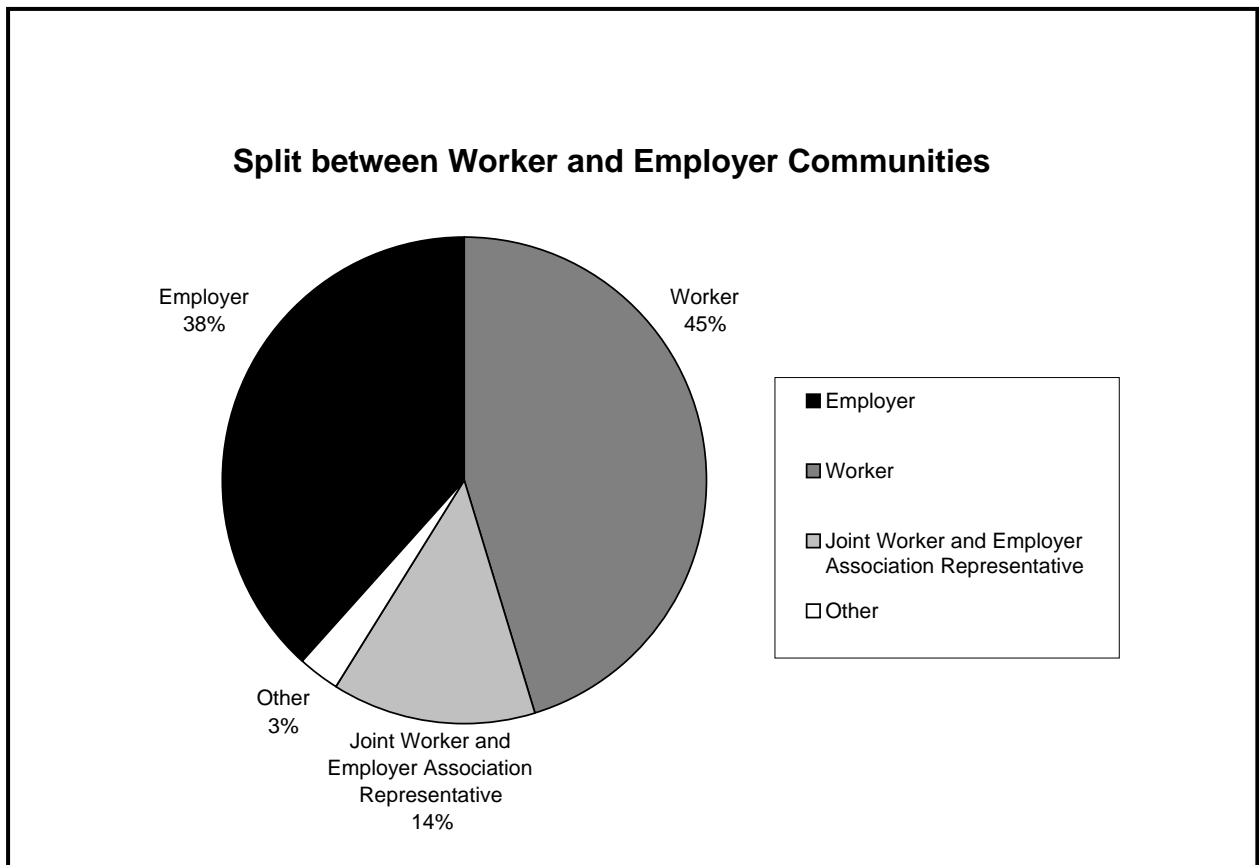


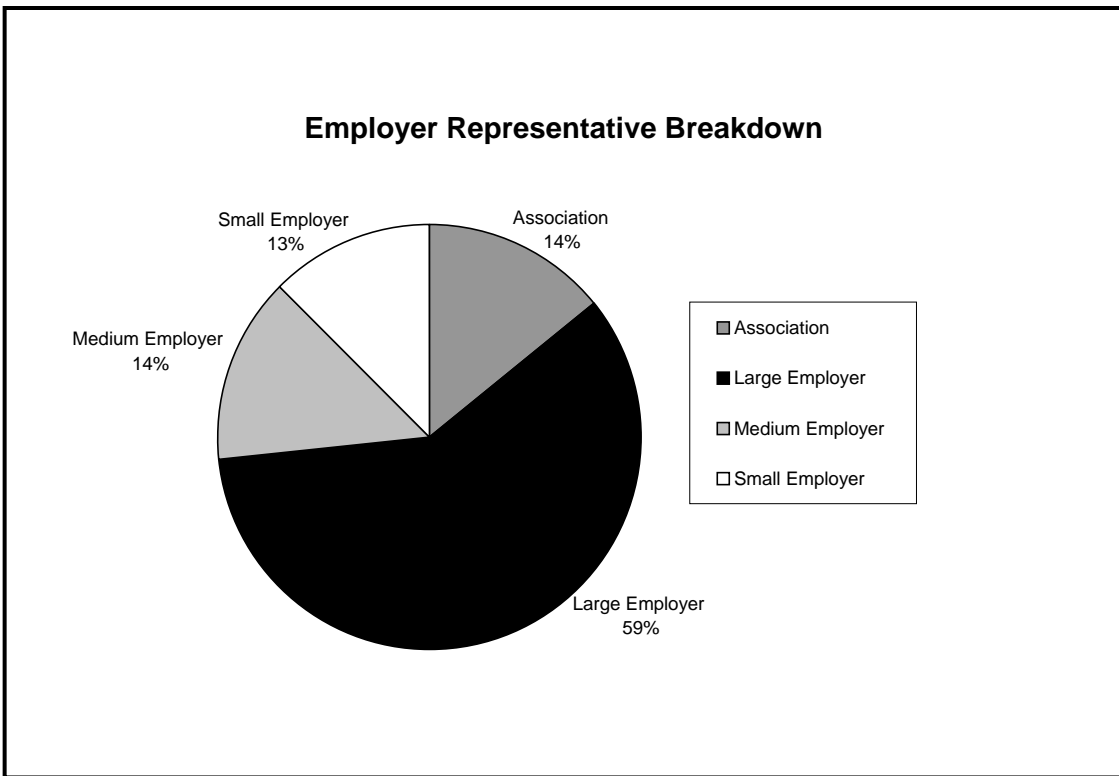
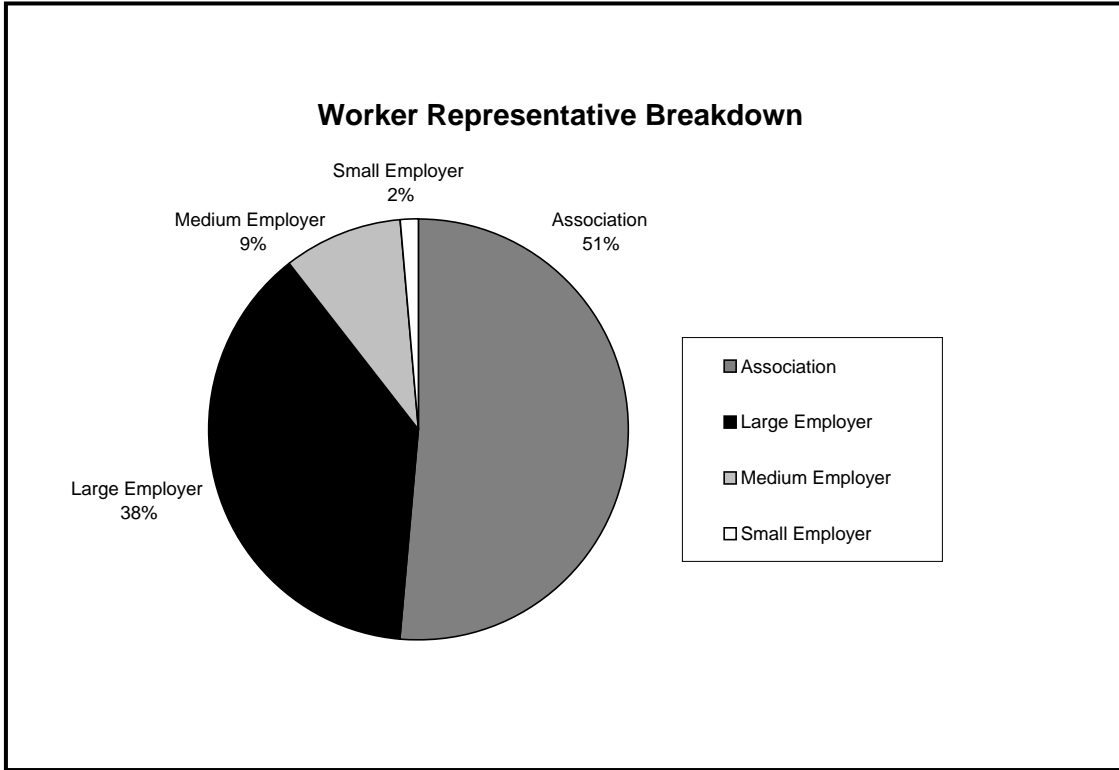
BOARD OF DIRECTORS' WORKPLACE HEALTH AND SAFETY INITIATIVE SYMPOSIUM SUMMARY REPORT

This report provides a high level overview of the Workplace Health and Safety Symposium. It includes information about who attended the event, how they evaluated the event, and the feedback they provided.

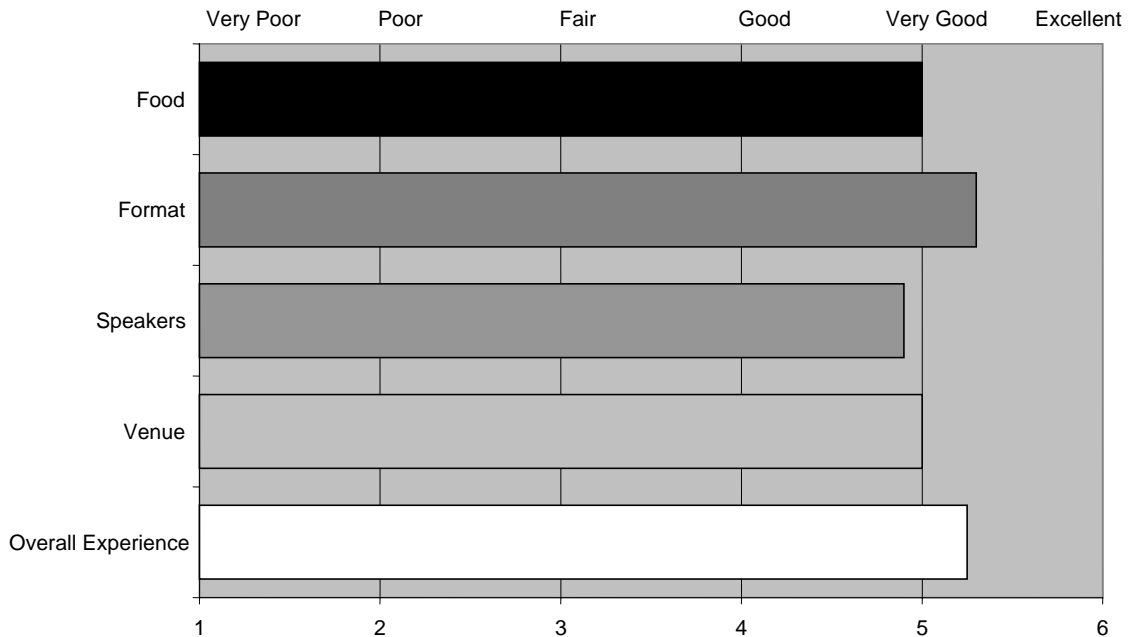
1. SYMPOSIUM ATTENDANCE



1. SYMPOSIUM ATTENDANCE – CONTINUED



2. SYMPOSIUM EVALUATION



“The unique experience of being able to interact with so many knowledgeable health and safety professionals from all walks of life was both a humbling and exhilarating experience. The passion for safety I felt all around me, the intensity and frankness in the breakout groups, the unbelievably hard work done by everyone from WorkSafeBC made this event a once in a lifetime experience for me. I came back home with a better understanding and a renewed dedication for the path I’ve chosen, the health and safety of my fellow workers”.

–Reg Roy, Occupational Health and Safety Representative for Alcan

What did you like most about the Symposium?

- Networking with people (including speakers and WorkSafeBC staff) from own industry and other industries
- Learning about other organizations’ experiences, issues and practices
- The availability of current information and statistics

What did you like most about the Symposium? - Continued

- The BOD's ability to see that there are problems and its efforts to seek input and listed to solutions from all groups – they were very knowledgeable and appeared to be trying hard to improve
- Brainstorming for new ideas and the frank discussions between union and management representatives
- Providing input directly to a member of the BOD
- The diverse audience and informal breakout session format - members of the BOD, unions and employers working on a common goal from different perspectives. This allowed for excellent discussion and input.

[Note: While some participants commented that everyone had an opportunity to share their views and that BOD members facilitated the discussions and summarized the information well, others suggested that a few participants dominated the discussions with preconceived positions. Those in the latter category suggested that it would have been more effective to have BOD members listen to the discussions facilitated by an independent party. In addition, participants in some of the groups suggested that some stakeholders were missing from the table (e.g., the provincial government, employers in the health care sector, large employers in forest industry, young workers, CEOs)]

- The speakers; it was an asset to have people from unions, industry, safety professionals and subject matter experts speak on each of the key topics

[Note: While some participants commented favourably about the speakers, others suggested that some speakers spoke too long, were poor or off topic]

- Sharing of real time results following each breakout group
- The event's organization – everything ran very smoothly
- The event's location – it was nice to be in Vancouver rather than in Richmond

[Note: Some participants suggested that the venue's location was not transit friendly and could not accommodate over-height parking]

2. SYMPOSIUM EVALUATION – CONTINUED

What did you like least about the Symposium?

- Some participants suggested that they did not have sufficient time to discuss all the issues in the breakout sessions and would have liked to see a longer event

[Note: Others suggested that it should have been a one or one and a half day event]

What did you like least about the Symposium? – Continued

- Concern about a pre-determined agenda
- There should have been more emphasis on workplace wellness initiatives. Some participants also wanted to address specific regulatory issues rather than the broader system as a whole.
- Tendency to stick with preliminary observations as if they were conclusions rather than as part of the process
- Concern that too many issues were described as “essential” which could result in administrative inaction
- One breakout room seemed small

Do you have any other comments about the Symposium?

- A very enlightening event, well worth the time
- I feel very honoured to have had this opportunity and hope we can continue the dialogue meaningfully
- Looking forward to the next one; this should be an annual event

[Note: One participant suggested that implementing the recommendations would be a three year program and that they would like to see the same people invited back to a similar event once per year for the next three years. Another participant suggested the next event should focus on cascading responsibilities]

- There needs to be definite follow up to what was discussed (i.e., a summary of comments and an action plan) and this needs to be communicated to participants

3. SYMPOSIUM FEEDBACK

Session #1: Root Causes of Injury and Disease

Societal culture

- People don't know or appreciate the frequency of work-related injury or disease or the impact of work-related harm
- Safety is not top of mind (we live in a risk taking society)

Worksites

- People at all levels (workers, supervisors, management, and Board members) don't know about their health and safety responsibilities
- They are not meeting these responsibilities (instead, they focus on production pressures)
- There are inadequate consequences / enforcement to encourage learning and action

Individual level

- There are many communication challenges (e.g., ESL, unfamiliarity with technical safety language, young workers who think they cannot be injured, staff turnover) that are not being overcome
- There is a need for more effective training and supervision

Session #2: Prevention Tools and Levers

Need a holistic approach to prevention including:

- Regulations
- Industry best practices
- Communications
- Education / Consultation
- Audits
- Enforcement
- Financial incentives
- Public campaigns to effect cultural change

Some tools should be kept the same

- Blend of prescriptive and performance-based regulations [Note: Face-to-face consultation sessions indicated a preference for prescriptive regulations]

3. SYMPOSIUM FEEDBACK CONTINUED

The use of some tools should be refined

- Regulations: should be clear and concise
- Publications: should be more accessible
- Enforcement: penalties should be more substantial

Session #3: Roles

- **Everyone** in an organization plays a role in creating a safe and healthy workplace
- **Workers** voice concerns and change behaviour
- **Supervisors** see what's happening on the line and can influence work processes and practices
- **Employers** set strategic goals and direction and commit the resources necessary to achieve these goals
- **Small contractors** could have a much greater impact on workplace health and safety
 - Challenge = how to reach contractors and empower them to take action
 - Suggestion = large employers take responsibility for the behaviour of contractors
- **Educators** can teach children about safety culture and educate supervisors, managers and CEOs about the costs and benefits of workplace safety
- **Joint Worker – Employer Industry Associations** provide education
- **Media** can affect cultural change because it has greatest reach and impact on the public
- **WorkSafeBC** should continue to play a primary role in
 - educating people about their roles and responsibilities
 - providing consultation services regarding the application of regulations
 - enforcing action

Session #4: Top Recommendations

TOP 6 RECOMMENDATIONS

Party and Recommendation	Votes
Employers and Senior Management	
Prioritize workplace health and safety as a strategic goal for the organization and follow through with commitment from the top down including the appropriate budget	24
Understand their workplace health and safety responsibilities and the benefits of executing them	16
WorkSafeBC	
Continue to provide overall leadership in workplace health and safety, but in greater coordination with stakeholders → develop a long term plan and communicate and distribute it widely	12
Develop a long-term multi-partner media campaign, communication strategy and public service messaging (i.e., for fatalities and injuries)	19
Increase enforcement (i.e., penalties)	14
Separate education from enforcement	12

TOP 40 RECOMMENDATIONS

Party and Recommendation	Votes
All Prevention Partners	
Safety is a team sport	11
Take personal responsibility and know roles and responsibilities	6
Change industry culture	?
Employers and Senior Management	
Prioritize workplace health and safety as a strategic goal for the organization and follow through with commitment from the top down including the appropriate budget allocation	24
Understand their workplace health and safety responsibilities and the benefits of executing them	16
Provide leadership and develop a culture of safety	9
Provide tools and resources for workers to do their jobs safely and effectively	9
Train supervisors	6
Conduct self audits	5
Unions and Workers	
Lead by example – Enhanced ownership and accountability for safety	11
Know your rights and responsibilities at the workplace as well as the consequences of not exercising these rights	7
Unions should provide support and training to health and safety committees	5
Expand the scope and effectiveness of joint health and safety committees	2

Industry Associations	
Conduct evidence-based research and share results and information	11
Develop comprehensive strategies detailing how to improve workplace health and safety in their respective industries	8
Make it easier to start associations and explore other sources of associations	5
Communicate and work more with employers through industry groups	4
Invite WorkSafeBC to association meetings and training programs	4
Provincial Government	
Support WorkSafeBC in fulfilling its role and protecting the health and safety of workers	9
Education system should incorporate safety into the curriculum at all levels	8
Amend the <i>Workers Compensation Act</i> to include worker fines	5
Hold coroner's inquests	?
WorkSafeBC	
Generally and Coordinator Role	
Continue to provide overall leadership in workplace health and safety, but in greater coordination with stakeholders → develop a long term plan and communicate and distribute it widely	12
Expand incentive programs for employers and workers → Note: this recommendation was also directed at industry associations	5+
Notify associations of revisions / new information	4
Provide more support for safety training in industry	4
Safety Culture	
Develop a long-term multi-partner media campaign, communication strategy and public service messaging (i.e., for fatalities and injuries)	19
Promote workplace health and safety curriculum in post-secondary / trade / business	6
Regulations	
Require certification of supervisors, operators and committee members	11
Maintain a mix of prescriptive and performance-based regulation – a tiered process	7
Improve accessibility of standards and regulations → Note: This recommendation was also directed at industry associations	11
Develop plain language and simple regulations and guidelines	6
Create streamlined and industry-specific regulations	?
Compliance and Enforcement	
Increase enforcement (i.e., penalties)	14
Separate education from enforcement	12
Increase the frequency of onsite visits and the accessibility of prevention officers	7

For detailed information about the Health & Safety Symposium, including notes from the industry breakout sessions, contact the BOD Office at 604-276-3055 or FUTUREHS@worksafebc.com.