

BCCSA



BC Construction Safety Alliance

Meeting Changing Expectations in Construction Health & Safety



ANNUAL
REPORT
2017

Our Partner Organizations

BC Association of Restoration Contractors

British Columbia Construction Association

Canadian Home Builders' Association of British Columbia

BC Road Builders & Heavy Construction Association

BC Stone, Sand & Gravel Association

Concrete BC

Independent Contractors and Businesses Association

WorkSafeBC

Cover: the Inaugural NCSO™ graduating class

Who we are

The BC Construction Safety Alliance is a not-for-profit association that provides services to over 40,000 construction companies employing approximately 200,000 workers. We are funded by industry through WorkSafeBC annual assessments and are governed by a Board of Directors whose members represent all sectors of the industry: residential, road building, aggregate, ready-mixed, industrial, commercial, institutional, and heavy construction.



BCCSA staff working the tradeshow booth at Bridging the Gap Conference

What we do

Worker safety is our number one priority. To that end, we offer a range of member services and supports (most of which are free) for construction (Sector 72) and select aggregate and ready-mixed employers that (a) focus on injury prevention and creating or enhancing a culture of safety on construction sites; and (b) meet a diversity of needs among owners, managers, supervisors, and workers. These services include:

- COR™: Certificate of Recognition;
- Safety training, education, and consultation; and
- Traffic control training and education.

We also engage in a variety of outreach activities and collaborations designed to raise awareness of our services, support safety partners and stakeholders, and assist the development of safety initiatives that will benefit individual contractors and the industry overall. In addition, we act as the construction industry's apolitical spokesperson on construction H&S issues.

Our Mission and Values

Our mission is to engage BC construction employers and help them build and promote a positive workplace safety culture. We have the following core values:

- Safety is everyone's responsibility.
- Injury prevention, management, and education are critical components of our work.
- Acting in ethical, responsible, and transparent ways is critical to creating and maintaining positive industry relationships.
- Establishing collaborative partnerships with construction industry stakeholders, including WorkSafeBC, is essential.



Group of students completing assignment

Message from the Chair



In this annual report you will read about two achievements I was especially pleased to see come to fruition in 2017: the National Construction Safety Officer designation and the web-based Silica Tool. They were not our only accomplishments, but they are prominent examples of something we do very well: deliver member services that are timely, practical, and meet a diversity of health and safety requirements. The NCSO™, for example, opens the door for more employers to hire a safety professional to assist with overall safety, while the Silica Tool provides an easy-to-use solution for resolving a long-standing issue in our industry: complying with complicated rules for managing exposures to silica dust.

Our accomplishments are the result of commitments to develop health and safety programs, services, and initiatives that are relevant to all members and to provide the tools that are needed to meet safety obligations and goals. As Executive Director Mike McKenna notes in his message, this is more important than ever, given today's highly competitive marketplace. Judging from the feedback we have received, we are succeeding. During my term as Chair, I had many occasions to ask members what they think about our services, and their responses were always positive and encouraging. Many said how much they value our efforts to connect, even in remote areas of the province.

Our achievements were also driven by a forward-thinking Board whose members understand health and safety needs and priorities in all sectors and provide leadership and support to staff in their work on behalf of our members. As in previous years, the Board's efforts included making sure the Alliance was on solid footing both financially and administratively. In 2017, this included facilitating discussions with staff aimed at preserving a strong infrastructure for now and the future.

In closing, I want to thank my colleagues on the Board for their input and assistance throughout my term. It has been my pleasure to collaborate with and learn from them. I also want to acknowledge the work of and support from our safety partners, including WorkSafeBC; and the staff of BCCSA, each of whom played an important role in another successful year for the Alliance.

Last, but certainly not least, my thanks and appreciation to Executive Director Mike McKenna for his thoughtful and forthright advice. I am grateful for the many conversations we had about how to help our members make our industry as safe as possible.



Richard Verbeek

From the Executive Director



As I write this message, British Columbia is in the midst of an unprecedented building boom. In 2017, for example, that translated into over \$300 billion worth of projects either planned or underway – a record setting year. But while contractors continue to be busier than ever, they are also contending with some important – and perhaps unexpected – consequences in terms of workplace health and safety. Inspections are up, as WorkSafeBC makes sure everyone follows the rules; prime contractors are placing more emphasis on hiring sub-trades with good safety records for their projects; and the ongoing labor shortage (roughly 60% of contractors struggled to hire enough qualified staff in 2017) means that workers have more employment choices than ever before.

In short, the old adage, “Getting home safely every night” is no longer a platitude – it is an obligation that also makes good business sense. More than ever, staying competitive includes having a safety program that complies with provincial regulations and welcomes and encourages input from workers. For many contractors, living up to safety responsibilities and goals can be demanding in the best of times; today’s spirited marketplace adds another layer to the challenge.

Fortunately, the BCCSA is there with a wide range of health and safety services designed to

prepare employers for changing demands and the expectations of today’s marketplace, and beyond. For instance, many contractors who have earned the Certificate of Recognition (COR™) say it not only provides a recognized safety system that can help reduce both rate and duration of injuries but also sends a strong message about the importance of worker safety. The Safety Climate Tool, an employee-based questionnaire that gauges a company’s safety culture, allows employers to identify where changes are needed. Finally, BCCSA’s return-to-work services can help contractors retain workers by keeping them connected to the company while recovering from injuries.

As always, I would like to thank the Board of Directors, and especially Chair Richard Verbeek, for their support, advice, and leadership. My thanks as well to all members of the BCCSA team for another year of exceptional work. Special mention goes to two individuals: Senior Director Tammy Oliver and Director of Health and Safety Services Urvi Ramsoondar, who have been with the Alliance for 16 and 11 years, respectively.

I look forward to another successful year in 2018.



Mike McKenna

From WorkSafeBC



The construction industry has grown over the past few years. That's good news. The other good news is that the injury rate for the construction industry, while higher than the provincial average, is at an all-time low. And this is despite a rapidly growing workforce that includes many new and young workers. In part, this is a reflection of the increased emphasis that construction employers have placed upon workplace health and safety and improved safety culture.

While lower injury rates are something to be proud of, workers on construction sites across B.C. continue to be injured, often seriously, and many still lose their lives on the job.

Here are some statistics from 2017 for the construction industry in BC:

- 7,723 workers were injured
- 1,215 of those workers were injured in a fall from an elevation, many suffering serious, life-altering injuries
- 34 workers died from occupational diseases, most related to asbestos exposure
- 17 workers lost their lives due to a traumatic injury

These numbers tell us that while much has been accomplished and much has improved in health and safety in construction worksites around the province, there is still much more that needs to be done.

Going forward, WorkSafeBC will continue to partner with BCCSA on a variety of initiatives. Working together on the Construction High Risk Strategy will be a priority because, while the average injury rate in construction has slowly decreased over the years, the serious injury rate has remained steady.

A great example of what can be accomplished when we work together is BCCSA's Silica Control Tool, released to industry in 2017. This joint project of BCCSA, WorkSafeBC, and UBC's School of Population and Public Health, addresses a very serious occupational disease risk by providing contractors with a practical tool to assess silica dust risk at the worksite, enabling them to bring potential exposures within allowable limits.

Throughout 2018 and beyond, WorkSafeBC will continue to publicize our Asbestos Awareness campaign, focussing on the dangers of asbestos exposures, particularly in the renovation and demolition industries. Homeowners and contractors need to know that asbestos continues to be the number one killer of workers in B.C. and the rate of asbestos-related disease and deaths is on the rise.

Through the efforts of construction employers, workers, BCCSA, and WorkSafeBC, great strides have been made in recent years in health and safety in the construction sector. But construction workers continue to be injured, some fatally, at worksites around the province. These injuries and deaths are unnecessary and they are unacceptable. Most importantly, they are preventable. Make health and safety at your worksite personal. Think about what you would do to make your worksite healthy and safe if your son or daughter or other loved one was working there. That's a good place to start.

Dale Walker

Committees

BC Stone, Sand & Gravel
Workplace Safety Committee

Vancouver Regional
Construction Association -
Construction Leadership Forum

COR™ Technical Advisory
Committee

Employers' Forum Claims
Committee

Fire and Flood Restoration
Technical Advisory Committee

NAOSH Committee

Prime Contractors Technical
Advisory Committee

OUR BOARD OF DIRECTORS

BCCSA Board Members are selected by their industry associations, and represent all sectors of construction: residential, road building, aggregate, ready-mixed, industrial, commercial, institutional, and heavy; as well as the Fire and Flood Restoration industry.

Chair

Richard Verbeek

*PCL CONSTRUCTORS WESTCOAST INC.
BC CONSTRUCTION ASSOCIATION*

Past Chair

David Beaupré

*LAFARGE CANADA INC.
CONCRETE BC*

Secretary

Todd Skelton

*INDEPENDENT CONCRETE LTD.
BC CONSTRUCTION ASSOCIATION*

Treasurer

Wayne Fettback

*WESTERN PACIFIC ENTERPRISES GP
BC CONSTRUCTION ASSOCIATION*

Directors

Cory Klein

*RF KLEIN & SONS LTD.
BC CONSTRUCTION ASSOCIATION*

Kevin Mierau

*MIERAU CONTRACTORS LTD.
INDEPENDENT CONTRACTORS AND BUSINESSES
ASSOCIATION*

Kevin Moss

*MARINE ROOFING (1996) LTD.
BC CONSTRUCTION ASSOCIATION*

Brooks Patterson

*NORLAND LIMITED
BC CONSTRUCTION ASSOCIATION*

Dom Piluso

*PILUSO CONSTRUCTION LTD.
CANADIAN HOMEBUILDERS' ASSOCIATION OF BC*

Mike Sully

*ON SIDE RESTORATION
FIRE AND FLOOD RESTORATION INDUSTRY*

Skip Stothert

*GREEN ROADS RECYCLING
BC ROADBUILDERS & HEAVY CONSTRUCTION ASSOCIATION*

John van Dyk

*CANADIAN CUTTING & CORING LTD.
INDEPENDENT CONTRACTORS AND BUSINESSES
ASSOCIATION*

Stan Weismiller

*WINVAN PAVING LTD.
BC CONSTRUCTION ASSOCIATION*

Joe Wrobel

*JPW ROAD & BRIDGE SERVICES INC.
BC ROADBUILDERS & HEAVY CONSTRUCTION ASSOCIATION*

Ex-Officio

Chris Back DIRECTOR,

*INDUSTRY & LABOUR SERVICES
WORKER & EMPLOYER SERVICES DIVISION, WORKSAFEBC*

Dale Walker VICE PRESIDENT,

EMPLOYER, INDUSTRY & WORKER SERVICES, WORKSAFEBC



Meeting Changing Expectations

Meeting Changing Expectations in Construction Health and Safety

Construction in British Columbia has been booming in virtually all sectors, driven in large part by the demand for housing and associated infrastructure. With this growth has come increasing competition – including for workers – and, along with it, new demands with regard to workplace safety. Contractors must have effective safety systems in place not only to be prepared for increased monitoring by provincial inspectors but because workers themselves are expecting more when it comes to ensuring their safety. As such, a key role for the BCCSA is to ensure employers have the safety tools and resources they need to ensure their jobsites are as safe as possible. In 2017, activities to this effect included the following:

- Moving into high gear with the National Construction Safety Officer (NCSO™) – a new designation that makes it possible for more employers to hire safety professionals;
- Launching the Silica Tool – an innovative web-based application that removes all doubt when it comes to complying with provincial regulations for controlling silica dust exposures;
- Taking quality assurance for the Certificate of Recognition (COR™) and our safety training program to the next level to make certain both initiatives continue to meet contractor needs and industry standards; and
- Penning a new agreement with the Forest Safety Council of BC that enhances safety across both of our industries.

We invite you to read more about these and other achievements.

Although the essential requirements of workplace safety apply to all companies, in order to meet safety responsibilities, they must have tools and supports that fit individual circumstances – especially since the vast majority are small employers with limited resources. Being safe is not a “one size fits all” proposition. To that end, our focus is on delivering relevant, up-to-date, and practical programs and services that meet diverse needs.

The Certificate of Recognition (COR™)

COR™ is an incentive program offered by WorkSafeBC that is recognized industry wide as a means for both large and small companies to have an effective safety system that can make a significant difference in terms of accident prevention. Many COR™ companies also comment on how much difference the certification can make when it comes to hiring and keeping good workers, who see COR™ employers as truly caring about their safety. COR™ impact on safety can also be seen in the growing number of COR™ employers, including major generators of construction projects (e.g., BC Hydro), that now require subcontractors to have COR™ in order to bid on their projects.

Given the growing prominence of and new expectations associated with COR™, an important focus for BCCSA is to promote the program to ensure contractors in all regions are aware of COR™ and its impact, and that BCCSA staff are available to assist anyone who wishes to achieve the certification. We do this via advertising, by talking about COR™ at a wide range of industry events, and especially through site visits by our Regional Safety Advisors.

As WorkSafeBC’s Certifying Partner for COR™ in construction, we are also responsible for safeguarding the overall integrity of the program. We meet this mandate through careful oversight of all components of



*Newly COR™ certified companies receive their awards
at the 2017 Prince George contractor breakfast*

the audit process, including individual auditor performance. We are pleased to report that overall program quality was enhanced in 2017 thanks to initiatives implemented in the previous year: changes to auditor training, a new auditor resource guide, and switching to a quantitative method for evaluating audit reports. During 2017, we also took the following steps to preserve COR™'s long-term relevance and viability:

We increased the use of “shadow audits” – an auditing quality assurance (QA) method that involves direct observation of and coaching suggestions for auditing techniques during pre- and post-audit meetings, the documentation review, and site observation tours and interviews. We see shadow mentoring as an important way to improve COR™ that also strengthens working relationships with auditors. Our goal is for every external auditor to undergo field QA at least once during his or her 3-year certification period;



Tanya Steele presenting at Vancouver Contractor breakfast at Trev Deeley Motorcycles

We hired two additional external auditors to ensure timely audits and avoid backlogs; and

The Board of Directors approved the hiring of an additional COR™ QA staff person to assist shadow auditing, administrative monitoring, and coaching and mentorship activities.

COR™ STATS

During 2017, we experienced an important landmark, as the total number of COR™ certified companies in BC reached the 1,000 mark – reconfirming COR™'s importance to and standing within the industry. During the 2017 year, 101 companies achieved Health & Safety COR™ (55 Large COR™ and 46 Small COR™), and we received 245 applications, thus meeting our annual targets of at least 50 new companies and 200 applications. To date, \$12,959,559 in incentive payments were awarded to BCCSA member companies (who were required to pass the series of audits required to be eligible for the payments).



Newly COR™ certified companies award presentations at Lower Mainland contractor breakfast

OTHER STATS

- **840** OHS desktop reviews
- **335** Return-to-Work desktop reviews
- **639** internal auditor student reviews
- **40** letters of reciprocity issued
- **45** applications for COR™ reciprocity completed

The Traffic Control Program

An essential part of workplace safety on which contractors rely – especially given the many developments underway in the province – is effective management of roadways near and/or adjacent to construction projects. Over the years, our Traffic Control Program has prepared thousands of flag persons to safely do just that. In 2017, the program (which is the only WorkSafeBC-recognized TCP training program in BC) trained over 6000 flag persons and re-qualified 1200 others. We worked to strengthen the overall program via the following:

- We continued to refine the 2-day standard TCP training course and associated instructor training to ensure both align with the new Ministry of Transportation and Infrastructure (MoTi) Traffic Management Manual.
- We neared completion of the new one-day TCP requalification course that will better enable TCPs to stay current on managing ever-changing and increasingly challenging traffic situations. The new, more interactive course will replace the current exam TCPs must take every 3 years and will also align with the MoTi Traffic Management Manual.
- We held six traffic control instructor meetings (in Cranbrook, Fort St. John, Terrace, Kamloops, Victoria, Lower Mainland) that focused on program updates and changes.



TCP Instructor Workshop

Safety Training, Education, and Consultation

As in previous years, the BCCSA offered a range of classroom-based and on-line safety training as well as a private training option that allows employers to run selected safety courses at a time and place that best suits participants. We also became the official provider in BC of Canada's first truly national safety designation.

THE NCSO™

In June, the Canadian Federation of Construction Safety Associations (CFCSA) formally approved the National Construction Safety Officer (NCSO™) designation – a game

changer for safety professionals and employers alike. NCSO™ holders can work as safety professionals anywhere in Canada, and the designation's entry-level status means more employers will be able to hire a qualified safety professional. Here in BC (where the designation replaces the Construction

Safety Specialist), NCSO™s are also able to serve as COR™ Internal Auditors – an additional benefit for contractors wishing to achieve COR™.

During the year, NCSO™ related activities included finalizing mandatory and elective courses (two of which - WHMIS Train the Trainer and BC Construction Safety Legislation & Administration – also became part of standard training),

develop information and publicity materials, identify external training providers, implement the application process, apply final touches to the NCSO™ website, and create a logo. By the end of 2017 we had received 590 applications and awarded 30 NCSO™ designations.

The NCSO™ was championed by the BCCSA and is an excellent example of our commitment to providing safety tools that work for a range of employers. Not every contractor needs or can afford to hire a more expensive safety professional; now, they have an option.

COURSES AND WORKSHOPS

The BCCSA's suite of classroom and online training continues to draw kudos for its accessibility and relevance. Over the years, thousands of students have completed courses such as Principles of Health and Safety Management, Leadership for Safety Excellence (LSE™), auditor training, and CSTS-09 online.

To ensure the very best training, all of our in-house instructors are fully qualified and regularly engage in professional development to stay in touch with trends and changes in their field. In addition, all third-party providers (including those who deliver NCSO™ courses) must meet stringent criteria before they become endorsed. An important development pertaining to quality assurance (QA) in 2017 was approval by the Board of Directors to hire an additional training QA staff member. This person will be responsible for oversight and monitoring of all aspects of the program, including on-site observations of third party providers. In construction, there are many safety courses and many providers, but few standards for content and instruction. We see a role for the BCCSA in this area.

In other highlights:

- We began offering a workshop called “Appreciative Investigations,” an innovative addition to our Endorsed Education program that takes a proactive rather than a reactive approach to safety management. The theme of the workshop is the importance of building on what an organization does right when it comes to safety as a matter of course, rather than waiting to dissect what went wrong if an accident happens. Proactive, behaviour-based approaches are considered by many to be the best way to promote good safety habits. This workshop is another example of our commitment to delivering innovative safety tools and strategies that appeal to a range of contractors.
- Student input is essential to ensuring our training program stays relevant. Accordingly, we implemented the QR Code System, which provides a truly anonymous and confidential system for obtaining student feedback, and is a more streamlined way to collect data and run analytics on student's experiences with BCCSA training.

REGIONAL CONTRACTOR SEMINARS

As in previous years, our training and education activities included planning and execution of regional contractor seminars for members and others that featured speakers on a safety topic of importance. In 2017, the seminars (all of which were sold out) focused on changes to provincial joint training committee legislation and its impact on contractors. The sessions were held in Vancouver, Kelowna, Prince George, and Victoria.



Group activity at the Appreciative Investigations Workshop

SAFETY TRAINING STATS

COURSE	# OF PARTICIPANTS
Train the Trainer.....	109
Auditor Training.....	583
Auditor Recertification.....	81
Principles of Health and Safety Management	606
Principles of Injury Management	182
WHMIS 2015 Train the Trainer...	216
BC Construction Legislation	261
Leadership for Safety Excellence (LSE™)	932
CSTS-09 Construction Safety Training System.....	8640
ESTS Electrical Safety Training System	229
RSTS: Roadbuilders Safety Training System	328

CONSULTATION SERVICES

When contractors are asked what they value the most about our member services, their answers typically include how easy it is to get assistance. Being readily accessible is what has driven and will continue to drive our safety services, and is particularly important to helping smaller contractors meet their safety responsibilities and goals. Experienced staff are a phone call away and able to answer a variety of safety questions, while six Regional Safety Advisors (RSAs) visit contractors even in remote areas of BC either just to connect or to provide direct assistance with a variety of safety matters, including obtaining COR™.

In 2017, RSAs made 543 site visits, including 44 with WorkSafeBC specifically to raise awareness of injury management/return to work initiatives offered by the two organizations. They also utilized social media to help spread the word about injury management and the value of the resource guide, “The Supervisor’s role in Injury Management.” The “Get back in the Game” social media campaign involved taking and posting photos of contractors holding a “Get back in the Game” poster on our Facebook and Twitter accounts to generate chatter about the supervisor’s role and our resources. The RSA initiative continues to be among our most popular services – and for good reason.

FIRE AND FLOOD RESTORATION CONTRACTORS TECHNICAL ADVISORY COMMITTEE (TAC)

In 2016, the BC Association of Restoration Contractors became part of the BCCSA umbrella of safety services, thus preserving important safety programs for the restoration industry and adding to our training offerings. During 2017, a technical advisory committee was established to oversee safety training and develop resources. TAC activities included creating a web portal that provides access to products such as the Site Safety Assessment Guide, used to identify, assess, correct, document, and communicate to others hazards identified on a jobsite.

THARRP

We continued to offer the Technical High Angle Rope Rescue Program (THARRP), the funding for which is administered by BCCSA. THARRP is a five-course, train-the-trainer program offered by select BC fire departments to prepare personnel to rescue individuals who are



THARRP training on proper procedures for a high angle rope rescue

working at heights (e.g., tower-crane operators). As of December 31, 2017: five construction site worker rescues were carried out, 148 instructors in 34 fire departments received a total of 36,813 training hours, and 123 tower-crane site surveys were conducted.

Outreach & Collaboration

As in previous years, the BCCSA engaged in a variety of activities designed to raise awareness of our services and create connections with and provide support to safety partners and stakeholders. We also continued collaborative efforts with research agencies and others on projects aimed at improving workplace safety across the industry. Many of these initiatives were made possible thanks to generous support from our Research Development and Opportunity Fund.

Industry Collaborations

THE SILICA TOOL (ST)

After a year of testing and final content review, the web-based Silica Tool went “live” in 2017, thus providing contractors with an easily accessible and easy-to-use solution to a long-standing issue: how to effectively manage exposures to potentially harmful silica dust. The ST utilizes an extensive database to quickly assess the risks of silica dust exposures and create an associated action plan. As of the end of 2017, 3348 had visited the website and feedback was excellent. This made-in-BC free resource is sponsored by BCCSA and developed in conjunction with WorkSafeBC and researchers at the University of British Columbia’s School of Population and Health. During the year, with WorkSafeBC, we actively publicized the ST to ensure all contractors are aware of this easily accessible and highly valuable safety tool.

THE SAFETY CLIMATE TOOL

The Safety Climate Tool (SCT) recognizes the importance of workers’ voices in developing a positive safety culture and provides an anonymous way for them to let companies know what they are doing right, safety wise, and where improvements are needed. The SCT represents an important means for all employers to move beyond old-school “rules” in order to create a safety culture where everyone recognizes the importance of acting in safe ways. As with all BCCSA services, staff members are available to help employers with any phase of the survey, including analyzing responses and building action plans. The SCT has also been used to obtain worker input for projects like the road maintenance and traffic control industry worker. During the year, 21 companies and 2,292 workers completed the survey.

COR™ TO SAFE

In a first for the construction and forest industries, the BCCSA and the Forest Safety Council of BC signed a memorandum of understanding that makes it possible for COR™ construction contractors to comply with forestry sector safety requirements without having to first complete extensive training and audits. “COR™ to Safe” as it is known, recognizes COR™ companies have a good safety system in place and, at the same time, acknowledges the need for construction contractors to be aware of some important differences between the two industries with respect to safety. It is an excellent example of mutual cooperation to solve a problem and protect the economic interests of construction contractors who rely on forest industry contracts.

COR™ DATA MINING

During the year, researchers at the University of BC School of Population and Public Health continued to analyze various subsets of data from thousands of Certification of Recognition (COR™) audits. The goal of this long-term project (for which the BCCSA provides office space and staff assistance) is to provide empirical data on the effectiveness of COR™ and identify areas in need of improvement. For example, one component of the research involves looking at differences between internal and external COR™ auditor scoring across large and small COR™ companies. The project is a collaboration with WorkSafeBC.



Observing proper concrete pumping procedures at ITC's Surrey Central project

pump operator qualifications to include passing a written examination and demonstrating field competency, thus placing BC ahead of all other provinces in ensuring pump operators are properly qualified. Furthermore, proposed competency regulations were placed for consideration on WorkSafeBC's regulatory

calendar. These developments marked the culmination of a very successful year that included voluntary beta testing of proposed competency requirements at select sites, and production of a quality control manual and other resources. By the end of 2017, 68 voluntary certifications had been awarded.

TRAFFIC CONTROL INJURY REDUCTION

The Traffic Control Industry Safety initiative, launched in 2016, concluded with a list of recommendations stressing the importance of the industry becoming a more effective advocate for itself in order to foster injury reduction. Company owners met to discuss various factors (including sometimes excessively low bids that can have a negative impact on safety) and committed to actively engaging with each other and WorkSafeBC to make real changes such as ensuring appropriate breaks, bathroom facilities, and the use of mechanical traffic control equipment.



WorkSafeBC Prevention Officers learning about Concrete Pump truck at Astra Concrete's site

COMPETENCY CERTIFIED PUMP OPERATOR (CCPO)

This joint initiative with the BC Ready Mixed Concrete Association took an important step forward in 2017, as the Canadian Standards Council (CSA) revised existing

Supporting Partners and Stakeholders

The BCCSA has always placed a high priority on connecting with the industry and supporting safety partners and stakeholders. We continued that tradition in 2017 by sponsoring, attending, and supporting a wide range of conferences, seminars, meetings, and other industry events.

BRIDGING THE GAP (BTG)

Following on the heels of our first (and very successful) BTG as sponsor and organizer in 2016, BTG 2017 was a repeat performance, as all booths sold out and over 200 participants toured exhibits and attended sessions at the Italian Cultural Centre. The goal of this conference is to help as many companies as possible “bridge gaps” in safety knowledge by providing engaging and relevant workshops and plenty of “take home” strategies and tools that can be applied to the jobsite. The 2017 conference featured speakers who focused on new and proactive approaches to workplace safety. Once again, the use of social media and a highly interactive format to engage attendees were very well received.



Group of students and instructors at annual Heavy Metal Rocks events



Graphic recorder, Avril Orloff, captures Bridging the Gap content throughout the conference

WORKSAFEBC

Among our most important and supportive safety partners is WorkSafeBC. Given our mutual goal of achieving the safest worksites possible, the BCCSA, in turn, supports WorkSafeBC initiatives such as the high-risk strategy and injury management programs at events and activities we attend or sponsor, and during site visits by Regional Safety Advisors.

In 2016 we launched a provincial outreach initiative to connect with WorkSafeBC prevention officers and regional managers that was so successful we received calls during the year from field staff asking us to be sure to organize a meeting in their area! The goal of this initiative is to get WorkSafeBC officers and managers up-to-date on our services, so they can feel confident passing on the information to contractors they encounter who may need help with a safety challenge and may not know that BCCSA is there to assist. Expanding our connections with WorkSafeBC has become an important way for contractors to connect with us.

PRIME CONTRACTORS TECHNICAL ADVISORY COMMITTEE

Comprised of COR™-certified general contractors (or their owner-approved representatives), this TAC provides a conduit to some of the largest influencers in the construction industry. A key focus is identifying ways to work effectively with subcontractors (over 90% of which are companies with fewer than 10 employees), including with regard to meeting safety expectations. During the year, the committee worked on projects such as the Small Employer Safety Administration tool and the Subcontractor Management tool.

IN OTHER OUTREACH & SUPPORT ACTIVITIES:

- We took the safety message to Site C, where we discussed safety culture, the supervisor's role in site safety, our courses, and uses of the Silica Tool. Site C is a major construction project and a key issue is silica dust, the management of which is particularly challenging because of the high levels of dust created by drilling and other heavy constructions activities. This presentation also generated much interest in using our private training option to run courses such as Leadership for Safety Excellence at the site.
 - We set up an information booth and networked at WorkSafeBC's Prevention Conference and participated in the tradeshow for both weeks.
 - We supported the BC Roadbuilders & Heavy Construction Fall Conference and Seasonal Celebrations, promoting COR™ and

Executive Director Mike McKenna, visits Site C project



TCP Information session and dinner, Kamloops BC

various safety programs and initiatives to delegates in attendance

- We helped organize the Vancouver Regional Construction Association (VRCA) Construction Leadership Forum and contributed to the VRCA's Career in Construction advertising campaign. Supporting these two events strengthened safety connections with one of the largest construction association in the province.
- We set up an information booth at the Western Conference on Safety
- We attended the Day of Mourning and Bentall Memorial events.



Day of Mourning wreath on display at the event

Marketing & Communications

As always, marketing and communications staff were kept very busy with a range of promotional activities and resource development for our members and the industry overall.

- Placing advertising and/or editorial content in the following newspapers and magazines: Construction Business, Journal of Commerce, WorkSafeBC Magazine, and Business in Vancouver (Construction in Vancouver).
- Leveraged radio advertising on TSN 1040 & 1410 which promoted our brand, courses, events, consultation service and public service announcements.
- Developing or revising promotional materials and resource packages for contractors, course participants, instructors, and COR™ auditors
- Growing our social media presence via Facebook, Twitter, and LinkedIn. In 2017, we experienced increases in all areas as more industry tunes in to our media channels: Facebook (1311 followers), Twitter (1461 followers), and LinkedIn (986 followers)
- Continuing to publish the Hard Hat News, a popular newsletter sent to over 5000 individuals
- Developing an easy-to-use Style Guide to ensure adherence to our brand standards
- Developing and distributing resource packages for contractors, instructors, and COR™ auditors



New TCP Hip Guide developed and produced for industry



Welcome to COR™ package developed

Independent Auditor's Report

TO THE MEMBERS OF B.C. CONSTRUCTION SAFETY ALLIANCE

Report on the Financial Statements

We have audited the accompanying financial statements of B.C. Construction Safety Alliance, which comprise the statement of financial position as at December 31, 2017, and the statement of operations, statement of changes in fund balances and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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 comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud

or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of B.C. Construction Safety Alliance as at December 31, 2017, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act (British Columbia), we report that, in our opinion, the accounting principles in Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding year.

Wolrige Mahon LLP

CHARTERED PROFESSIONAL ACCOUNTANTS

April 12, 2018

Vancouver, B.C.



Meeting Changing Expectations

B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Operations

For the year ended December 31, 2017

	2017 \$	2016 \$
Program Revenue		
Certificate of Recognition (Schedule 2)	1,811,399	1,554,800
Health and Safety Association (Schedule 3)	2,357,436	2,256,392
Traffic Control Program (Schedule 4)	698,790	744,354
High Angle Rope Rescue Program (Schedule 5)	599,982	599,983
Fire and Flood Restoration Program (Schedule 6)	106,360	-
Gross revenues before deferrals	5,573,967	5,155,529
Transfer to deferred contributions	(746,141)	(671,319)
	4,827,826	4,484,210
Program Expenditures		
Certificate of Recognition (Schedule 2)	1,699,481	1,567,470
Health and Safety Association (Schedule 3)	2,010,813	1,871,036
Traffic Control Program (Schedule 4)	595,295	595,845
High Angle Rope Rescue Program (Schedule 5)	436,421	462,529
Fire and Flood Restoration Program (Schedule 6)	85,816	-
	4,827,826	4,496,880
Excess (deficiency) of revenue over expenditures	-	(12,670)
Other income and expenditures		
Interest	64,940	57,766
WorkSafeBC (Note 3)	503,358	562,609
Research, Development and Opportunity Fund (Schedule 7)	(243,496)	(281,495)
Excess of revenue over expenditures	324,802	326,210

The accompanying notes are an integral part of these financial statements.

B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Changes In Fund Balances

For the year ended December 31, 2017

	2017 \$	2016 \$
General fund		
Balance, beginning	1,147,113	768,408
Excess of revenue over expenditures	324,802	326,210
Transfer to the Research, Development and Opportunity fund	(493,987)	(229,000)
Transfer from the Research, Development and Opportunity fund	243,496	281,495
Balance, ending	1,221,424	1,147,113
Research, Development and Opportunity fund		
Balance, beginning	164,172	216,667
Transfer from the General fund	493,987	229,000
Transfer to the General fund	(243,496)	(281,495)
Balance, ending	414,663	164,172
Total funds	1,636,087	1,311,285

B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Financial Position

December 31, 2017

	2017 \$	2016 \$
Assets		
Current		
Cash	110,747	77,622
Short-term investments	3,605,505	3,002,337
Receivables	32,406	20,994
Prepaid expenses	27,273	10,358
	3,775,931	3,111,311
Prepaid deposit	18,774	18,774
Property and equipment (Note 2)	180,016	234,480
	3,974,721	3,364,565
Liabilities		
Current		
Payables and accruals	339,634	157,996
Deferred contributions (Note 3)	821,378	665,504
Current portion of lease inducement	52,158	52,158
	1,213,170	875,658
Deferred lease inducement	152,128	204,286
Deferred revenue reserves (Note 4)	973,336	973,336
	2,338,634	2,053,280
Fund Balances		
General fund	1,221,424	1,147,113
Research, Development and Opportunity fund	414,663	164,172
	1,636,087	1,311,285
	3,974,721	3,364,565

Commitments (Note 8)
 Approved by Directors:




The accompanying notes are an integral part of these financial statements.

BC Construction Safety Alliance

B.C. CONSTRUCTION SAFETY ALLIANCE

Statement Of Cash Flows

For the year ended December 31, 2017

	2017 \$	2016 \$
Cash flows related to operating activities		
Excess of revenue over expenditures	324,802	326,210
Adjustments for items not affecting cash:		
Amortization of property and equipment	103,095	92,076
Amortization of deferred lease inducement	(52,158)	(15,547)
	375,739	402,739
Changes in non-cash working capital:		
Receivables	(11,412)	281,947
Prepaid expenses	(16,915)	32,596
Payables and accruals	181,638	(122,895)
Deferred contributions	155,874	(151,063)
	684,924	443,324
Cash flows related to investing activities		
Purchase of property and equipment	(48,631)	(7,193)
Purchase of short-term investments	(5,200,000)	(5,330,815)
Proceeds on sale of short-term investments	4,596,832	4,955,217
	(651,799)	(382,791)
Net increase in cash	33,125	60,533
Cash, beginning	77,622	17,089
Cash, ending	110,747	77,622

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2017

On June 23, 2010, B.C. Road and Construction Safety Network (“CSN”) and Construction Safety Association of B.C. (“CSABC”) amalgamated to form the B.C. Construction Safety Alliance (the “Alliance”). The Alliance is a tax-exempt not-for-profit organization registered under the British Columbia Societies Act.

The purpose of the Alliance is to create a forum for and provide resources to employers, allowing them to collaborate with The Workers Compensation Board of British Columbia (“WorkSafeBC”) to improve safety programs, reduce injury frequency and shorten WorkSafeBC claim duration.

Note 1 Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

SHORT-TERM INVESTMENTS

Short-term investments are made up of term deposits with a term of one year or less.

PROPERTY AND EQUIPMENT

Property and equipment are carried at cost less accumulated amortization. Amortization is calculated annually as follows:

Leasehold improvements	-	5 years straight-line
Furniture and office equipment	-	5 years straight-line
Computer equipment	-	3 years straight-line
Software	-	2 years straight-line

FUND ACCOUNTING

The Alliance maintains two funds which are segregated for purposes of carrying on specific activities. The General Fund accounts for the Alliance’s collaborative WorkSafeBC program deliveries and administrative activities. This fund reports all revenue, including contributions restricted by WorkSafeBC. The Research, Development and Opportunity Fund is an internally restricted fund created by transfers of interest earned and surplus revenues to allow the Alliance to be responsive to emerging safety issues within the construction industry.

REVENUE RECOGNITION

The Alliance follows the deferral method of accounting for contributions. Restricted contributions are restricted to fund the following programs: Certificate of Recognition Program (“COR™”), Health and Safety Association (“HSA”), Traffic Control Program (“TCP”), High Angle Rope Rescue Program (“THARRP”) and Fire and Flood Restoration Program (“FFRP”). They are recognized as revenue in the year in which the related expenditures for that program 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.

Course revenue and other revenue are recorded once the services have been performed. Interest income is recognized on a time proportion basis.

Note 1 Significant Accounting Policies (continued)

REVENUE RECOGNITION (continued)

Deferred contributions includes net surpluses / (deficits) from current year programs. Any surplus funds are either deducted from the following year's funding, repaid to WorkSafeBC, transferred to deferred revenue - reserves approved by WorkSafeBC, provided the reserve fund does not exceed the maximum amount allowed, or recognized as other income from WorkSafeBC.

Deferred revenue - reserves includes contributions received for certain programs held in reserve for unanticipated expenses in future periods. These amounts are transfers from deferred contributions approved by WorkSafeBC.

CONTRIBUTED SERVICES AND MATERIALS

A number of volunteers contribute a significant amount of their time and services to the Alliance each year. Because of the difficulty in determining fair value, these contributed services are not recognized in the financial statements. The Alliance records the fair value of contributed materials at the time of receipt, where such fair value is determinable and the materials would otherwise have been purchased. During the year, the Alliance did not receive any such contributed materials.

ALLOCATION OF EXPENDITURES

The Alliance operates the following programs: COR™, HSA, TCP, THARRP and FFRP. The costs of each program include the costs of personnel and premises and other expenditures that are directly related to providing the program. The Alliance also incurs a number of general support expenditures that are common to the administration of the organization and each of its programs.

The Alliance allocates its general support expenditures in proportion to the budget approved by the primary funder, WorkSafeBC.

FINANCIAL INSTRUMENTS

Measurement of financial instruments

The Alliance measures its financial assets and financial liabilities at fair value at the acquisition date, except for financial assets and financial liabilities acquired in related party transactions. Transaction costs related to the acquisition of financial instruments subsequently measured at fair value are recognized in excess of revenue over expenditures when incurred. The carrying amounts of financial instruments not subsequently measured at fair value are adjusted by the amount of transaction costs directly attributable to the acquisition of the instrument.

The Alliance subsequently measures all of its financial assets and financial liabilities at amortized cost.

Impairment

Financial assets measured at amortized cost are assessed for indications of impairment at the end of each reporting period. If impairment is identified, the amount of the write-down is recognized as an impairment loss in excess of revenue over expenditures. Previously recognized impairment losses are reversed when the extent of the impairment decreases, provided that the adjusted carrying amount is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in excess of revenue over expenditures.

USE OF ESTIMATES

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2017

Note 2 Property and Equipment

	Cost \$	Accumulated Amortization \$	2017 Net \$	2016 Net \$
Leasehold improvements	352,080	261,868	90,212	142,268
Furniture and office equipment	211,329	146,284	65,045	79,530
Computer equipment	118,958	94,199	24,759	12,682
Software	10,522	10,522	-	-
	692,889	512,873	180,016	234,480

Note 3 Deferred Contributions

	Beginning Balance \$	Repayments \$	Transfers \$	Additions \$	Ending Balance \$
Certificate of Recognition	-	-	-	111,918	111,918
Health and Safety Association	379,541	-	(379,541)	346,623	346,623
Traffic Control Program	148,509	-	(148,509)	103,495	103,495
High Angle Rope Rescue Program	137,454	(137,454)	-	163,561	163,561
Fire and Flood Restoration Program	-	-	75,237	20,544	95,781
Total allocation	665,504	(137,454)	(452,813)	746,141	821,378

Included in the current year transfers is \$528,050 (2016: \$562,609) relating to prior year's revenues that were originally deferred. This amount is recognized as other income as WorkSafeBC is now permitting the Alliance to retain it. Also included in transfers is \$75,237 transferred from the BC Association of Restoration Contractors on transfer of management of the Fire and Flood Restoration Program.

Note 4 Deferred Revenue Reserves

	Beginning Balance \$	Current Year Net Additions \$	Ending Balance \$
Certificate of Recognition	388,338	-	388,338
Health and Safety Association	439,838	-	439,838
Traffic Control Program	145,160	-	145,160
	973,336	-	973,336

NOTES

For the year ended December 31, 2017

Note 5 Allocation of Expenditures

For the year ended December 31, 2017, general support and personnel wages and benefit expenditures have been allocated as follows:

	COR 45% \$	HSA 45% \$	TCP 8% \$	THARRP 1% \$	FFRP 1% \$	2017 TOTAL 100% \$	2016 TOTAL 100% \$
Salaries	251,577	251,577	44,725	5,591	5,591	559,061	544,993
Benefits	40,628	40,628	7,223	903	903	90,285	86,495
Consultants and contractors	2,475	2,475	440	55	55	5,500	-
Advertising	873	873	155	19	19	1,939	764
Board expenditures	18,573	18,573	3,301	413	413	41,273	16,153
Building and services	1,452	1,452	259	32	32	3,227	3,048
Communications	13,637	13,637	2,424	303	303	30,304	26,741
Conferences and meetings	3,900	3,900	693	87	87	8,667	5,316
Furniture and equipment	6,053	6,053	1,076	135	135	13,452	20,006
Office supplies	9,003	9,003	1,600	200	200	20,006	17,740
Professional fees	12,587	12,587	2,237	280	280	27,971	26,874
Insurance	6,813	6,813	1,212	151	151	15,140	11,706
Miscellaneous	8,289	8,289	1,474	184	184	18,420	15,518
Publications	-	-	-	-	-	-	1,911
Rent	83,735	83,735	14,887	1,861	1,861	186,079	173,762
Technology	32,394	32,394	5,760	720	720	71,988	68,623
Training	193	193	34	4	4	428	801
Travel	21,141	21,141	3,758	470	470	46,980	43,794
Amortization	46,393	46,393	8,247	1,031	1,031	103,095	92,076
Total allocation	559,716	559,716	99,505	12,439	12,439	1,243,815	1,156,321

B.C. CONSTRUCTION SAFETY ALLIANCE

NOTES

For the year ended December 31, 2017

Note 6 Financial Instruments

Items that meet the definition of a financial instrument include cash, short-term investments, receivables and payables and accruals.

It is management's opinion that the Alliance is not exposed to significant liquidity risk, currency risk, interest rate risk or other price risk arising from these financial instruments. The following is a summary of the significant financial instrument risk:

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Alliance is exposed to credit risk in connection with its receivables. The Alliance provides credit to its clients in the normal course of its operations.

Note 7 Economic Dependence

The Alliance's funding is provided by WorkSafeBC. The Alliance is economically dependent upon this funding to continue its operations.

Note 8 Commitments

Obligations under various equipment and rental leases, including base rent and operating costs, are:

	\$
2018	230,991
2019	238,960
2020	238,695
2021	219,524
	<hr style="border-top: 1px solid black;"/>
	928,170

Note 9 Subsequent Events

As at or subsequent to year end, the Alliance entered into various agreements with WorkSafeBC to continue the COR™, HSA, TCP, THARRP and FFRP programs for a period of one year from January 1, 2018 to December 31, 2018.

SCHEDULE 1

For the year ended December 31, 2017

Summary Schedule of Revenue and Expenditures

	2017 \$	2016 \$
Revenue		
WorkSafeBC contributions	4,844,682	4,493,323
Courses	460,980	365,470
Manuals	90	10
Replacement cards	5,000	5,100
Event revenue	57,850	57,400
Other revenue	205,365	234,226
Gross revenues before deferrals	5,573,967	5,155,529
Transfer to deferred contributions	(746,141)	(671,319)
	4,827,826	4,484,210
Expenditures		
Salaries	1,399,826	1,297,195
Benefits	249,879	230,828
Consultants and contractors	1,029,897	868,888
Advertising	222,472	210,743
Board expenditures	41,273	16,153
Building and services	3,827	3,048
Communications	60,543	54,755
Conferences and meetings	79,801	62,119
Furniture and equipment	14,720	24,270
Office supplies	25,120	23,139
Professional fees	58,398	38,097
Insurance	15,140	11,707
Miscellaneous	479,399	564,417
Publications	333,383	354,789
Rent	186,079	173,762
Technology	154,191	123,102
Training	33,964	6,998
Travel	336,819	340,794
Amortization	103,095	92,076
	4,827,826	4,496,880
Excess (deficiency) of revenue over expenditures	-	(12,670)

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 2

For the year ended December 31, 2017

Certificate of Recognition Program (COR™)

	2017 \$	2016 \$
Revenue		
WorkSafe BC contributions	1,798,350	1,553,350
Courses	8,750	-
Other revenue	4,299	1,450
Gross revenues before deferrals	1,811,399	1,554,800
Transfer to deferred contributions	(111,918)	-
	1,699,481	1,554,800
Expenditures		
Salaries	713,501	609,517
Benefits	129,102	110,780
Consultants and contractors	326,458	385,665
Advertising	74,957	63,806
Board expenditures	18,573	7,269
Building and services	1,752	1,372
Communications	21,334	18,630
Conferences and meetings	13,004	8,003
Furniture and equipment	6,316	11,640
Office supplies	10,509	8,812
Professional fees	32,481	16,962
Insurance	6,813	5,268
Miscellaneous	8,289	12,126
Publications	44,954	26,001
Rent	83,735	78,193
Technology	47,290	35,683
Training	5,736	3,665
Travel	108,284	122,644
Amortization	46,393	41,434
	1,699,481	1,567,470
Deficiency of revenue over expenditures	-	(12,670)

SCHEDULE 3

For the year ended December 31, 2017

Health and Safety Association (HSA)

	2017 \$	2016 \$
Revenue		
WorkSafe BC contributions	1,759,350	1,759,350
Courses	452,230	365,470
Manuals	90	10
Other revenue	87,916	74,162
Event revenue	57,850	57,400
Gross revenues before deferrals	2,357,436	2,256,392
Transfer to deferred contributions	(346,623)	(385,356)
	2,010,813	1,871,036
Expenditures		
Salaries	470,509	499,019
Benefits	85,005	88,220
Consultants and contractors	535,137	400,660
Advertising	128,498	135,333
Board expenditures	18,573	7,269
Building and services	1,752	1,372
Communications	28,019	24,353
Conferences and meetings	55,713	42,186
Furniture and equipment	6,135	9,475
Office supplies	11,827	11,308
Professional fees	12,587	13,984
Insurance	6,813	5,268
Miscellaneous	138,469	149,513
Publications	104,933	112,305
Rent	83,735	78,193
Technology	88,049	79,458
Training	3,803	2,853
Travel	184,863	168,833
Amortization	46,393	41,434
	2,010,813	1,871,036
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these financial statements.

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 4

For the year ended December 31, 2017

Traffic Control Program (TCP)	2017 \$	2016 \$
Revenue		
WorkSafe BC contributions	580,640	580,640
Replacement cards	5,000	5,100
Other revenue	113,150	158,614
Gross revenues before deferrals	698,790	744,354
Transfer to deferred contributions	(103,495)	(148,509)
	595,295	595,845
Expenditures		
Salaries	184,435	177,759
Benefits	30,485	30,098
Consultants and contractors	91,514	11,984
Advertising	15,714	9,961
Board expenditures	3,301	1,292
Building and services	259	243
Communications	10,292	11,202
Conferences and meetings	9,369	11,701
Furniture and equipment	2,001	2,755
Office supplies	2,283	2,661
Professional fees	8,158	6,614
Insurance	1,212	937
Miscellaneous	1,474	62,097
Publications	168,282	214,621
Rent	14,887	13,901
Technology	17,320	6,589
Training	732	464
Travel	25,330	23,600
Amortization	8,247	7,366
	595,295	595,845
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these financial statements.

SCHEDULE 5

For the year ended December 31, 2017

High Angle Rope Rescue Program (THARRP)

	2017 \$	2016 \$
Revenue		
WorkSafe BC contributions	599,982	599,983
Transfer to deferred contributions	(163,561)	(137,454)
	436,421	462,529
Expenditures		
Salaries	5,591	10,900
Benefits	902	1,730
Consultants and contractors	76,594	70,579
Advertising	1,630	1,643
Board expenditures	413	323
Building and services	32	61
Communications	348	570
Conferences and meetings	503	229
Furniture and equipment	134	400
Office supplies	204	358
Professional fees	280	537
Insurance	151	234
Miscellaneous	330,982	340,681
Publications	953	1,862
Rent	1,861	3,475
Technology	782	1,372
Training	40	16
Travel	13,990	25,717
Amortization	1,031	1,842
	436,421	462,529
Excess of revenue over expenditures	-	-

The accompanying notes are an integral part of these financial statements.

B.C. CONSTRUCTION SAFETY ALLIANCE

SCHEDULE 6

For the year ended December 31, 2017

FIRE AND FLOOD RESTORATION PROGRAM (FFRP)

	2017 \$	2016 \$
Revenue		
WorkSafe BC contributions	106,360	-
Transfer to deferred contributions	(20,544)	-
	85,816	-
Expenditures		
Salaries	25,790	-
Benefits	4,385	-
Consultants and contractors	194	-
Advertising	1,673	-
Board expenditures	413	-
Building and services	32	-
Communications	550	-
Conferences and meetings	1,212	-
Furniture and equipment	134	-
Office supplies	297	-
Professional fees	4,892	-
Insurance	151	-
Miscellaneous	185	-
Publications	14,261	-
Rent	1,861	-
Technology	750	-
Training	23,653	-
Travel	4,352	-
Amortization	1,031	-
	85,816	-
Excess of revenue over expenditures	-	-

SCHEDULE 7

For the year ended December 31, 2017

RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND

	2017	2016
Expenditures		
Consultants and contractors	209,206	272,745
Communications	242	197
Conferences and meetings	2,554	3,738
Professional fees	5,014	1,016
Publications	10,479	3,439
Travel	16,001	360
	243,496	281,495
Total expenditures	(243,496)	(281,495)

The accompanying notes are an integral part of these financial statements.

BCCSA Images from 2017



Meeting Changing Expectations

*Meeting Changing Expectations
in Construction Health & Safety*