy workers were staying in the labour market due to financial necessity, these workers might be more likely to get injured at work. So our objective was to find out whether this was really the case. Based on our findings, the increased participation of workers in the labour market has not led to differences in the relationship between age and claim rates.”

The percentage of work-related injuries was greater among people with chronic conditions, with the highest rates being for those reporting chronic back problems (4 percent), arthritis (3.6 percent), and diabetes (3.5 percent). Similar patterns were observed for repetitive strain injuries, with the highest rates among workers with arthritis and back problems (14.1 percent) and heart disease (10.2 percent).

“One potential explanation for why older workers take longer to return to work following an injury is because they have to be at a higher percent of their total functional capacity to work, and it takes them longer to return to this level following an injury,” Smith says. “We were interested in understanding whether these age differences in the consequences of injury were greatest

when occupational physical demands are high. We thought this might be the case because, if achieving a certain level of functional capacity is one of the driving factors behind return to work, then this difference would be more pronounced in more demanding occupations compared to less demanding occupations. However, we found that age differences were present in both less physically demanding and more physically demanding occupations. As a result, older age is associated with worse return to work and health care outcomes regardless of the occupational demands.”

Physical demands were taken into account as well. The study found that older workers in physically demanding occupations have similar injury outcomes as younger workers, and older workers in less demanding occupations have similar outcomes as younger workers in the same job category.

Age and health care services use, post-injury absences

Despite observing no relationship between age and risk of injury in B.C. compensation claim data, older workers have higher health care use and days away from work following an injury.

A large proportion of age differences in both health care expenditures and days of wage replacement was due to older workers sustaining more severe injuries (e.g., older workers were more likely to be hospitalized in the two days following an injury).

The impact of chronic conditions on differences in health care expenditures and days of wage replacement depended on the type of ailment. Those with osteoarthritis, diabetes, and depression had greater health care expenditures and days of wage replacement than those without. Osteoarthritis and diabetes were more prevalent among older workers, representing a pathway linking older age to greater health care expenditures and wage replacement days following injury.

Prevention measures

The results of this study suggest that the increasing prevalence of chronic conditions, particularly arthritis, back problems, diabetes, and heart disease, will have important implications in the prevention of workplace injuries.

To help keep workers safe, an impact could be made by focusing on the prevention of particular types of injuries more common among older workers — such as injuries stemming from falls.

“It’s important to understand what the modifiable factors are that lead to worse return-to-work outcomes among older workers, as these could potentially be targeted to reduce expenditures for the workers’ compensation system,” Smith says.

WorkSafeBC research director Lori Guiton says studies such as this one demonstrate the value of data analysis.

“In the hands of experts, data collected routinely by organizations like WorkSafeBC can be put to work in powerful ways, answering key questions that help us enhance policy and practice to keep workers safe.” She adds, “The findings of this study show us areas where we might put more emphasis, like the prevention of falls that lead to bone trauma or head injuries, or in case management for workers with pre-existing chronic conditions. Above all, it is so encouraging to see that greater participation of older people in the B.C. workforce has not led to significant differences in injury risk.” ☺

Insights into injuries

- Sprain and strain injuries posed the greatest risk for men and women aged 35 to 44.
- Among men and women, younger age was associated with a greater risk of open-wound injuries.
- Older age was associated with a greater risk of traumatic bone, nerve, and spinal-cord injuries.
- Middle age (35 to 44 years) was associated with the highest risk of trauma to muscles, tendons, ligaments, joints, and musculoskeletal and connective tissue diseases and disorders.

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WORK SAFE BC



Ledcor senior superintendent John Laird mentoring a new and young worker, Joe Tramontin, carpenter, at the Tsawwassen Mills mall construction project.

Buddy system provides unexpected benefits

By Lynn Welburn

Young workers, especially those new on the job, are statistically more likely to get hurt. A study quoted in the *International Journal of Law and Psychiatry* says that among 15- to 24-year-olds, more than 50 percent of all compensated injuries occur in the first five months on the job.

Between 2010 and 2014, around 32,000 young workers were injured and had time-loss claims, says Robin Schooley, industry specialist with WorkSafeBC's Young and New Worker Program. In that time, 29 young workers lost their lives due to work-related injuries that occurred in their youth.

Some employers are looking for innovative ways to keep these workers safe.

"We don't want anyone to get hurt," says Dwight Brissette, senior vice-president of the Ledcor Group of Companies — a major presence in the construction industry in B.C. and Alberta.

When Brissette, Ledcor president Paul Clausen, and Don Breen (chief operations officer, industrial division)

looked at the statistics, they realized that Ledcor's orientation for new and young workers needed to go well beyond anything that was mandated.

"We realized the majority of our injuries were among workers under 25, [workers] who had been on the job for less than three months," Brissette says. "So, we decided we needed a mentoring program."

The program, which earned Ledcor a Canadian Society of Safety Engineering award in 2002 for Best Training and Orientation Program for Young Workers, has resulted in a "considerable drop" in young worker injury rates, Brissette says.

The program pairs novice young workers with experienced hands on the jobsite. Both workers stay together at all times.

"This person is their buddy. If they are embarrassed to ask a supervisor a question, they're more comfortable asking their buddy," Brissette says. "When you're new on the job, no one wants to look stupid. But this is someone who will guide you, someone who really knows the job well."

Over the years, the program has had some unexpected benefits.

“It’s not only improved safety, but it [has] improved morale too,” says Brissette. “They made friends, and the workers who [are mentoring] enjoy the experience — and all say they’re willing to do it again.”

Brissette says that even in difficult times, companies that invest in safety come out stronger in the good times.

“Invest in your people and your training. If you need to make cutbacks, this is not where you do it,” he says. “Absolutely not.”

So what should employers know when planning orientation and training programs?

For her part, Schooley says, WorkSafeBC is working on a guide to help employers train new and young workers. The guide suggests employers consider the following:

- 1 Keep it relevant** — Don’t simply cite rules, but explain why procedures are done in a certain way and how they specifically relate to a worker’s daily job. Young workers more often accept information and follow instructions if they understand and see a connection to their actual work.
- 2 Keep it practical** — People learn better when they can see principles applied rather than just reading about them in a safety manual. Where possible, demonstrate the activity, use models, and give tours of equipment and facilities.
- 3 Go high tech** — Young people are tech savvy and often learn faster and better when technology is used. If there’s an opportunity to make use of technology, always tap into it.

“We realized the majority of our injuries were among workers under 25, [workers] who had been on the job for less than three months.”

—Dwight Brissette, senior vice-president of the Ledcor Group of Companies

4 Make sure you are understood — Employers should not assume that new workers who nod their heads when they’re hearing something really understand. Many new workers don’t want to look foolish by asking too many questions. Check understanding by asking open-ended questions such as, “What are the correct steps for starting up this equipment?”

5 Monitor progress — Within a few days of orientation, ask follow-up questions. Make sure to do so from time to time over the course of the following month or two.

WorkSafeBC employer resources:

- Regulation app and safety videos – www2.worksafebc.com/Publications/multimedia/MobileApps.asp?_ga=1.210824915.710472294.1452882468
- Interactive ebooks – www2.worksafebc.com/Publications/multimedia/ebooks.asp
- FAQ on new and young worker training/orientation – www2.worksafebc.com/Topics/YoungWorker/FAQ.asp?ReportID=34632 📄

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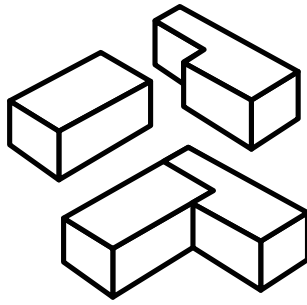
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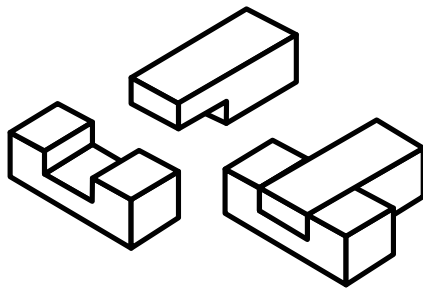
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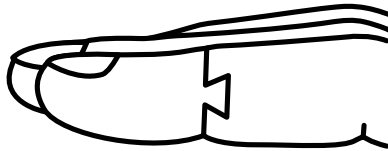
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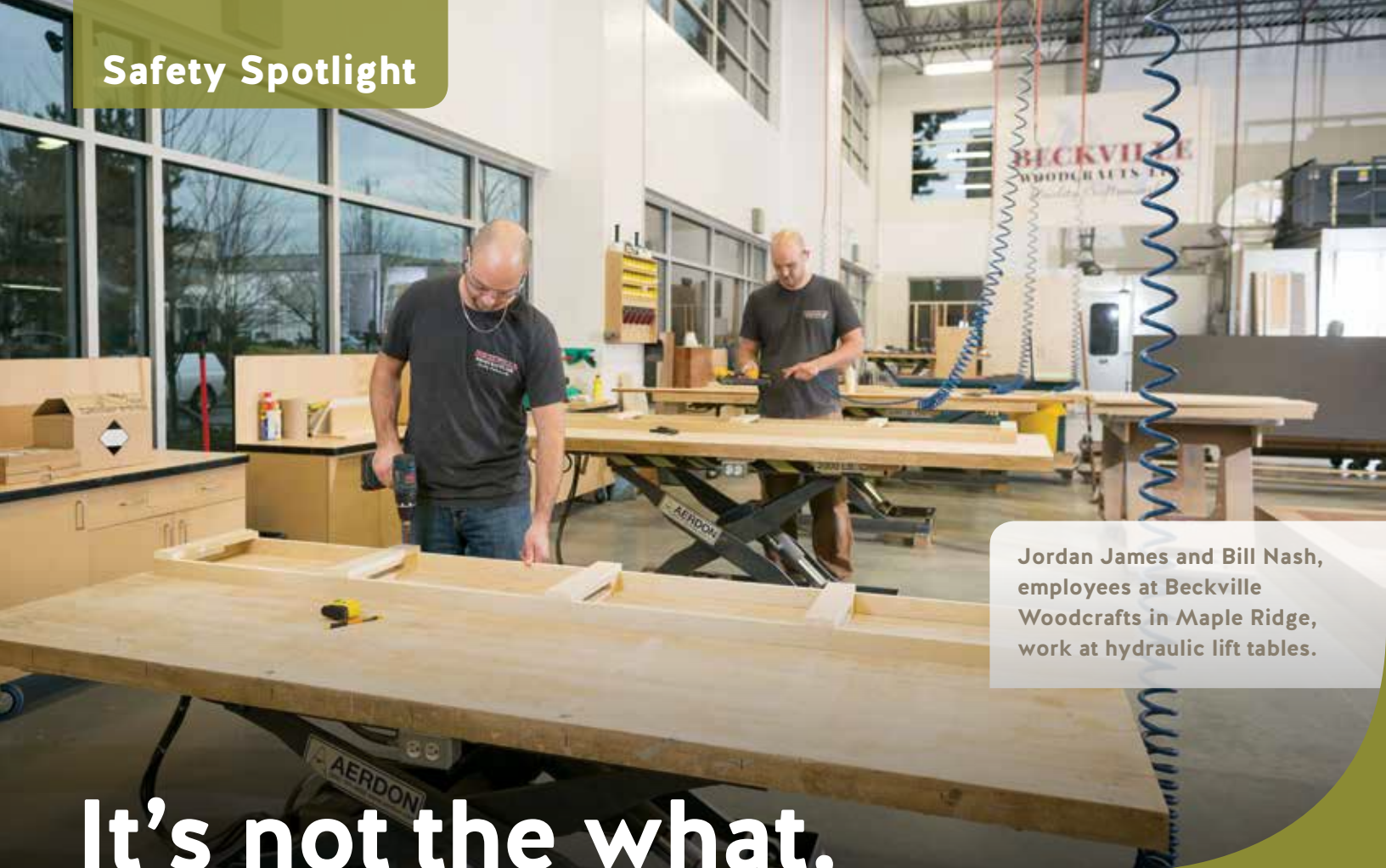
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WORK SAFE BC



Jordan James and Bill Nash, employees at Beckville Woodcrafts in Maple Ridge, work at hydraulic lift tables.

It's not the what, but the why

By Ryan Parton

Sometimes innovation isn't about what you do but why.

When Frank Beck, owner of Beckville Woodcrafts in Maple Ridge, began a six-year process of replacing his employees' workbenches with more ergonomic, height-adjustable hydraulic lifts, he wasn't doing it to save money. Nor was he doing it to reduce time-loss claims, even though his workplace had previously experienced a claim. Instead, his reason was much more altruistic.

"I don't want my guys lifting materials if they don't have to," he says matter-of-factly. "There's no reason for it. Ever."

Beck's initiatives earned his company the Architectural Woodwork Manufacturers Association of Canada (AWMAC) WorkSafeBC Safety Innovation Award, presented for the first time in October 2015.

Beckville's story dates back to 2010, when Beck installed three hydraulic lift tables — at a cost of approximately \$3,500 apiece — to help his team load boards onto the company's cutting and pressing equipment. Instead of manually lifting 40-kilogram sheets of plywood or fibreboard, workers could now raise up to 1,800 kilograms of material with the push of a button.

In Beck's words, "It turned a two-man, back-breaking job into a no-effort, one-person job."

But it wasn't until two years later that a casual observation led to true innovation at Beckville.

"My dad [Beckville Woodcrafts founder Neil Beck] used to come in and do all the maintenance on the equipment," explains Beck. "The funny thing is, he'd always go to one of the lift tables and use that as his workbench. That's when the light bulb lit up in both our heads. I said, 'Dad, every time you do something

you're doing it on one of those lifts.' He said, 'It's great, I can adjust it to whatever height I need.' And that was the light bulb."

By the end of 2012, Beck had replaced seven workbenches with hydraulic lift tables, outfitting each with a power receptacle and two-inch top made of solid maple. By 2015, he was adding his eleventh hydraulic lift table (for his finishing department) as well as a 900-kilogram vacuum lift for raising panels effortlessly onto the beam saw, known as a CNC (computer numerical control) machine.

While Beckville's near-pristine safety record was not the motivator for the introduction of the new workbenches, the success of these initiatives can certainly be measured by the lack of day-end grumblings. Beck says complaints of aches and pains among his workers — once common — have completely disappeared from the workplace.

"It was money well spent," he says. "Since [installing the equipment] we haven't had any issues at all."

Putting workers first

Between 2011 and 2015, 30 percent of WorkSafeBC claims made by woodworking and carpentry shops were due to overexertion injuries, which typically happen when workers are assembling, installing, stacking, lifting, or carrying heavy or awkward items.

Though Beckville Woodcrafts hasn't had any such claims in the last decade, its workers are not immune to overexertion.

Peter Goyert, WorkSafeBC's senior ergonomist, visited Beckville's workshop last fall. He says Beck's innovations represent a positive step in minimizing the potential for back and other musculoskeletal injuries (MSIs).

"The lift tables are certainly good ways to minimize the risks associated with those particular tasks," he says. "Having people being able to work at a height that's appropriate to them is perfect."

"That's the whole essence of ergonomics — making the workplace fit the workers rather than the worker fit the workplace," Goyert continues. "From my perspective, they've certainly done a good job implementing those things that could have potentially caused a risk."

Across all industries, MSIs account for about one-third of all injury claims in British Columbia. After the common cold, back injuries are the second-most common reason for missed work.

"Some people think [of WorkSafeBC] as the bad guy. I don't. If we're doing something wrong, tell us about it and we'll work through it. It's all for the safety of our employees."

—Frank Beck, owner
Beckville Woodcrafts

"This is a high-end woodworking shop and their workers are highly skilled tradesmen who are not easy to replace," notes Goyert. "So I guess Frank thought, 'What can I do to make life easier for them while they work?' There was no involvement from WorkSafeBC, and nobody saying he had to do it. It's really what we'd like to see all employers do."

As much as the actions he took, it was Beck's proactive approach that caught the attention of the AWMAC's award selection committee and others in the industry.

"I've had a tonne of people phoning me about this now," says Beck. "It's pretty great getting a little recognition for something you're passionate about."

"I think it's important for workers to be safe at work," he adds. "Some people think [of WorkSafeBC] as the bad guy. I don't. If we're doing something wrong, tell us about it and we'll work through it. It's all for the safety of our employees."

That, says Rose McDonald, a WorkSafeBC manufacturing and retail industry specialist, is an attitude worth emulating.

"It's not complicated," she says. "[Beck] didn't do this based on any direction from a health and safety officer, or because it was an industry safety requirement, but because he saw a way to make his workplace better for his workers," adding, "Sometimes, being proactive about safety isn't about checking a particular box, but doing something simply because it feels right for your workers — and your business." ☺

Construction

0911110 B.C. Ltd. / Suraj Home Builders | \$3,873.88 | Surrey | September 10, 2015

This firm was building a multi-storey retail and residential complex. WorkSafeBC observed the firm's worker on an upper-level balcony, transferring lumber from the balcony surface into a suite. The balcony did not have guardrails and the worker was not using a personal fall protection system. He was exposed to a risk of falling 9 m (30 ft.) to concrete surfaces. The worker was in view of a representative of the firm who was standing at ground level. The firm failed to ensure that fall protection was used, a high-risk violation.

1031903 B.C. Ltd. | \$2,500 | Oak Bay | September 15, 2015

WorkSafeBC observed two of this firm's workers on the roof of a one-and-a-half-storey house that was being renovated. The workers — in clear view of a representative of the firm — were not using personal fall protection systems. There were ropes on the roof but they were too thick to be used with rope grabs. The workers were exposed to a risk of falling 6 m (20 ft.). Below, a concrete driveway and steps, as well as wooden steps with a steel railing, increased the workers' risk of serious injuries or death in the event of a fall. The firm's failure to ensure that fall protection was used was a high-risk violation.

A1 Mainland Roofing Ltd. | \$2,500 | Richmond | September 28, 2015

WorkSafeBC observed this firm's worker installing toeholds on the roof of a two-storey house under construction. The worker was wearing a fall protection harness but was not connected to a lifeline. No other form of fall protection was in place. He was exposed to a risk of falling about 6.5 m (22 ft.) to a wooden fence and uneven debris-covered ground. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

All Right Trucking-99 Ltd. | \$13,281.56 | Richmond | October 5, 2015

This firm demolished a house owned by a person associated with the firm. When WorkSafeBC inspected the worksite, most of the demolition debris had been removed from the site; however, a pile of debris remained. The firm provided a pre-demolition hazardous materials survey of the house to the inspecting officer. The survey indicated that no asbestos-containing materials (ACMs) had been identified. However, when the officer inspected the debris pile, he observed materials that commonly contain asbestos, such as vinyl sheet flooring, drywall, exterior stucco, and asphalt shingles. Further inquiries by WorkSafeBC revealed that ACMs had in fact been identified. WorkSafeBC determined that the firm had knowingly provided false information to the officer. (A separate administrative penalty was imposed for this infraction.) The materials in the debris pile were tested and the presence of ACMs was confirmed. The firm failed to ensure that ACMs were safely removed from the house before demolition began. This was a repeated and high-risk violation, committed knowingly.

AS Roofing Ltd. | \$2,500 | Richmond | October 6, 2015

Three of this firm's workers, including a representative of the firm, were installing shingles on the extremely steep roof of a two-storey house under construction. None of them were using a personal fall protection system. Toeholds on the roof were inadequate, and no other form of fall protection was in place. The workers were exposed to a risk of falling as much as 10.6 m (35 ft.). The firm's failure to meet the steep roof requirements of section 20.75 of the Occupational Health and Safety Regulation was a high-risk violation.

Bassi & Sons Construction Ltd. | \$2,500 | Abbotsford | October 14, 2015

This firm's worker was installing trusses on the roof of a two-storey house under construction. WorkSafeBC observed him moving among the trusses near the edge of the roof, without a personal fall protection system or any other form of fall protection. He was exposed to a risk of falling about 7.3 m (24 ft.). The roof was wet from a recent rainstorm, increasing the worker's risk of slipping and falling. Also, window and door openings on the second floor did not have the required guardrails, exposing workers on that level to a risk of falling 3 to 3.7 m (10 to 12 ft.). The firm failed to ensure that fall protection was used and to provide guardrails — even though WorkSafeBC officers had repeatedly discussed these requirements with the firm. These were repeated and high-risk violations.

Bird Construction Company Limited | \$12,614.17 | Fort Nelson | September 4, 2015

This firm's workers were digging a tunnel by hand in order to install concrete supports around existing plumbing. The tunnel collapsed, trapping one worker in the excavation and injuring him. Although his injuries were minor, he and other workers at the site could easily have been seriously injured or killed by the collapse. WorkSafeBC's investigation found that the sides of the excavation were not sloped, benched, or shored and had not been assessed by a professional engineer. This was a repeated and high-risk violation.

BMB Roofing Ltd. | \$2,500 | Burnaby | September 16, 2015

Four of this firm's workers, including a representative of the firm, were re-tiling the roof of a two-storey house. They were wearing fall protection harnesses, and lifelines were available on the roof, but the workers were not connected to them. They were exposed to a risk

of falling 6 m (19 ft.) to a metal disposal bin, aluminum fences, and concrete sidewalks. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Chisholm Roofing Ltd. | \$15,827.50 | Vancouver | September 16, 2015

WorkSafeBC observed two of this firm's workers on the steep roof of a three-storey apartment building, in view of a supervisor. The workers were wearing fall protection harnesses but were not connected to lifelines, and no other form of fall protection was in place. They were exposed to a risk of falling 9.5 m (31 ft.). Hazards below included a metal railing and fire escape ladder, wooden fence, and concrete sidewalk. The firm failed to ensure that fall protection was used, a repeated and high-risk violation. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety, a repeated violation.

Chrigel's Timber Chalet Inc. / Chrigel's Timber Chalets | \$6,260.80 | Sun Peaks | October 5, 2015

At a site where this firm was building a four-storey house, WorkSafeBC observed the firm's worker on a narrow exterior walkway on the third level of the house. The worker was not using a personal fall protection system and the walkway did not have guardrails, so he was exposed to a risk of falling 7.5 m (25 ft.). The firm failed to ensure that fall protection was used, a high-risk violation.

Cole Roofing Ltd. | \$2,500 | Sidney | September 30, 2015

WorkSafeBC observed this firm's worker on the roof of a two-storey house, within 2 m (6.5 ft.) of the edge and with his back to it. He was wearing a fall protection harness but was not connected to a lifeline. No other form of fall protection was in place. The worker was exposed to a risk of falling 5.5 m (18 ft.). Despite the fact that a WorkSafeBC officer had discussed fall protection requirements with a representative of the firm three months earlier, the firm failed to ensure that fall protection was used. This was a repeated and high-risk violation.

Crimson Projects Inc. | \$3,599.43 | Prince George | October 8, 2015

WorkSafeBC observed three of this firm's workers, including a representative of the firm, on the roof of a two-storey house under construction. None of them were using personal fall protection systems, nor was any other form of fall protection in place. One worker (the firm representative) was at the front of the house on a steep part of the roof, exposed to a risk of falling 7 m (22.5 ft.). The other two workers were walking along the top plate of the garage wall. They were exposed to a risk of falling as much as 3.7 m (12 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Dagru Framing Ltd. | \$3,355.68 | Burnaby | September 8, 2015

This firm's workers were in a 3 m (10 ft.) deep excavation, installing wall forms and rebar for the foundation of a new house. The job-built ladder used to enter and exit the excavation had side rails and rungs spaced too far apart, and it lacked filler pieces between the rungs. These deficiencies put workers at risk of serious injury due to falls, should the ladder have broken. The firm's failure to ensure that the ladder met the required standard was a repeated violation.

Administrative penalties are monetary fines imposed on employers for health and safety violations of the *Workers Compensation Act* and/or the *Occupational Health and Safety Regulation*. The penalties listed in this section are grouped by industry, in alphabetical order, starting with "Construction." They show the date the penalty was imposed and the location where the violation occurred (not necessarily the business location). The registered business name is given, as well as any "doing business as" (DBA) name.

The penalty amount is based on the nature of the violation, the employer's compliance history, and the employer's assessable payroll. Once a penalty is imposed, the employer has 45 days to appeal to the Review Division of WorkSafeBC. The Review Division may maintain, reduce, or withdraw the penalty; it may increase the penalty as well. Employers may then file an appeal within 30 days of the Review Division's decision to the Workers' Compensation Appeal Tribunal, an independent appeal body.

The amounts shown here indicate the penalties imposed prior to appeal, and may not reflect the final penalty amount.

For more up-to-date penalty information, you can search our penalties database on our website at worksafebc.com. Look under Safety at Work, then go to Accident Investigations. Under the Popular Picks section, select "Penalties."

Penalties (continued)

Daniel Holdsworth & Shelly Holdsworth / Dan Holdsworth | \$2,500 | Vernon | September 21, 2015

WorkSafeBC observed two of this firm's workers, including a supervisor, on the roof of a house under construction. Neither worker was using personal fall protection gear and no other form of fall protection was in place. The workers were exposed to a risk of falling 3.4 to 3.7 m (11 to 12 ft.). Tripping hazards on the roof included an air line and stacks of roofing materials. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Dwayne Richmond / Richmond Construction | \$2,500 | Port Alberni | October 7, 2015

Two of this firm's workers and a representative of the firm were re-roofing a two-storey house. None of the three were using personal fall protection systems, and no other form of fall protection was in place. They were exposed to a risk of falling 3.7 to 4 m (12 to 14 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Eduardos' General Services Ltd. | \$2,500 | Whistler | November 2, 2015

A WorkSafeBC officer inspected a site where this firm's workers were building a three-storey residential complex. He observed two workers on the partly open third level, near low, unguarded window openings. The workers were not using personal fall protection systems, so they were exposed to a risk of falling more than 8 m (25 ft.). On a second site visit, the officer saw one of the firm's workers on the roof of the building without fall protection, exposed to a risk of falling more than 9 m (30 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

G.L. Roofing Ltd. | \$2,500 | Langley | September 16, 2015

At a jobsite where this firm was re-roofing a two-storey house, WorkSafeBC observed the firm's worker on the extremely steep roof without a personal fall protection system. He was exposed to a risk of falling 4 m (14 ft.). A representative of the firm was standing at ground level with the worker in his sightline. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Haab Contracting Ltd. | \$18,113.10 | Fort St. John | October 6, 2015

An excavator operated by this firm's worker contacted and broke a 51 mm (2 in.) gas line. WorkSafeBC's investigation found that the firm had not located all underground utility services in the area before starting excavation work. This was a failure to ensure that its work at the site conformed to the requirements of the utility service's owner, a repeated violation.

Hans Demolition & Excavating Ltd. | \$35,426.62 | Port Moody | October 14, 2015

This firm started to demolish a house. Another firm had stated that it had completed asbestos abatement at the house, but WorkSafeBC's inspection of the house found that asbestos-containing materials (ACMs) were still present. Officers found common ACMs throughout, including firestop material, duct tape, drywall joint compound, and vinyl floor tile. Hans Demolition committed a repeated and high-risk violation by starting demolition activities without ensuring that hazardous materials were safely removed first and that their removal was confirmed in writing by a qualified person.

Harrison Roofing Ltd. | \$5,000 | New Westminster | October 2, 2015

This firm's worker was on the extremely steep roof of a house under construction, kneeling at the unguarded edge. He was not using personal fall protection gear. A representative of the firm was on the roof with the worker in his sightline. The worker was exposed to a risk of falling as much as 6 m (20 ft.) to a wooden fence, construction debris, and a recessed concrete stairwell. The firm failed to ensure that fall protection was used, a repeated and high-risk violation. It also failed to provide its worker with the information, instruction, training, and supervision needed to ensure his health and safety, a repeated violation.

Hildegard Sturm Martin Sturm & Robert M Sturm / Storm Home Services | \$6,901.15 | Sun Peaks | October 5, 2015

Two of this firm's workers were installing gutters on a newly built four-storey house. They were on a section of sloped roof about 1 m (3 ft.) wide, handling 3 m (10 ft.) lengths of gutter, and kneeling at the unguarded edge of the roof facing down the slope. Neither was using a personal fall protection system. They were exposed to a risk of falling 10.6 m (35 ft.). The roof was wet, increasing the likelihood of slipping. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Hymark Construction Ltd. | \$1,000 | Fort St. John | September 25, 2015

WorkSafeBC observed this firm's worker walking on second-floor joists at a building under construction. The firm's failure to provide a work platform for activities at this level and ensure that the worker used it exposed him to a risk of falling about 2.75 to 3 m (9 to 10 ft.). This was a repeated violation.

Jason Pley / Pley Roofing | \$2,500 | Port Alberni | October 2, 2015

WorkSafeBC observed four of this firm's workers, including a supervisor, on the roof of a two-storey house. None of them were using personal fall protection systems and no other form of fall protection was in place. They were exposed to a risk of falling as much as 6.4 m (21 ft.). Tripping hazards on the roof included loose shingles, debris, and air lines from the workers' nail guns. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

JDH Contracting Co. Ltd. | \$5,258.28 | Squamish | October 6, 2015

This firm was subcontracted to perform roofing tasks at a site where a three-storey townhouse complex was being built. WorkSafeBC officers observed the firm's worker on the roof of the complex unloading roofing materials that were being delivered by a crane truck. The worker was not using a personal fall protection system, and the roof did not have guardrails, exposing the worker to a risk of falling 8.5 m (28 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Jerry Wakefield Construction Inc. | \$22,587.90 | Brentwood Bay | October 22, 2015

Three of this firm's workers were pouring concrete from a pump truck for the foundation walls of a building. They were standing on a job-built work platform that lacked guardrails and were not using personal fall protection systems. The workers could have fallen more than 3.4 m (11 ft.) to formwork, rebar dowels, and hard compact ground. A supervisor was on site watching the workers. The firm failed to ensure that fall protection was used and failed to provide its workers with the supervision needed to ensure their health and safety. The basic penalty amount was doubled, as the firm had received an administrative penalty for the same violations only four months earlier.

Kirat Framing Ltd. | \$2,500 | New Westminster | October 19, 2015

This firm's workers were framing a two-storey house. WorkSafeBC observed two of the firm's workers (including a representative of the firm) positioned among the trusses of the extremely steep entrance porch roof. They were not using personal fall protection systems, so they were exposed to a risk of falling 3.7 to 5.5 m (12 ft. to 17 ft. 10 in.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Mr. Build Contracting Ltd. | \$7,587.18 | Kent | September 30, 2015

This firm was building an addition to a dairy barn. WorkSafeBC observed three of the firm's workers, including a supervisor and an underage young worker, on the roof of the addition. Two were standing on trusses and one on the existing barn roof. None of them were using personal fall protection systems and no other form of fall protection was in place. The workers were exposed to a risk of falling about 5 m (16 ft.) to the concrete floor below. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Mukesh Aujla | \$2,500 | Coquitlam | October 6, 2015

This firm performs asbestos abatement activities. On October 8, 2014, WorkSafeBC ordered the firm to submit a Notice of Compliance with sections of the Occupational Health and Safety Regulation dealing with controlling exposure to asbestos. The firm had until October 22 to do so. As of December 16, 2014, the firm had not complied with this order. This was a repeated violation.

Nathen Poittrris / Roof Gods | \$5,000 | Chilliwack | October 7, 2015

Two of this firm's workers, including a representative of the firm, were shingling the roof of a house under construction. They were working at the roof's unguarded edge. Fall protection equipment was available on site but neither worker was using it, so they were exposed to a risk of falling 3.25 m (10 ft. 8 in.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Neigah Custom Homes Ltd. | \$5,000 | Maple Ridge | September 8, 2015

This firm was framing two three-storey houses. WorkSafeBC inspected the worksite and found multiple violations of safety requirements. Open-sided stairs lacked a mid-rail. Stairwell openings had been covered, but the covers were not secured and no markings indicated the presence of these fall hazards. The firm had not ensured that job-built wooden scaffolding was safe and able to withstand loads. Work had been carried out at heights of up to 9 m (30 ft.), but the firm had not ensured that workers used fall protection. No fall protection plan was in place as required for work at 7.5 m (25 ft.) or more. As well, the firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety.

New Dream Concrete Ltd. | \$3,599.58 | Burnaby | October 15, 2015

WorkSafeBC observed three of this firm's workers (including a representative of the firm) placing concrete in an excavation for a two-storey house. Two of the workers were operating a concrete vibrator and the third was pouring wet concrete from a pump hose connected to a concrete truck. The workers were balancing on top of narrow 20 cm (8 in.) wide formwork panels and were not using

Penalties (continued)

personal fall protection systems. The workers could have fallen 3.4 m (11 ft.) onto rebar dowels and the hard compact surface of the excavation. The firm failed to provide work platforms for work above grade and failed to ensure that fall protection was used. These were repeated and high-risk violations, committed knowingly or with reckless disregard.

Newton Roofing Ltd. | \$15,000 | New Westminster | October 8, 2015

This firm's worker was on the roof of a three-storey house under construction, bent over at the edge of the roof with his back to the edge. He was not using a personal fall protection system, although he was directly in the line of sight of a representative of the firm — who was also on the roof without fall protection. No guardrails or other form of fall protection was in place. The roof varied from moderate to steep slope. The worker and the firm representative were exposed to a risk of falling 8 m (26 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

North Central Roofing Ltd. | \$7,500 | Quesnel | October 15, 2015

WorkSafeBC officers observed three of this firm's workers, including a representative of the firm, on the roof of a one-level house. One of the workers was not using a personal fall protection system, and no other form of fall protection was in place. He was exposed to a risk of falling 3.7 to 4 m (12 to 13 ft.). When the officers returned to the jobsite an hour and a half later, they saw two of the workers (including the representative) on the roof without fall protection. Also, the officers saw one worker carrying a bundle of shingles up a ladder onto the roof, and another worker using a nail gun without safety eyewear. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation. Allowing a worker to carry heavy, bulky objects up a ladder was a repeated violation, as was the failure to ensure that workers wore safety eyewear.

Option One Exteriors (2014) Inc. / Option One Exteriors | \$2,500 | Kelowna | October 8, 2015

WorkSafeBC observed three of this firm's new and young workers on the roof of a commercial complex that was under construction. The workers were shovelling snow off the roof, approaching the edge to do so. They were not using personal fall protection systems. Makeshift guardrails had been set up along the roof's perimeter, but they were not high enough, consisting of a horizontal rail only 0.6 m (2 ft.) high with caution tape above it. The workers were exposed to a risk of falling 7.5 m (25 ft.) to the ground below, where there were metal storage containers, vehicles, and snow removal equipment. The firm failed to ensure that adequate fall protection was used, a repeated and high-risk violation. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety, a repeated violation.

Pacific Gate Development Group Ltd. | \$1,000 | Vancouver | September 9, 2015

WorkSafeBC inspected a residential construction site where this firm was the prime contractor and found multiple violations of safety requirements. For example, missing guardrails on a below-grade concrete stairwell and at third-storey window openings exposed workers to fall hazards of 2.5 to 4 m (8 to 14 ft.). A stairway on the site lacked the required handrail. Wood debris with nails sticking out of it littered parts of the main floor and yard. The firm repeatedly failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*.

Patricia Robillard & Jami Witso / Aardvark Roofing | \$17,531.85 | Prince George | September 21, 2015

This firm was re-roofing a one-and-a-half-storey house. WorkSafeBC observed three of the firm's workers, including a representative of the firm, on the steep roof. One worker was at the edge of the roof. None of them were using personal fall protection gear, and no other form of fall protection was in place. The workers were exposed to a risk of falling nearly 4 m (13 ft.) to parked vehicles, a metal trailer, concrete steps, and landscaping rocks. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Robert Allan Smith / RASmith Roofing | \$5,000 | Coquitlam | October 21, 2015

Six of this firm's workers (including two supervisors) were working on the roof of a new two-storey house. Four of the workers were using personal fall protection systems. One worker and one supervisor were wearing fall protection harnesses but were not connected to lifelines. These workers were exposed to a risk of falling 8.3 m (27 ft.). The workers and supervisors lacked knowledge of several fall-protection-related requirements. Also, the anchors used by the other workers had been improperly installed. The firm failed to ensure that fall protection systems were used, which was a repeated and high-risk violation. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. This was a repeated violation.

Satgur Development Inc. | \$3,802.68 | Nanaimo | September 14, 2015

WorkSafeBC inspected a jobsite where this firm was renovating a pre-1990 bungalow. Debris from the renovation/demolition work littered the premises. Suspected asbestos-containing materials (ACMs), including lathe and plaster, insulation, flooring materials, drywall mud, tarpaper, and other substances, had been disturbed. Four workers (including a representative of the firm) were inside the

house without adequate personal protective equipment for this type of work. No hazardous materials report was on site, and the firm had not had a qualified person inspect the premises to identify hazardous materials, as required before work began. A subsequent hazardous materials assessment confirmed the presence of asbestos in some of the materials that were disturbed. This was a repeated and designated high-risk violation that may have exposed the firm's crew (and other workers) to asbestos, a known carcinogen.

Shawn Roofing Ltd. | \$15,000 | Coquitlam | October 9, 2015

WorkSafeBC observed three of this firm's workers, including a supervisor, on the roof of a two-storey house under construction. None of the three were using a personal fall protection system and no other form of fall protection was in place. The workers were exposed to a risk of falling 6.5 to 7 m (22 to 23 ft.). The firm failed to ensure that fall protection was used. It also failed to provide its workers with the supervision needed to ensure their health and safety. These were repeated and high-risk violations committed knowingly or with reckless disregard.

Sirwal Construction Ltd. | \$5,000 | White Rock | October 2, 2015

WorkSafeBC observed three of this firm's workers framing the second-level floor of a new house. They were working near the unguarded edge and were not using personal fall protection systems, although they were in view of a representative of the firm. They were exposed to a risk of falling 3.4 m (11 ft.). Only one set of fall protection equipment was on site, and the second level of the house lacked anchors. When the prevention officer returned to the site an hour later, he again found the workers on the second floor, still with no fall protection. They told the officer that before leaving the site, the firm's representative had directed them to return to that level. The firm's failure to ensure fall protection was used was a repeated and high-risk violation.

SNR Roofing Services Ltd. | \$2,500 | Surrey | October 6, 2015

A representative of this firm and another of the firm's workers were on the steep roof of a two-storey house installing toeholds and roofing paper. They were wearing fall protection harnesses. Anchors and lifelines were available on the roof, but neither worker was connected, and no other form of fall protection was in place. They were exposed to a risk of falling about 6 m (20 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Sun Valley Roofing Ltd. | \$10,399.53 | Kelowna | November 12, 2015

This firm was re-roofing a two-storey townhouse complex. WorkSafeBC observed four of the firm's workers, including a supervisor, on the roof. Two of them were working near the edge of the roof. They were wearing fall protection harnesses but were not connected to lifelines, and no other form of fall protection was in place. The two workers were exposed to a risk of falling about 5 m (17 ft.) to wooden decks, handrails, and stairs, outdoor furniture, and concrete surfaces. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Vermeer Bros. Contracting Ltd. | \$47,319.45 | Chilliwack | October 5, 2015

WorkSafeBC observed two of this firm's workers on the roof of a dairy barn under construction. Although they were standing on narrow 2x4 strapping, they were not using personal fall protection systems and no other form of fall protection was in place. They were exposed to a risk of falling 5 to 5.5 m (16 to 18 ft.). A representative of the firm was also on site but had not ensured that fall protection was used. This was a repeated and high-risk violation.

Yongfeng Enterprises Inc. | \$5,145.44 | Burnaby | October 14, 2015

WorkSafeBC found multiple violations of safety requirements when it inspected a residential construction worksite where this firm was the prime contractor. Workers were exposed to fall hazards of 3 to 5 m (10 to 16 ft.) due to unguarded second-storey window openings and an unguarded concrete stairwell outside. Job-built wooden scaffolding above the stairwell lacked mudsills, cross braces, and ledgers as well as guardrails, increasing workers' likelihood of falling. Unprotected rebar dowels posed an impalement hazard to workers. Large amounts of construction materials and debris littering the site posed a risk of tripping and of puncture wounds. The firm repeatedly failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*.

Manufacturing

538738 British Columbia Ltd. & 605684 British Columbia Ltd. Et Al. / NW Wood Preservers/Vanderhoof Specialty Wood | \$48,401.84 | Vanderhoof | October 16, 2015

WorkSafeBC inspected this firm's finger joint plant and observed hazardous accumulations of combustible dust on surfaces and fixtures in two areas: the chipper room and an old boiler room. In the chipper room, dust accumulations from 2.5 to 7.6 cm (1 to 3 in.)

Penalties (continued)

deep covered more than 5 percent of the room's area. In the old boiler room, which workers entered infrequently, 2.5 to 7.6 cm (1 to 3 in.) of dust coated a gear motor, reducer, foundation ledge, roof beams, wall purlins, and the boiler itself. Also, 0.3 cm (1/8 in.) of dust was in direct contact with electrical disconnect panels. The firm's dust inspection program for the plant was informal and unwritten, and the firm did not shut down the chipper frequently enough in order to clean adequately around it. As many as 27 workers (an average shift at the mill) were exposed to a risk of serious injury or death should the dust have ignited and caused a fire or explosion. This immediate hazard prompted WorkSafeBC to issue an order to stop work until the dust accumulations could be safely removed. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

Apollo Forest Products Ltd. | \$75,000 | Fort St. James | September 22, 2015

WorkSafeBC inspected this firm's sawmill and observed a worker using a wooden stick to clear a jam from the cutter heads of a planer. Although power to the planer heads had been shut off, the planer had not been locked out as required. The firm's written procedure for clearing jams from the planer permitted this method of dealing with obstructions, but the procedure contravened section 10.3 of the Occupational Health and Safety Regulation: it did not safeguard a worker from being exposed to hazards if the cutter heads were unintentionally energized. The firm's failure to ensure that machinery was locked out as required by the Regulation was a repeated and high-risk violation.

C. & C. Wood Products Ltd. | \$68,121.24 | Quesnel | October 13, 2015

WorkSafeBC inspected this firm's sawmill and observed hazardous accumulations of combustible dust on surfaces and fixtures in the sawmill canter room, around the canter outfeed landing table, and in the chip screen room and the sawmill chipper room. These areas had not been identified by the firm as requiring cleanup, although they were not hidden and were frequented by workers and supervisors. Dust accumulations from 1.25 cm (1/2 in.) to 10 cm (4 in.) deep were in direct contact with potential ignition sources, such as electrical equipment, junction boxes, and light fixtures. As many as 20 workers (an average shift at the mill) were exposed to a risk of serious injury or death should the dust have ignited and caused a fire or explosion. This immediate hazard prompted WorkSafeBC to issue an order to stop work until the dust accumulations could be safely removed. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

Conifex Inc. / Fort St James | \$75,000 | Fort St. James | October 13, 2015

WorkSafeBC inspected this firm's pellet mill and observed hazardous accumulations of combustible dust on surfaces and fixtures in three areas: around the main conveyor belt; under the sorters; and behind the sawmill chipper. Up to 30 workers at the mill were exposed to a risk of serious injury or death in the event of a fire or explosion due to ignition of the dust. This immediate hazard prompted WorkSafeBC to issue an order to stop work until the dust accumulations behind the chipper could be safely removed. Although the firm has a written combustible dust control program that includes daily dust audits of the sawmill, WorkSafeBC's inspection found that its inspections and cleanup activities were inadequate, as was its instruction of workers responsible for cleanup. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

J & L Beef Ltd. | \$69,494.42 | Surrey | October 15, 2015

This firm's worker was reaching inside a burger-moulding machine to clean it when a co-worker unwittingly started it. The worker was seriously injured. WorkSafeBC's investigation found that the firm lacked written procedures for locking out machines in its workplace before servicing them. It also lacked procedures for passing responsibility for machines from operations staff to maintenance staff and back, and for inspecting machines after cleaning and before starting them up to ensure all safeguards are in place. Previous inspections of the employer's workplace had identified similar lockout-related infractions. These deficiencies show that the firm failed to ensure the health and safety of workers in its workplace, which was a high-risk violation.

Progress Energy Canada Ltd. | \$64,235.41 | Buckinghorse | September 15, 2015

This firm was the prime contractor for a site where another firm's workers were unloading pipes from a trailer for a pipeline installation. One of the pipes slid off the trailer without warning and struck a worker's leg, causing severe crush injuries. WorkSafeBC's investigation found that Progress Energy had not developed safe work procedures for pipe loading and unloading at its jobsites, despite having recently committed to do so in response to a WorkSafeBC order. Overall the firm failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the Occupational Health and Safety Regulation. This was a repeated violation committed knowingly or with reckless disregard.

Progress Energy Canada Ltd. | \$13,277.67 | Fort St. John | October 1, 2015

WorkSafeBC inspected a worksite where this firm was prime contractor. Logging and land-clearing activities were taking place. Prevention officers observed various safety infractions. For instance, the firm did not ensure that regular site inspections occurred and that regular safety meetings were held. It failed to ensure that several dangerous trees that were leaning into the work area were promptly felled. A partly cut-up tree had been left standing in the centre of the work area. A log loader was being used to pile full-length

logs in a stack about 12 m (40 ft.) high, next to where a mechanic was repairing equipment. The door of the log loader was open, exposing its operator to a risk of serious injury or death had a log, treetop, or branches entered the cab. These high-risk infractions show that the firm failed to do everything reasonably practicable to establish and maintain a system for ensuring compliance with the *Workers Compensation Act* and the *Occupational Health and Safety Regulation*. This failure was a repeated violation.

Primary Resources

0946285 BC Ltd. | \$2,500 | Holberg | September 28, 2015

This firm's worker felled a tree that was about 30 m (100 ft.) tall when another firm's worker was only 9 m (30 ft.) away from the base of the tree. The worker felling the tree had not ensured the minimum of two tree-lengths between the tree and the position of the other worker. The firm's failure to ensure that its worker complied with the requirements of section 26.24(1) of the *Occupational Health and Safety Regulation* was a high-risk violation.

572054 B.C. Ltd. | \$6,466.80 | Egmont | September 14, 2015

WorkSafeBC inspected this firm's forestry operation, which was in a remote area, and found multiple violations of safety requirements. For example, dangerous trees had been left partially cut and not marked, there were severe deficiencies in the emergency transport vehicle on site, and a 4.5 m (15 ft.) high walkway that provided access to and from the site had no guardrails. Seat belts in mobile equipment had been removed or stuffed behind the seat. Failure to use seat belts was tacitly condoned. These were high-risk violations, committed knowingly or with reckless disregard. The number and nature of the violations observed triggered a stop-work order that ended up remaining in place for four months.

B. Ford Falling Ltd. | \$2,500 | Holberg | September 11, 2015

This firm's worker was only 9 m (30 ft.) away from the base of a tree about 30 m (100 ft.) tall when it was felled by another firm's worker. The first worker should have been a minimum of two tree-lengths away from the tree when it was felled. The firm's failure to ensure that its worker complied with the requirements of section 26.24(1) of the *Occupational Health and Safety Regulation* was a high-risk violation.

Columbia Cranberry Co. Ltd. | \$7,347.75 | Richmond | October 8, 2015

This firm operates a cranberry farm and uses workers from a labour-supply firm to help harvest the cranberries. One of the workers tried to step over a ditch in a water-filled bog at the farm. The worker fell into water about 2 m (6 ft.) deep and could not get out. Co-workers rescued the worker but he later succumbed to his injuries. WorkSafeBC's investigation found that the firm lacked a health and safety program; did not plan the work and assess its risks to develop safe work procedures and rescue procedures; did not ensure that workers used buoyancy equipment in the bog; and did not provide adequate supervision to the workers. These deficiencies show that the firm failed to ensure the health and safety of workers in its workplace, a high-risk violation.

Dickson Timber Falling Ltd. / Keri L. Dickson R.D.H. | \$31,790.10 | Holberg | October 6, 2015

This firm was the prime contractor at a logging site. A representative of the firm was supervising two workers (subcontractors) who were falling trees at the site. One of the workers felled a tree that was about 30 m (100 ft.) tall when the other worker was only 9 m (30 ft.) away from the base of the tree. The firm's representative failed to ensure that a minimum of two tree-lengths was maintained between the tree and the position of the other worker. This was a failure to conduct falling activities at the site in accordance with the *Occupational Health and Safety Regulation* — a high-risk violation.

Everwood Industries Ltd. / Everwood Forest Products | \$5,117.35 | Mission | August 31, 2015

This firm operates a dry land sort, where logs are bundled together in a bunk and launched from there into a river to be grouped into booms. The firm's new and young worker was standing between the bunk and the water when he was struck by a bundle of logs and knocked into the river. He sustained fatal injuries. WorkSafeBC's investigation found that the firm allowed the use of unsafe work procedures for tasks at its workplace and allowed its workers to access unsafe areas. Overall, the firm failed to make its workers aware of health and safety hazards they were likely to be exposed to by their work. It also failed to provide its workers with the instruction, training, and supervision needed to ensure their own and other workers' health and safety. These were high-risk violations.

Robert Allen Donaldson & Patricia Donaldson / Bradner Farms | \$24,818.35 | Surrey | August 19, 2015

At this firm's dairy farm, a worker fell into a feed mixer and was fatally injured by the mixer's screw auger. WorkSafeBC's investigation found that the feed mixer lacked safeguarding and that the firm failed to provide supervision to ensure that workers followed written safe work procedures for the task of mixing feed. These repeated and high-risk violations show that the firm failed to ensure the health and safety of workers in its workplace.

Svisdahl Holdings Ltd. | \$15,096.48 | Fort St. John | September 17, 2015

At an oil and gas site where contaminated material was being remediated, this firm's worker was struck and pinned against the side of a metal water tank by the bucket of an excavator. He sustained serious injuries. WorkSafeBC's investigation found that the firm did not take adequate steps to eliminate the hazard of working near the excavator; it did not develop and implement safe work procedures for working near the excavator; it did not ensure that adequate safety meetings were held; and it did not ensure adequate communication between the excavator operator and the other workers. The firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their own and other workers' health and safety at the site. This was a high-risk violation.

Taylor Shellfish Canada ULC / Fanny Bay Oysters | \$50,793.71 | Powell River | September 28, 2015

This firm operates a facility where freshly caught oysters are packaged in bags and then loaded onto trucks for transport to a processing plant. The firm's worker, a truck driver, was standing on the bags in the box of his truck, covering them with a tarp, when he fell about 2.75 m (9 ft.) to the ground. He sustained serious head injuries. WorkSafeBC's investigation found that the firm committed a number of health and safety violations. It had not performed a hazard assessment for the task of covering truckloads of oysters, and so it allowed the truck driver to work at elevation without guardrails or a personal fall protection system. In addition, no supervisor was on site the evening of the incident. Finally, the firm did not have a formal health and safety program as required for a firm of its size. These deficiencies show that the firm failed to ensure the health and safety of all its workers and that of any other workers at its facility.

Unique Labour Force Ltd. | \$13,107.37 | Richmond | October 16, 2015

This firm supplies labourers to the agriculture industry. Two of its workers were harvesting cranberries on a farm. The work requires the workers to enter water-filled bogs. One of the workers tried to step over a 2 m (6 ft.) deep ditch in a bog at the farm, fell in, and could not get out. Co-workers rescued him but he later succumbed to his injuries. WorkSafeBC's investigation found that the firm lacked a health and safety program as well as training records and site-specific safety orientations for its workers. The firm did not obtain risk assessments for the work its workers performed at various jobsites, nor did it coordinate with client employers to plan the work at those sites and develop safe work procedures and rescue procedures for it. Further, it did not ensure that workers were provided with adequate supervision to ensure that they used buoyancy equipment in the bog or were otherwise protected from the hazard of drowning. These omissions show that the firm failed to ensure the health and safety of its workers, a high-risk violation.

Service Sector

Brick Environmental Consulting Ltd. | \$7,500 | Delta | September 25, 2015

WorkSafeBC inspected a bungalow slated for demolition, for which this firm had conducted a hazardous materials survey. The firm collected only two samples of drywall joint compound, whereas a minimum of three are required. WorkSafeBC officers had repeatedly discussed hazmat survey requirements with the firm on previous inspections. The firm's failure to have a qualified person collect representative samples of potentially hazardous materials was a repeated violation committed knowingly or with reckless disregard.

Connaught Motor Inns Ltd. / Connaught Motor Inn | \$3,889.08 | Prince George | October 13, 2015

WorkSafeBC observed two of this firm's workers repairing the flat roof of a motel. Neither was using a personal fall protection system. A control zone and raised warning line were in place on the roof, but the workers were working inside the control zone without a safety monitor, and there was no fall protection plan on site. The workers were exposed to a risk of falling 3.2 m (10 ft. 7 in.) to a concrete sidewalk and an asphalt parking lot. The firm failed to ensure that fall protection was used for work at or above 3 m (10 ft.), a high-risk violation.

E Pro Enterprises Inc. | \$1,000 | Oak Bay | September 17, 2015

This firm was contracted to prepare a hazardous materials survey for a pre-1990 house that was being renovated. The survey that the firm produced had various deficiencies, including reporting on too few representative samples compared to what was required. Further, the location and identity of the samples that were taken were not clearly specified. When WorkSafeBC inspected the jobsite, extensive demolition and renovation work had already been carried out inside the house. Suspected asbestos-containing materials such as stucco, vinyl sheet flooring, and drywall had been disturbed. As a result, WorkSafeBC issued a stop-work order for the site. A subsequent survey commissioned by WorkSafeBC confirmed the presence of asbestos in some of the disturbed materials. The firm failed to conduct the hazmat survey as required by section 20.112(3) of the Occupational Health and Safety Regulation. This violation may have exposed at least two workers to asbestos, a known carcinogen.

Wallie Gibson Taylor / Ralph's Tree Service & Wallie's Tree Service | \$2,500 | Richmond | September 25, 2015

A representative of this firm was falling trees that were about 16.5 m (54 ft.) tall near energized 25 kV power lines. A WorkSafeBC prevention officer observed another of the firm's workers standing within one tree-length of one of the trees (11 m/37 ft. from the base of the tree) as it was being felled. It had not obtained an assurance from the power system owner that would allow it to work closer to the power lines than the minimum limits of approach, nor an assurance that the reclose feature on the lines had been disabled (which would prevent automatic re-energization of the lines if they were tripped due to being contacted). Finally, the firm failed to ensure that its worker stayed a minimum of two tree-lengths away from the tree being felled. These were high-risk violations.

Trade

Ace Flooring Premium Tile and Stones Ltd. | \$1,000 | Richmond | September 18, 2015

WorkSafeBC inspected this firm's warehouse in September 2013 and observed a storage rack with deformed cross-members, storage racks loaded beyond their rated capacity with pallets of ceramic tiles, and damage to walls caused by a forklift whose operator's training certificate had expired. The firm was ordered to address these deficiencies, but by the end of June 2014 it had not done so. The firm failed to ensure that its lift truck was used according to the applicable standard. It failed to ensure that structures in its workplace were capable of withstanding stresses likely to be imposed on them. And it failed to ensure that materials were stored in a stable and secure manner.

Sandor Rental Equipment (1981) Ltd. | \$19,324.15 | Fernie | September 14, 2015

A painter was using a boom lift rented from this firm to paint a four-storey condominium complex. The painter was seriously injured when the lift tipped over, causing him to fall about 7.3 m (24 ft.). WorkSafeBC's investigation identified several factors that led to the tip over. Normally, if all four outriggers on the lift had not been deployed or were not bearing equal weight, any attempt to raise the boom would set off an alarm and would be prevented by limit switches. However, the investigation found that the alarm and the limit switches on the lift had been disabled. The firm had no record of the required inspections or tests for the lift, and it had not been properly inspected prior to use on the day of the incident. These deficiencies show that the firm failed to ensure that its equipment met applicable standards and that it was safe when used according to the instructions it provided. As the lift supplier, the firm was required to ensure that its equipment complied with the *Workers Compensation Act* and the Occupational Health and Safety Regulation. The firm's failure to do so was a high-risk violation.

Transportation and Warehousing

Norbert Salvage Ltd. | \$3,250 | Bridesville | September 28, 2015

WorkSafeBC inspected this firm's recycling facility and found that the firm had used a lift truck that had had a stop-use order applied to it months earlier. The firm had not addressed the many deficiencies with the truck, including an unspecified rated load capacity, an unattached operator's seat that lacked a seat belt, and the lack of an ignition system (workers started the truck by crossing live wires). The firm is being penalized for its failure to comply with an order of WorkSafeBC, a violation of section 115(1)(b) of the *Workers Compensation Act*.

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OH&S Committee Part 1

OH&S Committee Part 2

Improving Committee
Effectiveness

Understanding & Conducting
Risk Assessments

Incident Investigations

Occupational Health
NEW

Women's Health & Safety
in the Workplace

Bullying & Harassment

Strains, Aches & Pains
(Ergonomics)

Prevention of Violence
in the Workplace

Stress in the Workplace

Supervisor OH&S
Responsibilities Part 1

Supervisor OH&S
Responsibilities Part 2
NEW

Improving Return to Work
Outcomes

Lower Mainland

New Westminster	3-May 13-Dec	4-May 14-Dec	4-May 15-Dec	5-May 15-Dec	12-May 15-Dec	12-May 6-Dec	6-Dec	11-May 7-Dec	8-Dec	20-Dec	5-May 7-Dec	10-May 13-Dec	11-May 14-Dec	10-May 8-Dec
Vancouver	15-Mar 23-Jun	16-Mar 24-Jun			17-Mar					1-Mar				
Surrey	4-Oct	5-Oct	6-Oct	13-Oct	6-Oct			14-Oct	7-Oct	28-Jul	5-Oct	12-Oct	13-Oct	12-Oct
Whistler	6-Jun	7-Jun		16-Jun	15-Jun			6-Jun	9-Jun	8-Jun	7-Jun	13-Jun	14-Jun	13-Jun

Fraser Valley

Abbotsford	13-Apr	14-Apr			15-Apr				29-Feb	1-Mar				
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BC North

Fort St. John	27-Sep	28-Sep	28-Sep	29-Sep	29-Sep			29-Sep		30-Mar		27-Sep		28-Sep
Dawson Creek	31-Mar	1-Apr												
Fort Nelson	26-Sep										27-Sep			
Prince George	7-Jun 16-Nov	8-Jun 17-Nov	8-Jun	9-Jun	9-Jun	9-Jun	15-Nov	16-Nov	29-Feb	1-Mar	17-Nov	7-Jun	8-Jun	15-Nov
Kitimat	13-Sep	14-Sep		13-Sep		14-Sep	8-Mar	14-Sep			15-Sep			13-Sep
Prince Rupert	5-Apr	6-Apr		6-Apr		7-Apr					6-Apr			5-Apr
Terrace	20-Jul	21-Jul	16-Sep		15-Sep				22-Feb	15-Sep				
Smithers	17-May	18-May	<p>Don't see your Community on our public schedule? Interested in in-house training options?</p> <p>If you have a minimum of 10 people we can respond to custom requests. Contact the Centre for availability and a cost quote.</p>											
Queen Charlotte City	9-Aug													
Burns Lake	30-Aug	31-Aug												
Mackenzie	17-Oct	18-Oct												
Vanderhoof	30-Aug	31-Aug												

PARTICIPANT COST: \$115*

* When registering 14 days in advance.

All Courses are eight hours in length from 8:30am to 4:30pm.

Course dates and offerings are subject to change, please check healthandsafetybc.ca for updates.

Interior

Quesnel	17-May	18-May												
Williams Lake	17-May	18-May												
Kamloops	25-Oct	26-Oct	26-Oct	27-Oct	27-Oct			26-Oct	28-Oct	11-May	27-Oct	25-Oct	26-Oct	25-Oct

Kootenays

Castlegar	31-May	1-Jun	2-Jun	2-Jun	1-Jun	2-Jun		1-Jun		19-Jul		31-May		
Cranbrook	20-Sep	21-Sep	23-Sep	21-Sep	22-Sep			22-Sep	29-Feb	1-Mar				20-Sep

Okanagan

Penticton	16-Jun													
Vernon	14-Jun													
Kelowna	22-Nov	23-Nov	24-Nov	17-Nov	24-Nov	22-Nov	15-Nov	23-Nov	17-Nov	15-Jun	16-Nov	15-Nov	16-Nov	22-Nov

Sunshine Coast

Powell River	30-Aug	31-Aug												
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Vancouver Island

Campbell River	29-Nov				30-Nov									
Nanaimo	19-Apr	20-Apr	20-Apr	21-Apr	21-Apr			21-Apr	29-Feb	1-Mar		26-Apr	27-Apr	27-Apr
Victoria	25-May 1-Nov	26-May 2-Nov												
	1-Nov	2-Nov	3-Nov	2-Nov	10-Nov	3-Nov	8-Nov	2-Nov	10-Nov	27-May	9-Nov	8-Nov	9-Nov	1-Nov

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