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2009

bc municipal occupational
**health & safety
conference**

a conference for municipalities,
school boards, and public
sector organizations

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DEVELOPING SAFETY MANAGEMENT SYSTEMS

What is it and why do it?
Essential elements and WorkSafeBC requirements

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- Manager, Metro Vancouver *Safety, Security & Emergency Management* Division
- Private Consultant to industry, government and Department of National Defense
- Former Manager of BC Rail's *Safety, Security & Police* Departments
- Captain (V) with Squamish Fire/Rescue for 20 years.
- Provincial Coroner for Sea to Sky corridor
- Hazardous Materials Emergency Response team leader and instructor, provincial and industry teams



METRO VANCOUVER



Jim Marshall

- Manager, WorkSafeBC, *Client Service Manager, Lower Mainland.*
- Former Senior Manager, Safety Health and Security, WorkSafeBC
- Factories Act Inspector, Steel Mills and Heavy Industry, UK
- Former Radio Announcer, 104.3 FM, Calgary
- Started working career in mid-1960s as a Mechanical Engineer in a Steel Mill in Europe
- Masters Degree in Education and Adjunct Teacher of Education Principles and Curriculum Design at Vancouver College.



Building Organizational Cultural Change with SMS

Objectives

1. Essential element of a Safety Management System.
2. Brief overview of the relationship with CSA, OH&S Reg and WorkSafeBC's Certification program.
3. Review injury and accident history, compare and contrast with CU.
4. Reifying the system: Create awareness and understanding of the Safety Management System through links to the JHSC, Baseline Evaluation's and Disability Management - engaging injured workers in the planning stage and job analysis..





Note from CSA Website:
*Canada currently ranks among the worst of the developed nations in occupational health and safety, with an average of almost three people a day dying as a result of workplace injuries and disease.
 In 2004, 928 workers died from work related injuries and disease.*



WorkSafeBC O H & S Regulation, Part 3: Rights and Responsibilities



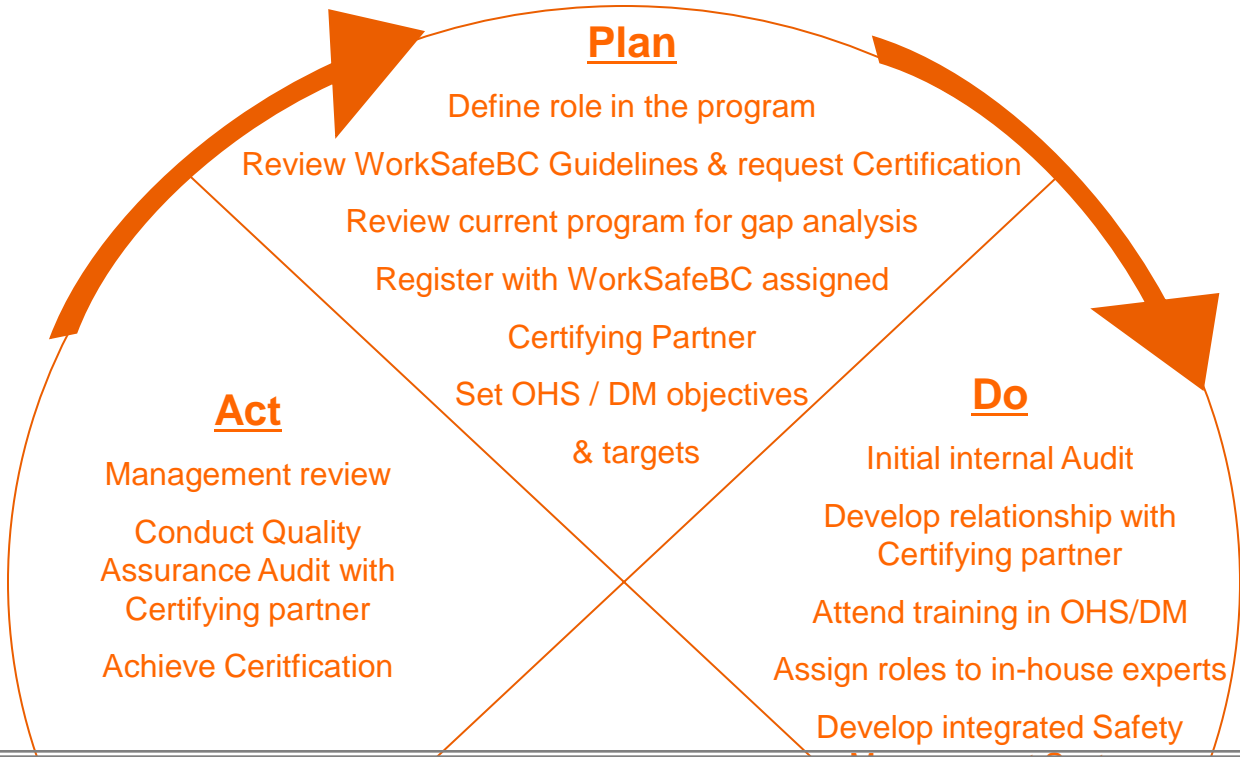
IRS:

Underlying Philosophy of the Safety Management System

- Establishes Joint Responsibility;***
- Defines JHS committee roles, Defines Worker Roles, Define Supervisor Role;***
- Promotes the Occupational Health and Safety Culture in the workplace;***
- Develops self reliance in employees;***
- Develops and maintains employee-employer partnership***
- Ensures compliance with the Reg.***



WorkSafeBC Partners Program & Certificate of Recognition



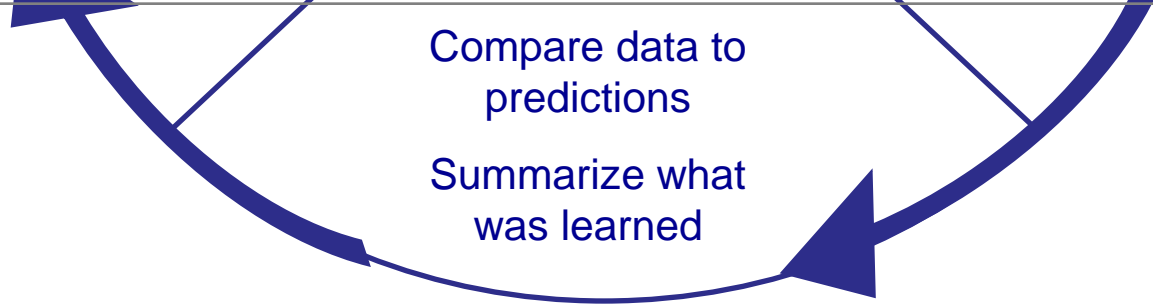
Partners in Injury and Disability Management Program.
 Financial Incentive Program to encourage employers to adopt management systems, in OH&S and RTW.
 190 Construction Industry employers received \$1.5 million & 109 Oil and Gas employers \$346,000



Deming Circle of Continuous Improvement



“All anyone asks for is a chance to work with pride.”
W. Edwards Deming 1990 - 1993



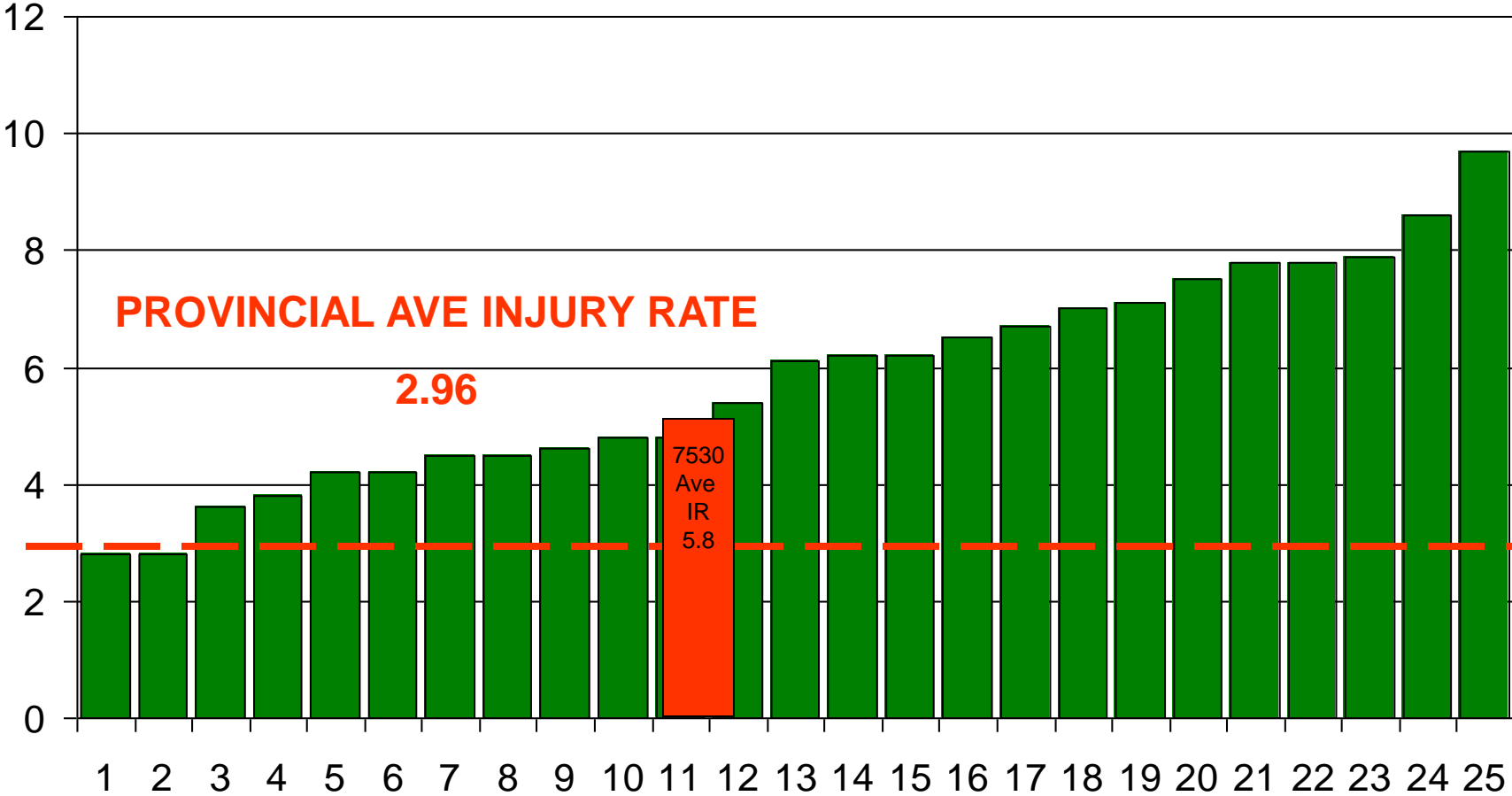
- 190 Municipalities in Public Sub Sector
- (629 Active Registered Employers)
- Assessable payroll \$1,830,963,498
- Assessments for 2008 - \$25,272,532.63
- Savings at Base Rate \$1.5m



CU 7530003 / 753004 Injury Rate for selected 25 employers

2007 Ave IR; 5.2- Highest IR 13.9

2008 Ave IR; 5 – Highest IR 9.7



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- 25 Municipalities with Assessable payroll over \$10m.
- Highest IR in sector group, 9.7
- Lowest IR in sector group, 2.8
- Average IR in sector, 5
- Highest ER in sector group 34.8% Surcharge
- Lowest ER in sector group 2.8% Surcharge
- Average ER in sector group 5.8% Surcharge

Source 2009 Knowledge Management



- 9,100 claims were accepted (short-term disability, long-term disability and fatal claims)
- The average fully reserved claim costs was approximately \$10,700.
- This compares to about \$13,400 for all-BC claims
- 27 Fatal claims (22 industrial disease)

Source Knowledge Management



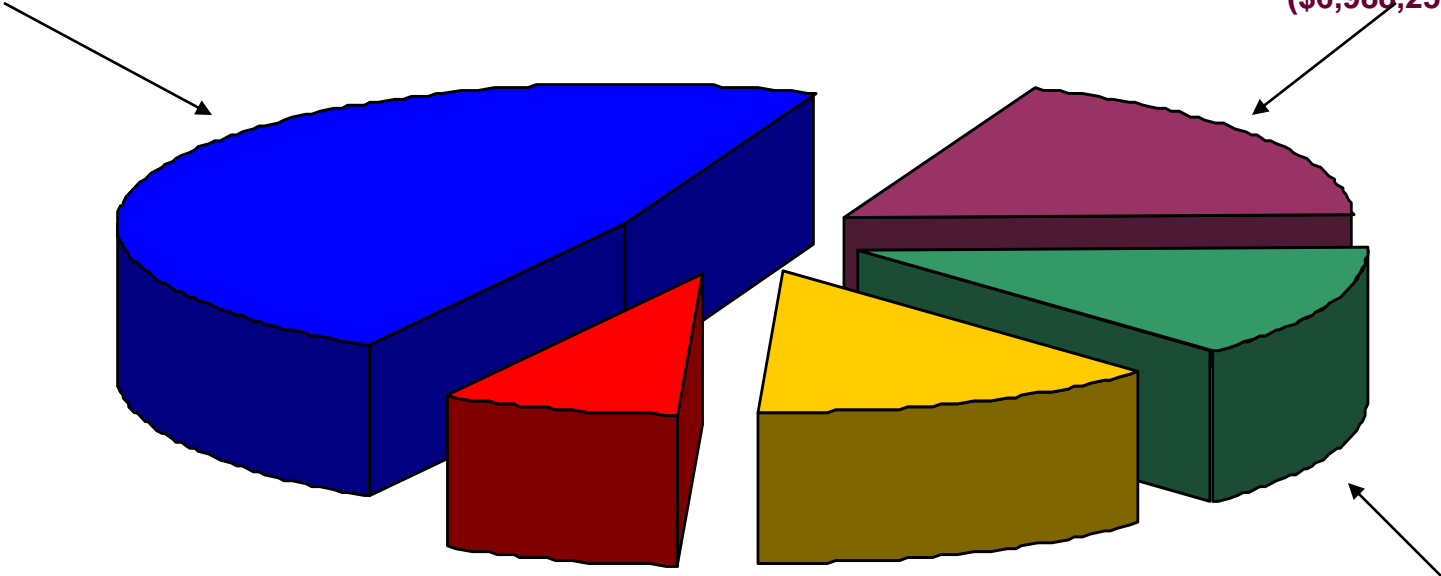
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CU 7530004 analysis by accident type for 2007

•Overexertion:
2,584 claims
(\$14,285,869)

•Bodily reaction:
1,385 claims
(\$6,988,256)



•Fall to a lower level: 570 claims
(\$4,722,638)

•Struck by an object: 971 claims
(\$3,036,946)

•Fall on the same level: 997 claims
(\$6,016,163)



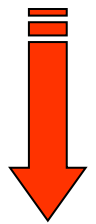
CU 7530003

Accident Type	# Claims	Claim Cost Total Amount	Claim Cost %	Days Lost	Cost Per Claim
Overexertion	2,584	\$14,285,869	23%	80,230	\$5,528.59
Bodily reaction	1,385	\$6,988,256	11%	40,400	\$5,045.67
Fall on Same Level	997	\$6,016,163	10%	33,519	\$6,034.27
Struck by object	971	\$3,036,946	5%	18,025	\$3,127.65
Fall to Lower Level	570	\$4,722,638	8%	24,874	\$8,285.33
Total	6507	\$35,049,872	57%	197,048	\$5,386.49



CU 753004 cost analysis for 2008

Total Time Loss Injuries	Total Days Lost	Total Claims Costs	Average Days per Claim	Average Cost per Day
1910	56,839	\$17,955,926.98	36	\$315.91

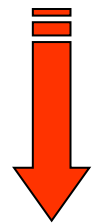


5.2

Lost Time Injuries every calendar day



156 years of Lost time



RTW one day earlier on all claims in 2008
\$603,338



- Average length of claim – 36 days
- Provincial average is 47 days
- Average claim length dropped by 2 days since 2007
- $2 \times \$315.91 \times 1910 \text{ LTD Claims} = \$1,206,776.20$



Safety Cultural Change - Hermeneutics to Reification

Internal
Responsibility
Ladder

Internalize IRS:
External Audit, rewrite, Compliance;

Commitment:
External Audit; Rewrite DMS (PJDA).
Ensure Safety Equipment (First Aid)

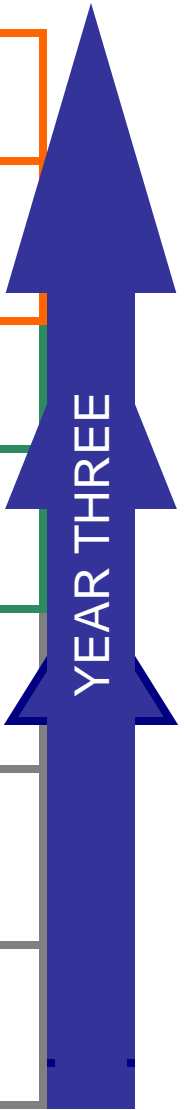
Involvement:
Workplace Monitoring; Update JHA/SPO/PJDA

Engagement:
Education & Training for senior management in SMS;
Regular workplace Inspections

Understanding
Set organizational OH&S objectives and targets
Operationalize the SMS with Joint Management meetings

Awareness:
Complete a Baseline Audit;
Write OH & S Policy Statement, if required re-write written program

Contact:
Review existing SMS; JHSC; DMP (Injured Workers),
Education & training for new workers, supervisors & workers



Disability Management Using DM at the Front End

- Physical Job Demands Analysis
 - Fundamental Part of the Ergonomic Assessment Program
 - Identifies the relationship of the worker, the physical and mental activity, and the tools and environmental requirements of each job
 - Identifies human hazards through investigation repetitiveness of tasks
 - Identifies the potential hazards
 - Critical for constructing Alternate Work Duties



Occupational Health & Safety Reification

Firefighters Boot Project



Injury Awareness Joint Pilot Program

- *WorkSafeBC / City of Vancouver / Richmond*
- *Upward trend in ankle and knee injuries*
- *Identified by Case Manager & Captain*
- *Verified through data review*
- *36 Firefighters from 5 Fire Halls*
- *Poster Campaign*



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Occupational Health & Safety Reification

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WORKING TO MAKE A DIFFERENCE

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Welcome to **WorkSafeBC**
THE WORKERS' COMPENSATION BOARD OF BC

Saw blades: Use a guard, save your fingers.
PLAY ▶

Bruce Jackson
WorkSafeBC Occupational Safety Officer

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Doing Business with WorkSafeBC

<h4>Insurance</h4> <ul style="list-style-type: none">• Register for coverage• Rates / classifications• Report payroll• Make a payment• Update account info• Cancel your coverage• Get a clearance letter	<h4>Claims</h4> <ul style="list-style-type: none">☆ Report injury or illness (Form 7)• View steps to report a serious injury or fatality• View claim status• View claim costs	<h4>Safety at Work</h4> <p>by industry ▼</p> <p>by topic ▼</p> <ul style="list-style-type: none">🔍 Find a hazard alert poster🔍 Find a safety sign📺 See a slide show⚠️ Report unsafe work
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Announcements

 **Discussion Paper: Occupational exposure limits for styrene**
The Board of Directors has approved the release of a discussion paper for consultation on the occupational exposure limits for styrene. Stakeholders are invited to provide their comments.

 **Consultation on the Loss of Earnings Assessment Policy**

Accident Awareness

Recent Accidents
Head, ribs, lung injured in 12-foot fall from ladder
Aide assaulted by resident of care facility
> more accidents

Fatalities
Shipbuilding worker exposed to asbestos dust

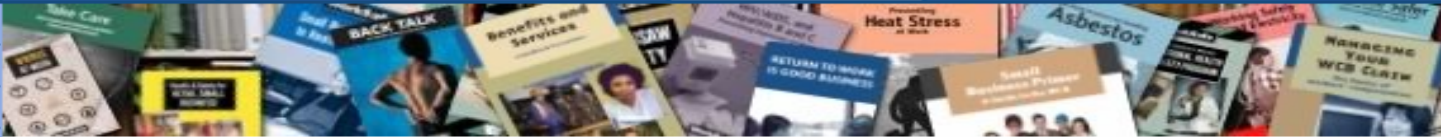


Occupational Health & Safety Reification



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 - Workers
 - Health Care Providers


Top 10 Publications

 **Back Talk: An Owner's Manual for Backs** (PDF 621kb / booklet)
An illustrated handbook that explains how the back works, provides tips for avoiding injury, and

Spotlight:



Occupational Health & Safety Reification



WORK SAFE BC
WORKING TO MAKE A DIFFERENCE

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6 min 42 s




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7 min 49 s




[The Collectors](#)
3 min 9 s




[Deaf to the Danger: Warehouse](#)
1 min 23 s



[Deaf to the Danger: Packing Plant](#)
1 min 25 s



[Deaf to the Danger: Sawmill](#)
1 min 46 s



[Guarding](#)
14 min 46 s

Quick Links

- OHS Regulation
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- Prevention Officers are front and centre of the Board's new model
- 200,000 employers and 1.9 million workers
- The only acceptable injury rate is zero
- Education consultation and enforcement
- Authority in workplace Safety and



The only acceptable injury rate is zero.

When a worker reports for work he or she deserves to work in a safe and healthy environment.

That same worker deserves to return home safely.