



SAFE Companies program updates, responding to your safety needs

By Cherie Whelan, Director, SAFE Companies



Cherie Whelan.

It's been almost two years since I joined the BC Forest Safety Council, so I have officially had to stop saying that I'm new here! In some ways, I can't believe that it's been that long, and in others it feels like I've been here much longer. This time last year, I was on the tail end of our SAFE Companies Town Halls – 24 Town Halls in a six-week period across the province. I had an opportunity to hear directly from SAFE certified companies in many different regions about what they like and don't like, and what's important to them.

But most importantly, I got to meet with as many of you as possible to hear what I need to focus on to provide the right direction to your SAFE Companies programs. I say your program because the SAFE Companies program really belongs to the forest industry.

I'm a firm believer in accountability, and to that end wanted to provide an update on some of the things that we have built, updated and/or enhanced based on your feedback from our town halls.

1. WorkSafeBC COR policy input

After the town halls were completed, we worked with the SAFE Companies Advisory Committee (SCAC) (<http://www.bcforestsafesafe.org/node/2906>) to review the feedback received from industry. SCAC provided additional input. See what we sent WorkSafeBC based on this consultative process here: <http://www.bcforestsafesafe.org/node/2983>. We anticipate that there might be more opportunities to provide input to WorkSafeBC on what the COR program should look like, and we will keep you updated.

2. SAFE Companies website content refresh

We received feedback that while there was a lot of great information on our website, some things were really hard to find. In response, we reorganized the content from a user perspective and updated many documents to help ensure you find exactly what you are looking for. If you haven't seen it, please check it out at: http://www.bcforestsafesafe.org/safe_companies, and keep the feedback coming for us to ensure meaningful continuous improvement.

3. Increasing use of online training and electronic tools

We received the most feedback on the topic of wanting more online capabilities for SAFE Companies program requirements. In response, we are working on providing employers with more flexibility in how they can meet SAFE Companies requirements such as:

• Increased online training

- » *Small Employer Occupational Health & Safety (SEOHS)*

In January 2018, we launched our SEOHS course in an online format. The learning is self-paced, flexible with 24/7 access, interactive and participants get to speak with a Safety Advisor as part of the process. As at the end of April 2018, 118 people had completed this training.

- » *BASE 4 Internal/External Auditor Training*

We are in the final stages of updating our Internal/External Auditor training. Core competencies were identified with internal and external auditors to direct the design and build of the required training and curriculum. The theory component has been built into an online course resulting in reduced class time for the students. A classroom day is planned for the required hands-on activities and some of the assessment activities, and the first one was scheduled for May 23, 2018 in Nanaimo. We'll provide more information on this in a future issue of Forest Safety News.

• Electronic tools for audit submission

We have just started a project that will provide employers with the capability to complete their SAFE Companies audits online. We are aiming to provide employers with an interactive audit tool that will help them manoeuvre through the audit with guidance and "tips" to help ensure that they submit a complete and successful audit. The focus is on user-friendly and making

Talkin' SAFETy with Mike Sexton:

Can you help me?



Mike Sexton, senior safety advisor.

This is a question we do not get often enough. The answer is easy: Yes, we can. Call us!

We are your Health and Safety Association, and we are here to help.

SAFE Companies program requirements simpler to meet. This new tool will also allow us to better identify emerging trends and issues in SAFE Companies audit submissions, and help us respond more effectively. We are in the planning stages for this work, and will provide regular updates as work progresses.

• More face to face interactions

During the town halls, we received really positive feedback on SAFE Companies' Safety Advisors customer service and support to industry. Overwhelmingly we heard that the most value that our Safety Advisors provide is through face-to-face interactions, like our verification visits. In 2017, we completed 383 Verification Audits, and also started doing Real Time Reviews in addition to our licensee-supported mass submissions for their contractors. A Real Time Review is where we come to a venue in your immediate area and you have the opportunity to bring in your audit submission, sit with a Safety Advisor who will review the submission and provide you with feedback right then and there about your audit. So far in 2018, we have completed 12 Real Time Reviews with 142 SAFE certified companies.

It's been a great couple of years. I'm proud and humbled to be working on your and industry's behalf to implement the changes necessary to eliminate serious injuries and fatalities. Going through the town halls, I got to appreciate firsthand what keeps our industry "up at night", and am so thankful for that opportunity. Please remember, my door is always open. SAFE Companies is committed to listening and supporting you in all things safety. Call me toll-free **1-877-741-1060** or email me at cwhelan@bcforestsafesafe.org.

Just a phone call away

We have Safety Advisors available by phone, toll-free at 1-877-741-1060 Monday to Friday 8:00-5:00. There are one or two safety advisors that take calls in the evening and on weekends too. Worst case scenario, you leave a voicemail and we get back to you as soon as possible.

On-site advocacy

Another service we offer is on-site advocacy. This is where we come to your office or site and go over anything that needs some help – or you just want a second opinion.

This assistance can be diverse, from helping you get ready for your upcoming audit or how to implement a good safe work procedure for a particular work activity, to discussing how best to help you make the move from a small company to a larger one. There is a bigger audit for BASE companies because there is more to deal with as a larger company, but the audit follows the increased responsibilities that

come along with increasing size. These responsibilities are there as a growing company, whether you do the audit or not.

Can someone help me with my audit?

Absolutely! As your Health and Safety Association we are here to help you where we can at no cost to you. Remember though that when it comes to completing your audit, the “Auditor” must be the Company Employee or owner whose training is current, a current External BASE Auditor, or a BCFSC Safety Advisor doing a Site Verification Audit, to be COR (WorkSafeBC’s Certificate of Recognition) eligible.

How does this work?

The first step is to contact us. The easiest way is to call the office and ask to speak to a Safety Advisor. We will discuss what you are looking for and come up with a plan.

If you see your company moving up to BASE, be happy, not nervous! We have done quite a few visits with companies in this situation lately. Each visit takes about two to four hours and includes going over the BASE audit and identifying any gaps in your system. Another possible option is setting up a Gap Analysis audit. This is a “practice run” which gives you a real measurement of where your company is at against the BASE standard.

These visits may be done by a BCFSC Safety Advisor or a student BASE auditor, if any are available, with limited cost to you. There are many possibilities. Bottom line is, when it comes to anything SAFETY, we are here to support you succeed. Please call us at **1-800-741-1060** toll-free or **250-741-1060**.

If you prefer email, email us at safeco@bcforestsafesafe.org. 📧

AgSafe COR to SAFE marks 4th conversion agreement

Similar to the SAFE conversion agreements that the BC Forest Safety Council (BCFSC) entered into in 2017 with the BC Construction Safety Alliance (BCCSA), Energy Safety Canada, and Safety Driven, the BCFSC has finalized an agreement with AgSafe Canada. The agreement allows employers with a valid small companies AgSafe SECOR (Small Employer Certificate of Recognition) to achieve SAFE Certification if they are currently working or intend to work in the forestry sector in BC.

There are exclusions, if the company:

- wants a forestry COR certification in addition to the AgSafe SECOR, or
- has one or more of its classification units (CUs) assigned or aligned with forestry.

In these two cases, the company must follow the usual SAFE certification process. Further, this is a one-way conversion agreement. There is no reverse mechanism to grant AgSafe SECOR to a SAFE Certified company.

All incoming AgSafe contractors will meet the same fee requirements and process as existing SAFE companies and in addition will be required to successfully complete a training course, Forestry Safety Overview, that will orientate them to BC forestry conditions and expectations. The importance of this training is to ensure that all newcomers are well aware of the specific BC forestry hazards and conditions to ensure that they are safe operators and that they do not create new hazards for other phases.

At the end of April 2018, SAFE Companies had issued 45 SAFE conversions, of which 39 were to BC Construction Safety Alliance COR members and six to Energy Safety Canada COR members.

Call Laurel at toll-free **1-877-741-1060** or email laturnus@bcforestsafesafe.org for more information. 📧

How COR incentive payments are determined and what to do if you don't get your cheque

Financial incentives are an important part of the WorkSafeBC Certificate of Recognition (COR) program. If you're a COR-certified employer, it is necessary to understand the process and criteria required to be considered by WorkSafeBC for an incentive.

Review your 2017 audit results letter from the BC Forest Safety Council. It will state if the company has been recommended to WorkSafeBC for 2017 COR. WorkSafeBC will issue the 2017 COR incentive cheques in late May/early June 2018. Allow a few weeks for delivery.

To be approved for an incentive by WorkSafeBC, the company must be in good standing with WorkSafeBC. As per WorkSafeBC's assessment policy AP1-42-4, the company will not be approved for an incentive if, in the previous year, it has:

- Engaged in activity that would cause WorkSafeBC to impose, or consider imposing, an administrative penalty
- Suppressed claims for compensation or a claim cost
- An outstanding balance related to your WorkSafeBC employer account
- Failed to register with WorkSafeBC
- Not reported payroll to WorkSafeBC for the audit year
- Engaged in any misconduct WorkSafeBC considers inconsistent with participation in the COR program.

What to do if you don't get a cheque?

If your 2017 audit results letter indicates that you are eligible for COR and you do not receive an incentive cheque by the end of June 2018, your WorkSafeBC account will be reconsidered in November 2018. You do not

need to take any immediate action, other than to ensure your account is in good standing.

What if my company didn't get recommended for COR?

If your 2017 audit results letter says your company was not recommended for 2017 COR, and you believe you should have qualified, please contact Laurel at Laturnus@bcforestsafesafe.org or call toll-free **1-877-741-1060** to review.

How much is the COR incentive?

WorkSafeBC calculates the incentive amount based on the payroll reported for the previous year.

Employer's reported assessable payroll x (CU base rate / 100) x 10%

Example

Employer ABC Logging Ltd. – CU 703008 Integrated Forest Management

2017 assessable payroll = \$950,000

2017 CU 703008 base rate = \$8.45 per \$100 of assessable payroll

Calculation:

(10% x CU 703008 base rate) x assessable payroll
 $(10\% \times \$8.45) \times \$950,000 = \$8,027.50$
100

The Return-to-Work (RTW) COR incentive is an additional 5% for employers that achieved this certification prior to 2014. The RTW certification program remains frozen by WorkSafeBC, which means no new employers are eligible for an RTW COR. Employers currently RTW-certified can continue participating in the program until further notice. Auditing requirements remain the same at this time. 📧