

WorkSafe

Tools for building safer workplaces | worksafemagazine.com | November / December 2016



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health care workers** p7

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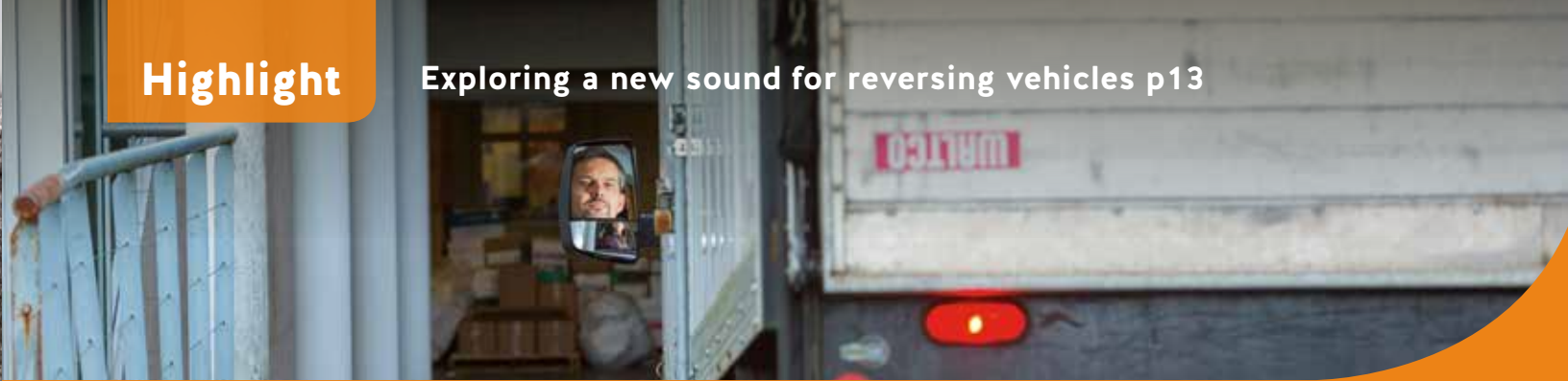


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What's wrong with this photo?

—This welder's worksite is wretched.

On the front cover: Peer resource team member and safe-patient handling coach Cassandra Louwers speaks with a patient at Island Health in Nanaimo, B.C.

Reaching out to homeowners

Asbestos-related lung disease is the leading cause of workplace death in B.C. We have been reaching out to workers and employers to create awareness about the hazards of asbestos exposure for years now, but we are now taking that message to a wider audience: homeowners.

If asbestos is not taken seriously when demolishing or renovating, it can put everyone who works on the project, or lives in close proximity, at risk — workers and families. We know that homes built before 1990 are the biggest risk, so we are reaching out to homeowners to consider the dangers of asbestos and plan for its safe removal before renovations or demolition, see [page 23](#).

In this issue, we also want to share some stories of how open communication and collaboration can lead to safer workplaces. In our Work Science article we look into research that shows strong evidence that return-to-work programs flourish under a collaborative umbrella of health care providers, employers, and workers working together. We also look at the ways in which peers are guiding each other in the health care industry in our cover story on [page 16](#).

All of these stories highlight a proactive approach to workplace safety that honours open and honest communication about the dangers that workers face. An open dialog about the issues is the first step to change. The next step is taking action to create a healthy and safe workplace.



Terence Little
Editor-in-chief

WorkSafe

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Contributors



Andrew Tzembelicos

Vancouver writer Andrew Tzembelicos gets a firsthand look at the issues facing today's health care workers in our cover story (page 7).



Gail Johnson

In this Work Science story, Gail Johnson looks into research that aims to put return-to-work research into the hands of employers who need it (page 16).



Don Hauka

Tired of hearing the noisy beep beep of a reversing vehicle? Writer Don Hauka, explores the use of broadband alarms in our Safety Spotlight story (page 13).



Susan Kerschbaumer

In this issue's WorkSafe update, Victoria-based writer Susan Kerschbaumer speaks with WorkSafeBC industry specialist Helen Chandler on the issues facing today's youth workers (page 19).

Ask an Officer

Confined spaces pose extreme risk in agriculture



Richard Duguay

WorkSafeBC senior regional officer

Region: Kamloops

Years on the job: 27

This month we talked with WorkSafeBC senior regional officer Richard Duguay, who works with our provincial confined space entry initiative team, about the hazards of confined spaces in agriculture.

Q. What are confined spaces, and why are they so dangerous?

A. Just about every agricultural property has its own unique confined space. Silos, manure storage ponds, and milk tanks are a few common examples.

A confined space meets three criteria:

- It's an enclosed or partially enclosed area that is big enough for a worker to enter. The worker's whole body doesn't have to go inside; even if his head and shoulders can enter, it can be a confined space.
- There is limited or restricted means for entry or exit.
- It's not designed for someone to work in regularly. Entry is often only needed for things like inspection, cleaning, maintenance, or repair.

Quite often, when an incident occurs in a confined space, it's catastrophic. Lack of oxygen is a leading cause of death for B.C. workers in confined spaces. Harmful air contaminants, gases, moving parts or equipment, explosive gases and vapours, and extreme temperatures are some of the other hazards that could seriously harm people.

Q. I work on a farm. How do I know where the confined spaces are?

A. Your employer is required to identify all the confined spaces at your worksite, to determine which ones will be entered by workers, and to post warning signs at each confined space. There may be some confined spaces your employer doesn't know about. In that case, be sure to tell a supervisor if you come across one.

Your employer is also responsible for instructing and training you on how to safely enter and exit a confined space. Don't ever enter one unless you have been properly trained. You have the right to refuse unsafe work.

Be sure to review our new guide, *Management of Confined Spaces in Agriculture: A Handbook for Workers*. It's available at worksafebc.com in several languages.

Q. I am an employer. How can I make confined spaces safer for my workers?

- A.** Hazard assessment is the key. Look for the hazards that could harm workers, and then take steps to reduce each risk.

For example, if you work in irrigation and have valves in a confined space that workers need to access, can the valves be moved outside? Can you make the opening to the space larger, or install stairs? Change your work processes, if you can, to reduce the need and time for workers to be in the confined space. For example, have workers clean as best they can from outside the area before entering it to finish the job.

Your basic confined space safety plan needs to cover equipment lockout, air testing, ventilation, standby persons, use of personal protective equipment, isolation of adjacent piping, and rescue.

Q. What gets commonly overlooked in confined space entry procedures?

- A.** How you get a worker out of the space if there's a problem is an important part of your rescue plan. You can't always rely on emergency personnel, because they may not be able to respond immediately, or have the right training or equipment.

So, you need to have a plan for a rescue. If there is an emergency, no one should enter a confined

“You need to have a plan for a rescue. If there is an emergency, no one should enter a confined space unless trained and equipped to do so.”

—Richard Duguay, WorkSafeBC senior regional officer

space unless trained and equipped to do so. Always have a person on standby outside the confined space. If rescue can't be performed outside the space by using lifting equipment, then a rescue team must be outside the space in addition to the standby person. They must be equipped and capable of effecting rescue. Depending on the hazard assessment, the rescue team could be required to use a respirator such as a self-contained breathing apparatus. Have the team conduct annual drills.

Q. Where can I get more information on safety in confined spaces?

- A.** You'll find free resources at:

- worksafebc.com (search for “confined spaces in agriculture”)

Materials include publications for specific types of agriculture such as berry farms, ranches, greenhouses, etc. There's also a training resource for employers.

- agsafebc.ca

AgSafe (formerly FARSHA) offers publications and advice.

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. ☺

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Holly Hamilton and Cassandra Louwers practice the use of an overhead lift for patient repositioning as part of the Coaching and Peer Resource Team strategy at Island Health.

Creative training techniques are helping health care workers minimize risks

By Andrew Tzembelicos
and Jesse Marchand

At risk of slips, trips and falls, workplace violence, and musculoskeletal injuries (MSIs), B.C.'s front line health care workers, such as nurses and health care assistants (HCAs), face considerable hazards when caring for their patients. Health care employers are trying to minimize these risks through creative awareness and training methods.

Health care workers interact with people who are in distress. This puts the workers at a high risk for acts of violence. In fact, point-of-care interactions between health care workers and their patients, residents, and clients pose the greatest risk of injury to care providers, as injuries to these workers are often unwittingly committed by the people they care for. In the past decade, more than 40 percent of all injuries that nurse aides, HCAs, and patient services associates claimed with WorkSafeBC were the result of violence in the workplace.

But, being at a high risk for injury does not mean that injury is inevitable. Jacqueline Holmes, WorkSafeBC manager, Prevention Field Services, highlights the fact that the health care industry is no different than any other industry in B.C., in that all employers have the obligation to ensure the health and safety of workers in their workplaces.

"In the health care industry, we have seen injury education and awareness training that includes online, face-to-face training, safety huddles, peer coaching, and supervision. This multifaceted approach encourages open dialogue and facilitates injury prevention in the workplace," says Holmes.

Coaching and the Peer Resource Team at Island Health

Island Health, formerly the Vancouver Island Health Authority (VIHA), includes 19,000 health care practitioners across 150 facilities. With 60 percent of their time-loss claims resulting from performing repositioning, transfers, and other care tasks, and 14 percent resulting from workplace violence, they are always looking for innovative ways to reduce injuries.

One of their solutions has been to address the risks associated with patient handling and workplace violence using in-the-moment coaching and a peer team approach to enhance awareness and subsequent problem solving. This strategy has evolved since its inception in 2009. Island Health prevention team lead Jennifer Wade explains: "At that time, Island Health

was developing its Violence Prevention Curriculum and initiating a train-the-trainer program that trained care providers to deliver violence prevention education to peers within Island Health facilities. At around the same time, the organization also had an opportunity to review the peer coaching model used by Vancouver Coastal Health to address patient handling injuries." By looking at both of these methods, notes Wade, they were able to build on Coastal Health's program to implement the Island Health Coaching and Peer Resource Team approach.

Peer coaching involves teaching front line care providers safe patient-handling techniques, as well as providing them with coaching skills. What makes their method particularly unique is that they use the patient care environment to provide their colleagues with in-the-moment coaching and facilitate problem solving.

Although training their care providers to coach and problem solve with colleagues at the bedside was innovative, Island Health took MSI prevention even further by introducing Peer Resource Teams. "Our site- or unit-based groups support front line coaches and address the challenges associated with providing care safely. They allow a variety of health care disciplines (including health care assistants, nurses, therapists, managers, patient-handling coaches, and even violence prevention facilitators) to contribute to creating a safe work environment," says Wade.

One of the more recent realizations is that while these two systems can be run independently, with violence prevention facilitators addressing violence in the workplace and safe patient handling coaches addressing MSIs incurred during patient handling, injuries are often the result of behaviours that occur simultaneously. For example, "a patient strikes out (a form of violence) while being repositioned in bed," adds Wade.

"Collectively, we now realize that violence is not part of the job. We can refuse, take a step back, and come up with a plan to keep people safe."

—Tracy Larsen, prevention team lead, Island Health

As a result, Island Health is moving towards combining safe patient handling and violence prevention training so that participants can begin to view both issues through a “dual lens,” says Tracy Larsen, Island Health prevention team lead.

“Combining education, coaching and the Peer Resource Team approach has instilled a noticeable shift in health care workers’ thinking about providing care safely,” says Larsen. “Our peer coaches are there helping staff to understand that safe patient handling is exactly that — there’s always a safe way to care for patients. Care providers do not have to be at risk or get hurt while doing their jobs.”

As a result of this approach, Island Health is seeing fewer serious incidents, and there is more incident reporting in general. Larsen says this allows Island Health to address concerns, and shows that their staff is starting to understand that injuries should not be part of the job.

Making education fun

Over in Victoria and Duncan B.C., the We Care Home Health Services agency faces similar issues when it comes to the risks facing their care providers. One of their concerns has been how to get staff engaged with health and safety issues. Their approach has been to examine the way they train their staff, and to try to come up with training exercises that encourage discussion and staff engagement.

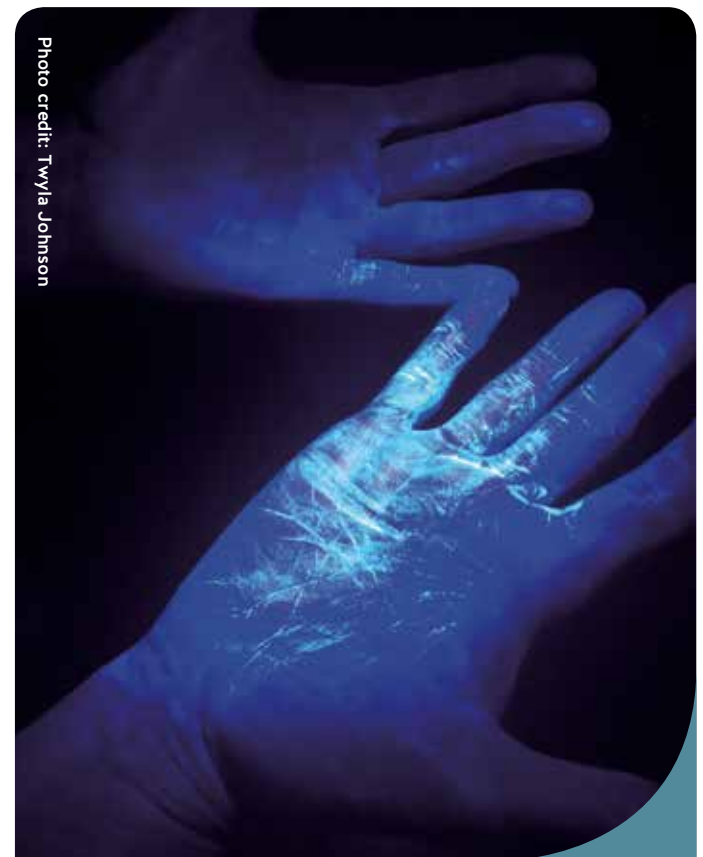
As part of a health care provider that has locations all over Canada, the Vancouver Island locations of We Care Home Health Services have access to an extensive health and safety plan, as well as resources for staff training. What they needed, though, was a way to get their workers engaged in the material, says director of operations, Twyla Johnson.

“Our National Clinical Practice Committee sent out five great, informative PowerPoint presentations a few years ago,” says Johnson. But getting people to attend the presentations was difficult, she says. “Even though I would try and get people engaged with relevant stories, the format was still pretty dry. We have always had a hard time getting staff in for that type of class, and even with scheduling several runs of the same topic in order to allow for their schedule conflicts, we would still get less than ten percent of our staff to show up.”

They also tried creating modules their staff could complete when it was convenient for them. This saw an over 75 percent completion rate, but there was a high cost of time spent encouraging people to submit their responses. More important, though, says Johnson, was that “there was no opportunity for interaction, discussion, or networking.”

What they wanted was something that spoke to their workers more directly. With the goal of “making education fun,” they held a CareGiver Casino Educational Day for field staff this past October.

There were five mandatory in-service stations, each station with a fun game promoting opportunities to discuss potential issues surrounding worker and client safety and risks. For example, a bowling pin game was made to represent fall risks, while an infection-control hand washing station with black lights and glowing germs illustrated the staff’s hand washing efficacy. One of the more popular events was the ethics roulette wheel that landed on an ethics issue that would be



Black lights and glow paint showed staff hand washing efficacy at We Care’s Caregiver Casino Educational Day in Duncan and Victoria, B.C.

Corry Pettigrew facilitates patient handling coach training for Island Health. Coaches will use what they learn to provide in-the-moment coaching to their peers in the field.



acted out by puppets. The staff was then invited to comment on what the puppets could have done better in the ethical situations presented.

The program was a home run, with a 74 percent turnout in Duncan and an 80 percent turnout in Victoria. What made it more effective than their online modules was the ability to get real-time feedback and discussion.

“The level of engagement in our ethics puppet show alone was beyond my wildest dreams,” says Johnson. “It was wonderful to see several workers in a room building off each other’s ideas; learning about how to deal with something like a fire, or other safety or ethical issue, from not just us but from each other.”

In the future, the We Care offices on Vancouver Island plan to take a multi-faceted training approach. “Of course, in the end there is no one perfect format, but this is definitely going to be a permanent part of our strategy along with our online, take-away modules, and class trainings,” says Johnson.

Getting health care assistants in the same room

The multi-faceted training approach at We Care, and the Coaching and Peer Resource Team at Island Health both deal with direct training for their employees. While these individual employers are working on

innovative ways to train and engage their staff, it’s also important to give workers from different workplaces space to come together to learn, grow, and support each other. In Esquimalt, it was this desire to provide a space specifically for health care assistants that brought 160 HCAs together in early October for B.C.’s first-ever conference specifically for HCAs, called Celebrate & Educate Hearts and Hands.

HCAs have the highest number of accepted time-loss claims of any occupation in the province with more than 15,000 injuries in the past five years. The largest number of injuries occurs in residential care, followed by home care and hospitals.

“We’ve seen a 38 percent increase, from 2,400 time-loss claims in 2011 to more than 3,300 claims in 2015. The injuries we’re seeing are preventable. We believe self-care education along with improved safe work practices will reduce injuries,” says Stephen Symon, manager, Industry and Labour Services, WorkSafeBC.

It’s a side of caregiver work often overlooked, says Heather Middleton, an industry specialist with WorkSafeBC, and key conference organizer. “Health care assistants are the unsung heroes of health care,” she says. “They do a very, very difficult job.”

HCAs often don’t get as much access to professional development as other workers in their field. The goal

“In the health care industry, we have seen injury education and awareness training that includes online, face-to-face training, safety huddles, peer coaching, and supervision. This multifaceted approach encourages open dialogue and facilitates injury prevention in the workplace.”

—**Jacqueline Holmes**, WorkSafeBC manager, Field Prevention Services

of this conference was to “to raise their profile, and offer them training and support,” says Middleton.

The conference resulted from a unique partnership involving HCA employers, educators, and WorkSafeBC, and its goal was to both celebrate the role HCAs play in our lives, and to teach them how they can take better care of themselves.


One session at the day-long conference included working safely with people who have dementia. With more than 40 years in the field, Elizabeth Causton delivered a session workshop entitled “Baggage and Boundaries.” In her talk, she underscored that front line caregivers are more prone to injuries when the emotional side of their work takes its toll.

“I have great admiration for the essential and compassionate care these workers provide every day. I want each registrant at the conference to take to heart, care for self, care for each other, and care for patients and families — in that order,” says Causton.

Given the conference’s success, more events are already being planned. Phase two will see Hearts and Hands double to two conferences next October; one on Vancouver Island, the other in the Lower Mainland. The third phase anticipates three events in 2018, in these same locations and Northern B.C. or the Interior.

What’s next?

Building a better overall understanding of the issues and work practices takes time. A three-year engagement between WorkSafeBC and provincial health authorities is leading to revised violence prevention training material and additional funding for worker education and training. Additional funding from all parties means that approximately one-third of all B.C. staff at a high risk for injury have started or completed training related to workplace violence. Another 6,000 will be trained in 2016 and 2017.

For her part, Larsen at Island Health sees improved awareness as critical. “Collectively, we now realize that violence is not part of the job. We can refuse, take a step back, and come up with a plan to keep people safe.” What’s more, she adds, when an incident does occur, the immediate response needs to be, “What’s the best fit for the area? So we can come together as colleagues, support each other as a team, and protect each other.” 

Violence in the workplace

Each year WorkSafeBC selects an area to highlight within *WorkSafeBC Statistics*. For 2015, the feature story is workplace violence, which is notably pervasive in health care and social services. The feature article reviews the differences between acts of violence, force, and the trends and causal factors that may be attributed to some of the outcomes. It also provides a detailed statistical breakdown for the health care and social services subsectors, as well as an explanation of the support available to workers, their families, and co-workers. It can be found by searching “Statistics 2015” on worksafebc.com.

WorkSafeBC also offers a suite of materials at worksafebc.com to support those working in health care, including videos, discussion guides, pamphlets and bulletins on handling patients safely, fall prevention, reducing the risk of workplace violence, best practices for handling patients with dementia, and other topics.



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Students and workers on UVic's campus are raising their heads to a new tone coming from reversing vehicles.



Broadband reversing alarms have some employers singing a new tune

By Don Hauka

At the University of Victoria, every department tries to live in harmony with the environment. But the raucous “beep-beep-beep” from the backing up tonal alarms used by the university’s fleet of service vehicles was sounding a sour note in the residential neighborhoods bordering the campus.

UVic’s Facilities Management department started working with the community to find a way to cut down on the noise level but still meet safety standards to keep both employees and students safe.

“We wanted a solution that met our sustainability standards and addressed our neighbours’ concerns by reducing noise levels,” says Leigh Andersen, UVic’s director of Customer Service and Program Integration.

“We also wanted to make it more pleasant for the staff and faculty. Can you imagine teaching a class on a hot summer day with the window open and suddenly all you can hear is the beep-beep of a service vehicle going down the side of the building?”

The UVic safety team and community representatives soon focused their attention on broadband alarms as an alternative. Sometimes called “white-noise signal” or “shush-shush” alarms, broadband alarms use pulsed

acoustic signals across a frequency range, rather than a single frequency, to produce a hissing sound.

Broadband alarms are popular in Australia, where a number of studies found they have several advantages over their tonal counterparts. Here in Canada, that research was built upon by scientists at the University of Ottawa and Montreal's *Institut de recherche Robert-Sauvé en santé et en sécurité du travail*. Their paper, published in 2013 in *Noise and Health*, found that "compared with the conventional tonal alarm, the broadband alarm generates a much more uniform sound field behind vehicles, is easier to localize in space, and is judged slightly louder at representative alarm levels."

WorkSafeBC occupational audiologist Sasha Brown says that "broadband sounds are theoretically easier to localize as they offer a greater number of cues compared with sounds with a limited frequency spectrum, such as conventional ambulance sirens and tonal backup alarms." This is due to the human ear's difficulty in locating pure tones in the frequency range of 1,000 and 4,000 Hz.

"Our brain analyzes information that comes from each ear, compares it, and notices the differences in timing, loudness, and phases of the sound waves. It then uses this to figure out where the source of a sound is located. Essentially the more information we give it, the better it can figure this out. It makes sense that broadband sounds, which have lots of different frequencies, would be easier to localize."

After confirming with WorkSafeBC that broadband alarms met the OHS standards and complied with health and safety regulations, UVic started retrofitting their vehicle fleet in early 2015. So far, about 20 of the 28 maintenance vehicles that require reverse alarms have been switched to broadband alarms.

The changeover was complemented by an employee and public education program to bring workers and residents up to speed on the new system. Employees were given crew talks and Facilities held demonstrations of the broadband alarms on campus.

After some initial reservations, people soon began to appreciate the new alarm system's features, says Darryl Huculak, UVic's environmental health and safety coordinator.

"One of the advantages of the broadband alarm system is the uniqueness of the sound: It's not something people are used to hearing, so they tend to take more

"[Broadband alarms are] less invasive for the hotel guests in and around the village. It's really a lot easier to hear where the sound is coming from, as well."

—Justin Andiel, Central Services manager, municipality of Whistler

notice of it," said Huculak. "The other main advantage is the localization of the sound. It makes it much easier to determine where its coming from, and therefore directs you to the immediate hazard at hand."

Now, instead of discord, campus and community are singing from the same broadband song sheet. Says Andersen, "It's been an overwhelmingly positive experience for us."

Backing vehicles pose a significant safety risk on work sites. WorkSafeBC statistics show 10 workers were killed between 2003 and 2012 when backing vehicles or mobile equipment crushed them against an object and/or struck or rolled over them.

Whistler on board with broadband alarms

Operating vehicles in confined environments with heavy pedestrian traffic presents considerable safety challenges. The busy resort municipality of Whistler has a fleet of 150 vehicles — including trucks, snow removal vehicles, and backhoes — that have to negotiate through crowds of skiers and tourists in the congested central village.

Noise complaints about tonal alarms prompted the municipality to begin a switch to broadband alarms six years ago. Central Services manager Justin Andiel says, so far, so good.

"They're less invasive for the hotel guests in and around the village. It's really a lot easier to hear where the sound is coming from as well," says Andiel.

"We're really happy with the results, especially in a crowded central village like we have. I even get asked questions about them by contractors who are up here on vacation."

Of Whistler's 150 vehicles, 40 now have broadband alarms. Andiel said there have been no accidents involving backing up vehicles since the changeover began and "as far as we're concerned these alarms are just as effective as the beeper alarms."

But using broadband alarms requires some worker education to acquaint them with the distinctive sound of the devices.

"What we don't know is the real-world reaction," says Sasha Brown. "When people hear the broadband sound, do they know to get out of the way? This is the next question to be answered, and it is one that WorkSafeBC will be addressing. For now, it's important that businesses implementing these alarms make sure their workers and staff are kept well-informed about changes to their safety procedures." 🗣️

Broadband alarm survey

Broadband alarms have not been evaluated in the context of the workplace. As such, WorkSafeBC is looking to understand the effect broadband alarm signals may have on worker safety and to understand perceptions workers have about the broadband signal.

You can help by completing this survey:

<https://na1se.voxco.com/SE/102/BroadbandAlarmSurvey/>.

The survey will only take a few minutes to complete, and your feedback will be invaluable to WorkSafeBC's evaluation of this issue. If you have any questions about the survey, please e-mail humanfactors@worksafebc.com.

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Putting return-to-work research into practice

By Gail Johnson

Research has shown that when people have become injured or ill on the job, being able to return to work (RTW) safely is beneficial for their overall well-being. Yet, it can be hard to put findings into practice. In other words, what does a successful return-to-work program actually look like?

According to research led by Dr. Marc White, the CEO and president of the Canadian Institute for the Relief of Pain and Disability (CIRPD), a collaborative approach is crucial for an effective RTW program. With the support of a research grant from WorkSafeBC, White headed a recent study in which he compiled comprehensive data from nearly 50 systematic reviews on RTW. Systematic reviews use scientific, transparent methods to minimize bias and present conclusions based on the best available evidence. A central goal for this project was to create resources to support the development of successful RTW programs and to help shape future policy.

What they found is that workers who have experienced physical or psychological injury typically have many people involved in their treatment, care, recovery, and workplace RTW processes and that research shows the necessity of a collaborative approach. “We used to think that work disability was simply associated with a type of physical, psychological, or disease-based injury or health condition, and under a medical model we just needed to clinically address these concerns and the person would return to work. There is now irrefutable evidence that workplaces, their policies, procedures, and organizational culture — including their safety culture — have a tremendous impact on whether someone returns to work in a timely fashion,” says White.

The benefit of a collaborative approach is something Dr. Shannon Wagner, registered psychologist and co-investigator on the study, sees in her private practice. Wagner specializes in RTW transitions and also works as a professor and chair of the University of Northern British Columbia’s School of Health Sciences, so she has a unique window into the many sides of a RTW program.

“If the client is working against the employer or the employer isn’t working with the union or the union and employer aren’t in concert with the physician ... If that process breaks down at any point, then relationships get strained,” says Wagner. “A collaborative approach is one of, if not the most, important aspects of return-to-work programming.”

Risk factors for work absence

The researchers were also able to learn about the risk factors that contribute to work absence by compiling and analyzing the data of the 50 systematic reviews and including stakeholders who have an investment in return-to-work programs — such as educators, health care professionals, and industry professionals.

“Many stakeholders were surprised that there were many modifiable workplace risk factors that can influence return to work across health conditions,” White says. “These included lack of supervisory support, lack of social support, job strain, increased physical demands, low job satisfaction, increased psychological demands, and lack of job control.”

What often gets overlooked in RTW planning are the injured or ill worker’s own risk factors, which can affect or delay getting back on the job. The study found that emotional distress and increased depressive symptoms, negative recovery expectations, decreased physical activity, pain, lack of family support, poor general health, increased functional disability factors, fatigue, and lack of motivation to return to work are

“There is now irrefutable strong evidence that workplaces, their policies, procedures, and organizational culture — including safety culture — have tremendous impact on whether someone returns to work in a timely fashion.”

—Marc White, CEO and president of the CIRPD

just some of the elements that can come into play outside of the workplace.

Strong social support, meanwhile, was found to contribute to reduced absenteeism for those off work due to disability. There was consistent evidence showing that offers of work accommodation and contact between health care providers and the workplace reduced the duration of a disability leave. Research also found that work disability duration can be reduced through early contact between worker and workplace and by the participation of a RTW coordinator. For workers with back pain, interventions where stakeholders worked together were more effective at assisting employees to return to work.

Making research relevant

With so many diverse and complicated factors potentially affecting a person’s transition back to work, it only makes sense for everyone involved to be on the same page when it comes to RTW: employers, unions, health professionals, human resource professionals, occupational health and safety professionals, insurers, and policy makers.

That’s where the Health and Work Productivity (HWP) Portal (healthandworkproductivity.org) comes in. Developed by the research team, it’s a new, collaborative knowledge exchange platform to help people access high-quality research and practical resources to improve employee and workplace health. Through an academic and community partnership, it helps identify and implement relevant knowledge and tools to facilitate best practices in disability prevention and management.

“An important objective of HWP is to engage stakeholder organizations in the identification, translation, and utilization of credible research and related resources to facilitate safe, healthy, accommodating, and productive workplaces across different audiences,” White says.

The project has garnered interest worldwide and involves the participation of several national organizations such as the Canadian Centre for Occupational Health and Safety, the College of Family Physicians of Canada, and the Occupational Environmental Medicine Association of Canada.

Research for real-world changes


The study emphasized just how crucial solid research is — and how communication and collaboration between stakeholders and researchers ensure that research is relevant, meaningful, and useful.

“The academic-community partnership has been huge in providing information for changes in policy to employers,” Wagner says. “When stakeholders are involved in research from the beginning, they’re invested in it. They’re not just getting a piece of paper on their desk. They’ve helped create it. There’s more ownership and more uptake.”

WorkSafeBC director of research services Lori Guiton says the project makes existing data more accessible to employers and other key stakeholders, with the portal providing a kind of one-stop shop for vital information.

“Sometimes the volume of research knowledge available to policy makers, employers, and OHS experts can be overwhelming,” Guiton says. “This project brings focus to the importance of putting the best scientific evidence into the hands of those who can use it in real-world settings. By taking a methodical, scientifically valid approach, this project gives us a helpful tool for getting key stakeholders engaged with research.” ☺

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WORK SAFE BC

Young workers like these mechanic apprentices rely on proper training, supervision, and support to stay safe on the job.



Lessening the risks for our young workers

By Susan Kerschbaumer

Workers under the age of 25 run a greater risk of being injured on the job than those in any other age group. The statistics are sobering: every day, 27 of our province's young workers lose time to injuries; every week, seven are permanently disabled.

"For young employees, almost everything they do is new to them," says Helen Chandler, WorkSafeBC industry specialist. "And they have a great desire to please." This, coupled with their lack of experience, makes them especially vulnerable to workplace dangers.

Speaking to those who work with youth

Presenting at the B.C. Recreation and Parks Association's In Your Face Youth Workers' Conference on October 1 in Vancouver, Chandler laid out the challenges to a particularly key audience: frontline workers who engage directly with youth.

Chandler explained that young people in the workplace are at increased risk of injury due to a lack of awareness and experience, mixed with inadequate training, orientation, and supervision. Youth are often in temporary jobs that come with lots of danger but

“Trust your instincts. Ask questions. If something doesn’t feel right in your gut, ask.”

—Jennifer Lambert, Alive After Five program coordinator

little training, such as restaurant work. And, eager to build their resumés and reluctant to cause problems, they are generally more hesitant than older workers to ask questions or raise issues.

Improving the statistics

Throughout her interactive seminar, Chandler offered concrete tips and skills that youth-support workers could use to help reduce the risks young people face. She involved her audience in various scenarios — a young woman tells you she’s being bullied at work, for instance, or a young man isn’t being properly trained for duties in his family business — and armed the participants with some effective strategies for improving young worker safety.

She emphasized the legal obligation employers have to provide new workers with adequate training. In addition, she stressed the importance of letting young people know that they have the right to refuse work, and of teaching them to speak up respectfully when they don’t feel properly equipped to do a job.

“I talk about how sometimes it’s easier for young employees to talk to peers first,” says Chandler. “If others have the same concern, then they can approach the employer as a group.”

Wanting to prove themselves, but unaware of the dangers

Jennifer Lambert of the BCFED Health and Safety Centre agrees that such information is crucial. As the coordinator of the Alive After Five program, which educates young workers on their safety-related rights, she knows that youth often lack the confidence to ask questions or speak up to their employers. Yet, she says, they are “always willing to take on more to prove themselves.”

As a result, they can find themselves in some deeply concerning situations. Lambert has recently heard from day labourers, for example, who had been sent out to remove asbestos with no training and no equipment. “They don’t realize it’s so dangerous, because they

didn’t come from the era that grew up with it,” she says. Unfortunately, these scenarios aren’t unique; over the past year and a half, asbestos removal by young, inexperienced workers has become “prevalent” in Victoria, says Lambert.

“Young people assume adults are protecting them, so they don’t question their decision making,” says Lambert. Like Chandler, Lambert stresses the importance of teaching young workers to speak up and feel confident in saying no: “Trust your instincts. Ask questions. If something doesn’t feel right in your gut, ask.” ☺

There’s an unsafe condition at work. What should you do?

- 1** Talk to your immediate supervisor — either on your own or with other concerned co-workers — and explain your concern.
- 2** If you’re not satisfied with the answer, or if your immediate supervisor isn’t available, go to his or her supervisor.
- 3** Still not satisfied? Ask a safety representative, a member of the safety committee, or your shop steward.
- 4** Report the situation to WorkSafeBC (anonymously, if you prefer) at 604.276.3100 or 1.888.621.7233.

What's wrong: you tell us



Winner

Lack of supervision a serious concern



Shelley Evans, a teacher at Thomas Haney Secondary Sightlines Theatre in Maple Ridge, B.C., is the winner of the September/October “What’s wrong with this photo?” contest. She hit the nail on the head when she asked “Who’s in charge of this workspace?”.

The clutter and tripping hazards

- There are cables incorrectly stowed near the chests and elsewhere on the floor.
- There is an upside down ladder and brooms by the man on the phone. These are a tripping hazard.
- There are paint or solvent cans left on the apron, not only has one already fallen over, but they are also a tripping hazard.

- There is a ridiculous number of unsafe ropes and cords laying around.
- The rug down centre is about to be wet mopped and then tripped on.
- Don’t think the hard hat on the ground is going to do much for protecting anyone’s head laying on the ground.
- Items are resting precariously on the edge of one of the trunks. Also, do these trunks have brakes on the wheels?

The electrical concerns

- The musicians’ pit area is cluttered and there are electrical/XLR cables incorrectly stowed. They should be safely contained and Velcro strapped or covered with a rated cable cover.
- There appears to be tape on one of the cables where the musicians are playing.

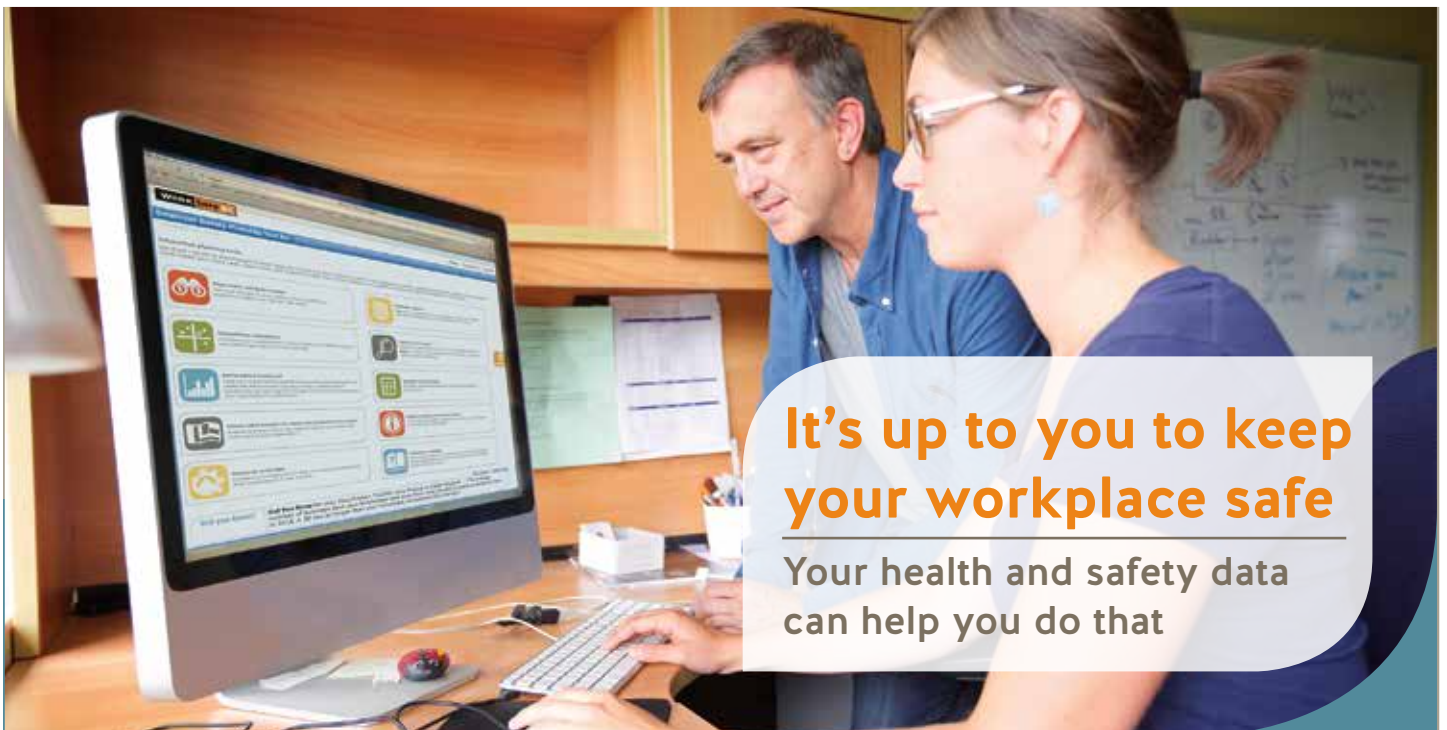
- There is coffee or liquid on stage in proximity to electrical equipment.
- There is a guy mopping with a wet mop around electrical equipment on stage. I wonder how long before the water reaches the electrical box at the front of the stage.
- There are too many cords in questionably rated power bars, too many cords not secured correctly, and too many cords creating tripping and electrical hazards.

The workers

- The man with the buzz saw: there's no secure cut table, no eye protection. His work area is cluttered, etc.
- There is a man talking on his cell phone and reading off a clipboard and is unaware of the work environment.
- I don't know if the coffee on the front of the stage and the general litter around belongs to the guy with the skill saw, but it shouldn't be there.
- The dancer should be using a proper barre, a chair is an unsafe structure for stretches.
- It's bad enough that no one's spotting the guy climbing the ladder but he's also about to climb it with a 20 foot extension cord wrapped around his arm.
- An entire bar of lights are lit up while people are working below, does this place have energy to burn or do they just want to make it easy for the guy going up the ladder to burn himself since he doesn't have any lighting gloves.
- The guy heading up the stairs seems to be carrying something large in one hand.
- Is there really a pizza delivery person on a working stage?

Other

- In general, there are far too many sources of sound present here for anyone to be able to safely or effectively communicate: there's the instruments, the saw, the dancer's music (there's a stereo on the floor in front of her) and at least four people trying to speak to someone else.
- Who is in charge of this work space? It's not at all evident. 😊



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your workplace safe**

Your health and safety data
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WORK SAFE BC

Asbestos: Danger hiding in plain sight

Today in British Columbia, it seems you can't walk down the street without seeing a home being renovated or demolished. Many of the building materials used in these older homes contain asbestos. And while many homeowners know what asbestos is, a recent survey indicates that they do not know that they have a role to play in keeping workers safe from asbestos exposure on their home reno or demo project.

WorkSafeBC conducted a survey of adults in B.C. — where we learned that only about half of those surveyed believe that homeowners are responsible for making sure that testing for asbestos is done before renovations begin. Furthermore, only about a third (36 percent) of those who have renovated a pre-1990s home in the past five years recall testing for the presence of asbestos prior to doing their renos.

On the heels of these survey results, WorkSafeBC is enhancing the work we already do with workers and employers in B.C. about the dangers of asbestos exposure — and has launched an awareness campaign to homeowners about the role they play in keeping everyone on their project healthy and safe.

"Asbestos was used extensively in residential construction throughout the 1960s, 70s, and to the end of the 1980s, primarily because of its superior insulation and fireproofing properties," says Al Johnson, vice-president of Prevention Services at WorkSafeBC. As long as those building materials aren't disturbed, asbestos won't be released into the air. But when those building materials are drilled, sawed, sanded, or broken apart during a home renovation or demolition — asbestos is released into the air and can easily be inhaled.

If workers breathe in enough asbestos, their lungs can be permanently damaged, and they can contract lung

Did you know?

584 workers

From 2006–2015, 584 workers died in B.C. from diseases related to asbestos exposure



49 workers

In 2015, 49 workers died in B.C. from asbestos-related diseases (7 to asbestosis, 10 to lung cancer, 32 to mesothelioma)



30%

From 2011–2015, almost 30% of all asbestos-related deaths were in the construction industry

disease or cancer. Asbestos-related disease is the leading cause of workplace death in B.C.: in 2015, 49 workers died from asbestos-related diseases including asbestosis, lung cancer, and mesothelioma. "Asbestos kills," says Johnson, "and it needs to be taken seriously by homeowners, whether they own single-family homes, town homes, or condominiums."

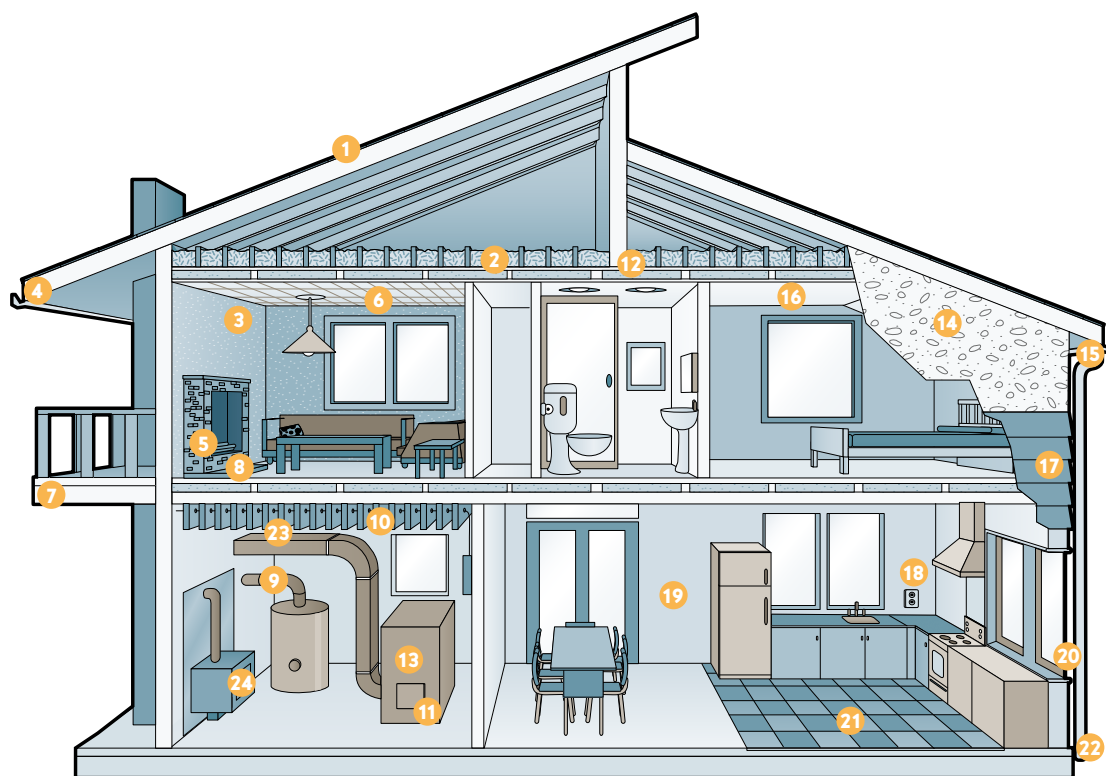
How do I know if a building has asbestos?

Many homeowners do not know where to begin when it comes to preventing asbestos exposure, but it may not be as complicated as people think. “Our message is threefold: Think about asbestos; identify it; then remove it — before work begins on your home,” says Johnson.

Homeowners need to know the potential areas where asbestos may be hiding, and have those areas tested before sending in workers to perform a renovation or

demolition. Asbestos can be found in more than 3,000 building materials used before 1990, and exposure to it can cause serious health concerns.

“The extent of materials may surprise homeowners,” says Johnson. “Taped and mudded drywall is one potential source of asbestos; so is tape or paper covering forced air ductwork; asphalt roofing material; pipe and electrical insulation; floor tiles; deck undersheathing — the list is extensive.” The following graphic points to just some of the potential sources of asbestos in a pre-1990s home.



- | | | |
|---|---|--|
| 1 Roof felt and shingles | 10 Main panel and fuse box; each fuse wire has an individual asbestos flash guard | 17 Asbestos cement (transite) board siding and undersheathing |
| 2 Loose, blown-in insulation, such as vermiculite | 11 Door and gasket covers | 18 Outlets and switches |
| 3 Incandescent light fixture backing | 12 Backing behind recessed lighting | 19 Gypsum board filling compound, and patching and joint compound for walls and ceilings |
| 4 Roof gutters can be made of asbestos cement | 13 Boiler and furnace insulation | 20 Window putty |
| 5 Artificial fireplace logs and ashes | 14 Asbestos can be found in stucco | 21 Flooring: vinyl tiles and linoleum sheet flooring; flooring adhesive |
| 6 Acoustic tiles | 15 Soffit boards can be made of asbestos cement or asbestos insulating board | 22 Downpipes can be made of asbestos cement |
| 7 Deck under-sheathing | 16 Textured or stipple-coated walls and ceilings | 23 Insulation on electrical wires |
| 8 Asbestos pad under the fireplace hearth | | 24 Heat reflector for wood stove |
| 9 Pipe insulation | | |

Getting asbestos safely removed

In order to properly identify asbestos in a pre-1990 built home, homeowners must hire a qualified testing company or asbestos surveyor. The testing company or surveyor will take samples of possible asbestos-containing materials, and send them to a lab for testing. The surveyor will then produce a report of the location of asbestos in the home.

The next step is to have the asbestos removed by a qualified abatement contractor, who uses the surveyor's report to safely remove and contain all of the materials identified as containing asbestos. Lists of abatement contractors can be obtained from the Hazardous Materials Association of B.C. or the B.C. Association of Restoration Contractors. Once the job is done, the abatement contractor will provide a report confirming that all asbestos has been removed, and that the property is ready for demolition or renovation.

Think asbestos

WorkSafeBC is reaching out to homeowners to raise awareness about the role they play in keeping workers safe on a project. We are promoting greater health and safety awareness of asbestos and its proper removal from your home. From 2006–2015, 584 workers died in B.C. from diseases related to asbestos exposure, and more than 400 workers reported being exposed to asbestos in 2015.

Dealing with asbestos up-front in a renovation or demolition project will cost extra time and money. Al Johnson acknowledges this and maintains that “considering the well-documented risks of asbestos exposure, we think investing in the health and safety of homeowners and workers is money well spent.”

Homeowners can prevent asbestos exposure by knowing whether a property is at risk for asbestos, and making sure that asbestos-containing materials are properly identified and removed before anyone starts work on a reno or demo.

For more information and resources for the hazards of asbestos, visit thinkasbestos.com. 🗣️

ASBESTOS

danger hiding in plain sight

Often present in homes built before 1990, asbestos can be found in more than 3,000 different building materials. It's colourless, odourless, and deadly.

As a homeowner, you should make asbestos testing and removal a priority before work begins to ensure the health and safety of everyone working on your project.

thinkasbestos.com

WORK SAFE BC



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Construction

0945295 B.C. Ltd. / Wesbuilt Construction | \$5,000 | Kamloops | June 7, 2016

WorkSafeBC observed this firm's worker on the open second level of a hotel under construction. The worker was throwing large pieces of oriented strand board off the edge. No guardrails were in place and the worker was not using a personal fall protection system. The worker was exposed to a risk of falling more than 7.5 m (25 ft.). No written fall protection plan was available on site. Nor had the worker been given orientation or training. The firm failed to ensure that a fall protection plan was in place for a location where a fall of 7.5 m (25 ft.) or more could occur, a repeated violation. It failed to ensure that fall protection was used, a repeated and high-risk violation. Finally, it failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety, a repeated violation.

All World 1419 Roofing Ltd. | \$2,500 | Burnaby | June 14, 2016

WorkSafeBC observed this firm's supervisor (a representative of the firm) and one of its workers on the roof of a one-storey building. Neither was using a personal fall protection system and no other form of fall protection was in place. The two were exposed to a risk of falling 4.3 to 5.5 m (14 to 18 ft.) (because of the sloping grade of the property). Neither had received formal fall protection training, and the firm representative could not produce evidence of safety meetings or workplace inspections. The firm failed to ensure that fall protection was used (a repeated and high-risk violation) and failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety, a repeated violation.

Amalia Eligio Aponte / CTS Roofing | \$5,000 | Merritt | August 18, 2016

This firm was replacing the roof on a two-storey house. WorkSafeBC observed a crew of three removing old shingles near the peak of the roof, which had a pitch of about 8:12. Only one of these workers was wearing a fall protection harness connected to a lifeline and anchor. The other two workers (one of whom was a supervisor) were not 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 6.4 to 7.3 m (21 to 24 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Amar Framing Ltd. | \$2,500 | Abbotsford | June 3, 2016

This firm's worker (also a representative of the firm) was on the roof of a two-storey house under construction. The roof slope was 7:12. The worker was wearing a fall protection harness but was not connected to a lifeline, and no other form of fall protection was in place. The worker was exposed to a risk of falling about 4.6 m (13.5 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Antonio Dias / Tony's Roofing | \$5,000 | Coquitlam | July 18, 2016

WorkSafeBC observed two of this firm's workers (including a representative of the firm) re-roofing a two-storey house. Neither worker was using a personal fall protection system and no other form of fall protection was in place. The workers were exposed to a risk of

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. Find it easily by entering the word "penalties" into our search bar.

Penalties (continued)

falling 4.5 to 6.7 m (15 to 22 ft.). This was a repeated, high-risk violation. Also, the firm failed to provide its workers with the supervision needed to ensure their health and safety. This was a repeated violation.

Arpa Investments Ltd. | \$2,500 | Kamloops | July 27, 2016

WorkSafeBC inspected a jobsite where this firm had demolished four pre-1990 houses. The site contained a large amount of demolition debris. WorkSafeBC observed a worker on site using an excavator to move debris piles and load a bin to be taken to the landfill. Two of the firm's representatives were on site. The worker and the representatives were not wearing personal protective clothing or respirators, nor were they using decontamination procedures. The firm had no controls in place to suppress the release of airborne asbestos fibres or other potentially hazardous substances. A professional engineer had performed a partial hazardous materials survey for the site and it indicated asbestos was present. The engineer told the firm that it needed to hire a qualified person to complete a proper survey prior to demolition but the firm failed to do so. This was a high-risk violation.

Baba Roofing Ltd. | \$2,500 | Richmond | April 22, 2016

WorkSafeBC observed two of this firm's workers, one of them a representative of the firm, installing roofing underlay on an 11:12 sloped roof. Both workers were wearing fall protection harnesses, but neither was connected to a lifeline, and no other form of fall protection was in place. They were exposed to a risk of falling 6.7 m (22 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Bayline Construction Ltd. / Bayline Stucco | \$2,500 | Salmon Arm | June 6, 2016

WorkSafeBC observed three of this firm's workers on the roof of a commercial building. The workers were installing a tarpaulin over a section of scaffolding below. They were standing at the edge of the building's roof, which was bordered only by a 46 cm (18 in.) parapet wall — no guardrail or other form of fall protection was in place. The workers were exposed to a risk of falling about 5.5 m (18 ft.). The firm failed to ensure that fall protection was used for work where a fall of 3 m (10 ft.) or greater could occur. This was a high-risk violation.

BCS Contractors Ltd. | \$78,028.20 | New Westminster | May 3, 2016

This firm conducted a hazardous materials survey of a pre-1990 house and shed due for demolition. The firm then performed asbestos abatement on the property and issued a clearance letter stating that all hazardous materials had been removed from the premises. WorkSafeBC's inspection found that the firm's hazmat survey had missed asbestos-containing materials (ACMs), and that even ACMs identified in the survey had not been removed, contrary to the clearance letter's assurance. WorkSafeBC issued a stop-work order for the site. The firm failed to safely remove hazardous materials identified in a hazmat survey, and failed to have a qualified person ensure and confirm in writing that they had been removed. These were repeated violations.

Blue Sparrow Construction Ltd. | \$5,000 | New Westminster | July 18, 2016

This firm was framing a new two-storey house. WorkSafeBC observed the firm's worker (who was a representative of the firm) standing on the second-level wall plates of the house. The worker was not using a personal fall protection system and no other form of fall protection was in place. The worker was exposed to a risk of falling about 6 m (20 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Canadian Capital Investment Corp. | \$2,500 | Abbotsford | July 14, 2016

WorkSafeBC observed two of this firm's workers exposed to fall hazards of more than 3 m (10 ft.) while working on a two-storey house under construction. One worker was performing leading edge work while standing on a second-storey wall that did not meet the minimum width requirements of 50 cm (20 in.) for scaffold platforms. The firm did not have a written fall protection plan for the site, even though the worker was exposed to a risk of falling about 7.6 m (25 ft.). The worker was not using a personal fall protection system, nor was any other form of fall protection in place, a repeated and high-risk violation. Another worker was observed on a job-built elevated work platform that did not meet required safety standards. The work platform did not have guardrails and there were no other means of fall restraint, a repeated violation. Further, the firm failed to securely cover or guard window and door coverings in the work area that exposed workers to a risk of falling about 3 m (10 ft.), also a repeated violation.

Citiwest Excavation & Demolition Ltd. | \$2,500 | Vancouver | July 20, 2016

WorkSafeBC inspected a residential construction site where this firm had allowed its worker to enter an excavation that was about 1.5 m (5 ft.) deep. The soil within the excavation appeared to be very wet and an excavator had been parked near the west bank of the excavation (both of which could have affected soil stability). The firm failed to ensure that the sides of the excavation were sloped, benched, shored, or otherwise supported as required by the Occupational Health and Safety Regulation. This was a high-risk violation.

Danielle Francis Ellis & Hubert George Ellis / Ellis Contracting & Design | \$3,330.15 | New Westminster | July 13, 2016

This firm was renovating a four-storey building. The firm's worker was using a stepladder on the fourth floor. The worker fell from the stepladder and then through an unguarded opening in the floor to the second level of the building, sustaining serious injuries. The total fall distance was about 9.5 m (31 ft.). WorkSafeBC's investigation found that the worker had not been using a personal fall protection system and had been standing on the top two steps of the ladder. There were numerous unguarded floor openings throughout the building. The firm failed to ensure that fall protection was used where a fall of 3 m (10 ft.) or more could occur. This was a high-risk violation.

Danielle Francis Ellis & Hubert George Ellis / Ellis Contracting & Design | \$5,000 | New Westminster | July 13, 2016

This firm was renovating a four-storey building. The firm's worker was using an access ladder near an opening in the floor that posed a risk of falling about 3.2 m (10.5 ft.) onto improperly protected rebar dowels. The opening was not securely covered, nor were there guardrails around it. The worker was not using any fall protection system. The firm failed to control the fall hazard posed by floor openings (whether by installing a secure cover or guardrails, or ensuring that other means of fall restraint were used). This was a repeated and high-risk violation.

Drew Blasting Limited | \$2,500 | Kelowna | July 26, 2016

This firm was hired to conduct blasting services at a residential construction site. Two workers, including a representative of the firm, initiated a blast to align a trench. Blasting mats were available but were not used, nor were any other effective means in place for controlling the blast or resultant flying material. The blast caused pieces of rock and gravel (fly rock) to travel a distance of about 61 m (200 ft.). No workers were injured, but neighbouring private properties and vehicles were damaged. The employer failed to take the required precautions to prevent fly rock from escaping the confines of the blast zone, placing workers and other persons at risk of serious injury. This was a high-risk violation.

Ettrick Estates Ltd. / All Star Eaves Troughing | \$2,861.08 | Kelowna | March 1, 2016

This firm's worker was on the roof of a two-storey house, removing gutters. The worker was at the roof's edge and was not using a personal fall protection system. No other form of fall protection was in place, exposing the worker to a risk of falling about 5.5 m (18 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Evergreen Homes Inc. | \$2,500 | Vancouver | July 14, 2016

WorkSafeBC observed this firm's worker standing on wall plates of a house under construction. The worker was not using a personal fall protection system, and no other form of fall protection was in place. The worker was exposed to a risk of falling 6.4 m (21 ft.). No designated supervisor was on site, and another worker on site lacked formal fall protection training. The firm failed to ensure that a fall protection system was used. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

Falcon Roofing Ltd. | \$2,500 | Burnaby | July 14, 2016

This firm's crew of four (including a supervisor) was installing asphalt shingles on the roof of a new house. The supervisor was a representative of the firm. Three of the workers were wearing fall protection harnesses but were not connected to lifelines. The fourth was not wearing a harness. One worker was at the edge of the roof. No other form of fall protection was in place, exposing the workers to a risk of falling more than 7 m (23 ft.). The firm failed to ensure that fall protection was used. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

Fraser Valley Steel Buildings Ltd. | \$2,500 | Abbotsford | July 14, 2016

This firm's crew was building a large barn. WorkSafeBC observed four of this firm's workers, including a supervisor, on the roof. The workers were wearing fall protection harnesses but were not connected to lifelines. No other form of fall protection was in place. They were exposed to a risk of falling about 4 to 9 m (14 to 30 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Galaxy Framing Ltd. | \$2,500 | Abbotsford | August 5, 2016

This firm's crew was installing formwork for the foundation of a house. The firm's worker was standing on the formwork without any fall protection, exposed to a risk of falling 3.7 m (12 ft.). Scaffolding would have been a practicable method of fall protection for the work activity. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Penalties (continued)

Ghotra Excavating & Trucking Ltd. | \$5,000 | Surrey | July 18, 2016

WorkSafeBC inspected a residential construction site where this firm had caused its worker to enter a trench excavation about 2.4 m (8 ft.) deep. Two other workers, one of them a representative of the firm, were standing on loose soil on either side of the trench. A pre-fabricated trench shoring box was on site about 6 m (20 ft.) away from the excavation, but was not being used. The firm failed to ensure that the excavation was shored, benched, sloped, or otherwise supported as required. This was a repeated and high-risk violation.

Greenway Environmental Inc. | \$2,000 | Surrey | July 5, 2016

WorkSafeBC inspected a pre-1990 house where this firm had conducted a hazardous materials survey. The survey did not sample several materials that are presumed to contain asbestos. Some samples that were taken were inadequate. Further, the survey lacked the approximate quantity of identified hazardous materials. The firm failed to adhere to requirements for conducting an inspection and identifying hazardous materials. Likewise, it failed to conduct workplace exposure monitoring and assessment using acceptable occupational hygiene methods. These were repeated violations.

Greg Bodo Wickop / Parksville Chimney & Roofing | \$2,500 | Nanaimo | August 4, 2016

WorkSafeBC observed two of this firm's workers replacing roof shingles on a two-storey house. One worker was standing at the leading edge of the roof without using a personal fall protection system, and no other form of fall protection was in place. This exposed the worker to a risk of falling about 4.9 to 5.5 m (16 to 18 ft.). A second worker was accessing the roof via an unsecured ladder that did not extend 1 m (3 ft.) above the landing surface as required. The jobsite also lacked a first aid kit and attendant. The firm's failure to provide safe ladder access to the work zone and to provide adequate first aid services were repeated violations. The firm's failure to ensure fall protection was used was a repeated and high-risk violation.

Gut R Dun Exteriors Inc. | \$5,000 | Vernon | August 8, 2016

Two of this firm's workers were on the roof installing gutters to the fascia of a newly built two-storey house. One of the workers was located on the outside edge of the dormer on the upper roof, preparing to install the gutter. The worker slipped from the upper roof to the lower roof, then off the lower roof to the ground, sustaining injuries. The total fall was about 4.2 m (14 ft.). Neither worker was using a personal fall protection system nor was there any other form of fall protection in place. The workers were exposed to a risk of falling 3 to 9.8 m (10 to 32 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Hardev Singh Bhandal / Finewood Renovations | \$10,000 | Burnaby | August 31, 2016

This firm's workers were roofing a two-storey house under construction. The roof had slopes varying from 4:12 to 6:12. WorkSafeBC observed this firm's worker applying plywood roof sheathing on the edge of the 4:12 sloped portion of the roof. The worker was not using a personal fall protection system, and was exposed to a risk of falling 7 to 8.2 m (23 to 27 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

H&I Environmental Groups Ltd. | \$5,000 | New Westminster | August 17, 2016

This firm was hired to perform asbestos abatement measures at a pre-1990 house due for demolition. When WorkSafeBC inspected the premises, another firm's worker was removing drywall from the house. WorkSafeBC observed four potentially asbestos-containing materials among the debris in the house. Two of these materials were found to contain asbestos. The firm failed to safely remove hazardous materials before interior demolition began. This was a repeated and high-risk violation.

Hazelmere Roofing Ltd. | \$6,676.55 | Abbotsford | July 12, 2016

WorkSafeBC observed a representative of the firm standing near the edge of the flat roof of a commercial building using hand signals to direct a mobile crane operator working on ground level. The worker on the roof was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a risk of falling about 6 m (20 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Heatherbrae Builders Co. Ltd. | \$52,500 | Surrey | May 12, 2016

This firm was the prime contractor at a site where a public pool was being built. Workers were using a tower crane to lift a 725 kg (1,600 lb.) load of insulation boards onto a roof. The rigging failed and the boards fell to the ground, striking three workers in the lift zone on the way down. The workers sustained injuries. WorkSafeBC's investigation found that the site safety officer had not been aware that the lift was happening, and that the lift zone had not been barricaded or effectively guarded to prevent entry by workers. The firm failed to ensure that the activities of employers and workers relating to occupational health and safety were coordinated at the site. These were all high-risk violations.

JKM Framing & Co. Ltd. | \$5,000 | Vancouver | July 22, 2016

This firm's crew was framing a new house. WorkSafeBC observed one of the firm's workers standing on the open ledge of an unguarded second-floor window applying building paper. The worker then walked out onto the second-storey parapet wall above the main entrance, which exposed the worker to a risk of falling 5.8 m (19 ft.). A representative of the firm was on site but failed to stop the unsafe work activity. The worker was subsequently unable to demonstrate how to don a fall protection harness properly. The firm failed to ensure that fall protection was used. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

K.B. Grewal Construction Ltd. | \$1,166 | Langford | June 13, 2016

This firm was the prime contractor at a site where a two-storey house was being built. WorkSafeBC observed various violations of safety requirements at the site, including stairs that lacked handrails and workers without safety headgear standing under a concrete-placing boom. A representative of the firm was acting as the qualified coordinator for the site, but failed to ensure that hazards were addressed while work was being carried out. Also, no site drawing was posted. These were repeated violations.

Kaile Enterprises Ltd. | \$5,000 | Squamish | May 26, 2016

WorkSafeBC observed three of this firm's workers (including a representative of the firm) framing a two-storey house. The workers were on the open second level, walking on joists. They were not using personal fall protection systems and no other form of fall protection was in place, exposing them to a risk of falling 5 m (16 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Kenneth Royston Poskitt / Ken Poskitt Roofing | \$2,500 | Central Saanich | August 25, 2016

This firm was roofing a two-storey house. WorkSafeBC observed two of the firm's workers, including a supervisor, working about 1.8 m (6 ft.) from the edge of the roof. Neither worker was connected to a lifeline, and no other form of fall protection was in place. This exposed the workers to a risk of falling in excess of 6 m (20 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety, a repeated violation.

Kennon Construction Ltd. | \$6,174.50 | Coquitlam | April 26, 2016

WorkSafeBC observed two of this firm's workers installing construction paper around an unguarded window ledge of a two-storey house under construction. Neither worker was using a personal fall protection system, and no other form of fall protection was in place. Both workers were exposed to a risk of falling 3.9 m (12 ft. 10 in.). The firm had left the worksite unsupervised. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation. This firm also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their own and other workers' health and safety, a repeated violation.

Kore Nels Hugstedt / Copper Mountain Exteriors | \$5,000 | Terrace | July 20, 2016

WorkSafeBC observed two of this firm's workers re-roofing a church. The roof slope was greater than 12:12. The workers were wearing fall protection harnesses but were not attached to lifelines. They were exposed to a risk of falling about 6 m (20 ft.). The firm failed to ensure that personal fall protection systems or safety nets were used for work on a roof with a slope ratio of 8:12 or greater. This was a repeated and high-risk violation.

Longan Construction Ltd. | \$2,500 | Victoria | July 6, 2016

This firm was gutting a pre-1990 duplex in order to renovate it. WorkSafeBC inspected the site and found that the firm had failed to safely remove hazardous materials before interior demolition began. The firm also failed to have a qualified person ensure and confirm in writing that the hazardous materials had been safely removed from the site. WorkSafeBC imposed a stop-work order on the entire site, which the firm contravened. These were high-risk violations.

M & M Excavating Services Ltd. | \$19,723.85 | Mission | July 18, 2016

This firm was installing a water main. WorkSafeBC observed the firm's worker standing in a trench about 2 m (7 ft.) deep. The sides of the trench were not adequately sloped, benched, shored, or otherwise supported. A supervisor was on site directing the excavation work and failed to ensure that it was done in compliance with regulatory requirements. As a result, the firm exposed its worker to an engulfment hazard by failing to adhere to the sloping and shoring requirements for excavations as set out in the Occupational Health and Safety Regulation. The firm also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

Penalties (continued)

Mangat Consulting Group Ltd. | \$2,500 | Burnaby | May 18, 2016

This firm performed asbestos abatement on a pre-1990 house scheduled for demolition and then provided a hazardous materials survey and a clearance letter for the site to a contractor who demolished the house. Before demolition began, the firm was required to fulfill a number of requirements; ensure that a proper written hazmat survey was prepared that identified hazardous materials and their locations on site, and ensure that it was available at the site; ensure that hazardous materials disturbed by demolition were removed; and have a qualified person both ensure and confirm in writing that the hazardous materials had been safely removed from the site. The firm did none of these. These were high-risk violations.

Manmohan S. Parmar / Shah Framing | \$2,500 | Burnaby | July 18, 2016

This firm was framing a two-storey house. WorkSafeBC observed two of the firm's workers, including a representative of the firm, standing on second-floor wall plates without any form of fall protection. They were exposed to a risk of falling 6 m (20 ft.). Neither worker had formal fall protection training, and there was no fall protection equipment on site. The firm failed to ensure that a fall protection system was used. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

Mike's Roofing Ltd. | \$2,500 | Terrace | June 28, 2016

Three of this firm's workers were on the roof of a two-storey house. None was 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 5 m (16 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

N. & H. Contracting Ltd. | \$18,549.98 | Kamloops | June 28, 2016

This firm was hired to provide renovation services at a commercial building. WorkSafeBC observed an accumulation of paint dust on the ground and horizontal surfaces, indicating that paint had been removed by grinding or sanding. The firm failed to have a qualified person conduct a hazardous materials survey before work began. This created a risk of exposing workers and others to potentially toxic airborne contaminants such as lead. This was a repeated and high-risk violation.

Nathen Poirtris / Roof Gods | \$20,000 | Chilliwack | August 29, 2016

This firm was replacing shingles on a two-storey house. WorkSafeBC observed two workers (including a representative of the firm) standing on the roof, which had a slope of between 6:12 and 8:12. Neither worker was using a personal fall protection system, and no other form of fall protection was in place. This exposed the workers to a risk of falling about 7.3 m (24 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation. The firm's failure to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety was also a repeated violation.

New Dream Concrete Ltd. | \$6,830.16 | Vancouver | May 4, 2016

WorkSafeBC inspected a jobsite where this firm's representative and the firm's worker were pouring concrete for a new house foundation. They had stood on formwork walers, which were only 20 cm (8 in.) wide on top, without any fall protection. This exposed them to a risk of falling about 3.7 m (12 ft.). The firm failed to ensure that a fall protection system or a work platform was used. This was a repeated and high-risk violation. It also failed to provide its workers with the supervision needed to ensure their health and safety, a repeated violation.

Newbility Contracting Ltd. | \$7,500 | Vancouver | August 16, 2016

This firm issued a clearance letter that incorrectly stated that all asbestos-containing materials had been removed from a house slated for demolition. When WorkSafeBC inspected the jobsite, it found asbestos-containing waste in the house. The firm failed to visually inspect the work area to ensure that it had been effectively cleaned up. The firm also contravened the requirement to ensure that any hazardous materials found on a worksite are safely removed before demolition begins. These were repeated and high-risk violations.

Noor Ahmad Rasuly / NR Galaxy Roofing Services | \$2,500 | Burnaby | May 26, 2016

A representative of this firm and the firm's worker were on the flat roof of a commercial building. WorkSafeBC observed the firm's worker leaning over the edge of the roof to access the flashing on the side of the building. The worker was not using a personal fall protection system and no other form of fall protection was in place. The worker was 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.

North Central Roofing Ltd. | \$1,000 | Quesnel | May 9, 2016

A representative of this firm obstructed WorkSafeBC officers when they tried to inspect the firm's jobsite. The representative argued with officers to not take photos, refused to answer questions from the officers, and directed workers to leave the site immediately. This

was a repeated violation of the firm's obligations under the *Workers Compensation Act* to not hinder, obstruct, or interfere with an officer in the performance of his or her duties.

NR Excavating & Services Ltd. | \$2,524.60 | Delta | June 24, 2016

WorkSafeBC inspected a site where a house had been demolished and found asbestos-containing materials (ACMs) in the demolition waste. This firm submitted a clearance letter for the site that was found to be invalid. The firm violated requirements for training workers to safely remove ACMs, and violated first aid requirements. WorkSafeBC ordered the firm to submit, by a specified date, a Notice of Compliance describing how it had remedied these failings. The firm did not meet the required deadline. The firm is being penalized for failing to comply with WorkSafeBC orders in a reasonable time.

Octiscapes Landscaping Ltd. | \$24,478.06 | West Vancouver | May 19, 2016

WorkSafeBC inspected a residential construction site where this firm had caused its workers to enter a trench 2.5 to 4 m (8 to 13 ft.) deep. A large cedar tree and a driveway used by heavy equipment bordered the excavation. The sides of the trench were not adequately sloped, benched, or shored and had not been assessed by a professional engineer. WorkSafeBC imposed a stop-work order until written instructions from a professional engineer were made available for the trench. The firm failed to adhere to the sloping and shoring requirements of the Occupational Health and Safety Regulation. This was a repeated and high-risk violation.

One Plus One Construction Ltd. | \$2,500 | Richmond | June 23, 2016

Four of this firm's workers (including a representative of the firm) were on the second level of a house under construction. They were exposed to a risk of falling 3.2 m (10.5 ft.) due to floor openings that lacked guardrails. The firm failed to ensure that guardrails or a fall restraint system was used for work where a fall of 3 m (10 ft.) or greater could occur. This was a repeated and high-risk violation.

Orlando Ciccone / Ciccone Construction | \$5,000 | Burnaby | July 7, 2016

Four of this firm's workers, including a representative of the firm, were framing a two-storey house under construction. WorkSafeBC observed one of the firm's workers standing on a 20 cm wide (8 in.) steel girder on the second-storey landing to receive construction materials from a truck-mounted crane. The worker was not using a personal fall protection system, and no other form of fall protection was in place. This exposed the worker to a risk of falling about 3.1 m (10 ft. 2 in.). 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.

Partners Framing and Construction Ltd. | \$10,000 | Coquitlam | June 10, 2016

WorkSafeBC observed two of this firm's workers (including a representative of the firm) on the roof of a three-storey house under construction. They were not using personal fall protection systems and no other form of fall protection was in place. The workers were exposed to a risk of falling more than 6 m (20 ft.). Also, floor and window openings throughout the house lacked guardrails. And a

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ladder being used to access the roof was too short, meaning it did not meet applicable standards. The firm's failure to ensure that fall protection was used was a repeated and high-risk violation. The lack of guardrails and the use of a substandard ladder were repeated violations.

Quart Roofing Ltd. | \$2,500 | Burnaby | June 8, 2016

WorkSafeBC observed this firm's worker (also a representative of the firm) on the roof of a two-storey house. The worker was not using a personal fall protection system. No other form of fall protection was in place. The worker was exposed to a risk of falling 4.5 m (15 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Richard Ward Anderson / R&S Roofing | \$2,500 | Trail | July 11, 2016

This firm was re-roofing a one-storey duplex. WorkSafeBC observed two of the firm's workers, including a representative of the firm, standing on the roof close to the edge. Both workers wore fall protection harnesses but were not connected to lifelines, and no other form of fall protection was in place. The workers were exposed to a risk of falling 3.7 to 4 m (12 to 13 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Ricky Constructions Ltd. | \$7,125 | Burnaby | June 29, 2016

This firm was the prime contractor at a jobsite where a concrete foundation was being poured for a new house. A subcontractor's worker fell from formwork during the concrete pour, landing about 4 m (14 ft.) below. The worker sustained serious injuries. WorkSafeBC's investigation found that during the pour, workers had been standing on formwork walers without any fall protection, a high-risk violation. The firm did not have a system or process for identifying non-compliant circumstances at the workplace and ensuring that these were corrected in a timely manner. (The firm had previously indicated its intention to implement such a system, and had failed to do so.) As prime contractor, 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 at its workplace. This was a repeated and high-risk violation.

Robert Lee MacGillivray | \$5,000 | Vancouver | June 29, 2016

WorkSafeBC observed two of this firm's workers (including a representative of the firm) on the roof of a two-storey house. Although the workers were wearing fall protection harnesses, neither was attached to a lifeline, and no other form of fall protection was in place. They were exposed to a risk of falling 5 m (16 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Ryder Roofing Ltd. | \$133,984.45 | Kelowna | June 23, 2016

This firm was replacing the roof of a commercial building. WorkSafeBC saw three of its workers leave the roof via an aluminum ladder. While descending the ladder, the workers 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 6 m (20 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Scottish Line Painting Ltd. | \$26,139.54 | Surrey | June 2, 2016

This firm's crew was painting lines for a bike lane on a busy road. A passing vehicle driven by a non-worker hit one worker and the worker's cart. The cart then hit another worker. The two workers sustained injuries, some of them serious. WorkSafeBC's investigation found that the firm had no traffic control plan for the worksite. The assigned traffic control person (TCP) was also responsible for other duties that may have distracted the TCP. And the TCP was not wearing high-visibility wristbands as required. Further, the foreman had removed signboards at either end of the work zone before the work was completed. The firm's traffic control equipment, arrangements, and procedures did not meet the requirements of the *Traffic Control Manual for Work on Roadways*. And the firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

SKR Contracting Solutions Incorporated | \$15,000 | Coquitlam | July 7, 2016

This firm was responsible for conducting asbestos abatement measures at a pre-1990 house. WorkSafeBC inspected the jobsite and found that the firm had failed to safely remove hazardous materials before interior demolition began. The firm also failed to have a qualified person ensure and confirm in writing that the hazardous materials had been safely removed from the site. These were repeated violations.

S.S Roofing Ltd. | \$5,000 | Abbotsford | June 9, 2016

This firm's worker was working at the edge of the roof of a two-storey house. The roof's slope was 10:12 to 11:12. The worker was not using a personal fall protection system and no other form of fall protection was in place, exposing the worker to a risk of falling 6 m (20 ft.). A supervisor was on site with a clear sightline to the worker. The firm failed to ensure that a fall protection system was used. It also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

Sunnyco Roofing & Construction Ltd. | \$2,500 | Nanaimo | May 25, 2016

WorkSafeBC observed four of this firm's workers re-roofing a two-storey motel. Two of the workers, including a supervisor, were working near or at the edge of the roof and were not using personal fall protection systems. The workers were exposed to a risk of falling 5.5 m (18 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Timberline Solutions Ltd. | \$9,604.51 | Tappen | September 12, 2016

This firm was conducting framing activities on a new house under construction. WorkSafeBC observed three workers, including a supervisor, standing on trusses and wall plates instead of on work platforms. None of the workers was attached to a lifeline and no other form of fall protection was in place. This exposed the workers to a risk of falling about 4.9 m (16 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Tiwana Framing Ltd. | \$3,109.08 | Coquitlam | May 15, 2016

Three of this firm's workers (including a representative of the firm) were on the roof of a new two-storey house. They were standing on roof trusses and roof sheathing and on wall plates. None of them were using personal fall protection systems, nor was any other form of fall protection in place. The workers were exposed to a risk of falling about 5.5 to 8.5 m (18 to 28 ft.). The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Tory Allen Charlton / Roof Now | \$2,500 | Kelowna | May 26, 2016

WorkSafeBC observed two of this firm's workers re-shingling a two-storey house. They were working at the peak of the roof, with a fall distance of about 6 m (20 ft.) at the front of the house and 9 m (30 ft.) at the back. Although they were wearing fall protection harnesses, neither worker was connected to an anchor point, and no other form of fall protection was in place. The firm failed to ensure that fall protection was used, a repeated and high-risk violation.

Trans-Western Electric Ltd. | \$49,424.78 | Kelowna | July 11, 2016

This firm was installing new traffic control signals at an intersection. The firm hired a crane operator to facilitate the installation of a new light standard and controlled intersection signaling arm. With the assistance of a crane, workers installed a horizontal signaling arm, which was 2.3 m (7.5 ft.) from the exposed overhead energized 7.2 kV conductors. This was contrary to the limits of approach for the power lines (3 m/10 ft.). The firm failed to ensure that appropriate arrangements and procedures were in place to maintain the minimum approach distance. This was a high-risk violation.

Vancouver Summit Aluminum Systems Ltd. | \$2,500 | Vancouver | August 17, 2016

This firm was installing windows in the construction of a new highrise tower. WorkSafeBC observed two of the firm's workers installing a window on level 28 of the tower. One of the workers, working near the edge of a work area, was wearing a full body harness but was not connected to a lifeline. This exposed the worker to a risk of falling about 65 m (216 ft.). The firm's failure to ensure that fall protection was used was a high-risk violation.

VIR Framing & Renovation Ltd. | \$2,500 | Surrey | June 6, 2016

Three of this firm's workers (including a representative of the firm) were on the open second level of a house under construction. No guardrails had been installed along the perimeter or around openings in the floor. Nor was any other form of fall protection in place. The workers were exposed to a risk of falling 5.5 m (18 ft.). As well, a ladder was being used between the first and second levels instead of a stairway. The firm's failure to install guardrails on the second level was a repeated and high-risk violation. The failure to provide a stairway to the upper level before beginning construction on that level was a repeated violation.

Wall Construction Ltd. | \$2,500 | Chilliwack | September 1, 2016

WorkSafeBC observed this firm's two workers, one of them a representative of the firm, installing sheeting to the roof trusses of a newly built two-storey house. Both the worker and the representative were wearing fall protection harnesses but were not secured to a proper anchor point. No other form of fall protection was in place. They were exposed to a risk of falling more than 6 m (20 ft.). The firm's failure to ensure that fall protection was used was a repeated and high-risk violation.

Penalties (continued)

White Spot Concrete Ltd. | \$3,549.75 | Burnaby | June 29, 2016

This firm was pouring a concrete foundation for a new house. The firm's worker fell from formwork during the concrete pour, landing about 4 m (14 ft.) below. The worker sustained serious injuries. WorkSafeBC's investigation found that during the pour, workers had been standing on formwork walers without any fall protection. The firm had not provided work platforms with guardrails as required for the work activity. The firm failed to ensure that fall protection was used for work where a fall of 3 m (10 ft.) or greater could occur. This was a high-risk violation.

Wilderness Custom Exteriors Ltd. | \$10,343.18 | Lake Country | April 21, 2016

Three of this firm's workers, one of them a supervisor, were installing asphalt shingles on the roof of a newly built two-storey house. All three workers were wearing fall protection harnesses but they were not attached to lifelines. They were exposed to a risk of falling 5.2 to 7.3 m (17 to 24 ft.). Two of the workers had not received fall protection training. 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.

Manufacturing

Atlas Engineered Products Ltd. / Atlas Truss | \$10,557.19 | Nanaimo | August 3, 2016

WorkSafeBC inspected this firm's sawmill and found hazardous accumulations of combustible wood dust on horizontal surfaces and fixtures in various work areas. Dust was in direct contact with potential ignition sources. The firm's failure to control and remove hazardous accumulations of combustible dust was a repeated and high-risk violation.

Brink Forest Products Ltd. | \$68,773.47 | Prince George | June 15, 2016

This firm's worker was preparing to change the knife assemblies on a waste wood chipper. The worker loosened two bolts fastening a protective shroud to the machine frame. Stored energy in the machine caused the shroud to be knocked open, so that it struck the worker. The worker sustained serious injuries. WorkSafeBC investigated the incident and found that lockout procedures posted in the workplace did not identify the hazard of stored energy and did not include clear, specific instructions for shutting down and locking out the chipper. Also, the worker was not authorized to change the knife assemblies without supervision. The firm failed to ensure that the energy source for a machine that could cause injury was isolated and effectively controlled, a high-risk violation. The firm also failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety.

Dead Metal Recycling Inc. | \$2,500 | West Kelowna | June 27, 2016

A worker at this firm's jobsite was using an oxy/propane torch to cut the lid off a barrel when the barrel exploded. The worker sustained serious injuries. Tests revealed that the barrel had contained isopropanol and had not been cleaned before the attempt to remove its lid. Also, the worker had not been given adequate training for the work task. The firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. This was a high-risk violation.

Mackenzie Pulp Mill Corporation | \$75,000 | Mackenzie | July 12, 2016

A worker crossing a pulp bale conveyer deck at this firm's mill was seriously injured when a co-worker inadvertently started the conveyer. Like other workers at the mill, the worker was required to cross the conveyer deck numerous times each shift to manually reposition misaligned pulp bales, where he was obstructed from view from the conveyor control panel location. WorkSafeBC's investigation found that the firm did not have safe work procedures or a mechanism in place to isolate and de-energize the conveyer when workers crossed it to reposition bales. The firm failed to ensure that the energy source for a machine that could cause injury, in the event of an unexpected energization or startup, was isolated and effectively controlled. This failure was a high-risk violation.

Sun-Rype Products Ltd. | \$75,000 | Kelowna | May 18, 2016

A worker at this firm's plant was performing maintenance work on a robotic palletizer (a machine that stacks beverage cartons on pallets). The palletizer cycled unexpectedly, inflicting crush injuries on the worker. WorkSafeBC's investigation found that the firm's instructions for de-energizing the palletizer were inadequate and did not conform to the manufacturer's lockout instructions. Workers who were performing maintenance work on machinery were exposed to energy sources, a hazard that the firm failed to effectively control. This was a repeated and high-risk violation.

United Concrete & Gravel Ltd. / Envirocorp | \$67,567.91 | Williams Lake | May 13, 2016

At this firm's ready-mix concrete facility, a worker was injured by being buried up to the neck in aggregate while performing maintenance work in a storage hopper. WorkSafeBC's investigation found that the hopper's gate valve had not been properly locked out

before the maintenance work began. Also, the firm failed to provide its workers with adequate information, instruction, training, and supervision for locking out the energy-isolating devices before doing maintenance work on the machinery or equipment. The lockout failure was a repeated violation, and both violations were high-risk.

Urban Metals Ltd. | \$2,500 | Port Coquitlam | June 16, 2016

This firm was found to have taken discriminatory action against one of its workers. In August 2015, WorkSafeBC ordered the firm to compensate its worker with a cash payment representing lost wages. By May 2016, the firm still had not paid the worker. The firm is being penalized for its failure to comply with WorkSafeBC orders within a reasonable time, a violation of the *Workers Compensation Act*.

Primary Resources

BLP Ventures Ltd. | \$3,055.70 | Port Alberni | August 19, 2016

This firm's log loader, equipped with a harvesting head, was falling a tree when a gust of wind blew the tree onto a nearby 69,000 kV transmission line. The tree started to smoke and the power line snapped. WorkSafeBC's investigation found that the firm failed to ensure that material and equipment at its workplace remained at least 3 m (10 ft.) away from the power line. This was a high-risk violation.

C. P. S. Investments Inc. | \$14,677.51 | Meadow Creek | May 25, 2016

A feller-buncher (a tree-harvesting machine) was being used at this firm's remote worksite to create a right-of-way for a temporary road. The feller-buncher flopped over. Before the firm allowed logging equipment to be used on this slope, it was required to have a qualified person conduct a risk assessment for the work activity and to develop and implement safe work procedures to ensure the equipment's stability. The firm's failure to do so was a repeated and high-risk violation.

Northspar Holdings Ltd. | \$10,704.73 | Yahk | February 15, 2016

This firm was falling trees at its worksite to create stump anchors for cable-yarding activities. WorkSafeBC inspected the site and found that the firm had allowed two workers who lacked faller certification (including a representative of the firm) to fall trees. Some of the trees had been felled into other standing trees, causing unnecessary brushing. In addition, several dangerous trees had been left standing and in close proximity to the workers. The trees were not subjected to a risk assessment or removed. These were high-risk violations.

Squamish Mills Ltd. | \$35,140.48 | Squamish | April 28, 2016

WorkSafeBC inspected this firm's log-loading site and found violations of safety requirements. The firm was following a non-compliant safe work procedure for removing binders from logs on trucks during unloading activities, even though the firm also had a compliant procedure on file for this task. Other unsafe conditions also demonstrated a failure to regularly examine work methods and practices so as to prevent unsafe working conditions. As well, the firm's first aid procedures lacked adequate arrangements for air transportation of injured workers. Overall the firm failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

Varinder Gill | \$2,500 | Oliver | July 22, 2016

WorkSafeBC observed this firm's worker operating an agricultural tractor on a public highway. The tractor was equipped with a rollover protective structure (ROPS) but it was not in use. The firm failed to ensure that the ROPS was used as required on vehicles weighing 700 kg (1500 lb.) or more. This exposed the worker to the risk of serious injury, a repeated and high-risk violation.

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Transportation and Warehousing

Wainwright Marine Services Ltd. | \$39,072.46 | Prince Rupert | June 27, 2016

This firm used a bulkhead (a platform built of chained-together logs and fill) at its worksite to load goods onto ocean-bound barges. Four of the firm's workers were standing on the bulkhead when it collapsed, pitching them into the water. Three of the workers were able to rescue themselves. The fourth was trapped underwater and sustained fatal injuries. WorkSafeBC's investigation found that the firm had been aware that the bulkhead was deteriorating, but had failed to have it inspected and to remedy deficiencies revealed by the inspection. This was an overall failure to plan, construct, use, and maintain the firm's workplace to protect people working there from danger. Similarly, the firm failed to ensure the health and safety of its own and other workers. These were high-risk violations.

Trade

MacNutt Enterprises Ltd. | \$16,855.92 | Qualicum Beach | June 23, 2016

WorkSafeBC observed this firm's worker applying a tarp to a loaded hog fuel trailer at the side of a road. The worker was on top of the load, exposed to a risk of falling 4 m (13.3 ft.). The worker was not using a personal fall protection system and no other form of fall protection was in place. The firm failed to ensure that fall protection was used for work where a fall of 3 m (10 ft.) or more could occur. This was a high-risk violation.

Valutex Enterprises Ltd. | \$5,000 | Surrey | July 14, 2016

This firm was found to have taken discriminatory action against one of its workers. In January 2015, WorkSafeBC ordered the firm to compensate its worker with a cash payment representing lost wages. By October 2015, the firm had paid the worker a fraction of the amount owing. The firm is being penalized for its failure to comply with WorkSafeBC orders within a reasonable time, a violation of the *Workers Compensation Act*.

Public Sector

City Of Kelowna | \$75,000 | Kelowna | June 23, 2016

This firm was the prime contractor for a road-realignment project. The firm allowed the signal arm of a light standard to be installed 2.3 m (7.5 ft.) away from exposed overhead energized 12.4 kV conductors. This was contrary to the limits of approach for the power lines (3 m/10 ft.). WorkSafeBC's inspection of the jobsite found that among other deficiencies, the firm failed to ensure that risk assessments were performed before the work began, and failed to ensure that subcontracted workers at the site received safety orientations and attended safety meetings. In general, the firm failed to follow its existing health and safety program and to assume as prime contractor overall responsibility for health and safety at the worksite. These failures demonstrate that the firm failed overall 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. These were high-risk violations.

Service Sector

1059058 B.C. Ltd. / Shack Shine | \$2,500 | Kelowna | August 25, 2016

This firm was hired to clean the gutters of a two-storey, multi-roofed house. WorkSafeBC observed one worker, a representative of the firm, sitting on the edge of the uppermost roof while cleaning a section of gutter. A second worker was standing on the edge of the lower roof, cleaning another section of the gutter. Both roofs were at a 5:12 slope. Neither worker was using a personal fall protection system, and no other form of fall protection was in place. The first worker was exposed to a risk of falling at least 7.3 m (24 ft.) and the second worker was exposed to a risk of falling at least 4.6 m (15 ft.). The firm's failure to ensure that fall protection was used was a high-risk violation.

City View Systems Inc. | \$3,630.80 | Vancouver | June 21, 2016

This firm's workers were cleaning gutters on a three-storey house. One of the workers fell from the roof to a concrete surface about 9 m (30 ft.) below and sustained serious, life-altering injuries. WorkSafeBC's investigation found that the fall protection set-up and equipment the worker used were inadequate, and no other type of fall protection was in place. The fall protection plan for work at the

site did not conform to requirements. The supervisor did not remain on site for the work and neither the supervisor nor the workers understood fall protection requirements. The firm failed to ensure that fall protection was used properly, to have a written fall protection plan for the worksite, and to ensure that fall protection equipment met requirements. These were high-risk violations, and the latter two were repeated violations. The firm 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.

Garda Canada Security Group | \$75,000 | Richmond | June 23, 2016

This firm's worker was patrolling a sawmill complex in dark, rainy conditions. The worker was driving a golf cart. The cart fell into a 3 m (10 ft.) deep wood-chip pit, and the worker was pinned under the cart. The worker sustained serious injuries. WorkSafeBC's investigation found that the firm's worker had not been made aware of workplace hazards and that safety supervision for the firm's workers was lacking. The firm's occupational health and safety program was not effectively implemented. These deficiencies show that the firm failed to ensure the health and safety of its workers.

Hannah-Rachel Production Services Limited / Arrow / Zombie / The Flash / The 100 Et Al | \$75,000 | Burnaby | May 11, 2016

This penalty relates to three separate incidents in 2015 in which this firm's workers were seriously injured. In the first incident, a worker was troubleshooting electrical cables laid along a concrete floor bordered by a false floor. The worker fell through the false floor and landed on a concrete floor about 4 m (14 ft.) below. The firm failed to ensure that guardrails or a fall restraint system was used for work where a fall of 3 m (10 ft.) or greater could occur. The second incident saw a worker exit the work platform of a boom lift to step onto a ladder, which gave out, causing the worker to fall 2.5 m (8 ft.) to a deck below and 1 m (3 ft.) farther to a concrete surface. The firm failed to ensure that workers wore a personal fall arrest system while on an elevating work platform, and failed to ensure adequate supervision of the work activity (other workers were laying flooring below the lift, preventing the boom from being lowered for exiting the work platform). In the third incident, a worker's gloved hand contacted the blade of an arbor saw and was drawn into the saw. The firm failed to ensure that workers could not access hazardous points of operation on equipment, and failed to provide workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were all high-risk violations.

Interior Health Authority | \$75,000 | Kelowna | July 12, 2016

This employer's worker entered a fenced area in a hospital laundry to pick up dropped items. The worker was struck by an automated laundry shuttle and trapped between it and a dryer. The worker sustained serious injuries. WorkSafeBC's investigation found that the employer failed to secure machinery parts against inadvertent movement and to secure devices using locks in accordance with procedures made available to all workers required to work on the equipment. The employer also failed to ensure that workers could not access hazardous points of operation and that machinery was fitted with adequate safeguards to protect workers from contact with power transmission parts. New and young workers were not given specific health and safety orientation and training. And the employer did not ensure that regular inspections were made of its workplace at intervals that would prevent the development of unsafe working conditions. Overall, the employer failed to provide its workers with adequate health and safety information, instruction, training, and supervision, and thereby failed to ensure the health and safety of all its workers. These were high-risk violations.

Paul Joseph Kessler / Heck Of A Nice Guy Services | \$2,500 | Surrey | July 5, 2016

This firm's worker was demolishing a house by hand. A hazardous materials survey for the site had identified asbestos-containing materials and noted that moderate-risk work procedures for safe asbestos removal were to be used. The worker was untrained in safe work procedures and was wearing only shorts, running shoes, and a baseball cap. WorkSafeBC issued a stop-work order for the entire site. The firm failed to instruct and train its worker in the hazards of asbestos, the work procedures to be followed, and the correct use of personal protective equipment for the work activity. This was a high-risk violation.

Red Owl Security Inc. | \$8,548.83 | Burnaby | May 13, 2016

This firm's workers, who are required to apprehend shoplifters, are exposed to the threat of violence and serious injury in the workplace. WorkSafeBC ordered the firm to perform a risk assessment as required by the Occupational Health and Safety Regulation. The firm failed to comply with the order in a reasonable time. This was a repeated violation.

Rockwell Management Inc. | \$8,667.32 | North Vancouver | May 27, 2016

WorkSafeBC found that workers may be exposed to potentially harmful levels of asbestos fibre at this firm's apartment building. WorkSafeBC ordered the firm to compile an asbestos inventory for the site. The firm failed to comply in a reasonable time. This was a high-risk violation.

Roland Blair Thomas / Spruce Up With Us - Power Washing and Home Improvement Services | \$2,500 | Surrey | May 13, 2016

This firm's workers were cleaning the 6:12 sloped roof of a house. One of the workers fell off the roof to a concrete surface 3 m (10 ft.) below and sustained serious, life-altering injuries. WorkSafeBC's investigation found that the worker had not been using a personal fall protection system, nor had any other type of fall protection been in place. The worker had not received training and orientation as required by the Occupational Health and Safety Regulation and the *Workers Compensation Act*. The firm failed to ensure that fall protection was used and failed to provide its workers with the information, instruction, training, and supervision needed to ensure their health and safety. These were repeated and high-risk violations.

Thandi Environmental Inc. | \$3,000 | Nanaimo | May 30, 2016

WorkSafeBC inspected a pre-1990 house where this firm had conducted a hazardous materials survey. The survey failed to sample several materials that are presumed to contain asbestos, and it recorded grossly inaccurate quantities of other such materials. Further, the firm collected only one sample from the entire second level of the house. The firm failed to adhere to requirements for conducting an inspection and identifying hazardous materials. This was a repeated violation.

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