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SAFETY CONSULTING SPECIALIZING IN FATIGUE & STRESS
MANAGEMENT



Susan Sawatzky, B.Ed.,
CRSP, HSA, Cert. PHS Advisor

Founding Director of
In-Scope Solutions Ltd.

COMPANY PROFILE

In-Scope Solutions is a health and safety consulting company that offers unique and customized business solutions for a broad range of industry clients. Specializing in fatigue and stress management, In-Scope Solutions offers numerous services designed to collaboratively assist organizations in reducing risk and enhancing mitigation. To do this, In-Scope utilizes a comprehensive 5 step strategic approach: data assessment and diagnostics, senior leadership engagement, strategic FRMS development and implementation, comprehensive fatigue management training and post implementation analysis. With clients throughout Canada in the United States, In-Scope Solutions consults for a variety of industry sectors including the oil and gas industry, science and space agencies, mining and resource extraction, transportation, construction, chemical processing, utilities, nuclear, manufacturing and more.

ABOUT THE FOUNDER

Susan Sawatzky, B. Ed, CRSP, HSA, Director of In-Scope Solutions, is an independent consultant specializing in Fatigue Risk Management, Stress Management and Psychological Health and Safety in the workplace. She consults with a variety of industries and has clients across the United States and Canada.

Susan is an instructor with the University of Alberta, University of Calgary, and the the University of New Brunswick, working with each institution as both an instructor and a course designer. She instructs a broad range of courses including: Fatigue Management, Business and Leadership, Safety Management Systems, Communication, Safety Leadership and Psychological Health & Safety in their various OHS Programs.

Susan is an international speaker and keynote conference presenter. She has presented for a variety of conferences and organizations with notable clients including the American Society of Safety Professionals, the Canadian Society of Safety Engineering, the Direct Delivery Leadership Council, the Global Conference on Fatigue Management and National Aeronautics and Space Administration (NASA).

Susan works directly with many industry groups and associations to assist them in guiding change throughout their respective industries. She was involved in creating fatigue policy and guidelines for the Canadian oil and gas industry as the previous manager of their fatigue portfolio. Other industry experiences include drafting proposed provincial OHS Fatigue Legislation and creating the Best Practices Fatigue Guideline document for IOSH (the Industrial Occupational Health and Safety Association). Susan is also a certified External COR HSE Auditor and a CMHA Certified Psychological Health and Safety Advisor.

PROJECTS & EXPERIENCE

FATIGUE AND STRESS CONSULTING & TRAINING

NASA - National Aeronautics and Space Administration Fatigue and Stress Training

Presentation on Managing Stress and Fatigue During Covid. Through several months of consultation with NASA officials, a comprehensive online presentation was created reflecting NASA employee issues related to Covid. In-Scope Solutions created the material and delivered the online presentation to be distributed to all agencies across the country. In-Scope Solutions also brought in a medical doctor, Dr. Ajiri Ikede, specializing in aviation fatigue management to provide a 10-minute segment to ensure all client needs were met.

Pason Systems: Integrated Drilling Data Solutions Fatigue Consulting

Conducted a comprehensive Fatigue Impact Risk Assessment Report detailing areas of operational demand that would increase risk in relation to fatigue. Organizational control mitigation and individual worker countermeasures in relation to specific assessed risk were detailed. In-Scope also provided comprehensive industry benchmarking for the organization to understand where their fatigue risk management strategies stood in relation to organizational peers, providing foundational work for creating a comprehensive fatigue risk management strategy for the organization.

Mercer Celgar Fatigue Consulting

Comprehensive assessment of existing risk factors through a Fatigue Impact Risk Assessment. Due to the pandemic, this was accomplished remotely through targeted interviews and discussions. Data and diagnostic information was then used to create a comprehensive report for senior leadership to understand existing risks and to suggest best practices for risk mitigation. A presentation will be provided to the senior leadership team to assist them in better understanding fatigue and the risks that exist in their operational requirements. A comprehensive Fatigue Risk Management Strategy (FRMS) will be built from these reports and collaborative discussions. Training will be provided for all employees in the plant and assistance will be provided for the FRMS implementation.

IBEW - International Brotherhood of Electrical Workers – Nuclear Plant Facility Stress Management Training

This stress training focused on practical strategies for managing stress in the workplace and at home. Offered as a half day workshop, this session assisted employees in understanding, assessing, and managing the stress in their lives. The training strove to provide insight into what causes stress and to empower attendees to take control of their stress to improve their health and their happiness.

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FATIGUE AND STRESS CONSULTING AND TRAINING

Oil & Gas, Engineering,
Resources and Chemical
Processing Companies

PROJECTS & EXPERIENCE

FATIGUE AND STRESS CONSULTING & TRAINING

Enbridge (Multinational Energy Transportation)

Fatigue Consulting

Industry best practices information regarding fatigue risk management strategies was provided to key stakeholders of the TransCanada pipeline implementation project. Comprehensive information on understanding fatigue, the risks it creates in their work environment, and suggested best practice strategies for mitigation was provided with a follow up workshop leading to focused discussions on the best path forward.

Pembina Pipelines

PHMSA Fatigue Training

PHMSA compliant training was provided for control room operators and other impacted employees at this the oil and gas pipeline company. Training included detailing PHMSA requirements and highlighting fatigue countermeasures related to control room specifications. Assistance was also provided in ensuring the revised FRMS fully met all PHMSA requirements.

Dow Chemical (Processing Plant)

Fatigue Training

Provided extensive training on best practices on fatigue risk mitigation for senior management, managers, supervisors, shift work employees, and general employees at the chemical refining plant.

NASA - National Aeronautics and Space Administration (Johnson Space Center – Houston)


Fatigue Consulting


Keynote speaker for three-day working session with safety professionals from Agencies across the country focusing on enhancing fatigue management at NASA. During this three-day workshop, presentations were provided and specific activities and discussions were held to create enhanced fatigue risk assessment and mitigation at each Agency location.

Black & McDonald

Fatigue Management Training

Provided consultation and training to assist workers at Black & McDonald in better managing fatigue in the workplace. Presentation on understanding fatigue impairment and fatigue management techniques, followed by HR discussions on integrating suggested processes.

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FATIGUE AND STRESS CONSULTING AND TRAINING

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Processing Companies

PROJECTS & EXPERIENCE

FATIGUE AND STRESS CONSULTING & TRAINING

IBEW - International Brotherhood of Electrical Workers Fatigue Training

Provided numerous workshops and organizational support for assisting the union in working with employers in better understanding fatigue management and psychological health and safety. Comprehensive work also involved training at various nuclear plants and coal refining plants.

Patterson's UTI Drilling Fatigue Training

Provided training programs and workshops to assist managers, supervisors, and workers in better understanding fatigue risks and mitigation in relation field operation in the oil and gas industry.

Rockwater Energy Fatigue Training

Provided training programs and workshops to assist managers, supervisors, and workers in better understanding fatigue risks and mitigation in relation to field operation in the oil and gas industry.

NASA - National Aeronautics and Space Administration (Glenn Research Center – Cleveland) (Plumbrook Research Center – Sandusky) Fatigue Speaker Presentation


Keynote speaker for NASA safety days providing 60 to 90-minute presentations on fatigue management requirements at NASA.


Minto Mine Fatigue Training for Supervisors

This complete training session provided mine supervisors the necessary skills to: understand the risks and hazards associated with fatigue, to understand the causes and effects of fatigue, and to successfully implement a 5 Level Fatigue Risk Management Plan designed to mitigate the risks of fatigue in the underground mining operations. The resource includes a training resource manual, PowerPoint presentation, and related activities.

Minto Mine Fatigue Training for Workers

This training resource focuses on teaching workers to understand that fatigue is not "just a little tired". Hazards and risks associated with working while fatigued are outlined. Workers are taught to understand the causes and effects of fatigue and are given several assessment tools to quantitatively measure fatigue levels. Mitigation strategies are clearly outlined and the steps they need to follow for the 5 Level Fatigue Risk Management Plan are detailed. The resource includes a training resource manual, PowerPoint presentation, related activities, assessment, and follow up tool box talks.

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PROJECTS & EXPERIENCE

FATIGUE AND STRESS CONSULTING & TRAINING

IBEW - International Brotherhood of Electrical Workers – Coal and Nuclear Facilities

Fatigue Workshop Training for Workers and Supervisors

Created a customized half day training workshop to allow supervisors and workers to understand health and safety risks associated with fatigue in the workplace. The workshop created an understanding of responsibilities, existing cultural and workplace barriers, and suggested organizational supports. It focused on empowering attendees through practical and implementable strategies designed to mitigate fatigue risks and better manage impairment concerns in the workplace.

UCAR -University Corporation for Atmospheric Research

Fatigue and Stress Consulting

Provided consultation, discussions with senior leadership, and training to engineers and pilots regarding fatigue and stress mitigation for scientific field research and atmospheric testing flight.

OTHER INDUSTRY CLIENTS

Rebel Sleep foundation

Fatigue Consulting

A member of the Rebel Sleep Foundation Board of Directors and Advisory Council. Support is provided for organizational direction, sales strategies in relation to targeted clients, and consultation for Rebel clients when needed.

DDLC - Direct Delivery Leadership Council


Fatigue Consulting


DDLC is an Industry Association that provides support for organizations such as Pepsi, Coca Cola, UPS, DS Services, and other companies whose key operational requirements involve direct delivery transportation. Multiple workshops have been conducted to assist these industry clients in better understanding fatigue in relation to safety and operational demands. Workshop focuses have included a general understanding of fatigue risks and mitigation, key areas of operational risk, and best practice strategies for creating comprehensive fatigue risk management strategies.

Penske Logistics

Fatigue Consulting

Workshops were conducted with the senior leadership team to assist them in understanding risks related to fatigue. Comprehensive information highlighting fatigue risks specific to the organization, ROI and suggested best practices was provided and used to create a comprehensive Fatigue Risk Management Strategy (FRMS).

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FATIGUE AND STRESS CONSULTING AND TRAINING

Oil & Gas, Engineering,
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Processing Companies

Other Industries

PROJECTS & EXPERIENCE

FATIGUE AND STRESS CONSULTING & TRAINING



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FATIGUE AND STRESS CONSULTING AND TRAINING

Other Industries

Heartland (Healthcare)

Psychological Health and Safety Consulting

Provided consultation to Heartlands senior leadership team to assist them in understanding new harassment and violence legislation. The consultation focused on necessary organizational enhancements relating to harassment, violence, and other elements of the 13 psychosocial factors of psychological health and safety.

HP Hood (Dairy Processing and Distribution)

Fatigue Consulting

Worked with the organization to provide training to senior leadership, managers, and supervisors to assist them in better understanding fatigue risks inherent to their operations. An informal review of their pending fatigue risk management strategy was provided with suggestions given on how to enhance the suggested strategic approach. Resources will be provided to assist them with implementation of their FRMS.

BIS Training

Online Fatigue Training Course Development

Developed a comprehensive online training course to assist supervisors and workers in understanding and managing fatigue in the workplace. The course focuses on recognition of fatigue as a health and safety risk, basic physiology of fatigue, barriers to fatigue management, applicable legislation, and comprehensive organizational and individual fatigue countermeasures.

Alcoa

Online Fatigue Training Course Customization

Facilitated the conversion of In-Scope Solution's online fatigue management training program to be customized to Alcoa organizational requirements including rebranding, company specific policy and procedure adherence, and customization of overall information for supervisors and workers at the plant and head offices.

PROJECTS & EXPERIENCE

FATIGUE POLICY CREATION

ICAB - International Competency Assessment Board Drafting Proposed OHS Fatigue Legislation

Created the draft of proposed Fatigue Legislation that was reviewed for the Alberta Occupational Health and Safety Code. This legislation draft was accompanied by a 'sample' Industry Best Practice on Fatigue for the O&G and Mining Industries. This extensive Fatigue Industry Best Practice document was designed to show the type of industry practices that could be used to support the Legislation should it be adopted. Legislation passed first review but stalled in government channels during consideration of enactment.

Canadian Oil and Gas Industry Fatigue Guiding Principles Agreement Development


Created original draft of the Fatigue Guiding Principles Agreement for the Canadian Oil and Gas Industry based on collaborative input from a key O&G Safety Association Industry Initiatives Team and the Fatigue Steering Committee, as well as formal feedback gathered from the Industry Input and Engagement Workshop on Fatigue. This Guiding Principles Agreement was later approved by the Fatigue Steering Committee and ratified by the six key trade associations for the Canadian Oil and Gas Industry.


Capstone Mining Corporation Fatigue Variance Negotiation

Worked with a major mining company to negotiate a variance with the Yukon Workers Compensation Health and Safety Board (YWCHSB). This company was the third mine to apply for this government variance from the strict new provincial fatigue-based HOS legislation recently put into place and the first to successfully achieve the variance. Facilitated meetings with both the senior mine management team and the Yukon government were critical to developing collaborative understandings to allow negotiations to remain positive and be successful.

Energy Safety Canada Fatigue Steering Committee Project Manager

As the direct liaison for the Fatigue Steering Committee, responsibilities included organizing and developing all key Fatigue Steering Committee initiatives in collaboration with the industry committee chair. Committee work incorporated multiple committee presentations and creation of the Fatigue Strategy Summaries, the Fatigue Strategy Initiatives, the Fatigue Strategy Alignment, and the Committee project plan.

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FATIGUE POLICY CREATION

Oil & Gas, Engineering,
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Processing Companies

PROJECTS & EXPERIENCE

FATIGUE & STRESS INDUSTRY ASSOCIATION GUIDANCE

Industrial Occupational Safety & Health Association (IOSH was formerly known as the Petro-chemical Safety Council) Fatigue Industry Best Practice Guideline Development

Guided the association through the development of the fatigue management industry best practices document. This best practice guideline is designed for upstream oil and gas and resource extraction industries, providing standards and guidance on how to best assess fatigue risks and implement comprehensive fatigue mitigation.

Energy Safety Canada Industry Input and Engagement Workshop on Fatigue

Initiated, organized and co-facilitated the Industry Input and Engagement Workshop on Fatigue that gathered key decision makers in the Canadian Oil and Gas Industry to provide policy input into O&G Industry Fatigue Risk Management Strategies. This invitation only workshop was attended by executive level decision makers (CEO and VP level of major industry corporations), key representatives of the 6 trade associations, and members of the Fatigue Steering Committee.


Industry Work for Best Practices on Fatigue Management


Worked directly with a variety of industry groups and associations to facilitate understandings and industry guidelines in association with fatigue management. Although some industries did not move forward, work was done with other groups to create an understanding of the associated issues regarding fatigue management. Work was often then conducted to assist in building consensus regarding industry standards and guidelines. Strategies and tools were then created to assist the industry in helping individual organizations implement the newly developed standards. Industries worked with include:

- **DDLC - Direct Delivery Leadership Council**
- **AMTA - Transportation Industry Association**
- **AHSA - Alberta Hospitality Safety Association**
- **ACSA - Alberta Construction Safety Association**
- **AMHSA Alberta Municipal Health and Safety Association**
- **AOHNA - Alberta Occupational Health Nurses Association**
- **AGLC - Alberta Gambling and Liquor Commission**
- **CEPA - Canadian Energy Pipeline Association**
- **AOSSA - Alberta Occupational Safety Auditors Association**
- **CAGC – Canadian Association of Geophysical Contractors**
- **MHSA - Manufacturers' Health & Safety Association**
- **SSNS - Safety Services Nova Scotia**

Psychological Health and Safety Best Practice Support

- **IOSH - Industrial Occupational Safety & Health Association**

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FATIGUE AND STRESS INDUSTRY ASSOCIATION GUIDANCE

Oil & Gas, Engineering,
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Processing Companies

PROJECTS & EXPERIENCE

RESEARCH AND INDUSTRY REPORTS

Pason Systems: Integrated Drilling Data Solutions O&G Industry Benchmarking on Fatigue Management

Conducted research examining fatigue management practices of industry peers for an O&G service company client. Information gathered on current and best practices regarding fatigue management was utilized to assist in designing targeted fatigue control solutions for identified fatigue risk exposures.

Energy Safety Canada Fatigue Research

Completed a multiphase research project in preparation for the Industry Input and Engagement Workshop on Fatigue. Research included current scientific and industry research on fatigue and review of over 50 industry-based fatigue reports, with special focus placed Fatigue Risk Management Strategy (FRMS) policies from other industries. A straw document of components of other industry FRMS was completed and shared with industry. A summary of key findings was presented to executive level decision-makers, key industry association representatives, as well as members of the Fatigue Steering Committee.

Energy Safety Canada Pump Jack Safety Research

Conducted extensive industry background research regarding pump jacks in the Western Canadian Sedimentary Basin. Initial research included multiple industry interviews, two days of Lufkin Pump Jack Training School, discussions with OHS specialists, and training instructor interviews. Research assessed applicable legislation across Alberta, BC, and Saskatchewan. This research was used to create the Beam Pump Safety Project, Initial Fact-Finding Report and to complete the Beam Pump Safety Project phase one on-site safety assessments. Follow up research included interviews with beam pump manufacturer and with multiple producer (CAPP) and service provider (PSAC) company representatives.



Bow Valley College Report on OHS Educational Landscape and Key Stakeholder Needs

Conducted an extensive employer survey and developed an in-depth analysis and research report on the current state of the health and safety profession and OHS education. The project focused on providing complete industry analysis for a proposed new continuing education program.

ICAB - International Competency Assessment Board Technical Paper

Created a technical paper designed on illustrating rationale and methodology of competency assessments for the client's executive level clientele. That paper focused on explaining the assessment methodology, interpretation, competency development, and data utilization of the client's international regulatory assessment process.

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RESEARCH AND INDUSTRY REPORTS

Oil & Gas, Engineering,
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Processing Companies

Other Industries

PROJECTS & EXPERIENCE

PROJECT MANAGEMENT

Energy Safety Canada

Fatigue Portfolio Project Management

Managed the Fatigue Portfolio including all communications with a large O&G industry association advisory committee (board of directors) regarding portfolio initiatives and progress. The key fatigue related industry initiatives developed within this portfolio were 3 industry focused workshops attended by over 180 industry representatives, creation of the 2012 Fatigue Strategy Initiatives, leading initiatives with the Fatigue Steering Committee, and development of the Fatigue Guiding Principles Agreement.

Creative Sentencing Grant Project

Beam Pump Safety Project Management

Managed this project from writing the initial Creative Sentencing grant proposal submission, to the complete development of the comprehensive three phase project. Project work also included creation of the project charter, executive summary, GANTT timeline, and all related project strategy and documentation. Completed initial industry research, coordinated site visits for a variety of consultants working on the project, and completed pump jack on-site safety assessments. Phase two of this project will include liaisoning with a development committee focused on creating an industry guideline on beam pump safety.

Community Development Trust Fund Grant Project Management

Management of this project included liaisoning with key government representatives, supervising the translation of several Guides to Safe Work documents into both Spanish and French, supervising industry review of multiple O&G Industry Guideline and Industry Recommended Practice documents to better understand industry response and usage of these important guidelines. A 350-page final report and comprehensive audit were submitted to Alberta Human Services to successfully complete this grant project.

Energy Safety Canada


Project Management for Industry Guideline Development

Provided project management for the guideline development and revision work for the following Canadian Oil and Gas Industry guidelines: Fatigue Guide for Employers, Fatigue Guide to Safe Work (for workers), Slips, Trips and Falls Guide to Safe Work (for workers), Return to Work Employers Guide.

PROJECT MANAGEMENT

Oil & Gas

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PROJECTS & EXPERIENCE

ON-SITE SAFETY ASSESSMENTS & AUDITS



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ON-SITE SAFETY ASSESSMENTS & AUDITS

Oil & Gas, Engineering,
Resources and Chemical
Processing Companies

Copper Mine Site

On-Site Fatigue Risk Assessment

Conducted a two-day fatigue hazard assessment at a large copper mine site. This hazard assessment reviewed the following fatigue risk factors: mental and physical work demands, work scheduling and planning, environmental conditions and individual and non-work factors. Risk assessment results were graphed and quantified and presented to both senior mine management and the Yukon government (YWCHSB). Results were used to create the 5 Level Fatigue Risk Management Plan.

Pump Jack Industry Safety

On-Site Safety Assessment

On-site safety assessments focused on a formal hazard assessment and task analysis of industry safety practices for work on and around pump jacks. Site visits to 16 worksites across three provinces were conducted with 6 prime contractors and 9 service provider companies. Over 59 worker interviews and 12 supervisor interviews were conducted. Field notes and photo logs from the worksites visited were used to create the Occupational Health and Safety Risk Assessment Final Research Report and to present findings to the Beam Pump Safety Guideline Development Committee.

Suncor (In Situ Mining and Processing Facilities)

On-Site Safety Audit

Participated in a large-scale audit focused on assessing health and safety standards currently employed at the Suncor facilities. The audits focused on health and safety management programs and systems in relation to audit protocols. Assessment was provided on fatigue and psychological health and safety issues and processes that aligned with audit scope.

Certified External COR Auditor: AASP & AMHSA

Multiple Safety Audits

Certified as an External Auditor with an initial certification score of 98%. Recent audit participation includes BP - a large oil and gas company (500 employees), North Star - an international hydrovac company (auditing 7 locations across Alberta, Saskatchewan, and Manitoba); Leon's - a national furniture retailer (with 5 locations across Alberta and over 600 provincial employees); Sobey's - a national grocery and liquor chain (over 1000 national locations with almost 20 visited in Alberta); Trophy Foods - a local food manufacturing company (150 employees); and University of Calgary - a post-secondary institution (1500 employees).

PROJECTS & EXPERIENCE

UNIVERSITY COURSE DEVELOPMENT & INSTRUCTION

Psychological Health and Safety Course Development University of Alberta

Developed the conceptual design, content, textbook resource and instructional activities for the University of Alberta's Psychological Health and Safety Course. The course provides needed background information and practical strategies to assist safety professionals in managing mental health and illness in the workplace. The course was expanded after the first year from a seminar course to an integrated part of the core certificate curriculum and one of three courses in a specialty certificate in Health and Wellness.

Fatigue and Stress Management Course Development University of Calgary

Developed curriculum and full course program to assist health and safety professionals in better understanding and managing the unique human factor risks of fatigue, stress, and psychological health and safety. This course currently runs for 39 synchronous instructional hours or for 10 weeks of asynchronous course instruction. It includes presentations, reading modules, and video support content, with formal and informal assessments integrated throughout.


Psychological Health and Safety Course Development University of New Brunswick

Developed curriculum and asynchronous instructional resources for the University of New Brunswick's OHS Advanced Diploma Program. Developed the initial course design, researched background and created course content for *Psychological Health and Safety 4121*. Courses include 39 hours of instruction time, activities, 3 formal assessment measures with two concluding projects/assignments.

Fatigue Management for OHS Course Development University of New Brunswick

Developed curriculum and asynchronous instructional resources for the University of New Brunswick's OHS Advanced Diploma Program. Developed the initial course design, researched background and created course content for *Fatigue Management 4271*. Courses include 39 hours of instruction time, activities, 3 formal assessment measures with two concluding projects/assignments.

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UNIVERSITY COURSE DEVELOPMENT & INSTRUCTION

Post-Secondary Institutions

PROJECTS & EXPERIENCE

UNIVERSITY COURSE DEVELOPMENT & INSTRUCTION



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UNIVERSITY COURSE DEVELOPMENT & INSTRUCTION

Post-Secondary Institutions

Instructional Support University of Alberta

Instructor for the University of Alberta in their Faculty of Extensions Occupational Health and Safety Program. Currently instructing Psychological Health and Safety, Introduction to Health and Safety Systems, and Management of Health and Safety Systems.

Instructional Support University of Calgary

Created the Fatigue and Stress Management course for HSE Professionals for the University. The course will run both online and in class and will be offered two or more times a year. The course provides needed background information and practical strategies to assist safety professionals in managing stress and fatigue in the workplace.

Instructional Support University of New Brunswick

Instructing for the University of New Brunswick's online Occupational Health and Safety Certificate and Advanced Diploma Program. Provide instructional support for Fatigue Management, Psychological Health and Safety, Safety Management Systems, Effective Communication, Human Performance Leadership, and Effective Workplace Training. The OHS program is an asynchronous online learning environment attended by students in Canada and internationally who are interested in developing professional skills and knowledge in health and safety.

PROJECTS & EXPERIENCE

OTHER RESOURCE DEVELOPMENT

Energy Safety Canada

Safety Stand Down Resources and Online Toolbox

Collaboratively created a variety of resources for the 2012 Safety Stand Down Campaign including Tool Box Talks, PowerPoint presentations, Facebook pages, industry recognition strategies, and worker feedback forms. Online Communication Tools were presented to oil and gas industry stakeholders at Lunch and Learn Events across the province.

CSSE (Canadian Society of Safety Engineering)

Developed Certificate of Safety Leadership Curriculum

Created curricular outcomes and structure for one of the three courses in the Certificate of Safety Leadership Program. Developed content and provided instructional support for this specialized certificate program that was offered to safety professionals across the country.

CSSE (Canadian Society of Safety Engineering)

Co-Developed Leadership Project

Co-developed content for the Alberta based pilot project focused on creating leadership development for health and safety professionals. This project involved four face to face workshop days with several self-contained follow up assignments. The pilot was well received, and future pilots were proposed for Halifax and Toronto with the intention of developing a national program.

BCRSP Management Systems Study Guide

Board of Registered Canadian Safety Professionals

Co-created the BCRSP approved Study Guide for Management Systems. This is the main resource for all safety professionals looking to review required information for the CRSP Certification Examination. The project involved assessing and revising existing content to reflect new domains and competency criteria. New content was developed and approved by the BCRSP Advisory Committee.


ADLC Construction Safety Course


Safety Course Development

Created a credit based online introductory course focused on construction safety. This 25-hour course is designed for youth and adults planning to apprentice in the construction trade. The course covered Hazard Identification, Assessment and Evaluation, Ladder Safety, Fire Safety, Understanding Scaffolds and WHMIS.

Resource Development Awards

Have received the following awards for Resource Development and Program Presentations: Top Act to Follow Award 2009 (member of team awarded), Semi-Finalist for the Excellence in Teaching Award 2008, BP Energy Scholarship Program 2008, A+ for Energy \$10 000 Grant Award Winner 2008, Argyll Centre's FIGHT 4 Earth Ambassador of the Year 2008.

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OTHER RESOURCE DEVELOPMENT

OHS & Safety Industries