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Date of Issue	Number	Number of Orders	Employer	Location	Classification Unit Number	Activity Time Recorded*	Travel Time Recorded*
2013/02/21	2013166700038	1	832097	004	766004	1.5	0.50

\*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	Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)
101 or more		2013/02/13	N	N	N	

Head Office	Job Site
<b>EMERGENCY AND HEALTH SERVICES COMMISSION</b> <b>ATT: WORKSAFEBC CONTACT BLOCK C - 2261 KEATING CRO</b> <b>PO BOX 9600 STN PROV GOVT</b> <b>VICTORIA</b> <b>BC V8W9P1</b>	<b>Regional Headquarters</b> <b>Suite 302, 2955 Virtual Way</b>  <b>Vancouver</b> <b>BC</b>

Portion Inspected	<b>worker impairment</b>
Violations	<b>REFER TO ORDERS ON FOLLOWING PAGE(S)</b>

Employer Representative Name	Accompanied by Employer Representative
<b>Cam Stockdale</b>	<b>Cam Stockdale</b>
Employer Representative Position	Accompanied by Worker Representative
<b>Duty Manager</b>	<b>spoke to various workers</b>
Phone Number	Organization
<b>(604) 660-6918</b>	<b>CUPE 873</b>
Signature	Officer of the Board / Signature <b>Janke, Diana</b>

### For Internal Use Only

Delivery Method: **Email**  
 also e-mailed to **John Lovett** and **Julie Wengi**  
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### Regulation(s) Referenced in Inspection Text

OHS 4.19.(1), OHS 4.19.(2), WCA 173.(1).(c)

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### Inspection Text

The Board has been alerted to a number of incidents where paramedics have reported being unable to continue working due to being tired, hungry, or adversely affected by other factors.

OHS Regulation 4.19(1) requires a worker with a physical or mental impairment which may affect the worker's ability to safely perform assigned work must inform his or her supervisor or employer of the impairment, and must not knowingly do work where the impairment may create an undue risk to the worker or anyone else. 4.19.(2) then requires that a worker not be assigned to activities where a reported or observed impairment may create an undue risk to the worker or anyone else. The Regulation also makes note that the effects of fatigue as a potential source of impairment must be considered, and notes the requirement for adequate supervision to ensure reported or observed impairment is effectively managed.

I met with a Duty Manager (employer representative) of BCAS on February 13th, 2013 to discuss the procedures currently in place to address the provisions of OHS Regulation 4.19. The employer representative said that paramedics normally work 12 hour shifts, but may be required to remain on shift for up to two additional hours in order to fulfil operational needs. The employer representative said that paramedics must contact a duty manager if they feel they are unable to safely perform their duties due to physical or mental impairment. Duty managers have been instructed to release paramedics under these circumstances, ensuring that they are able to get home safely. Paramedics are also advised to file a "near-miss" safety report with Workplace Call Centre. The duty manager said that the employer's current procedure is to accept that the paramedic is not able to continue working, and not attempt to assess the degree of worker impairment at the time of reporting. An investigation of the circumstances/shift leading up to the report may be done by a district manager at a later time, as necessary to fulfil the requirements of WCA 173. The employer and worker representatives were not aware of these procedures being documented as part of the employer's health and safety program; and as such, order #1 is written.

In addition to formalizing the employer's procedures for addressing reported instances of paramedic impairment, the employer must also ensure that paramedics and supervisory personnel are effectively informed of the hazards of impairment, the signs and symptoms of mental/physical fatigue, the employer's expectation for "work readiness", as well as the

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Cam Stockdale	Janke, Diana



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Table with 8 columns: Date of Issue, Number, Number of Orders, Employer, Location, Classification Unit Number, Activity Time Recorded\*, Travel Time Recorded\*. Row 1: 2013/02/21, 2013166700038, 1, 832097, 004, 766004, 1.5, 0.50

expectations/provisions made to ensure, as far as practical, that paramedics are able to remain adequately nourished/hydrated throughout their shift.

If there are any questions regarding this Inspection Report, I can be contacted through the following:

Diana Janke, Occupational Hygiene Officer
Regional Services - Prevention
WorkSafeBC
ph: 604 232 5959
fax: 604 232 5950
e-mail: diana.janke@worksafebc.com

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More information about health and safety, including the Workers Compensation Act and the Occupational Health and Safety Regulation may be found at the WorkSafeBC website (www.worksafebc.com).
To report a serious accident/incident or major chemical release call:
604 276-3100 in the Lower Mainland
1 888 621-7233 toll-free within B.C.
To report after hours safety and health emergencies, call 1 866 922-4357
\*\*\*\*\*

OTHER REGULATIONS REFERENCED:

(WCA 173.(1).(c)) An employer must immediately undertake an investigation into the cause of any accident or other incident that 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.

Workers Compensation Act Part 3 Division 10 Subsection 173 (1) does not apply in the case of a vehicle accident occurring on a public street or highway.

Order table with columns: Order No., 1, Decision, L, WCB Reference, OHS3.3.(c)

There have been instances of BCAS Paramedics reporting that they are unable to continue working due to fatigue, hunger or other factors. OHS Regulation 4.19(2) requires that workers who report impairment not be assigned to activities where a reported or observed impairment may create

Table with 2 columns: Employer Representative, Officer of the Board. Row 1: Cam Stockdale, Janke, Diana

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an undue risk to the worker or anyone else. Although the employer has developed operational procedures for addressing this issue, these procedures have not been documented as part of the employers occupational health and safety program.

(See inspection text for more information)

This is in contravention of the Occupational Health and Safety Regulation Section 3.3(c).

The occupational health and safety program must be designed to prevent injuries and occupational diseases, and without limiting the generality of the foregoing, the program must include appropriate written instructions, available for reference by all workers, to supplement this Occupational Health and Safety Regulation.

The employer is ordered to develop written safe work procedures that include, but are not limited to, the signs and symptoms of impairment, and BCAS' procedures for reporting, addressing, and investigating worker impairment.

Employer Representative	Officer of the Board
Cam Stockdale	Janke, Diana