

## INTRODUCTION

### BC SAFE SILVICULTURE WORKPLAN FOR 2005 – 2007

This draft three-year Work Plan is a planning tool intended to guide the Western Silviculture Contractors' Association (WSCA) Board of Directors in meeting the broad objectives of the BC Safe Silviculture Project. The Project is intended to reduce silviculture workplace accidents and injuries and increase the level of compliance and competency around wellness, health and safety and related workplace practices across the sector. A general description of the specific goals of the Project are laid out in the 4 January 2005 BC Safe Silviculture Agreement between the WSCA and BC Forest Safety Council.<sup>1</sup> The Work Plan is a requirement of that agreement.

The Work Plan is a work in progress enabling the WSCA to focus the Project's activities and manage its resources by accomplishing the following:

- Creating and managing the Project with an agreed budget;
- Establishing the terms of reference of the BC Safe Silviculture Strategic Advisory Committee (SAC) which is the prime architect of the Work Plan and Project;
- Identifying priorities between and within the various areas of focus for the Project;
- Ensuring coordination with the goals and activities of the BC Forest Safety Council;
- Facilitating consultation on the Project's Work Plan within the silviculture sector and other stakeholders;
- Ensuring the on-going review, correction and evaluation of the Work Plan by the WSCA Board of Directors;
- Ensuring the on-going timeliness and evolution of the Work Plan.

### CORE ASSUMPTIONS

The Safe Silviculture Project is subject to the core assumptions that form the foundation of the BC Forest Safety Council as laid out in its Draft Work Plan. The BC Safe Silviculture Work Plan is an expression of that commitment and as a result:

- All the Work Plan's products will be measurable against the objectives of the Council;
- The Work Plan recognizes that the silviculture industry is distinct within the forest sector and because of this has some unique aspects which will be dealt with in concert with the ongoing work of the Council;

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<sup>1</sup> See Appendix A for full text of the Agreement

- The Work Plan acknowledges that a silviculture occupational health and safety program had begun with the now defunct Forest Industry Safety Association and, where appropriate, elements of those efforts will continue under the Project;
- It is probable that the Work Plan will vary and change as it adapts to emerging circumstances and the Project's evolution.

## **LEVEL OF FUNDING**

Over the three-year funding commitment of the BC Safe Silviculture Agreement which defines the planning horizon for this draft Work Plan the WSCA will receive in total \$500,000 dollars. Those dollars will be delivered in installments of: in 2005 year one \$225,000; in 2006, year two \$175,000; and year three \$100,000.

## **DEVELOPING THE WORKPLAN**

The prime architect of the Work Plan is the BC Safe Silviculture Strategic Advisory Committee (SAC). This working group comprises directors from the WSCA Board of Directors, industry worker representatives, and the WSCA executive director with participation from the WCB and the Council. It advises the WSCA Board of Directors which has the authority to give effect to the Work Plan and is responsible for the Project and its goals under the BC Safe Silviculture Agreement.<sup>2</sup>

SAC meets regularly a minimum of three times per year. Other meetings may be called at the discretion of the Chair. But the intense silviculture field season runs generally between April and November precluding any effective assemblies during that time. At the regular SAC meetings reviewing, correcting and directing the strategic focus of the Work Plan will be the major work. Implementing and overseeing the Work Plan will be the job of the WSCA executive director who will report to SAC. The Chair of SAC, who must be a WSCA director, will report and make recommendations to the WSCA Board of Directors at their regular meetings.

The Work Plan, in its development and execution, will generate a series of tasks and undertakings resulting in strategic processes, the production and delivery of training materials and educational products and the development and operation of related infrastructures. This work will be undertaken in a series of contracts tendered by the WSCA to qualified service providers and consultants. All these works will be done in concert with the Council's work.

## **PUTTING THE PLAN INTO EFFECT**

The broad intent of the Work Plan is to have the silviculture industry in a position to meet the prequalification requirements and occupational certification and qualification requirements of the Council's mandate by 1 January 2008. Each year in the three-year process will broadly define a key step towards that goal;

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<sup>2</sup> See Appendix B Draft SAC Terms of Reference

- 2005 will focus mainly on the development of the necessary pre-qualification and occupational performance standards and the training and education required to achieve them. This will include developing the required pool of qualified trainers to deliver the training;
- 2006 will focus primarily on delivering the training while at the same time working with the Council to develop the proposed Certification of Recognition (COR) program for the sector;
- 2007 will be the year of implementing the audits and reviews necessary to the COR program and readying the industry for its taking effect.

### **Year One Priorities and Work Plan Focus**

#### Main priorities:

- Establish terms of reference for SAC;
- Establish baseline study for silviculture industry against which the Project's accomplishments can be measured;
- Complete the standard and be able to deliver training for silviculture crew driving;
- Complete the standard and be able to deliver training for silviculture ATV operation;
- Design and be able to distribute silviculture health and safety plan guidelines for silviculture work camp emergency response programs;
- Complete the due diligence training materials and incorporate them into a draft standard for silviculture supervisor certification;
- Develop an initial data base comprising active silviculture companies operating in the province and the field foresters who administer silviculture projects for both industry and government;
- Develop rates for user-pay training.

#### Secondary Priorities (as resources or agency responses allow):

- Work with WCB to develop guidelines for silviculture occupational health and safety plans;
- Work with WCB to develop guidelines for silviculture joint health and safety committees;
- Develop standard for chainsaw operation for silviculture brushing and spacing workers;
- Republish and distribute the "Top Ten Tips" nutritional guide for treeplanters;
- Develop in collaboration with ministry of forests wildfire fighter training standard;
- Develop in collaboration with ministry of forests prescribed burning worker training standard;
- Develop a safety bulletin for the silviculture sector.

## **Year Two Priorities and Work Plan Focus**

### **Main Priorities:**

- Review Year One Work Plan accomplishments and adjust Year Two accordingly;
- Develop a full silviculture sector data base and registry in collaboration with the Council's overarching registry infrastructure;
- Establish a comptroller position to oversee the growing implementation of the Project;
- Develop criteria, standards and delivery model for the silviculture Certificate of Recognition program in concert with Council's objectives;
- Deliver required silviculture training and education and maintain registry of those who have successfully completed training;
- Complete the "secondary priorities" of year one not achieved in 2005

### **Secondary Priorities:**

- Compile a "Users Manual for Treeplanters" intended primarily for silviculture first aid attendants consisting of research and related materials on soft tissue injury prevention and promotion of wellness among silviculture workers;
- Publish a pamphlet in conjunction with ICBC and other stakeholders introducing silviculture workers to operating private vehicles on resource roads in British Columbia;
- Publish a guidebook intended for young workers introducing them to silviculture work in British Columbia and advising them of their rights and obligations and what to expect on the job and how to protect themselves from injuries and mistreatment.

## **Year Three Priorities and Work Plan Focus**

### **Main Priorities:**

- Review Year Two Work Plan accomplishments and adjust Year Three accordingly;
- Full implementation of the prequalification and certificate of recognition program across the sector;
- Make fully operational the silviculture sector registry of qualified firms and certified and qualified workers;
- Continue delivery on ongoing training correcting and adjusting products based on review by recipients and SAC.

