



## BCFSC has sent off feedback to WorkSafeBC on their proposed changes to COR

Talkin' SAFETy with Mike Sexton:

### Reflecting on seven years of safety progress



Mike Sexton, senior safety advisor.

At the time of the publishing of this Forest Safety News, I am no longer with the BC Forest Safety Council (BCFSC), as I've taken on a position in our industry with a large SAFE Certified company. But before I moved on I wanted to reflect on safety and what I have witnessed in the almost seven years I have worked at the BCFSC.

#### What has changed?

Well, lots! The audits have gotten more streamlined for efficiency and effectiveness.

They pack no less punch but cause a lot less stress for companies (mostly!). Version 4 for BASE has been a success. Version 3 for SEBASE, ISEBASE, and IOO have been tinkered with and improved to reduce redundancies.

Auditor training for all levels of audits has become increasingly available online to cut down on costs and travel for SAFE Companies. This also allows for consistency of delivery and the amount of material delivered.

Less people get us confused with WorkSafeBC now. Part of this is because of the increase in Site Verifications we've accomplished. When I started at the BCFSC, we had a goal of around 150 site visits. Now the target is 350 and we have exceeded that in both of the last two years, and expect to again this year.

#### And the help is getting better!

We have a Safety Advisor on call every working day of the year to help you out over the phone. And we have some Safety Advisors that will take calls in the evening and on weekends to accommodate companies that don't have phone access during the day, all in the name of Quality Service!

And Safety Advisors are going through regular training to stay up on important subjects. But we don't know everything. When we don't, we do our best to find the information needed and get back to you as soon as possible.

#### What are the new goals?

NOTHING! The goal will always be the **elimination of all fatalities and serious injuries**. This must and can, or should I say **WILL** happen!

We all are starting to realize that no job is worth getting hurt for, or worse, killed. Working safely also drastically improves efficiency, which in turn improves a company's bottom line. And, high morale is a good thing to have too. Nobody getting hurt makes everyone happier! So everyone, please keep your eyes on the goal. Healthy, safe and happy workplaces for everyone!

I bid you adieu, ciao, arreviadirci, aloha, or goodbye. Take care, Mike.

*Forest Safety News wishes Mike every success in his new role back in industry. Future SAFETy columns will be written by different safety advisors on a rotation basis to address some of their in-field observations, shared safety learnings, tips and answers to the questions they get asked about the most during verification audits and advocacy visits. 📍*

The BC Forest Safety Council (BCFSC) has reviewed the proposed changes and provided a summary of the top five major changes below. The changes are extensive, so we have only focused on the material highlights.

Please read the full documents for a complete picture at: <https://www.worksafebc.com/en/law-policy/public-hearings-consultations/current-public-hearings-and-consultations/proposed-policy-amendments-practice-materials-regarding-cor-program>. WorkSafeBC released these proposed changes to the COR program for 60-day public consultation, ending October 01, 2018.

The BCFSC has sent a summary submission of feedback from the forest industry to WorkSafeBC. To ensure industry's views on the changes were accurately reflected, we conducted a survey of all SAFE Certified companies, asking for input on the changes. We then reviewed that feedback with our SAFE Companies Advisory Committee before summarizing feedback into our final submission to WorkSafeBC. To view the feedback summary and what was sent to WorkSafeBC, please see [http://www.bcfestsafe.org/content-program-safeco/program-safeco-31-cor\\_rebate.htm](http://www.bcfestsafe.org/content-program-safeco/program-safeco-31-cor_rebate.htm).

We also encouraged our advisory groups and SAFE Companies to provide their own input directly to WorkSafeBC through their website.

The five major proposed changes are:

#### 1. External Certification Audits for all companies, regardless of size

**Current requirement:** Only BASE size companies (20 or more workers) require an external certification audit every three years.

**Proposed new requirement:** All sizes of companies would now require an external audit every three years to increase the confidence that certified companies meet all requirements. This means all companies will require an external auditor for certification / recertification audits.

**The effect:** Would be similar to expanding the successful verification audit program to all SAFE Companies. There would be a process allowing companies needing SAFE Certification to work before an auditor could be arranged.

#### 2. Focused Maintenance Audits

**Current requirement:** Every audit, every year is essentially the same.

**Proposed new option:** Companies would be given the choice to audit only their Corrective Action Log from the previous external audit.

**The effect:** Would significantly reduce the effort required for a maintenance audit, allowing the company to focus on improving safety.

#### 3. External Auditors provided and paid for by the certifying partner, the BCFSC

**Current requirement:** External auditors are paid by the company they are auditing, in a free-market system.

**Proposed new requirement:** External auditors would be selected and paid by the BCFSC to reduce the perceived potential conflict of interest caused by auditors being paid by the employers they are auditing. There may be user fees for larger audits, but it is understood that to be feasible there would be a zero user-cost increase to any employer (compared to the current system.)

**The effect:** Would reduce the perception of conflict of interest of auditors being paid to give favorable reports.

#### 4. Single COR audit standard for all size companies

**Current requirement:** There are four distinct audit tools depending on the size of a company.

**Proposed new requirement:** There would be one audit tool. To remove the issue of a step between SEBASE and BASE Companies, there would be a single audit tool with a spectrum of interpretation depending on the size, risk and complexity of the employer's work activities.

**The effect:** This is expected to particularly benefit the companies that are at the smaller end of the BASE spectrum. It will also remove a barrier to a company successfully growing from 19 to 21 people.

#### 5. Certificate date changes from audit date to the date QA is completed

**Current Requirement:** The date of a COR certificate is the date the auditor finishes collecting data (BASE) or the date that the company submits the audit package (non-BASE).

**Proposed new requirement:** The date of a COR certificate would be the date that Quality Assurance (QA) is completed by the BCFSC, to standardize certification information for all employers.

**The Effect:** This will result in audits performed in November and December NOT being eligible for the COR incentive in the year they were performed, but delayed a year.

As you can see, there are some significant changes to the program which will result in changes to companies who want to participate in the COR program, and to the BCFSC, as a Certifying Partner for WorkSafeBC's COR program. We will continue to monitor the changes and keep you up to date on any new developments and any actions that may be required by companies. 📞

## New handbook for JHSCs from WorkSafeBC

Joint Health and Safety Committees (JHSCs) play a key role in workplace health and safety, and can assist employers with reducing injuries and disease in workplaces.

WorkSafeBC has recently published a Handbook for Joint Health and Safety Committees to support effective joint committees in the province.

Content of the 72-page handbook includes detailed information in the following categories:

Role and scope of joint committees; committee meetings; activities; recommendations; records and statistics; effective communication; annual committee evaluation; education and training; resources and support, as well as templates to copy and tailor to your specific needs.

Page 20 of the document provides details on how employers are required to respond to formal recommendations from the committee and provides this usual hierarchy of controls diagram – from most effective to least effective:



On page 36, there is a useful link to WorkSafeBC's OHS mobile app, available for iOS and Android, allowing you to be able to review and search the Workers Compensation act, OHS regulations, guidelines, policies and standards, on your phone or other handheld. You may download the app via the WorkSafeBC website or from the iTunes or Google Play app sites.



Please see: <https://www.worksafebc.com/en/resources/health-safety/books-guides/handbook-for-joint-health-and-safety-committees-bk160?lang=en> to view, download and print the complete JHSC handbook. 📄

## Tips for preparing your audit for the December rush

December is traditionally one of the busiest times for audit submissions. The BC Forest Safety Council estimates that between November 1 and December 31, we will receive over 800 maintenance audits for review with the bulk arriving after December 15, 2018.

Here are some things to keep in mind to meet your deadline:

1. The deadline to have the annual maintenance audit sent in via email, upload, mail or courier stamp is on or before December 31, 2018. The official date is the date you send it, rather than the date we receive it. If this is a recertification year, your audit is due on or before the expiry date on your SAFE certificate.
2. Don't wait until the last minute. While it can only take a few hours to put together a good SEBASE audit, you may not realize that one critical piece of paper is 12 hours away until you start to put it together.

3. Call us if you feel you are stuck, toll-free at **1-877-741-1060** from 0800-1700 Monday to Friday and ask to speak to a safety advisor about your audit question or email [safeco@bcforestsafe.org](mailto:safeco@bcforestsafe.org). We can also send forms and documents to your email address faster than by mail.
4. Send it electronically if you are able to. This is faster and cheaper for you as well as being tracked in case there are questions about when you sent it. All companies are encouraged to upload directly on our website. While we accept emails (only for files that are smaller than 10MB), uploads are preferred. Follow the instructions on the second page of the audit package:
  - upload directly: <http://app.bcfestsafe.org/upload/>
  - e-mail to [audit@bcforestsafe.org](mailto:audit@bcforestsafe.org) (only for files under 10MB)
  - give each file a logical name, including your company name such as 'ABC Logging SEBASE 2018' and 'ABC Logging question 3'.
5. If you have to send it physically, we recommend using a tracked method, such

as a courier, or via one of Canada Post's tracking methods in order to provide proof of when it was sent.

6. Your last audit's success letter has your Corrective Action Log pre-started for this year. If you do not have this in your company files, we can re-send it to you if you call us toll-free at **1-877-741-1060**.
7. First in, first out. A company that sends in their audit at the end of November, before the rush, gets their results back much faster than a company that submits on December 31. The same is true for advice. Calling in November gives you more time on the phone AND more time to follow through with the advice that is given.
8. Offices (and advice lines) are closed for Christmas and Boxing Day on Tuesday and Wednesday December 25 and 26, 2018. Electronic submissions and emails will be accepted until midnight on Monday December 31, 2018.
9. Some post offices and couriers close early (or will not be open) on December 31. Check service hours with your local outlet. 📞