



BC MUNICIPAL SAFETY Association

NEWSLETTER | SEPTEMBER 2024

Stay informed and up-to-date with our
latest developments!



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BC FIRE FIGHTERS OCCUPATIONAL AWARENESS PROGRAM

PHASE 2 RELEASE

Exciting Update! Building off Year 1, the final 4 modules of BC Fire Fighter Occupational Awareness Training (BCFFOAT) Year 2 launched on September 5, 2024, completing the 8-module series.

The series remains accessible and free of charge to all members of the BC fire service, inclusive of BC Wildfire Service members, Paid On-Call Staff, Volunteers, Dispatchers, Administrators, Support, and Career Staff.

To date, over 9,075 fire service personnel, including BC Wildfire Service members, have accessed the training, highlighting the strong collaboration within the BC fire service community. We sincerely thank the Ministry of Mental Health and Addictions for their crucial funding and our partners for their support, enabling the program's continuation.



With the full Phase 2 release, enrolled users can access Year 1 and Year 2 content through their First Responder Health dashboard. For those within the BC fire service community not enrolled or who need access, contact programs@bcmsa.ca to register.

As the series has grown, we've partnered with First Responder Health to offer certificates of completion, introduced in late June 2024. To achieve the best learning outcomes, group discussions during/after the modules are encouraged. For certification, however, each registrant must complete the modules individually through their own login for verification.



[LEARN MORE](#)

CONNECTION TO CARE

PRE-EMPTIVE MENTAL HEALTH AND WELLNESS PROGRAM

Operational since May 1, 2024, the Connection to Care service is a free, anonymous, and confidential mental health support available to all local government workers employed under classification unit 753004.

The call-in service is available from Monday to Friday, from 7 am – 10 pm, excluding statutory holidays, wherein which employees who call the line will be triaged to an Intern and/or RCC for resources and referral supports.

As a confidential and anonymous service, Connection to Care provides pre-emptive supports for municipal employees in personal and professional matters while providing privacy to those needing supports.



[LEARN MORE](#)



Your mental health and wellbeing matters.

Connection to Care is a **phone service providing free, anonymous and confidential support** to local government workers in BC.



A PARTNERSHIP BETWEEN:



ConnectionToCare.ca

MONDAY - FRIDAY 7AM - 10PM
778-247-2273 (CARE)



Built through collaboration between the BC Municipal Safety Association (BCMSA) and BC Association of Clinical Counselors (BCACC) this joint mental health and wellness initiative has dedicated its resources to increasing the access to supports within our our local government community, ultimately building resiliency within the workforce.

Connection to Care provides a safe space for open conversation, allowing for individuals to discuss challenges and directing service users the to access to necessary resources to assist in their struggles.

QUESTIONS?

Contact Us! programs@bcmsa.ca

BC FRONTLINE WORKER OCCUPATIONAL AWARENESS TRAINING



This program, available to all municipal workers in the public service industry who interact with the public during their careers are welcomed to participate in the training offered free of cost.

Available as an online course, the BCFWOAT series aims to improve frontline workers' understanding of mental health injuries within the personal and professional spheres of their lives and provides them with learnings to help mitigate the emotional and behavioral effects of working in local government. Each module features a structured group discussion that normalizes common psychological stressors, reinforces key learning objectives, and celebrates the collective resilience of frontline workers.

Register now!
programs@bcmsa.ca



On May 1, 2024, the BCMSA in collaboration with First Responder Health released the first modules of the BC Frontline Worker Occupational Awareness Training (BCFWOAT) series.

Since the series launch, the initiative has reached the screens of over 500 frontline workers in the Classification Unit of 753004.



LEARN MORE

2024 BCMSA EVENTS SCHEDULE

Open Enrollment: Get your Supervisor Safety or
Municipal Worker Safety Certificate Online!

UPCOMING 2024 TRAINING

JOHSC Fundamentals	September 26, 2024
JOHSC Fundamentals	October 7, 2024
JOHSC Fundamentals	October 17, 2024
Hazard Identification and Risk Assessment	October 29, 2024
Worksite Safety Inspections	October 29, 2024
Due Diligence for Supervisors	October 30, 2024
Incident Investigation Training	October 30, 2024
Presentation Skills , Communication and Crew Talks	October 31, 2024
JOHSC Fundamentals	November 7, 2024
JOHSC Fundamentals	November 14, 2024
Utility Locator Specialist (3 Day In-Person Training)	November 26-28, 2024
JOHSC Fundamentals	December 10, 2024
INTERNAL AUDITOR	
COR Internal Auditor Training	November 19 & 20, 2024

[LEARN MORE](#)

REGULATORY UPDATES

APPROVED AMENDMENTS & UPDATES

REGULATION

Part 5, Emergency Planning changes come into effect on February 3, 2025

Tower Crane Notice of Project



POLICY UPDATES

July 11, 2024 WorkSafeBC Board of Directors approved amendments to the Permanent Disability Evaluation Schedule (Appendix 3) of the Rehabilitation Services & Claims Manual. The amended policies apply to all decisions made on or after September 1, 2024.

REGULATION

New First aid requirements for certification and training come into effect November 1, 2024



First aid regulatory changes effective November 1, 2024

2024

THE 6TH JOINT ANNUAL CONFERENCE & TRADE SHOW

OCT 7-9, 2024 | PENTICTON, BC



Get ready for another remarkable year of the Joint Annual Conference & Trade Show **#JAC2024**, set to be even more exceptional than ever. With the conference being 99% sold out, you don't want to miss out! Register now before it's too late.

2024 Conference Theme:

"Empowering the Future"

What About The Conference?

Our conference includes a variety of presentations and panels featuring over 30 presentations from across North America, attended by up to 450 people, complemented by a dynamic trade show with over 100 exhibitors.

Program:

The education program at the conference provides a vibrant forum for information exchange which is categorized into three focused streams: Public Works & Utilities, Occupational Health & Safety, and Leadership. Our goal is to provide delegates with a diverse range of topics to optimize their learning experience, take advantage of emerging technologies, understand and prepare for challenges that lie ahead, and provide better services to their organizations and communities.

REGISTER NOW FOR JAC 2024!

Delegate Registration:

JAC is the only interdisciplinary conference dedicated to OHS and Public Works. Our annual conferences have brought together a unique mix of subject-matter experts, workers, and professionals with over 400 participants from across BC. JAC2024 is thrilled to announce that Joe Roberts will be our keynote speaker this year. Join us and discover the unlimited potential within yourself and others!

**REGISTER
TODAY**

Sponsor & Exhibitor Registration - Limited Booths Remaining:

Increase your profile, demonstrate your business, and promote your organization, product, or service to public works and safety professionals.

BCMSA
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2024

THE 6TH JOINT ANNUAL CONFERENCE & TRADE SHOW

OCT 7-9, 2024 | PENTICTON, BC



THANK YOU #JAC2024 SPONSORS



CERTIFICATE PROGRAMS

BCMSA recognizes that a number of municipal employees have extensive training in the field of health and safety and deserve recognition. We also know that employees and municipalities need guidance in selecting the appropriate training for staff depending on their role within the municipal health and safety program.

NEW! Leadership Safety Certificate Program

The BCMSA is very excited to introduce its 6th Certificate Program for the Association:

The Leadership Safety Certificate Program

The BCMSA conducted a pilot for both the City of Vancouver and the City of Surrey in September and November of 2023 and received overwhelmingly positive feedback. The 2-day (16-hour) certificate is made up of 2 courses: **Sonar Safety Leadership** (1) and **Safety Essentials for Leaders** (2). The next open enrollment session for the Leadership Safety Certificate Program will happen October, 22 & 23 2024.

[LEARN MORE](#)

Supervisors Safety Certificate Program

The Supervisors Safety Certificate Program (SSCP) will recognize those who have invested time and energy into learning the key elements of occupational health and safety from a supervisor’s perspective.

[LEARN MORE](#)



Municipal Worker Safety Certificate Program

This certificate program provides municipal workers with training on key elements of OH&S in a public works environment. The program is offered in a convenient three-day format that can be scheduled consecutively, if desired. Students could receive up to 2.4 EOCP CEU’s upon program completion.

[LEARN MORE](#)



Psychological Health & Safety Certificate Program

The courses align to facilitate the awareness and adoption of psychological health and safety (PH&S) in the workplace. They increase mental health literacy and build emotional intelligence and resilience skills competencies that enable participants to practice PH&S at work and at home.

Senior Leaders



People Leaders



Employee



[LEARN MORE](#)

E-LEARNING - AVAILABLE NOW !

All People Leaders' Modules Have Now Been Released

In collaboration with My Workplace Health, BCMSA is happy to announce that all of People Leaders' Psychological Health and Safety Certificate Program has been released and is now accessible in a self-paced, e-learning format.

Each module covers the realities of mental health in Canada and equips people leaders to defend the need to improve workplace psychological health and safety. Participants gain a better understanding of the characteristics and benefits of a psychologically healthy and safe workplace; the imperatives for championing mental health; the 13 psychosocial factors; and their role as people leaders.

People Leaders Certificate Program:

- Module 1, Champion Psychological Health & Safety
- Module 2, Be a Psychologically Safety Leader
- Module 3, Enhance Emotional Intelligence & Resilience
- Module 4, Manage Workplace Mental Health Issues
- Module 5, Foster Civil & Respectful Workplace

[LEARN MORE](#)



Exciting News! The 5 Employee Modules will be released by the end of this year. Stay tuned!

CONE ZONE TESTIMONIAL

DRIVERS NEED TO BE ON LOOKOUT FOR NEW TRAFFIC CONTROL DEVICES

AFADs becoming more common to help keep everyone safe in work zones

As more vehicles hit B.C. roads this summer, drivers may see an unfamiliar traffic control device.

It's called an automated flagger assistance device (AFAD). Remotely operated, it uses red and yellow traffic lights and an arm with a fluorescent orange or red flag. It tells drivers approaching work zones when to stop and when it's safe to proceed.

While bright orange safety cones are well recognized around work zones, AFADs are relatively new. They're becoming more common across B.C. The City of Penticton, for example, last year adopted AFADs as its primary tool for single lane, alternating traffic control.

"AFADs greatly reduce the risk of roadside workers being hit by vehicles," explains Trace Acres, program director for Road Safety at Work and spokesperson for the Cone Zone safety awareness campaign. "They also help keep drivers and their passengers safe while keeping traffic flowing efficiently."

Whether work zones use an AFAD, cones, or barriers, the law requires drivers approaching and passing through them to:

- Slow down and drive with care

- Pay attention and leave your phone alone
- Obey road signs, traffic control devices, and traffic control persons

When drivers see an AFAD, stop at least one car length away from it when the arm is down and the light is either solid yellow or red. Proceed only on flashing yellow when the arm is fully raised.

Unsafe driving puts people at risk

Work zones are common in many parts of B.C. year-round. They're the job sites for thousands of people. It's not just construction and maintenance crews. Landscapers, movers, utility workers, recycling and garbage collectors, first responders, and many other workers all spend varying amounts of time in and around traffic too.

"Driving carelessly through a roadside work zone can cause a lifetime of consequences for them," says Acres. "Speeding and distracted drivers, and not keeping vehicles a safe distance from workers, puts everyone at serious risk of injury or death".

Between 2014 and 2023 in B.C., nine people working along the roadside were killed and 251 were injured seriously enough to miss time from work, according to WorkSafeBC statistics.



CITY OF PENTICTON, TRAFFIC CONTROL COORDINATOR

Sean Ryan

Sean Ryan narrowly avoided being listed in those statistics.

Ryan, a traffic control coordinator with the City of Penticton, experienced a near miss when a driver veered around an AFAD positioned ahead of his work zone. Before the vehicle could encounter oncoming traffic, Ryan was able to get the attention of the driver and have them pull over.

“I still think about that dangerous situation,” he says. “I think about the crew on the road that could have been hit. I think about the people who were driving in the opposite direction. I think about the driver and their passengers and what could have happened. We’re here just trying to keep all of those people safe.”

The typical fines in B.C. for work zone violations include:

- Disobeying a traffic control device: \$121
- Speeding: \$196 and up
- Using an electronic device while driving: \$368

“Please be patient,” Ryan asks of drivers. “We’re not there to impede you. We want to get you on your way as soon as it’s safe to do so. We’re just trying to make sure everyone goes home safe at the end of the day.”

Road Safety at Work is a WorkSafeBC-funded initiative that aims to eliminate work-related motor vehicle crashes, deaths, and injuries in B.C. Its annual Cone Zone campaign is supported by the Work Zone Safety Alliance, a group of private and public sector organizations committed to improving the safety of roadside workers.

For more information on driving safely in roadside work zones visit [Cone ZoneBC.com](https://www.conezonebc.com).

About Road Safety at Work

Road Safety at Work offers free online resources – including courses, workshops, webinars, and consulting services – to help organizations plan, implement, and monitor effective road safety programs. Visit RoadSafetyAtWork.ca.



COR CERTIFIED!

THE REGIONAL DISTRICT OF OKANAGAN-SIMILKAMEEN RECEIVES THE COR DESIGNATION



The British Columbia Municipal Safety Association awards the Certificate of Recognition (COR) to employers who are dedicated to proactively improving workplace safety. The COR program rewards large and small employers who have developed and implemented safety management systems against industry-based standards.

The Regional District of Okanagan-Similkameen (RDOS) is honoured to receive the COR designation. The workplace safety designation demonstrates the RDOS has an active health and safety management system to reduce incidents for the public and RDOS staff using regional facilities and spaces. To support these efforts, the RDOS will also receive an annual incentive payment from WorkSafeBC.

“On behalf of the RDOS, I would like to acknowledge and congratulate the City of Penticton for their successful audit and becoming certified earlier this year,” said Jim Zaffino, RDOS Chief Administrative Officer.

“I would like to thank the RDOS Board of Directors for supporting the administrative request to dedicate a staff member in the RDOS Human Resources department to facilitate this achievement and to enhance overall safety awareness and participation levels across the organization.”

“I also want to thank all staff for participating diligently in this process. The supervisors, managers, and Fire Chiefs who accepted the challenge to guide their teams through the audit. Keremeos and Kaleden Volunteer Fire Departments were selected as audit locations, in addition to several other RDOS facilities.”

The RDOS is pleased to be part of the group of organizations that have made this commitment to health and safety. Of the 27 regional districts in the province, the RDOS along with the Capital Regional District are the only two regional districts to complete this audit to become certified.

COR CERTIFICATION JOURNEY

AN INTERVIEW WITH CITY OF COLWOOD ON ACHIEVING COR



What motivated you or your organization to pursue COR certification?

Safety has always been a top priority for the city within all levels of the organization. I must give recognition to my predecessors for building such a strong safety program and to our senior leadership team for being all in on the process. For us, achieving COR certification was the logical next step. Our current CEO championed the initiative and City Council approved the City's preparation for COR as part of a 2023/2024 annual service review process. The City's culture to prioritize safety demonstrates genuine care for its employees. People are naturally drawn to environments where they feel valued and cared for, so buy-in of the program occurred naturally and everyone was very excited to hear that we were moving forward with this initiative.

How would you describe the process Your organization went through to achieve COR certification?

COR had been on the table for over 5 years; accomplishments like these don't happen over night. The process to achieve COR certification initially seemed daunting. Although we've always had a very strong safety program, we knew that taking on this initiative would be time-consuming, and we weren't sure where to start. The BCMSA COR self Assessment tool was so helpful as we started planning. Being a very small team, I had to significantly rely on our senior leadership team to allow employee participation and engagement. From this we designated our "COR Champions" which included employees from all departments within the City actively participate in training sessions to become gurus in all things health and safety; our Joint Health and Safety committees were also significantly involved. Our JOHSC element achieved a perfect score of 100% which highlights the critical importance of our committees.

How did BCMSA support you in obtaining COR certification?

The BCMSA has been instrumental in our journey towards achieving COR. Their support has been comprehensive and multifaceted ensuring we had the necessary tools and guidance at every stage. BCMSA facilitated Zoom meetings, which provided clear and detailed explanations, and fostered an environment where questions were encouraged and addressed promptly. Their friendly and approachable style made the process less daunting and more collaborative. Additionally, BCMSA provided a wealth of resources, including the self-assessment audit tool. This tool was invaluable in helping us identify areas for improvement and ensuring we met all necessary standards. Their consistent support and encouragement were pivotal, offering reassurance and motivation throughout the certification process.

What improvements have you noticed in your organization as a result of achieving COR certification

The entire team was eager to learn the results, and the certification has led to greater engagement and awareness across all departments. One of the most notable improvements is the increase in reporting of safety-related items and questions on how to approach tasks safely and consistently. This heightened awareness has resulted in more consistent safety meetings and discussions, which allows for continuous improvement and open communication. The certification process has also helped us build stronger relationships within the organization as we work together towards common safety



goals. Achieving COR has not only allowed us to focus on areas needing improvement but has highlighted and celebrated the areas where we excel.

What advice would you give to other organizations considering COR certification?

I would encourage any organization to pursue COR. The process is a win-win. Even if the initial audit does not result in certification, the journey itself is invaluable. It fosters conversations, educates staff, and creates a clear roadmap for future success. If successful, the benefits are even greater. It not only validates the effectiveness of your safety program but also provides additional recommendations to enhance its resilience and efficiency leading to significant cost savings and a more robust safety culture. Having a continuously evolving safety program demonstrates to employees that their safety and well-being is a top priority. It shows a commitment to maintaining a safe and healthy work environment, which can boost morale and engagement. The pursuit of COR certification is an investment in your organization's safety culture and operational excellence.

DISCUSSION FORUMS

JOIN THE CONVERSATION!



MUNICIPAL SAFETY FORUM

This group is for Occupational Health and Safety Committee members and anyone with an interest in Health and Safety in the Local Government sector.

DISABILITY MANAGEMENT COORDINATORS

This group is for Disability Management Coordinators employed in Local Government.

MUNICIPAL SAFETY MANAGERS/ADVISORS

This group is for Safety Managers/Advisors that are employed in Local Government.

[LEARN MORE](#)

2024 WEBINARS

The BCMSA hosts free one-hour lunch and learn webinars several times a year. Yes, that's right, FREE! During each session, moderators will provide an overview and answer questions. Free and interactive – it's a win/win.

Improve your understanding of trending topics!

Upcoming Webinar: Having the Conversation- November 26 2024

WEBINARS



SAFETY TALKS

Monthly safety talks are researched and designed for easy delivery. One thing you can check off your to-do list today!

2024 SAFETY TALKS

2024 MEETING DATES



BCMSA UPDATE



JASMINE MANHAS
JUNIOR OCCUPATIONAL HEALTH & SAFETY ADVISOR

We welcome Jasmine Manhas who recently joined the BCMSA team!

Jasmine recently completed the Occupational Health and Safety diploma program at BCIT and joined the BC Municipal Safety Association in June 2024. In terms of her professional journey, she had the privilege of engaging in diverse roles. Last summer, she worked as a Safety and Security Assistant at Global Container Terminals (GCT) Deltaport.

Concurrently, she spent the past seven years as an Emergency 911 Police Call Taker at E-Comm 911. Additionally, during the COVID-19 pandemic, she took on the role of a Pod Lead with Vancouver Coastal Health, doing COVID-19 case and contact tracing. Outside of work, she loves playing sports such as ice hockey and enjoy spending time with her dog, Gracie. Jasmine is enthusiastic about the opportunity to make a meaningful contribution to BCMSA's impactful work and join the team!

STAY IN TOUCH

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