



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

The *Workers Compensation Act* requires that the employer must post a copy of this report in a conspicuous place at or near the workplace inspected for at least seven days, or until compliance has been achieved, whichever is the longer period. A copy of this report must also be given to the joint committee or worker health and safety representative, as applicable.

Inspection Report #201917354057A		
Employer Name	Jobsite Inspected	Scope of Inspection
THE UNIVERSITY OF BRITISH COLUMBIA	UBC OKANAGAN 3333 UNIVERSITY WAY KELOWNA BC BC V1V 1V7	JHSC Variation Request

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Aug 09, 2019	Aug 09, 2019	Aug 16, 2019	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

**ACTION MAY STILL BE NECESSARY TO ENSURE COMPLIANCE
PLEASE READ FULL REPORT**

Summary of Orders or other Items		
See "Orders/Items – Full Details" section of this Inspection Report for orders/items cited		
Order/Item No.1 <input checked="" type="checkbox"/>	Status: Closed	Cited: WCA126(1)(a)

ORDER STATUS LEGEND	
Order Status	Description
Outstanding	Order Outstanding - Action Required to Achieve Compliance
Complied	Compliance Achieved - No Further Action Required
Closed	Order is Closed
Rescinded	Order has been cancelled -- No Further Action Required



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INSPECTION NOTES

Any further enforcement action identified and/or considered is set out in the order(s).

If this report has been issued following an incident that is under investigation by WorkSafeBC, further enforcement action may be taken as a result of the findings of the investigation and any orders in this report.

The employer has made a submission to WorkSafeBC to request a variation of the requirements of Workers Compensation Act Section 125 by utilizing the Workers Compensation Act Section 126.

This request has been made in order to allow UBCO to create, establish and maintain three Joint Health and Safety Committees (JHSC) at their workplace to provide a higher level of health and safety guidance while discharging health and safety duties (as per Division 4 of the Workers Compensation Act). The three JHSCs will represent:

- AVP Finance & Operations (7 members)
- Provost & VP Research (9 members)
- AVP Students (5 members)

These JHSCs will represent the specific issues and hazards faced by these distinctly different departments of UBCO.

The employer has also reached out to the two unions that represent the workers and reported that both parties support this request to vary the JHSC structure as required by WCA Section 125.

JHSC representation will be organized by department:

AVP Finance & Operations (approximately 240 workers)

- Bookstore
- Business Operations
- Campus Mail
- Ceremonies & Events
- Facilities Management
- Finance
- Food Services
- Health, Safety & Environment
- Housing & Conferences
- Human Resources
- IT Services
- Parking
- Project Services
- Security
- Space Planning
- Sustainability
- University Relations
- AVP Finance & Operations
- Campus Planning & Development
- DVC & Principal
- Campus Operations & Risk Management (Office of)
- Campus Planning & Development (Office of)

Provost & VP Research (approximately 1875 workers)

- Animal Care
- Creative Studies
- English & Cultural Studies
- Enrolment Services
- Equity & Inclusion
- Filter Lab
- Institute for Community Engagement
- Institute for Socioeconomic Development
- International Student Initiative
- Language & World Literature
- Library
- Nursing
- Planning & Institutional Research
- School of Health & Exercise Science
- School of Education
- Social Work
- Southern Medical Program
- Survive & Thrive Applied Research
- Materials & Manufacturing
- Barber School (Dean's)
- BRAES
- Centre for Teaching & Learning
- Creative & Critical Studies (Dean's)
- Deputy Registrar
- Education (Dean's)
- Faculty of Management (Dean's)
- Faculty of Health (Dean's)
- Faculty of Applied Science
- Graduate Studies (Dean's)
- Healthy Living & Chronic Disease Prevention
- IKBSAS - Biology
- IKBSAS - Chemistry
- IKBSAS - Science/Math/Physics
- IKBSAS - Comm, Cultural & Global Studies
- IKBSAS - Earch, Environment & Geo Science
- IKBSAS - Econo, Phil & PoliSci
- IKBSAS - History & Sciology
- IKBSAS - Psychology
- Learning Centre
- Provost & Vice Principal Acadmic
- Research Services (Office of)
- University Industry Liaison Office
- Vice Principal Research (Office of)

AVP Students (approximately 290 workers)

- Alumni Relations
- Athletics & Recreation
- AVP Students Office
- Development
- Go Global
- Student Experience Office
- Aboriginal Programs & Services

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- Academic Advising
- Career & COOP
- Disability Resource Centre
- Health & Wellness
- International Student Advocacy
- Sexual Violence Prevention & Response
- Student Development & Advising
- Student Recruitment & Advising

As part of consideration to the employer's request to vary the JHSC requirements, I have reviewed the employer's:

- Proposed JHSC Terms of Reference
- Proposed JHSC Structure and number of representatives

I have also reviewed:

- The types of hazards in each of the employers work sites,
- Employer Injury statistics,
- Employer Assessment rates,
- Employer Time loss data and
- The Employer associated claims costs data.

It is intended by both the employer and WorkSafeBC that this change will allow the employer to develop and implement a more cohesive, comprehensive structure for more effectively dealing with their specific health and safety issues in their many departments.

I am permitting the employers request to vary the requirements of Workers Compensation Act Section 125 and allow for three JHSCs for a period of two years (until August 17, 2020) with an interim review to occur by WorkSafeBC after 1 year to ensure that UBCO is maintaining their commitment to a higher standard of health and safety.

The responsibility to initiate the interim review is that of the employer, not that of WorkSafeBC. The review can be initiated by calling the Prevention Information Line at 1.888.621.7233, or by contacting your local WorkSafeBC office directly.

If you have any questions regarding this inspection report please contact Occupational Safety Officer Chris Stanley by phone at (250) 979-4170 or by e-mail at chris.stanley@worksafebc.com

ORDERS/ITEMS

An employer who fails to comply with Part 3 of the *Workers Compensation Act*, the Occupational Health & Safety Regulation, or WorkSafeBC orders may be subject to monetary or other sanctions as prescribed by the *Workers Compensation Act*.

Orders/Items - Full DetailsOrder/Item No.1 Status: **Closed**Cited: **WCA126(1)(a)**

The Board is hereby permitting this employer to establish and maintain more than one joint committee for this workplace.

Despite section 125, the Board may, by order, require or permit an employer to establish and maintain

(a) more than one joint committee for a single workplace of the employer,

The permission to establish the three committees is subject to a interim review to be conducted no later than August 17, 2020.

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



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REFERENCES

In addition to any orders, or other items, and the information provided in the Inspection Notes section in this Inspection Report, the officer may discuss other health and safety issues with the employer arising out of the inspection. The information below sets out the health and safety requirements discussed with the employer, and unless otherwise noted, violations of these requirements were not observed.

Reference	Details Discussed
<p>WCA125</p> <p>An employer must establish and maintain a joint health and safety committee:</p> <ul style="list-style-type: none">(a) in each workplace where 20 or more workers of the employer are regularly employed, and(b) in any other workplace for which a joint committee is required by order. <p>Pursuant to Workers Compensation Act Division 4, the employer must post any order written under Division 4 and keep it posted for 12 months.</p>	<p>Included for informational purposes</p>



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INSPECTION REPORT
 Worker and Employer Services Division
 201917354057A

Employer #	Mailing Address	Classification Unit #	Operating Location
11284	DONALD RIX BUILDING 2389 HEALTH SCIENCES MALL ROOM 336 VANCOUVER BC V6T 1Z3	765010	214

Lab Samples Taken	Direct Readings	Results Presented	Sampling inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		1	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organizations & Local
Adrian Hingston	Adrian Hingston	Not Applicable	Faculty Association BC Government and Services Employees' Union (BCGEU)

WorkSafeBC Officer Conducting Inspection	Contact Details	
Chris Stanley	Phone: (250) 979-4170	Email: Chris.Stanley@worksafebc.com

Inspection Time*	Travel Time*
9 hrs	1 hrs

*The time recorded above reflects the inspection time and travel time associated with this inspection report and includes time spent on pre and post-inspection activities. Additional time may be added for subsequent activity.

Right to Review

Any employer, worker, owner, supplier, union, or a member of a deceased worker's family directly affected may, within 45 calendar days of the delivery date of this report, in writing, request the Review Division of WorkSafeBC to conduct a review of an order, or the non-issuance of an order, by contacting the Review Division. Employers requiring assistance may contact the Employers' Advisers at 1-800-925-2233.

WorkSafeBC values your feedback. To obtain that feedback, an external market research provider may be contacting you to complete a survey.

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