



CANADIAN SOCIETY OF SAFETY ENGINEERING 2008 ACHIEVEMENT RECOGNITION AWARD WINNERS

Organization with 51— 500 Employees: Johnston Packers Ltd.

Since the 1930s Johnston Packers has been driven by three guiding principles: production, production and production. At the same time as the organization grew the costs of workplace injuries and claims began to take its toll.

During 2004, the culture began to shift at Johnston Packers. Management looked at the the three most common injuries experienced by workers: musculoskeletal, back strains and repetitive motion. Many of these injuries were the result of jobs requiring the use of saws and knives, the work pace and the physically demanding handling of the carcasses of cows or pigs.

Through a variety of health and safety initiatives, Johnston Packers has had a 70% decrease in their injury rate and at least a proportionate increase in the staff morale. Three examples of the initiatives are:

- a comprehensive disability management program which provides customized return to work programs for injured employees,
- a mandatory orientation program for both new and young workers which includes an impromptu oral test to make sure workers retain health and safety program information and
- A guarding program which specifically addresses the high risk of cuts and lacerations.

Johnston Packers believes rewarding employees is good for morale. When they reached their collective goal of achieving over 100 days without a time-loss incident, they held a staff barbeque. *During the BBQ, one the workers asked, "If we make it for a whole year, can we do steak and potatoes?" And the manager answered, sure, why not, after all we're in the right business for it."*

Organizations with 500+ Employees: Board of Education, Nanaimo-Ladysmith School District 68

The Nanaimo-Ladysmith School District has about 15,000 students, 2,400 employees, 45 schools, as well as administrative and transportation offices and sites. The types of workers range from teachers and clerical staff, to tradespersons, custodians and grounds crews.

The Board of Education and the school district have invested attention and resources to ensure their workers go home safely after every school day. This belief is echoed in their corporate mission, "Make Safety a Lifestyle Choice".

Nanaimo-Ladysmith's Board of Education has created an educated culture in health and safety and receives top marks for their achievements, including:

- Implementing an active Joint occupational safety and health committee with monthly meetings and activities
- Focussing on the number and severity of WorkSafeBC claims
- A better claims management with a gradual return to work program has significantly reduced claim costs
- Making significant progress in creating a workplace safety culture with through a partnership with its two unions
- Encouraging staff to take responsibility for not only their own, but also their co-workers' health and safety
- Educating their employees on their rights – to participate, to know, and to refuse unsafe work

Nanaimo-Ladysmith School District is becoming a workplace health and safety leader through development of its resources and cooperation with other school districts. They believe that to share is to the benefit of the greater good.

Safety Specific Non Profit Association: British Columbia Municipal Safety Association

For 15 years the BC Municipal Safety Association has worked to promote, develop, and implement education and awareness projects related to improving health and safety in BC's municipalities.

Association members are full-time municipal or regional district safety advisors who meet quarterly to discuss safety issues and initiatives and then develop, implement and share best practices to achieve healthier, safer workplaces. The BCMSA has a long list of achievements including six successful municipal health and safety conferences; a Joint Municipal Occupational Health and Safety Project; a safety DVD and Pool Safe BC. These successful projects were created and implemented by volunteer BC municipal and regional district workers who accomplished these projects in addition to their full-time jobs.

Their most recent project, Pool Safe BC was completed in February 2008. Prior to the Pool Safe program BC lacked consistent health and safety training for BC Aquatic Centre workers who, in the main, are young workers.

Pool Safe is a one-day training course focused on preventing injury and disease to lifeguards and pool maintenance workers by increasing their understanding of hazards found in aquatic centres. Course materials include a Facilitator's Guide, a Participant's Guide and a Best Practices Guide. Currently, the BC Recreation and Parks Association is delivering Pool Safe Train-the-Trainer sessions and participant feedback has been excellent.

The use of the Pool Safe BC program will improve the safety and health of workers in aquatic centers.

Mar Sherwood Bursary Awards: Candice Roffe and Dailaan Schaffer

Mar Sherwood was a CSSE member who spent many years working as a Safety Professional. He was the initiator of the BCIT Occupational Health and Safety program and served on the original advisory committee. This annual bursary, established following his death, is designed to recognize a combination of achievement and need for students in the BCIT OH&S program. In Mar's memory the BC Lower Mainland Chapter of the CSSE provides bursaries to students. This year we'd like to recognize two students for their outstanding efforts, including participation in the BC Lower Mainland Chapter of CSSE.

Outstanding Achievement by a Safety Professional: Tina Thompson, MUG Solutions

MUG Solutions has developed and patented a new product, which acts as a deterrent against syringe and sharps entry into manhole systems. This Torsion Spring unit is affixed permanently to the underside of the manhole lid. While air sampling and manhole lid removal is virtually unchanged, the workers no longer have to remove the sharps from their workspaces. In all cases where the Torsion Spring unit has been applied to manhole lids there have been NO new presence of sharps in manholes.

The unit is welded to the underside of the manhole lid, with the "bubble" resting within the pick hole on the lid. Using an air-sampling tool developed along side the Torsion Spring unit; the air can be tested with the same ease as before. Manhole lid removal hooks are inserted easily and method for pulling the lid off the manhole is unchanged. What has changed is workers no longer have to remove needles from their confined workspaces.

Special Project: ITC Group of Companies

The ITC Group of Companies is recognized today for their work with two special projects: the **TAC-3000 Tower Crane Safety System** and the **Ident Managed Safety Software**.

Over the past 20 years, tower crane safety, has relied primarily on administrative controls, which included written safe work procedures signed by the crane operators prior to start of a shift. Now, the **TAC-3000 Tower Crane Safety System**, tower crane safety is about to change as it builds on the administrative control by adding a layer of engineering control.

The TAC-3000 is a computerized control system that provides anti-collision path protection for multiple tower crane sites, zone protection for flying loads above restricted areas, boundary protection for congested jobs and early warning detection and counter control measures for crane operators. With this industry innovation, ITC is setting a new benchmark for tower crane safety requirements.

Ident Managed Safety Software

In multiple employer workplaces, hazards must be identified, recorded and communicated to site supervisory staff and sub-trades.

ITC sites now rely on an electronic systems to identify, record and communicate job site hazards. ITC has implemented a system developed by Ident Software Ltd. of Vancouver, to place coded identification marks on a plan view of each floor of a building under construction and allow data from workplace inspections, including illustrations and photographs, recorded on a Blackberry to be uploaded to the server database thus making the information available to all trades on the site on a more timely basis.

The resulting reports provide organized inspection data using a range of parameters and the database also provides historical review of safety issues.

Best Training/Orientation Program for Young and New Workers – Grouse Mountain – Category Winner

Grouse Mountain's goal is to ensure young or new workers understand and practice safety at all times to protect themselves and others around them.

First young workers receive two orientations - one for the base of the mountain and one for the top of the mountain.

Then they learn to be safe front-line workers by receiving health and safety training through department specific orientations, group discussions, videos and a presentation from the joint occupational health and safety committee.

During training, young workers are given a health and safety handbook that outlines Grouse Mountain's policies and procedures. A checklist is reviewed with the trainer during the orientation and the young worker initials it to show that they have received – and understood – what is being taught.

Young workers have a tendency to follow what is practiced, so it is important that everyone leads by example. At the beginning of their employment, young or new workers job shadow an experienced employee who will teach them the basics of the job. They learn how to use and store equipment properly and are monitored by supervisors or an assigned co-worker to ensure safe work habits are being adopted. Grouse Mountain also uses specific checklists to document additional equipment training.

Best Training/Orientation Program for Young and New Workers – sponsored by WorkSafeBC: Ainsworth Engineered Canada LP (Honourable Mention)

From the moment young workers start at Ainsworth they are taught skills that will keep them safe on the job. They first receive a general introduction to the mill and then are introduced to the health and safety staff, such as first aid attendants or members of the OHS committee and receive a binder that identifies each with their name and photo.

To familiarize young workers to an industrial environment, a variety of safety videos to introduce them to the hazards at the mill and the different terms and scenarios that they may encounter while at work.

After a guided tour of the mill, young workers focus on their job's correct work practices. Just as important, they learn about hazards and how to prevent incidents and injuries specific to their job.

For the next six months, young workers wear bright orange coveralls. Affectionately dubbed “pumpkins” by the staff, young workers are paired with a mentor who, along with the team leader, monitors habits, documents progress, and provides guidance.

Young workers at the mill learn that they are not required to know everything about their workplace, but are expected to be proactive when it comes to safety and production.

CSSE Novice Safety Professional - Robert Clark

Robert Clark became the Manager, of Health and Safety for Great Canadian Gaming Corporation in January of 2005. Within the first six months, Robert defined, developed and launched the organization's health and safety program. Today, health and safety is ingrained in the corporate culture, from senior executives to front line staff. And now,

because of these tremendous efforts, Great Canadian is a leader in safety within BC's gaming industry.

Through Robert's efforts, Great Canadian has gained paybacks in health and safety. Some of these include:

- An intranet site for access to the health and safety program and links to the Workers Compensation Act and Regulation
- Annual health and safety training to its BC employees. In the past three years, over 1,500 people have received training
- An automated external defibrillator (or AED) program, equipment and AED-trained first aid attendants resulting in the last three years, eight first aid attendants successfully reviving five casino guests
- introducing disability and claims management has contributed to a reduction in costs, of up to 57%

Great Canadian Gaming Corporation is a gaming and entertainment operator with sites in BC, Ontario, Nova Scotia and Washington State. Great Canadian has implemented Robert's innovations, throughout its eastern Canadian operations. Robert is making a difference in workplace health and safety for Great Canadian and the gaming industry.

CSSE Senior Safety Professional: Dwight Brissette

*"A leader is one who knows the way, goes the way, and shows the way."
(John C. Maxwell, leadership expert).*

This quote best describes Dwight Brissette, currently the Vice President of Health, Safety and Environmental Protection for the Ledcor Group of Companies. Through out his 30+ years in health, safety and environment, Dwight has consistently demonstrated this dedication, personal drive and most important accountability by:

- Taking the lead in defining management safety commitment not only within the Ledcor Group of Companies but also in cooperation with organizations like: WorkSafeBC, Council of Construction Associations and CSSE
- Confronting controversial health and safety issues - issues such as drug and alcohol testing - but always in the interest of improving workplace safety
- Partnering and promoting initiatives such as young worker safety and mentoring programs with external organizations to improve overall workplace safety

For his commitment and leadership, Dwight has been recognized provincially, nationally and internationally with awards, quoted in news and trade publications and has been quoted as a health and safety and environmental leader.

To quote Dwight on HSE leadership: *"It starts at the top. Our safety commitments are reflected from our senior management through to our on-site superintendents. When the commitment comes from the top, it's not hard to implement."*