

Meeting Notes - BC Parks OHS Reps Meeting

September 22, 2021 via Zoom

Attendees - 24 BC Parks OHS reps from across BC, Dave Pringle (WCB Prevention Officer), Megan Scott (BCGEU OHS Officer), Rob Davis (BCGEU Component 20 Vice President)

1. Welcome/ Indigenous land acknowledgement

2. Summer 2021 debrief

- Group conducted a brief annotation activity where participants were asked to write a few words describing the highlights of the 2021 season
- Key themes/ comments – ongoing workload issues, wildfire response, too many meetings, a lot of training, and Covid-19

3. Incident Investigations

Breakout groups discussed incident reporting and investigation, and reported back:

- Increased awareness re: reporting, but still some reluctance to report for fear of operations being shut down, repercussions from supervisors/ managers
- Better reporting system needed so that information can be shared more effectively among staff within and between regions – current paper form system needs to be changed
- Need to establish the feedback loop following incidents so that learning and change are happening after incidents occur
- In most regions, incident reporting is happening, incidents and investigations are being reviewed by committees, discussion of recommendations/ next steps
- Safety bulletins sent by email are easily missed/ lost, delays in receiving bulletins
- This summer, there were a number of bear spray incidents –holster design, inexperience identified as contributing factors
- Rangers more aware of near misses, some reporting happening
- Overall culture around reporting and incident investigations is improving
- Need for training in incident investigations
- New CIRC system – unclear how this will work in relation to incident investigations and reports, likely just for WCB claims
- Comments from Dave Pringle (WCB) re: importance of establishing a good reporting system – this is the basis of enabling learning/ improvement in safety over time
- Discussed need to remove personal identifiers from investigation reports – i.e. changing names to "worker 1"/ "supervisor 1" when reports are shared beyond those conducting investigation
- Some staff noted that regional operations meetings may be a good venue to share/ discuss safety information

4. JOHS Committee Structure

Breakout groups discussed the new JOHS committee structure and reported back:

- In some areas, too many committees, not enough staff to fill spots on committees

- Auxiliary participation less than ideal, real challenge to engage and ensure they get information
- Hard to get alternates
- Some overlap between committees – example in Victoria – building committee deals with field operations for MoE staff, field operations addressed again at BC Parks Regional committee
- Tricky to attend during operational season

5. JOHS Committee Training

- Megan outlined entitlement to JOHS committee training, need for reps to take 2-day basic committee course as soon as they are able
- Megan provided schedule for upcoming courses – staff can register through the PSA learning centre
- Conducted poll on OHS committee training – most attendees completed the online BC Parks OHS training, and some have taken the 2-day course. However, very few have taken incident investigations training
- For 2-day basic OHS committee course – should be re-taken every 4-5 years

6. Issue Identification/ Prioritization

Breakout groups discussed the most pressing OHS issues for BC Parks and reported back their top 3 (ish) issues:

- Telework agreements and 1st aid attendants – need to work through requirements for 1st aid coverage at the office
- Boat requirements and training
- How to improve consistency across regions – i.e. avalanche training and operations
- Workload and stress
- OHS committee training
- Check-in systems – need to improve current patchwork system, look at centralized dispatch system
- Workload for OHS reps – how to keep it manageable
- Consistent training standards for assets like boats, trailers
- Broader training – pre-season train-the-trainer opportunities
- Auxiliary training – challenging getting them trained, mentor them for high risk activities
- Standby time for staff serving as duty officer – shouldn't be volunteer time
- Training/ recruitment specialist for BC Parks needed to manage/ support training programs
- There was a brief discussion about upcoming bargaining – members can submit bargaining proposals to the BCGEU until the end of September. Potential proposals identified were changes to the boot allowance, and adding instructor allowances for inhouse trainers (avalanche, firearms, ATV, verbal judo, etc.)

7. Next Meeting

- Megan explained that the employer has agreed to only two meetings/ year of BC Parks OHS worker reps on work time, so every other meeting will be scheduled on non-work time

- Feedback from the group was that November might be best for the next meeting (vs. January or December), and a spring meeting should be end of May/ June to allow auxiliaries to participate
- Megan to follow up with date for next two meetings in the coming weeks – additional feedback welcome on dates and times (including the length of the meeting) in the interim

8. Adjournment

- The meeting adjourned at 12:15pm