



*MAKING SAFETY SIMPLER*

**ANNUAL REPORT**

**2018**

## Who we are

The BC Construction Safety Alliance is a not-for-profit association that provides services to over 40,000 construction companies employing approximately 200,000 workers. We are funded by industry through WorkSafeBC annual assessments and are governed by a Board of Directors whose members represent all sectors of the industry: residential, road building, aggregate, ready-mixed, industrial, commercial, institutional, and heavy construction.



*BCCSA's Regional Safety Advisor (RSA) team.*

## What we do

Worker safety is our number one priority. To that end, we offer a range of member services and supports for construction (Sector 72) and select aggregate and ready-mixed employers that (a) focus on injury prevention and creating or enhancing a culture of safety on construction sites; and (b) meet a diversity of needs among owners, managers, supervisors, and workers. These services include:

- COR™: Certificate of Recognition;
- Safety training, education, and consultation; and
- Traffic control training and education.

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 will benefit individual contractors and the industry overall. In addition, we act as the construction industry's apolitical spokesperson on construction H&S issues.

## Our Mission and Values

With an overarching goal of Making Safety Simpler, our mission is to engage BC construction employers and help them build and promote a positive workplace safety culture. We have the following core values:

- 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.



*Local contractors, BCCSA management team and Board members mingle at Eat & Greet Victoria - June 2018*

# The Message is in the Stories



**A S YOU WILL SEE** in this annual report, we have done something different in describing our primary accomplishments in 2018, by featuring a series of short stories to illustrate how we helped make safety simpler for individual contractors and the industry overall. The goal was to provide a “services in action” perspective, in order to bring home the benefits of what we do.

As illustrated in the story, “Moms and Pops,” contractors face many challenges just to keep their companies running, including complying with safety regulations. That’s why we have always focused on helping members meet their safety responsibilities by providing services that are straightforward, accessible, and as easy to use as possible.

As you will read in the story “You should need more than a driver’s license,” this same philosophy applies to our engagement with industry partners on projects like concrete pump operator standards. When the new program is offered next year, it will mark the beginning of a new era in safety, in the form of standardized, competency-based training that will enhance protection of everyone on a construction site.

When contractors and the industry get safety services and support they need, delivered in efficient and effective ways, it Makes Safety Simpler.

In closing, I would like to acknowledge everyone who helped make my tenure as Chair of the BCCSA Board of Directors such a rewarding one. They include my colleagues on the Board, who share a commitment to ensuring the Alliance is financially and organizationally stable so that we can play a leadership role in construction safety; Executive Director Mike McKenna, who continues to do an excellent job of moving the Alliance forward; and BCCSA’s staff, who continue to play an important role in promoting industry safety and ensuring the well-being of the Alliance. I also want to thank our safety partners, who contributed in so many ways to our success in 2018.

A handwritten signature in black ink, appearing to read 'Richard Verbeek', written in a cursive style.

Richard Verbeek

# Walking the Walk...



**I**N THE SPRING OF 2012, the Kelowna Ramada Inn was the site of our first-ever regional contractor breakfast. We were hoping for a turnout of at least 25; we were thrilled when 50 contractors, employees, and industry members filled the meeting room.

In the spring of 2018, the COR™ breakfast seminar in Prince George broke attendance records for one of our events in the North, while the occupational disease symposium – the first ever in Vancouver – sold out within a few days of it being announced.

Six years ago, we were just starting down the road to becoming the voice for safety in BC's construction industry. Today, people know that if they come to an event we sponsor or co-sponsor, sign up for one of our courses, or collaborate with us on a safety initiative, it's going to be worth their while. In construction circles, we are recognized, both provincially and nationally, as a safety leader.

This annual report describes how we maintained that reputation in 2018 by once again providing broad-based safety services and supports that met identified needs and, equally important, helped make safety simpler. It is one thing to develop a service or initiative; it's quite another to make sure

it actually addresses what people want and is accessible to all. This is where we excel, and the stories you will read in this report illustrate how our work engages, resonates with, and benefits our members, safety partners, and the industry-at-large.

Of course, none of our achievements would be possible without the help of many hard-working individuals who comprise the BCCSA: our Board of Directors, including Richard Verbeek (our first ever two-year chair), whose members take time out of very busy schedules to attend meetings and provide advice and leadership; our dedicated staff, who so ably manage the increasingly busy day-to-day of what we do; our safety partners, including WorkSafeBC, who provide invaluable assistance in terms of service delivery throughout the regions, and who share our commitment to helping contractors maintain safe and healthy worksites.

I now invite you to read on about how we Made Safety Simpler in 2018!



Mike McKenna

# Injury rates down, but still work to do



**T**HE CONSTRUCTION INDUSTRY continued to grow throughout 2018. I'm pleased to note that, despite this growth, the injury rate in construction fell to 3.9 - an all-time low. While this is encouraging, we need to be mindful that more than 7,000 construction workers suffered workplace injuries in 2017. And, up to October 2018, another 6,000 workers have been injured on construction worksites. This serves to remind us that there is still much more that we need to do to ensure the health and safety of workers in the construction sector.

Preventing asbestos exposures remains a very high priority for WorkSafeBC. In 2017, 70 workers, 32 of which worked in the construction sector, died as a result of exposure to asbestos. In fact, 60% of all worker deaths are the result of an occupational disease. Up to October 2018, another 19 construction sector workers have died as the result of an asbestos-related disease.

Despite the fact that asbestos has not been used in construction materials since 1990, the burgeoning renovation industry has put homeowners and workers at increased risk. WorkSafeBC's message has and will continue to be that homeowners and contractors

need to ensure that, when planning to renovate or demolish an older building, it needs to be tested for the presence of asbestos by an accredited professional and, if found, professionally abated and disposed of.

A major cause of injuries in construction workplaces continues to be falls. The risks associated with working at heights need to be top of mind every day on the worksite. A fall from height, even a relatively low height, often results in a very serious injury that can be life altering. Preventing falls from heights is an important part of WorkSafeBC's Construction High Risk Strategy. Every year, BCCSA works closely with WorkSafeBC to develop and execute on this strategy.

I want to take this opportunity to thank BCCSA, its Board of Directors, its Executive Director Mike McKenna, and all of BCCSA's talented staff for their commitment to worker health and safety and the effective ways they support workers and employers throughout the construction sector.

Dale Walker

**T**HE BOARD IS COMPRISED of representatives selected by their industry associations and who 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.

## Executive Team

### CHAIR

#### Richard Verbeek

PCL Constructors Westcoast Inc.

*BC CONSTRUCTION ASSOCIATION*

### VICE CHAIR

#### Kevin Mierau

Mierau Contractors Ltd.

*INDEPENDENT CONTRACTORS AND BUSINESSES ASSOCIATION*

### PAST CHAIR

#### David Beaupré

LaFarge Canada Inc.

*CONCRETE BC*

### SECRETARY

#### Jeff Hanley

HanCon Constructors Ltd.

*BC CONSTRUCTION ASSOCIATION*

### TREASURER

#### Wayne Fettback

Western Pacific Enterprises GP

*BC CONSTRUCTION ASSOCIATION*

## Directors

#### Cory Klein

RF Klein & Sons Ltd.

*BC CONSTRUCTION ASSOCIATION*

#### Lesla Lacey

Lacey Developments Ltd

*CANADIAN HOMEBUILDERS' ASSOCIATION OF BC*

#### 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*

#### Mike Sully

On-Side Restoration

*BC ASSOCIATION OF RESTORATION CONTRACTORS*

#### Skip Stothert

Green Roads Recycling

*BC ROADBUILDERS & HEAVY CONSTRUCTION ASSOCIATION*

#### Stan Weismiller

Winvan Paving Ltd.

*BC CONSTRUCTION ASSOCIATION*

#### Joe Wrobel

JPW Road & Bridge Services Inc.

*BC ROADBUILDERS & HEAVY CONSTRUCTION ASSOCIATION*

#### John van Dyk

Canadian Cutting & Coring Ltd.

*INDEPENDENT CONTRACTORS AND BUSINESSES ASSOCIATION*

## Ex-Officio

#### Chris Back

Director, Industry & Labour Services  
Worker & Employer Services Division

*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
- NAOSH Committee
- Prime Contractors Technical Advisory Committee

# Making Safety Simpler

**I**n 2017, a Board of Directors met in Kelowna to develop a 3-year strategic plan for their organization. After the meeting, they attended an event organized for local members to provide input about how well the Board was representing their safety interests. One contractor commented about how easy it was to use the on-line Silica Control Tool™ (for managing silica dust exposures) and how well it worked. "You took something very complex and made it achievable by taking the mystery out of it," he said. That turned out to be the main theme of the meeting: What the members said they needed were more tools and resources at all levels that would Make Safety Simpler. This is the story of how the BC Construction Safety Alliance met that mandate in 2018.



# The Marijuana “Crisis” of 2018

**T**HE CLOSER WE GOT to the legalization of recreational marijuana in Canada, the more queries BCCSA staff received from contractors who were worried about the potential impact of the new law on their construction sites. Would more employees decide to get high at work? Did employers have to let them? How would jobsite safety be affected? “That issue prompted more phone calls than anything else I can remember,” says Tammy Oliver, Senior Director, who has been with the Alliance for 18 years. “Many contractors were uncertain about what to expect and what, if any changes, they needed to make.”

To help alleviate the fears, we decided that all of the 2018 regional contractor breakfast seminars would feature Dave Earle, President of



Newly COR™ Certified companies receiving their awards at Prince George Contractor Breakfast - May 2018

the BC Trucking Association and a recognized expert on substance issues in the construction industry. In his often funny, sometimes irreverent, but always spot-on way, Earle calmed contractors’ nerves with a straightforward message: “Those who use will continue to use and those who don’t, won’t start just because it’s legal. Don’t spend time worrying about something that really isn’t a change.” Instead, said Earle, see legalization as an opportunity to address impairment in the industry in general, regardless of cause or substance. The almost 350 folks who attended the sessions left feeling much more reassured.

A little information can go a long way. Getting it to our members at the right time, and in the right places, helped Make Safety Simpler.



BCCSA’s COR™ department team, at your service (L-R, Zoeb, Nindy, Binny, Sophie, Deep, Vernita and Ammar)

## A Good Fit

**R**egional breakfast seminars like the marijuana event in Prince George continued to be among our most popular member services, selling out practically overnight. In fact, this year’s session in Prince George drew the largest ever turnout for a BCCSA event in the North! The reason: We choose safety-related topics that are relevant, address trends and developments, and meet recognized needs.

In addition to the breakfast sessions, we offer a wide range of other services and resources that help make safety simpler for our members and the industry-at-large. These include the Safety Climate Tool™, a worker-focused questionnaire used by employers to develop H&S systems that reflect the voices of workers on the front lines of safety.

## In Their Own Words (SAFETY CULTURE TOOL SURVEY)

**“ We found the survey to be very straightforward and extremely helpful in measuring health and safety within our organization. Rather than relying on typical safety stats, which can sometimes be misleading or give a false sense of security, the questions were geared towards how our employees actually feel about health and safety. This information allowed us to get down to the foundation of what we were doing well and what we could improve on. ”**

**Justin Fuller**  
Safety Manager, ICE Development Ltd.  
Aldergrove, BC



# “Stop me again and I’ll Shoot you”

**I F YOU DRIVE A CAR** in British Columbia (and chances are you do, at least once in a while), you’ve probably been directed around a construction site by a traffic control person (TCP) trained by BCCSA qualified instructors. What those workers do might look easy, but that’s because they have the skills, knowledge – and nerve – to manage all kinds of roadway situations – including a driver who was so angry about being told to stop that he actually pulled a gun on a TCP! “That was the scariest thing I’ve ever heard,” said long-time traffic control instructor Brenda Knight. “But that worker had the presence of mind to get the license plate and descriptions of both the car and the driver, because she knew what to do in an emergency – she didn’t need to guess.”

Making sure TCPs are prepared for all kinds of traffic scenarios, including emergencies, is why we spent the past two years developing a new one-day re-qualification course and refining the two-day basic course. “What I really like,” says Knight, “is how the training has been chunked down into more digestible pieces that deal with what most TCPs actually need on the job, rather than complex scenarios like highway set-ups. And there is much more focus on safety as a shared responsibility, with plenty of interactive learning to help TCPs spot and speak up about safety hazards.”

When we give TCPs the training and practice they need to manage the “here and now” of roadways it Makes Safety Simpler – for them and everyone else.

## Traffic Control Program

**T**he BCCSA Traffic Control program has helped prepare close to 200,000 TCPs to manage all kinds of traffic scenarios. In 2018, another 6,384 completed the 2-day basic training course while another 1,336 were requalified.

With the new one-day requalification course scheduled to start in January 2019, a key focus during 2018 was planning, organizing, and delivering six 5-hour regional training sessions to prepare 40 traffic control instructors like Brenda Knight to deliver the course. It replaces the current exam-only requirement and is state-of-the-art in terms of both content and delivery.



### Traffic Control Program

**6,187** new TCPs were trained

**1,330** TCPs re-qualified

**7,517** TOTAL



BCCSA's Nindy Hilario helps demonstrate proper paddle technique during staff information session



TCP Instructor, Brenda Knight (second from left), instructing new group of TCPs during practical on-road session.

# Moms and Pops

**W**ITH SO MANY large construction projects underway in BC, it's easy to forget that while the "big guys" might be the most recognizable, it's the "mom and pop" companies that drive the industry. It is estimated that 95% of all construction firms have 10 workers or less and 92% have five or less. That means owners typically wear many hats – recruiter, bookkeeper, advertiser, business manager, estimator – and rely on family members to help with most aspects of the operation.

On top of everything else involved with keeping the business running, there is also the matter of complying with provincial safety regulations. This is where member services like our Regional Safety Advisor (RSA) program really shine: helping smaller companies especially meet their safety goals and responsibilities. And that's just what RSA Amandeep Beesla (who is our first multilingual RSA), did for owner Kulvir Gill of Artistic Drywall. "Amandeep was very helpful dealing with our safety concerns," said Gill. "She met with us and discussed what had to be done. She then came onto the site and conducted a safety toolbox talk in Punjabi about ladder safety and worker rights and responsibilities. It's a great benefit for our community to have someone who speaks our language and can communicate what is required by law. She helped us understand safety, and we would have had a lot of trouble if this service wasn't available."

When we make safety services accessible – and understandable – to everyone, we Make Safety Simpler.



Lower Mainland RSA, Travis Robertson, consulting with local contractor, on-site

## Regional Safety Advisors

**A**s in previous years, providing direct consultation services to contractors like Kulvir Gill was one of the most effective ways we helped make safety simpler for our members. Whether it's answering questions about a safety program, talking about provincial safety

regulations, or providing advice and support to achieve COR™, Regional Safety Advisors are just a phone call away and available to travel to even remote areas. (By the way, check out their video biographies available at the BCCSA website!)



COR™ recipients at Victoria Regional Contractor Breakfast with Vancouver Island RSA, Mary Jo Wilson (far right)



Full house taking in panel discussion at Construction Leadership Forum, Whistler BC - May 2018

# You should need more than a driver's license...

## CONCRETE PUMP ACCIDENTS

can be particularly disastrous because they can affect so many workers on a construction site. Even so, current training for operators in BC is minimal, voluntary, and doesn't include proficiency testing. That means the person maneuvering what might be a 50 meter boom isn't required to demonstrate they can run the equipment, let alone avoid potentially deadly situations like "hose whipping" – where trapped, highly pressurized air suddenly releases and causes the end of the hose to thrash around wildly.

"Technically," says Carolyn Campbell, Executive Director of Concrete BC, "all you need to operate a concrete pump is a commercial driver's license. We have always been concerned that the status quo isn't sufficient, and our search for a solution is what eventually led us to collaborate with the BCCSA on new skill standards for operators."

Now, after 4 years of planning, development, industry consultation, and testing, the collaboration is on the



Tower placing boom in use at Surrey Central project

home stretch, as BCCSA staff finalize work to obtain ISO accreditation – the gold standard for competency certification. When the new program rolls out next year, it will no doubt be a game changer for industry. "We will be the first jurisdiction in North America to



Delegates networking with exhibitors at the 2018 Bridging the Gap Construction Safety Conference - October 2018

offer a comprehensive pump operator written exam and practical assessment" says Tammy Oliver, Senior Director. "People are very excited about the future, and other provinces are already asking when our package will be available in their area."

Joining forces to provide a straightforward process for consistent and effective training that meets an identified need is another way we helped Make Safety Simpler.

## Supporting Industry

Whether it's partnering on initiatives like pump operator training or sponsoring safety conferences and symposiums, Making Safety Simpler includes reaching out to various industry sectors with information, resources, and supports that are designed to help create and maintain safe and healthy worksites. During 2018 these activities included:

- Co-sponsoring, with WorkSafeBC, the first-ever occupational disease symposium on avoiding/managing exposures to harmful substances. The symposium sold out within days of being announced.
- Sponsoring the Bridging the Gap (BTG) safety conference, which once again featured engaging, interactive sessions and great safety take-aways that have become the hallmarks of BTG.
- Facilitating regional information meetings with WorkSafeBC prevention staff to keep them abreast of our services and supports and pass on that information to contractors they meet in the field.
- Helping the Prime Contractors Technical Advisory Committee to complete the Small Contractor Health & Safety Toolkit and the Trade Contractor/ Subcontractor Management System.
- Assisting Fire and Flood Restoration Program staff to develop hazardous awareness training materials and Infographics.
- Adding more silica processes and controls to the database of the Silica Control Tool™ (SCT), and hiring a full-time SCT Coordinator.
- Continuing to administer funding for the Technical High Angle Rope Rescue Program, offered by select BC fire departments.

# If you can't come to us...

**N**O ONE CAN DISAGREE with the magnitude of Site C, an ambitious project that involves thousands of workers, operating some of the largest equipment around, to excavate, build access roads, and construct an accommodation camp – to name but a few of the site preparation activities that were underway in 2018. Like any construction project, Site C has its share of safety hazards. Given the many different trades at work and the logistics of the site, maintaining an effective and coordinated approach to workplace safety can be challenging. That's why the Peace River Hydro Partners (PRHP) decided to bring BCCSA's Leadership for Safety Excellence course to its supervisors rather than have them travel long distances to off-site facilities.

"Not only has it been a very convenient way to coordinate and deliver essential training but the course can also be tweaked in real time to address site-specific situations or align with our project management protocols," says Scott Emslie, Health and Safety Trainer for PRHP. Another bonus,



Peace River Hydro Partners' taking private Leadership for Safety Excellence training course

he says, is that supervisors have gained a new appreciation for safety in general and the level of their responsibility for maintaining site safety. "Many have been in the industry for years and thought they knew all there was to know. By the end of the course, I hear a lot of 'Wow that really opened my eyes' and 'I had no idea that was part of my job.' Capitalizing on BCCSA's private training option as part of our overall safety plan has made a positive difference."

When you offer companies options that make it as easy as possible to provide essential training, you Make Safety Simpler.

## Safety Training and Education

In addition to the private training option utilized by companies like the Peace River Hydro Partners, we continued to offer a popular assortment of classroom-based and on-line safety courses (many via partner agencies). During the year, we also hired an additional staff member whose responsibilities include assisting the delivery of private training and program oversight.

In other highlights, we took the National Construction Safety Officer (NCSO™) program to the next level by appointing a full-time coordinator, completing the curriculum, adding more exam-writing sessions in all major regions, and offering the National Health and Safety Administrator (NHSA™) designation for those who are active in H&S at an administrative level.

### Safety Training



203	Principles of Injury Management
1,269	Leadership for Safety Excellence (LSE™)
118	Train the Safety Trainer
683	COR™ Internal Auditor
604	Principles of Health & Safety Management (PHSM)
196	BC Legislation and Construction Safety Administration
189	WHMIS 2015 Train the Trainer
<b>3,262</b>	<b>TOTAL</b>

### CSTS-09, RSTS, ESTS

9,967	CSTS-09
170	RSTS
162	ESTS
<b>10,299</b>	<b>TOTAL</b>

**13,561 TOTAL OF ALL BCCSA TRAINING**

### In Their Own Words

*"A key benefit for us having an NCSO™ on staff is their ability to assist with safety considerations that come up in the field. If there are questions or concerns, or a difference of opinion about what protocol to follow in a particular situation, the NCSO™ can usually guide the crew to understand the regulations or overcome a challenge. This has definitely made things simpler and easier from a safety point of view."*

**Bob Nielsen**  
Director of Compliance and Safety,  
Mainroad Group – Surrey, BC



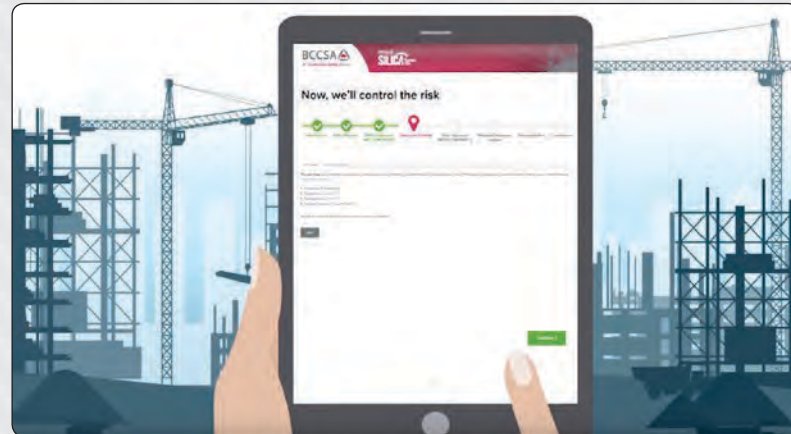
### NCSO™ / NHSA™ Cumulative Stats Since 2017 Launch

96	total # of NCSO™s
4	total # of NHSA™s
977	total # NCSO™ Applications
299	total # NHSA™ Applications



# Increasing our digital footprint

**THE NEXT TIME** you have a few minutes, have a look at BCCSA's Silica Control Tool™ video on the Alliance's YouTube channel. You will be treated to an engaging animated presentation that nicely illustrates (in a mere 90 seconds!) how to use the online tool to quickly, easily, and concisely manage silica dust exposures. If you have a little more time, watch the BCCSA general information video as well. Again, animation is used to provide a concise and visually appealing description of the many (mostly free) safety services and resources available to the Alliance's 40,000 members.



Both videos reflect the growing trend among organizations to incorporate communication strategies that fit today's fast-paced world, says Lui Garcea, BCCSA's Director of Marketing and Strategic Partnerships. And the same rationale was behind production of the video biographies for each of BCCSA's Regional Safety Advisors (available via the BCCSA website). "Seeing rather than reading is playing much more of a role when it comes to sparking awareness of and interest in a product or service," says Garcea. "We have a lot of information for our members and much of it is distributed as written materials. But people also need quick-hitting information delivered in a way that grabs and holds their attention."

The more ways we let members know who we are, what we do, and why we do it, the easier it is for them to get the safety assistance they need, when they need it. And that's another way we Make Safety Simpler.

## In Their Own Words (SILICA CONTROL TOOL™)

**"I love this tool. It's easy to use and has made calculating exposures a lot simpler for us. The workers on site who have used it have found the same thing, and the contractors we submit exposure control plans to also like how well it works."**

**Gerry Davie**  
Safety Administrator,  
Canron (Division of Supreme Steel)  
Delta, BC

## Communications and Marketing

Each year, we reach out to members in various ways to keep them informed and up-to-date on our services and resources. In addition to video development activities, our 2018 activities included:

- Using geo-targeting to identify where more information about our RSA service and safety courses was needed and developing associated promotional and information materials.
- Developing a new, more robust COR™ information package; injury management booklet; and new logos (each of which incorporates design elements of the NCSO™ logo) for each area of the Alliance.



- Adopting Meltwater – a media monitoring service that alerts us to safety articles and information relevant to supporting contractors.
- Freshening up our lobby with an all-in-one, modern design, to capture all that we do.

As in previous years, we also advertised or contributed editorial content to a variety of industry newspapers and magazines, such as the Journal of Commerce and WorkSafeBC Magazine; utilized radio ads; and published the Hard Hat News, a popular newsletter sent to over 5000 contractors.



BCCSA's Ammar Kavazovic, presenting to a group of BCIT students

# Mining the Data

**I**N 2018, Dr. Chris McLeod and his fellow researchers at the UBC Partnership for Work, Health and Safety began the most recent phase of a research initiative to analyze over 5,000 COR™ (Certificate of Recognition) audits completed since 2012. The goal is to identify empirical evidence in support of what we have always known anecdotally – COR™ does make a difference in terms of safety outcomes – and to use these findings to help pinpoint where changes might be needed to strengthen the program. The first two phases of the project revealed that, overall, COR™ contractors had lower injury rates than non-COR™ contractors, especially in the serious injury category.

For Phase 3, the team is looking at how well audit results match up with the 14 elements of the COR™ audit tool. “For example,” says McLeod, “Are there areas where higher scores are more associated with good outcomes? Are some audit questions less relevant than others when it comes to safety performance? We are able to use this rich data to see

exactly what is driving OH&S.”

Although still in the early stages, the findings have turned up some discrepancies in scoring across internal and external auditors. That prompted us to include additional training sessions aimed at making sure all auditors apply the audit standard consistently so that everyone is playing by the same rules.

When contractors know what they are expected to achieve, and auditors know what the goal posts are, it Makes Safety Simpler for both parties.



*Dr. Chris McLeod presenting data findings on the COR™ program at CFCSA meetings in Whitehorse – June 2018*

## In Their Own Words

**“ We decided to achieve COR™ because we wanted to develop an H&S system that our workers could go to for straightforward answers about managing different kinds of safety hazards. It’s definitely made it easier to determine the appropriate actions to take. Not only has everyone bought into the value of COR™ but we are also able to show prime and general contractors that we are serious about safety. With all the exciting work opportunities happening at our Port and Ridley Island, the big companies won’t even look at you if you don’t have a good safety program in place.”**

**Rowe Rudderham**

*President, Rupert Wood’N Steel Construction Ltd.  
Prince Rupert, BC*

# Financials



**A**S YOU CAN SEE, 2018 was, indeed, a year of Making Safety Simpler for our members and the industry overall. We invite you to visit our website for more details about the various programs and services we offer.

And now, please turn the page to read about how the year was from a financial perspective.

# 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, 2018, 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, 2018, and its financial performance and its cash flows for the year then ended in accordance with Accounting Standards for Not-for-profit 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 entity'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 entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the entity'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 entity'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 entity'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 entity 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.

## Report on Other Legal and Regulatory Requirements

As required by the Society 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.

## Other Matters

The financial statements of B.C. Construction Safety Alliance for the year ended December 31, 2017 were audited by another auditor who expressed an unmodified opinion on April 12, 2018.

## ENNS & COMPANY

*Chartered Professional Accountants*  
April 11, 2019  
Burnaby, B.C.



## Statement Of Operations

For The Year Ended December 31, 2018

	2018 \$	2017 \$
<b>Program revenue</b>		
Certificate of Recognition (Schedule 2)	<b>1,860,551</b>	1,811,399
Health and Safety Association (Schedule 3)	<b>3,068,275</b>	2,357,436
Traffic Control Program (Schedule 4)	<b>932,108</b>	698,790
Technical High Angle Rope Rescue Program (Schedule 5)	<b>599,983</b>	599,982
Fire and Flood Restoration Program (Schedule 6)	<b>131,360</b>	106,360
Gross revenues before deferrals	<b>6,592,277</b>	5,573,967
Transfer to deferred contributions	<b>(1,307,004)</b>	(746,141)
Transfer to contributions receivable	<b>51,124</b>	–
	<b>5,336,397</b>	4,827,826
<b>Program expenditures</b>		
Certificate of Recognition (Schedule 2)	<b>1,521,848</b>	1,699,481
Health and Safety Association (Schedule 3)	<b>2,413,500</b>	2,010,813
Traffic Control Program (Schedule 4)	<b>664,759</b>	595,295
Technical High Angle Rope Rescue Program (Schedule 5)	<b>651,106</b>	436,421
Fire and Flood Restoration Program (Schedule 6)	<b>85,184</b>	85,816
	<b>5,336,397</b>	4,827,826
Excess of revenues over expenditures before other items	–	–
<b>Other income and expenditures</b>		
Interest	<b>97,623</b>	64,940
WorkSafeBC (Note 4)	<b>439,568</b>	503,358
Research, Development and Opportunity Fund (Schedule 7)	<b>(296,874)</b>	(243,496)
Excess of revenue over expenditures	<b>240,317</b>	324,802

The accompanying notes are an integral part of these statements

## Statement Of Change In Net Assets

For The Year Ended December 31, 2018

	2018	2017
	\$	\$
<b>GENERAL FUND</b>		
Balance, beginning	1,221,424	1,147,113
Transferred to the research, development and opportunity fund	(52,154)	(493,987)
Excess of receipts over expenditures	240,317	324,802
Transfer from the research, development and opportunity fund	296,874	243,496
Balance, ending	1,706,461	1,221,424
<b>RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND</b>		
Balance, beginning	414,663	164,172
Transferred from the general fund	52,154	493,987
Transferred to the general fund	(296,874)	(243,496)
Balance, ending	169,943	414,663
<b>Total funds</b>	<b>1,876,404</b>	<b>1,636,087</b>

The accompanying notes are an integral part of these statements

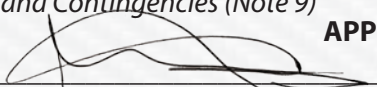
**Statement Of Financial Position**


For The Year Ended December 31, 2018

	2018	2017
	\$	\$
<b>Assets</b>		
<b>CURRENT</b>	<b>\$</b>	<b>\$</b>
Cash	81,574	110,747
Short-term investments	4,314,240	3,605,505
Receivables	67,804	32,406
Prepaid expenses	45,543	27,273
	<b>4,509,161</b>	<b>3,775,931</b>
Contributions receivable (Note 2)	51,124	-
Prepaid deposit	18,774	18,774
Property and equipment (Note 3)	103,726	180,016
	<b>4,682,785</b>	<b>3,974,721</b>
<b>Liabilities</b>		
<b>CURRENT</b>	<b>\$</b>	<b>\$</b>
Payables and accruals	297,818	339,634
Deferred contributions (Note 4)	1,307,004	821,378
Current portion of lease inducement	52,158	52,158
	<b>1,656,980</b>	<b>1,213,170</b>
<b>Deferred Lease Inducement</b>	<b>99,970</b>	<b>152,128</b>
<b>Deferred Revenue - Reserves</b> (Note 5)	<b>1,049,431</b>	<b>973,336</b>
	<b>2,806,381</b>	<b>2,338,634</b>
<b>Net Assets</b>		
<b>GENERAL FUND</b>	<b>1,706,461</b>	<b>1,221,424</b>
<b>Research, Development And Opportunity Fund</b>	<b>169,943</b>	<b>414,663</b>
	<b>1,876,404</b>	<b>1,636,087</b>
	<b>4,682,785</b>	<b>3,974,721</b>

Commitments and Contingencies (Note 9)

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, 2018

	2018 \$	2017 \$
<b>Operating Activities</b>		
Working capital from operations		
Excess of revenue over expenditures	240,317	324,802
Adjustments for items not affecting cash		
Amortization of property and equipment	92,175	103,095
Amortization of deferred lease inducement	(52,158)	(52,158)
Net changes in non-cash working capital:		
Receivables	(35,398)	(11,412)
Contributions receivable	(51,124)	–
Prepaid expenses	(18,270)	(16,915)
Accounts payable	(41,816)	181,638
Deferred contributions	485,626	155,874
Deferred revenue	76,095	–
	<b>695,447</b>	<b>684,924</b>
<b>Investing Activities</b>		
Deferred building costs	–	–
Purchase of property and equipment	(15,885)	(48,631)
Proceeds on sale of short-term investments	3,605,505	4,596,832
Purchase of short-term investments	(4,314,240)	(5,200,000)
	<b>(724,620)</b>	<b>(651,799)</b>
<b>Net Increase In Cash</b>	<b>(29,173)</b>	<b>33,125</b>
<b>Net Cash, Beginning Of Year</b>	<b>110,747</b>	<b>77,622</b>
<b>Net Cash, End Of Year</b>	<b>81,574</b>	<b>110,747</b>

The accompanying notes are an integral part of these statements

## Notes

For The Year Ended December 31, 2018

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, 2018***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, 2018*
**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, 2018, the THARRP program had a deficit of \$51,124. 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**

	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>2018 Net</b>	2017 Net
Leasehold improvements	<b>363,049</b>	<b>309,168</b>	<b>53,881</b>	90,212
Furniture and office equipment	<b>211,329</b>	<b>175,558</b>	<b>35,771</b>	65,045
Computer equipment	<b>123,874</b>	<b>109,800</b>	<b>14,074</b>	24,759
Software	<b>10,522</b>	<b>10,522</b>	<b>–</b>	–
	<b>708,774</b>	<b>605,048</b>	<b>103,726</b>	180,016

**Note 4 Deferred Contributions**

	<b>Beginning Balance</b>	<b>Repayments</b>	<b>Transfers</b>	<b>Additions</b>	<b>Ending Balance</b>
Certificate of Recognition	<b>111,918</b>	<b>(123,378)</b>	<b>11,460</b>	<b>338,703</b>	<b>338,703</b>
Health and Safety Association	<b>346,623</b>	–	<b>(346,623)</b>	<b>654,776</b>	<b>654,776</b>
Traffic Control Program	<b>103,495</b>	–	<b>(103,495)</b>	<b>267,349</b>	<b>267,349</b>
Technical High Angle Rope Rescue Program	<b>163,561</b>	<b>(164,106)</b>	<b>545</b>	–	–
Fire and Flood Restoration Program	<b>95,781</b>	<b>(94,326)</b>	<b>(1,455)</b>	<b>46,176</b>	<b>46,176</b>
	<b>821,378</b>	<b>(381,810)</b>	<b>(439,568)</b>	<b>1,307,004</b>	<b>1,307,004</b>

Included in the current year transfers is \$439,568 (2017: \$528,050) 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. Also included in transfers is \$NIL (2017: \$75,237) transferred from the BC Association of Restoration Contractors on transfer of management of the Fire and Flood Restoration Program.

**Notes**

For The Year Ended December 31, 2018

**Note 5**      **Deferred Revenue - Reserves**

	<b>Beginning Balance</b>	<b>Current year additions</b>	<b>Ending Net</b>
<b>Certificate of Recognition</b>	<b>388,338</b>	<b>76,095</b>	<b>464,433</b>
<b>Health and Safety Association</b>	<b>439,838</b>	<b>-</b>	<b>439,838</b>
<b>Traffic Control Program</b>	<b>145,160</b>	<b>-</b>	<b>145,160</b>
	<b>973,336</b>	<b>76,095</b>	<b>1,049,431</b>

**Note 6**      **Allocation of Expenditures**

	<b>COR</b>	<b>HSA</b>	<b>TCP</b>	<b>THARRP</b>	<b>FFRP</b>	<b>2018 Total</b>	<b>2017 Total</b>
	<b>45%</b>	<b>45%</b>	<b>8%</b>	<b>1%</b>	<b>1%</b>		
Salaries	\$ 259,096	\$ 259,096	\$ 46,062	\$ 5,758	\$ 5,758	\$ 575,769	\$ 559,061
Benefits	38,544	38,544	6,852	857	857	85,653	90,285
Consultants and contractors	2,122	2,122	377	47	47	4,715	5,500
Advertising	747	747	133	17	17	1,659	1,939
Board expenditures	17,163	17,163	3,051	381	381	38,141	41,273
Building and services	3,061	3,061	544	68	68	6,803	3,227
Communications	14,929	14,929	2,654	332	332	33,175	30,304
Conferences and meetings	4,420	4,420	786	98	98	9,823	8,667
Furniture and equipment	7,457	7,457	1,326	166	166	16,571	13,452
Office supplies	10,397	10,397	1,848	231	231	23,104	20,006
Professional fees	8,949	8,949	1,591	199	199	19,886	27,971
Property taxes and insurance	13,108	13,108	2,330	291	291	29,128	15,140
Publications	6,089	6,089	1,083	135	135	13,532	-
Miscellaneous	9,843	9,843	1,750	219	219	21,874	18,420
Rent	88,801	88,801	15,787	1,973	1,973	197,336	186,079
Technology	39,329	39,329	6,992	874	874	87,398	71,988
Training	41	41	7	1	1	90	428
Travel	27,974	27,974	4,973	622	622	62,165	46,980
Amortization	41,479	41,479	7,374	922	922	92,175	103,095
	<b>\$ 593,549</b>	<b>\$ 593,549</b>	<b>\$ 105,520</b>	<b>\$ 13,191</b>	<b>\$ 13,191</b>	<b>\$ 1,318,997</b>	<b>\$ 1,243,815</b>



## Notes

*For The Year Ended December 31, 2018*

### 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 Economic Dependence

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

### Note 9 Commitments

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

2019	\$ 235,697
2020	236,421
2021	224,024

### Note 10 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, 2019 to December 31, 2019.

Schedule 1

**Summary Schedule Of Revenue And Expenditures**

For The Year Ended December 31, 2018

	2018 \$	2017 \$
<b>REVENUE</b>		
WorkSafeBC contributions	5,708,644	4,844,682
Courses	494,485	460,980
Manuals	260	90
Replacement cards	6,526	5,000
Event revenue	77,845	57,850
Other revenue	304,517	205,365
Gross revenues before deferrals	6,592,277	5,573,967
Transfer to deferred contributions	(1,307,004)	(746,141)
Transfer to contributions receivable	51,124	-
	<b>5,336,397</b>	<b>4,827,826</b>
<b>EXPENDITURES</b>		
Salaries	1,525,938	1,399,826
Benefits	254,477	249,879
Consultants and contractors	1,048,538	1,029,897
Advertising	249,194	222,472
Board expenditures	38,141	41,273
Building and services	6,803	3,827
Communications	59,194	60,543
Conferences and meetings	41,187	79,801
Furniture and equipment	18,384	14,720
Office supplies	27,442	25,120
Professional fees	35,911	58,398
Property taxes and insurance	29,128	15,140
Miscellaneous	731,953	479,399
Publications	377,341	333,383
Rent	197,336	186,079
Technology	241,997	154,191
Training	9,462	33,964
Travel	351,796	336,819
Amortization	92,175	103,095
	<b>5,336,397</b>	<b>4,827,826</b>
<b>Excess of revenue over expenditures</b>	<b>-</b>	<b>-</b>

Schedule 2

**Certificate Of Recognition Program (COR™)**

For The Year Ended December 31, 2018

	2018 \$	2017 \$
<b>REVENUE</b>		
WorkSafeBC contributions	1,857,731	1,798,350
Courses	–	8,750
Other revenue	2,820	4,299
Gross revenues before deferrals	1,860,551	1,811,399
Transfer to deferred contributions	(338,703)	(111,918)
	<b>1,521,848</b>	<b>1,699,481</b>
<b>EXPENDITURES</b>		
Salaries	713,967	713,501
Benefits	121,306	129,102
Consultants and contractors	212,570	326,458
Advertising	88,196	74,957
Board expenditures	17,163	18,573
Building and services	3,061	1,752
Communications	20,538	21,334
Conferences and meetings	10,661	13,004
Furniture and equipment	8,046	6,316
Office supplies	10,992	10,509
Professional fees	15,266	32,481
Property taxes and insurance	13,108	6,813
Miscellaneous	9,843	8,289
Publications	32,398	44,954
Rent	88,801	83,735
Technology	48,177	47,290
Training	4,259	5,736
Travel	62,017	108,284
Amortization	41,479	46,393
	<b>1,521,848</b>	<b>1,699,481</b>
<b>Excess of revenue over expenditures</b>	<b>–</b>	<b>–</b>

Schedule 3

**Health And Safety Association (HSA)**

For The Year Ended December 31, 2018

	2018 \$	2017 \$
<b>REVENUE</b>		
WorkSafeBC contributions	2,397,968	1,759,350
Courses	477,485	452,230
Manuals	260	90
Other revenue	192,562	145,766
Gross revenues before deferrals	3,068,275	2,357,436
Transfer to deferred contributions	(654,775)	(346,623)
	<b>2,413,500</b>	<b>2,010,813</b>
<b>EXPENDITURES</b>		
Salaries	612,710	470,509
Benefits	101,742	85,005
Consultants and contractors	595,713	535,137
Advertising	138,119	128,498
Board expenditures	17,163	18,573
Building and services	3,061	1,752
Communications	27,257	28,019
Conferences and meetings	68,379	55,713
Furniture and equipment	7,513	6,135
Office supplies	12,198	11,827
Professional fees	17,803	12,587
Property taxes and insurance	13,108	6,813
Miscellaneous	160,143	138,469
Publications	112,712	104,933
Rent	88,801	83,735
Technology	164,561	88,049
Training	4,682	3,803
Travel	226,356	184,863
Amortization	41,479	46,393
	<b>2,413,500</b>	<b>2,010,813</b>
<b>Excess of revenue over expenditures</b>	<b>–</b>	<b>–</b>

Schedule 4

**Traffic Control Program (TCP)**

For The Year Ended December 31, 2018

	2018 \$	2017 \$
<b>REVENUE</b>		
WorkSafeBC contributions	796,840	580,640
Courses	17,000	–
Replacement cards	6,526	5,000
Other revenue	111,742	113,150
Gross revenues before deferrals	932,108	698,790
Transfer to deferred contributions	(267,349)	(103,495)
	<b>664,759</b>	<b>595,295</b>
<b>EXPENDITURES</b>		
Salaries	167,217	184,435
Benefits	26,420	30,485
Consultants and contractors	101,878	91,514
Advertising	19,283	15,714
Board expenditures	3,051	3,301
Building and services	544	259
Communications	10,495	10,292
Conferences and meetings	29,555	9,369
External events and meetings	–	2,001
Furniture and equipment	2,495	–
Office supplies	3,320	2,283
Professional fees	2,444	8,158
Property taxes and insurance	2,330	1,212
Miscellaneous	1,750	1,474
Publications	193,844	168,282
Rent	15,787	14,887
Technology	37,100	17,320
Training	258	732
Travel	39,614	25,330
Amortization	7,374	8,247
	<b>664,759</b>	<b>595,295</b>
<b>Excess of revenue over expenditures</b>	<b>–</b>	<b>–</b>

The accompanying notes are an integral part of these statements

Schedule 5

**Technical High Angle Rope Rescue Program (THARRP)**

For The Year Ended December 31, 2018

	2018 \$	2017 \$
<b>REVENUE</b>		
WorkSafeBC contributions	599,982	599,982
Transfer to contributions receivable (deferred contributions)	51,124	(163,561)
	<b>651,106</b>	436,421
<b>EXPENDITURES</b>		
Salaries	5,758	5,591
Benefits	857	902
Consultants and contractors	137,214	76,594
Advertising	1,832	1,630
Board expenditures	381	413
Building and services	68	32
Communications	366	348
Conferences and meetings	589	503
Furniture and equipment	166	134
Office supplies	701	204
Professional fees	199	280
Property taxes and insurance	291	151
Miscellaneous	468,273	330,982
Publications	1,618	953
Rent	1,973	1,861
Technology	11,465	782
Training	1	40
Travel	18,432	13,990
Amortization	922	1,031
	<b>651,106</b>	436,421
<b>Excess of revenue over expenditures</b>	<b>–</b>	<b>–</b>

Schedule 6

**Fire And Flood Restoration Program (FFRP)**

For The Year Ended December 31, 2018

	2018 \$	2017 \$
<b>REVENUE</b>		
WorkSafeBC contributions	56,123	106,360
Other revenue	75,237	–
	<b>131,360</b>	106,360
Transfer to deferred contributions	(46,176)	(20,544)
	<b>85,184</b>	85,816
<b>EXPENDITURES</b>		
Salaries	26,287	25,790
Benefits	4,152	4,385
Consultants and contractors	1,162	194
Advertising	1,766	1,673
Board expenditures	381	413
Building and services	68	32
Communications	539	550
Conferences and meetings	3,527	1,212
Furniture and equipment	166	134
Office supplies	231	297
Professional fees	199	4,892
Insurance	291	151
Miscellaneous	219	185
Publications	36,768	14,261
Rent	1,973	1,861
Technology	895	750
Training	264	23,653
Travel	5,374	4,352
Amortization	922	1,031
	<b>85,184</b>	85,816
<b>Excess of revenue over expenditures</b>	–	–

Schedule 7

**Research, Development And Opportunity Fund**

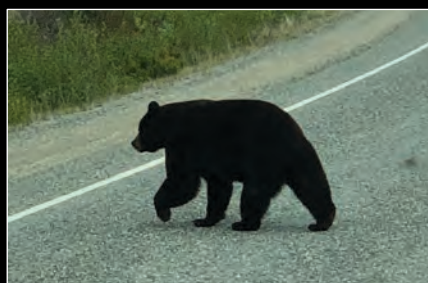
For The Year Ended December 31, 2018

	2018 \$	2017 \$
<b>EXPENDITURES</b>		
Consultants and contractors	<b>279,054</b>	209,206
Communications	<b>22</b>	242
Conferences and meetings	<b>843</b>	2,554
Professional fees	–	5,014
Publications	<b>405</b>	10,479
Travel	<b>16,550</b>	16,001
	<b>296,874</b>	243,496
Excess of revenue over expenditures	<b>(296,874)</b>	(243,496)





# BCCSA Images from 2018



Health & Safety Manual  
RESEARCH & DEVELOPMENT  
Train the Safety Trainer

**NCSO** National Construction Safety Officer Designation

**COR** Technical High Angle Rope Internal Auditor Rescue Program TRAINING

**RSTTS** Roadbuilder Safety Training System

**THARRP** Injury Management Advisor

**ESTS** Electrical Safety Training System

**TS-09** Construction Safety Training System

**BCCSA**  **BC Construction Safety Alliance**

**COR** Certificate of Recognition

**LESL** Leadership for Safety Excellence

**ASHN** NATIONAL HEALTH & SAFETY ADMINISTRATOR

**TCP** Traffic Control Person Training

**WHMIS 2015** Train the Trainer

**CCPO** COMPETENCY CERTIFIED PUMP OPERATOR

**PHSM** Principles of Health & Safety Management

**FFRP** FIRE & FLOOD RESTORATION PROGRAM

**SILICA TOOL**

**RSA** Regional Safety Advisors

**SCT** Safety Climate

**TOOL**

**SAFETY TRAINING**

Principles of Injury Management

BC Construction Safety Legislation & Administration

***MAKING SAFETY SIMPLER***



*MAKING SAFETY SIMPLER*

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