



ANNUAL REPORT



Industry takes on Safest Catch

The commercial fishing industry has spoken with their unanimous support, and the future of the Safest Catch program has been confirmed.

Over the last three years the Safest Catch program was funded by the Search and Rescue New Initiative Fund. This valuable program trained fishermen as safety advisors who then worked with other fishermen to organize their, vessel specific, on-board safety programs. Much was accomplished in these three short years and we expect it is the tip of the iceberg. Over this period we've received 340 requests for a vessel visit and completed 230 vessel visits.

The value of the program was recognized by not only fishermen but by those who pay the WorkSafeBC levies to fund Fish Safe programs. The Seafood Producers Association approved an increase to the Fish Safe funding which would see the continuation of the Safest Catch Program.

More importantly the program has been credited by these same fishermen as having a key role in the saving of lives. Two examples are the skipper of the crab vessel who had a crewman fall over board and the crew of the trap vessel that capsized in Hecate straits. Both of these crews commented that by doing their drills prior to their fishery with a Safest Catch Advisor, enabled them to act quicker in these emergency situations which they have said helped save their lives.

cont'd on page 2

Marine Safety Award

Excerpt from Press Release issued by Christina Burrridge, Executive Director, BC Seafood Alliance

Gina McKay, Program Manager for the Fish SAFE program in British Columbia was presented with Transport Canada's 2012 Marine Safety Award at the Spring National Meeting of the Canadian Marine Advisory Committee (CMAC) on April 23, 2012 in Ottawa, Ontario.

The Transport Canada Marine Safety Award was established to stimulate an awareness of marine safety in Canada and to recognize persons, groups, companies, organizations, agencies or departments that have contributed, in an exceptional way, to this objective.

Donald Roussel, Director General of Transport Canada Marine Safety, presented the award to Ms. McKay in the opening plenary of the Canadian Marine Advisory Council attended by over 500 industry members, commending her on her hard work, passion and dedication to fishing safety. The Honourable Denis Lebel, Minister of Transport, Infrastructure and Communities, acknowledged Ms. McKay's exceptionally high level of performance in the interest of Canadian marine safety and the successful development and implementation of both the Fishing Stability Education program and the Safest Catch program.

When accepting the award Ms. McKay explained to the attendees that the west coast fishing industry has worked hard over the last eight years to take ownership of safety. She thanked both those who have supported her and those who have challenged her resulting in a clear and focussed mandate to develop programs and tools designed to assist fishermen to come home safely.





While the main focus of the program is on the decks of the fishing vessels where Safest Catch Advisors are busy working with fishermen on their safety programs the program has evolved to include fleetwide safety events. The Emergency Drills Day is in its second year. The "Show Us Your PFD day" event has also grown from last summer's PFD day on the Fraser gillnet event to include the herring fishery and more recently the crab fishery in Area I. By participating in this event fishermen have shown ownership of their safety

and leadership in their fisheries. Along with adding events to the

Safest Catch program, industry workshops such as a cold water survival workshop was created with intentions to provide fishermen with the most up to date theories on what to do if they end up in the water. A PFD workshop was held to look at issues such as performance, wearability, regulations and options for fishermen when it comes to PFD wear. And finally the UFAWU-CAW Beachline safety workshop was dusted off and revitalized for delivery on July 4, 2012 at the Gulf of Georgia Cannery.

More tools and resources have been created for fishermen to use in support of their onboard safety. The Safest Catch Wheelhouse Log Book is the featured new addition. This log book is available to fishermen who have participated, or will participate in the Safest Catch program and has been developed with fishermen in mind.



The addition of the Fish Safe emergency kit is also new to Fish Safe and was created with the small boat in mind. This kit includes important emergency equipment to be used by punts or small boats who may not have room or places to fix this equipment but still need to have it on board should they find themselves in an emergency situation. It is available through participation in Safest Catch events or available at a reduced rate for fishermen at the Fish Safe office.

And finally, the Safest Catch – Fishing Safety Management System DVD. This video was created to support the nationwide distribution of the Safest Catch program. It is a great way to see what is involved in a Safest Catch vessel visit and should be viewed by all curious fishermen who are interested in working with a Safest Catch Advisor but are still uncertain of what is involved.

The BC fishing industry has spoken and they are willing to take on the Safest Catch program. If you are one of the many fishermen who have already been involved in this valuable program, make sure you give us a call so we can provide all the updates and tools you may use to support what you already have in place. If you haven't yet taken advantage of the Safest Catch Program, what are you waiting for?

Call John Krgovich at 604-261-9700 to set up your free Safest Catch vessel visit.





Making Waves – It's my job!

Program Manager - Gina McKay

We are now rolling into our 8th year of the Fish Safe Program. I signed on for a 6 month contract and then realized that there was some work to be done and the work was mainly around 'making waves'. From my perspective this means speaking up on behalf of fishermen and not just at the regulatory table but to bring the reality of fishing into all discussions around fishing safety. This year that included speaking up on behalf of safety equipment needs, education, funding for training, access to information about fishing safety, management of fishing injury claims and assessment issues.

The biggest surprise for me this year was the nomination for the Transport Canada Marine Safety Award – we all work hard in this industry and to be recognized is quite an honor and then to receive the reward even after all the 'waves' that have been made at the TC table. I believe this shows recognition by TC that the Fish Safe approach is working to improve fishing safety. So enjoy the report of some of the activities that were accomplished this year and keep making 'waves' and speaking up on behalf of fishing safety.



Financials

Funding for fiscal 2011/2012 was provided by WorkSafeBC through our partnership program and Search and Rescue New Initiatives. We completed the first year of our current three-year funding agreement with WorkSafeBC. We also received funding from the DFO PICFI program for providing Mentoring Workshops.

FINANCIAL SUMMARY

April 1, 2011-March 31, 2012

Previous Year Carry Forward	29,075
WCB Fishing Assessments	250,000
SAR NIF	364,165
DFO PICFI	73,178
Course and Materials	45,613
TOTAL	762,031
USE OF FUNDS	
Safest Catch Program	364,165
Courses and Safety Promotion	122,132
Meetings/Events/Workshops	26,359
PICFI Workshops	40,182
Claims/Assessments	1,648
Administration	143,823
TOTAL	698,309
Carry forward	63,722

Existing Fish Safe programs continued successfully this year including the Fish Safe Stability Education Program, and Safe on the Wheel and the Safest Catch.

Stability

Fish Safe received provisional approval from Transport Canada to issue the Ships Construction and Stability Level I certificate required for a Fishing Master IV certificate. The course and the facilitators still need to go through an audit process with TC to get final approval for five years. Even with the focus on the Safest Catch program and less attention to marketing the course and the fact that we have a pretty high saturation point within the industry we still provided eight courses in eight different communities to 57 participants. The PICFI requirements for safety assisted in reaching participants in very remote areas. We have delivered the course to 898 participants since the pilot course in February 2006.

We have submitted the Safe on the Wheel Course Curriculum to Transport Canada and as a result of the ratification of the STCW-F (Standards of Training, Certification and Watchkeeping for Fishing) we expect the program, with some additional on board activities log will be accepted as an equivalent for an Officer of the Watch Certificate for Fishing. Final work will be completed in the fall of 2012. Eight courses were delivered this fiscal in five different communities to 71 participants.



Fish Safe Advisory Committee

4 Fish SAFE Advisory Committee meetings were held this year with an average of 40 attendees per meeting. Top subjects included PFD standards, Immersion suit sizing and availability, Best Practices documents for specific fisheries and using positive reinforcement activities such as Drills Days Show me your PFD and Kudos of the Week to promote safety.

Anton (Tony) Mijacika retired from the Pacific Coast Fishermen's Mutual Marine Insurance Board in April 2011 after 29 years as director, the last nine of which he served as Vice President. Anton always put great effort into his role at the Mutual and took great pride in this organization. He will be truly missed. He also represented Mutual Marine on the BC Seafood Alliance and was a Fish SAFE Advisory Committee Founding Member.

Advisory Committee members have made considerable progress on the 3 year strategic plan for fishing safety (Muster List for Fishing Safety). Meeting participants from industry sectors relay completed items and recommendations are made in regard to other items still to be completed. A strategic planning session will be planned for June 2013.

Claims 2011

Claims review is generally done on a quarterly basis to assist with correct coding and claims management. In October, members of the claims, prevention and investigations staff of WorkSafeBC participated in a Fish Safe fishing orientation that included a dockwalk and fisherman's panel to promote a better understanding of the various gear type operations, the people and the uniqueness of the BC fishing industry. Assistance was given to fishermen in filing claims and also claims staff in processing claims.

CLAIMS STATISTICS (only claims associated with wage loss are represented):

	2011	2010	2009	2008	2007	2006
Dive	5	6	7	3	3	2
Trap & Longline	22	31	33	28	19	44
Trawl	30	24	22	28	19	34
Gillnet/Troll	15	11	9	10	12	26
Seine	17	23	14	16	8	9
Packing (including aquaculture)	11	4	4	3	3	14
TOTALS	100	99	89	91	122	129
Fatals	2	1	0	2	3	2

Average age of injured was 42 with a range of 18-73 yrs. These numbers were provided by WorkSafeBC.



Assessments

Fish Safe assisted in clarifying an assessments issue around registered company with a leased licence. It was determined that assessments were already paid by the fish buyer and there was no need for the company to register and pay assessments again.

Year	2013	2012	2011	2010	2009	2008	2007	2006
Assessment Rate	5.95	6.03	6.32	5.37	4.98	4.53	4.67	5.89

Assessments were reduced from 6.32 in 2011 to 6.03 in 2012 including the increase in levy for the Fish Safe program.

CERTIFICATION OF RECOGNITION PROGRAM

This year we were advised that due to the unique set up designed by WorkSafeBC, the fishing industry cannot implement the COR program. This prompted a move by their Industry Policy Manager, Gerry Paquette to successfully change the management of the fishing sector balance sheet, removing all deficit amounts (20 million) now and in the future and the claims rate to be assessed on actual claims cost only.



Fishing With PFDS – Commercial Fishing Industry Workshop

Fish Safe and the Alaskan National Institute for Occupational Health and Safety (NIOSH) hosted a workshop to explore PFD standards for commercial fishermen in the context that a fisherman's job is on deck and not in the water.

The objectives included:

- 1) To understand the limitations of current regulations in allowing innovative PFD designs that meet the needs of commercial fishermen while working on deck,
- 2) To understand that there are several pieces of flotation gear that would save a fisherman's life if they fall overboard and are also comfortable to work in but don't meet the current regulations and
- 3) To understand the steps required to change regulations so that innovative PFD designs meet current standards for commercial fishermen. Representatives from both TC Ottawa, TC Pacific Region, WorkSafeBC, Mustang, Transportation Safety Board, fishermen and fishing associations recognized this as a starting point and recommended the following actions that could form a strategic plan for moving forward:

Research: To gather the necessary data and evidence to inform the best practical and affordable designs, and to develop the most enforceable regulations and standards.

Education: To broaden appreciation for the wearing of PFDs and flotation devices under appropriate situations.

Enforcement: To impress the importance of PFD wear and the need to save lives, enforcement is required. Since there has been a need identified to look at the acceptance of other standards there was discussion on the ability to enforce the wearing of PFDs without a focus on what standard the PFD is, or is not approved by.

Standards: To provide input to various standards committees to ensure the end user and use is considered in standards development.



Transport Canada

This year the efforts of Transport Canada to outreach to fishermen across Canada was noted as a definite highlight. In an effort to assist fishermen in understanding their requirements and assisting the processing of certificate applications, TC with the assistance of Fish Safe, Pacific Coast Fishermen's Mutual Marine Insurance and fishing associations organized 33 sessions up and down the coast. Over 550 fishermen took advantage of this one on one support from TC. TC fishing certificates were issued which included 64 certificates of service, 155 SVOP exemption declarations and 7 certificate renewals. Over 241 applications for certificate of service were also taken and 309 CDNs issued. This was more activity around fishing certificates than seen in region in the previous 4 years.

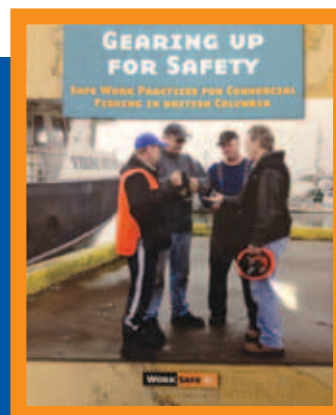
While fishermen lined up to have their sea time documented and processed Fish Safe provided information on fishing safety equipment and programs that are available to assist fishermen with safety on board.

Following the April CMAC discussion around potential new stability requirements it was determined that an orientation of West Coast Fishing vessels could provide some insight into making these requirements relevant and practical. Ian Campbell, Senior Marine Safety Inspector for TC small fishing vessel regulatory reform made a trip to both Steveston and Vancouver docks hosted by Fish Safe. He was provided with a wide range of vessels to help drive the point home that unlike our eastcoast counterparts westcoast vessels cannot be easily categorized. Kudos to TC for taking the time to learn more about the industry. Ongoing discussion around stability requirements will continue in the fall CMAC on November 6, 7 and 8th in Ottawa.

WorkSafeBC "Gearing up for Safety"

was distributed at the May 10, 2012 Fish SAFE Advisory Committee. The fishing industry provided input to this easy to use and informative publication. For a copy of Gearing up for Safety please contact Ellen Hanson, WorkSafeBC, T: 604-233-4008

WorkSafeBC prevention officers continue to focus on pfd wear, safety procedures and emergency drills in their visits to vessels at the dock and at sea.



Transportation Safety Board Marine

"Safety Issues Investigation into Fishing Safety in Canada" was released which stated "Real and lasting improvement in fishing safety can come only when the fishing community* recognizes that safety issues are related, and it tackles them in a coordinated way, rather than separately, as has been done in the past." Fish Safe was pleased to see the recognition around the model that they have put together over these last 8 years.

The Fish Safe Advisory Committee is an example of a forum for discussing and resolving fishing safety issues by pulling members of the "fishing community" together.

*As defined by TSB: Fishing Community = A single collective term for all groups involved in fishing safety including fishermen and their families, fishing associations, maritime educators and trainers, fishing companies, fishing certification boards, naval architects, ship builders, government regulators and investigators.



The TSB found 10 key issues affecting fishing safety in Canada. We have noted that Fish Safe and the fishing industry in BC have taken ownership in a number of ways:

	TSB key issues identified in the report		Fish Safe and BC Fishing Industry Initiatives*
1	Stability	✓	Fish Safe Stability Education Program Over 900 fishermen have voluntarily participated in this program. Fish Safe Stability Handbook, DVD and models created.
2	LifeSaving Appliances	✓	Safest Catch Program, PFD Workshop, Mustang and Fish Safe Educational Partnership.
3	Training	✓	Stability Education Program, Safe on the Wheel Course, Safest Catch Program – fishing relevant and practical training.
4	Fatigue	✓	Safe on the Wheel and Safest Catch log book deals with issues around fatigue and best practices.
5	Safe Work Practices	✓	Safest Catch program provides a how to risk analysis and interactive CD for producing a vessel specific safety procedures manual.
6	Safety Information	✓	Fish Safe acts as a central resource for fishing safety information. Fish Safe Advisors bring this to the boat level.
7	The Regulatory Approach	✓	All regulatory agencies participate in the Fish Safe Advisory Committee to illicit feedback on regulations and work with the fishing community on resolutions to fishing safety issues.
8	The Cost of Safety	✓	The BC Fishing industry has invested over 1.5 million dollars into their Fish Safe program over 8 years. Nesika Insurance recognizes participation in Fish Safe programs with a 10% rebate on vessel insurance. Training programs at Fish Safe are subsidized.
9	Fishing Industry Statistics	✓	Fish Safe's role here is in the reduction of numbers.
10	Fisheries Resource Management	✓	Fish Safe works with fisheries species managers on an individual basis to assist in best practices development.

*This is not an exhaustive list but highlights some key initiatives.

PICFI Mentors Workshop

Fish Safe acting as a service provider for Phase I of the PICFI program delivered Mentoring workshops to fishermen that were picked by their communities to share their skills in the development of fishing operations. This program wrapped up at the end of March 2012.

Nine workshops were held from April 1, 2009 to March 31, 2012 in five coastal communities. 79 workshop participants were trained and to date 37 were issued Certified Mentor Certificates.

From the Fish SAFE perspective the highlight of this program was the number of First Nations fishermen that received safety training as a result of the requirements stipulated by the PICFI program.

Labour Market Partnership Initiative

In 2010/11, after much research into the availability of funding for fishermen training we finally landed at the BC Ministry of Jobs, Tourism and Innovation. This Ministry has a Labour Market Program initiative that assists sectors including fishing to determine the human resource issues at hand and also develop a strategy for dealing with them as a first step in accessing actual training funding needs. In a March 2012 meeting, GS Gislason & Associates was hired under this outside funded program to deliver a Labour Market Research Report.

The report will include:

- Profiling the existing fishing workforce, including job descriptions/functions, demographics, training background and certifications held,
- identifying important labour recruitment and retention factors, and
- identifying skill, training & certification needs for the modern fishery and the delivery systems, levels of interest, and barriers to meeting those needs.

The report will lay the groundwork for future Human Resource (HR) work by the Labour Market Information (LMI) Steering Committee including a strategy for funding fishing training.

A lot of support is needed to move fishing safety forward in a positive manner. We like to acknowledge groups and individuals that step up to do this. The Friday Kudos broadcast email was created just to say thanks and acknowledge these efforts.

Bob Strom, Safest Catch Advisor – Kudos from the Skipper of the Pacific Spray for the delivery of the program and for the change in the crew's appreciation for safety on board.

Jamie Botkin, Mary Kate II – for wearing his PFD during the Fraser River salmon gillnet fishery.

David Rahn, Western Mariner Magazine – for promoting safety and only featuring front page photos if guys are wearing PFDs.

Dana Roberts, Atlegay Fisheries Society – Coordinating Fish Safe Courses for fishermen in Campbell River.

HIAB - Herring Industry Advisory Board – Drafting a Best Practices Document for their fishery.

Pacific Coast Fishermen's Mutual Marine – Organizing outreach sessions with Transport Canada.

Ian Nadeau, Fisherman, Fish Safe Stability Education Grad used his knowledge to complete a roll period test and calculate GM on a vessel he was looking to purchase.

Bob Hall, Canadian Fishing Company – Persistence in providing Safety Orientations for CFC fishermen.

Transport Canada - Nanaimo Office - Going above and beyond to assist fishermen with certification issues.

