

# NEWSLETTER

DECEMBER 2019



## NEW COURSE COMING 2020

Resilient Minds: Building the  
Psychological Strength of  
Firefighters | 7

## 2019 AWARD RECIPIENTS

City of Excellence  
Organizational Safety Excellence  
Safety Improvement  
NAOSH | 3

## UPCOMING WEBINAR

Symptoms and Supports: How  
employers can better understand  
and support recovery from  
depression | 2





## TIS THE SEASON

*A key part of our strategic plan is to create strong partnerships. These relationships we develop with our partners provides a value that goes beyond business.*

-Mike Roberts, Executive Director

Envirosafety strongly believes in giving back to society, supporting social programs, the environment and people that need a little extra help. In our effort to make a difference, Envirosafety launched its Back to School Backpack Program in 2010. For every instructor-led training course Envirosafety provides, we donate one backpack filled with school supplies. These backpacks then are distributed by Jeremy's Memorial Foundation to many transition houses across the province to help victims of domestic violence while raising awareness of the impact it has on our communities.

Over a thousand backpacks have gone to transition houses since the program started. We sincerely appreciate the trust our customers put into our training program. It is because of your support, we are able to lend a helping hand to families in need. We'd like to give special thanks to BCMSA, one of our major partners in training. By your faithful partnership, 131 backpacks were donated to Jeremy's Memorial Foundation in 2019. From the bottom of our hearts, we say "THANK YOU"!



## WEBINARS

Several times a year we host a free one-hour webinar. Yes, that's right, FREE! During each session, moderators provide an overview and answer questions. Free and interactive – it's a win/win.

**11:00am Thursday, January 23<sup>rd</sup>**

***Symptoms and Supports: How employers can better understand and support recovery from depression***

Overview of workplace depression including signs, presentations, treatments and the role of employers and benefits in supporting recovery.

Facilitator: Sarah Hamid-Balma is Director of Mental Health Promotion for the Canadian Mental Health Association's BC Division

[\*\*REGISTER NOW\*\*](#)

[\*\*VIEW PREVIOUS WEBINARS\*\*](#)

# 2<sup>nd</sup> ANNUAL JOINT CONFERENCE & TRADE SHOW SEPTEMBER 15-18, 2019 PENTICTON, BC



## 2019 CONFERENCE SUCCESS!

The 2nd Annual PWABC/BCMSA Joint Annual Conference took place in Penticton, BC on September 15-18, 2019. The positive partnership between associations was proven through the seamless delivery of an outstanding event. Now in its second year we can reflect back on the value of our partnership with the Public Works Association of BC; By combining the key strengths and areas of expertise of our associations we have elevated the quality and value of the conference experience.

This year was our largest turnout to date with over 500 delegates, exhibitors, speakers and guests. The conference saw more presentations in key topic areas including safety,

public works, and leadership; a larger trade show; and more opportunities to network with municipal leaders and industry professionals from across BC.

The Theme "It Starts Here!" guided our learning and our Delegates are now equipped with meaningful knowledge that can be shared with their organizations and beyond.

The conference opened both days with exciting keynote speeches from change expert, Mark DeVolder and international leadership speaker, Michelle Ray.

The conference was designed into three streams: Safety, Leadership and Public Works. Our goal was to provide a diverse range of topics to optimize each participant's learning experience.

## IT STARTS HERE

Attendees varied from students to health and safety professionals, engineers and committee members. The event kicked off on Sunday afternoon with networking at our hosted meet n greet and wrapped up Wednesday with post conference education sessions.

We couldn't be more grateful to our sponsors, exhibitors, and the lineup of speakers who made this conference so engaging.

We'd like to offer special thanks to each presenter who shared their expertise at the conference, as well as the staff and volunteers who worked diligently to ensure a successful event.



## REVIEWS

*"Meeting others from different backgrounds, sectors, awards banquet was very efficient, great examples of municipality's leading the charge in Safety"*

*"I enjoyed all of the sessions that I attended and connecting with employees from other municipalities that were attending on behalf of their Health & Safety Committees. There was a lot of willingness to share information."*

## VIEW 2019 HIGHLIGHTS



Breakout session presentations, if available, have been posted on the [BCMSA website](#).

We are dedicated to building on the momentum we achieved in Penticton. The next conference will be September 20<sup>th</sup> – 23<sup>rd</sup>, 2020 at the Sheraton Vancouver Airport Hotel in Richmond, BC.





## 2019 ORGANIZATIONAL SAFETY EXCELLENCE

City of Coquitlam • District of Mission  
City of Surrey • District of Kitimat • Metro Vancouver

## 2019 AWARD WINNERS

All awards were presented at the BCMSA/PWABC Joint Annual Conference, September 15 – 18 in Penticton, BC.



## CITY OF EXCELLENCE

Capital Regional District – Gold Standard Award



## 2019 SAFETY IMPROVEMENT AWARD

City of Vancouver • City of Kamloops  
City of Abbotsford • Capital Regional District



## CITY OF EXCELLENCE

City of Kelowna – Education Award



## NAOSH AWARDS

City of Burnaby • City of Vancouver  
City of Port Coquitlam

[LEARN MORE](#)





3<sup>rd</sup> ANNUAL  
JOINT CONFERENCE & TRADE SHOW  
**SEPTEMBER 20-23, 2020**  
Sheraton Vancouver Airport Hotel  
Richmond, BC

SAVE  
*the*  
DATE

# CALL FOR PRESENTATIONS

SEPTEMBER 20-23, 2020 | RICHMOND BC

**3<sup>rd</sup> ANNUAL JOINT CONFERENCE & TRADE SHOW**

**Deadline to Submit:**  
January 15, 2020

[LEARN MORE](#)

## 2020 MEETINGS

DATE	MEETING	LOCATION
March 6	Regular General Meeting	TBA
June 5	Annual General Meeting & Regular General Meeting	TBA
September 20	Regular General Meeting	Sheraton Vancouver Airport Hotel, Richmond
December 4	Regular General Meeting	TBA



### CONDITIONS CHANGE. SO SHOULD YOUR SPEED.

Winter driving can double your risk of being in a crash.  
Slow down and increase your following distance.  
Learn more at [ShiftIntoWinter.ca](http://ShiftIntoWinter.ca).



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## WORKERS COMPENSATION ACT UPDATE

The Government of B.C. has confirmed that changes to the language and numbering of the *Workers Compensation Act* will come into effect on April 6, 2020.

To assist you with this transition, WorkSafeBC has developed [Link changes for OHS provisions of the Workers Compensation Act 2019](#).

Additional resources:

- [Revised version of the Workers Compensation Act](#) – View the full version of the revised Act.
- [Table of Concordance](#) – Find where a section in the existing legislation is located in the revised Act.

## ALL NEW SAFETY TALKS IN 2020

We're working on all new monthly safety talks which will be posted on [bcmsa.ca](http://bcmsa.ca) early January (or sooner!).

Print them, share them!

Since 2011 we've published monthly safety talks for easy download and sharing - find them all at [bcmsa.ca/resources/crew-talks/](http://bcmsa.ca/resources/crew-talks/)

## BCMSA YEAR IN REVIEW – TRAINING AND COR

*By Justin Chouhan, BCMSA Manager of Audit and Training Services*

The year of 2019 has been a milestone year for the BCMSA. In 2019, the BCMSA ran over 1000 in-person training sessions, an increase of over 350 sessions in just 3 years! This is a feat that all of us at the BCMSA are extremely proud of, and it would not be possible without the continued support of our membership. As always, we are extremely thankful to our membership for continuing to choose the BCMSA as their resource of choice.

The BCMSA also launched 5 new training courses in 2019:

- Fatigue Management: Sr. Leadership/Management
- Fatigue Management: Supervisor/Health and Safety Committees
- Mental Health Return to Work for Supervisors Training
- TCP Requalification (1-day training)
- TCP Requalification (2-day training)

Each of the 5 courses launched above have been met with an extremely positive response, and we have already begun booking each of these courses into 2020.

The BCMSA anticipates training to continue to grow in the coming year, so please get your bookings in now to reserve training for your organization!

The COR side of business for the BCMSA has been equally eventful in 2019. The BCMSA has 42 organizations currently certified through the COR program, and have received keen interest from potentially 5 new organizations looking to take part in the program in 2020. The BCMSA is also currently engaged with WorkSafeBC and other certifying partners in reviewing and updating the COR program. The BCMSA will continue to provide updates and communicate all changes to the COR program to our clients as they come to fruition.

In closing, I again express my gratitude towards our membership for the continued support. The BCMSA is excited to work with you in 2020 and well into the future.

Thank you,  
Justin Chouhan

## NEW COURSE COMING SOON IN 2020

### RESILIENT MINDS: BUILDING THE PSYCHOLOGICAL STRENGTH OF FIREFIGHTERS



The Canadian Mental Health Association (CMHA) and the BC Municipal Safety Association (BCMSA) have partnered to engage and inform firefighters in four areas crucial to their work: building psychological resiliency, trauma, psychological distress, and trauma-informed responses. This will be achieved through BCMSA offering CMHA's program to both volunteer

and career municipal firefighters across the province.

Resilient Minds is a new workshop originally developed in a partnership between CMHA and the Vancouver Fire and Rescue Services. It was developed in response to the disturbing experience of firefighters and stress-related injuries. Resilient Minds uses CMHA's "4R Action Toolkit" to build

skills needed to reduce personal risks related to psychological impacts, and assist members of the public, colleagues and family who may be struggling with a mental health problem or be in a crisis.

For more information on this course contact [Justin Chouhan](#), Manager of Audit & Training Services

\*Supervisors Safety Certificate Program (SSCP)



# HOW TO GET THE MOST OUT OF YOUR JOINT HEALTH & SAFETY COMMITTEE

By Kim Stubbs, WorkSafeBC Industry Specialist

If your workplace has 20 or more workers, you are required to have a Joint Health and Safety Committee. A well-run Joint Health and Safety Committee (JHSC) is an important part of your occupational health and safety program, and gives workers and employers a way to work together to identify and find solutions to workplace health and safety issues. Having an effective JHSC also sends a strong message that the safety and well-being of your staff are valued.



## Your role in health & safety

As an employer you have a responsibility to ensure the effectiveness of your JHSC and its role in health and safety in your workplace. While the JHSC contributes to workplace health and safety, the employer ensures that you have buy-in on all levels by integrating health and safety into day-to-day activities.

For example, Metro Vancouver has multiple JHSCs, and to show support and understanding of the importance of these committees, the corporation created a one-day conference that brings them together for knowledge sharing. This platform creates a valuable networking opportunity for committee members to join together with their peers across the organization and emphasizes how much the organization values health and safety in the workplace.

Effective committees are the driving force behind new or revised health and safety policies and procedures. Some of the smallest, simplest ideas can produce the biggest results. Take a look at these other suggestions to get the most out of your Joint Health and Safety Committee:

- Get the right people involved. The committee should include workers who represent the composition of the workplace. The employer representative should be a person with the authority to influence or make decisions about health and safety matters.
- Extend the members terms of office. For example, increase the tenure to 2 or 3 consecutive years. As members remain on the committee, they grow and gain experience.
- All JHSC members should receive adequate training and education to effectively fulfil their duties and functions. This includes required annual training and updates to legislation and other regulatory requirements that may impact the workplace.
- Develop and regularly review the JHSC Terms of Reference.
- Recognize and reward the JHSCs work.
- Show support for the activities of the JHSC by allowing time for meeting preparation and attendance.
- Keep JHSC notice boards up to date and current.
- If your organisation has multiple JHSCs, determine a process for communication between the committees. This may mean applying to WorkSafeBC for a variation in committee structure.
- Conduct effective JHSC meetings (e.g. all members to receive an agenda ahead of time, actively participate in discussions, and carry out delegated committee work). Co-chairs can schedule guests to attend meetings to answer questions on topics discussed, or act as a subject matter expert for clarification on an issue.
- Annually evaluate the effectiveness of your JHSC. Annual reviews are to determine whether the committee is compliant and to assess whether it has been effective in fulfilling its role.

By following these key guidelines, you can ensure that your JHSC is key part of a safe and well-functioning workplace.

For more information about improving the effectiveness of your Joint Health and Safety Committee, visit [worksafebc.com](https://www.worksafebc.com).

**WORK SAFE BC**



# INTERNAL AUDITOR TRAINING

This two day course is for staff from local governments or naturally-aligned organizations who wish to learn more about how the COR audit is conducted. Participants wishing to become certified Internal Auditors must successfully complete a student audit within three (3) months.

In order to maintain certification, two (2) maintenance Internal audits and seven (7) hours of approved training must be completed within 3 years of Internal Auditor Certification.

**Date:** Wednesday March 11, 2020 – Thursday March 12, 2020

**Time:** 8:30am – 4:30pm

**Instructor:** Justin Chouhan

**Location:** Langley, BC

**Cost:** \$300 – Lunch Included

[REGISTER NOW](#)

## Prerequisite for Internal Auditor Training: Safety Management Systems

A Health and Safety Management System is a comprehensive in-depth approach that addresses all aspects of an organization's operations from a health and safety viewpoint and involves management and workers in a meaningful way. An organization wishing to pursue COR must have had the CAO or another manager participate in a Safety Management Systems course.

[REGISTER NOW](#)



## ABOUT COR

The Certificate of Recognition (COR) program rewards employers who have developed and implemented safety management systems against industry based standards. It provides an opportunity for employers and safety associations to take a proactive role in promoting health and safety. Employers can reduce injuries and accidents in the workplace, reducing worker suffering and improving the workplace safety culture. Achieving and maintaining a valid COR is required for earning an annual incentive payment from WorkSafeBC.

Certificates are issued by WorkSafeBC and are co-signed by the Certifying Partner. The BCMSA is the Certifying Partner for employers in the Local Government Classification Unit and is responsible for the creation of the Local Government Audit Tools, Training and Certifying External and Internal Auditors, and overall quality assurance of the program.

Have questions or want more information?

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# FREE COR TOOL FOR ORGANIZATIONS



Check out our free interactive [online self assessment for organizations](#) to receive feedback on their readiness for a COR review. This tool can also be used as a way to assess their current Safety Management System as measured by WorkSafeBC COR Standards and Guidelines.

# FINDING COMMON GROUND ON DIGGING SAFETY

Underground infrastructure damage costs Canadians \$1 billion each year, and 80% of damages cause service disruptions, according to the BC Common Ground Alliance (BCCGA). But the biggest concern is the safety risk to residents and workers.

## Excavation safety is a joint responsibility

The BCMSA has a strong relationship with [FortisBC](#), paving the way for successful, collaborative safety initiatives across the province.

***“We all share the goal of keeping our workers, customers and the general public safe around electricity and natural gas”***

“We all share the goal of keeping our workers, customers and the general public safe around electricity and natural gas, so it makes sense for us to join forces with municipalities,” says FortisBC public safety manager Michelle Petrusevich. “We keep each other informed and look for opportunities to work together.”

BCMSA executive director Mike Roberts added, “Along with all the fantastic work FortisBC is undertaking with our communities, the BCMSA continues to provide valuable education and resources for workers across the province who work around utilities and perform excavation work.”

## Educational efforts increasing across BC

The BCMSA offers a number of educational sessions and resources around utilities and ground disturbance such as utility awareness for municipal workers, utility locator specialist training and two different shoring and excavation courses.

FortisBC works with BCCGA, BC One Call, BC Hydro, TransMountain, Shaw and other organizations to deliver ground disturbance training sessions across the province. This all-day education session teaches professional excavators everything they need to know about safe digging—crucial information for those who work around underground infrastructure every day.

“Our partnerships are clearly working,” Michelle says. “This year, FortisBC also teamed up with the City of Kelowna to educate citizens and staff about energy safety. As a result, the City of Kelowna received the 2019 BCCGA City of Excellence Award for their efforts in following safe underground disturbance practices. We look forward to more collaborations with BC municipalities, helping to keep our communities safer.”

