



ANNUAL REPORT 2021

'Toward a Better Normal'

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 52,000 construction companies large and small, who employ more than 220,000 workers across the province. We're funded by the industry itself through annual assessments by WorkSafeBC. Working on behalf of the construction industry, we are answerable to it, reporting to a Board of Directors who represent workers in every sector of our industry, from residential, road building, aggregate and ready-mixed, to industrial, commercial, institutional, and heavy construction.

What we do

We exist to promote the safety of the workers employed by our members. 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. Our efforts are focused on injury prevention and building or enhancing a culture of safety on construction sites. We strive to meet a diversity of needs among owners, managers, supervisors, and workers.

We engage in outreach activities and collaborations designed to raise awareness of our services, support our safety partners and stakeholders, and assist in the development of safety initiatives designed to benefit workers, contractors and the industry. In addition, we are the apolitical spokesperson for the construction industry on important issues involving construction health and safety.

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 for their workers. Each day, our efforts 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.

A new chapter at BCCSA represents new opportunities for inclusion, being heard



I'm new to this position and very proud to be the first woman elected as BCCSA Chair. It's not only personally important to me, but also an acknowledgment that all voices are welcome and heard at the BCCSA table. In the spirit of that diversity I want to express my thanks to the board members and previous Chairs for the difference they have made in safety in BC and the examples they have set for our industry.

I'm also delighted to serve as Chair from the growing residential sector of the construction industry. I'm not only a strong advocate for residential construction but for the BC construction industry as a whole.

People who know me also understand that I'm a bridge builder and a champion of inclusion. I've already been reaching out to each sector of the construction industry represented by the Alliance. This has really been a learning curve, but an enjoyable one as I meet so many amazing people from all aspects of construction. I want to continue to understand each of them better and to listen to their needs, so that we can connect them to the existing resources BCCSA offers, but also to help us develop new resources and solutions to respond to their emerging concerns.

As a member of the board, I already know many of the staff members at the BCCSA. But working more closely with them, I continue to be impressed. They are committed, they are devoted, and they are dedicated problem solvers.

I am also thankful for the commitment and input from the amazing team at WorkSafeBC. Addressing the construction safety needs of the industry in this province represents a true partnership.

I've been chair for only a few months in 2021, but already very proud that the BCCSA's SiteReadyBC education program is now being offered free to all high school students in in the province. It's such a good resumé builder, and not only helps students approach work in the construction industry safely, but also gives them the opportunity to consider a fulfilling career in the industry early on.

We've learned a lot during the COVID-19 pandemic, not only about dealing with the virus, but about our capabilities as an industry. The Alliance is committed to building on those achievements, not only dealing with existing challenges, but on moving ahead of the curve.



Lesla Lacey

Toward a better normal



Throughout the COVID-19 pandemic, we often heard the phrase “welcome to the new normal”. That never sat right with me. As the construction industry met the challenges of working safely through the pandemic and the BCCSA supported those efforts with timely information and programs, I believe we’re all emerging stronger and more capable than we were going in. We’ve been working toward a better normal.

For example, we’ve all experienced meetings held on Zoom or Teams over the past two years. As more in-person engagement becomes a reality, having mastered the art of virtual platforms has allowed us to decide which meetings can be held remotely and which truly benefit from the personal touch. The result: less travel time, lower travel costs, and reduced greenhouse gas production.

We’ve also found that remote meetings have promoted inclusivity. We’re seeing greater participation from a wide range of stakeholders in everything from our conference, to seminars, education sessions and committee meetings. The addition of Virtual Instructor-Led Training (VILT) to our course offerings has allowed us to provide the best of both worlds in virtual training sessions. The COVID-19 pandemic created significant and understandable stress. In many ways our collective experience helped us all to be more aware of and responsive to mental health and wellness issues in the construction workplace. With increased recognition of those issues,

the Alliance chose last year to allocate resources from our Research, Development and Opportunity Fund (RDO) toward the creation of a series of Mental Health Toolbox Talk resources available free to all employers.

Also through the RDO, the Alliance funded and initiated a second program at Simon Fraser University’s Centre for Applied Research in Mental Health and Addiction. Investigating the impact of alcohol and drug use on construction workers, the research aims to develop evidence-based policies and solutions designed to help employers help their workers.

Last year also saw the full approval of amendments under the Occupational Health and Safety Regulation making concrete pump operator testing and certification mandatory as of January 1, 2024 — the world’s first regulation of its kind. The BCCSA both led the initiative and developed the certification program to be recognized by WorkSafeBC.

As always, we recognize our successful and longstanding partnership with WorkSafeBC, the extraordinary efforts of our staff, the Board of Directors, and outgoing Chair Kevin Mierau for helping the Alliance to meet the challenges of recent years. We also welcome our new chair, Lesa Lacey, as she embarks on an ambitious agenda. Here’s to a better normal for 2022 and beyond.



Mike McKenna

THE BOARD OF THE BCCSA is made up of volunteer representatives who are selected by senior decision makers in their respective industry associations. They are working industry members 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 — and ultimately, the workers employed by them. These chosen representatives of the companies who make up the province's construction industry provide a vital connection to our member base. Together, Board members are helping to lead the Alliance to a better normal.

Executive Team

CHAIR

Lesla Lacey

Lacey Developments Ltd

CANADIAN HOMEBUILDERS' ASSOCIATION OF BC

VICE CHAIR

Will Cook

BELFOR

BC ASSOCIATION OF RESTORATION CONTRACTORS

PAST CHAIR

Kevin Mierau

Mierau Contractors Ltd.

INDEPENDENT CONTRACTORS
AND BUSINESSES ASSOCIATION

SECRETARY

Joe Wrobel

JPW Road & Bridge Services Inc.

BC ROADBUILDERS & HEAVY CONSTRUCTION ASSN

TREASURER

Wayne Fettback

Western Pacific Enterprises GP

BC CONSTRUCTION ASSOCIATION

Directors

David Beaupré

Lafarge Holcim

CONCRETE BC

Richard Verbeek

PCL Constructors Westcoast Inc.

BC CONSTRUCTION ASSOCIATION

Sean Endacott

All West Glass

INDEPENDENT CONTRACTORS
AND BUSINESSES ASSOCIATION

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

David Rogalsky

Woodbrook Aggregates

BC STONE, SAND & GRAVEL ASSOCIATION

Skip Stothert

Green Roads Recycling

BC ROADBUILDERS & HEAVY
CONSTRUCTION ASSOCIATION

Scott Torry

AFC Construction

BC CONSTRUCTION ASSOCIATION

Ex-Officio

Chris Back, *DIRECTOR*,

*CONSULTATION AND EDUCATION 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


Health & Safety Services

IN ADDITION TO DEVELOPING COVID-19 resources for construction, our staff members concentrated their efforts on supporting our employer members with programs and information resources on which they've come to rely. In the process of doing that, the Alliance began to develop new ways of delivering on its mandate that we believe will benefit our members long beyond the pandemic's end.

For example, after a year's hiatus, the BCCSA resumed presentation of the BC Construction Health & Safety Conference on October 14th, via Zoom. A resounding success, streaming the conference has demonstrated that, even as in-person attendance resumes, the Alliance can continue to broaden the audience for the conference and make it more accessible for everyone.

In order to continue offering courses and certifications, the BCCSA significantly expanded its ability to offer courses virtually. New student and instructor portals have made online training more efficient. The development of Virtual Instructor-Led Training (VILT), which combines a live instructor with remote learning, has created an extremely popular hybrid learning experience that we're committed to continuing.

What once could have been a complicated trouble-shooting phone call for a question about an online instructor portal has now been replaced with a quick video call that includes screen sharing.

Recent challenges have put the entire construction industry to the test. We believe that overcoming those challenges has helped us develop new capabilities and to work smarter in ways that will continue to benefit us. 

BCCSA By The Numbers

Safety Training (HOW MANY STUDENTS)

- 245** Principles of Injury Management (PIM)
- 1232** Leadership for Safety Excellence (LSE®)
- 130** Train the Safety Trainer
- 798** COR® Internal Auditor Training
- 518** Principles of Health & Safety Management (PHSM)
- 188** WHMIS 2015 – Train the Trainer
- 3863** In-class and PHSM Combined

BCCSA By The Numbers

Online Training

- 5104** SiteReadyBC
- 7459** SiteReadyBC total to date

COVID Education Outreach

C **COVID-19: STILL WITH US**, but our pool of trusted resources continues to expand.

In 2020, the BCCSA responded to the pandemic with the rapid development of up-to-date COVID-19 educational resources with the full co-operation of Alliance staff, WorkSafeBC experts, and members of the Prime Contractors Technical Advisory Committee (PCTAC).

However, with the development and distribution of vaccines and the creation of new protocols to reduce transmission of COVID-19, our ability to mitigate health risks in construction expanded. But we never stood still.

Staff continued to interpret new health guidance from the Provincial Health Officer and WorkSafeBC, and monitor mutations of SARS-CoV-2, from Delta to Omicron.

Members of PCTAC continued to meet regularly to share new observations and best practices, often with the support of colleagues from the Fire and Flood Restoration Program Technical Advisory Committee.

Our team of Regional Safety Advisors (RSAs) continued to answer COVID-related questions for employers via our "RSA-of-the-day" program.

Armed with the latest COVID-19 safety resources, our employer members continued to receive open access to the best available resources designed to keep their workers safe, and inspire confidence in those workers that they can go to work safely.

With new tools to cope with a once-in-a-century pandemic, we believe we're in a better place than where we began.


MENTAL HEALTH TOOLBOX

COVID-19 sharpened our focus on mental health

COVID-19 focused our attention on physical health, but the pandemic also focused our attention on mental health and wellness. While the BCCSA addressed this issue in many programs and presentations, two projects funded under our Research, Development and Opportunity Fund (RDO) stand out.

The first is the development of a series of Mental Health Toolbox Talk resources and the RE-MIND (www.re-mind.ca) website. It's a free online program designed to address employee mental wellness among construction workers.

The program was devised by the BCCSA in collaboration with Work to Wellness Rehabilitation Inc. and mental health experts at UBC, and includes ideas, topics, information and promotional posters to support toolbox talks. It also includes our highly successful video presentation, The Lone Hunter, available online to support the program. Entertaining, informative and provocative, it tells the story of a construction worker who excels at work, but conceals mental health challenges. Mental health and wellness remains an ongoing challenge in the construction industry. This free resource is a great place to begin a dialogue about these issues.

The Alliance also funded a research program at Simon Fraser University's Centre for Applied Research in Mental Health and Addiction. The program seeks to develop evidence-based policies and solutions designed to help employers help their workers who are facing issues with alcohol and drug use. 


Regulatory recognition: Certified Concrete Pump Operators (CCPO) required to be certified by 2024

THE CERTIFIED CONCRETE PUMP OPERATOR (CCPO) program reached a milestone in the final quarter of 2021, as amendments to Part 20 of WorkSafeBC's Occupational Health and Safety Regulation were introduced, requiring all persons operating concrete pumps in British Columbia to be certified by January 1, 2024. The new regulation is the result of nearly a decade of effort by BCCSA, industry, and consultants, in partnership with WorkSafeBC.

WorkSafeBC has designated that the certification will only be valid if obtained from approved providers who offer programs certified to an international standard such as ISO17024. Currently, BCCSA's CCPO program is the only one poised to take on that role. The regulator is allowing for a two-year grace period to allow employers adequate time to train and certify their pumpers.

CCPO policies and procedures were also finalized by BCCSA and have been prepared to draft a CCPO Candidate Handbook. The first newly trained CCPO assessor, John Beacom, completed his first solo assessments in Terrace and Prince Rupert.

The CCPO program is continuously improving. Major updates were completed to the CCPO assessor app, making both the candidate and assessor's experience more seamless.

Social media and marketing efforts have been deployed to promote this significant regulatory change. Further plans have been made to lay the groundwork for national and international adoption of the program. 



BCCSA By The Numbers

Certified Concrete Pump Operator (CCPO)

22 certifications issued in 2021

271 written exams completed

166 practical exams administered

85 CCPO certificates awarded

Choose your best course: The BCCSA continues to promote NCSO[®] and NHSA[™] designations

THE BCCSA OFFERS AND ADMINISTERS the National Construction Safety Officer (NCSO[®]) and the National Health and Safety Administrator (NHSA[™]) certification programs and continues to work to guide applicants to choose the program that's right for them.

NHSA[™] certification is designed for people who perform safety functions from their office. This includes administrators and human resources professionals who manage claims, promote safety, ensure compliance with WorkSafeBC regulations, and maintain safety records and statistics.

BCCSA By The Numbers

Excellent growth for NHSA[™]


- 5** NHSA[™] Designations awarded
- 8** New NHSA's[™] - totaling 17
- 171** applications started
- 13** Provincial exam written
- 11** National exam written
- 8** NHSA[™] Designations awarded
- 17** Total of all NHSA's[™]

NCSO[®] certification is designed for people who perform a safety function in the field and requires three years of practical construction-related experience in Canada within the last 10 years.

While course content is identical, those who opt for NCSO[®] certification are required to conduct a Certificate of Recognition (COR[®]) health and safety student audit of a company, often their own.

The BCCSA continues to promote both programs, including three presentations providing information on the NCSO[®] program at BCIT in 2021

NCSO[®] and NHSA[™] exams are currently conducted in person at three locations in BC in the presence of proctors.

However, the NCSO[®] National exam was uploaded to online learning management system Brightspace by the Saskatchewan Construction Safety Association as they conduct their national exams online. The BC provincial exam was also uploaded to Brightspace. Both are ready to be delivered online for the BCCSA once the proctor/registration system is optimized. 

BCCSA By The Numbers

NCSO[®]

- 546** Applications started
- 106** Total # of exams written
- 64** Provincial exams written
- 42** National exams written
- 48** NCSO[®] Designations Awarded
- 48** New NCSO's[®] - totaling 247


Our representatives in the field: Regional Safety Advisors extend the Alliance's reach

OUR REGIONAL SAFETY ADVISORS (RSAs) represent an important point of contact between employers and the BCCSA. They provide health and safety advice and assistance at no cost to all construction sector 72 employers, and select aggregate and ready-mixed employers. RSAs are located in offices in the Lower Mainland, Northern BC, Southern Interior, and Vancouver Island and offer extensive experience in construction industry health and safety.

RSAs provide significant value to the Alliance's smaller employers who may not always possess the in-house health and safety resources they need. These services include answering safety questions, providing advice on WorkSafeBC regulations, helping employers to comply with safety orders, developing safety materials, and helping them to prepare for Certificate of Recognition (COR®) recognition.

While RSAs are ready to travel anywhere in their region to meet with clients, virtual meetings and remote consultation continue to extend their reach and improve their efficiency in delivering services. These formats are also proving popular with employers, especially those working on longer-term projects requiring follow-up.

Our RSA-of-the-Day program continued through 2021, with a designated RSA answering questions related to COVID-19, or general safety questions, directed to the Alliance's general or information lines.

The BCCSA also continues to promote the RSA program with a series of profiles and features highlighting the advisors and their capabilities as part of a monthly e-newsletter sent to employer members. 

BCCSA By The Numbers

RSA's


377	New Visits
511	Visit Follow ups
45	COR® Gap Analysis
218	Small Company COR®-Registered Consultations
183	Large Company COR®-Certified Consultations
389	Online meetings (Zoom)
15	Injury Management Consultations
53	Safety Climate Tool
888	On-site consultations
2,021	phone calls
6,086	emails

THARRP continues steady, organic growth as it supports crane rescues in BC

UNIQUE IN CANADA, the Technical High Angle Rope Rescue Program (THARRP) was created when the construction industry requested the Greater Vancouver Regional District Fire Chiefs to prepare fire department personnel in technical rope and tower crane rescue procedures.

Initially developed to meet the needs of the construction industry according to WorkSafeBC requirements, the program has since expanded to other industries. Fire departments receive instructor training through six recognized training agencies in BC. Certified fire department trainers then train other members of their local fire department.

Fire departments, construction companies, and approved THARRP training agencies submit all requests through a web portal operated by BCCSA. Applicants receive updates on the status of their applications and construction members and use the portal to submit requests to fire departments to survey a site where a crane is being erected.

In 2021, the BCCSA filled a vacant employer representative seat on the THARRP Steering Committee. Two new approved training agencies were also added, Raven Rescue Safety Medical out of Smithers, and Rescue Canada, stationed in the Lower Mainland. THARRP also added one new fire department (Golden, BC) for a total of 35 provincial fire departments actively participating in the program. 



BCCSA By The Numbers

Technical High Angle Rope Rescue Program (THARRP)

35 departments in program

153 funded instructors

121 crane surveys completed

37,472 training hours completed

155 funded instructors

121 crane surveys

1 workplace recovery attempted and completed (July, 2021)

The BCCSA supports its TCP program with a rigorous quality assurance protocol

THE ALLIANCE CONTINUES to represent the gold standard as a WorkSafeBC-approved qualifier of traffic control persons (TCPs) in BC.

Our two-day comprehensive standardized TCP training curriculum provides the most rigorous and transparent quality assurance protocol in the industry. In support of that reputation, the BCCSA has compiled and submitted documentation for third-party certification through the Institute for Credentialing Excellence (ICE).

We are the province's only TCP training provider offering training across the province.

In addition to regular instructor support, quality assurance and performance management, the BCCSA significantly upgraded its TCP course materials in 2021 to align with changes to Part 18 of the WorkSafeBC Occupational Health & Safety Regulations.

For TCP participants, we've upgraded the TCP Participant Guide, relevant PowerPoint presentations and the final examination.

TCP instructor materials have also been updated, including: course training materials; the TCP instructor guide; the TCP administration manual; on-road practical instructions; the exam protocol; the quality assurance policy; and the TCP instructor terms of participation/contract.


We've also updated TCP course-related forms,

BCCSA By The Numbers

TCP: 5 – New TCP instructors

including: the hazard & risk analysis; the toolbox meeting record; the bullying & harassment policy; and the participation matrix

We remained vigilant in ongoing monitoring of COVID-19 health orders, updated the BCCSA COVID-19 TCP course delivery policy and developed a BCCSA TCP communicable disease prevention policy.

Leveraging our expanded digital and remote-learning capabilities, we conducted virtual training sessions for existing instructors, began development of an online TCP requalification course, began development of a TCP digital resource and a new instructor gateway. 

BCCSA By The Numbers

Traffic Control Program

7,175 New TCPs

2,351 Requalifications

COR[®] continues to seeks incremental, research-based improvements


THE ALLIANCE IS THE CONSTRUCTION INDUSTRY Certifying Partner for WorkSafeBC's Certificate of Recognition (COR[®]), an employer safety program underpinned by rigorous research data that indicates the program has demonstrably reduced the number and severity of workplace incidents since it was introduced in 2003.

In 2021 the program reviewed its "Auditor Resource: Guide to Interpreting and Applying the Audit Questions," introduced by the BCCSA in 2016 in conjunction with the move from a Qualitative to Quantitative method for conducting COR[®] Quality Assurance desktop audit reviews.

We identified an opportunity to update the resource to provide clearer instructions for auditors on how to measure/evaluate documentation, observation and interviews when conducting an audit. By clarifying the requirements for each audit question, the goal is to enhance consistency across auditors who perform the evaluations.

Provisions approved by WorkSafeBC in 2020 for conducting COR[®] audits during the COVID-19 pandemic were extended through 2021. Options for virtual interviews and online document review continued, as well as a requirement for in-person observations.

The COR[®] team worked with employers to address adjustments in auditing scoping or extensions related to COVID-19 and some project delays, however the collective experiences from 2020 made for a more seamless process in 2021.

In 2021, the program said goodbye to some longstanding reviewers approaching retirement. Following Expressions of Interest for both COR Audit Reviewers, and Student Audit Assignment Reviewers, we on-boarded four new Reviewers. 

BCCSA By The Numbers

COR[®] Statistics

- 1141** OHS COR[®] Certified Employers
- 295** IM COR[®] Certified Employers
- 202** COR[®] Applications
- 117** New OHS COR[®] Certifications
- 37** COR[®] External Auditors recertified




Silica Control Tool™: customized for new industries, reaching users in other provinces

BCCSA'S PROPRIETARY SILICA CONTROL TOOL™ has seen widespread interest and adoption, both outside the construction industry and in provinces outside BC.

A version of the Silica Control Tool™ developed for the Alberta Roadbuilders & Heavy Construction Association (ARHCA) was completed and reviewed for release in early 2022. This version of the Tool has been optimized for the roadbuilding industry, making this the first industry-specific iteration and marking its first introduction outside BC. The ARHCA Tool will initially be accessible to its members only, but represents the first step toward full adoption across Alberta.

BCCSA also entered the final stages of development for a mining version of the Tool, for BC's Ministry of Energy, Mines and Low Carbon Innovation. It's the first version of the Tool to pivot from the generic construction model, and features many tasks, tools, and engineering controls specifically aimed at a mining environment.

A pilot program launched in partnership with the Occupational Health Clinics for Ontario Workers and the Canadian Centre for Occupational Health and Safety (CCOHS) kicked off in October for 70 selected Ontario workplaces. A successful pilot could see the Tool adopted across Ontario, and potentially nation-wide with the support of the CCOHS.

The BCCSA team continues to respond to direct requests for sampling opportunities of tasks, tools, and materials via the Tool's internal request system. 

BCCSA **By The Numbers**

Silica Control Tool™ (SCT)

683 New Users

4,512 ECPs started

5,002 Data Points in Databases

1,908 ECPs completed

19 Samples added
– 15 from sampling
– 4 from UBC research

Mitigating disaster: The Fire and Flood Restoration Program Technical Advisory Committee continues to elevate a unique industry role

THE FIRE AND FLOOD RESTORATION PROGRAM (FFRP) Technical Advisory Committee continues to build on its reputation as the go-to source for health and safety information in a very specialized construction field.

In 2021, the FFRP:

- Worked with Dr. Melanie Gorman-Ng, BCCSA's health and exposure scientist, to develop exposure control plan guides for lead and mould, in collaboration with WorkSafeBC.
- Conducted ongoing efforts to develop a COVID-19 vaccination program for the restoration industry. About half of the committee members have attended Prime Contractor Technical Advisory Committee meetings related to the pandemic.
- Updated two courses that the FFRP developed for the Canadian Centre for Occupational Health and Safety (CCOHS) — Biological Hazards and



Sanitary Sewage. These were returned to the CCOHS, so that their coding could be updated from Flash to HTML.

- Established a sub-committee to review and edit the current Site Safety Assessments (SSAs). Another sub-committee will be developed to continue with edits to the SSA course and guidebook.
- Struck a sub-committee to undertake a review of relevant resources and assets currently available to the restoration industry on the BCCSA website, with an eye to expanding and updating them.
- Embarked on a plan to host a webinar on prime contractor responsibilities aimed at the insurance industry. Determining who is the prime contractor on a busy restoration site when several parties and contractors are present continues to be a challenge for the industry. 

Identifying issues, educating others: the Prime Contractors Technical Advisory Committee continues to share insights and resources

THE PRIME CONTRACTORS TECHNICAL ADVISORY

Committee (PCTAC) remained on point with industry trends and developments by attending and/or presenting at a variety of safety-related sessions, beginning with continued attention to managing the COVID-19 pandemic on construction sites. The committee also continued a strong focus on mental health and the opioid crisis, allowing members to share common practices for providing assistance to workers on their sites.

Presentations to PCTAC included:

- Hand safety, following a finger injury while using a compound mitre saw.
- Contaminants on roadways, focused on environmental damage resulting from waste concrete materials entering public drains and the need for prime contractors to request environmental plans.


In the absence of the BCCSA annual health and safety conference in the fall of 2021 - due to the pandemic, PCTAC requested a series of mini-webinars.

Webinars were conducted on the topics of: exposure to isocyanates; and better understanding the roles and responsibilities of owners, prime contractors, and employers for worker health and safety on multi-employer worksites.

Future projects of interest to the PCTAC identified during 2021 include:



- High-risk strategies for prime contractors and coordination of multiple employers.
- Creating an industry best practice for ground disturbance and shoring anchor installation.
- Developing an industry best practice for objects/materials falling from buildings — including a campaign designed to educate stakeholders and small contractors on best practices regarding edge work, tethering, distance standards and housekeeping practices.

This year, PCTAC accepted two new members, bringing the total number of committee members to 25. 

Getting the word to employers to connect them with what we do

NO MATTER WHICH HEALTH AND SAFETY INITIATIVE

BCCSA develops, no matter which emerging industry challenges it flags, it requires a successful marketing and communication strategy to ensure that our employer members and their workers can benefit from those efforts.

Here are some of the highlights of 2021:

- We worked with all BCCSA departments, supporting their communication, marketing and advertising needs. This included, collateral material development, such as: information sheets, banner ads, social media posts, direct mail to segmented lists throughout the province to showcase offerings such as safety training and courses available. We also significantly promoted our Regional Safety Advisor services and SiteReadyBC, our online construction safety orientation course.
- We assisted in promoting COVID-19 resources focusing on the new Omicron variant.
- We continued direct communication with our employer membership via social media and our monthly Hard Hat e-newsletter, which continues to generate excellent response.
- Promotion and creation of the Re-Mind.ca website along with promotion of the **Lone Hunter** video to industry as part of the Alliance's response to mental health and wellness challenges in the industry.
- The BCCSA advertised on Vancouver sports radio stations TSN 1040 and TSN 1410 for years. When these stations shut down without notice in February, we quickly pivoted and negotiated contracts with two new stations.
- We partnered with BC Lions broadcasts and were a presenting sponsor of the team training camp, allowing us to be featured on all on-air broadcasts.
- The 20th anniversary of the BCCSA was celebrated with a hoodie giveaway to key partners and organizations.
- Assisted in facilitating the creation of a BCCSA video on the safe use and maintenance of dust extractor vacuums to mitigate silica exposure.
- Promotion of a webinar series, including health and safety roles and responsibilities on multi-employer workplaces, and working with isocyanates. 



Financials

BCCSA IS FUNDED by its members, a reality of which we're always mindful — even more so this past year when many member companies faced financial challenges. Every project and program we implement, and each dollar we spend on behalf of our members is invested with respect for their contributions and the hard work they undertake to earn it.

Our independent auditor's report and financial statements reflect our commitment to promote worker safety by investing the contributions with which we've been entrusted in a responsible and transparent manner, always with the goal of demonstrably improving health and safety outcomes for workers.

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, 2021, and the statements of operations, statement of changes in net assets 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, 2021, and its financial performance and its cash flows for the year then ended in accordance with Canadian 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 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 30, 2022

Burnaby, B.C.

Statement Of Operations

For The Year Ended December 31, 2021

	2021	2020
	\$	\$
Program revenue		
Certificate of Recognition (Schedule 2)	2,433,633	2,433,057
Health and Safety Association (Schedule 3)	3,813,607	3,632,323
Traffic Control Program (Schedule 4)	1,068,674	1,052,549
High Angle Rope Rescue Program (Schedule 5)	702,143	702,143
Fire and Flood Restoration Program (Schedule 6)	131,600	131,600
Gross revenues before deferrals	8,149,657	7,951,672
Transfer to deferred contributions	(1,978,532)	(2,181,420)
	6,171,125	5,770,252
Program expenditures		
Certificate of Recognition (Schedule 2)	1,762,134	1,802,419
Health and Safety Association (Schedule 3)	2,925,965	2,696,493
Traffic Control Program (Schedule 4)	712,562	590,232
High Angle Rope Rescue Program (Schedule 5)	680,568	609,840
Fire and Flood Restoration Program (Schedule 6)	89,896	71,268
	6,171,125	5,770,252
Excess of revenues over expenditures before other items	-	-
Other income and expenditures		
Interest on short term investments	60,469	160,697
WorkSafeBC (Note 3)	435,166	765,441
Research, Development and Opportunity Fund (Schedule 7)	(516,343)	(319,431)
Investment income	119,324	-
Unrealized fair market value adjustment	334,909	-
Excess of revenue over expenditures	433,525	606,707

The accompanying notes are an integral part of these statements

Statement Of Change In Net Assets

For The Year Ended December 31, 2021

	2021 \$	2020 \$
GENERAL FUND		
Balance, beginning	2,371,020	1,532,382
Excess of receipts over expenditures	433,525	606,707
Transferred to the research, development and opportunity fund	(429,050)	(87,500)
Transfer from the research, development and opportunity fund	516,343	319,431
To write-off project closeout adjustment	61,563	-
To top up RDO fund	(731,714)	-
Transferred to BCCSA reserve fund	(2,078,689)	-
Balance, ending	142,998	2,371,020
RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND		
Balance, beginning	767,142	999,073
Transferred from the general fund	429,050	87,500
Transferred to the general fund	(516,343)	(319,431)
To write-off project closeout adjustment	(61,563)	-
To top up RDO fund	731,714	-
Balance, ending	1,350,000	767,142
BCCSA RESERVE FUND		
Balance, beginning	-	-
Transferred from the general fund	2,078,689	-
Balance, ending	2,078,689	-
Total funds	3,571,687	3,138,162

The accompanying notes are an integral part of these statements

Statement Of Financial Position

For The Year Ended December 31, 2021

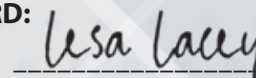
	2021	2020
	\$	\$
Assets		
CURRENT	\$	\$
Cash	212,708	131,773
Investments-General fund	2,006,863	6,508,590
Investments-RDO fund	1,350,000	-
Receivables	47,827	21,301
Prepaid expenses	53,786	56,191
	3,671,184	6,717,855
Contributions receivable	-	129,465
Prepaid deposit	18,774	18,774
Property and equipment (Note 2)	25,968	20,032
Investments-WorksafeBC Reserve Fund	1,685,157	-
Investments-BCCSA Reserve Fund	2,078,689	-
	7,479,772\$	6,886,126
Liabilities		
CURRENT	\$	\$
Payables and accruals	267,735	323,952
Deferred contributions (Note 3)	1,978,532	2,181,420
Current portion of lease inducement	-	47,812
	2,246,267	2,553,184
DEFERRED REVENUE - RESERVES (Note 4)	1,661,818	1,194,780
	3,908,085	3,747,964
Net Assets		
GENERAL FUND	142,998	2,371,020
RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND	1,350,000	767,142
BCCSA RESERVE FUND	2,078,689	-
	3,571,687	3,138,162
	7,479,772	6,886,126

Commitments (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, 2021

2021
\$

2020
\$

Operating Activities

Working capital from operations

Excess of revenue over expenditures	433,525	606,706
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Adjustments for items not affecting cash

Amortization of property and equipment	16,716	19,713
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Amortization of deferred lease inducement	(47,812)	(52,158)
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Unrealized fair market value adjustment	(334,909)	-
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Net changes in non-cash working capital balances from operations

Receivables	(26,526)	15,389
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Contributions receivable	129,465	120,726
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Prepaid expenses	2,405	(19,290)
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Accounts payable	(56,217)	62,012
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Deferred contributions	264,150	680,918
------------------------	---------	---------

	380,797	1,434,016
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Investing Activities

Purchase of property and equipment	(22,652)	(5,739)
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Proceeds on sale of investments	6,508,590	5,119,711
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Purchase of investments	(6,785,800)	(6,508,590)
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	(299,862)	(1,394,618)
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NET INCREASE IN CASH	80,935	39,398
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NET CASH, BEGINNING OF YEAR	131,773	92,375
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NET CASH, END OF YEAR	212,708	131,773
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The accompanying notes are an integral part of these statements

Notes

For The Year Ended December 31, 2021

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:

INVESTMENTS

Investments are made up of both short term deposits and equities that can be liquidated in one year or less and long term investments that have a term of greater than one year.

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. As per the direction of the BCCSA Board of Directors, the BCCSA reserve fund is an additional amount of reserves to account for six months of expenditures for the High Angle Rope Rescue Program and the Fire and Flood Restoration program and three months of expenditures for the Certificate of Recognition, Health and Safety Association and Traffic Control Program. These last three programs only need three months of expenditure reserves as WorkSafeBC has already allowed for three months of reserves in the deferred revenue – reserves liability account.

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.

The accompanying notes are an integral part of these statements

Notes

For The Year Ended December 31, 2021

Note 1 Significant Accounting Policies (continued)

REVENUE RECOGNITION (continued)

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

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.

The accompanying notes are an integral part of these statements

Notes

For The Year Ended December 31, 2021

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 Property and Equipment

	Cost	Accumulated Amortization	2021 Net	2020 Net
Leasehold improvements	363,049	360,855	2,194	4,388
Furniture and office equipment	237,992	221,469	16,523	10,459
Computer equipment	141,698	134,447	7,251	5,185
Software	24,434	24,434	-	-
	767,173	741,205	25,968	20,032

Note 3 Deferred Contributions

	Beginning Balance	Repayments	Transfers	Additions	Ending Balance
Certificate of Recognition	630,638	(559,928)	(70,710)	671,499	671,499
Health and Safety Association	935,830	(567,737)	(368,093)	887,642	887,642
Traffic Control Program	462,317	(434,082)	(28,235)	356,112	356,112
High Angle Rope Rescue Program	92,303	(92,303)	-	21,575	21,575
Fire and Flood Restoration Program	60,332	(60,332)	-	41,704	41,704
	2,181,420	(1,714,382)	(467,038)	1,978,532	1,978,532

Included in the current year repayments are \$435,166 (2020: \$765,441) relating to prior year's revenues that were originally deferred. This amount is recognized as other income as WorkSafeBC continues to permit the Alliance to retain it.

Notes

For The Year Ended December 31, 2021

Note 4 Deferred Revenue - Reserves

	Beginning Balance	Current year additions	Ending Net
Certificate of Recognition	536,933	70,710	607,643
Health and Safety Association	458,637	368,093	826,730
Traffic Control Program	199,210	28,235	227,445
	1,194,780	467,038	1,661,818

Note 5 Allocation of Expenditures

	COR	HSA	TCP	THARRP	FFRP	2021 Total	2020 Total
	45%	45%	8%	1%	1%		
Salaries	311,846	\$ 311,846	55,439	6,930	6,930	692,991	702,020
Benefits	42,026	42,026	7,471	934	934	93,392	92,186
Consultants and contractors	5,586	5,586	993	124	124	12,413	21,657
Advertising	765	765	136	17	17	1,701	413
Board expenditures	6,741	6,741	1,198	150	150	14,979	43,525
Building and services	787	787	140	17	17	1,749	3,229
Communications	14,372	14,372	2,555	319	319	31,938	32,138
Conferences and meetings	4,768	4,768	848	106	106	10,595	3,277
Furniture and equipment	13,581	13,581	2,414	302	302	30,181	16,888
Office supplies	6,869	6,869	1,221	153	153	15,265	24,062
Professional fees	23,618	23,618	4,199	525	525	52,484	48,015
Property taxes and insurance	17,118	17,118	3,043	380	380	38,039	31,433
Publication	2,007	2,007	357	45	45	4,461	25,067
Miscellaneous	8,607	8,607	1,530	191	191	19,126	13,717
Rent	87,679	87,679	15,589	1,948	1,948	194,842	201,784
Technology	55,863	55,863	9,931	1,241	1,241	124,139	129,055
Training	-	-	-	-	-	-	95
Travel	16,157	16,157	2,872	359	359	35,904	27,519
Amortization	7,522	7,522	1,337	167	167	16,716	19,713
	625,912	625,912	111,273	13,908	13,908	1,390,915	1,435,793

Notes

For The Year Ended December 31, 2021

Note 6 Financial Instruments

Items that meet the definition of a financial instrument include cash, investments-general fund, investments-RDO fund, receivables, investments-WorkSafeBC reserve fund, investments - BCCSA reserve fund and payables and accruals.

It is management's opinion that the Alliance is not exposed to significant liquidity risk or credit risk arising from these financial statements. The following is a summary of the significant financial instrument risks:

MARKET RISK

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. It is management's opinion that the Alliance is not exposed to significant currency risk.

INTEREST RATE RISK - Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The fair values of fixed rate financial instruments are subject to change, since fair values fluctuate inversely with changes in market interest rates. The cash flows related to floating rate financial instruments change as market interest rates change. The Alliance is exposed to interest rate risk with respect to its investments.

OTHER PRICE RISK - Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Alliance is exposed to other price risk related to its investments.

Note 7 Director, Contractor and Employee Remuneration

On November 28, 2016, the new British Columbia Societies Act came into force. Included in the new Act is a requirement to disclose the remuneration paid to all directors, the ten highest paid employees and all contractors who are paid at least \$75,000 annually.

The Alliance does not pay any remuneration to any board directors. The Alliance has 10 employees and/or contractors earning \$75,000 or more. Their total remuneration is \$1,425,934.

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:

2022 - \$ 176,390	2023 - 249,556	2024 - 253,902	2025 - 258,249	2026 - 247,020	= Total	\$ 1,185,117
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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, 2021 to December 31, 2021.

Note 11 Covid19

In March 2020, the World Health Organization declared the outbreak of a novel coronavirus (COVID-19) as a global pandemic, which continues to spread in Canada and around the world. As at the balance sheet date, the Alliance is aware of changes in its operations as a result of the COVID-19 crisis. Management is uncertain of the effects of these changes on its financial statements and believes that any disturbance may be temporary; however, there is uncertainty about the length and potential impact of the disturbance.

As a result, we are unable to estimate the potential impact on the societies operations as at the date of these financial statements.

Schedule 1

Summary Schedule Of Revenue And Expenditures

For The Year Ended December 31, 2021

	2021 \$	2020 \$
REVENUE		
WorkSafeBC contributions	7,481,013	7,500,953
Courses	389,984	147,725
Manuals	1,254	15
Replacement cards	7,250	7,525
Event revenue	9,900	–
Other revenue	260,256	295,454
Gross revenues before deferrals	8,149,657	7,951,672
Transfer to deferred contributions	(1,978,5132)	(2,181,420)
	6,171,125	5,770,252
EXPENDITURES		
Salaries	2,185,573	2,064,926
Benefits	357,006	314,786
Consultants and contractors	1,466,523	1,320,415
Advertising	172,900	185,736
Board expenditures	14,980	43,525
Building and services	1,749	3,229
Communications	117,265	77,828
Conferences and meetings	63,651	34,212
Furniture and equipment	34,797	22,712
Office supplies	16,527	27,298
Professional fees	70,700	67,794
Property taxes and insurance	38,039	31,433
Miscellaneous	575,240	522,658
Publications	291,093	247,291
Rent	194,841	201,784
Technology	366,462	382,427
Training	1,632	6,197
Travel	185,431	196,288
Amortization	16,716	19,713
	6,171,125	5,770,252
Excess of revenue over expenditures	–	–

The accompanying notes are an integral part of these statements

Schedule 2

Certificate Of Recognition Program (COR®)

For The Year Ended December 31, 2021

	2021 \$	2020 \$
REVENUE		
WorkSafeBC contributions	2,430,570	2,430,570
Other revenue	3,063	2,487
Gross revenues before deferrals	2,433,633	2,433,057
Transfer to deferred contributions	(671,499)	(630,638)
	1,762,134	1,802,419
EXPENDITURES		
Salaries	880,207	848,880
Benefits	143,969	129,038
Consultants and contractors	331,441	390,592
Advertising	70,689	66,537
Board expenditures	6,741	19,586
Building and services	787	1,453
Communications	18,987	20,021
Conferences and meetings	7,493	4,352
Furniture and equipment	14,374	9,202
Office supplies	7,170	11,647
Professional fees	23,618	21,836
Property taxes and insurance	17,118	14,145
Miscellaneous	8,607	6,172
Publications	18,115	23,924
Rent	87,679	90,803
Technology	65,716	70,451
Training	154	579
Travel	51,747	64,330
Amortization	7,522	8,871
	1,762,134	1,802,419
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

Schedule 3

Health And Safety Association (HSA)

For The Year Ended December 31, 2021

	2021 \$	2020 \$
REVENUE		
WorkSafeBC contributions	3,306,920	3,326,860
Courses	389,984	147,725
Manuals	1,254	15
Other revenue	115,449	157,723
Gross revenues before deferrals	3,813,607	3,632,323
Transfer to deferred contributions	(887,1642)	(935,830)
	2,925,965	2,696,493
EXPENDITURES		
Salaries	1,012,029	917,860
Benefits	163,940	138,141
Consultants and contractors	856,049	772,044
Advertising	75,025	105,872
Board expenditures	6,741	19,586
Building and services	787	1,453
Communications	83,306	43,639
Conferences and meetings	52,460	27,742
Furniture and equipment	17,251	10,557
Office supplies	7,467	12,409
Professional fees	38,281	36,841
Property taxes and insurance	17,118	14,145
Miscellaneous	78,784	95,393
Publications	80,585	100,304
Rent	87,679	90,803
Technology	242,656	188,632
Training	1,075	5,311
Travel	97,210	106,890
Amortization	7,522	8,871
	2,925,965	2,696,493
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

Schedule 4

Traffic Control Program (TCP)

For The Year Ended December 31, 2021

	2021 \$	2020 \$
REVENUE		
WorkSafeBC contributions	909,780	909,780
Replacement cards	7,250	7,525
Other revenue	151,644	135,244
Gross revenues before deferrals	1,068,674	1,052,549
Transfer to deferred contributions	(356,112)	(462,317)
	712,562	590,232
EXPENDITURES		
Salaries	229,636	231,526
Benefits	39,190	38,232
Consultants and contractors	153,060	32,904
Advertising	24,309	10,695
Board expenditures	1,198	3,482
Building and services	140	258
Communications	14,048	13,130
Conferences and meetings	2,676	960
Furniture and equipment	2,465	2,505
Office supplies	1,577	2,761
Professional fees	7,752	8,156
Property taxes and insurance	3,043	2,515
Miscellaneous	5,392	1,735
Publications	157,208	103,978
Rent	15,589	16,143
Technology	47,931	116,458
Training	250	87
Travel	5,761	3,130
Amortization	1,337	1,577
	712,562	590,232
Excess of revenue over expenditures	-	-

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, 2021

2021
\$

2020
\$

REVENUE

WorkSafeBC contributions	702,143	702,143
Transfer to deferred contributions	(21,575)	(92,303)
	680,568	609,840

EXPENDITURES

Salaries	36,527	35,346
Benefits	6,157	5,566
Consultants and contractors	110,388	116,769
Advertising	1,462	1,329
Board expenditures	150	435
Building and services	17	32
Communications	436	549
Conferences and meetings	355	76
Furniture and equipment	363	169
Office supplies	153	241
Professional fees	525	480
Property taxes and insurance	380	314
Miscellaneous	482,266	419,221
Publications	231	543
Rent	1,948	2,018
Technology	8,899	5,595
Training	–	201
Travel	30,144	20,759
Amortization	167	197
	680,568	609,840
Excess of revenue over expenditures	–	–

The accompanying notes are an integral part of these statements

Schedule 6

Fire And Flood Restoration Program (FFRP)

For The Year Ended December 31, 2021

	2021 \$	2020 \$
REVENUE		
WorkSafeBC contributions	131,600	131,600
Transfer to deferred contributions	(41,704)	(60,332)
	89,896	71,268
EXPENDITURES		
Salaries	27,176	31,314
Benefits	3,747	3,809
Consultants and contractors	15,584	8,105
Advertising	1,414	1,302
Board expenditures	150	435
Building and services	17	32
Communications	487	488
Conferences and meetings	669	1,082
Furniture and equipment	342	280
Office supplies	159	242
Professional fees	525	480
Property taxes and insurance	380	314
Miscellaneous	191	137
Publications	34,953	18,542
Rent	1,948	2,018
Technology	1,264	1,291
Training	154	20
Travel	569	1,180
Amortization	167	197
	89,896	71,268
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these statements

Schedule 7

Research, Development And Opportunity Fund

For The Year Ended December 31, 2021

2021
\$

2020
\$

EXPENDITURES

Consultants and contractors	428,047	278,745
Conferences and meetings	884	1,095
Publications	6,202	26,350
Travel	10,211	13,241
Technology	70,999	–
	516,343	319,431
Excess of revenue over expenditures	(516,343)	(319,431)

The accompanying notes are an integral part of these statements



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'Toward a Better Normal'