

2026 HSA Initiatives Workplan Template

Condensed Version

As part of the ongoing effort in 2025 to revise the Health and Safety Associations (HSAs) funding process, WorkSafeBC will temporarily accept a condensed HSA initiatives Workplan Template for the 2026 funding year.

WorkSafeBC expects the HSA Initiatives Workplan will reflect the scope and cost of your initiatives and assist by assigning a dollar value against the HSA's overall budget. Workplans are not intended to include all activities or initiatives undertaken by your organization in the upcoming year. Rather, focus on your **"key initiatives" or activities** you will undertake to address and impact the primary trends within your industry. You will explain what you are going to emphasize in the coming year; in most cases, you will have two or three key initiatives and rarely will you have more than five.

The detailed HSA Initiatives Workplan must be submitted to WorkSafeBC and posted to your website prior to January 2026 for transparency to stakeholders, including applicable employers and members. The activities specified in the detailed HSA Initiatives Workplan, must align with the objectives, priorities, and initiatives provided below, as the abbreviated HSA Initiatives Workplan will be included in the HSA contracts.

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Section A: HSA Overview

HSA Name	Actsafe Safety Association
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HSA Vision
<i>British Columbia has the safest and healthiest arts & entertainment workplaces in the world.</i>
HSA Mission
<i>To prevent and eliminate workplace injury, illness and death by providing world-class occupational health, safety and wellbeing programs to the employers, supervisors, and workers in the BC arts and entertainment industry.</i>

Section B: Summary of Strategic Objectives and Initiatives

Based on the information from your strategic plan, please kindly indicate (at a high level) the strategic objectives/priorities of your organization for the upcoming year, and the **key initiatives** that your HSA has planned out under each objective/priority. In most cases, you will have two or three key initiatives and rarely will you have more than five. The **orange column** needs to be completed at the end of the fiscal year when all activities are completed.

Strategic Objective/Priority	Summary of Key Initiatives	Total Budget	KPIs & Targets	Actual Output
DATA CENTRIC – Actsafe will capture and utilize data to enable high quality, consistent, and sustainable decision to deliver health, safety, and wellbeing outcomes.	Supervisors and Safety Per finalized Statement of Work (SOW), potentially including the following scope: <ul style="list-style-type: none"> – Review & enhance supervisory courses: Motion Picture Safety for Supervisors (MPSS) & Performing Arts Safety for Supervisors (PASS); consider adding knowledge assessment (exam) at 	\$15,000	<ul style="list-style-type: none"> – Increase numbers of participants taking the MPSS and PASS training – Increase the percentage of safety attitudes statements (e.g. workplaces provide workers with adequate safety supervision, awareness of safety responsibilities, etc.) via Industry Survey. 	

<p><i>Risk Based</i> – We will focus Actsafe’s programs on prioritized sectors, demographics, occupations, and hazards contributing to the highest risks.</p> <p>INDUSTRY BEHAVIOUR CHANGE – Actsafe will build and deliver industry-leading programs to improve health, safety and wellbeing knowledge, attitudes, beliefs and behaviours.</p> <p><i>Educate</i> – Deliver high-quality, professional education and training programs to enhance OHS knowledge acquisition in Actsafe’s customers.</p>	<p>end to elevate the certification; and review content.</p> <ul style="list-style-type: none"> – Upon request, provide information to unions and employers considering making course mandatory for supervisory roles (not up to Actsafe whether they do it or not). – In communication campaign, ensure to include motivational content to increase how supervisor's value and understand their role and their potential influence on safety outcomes. – Coordinate a webinar and/or conference presentation for supervisors. – Resources for supervisors: create topic "tile" on website, develop suite of resources focused on risks supervisors may need to respond to, more education on how to handle refusal of unsafe work, etc. 			
<p>INDUSTRY PARTICIPATION</p> <ul style="list-style-type: none"> – Actsafe will attract new and retain existing BC’s arts & entertainment employer & worker customers to increase industry engagement. <p><i>Partner</i> – Initiate new and strengthen existing strategic relationships that</p>	<p>Regional Expansion of Programs</p> <ul style="list-style-type: none"> – Continue elevating program delivery outside of Lower Mainland, with a focus in supervisory roles. – Continue offering other services outside of Lower Mainland such as hosting events, renting AEDs, safety services, etc. – Partnerships with local industry partners, e.g.: film commissions, industry post-secondaries, etc. 	\$92,000	<ul style="list-style-type: none"> – Increase number of successful course completions in regions outside Lower Mainland. – Increase perception on Regional Safety Expansion via industry surveys. – Increase number of attendees at AIP Event (Actsafe Injury Prevention Event) at Vancouver Island and/or the Interior. 	

<p>enhance participation with Actsafe's services.</p> <p>INDUSTRY EXPERIENCE – Actsafe will build, deliver and measure high-quality, customized and accessible services to improve our customer's experience.</p> <p><i>Deliver</i> – Correct problems and enhance the quality of Actsafe's programs.</p>	<ul style="list-style-type: none"> – Prioritize regions that haven't had focus over past years: North Vancouver Island and Cariboo, North Coast, Nechako, or Northeast. 		<ul style="list-style-type: none"> – Increase the number of outreach outside Lower Mainland (AED units rental, production packages delivered, site visits, events). 	
<p>ORGANIZATIONAL EFFECTIVENESS – Actsafe will build and strengthen the mechanism to empower people and grow and maximize resources, optimizing the organizational experience.</p> <p><i>Operational Foundations</i> – Develop and refine Actsafe's internal operations to enhance processes, maximize efficiency and optimize effectiveness.</p> <p>DATA CENTRIC – Actsafe will capture and utilize data to enable high</p>	<p>Technology Audit & AI optimization Per finalized Statement of Work, including potentially the following scope:</p> <ul style="list-style-type: none"> – Evaluate the current state of the organization's technology infrastructure, systems, workflows, and data management processes. – Identify gaps, inefficiencies, risks, and opportunities for improvement. – Provide recommendations on how to implement AI-based solutions to optimize operations across the departments. – Deliver team training on AI. – Develop internal resources (e.g. templates/policies, SOPs) to support team in utilizing AI. – Using AI, create a 5-10 min video communicating content of new 	<p>\$10,000</p>	<ul style="list-style-type: none"> – Increase of employee experience score (Great Place to Work survey). – Increase the percentage of Actsafe employees that are confident in their ability to use technology and AI. – Assess 100% of systems/software across all departments. 	

<p>quality, consistent, and sustainable decision to deliver health, safety, and wellbeing outcomes.</p> <p><i>Technology</i> – Develop and strategically leverage the capabilities of current and new technologies.</p>	<p>Hours of Service Guideline in engaging, concise way, using AI</p> <ul style="list-style-type: none"> – Using AI, provide assistance in developing training content for the Experiential Learning project. – Explore creating LinkedIn course badges for all training in Actsafe's catalogue. – Build an Industry Claims Data Tracker using different data sources, analyze and provide regular reports to management team for strategic decision-making. 			
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WorkSafeBC Management Comments

Board Chair Approval

Roslyn Kunin

October 8, 2025

Name

Signature

Date