

**WORKERS' COMPENSATION BOARD** OF BRITISH COLUMBIA6951 Westminster Highway, Richmond, BC  
Mailing Address: PO Box 5350, Vancouver BC, V6B 5L5

WORKING TO MAKE A DIFFERENCE Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

**INSPECTION REPORT**WORKER AND EMPLOYER  
SERVICES DIVISION

An employer who fails to comply with the Occupational Health & Safety Regulation or Board orders or directions is subject to sanctions as prescribed in the Workers Compensation Act.

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Date of Issue	Number	Number of Orders
2008/09/30	2008116080252	6

Employer	Location	Classification Unit Number	Activity Time Recorded*	Travel Time Recorded*
691477	039	764014	3	1

\*The Time Recorded reflects only that time which has been charged to this inspection up until the document was printed for delivery. Subsequent time may be added for additional activity related to this inspection.

Number of Workers	Project Number	Site Visit Date
11 - 50		2008/09/24

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)
N	N	N	

Head Office	Job Site
COMPASS GROUP CANADA (HEALTH SERVICES) LTD 1907 OXFORD STREET E PO BOX 5644 STN B  LONDON ON N6A5M9	#69326-COWICHAN DIST. HOSPITAL 3045 GIBBINS ROAD  DUNCAN BC

Portion Inspected	Follow-up to previous inspection
Violations	REFER TO ORDERS ON FOLLOWING PAGE(S)

Employer Representative Name	Accompanied by Employer Representative
Audel McCaffery	Audel Mccaffery
Employer Representative Position	Accompanied by Worker Representative
Manager	Contacted
Phone Number	Organization:
Signature	CUPE <i>Heil</i> Officer of the Board / Signature Heiland, Holger

For Internal Use Only

Delivery Method: In Person



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Inspection Text

This was a follow-up inspection to inspection report 2007116080099 dated 19 October 2007.

A Notice of Compliance was received from the employer by fax on 27 November 2007.

On inspection 24 September 2008, a number of items were found to not be fully completed or implemented including:

- 1) ergonomic assessment and implementation of controls minimize or eliminate the risk of injury while emptying and transporting garbage, bio-hazardous materials, bio-garbage and laundry containers and totes from the floors and individual rooms to the disposal or storage areas
- 2) an exposure control plan and written safe work procedures to minimize or eliminate exposures to bloodborne pathogens through the handling of biohazardous materials, including contaminated laundry and bio-wastes from treatment and care of patients
- 3) investigations into the causes of accidents resulting in injury to workers requiring medical treatment

Employer Representative	Officer of the Board
Audel McCaffery	Heitland, Holger



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Date of Issue	Number	Activity Time Recorded*	Travel Time Recorded*	Employer
2008/09/30	2008116080252	3	1	COMPASS GROUP CANADA (HEALTH SERVICES) LTD

Order No.	1	Decision	LZ	WCB Reference	OHS4.48

CONTINUED NON COMPLIANCE OF INSPECTION 2007116080099 ORDER 1.

Workers are required to empty and transport garbage, bio-hazardous materials, bio-garbage and laundry containers and totes from the floors and individual rooms to disposal and storage areas.

This work requires, at minimum, reaching and lifting of potentially heavy loads.

There is no evidence that the risk to workers of Musculoskeletal Injury (MSI) for these work activities has been assessed at this facility, nor that specific site safe work procedures have been developed.

This is in contravention of the Occupational Health and Safety Regulation Section 4.48.

When factors that may expose workers to a risk of MSI have been identified, the employer must ensure that the risk to workers is assessed.

Develop appropriate work procedures to eliminate or minimize the risk of MSI.

The employer must consult with the joint committee, or the worker health and safety representative, as applicable with respect to risk identification, assessment and control.

Ensure that workers are instructed, and demonstrate competence in, the safe work procedures established to eliminate or minimize the risk of MSI.

Some procedures may require the cooperation of another employer's workers.

Ensure that these requirements are communicated to that employer.

On November 27, 2007, the employer responded in writing that

"Will discuss Gripping and Lifting assessments at OHS meeting Nov. 29-07. We will utilize worksheet "B" MSI Risk Factor Assessment to analyse positions deemed to be high risk for MSI. (eg. Waste, Liner, ER) To be

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WORKING TO MAKE A DIFFERENCE

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conducted with worker representative Dec. 4&5-07. Review job descriptions with OH&S committee with a view to making them more safety focused. (See example "A" - Job Title: Aide, Area: Waste/Linen Routine)"

Specific safe work procedures and assessments were not submitted.

Order No.	2	Decision	LZ	WCB Reference	OHS6.34
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CONTINUED NON COMPLIANCE OF INSPECTION 2007116080099 ORDER 2.

Workers at this workplace have had occupational exposures to bloodborne pathogens through the handling of biohazardous materials, including contaminated laundry and bio-wastes from treatment and care of patients.

An exposure control plan meeting the requirements of section 5.54 of the Occupational Health and Safety Regulation has not been developed for this worksite as evidenced by continued incidents of exposure to materials contaminated with blood.

This is in contravention of the Occupational Health and Safety Regulation Section 6.34.

The employer must develop and implement an exposure control plan meeting the requirements of section 5.54, if a worker has or may have occupational exposure to a bloodborne pathogen, or to other biohazardous material as specified by the board.

Ensure that adequate site specific safe work procedures are developed and that workers are trained in the procedures to avoid exposure to bloodborne pathogens.

Some procedures may require the cooperation of another employer's workers.

Ensure that these requirements are communicated to that employer.

On 27 November 2007, the employer responded in writing that

"All associates sign off for training in proper waste disposal, segregation of waste and training in bloodborne pathogens. To increase the focus employer will post and distribute hand-out re: "Needlestick Prevention (example attached) and show Johnson-Diversey video on Bloodborne Pathogens Dec. 6-07)"

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Specific safe work procedures were not submitted.

Order No.	3	Decision	C	WCB Reference	OHS5.7.(1)(d)
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THIS IS A FOLLOW UP TO INSPECTION 2007116080099 ORDER 3.

THIS ORDER HAS BEEN COMPLIED WITH:

Housekeeping staff are required to respond to spills of hazardous materials and these workers have not been adequately trained to provide spills response.

This is in contravention of the Occupational Health and Safety Regulation Section 5.7(1) (d).

An employer must ensure that a worker who works with or in proximity to a controlled product is instructed in procedures to be followed in case of an emergency involving a controlled product.

The employer responded in writing that

"Hazardous Spill clean-up training was conducted at CDH Nov. 7-07 and attendess were fit-tested for cartridge style respirators (Audrey Downer, Barry Miller, Jason Jordan, Marike Joseph, Irene Marven.) Training provided by Syd Portman"

Order No.	4	Decision	LZ	WCB Reference	WCA173.(1)
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CONTINUED NON COMPLIANCE OF INSPECTION 2007116080099 ORDER 4.

Investigation into the causes of accidents resulting in injury to workers requiring medical treatment have not been undertaken by the employer. There are no accident investigation reports available for review.

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This is in contravention of the Workers Compensation Act Section 173 (1).

An employer must immediately undertake an investigation into the cause of any accident or other incident that:

- (a) is required to be reported by section 172,
- (b) resulted in injury to a worker requiring medical treatment,
- (c) did not involve injury to a worker, or involved only minor injury not requiring medical treatment, but had a potential for causing serious injury to a worker, or
- (d) was an incident required by regulation to be investigated.

The investigation, as far as possible, must:

- (a) determine the cause or causes of the incident,
- (b) identify any unsafe conditions, acts or procedures that contributed in any manner to the incident, and
- (c) if unsafe conditions, acts or procedures are identified, recommend corrective action to prevent similar incidents.

Review all incidents reported since 01 January 2008 to determine if an investigation of the incident is required, and ensure that investigations are undertaken of those incidents without delay.

On 27 November 2007 the employer responded in writing that

"Only one incident requiring medical treatment reported. Nov 4-07. Health & Safety Rep. Marika Joseph conducted an accident investigation using the Health & Safety Prevention questions worksheet (worksheet attached).

The worksheet does not meet the requirements for an accident investigation.

The investigation must be carried out by persons knowledgeable about the type of work involved and, if they are reasonably available, with the participation of the employer or a representative of the employer and a worker representative.

As part of the investigation required, you are to ensure that an incident investigation report is prepared in accordance with the regulation, including but not limited to the following:

- (a) the place, date and time of the incident,

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- (b) the names and job titles of persons injured in the incident,
- (c) the names of witnesses,
- (d) a brief description of the incident,
- (e) a statement of the sequence of events which preceded the incident,
- (f) identification of any unsafe conditions, acts or procedures which contributed in any manner to the incident,
- (g) recommended corrective actions to prevent similar incidents, and
- (h) the names of the persons who investigated the incident.

The employer must make every reasonable effort to have available for interview by a person conducting the investigation all witnesses to the incident and any other persons whose presence might be necessary for a proper investigation of the incident.

The employer must provide a copy of the incident investigation report to:

- (a) the joint committee or worker representative, as applicable, and
- (b) the Board.

Following the investigation the employer must without undue delay undertake any corrective action required to prevent recurrence of similar incidents.

Order No.	5	Decision	C	WCB Reference	WCA126.(1).(b)
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THIS IS A FOLLOW UP TO INSPECTION 2007116080099 ORDER 5.

THIS ORDER HAS BEEN COMPLIED WITH:

The Board is hereby ordering this employer to establish and maintain one joint committee for Cowichan District Hospital and Cairnsmore Place.

Despite section 125, the Board may, by order, require or permit an employer to establish and maintain

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(b) one joint committee for more than one workplace or parts of more than one workplace of the employer,

WCA Section 125 states that:

An employer must establish and maintain a joint health and safety committee:

- (a) in each workplace where 20 or more workers of the employer are regularly employed, and
- (b) in any other workplace for which a joint committee is required by order.

The section refers to the number of workers "regularly employed", not just the number of workers on shift.

On 27 November 2007 the employer responded in writing that

"Worker representative from Cairnsmore Place to join committee. Wendy Berrow. Her first meeting will be Nov. 29-07 @ 2:00pm. So between the two sites we will have 3 worker reps. and 1 mgmt."

Order No	6	Decision	N	WCB Reference	WCA194.(1)
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THIS IS A FOLLOW UP TO INSPECTION 2007116080099 ORDER 6.

In accordance with Section 194(1) of the Workers Compensation Act, submit a written "Notice of Compliance" to the Board within 30 days. You may use a copy of this inspection report indicating your compliance actions below the respective order and returning it to this officer as an acceptable form of notice. Completed forms can be faxed to 250-751-8046, mailed to WorkSafeBC, 4980 Wills Road, Nanaimo, BC V9T 6C6, attention Holger Heitland, or e-mailed to holger.heitland@worksafebc.com

Employer's Compliance Action	Date	Decision	Initials

Employer Representative	Officer of the Board
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