

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	Employer	Location	Classification Unit Number	Activity Time Recorded*	Travel Time Recorded*
2007-09-25	2007157520341	0	4000	028	841102	0.50	0.00

* 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)
>100		2007-09-17	N	N	N	

Head Office	Job Site
PROVINCIAL GOVERNMENT WORKERS' COMPENSATION PROGRAMS BC PUBLIC SERVICE AGENCY P O BOX 9404 STN PROV GOV'T VICTORIA BC V8W 9V1	Surrey Pretrial Services Center 14323 57th Ave. Surrey, BC

Portion Inspected	Meeting UNKNOWN
Violations	NO ORDERS WRITTEN

Employer Representative Name	Accompanied By Employer Representative
Steve Phillips	Steve Phillips
Employer Representative Position	Accompanied By Worker Representative
DEPUTY WARDEN	OHS committee member
Phone Number	Organization
-	BCGEU
Signature	Officer of the Board / Signature
	SCHOUTEN, RONALD

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Delivery Method: Email

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Regulation(s) Referenced in Inspection Text

OHS 4.28.(1), OHS 4.28.(2)(a), OHS 4.28.(2)(b), OHS 4.28.(2)(c),
OHS 4.29, OHS 4.29.(a), OHS 4.29.(b), OHS 4.30.(1), OHS 4.30.(2),
OHS 4.30.(3)(a), OHS 4.30.(3)(b), OHS 4.30.(3)(c), OHS 4.30.(3)(d),
WCA 115.(1), WCA 115.(1).(a), WCA 115.(1).(a)(i), WCA 115.(1).(a)(ii),
WCA 115.(1).(b), WCA 115.(2), WCA 115.(2).(a), WCA 115.(2).(b)(i),
WCA 115.(2).(b)(ii), WCA 115.(2).(b)(iii), WCA 115.(2).(c),
WCA 115.(2).(d), WCA 115.(2).(e), WCA 115.(2).(f), WCA 115.(2).(g),
WCA 115.(2).(h)

Inspection Text

Issued on: 2007/09/25

Officer Inspection Text

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This is a revised issue of the previous Inspection Report 2007157520328 and contains amended text in paragraphs 2 and 4 of page 5 from the original inspection report. These amendments have been issued to better represent the facts at the date on which the meeting took place.

This inspection report has been generated to record discussions carried out and information gathered during a meeting held on September 17th, 2007 at the Surrey Pretrial Services Center (SPSC).

The meeting was to discuss the progress thus far achieved in the completion of the Accommodation Plan Working Group (APWG) risk assessment, for the upcoming inmate to officer ratio increase in the Living Units, and the implementation of the recommendations to date.

In attendance at this meeting were the following representatives:

Steve Phillips, Deputy Warden SPSC
Pat Anesty, JOSHC Co-Chair - SPSC
Sandra Vallee, Union JOSHC member SPSC
Ron McCabe, Union JOSHC Member - Fraser
JOSHC worker representative
Ron Schouten Occupational Safety Officer WES-FVR, Prevention Div.

The APWG had completed the risk assessment entitled, Risk Assessment for Violence in the Workplace In Relation to an Increasing Count, in June 2007 and had subsequently made the risk assessment available for review by the JOSH committee representatives as of June 13, 2007.

This Officer had received and reviewed a copy of the APWG's risk assessment prior to this meeting and has found that it meets the requirements of OH&S Regulation 4.28(1)and(2)and the associated Policy item R4.28-1 with regards to the detail and manner in which the risk assessment was undertaken, completed, and presented.

Employer Representative	Officer of the Board
Steve Phillips	SCHOUTEN, RONALD

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The purpose of the risk assessment was to determine what measures could reasonably be undertaken by the employer to eliminate or minimize the risk of worker injury due to violence as a result of the inevitable increasing inmate counts in the living units. Due to the increasing population of the region, and accordingly the criminal element, the inmate intake counts at this facility have steadily increased in the recent past and are projected to continue to increase in the future. At this meeting, a document was presented to all attendees that detailed the counts of inmates that were detained and sleeping in the Records area (night) and gymnasium (day) as there was no available beds in the Living Units. These counts on some days were in and around twenty inmates.

For the purposes of this meeting, a spreadsheet was developed by the employer which outlined all twenty one(21) recommendations which were the result of the risk assessment, including one(1) which was added during the review of the APWG risk assessment by the JOSH committee. As elimination of the risk in this work environment is not possible, the focus of the recommendations were to minimize the risk as much as is reasonably possible as per the requirements of OH&S Reg. 4.29 (b).

The spreadsheet included a column for each of, the description of the Recommendation, the associated JOSHC Comments, and the Status of each recommendation as to implementation. All attendees to the meeting were provided a copy of the spreadsheet and the contents were reviewed by all during this meeting.

It was noted that 17 of the 21 recommendations were fully supported by the JOSHC review, 3 were supported in principle, and one was not supported without further information. The recommendation which was not supported by the JOSHC review involved restructuring of the common room area and this recommendation has not been implemented and no action taken. Of the remaining 20 recommendations, all have been implemented or are in the process of implementation as of this date.

It was also stated at this meeting that the signatory Union executive, representatives, and members, are strongly opposed to any increase in inmate to officer ratio in the Living Units. The representatives stated that they do not feel this facility is constructed or arranged to accommodate the increased inmates.

In order to investigate alternatives to the increased inmate intake at this facility, this Officer requested information on the other corrections facilities in the province. The employer representatives at this meeting informed this Officer that there is already a system in place whereby the facilities attempt to transfer potential inmate intakes to other facilities in the region, however, the requests are increasingly meeting rejection as all the facilities are at capacity. This information leads this Officer to believe that there is no alternative at this point in time, to the inmate increases in the Living Units at this facility.

With the inmate increase an inevitable reality, the review of the APWG risk assessment recommendations was conducted during this meeting and the following observations are noted;

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As per the recommendations the employer has implemented additional staff in the areas of the Living Unit facilities in the form of additional Prowl Officer coverage and Correctional Supervisors. In addition the employer is also providing upgraded training to staff and supervisors, including "use of force" training.

As per the recommendations the employer has instituted, or is in the process of instituting, new standard operating procedures which includes correction officer radios, shift exchange information logs, search procedures, intake processing, CCTV monitoring, and Code Yellow response.

And also as per the recommendations the employer has, or is in the process of, developing programs designed to get segments of the inmate population out of the Living Units as much as possible, such as work programs, education programs, and also fitness programs.

In addition, the employer has conducted an assessment of the sociological impact of increased inmate counts in the Living Units with respect to the inmates themselves, and as a result have increased, or is in the process of increasing, the available Living Unit Inmate services, such as phones, chairs, tables and rice cookers.

The main item noted during the review which has not been implemented to date is the installation or construction of emergency egress routes for the corrections officers in each Living Unit. The egress routes would be located in the lock equipped safe rooms (bathroom or office) and would afford an Officer an escape route in the event of an emergency due to the threat of violence from the inmate population.

The employer stated that this item is currently under review by a consultant to determine the best way to construct these egress routes and still maintain the structural integrity of the building. In the opinion of this Officer, it is imperative that this recommendation be implemented as soon as possible once the consultant has completed the review and submitted a plan for construction.

Upon completion of this Officers review of the risk assessment information presented during this meeting it is my conclusion that the employer is in compliance with OH&S Regulation 4.29 and 4.30 and the associated Policy item R4.29-1. As this is a performance based regulation and not a prescriptive one, it is the responsibility of the employer to ensure that ongoing monitoring and review of the measures taken, and policies and procedures implemented, is carried out to ensure their effectiveness and identify areas for improvement or adjustment. The ongoing review must also take into account the availability of additional resources or changes in technology.

For more information on the Workers Compensation Act and the Occupational Health and Safety Regulations and Guidelines please go to our website at www.worksafebc.com

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