



Training

Supervisor Talk:

Getting to grips with “fit for work”



By Gerard Messier, RPF, CRSP

“Dear Supy,

Some days my crew are just not ready to work. Some days, I'm not really into it either and I worry that I'm missing something that is going to lead to a big mistake or incident with me or my crew. I could just chalk it up to being tired with the long days that we're working but I want to make sure that I've got all the angles covered. What might I be missing?

Walter Worried”

Hi Walter, thanks for your question. Currently, there is a lot of discussion and information out there about impairment at the workplace and it can be overwhelming for a supervisor. Most resources are about drugs and alcohol but there can be many other things that can cause us to not be “fit for work” and a supervisor needs to be aware of all of them. A supervisor needs to identify it in their crew but they also need to keep an eye on themselves. Often supervisors feel they always have to be available when it comes to the operation of the business and will go to work no matter what. Sometimes the smartest and safest thing to do will be to rest, take the day off and not go to work when you're not fit for work.

So what does that term “fit for work” mean anyway? Being fit means:

- Mentally aware and able to focus on the job at hand. This includes being alert and not distracted but can also include mental health. One in five people in Canada will experience a mental health problem or illness so chances are it is affecting you or someone on your crew right now.

- Emotionally stable and not going through personal problems that cause distraction. We all have relationships within and outside of work that can cause stress, anxiety or emotional upset. The impairment caused by this can be just as distracting and dangerous as any other source.
- Physically healthy, well- rested and fit enough to do the work including eating and drinking water appropriately to maintain energy levels. Forestry is an industry of early risers and hard workers. When time is short and production pressures are high, short cuts are usually taken with sleep and nutrition. Keep an eye on this and support your crew in making good decisions about their physical health because we're all in it for the long haul and eventually those fast food and five hour sleep decisions will come back and bite us.
- Drugs and alcohol at work. This is still an important issue to keep on top of and having a policy and program to address it is very important. In fact, starting to talk about and manage drug and alcohol impairment often opens the door to discussing other types of impairment that are hurting operations.

So how does a supervisor manage all of this to make sure everyone is fit for work? The first piece of advice is to “be there”. This may sound simple but if you don't spend enough time on site and with your crew, you're just not going to see when things are going downhill and when you need to have

a one-on-one with one of your workers. That one-on-one contact is very important, getting to know your people on a personal level will help when it comes to judging if they are fit for work or not. You'll just know when someone is not themselves because you have consistently talked with them and seen their work and will be able to pick up on the clues that something is not going well.

No matter the cause, it is the supervisor's responsibility to investigate what is causing a worker to not be fit for work. This investigation doesn't have to be formal but should always be documented. Even if the supervisor doesn't find out the reason for the impairment, they should never allow the worker to go back to work until the situation has been resolved and the worker is safe to work. This can be as simple as sharing your lunch because someone forgot theirs or it can be as complicated as implementing the steps in your drug and alcohol program. The main thing is that a supervisor should never “walk by” and not act on a potential impairment problem when they get the feeling that something isn't right.

Looking for more information? Check out the following:

Fit to Log – Nutrition and Hydration Information: <https://www.bcforestsafesafe.org/node/3013>

Drug and Alcohol Programs in the Workplace: https://www.bcforestsafesafe.org/Workplace_Alcohol_And_Drug.html

Canadian Mental Health Association: <https://cmha.ca/>

Robertson retires, and Messier appointed, as director of training and program development

After four years of successfully leading training and program development at the BC Forest Safety Council (BCFSC), Russel Robertson has retired, and Gerard Messier has moved into the role as Director of Training and Program Development.

Russ was instrumental in the research and development of a competency-based training and assessment system for forestry occupations and his retirement plans include continuing to do some consulting work to support industry as operators adopt these systems.

Gerard has worked for the BCFSC for the past seven years as a Training Advisor and then as Manager of Program Development. He has been very involved with the development of new training, the production of industry resource packages

and alerts, and the organization of safety conferences.

Gerard is a Registered Professional Forester and a Canadian Registered Safety Professional. Prior to joining the BCFSC, Gerard worked as a logging supervisor, planning forester and silviculture forester with West Fraser in BC and Alberta.

“It's an exciting time to be working with industry to build programs that meet their training needs. In particular, I'm looking forward to helping companies implement competency-based training and assessments in their operations” said Gerard.

Gerard will also focus on leading the training team to maintain the high level of quality in classroom and online training course delivery.



Feedback on training sessions from around the province

Continuous improvement in the content and delivery of training courses to industry is a key objective of the training department at the BC Forest Safety Council (BCFSC). Ensuring consistency of training delivery across multiple trainers, venues and topics is also an important aspect that is considered during the quality assurance process. Industry needs to rely on the most effective and efficient training (least time out of the work schedule) available to support competent, safe workers who are confident, capable and productive.

To that end there is regular review of all feedback received from course participants and trainers during the year to ensure that improvements can be made to content, delivery methods and formats going forward.

The following is a small selection of feedback from participants in a variety of courses offered by the BCFSC during 2018. All feedback was reviewed and helps shape continuous improvement in courses and course delivery in future years:

Forest Supervisor, due diligence

Overall rating

Excellent: 45 Very good: 55 Good: 7

Summary comments

Easy to understand materials, lots of usable information, great examples; helpful open discussions.

How course could be improved

No improvement needed; less video; more video; maybe more time; more interaction and to get up and move.

Forest Supervisor, communication

Overall rating

Excellent: 44 Very good: 38 Good: 14

Summary comments

Lots of good information, well delivered; very useful info; clear and well organized.

How course could be improved

A lot of info to take in; more group discussions.

Forest Supervisor, leadership and professionalism

Overall rating

Excellent: 39 Very good: 41 Good: 18 Fair: 1

Summary comments

Good info; very informative; reasonable pace; good materials and examples.

How course could be improved

Spend more time on DISC; too much info to take in; more interaction; some videos hard to hear.

Falling Supervisor training

Overall rating

Excellent: 20 Very good: 19 Good: 5 Fair: 1

Summary comments

Very good advice and knowledge; passionate instructors; great group discussions; excellent content.

How course could be improved

Update content on some slides; more individual focus if possible; more field work; more defined pre-reqs.

Auditor BASE 4 training

Overall rating

Excellent: 5 Very good: 11 Good: 2

Summary comments

Great dialogue and conversations; examples and sample practise questions were very helpful.

How course could be improved

Cover more online materials and improve the online experience.

Incident Investigation training

Overall rating

Excellent: 58 Very good: 65 Good: 11

Summary comments

Lots of opportunities to participate and discuss the information presented; good supporting documents; easy to understand; practice exercises very helpful.

How course could be improved

Even more hands-on practice and leading an investigation; maybe a little more in-depth.

Joint Occupational health and Safety Committee Training

Overall rating

Excellent: 36 Very good: 52 Good: 20

Summary comments

Good information and materials; lots of real life examples.

How course could be improved

Do online module at home before attending and remove from course; improve video clips; some WorkSafeBC info very vague; more interaction.

Small employer OHS training

Overall rating

Excellent: 49 Very good: 25 Good: 2 Fair: 1

Summary comments

Very good examples; very informative and clear; great details; easy to ask questions and good interaction and participation of attendees.

How course could be improved

More interaction; more info up front; update first 2 videos; have on weekends so don't lose a work day; maybe longer; maybe shorter; less generic YouTube videos, more specific to issues discussed.

Quality of trainers for all courses

And finally, perhaps one of the most important feedback elements is about the trainers themselves.

Course participants uniformly report that their trainer made the course for them in large part due to their many years as industry operations folk who are passionate, articulate and can walk the talk, providing meaningful, practical applications and examples relevant to participants' workplaces whether silviculture, falling, logging, planning, supervising and/or applying regulations in the real world work settings. 🇨🇦

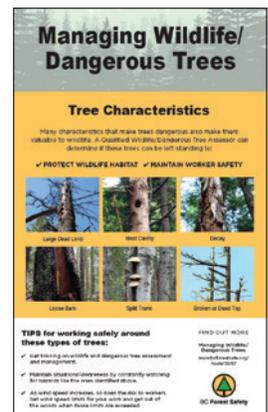
New posters:

Increasing knowledge about dangerous trees and qualifications needed

Working with the Wildlife/Dangerous Tree Committee, the BC Forest Safety Council has created two new posters to help increase awareness around wildlife/dangerous trees and the type of training and qualifications needed to do proper assessments based on the risk.

See: <https://www.bcforestsafesafe.org/files/files/Tree%20Characteristics.pdf> for a poster on dangerous tree characteristics and tips for working safely and <https://www.bcforestsafesafe.org/files/files/Assessment%20Training.pdf> for information on how to easily determine the type of dangerous tree assessment training required.

More and more forestry workers are exposed to dangerous trees as a result of increased wildfire action and insect-killed trees. Increased awareness around disturbance levels, risks, work activities and training level required to safely and competently deal with the hazard, is key. 🇨🇦



Upcoming training: Increasing awareness in the TLA magazine pull-out

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Need Quality Training for Your Crew? TOLL FREE 1-877-741-1060

2019 TRAINING CALENDAR: <http://www.bcforestsafe.org/fscapps/calendar/calendar.php> | CUSTOM TRAINING: Ask us about a custom training session delivered at your site.

AVAILABLE TRAINING: INCIDENT INVESTIGATION • FOREST SUPERVISOR • FALLING SUPERVISOR • JUNE HEALTH AND SAFETY COMMITTEE
SAFE COMPANIES INTERNAL & EXTERNAL AUDITOR AND OCCUPATIONAL HEALTH AND SAFETY • RESOURCE ROAD DRIVER • BASIC CHAINSAW OPERATOR

"Every supervisor should have this training."
"Very happy as I could use what I learned at work."
"Trainer understood my work and our challenges."
"Will help me improve safety and production."

BC Forest Safety
Safety is good business

- ✓ industry-developed
- ✓ not-for-profit, at cost
- ✓ delivered by qualified, experienced industry operators
- ✓ 30,000 seats of training since 2005
- ✓ online, onsite or requested

The above advertisement was placed in the Truck Logger Association (TLA)'s BC Logger magazine centrespread calendar pull-out to help remind all contractors and other TLA members that trusted training is available.

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.

Scheduled training for the next few months

(does not include tailored sessions):

BASE 4 Internal Auditor training
Apr 25 Richmond

Falling Supervisor training
Mar 18-22 Campbell River
Apr 8-12 Prince George

Forest Supervisor training
Module 1: Due Diligence (1)
Feb 20-21 Nanaimo (1)
Mar 11-12 Haida Gwaii (1)
Mar 27-28 Castlegar (1)
Apr 10-11 Vernon (1)
Apr 24-25 Prince George (1)

Module 2: Communications (2)

Module 3: Leadership & Professionalism (3)
Mar 21 Nanaimo (2)
Mar 22 Nanaimo (3)
Apr 15 Castlegar (2)
Apr 16 Castlegar (3)

Incident Investigation training

Feb 22 Nanaimo
Mar 13 Haida Gwaii
Mar 29 Castlegar
Apr 12 Vernon
Apr 26 Prince George

Individual Owner Operator OHS training & Refresher training

Feb 23 Teleconference
Mar 30 Teleconference
Apr 27 Teleconference

Joint Occupational Health and Safety Committee training

Apr 1 Nanaimo

Small Employer OHS training & Refresher training

Feb 7-8 Langley
Feb 7-8 Campbell River
Mar 14-15 Haida Gwaii
Apr 11-12 Prince George

View the 2019 training calendar here: www.bcforestsafe.org/fscapps/calendar/calendar.php. Please check back often as course dates may change if there is insufficient participant enrollment. All training is offered on a not for profit, cost-recovery basis. Email training@bcforestsafe.org or call toll-free **1-877-741-1060** for general information, or email Gary Banys at banys@bcforestsafe.org to answer any questions you might have about course content and/or about tailoring courses to meet your company's needs at a location of your choice. 🌲