



BC MUNICIPAL SAFETY Association

NEWSLETTER | APRIL 2024

Stay informed and up-to-date with our latest developments!



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CONNECTION
TO CARE

COMING MAY 1, 2024!

Connection to Care: Pre-Emptive Mental Health and Wellness Program

The BC Municipal Safety Association (BCMSA) and BC Association of Clinical Counselors (BCACC) are excited to announce the launch of Connection to Care, a collaborative mental health and wellness initiative aimed at fostering resilience within our local government community. Recognizing the profound impact of mental health on personal and professional lives, Connection to Care offers a safe space for open dialogue, allowing individuals to discuss challenges and access the resources they need for effective navigation.

Starting May 1, 2024, the program will provide local government workers (CU 753004) access to free, anonymous, and confidential mental health support via a dedicated call-in service. Available Monday to Friday, from 7 am - 10 pm, this service is intended as a one-time phone call offering mental health support provided by Interns enrolled in a master's degree in Counselling Psychology and/or Registered Clinical Counsellors (RCC). Any employee who calls the line will be triaged and then connected to a professional at that instant; eliminating the callers' wait time. The service is absolutely anonymous, and the caller's personal information is not collected, outside of confirming which municipality the employee works for. A well-trained mental health professional will answer your call, provide you with the opportunity. You will be connected to resources specifically to your needs or be redirected to a longer-term therapist. You do not need to be experiencing a crisis to use this service.

WATCH THIS VIDEO FOR
FURTHER INSIGHTS!



QUESTIONS?

Contact Us!
programs@bcmsa.ca



Your mental health and wellbeing matters.

Connection to Care is a **phone service providing free, anonymous and confidential support** to local government workers in BC.



A PARTNERSHIP BETWEEN:



ConnectionToCare.ca



MONDAY - FRIDAY 7AM - 10PM
778-247-2273 (CARE)

WHO IS THIS FOR?

Anyone working for a BC municipality or an organization within WorkSafeBC Classification Unit 753004 Local Government and Related Operations.

BCMSA
NEWS
04.24

COMING MAY 1, 2024!

BC FRONTLINE WORKER OCCUPATIONAL AWARENESS TRAINING

We are excited to announce the upcoming launch of the BCFWOAT program, a groundbreaking collaboration between the BC Municipal Safety Association (BCMSA) and First Responder Health (FRH). This initiative marks a significant step towards addressing the mental wellness of frontline workers across BC. The BCFWOAT is born out of a shared vision to prioritize the mental health of our frontline workers by focusing on the prevention and reduction of psychological challenges through an evidence-informed approach. In addition to our collaboration with FRH, the BCFWOAT utilizes renowned subject matter expert, Dr. Duncan Shields, co-creator of the BC First Responder Resiliency Program throughout the series as he offers his expertise in his remarkable success in reducing psychological stress injury symptoms among first responders. The BC Frontline Worker Occupational Awareness Training is a free online course designed to provide learners with the psychological tools necessary to navigate a career on the frontline.

The Program is a module series designed to enhance frontline knowledge of mental health injuries and reduce emotional and behavioural impacts of careers in local government. Following each module, learners are urged to engage in a structured group discussion, focusing on normalizing common psychological stressors, reinforcing key learning objectives, and celebrating the collective resilience of frontline workers. The BC Frontline Worker Occupational Awareness Training proudly welcomes any local government frontline worker.



On May 1, 2024, the BCFWOAT program will be made available to anyone working for a BC municipality or organization within WorkSafeBC Classification Unit 753004 Local Government or Related Operations through registration at programs@bcmsa.ca. Registration for the program will give access to an online comprehensive 5-module BCFWOAT series tailored specifically to the frontline sector aiming to provide an inclusive, FREE, and accessible program for all local government frontline workers.



2024 BCMSA EVENTS SCHEDULE

Open Enrollment: Get your Supervisor Safety or
Municipal Worker Safety Certificate Online!

UPCOMING 2024 TRAINING

NEW! LEADERSHIP SAFETY CERTIFICATE PROGRAM

Sonar Safety Leadership	May 27, 2024
Safety Essentials for Leaders	May 28, 2024

PH&S CERTIFICATE PROGRAM - PEOPLE LEADERS

Champion Psychological Health and Safety	June 6, 2024
Be a Psychologically Safe Leader	June 13, 2024
Enhance Emotional Intelligence and Resilience	June 20, 2024
Managing Workplace Mental Health Issues	June 27, 2024

JOHSC Fundamentals	July 11, 2024
JOHSC Fundamentals	August 15, 2024
Utility Locator Specialist (3 Day In-Person Training)	September 10-12, 2024
JOHSC Fundamentals	September 12, 2024
JOHSC Fundamentals	September 26, 2024
JOHSC Fundamentals	October 9, 2024

NEW! LEADERSHIP SAFETY CERTIFICATE PROGRAM

Sonar Safety Leadership	October 22, 2024
Safety Essentials for Leaders	October 23, 2024

REGISTER NOW!

2024

THE 6TH JOINT ANNUAL CONFERENCE & TRADE SHOW

OCT 7-9, 2024 | PENTICTON, BC



Get ready for another remarkable year of the Joint Annual Conference & Trade Show **#JAC2024**, set to be even more exceptional than ever. Be part of the event in Penticton, BC in 2024; it's an experience you won't want to miss.

2024 Conference Theme:

- "Empowering the Future"

What About The Conference?

- Our conference includes a variety of presentations and panels featuring over 30 presentations from across North America, attended by up to 450 people, complemented by a dynamic trade show with over 100 exhibitors.

Program:

- The education program at the conference provides a vibrant forum for information exchange which is categorized into three focused streams: Public Works & Utilities, Occupational Health & Safety, and Leadership. Our goal is to provide delegates with a diverse range of topics to optimize their learning experience, take advantage of emerging technologies, understand and prepare for challenges that lie ahead, and provide better services to their organizations and communities.

REGISTER NOW FOR JAC 2024!

Delegate Registration - Available Now:

JAC is the only interdisciplinary conference dedicated to OHS and Public Works. Our annual conferences have brought together a unique mix of subject-matter experts, workers, and professionals with over 400 participants from across BC..

REGISTRATION

Sponsor & Exhibitor Registration - Available Now:

Increase your profile, demonstrate your business, and promote your organization, product, or service to public works and safety professionals.

2024

THE 6TH JOINT ANNUAL CONFERENCE & TRADE SHOW

OCT 7-9, 2024 | PENTICTON, BC



THANK YOU #JAC2024 SPONSORS





2024 BCM SA ANNUAL MEMBERSHIP AWARDS

Celebrating the best in BC Local Government !

We want to celebrate the outstanding accomplishments our membership is achieving across British Columbia. Are you someone or know of someone who deserves recognition for their achievements in OHS, in local government?

If so, we want to hear from you! Deadline for applications are August 9, 2024. Awards will be formally presented at an Awards Dinner hosted at the BCM SA/PWABC 6th Annual Joint Conference and Trade Show on October 8, 2024, in Penticton, BC. To be successful in achieving one or more of the BCM SA awards, we remind applicants that accomplishments must be evidence-based, tangible, and within the last 12 months.

- ORGANIZATIONAL SAFETY EXCELLENCE AWARD
- CITY OF EXCELLENCE AWARD
- SAFETY IMPROVEMENT AWARD
- OCCUPATIONAL HEALTH AND SAFETY LEADERSHIP AWARD
- OCCUPATIONAL HEALTH AND SAFETY EMPLOYEE OF THE YEAR AWARD
- THE HEALTH & SAFETY STEWARDSHIP AWARD
- THE JUNIOR HEALTH & SAFETY LEADER AWARD
- INNOVATIVE SAFETY SOLUTION AWARD



APPLY NOW !





DIRECTOR OF PROGRAMS & INITIATIVES REPORT

Justin Chouhan

TRAINING PORTFOLIO UPDATE

The BCMSA booked 1760 courses (virtual and in-person) in 2023. Although in-person/virtual training remained consistent with 2022 numbers, the BCMSA saw major growth in their E-learning portfolio in 2023 with an increase of 45% in total courses completed. This also aligns with the BCMSA operational strategy which included planning for appropriate staffing levels while maintaining service levels through other streams of training such as E-learning.

Furthermore, over 26,000 individuals have taken training through the BCMSA in 2023, something that has never been done before at the Association. This makes up approximately 50% of the population within local government that has trained with the Association in 2023.

The full breakdown is below:

- In-person/virtual trainees – 18,000
- E-learning (Bistrainer) – 1600
- E-learning (Occupational Awareness for Firefighters) – 7,000

PARTNERSHIP ANNOUNCEMENT

The BCMSA and the BC Association of Clinical Counsellors (BCACC) have partnered to deliver a pre-emptive mental wellness program to BC Municipal employees.

The Pre-emptive Mental Wellness Program's primary goal is to overcome existing challenges in mental health support by facilitating enhanced accessibility for employees of BC local government. This service, offered free of charge to employers and employees within BC's local government, ensures anonymity to reduce stigma and remove barriers for employees seeking mental health support. Emphasizing an upstream care model, the program's primary objective is to prevent the escalation of mental health concerns, thereby curbing their exacerbation.

To date, the BCMSA has over 40 municipalities signed up for the pilot and engagement continues to rise. Refer to [page 2](#) for more details regarding the new program.

E-LEARNING PEOPLE LEADERS' - PSYCHOLOGICAL HEALTH & SAFETY CERTIFICATE PROGRAM

Alterations have been made to the certificate program for the People Leaders to consist of 5 mandatory modules. Until the end of 2024, anyone who pays for their certificate will be grandfathered to the previous requirements. Starting in 2025, anyone who purchases the modules for the certificate program will be required to complete 5 modules for the People Leaders' Certificate. The changes to the program are occurring due to revision by the content owner – My Workplace Health.

ENGAGEMENT PROJECT

We continue to support and keep the organizations from the previous year's engagement accountable for completing their road map; this includes the three municipalities.

For 2024, two organizations will go through the project.

BCMSA 2024 WEBINARS

These webinars are in collaboration with Canadian Mental Health Association (CMHA) and the Environmental Operators Certification Program (EOCP). Those who attend the webinar live can receive 0.1 EOCP CEU's for each webinar. If you are unable to attend the webinar live and would want to view the recording at a later time, register for the webinar and you will receive access to the recording for six months. The recording is only available to those who register.

CERTIFICATE OF RECOGNITION (COR) PORTFOLIO UPDATE

In 2023, the BCMSA welcomed 8 new organizations into the COR program, comprising four municipal and four naturally aligned organizations that successfully obtained COR certification. As we anticipate continued growth in 2024, we eagerly look forward to collaborating with organizations striving to achieve COR. For detailed guidance on initiating your organization's journey towards COR certification, please don't hesitate to contact our dedicated [COR Team](#).

BCMSA conducted a COR webinar for Community Social Services outlining the benefits of COR and overall impact to one's organization. The webinar was well received amongst the Community Social Services industry and we anticipate additional COR growth in that sector.

In May, BCMSA's COR team will host a Lunch and Learn session via Zoom. We'll be addressing common queries and concerns regarding the AuditSoft tool, offering clarity on its functionality and utilization. Additionally, we will go over specific questions and guidelines from the audit tool, aiming to assist in avoiding confusion surrounding its application

COR BENCHMARKING REPORTS



UPCOMING INTERNAL AUDITOR TRAINING DATES

Don't miss out on the opportunity to learn more about the COR Audit tool and how it can pertain to your organization. There are three more internal auditor training dates remaining in 2024.

This 2-day course will help provide essential knowledge and skills for conducting effective audits within your organization. Registration is now open and available online through our website. Secure your spot today!

**REGISTER
TODAY**

Have questions or want more information?

Drew Rassers

Client Services, Programs and Initiatives
drassers@bcmsa.ca | 778-278-3435

In 2023, BCMSA in partnership with EHS Analytics starting using the COR Data within all our audits to provide Benchmarking reports for our COR Certified organizations. As of 2023, we have provided 27 benchmarking reports to the organizations who are COR Certified through the BCMSA.

The COR benchmarking reports have proven instrumental in guiding our membership towards targeted improvement initiatives. By offering detailed insights into various facets of the COR audit tool, these reports have empowered organizations to pinpoint key focus areas for enhancement. Through comparative analysis and in-depth evaluations, we hope these reports will provide members with valuable understanding of their performance relative to industry standards and assist them in facilitating informed decision-making and strategic planning.

Our goal is to provide reports after each audit and have these reports serve as a catalyst for continuous improvement and assist towards maintaining the standard of excellence in safety standards and operational efficiency.

For More Information:

Liz Kim

BCMSA COR Specialist

lkim@bcmsa.ca | 778-278-3435

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.

NEW! Leadership Safety Certificate Program

The BCMSA is very excited to introduce its 4th Certificate Program for the Association:

The Leadership Safety Certificate Program.

The BCMSA conducted a pilot for both the City of Vancouver and the City of Surrey in September and November of 2023 and received overwhelmingly positive feedback. The 2-day (16-hour) certificate is made up of 2 courses: **Sonar Safety Leadership** (1) and **Safety Essentials for Leaders** (2). BCMSA will be running two open enrollment Leadership Safety Certificate Programs in 2024 taking place in May & October, 2024.

For more information contact **Justin Chouhan**, Director of Programs and Initiatives, at jchouhan@bcmsa.ca.

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.

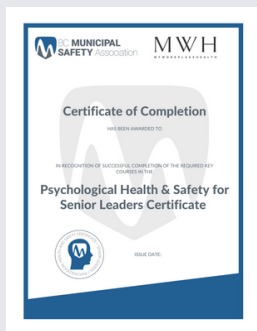
[MORE INFO](#)



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.

Senior Leaders



People Leaders



Employee



[MORE INFO](#)

E-LEARNING - AVAILABLE NOW !

People Leaders' Module 3: Enhance Emotional Intelligence & Resilience

In collaboration with My Workplace Health, BCMSA is happy to announce the launch of the third module of the People Leaders' Psychological Health and Safety Certificate Program, now accessible in a self-paced, e-learning format.

Although mental health is increasingly recognized as a key component of overall health, it receives less attention than merited. In this course, participants learn how to enhance their psychological health, wellness, and resilience given the myriad of demands they face. They break down stress and how to manage it, learn how to create a behavioural change plan, and explore the four components of emotional intelligence.

Course Objectives:

- Lesson 1: Stress!
- Lesson 2: How to Cope with Stress!
- Lesson 3: What is Emotional Intelligence?
- Lesson 4: How to Enhance Your EI
- Lesson 5: How to Improve Your Resilience
- Lesson 6: How to Make Behavioural Change



[MORE INFO](#)



AN INTERVIEW ON...

BCMSA MENTORSHIP PROGRAM

Rasleen Hans

BCMSA Senior Occupational Health & Safety Advisor

The mentorship program is a unique opportunity that is being offered to a BCIT student who will be successfully graduating from the Occupational Health and Safety Diploma program this year. The Mentorship program will run from June 2024 to June 2025.

The program is a one-year contracted position that will provide a wide variety of opportunities for the new graduate where they will participate in experiences that will expand their network and knowledge in health and safety within local government. This will be done through supporting the Programs and Initiatives portfolio. The mentee will be provided with several opportunities including Internal Auditor Training, participation in a BCMSA Initiative Audit, providing suggestions for improvement based on results found from a health and safety audit and safety culture survey, organizing safety talks, reviewing health and safety statistics, engage with membership to understand injury rates and how to implement cost reductions and much more.

The mentee will be able to tap into the knowledge of others in the industry, be provided with opportunities to go on-site and be oriented on the different tasks and hazards within local government. The mentee will be actively involved in key health and safety components like reviewing or developing programs, procedures, and risk assessments. Other focus areas include participating/leading subcommittees/working groups and creating and sustaining strategic relationships with regulatory bodies, our membership, and other key partners.

At the end of the program in June 2025, the BCMSA membership will be informed of the mentees' graduation from the program and connect the mentee with the right resources and opportunities for career development within the industry.

We are excited to announce the upcoming addition of the Junior Occupational Health and Safety Advisor in our next newsletter, as they are scheduled to join our team in June 2024.



AN INTERVIEW ON...

PROTECTING MUNICIPAL WORKERS FROM ROADSIDE DANGERS

Trace Acres

Program Director, Road Safety at Work

As infrastructure projects ramp up at this time of year, more municipal crews will be exposed to the dangers of working around traffic.

Municipalities need to take steps to help protect their employees. Public works and maintenance labourers rank sixth among roadside workers in B.C. for most fatalities and disability claims, according to WorkSafeBC statistics for 2013 through 2022.

For all occupations, roadside work accounted for 9 fatalities, 239 claims, some 28,000 days lost from work, and more than \$15 million in claims costs paid out.

The Cone Zone awareness campaign, managed by [Road Safety at Work](#), offers the following suggestions for fulfilling your roadside work safety responsibilities:

REVIEW YOUR POLICIES AND PROCEDURES

Start by downloading the updated guide, [What Employers Need to Know to Keep Roadside Workers Safe](#). It explains the requirements of WorkSafeBC's Part 18 and the province's Traffic Management Manual. Make sure supervisors get a copy too.

Sean Ryan, Traffic Control Coordinator for the City of Penticton, says he keeps the municipality up to date with new techniques and equipment. For example, the city in 2023 adopted AFADs (automated flagging assistance devices) as its primary equipment for single lane alternating traffic control.

PROVIDE REGULAR TRAINING AND EDUCATION

If you have crews that only work occasionally at the roadside, or have hired new or young workers, be sure to provide roadside work orientation.

Full-time roadside work crews will benefit from safety refreshers.

Matt Lepik, a lead on a roads and drainage construction crew for the City of Surrey, says employees who work on or beside the road take a work zone layout planning course. They start every shift with a tailgate meeting.

Make sure you cover the [important points roadside workers need to know](#). These include setting up and taking down work zones near traffic, the requirements for personal protective equipment (PPE), and emergency procedures. Have crews test their knowledge with a [roadside worker safety quiz](#).

GET CREWS INVOLVED

Consult your crews when drawing up your work zone layouts and traffic management plans. Ask about their safety concerns and suggested solutions. Go over a [roadside work preparation checklist](#) with them to help ensure they're ready for the job before heading to the site.

Contact other municipalities to see what safety ideas they've used successfully.

RAISE AWARENESS IN YOUR COMMUNITY

Speeding and distracted drivers are among the most common hazards for roadside workers. "We always keep our eyes peeled", says Lepik. Consider running awareness campaigns reminding drivers in your municipality that they share responsibility for keeping roadside workers safe.

Use Cone Zone's no-cost [campaign resources](#), which include social media messages, images, and video.

MORE INFORMATION AND RESOURCES

Visit ConeZoneBC.com for additional information and resources. Cone Zone is a provincial initiative supported by the Work Zone Safety Alliance and managed by Road Safety at Work.

Image Below: Roads & Drainage Construction Crew, City of Surrey



MATT LEPIK

CITY OF SURREY, LEAD ON ROADS AND DRAINAGE CONSTRUCTION CREW

Matt has been with the City of Surrey for seven years and in his current role for two years. He works as a lead on a crew with traffic control people, a backhoe operator, and a tandem dump truck operator. They focus primarily on road maintenance in the South Surrey area.

There are many risks that Matt and his crew face when they work on or at the side of the road. They are very aware of how vulnerable they are to passing traffic and constantly watch to see what drivers are doing. “We always keep our eyes peeled”, says Matt.

Some of the dangers Matt and his fellow workers face include vehicles coming into their work zone set up, even when it’s clearly marked with cones, and drivers not understanding or following directions. One of his greatest fears is a vehicle veering into their work zone unexpectedly.

To eliminate as many risks as possible, Matt works very closely with his traffic control people to coordinate and manage traffic. Before they start working, they determine the safest way for them to execute the work they need to do, and the crew works together to try to eliminate as many risks as possible.

Matt says any of the City of Surrey workers who are involved in working on or beside the road must take a work zone layout planning course. They start every shift with a tailgate meeting to discuss safety. They also know the importance of continuous two-way communication amongst the crew members. They are always on the lookout to keep each other safe and make sure risk mitigation measures are in place.

Matt believes that the greatest risk to his crew’s safety is speeding drivers. He regularly sees many drivers defying the speed signs. Speeding increases the risk of safety for everybody, including drivers, since a driver can lose control in a narrow lane and they don’t have time to react when they moving too quickly. Matt identifies the second greatest risk to safety is caused by drivers not paying attention.



PROFESSIONAL DEVELOPMENT & EDUCATION CREDITS



Chartered Professionals in Human Resources of BC & Yukon

To further support the Continued Professional Development (CPD) needs of the growing population of Certified Human Resources Professionals (CPHRs), and in recognition of the quality of some of the HR professional development programs offered throughout BC, the Chartered Professionals in Human Resources of BC & Yukon (CPHR BC & Yukon) have introduced the CPHR BC & Yukon pre-approved CPD hours program.

Many of the BC Municipal Safety Association's training programs have been evaluated and endorsed by the CPHR BC & Yukon.

Canadian Society of Professionals in Disability Management

Canadian Society of Professionals in Disability Management (CSPDM)

The BCMSA is thrilled to highlight our collaboration with the Canadian Society of Professionals in Disability Management (CSPDM). This collaboration marks a significant milestone in our commitment to enhancing professional development opportunities for all. Canadian Society of Professionals in Disability Management (CSPDM) is a founding member of the International Association of Professionals in Disability Management (IAPDM).

Professionals maintaining their CDMP can use the below BCMSA training courses to maintain their credits. Check out our website to view the BCMSA-offered courses recognized by CSPDM for CEC credits.

For more information on how to submit for credits visit [CEC members only page](#).



EOCP CEUs

Most 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 on the BCMSA Website.

CEU's are available retroactively, so if you have taken one of these courses and would like to submit them for credits; please contact us for the form.

Participants are provided with an EOCP Evaluation form at the training session.



British Columbia Institute of Technology (BCIT)

BCIT has assessed our courses and Programs and has granted the following transfer credits into their Occupational Health & Safety Certificate Program. Transfer credits may be used to satisfy the elective credit requirements of the program.

- Every 8-hour course is worth .5 transfer credits
- Every 16-hour course = 1 transfer credit
- Every 24-hour course = 1.5 transfer credits (eg. Utility Locator Specialist)
- Completion of the Supervisor Safety Certificate Program (SSCP) = 2 transfer credits
- Completion of the Municipal Worker Safety Certificate Program (MWSCP) = 1.5 transfer credits

LEARN MORE

PREVENTING HEARING LOSS IN MUNICIPAL WORKERS

The effects on industry and workers when it comes to the cost of hearing loss can be staggering. Every year, WorkSafeBC accepts roughly 2,000 hearing loss claims and pays approximately 27 million dollars for hearing aids and hearing aid services.

Hearing loss is one of the most common occupational diseases in Canada, and it can have serious consequences on an individual’s health, safety, and quality of life. That’s why it’s important to protect the hearing of your workers and have their hearing tested annually by an authorized industrial audiometric technician.

Workers in municipalities are often exposed to high levels of noise. While sudden, loud noises can damage hearing, permanent hearing loss is most often caused by long-term exposure to excessive noise – like equipment, power tools, or machine noise throughout a work shift. Hearing loss is painless, so workers may not realize something is wrong until it’s too late.

YOUR RESPONSIBILITIES AS AN EMPLOYER

As an employer, you’re required to protect your workers’ hearing. This includes identifying workers at risk of overexposure to noise and exploring options to reduce the risk, providing different types of hearing protection to suit workers’ needs, comfort, and fit, and facilitating annual hearing tests.

The Occupational Health and Safety Regulation explains how employers are responsible for protecting their workers with a noise control and hearing conservation program that includes:

- Noise measurement
- Education and training
- Engineering controls
- Hearing protection
- Posting signage in areas where hazardous noise is present
- Hearing tests
- Annual program review

Maximum daily unprotected exposure time by noise level in dBA		Examples of noise-level ranges (in dBA) by equipment type*
8 hours	85	Dump truck (84–88)
4 hours	88	Crane (78–103)
2 hours	91	Backhoe (85–104)
1 hour	94	Dozer (89–103)
30 minutes	97	Belt sander (93–104)
15 minutes	100	Pneumatic nail gun (98–101)
7.5 minutes	103	Concrete saw (97–103)
3 min, 45 s	106	Compactor (90–112)
1 min, 50 s	109	Grinder (106–110)
1 minute	112	Jackhammer (100–115)
30 seconds	115	Riveter; sandblasting nozzle (111–117)
15 seconds	118	Pavement breaker (98–120)
7.5 seconds	121	Piledriver (119–125)

*Based on data collected by WorkSafeBC; may not reflect all types of equipment or operating conditions. Newer, well-maintained equipment is usually quieter than older equipment.

MANAGE NOISE HAZARDS IN YOUR WORKPLACE

When it comes to protecting your workers' hearing, follow these steps:

1. Eliminate the noise hazards entirely or substitute materials or processes to reduce the hazard. The best way to reduce the risk of noise exposure is to eliminate the source of noise.
2. Use engineering controls. For example, reduce noise at the source by retrofitting equipment with noise-control devices.
3. Use administrative controls. For example, limit the time workers spend around noisy machines.
4. Use personal protective equipment (PPE). Supply workers with hearing protection, such as earplugs or earmuffs. Make sure the PPE fits and that workers know how to use it. For more information on noise control, see the WorkSafeBC bulletin. [Preventing noise-induced hearing loss at work.](#)

PROVIDE THE RIGHT HEARING PROTECTION

There is no one-size-fits all solution to hearing protection. It's important to provide a variety of appropriate hearing protection options to ensure that workers can find the right fit to protect them from hazardous noise.

Some hearing protection might block too much sound, so consider one of the many styles that allow workers to hear people talking and other sounds while still blocking the harmful noise. In many situations, a Class B push-in style earplug or Class B earmuffs will work the best.

CONDUCT HEARING TESTS

There are two ways to provide annual hearing testing for your workers, depending on the size of your business. You can invest in an in-house testing facility with required testing equipment and at least one qualified technician. Or, for smaller businesses, you can hire an industrial audiometric testing business (IAB) to perform the tests. You can find a list of [authorized industrial audiometric businesses on worksafebc.com](#).

FOR MORE INFORMATION AND RESOURCES

Find resources to help you prevent work-related hearing loss and choose the right hearing protection at [worksafebc.com/noise](#). You'll find bulletins, toolbox talks, videos, and more. To speak to someone from WorkSafeBC's Prevention Services team, call WorkSafeBC's Prevention Information Line at 604.276.3100 in the Lower Mainland or at 1.888.621.7233 (621.SAFE) toll-free in Canada.

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](#)

2024 WEBINARS

The BCMSA hosts free one-hour lunch and learn webinars several times a year. Yes, that's right, FREE! During each session, moderators will provide an overview and answer questions. Free and interactive – it's a win/win.

Improve your understanding of trending topics!

[WEBINARS](#)



SAFETY TALKS

Monthly safety talks are researched and designed for easy delivery. One thing you can check off your to-do list today!

Since 2011 we've been developing monthly crew talks that we believe are relevant to you and your workplace health and safety. Print them, and share them within your workplace. Consider this your shortcut to getting the crew talk done.

[2024 SAFETY TALKS](#)

2024 MEETING DATES



BCMSA UPDATE



SERENA KWON CLIENT SERVICES

We welcome Serena Kwon who recently joined the BCMSA team!

With over 8 years of administrative experience, Serena was enthusiastic to join the BC Municipal Safety Association in Client Services, in January 2024.

Where her focus on seamless coordination and client satisfaction shines. Beyond work, Serena is a gym enthusiast, finding balance through workouts, and expressing her love for music by playing piano in a church worship band. As a proud mom of three, Serena also cherishes the joy and adventures they bring. Eager to merge her professional skills and personal passions to contribute to BCMSA's mission and goals.

STAY IN TOUCH

BC MUNICIPAL SAFETY
ASSOCIATION

215 - 5385 216 Street
Langley, B.C. V2Y 2N3
(778) 278-3435 | bcmsa.ca

