

# HSA 2020 Initiatives Workplan Template

## [BC Forest Safety Council – 2020 Workplan]

1 – ahead 2 – on track 3 - behind

### HSA Mission / Vision Statement

Our mission is to assist industry to eliminate all fatalities and serious injuries in the forest sector of British Columbia.

We will accomplish this by:

- Promoting Cultural Change to ensure that safety is treated as an over-riding priority and a shared responsibility;
- Developing a Competent and Confident Workforce where workers are well trained and will refuse to work unsafely;
- Encouraging Companies to have in place functioning safety programs and policies that meet and exceed all regulatory requirements;

Promoting a Safety Conscious Legal Regime in which the laws, regulations and compliance programs encourage and support safety.

*The goal of this HSA is to assist the employers we support in reducing injuries and serious injuries and in improving return-to-work outcomes.*

## Instructions

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**A. Injury / Return-to-Work Issues:** In this section, state the primary trends identified by your industry's data (normally provided by WorkSafeBC, but information from other sources may be used). This should be specific enough to be actionable, for example, primary causes of injury, location of injury, number of time loss injuries, or claim duration. You may choose a measure because it represents a large component of the injuries in your industry, or because the measure indicates some trend on a year-over-year basis (e.g., injuries of this type are increasing). Your key initiatives for the year will be focused on addressing these measures. Under "Objective", you will state the quantifiable improvement you would like to see in the measures you identified. This should state a specific improvement that can be measured at the end of the reporting year.

See the **HSA Planning and Reporting Information Package** pages 2 and 3 for more details.

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**B. Behaviour-Based Outcomes:** In section B(i), identify the safe work behaviours or practices you are trying to create or change to address the primary trends identified in Section A. "Behaviour" may refer to a change in an individual employee, a manager, supervisor, or in the organization as a whole. In Section B(ii), provide evidence that the behaviour change has taken place.

See the **HSA Planning and Reporting Information Package** pages 4 and 11 for more details.

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**C. Knowledge-Based Outcomes:** In this section, identify the knowledge, understanding or skills that would be required to create or change the safe work behaviours or practices identified in Section B. In Section C(ii), provide evidence that the knowledge change has taken place.

See the **HSA Planning and Reporting Information Package** pages 5 and 11 for more details.

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**D. Planned Activities:** In this section, list the activities that you will undertake to impact the required skills, knowledge or understanding identified in Section C. Identify the number, frequency or timeline that will allow you to determine at the end of the reporting period whether you have successfully completed the activity. Focus only on the key initiatives that will help you ultimately impact the measures identified in Section A. You will track your activities throughout the reporting year and report them in the actual column.

See the **HSA Planning and Reporting Information Package** pages 6 and 11 for more details.

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**E. Organizational Capacity:** In this section, list the activities that you will undertake to improve your organizational capacity so that you can carry out the activities identified in Section D. Identify the number, frequency or timeline that will allow you to determine at the end of the reporting period whether you have completed the activity.

See the **HSA Planning and Reporting Information Package** page 6.

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**F. Marketing / Outreach:** In this section, list the activities that you will undertake to reach a broader audience and inform them of your products and offerings. Identify the number, frequency or timeline that will allow you to determine at the end of the reporting period whether you have completed the activity.

See the **HSA Planning and Reporting Information Package** page 6.

<b>Project Title:</b>	<b>COR and SAFE Companies</b>
<b>Project Goal/Expectation:</b>	BCFSC will develop and deliver quality OHS and COR training and education services including the provision and management of the COR program and industry pre-qualification certification.

### Initiative 1 — COR and SAFE Companies Program Certifications

Activity	Inputs	Budget	Time Frame	Responsible	Anticipated Outputs	Progress Reporting
Engage employers to become certified.	<ul style="list-style-type: none"> <li>Program funding</li> <li>COR Admin and Safety Advisors</li> </ul>		Jan-Dec '20 (ongoing)	COR Admin. staff and Advisors	New COR and SAFE Companies Certifications: <ul style="list-style-type: none"> <li>280 New registrations</li> <li>320 New Certifications</li> </ul>	2 - On Track -272 New Registrations -288 New Certifications

### Measurement and Evaluation

Outcome Indicators	Data Collection	Time Lines	Evaluation Results
Net increase of 320 companies participating in the COR and SAFE Companies Program.	Number of new COR and SAFE Companies certifications.	Jan-Dec '20 (ongoing)	COVID-19 restrictions impacted the industry and number of new entrants during the middle of the year. However, towards the end of 2020 we saw new registration numbers like pre-covid numbers.

<b>Project Title:</b>	<b>COR and SAFE Companies</b>
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### Initiative 2 — COR and SAFE Companies (Field Support)

Activity	Inputs	Budget	Time Frame	Responsible	Anticipated Outputs	Progress Reporting
Conduct onsite verification audits, in accordance with the COR Program Standards and Guidelines and SAFE Companies Guidelines.  Provide onsite support for employers:  - growing in size to help with building their SMS, and  - at risk (for e.g.- recent serious injuries, high risk violations, WSBC fines)	<ul style="list-style-type: none"> <li>Program funding</li> <li>COR Advisors</li> <li>Consultants</li> <li>WorkSafeBC data</li> </ul>	\$12,175	Jan-Dec '20 (ongoing)	COR Admin. staff and Advisors	<ul style="list-style-type: none"> <li><b>*400</b> Verification Audits completed of COR and SAFE Certified Companies including:               <ul style="list-style-type: none"> <li>WIVA Audits as determined by WorkSafeBC</li> </ul> </li> <li>*COR and HSA shared activity</li> <li>*20 Field support for identified at risk new/ employers</li> <li>*HSA Activity</li> </ul>	2 on Track  <b>266</b> Verification Audits completed (including 14 WIVAs).  Original target of 400 was revised to 266 mid year.

## Measurement and Evaluation

Outcome Indicators	Data Collection	Time Lines	Evaluation Results
<ul style="list-style-type: none"> <li>Successful employer interactions as determined by survey results of safety advisor interaction</li> <li>Increased adoption of OHS practices by selected employers</li> </ul>	Number of verification audits Number of outreach for at risk employers	Jan-Dec '20 (ongoing)	Field Safety Advisors were under COVID-19 travel restrictions until June 23, 2020. Original target of 400 was revised to 266 mid year and our Safety Advisors were able to meet that target even with the travel restrictions that came again at the end of 2020.

**Project Title:** COR and SAFE Companies

### Initiative 3 — COR & SAFE Companies Auditor (Initial Certification) Training

Activity	Inputs	Budget	Time Frame	Responsible	Anticipated Outputs	Progress Reporting
<ul style="list-style-type: none"> <li>Deliver initial COR and SAFE Companies Auditor Certification training for external and internal auditors</li> <li>Updates Large and SEOHS training with new online reporting for SAFE Companies Audits</li> </ul>	<ul style="list-style-type: none"> <li>Program funding</li> <li>COR Advisor</li> <li>SCAC</li> <li>Consultant Trainers</li> <li>Contracted content developers</li> </ul>	\$30k for updated training for COR program requirements	Jan-Dec'20 (ongoing)	Training Manager Director SAFE Companies	<ul style="list-style-type: none"> <li>▲ 24 (Large Employer) Trained &amp; Certified as Internal Auditors</li> <li>▲ 3 (Large Employer) Trained and Certified as External Auditors</li> <li>▲ 400 (Small Employer / Owner Operator) Certified as Internal Auditors (300 SEOHS, 100 IOO)</li> </ul>	<b>3 - behind</b> <ul style="list-style-type: none"> <li>14 Internal Auditor</li> <li>2 External Auditor</li> <li>352 Small Employer/ IOO Initial Training( 273 SEOHS, 79 IOO)</li> </ul>

## Measurement and Evaluation

Outcome Indicators	Data Collection	Time Lines	Evaluation Results
<ul style="list-style-type: none"> <li>Increased understanding of COR and SAFE Companies audit tools and policy and procedures related to the audit process</li> <li>Improved auditor performance</li> <li>Consistent application of COR and SAFE Companies auditing tools, policies and procedures across participating employers</li> </ul>	<ul style="list-style-type: none"> <li>Number of participants</li> </ul>	Jan-Dec'20 (ongoing)	<p>COVID-19 restrictions impacted the industry and number of new entrants during the middle of the year. However, towards the end of 2020 we saw new registration numbers similar to pre-COVID numbers.</p> <p>In 2020 we introduced IOO initial online training to our SAFE Companies training offerings. Now all required training for SAFE Companies is available 24/7 in an online format.</p>

<b>Project Title:</b>		<b>COR and SAFE Companies</b>				
<b>Initiative 4 — COR Auditor (Refresher/Recertification) Training</b>						
Activity	Inputs	Budget	Time Frame	Responsible	Anticipated Outputs	Progress Reporting
<ul style="list-style-type: none"> <li>Update/ Enhance COR refresher training to incorporate online capabilities to enable auditors to easier maintain their certification in accordance with the COR Standard and Guidelines</li> </ul>	<ul style="list-style-type: none"> <li>COR Advisors</li> <li>SCAC</li> <li>Consultants</li> </ul>	<b>\$10k</b>	Jan-Dec'20 (ongoing)	Training Manager	<ul style="list-style-type: none"> <li><b>250</b> (200 Small Employer / 50 Owner Operator) Internal Auditors trained &amp; recertified</li> </ul>	1 - ahead 254 (204 Small Employer/50 IOO Refresher Training)

**Measurement and Evaluation**

Outcome Indicators	Data Collection	Time Lines	Evaluation Results
<ul style="list-style-type: none"> <li>Auditors keep current on auditing quality standards and audit instrument</li> </ul>	<ul style="list-style-type: none"> <li>Number of auditors re-certifying</li> </ul>	Jan-Dec'20 (ongoing)	Refresher training was updated during 2020 making the refresher training more accessible.

<b>Project Title:</b>		<b>COR and SAFE Companies</b>				
<b>Initiative 5 — COR Audit program updates (Documentation of COR program changes)</b>						
Activity	Inputs	Budget	Time Frame	Responsible	Anticipated Outputs	Progress Reporting
<ul style="list-style-type: none"> <li>Develop BCFSC COR program governance documents to align with new CRM and COR audit program</li> </ul>	<ul style="list-style-type: none"> <li>COR Advisors</li> <li>SCAC</li> <li>Consultants</li> </ul>	<b>\$40k</b>	Jan-June'20	Director, SAFE Companies	<ul style="list-style-type: none"> <li>Documented BCFSC COR Program/SAFE Companies Policies and Procedures</li> </ul>	Note: This item was contingent on WSBC completing the COR program review.

**Measurement and Evaluation**

Outcome Indicators	Data Collection	Time Lines	Evaluation Results
<ul style="list-style-type: none"> <li>Clear policies and procedures for BCFSC COR /SAFE Companies programs</li> </ul>	<ul style="list-style-type: none"> <li>Published/ updated procedures for COR program</li> </ul>	Jan-June'20	

<b>Project Title:</b>		<b>COR and SAFE Companies</b>				
<b>Initiative 6 — COR Audit program updates (Communication of COR program changes)</b>						
Activity	Inputs	Budget	Time Frame	Responsible	Anticipated Outputs	Progress Reporting
<ul style="list-style-type: none"> <li>Conduct a series of regional 25 SAFE Companies Town Halls meetings to review changes to COR program</li> <li>Provide materials and resources for SAFE Companies to understand COR program changes</li> </ul>	<ul style="list-style-type: none"> <li>COR Advisors</li> <li>SCAC</li> <li>Consultants</li> </ul>	<b>\$30k</b>	Jan-Dec'20 (contingent on timing of WSBC COR program changes)	Director, SAFE Companies	<ul style="list-style-type: none"> <li>25 Town Halls with prior marketing and outreach to Forestry industry</li> </ul>	Note: This item was contingent on WSBC completing the COR program review.
<b>Measurement and Evaluation</b>						
Outcome Indicators	Data Collection	Time Lines	Evaluation Results			
<ul style="list-style-type: none"> <li>COR Certificate holders and SAFE Companies understanding changes to program</li> </ul>	<ul style="list-style-type: none"> <li>Number of Town Halls conducted and attendees taking courses</li> </ul>	Jan-Dec'20	COVID restrictions impacted the WSBC's COR program review, and the ultimate changes to the program requirements are still unknown.			

<b>Project Title:</b>		<b>COR and SAFE Companies</b>				
<b>Initiative 7 — COR &amp; SAFE Companies (Process Efficiency Improvements)</b>						
Activity	Inputs	Budget	Time Frame	Responsible	Anticipated Outputs	Progress Reporting
<ul style="list-style-type: none"> <li>Industry uptake on online SAFE Companies / COR Audit submission tool</li> <li>Outreach for newly registered employers working ins WorkSafeBC's identified high risk areas</li> </ul>	<ul style="list-style-type: none"> <li>Program funding</li> <li>COR Advisors</li> <li>HSA Staff</li> </ul>	<b>\$25k</b>	Jan-Dec'20 (ongoing)	Director, SAFE Companies	<ul style="list-style-type: none"> <li>50% of current emailed submissions come in through new ITrak systems</li> <li>100 new registrations done online</li> <li>50 outreach to newly registered employers within 1 month of registration</li> </ul>	<b>3 - behind</b> Small Employer/100 Online Audit tool configuration complete but not rolled out to industry
<b>Measurement and Evaluation</b>						
Outcome Indicators	Data Collection	Time Lines	Evaluation Results			
<ul style="list-style-type: none"> <li>Streamlined registration and audit submission process and enhanced self-serve systems for employers</li> </ul>	<ul style="list-style-type: none"> <li>Reduced Audit review times from submission to completion</li> </ul>	Jan-Dec'20 (ongoing)	We did not roll out at end of 2020 because of high audit volumes because of the COVID audit extensions to end of year. We are			

<ul style="list-style-type: none"> <li>50 outreach to newly registered employers within 1 month of registration</li> </ul>			currently working on plans for roll-out for early 2021.
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<b>Project Title:</b>	<b>COR and SAFE Companies</b>
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**Initiative 8 — Forest Industry Forum**

Activity	Inputs	Budget	Time Frame	Responsible	Anticipated Outputs	Progress Reporting
Continue to provide governance and support for Forestry Industry Forum Manufacturing Technical Working Group to collaborate and provide industry feedback on regulatory change, as per recommendation from Macatee Report	<ul style="list-style-type: none"> <li>Program funding</li> <li>BCFSC Staff</li> <li>WSBC Staff</li> <li>Industry &amp; Labour Representatives</li> </ul>	<b>\$5k</b>	Jan-Dec'20 (ongoing)	CEO, Director SAFE Companies	<ul style="list-style-type: none"> <li>4 Quarterly meetings for Manufacturing Technical Working Group</li> </ul>	2 – On track 4 meetings conducted

**Measurement and Evaluation**

Outcome Indicators	Data Collection	Time Lines	Evaluation Results
<ul style="list-style-type: none"> <li>Increased stakeholder engagement</li> <li>Improved collaboration and consultations for policy development and high-risk strategy between industry and WSBC</li> </ul>	<ul style="list-style-type: none"> <li># of meetings conducted</li> <li># of people attending meetings</li> </ul>	Jan-Dec'20 (ongoing)	4 meetings conducted April 16, 2020 (17 attendees) June 17, 2020 (14 attendees) October 01, 2020 (13 attendees) December 15, 2020 (12 attendees)

Project Title:

Falling

## Initiative #1: Implementation and Anchoring of the New Falling and Bucking Competency Based Standard

### A. Injury / Return-to-Work Issues

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

The New Falling and Competency Based Standard, developed and approved in partnership with the Oil and Gas Industry and BC Wildfire Service, will be implemented and anchored within Industry by working closely with fallers, falling supervisors and their companies.

Provide support to fallers, falling supervisors and their companies to:

- Understand the new falling and bucking competency based system
- Understand how the new falling and bucking competency based system works operationally
- Use iTrak, an electronic reporting system, to complete the training reports providing evidence for faller qualification (certification)
- Upgrade existing Trainers and Assessors to a competency based system which includes introduction to the Learning Management system and iTrak

(Add additional rows as required)

### B. Behaviour-Based Outcomes

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:

Support fallers, falling supervisors and their companies to implement the new competency based falling and bucking system into their everyday operations.

B (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.

As the competency-based system has not yet been approved by WorkSafeBC, mentoring and support for industry is not yet required.

B (iii) [For WSBC use only]

### C. Knowledge-Based Outcomes

C (i) This requires knowledge, understanding or skills to be changed in the following ways:

Mentor and train fallers, falling supervisors and their companies to use iTrak to complete their training reports when training new faller trainees.  
Upgrade existing Industry Trainers and Assessors to the competency based system.

C (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.

iTrak has yet to be introduced to industry as the competency-based system has yet to be approved by WorkSafeBC.

C (iii) [For WSBC use only]

### D. Planned Activities

D (i) Therefore, we will undertake the following activities:

Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Provide upgrade training	Provide 2-4 upgrade training sessions for existing Assessors and Trainers	Ongoing	Note: This item was contingent on

			WSBC completing the program review. Upgrade training for Assessors and Trainers will be scheduled once the standard has been approved.
Communication and site visits	Communicate the competency-based standard to industry.	Ongoing	Note: This item was contingent on WSBC completing the program review.  Until approval from WSBC is received, information on the competency-based system will not be communicated industry wide. It has been communicated at a high level through conversation to those involved in development.
Introduction and mentorship - iTrak	Introduce and mentor industry using ITrak to complete their training records on new faller trainees	Ongoing	Note: This item was contingent on WSBC completing the program review.  As the Standard is not yet approved. iTrak has not been introduced to Trainers.
Mentoring and ongoing support	Provide mentoring and ongoing support to Fallers, Falling Supervisors and their companies.	Ongoing	Note: This item was contingent on WSBC completing the program review.  Review and approval of the Standard is still ongoing and as such, mentoring is not yet required.

(Add additional rows as required)

D (iii) [For WSBC use only]

Click here to enter text.



Add additional initiatives as required using the same template.

**E. Organizational Capacity**

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
BCFSC staff to work with Industry	Mentor and support fallers, falling supervisors and their companies with the implementation of the New Falling and Bucking Competency Based Standards.  Utilize existing BCFSC staff.	As required to meet the objective by December 31, 2020.
Click here to enter text.	Click here to enter text.	Click here to enter text.

(Add additional rows as required)

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## F. Marketing / Outreach Activities

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Outreach	Engagement with Industry through face to face meetings to communicate the new Falling and Bucking Competency Based Standards and assessment process.  Introduction of iTrak to Industry through requested meetings with those companies taking on new faller trainees.	As required to meet the objective by December 31, 2020.
Click here to enter text.	Click here to enter text.	Click here to enter text.

(Add additional rows as required)

F (ii) [For WSBC use only]
Click here to enter text.

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## G. Overall Assessment

G (ii) [For WSBC use only]
Click here to enter text.

Project Title:

Falling

## Initiative #2: Develop the Framework and Implement Certified Falling Supervisor Competency Based Standard

### A. Injury / Return-to-Work Issues

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

Falling supervisors are increasingly facing new, unique and challenging supervision situations in their work environment.

Develop and implement the new Certified Falling Supervisor (CFS) competency based system within Industry by working closely with fallers, falling supervisors and their companies.

Work with industry supervisors to identify what duties a falling supervisor can be expected to carry out.

Identify when/if a falling supervisor can be expected to fall while carrying out supervision duties.

Create resources to be used by falling supervisors to support their role.

Provide support to fallers, falling supervisors and their companies to:

Understand the new CFS competency based system

Understand how the new CFS competency based system works operationally

(Add additional rows as required)

### B. Behaviour-Based Outcomes

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:

Work with Industry to create the Units of Competency (Standard), learning resources and assessment tools, using the existing CFS resources where applicable.

Addition of section to the Falling Supervisor Info Flip to include section on falling supervision duties under different conditions.

B (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.

Work on the Certified Falling Supervisor program will take place in 2021 as a result of delays from COVID-19.

B (iii) [For WSBC use only]

### C. Knowledge-Based Outcomes

C (i) This requires knowledge, understanding or skills to be changed in the following ways:

Current Falling Supervisors are provided with opportunity to take part in Competency Based System to pilot assessment tools.

C (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.

Review of the current Falling Supervisor course content, which supports the Certified Falling Supervisor program and the assessment documents, will take place in 2021.

C (iii) [For WSBC use only]

#### D. Planned Activities

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Development Workshops	<p>Work with current Certified Falling Supervisors to identify what duties are involved with a CFS to build the Units of Competency and Assessment Tools.</p> <p>Work with technical writers and subject matter experts to create the learning resources that support the Units of Competency.</p> <p>Work with subject matter experts to create assessment tools.</p>	Completed by Dec 31, 2020	<b>3 - behind</b> As a result of COVID-19, this work will take place in the Spring 2021.
Pilot	Engage industry applicants to pilot the competency-based standard	Completed by Dec 31, 2020	

(Add additional rows as required)

D (iii) [For WSBC use only]
<a href="#">Click here to enter text.</a>

Add additional initiatives as required using the same template.

#### E. Organizational Capacity

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Consultant & BCFSC Staffing	<p>Engage consultant to work with Industry to build CFS Competency Based System.</p> <p>Utilize existing BCFSC Staff.</p>	As required to meet the objective by Dec 31, 2020

(Add additional rows as required)

#### F. Marketing / Outreach Activities

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Outreach	Work with and communicate to Industry and the Falling Technical Advisory Committee (FTAC).	As required to meet the objective by Dec 31, 2020

(Add additional rows as required)

F (ii) [For WSBC use only]
<a href="#">Click here to enter text.</a>

#### G. Overall Assessment

G (ii) [For WSBC use only]
<a href="#">Click here to enter text.</a>

**Project Title:**

**Falling**

### Initiative #3: Phase Congestion

#### A. Injury / Return-to-Work Issues

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

Report on Phase Congestion by BCFSC Ombudsman has been completed and will be reviewed.

2019 FTAC Faller Survey indicates that fallers are working in increasingly distracted environments and are looking for support in working with other phases safely and productively.

The Coast Harvesting Advisory Group (CHAG) will work with the Falling Technical Advisory Committee (FTAC) to develop resources and initiatives. Contractor and licensee engagement will be required to ensure the resources and initiatives reach the 'boots on the ground'.

(Add additional rows as required)

#### B. Behaviour-Based Outcomes

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:

Worksite behaviours that need to change are the increased focus on identifying potential phase congestion during the planning of forestry operations. Managing changes during operations to avoid congested situations is also required.

B (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.

CHAG and FTAC members worked with WorkSafeBC to identify phase integration, planning and phase congestion issues to help develop a resource for industry.

B (iii) [For WSBC use only]

#### C. Knowledge-Based Outcomes

C (i) This requires knowledge, understanding or skills to be changed in the following ways:

Increased awareness of what phase congestion is and the conditions that contribute to it is required. This increased awareness is needed at the owner, prime contractor, supervisor and worker level.

C (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.

An online training course was developed to support industry in identifying and avoiding phase congestion by focusing on phase integration and planning.

C (iii) [For WSBC use only]

#### D. Planned Activities

D (i) Therefore, we will undertake the following activities:

Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
CHAG and FTAC industry groups	FTAC and CHAG will work cooperatively to develop resources and to engage contractors and licensees to implement resources developed.	As required to meet the objective by Dec 31, 2020	1 - ahead
Development of training and resources	Creation of industry best practice resources to educate industry on how to avoid congestion in multi-employer phases. Phase planning and change management training or resources to be included.	Training course or resource package developed by Q4, 2020	1 - ahead

(Add additional rows as required)

D (iii) [For WSBC use only]

Click here to enter text.

Add additional initiatives as required using the same template.

### E. Organizational Capacity

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Staffing	Work with FTAC Working Group, CHAG, contractors and licensees. Utilize existing BCFSC staff.	As required to meet the objective by Dec 31, 2020.

(Add additional rows as required)

### F. Marketing / Outreach Activities

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Outreach	Resources developed by working group to be distributed – website, mail out, Falling Safety Advisor delivery where applicable.	Ongoing

(Add additional rows as required)

F (ii) [For WSBC use only]

Click here to enter text.

### G. Overall Assessment

G (ii) [For WSBC use only]

Click here to enter text.

## Training and Program Development Initiative #1: [Support Implementation of Competency Based Guidelines and Standards for Cable Logging]

### A. Injury / Return-to-Work Issues

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

In 2018, the Cable or Hi-Lead Logging CU (703003) experienced a spike in the number of time lost claims with 20. Claim costs also experienced an increase, with total costs for 2018 measured at 1.67 million dollars.

The objective is to reduce the number to time lost claims and claims costs within this CU in 2020. This can be accomplished through the implementation of a competency based training and assessment program.

(Add additional rows as required)

### B. Behaviour-Based Outcomes (HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:

Increase the practice of evaluating cable logging workers using a competency based assessment program.

Increase the use of a competency based training program to train new cable logging workers and workers who have gaps identified in their knowledge, skill or attributes as identified by an assessment.

B (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.

All activities in this initiative are behind. Covid-19 challenges (both internally at the Council and for companies) forced us to reduce our field testing and advocacy work. Work proceeded on video and webpages, but these will be released in early 2021. However, the standards and assessment materials for most occupations have been simplified to make the competency system more user friendly and better meet the needs of companies. The simplified versions will be released with the website in early 2021.

B (iii) [For WSBC use only]

### C. Knowledge-Based Outcomes (HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:

Increased awareness of the benefits of a competency based training and assessment program is needed within the forest industry.

Cable logging employers gain the skills and knowledge to efficiently implement this type of program into their companies.

C (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.

The distribution of the competency materials in 2021 will let us measure increases in skill and knowledge of the process by cable logging employers.

In other occupations including log hauling, resource road driving, road building and supervision, we have seen significant interest from employers to develop and make material available. This work is ongoing. The resources for Log Truck and Entry Level Forest Worker have been used extensively in 2020 and companies are becoming more aware of the material and process.

C (iii) [For WSBC use only]

### D. Planned Activities (HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:

Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Field Testing	Assessments tested by logging contractors and refined before wider use.	2 field tests	<b>3 - behind</b> Delayed due to COVID-19. One field test completed with non-yarding competency assessment, but zero done with yarding resources. Additional field testing will occur in 2021 when travel restrictions ease.
Awareness Training	Online video-based training developed explaining the basics of the program	1 video	2 - On Track Video complete and will be released with update to competency programs webpages (below)
Technology Improvements	Program specific webpage developed with links to assessments and training.	1 webpage	<b>3 - behind</b> Webpages to be made available to industry in Feb – Mar 2021.
Advocacy	Site visits conducted with contractors to explain program and provide guidance on implementation.	8 site visits	<b>3 - behind</b> Delayed due to COVID-19 and no advocacy contractor hired due to the downturn in the forest industry. Zero site visits related to yarding resources conducted in 2020. This work will be pushed to 2021.

(Add additional rows as required)

D (iii) [For WSBC use only]

[Click here to enter text.](#)



**E. Organizational Capacity** (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Advocacy contractor	Hire contractor with training and cable logging experience to conduct advocacy visits.	Contractor not hired and no plan to hire in 2020.

(Add additional rows as required)

**F. Marketing / Outreach Activities** (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Communication plan	Develop and implement a communication plan to increase awareness of the program and how it can be used. Social media, forest safety news and webinars are potential tools.	1 communication plan. Communication plan incorporated into 2021 workplan.

(Add additional rows as required)

F (ii) [For WSBC use only]

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**G. Overall Assessment**

G (ii) [For WSBC use only]

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## Training and Program Development Initiative #2: [Forestry Foundation Pilot Program]

### A. Injury / Return-to-Work Issues

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

The 2025 BC Labour Market Outlook indicates that an additional 2300 workers will be needed to be added into the forestry workforce in the 2016 to 2025 time period. A standardized training program does not exist for these new workers which creates increased risk of injuries due to a lack of safety knowledge and skills.

Work with the Ministry of Advanced Education and Skills Training and Post-Secondary Institutions to develop and pilot a Forestry Foundation training program for new workers entering the industry.

(Add additional rows as required)

### B. Behaviour-Based Outcomes

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:

Work with colleges to establish a sustainable training model for new entrants into the forest industry including the logging, road building and silviculture sectors.

Involve employers in the development and delivery of the training and seek their advice on how to create a sustainable program for future training. The goal is for employers to recognize the program as the preferred initial training for new employees.

B (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.

The funding and timelines of this program was extended 1 year due to the delays caused by COVID-19

B (iii) [For WSBC use only]

### C. Knowledge-Based Outcomes

C (i) This requires knowledge, understanding or skills to be changed in the following ways:

A sustainable program will improve the initial safety training, knowledge and practices of new workers within the forest industry. This program will provide training that will increase the safety and productivity of new forestry workers.

C (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.

The funding and timelines of this program were extended 1 year due to the delays caused by COVID-19. However, we are seeing interest from secondary and post secondary education institutions across the province for the material and are working with these groups to make it available.

C (iii) [For WSBC use only]

### D. Planned Activities

D (i) Therefore, we will undertake the following activities:

Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Develop curriculum	With the help of colleges and employers, develop the training curriculum and lesson plans for the Forestry Foundation Program.	15 new learning resources and approx. 29 lesson plans to be developed	2 - On Track All resources completed and in the process of updating following first

			round of feedback
Evaluation	Develop evaluation strategy and conduct evaluation of each pilot	Evaluate 6 pilot programs	<b>3 - behind</b> Delivery delayed for remaining colleges due to COVID-19. Okanagan College, Selkirk and CNC have completed the pilots One additional pilot scheduled for spring of 2021.
Delivery	Delivery of 12-week Forestry Foundation Program at 6 Colleges	Conduct 6 pilot training programs	<b>3 - behind</b> See above
Final Report	Produce a report that summarizes the results of the pilots and provides recommendations for the continuation of the program. Report available in 2021.	1 final report	<b>3 - behind</b> Interviews and feedback currently being conducted with the final report draft being delivered after the final pilot runs. This report will address the sustainability of the program as currently delivered, and/or what adjustments need to be made to be most effective for industry.

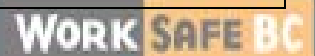
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D (iii) [For WSBC use only]
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### E. Organizational Capacity

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Evaluation consultant	Contracting a consultant to conduct evaluation and produce final report.	Consultant working within new timelines



Governance committee	Creating a committee of participating colleges and employers to advise on the development and delivery of the program.	Governance committee is aware of changes in timelines and is continuing to support the program.
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(Add additional rows as required)

#### F. Marketing / Outreach Activities

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Marketing of programs	Work with colleges to develop marketing and communication plans for the regions where the training is to be delivered.	Marketing materials for each of the 6 colleges.

(Add additional rows as required)

F (ii) [For WSBC use only]
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#### G. Overall Assessment

G (ii) [For WSBC use only]
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## Training and Program Development Initiative #3: [Quality Assurance]

### A. Injury / Return-to-Work Issues

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

The Forest Safety Accord identifies the industry's commitment to Training and Supervision. Specifically, the Accord says that all workers on the worksite must be competent and fully trained and certified for the work they are performing. The training and assessments created and administered by the BC Forest Safety Council must be of high quality to fulfill this commitment.

The objective is to have an effective quality assurance program for the competency training and assessment programs within the organization as well as for the online and classroom-based delivery of training.

(Add additional rows as required)

### B. Behaviour-Based Outcomes

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:

In order to support safe work decisions and behaviours, industry must be provided with high quality and up to date information in training and assessments.

B (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.

The degree of Quality Assurance development has been significantly reduced due to a change in direction around competency-based resources at the Council. While rigorous ICE1100 based assessment processes will remain in place for Faller Training, Log Truck Driver Training, and associated programs, the rest of the occupations will be assessed and adjusted in a more flexible manner like other materials that the Council has developed. The resources themselves will be tools for employers, not formal, externally assessed worker competency programs. Due to the delay in Faller Standard pilot and approval, the QA for Faller, Log Truck and associated programs has been delayed to 2021.

B (iii) [For WSBC use only]

### C. Knowledge-Based Outcomes

C (i) This requires knowledge, understanding or skills to be changed in the following ways:

The BC Forest Safety Council offers a wide range of training and resources and it is necessary to keep this material up to date with the latest safety developments and regulation changes. It is also important that the trainers, assessors and staff working within these programs are provided with training and feedback on their work performance so their skills can be maintained at a high level.

C (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.

Two virtual Train-the-trainer workshops were held in 2021 addressing professional development, updates to materials, and direction on COVID-19 protocols. Trainer and Assessor training are tied to the Faller Standard work, so finalization of those programs will rely on completion of the Faller Project.

C (iii) [For WSBC use only]

### D. Planned Activities

D (i) Therefore, we will undertake the following activities:

Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Quality Assurance Training	The ICE1100 standard was used to develop policies for the updated New Faller Training Standard. A requirement of these policies is to train appropriate BCFSC staff and	Training program developed and delivered to appropriate	<b>3 - behind</b> The type of training required for this initiative is currently

	contractors on the program processes.	staff by Q4, 2020	being re-evaluated and moved to 2021.
ICE1100 Falling Program Review	A review of the New Faller Training Program processes against the requirements of the quality assurance policies and procedures to be completed.	1 quality assurance review completed prior to Q4, 2020.	<b>3 - behind</b> This activity has been delayed due to no fallers having gone through the system currently. When fallers start to complete the program, a QA review will occur
ICE1100 Log Truck Driver Assessment Gap Analysis	A gap analysis to be completed comparing the existing Professional Log Truck Driver Endorsement Program to the requirements in the quality assurance policies and procedures.	Gap analysis completed prior to Q4, 2020.	<b>3 - behind</b> Administrative processes for Log Truck are still in development, so quality assurance on the log truck driver program scheduled for 2021.
Train the Trainer Annual Workshop	Contract and staff trainers to attend a workshop to improve training skills and update their information on BCFSC programs and resources.	Train the Trainer session held prior to Q4, 2020	2 - On Track Complete. Two virtual train-the-trainer sessions were held in 2020.
Trainer and Assessor Training Development	Online and classroom trainer and assessor training to be developed. This is general training applicable to multiple occupations.	Trainer and Assessor training courses to be developed by Q4, 2020.	<b>3 - behind</b> Units for "Faller Trainer" and "Faller Assessor" on track, but due to a shift in priority, general trainer and assessor training will not be proceeding as planned for the time being.

(Add additional rows as required)

D (iii) [For WSBC use only]

[Click here to enter text.](#)

### E. Organizational Capacity

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Quality Assurance Team	The quality assurance activities will be conducted with the existing staff from the training, falling and transportation departments.	N/A
	Click here to enter text.	Click here to enter text.

(Add additional rows as required)

### F. Marketing / Outreach Activities

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Internal BCFSC communication	Internal communications, such as emails and infographics to be developed to explain the quality assurance policies and procedures.	Series of communications to be developed. Number to be determined.
Trainer and Assessor training marketing	Once the training has been developed, advertise through website and Forest Safety Newsletter.	1 website promotion and 1 article in Forest Safety Newsletter.

(Add additional rows as required)

F (ii) [For WSBC use only]
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### G. Overall Assessment

G (ii) [For WSBC use only]
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## Training and Program Development Initiative #4: [Industry Group Initiatives]

### A. Injury / Return-to-Work Issues

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

Analysis of forest industry injury trends and examination of WorkSafeBC's high-risk strategy have identified specific sources of injury or work activities that persist within the forest industry. Examples include motor vehicle and slip, trip and fall incidents.	The objective is to work with industry partner groups to reduce the occurrence of these sources of injury.
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(Add additional rows as required)

### B. Behaviour-Based Outcomes

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:	Behaviours that need to improve include improving practices related to operation of light trucks on resource roads and highways. Also, increased use of engineering controls and procedures to reduce slips, trips and falls.
B (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.	More resources have been made available to employers around operation of light trucks and slips, trips and falls around equipment. This includes 4 articles in the Forest Safety News, one resource posted on the SAFER website for slips, trips and falls, and the light truck resources being included in the Resource Road Driver training and resources update.
B (iii) [For WSBC use only]	

### C. Knowledge-Based Outcomes

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	Increased awareness of safe practices when operating light trucks is required, including use of seatbelts, appropriate speed for the conditions and safely conducting maintenance under and around the vehicle.  Increase awareness and use of practices to reduce slips, trips and falls including improved engineering controls for heavy equipment and improved use of 3 point contact practices.
C (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	Complete. 4 articles on resource road driving were published in 2020. One safety video on entering and exiting equipment completed with SAFER, CHAG and FP Innovations.
C (iii) [For WSBC use only]	

### D. Planned Activities

D (i) Therefore, we will undertake the following activities:

Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Light Truck Operation and Maintenance Safety Campaign	Create resources that identify best practices for operation and maintenance of light trucks.	1 resource package to be developed.	2 - On Track  Due to the change in publication schedule of the Forest Safety News, the original plan to publish 6 articles over 2020 was adjusted to 4.  Safety Campaign component of this initiative to be included



			in the re-development of online and in-person light truck training in 2021.
Reducing Slips, Trips and Falls Safety Campaign	Create resources that identify best practices for reducing slip, trip and fall incidents for equipment operators.	1 resource package to be developed.	2 - On Track Complete and available at <a href="https://youtu.be/aJY7XuuT3u0">https://youtu.be/aJY7XuuT3u0</a>

(Add additional rows as required)

D (iii) [For WSBC use only]
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### E. Organizational Capacity

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Safety Campaigns	The Safety Campaigns will be developed in cooperation with the Coast Harvest Advisory Group (CHAG) and the BC Safe Forestry Program Strategic Advisory Committee (SAC) and distributed by existing BC Forest Safety Council staff.	2 Safety Campaigns

(Add additional rows as required)

### F. Marketing / Outreach Activities

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Resource Road Light Truck Driver	Include regular article in the Forest Safety Newsletter that promotes safe practices and promotes the training.	6 articles -> 4 articles
Safety Campaigns	Promotion and distribution of the developed resources as part of BC Forest Safety Council's overall communications strategy.	1 Safety Campaign for slips, trips and falls completed, with the material from a light truck resource campaign being included in update to light truck training.

(Add additional rows as required)

F (ii) [For WSBC use only]
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### G. Overall Assessment

G (ii) [For WSBC use only]
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## Training and Program Development Initiative #5: [Mental Health]

### A. Injury / Return-to-Work Issues

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

Industry groups and forest companies have requested additional mental health resources and information for workers, supervisors and employers.

The objective of this initiative is to increase the awareness of mental health as an important part of a health and safety system and to provide information on how companies and individuals can access mental health resources and training.

(Add additional rows as required)

### B. Behaviour-Based Outcomes

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:

To meet the objective individuals and forest companies need to be aware of and access mental health resources such as websites, training and counselling services.

B (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.

This initiative was shifted to provide psychological support due to challenges associated with the pandemic. The BC Municipal Safety Association has partnered with several Health and Safety Associations including the BCFSC to deliver a FREE Psychological Support Toolkit that includes information packs, checklists, quality resources and access to the Five-Part Virtual Summit and online discussion forums. This new toolkit will allow workers and employers will develop skills to better manage the stressors of COVID-19 by learning how to address problems, apply simple tools and access additional resources and education.

An additional resource will be included in the "Healthy Worker" series of resources developed by the Council.

B (iii) [For WSBC use only]

### C. Knowledge-Based Outcomes

C (i) This requires knowledge, understanding or skills to be changed in the following ways:

Increase the awareness of mental health resources and training that are available at the employer, supervisor and worker level.

C (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.

C (iii) [For WSBC use only]

### D. Planned Activities

D (i) Therefore, we will undertake the following activities:

Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Mental Health Resource Package Development	Create resources that identify sources of mental health information and training for: <ul style="list-style-type: none"> <li>individuals seeking personal assistance</li> <li>supervisors watching for signs and</li> </ul>	1 resource package to be developed.	2 – On-Track

	symptoms in their workers <ul style="list-style-type: none"> <li>employers to build mental health into their health and safety management systems</li> </ul>		
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(Add additional rows as required)

D (iii) [For WSBC use only]
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### E. Organizational Capacity

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Mental Health Resource Package	The resource package will be developed with guidance from the Program Committee and distributed by existing BC Forest Safety Council staff.	1 Resource Package

(Add additional rows as required)

### F. Marketing / Outreach Activities

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

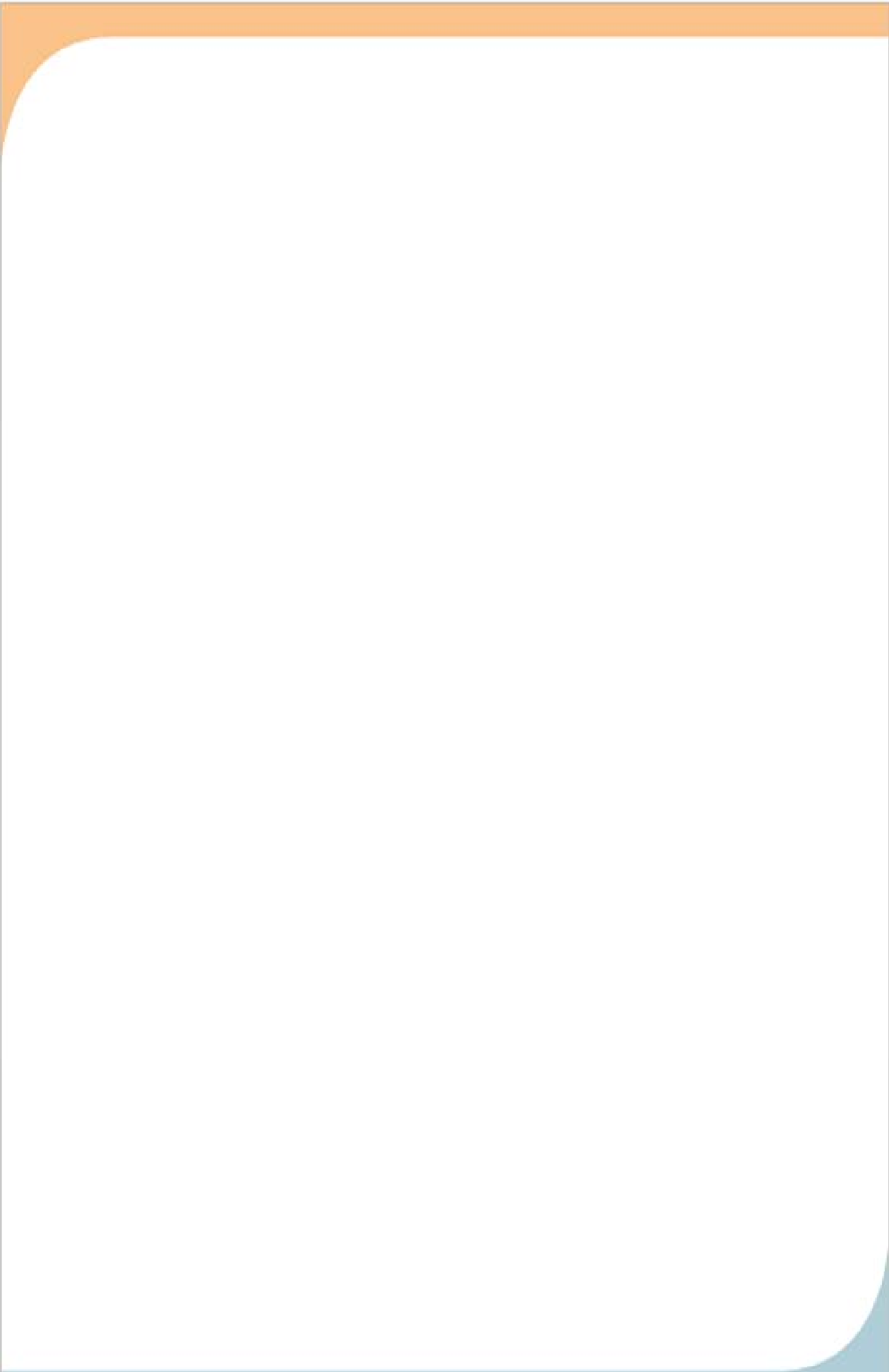
(F) Activity	Description	Number / frequency
Mental Health	Promotion and distribution of the developed resources as part of BC Forest Safety Council's overall communications strategy.	1 Resource Package

(Add additional rows as required)

F (ii) [For WSBC use only]
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### G. Overall Assessment

G (ii) [For WSBC use only]
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## TRANSPORTATION & NORTHERN SAFETY

### Initiative #1: Air Carrier Safety Working Group (ACSWG)

**Injury / Return-to-Work Issues** (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:	
Fatalities and serious injuries continue to be problematic within the air taxi industry. Air taxi services are used extensively by the forest industry to access and develop timber resources, particularly on the coast of BC.	Identify key safety issues facing providers and users of air taxi services and develop initiatives to improve air taxi safety within the forest sector.  Reduce serious injuries and fatalities within the air taxi sector.

(Add additional rows as required)

#### B. Behaviour-Based Outcomes

 (HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:	Not applicable
B (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.	Not Applicable
B (iii) [For WSBC use only]	

#### C. Knowledge-Based Outcomes

 (HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	Working group to review and analyze available data and use current operator knowledge base to determine current safety issues facing the industry.
C (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	North Star Practices document was provided to floatplane operators for review to ensure contents effectively identified and addressed current safety issues.  North Star Practices was subsequently piloted with float planes operators over several months to determine any safety gaps.  North Star Practices was completed, released and promoted to operators and industry.
C (iii) [For WSBC use only]	

#### D. Planned Activities

 (HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Finalize pilot and Implement air carrier standards document to be adopted by industry	Standards will define standard/ safety requirements for air transportation providers and end users	1/2020	2 - On Track
Finalize and promote air passenger safety guide and awareness materials	Materials will be promoted to improve end user knowledge/awareness of safety requirements, guidelines and procedures.	1/2020	3 - behind Delay due to COVID-19 and business disruption

Update and maintain BCFSC air transportation safety website	Develop and expand website to include ACSWG tools and resources	ongoing / 2020	2 - On Track
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(Add additional rows as required)

D (ii) [For WSBC use only]
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Add additional initiatives as required using the same template.

**E. Organizational Capacity** (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
	Click here to enter text.	

(Add additional rows as required)

**F. Marketing / Outreach Activities** (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Promote ACSWG developed resources	Promotion and utilization of standard via TAG, CHAG members, and print and website media	Ongoing / 2020
Publish articles regarding air transportation safety	Publish articles regarding air transportation safety in BCFSC publications	2 / biannual

(Add additional rows as required)

F (ii) [For WSBC use only]
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**G. Overall Assessment**

G (ii) [For WSBC use only]
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## TRANSPORTATION & NORTHERN SAFETY

### Initiative #2: Communications

**Injury / Return-to-Work Issues** (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:	
25- 31% of SLF claims in the Integrated and Log Hauling classification units are the result of Motor Vehicle Incidents.	Objective is to create awareness and increase knowledge within the resource and public sectors to effectively address key safety issues in forestry transportation. Communications will focus on industry and public interface, health and wellness, safe work practices, current and emerging technology, existing safety tools and resources and regulatory requirements.

(Add additional rows as required)

### B. Behaviour-Based Outcomes

(HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:	Not Applicable
B (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.	Not Applicable
B (iii) [For WSBC use only]	

### C. Knowledge-Based Outcomes

(HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	Expand resource road industry user's knowledge with regards to best practices.  Expand public knowledge of resource road activities, proper road use and the associated risks.
C (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	Best Practices developed through BCFSC and Industry working groups were communicated via alerts, safety bulletins, BCFSC website, Forest Safety News publications and broad distribution through industry working groups and Resource Road Safety Committees.
C (iii) [For WSBC use only]	

### D. Planned Activities

(HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Newsletter publication	Dedicated transportation section in BCFSC publication identifying key issues, and initiatives that impact the harvesting and transportation sector.	6/bimonthly/2020	2 - On Track
Article publication	Develop articles that are timely and relevant to improving	3/N/A/ 2020	2 - On Track

	transportation safety performance.		
Promote Safe Work Practices	Participate with Road Safety Management Groups  Communicate with Industry and the public as needed through the BCFSC office	TBD/N/A/2020  Ongoing/2020	3 - behind Delayed due to COVID-19 restrictions.

(Add additional rows as required)

D (ii) [For WSBC use only]
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**Add additional initiatives as required using the same template.** E. Organizational Capacity (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Click here to enter text.	Click here to enter text.	Click here to enter text.

(Add additional rows as required)

**F. Marketing / Outreach Activities** (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
See section D.		Click here to enter text.
Electronic media via website	Promote safe practices, tools and resource availability via BCFSC website.	Ongoing/2020
Trade and Industry Conferences	Provide a presence at industry and trade conferences to promote safe work practices, tools and resources available via the BCFSC.	5/N/A/2020

(Add additional rows as required)

F (ii) [For WSBC use only]
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**G. Overall Assessment**

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## TRANSPORTATION & NORTHERN SAFETY

### Initiative #3: Log Truck Technical Advisory Committee (LTTAC)

Injury / Return-to-Work Issues (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:	
Log hauling CU has 135 SLF claims per year on average. MVI's account for approx. 31% of these claims on average.	Objective is to engage log truck drivers to assist with identifying key issues affecting log truck operator safety and with their support develop tools and resources to effectively address key safety issues and reduce MVI's and SLF claims within the log hauling sector.

(Add additional rows as required)

#### B. Behaviour-Based Outcomes (HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:	Log truck operators, harvesting contractors, loader operators, licensees need to recognize that they each contribute to every load arriving at the mill safely.
B (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.	
B (iii) [For WSBC use only]	

#### C. Knowledge-Based Outcomes (HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	<p>Expand industry knowledge with regards to log hauling safety issues and solution via input and collaboration from key log hauling contractors, provincial and federal agency representatives and non-profit organizations.</p> <p>Use LTTAC perspectives to inform Council, WorkSafeBC BC and working group priorities and work plan.</p> <p>Improve and confirm Log hauling expertise and safety knowledge through training and endorsement programs.</p> <p>Implement a provincial resource road maintenance guideline that addresses key road condition safety issues.</p> <p>Develop and promote professional practice materials aimed at log haulers.</p> <p>Conduct an industry SWP gap analysis for log hauling and develop resources to address any gaps.</p>
C (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	<p>LTTAC met quarterly to identify and address key safety issues related to log hauling.</p> <p>LTTAC is a member of the Forest Industry Forum and participates directly in identifying and resolving key safety issues.</p> <p>LTTAC has continued to work on and improve Industry Log Truck Driver Training and Competency Assessment Standards.</p> <p>Professional practice materials have been developed as part of both the training standard and competency assessment for log hauling.</p>

	<p>LTTAC is a key member of the Load Securement Working Group which is looking at reducing risk of injury to log haulers during load securement activities.</p> <p>LTTAC worked with the Trucking and Harvesting Advisory Group to develop Load Securement and Fatigue Risk Assessments for industry.</p> <p>Provincial Road Maintenance Standard has been piloted, finalized and rolled out to industry.</p>
C (iii) [For WSBC use only]	

**D. Planned Activities** (HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:

Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Professional Log truck driver training program.	Engage with contractors, licensees, teaching and training facilities to expand the awareness and delivery of the log truck driver program.	Ongoing/2020	2 - On Track
Log truck driver professional endorsement and assessment.	Promote professional endorsement  Identify and train Log Truck Driver Assessors.  Conduct moderator sessions with assessors	Ongoing/2020	2- on track Delayed due to COVID-19, poor markets and industry uncertainty.
Road Maintenance Guideline	Engage with log truck drivers, contractors, licensees and Government agencies to increase awareness and implementation of the Road Maintenance Guideline.	Ongoing/2020	<b>3 - behind</b> Was to be conducted in concert with Spring seminars which have been cancelled.
Self-loading log truck working group	Establish a self-loading log truck working group that will work with industry and regulators to identify and resolve safety concerns directly related to self-loading log trucks	Ongoing/2020	2 - On Track
Technology Projects	Identify opportunities and actively pursue development of technologies that will reduce high risk incidents. Two projects of focus will be 1) on board vehicle detection system and 2) log truck rollover sensor/warning technology.	Ongoing/2020	2 - On Track

(Add additional rows as required)

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Add additional initiatives as required using the same template.

**E. Organizational Capacity** (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
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(Add additional rows as required)

**F. Marketing / Outreach Activities** (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Make related info, tools and resources available on BCFSC website.	Promotion of LTTAC related objectives, tools and resources via website.	4/Review, update quarterly
Articles	Awareness and promotion log truck driver training and professional endorsement via print media.	2/Biannually

(Add additional rows as required)

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**G. Overall Assessment**

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## TRANSPORTATION & NORTHERN SAFETY

### Initiative #4: Marine Forest Safety Advisory Group

**Injury / Return-to-Work Issues** (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:	
Over 800 WorkSafeBC injury claims have occurred since 2006 involving boats in the forestry CU's.	Identify key initiatives to improve marine forest safety and prioritize workplan initiatives.

(Add additional rows as required)

### B. Behaviour-Based Outcomes

(HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:	<p>Companies contracting and conducting work that requires the operation or use of marine vessels need to prioritize the safety of marine related tasks when planning and conducting work.</p> <p>Companies that own or contract marine accommodation vessels need to recognize, evaluate and control the risks associated with accommodation vessels to reduce the risk of injuries and fatalities.</p>
B (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.	<p>Communications to marine operators and Industry members regarding safety risk and opportunities for improvement completed via bulletins, and FSN publications.</p> <p>Marine Vessel Operator Competency Standard promoted to industry.</p> <p>Marine vessel go/no-go guidelines finalized for industry members and operators.</p> <p>Marine Vessel incident reporting guide finalized for industry members and operators.</p> <p>Marine accommodation vessel safety review conducted with industry members.</p>
B (iii) [For WSBC use only]	

### C. Knowledge-Based Outcomes

(HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	<p>BCFSC will support companies contracting and operating marine forestry operators to better understand; the contributing factors to marine forestry incidents and, the risks associated accommodation vessels.</p> <p>BCFSC will support companies operating vessels to ensure their staff are competent (skills, attributes, knowledge) to perform the work and ensure that vessels are maintained and inspected to prevent unsafe mechanical conditions</p>
C (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	<p>Marine related incidents reviewed and communicated to industry members via MFSAG, and FSN.</p> <p>Marine accommodation vessel safety review conducted with industry members.</p>

C (iii) [For WSBC use only]	<p>Marine vessel go/no-go guidelines finalized for industry members and operators.</p> <p><i>Marine Vessel incident reporting guide finalized for industry members and operators.</i></p>
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**D. Planned Activities** (HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Develop communications that will improve safe operating practices for marine operators and contractors	Create bulletins, articles, and other resources	2/bi-annually	2 - On Track
Maintain system for delivery of marine forest communications	Maintain and manage communications to marine operators and contractor	Ongoing / 2020	2 - On Track

(Add additional rows as required)

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Add additional initiatives as required using the same template.

**E. Organizational Capacity** (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
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**F. Marketing / Outreach Activities** (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Promote awareness of MFSAG	Promotion of awareness of group via TAG, CHAG members, FIF, conferences and print and website media	Ongoing / 2020
Identify safety issues and actions related to marine accommodation vessels.	Work with industry and regulators to determine the best approach to improving safety on marine accommodation vessels.	Ongoing / 2020

(Add additional rows as required)

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**G. Overall Assessment**

G (ii) [For WSBC use only]
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## TRANSPORTATION & NORTHERN SAFETY

### Initiative #5: Woodlot License and Community Forest Agreement Safety Committee (WL-CFA SC)

**Injury / Return-to-Work Issues** (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

Within Forestry SLF claims continue to be a serious concern. These claims included forestry workers operating within Woodlots and Community Forests.	Improve safety performance within woodlot and community forest operations.
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(Add additional rows as required)

#### B. Behaviour-Based Outcomes

 (HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:	Not Applicable
B (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.	Not Applicable
B (iii) [For WSBC use only]	

#### C. Knowledge-Based Outcomes

 (HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	<p>Knowledge specific to the type, conditions, and factors related to safety related incidents within community forests and woodlots is lacking. In addition, safety management system knowledge and capability within this group ranges from very limited to comprehensive. Given this better knowledge on both these fronts needs to be improved.</p> <p>In addition, improving awareness of safety responsibilities and actions required by regulation to protect workers within woodlots and community forests is critical in improving knowledge and safety performance.</p>
C (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	<p>Awareness bulletins created by the working group addressing regulation requirements and persons holding responsibility for safety and compliance were developed and distributed to the associations representing woodlot and community forests.</p> <p>Material has been posted on both the associations and BCFSC website. This included information related to Tenure Owners responsibilities with regards to safety.</p> <p>Three separate Safety Management System resources were piloted, finalized and released to Industry members for use in improving safety performance in small tenures.</p>
C (iii) [For WSBC use only]	

#### D. Planned Activities

 (HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Development and publication of awareness articles relating to the Woodlot Licencees and Community	Promotion to Woodlot Licencees and Community Forest	4/Quarterly/ 2020	<b>3- behind</b>

Forests Agreement Holder safety management responsibilities, processes, resources and tools available to improve safety performance.	Agreement Holders via print and electronic media.		
Develop and distribute survey for both WL and CFA members. Collate and analyze resulting data.	Survey will target both woodlot Licencees and CFA holders with the intent of gathering safety related information specific to their operations and solicit feedback regarding key focus areas for improving safety performance. Information will be used to aid the WL-CFA SC in determining and prioritizing activities and initiatives.	1/annually/2020	2 - On Track
Finalize program based on pilot feedback and promote safe work practices via revised and updated safety program for woodlots and community forests	Support the implementation of the revised safety program aimed and woodlots and community forests that address the range of work activities from contracting services to direct completion of forest management activities by the licence holder.	1/1/2020	2-On Track.
Address prime contractor requirements and execution of such activities within woodlots and CFA's	Identify and address gaps in the prime contracting and management of prime contractors in small tenures.	Ongoing/2020	2- On track.
Address contractor and subcontractor safety requirements and related management activities	Identify and address gaps in the contracting, subcontracting and management in small tenures.	Ongoing/2020	2 - On Track

(Add additional rows as required)

D (ii) [For WSBC use only]
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Add additional initiatives as required using the same template.

**E. Organizational Capacity** (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
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**F. Marketing / Outreach Activities** (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Make related info, tools and resources available on BCFSC website.	Promotion of WL-CFA SC, related objectives, tools and resources via website.	4/Review, update quarterly

(Add additional rows as required)

F (ii) [For WSBC use only]
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**G. Overall Assessment**

G (ii) [For WSBC use only]
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**TRANSPORTATION & NORTHERN SAFETY**

**Initiative #6: Trucking and Harvesting Advisory Group (TAG)**

**Injury / Return-to-Work Issues** (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

The average number of SLF claims for Integrated Forest Management between 2013 and 2017 is 390, with Log hauling SLF claims at 135.	<p>Reduce the number of SLF claims in Integrated Forest Management in 2020 provincially. Reduce the number of log hauling SLF claims 2020 provincially.</p> <p>Assess via third party assessment process, 5% of new and existing log truck drivers (estimate 3000 employed in industry) for competency in 2020.</p>
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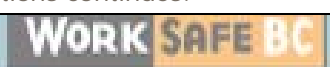
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**B. Behaviour-Based Outcomes** (HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:	<p>BCFSC will support Licensees, Contractors, workers in identifying why workers accept risk and incorporate changes to safety programs and cultures that reduce at risk behaviour.</p> <p>BCFSC will support Logging truck operators to assess and develop competencies to perform their duties, including the ability to recognize and manage the risks.</p>
B (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.	<p>Safety bulletins developed and sent out bimonthly.</p> <p>Log Truck Driver Training and Competency Assessment Standard promote, supported and implemented both within and external to TAG operations.</p> <p>Communication and Implementation of TAG best practices within member operations continues.</p> <p>Safety Alerts developed and sent out Bimonthly or as required.</p> <p>Load Securement and Fatigue Risk Assessments for the log hauling sector completed and communicated to Industry.</p>
B (iii) [For WSBC use only]	

**C. Knowledge-Based Outcomes** (HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	<p>BCFSC will aid Log haulers and forest workers in general awareness of the current safety issues facing the industry, and the key factors relating to incidents.</p> <p>Provided with this information, key education and awareness initiatives can be developed to reduce the potential for such events.</p>
C (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	<p>Safety bulletins developed and sent out bimonthly.</p> <p>Log Truck Driver Training and Competency Assessment Standard promote, supported and implemented both within and external to TAG operations.</p> <p>Communication and Implementation of TAG best practices within member operations continues.</p>





	<p>Safety Alerts developed and sent out Bimonthly or as required.</p> <p>Load Securement and Fatigue Risk Assessments for the log hauling sector completed and communicated to Industry.</p>
C (iii) [For WSBC use only]	

**D. Planned Activities** (HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Awareness sessions: <ul style="list-style-type: none"> <li>• Switch back</li> <li>• Log Truck driver Training and Endorsement</li> <li>• Standard of Care (SOC)</li> <li>• Your Greatest Risk (YGR)</li> <li>• Fatigue management</li> <li>• Distracted driving</li> </ul>	Awareness/training sessions that target log truck and forestry occupations	15/Spring 2020	<b>3 - behind</b> Seminars cancelled due to COVID-19.
Raise awareness of and continue to support implementation of a Resource Road Maintenance Best Practices Guideline	Best practices guideline for maintenance of resource roads for safe log hauling use.	#Ongoing (Implement with Industry Members)/2020	<b>3 - behind</b> Was to be completed as part of the spring seminars.
Improve incident data system to consistently collect and analyse harvesting incident data. This will be completed via EHS implementation.	Consistent data collection process that will be used to assist in identifying industry incident trends	Quarterly	2 - On Track
Collection, analyze and report on log hauling incident and harvesting data	Log hauling incident data will be compiled and analysed to support industry safety initiatives focused on reducing serious log hauling incidents.	Quarterly	2 - On Track

(Add additional rows as required)

D (ii) [For WSBC use only]
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Add additional initiatives as required using the same template.

**E. Organizational Capacity** (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

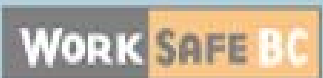
(E) Activity	Description	Number / frequency
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**F. Marketing / Outreach Activities** (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Promotion of AOR/SOC/YGR/Fatigue and distracted driving awareness/training sessions	Promotion of awareness/training sessions to industry via TAG members, local media, and print media	15
Publish articles regarding log hauling and harvesting safety awareness and related TAG initiatives	Promotion of awareness/training sessions to industry via TAG members, and print media	6



Promotion of incident data collection and reporting	Create awareness and buy in regarding incident data collection and reporting. This will be done through outreach to industry members/log hauling contractors via The Trucking Advisory Group and BCFSC through bulletins, articles and face to face discussion.	Ongoing
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(Add additional rows as required)

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**G. Overall Assessment**

G (ii) [For WSBC use only]
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## TRANSPORTATION & NORTHERN SAFETY

### Initiative #7: Fatigue

#### A. Injury / Return-to-Work Issues (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:	
Commercial vehicle accident statistics indicate that fatigue is a factor in 20% of crashes. This number is estimated to be higher due to the difficulty in determining if fatigue is a factor post incident.	Identify opportunities to implement strategies, increase awareness and educate forest industry members to address fatigue as a hazard in the workplace.

(Add additional rows as required)

#### B. Behaviour-Based Outcomes (HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:	BCFSC will support forest industry members in identifying the risk of fatigue as it relates to their workplace and implement programs that reduce the risk of fatigue related incidents
B (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.	Fatigue Risk Assessment tool completed and provided to industry.
B (iii) [For WSBC use only]	

#### C. Knowledge-Based Outcomes (HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	BCFSC will support forest industry members in understanding sleep related fatigue, the effects of fatigue on decision making and other human factors that contribute to fatigue related incidents.
C (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	Communications related to fatigue risk and management developed for industry.  Project related to fatigue management and technological solutions completed and communicated to industry.
C (iii) [For WSBC use only]	

#### D. Planned Activities (HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Advisory Group Engagement	Engage with advisory groups to identify the needs of industry as they relate to understanding and determining fatigue risk	12/quarterly/2020	2 - On Track
Fatigue projects	Conduct work that aids in our understanding of fatigue in the workplace and supports industry in reducing the risk of fatigue related incidents	1/2020	2 - On Track

(Add additional rows as required)

D (iii) [For WSBC use only]
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Add additional initiatives as required using the same template.

**E. Organizational Capacity** (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Fatigue Resources	Maintain a tab on the BCFSC website that provides resources and links to fatigue resources	Ongoing
Consultation with Fatigue Experts	Consult with recognized fatigue experts who will increase competency of BCFSC staff and assist in providing resources to industry	Ongoing

(Add additional rows as required)

**F. Marketing / Outreach Activities** (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Develop worker resources	Create resources that increase worker knowledge of sleep related fatigue	4/2020
Develop supervisor/manager resources	Create resources that assist supervisors and managers to identify fatigue	2/2020
Develop company resources	Create resources that assist companies in developing Fatigue Risk Management Plans	1/2020
Conference Agenda Speaker	Promote, look at opportunities for including a speaker at each BCFSC safety conference who will focus on fatigue in the workplace	3/2020

(Add additional rows as required)

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**G. Overall Assessment**

G (ii) [For WSBC use only]
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## TRANSPORTATION & NORTHERN SAFETY

### Initiative #8: Wood Fibre Hauling Safety Group

Injury / Return-to-Work Issues (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

The wood fibre hauling does not have independent data for the CU but is encompassed within the Dump Truck CU. The group members historically identify tarping related injuries and slip/trip/fall incidents as the most common injuries that relate to claims costs.

Reduce the number of tarping and slip/trip/fall injuries within the wood fibre hauling sector.

Identify other areas of opportunity to improve wood fibre hauling safety including; driver competency and fatigue.

(Add additional rows as required)

#### B. Behaviour-Based Outcomes (HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:

BCFSC will support wood fibre haulers, purchasers and suppliers to improve worker safety at loading and unloading facilities.

BCFSC will support Wood Fibre hauling operators to develop a competency program for wood fibre hauling including tarping tasks where there is an increased risk of injury.

B (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.

Analysis completed to better understand the risk and associated injuries related to loading and unloading chip trucks.

Auto tarping system developed and promoted in partnership with industry and private sector to address safety risks associated with loading and unloading of chip trucks.

Chip Truck Driver Training and Competency Assessment Standards developed and piloted in partnership with industry and WSBC.

Load securement safety videos developed and promoted in partnership with industry.

B (iii) [For WSBC use only]

#### C. Knowledge-Based Outcomes (HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:

BCFSC will support wood fibre haulers in understanding the current safety issues facing the industry, and the key factors relating to incidents.

Provided with this information, key education and awareness initiatives can be developed to reduce the potential for such events.

C (ii) [To be completed at the end of the reporting year cycle]; Provide **evidence** that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.

Analysis completed to better understand the risk and associated injuries related to loading and unloading chip trucks.

Chip Truck Driver Training and Competency Assessment Standards developed and piloted in partnership with industry and WSBC.

Load securement safety videos developed and promoted in partnership with industry.

C (iii) [For WSBC use only]

**D. Planned Activities (HSA Planning and Reporting Information Package pages 6 and 11)**

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Actively research and contribute to technology advancements in auto-tarping	Work with haulers, manufacturers and others to improve existing and/or develop new auto-tarping solutions.	Ongoing 2020	2 - On Track
Competency based training for wood fibre haulers	Pilot the competency based system for wood fibre haulers  Develop learning resources for the wood fibre hauling occupation competency program	Ongoing 2020	2 - On Track
Maintain an incident data system to consistently collect and analyze wood fibre hauling incident data.	Consistent data collection process that will be used to assist in identifying industry incident trends	Quarterly	2 - On Track

(Add additional rows as required)

D (ii) [For WSBC use only]
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**Add additional initiatives as required using the same template.**

**E. Organizational Capacity (HSA Planning and Reporting Information Package page 7)**

**To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:**

(E) Activity	Description	Number / frequency
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**F. Marketing / Outreach Activities (HSA Planning and Reporting Information Package page 7)**

**To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:**

(F) Activity	Description	Number / frequency
Promotion of AOR/SOC/YGR and other awareness/training sessions	Promotion of awareness/training sessions to industry via WFHSG members	4

(Add additional rows as required)

F (ii) [For WSBC use only]
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**G. Overall Assessment**

G (ii) [For WSBC use only]		
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## TRANSPORTATION & NORTHERN SAFETY

### Initiative #9: Forest Industry Forum, Harvesting

**Injury / Return-to-Work Issues** (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:

Regulation and resources that support safe outcomes within all sectors of the industry are critical. It is therefore imperative that regulators, key industry sectors and labour work together to achieve the best outcomes with collective effort where appropriate.	Objective is to work closely with WSBC, key industry members and labour to identify key safety issues as it related to both current and proposed regulation with the goal of harmonizing outcomes and improving safety.
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(Add additional rows as required)

#### B. Behaviour-Based Outcomes

 (HSA Planning and Reporting Information Package pages 4 and 11)

B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:	Not applicable
B (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.	Not applicable
B (iii) [For WSBC use only]	

#### C. Knowledge-Based Outcomes

 (HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	Group will look at key safety issues along with existing and proposed regulation with the objective of identifying challenges, successes and failures with regards to improving safety within the forest industry.
C (ii) [To be completed at the end of the reporting year cycle]; Provide <b>evidence</b> that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	Group has met quarterly to identify and find solutions for injuries and fatalities within the forest industry.  Group has worked on regulations relating to log load securement, mobile equipment, and first aid.
C (iii) [For WSBC use only]	

#### D. Planned Activities

 (HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
Collective review and discussion	Group to identify, discuss and resolve both existing and potential safety issues as it relates to existing and proposed regulation.	4/quarterly/2020	2 - On Track
Development of safety resources, tools and communications	Group to work collectively to develop tools, resources and communication related to key safety issues with the objective of improving safety performance within the forest industry.	Ongoing/2020	2 - On Track

(Add additional rows as required)





D (ii) [For WSBC use only]
Click here to enter text.

**Add additional initiatives as required using the same template.E. Organizational Capacity** (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Click here to enter text.	Click here to enter text.	Click here to enter text.

(Add additional rows as required)

**F. Marketing / Outreach Activities** (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
See section D.		Click here to enter text.
Development of key communications	Develop communications that will create awareness regarding current and pending regulatory requirements and identify tools/resources developed to improve safety.	Ongoing/2020

(Add additional rows as required)

F (ii) [For WSBC use only]
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**G. Overall Assessment**

G (ii) [For WSBC use only]
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**Board Chair Approval**

\_\_\_\_\_  
Name Signature Date

