



NEW COURSES

Fatigue Management: Workers
Pre Trip Inspection/Load
Securement/Crane Training/Flush
Truck/Vactor Operations/Municipal
NSC - Compliance/Winter
Driving/Single Deck Mower | 7

ANNOUNCEMENT:
BCMSA & Langara College
Partnership Announcement | 9

NEW RESOURCE:
Psychological Support Toolkit for
Workers & Employers: COVID-19 | 5



OPERATIONS MANAGER

A MESSAGE FROM BCMSA

CHRISTINE ZIELKE

2020 proved to be a challenging year to say the least although it has been inspiring to see the resilience and adaptability organizations have shown throughout BC. As we look back on 2020 I invite you to reflect on the many changes and challenges you and your organizations have overcome in 2020. Here at BCMSA I can say I am immensely proud of our team, their efficient problem solving and adaptability to the everchanging workplace landscape created

throughout the pandemic has been incredible. As we look forward to 2021 we are optimistic for the changes and opportunities that will happen in the new year.

Whilst this holiday season may too look different than other years our team at BCMSA want to wish you and your loved ones a very joyful and safe holiday season.



Happy Holidays

FROM ALL OF US AT THE BCMSA





winter ready

Seasonal Safety Initiative

WHAT DOES IT MEAN TO BE WINTER READY?

[MORE INFO](#)

Winter in British Columbia introduces new hazards in our day to day life in and outside of work. The Winter Ready initiative discusses these critical things to teach and reinforce these potential dangerous situations.

Check our our website for:

- Safety Talks,
- Safety Meeting tips and tricks
- Safety initiative resources
- Safety initiative Media kits and PowerPoint presentations
- Online store where you can purchase visual aids



Start your Winter Ready Initiative now!



DISCUSSION FORUMS

JOIN THE CONVERSATION!



MUNICIPAL SAFETY FORUM

This group is for Occupational Health and Safety Committee members and anyone with an interest in Health and Safety in the local government sector.

DISABILITY MANAGEMENT COORDINATORS

This group is for Disability Management Coordinators employed in local government.

MUNICIPAL SAFETY MANAGERS/ADVISORS

This group is for Safety Managers/Advisors that are employed in Local Government.

[MORE INFO](#)

2020 WEBINARS IN REVIEW

Several times a year we host a free one-hour webinar. Missed one? Click below to View them today!

WEBINAR

Depression Symptoms & Support:

How employers can better understand and support recovery from depression

Sarah Hamid-Balma, CMHA BC

BCMSA

WEBINAR:

YOU MATTER - BUILD YOUR COVID-19 RESILIENCY PLAN

DR. JOTI SAMRA
MYWORKPLACEHEALTH.COM

MWH
MYWORKPLACEHEALTH

BCMSA

WEBINAR:

INVESTIGATING A SERIOUS OR FATAL WORKPLACE INCIDENT

CITY OF VANCOUVER
SAFETY TEAM

Congratulations to our Annual Award Winners!



ORGANIZATIONAL SAFETY EXCELLENCE

Objective of the Award: To recognize local governments for activities that improve experience rating, and ultimately reducing injuries, illness, disease and fatalities. To be eligible, an organization must meet one of the two following criteria:

- The current experience rating is in a discount position with a consistent experience rating discount of -20% or more over a three-year period, or
- A reduction of 20 percentage points in the past 4 years and has to be in a discount by the end of the most recent three-year period..

 **Coquitlam**

 **CITY OF
SURREY**
the future lives here.



metrovancouver
SERVICES AND SOLUTIONS FOR A LIVABLE REGION



SAFETY IMPROVEMENT

Objective of the Award: To recognize local governments for activities that improve experience rating, and ultimately reducing injuries, illness, disease and fatalities. To be eligible, an organization must meet the following criteria: A reduction of 15 percentage points or more in the past 4 years with the current experience rating no greater than +20%

 **Saanich**



2020 CITY OF EXCELLENCE

A joint venture between the BCMSA, BC Common Ground Alliance, BC Construction Safety Alliance, Public Works Association of BC, Technical Safety BC, and WorkSafeBC, this award was created as a way to recognize municipalities who follow safe underground disturbance practices.

 **CITY OF
SURREY**
the future lives here.



COVID-19

PSYCHOLOGICAL SUPPORT TOOLKIT FOR WORKERS AND EMPLOYERS

COVID-19 has redefined the workplace and brought unprecedented psychological and psycho-social impacts to workers and organizations.

WHO?

BC Municipal Safety Association has partnered with workplace mental health expert Diana Vissers (Work to Wellness) to deliver a multimedia interactive platform with education, tools and resources to support the detection and efficient resolution of emerging and anticipated problems.

WORK TO WELLNESS

&



BCMSA has partnered with Work to Wellness to create a Free Psychological Support Toolkit which includes a 5 Part – Virtual Summit bringing together industry experts and creating an intimate dialogue on their recommendations in light of COVID-19. In addition this comprehensive resource provides information packs, checklists, access to free quality resources recordings of the 5 part – virtual summit and access to an online discussion forum where participants can network, exchange ideas and ask questions with both peers and industry experts. These in conjunction with the toolkit are intended to be shared across the work landscaped and are appropriate for all levels of employee.

WATCH NOW

5-PART VIRTUAL SUMMIT SERIES



DOWNLOAD NOW

PSYCHOLOGICAL SUPPORT TOOLKIT FOR WORKERS AND EMPLOYERS COVID-19





MANAGER OF AUDIT AND TRAINING SERVICES

TRAINING & COR UPDATE

JUSTIN CHOUHAN

The summer, fall and winter of 2020 has looked very different for the BCMSA as compared to previous years. COVID-19 has redefined the workplace and brought extraordinary challenges to both workers and organizations within our industry. In an attempt to support municipalities across the province, the BCMSA has continued to schedule weekly open-enrollment virtual training sessions throughout the year for those organizations that may not have enough students to run an internal training session. I would like to thank my entire team here at the BCMSA for all their hard work and dedication; your passion and tireless work ethic have made this transition to virtual training seamlessly easy.

We have also resumed our in-class training sessions for organizations where social distancing measures are intact and BCMSA in-person training guidelines are being followed. Typically, the summer months of July and August see a reduction of training for the BCMSA. However, in 2020, we saw our training increase by over 30% throughout these 2 months (as

compared to 2019). In addition, training in September 2020 will exceed that of September 2019.

We have also seen a large uptake of the training in the fall and winter of 2020, which is consistent with the number of courses booked in years past. The BCMSA is grateful to its membership for continuing to trust the BCMSA with their training needs and remains to make it their health and safety resource of choice.

I'm very excited to announce that BCMSA will be developing an on-line Supervisor Safety Certificate Program in 2021. The Online SSCP certificate will mirror our in-person certificate and will provide organizations with a dynamic, interactive learning option that can be done at your own pace.

In 2020, the BCMSA saw two new organizations become COR certified: AiMHi, Association for Community Living and Nanaimo Association for Community Living. I would like to congratulate both these organizations for obtaining COR certification for their respective organizations and demonstrating

that their organization comprises of a strong safety management system.

The COR program has faced its own set of unique challenges due to the pandemic. Due to the majority of audits being postponed, we have a large number of audits currently being completed to end 2020. Please remember that any organization conducting their maintenance audit in 2020 must complete their on-site activity by no later than December 31, 2020. The BCMSA will continue to provide COR updates and communicate all changes from the COR program to our clients as they come to us.

In closing, I express my gratefulness towards our membership for it's constant support of the BCMSA, especially during this trying time. Stay safe, we will get through this together.

Thank you,

Justin Chouhan



COURSE HIGHLIGHT

SONAR SAFETY LEADERSHIP TRAINING

The 1-Day SONAR Safety Leadership training program is designed to provide today's safety leaders with the capacity, skills and tools to listen and respond to their workplace, as well as how to communicate effectively and successfully with everybody in it.

[MORE INFO](#)

NEW PARTNERSHIP & 8 NEW COURSES

BCMSA has partnered with Coastal Training Consultants Ltd to offer 8 new operational courses to our membership. Including:

- Pre Trip Inspection Initial
- Pre Trip Inspection Refresher
- Load Securement
- Crane Training for Operators of Folding Boom Cranes 22 Tons and Under
- Flush Truck/Vactor Operations
- Municipal National Safety Code - Compliance for Supervisors and Managers
- Winter Driving
- Single Deck Mower (Rotary and Reel)

[MORE INFO](#)

NEW COURSE!

FATIGUE MANAGEMENT: WORKERS

In our busy world, we try to cram so much in that we constantly cut back on sleep, and it's at the expense of our health, safety, performance and relationships. Can we sustain the pace we've set for ourselves? Research says....NO! This session will deliver an understanding of the structure and necessity of sleep, the impact of light exposure, the consequences of fatigue impairment and practical personal strategies.

[MORE INFO](#)

BCMSA
NEWS
12.20

2021 COMING SOON!

BLOODBORNE PATHOGENS E-LEARNING

The BCMSA has partnered with the W Group and obtained the rights to administer the Bloodborne Pathogen E-learning training created by the W group (in consultation with the City of Surrey and City of Coquitlam). The W Group provides significant support back to the Canadian municipal government sector through its various initiatives. The Municipal Shared Resources Initiative enables one municipality to create the core content/material along with the design of an eLearning Program and share it with another municipality at a 'reasonable fee', with a credit going back to the originating municipality. Ultimately, many municipalities can share in the proactive, innovative approach taken by the originating municipality. The W Group has engaged and created E-Learning courses for the City of Coquitlam, City of Surrey, City of Richmond and City of Maple Ridge to name a few.



OPEN ENROLLMENT VIRTUAL TRAINING

PRESENTATION SKILLS, COMMUNICATION & CREW TALKS

Date: Tuesday, January 26, 2021

Time: 8:30 AM - 4:30 PM

Where: Virtual Instructor Led Training

[REGISTER NOW!](#)



BCMSA & LANGARA RECREATION STUDIES PARTNERSHIP

The BCMSA is proud to announce that we have partnered with Langara College to offer our Supervisor Safety Certificate Program as part of their Recreation Studies Program beginning January 2021. The BCMSA SSCP Program will become a recognized part of the curriculum in both the Diploma and Degree Program at Langara College. The Recreation Studies as a program has existed for 50 years, with its origins at VCC as a Recreation Facilities Management diploma program. The program focuses on community recreation, with strong ties to municipal recreation, as 92% of diploma graduates and 94% of degree graduates find work upon graduation in the municipal sector within municipal recreation. Both BCMSA and Langara College are extremely excited with our new partnership and our continued ability to service the Municipal Sector in 2021 and onwards!

3E PROTECT SDS & CHEMICAL MANAGEMENT TOOL

Did you know BCMSA offers **reduced rate** access to our membership on a sliding scale. With 3E Protect every employee, handler and customer can access updated SDSs, labels and Extended Safety Data Sheets (eSDSs) in the language and jurisdiction required anytime, anywhere. Contact us for more information.

BCMSA WHMIS 2015 ONLINE TRAINING

BCMSA offers a **low cost** easy to use WHMIS online training course. Buy in bulk, assign to your workers and easily track their completion!

[MORE INFO](#)

WHAT ELSE CAN OUR COURSES PROVIDE BEYOND KNOWLEDGE?



BCIT offers elective transfer credits into their Occupational Health & Safety Certificate Program as follows:

- 8-hour course = .5 transfer credit
- 16-hour course = 1 transfer credit
- 24-hour course = 1.5 transfer credits
- Supervisor Safety Certificate Program (SSCP) = 2 transfer credits
- Municipal Worker Safety Certificate Program (MWSCP) = 1.5 transfer credits



Many of our training programs have been granted CEU's from the Environmental Operators Certification Program (EOCP). Information on available CEU's are noted in the Course Catalogue. BCMSA is proud to

announce 5 new courses have received EOCP credit. Credit will be backdated for the entire 2020 year.

- Asbestos Lead, Mould and Silica Awareness: 0.4 credits
- Contractor Safety Management: 0.4 credits
- Traffic Control Person Recertification 0.6 credits
- Traffic Control Management: 0.4 credits

PROTECTING WORKERS FROM BULLYING AND HARASSMENT DURING THE COVID-19 PANDEMIC

BY WORKSAFE BC

When the COVID-19 pandemic was declared in March 2020, many municipal workers stayed on the job to provide essential services. Throughout the pandemic, these workers have ensured that the public has clean water, garbage collection, and fire and police protection, and that sewer systems, roads, and sidewalks have been maintained.

Planning to reduce the risk

Over the past several months, municipal employers and workers have found new ways to work safely, and they continue to evaluate and update their protocols as the pandemic continues.

Orders from B.C.'s Provincial Health Officer (PHO) require employers to review their **COVID-19 Safety Plan** for effectiveness. As conditions change, and the months go by, employers need to review and update their COVID-19 measures to be sure they are still working as intended. For example, measures that worked in the summer may not be as effective as we move into the colder months.

As new restrictions are put in place to address rising COVID-19 case counts, it's important to look at how the public's "COVID fatigue" may be affecting workers who are responsible for reminding the public to follow health guidelines. While most people are understanding and compliant, there are those who have been directing their frustration at workers in different industries. These workers include bylaw officers who work directly with the public.

Safety for bylaw officers on the front lines

Bylaw officers play an important role in preventing the spread of COVID-19. Provincial health officials, as well as municipalities throughout the province, rely



on bylaw officers to help inform the public of the required protocols. Their job is to patrol communities – on foot, on bikes, and in marked vehicles – to educate and ensure safety regulations are being followed.

In most situations, people seem to appreciate these reminders, but not everyone is agreeable, and some of the protocols have been met with resistance. Personal safety is essential for officers, and that's why learning how to defuse emotionally charged situations is an important part of their training.

Assessing risk of violence in the workplace

As an employer, a city or municipal government is required to assess the risk of violence to their workers who interact with anyone other than their co-workers and to have a violence prevention program. This program should be a part of an overall health and safety program, and needs to be reviewed and updated regularly – especially when there is an increased risk of bullying, harassment, and violence.

Gathering input from the joint health and safety committee or worker health and safety representative, workers, and management is a crucial part of the program's development and review process. Sources of information to assist in assessing the risk can include

first aid records, incident investigation reports, inspection records, and questionnaires completed by workers. Here are three questions you can ask workers – in groups or individually:

1. Have you experienced verbal (e.g., swearing, insults, bullying) or physical threats while in this job?
2. Do you know of any incidents that have happened to others in similar jobs?
3. What violence-related concerns do you have about this job?

See [Assessing risks](#) on [worksafebc.com](#) for more information on identifying and controlling workplace hazards.

Supporting workers' mental health during stressful times

Employers in all industries can support workers by learning more about how the pandemic and its effects

are affecting mental health. The Psychological Support Toolkit for workers and employers offered by BCMSA can go a long way in supporting municipal staff and supervisors through this challenging time. It offers guidance on:

- Identifying psychological impacts and needs due to COVID-19
- Skills for communicating effectively with people experiencing psychological distress
- Exploring substance use and its impact during COVID-19
- Support for managers and leaders on how to respond to your team's psychological needs during COVID-19

To learn more about your responsibilities as an employer and to find resources and tools to help you prevent bullying and harassment in your workplace, visit [worksafebc.com/preventbullying](#).

WORK SAFE BC

The W Group has been working with Municipalities across the province to offer an array of easy, cost effective E-Learning training solutions.

The Municipal environment is changing rapidly

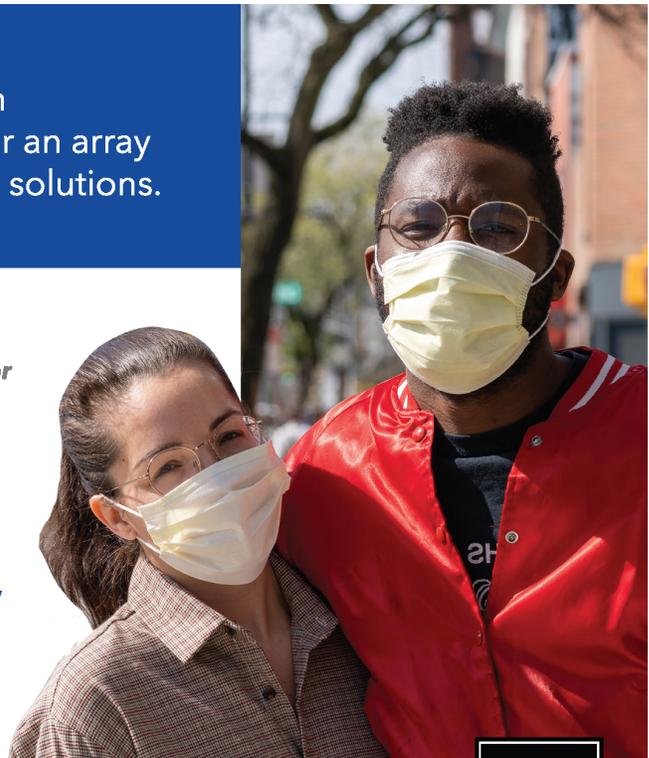
With these constant changes have you been looking for ways to keep your staff up to date on important health and safety-related issues?

[Check out our Health & Safety suite of courses here](#)

And due to the generous collaboration of various Municipalities, we continue to offer the COVID-19 Self Screening Tool at no cost for those of you who have not yet used it.

[Check it out here](#)

TheWGroup.ca specializes in municipal solutions focused on:
Digital Forms, E-Learning Courses, Public Consultation Surveys and Panels, Customer Satisfaction Feedback and E-Newsletters.



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.

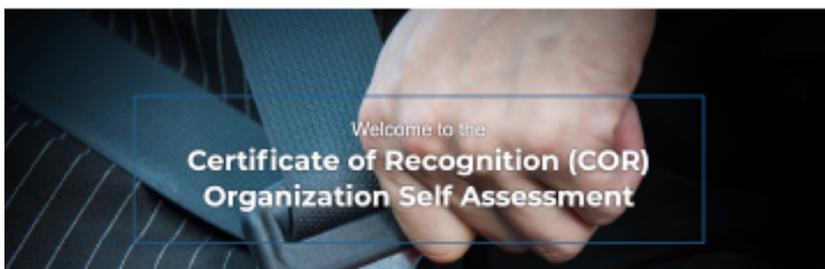
[MORE INFO](#)

SMS TRAINING

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.

[MORE INFO](#)

COR AUDIT TOOL



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.



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?

Justin Chouhan

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jchouhan@bcmsa.ca | 778-278-3435

Dale Seth

COR Program Administrator
dseth@bcmsa.ca | 778-278-3435

SAFETY TALKS

Monthly safety talks researched and designed for easy delivery. One thing you can check off your to-do list today. Since 2010 we've been developing monthly crew talks that we believe are relevant to you and your workplace health and safety. Print them. Share them. Consider this your shortcut to getting the crew talk done.

[VIEW NOW](#)

EMERGENCY SCENE TRAFFIC CONTROL

BCMSA maintains the Province-wide database of trained instructors and trained individuals, and will continue to provide Certificates upon completion of the courses.

If you have individuals in your organization trained to facilitate this course in-house, please make sure you have the current edition of the training manual updated after 2019 regulation updates. BCMSA will not be able to provide certification of anyone trained with outdated material.

Need new material?

Contact dseth@bcmsa.ca. Digital manuals now available!

STAY IN TOUCH

BC MUNICIPAL SAFETY
ASSOCIATION

215 - 5385 216 Street

Langley, BC V2Y 2N3

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2021 MEETING DATES



RGM: March 26
Virtual

RGM & AGM June 4
Langley, BC

RGM September 17
Langley, BC

RGM December
Langley, BC

[MORE INFO](#)