

BC Safety
Charter



A commitment from CEOs

2015-2017

Three-Year Action Plan

Charter Member Commitment



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BC Safety Charter

Background and Overview

The Manufacturing Safety Alliance of BC is the host organization for the BC Safety Charter. The Alliance was established in 2007 with an inaugural mandate to reduce the high injury rate in the food processing sector and expanded in 2010 and again in 2012 to include 20 classification units in the manufacturing sector. The Alliance operates on a province-wide basis representing over 3000 employers in British Columbia.

In 2008, the Alliance observed a health & safety knowledge gap through consultations with CEOs and in response the concept of a Safety Charter was identified and successfully executed in 2011. A total of 22 member signatories was obtained at the inaugural BC Safety Charter event and formed the foundation for our present commitment of 210 BC Safety Charter signatories by 2017.

The BC Safety Charter Steering Committee was formed in 2012 with the objective of developing a plan to achieve the BC Safety Charter mission. The initial 2012-2014 Action Plan created by the seven member steering committee was successfully executed and in July 2014 the Action Plan was reviewed and updated resulting in the BC Safety Charter Action Plan 2015-2017.



Planning Process

The BC Safety Charter developed its first Action Plan in 2012 through discussions with the inaugural signatories. The 2012-2014 Action Plan, which focused on a number of key action initiatives and as approved by the Manufacturing Safety Alliance of BC board, acts as the foundation for the 2015-2017 Action Plan.

The Action Plan provides the basis for developing annual business plans and will be reviewed annually by the BC Safety Charter Steering Committee to ensure that activities are consistent with its direction and that emerging issues are being addressed.



Vision, Mission and Core Values

Vision

All British Columbia business leaders value and create a culture of safety and well-being, making our province the safest place to work and live in Canada.

Mission Statement

Our Mission is to ensure every business leader in BC is actively engaged in delivering on the commitments of the BC Safety Charter.

Core Values

We believe in:

Active Participation Commitment Accountability



BC Safety Charter Steering Committee Members

The Steering Committee is made up of Charter members who have agreed to champion the Charter and see us through to accomplishing our goal of having 210 members on the Charter by 2017.

These leaders have been the driving force behind the growth and promotion of the Charter and are the people who will mentor you in your commitment to health and safety and achieving our goals.

Committee Members



Ben Hume, Chairman, President of Sheppards Building Materials



Rick Gibbs, Co-Owner and President of Neutron Factory Works



Dan Reader, President of Murray Latta Progressive Machine Inc.



Sandra Oldfield, President and CEO of Tinhorn Creek Vineyards



Matt Williams, President of Williams & White



Lisa McGuire, CEO of Manufacturing Safety Alliance of BC



The Charter



Health & Safety Leadership Charter

This Charter represents commitment from leaders of industry and organizations in British Columbia to create a culture and adopt practices that value health and safety.

It is founded on the principle that the effective management of health and safety is essential to long term success, profitability and sustainability. By supporting this charter, senior executives commit themselves to working towards the goal of being corporately sustainable and demonstrating leadership in their communities.

Mission

All British Columbia business leaders value and create a culture of safety and well-being, making our province the safest place to work and live in Canada.

Vision

Our Mission is to ensure every business leader in BC is actively engaged in delivering on the commitments of the BC Safety Charter.

By signing this charter, I commit to:

1. Establish a sound health and safety culture and practices in my organization.
2. Provide a workplace which protects the health, safety and well-being of my employees, and the contractors, clients, customers and members of the public with whom we deal.
3. Enable and engage all employees and stakeholders to collaborate in improving health, safety and well-being.
4. Promote and measure health and safety performance and take personal responsibility for continuous improvement.
5. Participate in leadership initiatives which foster the overall improvement of health and safety performance in BC business.

I support and will take action towards applying the intent and principles of the Health and Safety Leadership Charter.

Signed: _____

Name: _____

Position: _____

Company: _____

Date: _____





Why Sign ?

Signing the BC Health & Safety Leadership Charter makes an enormous amount of business sense.

Saving and enriching the lives of our employees and communities while achieving significant measurable, bottom line growth is what the Charter is all about.

By signing the Charter you will be launching yourself and your company on a course to higher performance and responsible corporate growth.

Be recognized as one of BC's corporate leaders. Commit yourself and your company to embracing the values of the Charter, achieving a culture of safety, and joining a team of innovative leaders who are building BC's first Health & Safety Leadership Charter.





Key Performance Indicators (KPIs)

Within our planning framework, it is important that we have a set of specific measurable indicators that can be used to assess our progress towards the attainment of our Vision, Mission and Core Values.

We aim to increase the number of signatories by 30 annually from 150 in 2015 to 210 total in 2017 and within the growth of the Charter membership to see the number of Manufacturing Safety Alliance of BC members maintained at 80%. We expect to see an increase in CEO participation in BC Safety Charter activities among our signatories from 80% in 2015 to 90% in 2017.

One of the goals of BC Safety Charter members is to build a health and safety management system to the Occupational Safety Standard of Excellence (OSSE) or equivalent standard. We expect the number of BC Safety Charter members pursuing the OSSE Journey or becoming OSSE certified to increase from 60% to 80% from 2015-2017.

We are looking to see a positive trend improvement annually in organizations who have completed the KPI Improvement Index as well as a statistically significant increase in safety performance results by charter member organizations compared to non-signatory organizations in BC.

Finally, revenue improvements from charter programs and services are targeted at 10% more revenue in each subsequent year for 2015, 2016 and 2017.



Strategies

The Steering Committee produced a set of four Core Strategic Initiatives that incorporate the various activities and services utilized to advance the initiative throughout the year. Resources within the Manufacturing Safety Alliance of BC 3-year Strategic Plan have been allocated to support the initiative.

The BC Safety Charter 2015-2017 Action Plan identifies four Core Action Initiatives with Key Performance Indicators (KPIs) attached to assess our progress towards the attainment of our Vision, Mission and Core Values.

Defined action items were developed for our core initiatives of Outreach, Education, Measurement and Financial Management.

Outreach Strategy

Increasing engagement among CEOs and industry leaders requires a focused outreach strategy. The 2015-2017 Action Plan has identified the goal of increasing the number of BC Safety Charter signatories to 150 in 2015, 180 in 2016 and 210 in 2017. Additionally, we are targeting an annual 5% increase in CEO signatory participation to reach 90% by 2017.

Our strategy to increase the number of signatories begins with conducting 50 individual consultations with follow ups annually as well as developing and launching a BC Safety Charter member referral program in 2015.

Our presence will be noticed throughout the province as we host four breakfast sessions annually and conduct Town Hall Sessions in regions of BC to promote the work and activities of the BC Safety Charter. These outreach initiatives are in addition to our annual OSSE Awards Gala which will incorporate BC Safety Charter content.

We will continue to engage our members through our monthly e-newsletters and by maintaining a current BC Safety Charter Website through the conclusion of this Action Plan.

Education Strategy

Critical to the success of the BC Safety Charter initiative is empowering our existing signatories to act as advocates for our Vision, Mission and Core Values. When the leaders of organizations buy in to the culture of health and safety there is an immediate positive effect that permeates through the rest of the company.

The 2015-2017 Action Plan identifies a KPI reaching 80 Manufacturing Safety Alliance of BC member organizations where the CEO has signed the BC Safety Charter and increasing the percentage of signatories who achieved OSSE certification or are actively pursuing that goal. In 2016 we will be developing a process to support BC Safety Charter signatories, regardless of their industry, in the process of starting the journey to OSSE or other equivalent standards.

We will position ourselves to succeed by aligning new signatories with industry leaders who have already completed the OSSE Journey and can testify to the positive effect the process had on their operations. Our mentoring program for CEOs will be established in 2015 and maintained through 2017. A key component of our educational KPI is the establishment of OHS Peer Groups and we will help facilitate multiple peer to peer sessions annually. Finally, we aim to inspire our BC Safety Charter signatories with annual Executive Transformational Leadership sessions.

Measurement Strategy

Starting in 2016 we will begin the process of obtaining completed Key Performance Indicator assessments for each BC Safety Charter member. A baseline for the BC Safety Charter initiative will be established in 2017 using academic data in collaboration with an academic institution.

We will have reached our KPI goal by seeing higher safety performance results by charter member organizations compared to non-signatory organizations in BC and by measuring a scoring improvement by organizations that have completed the KPI Improvement Index.

With key BC Safety Charter data collected we will be positioned to identify trends and in 2017 we will put that knowledge to use in determining future program and resource development.

Financial Management Strategy

The solvency of the BC Safety Charter is critical to our Vision, Mission and Core Values. Annually, the BCSC Steering Committee will develop a budget and assess progress.

New revenue generating programs will be developed annually and will support the BC Safety Charter initiative with the goal of a 10% year-over-year net revenue improvement from Charter programs and services.



Making a Difference

How the Charter and an effective Safety Culture can help businesses build better communities



Corporate Responsibility

Communities want to attract companies with a commitment to the health and safety of their citizens.



Social Responsibility

A safe workforce who trust their employer has done everything possible to ensure that their safety is more committed to the success of the business.



Corporate Sustainability

People are the most critical component of a company's corporate sustainability strategy. They should be treated as key partners to the success and sustainability of your business.

Contact Us to Start the Journey

1.604.795.9595

www.bcsafetycharter.ca

A Charter Member from the Steering Committee will get in touch, welcome you aboard and give you advice and orientation.

Initiative Sponsors