



MAKING SAFETY SIMPLER

ANNUAL REPORT

2019

BCCSA

BC **Construction Safety** Alliance



Who we are

The BC Construction Safety Alliance is a not-for-profit association that provides services to its members – more than 51,000 construction companies large and small, who employ approximately 210,000 workers province-wide. Our funding is provided by the industry itself through annual assessments by WorkSafeBC. Working for the construction industry, we are also governed by it, through a board of directors who represent every sector of our industry, from residential, road building, aggregate and ready-mixed, to industrial, commercial, institutional, and heavy construction.



BCCSA's Michael McIntyre, NCSO® Coordinator and Rhonda Kinna, Office Administrator at BCCSA Health & Safety Conference

What we do

Promoting the safety of workers employed by our members is the reason for our existence. We deliver on that mandate by offering a range of member services and supports for construction (Sector 72) and select aggregate and ready-mixed employers. These efforts focus on injury prevention and creating or enhancing a culture of safety on construction sites; and meeting a diversity of needs among owners, managers, supervisors, and workers.

We also engage in a variety of outreach activities and collaborations designed to raise awareness of our services, support safety partners and stakeholders, and assist in the development of safety initiatives that are undertaken only on the belief that they will benefit individual contractors and the industry overall. In addition, we are the apolitical spokesperson for the construction industry on important construction health and safety issues.

Our Mission and Values

Our overarching and ongoing goal continues to be Making Safety Simpler. Our mission is to engage BC construction employers and help them build and promote a positive workplace safety culture. Each day we live and are governed by core values expressed in these four guideposts:

- Safety is everyone's responsibility.
- Injury prevention, management, and education are critical components of our work.
- Acting in ethical, responsible, and transparent ways is critical to creating and maintaining positive industry relationships.
- Establishing collaborative partnerships with construction industry stakeholders, including WorkSafeBC, is integral to how our mission is achieved.

Delivering value on behalf of our members



THIS ANNUAL REPORT isn't simply a look back at what BCCSA accomplished in 2019. This document also helps keep us honest and on point. Looking back at the year's highlights through the lens of the present allows BCCSA to evaluate its own performance. Are we ensuring that all our energy is focused on efforts that respect the financial contributions of our members and make a difference for them? Looking through these pages, I believe that we have.

The world of workplace safety is full of intriguing ideas and concepts. A big part of what we do as representatives of the BCCSA Board of Directors is to evaluate those ideas and concepts to decide if they represent the best use of the association's energies, and whether developing those ideas makes sense for the industry and our members before we implement them.

Our motto is "Making Safety Simpler." We haven't achieved that goal until this concept is fully embodied in the programs and services we provide to our members. "Simpler" means more than uncomplicated. It means making our programs more efficient, more accessible and easier to implement so that our members can derive demonstrable value from them.

Many of the smaller companies that form our membership may not have the same health and safety resources as our larger members. We know we're on the right track when they

benefit equally from the innovative ideas, programs and technology we put forward to assist them in implementing health and safety procedures that help promote a safer workplace.

We pride ourselves in being nimble and timely in responding to the emerging needs of our members. Developing the first Certified Concrete Pump Operator proficiency certification in North America is just one way we're demonstrating value to our members. Having WorkSafeBC and other industry stakeholders recognize our organization as an important health and safety resource is further acknowledgment of that.

None of this would be possible without the commitment of a very cohesive Board that works as a unit to evaluate new initiatives and guide the direction of the organization. I thank them, Executive Director Mike McKenna and the staff members who work for the BCCSA each day for their commitment.

As we close 2019, I'm confident in the value of what we've already delivered to members, what is currently being done and what will be undertaken by BCCSA in the future.



Kevin Mierau

Looking at BCCSA through the eyes of our members



TWO OF THE MOST IMPORTANT guiding principles of the BCCSA were offered to us by member contractors.

In response to the development of our Silica Control Tool™, one of our contractors said: “This is exactly what we should be doing with the money entrusted to the organization — making safety simpler.”

Another contractor approached me and told me what he believed was the fundamental purpose of our organization: “To help contractors make, save and protect their money by helping them adhere to effective safety principles.”

That may sound mercenary, but if you think about it, it most definitely is not. If you’re a safer company and reduce the number of workers injured, the severity of injuries and the duration of each claim, then you’re also reducing WorkSafeBC premiums. Doing the right thing can help a company become more profitable. Speaking to our contractor members in the language of business is another way that what we do can resonate more fully with them.

I’ve never forgotten these conversations. Whenever our organization is introduced to a new idea or concept, the first filter we apply is whether it has the potential to directly improve health and safety on behalf of our members.

Will they benefit?

If the answer is “no” or “maybe” — anything short of a resounding “yes” — then we shouldn’t have anything to do with it. It’s not our money that we’re spending. We need to be confident that we could walk up to the project office on any construction site across the province, explain how we’re using the financial contributions they provide to us through WorkSafeBC assessments and leave them satisfied that their money is being well spent.

In the pages of this annual report, you’ll see a roundup of the year’s initiatives that make us proud. From the Certified Concrete Pump Operator program to ongoing activities and improvements to the programs you already know, we believe you’ll agree that our members are top of mind in everything we do.

As always, we thank the tireless efforts of our staff, the Board of Directors and Chair Kevin Mierau, WorkSafeBC and our partner organizations throughout the industry for helping to deliver on the promise of the Alliance and keeping us focused on the reason for our existence — our members.



Mike McKenna

THE BOARD OF THE BCCSA is made up of representatives selected by their industry associations. They represent all sectors of construction: residential, road building, aggregate, ready-mixed, industrial, commercial, institutional, and heavy; as well as the fire and flood restoration industry. As the chosen representatives of the companies who make up the province's construction industry, they provide a vital connection to our member base.

Executive Team

CHAIR

Kevin Mierau
 Mierau Contractors Ltd.
 INDEPENDENT CONTRACTORS
 AND BUSINESSES ASSOCIATION

VICE CHAIR

Lesia Lacey
 Lacey Developments Ltd
 CANADIAN HOMEBUILDERS' ASSOCIATION OF BC

PAST CHAIR

Richard Verbeek
 PCL Constructors Westcoast Inc.
 BC CONSTRUCTION ASSOCIATION

SECRETARY

Joe Wrobel
 JPW Road & Bridge Services Inc.
 BC ROADBUILDERS & HEAVY CONSTRUCTION
 ASSOCIATION

TREASURER

Wayne Fettback
 Western Pacific Enterprises GP
 BC CONSTRUCTION ASSOCIATION

Directors

David Beaupré
 LaFarge Canada Inc.
 CONCRETE BC

Sean Endacott
 All West Glass
 INDEPENDENT CONTRACTORS
 AND BUSINESSES ASSOCIATION

Cory Klein
 RF Klein & Sons Ltd.
 BC CONSTRUCTION ASSOCIATION

Dani Miller
 Mainland Sand & Gravel
 CONCRETE BC

Kevin Moss
 Marine Roofing (1996) Ltd.
 BC CONSTRUCTION ASSOCIATION

Brooks Patterson
 NorLand Limited
 BC CONSTRUCTION ASSOCIATION

Dom Piluso
 Piluso Construction Ltd.
 CANADIAN HOMEBUILDERS' ASSOCIATION OF BC

Shayne Price
 Scott Construction Group
 BC CONSTRUCTION ASSOCIATION

Skip Stothert
 Green Roads Recycling
 BC ROADBUILDERS & HEAVY
 CONSTRUCTION ASSOCIATION

Mike Sully
 On-Side Restoration
 BC ASSOCIATION OF RESTORATION CONTRACTORS

Scott Torry
 AFC Construction
 BC CONSTRUCTION ASSOCIATION

Ex-Officio

Chris Back, DIRECTOR,
 INDUSTRY & LABOUR SERVICES
 WORKSAFEBC

Dale Walker VICE PRESIDENT,
 EMPLOYER, INDUSTRY & WORKER SERVICES
 WORKSAFEBC

Our Partner Organizations

- BC Association of Restorations Contractors
- BC Construction Association
- BC Road Builders & Heavy Construction Association
- BC Stone, Sand & Gravel Association
- Canadian Home Builders' Association of British Columbia
- Concrete BC
- Independent Contractors and Businesses Association
- WorkSafeBC

Committees

- BC Stone, Sand & Gravel Workplace Safety Committee
- Vancouver Regional Construction Association
 - Construction Leadership Forum Planning Committee
- Canadian Federation of Construction Safety Associations
- COR® Technical Advisory Committee
- Employers' Forum Claims Committee
- Fire and Flood Restoration Technical Advisory Committee
- Prime Contractors Technical Advisory Committee

Safety

2019 WAS A BUSY YEAR for the BC Construction Safety Alliance. Members of our team worked tirelessly on efforts from developing and launching North America's first Certified Concrete Pump Operator certificate program, to promoting the services of our Regional Safety Advisors, advocating for evidence-based research on any evolution of the COR® program and presenting the 14th annual BC Construction Health and Safety Conference in Vancouver. A lot of what we do occurs entirely behind the scenes, as we advocate for the industry on safety matters, keep our health and safety information up to date, support our online education programs, or simply ensure that when one of our members contacts us with questions, we provide answers. The diversity of those efforts, programs and activities chronicled in the 2019 annual report continues to be united under a single common purpose: to promote safety in the construction workplace and in so doing, serve our members.



Certified Concrete Pump Operator (CCPO) proficiency certification launched in 2019

ON SEPTEMBER 12, 2019, we launched the new Certified Concrete Pump Operator (CCPO) proficiency certification — the first program of its kind in North America. Built through collaboration with Concrete BC, concrete contractors, union representatives, industry stakeholders and WorkSafeBC, the need for formal certification was first identified by the concrete pumping industry itself.

While the technology behind concrete pumping equipment is rapidly evolving, boom lengths rising and concrete-pumping pressures increasing, any driver licensed to drive a Class 3 vehicle could lease, drive and operate a concrete pump unit of any size. Injuries and incidents related to the operation of the trucks generally spare the operator. The workers at greatest risk included ready-mix drivers, spotters, concrete placers and finishers, and tradespeople who might be injured by bursting concrete feed pipes, thrashing air hoses, and pumping units tipping over.

Built through stakeholder consensus, our part in supporting the development of the program involved gathering resources offered by our members working in the industry and sharing our research capabilities with them. We also



BCCSA's Lui Garcea stands near concrete boom pump at CCPO launch event.

helped to financially support the development of the project using the Alliance’s research, development and opportunity fund.

The project was built on the best available proficiency standards and updated to current standards from there. The resulting CCPO certification is a set of written and practical examinations that form a demonstration of competency. Because of the highly specialized nature of the equipment, all practical examinations will be conducted in the field, during real-life working situations. BCCSA is preparing to deliver this program under ISO 17024 certification.



CCPO launch & media event, September 12, 2019

About 40 people were certified under the pilot phase of the program in 2019.

Already attracting interest from jurisdictions across the globe, consultations with WorkSafeBC in 2019 were setting the stage for the potential for the program to be a requirement in provincial health and safety regulations.

Their Words...

“Safety associations need to focus on creating products that industry values first because it guides us to focus our resources on what will keep workers safer. The industry alerted us to the need to prioritize the Certified Concrete Pump Operator project and worked with us to build it to a high standard.”

Mike McKenna
Executive Director, BCCSA

✓ Point of Interest

- in 2019, 40 candidates received CCPO certification

NHTSA™ or NCSO® ?

Guiding applicants to the designation that suits them best



BCCSA's Ammar Kavazovic, Program Manager, presenting at BCIT's Burnaby Campus October 2019

WE CONTINUE TO OFFER and administer the National Construction Safety Officer (NCSO®) and the National Health and Safety Administrator (NHTSA™) certification, two very similar national safety certification programs. In 2019 we began to provide additional guidance and direction on which program is the best choice for each applicant.

Both programs certify that a person possesses a range of practical and theoretical skills in health and safety management and are equally valuable as a step forward in becoming a construction safety leader. However, the NCSO® certification is designed for people who perform a safety function in the field and on the jobsite— that's why they require three years of practical construction-related experience in Canada within the last 10 years. The NHTSA™ is for people who perform safety functions from their office — administrators and human resources professionals who manage claims, promote safety, ensure compliance with WorkSafeBC regulations, and maintain safety records and statistics.



The content and information covered in the courses are identical — it's the experience that sets them apart. Those who opt for NCSO® certification are also required to conduct a Certificate of Recognition (COR®) health and safety student audit of a company, often their own.

A revamped website and the provision of additional personal guidance through our in-house NCSO® coordinator is helping to guide potential applicants to the program most appropriate for them.

Their Words...

“Whether NHTSA™ certification or NCSO® certification is the best choice for an applicant, our construction industry members can benefit from specialists with either certification who can work together to help give workers a better chance of avoiding injury.”

Erin Linde
Director, Health & Safety Services, BCCSA

BY THE NUMBERS

NCSO® / NHTSA™ Cumulative Stats

SINCE 2017 LAUNCH

153 Total # of NCSO®'s

4 Total # of NHTSA™s

1,563 Total # of NCSO Applications

547 Total # of NHTSA Applications

✓ Point of Interest

- Employers satisfied or very satisfied with BCCSA health and safety resources in 2016: 81%. In 2019: 87%. *

* 2019 BC Market Penetration Survey Report

Our Regional Safety Advisors remain on call and ready to serve our members – for free



Art Reynolds, RSA Northern BC and Amandeep Beesla, RSA Lower Mainland at the 2019 RSA workshop

FREE IS USUALLY GOOD. But it's even better when it involves the expert services of the Alliance offered through our Regional Safety Advisors (RSAs) who provide health and safety advice and assistance at no cost to all construction sector 72 employers, and select aggregate and ready-mixed employers. In 2019, we stepped up our efforts to promote their services to all our members.

Located in offices in the Lower Mainland, Northern BC, Southern Interior, and Vancouver Island, our RSAs offer extensive experience in construction industry health and safety and will assist members by answering safety questions, advising on WorkSafeBC regulations, helping them to comply with a safety order — even developing safety materials, such as a health and safety manual — or helping them to prepare for Certificate of Recognition (COR®) certification.

RSAs provide significant value to smaller employers who may not have the in-house health and safety resources required to address every safety concern or requirement. Wherever and however they're needed, our RSAs stand ready to serve.

Their Words...

“It's a challenge to get the message out to more than 51,000 construction companies across the province, including many smaller employers with limited health and safety resources. Our RSAs provide a health and safety lifeline to our members who need us most.”

Tammy Oliver
Senior Director, BCCSA



Tammy Oliver, Senior Director, BCCSA presenting VRCA Awards. Pictured far right BCCSA Board Member, Wayne Fettback

BY THE NUMBERS

Safety Training

208 Principles of Injury Management

1567 Leadership for Safety Excellence (LSE®)

128 Train the Safety Trainer

923 COR® Internal Auditor

712 Principles of Health & Safety Management (PHSM)

222 BC Legislation and Construction Safety Administration

191 WHMIS 2015 Train the Trainer

3,951 TOTAL

Regional Breakfasts 2019 - Mental Health & the Construction Industry



Left to right: Kelowna, Vancouver, and Prince George



Eat & Greet Prince George June 20th 2019

From paper to pixels, Technical High Angle Rope Rescue Program (THARRP) goes digital

EVEN GREAT PROGRAMS can be made better and the Technical High Angle Rope Rescue Program (THARRP), established in 1991, is no exception. After 30 years of evolution, THARRP is now fully integrated as an online platform, allowing fire departments, construction companies, and approved THARRP training agencies to now submit all THARRP related requests through a dedicated web portal.

The program is unique in Canada and was a response to a construction industry request to the Greater Vancouver Regional District Fire Chiefs to prepare fire department personnel in technical rope and tower crane rescue procedures for workers working at heights. Originally developed for the construction industry in line with WorkSafeBC requirements, the program now covers other industries that may also require high angle rescue. As a train-the-trainer program, fire departments receive instructor training through six recognized training agencies in BC. Certified fire department trainers can then train other members in their local fire department.

With much of the program administered on paper, the conversion to an online model represented a much-needed transformation that would make it easier for fire department and construction company members to manage funding requests, year-end reports, and all related activities directly from the THARRP online portal.

The direction for the digital conversion of the program was established in 2018, considering input from the THARRP Steering Committee, fire departments and our development team.

Following digital conversion, all funding applications are now quickly completed and submitted electronically through the online THARRP portal. Those applications can be quickly reviewed by us and funded as approved. Applicants can log in to the portal at any time to receive updates on the status of their applications. Our members also use the portal to submit requests directly to fire departments to survey a site where a crane is being erected.



Their Words...

“ As areas of BC become more densely populated and buildings are being built taller, THARRP is an essential program that is becoming increasingly important to our members. Conversion to an online portal has reduced administrative work, made it easier to process funding applications, and easier for our members to submit requests to fire departments.”

Ammar Kavazovic
Program Manager
BCCSA

Traffic Control Program gets curriculum refresh, establishes new test venues and ramps up on training

THE ALLIANCE IS WorkSafeBC's approved certifier of all high-risk traffic control persons (TCPs) in BC. Our two-day comprehensive standardized Traffic Control Program training curriculum for TCPs remains the only course accepted by WorkSafeBC under Section 18 of the Occupational Health and Safety Regulation for high-risk traffic control. Upon successful completion, TCPs are provided with a three-year record of completion.

In 2019 we updated our course curriculum to reflect recent updates to the BC Ministry of Transportation and Infrastructure's traffic management manual. For example,

the new curriculum reflects the fact that TCPs are no longer permitted to work on roads where posted traffic speeds exceed 70 kilometres per hour — speed reductions must be in place before TCPs can enter the scene.

We've also changed the way that TCPs write their requalification examination. No longer simply a proctored online exam, requalification now requires a one-day classroom session and exam with one of 38 BCCSA-qualified instructors available across the province.

The Traffic Control Program continues to engage workers from the construction industry and beyond.

Their Words...

“Traffic control is a cognitively demanding job that requires significant skills training. TCPs are making decisions on behalf of drivers, workers and the public and must be vigilant every second of their shift. It's important that they're professionally trained to meet the needs of the industries they represent.”

Lui Garcea

Director, Marketing, Partnerships & Provincial TCP Program, BCCSA



Traffic Control Program Instructor Course

BY THE NUMBERS

Traffic Control Program

7,359 new TCPs were trained

1,662 TCPs re-qualified

The year in COR[®]: continuing research, making COR[®] more accessible, and engaging contractors

THE ALLIANCE IS THE construction industry Certifying Partner for WorkSafeBC's Certificate of Recognition (COR[®]), a safety program that has been delivering results in reducing the number and severity of workplace incidents since it was introduced in 2003.

We continue to believe that any evolution of COR[®] must be data driven and underpinned by sound research. That's why we've financially supported studies at UBC, which continue to research the effectiveness of the COR[®] program on injury rates in the BC construction sector. In 2019 UBC assessed the predictive validity of our COR[®] audit tool, to find out if better audit scores are associated with lower company injury rates, and which elements of the audit tool best predict lower injury rates.

This year's study findings indicate that overall audit performance is strongly predictive of employer level work injury rates. Recommendations by UBC include



COR[®] continues to be our flagship offering. Helping to keep BC's construction industry safer.

using the research findings to fine tune audit improvements, such as simplifying or shortening those elements of the audit that are not predictive of lower work injury rates.

In early 2019, we also developed a pilot safety program involving our Regional Safety Advisors (RSAs) designed to make COR[®] more accessible to small employers. Under the program, our RSAs assisted employers to transform a template safety program into a custom-made safety program manual aligned to the COR[®] audit standard, bringing the employer one step closer to COR[®]. Our RSAs then monitored the company for six

months as they implemented the safety systems documented in their new company safety program manual.

We also participated in two BC Hydro (BCH) contractor engagement sessions in September to support its requirement that all contractors engaging in medium- and high-risk work be certified in COR® or an acceptable alternative. The sessions were open to all suppliers, including current BCH contractors, but focused on two contractor categories: hydrovac and hand digging; and earth moving. A total of 56 contractors participated in the two sessions via conference calls, helping them understand how COR® could pre-qualify them for BCH bids.

Their Words...

“The COR® audit is a critical tool for our members. That’s why we continue to support evidence-based research that validates those aspects of COR® that are predictive of lower injury rates and gives us further guidance on how and where we can improve it.”

Vernita Hsu

*Director, COR® & Injury Management
BCCSA*

BY THE NUMBERS

COR® Statistics

1,108 OHS COR® Certified Employers
(799 Large/309 Small)

369 IM COR® Certified Employers
(306 Large/63 Small)

109 New OHS COR® Certifications

236 COR® Applications



BCCSA's Lui Garcea, receiving the Construction Leadership Award. Also pictured Tammy Oliver, Senior Director, at presentation ceremony.

Silica Control Tool™: improved, protected and going international

In 2019, our Silica Control Tool™ remained the only tool of its kind in the world. As we worked with industry and stakeholders to improve the range and usability of the tool, our trademark application was approved.

Free to use for our members, the Silica Control Tool™ was developed first to meet the needs of the BC construction industry. Provincial regulations require any contractor working on a project where there's a probability of silica exposure to develop a silica exposure control plan.

Using the Silica Control Tool™ a contractor who is cutting, coring or breaking concrete, for example, simply describes the parameters of the job and any controls used. The tool accesses a database of sampling data curated by a research team from the UBC School of Population and Public Health at the Faculty of Medicine. The tool then indicates whether the job would create a silica dust exposure level that would exceed regulatory limits and recommends controls that can mitigate potentially hazardous exposures. A record of the exposure

control plan to meet WorkSafeBC regulation.

This year, we further developed the tool with an improved user interface, updated language surrounding engineering controls, and moved the tool to new and secure Amazon AWS servers. We also worked with occupational hygienists across the industry to expand the tool database with 120 new samples. We received approximately 600 additional samples for analysis as part of an exciting new partnership with industry in Alberta — many of these will be added to the tool database in 2020.

As this made-in-BC tool gains traction beyond our borders, we met with several partners from provinces such as Alberta, Saskatchewan, Manitoba and Ontario to discuss ongoing support, new sample collection and future adoption. With the Silica Control Tool's growing use, we also hired a dedicated program manager and coordinator to help provide the necessary support for future expansion, while maintaining our focus on serving BC's construction industry.

✓ Points of Interest

- In 2019, 120 new silica samples were added to the Silica Control Tool™ and approximately 600 samples were provided for analysis and potential addition.
- Exposure control plans completed in 2019: 1789.

Their Words...

“ **Development of the Silica Control Tool™ is one of this year's significant accomplishments for BCCSA. It was built from the ground up to meet the needs of our members, with the support of industry and WorkSafeBC.** ”

Tammy Oliver
Senior Director, BCCSA

Fire and Flood Restoration Program Technical Advisory Committee continues focus on education

WHEN THE British Columbia Association of Restoration Contractors amalgamated with the BCCSA in 2016, it did so with the confidence that its technical advisory committee, a safety training pioneer in North America, would not only continue its work, but amplify it with new resources at its disposal. In 2019, the Fire and Flood Restoration Program (FFRP) Technical Advisory Committee continued its focus on contractor education with a series of four contractor education sessions held in Vancouver, Kelowna, Victoria and Prince George.

Hosted in partnership with WorkSafeBC to bring BC's insurance and restoration industries together, these sessions focused on the responsibilities of all parties, including property owners, for worker health and safety on restoration sites.

Educational themes included:

- Planning and coordinating multi-employer workplaces, including assigning the prime contractor in writing.
- Site safety assessment.
- Hazardous materials surveys and exposure control plans.



Attendees at the WorkSafeBC & BCCSA Seminar for restoration contractors.

While these themes may be familiar to other contractors, they resonate in unique ways with fire and flood restoration contractors who arrive on worksites shortly after first responders and must

assess and resolve complex situations related to health and safety, engineering challenges and legal issues.

Echoing the Alliance's broader goals, the Committee continues to focus on new ways to educate smaller employers in the field.

Their Words...

“The FFRP continues to build on its solid foundation as the go-to source for health and safety information in a very specialized construction field.”

Mike McKenna
Executive Director
BCCSA

✓ Point of Interest

- Attendance at FFRP educational events in 2019: more than 130.

Reaching out to ALL employers... and being heard

WE NOT ONLY SERVE more than 51,000 member employers and the approximately 210,000 workers they employ — we actively reach out to them to share health and safety information and tools, access to our services, important news, course offerings and best practices, and invitations to our events.

Among our outreach efforts this year were a series of events promoting mental health, featuring such speakers as: CFL great Shea Emery; Donna Grant of Scott Construction Group, a pioneer in establishing mental health committees; and Mike Haley, also of Scott Construction, who shared his own struggles with, and management of, depression. The event reached well-attended houses in Prince George, Vancouver, Kelowna and Victoria.

The Alliance continues to hold Board of Directors meetings at locations around the province, and invites local contractors to put faces to the names of Board members. This year, the Board met at the Northern Lights Estate Winery in Prince George and hosted 70 attendees.

On September 12 we held a press conference for the launch of our

new Certified Concrete Pump Operator proficiency certification, complete with concrete pumper on display at Trev Deeley Motorcycles in Vancouver.

On October 24th and 25th we hosted 230 participants at the 14th annual BC Construction Health and Safety Conference in Vancouver. For the first time we created two separate spaces, one for exhibitors and another for delegates. Continuing on the theme of mental health, speakers included former NHL goalie Clint Malarchuk and CBC radio and television personality Tod Maffin.

We continue to develop our website and social media presence, and also spread the word through our radio promotions. These feature popular radio personality Bob “the Moj” Marjanovich who voices public service announcements, conference promotions and news about services, including our Regional Safety Advisors.

Periodically we look at how well we’re doing and did so again with the 2019 BC Market Penetration Survey Report conducted by WorkSafeBC & Sentis Research — the first such survey since 2016.

Among the results: employer awareness of BCCSA has grown

from less than half (46% in 2016) to nearly six in ten (58% in 2019). The results of the survey were encouraging but also showed us where our members are asking for more. They want us to provide more opportunities for education and training. They also want to hear from us more often with updates on regulations, safety practices and tips, and injury alerts.

To better serve our members, we aim to oblige.

Their Words...

“It’s essential to communicate what we do to our members. However, it’s particularly challenging to reach smaller employers who represent 95 per cent of our members. Our commitment is not only to continue to reach those members who we know we’re already reaching, but also those members who aren’t yet writing back.”

Lui Garcea

Director, Marketing, Partnerships & Provincial TCP Program, BCCSA

Financials

BCCSA IS FUNDED by its members. It's a simple but profound statement that informs everything we do. Each project and program we implement, and each dollar we spend on behalf of our members is invested with respect for the contributions of our members who work hard each day in our industry.

Our independent auditor's report and financial statements are more than just numbers. They represent our commitment to promote worker safety by investing the contributions we've been entrusted with in a responsible and transparent manner.



Independent Auditor's Report

To the Members of B.C. Construction Safety Alliance

Opinion

WE HAVE AUDITED the financial statements of B.C. Construction Safety Alliance ("the Alliance"), which comprise the statement of financial position as at December 31, 2019, and the statements of operations, statement of changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Alliance as at December 31, 2019, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for notforprofit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Alliance in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in their Annual Report.

Our opinion on the financial statements does not cover the

other information and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

The Annual Report is expected to be made available to us after the date of auditor's report. If, based on the work we will perform on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Alliance's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Alliance or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Alliance's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Alliance's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Alliance's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Alliance to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that in our opinion, the accounting principles used in these financial statements have been applied on a basis consistent with that of the preceding year.

ENNS & COMPANY

Chartered Professional Accountants

March 5, 2020

Burnaby, B.C.

Statement Of Operations

For The Year Ended December 31, 2019

	2019 \$	2018 \$
Program revenue		
Certificate of Recognition (Schedule 2)	2,155,223	1,860,551
Health and Safety Association (Schedule 3)	3,763,153	3,068,275
Traffic Control Program (Schedule 4)	990,195	932,109
High Angle Rope Rescue Program (Schedule 5)	599,982	599,982
Fire and Flood Restoration Program (Schedule 6)	131,600	131,360
Gross revenues before deferrals	7,640,153	6,592,277
Transfer to deferred contributions	(1,500,502)	(1,307,004)
Transfer to contributions receivable	199,065	51,125
	6,338,716	5,336,398
Program expenditures		
Certificate of Recognition (Schedule 2)	1,741,269	1,521,848
Health and Safety Association (Schedule 3)	3,166,437	2,413,500
Traffic Control Program (Schedule 4)	562,400	664,760
High Angle Rope Rescue Program (Schedule 5)	799,047	651,106
Fire and Flood Restoration Program (Schedule 6)	69,563	85,184
	6,338,716	5,336,398
Excess of revenues over expenditures before other items	-	-
Other income and expenditures		
Interest	143,054	97,623
WorkSafeBC (Note 4)	732,867	439,568
Research, Development and Opportunity Fund (Schedule 7)	(220,870)	(296,874)
Excess of revenue over expenditures	655,051	240,317

The accompanying notes are an integral part of these statements

Statement Of Change In Net Assets

For The Year Ended December 31, 2019

	2019	2018
	\$	\$
GENERAL FUND		
Balance, beginning	1,706,461	1,221,424
Transferred to the research, development and opportunity fund	(1,050,000)	(52,154)
Excess of receipts over expenditures	655,051	240,317
Transfer from the research, development and opportunity fund	220,870	296,874
Balance, ending	1,532,382	1,706,461
RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND		
Balance, beginning	169,943	414,663
Transferred from the general fund	1,050,000	52,154
Transferred to the general fund	(220,870)	(296,874)
Balance, ending	999,073	169,943
Total funds	2,531,455	1,876,404

The accompanying notes are an integral part of these statements



Statement Of Financial Position

For The Year Ended December 31, 2019

	2019	2018
	\$	\$
Assets		
CURRENT	\$	\$
Cash	92,375	81,574
Short-term investments	5,119,711	4,314,240
Receivables	36,690	67,803
Prepaid expenses	36,901	45,543
	5,285,677	4,509,160
Contributions receivable (Note 2)	250,190	51,125
Prepaid deposit	18,774	18,774
Property and equipment (Note 3)	34,006	103,726
\$	5,588,647	4,682,785
Liabilities		
CURRENT	\$	\$
Payables and accruals	261,940	297,818
Deferred contributions (Note 4)	1,500,502	1,307,004
Current portion of lease inducement	52,158	52,158
	1,814,600	1,656,980
DEFERRED LEASE INDUCEMENT	47,812	99,970
DEFERRED REVENUE RESERVES (Note 5)	1,194,780	1,049,431
	3,057,192	2,806,381
Net Assets		
GENERAL FUND	1,532,382	1,706,461
RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND	999,073	169,943
	2,531,455	1,876,404
	5,588,647	4,682,785

Commitments and Contingencies (Note 10)

APPROVED ON BEHALF OF THE BOARD:

 Director
  Director

The accompanying notes are an integral part of these statements

Statement Of Cash Flow

For The Year Ended December 31, 2019

	2019 \$	2018 \$
Operating Activities		
Working capital from operations		
Excess of revenue over expenditures	655,051	240,317
Adjustments for items not affecting cash		
Amortization of property and equipment	99,728	92,175
Amortization of deferred lease inducement	(52,158)	(52,158)
Net changes in non cash working capital:		
Receivables	31,113	(35,398)
Contributions receivable	(199,065)	(51,124)
Prepaid expenses	8,642	(18,270)
Accounts payable	(35,878)	(41,816)
Deferred contributions	193,498	485,626
Deferred revenue	145,349	76,095
	846,280	695,447
Investing Activities		
Deferred building costs	-	-
Purchase of property and equipment	(30,008)	(15,885)
Proceeds on sale of short term investments	4,314,240	3,605,505
Purchase of short term investments	(5,119,711)	(4,314,240)
	(835,479)	(724,620)
NET INCREASE IN CASH	10,801	(29,173)
NET CASH, BEGINNING OF YEAR	81,574	110,747
NET CASH, END OF YEAR	92,375	81,574

The accompanying notes are an integral part of these statements

Notes

For The Year Ended December 31, 2019

On June 23, 2010, B.C. Road and Construction Safety Network (“CSN”) and Construction Safety Association of B.C. (“CSABC”) amalgamated to form the B.C. Construction Safety Alliance (the “Alliance”). The Alliance is a tax exempt not for profit organization registered under the British Columbia Societies Act.

The purpose of the Alliance is to create a forum for and provide resources to employers, allowing them to collaborate with The Workers Compensation Board of British Columbia (“WorkSafeBC”) to improve safety programs, reduce injury frequency and shorten WorkSafeBC claim duration.

Note 1 Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for not for profit organizations and include the following significant accounting policies:

Short term investments

Short term investments are made up of term deposits with a term of one year or less.

Property and Equipment

Property and equipment are carried at cost less accumulated amortization. Amortization is calculated annually as follows:

Leasehold improvements	- 5 years straight line
Furniture and office equipment	- 5 years straight line
Computer equipment	- 3 years straight line
Software	- 2 years straight line

FUND ACCOUNTING

The Alliance maintains two funds which are segregated for purposes of carrying on specific activities. The General Fund accounts for the Alliance’s collaborative WorkSafeBC program deliveries and administrative activities. This fund reports all revenue, including contributions restricted by WorkSafeBC. The Research, Development and Opportunity Fund is an internally restricted fund created by transfers of interest earned and surplus revenues to allow the Alliance to be responsive to emerging safety issues within the construction industry.

REVENUE RECOGNITION

The Alliance follows the deferral method of accounting for contributions. Restricted contributions are restricted to fund the following programs: Certificate of Recognition Program (“COR”), Health and Safety Association (“HSA”), Traffic Control Program (“TCP”), High Angle Rope Rescue Program (“THARRP”) and Fire and Flood Restoration Program (“FFRP”). They are recognized as revenue in the year in which the related expenditures for that program are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Course revenue and other revenue are recorded once the services have been performed. Interest income is recognized on a time proportion basis.

The accompanying notes are an integral part of these statements

Notes*For The Year Ended December 31, 2019***Note 1 Significant Accounting Policies (continued)****REVENUE RECOGNITION (continued)**

Deferred contributions includes net surpluses / (deficits) from current year programs. Any surplus funds are either deducted from the following year's funding, repaid to WorkSafeBC, transferred to deferred revenue reserves approved by WorkSafeBC, provided the reserve fund does not exceed the maximum amount allowed, or recognized as other income from WorkSafeBC.

Deferred revenue reserves includes contributions received for certain programs held in reserve for unanticipated expenses in future periods. These amounts are transfers from deferred contributions approved by WorkSafeBC.

CONTRIBUTED SERVICES AND MATERIALS

A number of volunteers contribute a significant amount of their time and services to the Alliance each year. Because of the difficulty in determining fair value, these contributed services are not recognized in the financial statements. The Alliance records the fair value of contributed materials at the time of receipt, where such fair value is determinable, and the materials would otherwise have been purchased. During the year, the Alliance did not receive any such contributed materials.

ALLOCATION OF EXPENDITURES

The Alliance operates the following programs: COR, HSA, TCP, THARRP, and FFRP. The costs of each program include the costs of personnel and premises and other expenditures that are directly related to providing the program. The Alliance also incurs a number of general support expenditures that are common to the administration of the organization and each of its programs.

The Alliance allocates its general support expenditures in proportion to the budget approved by the primary funder, WorkSafeBC.

FINANCIAL INSTRUMENTS***Measurement of financial instruments***

The Alliance measures its financial assets and financial liabilities at fair value at the acquisition date, except for financial assets and financial liabilities acquired in related party transactions. Transaction costs related to the acquisition of financial instruments subsequently measured at fair value are recognized in excess of revenue over expenditures when incurred. The carrying amounts of financial instruments not subsequently measured at fair value are adjusted by the amount of transaction costs directly attributable to the acquisition of the instrument.

The Alliance subsequently measures all of its financial assets and financial liabilities at amortized cost.

Impairment

Financial assets measured at amortized cost are assessed for indications of impairment at the end of each reporting period. If impairment is identified, the amount of the write down is recognized as an impairment loss in excess of revenue over expenditures. Previously recognized impairment losses are reversed when the extent of the impairment decreases, provided that the adjusted carrying amount is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in excess of revenue over expenditures.

Notes

For The Year Ended December 31, 2019

Note 1 Significant Accounting Policies (continued)

USE OF ESTIMATES

The preparation of financial statements in conformity with Canadian accounting standards for not for profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

Note 2 Contributions Receivable

For the year ended December 31, 2019, the THARRP program had a deficit of \$199,065. This funding deficit will be added to the 2020 WorkSafeBC funding request. Although WorkSafeBC cannot guarantee the full amount will be recovered until they conduct their review, the amount is expected to be recovered in full during the December 31, 2020 year end and as a result the amount has been set up as a long term asset.

Note 3 Property and Equipment

	Accumulated Cost	2019 Amortization	2018 Net	Net
Leasehold improvements	363,049	356,467	6,582	53,881
Furniture and office equipment	223,347	207,236	16,111	35,771
Computer equipment	127,952	123,595	4,357	14,074
Software	24,434	17,478	6,956	-
	738,782	704,776	34,006	103,726

Note 4 Deferred Contributions

	Beginning Balance	Repayments	Ending Transfers	Additions	Balance
Certificate of Recognition	338,703	(297,714)	(40,989)	413,954	413,954
Health and Safety Association	654,776	-	(654,776)	596,716	596,716
Traffic Control Program	267,349	(84,134)	(183,215)	427,795	427,795
Fire and Flood Restoration Program	46,176	(46,939)	763	62,037	62,037
	1,307,004	(428,787)	(878,217)	1,500,502	1,500,502

Included in the current year transfers is \$732,867 (2018: \$439,568) relating to prior year's revenues that were originally deferred. This amount is recognized as other income as WorkSafeBC is now permitting the Alliance to retain it.

Notes

For The Year Ended December 31, 2019

Note 5 Deferred Revenue Reserves

	Beginning Balance	Current year additions	Ending Net
Certificate of Recognition	464,433	72,500	536,933
Health and Safety Association	439,838	18,799	458,637
Traffic Control Program	145,160	54,050	199,210
	1,049,431	145,349	1,194,780

Note 6 Allocation of Expenditures

	COR	HSA	2019 TCP	2018 THARRP	FFRP	Total	Total
	45%	45%	8%	1%	1%		
Salaries	\$ 278,594	\$ 278,594	\$ 49,528	\$ 6,191	\$ 6,191	\$ 619,098	\$ 575,769
Benefits	42,987	42,987	7,642	955	955	95,526	85,653
Consultants and contractors	15,129	15,129	2,690	336	336	33,620	4,715
Advertising	4,941	4,941	878	110	110	10,980	1,659
Board expenditures	19,800	19,800	3,520	440	440	44,000	38,141
Building and services	1,618	1,618	288	36	36	3,596	6,803
Communications	13,831	13,831	2,459	307	307	30,735	33,175
Conferences and meetings	6,674	6,674	1,186	148	148	14,830	9,823
Furniture and equipment	8,831	8,831	1,570	196	196	19,624	16,571
Office supplies	9,570	9,570	1,701	213	213	21,267	23,104
Professional fees	14,038	14,038	2,496	312	312	31,196	19,886
Property taxes and insurance	13,170	13,170	2,341	293	293	29,267	29,128
Publication	732	732	130	16	16	1,626	13,532
Miscellaneous	11,427	11,427	2,031	254	254	25,393	21,874
Rent	80,705	80,705	14,348	1,793	1,793	179,344	197,336
Technology	52,097	52,097	9,262	1,158	1,158	115,772	87,398
Training	754	754	134	17	17	1,676	90
Travel	28,311	28,311	5,033	629	629	62,913	62,165
Amortization	44,878	44,878	7,978	997	997	99,728	92,175
	\$ 648,087	\$ 648,087	\$ 115,215	\$ 14,401	\$ 14,401	\$ 1,440,191	\$ 1,318,997

Notes

For The Year Ended December 31, 2019

Note 7 Financial Instruments

Items that meet the definition of a financial instrument include cash, short term investments, receivables, contributions receivable and payables and accruals.

It is management's opinion that the Alliance is not exposed to significant liquidity risk, currency and interest rate risk or other price risk arising from these financial statements. The following is a summary of the significant financial instrument risk:

CREDIT RISK

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Alliance is exposed to credit risk in connection with its receivables and contributions receivable. The Alliance provides credit to its clients in the normal course of its operations.

Note 8 Director, Contractor and Employee Remuneration

The Alliance does not pay any remuneration to any board directors. The Alliance has 10 employees and/or contractors earning \$75,000 or more. The total remuneration is \$1,098,598.

Note 9 Economic Dependence

The Alliance's funding is provided by WorkSafeBC. The Alliance is economically dependent upon this funding to continue its operations.

Note 10 Commitments

Obligations under various rental leases, including base rent and operating costs, are:

2020	\$ 189,804
2021	181,292

Note 11 Subsequent Events

As at or subsequent to year end, the Alliance entered into various agreements with WorkSafeBC to continue the COR, HSA, TCP, THARRP and FRRP programs for a period of one year from January 1, 2020 to December 31, 2020.

Schedule 1

Summary Schedule Of Revenue And Expenditures

For The Year Ended December 31, 2019

	2019 \$	2018 \$
REVENUE		
WorkSafeBC contributions	6,764,743	5,708,644
Courses	471,705	494,485
Manuals	100	260
Replacement cards	7,400	6,526
Event revenue	77,727	77,845
Other revenue	318,478	304,518
Gross revenues before deferrals	7,640,153	6,592,278
Transfer to deferred contributions	(1,500,502)	(1,307,004)
Transfer to contributions receivable	199,065	51,124
	6,338,716	5,336,398
EXPENDITURES		
Salaries	1,660,964	1,525,938
Benefits	281,467	254,477
Consultants and contractors	1,429,497	1,048,538
Advertising	252,331	249,194
Board expenditures	44,001	38,141
Building and services	3,596	6,803
Communications	65,192	59,194
Conferences and meetings	157,035	41,187
Furniture and equipment	29,463	18,384
Office supplies	25,497	27,442
Professional fees	46,637	35,911
Property taxes and insurance	29,267	29,128
Miscellaneous	696,409	731,953
Publications	387,552	377,341
Rent	179,344	197,336
Technology	470,643	241,997
Training	6,759	9,462
Travel	473,334	351,797
Amortization	99,728	92,175
	6,338,716	5,336,398
Excess of revenue over expenditures	-	-

Schedule 2

Certificate Of Recognition Program (COR®)

For The Year Ended December 31, 2019

	2019 \$	2018 \$
REVENUE		
WorkSafeBC contributions	2,147,731	1,857,731
Other revenue	7,492	2,820
Gross revenues before deferrals	2,155,223	1,860,551
Transfer to deferred contributions	(413,954)	(338,703)
	1,741,269	1,521,848
EXPENDITURES		
Salaries	678,848	713,967
Benefits	119,800	121,306
Consultants and contractors	372,284	212,570
Advertising	103,364	88,196
Board expenditures	19,800	17,163
Building and services	1,618	3,061
Communications	21,528	20,538
Conferences and meetings	12,254	10,661
Furniture and equipment	12,049	8,046
Office supplies	10,764	10,992
Professional fees	14,796	15,266
Property taxes and insurance	13,170	13,108
Miscellaneous	11,427	9,843
Publications	24,279	32,398
Rent	80,705	88,801
Technology	66,337	48,177
Training	1,908	4,259
Travel	131,460	62,017
Amortization	44,878	41,479
	1,741,269	1,521,848
Excess of revenue over expenditures	-	-

Schedule 3

Health And Safety Association (HSA)

For The Year Ended December 31, 2019

	2019 \$	2018 \$
REVENUE		
WorkSafeBC contributions	3,088,590	2,397,968
Courses	466,305	477,485
Manuals	100	260
Other revenue	208,158	192,562
Gross revenues before deferrals	3,763,153	3,068,275
Transfer to deferred contributions	(596,716)	(654,775)
	3,166,437	2,413,500
EXPENDITURES		
Salaries	747,308	612,710
Benefits	122,081	101,742
Consultants and contractors	903,864	595,713
Advertising	118,322	138,119
Board expenditures	19,800	17,163
Building and services	1,618	3,061
Communications	31,538	27,257
Conferences and meetings	135,629	68,379
Furniture and equipment	13,770	7,513
Office supplies	10,949	12,198
Professional fees	25,401	17,803
Property taxes and insurance	13,170	13,108
Miscellaneous	147,607	160,143
Publications	152,106	112,712
Rent	80,705	88,801
Technology	309,404	164,561
Training	4,253	4,682
Travel	284,034	226,356
Amortization	44,878	41,479
	3,166,437	2,413,500
Excess of revenue over expenditures	–	–

Schedule 4

Traffic Control Program (TCP)

For The Year Ended December 31, 2019

	2019 \$	2018 \$
REVENUE		
WorkSafeBC contributions	796,840	796,840
Courses	5,400	17,000
Replacement cards	7,400	6,526
Other revenue	180,555	111,743
Gross revenues before deferrals	990,195	932,109
Transfer to deferred contributions	(427,795)	(267,349)
	562,400	664,760
EXPENDITURES		
Salaries	188,608	167,217
Benefits	32,566	26,420
Consultants and contractors	18,835	101,878
Advertising	26,125	19,283
Board expenditures	3,520	3,051
Building and services	288	544
Communications	11,017	10,495
Conferences and meetings	3,719	29,555
Furniture and equipment	2,660	2,495
Office supplies	3,310	3,320
Professional fees	5,816	2,444
Property taxes and insurance	2,341	2,330
Miscellaneous	2,368	1,750
Publications	197,923	193,844
Rent	14,348	15,787
Technology	20,367	37,100
Training	364	258
Travel	20,247	39,614
Amortization	7,978	7,375
	562,400	664,760
Excess of revenue over expenditures	-	-

Schedule 5

Technical High Angle Rope Rescue Program (THARRP)

For The Year Ended December 31, 2019

	2019 \$	2018 \$
REVENUE		
WorkSafeBC contributions	599,982	599,982
Transfer to contributions receivable	199,065	51,124
	799,047	651,106
EXPENDITURES		
Salaries	20,557	5,758
Benefits	3,055	857
Consultants and contractors	130,623	137,214
Advertising	2,241	1,831
Board expenditures	440	381
Building and services	36	68
Communications	501	366
Conferences and meetings	983	589
Furniture and equipment	572	166
Office supplies	256	701
Professional fees	312	199
Property taxes and insurance	293	291
Miscellaneous	534,752	468,273
Publications	459	1,619
Rent	1,793	1,973
Technology	73,378	11,465
Training	17	1
Travel	27,782	18,432
Amortization	997	922
	799,047	651,106
Excess of revenue over expenditures	-	-

Schedule 6

Fire And Flood Restoration Program (FFRP)

For The Year Ended December 31, 2019

	2019 \$	2018 \$
REVENUE		
WorkSafeBC contributions	131,600	56,123
Other revenue	75,237	
	131,600	131,360
Transfer to deferred contributions	(62,037)	(46,176)
	69,563	85,184
EXPENDITURES		
Salaries	25,643	26,287
Benefits	3,964	4,152
Consultants and contractors	3,891	1,162
Advertising	2,278	1,766
Board expenditures	440	381
Building and services	36	68
Communications	608	539
Conferences and meetings	4,451	3,527
Furniture and equipment	411	166
Office supplies	223	231
Professional fees	312	199
Property taxes and insurance	293	291
Miscellaneous	254	219
Publications	12,784	36,768
Rent	1,793	1,973
Technology	1,158	895
Training	217	264
Travel	9,810	5,374
Amortization	997	922
	69,563	85,184
Excess of revenue over expenditures	–	–

Schedule 7

Research, Development And Opportunity Fund

For The Year Ended December 31, 2019

	2019 \$	2018 \$
EXPENDITURES		
Consultants and contractors	209,693	279,054
Communications	-	22
Conferences and meetings	315	843
Professional fees	1,338	-
Publications	-	405
Travel	9,524	16,550
	220,870	296,874
Excess of revenue over expenditures	(220,870)	(296,874)



Picture Perfect 2019





MAKING SAFETY SIMPLER

400, 625 Agnes Street
New Westminster BC V3M 5Y4
Tel: 604.636.3675
Fax: 604.636.3676
Toll free: 1.877.860.3675

2019