

HSA 2019 Initiatives Workplan

Energy Safety Canada

HSA Mission / Vision Statement

Vision: Energy Safety Canada is a respected globally recognized authority with deep oil and gas safety expertise to improve safety performance.

Mission: Energy Safety Canada works on behalf of the Oil and Gas Industry to drive safe work performance through

Performing analysis to facilitate knowledge sharing and continuous improvement.

Communicating, marketing, and advocating on behalf of Energy Safety Canada and Industry

Driving safety standardization

Providing support to employers and workers

Delivering effective learning systems

The goal of this HSA is to assist the employers we support in reducing injuries and serious injuries and in improving return-to-work outcomes.

Instructions

A. Injury / Return-to-Work Issues: In this section, state the primary trends identified by your industry's data (normally provided by WorkSafeBC, but information from other sources may be used). This should be specific enough to be actionable, for example, primary causes of injury, location of injury, number of time loss injuries, or claim duration. You may choose a measure because it represents a large component of the injuries in your industry, or because the measure indicates some trend on a year-over-year basis (e.g., injuries of this type are increasing). Your key initiatives for the year will be focused on addressing these measures. Under "Objective", you will state the quantifiable improvement you would like to see in the measures you identified. This should state a specific improvement that can be measured at the end of the reporting year.

See the **HSA Planning and Reporting Information Package** pages 2 and 3 for more details.

B. Behaviour-Based Outcomes: In section B(i), identify the safe work behaviours or practices you are trying to create or change to address the primary trends identified in Section A. "Behaviour" may refer to a change in an individual employee, a manager, supervisor, or in the organization as a whole. In Section B(ii), provide evidence that the behaviour change has taken place.

See the **HSA Planning and Reporting Information Package** pages 4 and 11 for more details.

C. Knowledge-Based Outcomes: In this section, identify the knowledge, understanding or skills that would be required to create or change the safe work behaviours or practices identified in Section B. In Section C(ii), provide evidence that the knowledge change has taken place.

See the **HSA Planning and Reporting Information Package** pages 5 and 11 for more details.

D. Planned Activities: In this section, list the activities that you will undertake to impact the required skills, knowledge or understanding identified in Section C. Identify the number, frequency or timeline that will allow you to determine at the end of the reporting period whether you have successfully completed the activity. Focus only on the key initiatives that will help you ultimately impact the measures identified in Section A. You will track your activities throughout the reporting year and report them in the actual column.

See the **HSA Planning and Reporting Information Package** pages 6 and 11 for more details.

E. Organizational Capacity: In this section, list the activities that you will undertake to improve your organizational capacity so that you can carry out the activities identified in Section D. Identify the number, frequency or timeline that will allow you to determine at the end of the reporting period whether you have completed the activity.

See the **HSA Planning and Reporting Information Package** page 6.

F. Marketing / Outreach: In this section, list the activities that you will undertake to reach a broader audience and inform them of your products and offerings. Identify the number, frequency or timeline that will allow you to determine at the end of the reporting period whether you have completed the activity.

See the **HSA Planning and Reporting Information Package** page 6.

Initiative #1: Energy Safety Canada Industry Support Service

A. Injury / Return-to-Work Issues (HSA Planning and Reporting Information Package pages 2 and 3)

A. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:	
<p><i>In an effort to encourage and support employers to improve safety performance by using BC injury data statistics, Energy Safety Canada BC will identify 25 employers with the highest injury statistics using an algorithm ranking injury rate, duration, claim cost and experience rating and focus effort on individual employers within our funding CUs. Efforts are to consult with these employers focusing on those with most business in BC, in an effort to improve their safety programs and performance.</i></p>	<ul style="list-style-type: none"> • <i>Meet with 27 identified funding employers which may be a combination of office and field visits to share safety information and create a dialogue exchange</i> • <i>Consult with identified employers to assist them in enhancing their safety program and lowering their injury statistics for the future.</i> • <i>Target of lowering the injury statistics of 60% of the consulted employers.</i>

(Add additional rows as required)

B. Behaviour-Based Outcomes (HSA Planning and Reporting Information Package pages 4 and 11)

<p>B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:</p>	<ul style="list-style-type: none"> • <i>Personal consultation with the Sr. responsible representative and/or the Sr. safety practitioner/site supervisor for BC operations to share information on the impacts of injuries in the workplace</i> • <i>Discuss their injury statistics and how they compare to their peers which is intended to have them modify their safety behavior to become better than their peers.</i> • <i>Share Energy Safety Canada roles and how we may be able to assist in them reducing injuries</i> • <i>Build company relationships and establish a communication channel to where employers phone Energy Safety Canada for further information or participate in our safety practitioner sessions.</i> • <i>Offer to consult on their safety programs</i> • <i>Provide advice to enhance their effectiveness in safety in the workplace by offering to examine their existing policies/procedures in hopes of modifying them for the better and potentially adopting portions of those templates that may already be approved by industry.</i> • <i>Employers gain a better idea of Energy Safety Canada's resources, guidelines, practices and support available to utilize in enhancing their safety program.</i> • <i>Employers gain knowledge and begin to access existing injury statistic tools to enable them to monitor their own progress</i> • <i>Energy Safety Canada and employers share information with a goal of influencing positive safety behaviour in their industry.</i>
<p>B (ii) [To be completed at the end of the reporting year cycle]; Provide evidence that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.</p>	<p><i>Click here to enter text.</i></p>
<p>B (iii) [For WSBC use only]</p>	

C. Knowledge-Based Outcomes (HSA Planning and Reporting Information Package pages 5 and 11)

<p>C (i) This requires knowledge, understanding or skills to be changed in the following ways:</p>	<ul style="list-style-type: none"> • <i>Key company representatives learn the skills and tools to direct safety operations within their workplace.</i> • <i>Gaining better understanding of the benefit of a good safety program including financial, injury reduction and employee retention.</i> • <i>Opportunity for them to demonstrate their safety commitment from the top down.</i> • <i>Employers see where they sit in safety within their peers and how it affects their overall safety costs.</i> • <i>Employers share information on worksite safety areas and or mitigation that can be shared throughout the industry.</i>
<p>C (ii) [To be completed at the end of the reporting year cycle]; Provide evidence that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.</p>	<p>Click here to enter text.</p>
<p>C (iii) [For WSBC use only]</p>	

D. Planned Activities (HSA Planning and Reporting Information Package pages 6 and 11)

<p>D (i) Therefore, we will undertake the following activities:</p>			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
<p><i>Identify and meet with employers that could most benefit from Energy Safety Canada's assistance in enhancing their safety program.</i></p>	<p><i>Intent is to meet one on one personal meetings with Sr. members of their companies to stress safety culture</i></p> <p><i>Injury statistic reports for both company and their classification unit are generally provided</i></p> <p><i>Reference provided to Energy Safety Canada material on various tools and guidelines available</i></p>	<p><i>27 employers targeted for in 2019 with a minimum of one visit/year.</i></p>	<p>Click here to enter text.</p>
<p>(Add additional rows as required)</p>			
<p>D (iii) [For WSBC use only]</p>			
<p>Click here to enter text.</p>			

Initiative #2: Occupational Exposure Awareness Campaign

A. Injury / Return-to-Work Issues (HSA Planning and Reporting Information Package pages 2 and 3)

<p>B. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:</p>	
<p><i>Occupational exposure in the oil and gas industry is a common issue with some sensitivities in northeast BC in such issues as NORMS, silica, invert drilling mud, and Benzene exposure among others.</i></p>	<p><i>Employer companies are encouraged and supported to improve safety performance and workers are ready to work safely. The intent of this awareness campaign is to ensure employers are encouraged and supported to improve their safety performance by bringing to light the dangers of the various occupational exposures pertinent to the workers in the oil and gas industry. In this campaign, we will stress the importance of proper evaluation of the hazards in their specific workplaces and the development of exposure control plans</i></p>
<p>(Add additional rows as required)</p>	

B. Behaviour-Based Outcomes (HSA Planning and Reporting Information Package pages 4 and 11)

<p>B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:</p>	<p><i>With the additional awareness from this campaign, employers should then have a better knowledge of the hazard levels in their workplace and appropriate controls to address and prevent exceeding the regulated exposure limits. The intent is to heighten employer's awareness of occupational hazards in their workplace to a more broader view. The intent is for them then to take appropriate actions to control employee exposure with the development or enhancement of exposure control plans in the workplace. The importance of adequate protection from any occupational exposure can be emphasized and incorporated into the workplace by outlining the proper choice of protective equipment for the task/hazard involved and ensure adequate fit testing to ensure a proper seal to the face is maintained.</i></p>
<p>B (ii) [To be completed at the end of the reporting year cycle]; Provide evidence that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.</p>	<p><i>Click here to enter text.</i></p>
<p>B (iii) [For WSBC use only]</p>	

C. Knowledge-Based Outcomes (HSA Planning and Reporting Information Package pages 5 and 11)

<p>C (i) This requires knowledge, understanding or skills to be changed in the following ways:</p>	<p><i>The intent is to educate employers on the potential areas of higher exposure to various industry occupational hazards within their workplace. These hazards may not be initially apparent to the employers and/or safety practitioners. It is our intent to educate employers on the threshold limits and proper evaluation of exposure. With this new information it will set them up for success when developing comprehensive exposure control plans for the various hazards in their particular worksites. The release of this awareness campaign should occur shortly after the update and release of the updated Energy Safety Canada's Controlling Chemical Hazards document. Aspects of this document can be rolled out to BC employers around the same time including guidance sheets, updated regulatory references, tools, and resources. This will provide employers with a new understanding of combined risk assessment when dealing with multiple chemical products that may have mixed within their operations.</i></p>
<p>C (ii) [To be completed at the end of the reporting year cycle]; Provide evidence that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.</p>	<p><i>Click here to enter text.</i></p>
<p>C (iii) [For WSBC use only]</p>	

D. Planned Activities (HSA Planning and Reporting Information Package pages 6 and 11)

<p>D (i) Therefore, we will undertake the following activities:</p>			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
<p><i>Industry Education Session</i></p>	<p><i>Bring in a speaker knowledgeable on the subject of occupational exposure within the upstream oil and gas industry to speak about the various hazards in the</i></p>	<p>1</p>	<p><i>Click here to enter text.</i></p>

<p><i>Field evaluation of various occupational exposure scenarios</i></p> <p><i>Develop an info-bulletin and toolbox talk on occupational exposure plans</i></p>	<p><i>industry as well as effective site evaluations and appropriate controls.</i></p> <p><i>Work with employers to assist them in evaluating their worksite occupational injury risks and facilitate the development of an occupational exposure plan</i></p> <p><i>Compile relevant material including statistics on occupational exposure in the upstream oil and gas industry and develop an information bulletin and toolbox talk for industry distribution</i></p>	<p>3</p> <p>1 Information bulletin and 1 toolbox talk</p>	
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(Add additional rows as required)

D (iii) [For WSBC use only]
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Initiative #3: Supervisory Competency Awareness Campaign

A. Injury / Return-to-Work Issues (HSA Planning and Reporting Information Package pages 2 and 3)

C. Using data and information from the industry, we have identified the primary trends within our industry and set the following objectives:	
<p><i>Traditionally the oil and gas industry promote or hire supervisors primarily for their good knowledge, skills, and or expertise in their work and not necessarily for their strong supervisory abilities. Energy Safety Canada is developing competency tools and resources to assist these employers to both review and evaluate the competency of their workers which should assist supervisors in their roles.</i></p>	<p><i>The intent of this awareness campaign is to ensure employers are encouraged and supported to improve their safety performance by bringing to light the importance of evaluating supervisor and worker's competency of the tasks that they perform or supervise. In this campaign, we will stress the importance of supervisory competency evaluation by providing information, guidance, and resources to be utilized at the worksite. Information will be resourced from Energy Safety Canada's Competency Management Systems Guideline; the Canadian Association of Petroleum Producers (CAPP) Critical Roles and Competency Guide; and DACC's IRP 7: Standards for Competent Supervision to Prevent Critical Outcomes; among other resources and tools available.</i></p>

(Add additional rows as required)

B. Behaviour-Based Outcomes (HSA Planning and Reporting Information Package pages 4 and 11)

<p>B (i) To meet those objectives, workplace health and safety behaviours and/or return-to-work practices need to change in the following ways:</p>	<p><i>Employer companies are encouraged and supported to improve safety performance and workers are ready to work safely. Through Energy Safety Canadas educational efforts, employers will recognize the importance of evaluating supervisor and worker's competency of the tasks that they perform or supervise. This will ensure they are performing work safely and following their obligations and regulatory requirements. Energy Safety Canada will assist their implementation of a supervisor competency program by providing additional tools and resources making it easier to implement that change to their present program and thus affect behavior.</i></p>
<p>B (ii) [To be completed at the end of the reporting year cycle]; Provide evidence that the changes described in B(i) took place by the end of the reporting year. This may be done through surveys, job site visits, interviews, audits, or any other method you feel is appropriate.</p>	<p>Click here to enter text.</p>
B (iii) [For WSBC use only]	

C. Knowledge-Based Outcomes (HSA Planning and Reporting Information Package pages 5 and 11)

C (i) This requires knowledge, understanding or skills to be changed in the following ways:	<p><i>This competency awareness campaign should align closely with the timing of the release of IRP 7 – Standards for Competent Supervision to Prevent Critical Outcomes and results of this document development is intended to be outlined and shared with industry in this awareness campaign.</i></p> <p><i>Energy Safety Canada will coach employers, so they gain knowledge of effective supervisor competency evaluation, legal liabilities, and moral obligations with the intent to improve their safety performance. Energy Safety Canada will assist employers by providing additional tools and resources to assist in employers’ implementation of a program.</i></p>
C (ii) [To be completed at the end of the reporting year cycle]; Provide evidence that the changes described in C(i) took place by the end of the reporting year. This may be done through surveys, post-session testing, focus groups, interviews, or any other method you feel is appropriate.	
C (iii) [For WSBC use only]	

D. Planned Activities (HSA Planning and Reporting Information Package pages 6 and 11)

D (i) Therefore, we will undertake the following activities:			
Activity	Description	Number / frequency / timeline	
		Planned	D(ii) Actual
<i>Industry Education Session</i>	<i>Have a knowledgeable speaker on the subject of supervisor competency to speak about the guidelines tools and resources available as well as importance of implementing a comprehensive workplace policy.</i>	1	Click here to enter text.
<i>Develop and/or distribute an info bulletin on supervisor competencies</i>	<i>Work with existing information and materials available and circulate the information to employers in easy to understand guidance document</i>	1 information bulletin	

(Add additional rows as required)

D (iii) [For WSBC use only]
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E. Organizational Capacity (HSA Planning and Reporting Information Package page 7)

To support us in providing the activities outlined in these initiatives, we will undertake the following activities designed to increase our organizational capacity:

(E) Activity	Description	Number / frequency
Provide education to BC employers on newly released Energy Safety Canada documents such as the release of The Canadian Model for Providing a Safe Workplace – Version 6 and the Life Saving Rules	Energy Safety Canada is continually developing and updating our safety guidance to industry to ensure they are up to date with changes in their best practices or regulatory updates. The BC office will assist in the communication of these changes to the BC employers	2019 reporting year
Utilize data-based decisions to drive performance by identifying trends and opportunities and encouraging standardization	Use compiled BC safety data to identify trends and opportunities to improve safety performance in BC. Keep apprised of emerging industry issues by participation in pertinent stakeholder events, committees, and conferences	2019 reporting year
Facilitate agreed standardization by keeping the BC Advisory Committee updated on Energy Safety Canada BC's progress and share standardized developments	Hold meetings and gain feedback on direction and support of initiatives	4 times per year
Utilizing a collaborative approach to improve safe work performance by enhancing stakeholder and regulatory relationships	Meet with representatives of WorkSafeBC, Independent Contractor and Businessmen Association, and Energy Services BC to foster relationships and understand industry challenges	2 times per group
Ensuring workers are ready to work safely by enhancing effective and efficient learning management by monitoring the provincial delivery, and offer learning management programs to meet the needs of BC employers	Proactively engage industry to identify areas where Energy Safety Canada can support industry's learning management	2019 reporting year
	Provide guidance and support to clients' inquiries on learning management and resources to assist their safety performance	2019 reporting year
	Compile annual report on Energy Safety Canada BC's activities	Once per year
	Report on provincial learning management activities and industry's injury statistics to Energy Safety Canada BC Advisory Committee	4 times per year
	Meet with regional Authorized Training Partners to maintain consistent learning management, inform them of changes, and solicit input to enhance future learning delivery	1 time per year
Coordinate workgroup of key industry's safety practitioners to share agreed industry standardization, and ensure workers are ready to work safety	Meet with regional safety practitioners and share information on key safety topics using speakers with expertise on the specific topic areas Identify any focus groups required to gather information and identify mitigation strategies for the specific safety issue	4 times per year
Coordinate workgroup of industry workers and supervisors to share agreed industry standardization and ensure workers are ready to work	Host lunch and learn	1 minimum in most appropriate area community

safely. Educate industry supervisors and workers on key safety issues and emerging safety information and initiatives		
Energy Safety Canada is a positive and recognized external brand by being a role model and promoting safety behaviour to our staff.	Meet or exceed goals on Energy Safety Canada Corporate safety report card (safety drills, facility inspections, maintain high COR audit standings)	Monthly
Responsive, proactive and leading communication channels by empowering and engaging staff	Effective communications and regular staff meetings	Bi-weekly staff meetings, bi-weekly individual check-ups and monthly safety meetings
<i>Click here to enter text.</i>	<i>Click here to enter text.</i>	<i>Click here to enter text.</i>

(Add additional rows as required)

F. Marketing / Outreach Activities (HSA Planning and Reporting Information Package page 7)

To reach a broader audience within our industry, we will undertake the following marketing / outreach activities:

(F) Activity	Description	Number / frequency
Outreach	Participate at regional petroleum and key stakeholder related events to promote Energy Safety Canada products and services	2 events
Safety conferences	Document attendance and presentations at events/conferences	Target of 2
Communicate with other HSA's in BC	Attend meetings scheduled with other HSA's to share ideas and initiatives that are being implemented	As scheduled to a maximum of 4
Enhance working relationship with Trade Associations and Industry	Increase field activities in selected sectors that are experiencing an increase in work related injuries	As identified by injury statistics

(Add additional rows as required)

F (ii) [For WSBC use only]

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G. Overall Assessment

G (ii) [For WSBC use only]

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Board Chair Approval

Greg Stringham
Name

Signature



11 Sept 2018
Date