



BC MUNICIPAL
SAFETY Association

"Better Together"

THE 5TH JOINT ANNUAL CONFERENCE TRADESHOW 2023

SEPTEMBER 26 & 27, 2023 | PENTICTON, BC

Partner Sponsors:

WORK SAFE BC



FORTIS BC™



CUPE BC
CANADIAN UNION OF PUBLIC EMPLOYEES BRITISH COLUMBIA

2023

SEPTEMBER 26 & 27 | IN PERSON & ONLINE

The fifth annual joint conference is presented by the British Columbia Municipal Safety Association and the Public Works Association of British.

The benefits include more presentations on key topics, including public works, safety, and leadership; a large virtual and in-person tradeshow, and more opportunities to network with peers and industry professionals from across Western Canada.

Combining the key strengths and areas of expertise of each of our associations elevates the quality and value of your conference experience.

ABOUT US



The British Columbia Municipal Safety Association (BCMSA) is an independent, non-profit organization committed to improving worker health and safety in all industries throughout the province.



The Public Works Association of British Columbia represents individuals working for municipalities, utility companies and engineering consulting firms, in every community throughout BC and Yukon.

CLASSIFICATION FOR WORKSHOP STREAMS

L

Leadership

PW

Public Works

S

Safety

The classifications of Leadership, Public Works, and Safety offer an indication of the focus of a presentation for a delegate's consideration.

PROGRAM SCHEDULE

Tuesday, September 26 2023

7:00-7:45	Breakfast		
7:45-8:15	Welcoming Address		
8:15-9:15	KEYNOTE: Eric Termuende <i>Blueprint to The Future: Leading in a New World of Work</i>		
9:25-10:25	S INCLUSIVE HEALTH, SAFETY AND WELL-BEING AT WORK.	L MENTORING IS WHERE THE MAGIC HAPPENS: <small>CREATING A MENTORSHIP PROGRAM FOR POWERFUL WORKPLACE TRANSFORMATION.</small>	PW A DAY IN THE LIFE OF FRED, A MUNICIPAL FLEET MANAGER.
10:25-11:15	BREAK / TRADESHOW		
11:15-12:15	S REJUVENATING YOUR JOINT HEALTH & SAFETY COMMITTEE MEETINGS.	L LEADING WITH POWER INTELLIGENCE.	PW NOT YOUR EVERYDAY WATER BREAK.
12:15-13:30	LUNCH / TRADESHOW		
13:30-14:30	S CITY OF KELOWNA SUPPORTING FRONTLINE STAFF PROJECT.	L WHY DO THINGS GO RIGHT? <small>HOW THE CITY OF VERNON IS DISRUPTING THE STATUS-QUO & DRIVING HUMAN & ORGANIZATIONAL PERFORMANCE.</small>	PW WHERE DOES OT CYBERSECURITY FIT WITHIN YOUR EMERGENCY MANAGEMENT PROGRAM?
14:30-15:00	BREAK / TRADESHOW		
15:00-16:00	S RETHINKING: RECOVERY AT WORK & MENTAL WELLNESS.	L BULLYING AND HARASSMENT IN THE WORKPLACE.	PW WATER EGRESS AND ROAD REPAIR.
16:10-17:10	S PROHIBITED ACTION - IT'S ALL IN THE COMPLAINT!	L THE PUBLIC WORKS INSTITUTIONALIZED-INTEL ESCAPE ROOM.	PW ARE YOUR WATER SYSTEMS AT RISK?
17:10-19:00	TRADESHOW NETWORKING RECEPTION		

DAY 1

PROGRAM SCHEDULE

Wednesday, September 27 2023

7:00-7:45	Breakfast		
7:45-8:00	Welcoming Address		
8:00-9:00	KEYNOTE: Jody Urquhart <i>Hustle Hangover</i>		
9:10-10:10	S ERGONOMICS.	L I'M NOT STRESSED, AM I?	PW DIGITAL SURPLUS ASSET MANAGEMENT.
10:10-10:40	BREAK / TRADESHOW		
10:40-11:40	S HOW MANY RISKS CAN DANCE ON THE HEAD OF A PIN?	L EMOTIONAL INTELLIGENCE AT THE WORKPLACE.	PW STORM WATER DETENTION AND TREATMENT STRUCTURES.
12:15-13:30	AWARDS LUNCH		
13:00-14:00	S GETTING STARTED: A PRACTICAL APPROACH TO SAFETY DATA ANALYTICS.	L EMPLOYER HEALTH AND SAFETY RESPONSIBILITIES FOR "OFF-SITE" WORKERS.	PW THE STATE OF ZERO-EMISSIONS CONSTRUCTION EQUIPMENT.
14:00-14:15	BREAK		
14:15-15:15	S EARLY ASSISTANCE FOR EMPLOYEES WITH SUBSTANCE MISUSE & A SAFE RETURN TO WORK	L 7 WAYS TO BEAT BURNOUT WITHOUT QUITTING YOUR JOB.	PW CORROSION AND PROTECTIONS.
15:25-16:25	S IMPROVE SAFETY BY (SORT OF) ELIMINATING REWARDS.	L CULTURE IN YOUR PUBLIC WORKS DEPARTMENT.	PW RESERVOIR MAINTENANCE USING DIVERS.
16:25	CONFERENCE ENDS		

DAY 2

DAY 1

Tuesday September 26



ERIC TERMUENDE

Welcome Session
Keynote Presentation

**"Blueprint to The Future: Leading in a
New World of Work"**

8:15-9:15

About the Speaker:

Eric Termuende is a best-selling author, internationally recognized thought leader, and keynote speaker on all things future of work, leadership, workplace culture, and talent management. After years spent studying the world's greatest places to work, he has deciphered what sets amazing leaders apart from the rest, and what it takes to build incredible teams that are resilient, innovative, and ready for the future.

About the Presentation:

A practical guide to creating teams that thrive in the face of uncertainty.

While the trends, charts, graphs, and predictions about the future of work are interesting, the rhetoric around the future of work is often stuck on what it might look like, not how we get there. Instead of wasting time trying to predict what's next, we need to better understand the specific steps we need to take to focus on building incredible teams that thrive in the face of adversity and uncertainty, and have each other's backs along the way.

In this engaging, insight-filled, and actionable presentation, workplace culture and leadership expert Eric Termuende shares his research-backed blueprint for successful leadership in a world that has yet to be created.

9:25–10:25

PW A Day in The Life of Fred, a Municipal Fleet Manager.***Northern Business Intelligence***

Join Northern Business Intelligence for a special presentation with Business Development Manager, Chris Hudson. In “A Day in the Life of Fred the Municipal Fleet Manager”, you’ll follow Fred the Fleet Manager as he uses the power of telematics to navigate everyday occurrences in a lively public works department.

L Mentoring is Where the Magic Happens: Creating a mentorship program for powerful workplace transformation.***Joanie Clary & Dr. Raeleen Manjak***

What would happen if more leaders used their superpowers to build future leaders? In this time of uncertainty, it’s a joy and a relief to regard change as a transformational opportunity to build the future. Leaders have mentors: Bill Gates/Warren Buffet, Oprah Winfrey/Maya Angelou, Michelle Obama/Cicely Tyson, Lady Gaga/Elton John. While the relationship between mentor and mentee depends on their unique relationship, understanding the foundational elements of a mentoring program is necessary. During this session, you will experience the magic of transforming the workplace through mentoring, and gain takeaways to assist you to ‘vision’ your own program. Now is the perfect time to explore the positive impact a mentoring program can have for your organization.

S Inclusive Health, Safety, and Well-Being at Work.***CCOHS***

Workers, including those new to your workplace or the work they perform, this session gives participants an opportunity to review hazard and risk assessment from a broader perspective. Whether you are a health and safety committee representative, manager or employer, joining the conversation and learn approaches that will help you update your hazard prevention work.

11:15–12:15

PW Not Your Everyday Water Break.***Len Robson, David Best, & Scott Boyko; City of Penticton***

On Sunday, June 5th, 2022 on-call staff was called to attend to the potential failure of the 750mm raw water supply feed to the Water Treatment Plant. This raw water feed is pumped from Okanagan Lake which provides the majority of water for our City. The failure was located within a few meters of Penticton Creek which at the time was flowing at peak freshet volumes. Over the course of the repair the team encountered challenging technical issues, challenging safety concerns, and gained knowledge, confidence, and the importance of operating as a team.

L Psychological Health and Safety in the Workplace: A Look at Resilience and Resources.***Trudi Rondou; WorkSafeBC***

Psychologically healthy and safe workplaces play an integral role in maintaining the psychological health of workers. Not only do workers, their families, and social support systems benefit, but workplaces themselves demonstrate success across a number of key indicators. There are strategies that both workers and employers can utilize to improve individual and organizational resilience. Learn about the tools and resources that are available to help support a worker’s individual mental health and the actions employers can take to promote psychological safety in the workplace.

S Rejuvenating Your Joint Health & Safety Committee Meetings.***Tanya Steele***

This session is designed to inspire your committee to set aside the coffee and donuts in order to make a difference in the companies’ safety management system. The safety committee plays a critical role in reducing accidents and injuries on the job – you are an important part of the team! Gain ideas, direction, motivation, and tools for success in improving your committee meetings to ensure effectiveness. Which ultimately will reduce injuries and increase production.

L Leading with Power Intelligence***Christina Sestan***

Power is fundamental to leadership, yet many leaders shy away from leveraging their positional power citing uncertainty or discomfort. Power has a lot of negative association, after all, so this is understandable. However, what many fail to recognize is that the underuse of power can make just as big of a mess as the overuse of power. Think of a boss who ignores team conflict trusting it will work itself out, but then winds up losing valuable team members who become fed up waiting for the boss to intervene. Organizational conversations about power may be rare, yet leaders who are prepared to manage this responsibility well reap powerful benefits for themselves and their teams. In this session, you will learn practical tips for navigating power responsibly to improve the way you relate to and lead your team. We will explore:

- The importance of self-awareness for assessing your own power
- Sidestepping common power traps
- Becoming more intentional about use of power
- Enacting authority with dignity
- Encouraging honest feedback.

13:30-14:30

PW **Where Does OT Cybersecurity Fit Within Your Emergency Management Program?**

Jason Marchese & Darren Gillis; ICI Electrical Engineering

Operational Technology (OT) cyber incidents provide unique challenges for municipalities. They can pose a risk to life safety, provide financial hardship as well as unplanned downtime. These incidents can be a result of internal accidents, or malicious threat actors. In each of the 5 stages of emergency management (Prevention, Mitigation, Preparedness, Response, Recovery) we will discuss the recommended steps, and a high-level explanation of each. Who shall be involved, and what shall be considered in development of relevant plans and procedures. We will outline recommended procedure ownership and common industry gaps that we have observed.

L **Why Do Things Go Right? How the City of Vernon is Disrupting the Status-Quo and Driving Human and Organizational Performance.**

Dr. Raeleen Manjak, Sarah Patterson, & Ty LeRoux

Safety is not the absence of accidents; safety is the presence of capacity. Safety does not prevent bad things from happening, but ensures good things happen while employees work in complex and adaptive work environments. We do not improve safety by eliminating bad things, we make safety better by improving our systems, processes, planning, and operations. We focus on making things go right.

This may seem obvious, yet this perspective and practice of doing 'safety differently' is far from how most organizations practice safety today... with the focus on low safety metrics, KPI's and Total Recordable Incident Rate (TRIR). That said, many organizations have now started to recognize the severe organizational deficiencies, cultural problems, and ethical headaches in the pursuit of low lagging indicators. Welcome to the "New View."

S **City of Kelowna Supporting Frontline Staff Project.**

City staff are proud of the work they do, and in recent years, public-facing frontline staff experienced increasing impacts on their day-to-day work due to the complex social environment in the community. These ranged from aggressive or uncomfortable interactions with the public, increased litter on City property, and damage or vandalism of City facilities, among others.

The city listened to staff frustration of an increased workload, new and challenging workplace hazards, and inability to complete their responsibilities. The result was an engagement process to prioritize potential solutions that could be tangibly implemented quickly to support staff and provide a more positive and safe work environment.

This session discusses the project's process and how staff feedback and ideas contributed to creative safety solutions.

15:00-16:00

PW **Water Egress and Road Repair.**

Brent Williamson; Integrity Pipeline Products West

Water egress on roads causes extensive damage every year. Road repair and road patching is a never-ending battle. Water will cause cracks around manholes, catch basins, and road patches by freezing and thawing. It is a constant cycle of cracking and repair. The solution is Denso Road Tape, sealing tape that will prevent water egress and stop the water. Weather-stripping for roads can save thousands in material and labour costs.

L **Bullying and Harassment in the Workplace.**

WorkSafeBC

S **Rethinking: Recovery at Work & Mental Wellness.**

Laurence Beatch, Breanna Walker, & Beata Chami; City of Vancouver

You need your employees and employees want to be psychologically and physical well. Effective approaches accomplish both.

Recover at Work:

- Helps employees recover faster while and reducing your costs.
- In this component we will introduce:
- Ensuring for a diversity, equity, inclusivity and belonging lens in your approach to disability management
- Medical and non-medical considerations in inclusive approaches
- Identifying meaningful transitional work within the employee's original position and department
- What a good recover at work program is
- Strategies to overcome common problems that come.

Mental Wellness:

- Ensuring for mental wellness

L **The War on Operations: A Conversation About Accountability.**

The Town of Gibsons

We are fighting for the things that we know are important. Operations managers are leading teams that keeps our communities happy and healthy. Meanwhile, the pressures continue to mount from all directions. Why is getting a preventative maintenance program off the ground such a battle? Why would training be under funded? Why don't They Get It? In this workshop, we will take a closer look at the battle you're fighting this week, what your role is, who your troops are, and get help creating a battle strategy for moving forward.

Tuesday September 26

16:10-17:10

PW **Are Your Water Systems at Risk?**

Marian Hands; BCWWA

In 2015 the BCWWA published a report reviewing the readiness of municipalities for infrastructure renewal based on their financial reporting. It also included an IPSOS Reid survey asking the general public about their perceptions of costs of water and wastewater infrastructure. In 2023, the BCWWA, in partnership with the Federation of Canadian Municipalities, went back to the financial reports, and conducted the IPSOS Reid survey, and analyzed what, if anything has changed. Additionally, this analysis was done with a climate change and natural asset management lens. The report includes a list of recommendations and a planning tool that municipalities can use to assess their own readiness

L **The Public Works Institutionalized-Intel Escape Room.**

Joseph Blackman; Vitendo Training Solutions

Have you ever asked yourself these questions: I thought we trained them on this? What am i going to do when they retire? Why is it so hard to find new talent that knows what my 25 year operator knows? This will be a fully interactive experience for everyone in the room. Imagine an Escape Room but with Public Works in mind. We will all learn the importance and utility of "Just-In-Time-Knowledge." This presentation will help you not take for granted the institutionalized knowledge and nuance that each seasoned operator has. Join us in this adventure to making your department a place where not one person dominates all wisdom.

S **Prohibited Action - It's All In The Complaint!**

Dave Haralds; Employers' Advisers Office

Recognizing and understanding a Prohibited Action Complaint related to Sec 47-50 of the WCA. This session will include panel case studies to discuss the complexity of these complaints (mediations, adjudication, remedies, associated claims etc.), and advice on how to navigate this process.

**VISIT THE
TRADE
SHOW**

Many local and national suppliers will be displaying their products and services for you. This is an excellent opportunity to ensure you are current with the most recent developments and solutions for your workplace.

**DAY 1
TRADE SHOW HOURS**

**TUESDAY
SEPTEMBER 26**

10:25 am - 7:00 pm

Trade Show Reception:
5:10 pm - 7:00 pm



**TRADESHOW
RECEPTION**

Join us at 5:10pm immediately after the last education session on Tuesday, for a hosted networking reception in the tradeshow.

Delegates, exhibitors and sponsors will mingle and enjoy live music, a drink, as well as a variety of appetizers.

Tuesday September 26

DAY 2

Wednesday September 27



JODY URQUHART

Welcome Session
Keynote Presentation

"Hustle Hangover"

8:00-9:00

About the Speaker:

Fed up with living a mediocre life, Jody decided she wanted a memorable one instead. Her unyielding ambition fuelled her into the world of stand-up comedy, a place where she learned to roll with the punch lines and turn life's lemons into delicious lemonade.

Jody Urquhart is a motivational speaker and participates in over 100 events per year. Her mission is simple, to eagerly empower worn-out professionals with humour, hindsight and hallelujahs. She firmly believes it's not what you do that matters - it's how you feel about what you do.

About the Presentation:

Do workloads hang over your head from one day to the next? Is hustling around chasing after problems your daily priority? Does your day leave you feeling worn out? If so, you may have a hustle hangover.

Hustling after problems may be driving your results instead of purpose and inspiration. Hard work may be crowding out joy but you need feelings of happiness and success to fuel progress. This uplifting keynote will inspire you to leave the stress and struggle behind in favour of passion and purpose. You can get more done with less stress.

It all comes down to this: Joy is not a goal, it's a feeling. It's not something you have to work for, it's something you have. Learn to rely on this innate passion to build positive momentum early on in your day to propel you forward. This keynote speech will inspire you to unleash wild positive emotion on your day and the vitality will move you forward.

9:10-10:10

PW **Digital Surplus Asset Management.**

Frank Wilson; GovDeals Canada

Advances in technology are announced every day, and because of that, people's expectations of the types of services they expect are evolving into the digital space, commonly called eService. Government-funded agencies that plan to shift to an eService require a sustainable solution. Old-school methods are not effective, as it is difficult to measure results and often surplus asset sales lack transparency or do not even maintain a record of all transactions. The ability to address surplus assets on a timely basis, while keeping seller processing time to a minimum, and involving the local population - all on a digital platform - is a game changer. By moving forward with the digital trend and switching to a digital asset management service, you not only eliminate paper waste and old-school methods of surplus asset management but also increase your transparency and accountability with the public. Transitioning to a digital platform or eService format has been a priority for governments and other organizations for several years, and recent years have demonstrated the public is ready and accepting of online services.

L **I'm Not Stressed, Am I?**

Jennifer Irwin

Post-pandemic we are globally attempting to normalize life and demands between work and home. For many this transition and our desire for "normal" has veiled the physical and emotional responses to the stressors of the last three years. How can we individualize stress, burnout, and depleted resilience, when everyone around us is also that way. Join this session to gain awareness of what stress and burnout are, how to recognize it in yourself, and some basic techniques to slow the reaction and manage the response to things that are out of our control.

S **Ergonomics.**

Geoff Wright; WorkSafeBC

10:40-11:40

PW **Storm Water Detention and Treatment Structures.**

Jatin Chhibba; Langley Concrete Group

This presentation focuses on solutions that helps us preserve our aquatic ecosystem, mitigate flood risks, and reduce the overall impact of development on the environment. This will provide an insight on the variety of precast stormwater retention and detention structures available in the market. A brief overview and updates on the current stormwater regulation and guideline by various municipalities in British Columbia. Additionally, this presentation will discuss the details involved in sizing, installation, and maintenance of the stormwater treatment technologies such as Oil-Water Separators, Oil-Grit Separator as well as Filtration devices manufactured by Langley Concrete Group.

L **Emotional Intelligence at the Workplace.**

Lucette Wesley; CMHA

Emotional Intelligence is our ability to identify and respond effectively to both our own and other peoples' emotions. Learn the five attributes of Emotional Intelligence to help you deal with difficult interactions with peers, staff and clients. This workshop will help you to better understand your own emotional intelligence and ways you can strengthen your skills in this area when interacting with peers, staff and clients at the workplace.

S **How Many Risks Can Dance On The Head Of A Pin?**

Corrie Pritzer

Most organizations still define "safe" in terms of (reduction in) the number of accidents they had, over a selected period of time. The more important question however is how many accidents they COULD HAVE had and DID NOT have over that period of time. But we don't know that, because we don't measure that, and we can not measure that. Or can you? The Did Not Have Accident Frequency (DNHAF) is the true metric we should be tracking, but it would be a case of measuring nothing. In this presentation, the presenter will share his experience of a major fatal risk identification program conducted globally, and the subsequent development of new risk management techniques and a new model of risk measurement.



**2023
ANNUAL
AWARDS
LUNCH**

Celebrating the best in BC Local Government!

Join us from 11:40 am - 1:00 pm for a plated lunch to celebrate the amazing work that is done by our membership across the province. Luncheon tickets are included in your delegate registration. Both the BCMSA and PWABC award nomination's are open now. Know someone that is deserving of recognition? Nominate them now.!



[Learn More](#)



[Learn More](#)

Wednesday September 28

13:00-14:00

PW **The State of Zero-Emissions Construction Equipment.**

Volvo Construction Equipment

Public works teams are leading the way to a more environmentally conscious future. Get an inside look at zero-emission developments in the off-road sector from a top manufacturer of electric machines.

L **Employer Health and Safety Responsibilities for "Off-Site" Workers.**

Andrew Wood

Ensuring the health and safety of workers once they leave the controlled environment of their workplace can pose special challenges for employers. This presentation will address the safety challenges faced by employers who find themselves responsible for the health and safety of such "off-site" workers and discuss due diligence measures that employers should take to meet their safety obligations in relation to such workers. Topics addressed will include employer OH&S responsibility for:

- Workers working at third-party premises
- Workers of "other employers"
- Travelling workers
- Remote or "home" workers, both in BC and abroad.

S **Getting Started: A Practical Approach to Safety Data Analytics.**

Kent Waugh & Noel Simpson

This conference presentation will focus on the challenges faced by organizations when collecting, organizing, and reporting safety data. Despite the digitization of many business processes, safety data remains one of the last frontiers in enterprise computerization.

The presentation will provide actionable steps for organizations to progress towards descriptive analytics, the first step in the analytics ascendency model towards predictive and prescriptive analytics. This progression will enable organizations to achieve continuous improvement in their safety data collection and reporting processes.

The talk will showcase a case of methodology that can help municipalities quickly implement an efficient incident data recording and reporting system in just 90 days. This solution can help organizations streamline their safety data collection and reporting processes and facilitate better data analysis. In addition, is targeted towards organizations that are early in their journey towards improving safety data analytics, as most organizations struggle with data collection maturity in this area. The presentation will focus on the importance of data quality and management in safety data analytics.

Overall, this presentation will provide organizations with a roadmap for improving their safety data collection and reporting processes and demonstrate a practical solution that can be implemented quickly.

14:15-15:15

PW **Corrosion and Protections.**

Brent Williamson, Integrity Pipeline Products West

Corrosion in water infrastructure has been largely misunderstood by cities, designers and operators for decades. There are many ways to protect water infrastructure and those solutions can get jumbled and confusing. This presentation will get back to the science of what corrosion is and how it directly effects the most important resource. Corrosion in water systems can be stopped but first it must be understood. This presentation will go through all the main corrosion prevention methods: bonded coatings, polyethylene encasement, cathodic protection and petrolatum tapes will all be discussed.

L **7 Ways to Beat Burnout Without Quitting your Job.**

Beverly Beuermann-King

Are you overworking yourself to the point where you don't have a moment to yourself? It's easy to become addicted to the pressure, however, constantly hustling can lead to burnout, negative health effects, conflict and more. Burnout can get the better of you, even when you have great passion for your work. How do you stay healthy, boost energy, restore focus and bounce in the face of continuing challenge and uncertainty? Discover what to do if you are stuck, burned out and overwhelmed, in order to effectively respond to challenges, cope through change, and beat burnout, without quitting your job.

S **Early Assistance for Employees with Substance Misuse and a Safe Return to Work: The Importance of a Recovery Informed Workplace.**

Dr. Paul Farnan

The importance of worker health and safety when it comes to substance use and misuse has never been more relevant. Progressive organizations are seeking to create and enhance a culture of worker safety by taking a more proactive approach and developing recovery informed workplaces. In a recovery informed workplace, circumstances that could lead to or perpetuate substance misuse are minimized while barriers to seeking, receiving, and continuing treatment are reduced. In order to lessen the all-too-common stigma associated with substance use disorders, a recovery informed workplace educates management and employees, while promoting robust supportive policies.

Wednesday September 28

15:25-16:25

PW

Reservoir Maintenance Using Divers.

John Dickau & Steve Berube; Awuatche Dicing and Marine Services Ltd.

Potable water maintenance is an ongoing concern. When facilities age they can get considerable sediment buildup. This sediment can then be disturbed and sent into distribution creating brown water at best and illness at worst. In addition, reservoirs deteriorate with age and depending on the chemicals used to treat the water this can be accelerated. Using potable water specialized divers to maintain and inspect reservoirs is an inexpensive and time saving method. Not having to drain the reservoir to conduct maintenance saves money by not losing all your water. Using divers also saves time as divers can typically clean and inspect a reservoir in a fraction of the time without confined space entry issues. In addition, most facilities can remain online while the divers are operating. Divers are a preferred method over ROV's as well. ROV's are unable to clean inside pipes, sumps, along walls, or remove any foreign objects such as concrete, dropped tools, etc. Proper routine maintenance of potable water reservoirs and intake systems is of vital importance.

L

Culture in Your Public Works Department.

Chris Anderson, City of West Kelowna

Join Chris Anderson, Public Works Manager for the City of West Kelowna and current Past President of the PWABC as he takes a closer look at some of the sections of the APWA's Learning Leadership and Mastering Management frameworks and how they can be used as a reference tool to help maintain and improve the Culture in Your Public Works Department. This presentation is a great opportunity for any aspiring, new, or seasoned public works professional leader who is wanting to learn more about how hiring, onboarding, retaining and succession planning techniques can be used to help with the culture of your public works department.

S

Improve Safety by (sort of) Eliminating Rewards.

Michael Fears

Safety rewards programs don't seem to have the impact that people expect. Sometimes they seem to treat safety as a game rather than a "core value", sometimes they cause unintended problems, such as non-reporting of incidents. Clear causation between safety rewards and improved safety is not well established. This presentation presents evidence for throwing out traditional safety rewards and recognition programs and suggests an alternative no-program approach that can be tailored to reinforce improvements, support specific initiatives, and achieve measurable results. Using applied psychology used in other behaviour modification efforts, this "no-program" program can help any organization revitalize their approach to reinforcing and encouraging improved human safety performance.

Wednesday September 28

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TRADE SHOW

DAY 2
TRADE SHOW HOURS

WEDNESDAY
SEPTEMBER 27

10:00 am - 10:45 am

Tradeshow Open Free to the Public

Face-to-face and
virtual relationship
building and networking
in person utilizing a
high-tech virtual
platform,

Managers
30%

Directors /
Senior Leaders
21%

People
Leaders
25%

Municipal
Workers
22%

WHO ATTENDS?

98%
BC Public Sector



BC MUNICIPAL
SAFETY Association

CONTACT US!

FOR QUESTIONS AND MORE INFORMATION

BCMSA AND PWABC 2023 SECRETARIAT

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