



2019 Vancouver Island Safety Conference



2019 CONFERENCE WRAP-UP

Succeeding in Today's Evolving Work Environment

October 5, 2019 | Vancouver Island Conference Centre

VISC 2019 Opens With a Heartfelt Welcome from Snuneymuxw Elder Geraldine Manson



Snuneymuxw Elder , Geraldine Manson

Geraldine Manson (C-tasi:a), Snuneymuxw Elder and VIU Elder-in-Residence, opened the day with a traditional welcoming to the unceded territory of the Snuneymuxw First Nation.

Geraldine addressed the delegates' steadfast commitment to worker safety with a compassionate blessing and a reflective song to the Great Creator "to give us wisdom in our work."

A Positive Change: Log Hauling Injury Rates the Lowest Seen in 20 Years.

Overall safety performance in forestry continues to improve as worker injury rates have been steadily declining.

Rob Moonen, CEO of the BC Forest Safety Council (BCFSC), provided some positive statistics in his opening remarks to VISC 2019 delegates indicating some notable achievements in reduced injury rates. The Log Hauling injury rate for 2018 was the lowest on record in the past 20 years at 4.8, down 20% from 6.1 in 2017.

Sawmills also saw a decline with their lowest injury rate on record at 2.1, down 16% in the past 5 years. Rob noted "Injury prevention is most effective when we, as an industry, own and lead change. And thanks to your continued focus and efforts, more of our co-workers, colleagues and friends are returning home safely at the end of the day."

Rob also made mention that this decline has translated into an average premium rate decrease of 16% for all 14 classification units in the Forestry subsector

..... continued on page 2

Thank You

Thank you to all 352 delegates who took time out of their Saturday to attend the 14th annual Vancouver Island Safety Conference. This year's conference centered on *Succeeding on Today's Evolving Work Environment* which focussed on change and its effect on our perceptions, mindsets and landscapes.

A big thank you to all of the volunteers and sponsors who made this free conference and networking event possible through generous financial, product and service contributions.

For a full recap of the presentations from the 14th Annual Vancouver Island Safety Conference, watch the videos on the BCFSC YouTube channel www.youtube.com/user/BCForestSafety/playlists



A Positive Change:

continued from page 1

which translates to over \$10 million in reduced premiums for harvesting and over \$3 million in the sawmill subsector.

Rob also addressed the importance of this year's conference theme: *Succeeding in Today's Evolving Work Environment* noting its accuracy in describing the present state of the forestry industry.

He stated, "as industry faces challenges, the inevitability of change and our ability to adapt to an evolving work environment will be key to our long term success."

Each of the keynote speakers and presenters for VISC 2019 focused their presentations on CHANGE and how it affects companies and people in various ways. The insights from each speaker provided delegates with valuable tools and learnings into how we can transition through change on both an organizational and personal level.

Attendees were encouraged to use their take-aways and discuss these challenges with colleagues and adapt their work environments to ensure every forestry worker gets home safe. Every day.



Rob Moonen, BCFSC CEO addresses the VISC 2019 delegates

Remembering Those We Lost in 2019

Master of Ceremonies, Mike Milholm led a Moment of Silence in tribute to those colleagues we lost to workplace incidents.

Between September, 2018 - October, 2019, 10 people died as a result of work-related incidents due to traumatic injuries or occupational diseases.

Delegates observed a moment of silence in honour of those who are gone but not forgotten. May their deaths remind us how precious life is and signify the importance of safety for each and every worker to be able to get home safe ... every day.



Occupation	Age	Cause of Death
Tree Faller	68	Traumatic Injury
Buncher Operator	68	Traumatic Injury
Cat Operator	69	Traumatic Injury
Tree Faller	45	Traumatic Injury
Tree Faller	46	Traumatic Injury
Owner	71	Traumatic Injury
Carpenter	75	Occupational Disease
Instrument Mechanic	87	Occupational Disease
Sawmill	77	Occupational Disease
Planer Feeder	32	Occupational Disease

A Personal Tribute to Ed Wilcock

In addition to paying respect and tributes to our friends, co-workers and colleagues that lost their lives in 2018, BCFSC CEO, Rob Moonen, also acknowledged the recent loss of Ed Wilcock, the president and owner of E&B Helicopters. Ed's commitment to the safety and evacuation services to coastal forestry companies will never be forgotten. Recognized in 2017 with the Cary White Memorial Lifetime Achievement Award, his dedication to the safety of those working in the forestry industry on Vancouver Island and southern coastal inlets will forever honour his lasting legacy.



Congratulations to this year's Safety Award Winners!

This year, the **2019 Cary White Memorial Lifetime Achievement Award for Commitment to Safety Excellence** was awarded to Ron Judd. Ron was nominated by the Coast Harvesting Advisory Group (CHAG) for his contribution to improving safety for coastal logging and forestry operations, and his steadfast willingness to work with employers to solve challenging safety issues.

Although Ron wasn't able to personally receive his award at the VISC 2019 Conference, he did share the following message:

"I am honored to receive this award. I have always strived to communicate with workers, supervisors and owners in a respectful manner. With my officers, I tell them they have not been successful until employers and workers phone to ask questions without the fear of being judged. I hope that will be my legacy to them."



The **2019 Most Valuable Player of the Year Award in Manufacturing** went to Darren Beattie. Nominated by the Manufacturing Advisory Group (MAG) for his outstanding contributions to MAG and his work with **Conifex** as the Regional Safety Manager, Darren has been a safety advocate since the start of his career in 1988.

He started in health and safety working as a Loss Control Coordinator for **Canfor** in Chetwynd, BC and also worked as an Occupational Safety Officer for **WorkSafeBC** for 16 years, where he built strong, effective relationships with industry while upholding high standards for workplace safety. Recently, Darren took a new role with **Chemtrade** in Prince George where he will continue to lead the charge in worker safety.

Aaron Frost was awarded the **2019 Most Valuable Player of the Year Award** in Forestry. As the Health and Safety Manager for **Strategic Natural Resource Consultants**, he has brought a wealth of safety experience to forestry providing outstanding safety service to Strategic, their employees and the community since 2013.

The award nomination noted the outstanding work of Aaron and his team through the use of technology to improve communication and emergency response, especially in remote locations. Aaron was also recognized for spearheading excellence in young worker training programs and supervisor programs as well as his commitment to promoting a "speak-up" culture and implementing an outstanding injury management / return to work program.



KidSport a Big Winner

Silent auction contributions brought in \$2,430.00 for Kidsport Nanaimo but the buck didn't stop there. The 50/50 draw raised \$400 for the Canadian Mental Health Association (Mid-island Branch) and Nanaimo Loaves and Fishes were happy to receive over six bins of non-perishable food donations. Thanks to everyone who bought tickets, bid and donated!

But who won the TV?! The lucky winner of the 55" Samsung TV generously donated by London Drugs went to Kevin Ashfield from Mosaic.



Getting to Target Zero: Engaging High-Performance Safety



Dr. Mark Devolder

Dr. Mark Devolder of Synergy Sense Consulting gave an inspiring presentation about being “Change Ready” in the fast and frenzied pace of business today.

He explained the inevitability of Exponential Change in the rush to stay competitive and how we are increasingly tempted to make short cuts and sacrifice safety. Through audience participation, Dr. Devolder showed us how people react differently based on our own perceptions of change and our personal ability to adapt to transition and new practices.

Through research and study, Devolder discovered that our brains can keep us from breaking through the barriers of change. He went on to demonstrate how our brains adapt at different rates of speed by asking us to perform a group exercise by looking up and down and side to side on his command. He then changed the commands, asking us to look down when he said up and up when he said down, showing us how our brains can become confused when we try to process change after we’ve become adapted to doing things a certain way.

“Brains can change but only when forced” Devolder explained, “Through perseverance and force we can re-train our brain to create new neurological connections. In essence, retraining them to look down when someone says up.”

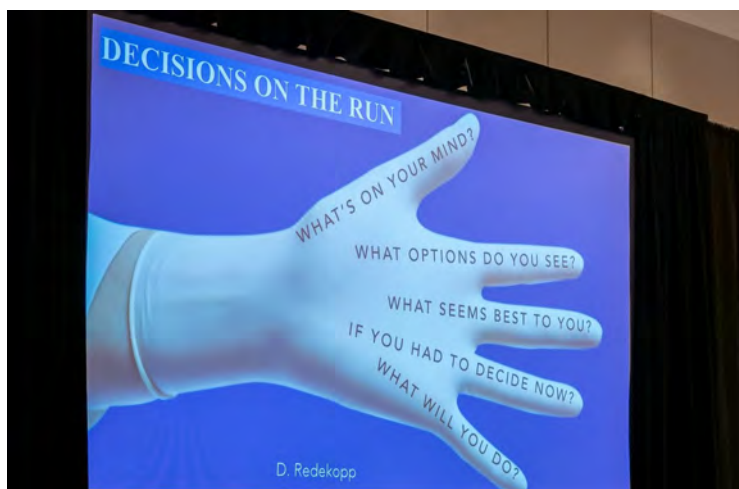
Dr. Devolder said the most common barrier is actually change itself and some employees may feel paralyzed by change. And when they feel paralyzed, they disengage. And without the ability or capacity to change, accidents can happen.



He went on to identify three key triggers that can help overcome barriers to change and target good safety behavior in all of us. He claimed that if we can train ourselves to act 1. Boldy, 2. Nimbly and 3. Quickly -

we can make smarter decisions faster and suggested using the “Five-Second Rule” as a marker. He said that you must act within five seconds of making a decision or you can be overcome with fear or reluctance. Dr. Devolder also noted unstoppable leaders are known to have an innate ability to adapt quickly to change and will alter their business practices promptly to adapt to an evolving marketplace.

Dr. Devolder outlined his proven transition model of making decisions on the run specifying that if we embrace a mobilized, resilient mindset, we become more enabled to accept new practices and let go of an unsafe past.



Training For Success in an Evolving Environment



Paul Mottershead, Associate Dean at Vancouver Island University's (VIU) Trades and Applied Technology Program, led his talk by speaking about the importance of employers' roles in developing safe work practices for young workers in forestry.

He concentrated on the importance of implementing proper practices to keep workers under the age of 25 well-informed through education and mentoring from forestry veterans. Mottershead indicated the risk of injury at work is much higher for young workers and that employers are obligated by regulatory standards to orient and train new workers to reduce workplace injuries, illnesses and death.

During his presentation, Paul highlighted the roles of private and public post-secondary institutions and the benefits they offer in supporting industry needs and educating new workers on safe work habits, safe operation of equipment and tools, relevant computer skills and the use of technology such as simulators to help students understand various workplace scenarios.

"VIU trade instructors are experienced industry leaders and provide real-life knowledge in the classroom," said Mottershead, "They use innovative teaching techniques to help students understand what it's like to work on the front-line and keep safety top-of-mind."

Paul provided some key tips to help keep young workers safe on the job like developing experienced worker mentorship programs and staying engaged with post-secondary institutions on new safety approaches. He also recommended getting young workers involved in safety policy-making and establishing a safe-guard, check-in policy to ensure all of their questions and concerns are regularly addressed.

Industry Collaboration and Communication is the Key

As he began his overview of the current state of the forestry industry, WorkSafeBC's Dale Walker, Vice-President, Employer, Industry & Worker Services, stated "The forestry sector impacts a lot of people and communities in BC."

He recognized the cumulative effects that have impacted forestry from the mountain pine beetle epidemic to difficult changes in external market forces and the impacts of devastating wildfires.

Walker acknowledged the inherent risks and dangers that forestry workers face and expressed the importance of sharing safety knowledge across industry by collaborating on fundamental safety issues. He presented an excellent example of this by sharing a new WorkSafeBC video that showcased how industry leaders collaborated and shared vital information in developing innovative technology to help alleviate the hazards of kinetic energy. The results of this collaboration have improved the safety procedures of a BC sawmill by using this new technology to help keep their worker's safe.

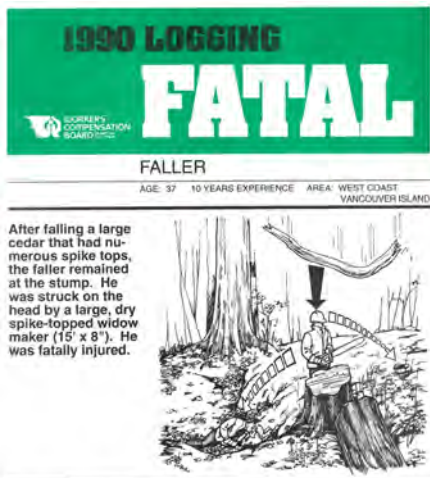
"When industry sets competition aside and starts sharing knowledge and information on safety initiatives, everyone wins" Walker reinforced.

Dale also showcased another new video to the group that emphasized the importance of communication in the harvesting sector between multiple work groups. The video highlighted how cut-block engineers are engaging with fallers, haulers and equipment operators to help plan out future cut block access by assessing current risks and access to existing cut blocks. Walker ended with a key message to delegates "Communication is the key to safety success."



CHAG Update

The Coast Harvesting Advisory Group (CHAG) update segued perfectly from Dale Walker's presentation on industry collaboration. CHAG members Bill Nelson and Aaron Racher spoke to the group in a dual presentation outlining who CHAG is and what the group has been working on this year.



Bill Nelson gave a brief overview of CHAG's mission, a task force made-up of industry leaders including major licensees, the Truck Logger's Association (TLA), BC Timber Sales and the United Steelworkers (USW) who collaborate on safety issues faced by coastal BC forestry companies. The group are all aligned with safety in mind and work together to create action plans to implement improved safety policies to reduce fatalities and serious injuries and establish a strong culture of safety.

Bill then provided a brief update on what CHAG had previously been working on which included construction initiated slides, hazardous roadside debris and phase congestion.

Aaron then took the floor to discuss the current initiatives for CHAG who have teamed up with the Falling Technical Advisory Committee (FTAC) to develop a comprehensive action plan for phase congestion on cut-blocks including implementing Phase Integration training for supervisors and developing a Phase Congestion Awareness Campaign. CHAG is also working on reducing "Struck By" incidents and improving supervisor support.

Bill and Aaron both impressed the importance of learning from the past and took the opportunity to address the assembled group of industry delegates and inform them that incidents that were occurring decades ago were still happening in the field today. They left us with a key takeaway that it is our responsibility to learn from these incidents and work together as an industry to update/alter our safety standards and eliminate the chances of these incidents happening in the future.

Finding Relief from our Mental Health Challenges

Mental health was also a key topic of the day as the stress of the economic downturn has been impacting BC's Forestry Industry. Bruce Youngren from Vancouver Island Counselling gave a thought-provoking presentation on the prevalence of mental health issues facing workers today and the impact they are having on workplace environments.

Statistics show that 50% of Canadians have or will have a mental illness by the age of 40 and as individuals, our chances of developing a substance abuse or mental disorder throughout our lifetime is 1 in 3. In fact the leading cause of workplace disability in Canada is psychological health, according to Youngren.

He went on to provide some compelling data indicating that in any given workplace, between 5% - 10% of workers will manifest serious mental health disorders. Bruce also spoke about the risks of doing nothing when it comes to employers and employees ignoring mental health issues and used a very convincing example to emphasize his point.

"Consider the risk of leaving a mechanical problem to fix itself. It's impossible to fix without tools, knowledge and effort" said Youngren. "We all know you can't ignore it or the problem gets worse and the things that rely on it will also begin to break down"

Bruce acknowledged the stigma and the difficulty people have in coming to terms with their own mental health issues and asking for help. He provided an extensive list of the benefits of getting help and where people can turn for mental health assistance and resources including:

1. Reaching out to your family doctor.
2. Using the [Employee and Family Assistance Program](#).
3. Asking for support from family and friends.
4. Accessing information from [BC Healthlink Mental Health and Substance Abuse](#).
5. Researching online resources as well as books and articles.
6. Finding experts and professionals such as psychologists, counsellors and help groups.

The Package: Safety, Wellbeing, Addiction Recovery and Performance



Dr. Ray Baker

Dr. Ray Baker, MD delivered a personal perspective on the inherent signs and safety risks of drug and alcohol abuse and the science behind how substance abuse affects the brain.

As a recovering addict himself, Dr. Baker outlined his personal progression of substance abuse and applied his scientific research to create a full picture of how substance abuse can affect all aspects of our personal lives. Using his personal account, he described how it began with experimentation leading to the onset of addiction. He was also very forthright with sharing how his concealment of his substance abuse took him down a dark path that finally led to his appeal for help from his peers and ultimately his road to recovery.

Dr. Baker pointed out that substance abuse is a primary disorder of "Brain Reward Circuitry" that impairs control of your brain which often leads to serious, negative consequences such as legal, marital, workplace or financial problems. He described how the brain becomes preoccupied with the compulsion to use which leads to uncontrollable cravings.

Baker noted the most common group for substance

abuse is males aged 17-25 and referred to the *Alcohol & Drug Use Continuum* to explain how substance abuse leads to addiction. "Once you notice substance abuse in the workplace" Baker said, "that person is usually quite far down the line of addiction."

He went on to explain how the workplace can support workers with addiction treatment and recovery by accepting the reality of addiction disorder and providing a supportive environment that is mentally healthy by implementing safety standards for psychological health and wellness.

"Addiction treatment is not recovery," Dr. Baker explained. "Recovery happens AFTER treatment. Research is now focused on the importance of *Recovery Capital* - meaning the amount of available resources an addict has in their toolbox to achieve an end-goal of an alcohol or drug-free lifestyle."

Baker noted that managing safety at work can be an onerous task at the best of times. Providing a safe work environment for worker's physical safety is a large undertaking. When mental health safety is added, the task becomes complex and unpredictable as the onus is on the employee to self-disclose their current mindset or substance use which may impair workplace safety. If the workplace environment does not support a safe place for disclosure, then workers are less likely to speak up putting themselves and fellow workers at risk.

Dr. Baker provided many tips for industry leaders to help them establish a mentally healthy workplace:

- Create clear/consistent leadership that respects and supports workers' mental health
- Develop a culture of honesty, respect and civility
- Implement a well-developed substance use/health/safety policy with a safe return to work policy
- Create opportunity for worker input into mental health safety policies and decisions
- Provide education/training on mental health/addiction recovery
- Utilize occupational medical personnel skilled in addiction and mental health
- Treat substance use issues with same privacy as other health issues
- Offer employee and family assistance programs
- Respect work-life balance



Happy on Purpose

The final presentation of the day was a thought-provoking lecture from **Jennifer Sparks** of SWIFTKICK Enterprises. It began with Jennifer describing how her life was turned upside down when her healthy, happy 12 year-old daughter began convulsing uncontrollably on a seemingly ordinary Saturday morning while watching TV with a friend and how her daughter would be faced with a lifetime of challenging health issues from that moment on. She went on to explain how circumstances can change in an instant and how uncontrollable life-altering moments can push us to the brink of mental breakdown.

“It was really easy to play the blame game and ask *Why this was happening to me and my daughter?*” said Sparks, “I realized that if I allowed this thinking to continue, I would spiral into a black hole of depression that would be difficult to get out of. So I changed course and took back control of the things I could control.”

Jennifer shared how her life-altering moment gave her a new perspective on handling uncontrollable events in her life by examining the controllable aspects and adjusting her way of thinking. She realigned her mindset to make herself happy by exercising her brain to be *Happy On Purpose*.

“Being *Happy on Purpose* takes effort and action.” said Jennifer, “It is an internal process where you have to realize for yourself that you are responsible for the energy you bring to the room and how you manage it.”

She then went on to share her “HOP Approach” revealing her insights into maintaining a *Happy On Purpose* attitude to maneuver through difficult times.

- Decide to be happy now, not later. Eliminate the “I will be happier when this thing happens” from your thinking.
- Accept responsibility and own what belongs to you. Determine which parts really belong to you and what you can control and deflect what doesn’t belong to you.
- Establish and maintain relationships based on integrity and accountability – not all of this is on your shoulders.
- Happiness is a learned way of thinking and acting, you are in charge of changing the results. Use your mindset and align your thoughts & actions to cultivate happiness and remember you have the power to change things.

Jennifer reminded us that being *Happy on Purpose* is about making a conscious decision in each moment to move towards or away from happiness/positive state of being. It is not about having the perfect life/perfect day/perfect work, it is about learning how to be happier by using your focus to define your experiences. She shared her learnings from Dr. Sonja Lyubormirsky that 40% of our capacity for happiness is within our power to change and it is our mindset, not our circumstances that matters most. She also highlighted some learnings from Shawn Achor (*The Happiness Advantage*) who believes happiness fuels success and when we are positive our brains are more engaged, creative, motivated, energetic, resilient and productive. With these insights, Jennifer changed her way of thinking from “Why?” and “Why me?” to “What now?” and “What’s next?” and “Why did this happen **to** me?” became “Why did this happen **for** me?”. With this learning, Jennifer created five ways to help create a happy mindset:

1. Gratitude - look for the good in every situation
2. Record and Reflect - track your journey
3. Move It - get a minimum of 10 minutes of activity per day
4. Be Social - avoid isolation and connect with people
5. Address Fatigue - make sleep a priority





Survey Results

209 delegates participated in the Pigeonhole Live Survey providing their feedback on the 2019 VISC Conference. A breakdown of the participants showed that most came from the harvesting sector (38%) and the manufacturing sector (23%) and most were in management or a supervisory role (equating to 59%) but 35% of the attendees were employees and 6% were students which was up from last year's attendance.

Overall the feedback was very positive. 37% of the survey participants rated the conference 4 out of 5 and over 50% of the survey participants gave it 5 out of 5.

Participants were asked to rate the speakers on their presenting topics and the relevance of the information to industry. Rob Moonen, CEO of BCFSC provided the audience with industry updates and his take on the importance of the conference theme Succeeding in Today's Evolving Work Environment. His inspiring words resonated with the audience who scored him 4.5 out of 5.

Dr. Mark Devolder's presentation on "Change Ready" also scored well as over 65% of survey respondents gave him top marks for his motivating lecture. "He gave us some very useful tools", "He is one of the best presenters I have seen in all my years of attending conferences", Excellent presentation, good learning points on leadership". These were just a small sample of the comments Dr. Devolder received.

The presentation made by Dr. Ray Baker received excellent feedback from delegates. His poignant and personal lecture relating to substance abuse gave the audience informative and relevant insights. "Dr. Baker answered many addiction questions I didn't realize I had. It was very helpful.", He was a very intellectual and honest person, I really enjoyed the personal experience he shared."

The final keynote speaker of the day, Jennifer Sparks, truly left a mark with survey respondents. She had the highest score for her presentation with 60% of participants giving her a 5 out of 5. "Great story, makes you open your eyes and look at yourself.", Jennifer is just fantastic! I love how she explains how to change just little things in your life to reprogram your brain to be happy - amazing woman."

According to the survey, the majority of the conference was well received from the food to the networking opportunities to the booth vendors and the variety of speakers. Survey takers provided some excellent ideas for VISC 2020 including more on mental health, climate change impacts on industry safety, industry perspective for the next generation, pension and retirement, women in industry, risk assessment, safety innovation and technology, sleep deprivation risks and early intervention strategies for physical and psychological wellness.

VISC 2019 Organizing Committee



Back Row L - R: Ron Corbeil, Tristan Anderson, Chris Cinkant, Andrew Johnson, Glen Waatainen, Mike Milholm

Front Row L - R: Laraine Ashpole, Tammie Wheeler, Becca Ballan, Randy Aitken, Theressa Klein, Patty Bergeron



2019 Vancouver Island Safety Conference

Conference Moments - courtesy of Carri Wingreen, VISC 2019 Photographer





Vancouver Island Safety Conference

Conference Moments - courtesy of Carri Wingreen, VISC 2019 Photographer





Vancouver Island Safety Conference

2019



Thank you to all of our sponsors for their generosity

VISC 2019 achieved one of the highest levels of conference sponsorship sending a strong message that industry's commitment to the safety of forestry workers continues to be an overriding priority.



BC Forest Safety
Safety is good business



COASTLAND
Wood Industries Ltd.



klaus posselt
Logging Ltd.

