

25 YEARS



**ANNUAL
REPORT**
2023

actsafe★
Safety Association

Year 1 of 2023 - 2027 Strategic Plan



OUTREACH

50+

In-person stakeholder meetings

30+

Industry events

45+

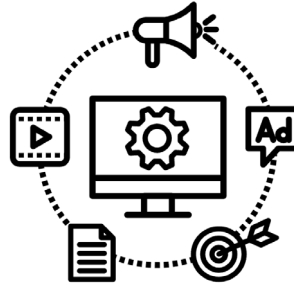
Partner meetings

MARKETING & COMMUNICATIONS

Connecting with

24,000+

industry members



- Content calendar
- Social media planner
- Website performance improvements
- SEO optimization

SAFETY SERVICES

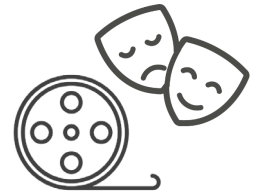
5 OHS Programs reviewed (ActONE)

5 OHS Programs developed (ActTWO)

64 AED rentals

76 Respirator fit tests

309 Hearing tests



INJURY CLAIMS

(2022 statistics)

497

Motion Picture, TV or Commercial Production

30

Live Performance Venue

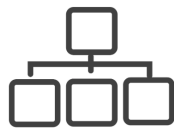
17

Special Event Production

8

Performing Arts Production

ORGANIZATIONAL EFFECTIVENESS



- 5-year strategic plan
- New financial budgeting process
- New orientation/training program
- Annual project planning
- Updated employee handbook
- New employee OHS Manual

EMPLOYEE SATISFACTION



+19%

Achieved 93% on our Great Place to Work employee engagement survey—an increase of 19% from 2022.

RESOURCES

19

updated safety bulletins

★★★★★ EDUCATION & TRAINING ★★★★★

5

Webinars

7,998

Workers received training

1

New course (OFA L3)



A message from our Board Chair

TED VIOLINI

As my tenure at Actsafe comes to an end, I reflect on the transformative journey this organization has undergone. Starting just over four years ago, I could not have anticipated the challenges we would face, from navigating the unprecedented waters of the COVID-19 pandemic, followed by transitioning to a new CEO and implementing a new five-year strategic plan. It has been an honor to both participate in and witness the evolution of Actsafe into the effective and impactful organization it is today. Actsafe is built on the shoulders of our stakeholders and years of dedicated work and commitment to health and safety. As stakeholders who actively contribute to the growth and development of Actsafe, you should all take pride in what we have achieved together.

Under the strong leadership of Trina Pollard, she has built a remarkable team that has elevated Actsafe to new heights. Trina's vision and dedication have been instrumental in driving Actsafe's success into the future. Together, with you the stakeholder and staff of Actsafe we've improved and expanded priority safety courses, developed essential resources like Safety Bulletins, launched a new website, and expanded our safety services outreach programs. Our mission to make British Columbia the safest place in the world continues to be our guiding force.

I want to extend a heartfelt acknowledgment to the entire Actsafe team for their hard work and dedication. Your contributions have been vital in advancing health and safety, your expertise and experience is at the heart of what we do.

I am pleased to announce that Dr. Roslyn Kunin, C.M. (Member of the Order of Canada), will become the incoming Chair in 2024. Dr. Kunin, with a Ph.D. in economics and an Honorary Doctor of Laws, has held various leadership positions, including director of the Michael Smith Foundation for Health Research and council member of Applied Sciences Technicians and Technologists of BC. She has also served as Chair of the Haida Enterprise Corporation and WorkSafe BC, Chair of the Vancouver Stock Exchange, Director of the Business Development Bank of Canada, Director of the Canada West Foundation, Governor of the University of British Columbia, Chair of the Vancouver Crisis Centre, member of the National Statistics Council, and Vice-President of the YWCA. Dr. Kunin has published numerous articles and books throughout her career. It has been an honor to work with Roslyn during my term as Chair, and I look forward to continued success at Actsafe under her leadership.

Lastly, I want to recognize Miles Muir and Tracey Wood for their years of dedication and service to health and safety as part of the Actsafe Board. Your commitment and contributions have been invaluable to our organization's growth and success.



A message from our CEO

TRINA POLLARD

The greatest masterpieces of all time rely on countless behind-the-scenes roles to create a transformative experience for the audience. From music and set design to hair and makeup, when the curtain falls, it's how all these pieces work together that creates a lasting impression for viewers.

As Actsafe celebrated its 25th anniversary this past year, our team has similarly worked “behind the scenes” to build a strong foundation that will support us in achieving a lasting impression of our own—one where British Columbia has the safest and healthiest arts and entertainment workplaces in the world. We invested in our team, wrote policy and procedure manuals for education and training, tightened our financial controls, and started to build a culture that not only meets workplace psychological safety standards but makes Actsafe a great place to work. It was a year of listening, of building, and of focusing on our values, mandate and on priorities to meet our stakeholders’ feedback and industry demand. And while much of this work may have been done behind the curtain, the impact of this important work will benefit all our partners as we work together to prevent and eliminate workplace injury, illness and death in the arts and entertainment industry.

Of course, the year wasn't without its challenges. While we faced some tough decisions as an organization, many of our colleagues and friends were impacted by several industry strikes that put productions on hold and saw many people out of work. Despite the unrest in the industry, commitment to health and safety continued and in fact, it grew! Actsafe's e-newsletter subscriptions saw a record 1,000% growth the Performing Arts Safety Awareness training numbers for workers and supervisors also saw significant increases—demonstrating that even in uncertain times, this industry is dedicated to improving health and safety.

To further support employers in creating healthy and safe workplaces, Actsafe invested in projects that, thanks to engagement with our partners, provide value and support the goals outlined in our Strategic Plan. We created a quality assurance program for our education and training, performed in-person outreach via over 50 meetings with employers, over 45 meetings with industry partners, attended over 30 industry events, enhanced our private training service delivering it to over 750 workers, updated 20 safety bulletins for the motion picture and performing arts industry, expanded our course catalogue to include a new course (OFA 3), and kept our partners informed about important regulation changes to ensure proper participation and consultation with WorkSafeBC.

(continued on Page 5)

And just like any great performance, good work stems from great teamwork. This past year, our small but mighty team—many of whom are new to Actsafe—have dedicated themselves to making a difference for workers in British Columbia. As an organization, we know that the show can't go on without our people, which is why we've focused on nurturing our employees and creating a positive workplace culture that is supportive, empowering, and promotes growth. We're very proud to have achieved 93% on our Great Place to Work employee engagement survey—an increase of 19% from 2022. Thanks to the resilience and expertise of our team, as well as the dedication of our board of directors who have supported the vision for transformational change, we have delivered a performance worthy of applause. And we're just getting started!

Looking ahead to 2024, our focus will be on using data-centric decision-making, as well as continued engagement with our industry to elevate our services and deliver high-quality programming that influences behaviour change. Building on the milestones we've achieved this past year, we will continue to dedicate ourselves to advancing occupational health and safety in our industry and work toward creating safer workplaces for all. I look forward to working with you all and achieving these goals together.



Safety



Education



Accessibility



Collaboration



Innovation

OUR GUIDING PRINCIPLES

VISION

British Columbia has the **safest and healthiest arts and entertainment workplaces** in the world.

MISSION

To prevent and eliminate workplace injury, illness and death by providing world-class **occupational health, safety and well-being programs** to the **employers, supervisors and workers** in the BC arts and entertainment industry.

VALUES

1. SAFETY

We strive to democratize health, safety, and well-being by means of illness, injury, and fatality prevention and reducing the barriers to safe workplace behaviours. Safety is at our core, and to succeed, we consistently focus on understanding the hazards and risks, conducting health promotion, and nurturing the culture of health, safety, and well-being in workplaces.

2. EDUCATION

We believe in not only educating on evidence-based information but also in motivating people to prioritize safety and enabling people to act. The education outcome we strive for is to drive healthy and safe behaviours. We have the mindset that growth and development is a life-long process, which will bring lasting positive changes to our lives.

3. ACCESSIBILITY

We enable both accessibility and participation, as well as embed diversity, equity, and inclusion within our organization and the work that we do. We are committed to creating a workspace and industry experience where everyone feels safe to bring their whole self.

4. COLLABORATION

We value effectively working toward a common goal with others. We understand that individuals have different perspectives and skillsets and that this diversity is our strength. When working together, we communicate clearly, actively listen, acknowledge, respect and appreciate our partners.

5. INNOVATION

We bring a data-centric mindset when collecting and analyzing information to effectively make decisions. We think big and question current approaches, we are resourceful and learn fast, and we add value to industry through novel and useful innovation.

INDUSTRY PARTICIPATION

OBJECTIVE Actsafe will attract new and retain existing BC arts & entertainment employer and worker customers to increase industry engagement.

KPI Increase participation rate of Actsafe's health, safety and well-being programs.



INDUSTRY BEHAVIOUR CHANGE

OBJECTIVE Actsafe will build and deliver industry-leading programs to improve health, safety and well-being knowledge, attitudes, beliefs and behaviours.

KPI Decrease injury rate of BC's arts and entertainment workers.



INDUSTRY EXPERIENCE

OBJECTIVE Actsafe will build, deliver and measure high-quality, customized and accessible services to improve our customers' experience.

KPI Increase net promoter score of BC's arts and entertainment employers and workers.



ORGANIZATIONAL EFFECTIVENESS

OBJECTIVE Actsafe will build and strengthen the mechanism to empower people and grow and maximize resources, optimizing the organizational experience.

KPI Increase Actsafe's employee satisfaction.



DATA CENTRIC

OBJECTIVE Actsafe will capture and utilize data to enable high quality, consistent and sustainable decisions to deliver health, safety and well-being outcomes.

KPI Increase core activities using behavioural-based decision-making.



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The Actsafe Team



Left to right: Back row: Ted Violini, Rob Larson, Katharine Pavoni, Harnak Lalli, Jacqueline Leclerc. Middle row: Lisa Wild, Rebecca Gavigan, Dagan Nish, Marett Alexander, Paul McManus, Dave Wilson, Nadya Cleary-Dulai. Front row: Anna Balliet, Dr. Roslyn Kunin, Trina Pollard, Tracey Wood, Sukriti Sobti, Janel Cruzada. Missing: Michael van Dijk.

ACTSAFE BOARD OF DIRECTORS

TED VIOLINI
Chair

DR. ROSLYN KUNIN
Vice-Chair

MICHAEL VAN DIJK
Treasurer

ROB LARSON
Motion Picture Worker Representative

TRACEY WOOD
Motion Picture Employer Representative

DAVE WILSON
Performing Arts Worker Representative

MILES MUIR/PAUL MCMANUS
Performing Arts Employer Representative

ACTSAFE ORGANIZATION STRUCTURE

TRINA POLLARD
CEO

KATHARINE PAVONI
Director, Industry Programs & Services

LISA WILD
Manager, Operations & Administration

JACQUELINE LECLERC
Manager, Marketing & Communications

HARNAK LALLI
Senior Accountant

ANNA BALLIET
Education & Training Specialist

SUKRITI SOBTI
Marketing & Design Specialist

DAGAN NISH
Safety Advisor

MARETT ALEXANDER
Safety Advisor

JANEL CRUZADA
Education & Training Coordinator

REBECCA GAVIGAN
Operations & Administration Assistant

NADYA CLEARY-DULAI
Education & Training Assistant

ACTSAFE COMMITTEES

as of December 2023

Acts safe operates through two standing committees:

PERFORMING ARTS STANDING COMMITTEE



- Arts Club Theatre Company
- BC Alliance for Arts + Culture
- BC Music Festival Collective
- BC Touring Council
- Brandlive
- Canadian Actors' Equity Association (CAEA)
- Canadian Alliance of Dance Artists – BC Chapter (dba CADA/West)
- Canadian Institute for Theatre Technology (CITT)
- **Canucks Sports and Entertainment – Rogers Arena (New)**
- The Dance Centre
- Dancer Transition Resource Centre (DTRC) BC Office
- Greater Vancouver Professional Theatre Alliance (GVPTA)
- International Alliance of Theatrical Stage Employees (IATSE)
- International Alliance of Theatrical Stage Employees (IATSE) 118
- International Alliance of Theatrical Stage Employees (IATSE) 168
- Kelowna Community Theatre
- Live Nation
- National Society of Intimacy Professionals
- Opera Mariposa
- Peter Boulanger
- Professional Association of Canadian Theatres (PACT)
- Rigit Services Inc.
- Vancouver Civic Theatres
- Vancouver Convention Centre
- Vancouver Musicians' Association (VMA) – Local 145
- Vancouver Symphony Orchestra

MOTION PICTURE STANDING COMMITTEE



- Alameda Entertainment B.C. (Disney)
- Alliance of Motion Picture and Television Producers (AMPTP)
- Association of Canadian Film Craftspeople (ACFC) West
- BC Council of Film Unions (BCCFU)
- Canadian Media Producers Association (CMPA) – BC Producer's Branch
- Commercial Production Association of Western Canada (CPAWC)
- Contract Services Administration Trust Fund (CSATF)
- Directors Guild of Canada (DGC) BC
- International Alliance of Theatrical Stage Employees (IATSE)
- Front Street Pictures
- International Alliance of Theatrical Stage Employees (IATSE) 891
- International Cinematographers Guild – Local 669
- Legendary Entertainment
- National Society of Intimacy Professionals
- NBCUniversal Studios Canada
- Netflix
- Paramount Pictures Corporation (Canada) Inc.
- Sony Pictures
- Teamsters – Local 155
- Union of BC Performers (UBCP) / ACTRA
- Vancouver Musicians Association (VMA) – Local 145
- Warner Bros.

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About Actsafe

HISTORY

In the late 1990s, members of British Columbia's motion picture, television and performing arts industries were brought together with a mandate to review occupational health and safety regulations and to provide guidance as to the applicability of regulations to these industries. The success of this collaboration between representatives from employers, workers and regulatory organizations resulted in the formation of SHAPE in 1998, which soon after became Actsafe, and it remains at the core of our governance model to this day.

WHO WE ARE

Actsafes Safety Association (Actsafes) is a not-for-profit health and safety association supporting British Columbia's arts and entertainment industries. Since 1998, Actsafes has worked with workers, supervisors, employers, unions, and provincial government agencies to support the prevention and elimination of occupational disease, injuries, and illness. Actsafes supports the following classification units:

- Motion Picture, Commercial, or Television Production
- Organizing or Conducting Special Events
- Performing Arts
- Live Performance Venue



HOW WE ARE FUNDED

Actsafes is primarily funded by industry through WorkSafeBC annual premiums paid by employers in motion pictures, performing arts, live event production companies, and live event venues. Approximately 25% of the organization's annual operating budget is generated from independent revenue from grants, and programs and services offered.

HOW WE ARE GOVERNED

For over 25 years, Actsafes has been governed by the industries it represents through a seven-person Board of Directors, Society Members and two 25-organization Standing Committees; a Motion Picture Standing Committee and a Performing Arts Standing Committee. Memberships include a diverse mix of employer and worker representatives.

7/10

*The average rating when industry was asked "how likely are you to recommend Actsafes to a colleague or industry member seeking safety information?", with 10 being very likely.**

**From 2024 Industry Survey Responses*

WHAT WE DO

Actsafeworks with industry stakeholders to build a positive health and safety culture through the development and implementation of health and safety initiatives. By providing occupational health and safety programs, we serve our industry and get one step closer to achieving our mission to make British Columbia the safest place in the world for the production of motion pictures, television, live events and performing arts. The work Actsafeworks does is represented through key occupational health and safety departments:



EDUCATION AND TRAINING

This program provides industry with offerings such as courses, workshops and webinars delivered via various online and in-person channels, tailored to the unique risks of the industry.



OPERATIONS & ADMINISTRATION

The Operations & Administration program provides Actsafeworks with the ability to build and strengthen internal activities that serve the industry, as well as empower and grow Actsafeworks's people. This consists of HR, finance, technology, governance, internal OHS, data, and more.



SAFETY SERVICES

This program provides our industry with safety resources, such as safety bulletins, checklists, toolbox talks and specialized services that can supplement a production's OHS program. Our Safety Services team provides support to the industry to assist with safety related questions or concerns and offers safety advisement via our OHS program gap analysis and development services.



MARKETING & COMMUNICATIONS

The Marketing & Communications department provides industry with new and tailored health and safety information. This consists of newsletters, social media, strategic campaigns, the Actsafeworks website, resources, conference and Actsafeworks Injury Prevention Week.



7.1/10

*The average rating industry provided when asked “how satisfied are you with Actsafe’s health and safety programs?”, with 10 being very satisfied.**

**From Industry Survey Responses*

Industry Survey Participants Job Role	Avg. Rating %	
	2022	2023
Supervisor	7.6	6.9
Employer	7.4	6.6
Union Rep	8.3	6.8
Worker	8.3	7.3
Self-Employed	8.0	6.4
Semi-Retired	8.0	5.7
Contractor	7.9	6.7
Not Employed	7.8	7.4
Student	8.8	5.7
Volunteer	8.5	5.3
Other	8.4	7.4



OUR INDUSTRIES



MOTION PICTURE, COMMERCIAL, OR TV PRODUCTION

Background

The Motion Picture, Commercial, or TV Production industry consists of both major studios and over 150 independent production companies.

(WorkSafeBC data)

Data	5-Year Average	2022	2023
Injury Rate	2.51	2.46	WorkSafeBC Claim Data for 2023 is not available until the Summer of 2024
Time-Loss Claims Count	545	497	
Serious Injury Rate	0.42	0.46	
Serious Injury Claims Count	90	66	
Sprains & Strains Claims	305	178	
Young Worker Claims	40	26	
Mature Worker Claims	115	119	
Ergonomic-Related Claims	161	127	
Work Days Lost	34,944	36,944	

In your **experience** with Actsafe, what do you identify as its **strengths**?

“Promotion of best practices and standards”

“Commitment to staying up to date with industry trends.”

The **top Safety Bulletins** requested to be developed for this sector:

- Safety Awareness **15%**
- Artificially created atmospheric fog & haze **14.5%**
- Working Alone **13.6%**

**From 2024 Industry Survey Responses*

PERFORMING ARTS

Background

The Performing Arts industry consists of organizations focused on, but not limited to, opera, symphony, choir, theatre, concert, circus, and dance production societies/associations. (WorkSafeBC data)

Data	5-Year Average	2022	2023
Injury Rate	0.71	0.65	WorkSafeBC Claim Data for 2023 is not available until the Summer of 2024
Time-Loss Claims Count	9	8	
Serious Injury Rate	0.21	0.08	
Serious Injury Claims Count	3	1	
Sprains & Strains Claims	5	5	
Young Worker Claims	1	0	
Mature Worker Claims	2	0	
Ergonomic-Related Claims	2	1	
Work Days Lost	686	468	

In your **experience** with Actsafe, what do you identify as its **strengths**?

“Advocacy for worker rights and fair working conditions”

“Support for local communities and events”

The **top Safety Bulletins** requested to be developed for this sector:

- Fatigue and Fit for Duty **18.5%**
- Risk Assessments **16.5%**
- Severe Weather – Hazards and Planning **16.4%**

**From 2024 Industry Survey Responses*

ORGANIZING OR CONDUCTING SPECIAL EVENTS

Background

The Special Events industry consists of various organizations focused on, but not limited to, festivals, event production, and more.
(WorkSafeBC data)

Data	5-Year Average	2022	2023
Injury Rate	0.42	0.81	WorkSafeBC Claim Data for 2023 is not available until the Summer of 2024
Time-Loss Claims Count	9	17	
Serious Injury Rate	0.14	0.14	
Serious Injury Claims Count	3	2	
Sprains & Strains Claims	5	5	
Young Worker Claims	2	7	
Mature Worker Claims	2	3	
Ergonomic-Related Claims	1	4	
Work Days Lost	816	487	

In your **experience** with Actsafe, what do you identify as its **strengths**?

“Proactive approach to identifying and addressing safety hazards”

“Collaborative partnerships with industry stakeholders”

The **top high-priority** safety topics for this sector:

- Fatigue Management **22.3%**
- Slips, Trips & Falls **21.6%**
- Psychological Health & Safety **20.9%**

**From 2024 Industry Survey Responses*

LIVE PERFORMANCE VENUE

Background

The Live Performance Venue industry consists of organizations focused on, but not limited to, theatre, performing arts centres, halls, stages, show parks, and more.

(WorkSafeBC data)

Data	5-Year Average	2022	2023
Injury Rate	1.47	2.46	WorkSafeBC Claim Data for 2023 is not available until the Summer of 2024
Time-Loss Claims Count	21	30	
Serious Injury Rate	0.224	0.46	
Serious Injury Claims Count	3	4	
Sprains & Strains Claims	11	11	
Young Worker Claims	3	5	
Mature Worker Claims	3	9	
Ergonomic-Related Claims	6	9	
Work Days Lost	1,152	1,041	

In your **experience** with Actsafe, what do you identify as its **strengths**?

“Flexibility in addressing diverse industry needs”

“Expertise in industry-specific safety protocols.”

The **top Safety Bulletins** requested to be developed for this sector:

- Fatigue and Fit for Duty **18.5%**
- Risk Assessments **16.5%**
- Severe Weather – Hazards and Planning **16.4%**

**From 2024 Industry Survey Responses*



Actsafes will build and deliver industry-leading programs to improve health, safety and wellbeing knowledge, attitudes, beliefs and behaviours.

INDUSTRY BEHAVIOUR CHANGE *through* EDUCATION & TRAINING

Based on post course survey results gathered from our Actsafes built and delivered workshops, 4.6 out of 5 participants believed that the knowledge, skills and concepts learned would be easy to apply and share at their workplace and 4.74 out of 5 stated that their learning experience enabled them to acquire skills and knowledge. We received a 94% approval rating overall! Actsafes has seen 3500 new users in our STAR system in 2023.

Highlights

NEW COURSE

Occupational First Aid (OFA) Level 3

UPDATED COURSES

Two courses were updated to meet changing regulations or to improve accessibility:

- Hazard ID
- Incident Investigations

NEW WEBINARS

- Joint Health & Safety Committee (JHSC) for the General Workforce
- Hot & Smoky – The New Normal
- Calltime Mental Health
- WorkSafeBC's 2024 Rate Consultation
- Preventing Slips, Trips and Falls

PRIVATE TRAINING

Over 760 workers in private workshops and classes. Served clients such as:

- IATSE 250
- Proshow
- Capilano University
- UBCP/ACTRA
- Lark Productions
- Versatile Media
- Access to Action (Warner Bros.)

7.1/10

Net Promotor Score

EDUCATION & TRAINING

Courses & Workshops

Actsafe has a course catalogue which includes 24 different training offerings in a variety of formats (in-person, virtual, and self-directed online), customized for those who are either presently working or seeking work in the motion picture, television, live events, or performing arts industries. The table below outlines the number of people who completed each course.

Course	5-Year Participation Average	2022	2023
Motion Picture Safety Awareness (MPSA)	2259	1721▼	1681▼
Motion Picture Industry Orientation (MPIO)	895	1639▲	1181▼
Motion Picture Industry Orientation Exam	1195	1453▲	997▼
★ Anti Bullying and Harassment	412	412▲	605▲
★ Occupational First Aid (OFA) Level One	242	393▲	448▲
Workplace Hazardous Materials Information System (WHMIS 2015)	852	752▲	436▼
Reel Green Climate and Sustainable Production (RGCSP)	203	310▲	304▼
COVID19 Safety Procedures	789	438▼	271▼
Firearms Safety Level One (FAS)	174	358▲	221▼
★ Motion Picture Safety for Supervisors (MPSS)	248	187▼	254▲
★ Counterbalanced Forklift (CB)	187	148▼	228▲
★ Performing Arts Safety Awareness (PASA)	131	124▼	261▲
Fall Protection (FP)	360	263▼	221▼
Aerial Lift (AL)	389	237▼	191▼

EDUCATION & TRAINING

Course	5-Year Participation Average	2022	2023
Joint Health and Safety Committee Fundamentals (JHSC)	157	188▲	163▼
★ Telehandler (RT)	64	50▼	119▲
★ Performing Arts Safety for Supervisors (PASS)	56	77▲	81▲
Workplace Inspections (WI)	NA	3▲	49▲
Transportation of Dangerous Goods (TDG)	184	97▼	64▼
★ Propane Heater Safety Awareness (PHSA)	45	32▼	74▲
Incident Investigations (II)	NA	NA	38▲
Hazard Identification (HID)	NA	33▲	35▲
★ Live Performance Electrical Certification (LPEC)	11	19▲	38▲
★ Skid Steer (SS)	19	7▼	26▲
Occupational First Aid (OFA) Level 3 (NEW - Pilot)	NA	NA	12▲
TOTAL	8880	8941▼	7998▼

★ Courses with record number of participation compared to any previous year.

Top 5

*New courses industry members requested to be developed**

**From 2024 Industry Survey Responses*

- Mental Health First Aid **20%**
- Workplace Violence / De-Escalation **19%**
- Bullying and Harassment Prevention for Supervisors **18%**
- Emotional Intelligence (EQ) for Supervisors **17%**
- Mental Health First Aid for Supervisors **17%**

Offer resources, products, equipment, and services that enable the industry to effectively and efficiently act on newfound knowledge and positively influence behaviours.



INDUSTRY BEHAVIOUR CHANGE *through* SAFETY SERVICES

Providing industry assistance through services and resources is another key focus of the Actsafe team. In 2023, our safety services team, led by our Safety Advisors, developed and updated a record number of resources while conducting outreach, participating in educational events and consulting on safety concerns from our industries. Below is a summary of 2023 accomplishments.

Highlights

TOP RESOURCES DOWNLOADED

- Equipment Safety Inspection Checklist (1982)
- Workplace Incident Flowchart (551)
- LPEC Candidate Study Guide (228)
- PPE Donning Doffing Poster (215)
- Safety with Firearms Safety Bulletin (211)

INDUSTRY OUTREACH

- 45 industry employer meetings and site visits
- 50 industry partner meetings
- 30 industry events attended
- 27 Production Packages delivered

SAFETY CONSULTING

- 5 ActONE gap analysis for OHS programs
- 5 ActTWO building OHS programs

SPECIALIZED SAFETY SERVICES

- 76 respirator fit tests
- 309 hearing tests
- 64 AED rentals

7.4/10

Net Promotor Score

SAFETY SERVICES

Outreach

Actsafes offers safety outreach in the form of providing services on-site at production locations; hosting and attending industry events and committees; leading employer meetings, partner meetings, and site visits; and managing industry round tables.

EMPLOYER MEETINGS & SITE VISITS

45+

Examples

- Disney
- Lighthouse/Brightlights Pictures
- Warner Bros.
- Front Street/Blink 49
- HBO
- Rogers Arena
- Abbotsford Canucks
- PNE
- Kelowna Symphony Orchestra
- Firehall Arts Centre
- Clarke Found Community Theatres

ONE-ON-ONE PARTNER MEETINGS

50+

Examples

- MPPIA
- BC CITT
- Creative BC
- Vancouver Civic Theatres
- Aura Health and Safety Services
- BC Music Collective
- DGC BC

INDUSTRY EVENTS (hosted or attended)

30+

Examples

- Creative Industries Week
- Event (ESA) Conference
- MPPIA Marketing Trip
- Langley School District Film & TV Event
- BC Touring Council Pacific Contact Conference
- Canadian Institute for Theatre Technology (CITT) Conference

When asked “In your experience with Actsafes, what are **opportunities for improvement?**,” industry members responded:

“Incorporating more interactive safety exercises and simulations into training”

“Expanding the range of available safety training programs”

“Offering more advanced or specialized safety courses”

“Expanding the availability of bilingual or multilingual safety resources”

**From 2024 Industry Survey Responses*

2023 SAFETY INITIATIVES

In 2023, Actsafe undertook two distinct safety initiatives:
Psychological Safety and New Workers.

The Psychological Safety initiative is a multi-year project, and in 2023, Actsafe completed an intensive outreach and research project. This resulted in a comprehensive report outlining current resources and providing recommendations for future developments. Actsafe hosted a webinar with Showcasing Calltime Mental Health Training and Resources. After delivering a webinar in 2023 showcasing Call Time Mental Health resources, we received an increase of 10% if industry survey respondents interested in more Mental Health and Psychological Safety webinars and a 7% increase in those interested in Education Resources such as Toolbox Talks.



65 Webinar Attendees

"I found this webinar to be very informative and insightful. The information provided me with the tools I may need in a professional and personal situation with an individual struggling with mental health issues"

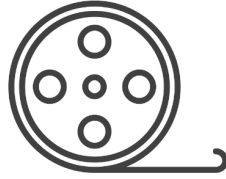


Our New Worker initiative this year was primarily focused on resource building and outreach to provide insight on how to best effect change in this area of concern. Actsafe participated in several events to speak to new workers, and the information gathered through outreach in 2023 will be utilized as part of our upcoming Safety Culture safety initiative in 2024. Our article about New Workers in the December 2023 edition had 647 readers. To continue building on this initiative, Actsafe developed a new [infographic](#) and will be developing a new workshop, OHS Orientation and Training to support employers and supervisors provide appropriate information to new workers.

647

December 2023
Safety Scene Magazine views

SAFETY BULLETINS & NEW RESOURCES



MOTION PICTURE SAFETY BULLETINS

15

- Wind
- Lightning & Hail
- Rainfall & Flooding
- Snow and Ice Storms
- Preventing Heat-Related Illness
- Free Driving
- Long or Successive Takes
- Alternate Driving Systems
- Preventing Cold-Related Illness
- Guidelines for Traditional Camera Cars and Process Trailers
- Drones (Remotely Piloted Aircraft Systems)
- Theatrical Contact Lenses
- Bloodborne Pathogens and Infectious Materials
- Wildlife in British Columbia
- Pests in British Columbia



PERFORMING ARTS SAFETY BULLETINS

4

- Fire Retardant Fabric and Scenery
- Appropriate Clothing and PPE
- Artificially Created Smokes and Fogs
- Overhead Load Rigging

NEW RESOURCES

8

- Notification of Reassignment of Unsafe Work
- Falling Objects Toolbox Talk
- New and Young Worker Infographic
- Slips, Trips and Falls Toolbox Talk
- Production Package “Safety Board”
- WorkSafeBC Inspection Info Sheets
- Multi-Employer Due Diligence Checklist
- Right to Refuse Guidance Forms

PROGRAMS, SERVICES & RESOURCES

The top 3 **Motion Picture** safety resources being requested by industry

Safety Awareness	15%
Working Alone	14%
Animal Handling	14%

The top 3 **Performing Arts & Live Events** safety resources being requested by industry

Fatigue & Fit for Duty	19%
Risk Assessment	16%
Severe Weather Hazards & Planning	16%

*From 2024 Industry Survey Responses

ACTIVITY

ActONE

A gap analysis provided by the Actsafe Safety Team to identify areas for improvement in your workplace health and safety program.

5

ActTWO

This program allows for industry to work together with the Actsafe Safety Team to build from scratch or update an existing workplace health and safety program.

5

Automated External Defibrillator (AED)

AED equipment and training is offered through rental or purchase options to equip organizations in case of sudden cardiac arrest.

64 tests

Hearing Tests

Hearing tests are provided through a third-party organization to monitor impacts of noise exposure.

309

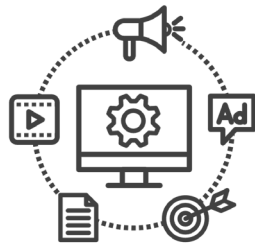
Respirator Fit Testing

Fit tests are provided to ensure an effective seal for those required to wear respirators.

76 tests



INDUSTRY PARTICIPATION *through* MARKETING & COMMUNICATIONS



Enhance Actsafe's brand value and equity, raising the industry's awareness and recognition of Actsafe being a leading source of industry-specific OHS programs.

Highlights

NEW MARKETING TOOLS

- Launched website advertising revenue opportunity
- Improved Topics & Resources navigation
- New blog page
- Improved Safety Bulletin user experience

NEW DIGITAL FOLLOWERS

- Facebook: 1322
- Instagram: 546
- LinkedIn: 1233
- X (formerly Twitter): 1,566
- Live Chat: 773

HOSTED EVENTS

- Actsafe Injury Prevention Week Open House

NEWSLETTERS & MAGAZINES

- Newsletter subscribers increased to 22,700
- Winter: Slips, trips, and falls
- Spring: Health & Safety programs
- Summer: Heat & Smoke Emergency preparedness
- Fall: Supervising safety

MARKETING & COMMUNICATIONS

Hosted Events

Actsafes Injury Prevention Week

The Actsafes Injury Prevention (AIP) Week had a goal of bringing safety awareness and knowledge to the topic of Slips, Trips and Falls.

Typically Actsafes travels to three or four locations to meet with the industry. To connect, engage and educate our industry members on injury prevention from slips, trips and falls, Actsafes presented a webinar on November 21 and hosted an open house on November 24.

November 21
Webinar

65

attended

November 24
Open House

52

attended

Actsafes Entertainment Safety Conference

Due to the 5-7 month writers and actors strike, the Actsafes Entertainment Safety Conference (AESC) was postponed to April 2024.

Engaging, Connecting
and Educating **113**
industry members

The top 5 **safety campaign topics** requested by industry in 2023



MARKETING & COMMUNICATIONS

27,354

Connecting with STAR Users
Learning Management System (LMS)

14%

Increase from 2022
user base of 23,985

Actsafe also sponsored several groups and events over 2023.

- Dancer Transition Resource Centre
- BC Touring Council
- Event Safety Alliance
- Powell River Digital Film School
- CITT / ICTS
- Greater Vancouver Food Bank

The most viewed **webpages** of 2023:



[Motion Picture Industry Orientation and Exam](#)



[Actsaf](#)e Courses and Workshops Page



[Occupational First Aid – Level 1](#)



[Motion Picture Safety for Supervisors](#)

MILES
MUIR
BOARD
ROOM

“

“One of the biggest challenges at the time was that the dangers in our industry were not being recognized. I wanted to find a way to ensure that everybody was safe and protected.”

~ Miles Muir





ORGANIZATIONAL EFFECTIVENESS *through* OPERATIONS, FINANCE AND GOVERNANCE



The operations team provides Actsafe the internal expertise to analyze, plan, manage, and monitor strategic activities. In 2022, the Operations and Administration program built long-term assets, capabilities, and improvements within technology, governance, finance, HR, and more.

Highlights

BUSINESS PLANNING

- Developed a new five-year (2023-2027) Strategic Plan
- 2023 Business Plan
- 2022 Annual Report
- New financial budgeting process

GOVERNANCE

- Hosted a successful hybrid AGM and Pre-AGM social event
- Standing Committee member update
- BOD orientation manual developed
- Annual governance calendar developed

TECHNOLOGY & PROCESSES

- Improvement of STAR functionality – user experience and interface
- Contractor management standardization & organization
- Full financial system assessment

PEOPLE FIRST

- People & Culture Committee formed
- Summer Social event
- Winter Social event
- Great Place To Work 93% employee satisfaction (19% increase from 2022)

actsafe[★]

Safety Association

Contact us:

info@actsafe.ca

604-733-4682

140 - 4259 Canada Way
Burnaby, BC V5G 1H1

actsafe.ca

Actsafes is a not-for-profit health and safety association supporting British Columbia's arts and entertainment industry.