



# ANNUAL REPORT



## New Digs, New Faces

*"Progress is impossible without Change."* GEORGE BERNARD SHAW

A couple of years ago I wrote about change being a good thing. I still believe that to be true and that is evident by all the changes and progress we've seen here at Fish Safe this last year. An office move, a new operations manager position and a new program assistant all beg the question as to how this improves fishing safety.

I have enjoyed leading the troops to this point starting on my own in 2004 and 9 years later working with a well established Fish Safe Advisory Committee, amazing fishermen Safest Catch Advisors and a seriously devoted staff. A serious health glitch this summer helped to reinforce the need for more balance on my part as the passion for the job sometimes takes over common sense or the need to stop working at some point.

Don't worry, (or don't start celebrating) I still have a few good years left in me. But I did realize that while we have done amazing things together, there is a need for the infrastructure to really take advantage and document and analyze the true effects, and accomplishments and most of all, to keep us moving forward in the most effective way. While we are busy, the successes we see on a daily basis as one fishermen after another puts on a PFD or takes a few minutes to run through a safety orientation, remain for the most part quite understated. This was evident in the Transportation Safety Board report that highlighted Fish Safe to a great degree but not unlike any other "group" doing something on fishing safety. We are much, much, more than that and because we may not have effectively presented ourselves, we may be missing out on

both support and the ability to really move the regulators to recognize the program as an equivalency to the regulatory regime. We also need to ensure that no matter who is at the helm of Fish Safe that things keep moving in a progressive and efficient way.

Enter stage right, our new Ops Manager, Ryan Ford. What a find Ryan is. He came with just the skill set we needed. He is a Certified Management Accountant looking to focus on the management side of his degree and is prime for a challenge. So we are giving him one! Ryan grew up in the Steveston area and is keen to learn all he can to help us with the necessary infrastructure to keep moving forward in an effective and efficient manner. We believe he has the energy, experience and skills to bring Fish Safe to the next level. Ryan is also working with me on a long term business strategy for Fish Safe that will ensure we remain focussed and have the support we need to continue.



We also reworked our Program Assistants role and brought in Celisse Sargent to focus more on outreach. Celisse's energy, outgoing personality and serious administrative and design skills will provide the much needed support for program and course delivery.

# One Stop Shop



Before we talk about our move to the new place we want to thank our previous landlords the Radil Bros. We appreciated the support we received from them by accommodating our ever changing needs over the 6 years we were there. It was a great space until we literally ran out of space. So thanks for the great support and memories guys.

Fortunately, almost next door we were able to strike a nice deal that gave us almost twice the space with the needed meeting/training space.

We have two meeting rooms now, one for small meetings and one for larger training sessions. We are making these rooms available for use for fishing industry meetings. This enables us to bring fishermen into the Fish Safe realm and get them familiar with what tools are available to them. The space is also set up for information sessions in our Mug Up area which includes access to the Stability simulator and soon to be launched Fishing Safety Training Portal that gives fishermen access to what their fishing safety requirements are, where to get training and whether there is funding available for such training. Our goal is to use this space to be the one stop shop for Fishing Safety.

Samples of safety equipment are on display so you can come and try things out or chat with one of our fishermen Safety Advisor's. Or just drop by and say hi and share your stories to help us in the development or enhancement of your safety programs.

## NOTE: Our new address is...

100 - 12051 Horseshoe Way Richmond, BC V7A 4V4

## Staff and Advisors

Gina McKay - Program Manager  
Ryan Ford - Operations Manager  
John Krgovich - Program Coordinator  
Celsie Sargent - Program Assistant  
Barb Howe - Education Consultant

## Safest Catch Advisors

Harold Wulff  
Ralph Roberts  
Trung Nguyen  
Cheri Hansen  
Paul Bevandick  
Bob Strom

Stay tuned and remember this is a fishing industry funded program. We have many, many tools and programs available to help fishermen Come Home Safely. Check out our website or drop in to see how you can take advantage of any or all of the programs.

[www.fishsafebc.com](http://www.fishsafebc.com)



# Fish Safe Program Updates

Fish Safe's core programs continue to provide fishermen with relevant safety training either on their own vessels or in their community. This year the focus was on the Safest Catch Program and outreach to the smaller boat fleet. Fish Safe advisors were told to get out and spread the word. There was an unprecedented amount of work done as a result. 169 vessel visits were conducted coast wide. This means a minimum of 1 day on each vessel with all on onboard participating in emergency drills, safety equipment orientation and safety procedures.

Included in the Safest Catch Program on request by groups or communities was a Cold Water Survival Workshop. The first workshop was held in Prince Rupert during the week of the first salmon opening.

15 local gillnetters attended and were entertained and enlightened by a "Mythbusters" delivery of the information. Sometimes accurate information is the key to changing behaviors. If someone believes the myth that they will succumb to hypothermia within 15 minutes they may not be motivated to wear a PFD. If they were to learn even one basic take away from the workshop 1-10-1, and the real facts of cold water survival then they would learn the value of wearing a PFD, and how to retrieve someone from the water. Also re-boarding ideas are shared with the groups.

## REMEMBER 1-10-1 AND SURVIVE!

**1-10-1** is a simple way to remember the first three phases of cold water immersion and the approximate time each phase takes. Times may vary based on body differences and water temperature, but just remember 1-10-1.

YOUR CHANCES OF SURVIVAL WITHOUT A PFD ARE LIMITED.

**fish SAFE**  
100-12051 Horseshoe Way, Richmond, BC V7A 4H4 P. 604.261.9700 F. 604.275.7140 Email: fishsafe@fishsafebc.com www.fishsafebc.com

**1** Minute to get your breathing under control  
**Cold Shock Response.** An initial deep and sudden Gasp followed by hyperventilation that can be as much as 6-10 times greater than normal breathing. You must keep your airway clear or run the risk of drowning. The Cold Shock Response will pass in about 1 minute. During that time concentrate on avoiding panic, and getting control of your breathing. Wearing a lifejacket or PFD during this phase is critically important to keep you afloat and breathing.

**10** Minutes of meaningful movement  
**Cold Incapacitation.** Over approximately the next 10 minutes you will gradually lose the effective use of your fingers, arms and legs for any meaningful movement. Concentrate on self-rescue initially, and if that isn't possible, prepare a way to keep your airway clear while you wait for rescue. Swim failure is one example of cold incapacitation, and will occur within these critical minutes. If you are in the water without a lifejacket PFD, drowning is likely.

**1** Hour before you become unconscious due to hypothermia  
**Hypothermia.** Even in ice water it could take approximately 1 hour before becoming unconscious due to hypothermia. If you understand the aspects of hypothermia, techniques of how to delay it, self-rescue and calling for help, your chances of survival and rescue will be dramatically increased.

COURSE	NUMBER OF COURSES/EVENTS	NUMBER OF PARTICIPANTS	LOCATIONS
Stability Education Program	2	21	Richmond and Comox
Safe on the Wheel	3	29	Richmond, Alert Bay
Marine Emergency Duties A3	10	55	On board fishing vessels
Safest Catch Program	169	640	On board fishing vessels coast wide
Drills Day	2	90	Gulf of Georgia, Prince Rupert
Show us your PFD	3	A lot	Fraser River Gillnet fishery and Area I and J Crab Fishery

3 Cold Water Survival workshops were held this year.



# BC Fishing Industry Labour Market Information

Completed in January 2013, this first of its kind study profiles the labour and human resource issues in the BC fishery. We had a few assumptions of where we were at but needed to document the reality in order to develop a proper long term strategy. The report documents the challenges facing the industry in the context of the aging workforce, emerging certification and skills requirements set by regulation and barriers to the intergenerational transfer of fishing assets and the entry of young people into the vocation.

The report provides: 1) an industry overview, 2) fishery workforce numbers and socio-economic characteristics, including training/certifications, 3) labour recruitment and retention issues, 4) training needs, capacity and interests for the future, and 5) four case studies of fleets- dive (geoduck), trawl (groundfish), longline (halibut) and seine (salmon) – facing different economic circumstances.

The snapshot of the industry below captures the demographics and one of the key human resource issues identified as the wide gap (40-70%) between certifications required and the current level of certifications for the existing fleet.



## A. 2011 Fishermen Profile

No. of FRCs*	5,766	Positions on Vessels	~4,500
No. of Vessels - Licenced	3,053	Person Years Employment**	2,502
- Needing Crews	~2,000	Wages Paid	\$99.8 million
- Active in Fishery	~1,800	Wages per PY	\$39,900

## B. 2011 Fisher Registration Card (FRC) Profile

Sex	- Male	85%
	- Female	15%
Age	- <25 Years	13%
	- 25-35	16%
	- 35-44	17%
	- 45-54	24%
	- 55-64	19%
	- 65+	11%

First Nations Share ~ 20% or 1,150 FRC's

## B. Certifications

### Current Certifications

	Required	Existing	Gap
	(1)	(2)	(3)=(1)-(2)
SVOP	720	360	360
FM4 or Equivalent	1,664	442	1,222
FM3 or Better	96	91	5
First Aid	2,480	1,452	1,028
MED	4,500	2,700	1,800
ROC	2,480	1,452	1,028
Dive - CSA Standard	128	128	0
- DAM	64	54	10

## Fishing Safety Training Website Portal

The Labour Market Information Report included the certification gaps analysis that indicated a significant number of fishermen (on average 50%) do not have the certification required by Transport Canada. The majority of fishermen are not aware that they need more certification or do not realize that their certificates need to be renewed, which also makes them non compliant with Transport Canada regulations.

Section 106 of the Canada Shipping Act puts the onus on the user/fisherman, vessel owner to "know" the regulations that apply to his operation. Without commenting in detail on the difficulty of even finding, let alone understanding or applying all the regulations that could apply to yourself or your fishing vessel. We are pleased to say that with the funding assistance from the Province we are undertaking the development of an easy to use Fishing Safety Training Portal. Accessible on the Fish Safe website the portal will provide a more user friendly approach to finding what regulatory requirements apply to specific fishing operations as well as where courses will be available and whether there is any funding for the courses. Watch for this to be launched in the fall!



[www.fishsafebc.com](http://www.fishsafebc.com)

EASILY FIND WHAT REGULATORY  
REQUIREMENTS YOU NEED!  
coming soon





## PICFI Fishing Safety Program

A key component of the PICFI Capacity Building Program is ensuring that participants receive the training they require to safely run their fishing enterprise. Fish Safe is privileged to work with PICFI and CFE's to create a community based safety program. Building on the well established Safest Catch Program we worked with community members to apply the program to their fishing vessels and to extend training to all community members.

An analysis of vessels and licences available provided a starting point to determine the training and crewing required. Several communities are well along in their certification for compliance with regulations and so we were able to focus on the ownership side of safety.

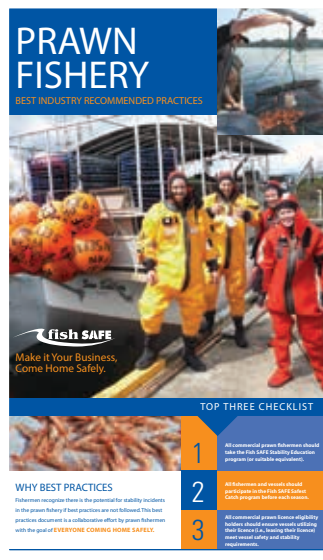
The development of fishing safety programs was completed by working one-on-one with identified crew members and key people within the CFE to build confidence and credibility around the importance of fishing safety. This effort coupled with key tools such as the Safest Catch Log book, samples of wearable PFDs and hands on practice of drills and safety orientation provided some key changes in well entrenched ideas around fishing safety and left participants with a desire to learn more.

During this 7 month initial launch of the program all 25 CFE's were contacted and provided program information. 7 CFE's participated in the program (equivalent to 1 per month) and 7 others are ready to go for the next fiscal. As a result of the successful uptake with the 7 CFE's over 124 participants were directly involved in the program and many more indirectly as awareness was created within the overall community.



# Transportation Safety Board

Two capsizings this year in the Prawn fishery were investigated by the TSB. Fortunately, there were no lives lost but the need for more awareness around stability was highlighted once again.



As a result one group of Prawn fishermen organized a Fish Safe Stability Course for 14 of their fishermen and the Prawn Association worked with Fish Safe to produce a Prawn Best Practices document for distribution to the fleet.

Vancouver TSB investigator Glenn Budden provides regular updates on close calls and incidents in real time so that industry is aware of potential hazards and the need to work together to remove or reduce risk factors.

The 10 key issues found in the Safety Issues Investigation into Fishing Safety in Canada, continue to provide a good checklist for the fishing industry and provide a logical basis for the next Fishing Industry Safety Strategic Plan.

## KEY ISSUES

1. Stability
2. LifeSaving Appliances
3. Training
4. Fatigue
5. Safe Work Practices
6. Safety Information
7. The Regulatory Approach
8. The Cost of Safety
9. Fishing Industry Statistics
10. Fisheries Resource Management

## Transport Canada

Fish Safe isn't the only place noting changes. TC said goodbye to long time Regional Director Jim Lawson, who retired this year. Coming on board is a familiar face on the west coast. Yvette Myers will be stepping into the RD role at TC Pacific Region. Yvette's background with Coast Guard, as Director of Marine Investigations at TSB and most recently as Executive Director of Navigation Safety at TC gives her a well rounded perspective for her new role. We look forward to working with her on fishing safety.

We also were encouraged to meet with Minister of State, Stephen Fletcher at his request to discuss reducing regulations and getting rid of what he called regulatory irritants. We were happy to supply him with a well crafted list and recommendations for a more regional approach and recognized industry equivalencies when it comes to fishing safety.

CMAC– John Krgovich attend the November session of National CMAC in Ottawa. John provided the Pacific regions perspective to all committees and a presentation on Fish Safe programs to the standing committee on Fishing Vessel Safety. There are some on-going amendments with the Marine Personal Regulations and the new Fishing Vessel Safety Regulations continue to be drafted. This seemingly never-ending drafting is due to TC's efforts to incorporate International standards into what for the most part are domestic operating vessels. We are not really seeing the benefits of this as yet and where there were opportunities to reduce the load of certification requirements using SCTW-F it appears that TC chose not to do that. Continued attendance at this bi-annual meeting keeps us in the loop and we hope it brings some fishing reality to the those using regulations to try and improve safety.

## WorkSafeBC

Along with the theme of change, we welcomed new Industry and Labour Services Manager Tom Pawlowski to the team this year. Tom is fairly new to WorkSafeBC, coming from the BC Coroner's office a couple of years ago. Tom is working with long time Industry Specialist Ellen Hanson and Fish Safe to develop some key performance indicators (measurements) for all that is being accomplished in fishing safety. Tom and Ellen work closely with Fish Safe to keep up to date on industry concerns and make sure the contract for the industry levy is managed in an efficient manner.

On the prevention side we have seen an increased presence of Safety Officers on the fishing grounds. Safety officers are continuing to focus on PFD wear, safety procedures and emergency drills. So make sure you have your safety program in place including PFDs.

If you need help getting your safety program together, give us a call and we will get a Safest Catch Advisor to assist you.

**604.261.9700**

# Claims 2012

Claims review is generally done on a quarterly basis to assist with correct coding and claims management. Duration of claims continued to be a topic for discussion as well as the factors that are unique to fishing that cause a disparity with the average duration in other work sectors. Factors include the aging workforce. Return to work after injury statistics show that age is directly connected with the time it takes to return to work. A 20 year old is generally on a claim for 20 days and a 40 year old 40 days. You can see we are going to have duration issues when our average workforce (according to the recent Labour Market Profile 2013) shows that 54% of all BC fishermen are over the age of 45. Another factor that was explained was the addition of duration days to a claim when there is an appeal process. This extends the life of the claim. We are working with WorkSafeBC on a Fishing Claims Workshop for next year. This workshop is being designed to assist all involved in the claims process including the injured worker, master, fish buyer and WCB case managers to better understand the process in an effort to reduce claims issues and duration. Roles and responsibilities of everyone will also be outlined.

Assistance was given to fishermen in filing claims and working with the claims system as well as assisting claims staff in processing claims.

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

	2012	2011	2010	2009	2008	2007	2006
Dive	7	5	6	7	3	3	2
Trap & Longline	30	22	31	33	28	19	44
Trawl	38	30	24	22	28	19	34
Gillnet/Troll	22	15	11	9	10	12	26
Seine	9	17	23	14	16	8	9
Packing (including aquaculture)	6	11	4	4	3	3	14
TOTALS	112	100	99	89	91	122	129
Fatals	1	2	1	0	2	3	2

Average age of injured was 42 with a range of 17-75 yrs.

Claims duration range was 3 days to 406 days with an average time on wage loss claim of 103 days.

These numbers were provided by WorkSafeBC.

# Financials

Funding for fiscal 2012/2013 was provided by WorkSafeBC through our industry self levy partnership program and PICFI (Pacific Integrated Commercial Fisheries Initiative).

## FINANCIAL SUMMARY

*April 1, 2011-March 31, 2012*

Previous Year Carry Forward	23,000
WCB Fishing Assessments	400,000
DFO PICFI	115,000
Course and Materials	32,000
TOTAL	570,000
USE OF FUNDS	
Safest Catch Program	140,000
Courses and Safety Promotion	87,000
Meetings/Events/Workshops	8,000
PICFI Workshops	115,000
Claims/Assessments	1,000
Administration	219,000
TOTAL	570,000

# Assessments

Assessments were reduced from 6.03 in 2012 to 5.95 in 2013 which includes the increase in levy for the Fish Safe program. Unfortunately we are told we could see an increase in the 2014 assessment rate due to actual assessment payroll being under budgeted for 2013.

Actual Claims cost for fishing has remained fairly steady over the last 5 years averaging around 3 million.

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





# Fish Safe Advisory Committee

The Fish Safe Advisory Committee met January, May, October and February this year and dealt with several interesting safety topics. This group has worked together for some time now and shows their enthusiasm by their regular attendance and participation at meetings and on sub-committees when required.

This year the committee worked on several safety issues and as a result they recommended:

- Best Practices Documents for all species groups
- Lead by Example - All Skippers take the lead by wearing PFDs anytime they leave the wheelhouse
- WorkSafeBC to work with the dive industry on a solution for Notice of Project
- Research Fire Suppression options for small fishing vessels
- A PFD Workshop
- A proposal to WorkSafe for acceptance of 50 Newton PFDs for working on deck
- To continue with Drills Days and Show me your PFD events
- Changes to the Marine Personal Regulations including Officer of the watch certification, length measurements and bridging of certificates.
- Coast Guard to forward information on EPIRB best practices and post on the Fish Safe website
- A list of Transport Canada Regulatory Irritants and recommendations for Regional application and Industry Equivalencies for Safety Training for Minister Fletcher.
- The UFAWU Beachline Safety Course for the salmon season
- A Safe Boarding of Fishing Vessels committee be struck and a document drafted for improving communication with those that board fishing vessels.

## CHAIRS: Ralph Roberts and Gina McKay

Ben Mabberley	Baines Fishing
Bill Duncan	Native Brotherhood of British Columbia
Bob Hall	Canadian Fishing Company
Brent Melan	Fisherman
Brian Mose	Deep Sea Trawlers Association
Bryan Safarik	Manager, Nordic Pearl
Chris Ashton	Area B Harvest Committee / Area B Seine Society
Kent Hillman	Canadian Fishing Company
Heather Mearns	United Fishermen and Allied Workers' Union
Harold Wulff	Canoe Pass Fisherman's Cooperative
Dave Hardie	Pacific Halibut Management Association of BC
Denise Jenkins	Oban Ventures
David Rahn	Western Mariner
Gord Cranton	BC Tuna Fisherman's Association
Joe Bauer	Scotch Pond Heritage Co-op.
John Lenic	Fisherman
John Secord	Pacific Coast Fishermen's Mutual Marine Insurance Co.
Tom Amirault	Nesika Insurance
Michelle James	BC Seafood Alliance
Mike Buston	S & S Vessel Holdings
Paul Bevandick	Pacific Prawn Harvesters Association
Renee Mann	Mariner Seafoods
Ross Holkestad	Fishing Vessel Owners Association / Harbours Assoc.
Tim Joys	Underwater Harvesters Association

## EX OFFICIO MEMBERS

Abby Ghuman	Department of Fisheries & Oceans (Pacific Region)
Andy Allan	Transport Canada Marine Safety
Glenn Ormiston	Canadian Coast Guard / Department of Fisheries
Dennis Chalmers	Prov. Of BC, Oceans & Marine Fisheries Division
Ellen Hanson	WorkSafeBC
Glenn Budden	Transportation Safety Board
Pat Olsen/Bruce Logan	WorkSafeBC
Zenon Szlachetka	Transport Canada Marine Safety

## EXPERT / RESOURCE MEMBERS

Alex Brydon	Merlion Marine Services Inc.
Barb Howe	Quinte Marine Services
Ivan Oxford	Camosun College
Leslie Taylor	Harbour Authority Association of BC
Peter Ryan	Ryan & Associates
Myette Acha	St. John Ambulance
John Simpson	J. Simpson Ltd.



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