



BC MUNICIPAL SAFETY Association

NEWSLETTER | JUNE 2023



2023 BCMSA
AWARD
NOMINATIONS
OPEN
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#JAC2023
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THINKING DRIVER
DRIVER TRAINING
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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](#)

2023 WEBINARS

Several times a year we host a free one-hour webinar.

[WATCH OR REGISTER](#)

Musculoskeletal Injury Prevention in the World of Work



Thursday April 20, 2023

RECORDING AVAILABLE

With:
WorkSafeBC

De-escalation



Wednesday March 15, 2023

RECORDING AVAILABLE for registered participants

EOCP CEU's: 0.1
With:
Maria Weaver, Manager, Regional
Suicide Prevention, CMHA BC
Division

Compassion Fatigue



Wednesday June 14, 2023

RECORDING AVAILABLE for registered participants

EOCP CEU's: 0.1
With:
Lucette Wesley, Consultant and
Trainer, CMHA BC Division

Tips for those on the front line



Wednesday October 11, 2023

11:30AM - 12:30 PM

EOCP CEU's: 0.1
With:

Lucette Wesley, Consultant and
Trainer, CMHA BC Division

[MORE INFO](#)

Self care and stress management



Wednesday December 13, 2023

11:30AM - 12:30 PM

EOCP CEU's: 0.1
With:

Lucette Wesley, Consultant and
Trainer, CMHA BC Division

[MORE INFO](#)

BCMSA
NEWS
06.23

2023 BOARD OF DIRECTORS

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BC Municipal Safety Association



2023 ANNUAL AWARDS NOMINATIONS

Celebrating the best in BC Local Government!

ORGANIZATIONAL SAFETY EXCELLENCE AWARD

Objective of the Award: To recognize local governments for activities that improve experience rating, and ultimately reducing injuries, illness, disease and fatalities.

CITY OF EXCELLENCE AWARD

To recognize local governments for activities that improve ground disturbance, safe excavation techniques and best practice at or around underground infrastructure, in the year previous to the award.

OCCUPATIONAL HEALTH & SAFETY EMPLOYEE OF THE YEAR AWARD

The Health and Safety Employee of the Year Award is presented annually to any Local Government Health & Safety Specialist, Advisor, Coordinator, or any position (non-Manager) that takes a proactive lead in organizational health and safety which has made significant contributions towards improving, innovating, and driving positive change within health and safety of their organizations in which they support. The Health and Safety Employee of the year demonstrates extraordinary leadership, initiative and creativity in results driven organizational safety excellence.

JUNIOR HEALTH AND SAFETY LEADER AWARD

This Award is given to the junior up and coming safety individual involved and passionate about health and safety who has developed a Health & Safety initiative or solution to assist in achieving compliance.

SAFETY IMPROVEMENT AWARD

Objective of the Award: To recognize local governments for activities that improve experience rating, and ultimately reducing injuries, illness, disease and fatalities.

OCCUPATIONAL HEALTH & SAFETY LEADERSHIP AWARD

The Occupational Health and Safety Leadership Award is presented annually to any Local Government individual who has demonstrated an outstanding achievement in the occupational safety and health field.

THE HEALTH & SAFETY STEWARDSHIP AWARD

The Health and Safety Stewardship of the Year Award is presented annually to any Local Government Joint Occupational Health and Safety Committee (JOHSC) which has made significant contributions towards improving the health and safety of the work group in which they support. The JOHSC demonstrates extraordinary leadership, initiative, creativity and innovation in developing policy, procedures, tools or communications for protecting the health and safety of all within the group they support.

INNOVATIVE SAFETY SOLUTION AWARD

This Award is given to the individuals or an organization that has achieved success addressing challenges in health and safety with a new or novel approach. The purpose of this award is to encourage the sharing of forward-thinking ideas which have been implemented to create a safer, healthier work environment, and practices which go beyond what is considered routine in the industry.

[MORE INFO](#)



BCMSA

CULTURE IS A CRUCIAL

THE ROLE OF CULTURE IN THE SUCCESS YOUR SMS

Creating a safe culture is an essential factor in the success of a safety management system. Without a supportive and safety-focused culture, the effectiveness of your SMS may be limited.

Here's why developing and sustaining a safe culture is crucial:

Employee Engagement: A safe culture encourages active participation and engagement from employees at all levels of the organization. When employees feel empowered to contribute to safety initiatives, they are more likely to identify hazards, report near-misses, and suggest improvements. Their involvement strengthens the safety management system and helps identify and address potential risks more effectively.

Communication and Collaboration: A safe culture promotes open and effective communication channels. Employees feel comfortable discussing safety concerns, sharing ideas, and reporting incidents without fear of retaliation. This enables timely and accurate information exchange, leading to better decision-making and problem-solving. Collaboration among employees, supervisors, and management enhances the implementation and continuous improvement of safety practices.

Risk Awareness and Accountability: A safe culture fosters a heightened sense of risk awareness among employees. They become more mindful of potential hazards and take proactive measures to prevent accidents and injuries. Employees understand their roles and responsibilities in maintaining a safe work environment and hold themselves and others accountable for safety compliance. This shared accountability ensures that safety protocols are consistently followed throughout the organization



Leadership Commitment: A safe culture starts at the top, with leaders and managers demonstrating a genuine commitment to safety. When leaders prioritize safety, provide necessary resources, and actively participate in safety-related activities, it sets a positive example for employees. Their visible commitment creates a strong foundation for a safe culture and encourages employees to prioritize safety in their daily work activities.

Continuous Improvement: A safe culture embraces the concept of continuous improvement. It encourages employees to seek opportunities for enhancing safety, whether through identifying new hazards, proposing safety-related training, or suggesting process modifications. A culture that values ongoing learning and improvement drives innovation and ensures that the safety management system remains effective and adaptable to changing circumstances.

Employee Well-being and Morale: A safe culture promotes the well-being and morale of employees. When employees feel safe, both physically and psychologically, they are more likely to be engaged, motivated, and satisfied with their work. A safe culture demonstrates that the organization cares about its employees' welfare, which can result in improved productivity, reduced turnover, and a positive work environment.

To foster a safe culture, organizations should prioritize safety, provide adequate training and resources, encourage active employee participation, and regularly communicate and reinforce safety messages. By integrating safety into the organizational values and everyday practices, organizations can maximize the effectiveness of their safety management system and create a safer work environment for all. Do you know what your organizations safety culture is?

SAFETY CULTURE SURVEY

BCMSA is offering a FREE Safety Culture Survey till the end 2023. The survey enables organizations to understand, monitor and improve worker awareness towards occupational health and safety.

The survey is hosted by the BCMSA and The W Group. The W Group is an independent research firm specializing in municipal research. The W Group and the BCMSA ensure the confidentiality and anonymity of all responses gathered in the survey.

It is recommended the organization runs the survey for two-weeks and achieves an 80% response rate. When an organization goes through the survey they receive a:

- Secure link to the survey
- Custom QR code
- Final report with summary of responses and suggestions based on priorities for improvement.

If you are interested in this resource or have any questions, please reach out to Rasleen Hans, Senior Occupational Health and Safety Advisor at rhans@bcmsa.ca

[MORE INFO](#)



VIRTUAL TRAINING SCHEDULE

Open Enrollment: Get your Supervisor or Municipal Worker, Psychological Health and Safety Certificate!



UPCOMING 2023 TRAINING

Incident Investigations (Virtual)	Jun 28, 2023
Traffic Control Persons Re-Qualification (1 Day - In Person) ..	Jul 3, 2023
Traffic Control Persons Qualification (2 Day - In Person)	Jul 5, 2023
JOHSC Fundamentals (Virtual)	Jul 19, 2023
Traffic Control Persons Re-Qualification (1 Day - In Person) ..	Jul 19, 2023
JOHSC Fundamentals (Virtual)	Aug 22, 2023
Traffic Control Persons Re-Qualification (1 Day - In Person) ..	Sept 6, 2023
Traffic Control Persons Qualification (2 Day - In Person)	Sept 7, 2023
Hazard Identification & Risk Assessments (Virtual)	Sept 12, 2023
Worksite Safety Inspections (Virtual)	Sept 12, 2023
Due Diligence for Supervisors (Virtual)	Sept 13, 2023
Incident Investigations (Virtual)	Sept 13, 2023
Presentation Skills, Communication & Crew Talks (Virtual) ...	Sept 14, 2023
Psychological Health & Safety Certificate	
Managers (Virtual)	Sept 14, 21, 28 & Oct 5, 2023
Utility Locator Specialist (3 Day - In Person)	Sept 19, 2023
JOHSC Fundamentals (Virtual)	Sept 21, 2023
Psychological Health & Safety Certificate	
Employees (Virtual)	Oct 3, 17, 24 & 31, 2023
Traffic Control Persons Re-Qualification (1 Day - In Person) ..	Nov 6, 2023
Traffic Control Persons Qualification (2 Day - In Person)	Nov 7, 2023
JOHSC Fundamentals (Virtual)	Nov 15, 2023
JOHSC Fundamentals (Virtual)	Dec 6, 2023

[REGISTER NOW!](#)

CERTIFICATE PROGRAMS

BCMSA recognizes that a number of municipal employees have extensive training in the field of health and safety and deserve recognition. We also know that employees and municipalities need guidance in selecting the appropriate training for staff depending on their role within the municipal health and safety program.

Supervisors Safety Certificate Program

The Supervisors Safety Certificate Program (SSCP) will recognize those who have invested time and energy into learning the key elements of occupational health and safety from a supervisor's perspective.

[MORE INFO](#)



Municipal Worker Safety Certificate Program

This certificate program provides municipal workers with training on key elements of OH&S in a public works environment. The program is offered in a convenient three-day format that can be scheduled consecutively, if desired. Students could receive up to 2.4 EOCP CEU's upon program completion.

[MORE INFO](#)

Psychological Health & Safety Certificate Program

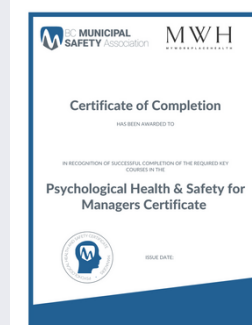
The courses align to facilitate the awareness and adoption of psychological health and safety (PH&S) in the workplace. They increase mental health literacy and build emotional intelligence and resilience skills competencies that enable participants to practice PH&S at work and at home. Includes practical resources.

[MORE INFO](#)

Senior Leaders



Managers



Workers





BCMSA

PSYCHOLOGICAL HEALTH & SAFETY

INVESTING IN MENTAL HEALTH RESOURCES IS CRUCIAL FOR AN ORGANIZATION

Investing in psychological health and safety in the workplace not only demonstrates a commitment to the well-being of employees but also yields tangible benefits for the organization as a whole.

Several studies have examined the ROI of workplace mental health initiatives. For example, a study conducted by Deloitte estimated that for every dollar invested in mental health initiatives, there is an average return of \$1.62 in improved productivity and reduced costs. Similarly, a study by the Harvard Business Review found that companies that prioritize employee well-being experience a 2.3 times higher return on investment.

Investing in mental health resources is crucial for an organization for several reasons:

Employee Well-being: Mental health resources help support the well-being of employees. When employees are mentally healthy, they are more engaged, productive, and satisfied with their work. By providing resources such as counseling, therapy, and stress management programs, organizations can create a supportive environment that promotes the overall well-being of their employees.

Productivity and Performance: Mental health issues can significantly impact an individual's productivity and performance at work. By investing in mental health resources, organizations can help employees manage and overcome challenges related to mental health, reducing absenteeism, presenteeism (being physically present but not fully productive), and work-related stress. This, in turn, leads to increased productivity and improved overall performance.

Retention and Recruitment: A strong mental health support system can enhance employee retention rates. When employees feel supported and valued, they are



more likely to stay with the organization. Furthermore, organizations that prioritize mental health are attractive to potential employees, helping to attract top talent in a competitive job market.

Workplace Culture and Morale: By investing in mental health resources, organizations demonstrate a commitment to creating a positive workplace culture that values the well-being of employees. This fosters a sense of trust, openness, and psychological safety, allowing employees to feel comfortable seeking help when needed. It also contributes to a positive morale, leading to increased job satisfaction and a healthier work environment overall.

Legal and Ethical Responsibilities: Organizations have a legal and ethical responsibility to provide a safe and healthy work environment for their employees. This includes addressing mental health concerns. Laws and regulations related to mental health and workplace well-being are becoming more prevalent, and organizations that neglect these responsibilities may face legal consequences and reputational damage.

Cost Savings: Investing in mental health resources can result in long-term cost savings for organizations. Mental health issues, if left unaddressed, can lead to increased healthcare costs, absenteeism, disability claims, and decreased productivity. By investing in preventive measures and early intervention programs, organizations can mitigate these costs and promote a healthier and more productive workforce.

Overall, investing in mental health resources is crucial for organizations to promote employee well-being, enhance productivity and performance, attract and retain top talent, foster a positive workplace culture, fulfill legal and ethical responsibilities, and achieve long-term cost savings. It is a proactive approach that benefits both the employees and the organization as a whole.

E-LEARNING COMING FALL 2023!

PSYCHOLOGICAL HEALTH & SAFETY FOR MANAGERS

Level 1 – Psychological Health & Safety in Your Workplace

This self-paced e-learning course covers the current realities of mental health in Canada and equips participants to defend the need to improve workplace psychological health and safety.

Participants come away with a better understanding of:

- the characteristics and benefits of a psychologically safe and healthy workplace;
- the CSA's National Standard of Canada for Psychological Health and Safety in the Workplace;
- the legal, business and health imperatives; and
- the 13 psychosocial factors.

They'll also explore their role as managers and people leaders and some of the barriers and challenges they might face along the way.



CPHR BC & YUKON ENDORSEMENT!



Thirty (30) of the BC Municipal Safety Association's training programs have been evaluated and endorsed by the Chartered Professionals in Human Resources of BC & Yukon (CPHR BC & Yukon). Information on available CPD hours are noted in the Course Catalogue.

[MORE INFO](#)



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.

Already enrolled? Want to learn more?
Below are some training documents to help support you and your team:

[3E Protect™ User Guide](#)

[Advanced Basic User Training Video](#)

[Facility Manager Training Video](#)

[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.

SAFETY DASHBOARD

FOR BC LOCAL GOVERNMENT

Your organizations statistics play a crucial role in supporting your safety management program. BCMSA and EHS Analytics have designed an interactive Safety Dashboard that integrates multiple layers of data including both WorksafeBC statistics as well as COR program data. The dashboard is free for those in local government classification unit 753004. If you were not able to join us for the webinar, view the webinar recording.



What can the BCMSA Industry Safety Dashboard do for you?

[MORE INFO](#)

Identifying trends and patterns: Our dashboard provides valuable data that can help identify trends and patterns in incidents. By analyzing these statistics, you can identify common root causes or recurring issues that need to be addressed within your safety management program.

Risk assessment and prioritization: Allow you to prioritize risks effectively. By examining the frequency and severity of incidents, you can allocate resources and efforts to areas with the highest risk. This helps you focus on mitigating the most significant hazards and potential dangers.

Performance measurement & Benchmarking: Compare your statistics to other BC Local Government organizations to better understand opportunities for knowledge sharing and cost savings. In addition tracking key performance indicators (KPIs), you can assess the effectiveness of your safety initiatives and compare performance over time. Helping you evaluate program success and make data-driven decisions for improvement.

Setting targets and goals: Use the dashboard to analyze historical data and industry benchmarks, to establish achievable objectives for reducing incidents, improving culture, identifying training opportunities, or implementing controls. Clear targets provide direction and motivate employees to actively participate in safety initiatives.

Supporting decision-making: When determining resource allocation, budgeting, or implementing safety measures, the industry dashboard allows you access to accurate statistics which enables informed decision-making. It helps you identify areas requiring immediate attention and prioritize safety-related investments while showing the potential cost savings the organization can have by investing in their SMS.

Communication and engagement: Sharing relevant statistics along with industry benchmarks to your workforce helps raise awareness about safety performance, reinforces the importance of adhering to safety protocols, and encourages reporting. Regularly sharing safety statistics demonstrates transparency and fosters a safety-conscious culture.

Continuous improvement: Using the dashboard to monitoring and analyzing safety data, you can identify areas for improvement, implement corrective actions, and track progress over time. Safety statistics provide valuable feedback loops that enable you to refine and optimize your safety management program.

ANNUAL NEEDS ASSESSMENT

Thank you to everyone who participated in the BCMSA's annual needs assessment survey. Congratulations to Sheldon Weatherby from the City of Nanaimo and Andre Noel from the Regional District Central Kootenay. We identified the following priorities:

PH&S

SAFETY
CULTURE

MSI



MSI

Musculoskeletal Injury

Work Safe.
It's your move



Personal Risk Factors
Worker as a dynamic individual with controllable & uncontrollable personal risk factors.



Contact Stress
Pressing muscles and/or tendons on elbow or hand surfaces.



Vibration & Jarring
Work performed with vibration.



Posture
Reaching, Twisting, kneeling, squatting & bending.



Force
Lifting, Carrying and Gripping.



Repetition & Duration
Lack of variety for a long period of time.



Cold Temperatures
Work performed in cold temperatures.



Hot Temperatures
Work performed in hot temperatures.

PARTNERS FOR A SAFER WORKPLACE

[MORE INFO](#)

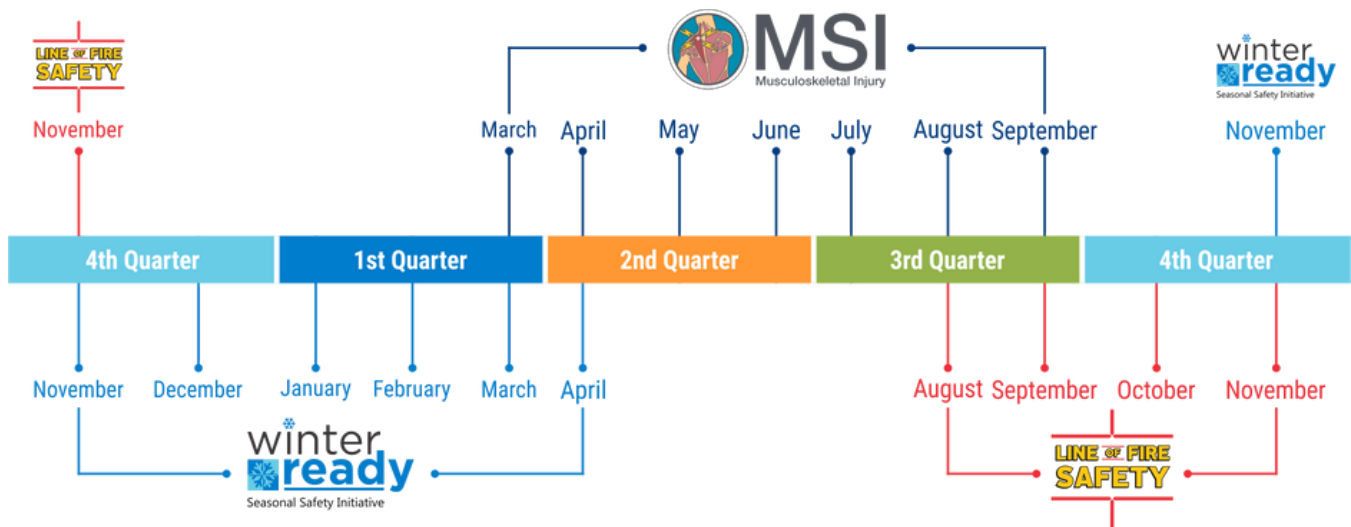
BCMSA is proud to of our partnership with Devco Consulting Ltd! This strategic alignment provides safety programs, services, information and products available for BC Municipalities!

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 MSI Initiative now!



PUBLIC HEARINGS & CONSULTATIONS

WORK SAFE BC

Consultation on proposed amendments to the Occupational Health and Safety Regulation:

Feedback can be provided online, or by email or mail:
Online feedback: To provide online feedback please click on the link for the regulatory amendment package and open the document. Once opened, please click on the yellow "Online Feedback" button to provide your feedback

[Part 5, Chemical Agents and Biological Agents, sections 5.97 to 5.105](#)

- Feedback will be accepted until 4:30 p.m. on June 19

[Part 6, Substance Specific Requirements, sections 6.133 to 6.167 – Combustible Dusts](#)

- Feedback will be accepted until 4:30 p.m. on June 22

Consultation on proposed amendments to the Occupational Health and Safety Guidelines:

New and revised guidelines are posted for a 60-day preliminary period during which time the stakeholder community can comment and request revisions. Feedback will be accepted until 4:30 p.m. on July 10, 2023. You can also view the revised [guideline G7.21](#).

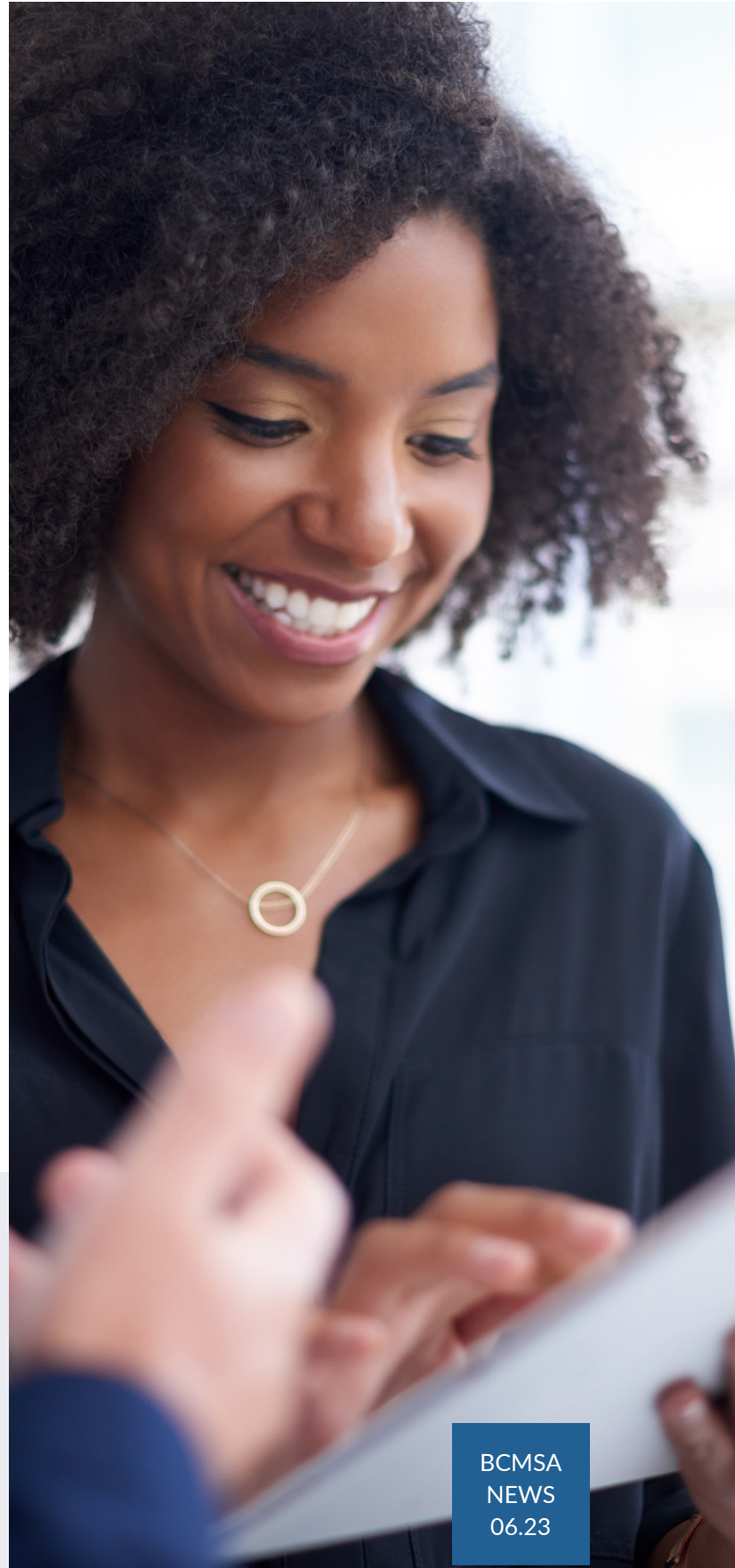
[G.7.21 Reproductive Hazards \(preliminary revision\)](#)

- Feedback will be accepted until 4:30 p.m. on July 10

Email: OHSRegFeedback@worksafebc.com

Mail: Policy, Regulation and Research Department
WorkSafeBC

P.O. Box 5350 Station Terminal
Vancouver BC V6B 5L5



20
23



THE 5TH JOINT ANNUAL CONFERENCE & TRADESHOW

SEPTEMBER 26 & 27, 2023 | PENTICTON, BC

"Better Together"



**SEPTEMBER
26**

**KEYNOTE PRESENTATION
ERIC TERMUENDE
GLOBALLY RECOGNIZED
THOUGHT LEADER,
KEYNOTE SPEAKER, AND
BEST-SELLING AUTHOR**

BLUEPRINT TO THE FUTURE: LEADING IN A NEW WORLD OF WORK

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.

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.

[REGISTER NOW](#)

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

#JAC2023 is back in and better than ever for our hybrid event, and will provide you with direct access to real-life local government case studies and success stories, as well as direct access to a network of hundreds of health & safety and public works professionals.

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. Additionally, information sharing, question-and-answer sessions and networking are a vital part of the conference experience and will be made available through the conference app and through in-person engagement. The solutions you can find at the conference can save your organization hundreds or even thousands of dollars in consulting fees. Stay current with information and emergent trends, technologies, and best practices. All this, in person at the Penticton Trade and Convention Centre. Can't make it in person, then register for online only access to join us virtually.

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



[MORE INFO](#)

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HUSTLE HANGOVER

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.

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.



**SEPTEMBER
27**

**KEYNOTE PRESENTATION
JODY URQUHART
BURNOUT PREVENTION,
HEALTH & WELLNESS EXPERT,
FUNNY MOTIVATIONAL
KEYNOTE SPEAKER**

[REGISTER NOW](#)

THE 5TH ANNUAL
PWABC & BCMSA

IN PERSON | ONLINE

09.26.2023
09.27.2023

**JOINT ANNUAL
CONFERENCE**

**20
23**



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DELEGATE GUIDE](#)



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BCMSA
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06.23



DRIVER TRAINING ISN'T ENOUGH

THINKING DRIVER

Good training is a key element, but only part of the puzzle for vehicle safety.

Employers with vehicle fleets or employees who drive are aware (or should be) that the greatest probability of an injury incident is going to be vehicle or driving related. Many organizations have therefore, incorporated driver training into their OHS program. This is as it should be. Unfortunately, in many cases, this is where vehicle safety stops.

Training is too often expected to become “THE ANSWER” to vehicle incident reduction; A driver involved in an incident is automatically sent back to re-attend the training program where he/she passes with flying colours seemingly without effort. Lack of skill is clearly not the problem.

In this situation is retraining really the answer or are there other forces at play? Could this be a motivational problem, an attitudinal issue, maybe a medical condition? Was the vehicle appropriate for the work and equipped correctly? Training can't address these issues.

A driver training program labouring under the expectation that it should solve all of an organization's driver safety or incident problems is destined to fall short.

Training is undertaken for a variety of reasons:

- To train and qualify new operators
- To provide refresher or upgrade training/education
- To reinforce previously learned skills
- To re-qualify experienced operators

But there are many more elements to an effective vehicle safety program.

How does yours stack up? Compare the features of your vehicle/driver safety program with this list of critical key elements:

1. Senior Management Commitment

Is driver safety seen as and acted on by senior management as a critical safety issue? Frequently we see “lip service” paid to driver safety with strong statements of corporate commitment but an absence of meaningful action. Senior executives are visibly absent in the training courses associated with the program and have a belief that they are somehow exempt from vehicle safety policies like pre-trip inspection and circle check.

Enlightened organizations implement driver safety programs by starting with attendance and qualification on courses from executives very early in the process. These managers lead by example by committing to the program and adhering to policy (like cell phone prohibition, backing in to park, circle checks etc.) Workers need to both hear about safety from management and also see management participating and in compliance.

2. Written Policies and Procedures

Vehicle safety policy and practice should be identified and detailed in its own section in your Health and Safety Manual.

The policy should state the company's expectation of employees who drive as well as specific policy related to job tasks involving vehicle use or movement; on or off road. In addition, the policy should state qualifications for use of various vehicle types or classes and the training/testing required to achieve these qualifications.

Consequences for non-compliance (if different from the corporate disciplinary system) should be stated clearly.

3. Driver Abstract/Record Checks

Check the driving records of all prospective employees who will be driving for work purposes. Screen out applicants who have poor driving records since they are

most likely to cause problems in the future. The driving record should be reviewed annually to ensure that the employee maintains a good driving record and action should be taken if the record deteriorates.

Clearly define the number of violations an employee/driver can have before losing the privilege of driving for work, and provide training where indicated.

4. Incident Reporting and Investigation

All vehicle incidents should be reported and investigated. Involve the services of an experienced trainer or vehicle operation expert if one is not available in-house.

Root causes should be identified and action items (if applicable) developed that will help prevent future incidents.

5. Vehicle Selection, Maintenance and Inspection

Selecting, properly maintaining and routinely inspecting company vehicles is an important part of preventing crashes and related losses. Ensure that the vehicle selected for a particular application is suited and properly equipped to permit safe use in that application and environment.

A pre-trip/shift inspection routine should be incorporated into the vehicle safety policy and vehicles inspected daily by the driver.

Regular maintenance should be done at specific mileage intervals consistent with the manufacturer's recommendations. A mechanic should do a thorough inspection of each vehicle at least annually.

6. Disciplinary System

Develop a strategy to determine the course of action after the occurrence of a moving violation, policy breach, complaint and/or "preventable" incident.

There are a variety of corrective action programs available; the majority of these are based on a system that assigns points for infractions and/or incidents. The system should provide for progressive discipline if an employee begins to develop a pattern of repeated problems.



7. Reward/Incentive Program

Safe driving behaviors contribute directly to the bottom line and should be recognized as such. Positive results are realized when driving performance is incorporated into the overall evaluation of job performance. Reward and incentive programs typically involve recognition, monetary rewards, special privileges or the use of other incentives.

8. Driver Training/Communication

The training program should be an integral part of the OHS program and be ongoing. Training should include: Initial training and qualification; New hires, even those with clean driving records may have never experienced professional training and only passed a basic government driving exam, (perhaps many years ago). To set a baseline for driver performance and to document competence in case of future problems, employees should be trained, evaluated and qualified on the vehicle type(s) that they will be assigned to in the environment that they will be operating in. Regular refresher/requalification should be an integral part of the program.

The best programs incorporate a driver safety related course, seminar, or event annually to keep vehicle safety at the forefront in employee's minds and demonstrate the corporate commitment to safety.

Every 2 to 3 years, requalification by on-road evaluation should be conducted.

In summary, keeping vehicle incident rates low goes beyond just providing training, it includes a comprehensive system of the key elements discussed in this article. How does your organization measure up?

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.

Next Training Date: October 2023

Location: BCMSA Office

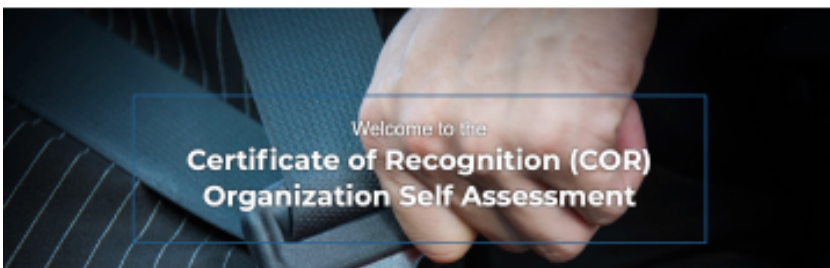
[LEARN MORE](#)

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](#)

GAP ANALYSIS 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?

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SAFETY TALKS

Our monthly safety talks are 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](#)

BCMSA UPDATE



KARISHA LUCERO
CLIENT SERVICES

We welcome Karisha Lucero who recently joined the BCMSA team in Client Services.



SHEPARD COLLINS
CLIENT SERVICES

We welcome Shepard Collins who recently joined the BCMSA team in Client Services.



AMANDA WELOY
CLIENT SERVICES

We welcome Amanda Weloy who recently re-joined the BCMSA team in Client Services.

STAY IN TOUCH

BC MUNICIPAL SAFETY
ASSOCIATION
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Langley, BC V2Y 2N3
T: 778-278-3435 | bcmsa.ca



2023 MEETING DATES



September 25th, RGM
- #JAC2023 26/27
Penticton

December
8th, RGM