



J.S McMillan's Prince Rupert plant is the first Safety Council client

The B.C. Food Processors Health & Safety Council has delivered health and safety advisory services to its first client.

George Cowan, the manager of corporate human resources for J.S. McMillan Fisheries, asked the Safety Council for assistance in developing a formal musculoskeletal injury prevention program for JSM's Prince Rupert plant that was placed on WorkSafeBC's high risk strategy target list in 2007.

"WorkSafe wants us to reduce our rates and put some programs in place and we're on the move," George says. "We wanted another perspective from somebody, outside of WorkSafe, who would come to look at MSI."

The Safety Council set up its office in February, 2008 and staff were planning to start offering formal advisory services in 2009 – but when George's request for help came in the summer of 2008, they wanted to respond as quickly as possible. On September 16, 2008, the Safety Council's Safety Director, Heinrich Beukes, boarded a plane for Prince Rupert and spent the day with JSM workers who took him on a walkthrough inspection and provided relevant health and safety statistics.

Heinrich reviewed JSM's policies and procedures on site, and prepared a report with recommendations. The Prince Rupert plant had some prevention activities in place, but they needed to focus on legal compliance and develop a formal MSI prevention program.

"A formal, structured program is required when you are addressing any health and safety concerns; it will go a long way in establishing a due diligence defense in case something goes wrong," Heinrich says. "I can see that the J.S. McMillan Fisheries management team is committed to reducing their MSI injuries and we will support them in any way we can."

The Safety Council recommends companies form joint steering committees to develop the components of their MSI prevention programs, including:

- Policy development
- Hazard assessment
- Control measure development
- Program evaluation.

JSM started their process by identifying MSI hazards using the two WorkSafeBC forms: MSI Risk Factor Identification - Worksheet A and Worksheet B.

"A proper MSI hazard assessment is the foundation of the MSI prevention program. Without it, the program will not be successful," Heinrich says. "Establishing a successful MSI prevention program is not something that can be achieved overnight. It is a slow process that requires participation from all workplace parties."

"Implementing a formal MSI prevention program in Prince Rupert"

MSI is the most common injury among workers in this industry – no matter what types of food or beverage they process. The injury rate in the food processing industry is 50 percent higher than that of the manufacturing sector as a whole, and twice that of all B.C. industries combined.

The B.C. Food Processors Health and Safety Council offers services and resources created specifically for the food and beverage processing industry – including health and safety management consulting services, training, orientation materials, information sheets, DVDs, and their flagship program the Certificate of Recognition (COR). COR is a program for companies who wish to earn safety certification that leads to reduced injury rates and potential premium rebates from WorkSafeBC. With more than 1,100 processors throughout the province, the Safety Council's four employees aim to reach as many as possible.



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Welcome to our first newsletter

Welcome to **Spotlight on Safety**, the first quarterly newsletter from the BC Food Processors Health and Safety Council.

Nearly a year ago, in December 2007, The Safety Council incorporated and began our task of reducing the unacceptably high injury rate among B.C.'s food and beverage processors. The injury rate in this industry is 50 percent higher than that of the manufacturing sector as a whole, and twice that of all B.C.'s industries combined. The Safety Council's mission is to engage all sectors of the B.C. food and beverage processors to foster commitment in reducing the injury rate. Our vision is: industry leadership in health and safety. Our organization is staffed with a team of experienced safety experts. We offer consultation & advisory services, training (early 2009), publications, and other resources. We opened the Safety Council office in Chilliwack in February, 2008, and spent the following months developing the infrastructure of our organization, planning programs, developing resources, and participating in events that involved the food processing industry. In June, the Safety Council contacted each processing employer in B.C. with an invitation to complete our 2008 Industry Survey on industry's need for occupational health and safety information and resources. Council staff also conducted

individual information sessions on the Safety Council with some of B.C.'s largest food processing employers. We thank everyone who shared their valuable feedback and will use the survey results as a starting point from which we will develop new resources. Survey results are on Page 3.

Every three months, *Spotlight on Safety* will update you on the Safety Council's latest activities and newest offerings. Each issue will feature the story of company that brought forward innovative OHS ideas, implemented formal programs, or provided an example of best practice. Please let us know if you have a story to share or suggest. In this issue, we feature the Safety Council's first clients: J.S. McMillan Fisheries in Prince Rupert.

Each issue, in "COR Corner," you can read the latest news on our flagship program: the Certificate of Recognition COR. COR is a designation earned by companies that implement formal OHS programs that exceed the WorkSafeBC regulatory standards and pass audit criteria. A second COR is available for companies that implement and audit return-to-work and disability management programs. In this issue, the



Lisa McGuire, CRSP,
Executive Director

Safety Council introduces Johnathan Wilson, an important contributor to our COR program who joined our team as COR Program Manager in October.

We welcome your suggestions to make this newsletter the best information tool possible. Please let us know if you have any questions about our stories or if you need more information about an OHS topic. Opening the lines of communication is critical because our Safety Council wants to build a strong partnership with industry to identify initiatives that will be developed in the next few years. The only way we can make a difference is by working together.

Yours truly,

Lisa McGuire,
Executive Director
BC Food Processors Health and Safety Council



an update on the **Certificate of Recognition**

COR programs

The B.C. Food Processors Health and Safety Council welcomes a new addition to the staff team. Johnathan Wilson came to the Safety Council with a broad range of knowledge and experience when joined the team in October, 2008. In his previous job, Johnathan was safety audit advisor for the B.C. Forest Safety Council's quality assurance team in Nanaimo. By changing jobs and moving to Chilliwack, Johnathan is now closer to friends and family and enjoying the slower paced lifestyle of the Fraser Valley.



Johnathan Wilson
COR Program Manager

As COR program manager, Johnathan provides support and training for those involved in the COR audit process, including:

- **Company representatives who will do the audits**
- **External auditors for large companies**
- **The Safety Council's quality assurance team that will review audits sent to the Council**

He is also reviewing existing COR programs, writing policy, and creating protocols and procedures for using the Safety Council's two audit tools:

the small employer audit tool (companies with less than 20 employees) and the large employer audit tool (companies with 20 or more employees).

"The audit tool sets a standard for health and safety management to which companies can compare themselves," Johnathan says. "The audit shows, at minimum, that the safety management program is in existence and is effective. To be effective, a program must be documented formally and communicated to all employee levels."

Johnathan's personal dedication to health and safety stems from his own experience with workplace injury. Eight years ago, after 20 years as a professional faller, he was seriously injured at work on Vancouver Island and, as a result, required several corrective surgeries. Once he felt well enough, Johnathan began working with a vocational rehabilitation spe-

2008 Industry Survey results

What OHS information is needed by B.C. food and beverage processors?

The BC Food Processors Health and Safety Council conducted a survey in June, 2008 to learn more about industry's need for occupational health and safety information and resources.

The Safety Council mailed the 2008 Industry Survey to 1102 employers in B.C. and received 149 responses. This 14% response rate is above expectations; in general, a survey response rate of 8% is considered good. Results from the survey are used as a starting point from which the Safety Council will develop new resources for B.C.'s food and beverage processing employers.

Survey participant characteristics

The majority of respondents are company owners (68 respondents: 46%) or health and safety managers (29 respondents: 20%). Forty-eight percent of respondents are from Metro Vancouver and 16% are from Vancouver Island. Responses were also received from other B.C. regions, including: Thompson Okanagan, Fraser Valley, Northern B.C., the Kootenays, the Rockies, and the Caribou-Chilcotin.

Industries represented are primarily beverage producers (24%), fish processing companies

(13%), or baked goods companies (11%). Responses were also received from companies that process a diverse variety of products, including: animal feed, meat, poultry, coffee, tea, herbs, spices, candy, chocolate, dairy products, cereal, pasta, produce, ice, sausages, flour, and rice.

Time lost from injuries

More than 10 percent of respondents report no time loss injuries. Of the remainder, the most common cause of time-loss injury is musculoskeletal injury caused by lifting, followed by repetitive movement, sharp edges, and slips.

Interest in OHS resources

Sixty-one percent of respondents indicated they would be interested in joining a regional Occupational Health and Safety network(OHS). Seventy-six percent of those interested said it would be appropriate for the OHS network to meet four times a year. Regional OHS network members will support each other's efforts to implement solutions that will lower the unacceptably high injury rate in the food processing industry.

Need for translated publications

Fifty-one (34%) of respondents indicated they would be interesting in having resources for their employees in languages other than English. The greatest demand was in Metro Vancouver region; 55 percent of requests for translations came from employers in this region. Employers from other regions also expressed need for translated materials: 28 percent are in the Fraser Valley, 14 percent in the Thompson-Okanagan, and 9 percent from Vancouver Island.

Differences between large and small companies

The greatest interest in COR was expressed by companies with more than 20 employees. Larger companies were more interested than smaller companies in: workplace wellness, OHS training programs, lifting equipment safety, effective housekeeping, supervisor training, return to work, lockout, and ergonomics. Smaller companies identified driver safety resources as a higher priority.

The full 2008 Industry Survey report is available in PDF online at: <http://www.bcfphsc.com/2008IndustrySurveyReport.pdf>

Publications and services for the industry



Available on DVD:

New Employee Safety Orientation for the Food Industry

This award-winning DVD, presented by the B.C. Food Processors Association, is an excellent tool for training new workers in safety orientation. The 42-minute DVD is segmented into six modules to allow specific information from each employer to be introduced following each segment.

A companion workbook to this DVD is also available.

Bundle pack:

1 DVD + 2 Workbooks = \$150.

Employee Safety Orientation DVD = \$100.

Employee Safety Orientation

Workbook = \$25.

For bulk pricing, please contact the Safety Council directly at: 604-701-0261 or info@bcfphsc.com.

Functional Abilities Form

This form is used as part of the return-to-work process in which employers help injured workers return to safe, productive employment. An injured worker's physician uses the Functional Abilities Form to outline the nature of the injury and its resulting physical limitations. The employer and the injured worker use the physician's information as they develop a return-to-work plan.

The form can be downloaded free at:

<http://www.bcfphsc.com/fillable.pdf>

One-page safety sheets:

- WHMIS—Workplace Hazardous Material Information Systems
- Working Alone
- Workplace Roles and Responsibilities
- Confined Spaces
- Musculoskeletal Injury Prevention

cialist who supported his search for a new career. He identified his strengths with the help of WorkSafeBC evaluations and aptitude tests and decided to go back to school. He studied Occupational Health and Safety at the British Columbia Institute of Technology with an Advanced Specialty Certificate in Forensic Studies that focuses on accident scene investigation.

"I took an active role in pursuing the career I've chosen," he says. "After a number of different ideas and options, both the vocational worker and I decided on occupational health and safety."

Today Johnathan is thriving in his new career and the Safety Council is thankful to have him aboard. If you have questions about COR, please email Johnathan at: j.wilson@bcfphsc.com With your permission, we may publish your questions with our answers in the next issue.

KeyEvents

► **The BC Food Processors Health & Safety Council is pleased to announce the launch of its new website: www.bcfphsc.com on October 1, 2008.**

The site is devoted to the needs of B.C.'s food and beverage processors, who can:

- Share occupational health and safety (OHS) questions by reading, posting, and replying on the Members Forum
- Discover OHS products and services created specifically for the food processing industry
- Tell the Safety Council what kinds of OHS support and resources their companies need
- Learn more about what the Safety Council offers

The Safety Council invites you to visit and join this new Web community at: www.bcfphsc.com

► **January 2009 COR Program Launch**

COR is the Safety Council's flagship program for improving safety in the food and beverage industry.

Employers earn COR status by implementing formal health and safety programs and meeting audit criteria. Small companies with less than 20 employees have a slightly different audit process than larger companies with more than 20 employees. A second type of COR is available for companies that meet audit criteria after implementing formal return-to-work programs and early intervention measures for workers recovering from injury.

Training and support will be available for company representatives and external auditors using the audit tool.

More information will be available soon at the Safety Council website.

Supervisor's training DVD available

This DVD will help supervisors learn and understand their occupational health and safety roles and responsibilities in the workplace.

► **February 9, 2009**

OHS Program Building course

This course trains large and small employers on how to develop and implement effective health and safety management programs.

► **February 11-13, 2009**

Supervisory Leadership training certification 1, 2 & 3

Training dates: February 11-13, 2009.

Training is focused on examples within the food processing industry. It includes: occupational health and safety roles, responsibilities, and practical skills for supervisors.

► **April 30, 2009** Nomination deadline

► **June 5, 2009** Awards presented at FoodPro West 2009 in Burnaby 2009 Safety Leadership awards

The BC Food Processors Health and Safety Council is pleased to invite nominations for the 2009 Safety Leadership Awards.

The Safety Council will recognize a small, medium, and large employer that is performing in a leadership role.

Nominations will be accepted until April 30, 2009. Awards will be announced at FoodPro West 2009: the joint BC Food Processing Association / BC Food Processors Health and Safety Council's professional development day and annual general meeting.

Award criteria will be posted soon on the Safety Council website.

Advisory, training and consulting services

The Safety Council offers support to employers through all stages of the COR process, providing advice, training, consulting, and other resources.

Advisory

The B.C. Food Processing Health and Safety Council delivers advisory services on:

- Interpreting regulations
- Developing best practices
- Health and safety program development
- Disability management and return-to-work programs

Training

In 2009, the Safety Council will be offering OHS courses for large and small employers.

OHS Program Building course

Training date: **February 9, 2009**

This course trains large and small employers on how to develop and implement effective health and safety management programs.

Consulting

The Safety Council's OHS experts offer confidential consulting services to companies on assessing, planning, and implementing formal OHS management programs.

Share an idea and enter to win

What would you do to make your workplace safer?

The BC Food Processors Health and Safety Council invites you to email your answers to: info@bcfphsc.com and you will be entered into a draw for a **laptop computer briefcase**. The top three most innovative ideas will be published in the next issue of *Spotlight on Safety at Work*.



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