

SEPTEMBER 2023

CSSHSA

Update

ASSOCIATION YOUTUBE CHANNEL

We have a [CSSHSA YouTube Channel](#) that is linked up with our webinar presentations. We encourage you to use these as training and education resources, please be sure to subscribe.

ASSOCIATION STRATEGIC PLANNING

Last month the Board completed its first Strategic Plan and Board Development training. Several key areas were identified by the Board and the Strategic Plan will be posted on the Association website in the upcoming months.

UPCOMING WEBINARS

The following webinars are being planned:

- **CSS Anti-Racism and Cultural Safety in the Workplace – Thursday, September 28 (10 am to 12 pm)**

As the community social services sector is a rich, diverse workforce which services a wide spectrum of programs and services (union & non-union), employers and their staff are exposed to various unforeseen risks in the workplace and in public settings. Over the past several years a significant increase of anti-Asian discrimination has occurred.

The intention of the Anti-Racism & Cultural Safety in the Workplace Webinar is to engage with members (employers and workers) in a panel discussion format to raise awareness of the challenges organizations are facing. At this webinar, a panel composed of subject matter experts will be speaking to this topic. The context of the webinar will be limited to the workplace and the areas to be discussed will be as follows: legal obligations, BC Human Rights, cultural safety, policy, statistical data, reporting, and general best practices. This webinar is at no cost for participants. Please register at the [CSSHSA Website](#).

- **WorkSafeBC Community Social Services Preliminary 2024 Rate & Information**

A WorkSafeBC 2024 preliminary rate information webinar for the Community Social Services (CSS) sector will be presented. The presentation will focus on the three predominant classification units (CU) in the sector: Counselling or Social Services - CU#766007, Life and Job Skills Training - CU#766010, and Residential Social Services Facility - CU#766017. The 2024 proposed rates for CSS are as follows:

CSS - Classification Units	2023	Preliminary 2024	Increase
Counselling & Social Services (CU 766007)	2.05	2.47	20.5%
Life & Job Skills Training (CU 766010)	1.81	2.02	11.6%
Residential Social Service Facility (CU 766017)	3.95	4.75	20.3%

The 2024 base rates for these three CUs have increased compared to 2023 rates. Please join the webinar to learn about the drivers of these rate increases, as well as hear about tools and resources WorkSafeBC has available to assist organizations with their injury trends. There will also be an opportunity for industry to engage with the WorkSafeBC presenters. This webinar is at no cost for participants. Registration will be available on our website soon.



COMMUNITY SOCIAL SERVICES MEMBERSHIP OUTREACH

In October/November, Satvinder Basran, Association CEO will be engaging in an industry outreach to provide up to date information/best practice resources on: WorkSafeBC Claims data, injury prevention, WorkSafeBC (BCMSA) Certificate of Recognition (COR) Program, and others. Presentations will be made in person in the following areas (tentative): Prince George, Kamloops, Kelowna, Campbell River, Nanaimo, Victoria, and Vancouver. Please stay tuned as locations, dates, times and registration will be shared with the sector soon.

WORKSAFEBC

Consultation on proposed amendments to Part 4 of the Occupational Health and Safety Regulation

The Community Social Services sector is invited to provide feedback on proposed amendments to Part 4, General Conditions, sections 4.24 to 4.31.2 — Harassment and Violence, of the Occupational Health and Safety Regulation. This is an opportunity to share your comments before the proposed amendments are taken to public hearing. You can find the proposed regulatory amendments and information on how to provide feedback on [worksafebc.com](https://www.worksafebc.com). (Deadline for feedback is **October 30, 2023**.)

Mental Disorder Policy Review

WorkSafeBC's Policy, Regulation and Research Department is releasing a discussion paper with proposed amendments to the mental disorder policy.

The compensation policy review *Restoring the Balance: A Worker-Centred Approach to Workers' Compensation Policy* makes two recommendations to amend WorkSafeBC's mental disorder policy in the *Rehabilitation Services & Claims Manual*, Volume II.

- Recommendation #39 suggests amending policy to update the definition of "significant work-related stressor" by removing the requirement for the stressor to be unusual.
- Recommendation #40 suggests amending policy to clarify the application of the "labour relations exclusion" provision in the *Workers Compensation Act*.

The discussion paper and information on how to provide feedback can be found here:

- [Proposed amendments to mental disorder policy](#)

You're invited to provide feedback on the options until **4:30 p.m. on Friday, October 6, 2023**. WorkSafeBC's Board of Directors will consider feedback before making a decision on the policy amendments.