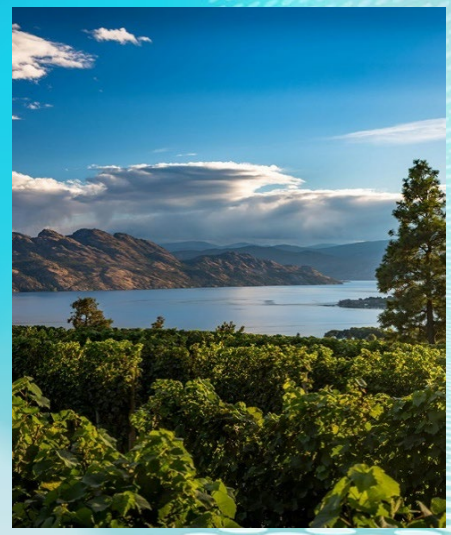
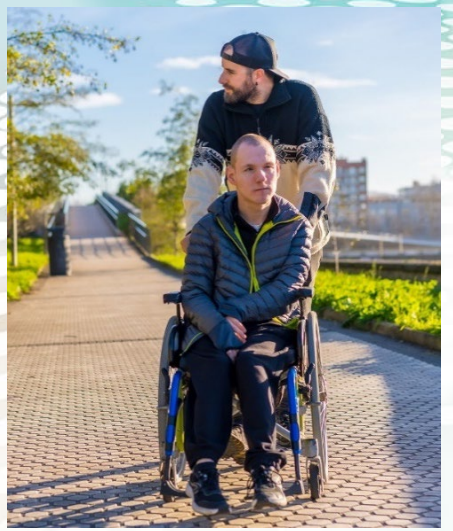
CSSHSA
COMMUNITY SOCIAL SERVICES
HEALTH & SAFETY ASSOCIATION

2024-2025

Annual Report





ENGAGEMENT

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This report document outlines activities and accomplishments from April 1, 2024 – March 31, 2025.

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Territorial Acknowledgement

Community Social Services Health and Safety Association of BC (CSSHSA) humbly and respectfully acknowledges the unceded lands of more than 200 distinct First Nations in British Columbia.

We further acknowledge that colonization and associated attitudes, policies, and institutions have significantly changed Indigenous peoples' relationship with this land.

In our work and in our lives, we are committed to listening and learning, to truth and reconciliation, and to finding better ways of being on this land.

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A Message from the Board Chair

It is an honour to share this second Annual Report on behalf of the Board of Directors of the Community Social Services Health and Safety Association. As we complete our first full year as an autonomous organization, we reflect with pride on how far we've come, and with determination for the work ahead.

This past year has been one of solidifying our foundation and deepening our impact. With the support of our new CEO, a dedicated staff team, and an engaged Board and advisory panel, we've made measurable progress toward our strategic priorities. We've expanded our partnerships, grown our reach across the sector, and remained firmly committed to supporting psychological health and safety, injury prevention, and well-being in community social services.

We've also learned a great deal. Transitioning to independence has required us to adapt quickly, stay nimble, and listen closely to the needs of the sector.

That listening has guided our programs, training, and engagement activities and we are grateful to those who have shared their time, feedback, and voices with us.

We continue to be thankful for the legacy support from CSSEA, and for the growing network of organizations and individuals who have rallied behind our mission.

As we look ahead, we do so with renewed purpose. We remain committed to ensuring that all community social services workplaces are safe, healthy, and respectful physically, psychologically, and culturally.

Thank you for being part of this journey.

Warm regards,

Richard FitzZaland
CSSHSA, Board Chair

A Message from the CEO

We are celebrating a major step forward in our mission to foster and promote safe and healthy workplaces in the community social services sector in British Columbia. As of April 1, 2024, the Community Social Services Health and Safety Association (CSSHSA) officially launched as an independent, non-profit organization – becoming one of 13 sectoral health and safety associations in this province.

And just as there is no rest in social services, we got to work. We made it our first priority to engage with the sector. We partnered with government agencies, unions, non-profit organizations, faith-based organizations, private agencies, and contractors. We listened to the challenges and built relationships, partnerships, and connections.

We know that people working in social services are among the most compassionate, empathetic, and visionary people, who envision a future where every person feels included and has a sense of belonging. With that vision in mind, we created webinars, resources, tools, and education for the sector. We began working on critical projects, collaboratively inviting participation and joint creation.

We know there is important work ahead, and the CSSHSA is ready to play a leading role in bringing together partners, shaping workplace culture, and transforming the landscape of work across the community social services sector. We are committed to strong product and service development, bold innovation, and sustained collaboration on behalf of those we serve.

The premise on which our organization is formed is that standardized, best practice programs, resources, services and education benefit and drive organizational performance across the sector. We will continue to build a health, safety, and well-being ecosystem that supports the people working in the sector, employers, and Joint Occupational Health and Safety Committees.

I would like to thank the members of our Board, our Advisory Panel, and our Community of Practice, all of whom provided strategic direction and recommendations to our team. Finally, I want to thank our small but mighty team that made remarkable strides this year towards our vision. It's been a year of meaningful work and shared success.

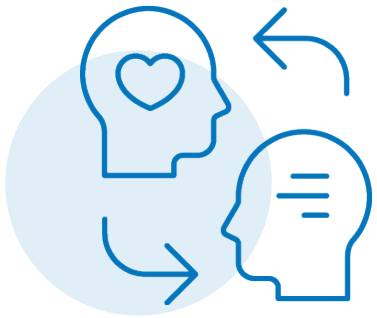
Warm regards,

Tigran Bajgoric
CSSHSA, CEO

About Us

Who We Serve

Community Social Services Health and Safety Association of BC (CSSHSA) represents community social services organizations in the following three WorkSafeBC classification units*:



Counselling or Social Services

Life & Job Skills Training

Residential Social Service Facility

*Every firm registered with WorkSafeBC is assigned a classification unit based on their main business undertaking. Others in your industry will share the same classification unit and pay the same base premium rate for their insurance.

What started as a pilot project, and a joint undertaking of The Federation of Community Social Services of BC (FCSSBC), Community Social Services Employers Association (CSSEA), and WorkSafeBC under the auspices of the innovation and sustainability roundtable, has now become an independent, non-profit with the support of the community social services sector.

About Us

Our Values

During the September Board strategic planning meeting, the Board reviewed and confirmed our vision and mission statements. We also added a fourth value: reconciliation and developed statements to complement and clarify our values.

Our values are interconnected and mutually reinforcing. We understand that our commitments to reconciliation and equity, diversity and inclusion are threads which weave through and inform how we engage with the sector and how we approach prevention.

About Us

Our Values

Engagement

We use our knowledge, experience, and diversity to build partnerships and community connections.

We are committed to continuous improvement based on input and feedback from the sector.

Prevention

We cultivate a culture of health and safety through ongoing education, resources, and awareness, by destigmatizing accident and injury reporting and by proactively identifying risks, opportunities, and innovations.

Equity, Diversity & Inclusion

We foster a workplace culture that embraces equity, diversity, and inclusion at every level.

A diverse and inclusive environment creates a safer and more supportive work environment for both employees and the communities they serve. We commit to fostering cultural safety within our organization and as a fundamental aspect of health and safety.

Reconciliation

We commit to the journey of reconciliation, recognizing it as both an individual and collective responsibility that calls for continuous learning.

We honor Indigenous ways of knowing, being, and leading, and strive to weave these principles into our organizational culture and practices.

About Us

Strategic Focus Areas

01 Education, Tools & Resources

Focus area objective: Develop and deliver sector-specific education, tools and resources in order to improve health, safety, and well-being, promote best practices, and create collaborative solutions for the sector.

02 Health & Safety Culture

Focus area objective: Engage workers, employers, and organizations to build meaningful and collaborative partnerships to create a health, safety and well-being culture in the sector where workers, managers and clients thrive.

03 Association Capacity

Focus area objective: Develop organizational structures and systems to empower the internal partners and team, enabling them to perform the work effectively, maximize resources, and grow the association.

04 Reconciliation

Focus area objective: Advance reconciliation by integrating decolonization and Indigenous principles into our organizational culture, governance, and strategic operations. We will build authentic, reciprocal relationships and enact meaningful engagement with Indigenous communities and organizations connected to the sector.

Key Trends In Mental and Physical Injuries at Work

People working in the community social service sector are more likely to face violence, and overexertion as compared to the average worker in BC. In addition, mental health injury claims are becoming more common and are frequently accepted by WorkSafeBC. This is leading to an increased focus on Psychological Health and Safety (PHS) by WorkSafeBC, and this year, it launched their first PHS planned inspectional initiative. Another item to note, is the rising claims cost paid in the sector. Learn more about Community Social Services Injury Trends in our report.

1.6X

People working in the sector are 1.6 times more likely than the average BC workers to be injured on the job. The community social services injury rate is 3.89 as compared to the provincial average of 2.4.

3X

For people working in the residential social service sector, that injury rate is 7.12. They are 3 times more likely to be injured than the average worker in BC. Nearly 30% of claims are due to acts of violence.

58%

According to WSBC data, 58% of sector injuries are due to violence, overexertion, and falls from the same level. This data is a cumulative count from 2018 to 2022.

121%

From 2018 to 2022, young worker claims in the sector increased by 121%. Young worker means any worker who is under 25 years of age.

152%

For 2023, the total work days lost were 122,036. That's a 152% increase in the number of days lost since 2018, when 48,326 days were lost due to injuries at work.

172%

For 2023, the total claims cost paid was more than $37 million, a 172% increase as compared to 2018, where the claims cost paid out was $13.6 million.

Source: Based on data provided by WorkSafeBC as of May 2024

Our Year

April 2024 Transition Agreement signed between CSSEA, WSBC, and CSSHSA

May 2024 New CEO starts

Jun 2024 CMHA BC People Working Well Initiative agreement signed, Community Social Services Injury Trends Report published

August 2024 Psychological Health and Safety Consultant and Engagement and Research Analyst hired, health and safety courses initiative begins

September 2024 E-newsletter launched, strategic planning sessions with Board members, Advisory Panel

October 2024 Updated website launched, Board approved new 3-year strategic plan

December 2024 CSSHSA psychological health and safety (PHS) environmental scan completed

January 2025 Musculoskeletal Injury (MSI) Environmental Scan completed, first Community of Practice meeting

March 2025 Safety advisor team members hired

Our Year

Key Accomplishments

Updated Strategic Plan

The CSSHSA Board of Directors held a strategic planning session In September 2024 and updated three-year Strategic Plan's values, strategic goals and objectives.

The plan was officially approved in October, allowing the operations team to begin work developing the key resources, education, and tools highlighted in this annual report.

Transition Agreement with WSBC & CSSEA

A transition agreement was completed in July 2024 between WorkSafeBC and CSSEA to support CSSHSA in becoming an independent, non-profit association.

There is a continuing partnership and contract between CSSEA and CSSHSA to provide support services and ensure sustainment and continued success for the association.

Training Initiative

We kick-started our training initiative, developing several courses to support the sector. We built key partnerships and collaboration to support the development of content. We are now well-underway to launching key courses in fiscal year 2025/26 that will support development of healthier and safer workplace culture in the community social services sector.

We are excited about the upcoming collaboration and training services.

Building Our Team

In April 2024, as we started our journey as an independent organization, we were a team of one. With the Board's vision, a CEO was hired in May and additional key roles were added to the team to support the CSSHSA's mission and vision.

We are still a small team that multi-tasks, having largely operated with a start-up mindset to support our members.

Our Engagement

We engaged with member organizations, government agencies, unions and partner organizations to build relationship and connections while learning about the needs of the sector.

We launched our official engagement campaign in September 2024 with our first e-newsletter and direct outreach to members.

By leveraging multiple communication channels and offering valuable resources, the organization fostered deeper connections, facilitated learning opportunities, and promoted workplace health, safety, and wellness. This year's activities highlight CSSHSA's commitment to providing support, delivering relevant content, and building relationships with member organizations to improve safety and wellness standards throughout the industry.

From our Strategic Plan Values: Engagement Statement

We use our knowledge, experience and diversity to build partnerships and community connections.

We are committed to continuous improvement based on input and feedback from the sector.

Our Engagement

Engagement Approach

E-newsletters: A total 28,358 newsletter emails were sent as our contact list grew to 3,297.

Direct outreach: 407 organizations were contacted by phone and email with 234 contacts confirmed and updated.

Meetings: 52 organizations attended a *Get to Know Us* virtual meeting with our advisors.

Consultations: 10 consultations held, including developing and facilitating customized workshops.

Webinars: CSSHSA hosted four webinars and an additional eight webinars, in collaboration with CMHA BC. With 1798 registrations, 1,188 participants (66% attendance rate).

Social media: 1,843 impressions, 191 unique visitors, 84 followers, and 403 page views on LinkedIN. 13 YouTube videos posted, with 39 subscribers and 1084 views.

Website: 2,387 unique visitors and 6,930 views to the CSSHSA website since our October launch until March 31, 2025. With the most visited pages being our Home page, H&S Training Initiative, and Our team.

Our Engagement

Engagement Events

Understanding the needs of the community social services sector is at the heart of our work. As we continue to develop training, resources, and support tools, we recognize the importance of engaging with sector leaders and frontline workers alike. These engagement opportunities provide valuable platforms for shared learning and collaboration, helping us better serve our members across diverse locations, from urban centres to remote communities. Our goal is to build a culture of health, safety, and wellness, and we are committed to participating in key conferences, conventions, and outreach events to further this mission.

We actively participated in several significant conferences, sponsored key events, and connected with sector leaders and professionals. Our engagements included the **CSSEA 30th Anniversary Conference** in October 2024, where we presented on workplace mental health, sponsored a healthy break, and recognized the sector's achievements.
We also sponsored SafeCareBC's **Hearts and Hands** conference in October, and presented at the November CEO Network's HR professionals group meeting. We introduced first-year **BCIT Health and Safety** program students to the community social services sector in November and presented to the Health Sciences Association OHS group in December. We facilitated workshops on psychological safety and a culture of care in February at the **2025 Social Policy Forum** in Victoria.

These engagement events were pivotal in forging new partnerships, deepening our understanding of the sector's challenges, and reinforcing our commitment to creating safer, healthier workplaces for all.

Our Work: Psychological Health and Safety

Psychological health and safety (PHS) is embedded in the way people interact with one another on a daily basis. Workplaces that prioritize PHS, focus on the prevention of psychological harm to employees, promoting their mental well-being through policies, procedures, and proactive measures. This year, we launched our PHS program with a number of initiatives aimed at increasing awareness of and improving psychological health and safety in social service workplaces.

Environmental Scan

A Psychological Health and Safety Environmental Scan was completed that included interviewing leaders and frontline workers from different organizations to identify strengths, areas of growth and to identify the psychosocial hazards workers within the sector are exposed to. We developed a list of recommendations and began working on them right away.

Psychological Health and Safety Policy Statement

A Psychological Health and Safety Policy Statement template was created for members based on best practices from the Canadian National Standard for Psychological Health and Safety.

Pulse Check (Gap Analysis)

The Workplace Psychological Health and Safety Pulse Check tool was developed and piloted by two organizations within the sector. CSSHSA provided a report with best practices and recommendations to these organizations. The Pulse Check tool highlights key components in a Psychological Health and Safety Management System. This tool was designed for leaders and joint occupational health and safety committees to identify strengths and areas of improvement in their organization.

Customized Mental Health and Well-being Workshops

We delivered a number of customized workshops, including a two-and-a-half hour workshop on professional boundaries and healthy communication in person, in partnership with Amata Transition House Society. Thirty-eight people from Quesnel attended this workshop.

Wellness Exchange Program

CSSHSA launched and delivered four five-week cohorts of the Wellness Exchange Program to workers within the sector. The Wellness Exchange Program provides participants with skills to support their general mental health and cope with stress in helpful, evidence based ways.

Summary of the 13 Psychosocial Factors

A description of the Psychosocial Factors that impact workplace mental health, with examples of how to action it was provided to members as a resource and shared through our website and newsletter.

Our Work: Psychological Health and Safety

People Working Well

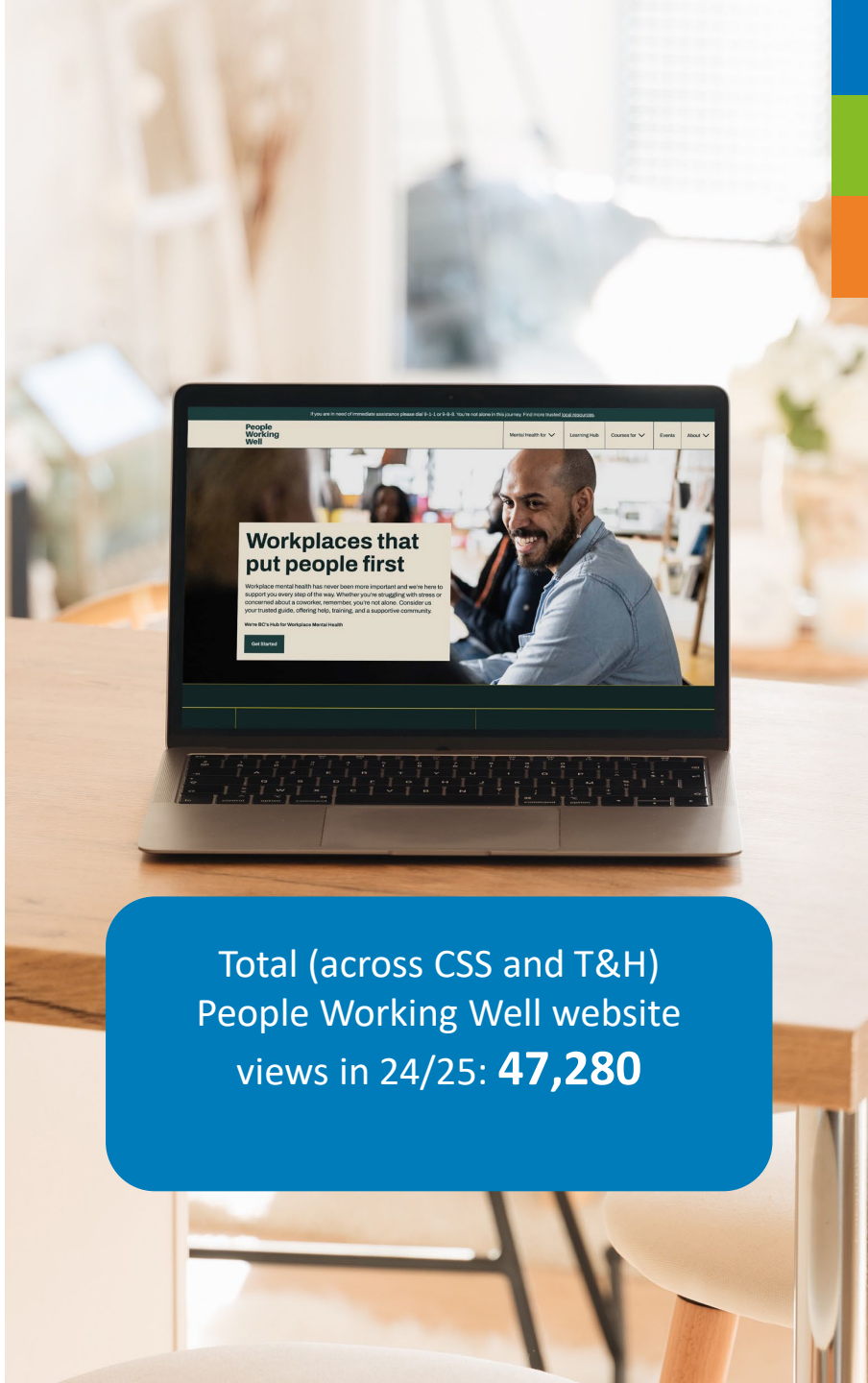
CSSHSA partnered with the Canadian Mental Health Association of BC (CMHA BC) to promote and enhance mental health in community social services workplaces across BC.

Building on this initiative, a proposal was developed in collaboration with CMHA BC and presented to the Board of Directors with the primary objective of advancing workplace mental health through CMHA BC's website, People Working Well. The project's first phase included the hiring of two roles: a *Workplace Psychological Health and Safety Consultant* and *Community Engagement & Research Analyst* in August 2024.

These new roles focused on developing resources, hosting monthly webinars and creating courses for People Working Well to help organizations build mentally healthy workplaces. We supported the development of promotional materials to enhance program visibility at sector-specific events. We developed a Workplace Psychological Health and Safety Needs Assessment, designed to complement the CMHA BC initiative.

Our team aligned all our psychological health and safety work (content, resources, training, webinars, consultations, etc.) with the WorkSafeBC PHS Framework for success, to help increase employer awareness and preparedness in advance of future provincial OHS/PHS regulations.

This collaboration will continue to promote mental health across the sector until the middle of 2026, providing essential resources and support to enhance workplace well-being for all.



Total (across CSS and T&H) People Working Well website views in 24/25: **47,280**

Our Work: Psychological Health and Safety

People Working Well Resources

CSSHSA developed a variety of resources to support mental health and psychological safety in the community social services sector. These resources are designed to support leaders and frontline workers, with topics covering workplace mental health, resilience, boundaries, and vicarious trauma. Examples of resources available on People Working Well include:

Microlearning

- Recognizing The Signs: Early Indicators of Bullying in the Workplace
- Microaggressions Unpacked: What Are They, How to Recognize & Respond
- Workload Overload? Examine Your Workload to Take Control
- Champions for Change: Introducing Mental Health Advocates in the Workplace
- Beyond Golden Stars: A Practical Guide to Recognition Systems

Webinars

- Building a Culture of Recognition
- Strategies for Coping with Winter Blues
- Strategies for Coping with Anxiety
- Creating a Culture of Care

Articles

- DEI in Practice: Discovering Implicit Bias
- Understanding the Work: Psychological Demands in Social Services
- Elevating Check-ins for Stronger Teams and Meaningful Support
- Supporting One Another: Defusing after Critical Incidents in Social Services
- Wellness Exchange in Action: Steps to Boost Your Well-Being
- Foundations of Mental Health First Aid: Supporting Others
- Holding Space for Grief: Healing Through the Loss of Community Members

Courses

- Introduction to Workplace Mental Health for Supervisors
- Introduction to Workplace Mental Health for Workers
- Introduction to Psychological Health & Safety for Workers
- Introduction to Psychological Health & Safety for Supervisors & Managers

Our Work: Violence Prevention

A significant percentage of all provincewide WorkSafeBC claims due to violence arise out of the healthcare and social services sub-sector. Many studies have shown how this can negatively impact workers' mental and physical health. From 2019 to 2023, 25.7% of injuries in the social services sector were due to acts of violence. With the strategic goal in mind of reducing risk of workplace violence related injuries in the sector, we got to work developing resources and tools.

Violence Risk Assessment Standard Refreshed

We tailored the Violence Risk Assessment (VRAs) for the sector, in alignment with WorkSafeBC's regulation and best practices. Our team is available to consult on VRAs, and we streamlined a support process for creating or updating VRAs.

Piloted Violence Risk Assessment Tools

We piloted our updated Violence Risk Assessment with a Chilliwack-based member organization and supported them in meeting compliance with a WorkSafeBC order. Our aim is to support member organizations in the future with all types of WorkSafeBC inquiries and help them find sector-specific resolutions.

Violence Risk Assessment course

We designed a Violence Risk Assessment course to support best practices in assessing risk of violence in-line with our updated standard. The aim is to support organizations to create or update their own Violence Risk Assessments in a sustainable fashion and highlight the different ways that CSSHSA can support them in the process.

Violence Prevention Landing Page

As part of our website redesign, we developed a Violence Prevention landing page, part of our larger missions to support safer and healthier workplaces in the community social services sector. The page hosts valuable links and resources and will be updated on a regular basis as our services and resources grow.

Violence Prevention Webinar

In February, we hosted a Violence Prevention Webinar in partnership with our Advisory Panel and partners. The content was focused on violence prevention program best practices, behavioural care planning, and injury reporting.

Our Work: Musculoskeletal Injury Prevention

There is a prevalence of musculoskeletal injuries (MSIs) in the social services sector. With the strategic goal in mind of reducing risk of overexertion and MSIs in the workplace, we went to work to gain a deeper understanding in how these injuries occur and what organizations are currently doing to manage the consequences and educate their workers on the risks.

MSIP Environmental Scan

Our team commissioned an MSI environmental scan that included interviewing leaders and frontline workers from different organizations to identify strengths, opportunities for improvement, and the MSI-specific hazards workers within the sector are exposed to. The report came with a list of recommendations that will support our team in the development of the MSI prevention course and resources.

MSIP Awareness and Prevention Course Development

Following the creation of the MSI env scan, we partnered with our Advisory Panel and Community of Practice members and contracted a learning development team to help us with the creation of a MSI prevention and awareness online course. The training will cover, sector specific MSI risk including client handling and office ergonomics. We are very excited to launch this training in the summer of 2025.

Our Work: Health and Safety Training Initiative

Our organization was fortunate to receive funding from the Province of British Columbia, through the Social Services Roundtable Training Fund proposal, which was disbursed with the support of the Federation of Community Social Services of BC. Social services as a sector, has been identified by WorkSafeBC as a high risk industry, and has been included in their Health Care and Social Services Planned Inspectional Initiative. We know that the need for best practice health, safety and wellness training is paramount.

The development and maintenance of training courses is expensive and resource intensive endeavour. Our aim is to support the sector by creating essential, high-quality health, safety, and wellness training courses. After some initial exploration on sector needs, we began our first year with a search for a suitable a learning management system (LMS), and settled with Neovation as our provider. We also began to source and develop training content partnering with various organizations and government agencies.

CSSHSA's Advisory Panel and Community of Practice have and will continue to provide leadership in further defining metrics and expertise for this important initiative. Our Learning Centre launched in ***May 2025*** with an initial five free online courses, available to our member organizations. With additional courses in development, scheduled for release later in the year. We are also exploring a licensing model for member organizations that have existing learning platforms in place.

We will be launching a number of instructor-led courses, in the next phase, with the aim of supporting the member organizations to build and implement their health and safety management systems.

Our Work: Health and Safety Training Initiative

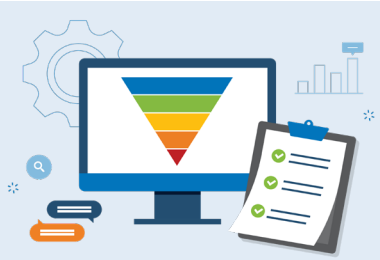
Free Courses We Offer For Member Organizations

Visit CSSHSA's Learning Centre Registration page to learn more about our Learning Management System, free courses. Or simply join our Learning Centre webinar on our training and event page.

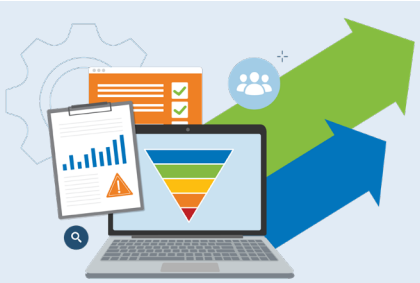
WHMIS

Violence Risk Assessment

Care and Connection on the Dementia Journey



Workplace Inspections



OHS for Leaders

Summer launch:

- MSIP Awareness and Prevention
- Respectful Workplace for Workers

Fall launch:

Trauma Informed Practice, Incident Investigations, Violence Prevention

Our Work: Health and Safety Training Initiative

Instructor-Led Training Opportunities

Instructor-led courses offered in person and online

Courses:

- Introduction to Joint Health and Safety Committees – official launch May 28th
- OHS for Leaders
- Return to Work Coordinator (In partnership with WSBC)
- Wellness Exchange

Coming soon:

- Mental Health First Aid
- Incident Investigation

In addition to the online courses, our team has been developing instructor-led courses and partnering with organizations such as Mental Health Commission of Canada and WorkSafeBC to bring to the sector important education and training. In fiscal year 2025/26 we will be launching several instructor led courses, which will be offered free or will have subsidized rates. The plan is to offer instructor-led courses throughout the province to our members.

Our Work: Community of Practice

CSSHSA values the expertise of health and safety practitioners in social services and believes that their involvement is key to developing effective and appropriate resources that promote a safe and healthy environment. By facilitating a Community of Practice, we aim to connect professionals and foster knowledge-sharing for best practices in workplace and community health and safety.

Community of Practice Goals

We aim to foster collaboration, engagement, and advocacy in the field of health and safety. Through shared learning and collective experience, we strive to:

- Develop a common understanding of the challenges faced in social services and the health and safety measures needed to address them.
- Provide ongoing support to professionals in the field, helping them maintain confidence and high standards of practice.
- Share best practices, collaborate in developing resources, and continuously improve the health and safety landscape in social services.

CSSHSA held its first community of practice meeting in January 2025. The meetings going forward will be occurring every two months, alternating with our Advisory Panel.

A Look Ahead to 2025/26

For fiscal year 2025/26, our team will continue to focus on the strategic initiatives and direction provided by the Board which includes:

Delivering key health and safety courses: MSI Prevention and Awareness, Violence Prevention and much more

Develop an OHS Program Builder tool: We are developing a web-based tool which will hold a library of resources to support our members in creation of their own health and safety program.

MSI initiative to develop risk assessments in partnership with member organizations

Develop Return to Work resources and tools and partner with member organizations to implement injury management programs.

Learn more about our approved WorkSafeBC Workplan designed to engage the sector and provide vital resources and tools.

Our Team

Board of Directors

CSSHSA is governed by a Board of Directors, which has representatives from employers and workers, both union and non-union, in community social services. They provide strategic direction and financial oversight, advise the CEO, and work together to raise awareness of the association.

Rick FitzZaland
Independent Chair

Brian Campbell
BC General Employees' Union (BCGEU)

Carmen Sullivan
Canadian Union of Public Employees (CUPE)

Chantel Foden
Spectrum Society for Community Living

Christina Lloyd-Jones
Hospital Employees' Union (HEU)

Denise Subotin (non-voting)
WorkSafeBC

Diane Hong
S.U.C.C.E.S.S. (United Chinese Community Enrichment Services Society)

J. Gordon Cote
NARSF Programs Ltd.

Janice Barr
Community Living Society

Jonny Morris
Canadian Mental Health Association – BC Division

Judy Valsonis
Touchstone Family Association

Michael Wisla
Health Sciences Association of BC (HSA)

Pamela Pye
BC General Employees' Union (BCGEU)

Tammy Khanna
Independent Living Housing Society of Greater Victoria

Tanya Behardien
OneSky Community Resources

Our Team

Advisory Panel

The Advisory Panel serves as a key liaison between the Board of Directors and the members. The Panel includes occupational health and safety experts, HR professionals, and sectoral leaders from various member organizations. They provide technical and sectoral guidance to the CEO to fulfill the association's vision and mission set by the Board.

Tigran Bajgoric
Chair, CSSHSA CEO

Ana Lucia Mateus
Executive Coordinator, CSSHSA

Anne-Marie Hague (joined February 2025)
Archway Society

Brandon Thistle (resigned March 2025)
Patrick Coghlan (joined March 2025)
BC General Employees' Union (BCGEU)

Farzad Kasad
Health Sciences Association of BC (HSA)

Harrison Mak (resigned May 2025)
Nicole Ratich (joined May 2025)
S.U.C.C.E.S.S.

Jeremy Bara
Vancouver Aboriginal Child & Family Services

Jeremy Cain (resigned January 2025)
ASK Wellness Society

Matthew Marier (resigned September 2024)
Rob Valerio (joined September 2024)
Axis Family Resources Ltd.

Mary-Ann Clavette (non-voting, resigned April 2025)
Kori Gryschuk (non-voting, joined April 2025)
WorkSafeBC

Michele Chase (resigned September 2024, current alternate)
Geri Grigg (joined September 2024)
Hospital Employees' Union (HEU)

Natalia Day (joined February 2025)
Victoria Cool Aid Society

Tom McKenna (joined October 2024)
Canadian Union of Public Employees (CUPE)

Tracey Hulten (joined February 2025)
Ministry of Children and Family Development

Our Team

Staff

The team at CSSHSA brings expertise in occupational health and safety, psychological health and safety, mental health and well-being, social services, leadership, communications, curriculum development, and much more.

Tigran Bajgoric
Chief Executive Officer

Ana Lucia Mateus
Executive Coordinator

Suncha Satney
Psychological Health and Safety Consultant

Therese Barozzo
Engagement and Wellness Coordinator

Savanna Rutkowski
Occupational Health and Safety Advisor

Jackie Lee
Occupational Health and Safety Advisor

Lusine Grigoryan
Education and Training Coordinator

CSSHSA
COMMUNITY SOCIAL SERVICES
HEALTH & SAFETY ASSOCIATION

CSSHSA wishes to thank all our partners for the continued support as we engage with the sector to develop this important work.

Follow us on LinkedIn

Sign up for our newsletter

csshsa.ca