

6951 Westminster Highway, Richmond, BC
 Mailing Address: PO Box 5350 Stn Terminal, 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.

A revised version of the *Workers Compensation Act* took effect on April 6, 2020. The B.C. government's revisions aim to make the Act easier to read and understand, and to reorganize the numbering to make laws easier to find. The revisions make no changes to B.C.'s laws concerning workers' compensation, occupational health and safety, and employers' assessment premiums. Please be aware there may be a transitional period where correspondence from WorkSafeBC may include references to either the previous Act or the revised Act. For more information, visit www.worksafebc.com/WCA2019 or call the Prevention Information Line at 604.276.3100, or toll free within BC at 1.888.621.7233 (SAFE).

Inspection Report #202216973014A

Employer Name	Jobsite Inspected	Scope of Inspection
THE UNIVERSITY OF BRITISH COLUMBIA	647 East Hastings Street Centre for Gender and Sexual Health Equity Vancouver BC V6A 1R2	EIIR, violence risk assessment

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Feb 11, 2022	Feb 11, 2022	Feb 22, 2022	Email

THERE IS ONE (1) ORDER OR OTHER ITEM OUTSTANDING

ACTION REQUIRED

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: WCA71(2)(b)
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS4.28(1)

Notice of Compliance Report Required.

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Rescinded	Order has been cancelled - No Further Action Required

INSPECTION NOTES

On February 7, 2022, prevention officer L. Gibbins was notified of an incident at this workplace. The officer met by phone, with an employer representative (the employer) to review matters of compliance with the *Workers Compensation Act* (the Act) and the Occupational Health and Safety Regulation (the Regulation).

The following information was discussed:

I. INCIDENT INVESTIGATION - Order #1 Closed

An incident occurred on February 1, 2022 that required the employer to complete a preliminary incident investigation report in accordance to section 71 of the Act. The employer reported that a preliminary report was not completed and as such, order #1 was issued. Since the time to complete the preliminary report has exceeded 48 hours, the order is closed.

The employer reported that they are completing a full incident investigation report (EIIR) for the incident and that they will submit it within 30 days of the incident.

Lastly, the employer reported that the work alone and in isolation policy is under revision due to the above incident.

II. VIOLENCE RISK ASSESSMENT (VRA) - Order #2

Workers may be at risk of injury from violence due to nature and location of their work tasks. The employer stated that a violence risk assessment was not completed for this workplace and as such, order #2 is issued.

III. WORKER REPRESENTATIVE

The employer reported that this workplace has approximately 16 workers regularly employed and that there is a new worker representative. The employer is reminded that a worker representative must be selected in accordance to section 45 of the Act.

The employer reported that there is a 'local safety team' where workers may report safety concerns to. The employer is reminded that a 'local safety team' is not recognized as a Joint Health and Safety Committee (joint committee) under the Act unless it fulfills the same functions and is structured as defined in the Act. A worker representative is recognized as having the same functions as a joint committee in accordance to sections 45 (3) and (4) of the Act.

IV. PLAN

The employer will submit a Notice of Compliance along with the following documents to this Officer:

- a) March 1, 2022 - EIIR. A secured site is found in the attached email where the employer can upload the EIIR into.
- b) March 22, 2022 - Violence Risk Assessment or if the employer is unable to complete the VRA, then a summary of the steps they have taken and plan to take along with a timeline to comply the order. Additionally, the employer is to submit the revised work alone and in isolation policy.

Additional information may be found on the WorkSafeBC website:

<http://www.worksafefbc.com>

Please contact this Officer if you have any questions.

Laura Gibbins, CRSP, BScN
Occupational Safety Officer
WorkSafeBC - Prevention Field Services



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E-mail: laura.gibbins@worksafebc.com

To report a serious accident/incident call 604.276.3100 or 1.888.621.7233 toll-free within B.C. To report after hours health and safety emergencies call 1.866.922.4357.

ORDERS/ITEMS

An employer who fails to comply with Occupational Health and Safety ("OHS") provisions 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 Details

Order/Item No.1 <input checked="" type="checkbox"/>	Status: Closed	Cited: WCA71(2)(b)
<p>An incident occurred at this workplace (date: Feb. 1, 2022) which met the requirement for a preliminary investigation report to be completed within 48 hours. As the 48 hour time duration has expired and the employer did not do the preliminary investigation report for this incident, there is no way for the employer to now comply, therefore, this order is closed.</p> <p>This is in contravention of the Workers Compensation Act Section 71(2)(b).</p> <p>The employer must ensure that a report of the preliminary investigation is completed within 48 hours of the occurrence of the incident.</p>		
Order/Item No.2 <input type="checkbox"/>	Status: Outstanding	Cited: OHS4.28(1)
<p>A risk assessment has not been performed at this workplace in which a risk of injury to workers from violence arising out of their employment may be present.</p> <p>This is in contravention of the Occupational Health and Safety Regulation Section 4.28(1).</p> <p>A risk assessment must be performed in any workplace in which a risk of injury to workers from violence arising out of their employment may be present.</p> <p><u>Measures to Ensure Compliance:</u> Pursuant to section 88 (1) of the Workers Compensation Act, the employer must prepare a Notice of Compliance report. In accordance with section 88 (2), this report must detail what has been done to comply with the order, and where compliance has not been achieved by the time the report has been submitted, include a plan of what will be done to comply and when compliance will be achieved. Please submit the report no later than March 22, 2022.</p>		

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>WCA88(1)</p> <p>This Inspection Report contains one or more orders requiring you to submit a Notice of Compliance report. This report must be prepared in accordance with section 88(2) of the Workers Compensation Act.</p>	<p>Requirement to submit Notice of Compliance Report set out in applicable order.</p>
<p>WCA88(2)</p> <p>The employer or other person directed by an order under subsection (1) must prepare a compliance report that specifies:</p> <p>(a) what has been done to comply with the order, and (b) if compliance has not been achieved at the time of the report, a plan of what will be done to comply and when compliance will be achieved.</p>	<p>Requirement to submit Notice of Compliance Report set out in applicable order.</p>
<p>WCA45(2)</p> <p>The worker health and safety representative must be selected in accordance with the Workers Compensation Act Section 34 from among the workers at the workplace who do not exercise managerial functions at that workplace.</p> <p>Pursuant to Workers Compensation Act Division 5, the employer must post any order written under Division 5 and keep it posted for 12 months.</p>	<p>Additional sections include:</p> <p>Section 45(3) The worker health and safety representative is not being afforded the opportunity to perform the same duties and functions as a joint committee.</p> <p>Section 45(4) Sections 39 to 42 apply in relation to a worker health and safety representative as if the representative were a joint committee or member of a joint committee.</p>

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Employer #	Mailing Address	Classification Unit #	Operating Location
11284	C/O WCB CLAIMS ADMINISTRATOR HUMAN RESOURCES 6TH FLOOR 6190 AGRONOMY RD VANCOUVER BC V6T 1Z3	765010	001

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

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Amber Stefanson	Nick Steel	Not Applicable	

WorkSafeBC Officer Conducting Inspection
Laura Gibbins

*Inspection Time	*Travel Time
3.00 hrs	0.00 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.

Request a 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 Office at 1-800-925-2233.

To submit a request online, visit <https://www.worksafebc.com/en/review-appeal/submit-request>

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