WORKSAFE BC
WORKING TO MAKE A DIFFERENCE

WORKERS' COMPENSATION BOARD OF BRITISH COLUMBIA
6951 Westminster Highway, Richmond, BC
Mailing Address: PO Box 5350, Vancouver BC, V6B 5L5
Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

INSPECTION REPORT

WORKER AND EMPLOYER SERVICES DIVISION

An employer who fails to comply with the Occupational Health & Safety Regulation or Board orders or directions is subject to sanctions as prescribed in the Workers Compensation Act.

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Date of Issue	Number	Number of Orders
2012/11/07	**2012158910227**	**11**

Employer	Location	Classification Unit Number	Activity Time Recorded*	Travel Time Recorded*
4000	**031**	**841102**	**10**	**1.00**

***The Time Recorded reflects only that time which has been charged to this inspection up until the document was printed for delivery. Subsequent time may be added for additional activity related to this inspection.**

Number of Workers	Project Number	Site Visit Date
101 or more		**2012/10/31**

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)
N	**N**	**N**	

Head Office	Job Site
PROVINCIAL GOVERNMENT **WORKERS' COMPENSATION PROGRAMS BC PUBLIC SERVICE A** **PO BOX 9404 STN PROV GOVT** **VICTORIA** **BC V8W9V1**	**Fraser Regional Correct. Centre** **13777 - 256 St.** **Maple Ridge** **BC**

Portion Inspected	**Provincial Corrections Initiative**
Violations	**REFER TO ORDERS ON FOLLOWING PAGE(S)**

Employer Representative Name	Accompanied by Employer Representative
	Jason Heath/ADW Fraser Houses
Employer Representative Position	Accompanied by Worker Representative
	Chris Jack/JOSHC
Phone Number	Organization
	BCGEU
Signature	Officer of the Board / Signature **Goodman, Allan**

Regulation(s) Referenced in Inspection Text

WCA 134.(1).(b), WCA 136.(1), WCA 175.(2).(a), WCA 176.(2).(a), OHS 3.23.(2), OHS 3.23.(1), WCA 194.(4).(b)

Inspection Text

As part of the Provincial Correctional Centre Iniative, WorkSafeBC Prevention Officers Ron Schouten, Allan Goodman and Jeanette Campbell

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conducted an inspection of Fraser Regional Correctional Centre (FRCC) during the week of October 29, 2012.

The purpose of the Provincial Correctional Centre Initiative is to assist the Corrections Branch in achieving regulatory compliance with the Workers Compensation Act and the Occupational Health and Safety Regulation. The initiative focuses on the nine regional Correctional Centres in British Columbia.

A Baseline Compliance Assessment was completed at FRCC. A copy of the form used in the assessment is attached to this record in the employer's firm file. This assessment focussed on 3 key areas: Workplace Accountabilities and Responsibilities (including the coordination of contractors), Violence in the Workplace, and Blood and Body Fluid Exposures. During the completion of the assessment, the officers reviewed documentation, interviewed Corrections staff and conducted a site inspection. The Acting Deputy Warden – Fraser Houses and the Chairperson, Local 104 (BCGEU) accompanied the officers on the inspection.

Staff interviewed included correctional officers/supervisors from living units, central control, programs and training and the following employer representatives: Warden, Deputy Warden – Operations, Deputy Warden – Programs and Acting Deputy Warden – Fraser Houses. Representatives from the three main contractors (Sentry Correctional Health Services, Compass/Eurest Services, WSI) were also interviewed. On October 31 and November 1, a site inspection was conducted of Central Control, Segregation, several living units (2B, 3C, 3D, 4C), the Metal Working Shop, Maintenance and Kitchen.

The Baseline Compliance Assessment addressed the following elements:

1) Workplace Accountabilities and Responsibilities
   a. Policy Statement
   b. Inspection of Premises
   c. Incident/Accident Investigations Required by WorkSafeBC
   d. Supervision and Training of Workers
   e. Joint Health and Safety Committee
   f. Records and Statistics
   g. Prime Contractor Responsibilities

2) Violence in the Workplace
   a. Risk Assessment
   b. Policies and Procedures

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c. Training

3) Blood and Body Fluid Exposures
a. Exposure Control Plan
b. Training and Record Keeping
c. Waste Containers
d. Vaccinations
e. Exposure Incidents

Based on a review of the documentation submitted, information provided during worker and employer representative interviews, and observations made during the site inspection, 11 orders are issued as documented on this Inspection Report.

Further to the orders issued, the employer is advised:

1) Worker and Contractor Orientations

An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace (OHS 3.23.(1)).

It was discussed with the employer representatives the requirement to ensure the contractor orientation includes the consideration of all of the site-specific components of OHS 3.23(2) below:

(a) the name and contact information for the young or new worker's supervisor;
(b) the employer's and young or new worker's rights and responsibilities under the Workers Compensation Act and this Regulation including the reporting of unsafe conditions and the right to refuse to perform unsafe work;
(c) workplace health and safety rules;
(d) hazards to which the young or new worker may be exposed, including risks from robbery, assault or confrontation;
(e) working alone or in isolation;
(f) violence in the workplace;
(g) personal protective equipment;
(h) location of first aid facilities and means of summoning first aid and reporting illnesses and injuries;
(i) emergency procedures;

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(j) instruction and demonstration of the young or new worker's work task or work process;
(k) the employer's health and safety program, if required under section 3.1 of this Regulation;
(l) WHMIS information requirements set out in Part 5, as applicable to the young or new worker's workplace;
(m) contact information for the occupational health and safety committee or the worker health and safety representative, as applicable to the workplace.

2) Notice of Compliance

It was discussed with the employer representatives that they are required to submit a written Notice of Compliance outlining the steps to be taken and time frame required to comply with the orders issued in this report. A notice of compliance package will be mailed to the head office address indicated on this inspection report. Pursuant to WCA 194.(4).(b), the employer must provide a copy of the completed Notice of Compliance report to the joint committee.

Additional Documentation

The following documents were provided to the employer representatives to assist them in complying with the orders issued.

1) WorkSafeBC document Communicate Patient Information: Prevent violence-related injuries to health care and social services workers,
2) Guideline G6.34-4 Program to inform workers of the exposure control plan,
3) Speciality Hearing Protection (WorkSafeBC),
4) Sample written procedures for respirators,
5) Sample fit testing template,
6) Guideline G-D10-172-1 WorkSafeBC notification of serious injuries
7) Policy D10-172-1 Accident Reporting and Investigation

The orders issued in this inspection report are based, in part, on the review of several documents that were requested from and provided by the employer. As requested, these documents were returned to the employer at the time of delivery of the inspection report. WorkSafeBC may request these documents at a later date should the need arise.

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If there are any questions regarding the items noted in this Inspection Report, or to forward any documentation that may be requested in this Inspection report, please contact me by:

Faxing to: (604) 232-1946 marked Attention: Allan Goodman or,

Emailing to: allan.goodman@worksafebc.com or,

Mailing to: WorkSafeBC, Coquitlam Office,
Suite # 104 - 3020 Lincoln Avenue,
Coquitlam, B.C., V3B 6B4
Attention: Allan Goodman

Office Phone: (604) 232-1936

WorkSafeBC has a wide range of health and safety information. For assistance and information on workplace health and safety visit our website at www.worksafebc.com.

To report a serious accident/incident or major chemical release call:
604 276-3100 in the Lower Mainland
1 888 621-7233 toll-free within B.C.

To report after hours safety and health emergencies, call 1 866 922-4357
****

Orders

Order No.	1	Decision	AL	WCB Reference	OHS3.3.(a)	

The occupational health and safety program for this workplace does not include a policy statement of the employer's aims, and does not include the responsibilities of the employer, supervisors and workers.

This is in contravention of the Occupational Health and Safety Regulation Section 3.3(a).

The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include a statement of the employer's aims and the responsibilities of the employer, supervisors and workers.

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The employer is ordered to develop a policy statement of the employer's aims and the responsibilities of the employer, supervisors and workers, and provide a copy of the policy statement to me for review.

Order No.	2	Decision	AL	WCB Reference	WCA175.(1)	

In discussion with both the employer and worker representatives it was revealed that there were at least 10 incidents at this workplace in 2012 where an incident investigation report had not yet been prepared in accordance with the regulations.

In addition, upon review of several submitted incident investigation reports even though unsafe conditions, acts or procedures had been identified, some of the reports did not contain recommended corrective actions to prevent similar incidents, contrary to the requirements of WCA 174(2)(c).

This is in contravention of the Workers Compensation Act Section 175 (1).

As part of an investigation required by Workers Compensation Act Part 3 Division 10, an employer must ensure that an incident investigation report is prepared in accordance with the regulations.

The employer is ordered to provide written assurance that:

1) An incident investigation report, if required by the regulations, will be prepared, without undue delay, for all incidents occurring at this workplace.

2) If an incident investigation identifies unsafe conditions, acts or procedures contributed to the incident, then recommended corrective actions to prevent similar incidents will be identified and included on the investigation report.

In addition, the employer must provide copies of the completed incident investigation reports for the next 12 months to me for review.

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Order No.	3	Decision	AL	WCB Reference	WCA115.(2).(e)

As a result of documentation review, site inspection, and interview with employer and worker representatives it was determined the employer has not provided workers with adequate information, instruction and training to ensure the health and safety of those workers in carrying out their work. Evidence of this is, in part, the following:

- Workers who assume the Correctional Supervisor (CS) role had not received the health and safety training component of that position, prior to assuming the role.

- Workers assuming the role of shop instructors had not received adequate health and safety training, including the safe operation of and the hazards associated with the equipment in use in the shops facility, prior to assuming that role.

- Some workers did not receive appropriate training in procedures to minimize exposures to blood and body fluids, in relation to incidents involving an inmate throwing excrement at/on workers.

- There is some evidence that positions requiring living unit specific training (i.e. MDO) may be backfilled by workers who have not had this required training.

- Officers that had returned from extended leave (i.e. maternity, injury, illness) are not receiving a health and safety specific orientation/training refresher prior to returning to work.

This is in contravention of the Workers Compensation Act Section 115 (2)(e).

An employer must provide to the employer's workers the information, instruction, training and supervision necessary to ensure the health and safety of those workers in carrying out their work and to ensure the health and safety of other workers at the workplace.

The employer is ordered to amend and/or develop new procedures/protocols to address each of the items documented in this Order, to ensure workers are being provided with adequate information, instruction and training to ensure the health and safety of those workers in carrying out their work.

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Order No.	4	Decision	AL	WCB Reference	WCA125.(a)

As a result of the document review and site inspection of this workplace it was determined the employer has established but is not maintaining the joint health and safety committee. Evidence of this is, in part, the following:

1) The employer has not always provided worker co-chairs the time that is reasonably necessary to prepare for meetings of the committee and to fulfill the other functions and duties of the committee, as required by WCA 134(1)(b).
The JOSH co-chairs reported the employer was deducting any required meeting preparation time from the scheduled 90 minute JOSH meeting time.

2) The employer has not always provided the joint committee with the equipment, premises and clerical personnel necessary for the carrying out of its duties and functions, as required by WCA 136(1).
Interview of JOSH co-chairs revealed they were unable to access printed copies of meeting minutes and other required JOSH documentation.

3) The employer has not been providing the joint committee a copy of the completed incident investigation reports for review, as required by WCA 175(2)(a).

4) The employer has not been preparing and providing to the joint committee a follow-up report of the corrective action taken as the result of completed incident investigations, as required by WCA 176(2)(a).

5) The employer has not ensured the joint committee has been involved in conducting accident investigations for each accident that requires an investigation, as per WCA 130(h) and the regulations.
Interview of both worker and employer representatives and review of joint committee minutes revealed that the joint committee decided to combine two incidents into one investigation and on another occasion elected not to investigate another incident(s).

6) The employer has not provided the joint committee resources to ensure they can expeditiously deal with health and safety items brought forward to the committee, as required by WCA 130(b). Evidence of this includes JOSH agenda items that are being carried forward for several months without being dealt with by the committee. For example the minutes of the September, 2012 JOSH meeting included the following agenda items:

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- Unit 4C risk assessment carried forward since November, 2011.
- Review of respirators carried forward from January, 2012.
- Request for bear spray carried forward from May, 2012.

This is in contravention of the Workers Compensation Act Section 125 (a).

An employer must establish and maintain a joint health and safety committee in each workplace where 20 or more workers of the employer are regularly employed.

Pursuant to Workers Compensation Act Division 4, the employer must post any order written under Division 4 and keep it posted for 12 months.

The employer is ordered to provide written assurance to me they will address each of the items documented in this Order, to ensure compliance to the appropriate and applicable sections of the WCA and regulations.

Order No.	5	Decision	AL	WCB Reference	WCA118.(2)	

As a result of documentation review, site inspection, and interview with employer and worker representatives it was determined the employer (prime contractor) has not ensured the coordination of the contractor activities at this workplace relating to occupational health and safety. The employer has not done everything that is reasonably practicable to establish and maintain a system or process that will ensure compliance with this Part and the regulations in respect of the workplace.

Evidence of this is, in part, the following:

1) Contractors are permitted to work at this site prior to receiving a corrections contractor-specific health and safety orientation, contrary to the requirements of OHS Regulation 3.23(1).

2) A contractor was observed not wearing a Personal Alarm Transmitter (PAT) or any form of visible identification, contrary to the requirements of this employer's Standard Operating Procedure(SOP), while working in a secure area of the facility. It was reported this individual has been observed in the past not wearing this required PPE.

3) The employer has not been enquiring whether contractors conducting work at this site have a site specific violence in the workplace risk assessment.

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4) This employer's own violence in the workplace risk assessment does not adequately address the coordination of contractors working on site, to ensure the work being performed by the contractors does not put these workers at risk of injury from inmate violence.

This is in contravention of the Workers Compensation Act Section 118 (2).

The prime contractor of a multiple-employer workplace must:
(a) ensure that the activities of employers, workers and other persons at the workplace relating to occupational health and safety are coordinated, and
(b) do everything that is reasonably practicable to establish and maintain a system or process that will ensure compliance with this Part and the regulations in respect of the workplace.

The employer is ordered to amend and/or develop new procedures/protocols to address each of the items documented in this Order, to ensure that:

1) The activities of employers, workers and other persons at this workplace relating to occupational health and safety are coordinated, and

2) All reasonably practicable measures are implemented to establish and maintain a system or process that will ensure compliance with this Part and the regulations in respect of the workplace occurs.

Order No.	6	Decision	AL	WCB Reference	OHS4.29.(b)	

A review of the employer's procedures to minimize the risk of injury from inmate violence to workers at this site determined that they do not adequately address the risk of violence to some of these workers. Evidence of this includes:

1) The location of the desk in the medical liaison officer's (MLO) office in the MDO unit puts the MLO out of sight from the MDO officer and the layout of the office puts the inmate between the MLO and the safe egress route. In addition, there were many loose objects in this office that could be used as a weapon against the MLO.

2) The risk assessment previously conducted for the on-site living units identified that the height of the living unit officers' work stations should be increased to create a physical barrier and to provide safer

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emergency egress from the work station area. However, in unit 4C this modification has not yet been implemented, putting the workers in this unit at risk of injury from inmate violence.

This is in contravention of the Occupational Health and Safety Regulation Section 4.29(b).

If a risk of injury to workers from violence is identified by an assessment performed under section 4.28 the employer must, if elimination of the risk to workers is not possible, establish procedures, policies and work environment arrangements to minimize the risk to workers.

The employer is ordered to make the necessary modifications in procedures, policies and work environment arrangements to address the items documented in this Order.

Order No.	7	Decision	AL	WCB Reference	OHS6.34.(1)	

The employer has implemented some but not all elements of an exposure control plan. Evidence of this is, in part, the following:

1) By the nature of the work that correction officers/supervisors conduct at this workplace they may have an occupational exposure to a biological agent via blood and body fluids and other potentially infectious material (OPIM). Of the 15 investigation reports provided for incidents that have occurred in the past 18 months, three involved a potential exposure to body fluids (e.g., faeces, urine) in two areas of the facility (Segregation, 4C).

2) The employer representative provided a copy of the North Fraser Pre-Trial Centre Exposure Control Plan (ECP) which they stated they planned to use at FRCC after review by management and the JHSC. The NFPC ECP makes reference to the Health Care Unit being in operation 24 hours a day, which is not the case in FRCC. It does not identify the work programs component of FRCC nor does it discuss control measures and work procedures which have been implemented/proposed to minimize worker exposures to faeces and urine during meal distribution which reportedly is the primary activity associated with body fluid exposures.

3) The PowerPoint training material provided a good orientation to the hazards of BBF exposures. However, it does not discuss the issues around the faeces/urine incidents and the controls in place to minimize/limit

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4000	031	841102	10	1.00

these exposures, nor does it review/reference the exposure control plan. Interviews with COs confirmed that workers were knowledgeable about the hazard but were unable to describe the procedures to follow when an exposure to body fluids occurs.

This is in contravention of the Occupational Health and Safety Regulation Section 6.34(1).

If a worker has or may have occupational exposure, the employer must develop and implement an exposure control plan, based on the precautionary principle, that meets the requirements of section 5.54 and that includes the following:
(a) a risk assessment conducted by a qualified person to determine if there is a potential for occupational exposure by any route of transmission;
(b) a list of all work activities for which there is a potential for occupational exposure;
(c) engineering controls and administrative controls to eliminate or minimize the potential for occupational exposure;
(d) standard or routine infection control precautions and transmission-based precautions for all work activities that have been identified as having a potential for occupational exposure, including
(i) housekeeping practices designed to keep the workplace clean and free from spills, splashes or other accidental contamination,
(ii) work procedures to ensure that contaminated laundry is isolated, bagged and handled as little as possible, and
(iii) work procedures to ensure that laboratory or other samples containing a biological agent designated as a hazardous substance in section 5.1.1 are handled in accordance with the Laboratory Biosafety Manual issued by the World Health Organization, as amended from time to time, and the Laboratory Biosafety Guidelines issued by Health Canada, as amended from time to time;
(e) a description of personal protective equipment designed to eliminate or minimize occupational exposure;
(f) a program to inform workers about the contents of the exposure control plan and to provide them with adequate education, training and supervision to work safely with, and in proximity to, a biological agent designated as a hazardous substance in section 5.1.1;
(g) a record of all training and education provided to workers in the program described in paragraph (f);
(h) a record of all workers who have been exposed, while performing work activities, to a biological agent designated as a hazardous substance in section 5.1.1.

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WORKING TO MAKE A DIFFERENCE

INSPECTION REPORT

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The employer is ordered to modify the North Fraser Pre-Trial ECP to be specific to FRCC. The ECP developed must include all of the applicable elements required under this Section. The following are examples of site specific elements to be addressed:

(a) List of all work activities for which there is a potential for occupational exposure, including the activities associated with recent body fluid exposures;
(b) Description of the engineering and administrative controls proposed/in use to eliminate or minimize the potential for occupational exposure to faeces and urine such as
- Shield used during meal distribution and other modifications in Segregation,
- Method for identifying inmates at risk of throwing faeces/urine
- Instructions to inmates who are at risk of this behaviour
- Availability of the Biohazard kit;
(c) Development of/modification of SOPs to instruct workers in
- Type of PPE to be used when extracting an inmate from a cell that has been "smeared with faeces" or when the inmate has body fluid on them (re: Soft cell extraction SOP),
- Procedure to follow when an exposure to blood/body fluids occurs while the Health Centre is closed (re: Staff Injury SOP),
- Procedure for donning of frisking gloves and nitrile/latex gloves when BBF exposures are anticipated,
- Procedures to follow when a correction officer/supervisor's clothing is contaminated with BBF and/or the CO/CS receives a potential BBF exposure (including the availability and location of staff biohazard kits).
(d) Program to inform workers about the contents of the exposure control plan;
(e) Record of all training and education provided to workers in the program;
(f) Record of all workers who have been exposed, while performing work activities, to a biological agent designated as a hazardous substance.

As part of the implementation of the exposure control plan, the employer representative must provide all workers with training about the contents of the exposure control plan. The employer is referred to WorkSafeBC guideline G6.34-4 Program to inform workers of the exposure control plan for information about the topics to be covered.

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Order No.	8	Decision	AL	WCB Reference	OHS12.3

In discussion with the employer representatives it was determined that an assessment had not been conducted on the equipment and machinery in use in the metal fabrication shop facility, to ensure the equipment safeguarding meets the application, design, construction and use requirements of CSA Standard Z432-94, Safeguarding of Machinery.

This is in contravention of the Occupational Health and Safety Regulation Section 12.3.

The application, design, construction and use of safeguards, including an opening in a guard and the reach distance to a hazardous part, must meet the requirements of CSA Standard Z432-94, Safeguarding of Machinery.

The employer is ordered to ensure an assessment, by a qualified person, is conducted on the equipment and machinery in use in this shop facility to ensure the safeguarding meets the application, design, construction and use requirements of CSA Standard Z432-94, Safeguarding of Machinery, or another standard acceptable to the board (CSA Z432-04).

In addition, until such time as the assessment has been conducted, and any identified modifications/installation of equipment and machinery safeguarding is completed, the employer is ordered to ensure workers assigned to work in this facility are instructed they must not use any of the equipment and machinery.

Order No.	9	Decision	AL	WCB Reference	OHS8.5.(b)

Two types of respirators were available in this facility: Full face respirators with multi-contaminant cartridges (MSA) and N95 particulate respirators/"dust masks" (3M).

COs interviewed were not aware of the different function/purpose of N95 respirators and surgical masks and in particular the fact that surgical masks do not provide respiratory protection to the wearer. This is of concern, since surgical masks were stored adjacent to N95 respirators in the Muster room.

The employer does not have written procedures for the selection, use, inspection, cleaning, maintenance and storage of these types of respirators (excluding a reference to full-face respirators in the Fire

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Contingency SOP and a recent risk assessment).

The respirator fit testing records provided by the employer did not record all of the information required by CSA Z94.4-02 Selection, Use and Care of Respirators (re: OHS Regulation 8.40(2).

This is in contravention of the Occupational Health and Safety Regulation Section 8.5(b).

If personal protective equipment is required to protect against a chemical exposure or an oxygen deficient atmosphere the employer must implement an effective protective equipment program at the workplace which includes written procedures for selection, use, inspection, cleaning, maintenance and storage of protective equipment, when required.

The employer is ordered to develop written procedures for the selection, use, inspection, cleaning, maintenance and storage of the respirators in use in this facility (including N95 masks). Workers must be trained on the appropriate selection of respirators.

The employer is ordered to revise their method of fit testing to ensure that records meet the record keeping requirements of CSA Z94.4-02. Specifically, the record must record: the name of the employee tested, type of test performed, make/model/size of respirator, date of the fit test, result of a fit test and the name of the person conducting a fit test. As well it must indicate whether the worker was clean shaven (which is a requirement for the fit test). A sample fit testing record is provided for reference.

Order No.	10	Decision	AL	WCB Reference	OHS7.5	

The FRCC facility has a metal shop that operates six hours per day. The shop included equipment typical for a metal fabrication shop (e.g., anvil, shear, grinders, welding equipment and drill press). Noise exposures above the exposure limit of 85 dBA have been determined in similar facilities. The available hearing protection was not in use by the COs at the time of the inspection. The CO reported that they had not received an annual hearing test.

This is in contravention of the Occupational Health and Safety Regulation Section 7.5.

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If noise in the workplace exceeds either of the noise exposure limits, the employer must develop and implement an effective noise control and hearing conservation program with the following elements:
(a) noise measurement;
(b) education and training;
(c) engineered noise control;
(d) hearing protection;
(e) posting of noise hazard areas;
(f) hearing tests;
(g) annual program review.

The employer is ordered to implement a hearing conservation program for the instructors in the Metal Work Shop and other workers exposed above the exposure limit. This program must include:

- Provision of appropriate hearing protection devices selected in accordance with CSA Standard Z94.2-02, Hearing Protection Devices (OHS 7. 7(1)(c)),
- Education and training,
- Supervision to ensure hearing protection is warn in noise hazard areas,
- Posting of noise hazard areas,
- Baseline and annual hearing testing (conducted by a hearing tester authorized by the Board).

Order No.	11	Decision	AL	WCB Reference	OHS3.17.(1)	

The written procedures for first aid, as documented in the employers "Staff Injury" Standard Operating Procedure (SOP), for the time of the day when the on-site health care facility is not staffed are not clear as to:

- Who the designated first aid attendant is, and
- If transportation to an off-site medical treatment facility is required how that transportation will be arranged.

In addition, this SOP does not include the requirements for, and the method of reporting serious injuries to the Board.

This is in contravention of the Occupational Health and Safety Regulation Section 3.17(1).

The employer must keep up-to-date written procedures for providing first aid at the worksite including

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(a) the equipment, supplies, facilities, first aid attendants and services available,
(b) the location of, and how to call for, first aid,
(c) how the first aid attendant is to respond to a call for first aid,
(d) the authority of the first aid attendant over the treatment of injured workers and the responsibility of the employer to report injuries to the board,
(e) who is to call for transportation for the injured worker, and the method of transportation and calling, and
(f) prearranged routes in and out of the workplace and to medical treatment.

The employer is ordered to amend the "Staff Injury" SOP, or develop a new SOP, to include the consideration of the items documented in this Order, and to provide a copy of the amended/new SOP to me for review.
The employer is referred to WorkSafeBC Policy item D10-172-1 and Guideline G-D10-172-1 for guideance on incidents/accidents that must be immediately reported to the Board.

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