

Vancouver Island Safety Conference



2014 Wrap-up: "Lead the way to a healthy future"

October 4, 2014



📍 425 registrations 📍 373 attendees 📍 20 exhibitors 📍 11 presentations

To view a recording of each session on YouTube, please use the individual links provided below:

Topic	Speaker and YouTube link	Length of video
Setting the stage	Reynold Hert, Chair & CEO, BC Forest Safety Council, www.bcforestsafe.org	
Fit to log: nutrition, hydration and safe movement	Dr. Delia Roberts, www.selkirk.ca/faculty/delia-roberts YouTube link: http://www.youtube.com/watch?v=1fXkKzYLCUM&feature=youtu.be&a	58 minutes
Coaching and mentoring new young workers to be safe	David Rossi, www.commonsensecenter.com YouTube link: http://www.youtube.com/watch?v=pxNbgaaWnF0&feature=youtu.be&a	59 minutes
Safety update from the Coast Harvesting Advisory Group	Darshan Sihota, President, Island Timberlands, www.islandtimberlands.com YouTube link: http://www.youtube.com/watch?v=ybUq9-l7eXc&feature=youtu.be&a	19 minutes
Fit to log: Getting the most from your muscles	Dr. Delia Roberts, www.selkirk.ca/faculty/delia-roberts	
WorkSafeBC: Safety Leadership	Al Johnson, Vice President, Prevention Services, WorkSafeBC www.worksafebc.com YouTube link: https://www.youtube.com/watch?v=mOd_kodUMH4	21 minutes
Safety leadership: what's next?	Yvonne Thompson, www.changeinnovators.com YouTube link: http://www.youtube.com/watch?v=IQ2vhCRrZ1g&feature=youtu.be&a	62 minutes
Behaviour change	Ken Donnelly, President, Beyond Attitude Consulting www.beyondattitude.com YouTube link: https://www.youtube.com/watch?v=np6mDJhRRT4	45 minutes
Safety awards and wrap up	Reynold Hert, Chair & CEO, BC Forest Safety Council, www.bcforestsafe.org	



Visit the BC Forest Safety Council's YouTube channel:
<http://www.youtube.com/user/BCForestSafety>

For some key points raised in each of the presentations, please see inside.
Save the date for next year and bring a new young worker with you: Saturday October 3, 2015



Welcome to the 9th Vancouver Island Safety Conference!

Mike Milholm (left), Occupational Safety Officer at WorkSafeBC, Nanaimo, was Master of Ceremonies at the 9th Vancouver Island Safety Conference held October 4, 2014. “Playing back-up” to long-term MC Peter Newman, Mike shared the history of the conference and how it had grown from year to year from its start in Qualicum nine years ago. He thanked the steering committee, without whom there would be no conference. 🇺🇸



Traditional Snuneymuxw First Nation Welcome

A warm traditional Snuneymuxw First Nation welcome was made by elder, Eleanor White. She welcomed everyone to the territory and wished one and all “safe journeys always”. Above, White receives a thank you photo from one of the VISC 2014 steering committee members, Shawn Munson, of Island Timberlands.



Silent auction raises \$1,596 for KidSport Nanaimo and Red Shirt Foundation

This year a silent auction was held in the memory of the two men, 53-year-old mill superintendent, Fred McEachern, and 61-year-old forklift driver and union steward, Michael Lunn, who were fatally injured when they were shot at the Nanaimo Western Forest Products sawmill in April 2014 by a former employee. A total of \$1,596 was raised and will be split between the Red Shirt Foundation and KidSport Nanaimo in honour of the men.

Loaves and Fishes gets big food donation

Nanaimo’s Loaves and Fishes charity benefited too. Because the conference is free thanks to the generosity of sponsors, each attendee was asked to bring in at least one non-perishable food item for the United Steelworker’s food bank drive. 🇺🇸



Above: Reynold Hert.

Setting the stage for industry's safety performance

Reynold Hert, Chair and CEO of the BC Forest Safety Council, gave attendees an update on where the forest harvesting industry was at in terms of performance progress. The following chart maps the progress industry has made over the past 10 years.

Hert said that when he explains the statistics to media, he hears their response: "That's an incredible story!" Hert explained that when one is in the middle of it, one doesn't always see what has been done. BC forestry has achieved a first by being almost 10 months through the year with two fatalities year-to-date.

He said "industry-led" was what was making the difference. "That's you," said Hert looking out at the audience.

"We have moved from big industry, big picture system stuff and culture to human factors, moving to individuals, helping workers get the good habits, the knowledge and the real skills," said Hert.

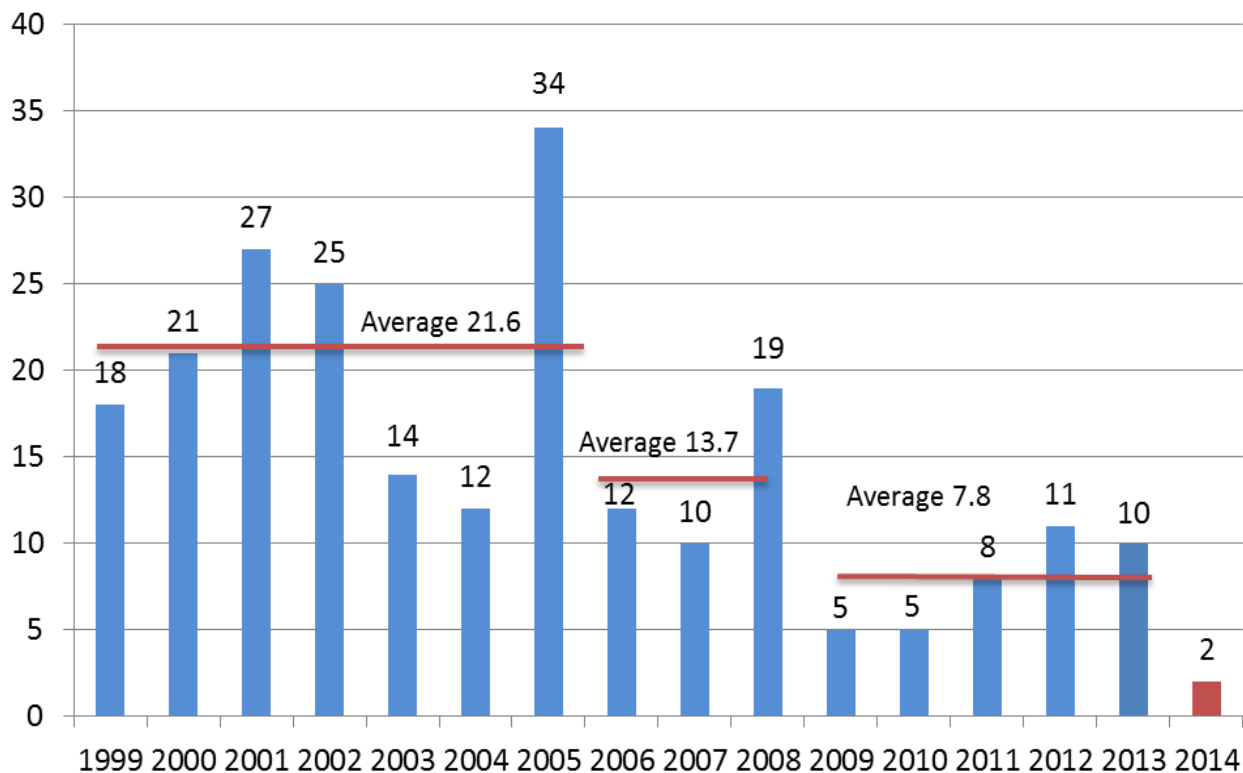
He shared his one personal example of what he had learned about himself thanks to readibands (a wearable technology, like a watch, that measures fatigue/performance) and the "fit to log" program. He said it changed how he ate and hydrated and was feeling better at 58 than he did 10 or five years ago.

"Industry-led is making a difference."

Reynold Hert

He challenged attendees to create a new world -- "Open your mind, listen to what's being said and ask yourself how you walk out a different person. If we change we can lead the way to a healthy future," he said. 🍌

WSBC Accepted Harvesting Fatality Claims



The chart, **right**, shows the journey the forest harvesting industry has taken from 34 in woods fatalities in 2005 to two fatalities year-to-date, as at Oct. 4, 2014.



Fit to log:

Strategies for staying alert

Dr. Delia Roberts, performance scientist, shared the findings of several research studies into performance at work — including fallers, drivers, silviculture workers and ski resort employees — and then some simple tips to help shape better, smarter, safer performance at work by eating and drinking the right foods at the right times.

- ◆ **Things to think about:**
Drivers have up to 3/4 of a second faster reaction time when they ate healthy snacks and drank enough water.
- ◆ 70% of injuries among ski resort employees happened at times when blood glucose levels were low, causing delayed reaction times, impaired decision-making and slower reflexes.
- ◆ Take the same amount of food you would eat at breakfast, lunch and dinner and split it into snacking meals every two hours with water. Eating every two hours will mean more stable blood sugar levels and you will also lose weight. 🍏

“18% improvement in reaction time and accuracy if blood sugar levels are stable.”

Dr. Delia Roberts

Did you know:

Brain and nerves need blood sugar as fuel?

Your coworkers and family members get grumpy when their blood sugar drops?

When your blood sugar levels are stable, you won't get fat?

Walking the talk inspires others? Let them see your success & they will follow.



“Beer is not a hydration solution. Four drinks will dehydrate you by one litre and it takes a week to restore with risk of injury increased for the whole period.”



Far left and below: Delia teaches attendees how to find their neutral spine — a critical first step to building core strength.

Left: Delia receives a thank you photo from WorkSafeBC's Bjarne Nielsen.



Coaching and mentoring:

New young workers need the answers to **Why?**

“Our goal is not to be right. It is to make sure our young workers go home safe.” *David Rossi*

David Rossi, author and consultant, shared some of the key elements of helping shape successful safety and other conversations with new young workers, similar to how supervisors need to build a relationship of trust with all workers. These include:

Building common ground, for example, asking a young worker about why he/she spent five hours playing video games the night before so that you understand what he/she values in that experience.

Asking as many questions as you need to of the young worker to understand where he/she is at and then shaping your responses to what they need to know and making sure they understood by allowing them to give you feedback, and ask more questions.

It is about open-ended questions of the young workers. Once you have their point of view, you can insert your opinion.

Providing the why behind the rules in such a way that the young worker can fully understand all the consequences.

Young employees need “my safe place” to ask questions without fear, without being judged or ridiculed. They need to know they can say something “dumb” and not be fired, but coached.

Be clear, specific and use language they understand. It means asking: “do you understand”. 🗣️



“Previous generations had to prove their worth, but the new generation doesn’t have to prove it. They are told they are valuable already.”

FEEDBACK comments from VISC 2014 exhibitors & attendees

Overall conference feedback:

70% of respondents gave the conference a 5 star or 4 star rating overall.

“Very organized and informative.”

“Excellent job!”

“Lots of traffic at the booth.”

“Very nice venue. Nice food.”

“Great selection of speakers.”

“Lots of useful information.”

“Loved this event. Thank you.”

“Great conference!”

“MC was excellent.”

Delia Roberts’s presentations were firm favourites:

93% of respondents gave 5 and 4 star ratings

“Good, useful information.”

“Awesome and inspiring.”

“Excellent.”

“Good focus on personal health and how it affects safety at work.”

“**WorkSafeBC’s video** about the impact of an injured worker on a supervisor was very powerful!”

Ken Donnelly’s presentation:

“Had me spell-bound, would like to see more forestry-specific examples.”

“Excellent.”

David Rossi’s presentation:

“Good delivery.”

Yvonne Thompson’s presentation:

“Very engaging.”

Suggestions for VISC 2015:

“Keep speeches shorter!”

“Add a break in the afternoon.”

“Sound was muffled at some back tables, with trade floor noise.”

“Add MICs and allow more interaction with speakers by the audience and among other participants at the tables.”

Possible topics for 2015:

“Address diseases which caused 5 deaths last year.”

“Keep all topics practical with information we can take away and use.”

“Have more industry speakers.”

“Maybe breakouts for different subsectors of industry e.g. mills and issues specific to each.”

“Bring Art Hister back!”

“More of the same. Another great mix of content.” 🗣️



Above: Darshan Sihota.

Island Timberlands' CEO updates conference on CHAG achievements

Darshan Sihota, President and CEO of Island Timberlands, one of the founding CEOs of the Coast Harvesting Advisory Group (CHAG) and board director of the BC Forest Safety Council, updated VISC 2014 on the projects and challenges CHAG has undertaken during the past year.

At VISC 2013, another CHAG founding CEO, Don Demens, of Western Forest Products, had provided delegates with details about the formation of CHAG and what it hoped to achieve.

Sihota said while there was a “fair amount of arm wrestling on some of the issues,” among CHAG members, all the issues had been worked to a satisfactory resolution. Perhaps one of the most significant is CHAG’s decision to require all CHAG company falling crews to have certified supervision by the end of 2014. Progress has been steady with 54 coastal falling supervisors having been certified, year to date. Falling still accounts for almost half of the fatalities on the coast which is why CHAG chose to concentrate its effort on supporting this group first.

Another recommendation from CHAG was that blasting be made available to the faller community as a tool for dealing with “danger trees”, with adoption of this practice being encouraged across the coast. Sihota recognized that there were still challenges in remote areas where there is an issue with obtaining and caching blasting materials. CHAG is working with regulators to develop a solution including a portable cache.



Other projects addressed in 2014 include: fit to fall, covering diet and hydration, personal awareness, 3D degraded imagery and fatigue management with more than 200 people having received training; phase congestion — addressing ready to go inventory, site hazard assessment template and associated resources as well as reminders to all that everyone has the right to refuse unsafe work; and emergency evacuation of injured workers.

CHAG, made up of Coastal licensees, timberland owners, contractors and the United Steelworkers, is supported by the BC Forest Safety Council, and is focused on the reduction of serious injuries and fatalities associated with the various phases of logging on the BC coast. 🇨🇦



Above: Al Johnson.

Safety leadership is all about the doing

Al Johnson, WorkSafeBC’s Vice President, Prevention Services, shared a video during his presentation that focused on the impact a seriously injured worker had on his supervisor and the impact it had on the whole company, its performance and outlook. The key message from the supervisor was that it was not what you did do, but what you didn’t do that comes to the forefront fast! He cautioned that it wasn’t the great OH&S binder sitting on the shelf that mattered it was taking action and translating theory into something real for the people you are responsible for — “really connecting with people” — the actions, the doing that always matters most. 🇨🇦

Two challenges:

1. share what you get out of today with people at work and home; and
2. think about who you can bring to next year’s VISC.

2014 award winners:

Smith & Venus recognized for outstanding contributions to safety



WorkSafeBC's Vice President, Prevention Services, Al Johnson, presented industry veteran, **Stu Smith** (left) with the 2014 Carey White Memorial Award for a lifetime of contributions to making our industry safer.

The recipient of the 2014 Most Valuable Player award was made to **Steve Venus**, of Blue Thunder Contracting. Steve was unable to receive his award in person as the youngest member of his family made a 6-week early arrival.

Receiving the award on Steve's behalf is Clayton Boulter, of Blue Thunder Contracting. 🇺🇸



Above: Yvonne Thompson.

Not my circus, not my monkeys!

Yvonne Thompson is an author with a passion for creating positive energy in people and organizations, specializing in leadership and wellness. She is an advocate of "leading self" because as she told delegates "you take your energy everywhere you go, fooling no-one."

Thompson said it was the "intuitive and intentional leaders" that earned respect; those that were observers, able to look at something and frame the best constructive evaluation rather than judgment on people.

She spent time addressing the voices in all our heads and how we must learn to listen and manage them and not let the negative and damaging ones take over. She also used the increasingly mainstream phrase: "not my circus, not my monkeys" to remind everyone to not get drawn into the dramas of others, but rather to truly listen to what we really know — about what is right. For safety, that means not telling someone they are doing something wrong, but rather engaging in a: "Is there a better way to do that?" conversation. And a final piece of wisdom Thompson shared was to always remember to walk the talk — "if you are not working on you, how do you think you can have influence on others?" 🇺🇸

"The best teachers are the ones who know they are going to learn as much from their students as they are going to teach."

Yvonne Thompson

Bridging the gap between knowing it and doing it

Ken Donnelly, President, Beyond Attitude Consulting, is a specialist in developing behavioural programs that help companies support workers making changes to their behavior — allowing for safer, more cost effective and productive operations. First step is determining barriers to why workers are not performing tasks safely even when they know what they should be doing and why it is important. Don't make assumptions as to why you think people

aren't doing it safely. "If you leave with one message today, do not assume that someone is going to adopt a behavior if they know it is the right thing to do," said Donnelly. Once the barriers are known, remove them and secure verbal, written and public commitment to doing the safe behavior — e.g. in getting logging truck drivers to commit to 3-point contact ask for a verbal, written and public commitment (like a visible sticker for the truck).



Ken Donnelly.

All available research supports that when desired actions become "social norms", one just has to maintain those behaviours through reminders and prompts. Examples over the past several decades include smoking, and drinking and driving. Donnelly is currently working on a 3-point contact project with the BCSCS. 🇨🇦

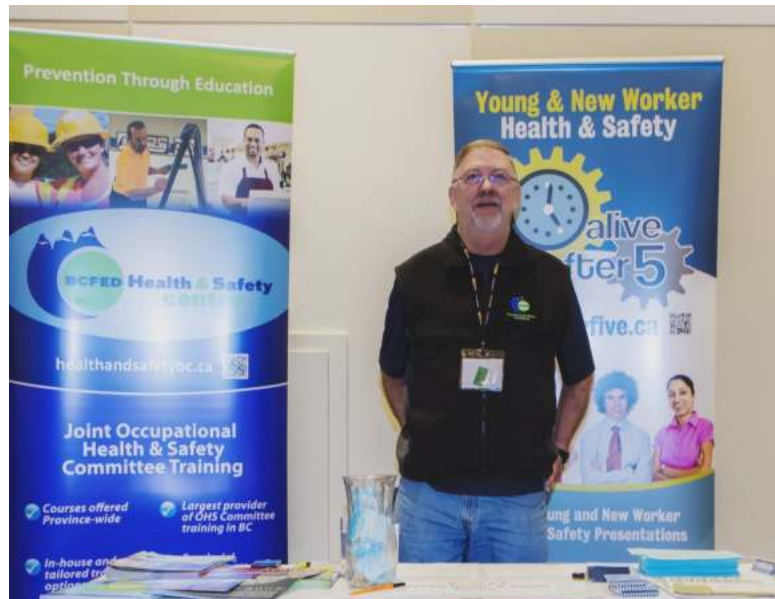






Above, from left: Members of the 2014 VISC steering committee: Shawn Munson (Island Timberlands), Ed Petersen (TLA), James Luxmoore (TimberWest), Ken Moore (CWI), Rick Whiteford (USW), Bjarne Nielsen (WSBC), Chris Warburton (WSBC), Mike Milholm (WSBC); Gerard Messier (BCFSC), Theresa Klein (Western Forest Products) and Patty Bergeron (BCFSC).





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What do you think about the status of safety in forestry? Share your views.

Please email:

feedbackonsafety@bcforestsafe.org

Save the date!

The 2015 Vancouver Island Safety Conference (VISC) will be held on Saturday October 3, 2015 at the Vancouver Island Conference Centre, Nanaimo.

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