Supervisors fill critical roles in forestry – and can make the difference in preventing injury or death – so when it came to determining what content a new supervisor program should have, industry turned to its own seasoned supervisors to help shape the content. Several industry groups including the Prequalification Working Committee and Coast Harvesting Advisory Group have identified the need for supervisory leadership development that includes covering training on the key issues industry supervisors have to deal with every day.

Two groups of supervisors (from both contractors and licensees) met in Nanaimo and Kamloops in February and March. Each of the groups worked through numerous activities, facilitated by course development experts, to establish what characteristics, skills and groups of skills make good supervisors.

After hours of discussion, participants agreed they had settled on a good framework. However, several cautioned...
Prequalification Update:

Diverse, constructive feedback for industry steering committee to consider

Industry’s Prequalification Steering and Working Committees have had an opportunity to review and consider the feedback received from 14, town halls, 181 participants, 72 questionnaires and numerous emails and phone calls.

The prequalification review started in spring last year. The objective is to ensure that industry’s prequalification standard is relevant and effective in making sure SAFE certified companies fully benefit from integrating injury prevention into day-to-day operations leading to improved reliability, productivity, employee morale and lower costs.

Overall, in summary, industry is supportive of a revised standard that is both practical and focused on high risk activities; and eliminates unnecessary bureaucracy and paperwork.

In no particular order of priority, this feedback has been grouped as follows:

**SMALL COMPANIES**

1. Some companies are concerned that the proposed audit will be too onerous and require more resources to satisfy.

2. Companies would like to see a small employer audit standard maintained.

**LARGE COMPANIES**

1. Large companies would like the option to continue the practice of hiring and paying for their own external auditor or maintaining their internal auditor.

2. Many BASE Companies (with between 20-40 employees) have indicated that the existing system is too onerous and costly and would welcome an option of a Council advisor conducting the audit.

**COR**

1. Majority would like to maintain the Certificate of Recognition (COR) program, so any standard should allow firms to meet WorkSafeBC’s COR requirements.

2. Companies support an increased emphasis on high-risk activities and ensuring that their competitors are meeting the same standard.

**LEVEL PLAYING FIELD**

1. Companies would like to see consistency between licensees and tenure holders when it comes to SAFE Companies Certification. Majority require it and some don’t. Would like to see BC Timber Sales and Ministry of Forests, Lands and Natural Resource Operations have the same requirements. Many contractors would like to see common forms and templates that would be universally accepted by all licensee and tenure holders.

**RISK SPECTRUM**

1. Consulting companies involved in low risk activities feel the proposed audit standard is aimed at higher-risk “in-the-woods” applications and do not feel their operations warrant this level of assessment. They are looking for lower risk to be recognized too.

2. High-performing companies (with low Medical Incident Rates, low claims, etc.) would like to be recognized with less frequent audits and different options, appropriate to their safety record.

3. Log haulers recommended that an audit tool be developed for log haulers that is relevant to that activity/risk.

**IMPLEMENTATION PRACTICALITIES**

1. Some companies have expressed concern about how audits would be scheduled and performed by Council Advisors. Specific concerns relate to:
   - Challenges of scheduling the audit in geographically isolated areas and during intermittent operating cycles
   - Business interruptions and stress of having a Council safety advisor evaluate operations and interview employees

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Industry is supportive of a revised standard that is both practical and focused on high risk activities.
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2. Some companies have expressed concern that the alternative maintenance action plan or AMAP option may cause companies to lose focus on ensuring the entire safety management system is effectively implemented. It was recommended that companies be provided with an option for an alternative maintenance option or conducting a maintenance audit with an external or internal auditor. (An alternative maintenance action plan option was introduced on a pilot basis in 2012 and 2013 to companies that had consistently achieved SAFE and COR requirements. Industry felt that simply repeating the same annual audit every year did not help those companies further improve their already competent safety program.)

**IMPROVED RESOURCES FOR SAFETY PROGRAMS**

The majority of companies have expressed a desire for improved resources from the Council to develop and improve their safety programs (e.g. practical and relevant forms, templates, procedures) and training (e.g. supervisory training).

- Council safety advisors who may not have specific industry experience relevant to a company’s operations
- Companies that have experienced a verification audit were very supportive of this approach.

2. A few companies (primarily small) felt the existing system works well and do not want to move to another system (increased costs, increased bureaucracy, etc.)

Over the next few weeks, the Prequalification Working Committee will review and incorporate the feedback received from industry and will draft a roll-out plan for the new prequalification standard for review by the Industry Prequalification Steering Committee. All SAFE Companies can expect to receive letters in about three to six months informing them of what — if any changes — will be made to their specific company audit process. Till then, no action is required by SAFE certified companies. Forest Safety News will keep you updated in future editions.
You Asked: What is the difference between a verification audit and a WorkSafeBC Initiated Verification Audit (WIVA)?

The key difference between a verification audit and a WorkSafeBC (WSBC) WIVA is how companies are selected, as both audits are done by BC Forest Safety Council (BCFSC) safety advisors.

How are companies selected for verification audits?
In the past, the majority of companies have been selected randomly. Some companies volunteer because they want to measure how accurate their internal/external audit is. In 2014, companies in Maintenance Year 1 that is companies that became SAFE Certified in 2013 will be selected for verification audits.

How are companies selected for WIVAs?
WSBC decides which companies will have WIVAs. Triggers for a WIVA may include: high risk violations and program orders, injury rate analysis, and complaints. If your company is required to have a WIVA, WSBC will send a written notice to the company explaining what is required and why.

How many verification audits are done each year?
In 2013 BCFSC completed 58 WIVAs. In addition, companies that have had a regular audit for that year, and the verification audit may qualify the company for the Certificate of Recognition (COR) incentive payment from WSBC. In 2014 BCFSC completed 254 verification audits and in 2014, is planning to complete 300. Since starting verification audits in 2008, more than 1,000 companies have been audited with overall very positive feedback.

The most common company request after a verification audit is: “Can you come back and do this again next year?”

How many WIVAs are done each year?
In 2013 BCFSC completed 58 WIVAs.

What is the difference between BCFSC and WSBC?
BCFSC safety advisors work for you and represent your industry - they do not work for WSBC. They are on the ground to help you, your company and your workers be safe and stay safe and to ensure industry’s safety requirements are being met. WSBC officers have the same end objective – a safe work environment. Their toolkit is a little different though in that they have regulatory authority to enforce compliance of the laws and regulations that govern safe work places. They have the authority to write orders and shut down unsafe workplaces.

What happens during a verification audit or WIVA?
The BCFSC safety advisor looks over your safety paperwork, sees the company’s activities, and talks with supervisors and workers to confirm that the company’s safety program is meeting industry and regulatory requirements.

The kind of information safety advisors will look at includes:
- Company policies and procedures
- Safety meeting minutes
- Tailgate minutes
- Worksite inspections
- Worker assessments and orientation records
- Pre-work plans
- Mobile equipment pre-use records
- Emergency response plans
- Close call or incident reports
- Preventative maintenance records
- Supervisor journals
- First aid and injury reports
- WSBC inspections and orders

How long does a verification audit or WIVA take?
Depending on the size, location and scope of operations, several hours to a full day may be required to complete the audit activities. BASE sized audits will take longer. BCFSC safety advisors are respectful of your time and work as efficiently as possible to complete the audit. Safety advisors will work with you to set up a mutually convenient time that has the least impact on your operations.

What does a company get after a verification audit?
While most of the visit is a conversation about safety issues, continual improvement suggestions or recommendations in the form of a Corrective Action Log (CAL) may be provided to the company. In addition, companies that have had a verification audit may not need to submit a regular audit for that year, and the verification audit may qualify the company for the Certificate of Recognition (COR) incentive payment from WSBC.

What does a company get after a WIVA?
BCFSC safety advisors provide the same information and support as in a verification audit (see above) and in addition are required to provide a short status summary to WSBC.

Injury Management/Return to Work pilot project

Following a mail out of over 1,400 letters to harvesting companies in the pilot project, the BC Forest Safety Council has received requests for more than 250 wallet cards and posters from Coastal companies in the three months since launch.

Interior companies have also requested more information and wallet cards. While the pilot will only track Coastal companies’ performance, any company that can reduce their time to file injury information with WorkSafeBC is supporting what’s best for the injured worker as well as reducing insurance costs for the whole industry.

Learn more at http://www.bcf主持safe.org/node/2514

Did you know?
Companies have 3 days to report an injury

Learn more at www.bcf主持safe.org

This advertisement appears in the Spring 2014 edition of the TLA’s TruckLoggerBC magazine.
SAFE Companies cont...

What’s the difference between SAFE Certification and Certificate of Recognition?

Both programs share a focus on recognizing good safety performance:

SAFE Companies Certification

What is SAFE Companies Certification?

The SAFE Companies program is a safety initiative developed by the BC forest sector and is administered by the BC Forest Safety Council (BCFSC). It is a prequalification process, as recommended in the Final Report of the Forest Safety Task Force, designed to assist companies in improving their safety performance and to evaluate company safety programs using industry recognized audit protocols. The majority of BC forest tenure holders support the SAFE Companies program and require certification as a prequalification to bid on forestry contracts.

Y our company receives a SAFE Certification number and certificate from the BCFSC. Your company is listed on the BCFSC website so that licensees (and others) can see if your company meets the industry prequalification standard and may be considered for forestry contracts.

You need to register with the BCFSC. You or one of your permanent employees must successfully complete internal auditor training. You submit a passing audit tailored to your size of company as follows:

BASE (more than 19 workers)
SEBASE (6 to 19 workers)
ISEBASE (5 or fewer workers)
IOO (One owner with one admin)

SAFE Certification is maintained by passing annual audit submissions on time and/or having verification audits carried out by BCFSC safety advisors.

Certificate of Recognition (COR)

What is the Certificate of Recognition (COR)?

COR is a voluntary WorkSafeBC initiative that recognizes and rewards employers who go beyond the legal requirements of the Workers Compensation Act and the Occupational Health and Safety Regulation by taking a best practices approach to implementing health, safety, and return-to-work (RTW) programs.

Your company receives an incentive cheque from WorkSafeBC (WSBC). The amount is equal to 10% of your Classification Unit’s base rate for total assessable payroll and is paid out the following year. Your company is listed on the WSBC website as COR certified. Some contracts for multi-provincial work may require this.

The BCFSC is one of WSBC’s COR Certifying Partners. This means when you become SAFE Certified, the BCFSC will automatically determine if your company meets WSBC’s COR requirements. WSBC applies additional requirements based on your WSBC account status to determine if your company is eligible to receive the incentive cheque.

The annual audit must be completed by an approved auditor. Your internal auditor must complete refresher training every three years and complete two audits in three years to remain approved. Or, you may use a qualified external BASE auditor.

Forestry loses one of its strongest safety voices to cancer

Last month forestry lost a great friend, the Central Interior Loggers Association executive director, MaryAnne Arcand (59), to cancer. MaryAnne, who was also on the Board of the BC Forest Safety Council, and a former employee, served on numerous industry committees and task forces. She was unalteringly and singularly focused on safety and successful logging. She would take anyone to task for being unsafe, and was as generous in her criticism of bureaucracy as she was with any logging company that didn’t shape up to the highest standards of conduct and safety. Most of all, she will be remembered for her big heart, her guitar and singing skills, and her affectionate nickname “bulldozer,” for getting things done. She refused to lose touch with the people she served – the loggers of BC – often swapping stories each week with drivers at weigh scales, keeping a finger on the pulse of our industry.

She lost a sister in a road crash when she was young and was from a 35-year logging family. She knew what it meant to live with the consequences of unsafe. So true to form when she said her good-byes, with calmness and dignity, even in the end she felt a need to help people – wanting her circumstances be an opportunity to learn. She called BCFSC CEO Reynold Hert to say that he should tell everyone after her passing that “there is no safety without health,” and asked that the industry continues with its efforts to improve workers’ health. She paused long enough in her final days to share this with anyone who cared to hear: don’t take your health for granted, and never go quietly into that good night.

The BC Forest Safety Council extends its deepest sympathy and condolences to all who knew and loved her. She will be missed.
Investigation finds unsafe bridges on forestry roads

The Forest Practices Board released its special investigation report, "Bridge Planning, Design and Construction," in March 2014. A total of 216 bridges built in BC since January 2010 were reviewed and a total of 32 bridges (15%) had issues.

In a press release, the board said it was concerned with the growing number of instances of unsafe bridges showing up in recent audits and had carried out a special investigation to determine the extent of the problem. "What we found is highly disturbing, given the emphasis government and industry have placed on safety in recent years," said Tim Ryan, Board Chair.

40% of the bridges did not have complete plans and the required sign-off by a professional -- that the bridge was designed and built correctly -- was not completed for 74 bridges. 19 bridges were "not safe and sound" and 13 had "significant safety concerns".

"The problem is not the lack of legislation or guidance by professional associations," said Ryan. "The problem is that some professionals are not performing to the standards government and the public expect. We are recommending that the professional associations that govern foresters and engineers take action to improve performance by their members. We also suggest that licensees ensure their bridges are safe and government compliance and enforcement staff increase their attention to bridge safety."

A total of 131 of the bridges examined in the investigation were built by major licensees. The balance were built by BC Timber Sales, the Ministry of Forests, Lands and Natural Resource Operations, and others.

Bridges constructed in the Chilliwack, Vanderhoof, Rocky Mountain, Okanagan Shuswap and Cariboo Chilcotin districts were included in the investigation.

In a recent Morning Star article, Minister Steve Thomson is quoted as saying he is disappointed by the findings and expects the unsafe bridges have already been corrected, or will be immediately. He said ministry compliance and enforcement staff would also include bridges in their inspection plans.

The Forest Practices Board is the independent watchdog for sound forest and range practices in BC, reporting its findings and recommendations directly to the public and government.

To read the full report, please see: www.fpb.gov.bc.ca.

Top: Example of a safe bridge. Bottom: Example of an unsafe bridge. Photos provided by the Forest Practices Board.
Inquest into 2013 Whistler logging truck incident

The Mayor of Whistler, Nancy Wilhelm-Morden, has met with many industry and regulatory stakeholders following the October 19, 2013 incident that resulted in the death of motorcyclist Hugh Craig Roberts, 65, of West Vancouver.

Last month (March 2014), the BC Coroners Service announced that it will hold an inquest into his death. Presiding natural resources coroner, Chico Newell, and a jury will hear evidence from witnesses to understand what happened that day. The jury will have the opportunity to make recommendations aimed at preventing a similar event and death.

No date has been set for the inquest, but it is anticipated that it could occur in Fall 2014.

Left: Whistler Mayor Nancy Wilhelm-Morden has been updating Whistler via her Facebook page on logging truck safety and the 2013 incident that left residents questioning if they wanted a ban on logging trucks moving through their community during the day.

Trucking Advisory Group update

The Trucking Advisory Group (TAG) is moving quickly to establish key priorities and deliverables aimed at improving log hauling safety performance within the forest industry. The group was formed earlier this year and will hold its third meeting later this month (April 29).

Following the acquisition and analysis of a significant amount of safety related data from TAG members, the following items have been identified for immediate action:

- Develop overweight policy and management strategy reflecting best practices
- Investigate and develop options for training of log loaderman and log truck drivers in managing for and reducing overweights
- Improved overweights data set by aiding CVSE in mill slip program data collection activities
- Investigate and recommend best practices/options for log truck telematics to monitor and improve driver performance/human factors
- Investigate available information/stats and develop appropriate seat belt use policy for consistent application across TAG operations
- Further develop log truck training and mentorship package/programs and provide summary of options
- Summarize available resources and communications options for improving safety education and awareness to log haulers
- Develop a data acquisition and analysis strategy aimed at improving our understanding of safety issues and trends within the industry as a whole
- Develop a communications strategy to better inform stakeholders of industry’s many safety initiatives and its ongoing commitment to continuously improve safety performance.

TAG members include senior representatives from Canfor, Gorman Bros., Interfor, Tolko, West Fraser, BC Timber Sales, LoBar Contracting, and association representatives from the Central Interior Logging Association, Truck Loggers Association, Interior Logging Association and the BC Forest Safety Council.

Anyone who would like to provide comments or input directly to TAG, may email TAG@bcforestsafe.org.

Forest Safety will provide updates in future editions.
The “Anatomy of a Roll Over” presentation was recently hosted in Prince George by the BC Forest Safety Council to explain the causes of roll overs to log truck drivers, fleet supervisors, loggers, forest licensees, and personnel from various government organizations.

The presenter, Grant Aune, of Advantage Fleet Services, has more than 32 years of commercial vehicle incident investigation and accident reconstruction experience. In his two-hour presentation, he shared how to best manage practices to first avoid a potential rollover and then also how to handle or potentially mitigate one if the truck is in the process of a roll over.

According to Grant, the best thing a driver can do is take the time to look at his load, realize that each and every load is different, and understand that even the smallest of changes to height, weight, speed, and handling can affect how likely a truck will roll over. He then went on to explain the “Roll Over Threshold” – the likelihood a vehicle is to roll over – and how to calculate it for individual vehicles.

Very positive feedback was received from all 25 participants. The BCFSC is now looking to see how to effectively roll out the information via additional presentations and other means across the province.

Comments from participants included: “The best part of the presentation was Grant’s passion, knowledge, and experience”. “Good technical and practical info, and good stats!”

Presentation on the causes of truck roll overs

The main causes of roll overs are:

1. Load, tire or suspension failure
2. Tripped (taking a corner too tight or too wide)
3. Driving onto a soft shoulder
4. Steering induced, and
5. Excessive speed while negotiating a curve.

Anatomy of a rollover presentations

May 10 at the ILA Conference in Vernon
Others planned for April and May
Sessions will be added here:
www.bcforestsafe.org/rollover
Check back regularly to sign up for one near you.
Development of new supervisor program...

continued from cover

that the next step after developing the content was as important – namely the details of who was going to deliver the training and how it was going to be delivered. Everyone agreed that success would depend on the flexibility and accessibility of the courses as well as the ability to customize the training and ensure the training was not cost prohibitive.

The point was also made that senior management had to value the role of supervisors and support the training and mentoring of supervisors. They said the payback in investing in supervisor training would be safer, more efficient and effective operations, but that forestry leaders had to champion the cause.

“It has to come from the top,” said one of the attendees who felt that part of that buy-in would require that the training be easily customized to implement internally, in modules, or offered to contractors near their work on a schedule that didn’t impact production.

“We need better ways to train people without taking them out of jobs for five days,” said another attendee. “It’s not just the costs of the training and travel, it’s all the other costs of having that person off the job for that period of time.”

Testing the program also ranked high: “I’d like to see it tested on foremen for example, and secure lots of feedback before the course is finalized.”

And training isn’t something that works in isolation. “Training is one part of it. Supporting tools in the toolbox help make supervisors better. Tools like best practice sample sheets and forms, and sharing practical process and review sheets that new supervisors can make their own.” One group supported the idea of an app that would offer a range of tools like templates for key forms, suggestions for dealing with difficult conversations, and more.

Others noted that depending on the different modules within the final course, people might choose to focus on stand-alone modules to help strengthen an area. “One might have a supervisor that is really good in say three out of four supervisory skill areas, but lousy in one. You don’t want to waste his and his company’s time in say a three day course when he just needs an intensive half day for one module.”

All input received at the two sessions will now provide a backbone for a new supervisor/leadership program. Development is expected to take approximately four months with testing and reviews taking another three months before possible roll-out. Several of the industry participants will be active in the ongoing development, testing and review of the program.

Some industry groups have also suggested that they would like to see industry explore a voluntary Supervisor Certification or Leadership Excellence credential as a final product. Though the workshop participants focused on logging supervisor skills and attributes, the target program is expected to be applicable to all forestry supervisors, with some components focusing on leadership in general.

“The same core skills are shared by all good supervisors, but for each forestry supervisor role, the unique piece is the operational skills component. We will be looking to develop the new program based on the common supervisory and leadership skills, yet provide opportunity to adapt the program for each specialty job – for example silviculture, logging and falling,” said Pam Jorgenson, training manager, BC Forest Safety Council (BCFSC).

Both the Kamloops and Nanaimo working groups came up with the same four ‘buckets’ of skills and characteristics that a good supervisor has: communication skills, leadership skills, professional qualities, operational knowledge. The groups recommended that these four items shape the new program.

“Effective supervisors are key to an effective, efficient and safe forestry industry.”

Looking to develop the new program based on the common supervisory and leadership skills, yet provide opportunity to adapt the program for each specialty job – for example silviculture, logging and falling,” said Pam Jorgenson, training manager, BC Forest Safety Council (BCFSC).

Both the Kamloops and Nanaimo working groups came up with the same four ‘buckets’ of skills and characteristics that a good supervisor has: communication skills, leadership skills, professional qualities, operational knowledge. The groups recommended that these four items shape the new program.

“We need courses that can be tailored to specific needs, when, where and in whatever format works best for the trainee and his company.”

Reader challenge on supervisor skill mix!

What weighting would you give the skill sets of: communication, leadership, professionalism and operational issues? Jot down your answers and see if you came up with the same or similar weightings as the Kamloops supervisors. *(Your four answers should add up to 100%)*

*Answer to reader challenge on page 16.*
Positive feedback on first Advanced Incident Investigation course

Gerard Messier, training and program development manager, prepares course participants for their mock advanced incident investigation interviews. An important piece of successful investigations is building the right rapport with each person you are interviewing, setting the expectations, asking the right type of questions, and keeping an open mind.

An Advanced Incident Investigations trainer, Terry Baker, explains the communications that take place when a serious incident occurs and what the investigator needs to do so as not to compromise the investigation in any way.

The first Advanced Incident Investigation (AII) course ran in Nanaimo in March and was attended by 14 trainees and by the trainers who will be responsible for teaching the AII course on an ongoing basis.

There are two key outcomes of the course. The first is to have the participants improve their investigation skills by working through a complex practice investigation while being coached by the instructor. The second is to give the participants an understanding of the roles that outside agencies such as the RCMP, WorkSafeBC and the Coroner’s Service play when a serious incident occurs.

Developing advanced investigation skills, identifying the root causes of incidents and developing solid recommendations to improve operations, help move industry safety knowledge and performance forward. When expert analysis of incidents is shared regularly internally and with the rest of industry, we can all be informed as to how to prevent similar occurrences in the future.

For more details on the course, please see: [http://www.bcforestsafe.org/node/2393](http://www.bcforestsafe.org/node/2393)

Some of the 14 participants who took part in the first Advanced Incident Investigations training course that was held in Nanaimo recently.
40 Canfor contractors attend Prime Contractor training

The BC Forest Safety Council and WorkSafeBC teamed up at the invitation of Canfor in Cranbrook last month (March) to share with 40 contractors what it means to be a Prime Contractor – the role, rules, regulations, responsibilities and opportunities to champion best practices and safer, more efficient operations.

Gerard Messier, BCFSC’s training and program development manager, along with Bjarne Neilsen, WorkSafeBC’s Senior Regional Officer, led a day of learning and meaningful discussion between licensee and contractors representatives, and WorkSafeBC safety officers.

“It’s a good balance of content with real discussion taking place. WorkSafeBC covers the regulations and responsibilities for companies and contractors, and we (BCFSC) walk everyone through our Prime Contractor guide and the tools such as forms that can be used to make the process easier for both the company and the contractor,” said Gerard.

Visit [http://www.bcforestsafe.org/rpkg_prm_cnt.html](http://www.bcforestsafe.org/rpkg_prm_cnt.html) for more information, or contact the BCFSC if you would like to host a similar session in your area.

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**You Said It! “Switchback” training**

Switchback training is an intense three-day group learning experience which is intended to teach participants how to manage their memories and thoughts in such a way as to improve safety, increase personal and professional success and promote team building. Teaching tools focus on increasing self and situational awareness. Simply put: how not to let your past shape your future. A number of industry supervisors and senior managers have taken the training with a view to deciding the value in implementing it within their own organizations.

Participants at a recent Switchback training session had this to say:

“I like the new tools I now have to deal with situations more constructively, to be a better team player and be more safe and productive.”

“Improving communication in turn improves mental engagement with safety programs.”

“Awareness of behaviours and what are triggers for behaviours allows one to avoid the behaviours that lead to short cuts or poor decisions.”

“It gives me more tools to effectively diffuse potentially serious situations before they escalate into the fight/flight category. It enables a supervisor to address not only conflict on the work site but also recognize the value of your key employees.”

“The beginning of team building.”

“Incredible value in my personal life and at work. In a few short days I found great positive outcomes.”

“Companies that participate should get a break on their WSBC insurance rates or other recognition.”

“End result is a safe workplace and better communication between people.”

“Switchback training opened my eyes in a safe environment to how my thoughts control my behaviour. I was really surprised to learn of the struggles in most of our lives and how that affects our time at work.”

“Would like to see it rolled out to spouses and family as well.”
Upcoming training

If you would like to see how a training course can meet your organization’s needs, please let us know. We are committed to working with you to find the right training solution. We may be able to tailor a program to your specific needs and deliver it in a way that is most convenient for your operations.

Please see www.bcforestsafe.org for 2014’s full training calendar. Check back often as course dates do change. Email training@bcforestsafe.org or call toll-free 1-877-741-1060.

How BCFSC training is developed:

1. Identify and assess need based on industry issues and statistics
2. Conduct research: gather input on skills needed – from experts in the role; people expert reports to; people who report to expert and even stakeholders who might deal with someone in that role
3. Frame backbone of course based on skills and objectives: what will a person be able to do after the course, to what standard, and how that performance can be measured
4. Develop content. Refine content. Make sure program content and delivery meets the target group’s needs, wants and likes
5. Develop training materials for instructor and participant. Develop evaluation materials that show participants have met the suite of objectives. Pilot the program. Revise and pilot again
6. Deploy. Gather constant feedback and address as required
7. Analyze and review every three years – is it still meeting its objectives? What is its return on investment? Has technology, industry developments, regulations or anything else made it outdated? Respond accordingly.

2-day Basic Forest Supervisor Training hits the mark in Squamish

This course is held regularly throughout the year and focuses on practical ways to help forestry supervisors meet their regulatory requirements. This particular session was customized for a company that wanted to ensure its supervisors understood their key roles.

“The custom training allows for individual companies to work on specific challenges that may be difficult to talk about in an open training session,” explained the course trainer, Gerard Messier.

Apart from comments about uncomfortable chairs, the 11 course participants had good things to say with a 100% approval rating of agree or strongly agree across the board:

“Well done and very worthwhile!”

“Instruction was excellent.”

“Was a great course, learned lots that I will definitely use.”

“Good course.”

“Very interesting course.”

Would your organization like us to put on a course for you? Email us at training@bcforestsafe.org or call 1-877-741-1060.

2014 APRIL NEWSLETTER 11
YOU can be the COACH everybody wants and needs

It really doesn’t matter who you are or what you do, at work or at home, every person benefits from having a coach – someone who cares, observes, analyzes, communicates and helps. Think about the one person you feel has most influenced your life, and it’s pretty much guaranteed it is someone who you respect, someone you felt took the time to know you, cared, and inspired you.

When supervisors are able to recognize and develop coaching skills to use in every interaction with individual workers and teams, barriers come down, understanding goes up, and mutual trust and respect is built or strengthened. Any issues or potential issues can be addressed in a constructive, positive way.

“Caring is by far the most important thing any worker wants to see from a supervisor or employer. They have to believe you really care,” said Marius Jacobs, SafeCOACH trainer.

Course attendees spent time role-playing on how to communicate feedback in the best possible way.

Updated Qualified Supervisor/Trainer course ready for roll-out!

The BC Forest Safety Council and Wildfire Management Branch have developed an updated Qualified Supervisor/Trainer (QS/T) curriculum. WorkSafeBC has authorized a pilot on the new materials that will be delivered April 8.

Acceptance into the training is on a competitive basis with applicants’ qualifications reviewed before class selections are made. Priority will be given to suitably qualified applicants that can confirm their intent to train fallers for the forest industry. The objective is to ensure that industry has the right people in place with the right skills to be able to train up to 100 new fallers a year for the next five years. This is one of the ways industry hopes to address the urgent and growing need to replace retiring fallers.

The intensive nine-day QS/T course, at a cost of approximately $4,500 plus GST, with a maximum of six participants and two instructors, has been designed to prepare experienced fallers to:

1. Teach the BC Faller Training Standard program
2. Evaluate new and existing fallers
3. Certify fallers.

The first scheduled dates for the course are: April 8 and October 7 in Salmon Arm and July 15 in Sointula. Email faller@bcforestsafe.org or call toll-free 1-877-741-1060 for more information on how to apply or visit http://www.bcforestsafe.org/node/2535 for course details and qualifications required.

Industry Training Model progressing well

Another way industry is working on having enough qualified fallers to replace retiring workers is with an Industry Training Model that will see a pilot running later this Spring.

This industry model is based on a subset of the WorkSafeBC approved Qualified Supervisor/Trainer course materials and is currently under review by WorkSafeBC.
The BC Forest Safety Council will be working with industry to apply for available funding for new faller training in 2014. The BC forest industry needs to replace 85% of its retiring workforce, including handfallers and other occupations, in the next 10 to 15 years. It is critical to the future success of our industry and economic well-being that we focus on securing a pipeline of suitably qualified and trained workers.

In 2014, it will cost approximately $17,000 for tuition, $2,700 for tools, plus additional out of pocket expenses for food, accommodation and travel for a new faller to undertake the 30 days of basic training. This training will authorize the individual to fall trees as a trainee faller under proper supervision. "Funding helps ensure that suitable candidates, who would otherwise not be able to afford training, are able to participate in the program," said Peter Sprout, the BC Forest Safety Council’s Falling Program Manager. Industry’s objective is to train 100 new fallers this year. A total of 35 new fallers were trained in 2013 through the BC Forest Safety Council’s program.

In addition, two fallers were trained through an industry partnership pilot between the Council and Western Forest Products – the first in eight years. "More funding and partnerships will help us secure a feeder system of new fallers to meet industry needs over the next 10 years," said Sprout.

According to the BC Coastal Forestry Industry Labour Market Partnership Project: Labour Market & Training Needs Analysis – Final Report, August 2013, the forest industry will need to employ 12,000 new, suitably trained workers over the next 10 years (2013-2022) in 26 different occupations. Of the 12,000 positions, the highest need for 7,170 new workers are in five key occupations, as listed below:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number of new workers needed between now and 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>logging machinery operators</td>
<td>1,792</td>
</tr>
<tr>
<td>truck drivers</td>
<td>1,776</td>
</tr>
<tr>
<td>hand fallers</td>
<td>1,312 (875 between now &amp; 2017; 437 needed from 2018 to 2022)</td>
</tr>
<tr>
<td>logging workers</td>
<td>1,311</td>
</tr>
<tr>
<td>forestry technicians</td>
<td>797</td>
</tr>
</tbody>
</table>

For detailed charts and analysis of supply-demand needs, please see the full report at: www.tla.ca/sites/default/files/news_policy/bc_coastal_forestry_final_report_october_2013_final.pdf (PDF: 158 pages)

Smith Inlet fallers put Readibands to the test

Late last month (March) a pilot study was rolled out in Smith Inlet where 23 active fallers have agreed to wear Fatigue Science Readibands for the next three weeks as part of a research project that could help shape better safety outcomes for all forestry workers.

The aim of the project is to see how the technology performs on workers in forestry settings. Data collected will be analyzed to identify a faller’s quality of sleep. A detailed, confidential sleep report will be provided to each participant. The Readibands, which look like watches, measure the amount of sleep and quality of sleep and this helps in the linkage between fatigue and human performance. As fallers are industrial athletes, the idea is to try technology that has been of benefit to a number of professional sports teams.

"This is just the launch phase of the pilot. We go in with good expectations, but until we test and review the findings we won’t know if this is something that makes sense. We need to gather data, consider what participants say about the experience, and inform industry as to whether it can make a difference to consider as another possible tool for the safety toolbox," said consultant Carole Savage, who was in Smith Inlet to launch the pliot.

Forest Safety News will provide an update on the pilot in future editions.
Fit to Work programs boost performance

By Dr. Delia Roberts

How important is vigilance to your job? Does your life depend on staying alert, reading the signs and making good decisions? Whether looking at the canopy, climbing through debris or negotiating winter roads, the instantaneous assessment of conditions and the decisions made in response can turn the unexpected into the expected, and give you a much greater chance of avoiding the hazard altogether.

It turns out that these same skills make a good hockey player into a great one and are also used by the US armed forces to help combatants survive in the field. Fit to Plant, Power Driving and a new Fit to Work program aimed at forest workers are all based on a large body of research conducted with athletes and armed forces personnel that has determined some very simple strategies for how to stay alert in the face of fatigue, constant stimuli, and poor environmental conditions.

The Fit to Work programs are field-tested and arise from studies conducted on tree planters, drivers, heavy equipment operators and fallers in British Columbia and the Pacific Northwest. All participants reported less fatigue, less chronic pain, improved health outcomes and far fewer injuries and accidents. In the study with log haulers, improving hydration and stabilizing blood sugar levels resulted in a measured improvement in reaction time and accuracy of 18% or as much as ¼ of a second. That translates into a very real 15 feet of additional stopping distance when a loaded truck is travelling at just 50 km/hr. And least you think the phenomenon is restricted to drivers, the same effect has been shown in planters, ski patrols, doctors, helicopter pilots, fallers, and workers in a plywood mill.

Blood sugar levels impact reaction times.

Seasoned faller and supervisor joins team as falling safety advisor

Glenn Hestnes joined the BC Forest Safety team last month as Falling Safety Advisor. Glenn will be directly supporting falling supervisors and fallers through onsite field visits. He brings a depth of experience to his new role having spent 28 years as a faller and 15 years as a falling supervisor. “I look forward to supporting fallers throughout our Province,” said Glenn. Connect with Glenn at ghestnes@bcforestsafe.org or call toll-free 1-877-741-1060.

New faller training coordinator to focus on securing funding for programs

Marla Guldbraensen, formerly SAFE Companies Administrator, has been appointed New Faller Training Coordinator, responsible for promoting and coordinating the New Faller Training Program, including securing funding and administrating the program. You can reach Marla at guldbraensen@bcforestsafe.org or call toll-free 1-877-741-1060.
Hydration is critical in all weather conditions

Working out of doors in British Columbia has its own unique difficulties. Performing even a simple task can be challenging when it’s cold out. Add fog, snow, rain and wind and your ability to stay focused is further challenged. Blood supply to your hands and feet is restricted to conserve heat, making it difficult to control the muscles that allow you to grasp your tools or adjust your balance when on unstable footing. Summer heat presents a different set of problems all together, or does it? Did you know that keeping yourself hydrated can help alleviate problems in both of these weather extremes?

The Fit to Work programs show you how to overcome these challenges and more using simple realistic strategies that are tailored to your lifestyle and work environment. Whether you are based in camp or have a long commute home each day making informed choices about the food you eat, the fluids you drink and the recovery strategies you employ can go a long way towards helping you achieve your goals. The Fit to Work programs are tailored to your lifestyle and challenges and more using simple realistic strategies that are based in camp or have a long commute home each day making informed choices about the food you eat, the fluids you drink and the recovery strategies you employ can go a long way towards helping you achieve your goals.

Next edition, Delia will discuss the one method that is guaranteed to decrease your risk of injury and illness; in fact this is the magic bullet! Proven to slow the effects of aging and reduce your risk of getting cancer, heart disease, diabetes, depression and even the common cold, it also protects against back, knee and shoulder injuries. What can it be?

For more information on Fit to Plant, Power Driving or other Fit to Work programs, contact Dr. Roberts at droberts@selkirk.ca

April 28

National Day of Mourning

I Chose to Look The Other Way

I could have saved a life that day,
But I chose to look the other way,
It wasn’t that I didn’t care,
I had the time, and I was there.

But I didn’t want to seem a fool,
Or argue over a safety rule,
I knew he’d done the job before,
If I spoke up, he might get sore.

The chances didn’t seem that bad,
I’d done the same, He knew I had.
So I shook my head and walked on by,
He knew the risks as well as I.

He took the chance, I closed an eye,
And with that act, I let him die.
I could have saved a life that day,
But I chose to look the other way.

Now every time I see his wife,
I’ll know; I should have saved his life.
That guilt is something I must bear,
But it isn’t something you need share.

If you see a risk that others take,
That puts their health or life at stake,
The question asked, or thing you say,
Could help them live another day.

If you see a risk and walk away,
Then hope you never have to say,
I could have saved a life that day,
But I chose, to look the other way.

Don Merrell, donmerrell@hotmail.com

April is:

Daffodil month
raising funds through daffodil sales and donations (live and pins) to support cancer research. Prevention, awareness and regular screenings are your best cancer weapons. See http://www.cancer.ca/

Irritable Bowel Syndrome (IBS) awareness month
IBS affects an estimated 13-20% of Canadians with a lifetime risk for a Canadian to develop IBS of 30%. It affects more women than men, and while it decreases a person’s quality of life, only 40% of those with symptoms seek help. Learn more at: http://www.badgut.org/information-centre/irritable-bowel-syndrome.html

Parkinson’s awareness month
Learn more at http://www.parkinson.ca/

May is:

Food allergy awareness month
Learn more at http://www.anaphylaxis.ca/

Foot health awareness month
See http://www.podiatrycanada.org/

Hepatitis awareness month
See http://www.liver.ca/

MediAlert month
See http://www.medicalert.ca/

Speech & hearing awareness month
See http://www.canadianaudiology.ca/

Emergency Preparedness Week, May 4-10
At two recent industry conferences, we asked BC Forest Safety booth visitors the question: “Have you participated in an emergency preparedness drill in the last 12 months?” The informal poll found that of a total of 58 completed ballots: 69% had held a drill; 24% had not; and 7% had no response. Regular drills at least once a year – whether simplified or full scale – help test the plans and refine practical responses that are most appropriate, and can help save lives.

Tip of the month: Make sure contact phone numbers, radio signal frequencies and satellite phone details on call lists are up to date and that back-up contact plans are current and stored where everyone knows where to find them. Often emergencies happen when the lead emergency warden/leader is on holiday or off-site! Have a back-up plan and always test the plan! See http://embc.gov.bc.ca/em/index.html for information on how to prepare for various emergencies, both at work and at home.

North American Occupational Safety and Health Week (May 4 to 10).
Visit www.naosh.ca

National Mental Health Week (May 5 to 11).
See http://mentalhealthweek.cmha.ca/

World Asthma Day (May 6).
Visit http://www.asthma.ca/

World No-Tobacco Day (May 31).
See http://www.lung.ca/
Kids say it best!

Send your child's art, photo, or essay for publication to:

The editor
Forest Safety
420 Albert Street
Nanaimo BC V9R 2V7

Provide your child's name, age and mom/dad's work address or email address on the back of the work so that we can mail their goody bag to you. Submission of any material is accepted as you granting your full permission for publication. Thank you! Remember all children who send in art will also be entered into a draw to win a custom-made wood truck just in time for Christmas! So keep those masterpieces coming. They bring a lot of smiles to a lot of people, and remind one and all that it's the next generation we all care so much about.

Always remember who needs you to be safe today!

ABOUT Forest Safety

Forest Safety is published six times a year: February, April, June, August, October and December. All submissions – letters to the editor, safety tips, photos, safety stories, concerns are all welcome. The opinions expressed in the newsletter are not necessarily those of the editor, staff or board of the BC Forest Safety Council. All decisions to publish materials rest with the editor.

Subscriptions

If you would like to continue to receive a hard copy or would prefer to receive an electronic copy of this newsletter, please email editor@bcforestsafe.org and ask to be added to the print copy or email distribution lists.

Readers Challenge
Answers: from page 8

25% communication
30% leadership
25% professionalism
20% operational issues.

This bright PPE-focused drawing of a faller called “Work Safe” is from 7-year old Morgan Phoenix, Nelson. Great job!

Our two loot bag recipients from the last newsletter celebrate safety in Princeton! Thanks for sending your photo in!

5-year old Aguamarina Gomez-Bull, Port Clements, drew this lovely “Safe Forest” proving a safe forest is also a very happy forest. We agree. Well done!

Loot bags will be making their way to our artists shortly!