



HEALTH AND SAFETY THREE YEAR SERVICE PLAN

1. Title: FISH SAFE

2. Applicant:

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for:

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The B.C. Seafood Alliance is an umbrella group representing the majority (80+%) of B.C.'s commercially caught seafood producers. It is a non-profit association registered under the B.C. Societies Act. The B.C. Seafood Alliance promotes the conservation and the environmentally sustainable use and production of seafood resources in British Columbia while also fostering a safe, economically viable and internationally competitive seafood industry.

The 13 full members of the B.C. Seafood Alliance are as follows:

- Area A Crab Association, representing Queen Charlotte and Hecate Strait crab licence holders/vessel owners;
- BC Hook and Line Dogfish Industry Association
- Canadian Pacific Sardine Association representing the all of the non-communal sardine licenses;
- Canadian Sablefish Association, representing all of the 47 licence holders/vessel owners in the sablefish fishery;
- Deep Sea Trawlers Association with 35 trawl vessel owners as members which represents the majority of the approximately 65 active vessels in this fishery;
- Fisheries Council of Canada, a Canada-wide association representing fish processing companies. Its B.C. members include Canadian Fishing Company and Ocean Fisheries;
- Pacific Halibut Management Association: has 390 licence holder/vessel owner members out of a total of 435 licences in that fishery, or 90% of the licence holders;



- Pacific Prawn Fishermen's Association represents 213 (or 85%) out of the 252 licence holder/vessel owners in the prawn fishery;
- Pacific Sea Cucumber Harvesters Association, representing all of the 85 licence holder/vessel owners in the sea cucumber fishery;
- Pacific Salmon Troll Alliance, represents the following troll organizations in the salmon fishery: the Northern Trollers Association, the Pacific Trollers Assoc., and the Gulf Trollers Assoc. These organizations represent the majority of the organized trollers in B.C.;
- Pacific Urchin Harvesters Association, representing all of the 110 licence holder/vessel owners in the red urchin fishery, all of the major processors of red urchins and many of the dive crews;
- Underwater Harvesters Association, representing all 55 geoduck and horseclam licence holder/vessel owners, all of the major processors of geoducks and many of the dive crews.
- West Coast Green Urchin Association, representing all 49 green urchin licence holder/vessel owners.

The Alliance also has five associate members:

- The Canadian Groundfish Research and Conservation Society has 91 members which represent 73 licences out of 142 licences total;
- Canadian Pacific Kazunoko Association is a processor association accounting for 80% of the roe herring harvest.
- Herring Conservation & Research Society. HCRS Directors are appointed by the Herring Industry Advisory Board (HIAB). HIAB is formed by a democratic vote of roe herring license holders (252 seine and 1258 gillnet)
- The BC Salmon Marketing Council collects and retains levies for the purposes of salmon marketing from 94% of the commercial salmon licence holders in B.C.;
- The Pacific Coast Fishermen's Mutual Marine Insurance insures 1000 fishing vessels on the B.C. Coast.

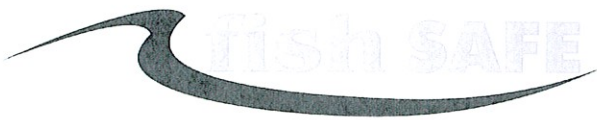
Taken together, these organizations represent the majority of the commercially harvested and processed seafood in the province. The BC Seafood Alliance includes amongst its member organizations' membership, most of the major first buyers of seafood in BC.

Furthermore, the FISH SAFE Advisory Committee, provides an avenue for all fishermen to be represented through their associations. Organizations represented at the FISH SAFE Advisory Committee include all of the above members of the Seafood Alliance, the United Fishermen and Allied Workers Union (UFAWU), the Native Brotherhood of BC, the Fishing Vessel Owners Association, and the B.C. Council of Professional Fish Harvesters. The meetings of the FISH SAFE Advisory committee are well attended and supported by technical experts and ex-officio members from Transportation Safety Board, Transport Canada, Fisheries and Oceans (DFO), the Canadian Coast Guard, and WorkSafeBC. This committee is recognized by both Transport Canada and WorkSafeBC as the fishing industry regional safety committee.



FISH SAFE ADVISORY COMMITTEE

Industry Member	Representing
Bill Duncan	Native Brotherhood of British Columbia
Bob Hall	Canadian Fishing Company
Brent Melan	Fisherman
Brian Mose	Deep Sea Trawlers Association
Chris Cue	Canadian Fishing Company
Dave Dawson	Ocean Fisheries Ltd.
Gordon Wasden	Aboriginal Fishing Vessel Owners Association
Jim Nightengale	Gulf Trollers Association
Joe Bauer	Scotch Pond Heritage Co-op.
Gary Prisner	United Fishermen and Allied Workers' Union
John Lenic	Fisherman
John Secord	Pacific Halibut Management Association
Michelle James	BC Seafood Alliance
Mike Buston	Leader Fishing
Mike Featherstone	Pacific Urchin Harvesters Association (Green & Red)
Paul Bevandick	Pacific Prawn Harvesters Association
Paul Edgett	Canadian Fishing Company
Ralph Roberts (Co-Chair)	Native Brotherhood of British Columbia
Renee Mann	Mariner Seafoods
Ross Holkestad	Fishing Vessel Owners Association / Harbours Association
Tim Joys	Underwater Harvesters Association
Tony Mijacika	Pacific Coast Fishermen's Mutual Marine Insurance Co.
Ex Officio Members	
Abby Ghuman	Department of Fisheries & Oceans (Pacific Region)
Glenn Budden	Transportation Safety Board
Dennis Chalmers	Province of British Columbia, Oceans & Marine Fisheries Division
Ellen Hanson	WorkSafe BC
John Palliser	Canadian Coast Guard / Department of Fisheries
Makhan Chowdry	Transport Canada
Shane Neifer	WorkSafe BC
Expert / Resource Members	
Alex Brydon	Merlion Marine Services Inc.
Barb Howe	Quinte Marine Services
Peter Ryan	Ryan & Associates



3. Purpose of Proposal and Work Plan

The purpose of this proposal is to seek approval for a five year project term to extend the B.C. Seafood Alliance's Health and Safety Initiative called FISH SAFE, which was initially approved by WorkSafeBC in 2002. This proposed additional five year project term is subject to annual review and approval of the work plan and budget each year.

The overarching vision of the industry is to create "*A world leading safety culture in the BC commercial fishing industry*" by having fishermen take ownership of safety on their vessels.

A strategic plan was developed in 2007 by industry in conjunction with organizations and agencies with an interest in fishing safety. This strategic plan continues to evolve, however the five pillars of the strategic plan to achieve the above vision continue to be:

- Education and mentoring;
- Communication;
- Funding;
- Regulatory/Policy Reform; and
- Coordination between regulatory agencies and the industry.

FISH SAFE responds to the industry vision and strategic plan through a number of activities associated with each of these pillars. The planned activities are as follows:

Education and Mentoring:

- Identify high priority education needs such as the stability education course and continue to offer the stability course to fishermen within funding constraints (if additional funding is available, more courses will be scheduled);
- Take a one-on-one approach to safety through the SAR NIF funded Safest Catch Advisors Program;
- Develop templates for developing vessel specific safety procedures on board fishing vessels to help set fishermen on the road to compliance with WorkSafeBC requirements; and
- Work with other training providers to ensure that the safety training they are providing to fishermen meets industry needs as well as regulatory requirements.

Communication:

- Continue with and expand "Real Fishermen" promotion to make wearing a PFD a "safety habit", coordinate with suppliers to provide price incentives for purchase and use of PFD's and Vessel Damage Control Kits, encourage use of PFD's through seeking regulatory changes and input into product design. The "Real Fishermen" promotion will be extended to include other safety equipment including immersion suits, EPIRBs and general safety awareness.



- Provide tools and communications encouraging emergency drills;
- Work with WorkSafeBC to update “Gearing Up for Safety” book (subject to funding from other sources);
- Serve as an advocate for health and safety within the fishing industry by:
 - Reviewing injury claims to monitor and communicate accident patterns (example is the work being done on fish spine injuries and their proper treatment);
 - Improving safety awareness and procedures on board vessels;
 - Creating opportunities to present and promote FISH SAFE and its’ objectives including attending industry meetings and other venues on request to provide safety updates and obtain industry feedback on needs and concerns;
 - Maintaining, updating and enhancing the FISH SAFE web site – more interactive and a new “ask the expert” section to be added;
 - Advertising in trade magazines and local media; and
 - Publishing an annual report for wide distribution in industry.
- Coordinate and co-chair the FISH SAFE Advisory Committee comprised of fishing industry representatives as well as ex-officio members from regulatory agencies, the marine trade press, and resource experts in training, safety equipment and vessel design.

Funding:

- Develop and deliver on specific proposals to seek additional funding to enhance industry’s ability to achieve the vision
 - There are a number of agencies concerned with safety on fishing vessels that have been and can be approached for funding – these include WorkSafeBC, Transport Canada, SAR NIF, DFO and provincial industry training and education funding sources;
 - In addition, FISH SAFE will continue to be creative in seeking ways to increase program funding through relevant contracts for service or sale and distribution of program products.

Regulatory/Policy Reform:

- Coordinate industry advice to regulatory agencies on health and safety issues and regulations;
- Work with Transport Canada, WorkSafeBC, Transportation Safety Board and other agencies to ensure regulations are practical and relevant to fishing;
- Work with WorkSafeBC to devise methods of improving accountability throughout the safety process
- Work with WorkSafeBC to create a process where the implementation of safety programs in the fishing sector can be recognized with a financial benefit
- Work with DFO to address unsafe fishing practices that may be inherent in fishing plans, policies or regulations

Coordination between regulatory agencies and the industry:

- Bring clarity to the process of claims and reduce overall cost to the industry;



- Work with WorkSafeBC to understand cost drivers and provide technical and industry expertise to improve the long term financial soundness of the the fishing classification units;
- Orientation sessions for WorkSafeBC staff;
- The FISH SAFE Program Manager will continue to act as the employer representative in the claims process and provide a valuable two way link between industry participants and WorkSafeBC case managers by:
 - Monthly review of claims, annual trends analysis and assistance for claims managers, fishermen and fishing companies in completion of forms;
 - Communicating with industry about the importance of timely and accurate reporting;
 - Providing fishing industry orientations for WorkSafeBC case managers and staff;
 - Having the FISH SAFE Program Manager receive all relevant WorkSafeBC reports on claims in the fishing CU's and following up on claims where advisable;
 - Acting as liaison between the injured workers, individual vessel owners, fish buyers, and the entitlement officer and case manager dedicated to the fishing CU's; and
 - Encouraging vessel owners to actively manage claims and plan for return to work;
- Within the current overlapping jurisdictions of WorkSafeBC and Transport Canada, seek efficiency, simplicity and consistency in the regulation of safety on board fishing vessels through facilitating communications between the industry, WorkSafeBC and Transport Canada.
- Reinforce the importance of collaboration to achieve the overall vision of the strategic plan noting that it cannot be accomplished by working in isolation.

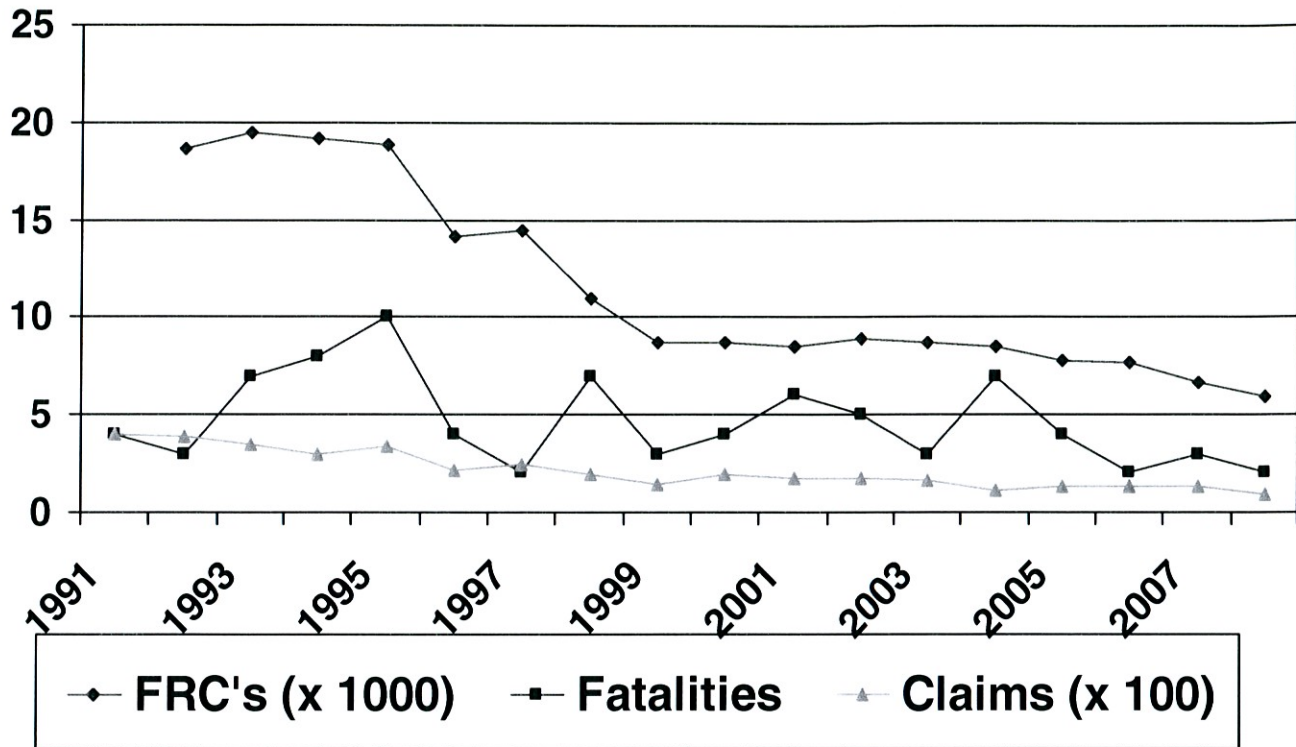
4. Needs Assessment/Justification

Inherently, fishing continues to be the most life threatening occupation per capita in B.C. From 1991 to 2008 there were 84 fatalities in fishing, the vast majority of them by drowning. In the last five years, from 2004-2008, there were 18 fatalities and over that time period 1 in every 33 time loss claims was a fatal claim. This is largely due to the high number of seven fatalities in 2004. The graph on the following page shows the trend in number of fishermen vs. the number of claims and fatalities. What is evident is the number of claims and fatalities have not declined at the same rate as the number of fishermen.

The emotional cost to the industry and the families of fishermen of lives lost and life altering injuries is staggering. It is difficult to find a fisherman who doesn't personally know a fellow fisherman who has died on the job. Whole extended families are affected by fishing fatalities, and the FISH SAFE program hopes to engage whole families in creating a "safety culture" in fishing.



Trends in Number of Fishermen vs. Claims and Fatalities



Data source: DFO, WorkSafeBC

From a financial perspective, the fishing rate group is very small and subject to large swings in rate group balances and hurt by the fact that the “payroll” upon which assessments are paid has declined significantly over the past three years. The industry also continues to be plagued by fatalities. The financial status of the fishing rate group is shown in the table on the following page.

Over the past eight years of this project, it has become very clear that the basic reasons for fishing accidents and fatalities have changed little in the last 40 years. Coroners’ reports from recent accidents have exactly the same recommendations today as they did in the 1970’s. The Seafood Alliance has determined that, with the combined knowledge of experts in WorkSafeBC, Transport Canada, the Transportation Safety Board, and the industry, we know the priority safety issues in the industry – such as vessel stability, cold water immersion and the importance of safety preparedness and drills. The challenge is to communicate with and educate an industry which is made up of many small operators all over the coast of B.C. This proposal for the next five years will build on the incredible momentum that has been fostered and to continue to support ownership by providing fishermen with the tools and resources they need to operate safely.



Rate Group CU

Statement of Changes in Rate Group Balance (\$000's)

Year Ending Dec 31 st	2000	2001	2002	2003	2004	2005	2006	2007	2008
Jan. 1 Opening Balance	0	1,783	2,507	(8,859)	(7,365)	(174)	4,182	2,130	(958)
Prior Period Adjustment						68			286
Premium Income	6,000	6,535	5,941	7,468	8,831	8,314	7,234	5,895	3,515
Current Year Claim Costs	(5,813)	(6,187)	(5,611)	(3,410)	(5,648)	(3,770)	(5,527)	(5,038)	(5,350)
Current Year Operating Costs	(2,340)	(1,052)	(891)	(804)	(1,123)	(1,095)	(1,249)	(1,425)	(1,604)
Current Year Surplus	(2,153)	(703)	(561)	3,254	2,060	3,449	458	(568)	(3,439)
Prior Years' Claim Costs	(6,705)	(4,299)	(11,863)	(7,144)	(492)	(3,613)	(7,810)	(6,058)	(13,679)
Investment Income	9,939	7,054	3,865	5,584	5,746	6,404	8,720	9,760	5,329
Pre-2000 Subclass Surplus Balances of Canceled firms							492	6	6
RG Restructuring Cost	(1,499)	(1,329)	(1,797)	(200)	(123)	(107)	263	(24)	(6)
Unappropriated Balance Before Non-recurring Items	(419)	2,507	(7,849)	(7,365)	(174)	2,338	6,305	5,246	
Legislative and Mortality Assumption Changes	-	-	5,372	-	-	-	-	-	-
Provisions for Market Balance									
Impairment	-	-	(6,525)	-	-	-	-	-	-
Legislative Change Implementation	-	-	(263)	-	-	-	-	-	-
Transfer from Reserves	2,202	-	407	-	-	-	-	-	-
Transfer to Research or General Reserve						(307)	(2,606)		
Transfer to Capital Adequacy Reserve ¹						(1,537)	(1,564)	(6,204)	223
Ending Balance	1,783	2,507	(8,859)	(7,365)	(174)	4,182	2,136	(958)	(12,240)

¹ This includes the funds that were directed into what was formerly called the Investment Fluctuation Reserve in 2005 and 2006. (See Note 2 of the 2007 Worksafe BC Annual Report).



Needs Justification cont'd....

As of 2008 there were 3,176 vessels licensed for commercial fishing in British Columbia. The vast majority of these operations are small businesses with 2 to 5 workers. In 2008, there were 5,735 registered commercial fishermen, and about 1100 of whom are intertidal clam diggers. The challenge for FISH SAFE is to instill a "safety culture" in an industry of small independent businesses that are located all over the coast of B.C. and to assist fishermen to understand their obligations and best interests in reporting and managing claims when they do occur.

The way WorkSafeBC is managed in the fishing industry in British Columbia is unique to the fishing industry and presents a special challenge. Only in the fishing industry is the employer who is responsible for health and safety in the work place, not the same "employer" for the purposes of assessments. Under WorkSafeBC legislation and policy, vessel owners and masters are legally responsible for safety in the work place. However, it is the first buyer of fish (or the vessel owner for direct offshore or direct public sales) who is responsible for paying assessments. Out of a total of 3,176 fishing vessels in British Columbia, in less than 5% of situations are the vessel owner and the first buyer the same entity. For over 95% of vessels engaged in fishing in B.C., the relationship between the vessel owner and the first buyer is that of a customer/client. This means that 95% of the vessel owners responsible for safety on board their vessels are not required to be registered as employers with WorkSafeBC, nor are they aware of the cost of claims happening in their rate group or aboard their vessels. **Because WorkSafeBC is not in regular communication with the owners or masters as part of collecting assessments and adjusting assessment rates by employer based on their safety record there is not the same level of communication on safety issues as with other sectors.**

This situation results in unique problems and the B.C. Seafood Alliance believes FISH SAFE will continue to be a benefit to the industry as a whole as follows.

First, the FISH SAFE program will continue to provide the safety information and education tools for all fishermen so that they can take ownership of safety on their vessels. This presents a significant challenge in communications, however over the past 5 years the FISH SAFE "brand" and messages have started to take hold in an industry that is characterized by many small independent operators with a wide geographical distribution. As an example, the FISH SAFE stability education course has now been taken by over 750 participants, which represents about 16% of the total fishing labour force working on fishing vessels. The goal of the stability program is to have at least 1 fishermen on every vessel that has completed the course.

Secondly, in the claims area, FISH SAFE has been active with individual mailings and meetings with fishermen and buyers to explain their responsibilities in filling out the new Form 7F report of Injury or Occupational Disease when any incident occurs. This form identifies the vessel master, the vessel owner employer responsible for safety and the first buyer "employer" responsible for paying assessments. Given that



first buyers rarely have knowledge that an accident has occurred on a vessel delivering fish to them and given that vessel owners often don't know either, this new accident reporting procedure, which must be initiated by the vessel master or owner, is improving the connection between a claim and the vessel owner. Good communications with all parties to an accident is vital to ensuring continued improvements in accident reporting and claims management. While progress is being made, we believe that the role of the FISH SAFE Program Manager as an independent employer representative to advise WorkSafeBC on claims, to follow up with the vessel owner and injured worker on return to work and disability management, and to provide communications within the industry about the nature of accidents, accident avoidance, and recommending training initiatives continues to be very important to the industry as a whole.

Third, the fishing industry is very concerned about the long term financial viability of the fishing rate group which is very small and subject to wide variability in claims costs. The fishing rate group is not large enough to be actuarially sound over time, partly because the "payroll" has been declining each year. Also, the rate group premium increases have been capped each year, while the rate group deficit has climbed. The BC Seafood Alliance will provide WorkSafeBC the industry facts, trends and technical expertise to assist in finding ways to make the rate group more financially sound by potentially incorporating fishing CU's into another rate group or other rate groups with similar risk profiles.

The scope of this proposal and the target audience is the entire commercial harvesting sector throughout British Columbia, vessel owners and crew – classification units 70205-702010. FISH SAFE will carry out programs in support of our industry vision of a world leading safety culture in the commercial fishing industry.

5. Funding

The planned duration of the FISH SAFE Health and Safety Initiative project continuation is three years. The total budget being requested for this project is a maximum of \$1.05 million over five years with a budget of \$250,000 in 2011-12 and \$400,000 in 2013-14. This is the "core budget" of FISH SAFE, and does not include funds obtained from other sources than this industry safety initiative program. This proposed budget does include the contributions FISH SAFE makes to be able to cost share other programs from which the Alliance is able to obtain funds.

Additional Resources:

The FISH SAFE program has been able to bring additional resources to augment the basic funding under this WorkSafeBC Health and Safety Initiative. Because of the FISH SAFE program, the Alliance has been able to access additional funding for specific fishing safety initiatives from Transport Canada and the SAR NIF program. Transport Canada has provided significant funding over the past 3 years for the Stability Education Program and, as part of their contribution to the FISH SAFE SAR NIF program, TC also provided funding for a Safety Mentoring DVD. SAR NIF is



funding a three year program to train and utilize fishermen as safety advisors to work with vessel owners and masters on a one-on-one basis. FISH SAFE contributes in-kind and financial resources to these projects in order to access this additional funding. The additional SAR NIF funding has allowed FISH SAFE to hire an additional staff member to manage that program.

FISH SAFE has also been able to obtain a contract from DFO to train mentors for the Pacific Integrated Commercial Fisheries Initiative (PICFI) program. The purpose of the mentor training is to have fishermen mentors train new aboriginal fishermen who obtain fishing opportunities through PICFI. Having this fishing mentor training associated with FISH SAFE encourages the mentors to have safety as an important part of their mentoring process with new fishermen. On going mentor training will be provided by FISH SAFE on contract to qualifying aboriginal fishing enterprises. These contracts will be self sustaining financially and help to more fully utilize mentor resources while at the same time continuing to promote safety messages to new aboriginal fishermen.

The BC Seafood Alliance is a non-profit association which does not have the resources to carry out the activities identified here. Individual vessel owners and first buyers of fish in BC are prepared to use this cost recovered program to pool their resources in order to reduce injuries and fatalities by creating a safety culture in the industry and providing fishermen with the tools and education they need to come home safe.

The direct financial implications of this proposal to the designated employer for the purpose of paying assessments (the first buyer of fish, or in the case of offshore or direct sales to the public, the vessel owner) is an increase in assessments for a longer term potential reduction or avoidance of increase in assessments. A FISH SAFE budget of \$250,000 per year represents approximately 4.7% of the total assessments paid at the projected 2010 rate of \$5.37 per \$100 in payroll (based on an estimated \$100 million "payroll" in the fishing sector). Another way of putting this is \$250,000 represents 31 cents per \$100 in payroll on the 2010 assessment rate of \$5.37 with an estimated \$100 million payroll.

Actual assessments (\$ per \$100 in "payroll") in the fishing industry over the past few years are as follows:

1999	\$7.03
2000	\$6.50
2001	\$5.26
2002	\$4.68
2003	\$5.17
2004	\$6.08
2005	\$5.81
2006	\$5.89
2007	\$4.67
2008	\$4.53



2009	\$4.98
2010	\$5.37 (preliminary)

The indirect financial benefit to the “employees” (self employed fishermen, vessel owners, non-processor fishing companies and crew) is a safer workplace and an industry where the result is that total amount spent on claims is reduced. The emotional and family benefit of fishermen coming home safely – as they say in the ad – *priceless*.

The potential cost to fish harvesters is the cost of any training recommended or required to improve safety in the work place. Additional costs may also be incurred for any changes and/or additions to vessels and/or equipment recommended or required to improve safety.

6. Consultations

In 2001, there were extensive consultations regarding the initial proposal for three years funding of the Safety Coordinator project of the B.C. Seafood Alliance. At that time, the Alliance had letters of support from 14 first buyers of fish, who in combination we understand represent about 2/3 of the assessments in the fishing subclass. All of these first buyers of fish continue to be members of organizations in the B.C. Seafood Alliance.

In addition, FISH SAFE held two strategic planning forums in spring of 2007 which were open to anyone in the fishing industry as well as other agencies interested in fishing safety. These forums were attended by representatives of fishing organizations including member organizations of the BC Seafood Alliance, the UFAWU-CAW, the Native Brotherhood of BC, the BC Council of Professional Fish Harvesters, and independent fishermen. Other attendees included representatives from WorkSafeBC, Transport Canada, the Department of Fisheries and Oceans, the Canadian Coast Guard, the Transportation Safety Board, marine architects and training providers. These forums resulted in the strategic plan outlined in Section 3 of this funding request.

The Board of the B.C. Seafood Alliance supports this 5 year proposal for FISH SAFE. The Alliance Directors formally endorsed this proposal at its meeting on November 13, 2009.

The BC Seafood Alliance is the only organization representing the majority of the industry in BC that has the support of the rate group to undertake this project.

7. Organization Structure

Under the FISH SAFE project, the Program Manager will report to the Executive Director of the B.C. Seafood Alliance. The Executive Director of the B.C. Seafood Alliance reports directly to the President and the Board of Directors of the Alliance.



Quarterly reports are provided by the FISH SAFE Program Manager to the Directors of the Alliance.

The FISH SAFE Program Manager also makes regular quarterly reports to the FISH SAFE Committee and will meet with the committee at least two times per year. The FISH SAFE Committee is a coordinated regional safety committee working with WorkSafeBC and all other government agencies to provide advice on fishing safety issues. The membership of that committee is open to representatives of all organizations in the fishing industry and currently includes representatives of fishing organizations in the B.C. Seafood Alliance, as well as the UFAWU-CAW, the NBBC, the Fishing Vessel Owners Association, and the B.C. Council of Professional Fish Harvesters. The FISH SAFE Committee will provide guidance to the Program Manager on safety issues and priorities.

8. Evaluation Plan

Over the first 8 years of this safety initiative, the Alliance set a number of targets to measure success in meeting our goals. Appendix 1 gives a table which shows these targets and our results to date.

The continued long term goal of FISH SAFE is to create a safety culture in the fishing industry that will result in reductions in the number of injuries per participant in the industry, claims duration, fatalities, claims costs for all of the fishing CU's and ensure the financial viability of the fishing CU's. Evaluation of the success of the program over time will involve measuring these five indicators on an annual basis.

In the shorter term, evaluation of the FISH SAFE program will be based on deliverables and outcomes in the strategic plan pillars outlined in section 3. Details of the evaluation plan are as follows:



Activities	Evaluation
Education and Mentoring	
FISH SAFE Stability Education Program	# of courses, # of participants (full program evaluation done in 2009)
SAR NIF Safest Catch Advisors Program	# of fishermen using service, information distributed
Communication	
Communications Website, Ads, Column	# of website hits, #of ads placed, # of communication pieces developed and distributed
FISH SAFE Advisory Committee	# of meetings held, attendance
Real Fishermen Promotion	# brochures and information distributed, feed back from fishermen
Funding	
SAR NIF funding	Funds obtained for 2011/12
Budget control and accountability	Ongoing expenditure reports
Regulatory/Policy Reform	
Participation in Safety Advisory Committees, Regional and National	# of meetings attended
Provide Liasion to WCB and Industry in regard to Safety regulations	# of enquiries from WCB and Industry
Coordination between regulatory agencies and the industry	
Analyze and report on accident trends	# of claims, duration, cost
Support and provide orientation to WCB and other Agencies as required	# of meetings, communication and enquiries from WCB staff
Communicate with Industry on Claims process	# of forms distributed
FISH SAFE Advisory Committee	# of meetings held, attendance
Participation in Safety Advisory Committees, Regional and National	# of meetings attended



9. Significant Advantages and Potential Constraints

The FISH SAFE program has proved (see enclosed program description and highlights document) it has the potential to provide the resources and tools needed by the fishing industry to inform and enhance their safety practices on board.

The fact that the Fish Safe program is owned and driven by the fishing industry attests to the significant buy in and support. Fishermen and fishing companies volunteer their time for advisory meetings, curriculum and project development as well as assisting with vessels and gear when necessary. Fish Safe provides the catalyst for other safety agencies to work together and channel information to the fishing industry. Fish Safe has established itself as an internationally recognized program and set the standard in Canada for fishing safety programs. Fishing safety is now top of mind with the BC fishing industry as a result of the collaborative work done over the last 5 years with WorkSafeBC and Fish Safe. Since vessel owners are not registered with WorkSafeBC as employers, this proposal provides a mechanism for improved safety promotion and communications with the people responsible for safety practices and safe return to work in the harvesting work place.

Reducing fatalities and claims will reduce the overall cost, both emotional and financial, to the industry.

The biggest constraints to achieving our goals are:

- There are large parts of the fishing industry that are in financial difficulty and the assessable payroll in the industry has declined significantly in the past few years.
- It is difficult in those fisheries with financial difficulties to train and retain workers, especially since, in many fisheries, the work is extremely seasonal.
- Encouraging claims management and return to work is difficult when there is no fishing work to return to.
- There is no direct link between those responsible for safety and those responsible for paying for assessments for over 95% of the vessels engaged in fishing in BC.
- Lack of funding for safety education and programs and the short term and uncertain duration of that funding when it is made available.

10. Intent to Sign WorkSafeBC Contract

The BC Seafood Alliance will sign a WorkSafeBC contract should the funding request be approved.



Appendix 1
Results of Evaluation Criteria in the Fish Safe Program to Date

Evaluation Criteria	Results
Reduce the number of fatalities in the industry	The number of fatalities in the fishing industry over the past 5 years has been as follows: 2004 - 7, 2005 - 4, 2006 - 2, 2007 - 3, 2008 - 2. It is difficult to directly ascribe any reduction to the Fish Safe program, however as safety becomes integrated into everyday operations with the tools and education being provided, fewer fatalities will occur.
Reduce the number of claims from an average of 21 claims per thousand workers over the period 2001-2003 to less than 18 claims per thousand workers	Number of claims per 1000 workers now down to 17.
Reduce average claims duration by 10% in total over the next five years	Average fishing claim duration has been reduced by in excess of 10%, however research into the reasons for higher durations in the fishing industry has shown that the fishing industry, because it is evaluated on a 7 day per week basis for wage loss claims automatically has a 29% higher duration in terms of days. When this is corrected for, durations in fishing are similar to other heavy industries.
Bring the number of claims without an "employer" identified down to less than 2%	This has been achieved for all wage loss claims with all claims associated with an "employer". It has not been achieved for Health Care Only claims and in some HCO claims is not required such as hearing loss.
Reduce the number of claims initiated without the knowledge of the vessel owner and first buyer of fish	There has been significant progress in this area with the implementation of the form 7F, designed specifically for the fishing industry. Information has been provided to vessel owners on their roles and responsibilities and the role of



	WorkSafeBC as an insurance provider.
Make sure that all fishing claims are associated with a specific gear CU	All claims are now associated with a specific gear CU.
On average over 5 years, exceed the break even point for FISH SAFE project costs through reductions in current claims costs	Although the number of claims have been significantly reduced, current years claims costs have remained consistent over the duration of the Fish Safe program. In 3 of the 5 years we exceeded the break even point with a positive ending balance. Prior year claims costs and transfers to contingency have been attributed to subsequent negative balances.