

Annual Report

2007



Farm and Ranch Safety and Health Association

FARSHA's mission statement:

“FARSHA seeks to reduce the number of incidents on farms and ranches in British Columbia through an active program of education, training and consultation in all regions of the province.”

2007 Annual Report of the Farm and Ranch Safety and Health Association
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Letter from the Chair



The FARSHA Board of Directors went through a renewal process during 2007 as long-term producer Directors, Vic Regier and Mark Grafton, stepped down and were replaced by Tom Hoogendoorn and Joy Gammie. The agriculture industry's much improved injury and cost reduction and FARSHA's success are, in part, a reflection of the active long-term dedication of Mark and Vic as Board members.

Tractor rollover, where there is no protective structure, most often result in the operator's death or very serious lifelong injuries. For these reasons, FARSHA developed a strategy in 2007 to provide rollover protective structures for farm tractors. WorkSafeBC, Investment Agriculture Foundation of BC, and the Canadian Agricultural Safety Association all saw significant merit in this initiative and provided substantial grants to fund this multi-year project. Nationally, farm health and safety agencies are closely monitoring the project with a view to replicating the strategy in other provinces.

FARSHA celebrated fifteen years of successfully providing health and safety training, education, and hazard recognition and awareness to farm and ranch operations in British Columbia. As the first of its kind in BC, FARSHA is often cited both provincially and nationally as a health and safety delivery model that is both effective and efficient. The analysis conducted about a year ago to evaluate FARSHA's contribution established it as a true value proposition for the agricultural industry – contributing to significant reduction in farm worker injuries and their cost to employers.

For 2008, the FARSHA Board has asked the Executive Director to undertake a commodity and regionally based analysis to determine where the greatest benefit will be derived from the strategic focus of the association.

In closing, I think it is important to note that while over the last fifteen years there has been periodic renewal of FARSHA Board members, Regional Safety Consultants, and office staff, two individuals have provided continuity: Board member Charan Gill, and the important dedicated operational guidance of the Executive Director, Bruce Johnson.

As Chairperson of FARSHA's Board, I would like to thank Bruce for molding FARSHA into a leading light as a health and safety association.

Ralph McGinn
Chair, Board of Directors

Letter from the Executive Director



Several significant changes occurred at FARSHA in 2007.

As FARSHA has grown over the years so has the demand for its services, particularly in the Lower Mainland. For some years, we have been able meet these needs through a part-time contract for the Fraser Valley Regional Safety Coordinator. Richard Newton took on this position with FARSHA in 1995, and for twelve years provided education, training, and consultation to the primary producers of this whole area.

The Fraser Valley Regional Safety Coordinator has been responsible for a large and diverse agricultural region that includes the Fraser Valley, Richmond, Delta, Pitt Meadows, Maple Ridge, and the many other rich farming areas around the Lower Mainland. This area generates by far the greatest demand for our services, and it

became necessary to make a business decision that would ensure FARSHA's availability during the entire work week. Unfortunately, this meant we would not be renewing our Fraser Valley Regional Safety Coordinator's contract. I would like to thank Richard Newton for the long and valuable contribution he has made to FARSHA's success.

In October 2007, FARSHA added to its full-time staff with the hiring of Scott Fraser, our new Fraser Valley Agricultural Health and Safety Specialist. Scott, who has taken over from Richard, will be spending 80% to 90% of his time in the field delivering our programs and training throughout the region. Scott has a background in kinesiology as well as health and safety, and we feel very optimistic this specialty will assist FARSHA and the industry to reduce the high number of musculo-skeletal injuries.

Also in 2007, Sandeep Mangat, FARSHA's Senior Safety Coordinator, left FARSHA to take a position with WorkSafeBC as an Occupational Safety Officer in the Lower Mainland. Sandeep started with FARSHA in 1994 and for many years provided much-needed education and training, especially to seasonal farm workers. Following that, Sandeep worked for the most part at FARSHA's office, focusing his attention on resource development and enhanced analysis of injury data. Through all these years, Sandeep has provided his expert skills so that FARSHA was able to provide ongoing health and safety awareness and training to the Indo-Canadian workforce. I would like to thank Sandeep Mangat for his valuable contributions and many years of dedicated service to the agricultural industry.

In September 2007, FARSHA hired Gagan Grewal as Agricultural Health and Safety Specialist. Gagan, who has taken over from Sandeep, will be spending 75% to 80% of his time in the office with the remainder of his time in the field delivering programs and training in Punjabi. With his experience and training in occupational health and safety, Gagan will also be developing resources and programs, based on regulatory requirements and high risks based on injury data.

Finally, I'd like to formally welcome Carol Reid as FARSHA's Vineyards and Orchards Safety Coordinator. Carol started with us in this position in January 2007, and has already made many valuable contributions to our work in this growing and challenging area.

We are very excited about the new opportunities that these changes will bring us. In the months to come, we will be exploring how we may develop new programs and expand on our services.

Bruce Johnson
Executive Director

Introduction

This Annual Report describes the activities of the Farm and Ranch Safety and Health Association (FARSHA) in 2007.

Annual reports from previous years are available from the FARSHA office.

FARSHA's Background

The Farm and Ranch Safety and Health Association was created in 1993 at the initiative of the Workers' Compensation Board of BC (now WorkSafeBC), the BC Federation of Agriculture (now the BC Agriculture Council), and the Canadian Farmworkers' Union.

Over the past 15 years, FARSHA has promoted safety and health in BC farming. FARSHA has organized activities all around the province, and has developed commodity-specific practical tools for farm employers and workers. These include safety programs, training courses, and workplace reviews. FARSHA has published educational materials on a wide variety of topics, and operates a website and an extensive lending library.

Through 2007, FARSHA's team of regional consultants was active all over the province.

Their work was supported by the permanent staff of the Langley office: the Executive Director, an Office Administrator, and a Program Coordinator. Additional staff included a Senior Health and Safety Coordinator (until the early winter), and the Agricultural Health and Safety Specialist and Fraser Valley Health and Safety Specialist (beginning in the fall).

FARSHA also has a Provincial Ranching Safety Consultant, and a Provincial Vineyards and Orchards Safety Consultant, who bring specialized understanding of these two commodity areas to all of FARSHA's work.

(FARSHA's Organization Chart can be found in Appendix One of this report.)

The Year in Review: High Points and New Initiatives

High points and initiatives of 2007 included:

- Hosting the National Institute of Farm Safety (NIFS) conference in June, in Penticton
- Co-hosting, along with Quebec, the 2007 Canadian Agricultural Safety Week in March
- Launch of the Pilot Project for 50 ROPS in BC.

Another high point of 2007 was the large increase in opportunities that opened up for FARSHA to deliver FARMEDIC training to firefighters and emergency responders around the province. In the last few years, FARSHA has invested money and consultants' time into in-depth Train The Trainer programs on both tractor safety and the FARMEDIC program, and then further refined these

programs with a BC agricultural focus. Now, that investment is paying off, as the programs become better-known, more people take the courses, and the information is applied more and more widely through the province.

All of these high points will be discussed further in this report.

In 2007, FARSHA consultants held 639 workplace consultations, delivered 262 training courses, and

made 149 presentations to groups and organizations. Twenty-one trade shows or fairs were attended, where thousands of people saw the FARSHA booth, picked up material, or chatted with a FARSHA representative.

Almost all of the 2007 activity numbers are higher than in previous years, and it's worth noting that this has been the general trend through all recent years.

The National Institute for Farm Safety Conference

In 2006, FARSHA was chosen by the National Institute for Farm Safety to host its annual conference in 2007.

The National Institute for Farm Safety (NIFS) is based in the US, but has become one of the foremost organizations in this field in the world.

NIFS was launched by a small handful of people in 1945 as the Institute for Farm Safety Specialists, and has a long list of accomplishments since that time.

NIFS originated the idea of marking slow-moving farm vehicles with a brightly visible sign, and led the research and eventual selection of the red reflective triangle that is now the standard warning identifier used throughout rural North America. NIFS and its members played a key role in the adoption of rollover protection structures (ROPS) on tractors, and other improvements in equipment safety and guarding. And through NIFS, the first major handbook on farm emergency rescues was compiled.

In recent years, NIFS conferences have involved hundreds of participants from the US, Canada, the UK and Scandinavian countries, other parts of Europe, Australia and New Zealand.

Keynote speakers at the 2007 conference in Penticton included Dr. Delon Hull (Director of the Office of Research and Technology Transfer, NIOSH), Dr. Jim Dosman (Director, Canadian Centre for Health and Safety in Agriculture), Dr. George Conway (Director, Agriculture, Forestry and Fishing Program, NIOSH), Dr. Robert Conn

(President of SMARTRISK Foundation), and Dr. Barbara Lee (Director, National Farm Medicine Center).

The conference was focused on the theme of "Applying What We Know" with three plenary tracks:

- Knowledge Transfer, on the translation of research results to practical solutions
- Effective Use of Social Marketing, on breaking through behavioral barriers with effective message campaigns
- Agricultural Health and Safety Program Delivery and Implementation, on various methods of establishing lasting changes at local and broader levels.

In all, some 140 participants took part in the Penticton conference, from June 24 to 28. Most came from Canada and the US, but others came from as far away as Australia, Norway, Samoa, and Sweden.

The conference also had educational tours of agricultural operations around Penticton.

FARSHA's Vineyards and Orchards Safety Consultant, Carol Reid, demonstrated safe ladder use and chemical storage safety at AF McMillan Orchard, and the Provincial Ranching Safety Consultant, Reg Steward, described a return-to-work procedure and photo journal. The tour of Tinhorn Creek Vineyard featured a presentation on confined space safety.

Canadian Agricultural Safety Week: March 14-20, 2007

Each year, the Canadian Agricultural Safety Association designates a week and a theme, to bring awareness and media attention to farm safety issues.

The theme of Canadian Agricultural Safety Week in 2007 was "Protect your moving parts," and British Columbia and Quebec were chosen to co-launch the week's events.

In British Columbia, the launch was hosted by

FARSHA, with an event in Langley, addressed by Bruce Johnson.

A media kit was distributed to over 1000 editors and other media outlets in Canada. The media kit included fact sheets on topics such as augers, equipment guarding, lockout, entanglement injuries, and crushes and other livestock-handling injuries.

The campaign led to the publication of over 400 articles, as well as many other reports.

Pilot Project for 50 ROPS for BC

FARSHA is very concerned by the continued occurrence of death and serious injury from tractor overturns and rollovers. According to the Canadian Agricultural Injury Surveillance Program (CAISP), over 200 people lost their lives in tractor rollovers in the decade between 1990 and 2000 on farms in Canada.

Rollover protective structures do not prevent tractor overturns or rollovers – but if the tractor does roll over, the ROPS, combined with a seatbelt, can prevent the tractor operator from being thrown or crushed under the heavy equipment.

Farmers in Sweden began to use ROPS-equipped tractors more than forty years ago, and today, almost no one in Sweden ever dies in a tractor rollover. In the years when only 6% of Swedish tractors were equipped with ROPS, an average of 12 people died for every 100,000 farm tractors in use. Today, 93% of Swedish tractors are equipped with ROPS, and there are 0.2% deaths for every 100,000 farm tractors in use.

Rollover protective structures (ROPS) are normally required on new tractors throughout Canada, and must be used in most workplace situations in BC, although older tractors are exempt in some circumstances.

However, many tractors on BC farms and ranches do not have ROPS, for various reasons. Some low-

clearance situations require foldaway ROPS or ROPS with special dimensions. Older tractors were not designed for ROPS, and it can be difficult to find secure anchoring points for retro-fitted installation. It has also been difficult for many tractor owners to know where to start, when they wish to find a suitable retro-fitted ROPS for their model of equipment.

FARSHA seeks to convince more agricultural producers to outfit their tractors with rollover protective structures, and has teamed up with the Prairie Agricultural Machinery Institute to launch the Pilot Project for 50 ROPS in BC.

This project will find affordable and feasible ways for BC producers to obtain ROPS for their tractors (either by installing the equipment themselves or having others do the installation). The goal is to put 50 ROPS on BC tractors, documenting the experience and compiling useful information that can then be shared with all producers through a social marketing campaign. Eventually, if funding can be found, it may even be possible to offer a ROPS incentive program, where the cost can be partially offset by FARSHA.

The Pilot Project for 50 ROPS in BC was launched in 2007, and will continue until March 2009.

FARSHA's Organization and Funding

Funding for most of FARSHA's work comes from a levy on the assessments paid to WorkSafeBC by the province's registered agricultural employers.

WorkSafeBC groups all BC employers into Classification Units (CUs) according to the costs and risks associated with their industry. Assessment rates for each CU are set annually, reflecting recent and anticipated claims costs in the workplaces of that CU. (The complete list of the 27 agricultural Classification Units and their assessment rates can be found in Appendix Two of this report.)

In addition to the WorkSafeBC funding, FARSHA receives resources from other organizations, for

specific projects. In 2007, both the National Institute for Farm Safety (NIFS) conference and the 50 ROPS for BC Project received additional support from the Canadian Agricultural Safety Association and the Investment Agriculture Foundation of BC. The Canadian Agricultural Safety Association brings together all stakeholders in farm and ranch health and safety across the country, and administers grant funding. The Investment Agriculture Foundation disburses funds in British Columbia on behalf of the federal and provincial governments; its mandate is the support of projects that benefit BC agriculture.

FARSHA's Board of Directors

FARSHA is governed by a Board of Directors made up of three employer representatives, three worker representatives, and a non-affiliated chairperson. The FARSHA Executive Director, and two representatives from the Worker and Employer Services Division of WorkSafeBC participate in Board meetings on a consultative, non-voting basis. The Board met six times in 2007. (Members of the Board and their affiliations are listed in Appendix Three of this report.)

At the end of February, Vic Regier resigned from the FARSHA Board of Directors, after seven years of service as a representative from the BC Agriculture Council. Vic is a hatching egg farmer in Abbotsford, BC.

In August, Tom Hoogendoorn was appointed to fill the vacant space on the FARSHA Board. Tom and

other family members run Valedoorn Farms, a dairy farm in the Fraser Valley.

And at the end of 2007, Mark Grafton resigned from the Board of Directors after serving nearly five years as a BC Agriculture Council representative. Mark continues to operate a cow-calf ranch in central BC.

Mark's position has been filled by Joy Gammie, from the BC Cattlemen's Association. Joy is a teacher in 70 Mile House and operates a cattle ranch in the area; she is also involved with the 4-H.

FARSHA welcomes both Tom and Joy to the Board of Directors, and at the same time, sends best wishes to Vic Regier and Mark Grafton, thanking them both for their years of contribution and support.

The Regional Safety Consultants

FARSHA has divided the province into seven regions and assigned responsibility for each region to a Regional Safety Consultant (RSC). (The map of

BC's regions and a list of the RSCs can be found in Appendix Four of this report.)

Until recently, the RSCs were known as Regional Safety Coordinators, but in 2007, the FARSHA Board of Directors voted to change their title to “consultant” – a much more accurate description of their role.

Agriculture in British Columbia is very diverse, and the FARSHA consultants have developed expertise in the health and safety issues of many different commodities. Each year, usually in the spring, FARSHA holds a meeting at which the consultants most involved with ranching discuss issues and plan projects for this commodity.

In March 2007, the Ranch Activities Planning Meeting was held in Prince George, attended by the FARSHA Executive Director, the Provincial Ranching Safety Consultant, and the Regional Safety Consultants for the Central Interior and the Cariboo (others who were unable to attend included the RSCs from the Kootenays and the Peace River regions, and a member of the FARSHA Board of Directors who is also a rancher).

The Ranch Activities Planning Meeting discussed the tractor safety training program, the rural fire

presentation, Safety Days planning, local issues of the region, and coming events.

In September 2007, FARSHA held its annual Regional Safety Consultants’ meeting in Langley.

Each year, the consultants report on activities in their areas, raise challenges, share ideas and innovations, and plan for future projects. Consultants had the chance to see the new *Agricultural Health and Safety Program*, and discuss its use. There was a workshop discussion on writing safe work procedures; Carol Reid gave a report on her experiences with building a safety culture in an agri-food processing workplace; and Kevin Paterson reported on the experience in the Kootenays of hosting FARMEDIC courses for local emergency responders.

A particular high point of the Regional Safety Consultants’ meeting was a report by Jim Wasserman of the Prairie Agricultural Machinery Institute about the coming Pilot Project for 50 ROPS for BC.

The Commodity-Wide Consultants

In addition to the Regional Safety Consultants, FARSHA has provincial commodity-wide consultants in two areas: ranching, and vineyards and orchards. These two areas of agriculture have very specialized work practices, and are found throughout BC.

The commodity-wide consultants are available to work with RSCs around the province when issues arise in ranching, vineyards or orchards.

(A chart showing the commodity-focused activities of these two consultants can be found in Appendix Five of this report.)

Changes to FARSHA in 2007

FARSHA experienced a number of personnel changes in 2007.

In January, Carol Reid began working as the Provincial Vineyards and Orchards Consultant. Carol brings to FARSHA a strong background in agriculture and business administration along with

occupational health and safety, and has already made an important contribution through 2007.

In September, work in the Fraser Valley was reorganized from a part-time contract-based position to a full-time staff member, as the demand for FARSHA’s services has increased dramatically in recent years. Scott Fraser was hired as

FARSHA's new Fraser Valley Agricultural Health and Safety Specialist in October 2007. Scott is a recent honors graduate from BCIT's Occupational Health and Safety Certificate Program, and also holds a degree in kinesiology. He will bring a particular strength to FARSHA's work in the areas of ergonomics and musculo-skeletal injury prevention.

And in September, Gagan Grewal was hired as FARSHA's new Agricultural Health and Safety Specialist, replacing the Senior Safety Consultant position. Gagan holds two diplomas from BCIT: in environmental engineering, and occupational

health and safety. Being fluent in Punjabi will mean that Gagan can continue FARSHA's long-standing work in that language, and Gagan will also bring nine years of experience as a health and safety practitioner in various industries.

FARSHA sends its thanks and warmest best wishes to both Richard Newton (who was the Fraser Valley Regional Safety Coordinator from 1995 to September 2007), and Sandeep Mangat (who was the Senior Safety Coordinator from 1994 to December 2007, and now is working for WorkSafeBC as an Occupational Safety Officer).



May 2007, McAllister: Reg Steward, Provincial Ranching Safety Consultant conducting various training sessions at a Safety Day on CK Ranch. Photos by Alayne Steward.

Farm Health and Safety in British Columbia – 2007 in Review

Each year, the FARSHA Annual Report provides a general picture of the state of farm health and safety in BC.

FARSHA stakeholders will find this review useful, as it draws attention to trends that everyone in agriculture can learn from.

FARSHA also uses this statistical information when identifying areas for program development or greater attention.

Sources for FARSHA's Information

Information about work-related injuries, illnesses, and deaths on BC farms comes to FARSHA from a variety of sources, including WorkSafeBC, the Canadian Agricultural Injury Surveillance Program, and the BC Coroners Service.

WorkSafeBC provides FARSHA with statistical information on claims rates, and on those injuries, illnesses, and deaths that resulted in claims. This information is briefly discussed here in the Annual Report and reported more fully in Appendix Six.

FARSHA supplements this knowledge with reports from the BC Coroners Service (which are provided in confidence), as well as broader statistical reports from the Canadian Agricultural Injury Surveillance Program (CAISP). These other two information sources are also very important, as the WorkSafeBC statistics do not include the work-related injuries, illnesses, or deaths of

unregistered farm owners; nor those of many farm family members who may not be classified as “workers;” nor the unknown number of injuries and illnesses that simply go unreported for various other reasons. While these figures are not discussed here in the Annual Report, they are taken into consideration by FARSHA when it analyzes program needs.

In 2007, the Canadian Agricultural Injury Surveillance Program (CAISP) released a major report, *Fatal and Hospitalized Agricultural Injuries Among Children and Youth in Canada*. The report analyzes hundreds of incidents between 1990 and 2003, and the lessons are of great interest to FARSHA, as they will be to anyone concerned about farm safety. (The report itself is available online from CAISP.)

Deaths on BC Farms in 2007

In 2007, WorkSafeBC accepted four claims for agricultural work-related deaths. Three were the result of a motor vehicle rollover in the Fraser Valley on March 7, 2007.

On that day, the driver of a van carrying 16 employees of a farm labour contractor lost control in rainy conditions on the eastbound Highway #1 freeway near Abbotsford; the van struck two other vehicles and then rolled. Three of the workers were

killed and all 14 others in the van were injured, some very seriously.

More information on the incident is available in WorkSafeBC's investigation report, which was released online, in view of the gravity and intense public interest in the tragedy. (The report and other information can be found at http://www.worksafebc.com/news_room/news_releases/2008/new_08_02_07.asp)

The fourth claim for an agricultural work-related death was accepted in November 2007. It involved a piece of equipment that fell onto a worker as it was being lifted on a sling attached to an excavator.

(Note that some work-related deaths in agriculture in a given year may not immediately appear as accepted claims of WorkSafeBC, due to the time delay involved in processing these claims, and other reasons.)

Statistics from WorkSafeBC

This year's Annual Report provides a statistical overview for agriculture in the five-year period between 2002 and 2006. (Note that each FARSHA Annual Report provides statistical information up to the previous year, due to the later release date of WorkSafeBC's figures for the year.)

WorkSafeBC's key statistical indicator is the injury rate. The injury rate is the number of accepted compensation claims, relative to the estimated number of person-years worked in a given sector (from assessable payroll figures provided to WorkSafeBC by employers).

For British Columbia as a whole between 2002 and 2006, the average injury rate was 3.1 per 100 person-years worked. In agriculture during the same period, the average was higher: 3.5 per 100 person-years worked.

The statistical indicator of "STD (short term disability) duration" shows a significant difference

between agriculture and BC workplaces overall. STD duration is a measure of the average duration (in days) of short term disability claims, including the days lost in the year or years following the original injury or illness. Averaged over the five years between 2002 and 2006, the STD claim duration for BC agriculture was 64 days, while for BC workplaces overall, it was 47 days. The difference can be partly explained by many factors in agricultural labour, such as the limited availability of alternate work for injured workers, and the effect of seasonal work on return-to-work possibilities. However, the longer duration of STD claims in agriculture may also be a reflection of the type and seriousness of the work-related injuries and illnesses suffered in farming.

More detailed statistical information is available on FARSHA's website, at www.farsha.ca.

The Cost of Work Related Injury and Illness

Work-related injuries, illnesses, and deaths are costly in many ways – to employers and to workers. The injury or death of a worker has an immense social cost: to friends, family, and

co-workers. To the people involved, no amount of compensation can ever fully make up for lost health or a lost life.

However, because WorkSafeBC is an insurance system, much of the immediate financial cost of claims is borne by those who pay the assessments: employers. At the end of December 2007, WorkSafeBC reported over 5500 registered agricultural employers.

Employers registered with WorkSafeBC pay assessments for insurance services. The base assessment rate is expressed as a percentage of assessable payroll: a dollar figure per \$100 of assessable payroll costs for the year. The base assessment rate is the same for all employers in a Classification Unit. Many factors can affect the base assessment rates of any given Classification Unit, including the injury rate; fluctuating medical costs; the relative severity and duration of claims; and fluctuations in the rate of return on invested savings.

Employers can make a difference, thus reducing their workers' compensation insurance costs. Two

ways include: improved health and safety performance (which reduces the number of lost time injuries), and modified early return to work for injured workers (which reduces the duration of injury claims).

Assessments paid by individual employers will also vary from the base assessment rate, due to the additional effect of experience rating discounts or surcharges.

For 2008, WorkSafeBC has announced that base assessment rates will drop in almost all agricultural CUs.

Again this year, FARSHA's Annual Report shows the WorkSafeBC base assessment rates over five years, to allow readers to identify trends. (A chart showing five years of base assessment rates in agriculture can be found in Appendix Two at the end of this report.)



October 2007, Delta: Greenhouse workers from Windset Farms. Photos by Gagan Grewal.

FARSHA's Activities

FARSHA uses a logic model to describe and guide its day-to-day activities. The logic model identifies FARSHA's ultimate goals, and lists the actions that will achieve each of the goals. (A copy of

FARSHA's current logic model can be found in Appendix Seven of this report.) These are the key result areas in FARSHA's logic model.

Consulting

- Agriculture workplaces
- Commodity associations
- Community groups
- Government
- WorkSafeBC

Training

- Direct
- Coordinate other
- Worksite-specific
- Multiple worksites

Reference and Resource Material

- Purchase or develop
- Resource / loan material
- Inventory of materials

Promotion

- Articles
- Trade shows
- Presentations
- Conferences

Safety Programs and Safety Reviews

- Industry / generic
- Workplace-specific
- Compliance with regulations
- Safe practices.

Activity Totals

Even with major personnel changes during 2007, many of FARSHA's activity numbers are higher than in previous years.

More training was given to more people, more workplace consultations took place, more articles were published, and more presentations were made to more people.

Based on the combined reports of all of FARSHA's safety consultants, here are the total figures for all of FARSHA's activities in 2007:

- Workplace consultations: 639
- Training courses delivered: 262 (to over 3995 people)
- Trade shows and fairs attended: 21

- Articles published: 30
- Presentations to groups and organizations: 149 (to at least 4424 people)
- Introduction of safety programs to employers: 59
- Workplace safety reviews: 23

(The activities of the commodity-wide consultants can be found in Appendix Five, while the regional breakdown of the activities of RSCs can be found in Appendix Eight.)

The next sections of this report correspond to the activities of FARSHA's logic model, as listed above.

Consulting Activities

Consulting activities include:

- Workplace consultations, usually done by regional or commodity-wide consultants or office staff (farm visits, discussions with workers, or with employers)
- Stakeholder consultations, such as the presentations made by FARSHA to commodity associations around the province
- Consultations with departments of WorkSafeBC on regulatory development, new initiatives, and responses to new challenges.

Workplace Consultations

A workplace consultation can be anything from an informal chat with an employer or workers, a site walk-through, or a planning meeting for future training or other activities.

Workplace consultations are usually initiated by a FARSHA consultant, but may also begin with an

employer calling the FARSHA office for help, or an employer signing a “call me later” list circulated at a fair or a Safety Days event.

In 2007, FARSHA consultants reported over 639 workplace consultations, which is down only slightly from the previous year’s 651.

Stakeholder Consultations

FARSHA’s stakeholders include agricultural producers’ organizations, such as the BC Agriculture Council, and commodity associations such as the BC Landscape and Nursery Association, the BC Greenhouse Growers’ Association, and the BC Cattlemen’s Association. FARSHA also consults with the Canadian Farmworkers’ Union, and another key stakeholder, WorkSafeBC.

Through the year, FARSHA took part in consultations with WorkSafeBC on many topics, but in particular, on the issues related to farm labour contractors and transportation of workers.

FARSHA representatives contributed their experience and expertise to many organizations and conferences in 2007, and in turn brought back

information and ideas. In Canada, three organizations bring together individuals and groups from across the country who are concerned with agricultural and rural health and safety issues:

- The Canadian Agricultural Safety Association (CASA)
- The Canadian Agricultural Injury Surveillance Program (CAISP)
- The Canadian Centre for Health and Safety in Agriculture (CCHSA).

FARSHA participates in all three of these organizations, collaborating closely with peers in other parts of Canada. For example:

- In 2007, Bruce Johnson attended a series of CAISP meetings in Toronto. CAISP’s research

provides invaluable information to farm safety organizations, and so FARSHA supports this organization wholeheartedly. CAISP has been making the transition from a limited-term project to an ongoing research organization, and the 2007 meetings were a part of that process.

- Bruce Johnson also attended meetings of the Canadian Centre for Health and Safety in Agriculture, in Saskatchewan. The CCHSA's focus is broad: research and the development of programs to address health issues affecting rural people in Canada. This focus includes many farm health and safety issues such as musculo-skeletal injury, other types of traumatic

injury, diseases such as cancers and respiratory problems, and disorders like noise-induced hearing loss.

- FARSHA Board members Param Grewal, and Jasbir Mann, along with Bruce Johnson, attended the Canadian Agricultural Safety Association conference and AGM in Toronto in November. Topics under discussion included: recent trends in injury occurrence in Canada, health issues related to older farm operators and workers, and an assessment of a hip-belt based picking bucket to reduce back pain among Nova Scotia apple orchard workers.

Partnerships and Affiliations

Many FARSHA Directors, consultants, and staff members serve on leadership bodies of other health and safety organizations – a reflection of the respect that FARSHA has won in the field of agricultural health and safety.

Bruce Johnson (FARSHA's Executive Director) was elected by the Canadian Agricultural Safety Association Board of Directors as its chairperson for the 2008 term.

Another form of leadership provided by FARSHA is shown in the invitation of FARSHA's Executive Director to participate in discussions on the next generation of the Canada-wide Agricultural Policy Framework. At a meeting hosted by Agriculture Agri-Food Canada in Regina, Bruce Johnson was able to provide input on the importance of health and safety to the success of agricultural operations.

Also in 2007, FARSHA formalized its collaborative relationship with Farmers with Disabilities (FWD), a cross-country organization with chapters in many provinces, including BC. As a recent FWD newsletter explained:

"Farmers with disabilities face unique challenges. Typically, they are not eligible for Canada Disability Pensions or Employment

Insurance. Anecdotal evidence also has revealed that disabled farmers are at greater risk for additional injury because needed workplace modifications are often not a financial option."

Farmers with Disabilities (FWD) encourages farmers to stay in agriculture by providing information on assistive devices, equipment modifications, and peer support programs. Not surprisingly, FWD is also very concerned with farm safety issues. FARSHA is pleased to work with Farmers with Disabilities wherever common opportunities can be found, and FARSHA consultants will continue to refer people to FWD for the specialized guidance it can provide.

Other partnerships and affiliations of FARSHA Directors, consultants, and staff members include:

- Tom Hoogendoorn, from FARSHA's Board of Directors, was elected to the CASA Council as a representative of the BC Agriculture Council.
- Gene Pascuzzo (FARSHA Regional Safety Consultant, Cariboo) served in 2007 as a member of the Steering Committee of the BC 4-H Farm Safety Program.

Training Activities

FARSHA offers two types of training service to agriculture.

Regional Safety Consultants and other staff can directly provide courses, using standardized training packages developed to meet the needs of BC agriculture.

Or, where FARSHA does not itself offer training on a given topic, it is often possible to coordinate training offered through a third party. This is the case with WorkSafeBC-approved occupational first aid courses, for example.

Training can be delivered in languages other than English, such as Punjabi or, when available, Spanish.

FARSHA also takes part in many educational activities directed at farm children and youth, although these are not included in the numbers for worker training.

(A more detailed breakdown of FARSHA's worker training activities can be found in Appendix Five and Appendix Eight.)

Courses offered by FARSHA

In 2007, FARSHA consultants reported that 262 training courses had been delivered – to an estimated 3995 people. This is a significant increase over 2006, when 225 courses were delivered to 3110 people. (In turn, FARSHA's training delivery numbers in 2006 were also higher than those for 2005.)

The highest participation numbers were for WHMIS training (nearly 1400 people), tractor safety (over 1100), forklift (over 1000), and horse handling (over 800).

The very successful Safety Days continued in 2007, both as workplace-based events or community events. At the FARSHA Consultants' Meeting in September 2007, Gene Pascuzzo reported on his experiences organizing Safety Days events in the Cariboo region. Gene described the preparations that go into these events, beginning with bringing together a small working group of local volunteers, because these are the people who best know the

needs and resources of their community, and who are most able to arrange for a suitable location, effective publicity, and to suggest attractive workshop topics. Many of these events have been greatly aided by the involvement of local businesses such as farm equipment dealers who have loaned tractors and other equipment, local fire departments who have helped with emergency response demonstrations, local commodity organizations or 4-H groups who have co-hosted the event and helped with everything from phone trees to refreshments, and many others. FARSHA office staff produce attractive publicity posters for these events.

Someone who asks FARSHA for a Safety Day in their workplace or community can feel confident that an interesting and professional event will be organized – one that will build awareness and respect for farm health and safety issues.

FARMEDIC Training - New Opportunities

As described earlier, FARSHA has sent various staff and consultants to Train the Trainer courses in recent years. In 2004 Reg Steward attended the FARMEDIC instructor's course in the US, and in 2005, seven people went to Pennsylvania for the Safe Tractor and Machinery Operation Program.

Following these courses, FARSHA received permission to modify the course content to make it suitable for BC agriculture, and began to offer FARMEDIC and tractor safety courses.

The FARMEDIC training program is a specialized course aimed at emergency responders and rural firefighters who may be faced with tractor rollovers; PTO or other equipment entanglements; serious incidents involving horses, bulls, or other large animals; or confined space emergencies. Agricultural workplaces can be particularly challenging for emergency responders because there may be limited access to the incident scene; power, light, and water may not be easily available; and emergency responder training may

not fully cover the types of situations encountered on farms and ranches.

Reg Steward is available to provide the FARMEDIC training course to BC emergency responders, but it has taken an extended effort to contact rural fire departments and emergency responders, and explain the value of the FARMEDIC program.

In 2007, the opportunities really took off. Reg traveled to the Kootenays and worked with the Regional Safety Consultant for that region, Kevin Paterson, to hold two FARMEDIC courses in Kimberley. The FARMEDIC courses were also given in northern BC in 2007 with the help of Trevor Tapp, the Regional Safety Consultant for the Central Interior.

Partly as a result of these very successful events, FARSHA has been invited to speak to a province-wide meeting of departmental fire chiefs in 2008 about the program, and it is anticipated that many more invitations will follow.



March 2007, Kimberley:
Kimberly Fire Department
receiving FARMEDIC training
from Reg Steward. Photos by
Kevin Paterson.



Reference and Resource Material

Since its launch in 1993, FARSHA has developed a very thorough list of reference and resource material. New materials are developed each year, and others are updated or translated into Spanish, Punjabi, and French according to demand. All of FARSHA's resources are listed in the current edition of the *FARSHA Resource Material Catalogue*, which is available in a print version, online, and on CD.

(More detailed information on FARSHA's reference and resource material can be found in Appendix Nine.)

New this Year

A major new resource was developed by FARSHA in 2007: the *Agricultural Health and Safety Program*. This program is available through any FARSHA consultant, and once implemented in a workplace, will meet the WorkSafeBC program requirements.

Two new issues of *The FARSHA Guardian* were produced, Volume 5 in September, and Volume 6 in December. It is anticipated that *The FARSHA Guardian* will appear four times each year. It is distributed free of charge to stakeholder organization and individuals, and is available for download on the FARSHA website.

New training programs were launched during 2007: WHMIS, and Tractor Safety.

Posters were printed in new Spanish translations - on Lyme Disease, and a 7-poster series on musculo-skeletal injury.

Finally, new presentations were developed on WorkSafeBC's requirements for new and young workers, and on the importance of having a rural fire plan. These presentations are now being made by FARSHA consultants at meetings of commodity associations, community groups, and other events.

December 2007, Langley, FARSHA Library: Resource material. Photo by Maria Calderoni.



The FARSHA Website

Since an extensive redesign and updating in 2006, the FARSHA website has continued to grow, with new pages and listings.

The Announcements section keeps stakeholders up to date with changes in WorkSafeBC requirements, new research on health and safety issues, and so on.

The Resources section has all the latest brochures, booklets, training programs, and presentations. Resources can now be ordered online.

A new feature can be found under News:

Agriculture-Related Incidents. Here FARSHA has begun posting notices about injuries, near misses, and other incidents of note from a range of sources.

FARSHA's website can be found at www.farsha.bc.ca.

FARSHA welcomes links from other sites. For example, people visiting the BC 4-H site (www.bc4h.bc.ca) who click on the Safety page will find a full explanation of FARSHA's services and a direct link to the FARSHA site.

Use of Reference and Resource Materials

FARSHA's publications have a wide readership in BC. They are distributed at agricultural fairs, trade shows, commodity organization meetings, and community events. Regional Safety Consultants come to workplace consultations with an assortment of booklets, brochures, fact sheets, posters, and decals. Booklets are also distributed to

participants in training courses, as part of the course materials.

In 2007, the FARSHA office sent out over 17,468 items, to consultants around the province and to farm employers and workers. (A more detailed breakdown of this figure can be found in Appendix Nine of this report.)

September 2007, Langley, FARSHA Office: 4-H award winner. Photo by Sandeep Mangat.



Promotion Activities

FARSHA actively promotes its services at farm-related events and in rural areas all over the province.

Promotion takes many forms, including:

- Articles in agricultural and community publications
- Presentations to commodity associations, community groups, and so on
- Appearances and display booths at

agricultural fairs, trade shows, and other events.

Over 30 articles were written by FARSHA consultants in 2007 – a big increase over the 20 reported in 2006.

As well, 149 presentations were made by FARSHA to meetings of commodity associations and agricultural or community groups. By the consultants' estimates, over 4400 people were in attendance at these presentations.

Agricultural Fairs, Trade Shows and Other Events

This year, FARSHA consultants took part in 21 fairs or trade shows.

These events ranged from small community fairs attended mainly by local producers and their families, to very large commercial trade shows. The large shows, like the Pacific Ag Show and the CanWest Show, attract thousands of agricultural

employers, workers, vendors, media people, and others.

FARSHA has found that these events are an important opportunity to showcase new resource materials and to network and meet new people. People come to the FARSHA table, pick up brochures, watch videos, ask questions, and sign up for future site visits or training programs.

The Tractor Safety Campaign

FARSHA launched a social marketing campaign in 2004, with a goal of convincing more farm owners to buy and use ROPS on their tractors.

Coordinated by FARSHA, the campaign is partially funded by the Canadian Agricultural Safety Association, and Agriculture and Agri-Food Canada. The campaign materials were designed by the SMARTRISK Foundation. (The SMARTRISK Foundation, and its president, Dr. Robert Conn, have been important in developing and promoting

risk assessment techniques for participants in high-risk activities, to reduce the likelihood of injury and death.)

The campaign uses a combination of radio spots and print ads which run in local media in agricultural areas of BC, including Dawson Creek, the Okanagan, Kootenays, and Fraser Valley.

This campaign continued in 2007, with the ads running during Canadian Agricultural Safety Week (March 14 to 22).

Occupational Health and Safety Programs and Workplace Reviews

In 2007, FARSHA rolled out its new *Agricultural Health and Safety Program*.

In BC, all employers are required to have some sort of health and safety program for their workplace, although the extent of the program depends on the size and expected degree of hazard in each operation. Larger employers must implement a more thorough written program, while smaller employers are allowed to have a more informal program based on regular meetings with workers. FARSHA's program was developed to meet the needs of both larger and smaller employers, and is suitable for any type of agricultural workplace.

The program is made up of eight elements, and each element includes an explanation and practical suggestions for implementing and maintaining each activity. There are blank forms to help guide the employer in documenting each activity as it is done.

The eight elements are:

- Management Commitment (including due diligence, a workplace health and safety policy, and regular management reviews)
- Effective Supervision (including legal responsibilities, supervisor training, and goal-setting)

- Worker Involvement (regular meetings, worker representatives, and joint committees)
- Worker Training and Education (all required areas, including new and young worker orientation)
- Hazard Identification and Risk Assessment (workplace inspections, and all required risk assessment areas)
- Hazard Controls, Safe Work Procedures, and Written Instructions (choosing the right control for each hazard and risk)
- Emergencies and Incidents: Preparation, Response, and Follow-Up (emergency planning, evacuations, first aid, incident investigations, and injury and claim reporting and follow-up)
- Hazard-Specific and Site-Specific Requirements.

The program is implemented in collaboration with a FARSHA consultant, who can provide all the materials in the form of workbooks.

The new program also provides for a thorough formal audit or review, so an employer can judge the effectiveness of an existing program and easily identify areas for improvement.

In 2007, workplace health and safety programs were established on 59 farms, and existing programs were formally reviewed on another 23.



June 2007, Osoyoos: Orchard worker orientation session. Photo by Carol Reid.

Conclusion

Overall, 2007 was a very successful year for FARSHA. From its role as co-host of Canadian Agricultural Safety Week and host of the National Institute for Farm Safety conference, to the launch of the Pilot Project for 50 ROPS in BC, to the roll-out of a new tractor safety training program and the new *Agricultural Health and Safety Program*, FARSHA Board members, staffers, and consultants were very busy in 2007.

The *FARSHA Guardian* has been revitalized; two issues were published in 2007, and a regular quarterly publication schedule will now be maintained. Many brochures were published in 2007, which gives FARSHA representatives even more resources to distribute at meetings, fairs, trade shows, conferences, and Safety Days events.

There were important changes in personnel – the Board of Directors saw two experienced members leave and two new members take their place, a new Provincial Vineyards and Orchards Safety Consultant began work in 2007, the Fraser Valley Regional Coordinator part-time contract position was replaced by a full-time staff position, the Senior Health and Safety Coordinator left and was replaced by a new full-time employee – and yet, there was relatively little disruption of FARSHA’s activities through the year. In fact, most of the activity numbers have increased over 2006.

We can already anticipate that 2008 will be equally busy. FARSHA consultants will be helping employers establish the *Agricultural Health and Safety Program* in their workplaces, and offering the new tractor training program in addition to all the other courses. A number of dates have already been set for FARMEDIC courses in 2008 and there are plans for Safety Days events in workplaces and communities around BC.

The shocking and tragic deaths of three workers in March 2007 brought home the need for more resource materials aimed at farm labour contractors, and FARSHA is developing guidance documents and brochures that will be made available to farm labour contractors in 2008.

The theme for Canadian Agricultural Safety Week in 2008 will be musculo-skeletal injuries and their prevention, with the slogan “Manage more than just your back!” FARSHA is looking forward to bringing this message to BC farm and ranch workplaces.

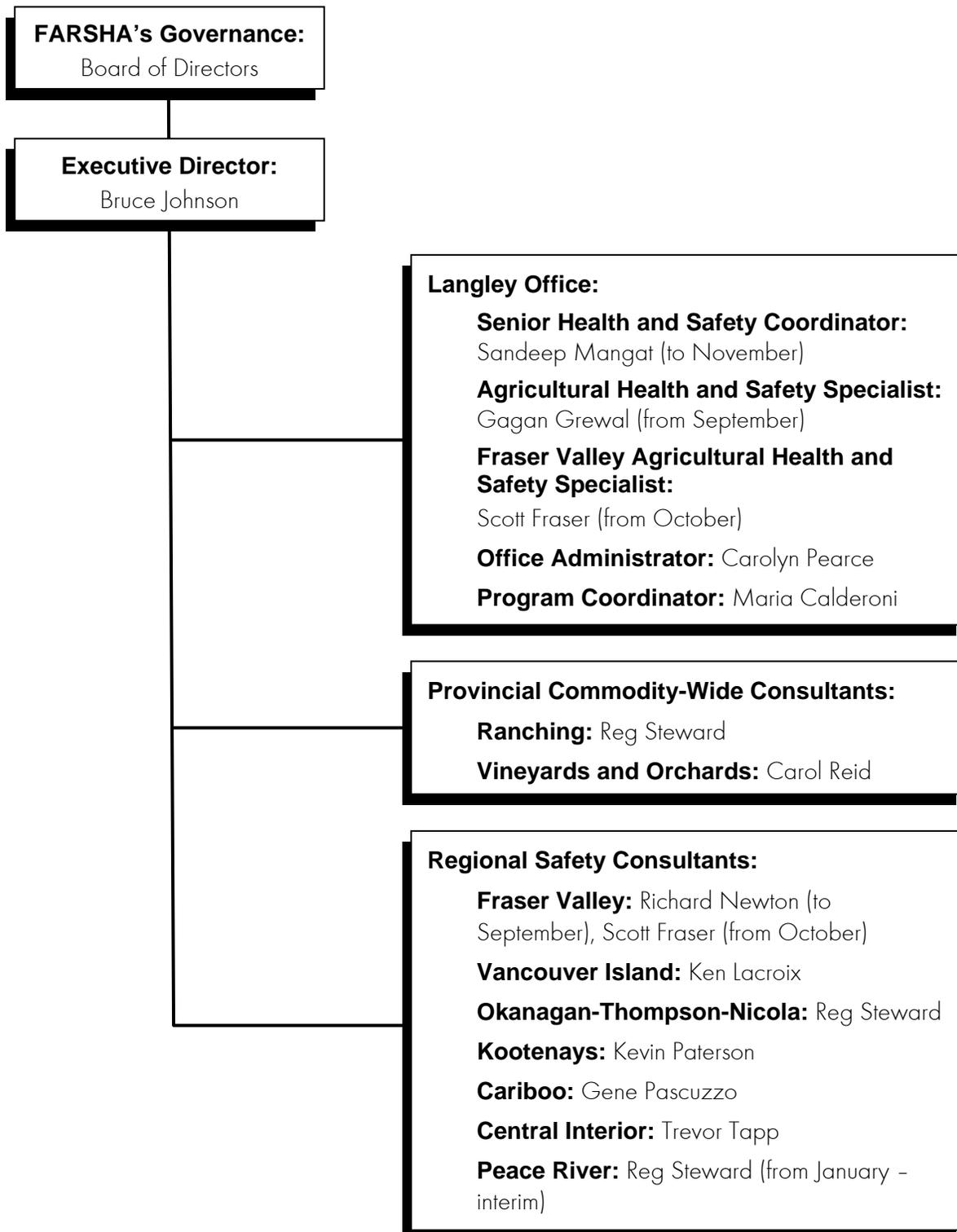
June 2007, Penticton: NIFS Annual Meeting and Conference. Photo by Jack Davis.



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Appendix One – FARSHA's Organization Chart in 2007



Appendix Two – WorkSafeBC Classification Units and Base Assessment Rates

This table shows all 27 Classification Units in agriculture, their Classification Unit numbers, as well as the base assessment rates for 2007 and three previous years for comparison. The last column shows the announced rates for 2008. The levy assessed for FARSHA's funding (\$0.13 for every \$100 of assessable payroll) is included in these rates.

Classification Unit	CU	2004	2005	2006	2007	2008
Animal breeding, AI	701001	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Apiary	701002	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Berry farming	701003	\$3.41	\$3.42	\$3.37	\$2.73	\$2.75
Composting	701004	\$4.02	\$3.36	\$2.78	\$2.25	\$2.04
Dairy farming	701005	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Egg farming	701006	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Exotic poultry farming	701007	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Farm labour supply	701008	\$3.41	\$3.42	\$3.37	\$2.73	\$2.75
Feed lot or stockyard	701009	\$7.93	\$6.76	\$6.43	\$6.92	\$6.14
Fur bearing animal farming	701010	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Grain farming	701011	\$4.02	\$3.36	\$2.78	\$2.25	\$2.04
Greenhouse	701012	\$2.17	\$1.97	\$2.16	\$2.58	\$3.07
Hay or seed farming	701013	\$4.02	\$3.36	\$2.78	\$2.25	\$2.04
Hog farming	701014	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Hunting or trapping	701015	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
White mushroom farming	701016	\$4.02	\$3.36	\$2.78	\$2.25	\$2.04
Orchard	701017	\$3.41	\$1.97	\$3.37	\$2.73	\$2.75
Ornamental nursery	701018	\$2.17	\$1.97	\$2.16	\$2.58	\$2.11
Poultry catching	701019	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Poultry farming	701020	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Poultry hatchery	701021	\$3.41	\$3.42	\$3.37	\$2.73	\$2.23
Ranch	701022	\$7.93	\$6.76	\$6.43	\$6.92	\$6.14
Horse ranching, raising, breeding	701023	\$7.93	\$6.76	\$6.43	\$6.92	\$6.14
Sod or turf nursery	701024	\$4.02	\$3.36	\$2.78	\$2.25	\$2.04
Vegetable farming	701025	\$4.02	\$3.36	\$2.78	\$2.25	\$2.04
Vineyard	701026	\$3.41	\$3.42	\$3.37	\$2.73	\$2.75
Wild plant harvesting	701027	\$3.41	\$3.42	\$3.37	\$2.73	\$2.75

Appendix Three - FARSHA's Board of Directors

FARSHA is governed by a Board of Directors, which meets regularly through the year, and is made up of representatives from employers' and workers' organizations in BC agriculture.

Directors:

Ralph McGinn, Chair

Mark Grafton, British Columbia Agriculture Council (to December 2007)

Joy Gammie, BC Cattlemen's Association (from December 2007)

Vic Regier, British Columbia Agriculture Council (to February 2007)

Tom Hoogendoorn, British Columbia Agriculture Council (from August 2007)

Bill Zylmans, British Columbia Agriculture Council

Charan Gill, Canadian Farmworkers' Union

Param Grewal, Canadian Farmworkers' Union

Jasbir S. Mann, Canadian Farmworkers' Union

Bruce Johnson, Executive Director (non-voting Director)

Additionally, two others regularly attended Board meetings, playing a consultative, non-voting role:

Don Dahr, Manager, Industry and Labour Services Manager, Worker and Employer Services Division, WorkSafeBC

Joy Piehl, Industry Specialist - Health and Safety, Worker and Employer Services Division, WorkSafeBC

Appendix Four – FARSHA’s Consultants by Region



Region 1 – Fraser Valley:

Scott Fraser, (604) 309-6051, scott.fraser@farsha.bc.ca

Region 2 – Vancouver Island:

Ken Lacroix, (250) 758-9807, ken.lacroix@farsha.bc.ca

Region 3 – Okanagan-Thompson-Nicola:

Reg Steward, (250) 392-5937, reg.steward@farsha.bc.ca

Region 4 – Kootenays:

Kevin Paterson, (250) 427-3958, kevin.paterson@farsha.bc.ca

Region 5 – Cariboo:

Gene Pascuzzo, (250) 747-1019, gene.pascuzzo@farsha.bc.ca

Region 6 – Central Interior:

Trevor Tapp, (250) 699-6466, trevor.tapp@farsha.bc.ca

Region 7 – Peace River (interim):

Reg Steward, (250) 392-5937, reg.steward@farsha.bc.ca

Provincial Ranching Safety Consultant:

Reg Steward, (250) 392-5937, reg.steward@farsha.bc.ca

Provincial Vineyards and Orchards Safety Consultant:

Carol Reid, (250) 765-7025, carol.reid@farsha.bc.ca

Appendix Five – Activities of the Commodity-Wide Consultants

These statistics describe the activities carried out in 2007 by the Provincial Ranching Safety Consultant and the Provincial Vineyards and Orchards Safety Consultant, as part of their commodity-focused activities.

These numbers do not overlap with the activities recorded in the Regional Breakdown of Activities in Appendix Eight.

Activities Reported by Provincial Ranching Safety Consultant

Workplace consultations: 90

Training delivered: 40 courses to total of 566 participants

Trade shows and fairs attended: 3

Articles published: 4

Presentations to groups and organizations: 26 to total of 361 people

Introduction of safety programs to employers: 11

Workplace safety reviews: 3

Activities Reported by Provincial Vineyards and Orchards Safety Consultant

Workplace consultations: 44

Training delivered: 29 courses to total of 544 participants

Trade shows and fairs attended: 2

Articles published: 14

Presentations to groups and organizations: 18 to total of 211 people

Introduction of safety programs to employers: 9

Workplace safety reviews: 3

Appendix Six – WorkSafeBC Statistics

This appendix shows statistical information provided by the Risk Management Department of WorkSafeBC.

Information in these charts follows the official definitions used by WorkSafeBC, as quoted here:

Number of Fatal Claims: Number of claims for which a first survivor benefit (fatal reserve or cash award) was awarded in the year, regardless of the year of injury.

Assessable Payroll: The payroll upon which assessment amounts are calculated.

Claims Costs Paid: Total health care payments, short term disability (STD) payments, vocational rehabilitation payments, long term disability (LTD) reserves and one-time cash awards, and survivor benefit reserves and one-time cash awards charged in the year regardless of year of injury.

Injury Rate: The number of Non-HCO claims per one hundred Person Years – shows the rate of injuries. Please note that Injury Rates calculated to one decimal point at a CU level are not normally quoted due to the following: (1) Person Years are estimates and are based on estimates of Assessable Payroll; (2) at a CU level, Person Years are further reduced and claims volume are lower compared to a Subsector level. As a result, calculations are subject to variability, hence affecting specific levels of precision in such rates. Figures rounded to the closest whole number may provide a more meaningful indicator of the Injury Rate at a CU level.

Person Years: Estimated number of employed full time equivalents (FTEs) based on Assessable Payroll and StatsCan data. The estimates of person-years have less accuracy than the nearest whole number to which they are shown. They should be rounded before being quoted.

Serious Injury Claims: The number of short term disability (STD) and long term disability (LTD) claims coded with an ICD9 medical diagnosis that indicates serious injury. Serious injury claims include major fractures (e.g. skull, spine, pelvis, multiple fractures, etc.), amputations, 3rd degree burns, serious eye injuries, and other serious spinal, head or crushing injuries that are based on 165 medical diagnosis type ICD9 codes. The Serious injury criteria, which is based on selective ICD9 medical diagnosis codes, has been developed by Risk Management and involved consultation and discussion with key client user groups on its methodology, definition, and operational/business applications.

STD (Short Term Disability) Duration: Represents an estimate of the average number of STD Days paid per STD claim. It is calculated according to a methodology used by the Association of Workers' Compensation Boards of Canada (AWCBC), and is based on all STD days paid in the year and days lost from injuries that occurred in prior years. Days arising from rehabilitation payments are excluded.

STD/LTD/FTL Claims: A claim is counted as a short term disability (STD), long term disability (LTD), or fatality if the claim had the first short term disability (STD) benefit, long term disability (LTD) benefit, or survivor benefit (fatal reserve set or cash award) made in the year, regardless of the year of injury.

Total Work Days Lost: Total short term disability (STD) days and rehabilitation income continuity (code R) days paid in the year regardless of year of injury.

WorkSafeBC Claims-Related Statistics for All Agriculture

The chart on this page shows a five-year overview of key injury-related indicators for agriculture.

Short term disability claims (STD) are for work-related injuries and illnesses where the worker fully recovers and is able to return to the original job. Long term disability claims (LTD) are for work-related injuries and illnesses once it is clear that the worker will not fully recover, and will require a partial or full pension (or may receive a lump sum award instead), and may include costs for vocational rehabilitation. Fatal claims (FTL) are paid to the survivors of a worker who dies of a work-related injury or illness; these may take the form of a regular pension, or a lump sum award. Taken together, these three indicators (STD/LTD/FTL) show a general picture of the claims for each year.

The injury rate is the number of accepted non-HCO claims, expressed in relation to the estimated numbers of person-years worked in the given sector. (The term non-HCO claims refers to the STD/LTD/FTL claims paid out within the year in question, as well as those paid out within the first three months of the following year. As a result, the number of non-HCO claims more accurately captures all the claims that originated in a given year.)

Serious injuries are defined in a standardized system, and include major or multiple fractures, amputations, 3rd degree burns, and serious spinal or head injuries.

Accepted fatal claims are those accepted in the reporting year, regardless of when the actual death took place (claims are not necessarily settled in the same year they occurred). No average is given for accepted fatal claims on this chart, as the numbers are too small for an average to be meaningful.

Year	Number of STD/LTD/FTL Claims	Injury Rate per 100 person-years	Number of Serious Injury Claims	Number of Fatal Claims
2002	716	3.6	32	6
2003	795	3.7	37	6
2004	729	3.5	38	1
2005	745	3.4	33	3
2006	701	3.5	40	3
2002-2006 total	3686	--	180	19
Five-year average	737	3.5	36	--

WorkSafeBC Cost-Related Statistics for All Agriculture

The chart on this page shows a five-year overview of key cost-related indicators for agriculture.

Total work days lost means the total number of days for which benefits are paid by WorkSafeBC either as short term disability wage loss benefits or long term disability continuity benefits. (It is the employer's responsibility to pay the worker's wages on the day the worker is injured. The wage loss benefits covered by a WorkSafeBC claim begin on the first full day of work that is lost.)

STD duration is a measure of the average duration of a short term disability claim, including the days lost in the year or years following the original injury or illness. STD duration varies widely from one type of workplace to another, as it reflects many factors (seasonal work patterns, availability of alternate work for affected workers, seriousness and type of injuries and illnesses, and so on).

Claim costs paid are those paid out by WorkSafeBC for all costs associated with the claims of each given year – to workers and their survivors, and to the health care system.

Person years are a calculated estimate of equivalent full-time workers in a given sector, where all seasonal and part-time work is included and grouped into full-time equivalents. (One person year is the equivalent of 52 weeks of paid employment, whether worked by one individual or several.)

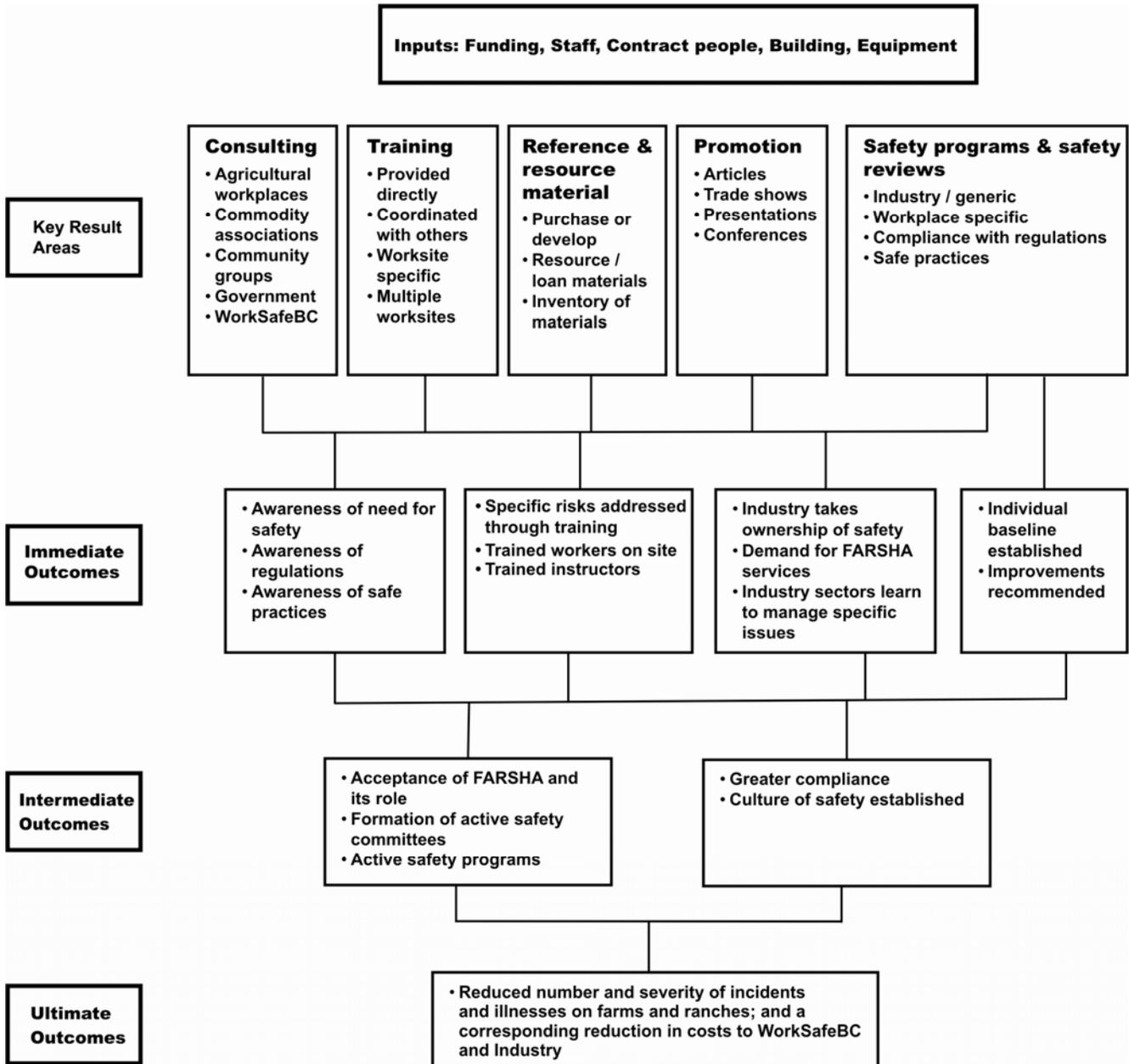
Assessable payroll is the year's total payroll, as declared by all the active registered employers in each given sector.

Employers registered with WorkSafeBC pay a regular premium for insurance services. This premium, or base assessment rate, is expressed as a percentage of assessable payroll: a dollar figure per \$100 of assessable payroll costs for the year.

Year	Total Work Days Lost	STD Duration	Claim Costs Paid	Person Years	Assessable Payroll
2002	47,680	66	\$8,297,469	20,000	\$473,446,303
2003	41,647	62	\$7,874,200	20,600	\$496,354,831
2004	40,979	65	\$9,210,760	20,400	\$511,461,351
2005	42,349	66	\$8,962,742	20,600	\$538,490,153
2006	37,163	61	\$9,188,133	19,300	\$554,677,176
2002-2006 total	209,818	--	\$43,533,304	--	--
Five-year average	41,964	64	\$8,706,661	20,180	\$514,885,963

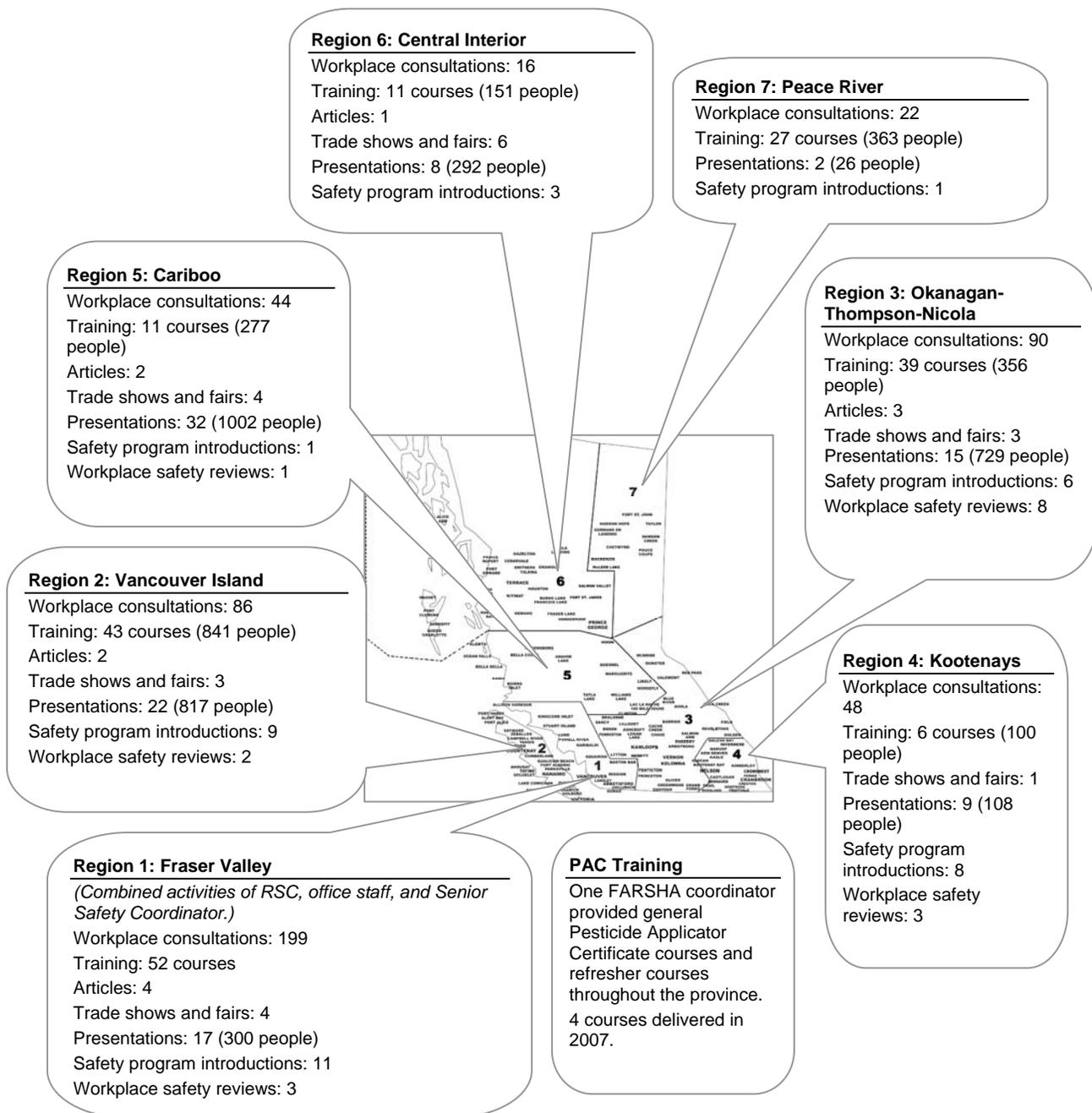
Note that more detailed statistical information for agriculture is provided on WorkSafeBC's website, at: <http://www2.worksafebc.com/Portals/Agriculture/Statistics.asp>

Appendix Seven - FARSHA's Logic Model



Appendix Eight - Regional Breakdown of Activities

This information is based on the combined activity reports submitted by the FARSHA Regional Safety Consultants for 2007, as well as the Senior Safety Coordinator (to November). These numbers do not include other activities of the two commodity-wide consultants, which are recorded separately (in Appendix Five), although in some cases, commodity-wide consultants may have helped with the organization of some events.



Appendix Nine - Resource Materials

New Materials developed in 2007

Through the year, FARSHA developed these new resources.

Booklets:

Resource Material Catalogue (new edition)

Promotional brochures:

Resource Material Catalogue

ATV Safety in Agricultural Work

WHMIS in Agricultural Work

FARSHA's New Agricultural Health and Safety Program

Safe Tractor Operation in Agricultural Work

Presentations:

Rural Fire Plan

Young and New Workers Safety Orientation

Posters:

Musculo-skeletal Injury (11" x 17", translated to Spanish)

Lyme Disease (translated to Spanish)

Training programs:

WHMIS

Tractor Safety

Other:

Agricultural Health and Safety Program

Resource Use in 2007

Through the year, FARSHA staff filled requests for the following items (some were for loan, and others for free distribution):

Videos: 57

Decals: 3963

Signs: 645

Booklets and brochures: 12,762

CDs and DVDs: 41

Appendix Ten - Financial Statements

AUDITORS' REPORT

To the Directors of
Farm and Ranch Safety and Health Association

We have audited the statement of financial position of Farm and Ranch Safety and Health Association as at December 31, 2007 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2007 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

The comparative figures were audited by another firm of chartered accountants who issued an unqualified opinion in their report dated February 6, 2007.

Langley, British Columbia
February 16, 2008

d'Abadie Moody
Chartered Accountants

d'Abadie Moody 
CHARTERED ACCOUNTANTS

FARM AND RANCH SAFETY AND HEALTH ASSOCIATION
STATEMENT OF FINANCIAL POSITION
As at December 31, 2007

	<u>2007</u>	<u>2006</u>
ASSETS		
Current		
Cash and cash equivalents	\$ 396,385	\$ 302,771
GST refundable and other receivables	15,832	16,015
Inventory	931	3,876
Prepaid expenses	<u>3,264</u>	<u>6,390</u>
	416,412	329,052
Capital assets (Note 3)	<u>9,750</u>	<u>13,127</u>
	<u>\$ 426,162</u>	<u>\$ 342,179</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 34,406	\$ 32,782
Deferred revenue (Note 4)	<u>69,400</u>	<u>10,000</u>
	<u>103,806</u>	<u>42,782</u>
FUND BALANCES		
Investment in capital assets	9,750	13,127
Contingencies Fund	<u>312,606</u>	<u>286,270</u>
	<u>322,356</u>	<u>299,397</u>
	<u>\$ 426,162</u>	<u>\$ 342,179</u>

Approved by the Board

 Chairman
 Director

See accompanying notes to the financial statements

FARM AND RANCH SAFETY AND HEALTH ASSOCIATION
STATEMENT OF OPERATIONS
Year ended December 31, 2007

	<u>2007</u>	<u>2006</u>
REVENUES		
WorkSafeBC operating grants	\$ 723,619	\$ 667,632
CASA grants	20,600	33,328
WorkSafeBC regulations review grant	-	20,429
Interest and miscellaneous income	9,396	5,769
NIFS Conference revenue	<u>87,408</u>	<u>-</u>
	<u>841,023</u>	<u>727,158</u>
EXPENDITURES		
Advertising and promotion	19,691	16,269
Amortization	5,995	5,076
Insurance	8,754	8,810
Meetings and per diems	21,535	30,290
NIFS Conference expenditures	87,408	-
Office	32,679	29,801
Professional fees	15,235	11,027
Projects	375,340	287,262
Regulation Review	-	3,864
Rent and property taxes	45,749	44,285
Training	170	643
Travel and automotive	13,181	11,444
Utilities	8,203	6,817
Wages and benefits	<u>184,124</u>	<u>227,288</u>
	<u>818,064</u>	<u>682,876</u>
EXCESS OF REVENUES OVER EXPENDITURES	<u>\$ 22,959</u>	<u>\$ 44,282</u>

See accompanying notes to the financial statements

d'Abadie Moody 
CHARTERED ACCOUNTANTS

FARM AND RANCH SAFETY AND HEALTH ASSOCIATION
STATEMENT OF CHANGES IN NET ASSETS

Year ended December 31, 2007

	BALANCE, beginning of year	Allocation	Excess of revenues over expenditures	2007 BALANCE, end of year
Unrestricted	\$ -	\$ (22,959)	\$ 22,959	\$ -
Investment in capital assets	13,127	(3,377)	-	9,750
Contingencies Fund	286,270	26,336	-	312,606
	<u>\$ 299,397</u>	<u>\$ -</u>	<u>\$ 22,959</u>	<u>\$ 322,356</u>
	BALANCE, beginning of year	Allocation	Excess of revenues over expenditures	2006 BALANCE, end of year
Unrestricted	\$ -	\$ (44,282)	\$ 44,282	\$ -
Investment in capital assets	16,647	(3,520)	-	13,127
Contingencies Fund	238,468	47,802	-	286,270
	<u>\$ 255,115</u>	<u>\$ -</u>	<u>\$ 44,282</u>	<u>\$ 299,397</u>

See accompanying notes to the financial statements

d'Abadie Moody 
 CHARTERED ACCOUNTANTS

FARM AND RANCH SAFETY AND HEALTH ASSOCIATION
STATEMENT OF CASH FLOWS
Year ended December 31, 2007

	<u>2007</u>	<u>2006</u>
OPERATING ACTIVITIES		
Excess of revenues over expenditures	\$ 22,959	\$ 44,282
Item not affecting cash	5,995	5,076
Change in non-cash working capital items		
GST refundable and other receivables	183	670
Inventory	2,945	(57)
Prepaid expenses	3,126	(3,390)
Accounts payable and accrued liabilities	1,623	(1,950)
	<u>36,831</u>	<u>44,631</u>
FINANCING ACTIVITY		
Deferred revenue	59,400	3,271
INVESTING ACTIVITY		
Purchase of capital assets	<u>(2,617)</u>	<u>(1,555)</u>
INCREASE IN CASH AND CASH EQUIVALENTS	93,614	46,347
CASH AND CASH EQUIVALENTS, beginning of year	<u>302,771</u>	<u>256,424</u>
CASH AND CASH EQUIVALENTS, end of year	<u>\$ 396,385</u>	<u>\$ 302,771</u>

See accompanying notes to the financial statements

FARM AND RANCH SAFETY AND HEALTH ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2007

1. Nature of operations

Farm and Ranch Safety and Health Association is incorporated under the laws of the province of British Columbia and operates to ensure high standards of occupational health and safety in the agricultural industry by fostering compliance with Workers' Compensation Board regulations and to support overall farm safety.

2. Significant accounting policies

These financial statements are prepared in accordance with Canadian generally accepted accounting principles. The significant policies are detailed as follows:

(a) Cash equivalents

The Association considers all investments with maturities of three months or less and demand bank loans that are utilized periodically for day to day operations to be cash equivalents.

(b) Inventory

Inventory is valued at the lower of cost and net realizable value. Cost is determined using the average method.

(c) Capital assets

Capital assets are recorded at cost. The Association provides for amortization using the following methods at rates designed to amortize the cost of the capital assets over their estimated useful lives. The annual amortization rates and methods are as follows: -

Test equipment	30% Declining balance
Furniture and fixtures	20% Declining balance
Computer equipment	3 years Straight-line
Computer software	1 years Straight-line

(d) Impairment of long-lived assets

The Association tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent carrying value exceeds its fair value.

FARM AND RANCH SAFETY AND HEALTH ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2007

2. Significant accounting policies, continued

(e) Revenue recognition

The Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Restricted investment income is recognized as revenue in the year in which the related expenses are incurred. Unrestricted investment income is recognized as revenue when earned.

(f) Use of estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the balance sheet date and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

(g) Financial instruments

The Association's financial instruments consist of cash and cash equivalents, GST and other receivables, accounts payable and accrued liabilities and deferred revenue. Unless otherwise noted it is management's opinion that the Association is not exposed to significant interest, currency or credit risks.

3. Capital assets

	<u>2007</u>		<u>2006</u>	
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Test equipment	\$ 1,565	\$ 1,565	\$ -	\$ 14
Furniture and fixtures	54,012	46,007	8,005	10,006
Computer equipment	36,040	34,295	1,745	3,107
Computer software	5,143	5,143	-	-
	<u>\$ 96,760</u>	<u>\$ 87,010</u>	<u>\$ 9,750</u>	<u>\$ 13,127</u>

FARM AND RANCH SAFETY AND HEALTH ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2007

4. Deferred revenue

	<u>2007</u>	<u>2006</u>
ROPS project	\$ 69,400	\$ -
NIFS Conference	-	10,000
	<u>\$ 69,400</u>	<u>\$ 10,000</u>

5. Contingencies Fund

The WorkSafeBC Board allows the Association to retain surplus funds to a maximum of one half of annual funding. The Board of Directors have internally restricted these funds to allow for approximately six months of operating expenses for the Association's obligations in the event of unforeseen circumstances.

6. Economic dependence

The Association generated approximately 87% (2006-95%) of its revenue from WorkSafeBC through its levies and assessments of the farming industry. WorkSafeBC also approves the Association's annual budget.

7. Commitments

The Association has entered into lease agreements for its office premise and office equipment. The lease for the office premise requires monthly rental payments of \$2,586 and expires on December 31, 2008. The office equipment lease requires quarterly rent payments of \$792 up to May of 2008. Minimum lease payments over the next five years are as follows:

2008	\$ 32,619
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8. Income taxes

The Association is a not-for-profit organization that is exempt from income taxes pursuant to subsection 149(1) of the Income Tax Act.

FARSHA

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