



2024 Annual Report for WorkSafeBC

ENERGY SAFETY CANADA BC

APRIL 2025

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1.0 Executive Summary

Energy Safety Canada (ESC) is pleased to present the following report on delivering 2024 initiatives in British Columbia (BC). ESC's Fort St. John office provides the energy industry in BC with safety resources and training.

ESC launched several new initiatives in 2024, including a mental health awareness campaign, a full-day in-person safety conference, and a hazard management campaign. These initiatives were intended to increase industry stakeholders' awareness and knowledge of various health and safety issues affecting the energy industry.

ESC supported regional industry employers, providing 29 employer consultations to help companies improve their safety performance, access training and workshops, obtain Certificate of Recognition (COR) information and services and access additional safety resources and information.

To help employers prepare for the significant legislative changes in BC, ESC hosted several webinars and in-person forums, and distributed bulletins to raise awareness and provide information on Bill 41 Return to Work and the first aid regulation changes.

This year, ESC focused on enhancing relationships with key industry stakeholders, government officials and the health and safety community. ESC engaged with regulators to stay informed about legislative changes and issues. Additionally, they facilitated and participated in industry meetings to present to various groups within the industry.

In 2025, ESC will continue to enhance industry awareness and knowledge. The organization will engage with employers on an individual basis to address long-duration claims, as well as injuries caused by falls and struck-by incidents. Additionally, ESC plans to build on the success of the 2024 Health and Safety Conference by offering an expanded program in 2025. These initiatives, along with other planned activities, will promote consistent safety improvements in Canada's energy industry.

2.0 Results of the 2024 Health & Safety Association Workplan

2.1 Industry Support Service

ESC offers one-on-one consultations to provide comprehensive and targeted support to its stakeholders. These consultations help industry employers identify potential areas for improvement and provide educational resources on effective solutions. Additional support services include virtual meetings, telephone consultations, data reports and presentations on relevant safety topics.

In 2024, ESC met with 29 employers from various sectors in BC, including service, pipeline construction and production to provide one-on-one support. These meetings mainly concentrated on upcoming changes to first aid legislation, which increased awareness of ESC's resources and services. As a result, relationships with the employers were established or strengthened.

2.2 Psychological Health and Safety Awareness Campaign

This year, ESC launched the Psychological Health and Safety (PH&S) initiative, leading to a year-round campaign to increase awareness of the rising number of work-related PH&S claims and their impact on employers and employees.

The campaign also provided an overview of the legislative requirements concerning physical and PH&S in the workplace. It offered resources to support PH&S management that can be incorporated into a comprehensive health and safety management system.

ESC issued a [Mental Health: What You Need to Know](#) Safety Bulletin in January 2024. The bulletin provided strategies for maintaining and improving one's emotional and psychological well-being and included a comprehensive list of resources for employers and workers.

In collaboration with the Centre for Suicide Prevention, ESC hosted two in-person workshops that discussed WorkSafeBC (WSBC) claim data, highlighted WSBC's PH&S Planned Inspectional Initiative, strategy, areas of focus and ESC's [Psychological Health and Safety Resource Centre](#).

The workshop included a presentation on Tough Enough to Talk About It, a comprehensive mental health program created specifically for trades, industry and agriculture. The program focuses on the unique nature, risks and rewards of demanding sectors and its impact on mental health and well-being.

In addition to the workshop, ESC hosted a webinar in April to address the critical issue of mental health in the energy industry: [Finding Your Voice and Redefining Strength in the Energy Industry](#). 85 people registered for the free webinar.

In May 2024, representatives from ESC presented at the Mental Health Summit in Grande Prairie, Alberta. This summit attracted employers from the Peace region, including northern British Columbia and northern Alberta. It allowed ESC to learn from other sectors while promoting its resources and future projects in the public health and safety sector.

ESC continuously engaged with WSBC throughout the year to provide additional PH&S resources to share with stakeholders.

ESC's Leadership for Safe Workplaces (LSW) course was updated in 2024 to incorporate Human and Organizational Performance principles and provide insight into how leaders can help create a psychologically safe workplace.

ESC took part in a research initiative led by the Milken Institute that focused on the health of remote workers. This initiative aimed to provide insights and perspectives on resources, strategies, and policies to improve overall health and mental well-being for remote workers, including those in fly-in/fly-out and camp-based roles.

2.3 Creating Energy Northern Resource Conference

At the request of the BC Advisory Committee, the ESC Fort St. John office held an in-person safety conference in Fort St. John—its first conference since 2014. ESC partnered with the Fort St. John Chamber of Commerce in a conjoined event, the Creating Energy Northern Resource Conference, from May 21 to May 22.

The conference focused on innovations and advancements in the energy sector and safety initiatives.

ESC's safety-focused day took place on May 22 with 86 registrants and included engaging sessions that discussed mental health, regulatory updates, panel discussions and Human and Organizational Performance:

- Keynote Presentation: Sick Not Weak by Michael Landsberg
- WorkSafeBC Regulatory Update by Egan Wuth
- Wildfire Panel: A panel discussion focused on wildfire issues and impacts on industry featuring James Bergen with BC Wildfire, Peter Dalton with the BC Energy Regulator, and Kait Hogg with Tourmaline Oil
- Human and Organizational Performance with Jefferey Lyth

The President of the FSJ Petroleum Association Curtis Whitford served as the emcee for the Energy Industry Health and Safety Conference, bringing valuable industry experience and strong connections with attendees.

The next Energy Industry Health and Safety Conference is planned for 2025.

2.4 Hazard Management Awareness Campaign

In support of and alignment with WorkSafeBC's risk identification efforts in BC's energy sector, the ESC Fort St. John office engaged the services of an experienced facilitator. It utilized ESC resources to offer educational opportunities that increased awareness and knowledge of hazard identification and mitigation.

Four free in-person workshops were scheduled throughout 2024 to allow various stakeholders to attend. The workshops also provided lunch and networking opportunities.

Topics covered in the workshops included:

- Legislated responsibilities of employers around hazard identification and risk management
- ESC's Energy Wheel Resources
- Hazard hunts using energy industry scenarios and photos
- Hierarchy of controls

2.5 Safety Practitioner Meetings

ESC regularly hosts meetings for those in health and safety roles on emerging issues in BC's energy sector, including regulatory updates, information about new ESC tools, training and resources and other subjects relevant to industry employers.

The following Safety Practitioner meetings were held in 2024:

Webinar: Bill 41 and Return to Work Information Session | January 18, 2024

85 people registered for the Bill 41 and Return to Work Information Session, which was facilitated by WSBC representatives. The facilitators shared valuable insights into effective collaboration and communication strategies to support employers in meeting Bill 41 obligations: The duty to cooperate and duty to maintain obligations when a worker is injured. The webinar also included best practices for Return to Work (RTW) and the role of early active rehabilitation in achieving successful RTW outcomes.

Webinar: First Aid Legislation Changes | October 9, 2024

Significant changes to first aid-related legislation came into effect on November 1, 2024. To support energy industry stakeholders, ESC delivered a webinar facilitated by a panel of speakers from WorkSafeBC.

Over 330 individuals registered for the event that provided clarification on the impending updates, covering everything from first aid kits, training, response personnel, and drills. After the formal presentation by the panel of speakers, a Q & A session was opened to allow attendees to obtain responses to specific questions and scenarios.

ESC's Fort St. John Office collaborated with WSBC to provide ongoing support for employers regarding the legislation changes and its impact on their operations.

Employers' Advisers Workshops | December 4 - December 5, 2024

ESC partnered with the Employers' Advisers Office to bring several in-person workshops to industry stakeholders on various topics, including incident investigation, due diligence, hazard identification and workplace inspections. Each workshop had 10 to 15 participants. These events were provided at no charge.

3.0 Organizational Capacity Activities

This section follows the required reporting elements outlined in ESC's approved HSA 2024 Initiatives Workplan.

3.1 ESC BC Advisory Committee

The ESC BC Advisory Committee comprises representatives from industry trade associations and individual employers in British Columbia. The committee meets quarterly to review injury statistics, provide insights and support for the HSA work plan and budget, and share updates from industry associations and BC employers.

In 2024, two new members joined the Advisory Committee, and a new Chair was appointed. The Terms of Reference were updated to enhance the use of voting seats previously unoccupied by industry associations. These seats are now available to Members at Large, who are either part of an ESC industry funding code or members of one of the five energy sector industry associations.

3.2 Enhance Training for BC Employers

3.2.1 Support ESC Training Partners

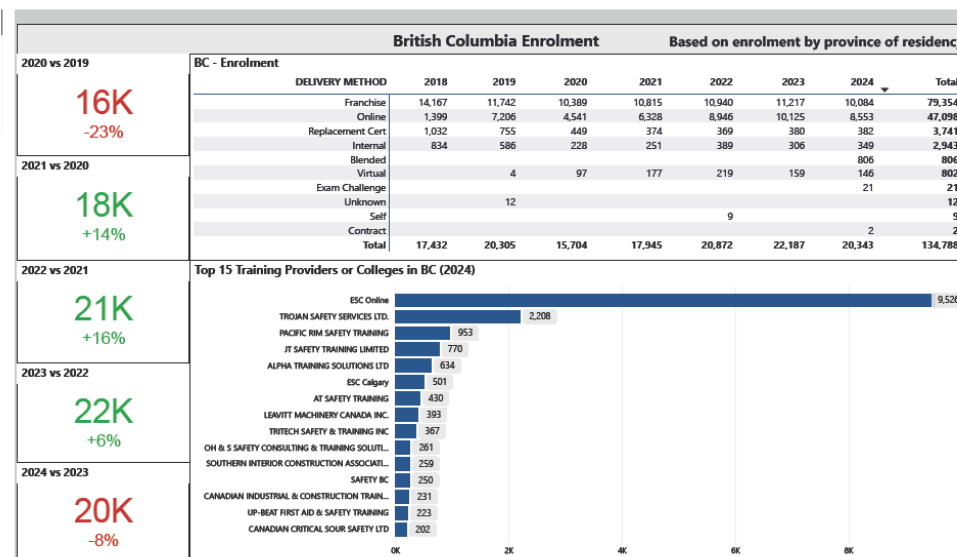
ESC conducted outreach visits with six Authorized Training Providers (ATPs) in Northeastern BC in 2024. These meetings promoted consistent training delivery, early identification of improvement opportunities and increased adoption of ESC's standards. The meetings also covered potential expansion of course offerings and sourcing additional instructors to meet increased demand.

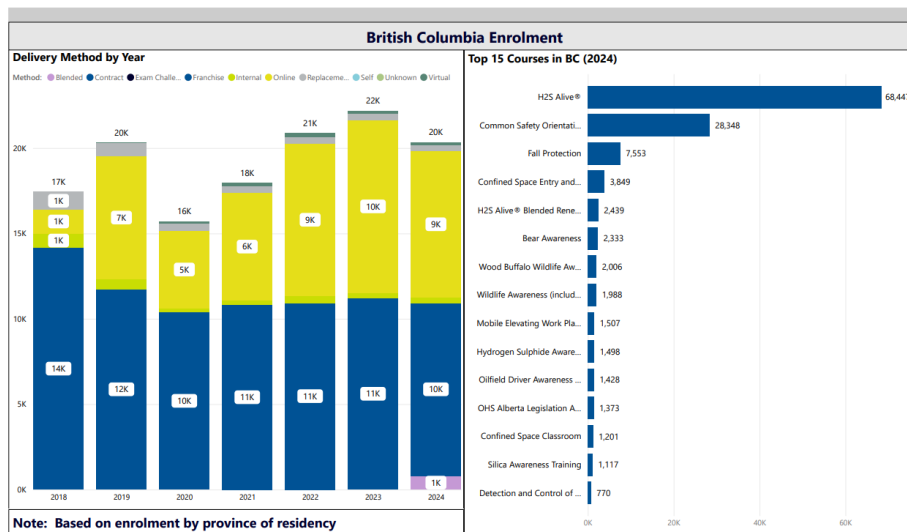
3.2.2 Training Course Delivery

Energy workers play a vital role in the industry, and it is essential that they receive the proper training to ensure their safety. In 2024, ESC offered a variety of courses, including Incident and Accident Investigation, the Certified Health and Safety Auditor Program, Certified Auditor Renewal, Safety Program Development, Leadership for Safe Workplaces and Well Service Blowout Prevention. ESC continues to provide several instructor-led virtual courses and self-directed online courses to make training more accessible for workers.

In 2024, a concerted marketing campaign was conducted to promote the requirement of Oilfield Driver Awareness training (or equivalent) required by 23.22 in the OHS Regulation. This campaign positively affected the awareness of this requirement, with the ESC office fielding numerous inquiries because of the advertising efforts.

Figure 1: ESC BC Enrolment Year-Over-Year (2018-2024)





H2S Alive® continued as ESC’s most in-demand course offering, with over 68,000 students completing the course in BC in 2024.

ESC BC’s Top 5 Courses:

1. H2S Alive
2. Common Safety Orientation (CSO) | Online
3. Fall Protection
4. Confined Space Entry and Monitor | Online
5. H2S Alive Blended Renewal | Online

3.2.3 Training Support Activities

ESC supports local stakeholders by selling training materials, providing access to a student computer lab for online courses and exams, issuing replacement certificates and offering our modern classroom for short-term rentals. In 2024, 22 students used the lab. Two local Authorized Training Providers and the British Columbia Construction Safety Alliance rented the classroom to deliver industry training courses. Over 380 replacement certificates were issued from ESC’s Fort St. John office in 2024.

4.0 Outreach Activities

4.1 Outreach

The following outreach activities were conducted in BC by ESC in 2024:

Northeast BC Producer Roundtable

The Northeast BC Producer Roundtable is comprised of key safety personnel from owner-operators in the region. The five meetings involved discussions on the use of QR codes in the industry, hearing conservation programs, vapour plume ignition training and wildfire response training requirements.

A significant concern identified in 2024 was the impact of new first aid regulations that took effect on November 1.

Additional meetings were scheduled outside of the regular quarterly meetings to address these concerns. This allowed participants to share information, resources, and concerns.

ESC arranged for STARS Emergency Response Support to meet with producers in the Fort St. John region to discuss their services and limitations. ESC also provided guidance and resources from BC Emergency Health Services regarding their response capabilities, helping producers develop realistic emergency response plans.

This group continues to provide an excellent forum for ESC to promote new products and services, build relationships with regional producers and request input and support for local initiatives. In 2024, three additional producers joined the group.

Industry Liaison and Events

ESC staff took part in numerous industry outreach activities in 2024:

- Attended the BC Natural Resources Forum in Prince George as delegates
- Delivered two presentations on Human and Organizational Performance by request to a large local energy industry employer
- Held a joint meeting with the BCCSA to support concerns of a local pipeline construction contractor
- Initiated outreach efforts to several Indigenous organizations in northeast BC
- Participated in the trade show held at the Western Conference on Safety in Vancouver - April
- Participated in the Bell Media Trade Show in Fort St. John - April
- Participated in the Day Of Mourning ceremony - April
- Met with employment centres in the region to share updates on ESC course offerings, and discuss supports available for new workers looking to enter the energy industry

Support for High School Career Exploration Programs

ESC has supported numerous career exploration programs at regional high schools by providing complimentary access to ESC's Common Safety Orientation (CSO) course as an introduction for new workers in the energy industry. The course introduces individuals to safe work practices and incorporates ESC's 10 Life Saving Rules.

Safety Audits & Certification (SA&C) Support

In collaboration with ESC's SA&C department, the BC office hosted a workshop on Formal Hazard Assessments to support stakeholders on this important part of their health and safety management system. In addition, current and potential COR and Small Employer Certificate of Recognition (SECOR) holders were offered the opportunity to book one-on-one meetings to discuss questions or concerns regarding their audits, the new COR audit software and other topics.

4.2 Training & Information Bulletins

ESC regularly issues bulletins as part of its ongoing communication with industry. Training bulletins offer information on upcoming courses offered at the Fort St. John facility, while information bulletins provide updates on regulatory changes, workshops and industry events. In 2024, 13 bulletins were sent to subscribers interested in ESC training, workshops and events, and informational updates. The email distribution lists gained 338 new subscribers in 2024, for a total of 3,157 subscribers.

5.0 Corporate Highlights

5.1 New President and CEO

ESC announced the appointment of Vineeta Maguire as its new President and Chief Executive Officer in June 2024. Ms. Maguire brings more than 30 years of deep operational experience in the energy industry. Her diverse leadership roles, from field operations to transforming supply chains, have integrated safety perspectives and improved the efficiency of multi-disciplinary teams, including trades, services, and vendors across the industry.

Ms. Maguire serves on Whitecap Resources Inc.'s Board of Directors. She is an advisor and mentor at the Haskayne School of Business and the Schulich School of Engineering at the University of Calgary. She has been recognized for her leadership and contributions with awards including the Queen Elizabeth II Jubilee 2023 Medal for volunteer service, a 2020 STEP Award from the North American Manufacturing Institute and was named one of the Top 100 Most Influential Women in Supply Chain in 2019.

5.2 ESC's Alignment on Its Strategy Articulation Map

Canada's energy industry is evolving, driven by technological advancements, demographic shifts and the need to enhance industry's reputation. One of the most critical challenges facing the sector is ensuring a robust pipeline of skilled talent. Projections suggest that by 2035, the industry will need to fill 90,000 net positions in the energy sector, underscoring both the risks and opportunities that lie ahead. ESC plays a crucial role in supporting the industry's growth and development in this evolving environment.

To navigate these challenges, ESC is committed to a focused and proactive approach centred on two primary objectives:

- Aligning on a clear strategic direction. This means enhancing our impact on safety performance within the petroleum and gas industry.
- Strategic engagement with adjacent sectors to accelerate industry learning and drive safety improvements across the broader energy landscape.

6.0 Priorities for 2025

6.1 BC Priorities

ESC will work to deliver objectives detailed in its 2025 BC workplan:

- One-on-one consultations with companies needing support within the 5 funding CUs
- Delivery of two safety practitioner meetings
- Health and Safety Conference
- Research into long-duration claims
- Awareness and education campaign focused on injuries caused by falls and struck-by incidents

6.2 Corporate Priorities

For 2025, ESC will focus on aligning and prioritizing its Strategic Articulation Map around three key strategic drivers:

- **Agile Operations:** ESC aims to enhance organizational efficiency and agility by leveraging data-driven analytics to inform both qualitative and quantitative decision-making.
- **Training Excellence:** Positioning ESC as the training provider of choice, the organization is committed to delivering high-quality programs that adapt to demographic changes and meet the evolving needs of the industry. ESC's educational offerings and methodologies will continue to progress in response to industry demands for cutting-edge resources and training.
- **Industry Impact & Engagement:** To maximize ESC's influence, the organization must increase industry awareness of its initiatives and bolster its brand recognition. Enhancing collaboration with key stakeholders and the broader industry is critical, as highlighted in recent discussions with industry leaders on revitalizing engagement strategies.

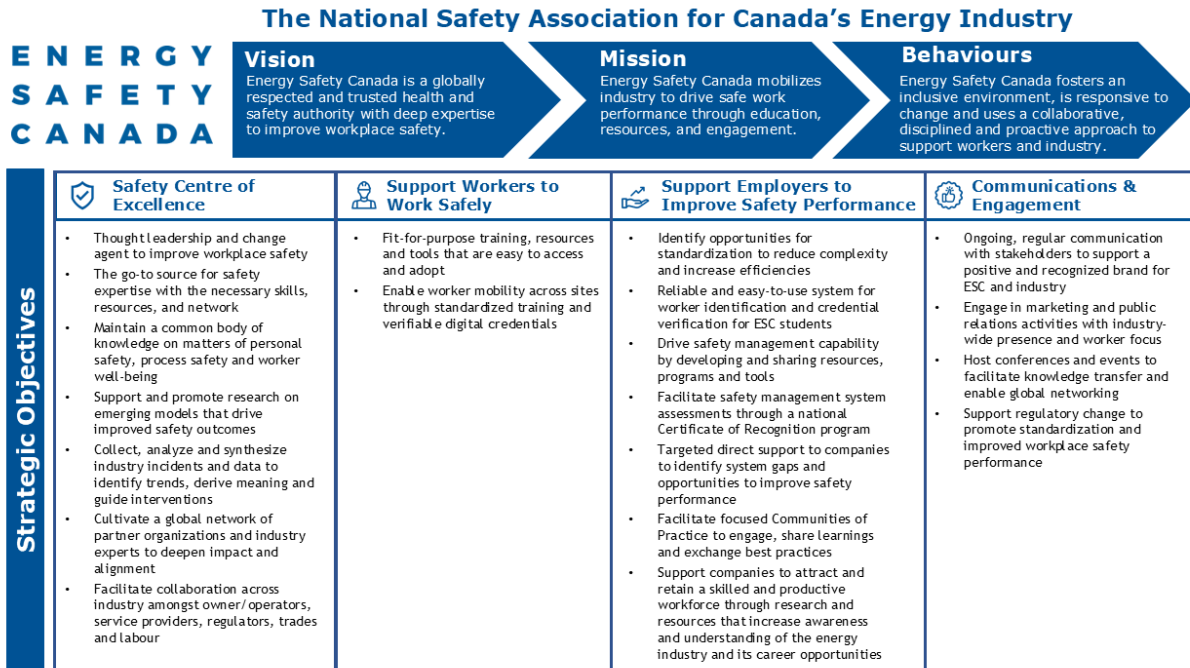
7.0 2024 Unaudited Financial Statement

ESC 2024 Revenue & Expenses (12 months)

Energy Safety Canada British Columbia 2024 Actuals December 31, 2024

	Annual	YTD	
	2024 Budget	2024 Actual	Variance
Revenue:			
WorkSafeBC Funding (current period)	\$670,000	\$670,000	\$0
Other Revenue	\$14,000	\$11,404	\$2,596
Total Revenue	\$684,000	\$681,404	\$2,596
Expenses:			
Salaries - Direct & Head Office Support	\$295,000	\$267,576	\$27,424
Benefits - Direct & Head Office Support	\$81,000	\$63,924	\$17,076
Consultants & Contractors	\$25,500	\$19,135	\$6,365
Advertising & Sponsorships	\$25,000	\$23,113	\$1,888
Board Expenses	\$1,200	\$542	\$658
Building Maintenance and Repairs	\$19,550	\$17,287	\$2,263
Telecommunications and Freight	\$8,240	\$5,596	\$2,644
Conference Registration and Meeting Expenses	\$12,300	\$9,660	\$2,640
Furniture & Equipment	\$2,000	\$2,682	(\$682)
Office Supplies	\$5,500	\$4,782	\$718
Property Taxes & General Insurance	\$500	\$0	\$500
Publications & Materials	\$1,000	\$0	\$1,000
Rent - Office	\$138,000	\$139,710	(\$1,710)
Technology	\$32,000	\$26,234	\$5,766
Training - Staff	\$2,500	\$1,979	\$522
Travel	\$33,210	\$14,822	\$18,388
Miscellaneous	\$1,500	\$1,502	(\$2)
Total Expenses	\$684,000	\$598,543	\$85,457
Excess (deficiency) Revenues over Expenses	\$0	\$82,860	(\$82,860)

8.0 Appendix A | Strategy Articulation Map (SAM) 2023-2027



Safety Doesn't Clock In And It Doesn't Punch Out It's 24/7

About Energy Safety Canada

For over 75 years, Energy Safety Canada (ESC) has been at the forefront of safety in Canada's energy sector. Created by industry, for industry, and backed by the Workers Compensation Boards of British Columbia, Alberta, and Saskatchewan, we are the national safety association dedicated to keeping energy workers safe and driving safety improvement across the sector.

What We Offer



Training

Focusing on practical, fit-for-purpose safety training, ESC delivers programs at hundreds of locations nationwide, equipping energy workers with the skills and knowledge they need to stay safe on the job.



Industry Engagement

ESC brings industry together through committees and communities of practice, fostering collaboration and the exchange of insights to elevate safety standards.



Safety Data and Insights

We provide valuable safety data and analytics, enabling the industry to identify trends, address challenges, and discover opportunities for continuous improvement.



Certifying Partner

As the official Certifying Partner for Canada's energy sector, ESC helps maintain and advance safety standards to protect workers and strengthen industry practices.

At Energy Safety Canada, our commitment is clear: to advance safety for every worker and organization across the energy landscape.

Looking to enhance your safety performance, access top-tier training, or engage with like-minded safety professionals? Visit [EnergySafetyCanada.com](https://www.energysafetycanada.com) to explore our training programs and join our safety communities. Let's work together to make safety a shared priority.