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# 2021 Annual Report



**Board of Canadian Registered  
Safety Professionals**

**Conseil Canadien Des Professionnels  
En Sécurité Agréés**

**Board of Canadian Registered Safety  
Professionals**

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**2021 Annual Report**

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# Board of Canadian Registered Safety Professionals (BCRSP) Profile



**Board of Canadian Registered  
Safety Professionals**

**Conseil Canadien Des Professionnels  
En Sécurité Agréés**

## Mission

**The Board of Canadian Registered Safety Professionals sets certification standards for the occupational health and safety profession.**

## Vision

**Safe and healthy workplaces through certification.**

**The Board of Canadian Registered Safety Professional (BCRSP) values diversity, equity and inclusion at all levels of the organization. We welcome and respect the unique perspectives, opinions and experiences of all BCRSP certificants, applicants, and other stakeholders. We commit to working towards removing barriers, internally and externally, to achieve true diversity, equity and inclusion within the BCRSP.**

On February 10, 1976, a newly designated Canadian corporation was formed for the purpose of certifying qualified safety practitioners as Canadian Registered Safety Professionals (CRSP)®. With the appointment of the first Board of Governors, comprised of leading professionals from a cross-section of safety disciplines, the certification of safety professionals became a reality through this new organization. The CRSP® certification is now a widely accepted form of recognition by industry and government in Canada. Many employers require the CRSP® certification in order to qualify for a safety position. It also allows the BCRSP to ensure that the highest standards of excellence and professionalism are maintained at all times and by all certificants.

The CRST certification was introduced in 2018 to support the evolving needs of industry. The CRST certification process requires individuals to meet qualification standards, including education and experience requirements, pass the CRST Examination, and stay up to date through a continuous professional development process.

In 2005, the CRSP® certification scheme was granted accreditation to ISO/IEC 17024 (Personnel Certification Body) by the Standards Council of Canada and in 2021 the CRST certification scheme was granted accreditation to ISO/IEC 17024 (Personnel Certification Body) by the Standards Council of Canada. In 2008, the BCRSP was granted accreditation to ISO 9001 (Quality Management System) by BSI Management Systems.

We are at a critical time in the evolution of the BCRSP and the safety profession. The demand for OHS practitioners to support safe and healthy workplaces is growing, and as a result, the need for highly-qualified OHS practitioners to achieve these goals is paramount. The expectations of employers in today's world is changing, and with this comes an expectation of higher levels of education. The Global market is driving change, and the Canadian OHS professional must stay in step with advancing practice elsewhere.

## Our Values

### Professionalism In All That We Do

We commit to our certificants and stakeholders to provide accountability for our decisions, excellence in our management system, integrity and respect in our interactions.

### Passion For Our Profession

We are passionate about protecting people, property and environment.

### Progressive Thinking And Superior Results

We strive to advance the body of knowledge, the competency of the profession, and the value our certificants bring to society. We are never satisfied with the status quo and know that opportunities for continuous improvement and innovation always exist.

# Message from the Chair

**The BCRSP Governing Board is comprised of volunteers who represent a cross-section of the OHS profession and the public. Governance is the processes and practices through which the BCRSP organizes to achieve its mandate. It is concerned with the structures and procedures for decision-making, accountability, control and codes of conduct. It is expressed through legislation, policies and by-laws, and informal norms. The goal of effective governance is an organization that achieves optimal performance and is accountable to the people it serves.**

**The Board of Canadian Registered Safety Professionals (BCRSP) appoints Robin Angel, BSc, MSc, CRSP as Governing Board Chair effective July 1, 2021 through June 30, 2023.**

**Robin Angel is the twenty-sixth Chairperson since the certification body's incorporation in 1976 and succeeds David Johnston who served as Chair from July 2020.**



I am honoured to be serving as the Governing Board Chair of the BCRSP. It is one of the highlights of my OHS career, and I am grateful for the support of all of my colleagues on the BCRSP Governing Board.

The BCRSP Governing Board utilizes a strategic plan to set goals for the organisation and develops plans to achieve them.

In late 2021, the BCRSP Governing Board embarked on a review and update of the Strategic Plan, and the new Plan was approved at the Board's first meeting in 2022.

The Strategic Plan has been refreshed and we have created a companion document that succinctly groups our priorities and goals into easy to read and interpret segments. As a complement to the strategic plan, an operational plan along with a living scorecard has also been created to ensure that the Board has oversight on progress.

While many of the identified priorities and goals are routed in the work the BCRSP has been doing through previous iterations of the strategic plan, the BCRSP Governing Board has focused in on some key initiatives and strategies to promote certification, the value of certification, and the value of qualified safety practitioners to industry.

A copy of the strategic plan priorities and goals is available on the BCRSP website.

The reports contained within this annual report highlight the activities and milestones achieved in 2021.

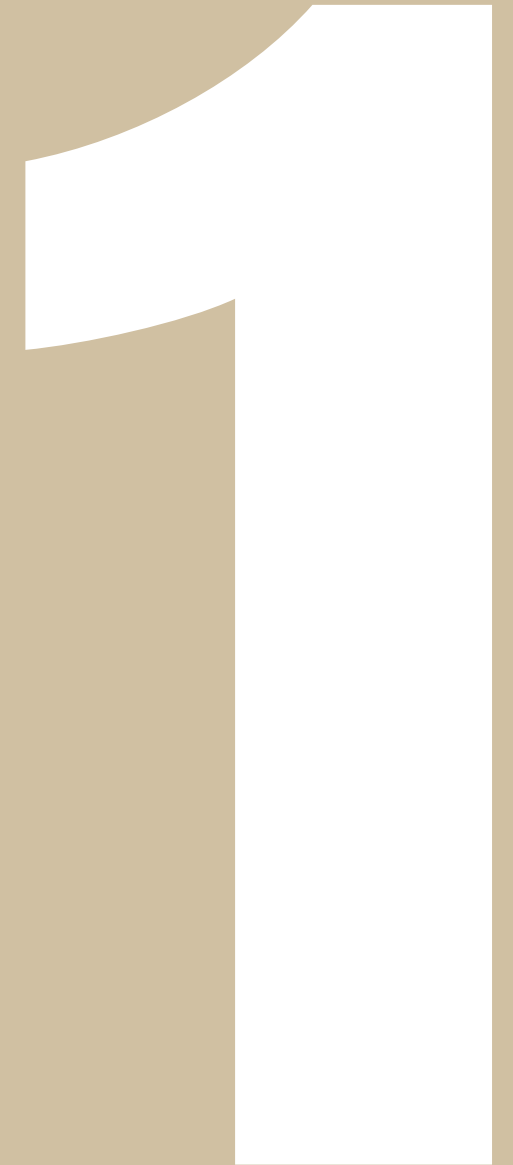
I would like to thank the Governing Board for their passion and contributions at every meeting.

I would also like to acknowledge the many volunteers that support the BCRSP. The strength of our certification schemes are rooted in the many committees and volunteers that devote their time, effort and passion to the organization. It has been an honour to have met many of you this past year and on behalf of the Board, Thank You!

**Robin Angel, MSc, CRSP, | BCRSP Governing Board Chair, July 1 2021- June 30 2023.**

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# 2021 In Review



**A summary of 2021 Committee Activity**

# 1 Communications Committee

**The Communications Committee shall promote and enhance all communication efforts to support the recognition and advancement of the BCRSP, and its certifications.**

In 2021, our participation at tradeshow and events was impacted by the pandemic, however we did promote the certifications through a number of virtual events and presentations. In addition, we continue to advertise BCRSP certifications in industry publications.

There were 10 press releases issued, and the BCRSP Report (email newsletter) was published quarterly. The newsletter is an email distribution. If you are not receiving, please contact the BCRSP office to verify your email address information at [mycrsp@bcrsp.ca](mailto:mycrsp@bcrsp.ca).

30 certificants were profiled through the CRSP&Proud or CRST&Proud Social Media Campaign.

The BCRSP website project which commenced in 2020 concluded with the launch of the redesigned site in 2021.

Across our social media channels, the metrics continue to be positive. A sampling of the engagement metrics include:

**Facebook Engaged People: 82.1%**

**Instagram Reach: Increase of 14% in 2021**

**LinkedIn: Page Views Increase of 400%**

**Twitter Likes - 896 Retweets - 272**

2021 Committee Members: Lynn Cohoe, Lyne Duplessis, Jude Groves, Paul Hartford, Ruo Xi Liu, Roy McKnight, Thomas Regehr, William Smith, Thomas R. Welton (Chair)

# 2 Continuous Professional Development Committee

**The Continuous Professional Development (CPD) Committee oversees the administration of the continuous professional development program and make recommendations for improvement to the Governing Board.**

952 certificants, except for those certified after 2020 and non-practicing certificants, whose registration numbers ended in either 9 or 4, were required to submit for their continuous professional development (CPD) cycle.

55 individuals had their CRSP® certification revoked for failure to comply with the mandatory CPD requirements.

The CPD also approved 10 ethics course providers in 2021.

2021 Committee Members: Adina Negru, Sarah Rasoul, Jason Roy, Nicole Salmon, Dave Turner (Chair)

# 3 Examination Committees

**The CRSP® Examination Committee plans, develops and manages a program through which examinations are administered and maintained in support of the CRSP® professional level certification.**

2021 Committee Members: Thomas Barnett, Marc Barre, Shannon Bolger (Chair), Ryan Davis, Beryl Ludwig, Laura Mulleney, Derrick Murray, Heather Tomsic, Sean Wurster

**The CRST Examination Committee plans, develops and manages a program through which examinations are administered and maintained in support of the CRST certification.**

2021 Committee Members: Paul Carolan, Catherine Drum, Joseph Kutryk, Sonia Lal, Brenda Marsh, Graham Nelson (Chair), Mustang Randall, Alfred Rehn

**The Item Bank Maintenance Committee reviews items and updates (including reference checks) independent and case-based items in the bank using the competencies in the CRSP® and CRST Examination Blueprint for use by the CRSP® and CRST Examination Committees on the certification examination.**

2021 Committee Members: Michael Fears, Robin Kilty, Sonia Lal, Jennifer MacFarlane, Carmen Mager, Brenda Marsh (Chair), Melissa Nadeau, Graham Nelson

**The Item Writing Committee develops independent and case-based items using the competencies in the CRSP® and CRST Examination Blueprints for use by the CRSP® and CRST Examination Committees on the certification examinations.**

2021 Committee Members: Sadeka Dean, Rick Donato (Chair), Judith Flatt, Jenny Kin Ling Ho, Peter Hollett, Tara Jukes, Michael Kary, Beryl Ludwig, Natalie Oree, Jason Rogowski

Core to what we do as a certification board, the examination committees include the CRSP Examination Committee, the CRST Examination Committee, the Item Writing Committee, and the Item Bank Maintenance Committee. The Board approved the creation of an Item Review Committee in 2021, and its first meeting will be held in 2022.

**For the CRSP certification, 442 examination candidates tested resulting in 151 successful candidates in 2021.**

**For the CRST certification, 240 examination candidates tested resulting in 83 successful candidates in 2021.**

The item bank remains under constant review and in addition to regular committee meetings for item writing and maintenance we had one additional ad hoc meeting of item writers to generate primarily CRSP examination critical thinking items.

**Item Writing Committee - 60 newly written items, including 2 knowledge/comprehension, 17 application and 41 critical thinking items; 24 items were case-based, and 36 items were independent.**

**Item Bank Maintenance - Reviewed 43 CRSP Examination items and 57 CRST Examination Items, 19 items (total) were retired from the bank.**

**Ad Hoc Item Writing Session - 61 new items for the item bank, including 11 application and 50 critical thinking items; 34 items were case-based, and 27 items were independent.**

In 2021, the Governing Board also approved the creation of an Item Review Committee. The Item Review Committee is charged with reviewing and updating items developed by the Item Writing Committee and at Item Writing Workshops to ensure operational.



## 4 Internal Audit Committee

**The Internal Audit Committee is to provide an independent and objective review of BCRSP's management system and operations to add value and identify areas for improvement.**

The BCRSP has an internal audit process, and the Internal Audit Committee establishes the internal audit plan, conducts the internal audit at the BCRSP office, assesses the management system conformity with ISO 9001 and ISO 17024, determines if the management system is being implemented and maintained, and determines if external and internal audit findings are being actioned and completed according to the action plan submitted to the Governing Board.

In 2021 the Internal Audit was conducted virtually on July 15-16.

There were no non-conformities identified during the internal audit and the committee found that a suitable, adequate and effective management system is in place.

2021 Committee Members: Robin Angel, Dennis Delgado, James McLaughlin, Virginie Tremblay (Chair)

## 5 Nominations & Leadership Development Committee

**The Nominations & Leadership Development Committee oversees the issuing of Expressions of Interest and the election process for the Governing Board as required.**

The BCRSP received 30 Expressions of Interest (EOI) for the position of Governor; and one EOI for the position of public member.

The committee presented a slate of candidate names consisting of new or returning Governors for their approval and had the approved names placed on a ballot for certificants to vote at the 2021 Annual General Meeting (AGM) held virtually in June of last year.

This committee term runs July 1-June 30.

2021 Committee Members: Robin Angel, Paul Belair, Jodi Engel, Sandy Stephens, Monica Szabo (Chair)

## 6 Professional Conduct & Discipline Committees

**The Professional Conduct Committee ensures the ongoing integrity and protection of BCRSP certifications through a professional conduct review procedure addressing complaints against certificants.**

**The Discipline Committee members hear and determine matters related to alleged professional misconduct against BCRSP certificants.**

**The purpose of the BCRSP Code of Ethics & Professional Conduct (the Code) is to provide guidance to ensure that each certificant adheres to high standards of integrity and competence.**

**To review the Code of Ethics and Professional Conduct, visit the BCRSP website at [www.bcrsp.ca](http://www.bcrsp.ca)**

BCRSP maintains both a a professional conduct and discipline process that is applied when a complaint is received against a certificant.

In 2021, four (4) professional conduct complaints were received.

Three (3) of the cases have been closed, and one case is still under investigation by the professional conduct committee.

All certificants are bound to the Code of Ethics & Professional Conduct, and the BCRSP Bylaws establish investigator powers, the required cooperation of certificants, and the authority of the professional conduct and discipline committees.

There is also an appeals process, and as required an Appeals Committee may be established.

2021 Professional Conduct Committee Members: Jason Clarkson, Lonnie Demas, Andrew Kamel, Ewa Kaczmarczyk, Aaron Kincaid, Greg McInnes (Chair), Bhaveshkumar Mody, Allan Moore

2021 Discipline Committee Members: Roger Belair, Jim Duthie, Karen Floyd, Paul Foster (Chair), Chris Goodall, Dale Hartery, Nicolle McKenna, Tom Munro, Christine Sidhom, Sandy Stephens, Jason Warren

# 7 Qualifications Review Committee

**The Qualifications Review Committee (QRC) is responsible for the initial assessment of certification applications and for recommending to the Governing Board changes to the certification criteria and/or process resulting from the committee’s ongoing analysis of application review.**

The QRC Committee is responsible for reviewing applications for both the CRSP and CRST certifications.

Statistical Report	CRSP	CRST
Active certifications	5746	221
Certifications approved in 2021	151	87
Applicants eligible to write the examination	417	252
Total # of applications received in 2021	499	251

**The Regional Screening Centres also continue to conduct interviews (no longer mandatory) for CRSP applicants as part of the Board's audit and appeals processes.**

2021 Qualifications Review Committee Members: Michael Amyotte, Sarah Churchill, Krista Collins, Evan Edbom (Chair), Jade Eldridge, Kim Gordon, Andy Lau, Tammy Levesque, Ed Miller, Marius Normore, Prabhleen, Leena Paul, Glenn Pringle, Katherine Reid, Michael Russo, Amanda Sonier, Dawne Stevens

2021 Interviewers: Svitlana Bondarenko, Brian Brown, Shelley Buckshaw, Brian Curphey, Scott Desautels, Tricia Gibney, Gary Gibson, Rory Gibson, Sean Harris, Katrina Hynes, Bruce Jackson, Leon Johnson, Lisa Kavanagh, Sean Kealey, Dave Koopman, Jennifer MacFarlane, Tamera Madden, Laurie Martin, Darrel Nickerson, Ebrahim Noroozi, Daniel Ouellette, Michael Rakus, Bill Reid, Shawn Reilly, Dave Roger, Monica Szabo, Garry Towle, Dianne Walsh, Paul Westcott, Brad Wright

# 8 Task Forces & Working Groups

**In addition to the standing committees, the Governing Board from time to time authorize a task force or working group to conduct work on behalf of the BCRSP. In 2021, the following task forces were in place:**

The Accreditation Task Force (ATF) is charged with overseeing the development of the framework for occupational health and safety post-secondary program accreditation, including standards, processes, structure, and priorities.

2021 Accreditation Task Force Members: Robin Angel (Chair), Paul Carolan, Kevin Dawson, Evan Edbom, Paul Halleran, David Johnston, Samuel Livingstone, Kevin Lyons, Azeez Olaojetola, David Phan, Dylan Short (Chair), Noel Slaney

The Certification Development Advisory Task Force is charged with developing a framework for an Executive level certification that would be offered by the BCRSP.

2021 Certification Development Advisory Task Force Members: Paul Andre, Shannon Bolger, Kevin Dawson, Mike Fedun, Darrel Nickerson, Henry Skjerven (Chair), Roberta Sheng-Taylor

PACT Task Force is charged with exploring opportunities for collaboration between the AMTA and the BCRSP in relation to the CTSP designation.

2021 PACT Task Force BCRSP Members: Greg McDonald, David Rebbitt (Chair), Monica Szabo

The Military Trades Accreditation Task Force is working with VeCATS to benchmark military occupational training for noncommissioned members against the journeyperson standard to determine equivalency for the purposes of applications to write the CRST exam.

2021 Military Trades Accreditation Task Force Members: David Rebbitt

The IDEA Working Group, which is a working group within the Governing Board, is looking BCRSP's policies and procedures in relation to inclusion, diversity, equity, and accessibility.

2021 IDEA Working Group Members: Robin Angel, Tehzin Chadwick, Mark Fernandes, Buck Page, Sandy Stephens



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# Volunteer & Stakeholder Relationships



BCRSP 2021 Volunteer & Stakeholder  
Relationships

International Relations

International Network of Safety and Health Professional Organisations (INSHPO)

BCRSP continues to be active within the INSHPO and was serving the second year as secretariat in 2021. The BCRSP's representative on INSHPO is John Hollohan, CRSP who served as INSHPO's President in 2021, and is serving as Past President in 2022.

BCRSP is an inaugural signatory to the Singapore Accord, which is a call to action for leading occupational health and safety (OHS) professional and practitioner organizations from around the world, supported by INSHPO, to commit to the Global Vision of Prevention through the adoption of a global framework for practice. The INSHPO Global Capability Framework has been an underpinning resource for the BCRSP in the development of the CRST certification scheme, and continues to be utilized by the Accreditation Task Force as a resource to inform the accreditation framework.

The BCRSP Governing Board also approved funding to support a collaborative research project that INSHPO is spearheading.

World Safety Congress

BCRSP was a sponsor of the World Safety Congress, which was held virtually September 20-23, 2021. The BCRSP's sponsorship contribution was aligned with the Braindate sessions. Braindates are one-on-one or small group conversations based on topics posted by delegates in the Braindate Topic Market. They can be used to brainstorm, solve challenges, share expertise or experiences while meeting new (brilliant!) people.

Recognition Awards 2021

In 2018, an awards program was created to recognize one individual and one organization or employer who are strong CRSP brand advocates. The criteria were as follows:

Individual category: recognizes a CRSP or CRST who has demonstrated exceptional support and promotion of the CRSP or CRST certification.

Organization/Employer category: recognizes an organization/employer who has demonstrated exceptional support for their CRSP or CRST certified employees, and promotion of the CRSP or CRST certification to their OHS practitioners.

The 2021 individual category recipient was:

Congratulations to Dr Ganapathi Manchi, CRSP

Highlights from Dr. Manchi's submission:

- Independently developed and presented a webinar series on 14 CRSP Examination success tips, which attracted 210 participants from around the world.
- Has been mentoring a total of 21 examination candidates, 9 of whom have been successful in achieving their certification.
- Actively involved on social media in promoting the BCRSP and our certifications.

The 2021 organizational award recipient was the Environmental Health and Safety Office at Dalhousie University.

The highlights for why they received this award are:

- The Environmental Health Safety Office leadership views the CRSP and CRST as a valuable asset for each team member to obtain.
- Several of the managers have the CRSP certification while a number of the Safety Technicians have the CRST certification, and it is strongly encouraged and recommended that as a member of the team, they should try to obtain the certification if they meet the eligibility criteria.
- The leadership at Dalhousie University's Environmental Health and Safety Office is a strong advocate for participating with health and safety associations, community groups, and charitable causes. They are not only committed to being a participant in various groups, but will actively make an effort to be the leaders in occupational health and safety advancements.

2021 Volunteer of the Year Award

The BCRSP is pleased to announce A. Kim Gordon, recently retired from NB Power as the BCRSP Volunteer of the Year for 2021.

Kim grew up in southern Ontario and received a degree in Chemistry from the University of Waterloo and a post graduate Diploma in Occupational Health and Safety from McMaster University.

He has over 40 years experience in industrial Hygiene and Safety. While employed with Ethicon Sutures in Peterborough, Kim was listed as the co-inventor of two implantable medical products, while also learning his craft in safety and hygiene. After a stint with the Ontario Ministry of Labour field staff, Kim moved east to Fredericton to become New Brunswick Power's first Industrial Hygienist. After 31 and a half years, Kim retired from NB Power at the end of June 2021 and now resides in Victoria, BC close to his three sons, two grandchildren and the other wonderful people in their lives.

Kim received his CRSP certification in 2005. Kim has served on the Qualifications Review Committee (QRC) since 2009 and has contributed immensely to the BCRSP in this capacity. In addition to serving on the QRC, Kim has also served as Secretary and President of the Atlantic Provinces Section of the American Industrial Hygiene Association and Secretary of the AIHA's Local Sections Council.

Congratulations Kim!



The Board's Volunteer of the Year program was initiated in 2001 in conjunction with its 25th anniversary and the United Nation's "Year of the Volunteer". To be eligible, candidates must be a certificant in good standing, must have served in one or more volunteer capacities with the BCRSP other than the Governing Board, must have been a volunteer for a minimum of five years.

# %58.4 earn over \$100k

The BCRSP conducts a salary survey every other year. The 2021 survey results were published in November. The survey report is available for download on the BCRSP website at [www.bcrsp.ca](http://www.bcrsp.ca).

## Salary Survey

The 2021 Salary Survey is based on a similar survey that was conducted in every other year since 2005. BCRSP developed final variable categories in the survey with guidance from Meazure Learning - Yardstick.

The survey response rate in 2021 was 34%, down slightly from the 2019 survey.

In general, results were consistent with previous surveys. However, any noteworthy change in response

patterns since the previous survey are highlighted in the report in a section called "What has changed?". Changes in a single category that were less than 5% or from a small sample (under 200 respondents) were generally not considered noteworthy.

Regional differences in employment setting exist between respondents from the three regions. In Western Canada, the most commonly reported setting was petroleum (20.1%) whereas Central Canada reported manufacturing (16.4%) and Atlantic Canada reported government (16.5%). Overall, these three employment settings accounted for 35.8% of the responses across Canada.

## Threads of Life

In 2021, BCRSP continued to support the Threads of Life/BCRSP scholarship program which awarded four (4) x \$2500 national scholarships available to Threads of Life family members who are students enrolled, either full-time or part-time, in a college or university program. The national scholarship recognizes academic achievement, community involvement, and need. The 2021 recipients were:

- Hope Harroun, Alberta
- Silver Kuris, Ontario
- Anneka Vanfeggelen, Nova Scotia
- Mack Durant, Nova Scotia

## Volunteers

Over 300 volunteers serve on BCRSP committees and task forces and we would not be able to operate without their support.

Some certificants also serve as Brand Ambassadors. Reporting to the Executive Director, Brand Ambassadors are utilized to support hosting new certificants during a virtual welcome session.

2021 Brand Ambassadors:

Khyrsten Alwood, Kev Auty, Fernando Azevedo, Ashley Bodnar, Coralee Braun, Stewart Day, Savannah Eliuk, Ward Flaherty, Stewart Franck, Karin Godwin, Adrian Goodburn, Stephen Johnson, Lauranna Li, Lex Lovatt, Roxane Madsen, Don McInnes, James McLeod, Matthew Osbourne, Daniel Ouellette, Adam Palmer, Shrikar Patel, Ryan Piercey, Junmin (Robin) Qu, Hardeep Sarai, Brad Spurrell, Bruce Tester, Dianne Walsh, Paul Westcott, David Williamson, Tara Wright.

**"The best way to find yourself is to lose yourself in the service of others." – Gandhi**

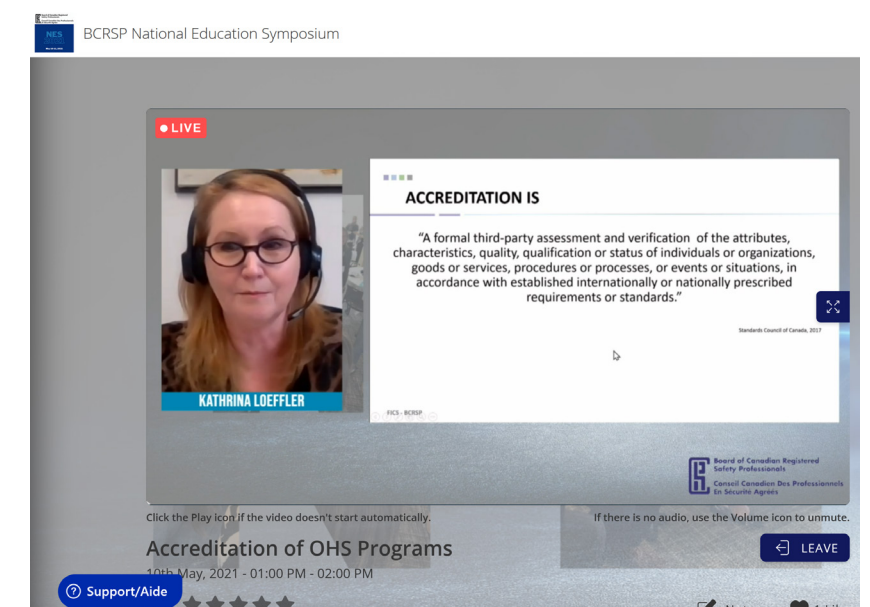
**Interested in becoming a BCRSP Volunteer? Email us at [mycrsp@bcrsp.ca](mailto:mycrsp@bcrsp.ca) for information on how to apply.**

## How satisfied are you with your OHS career?

Across all settings, very high levels of satisfaction were reported, with 89.4% of respondents being satisfied or very satisfied with their career. Nationally only 2.3% of respondents reported any degree of dissatisfaction.

## National Education Symposium

The 7th National Education Symposium was held virtually May 2021 and brought together 32 delegates representing 23 post-secondary institutions that offer OHS programs.





Accreditation and the Audit Process

As the CRSP® and CRST Certification schemes are accredited to ISO/ IEC 17024 (Personnel Certification Body) by the Standards Council of Canada, and certified to ISO 9001 (Quality Management System) by BSI Management Systems, the BCRSP certification processes are subject to both external and internal audit requirements.

In 2021, an external audit was conducted on March 15-16 (virtual) by BSI to the ISO 9001 standard, and on June 29-30 (virtually) by the Standards Council of Canada to the ISO/IEC 17024 standard. There were no non-conformities identified during either audit.

The BCRSP also has an internal audit process, and the Internal Audit Committee establishes the internal audit plan, conducts the internal audit at the BCRSP office, assesses the management system conformity with ISO 9001 and ISO 17024, determines if the management system is being implemented and maintained, and determines if external and internal audit findings are being actioned and completed according to the action plan submitted to the Governing Board. In 2021 the Internal Audit was conducted virtually on July 15-16.

There were no non-conformities identified during the internal audit and found that a suitable, adequate and effective management system is in place.

Advocacy

We continue to promote discussions with government and other stakeholders on title protection for the safety profession. When we are provided the opportunity to make the case for title protection to politicians, government officials, and business leaders, the discussion has always ended in agreement that what is being proposed makes sense. Simultaneously, we continued to build on strengthening our relationships with other like-minded organizations, notably the Canadian Society of Safety Engineering (CSSE), Women in Occupational Health and Safety Society (WOHSS), Canadian Registration Board of Occupational Hygienists (CRBOH), Alberta Society of Health and Safety Professionals (ASHSP), Conference Board of Canada, Minerva Canada, and the International Network of Safety and Health Professional Organizations (INSHPO).

The BCRSP presented to the Ontario Prevention Council (PC) in February of 2021, and in April of 2021 the PC made a recommendation to the Minister of Labour, Training and Skills Development to review and consider “title protection of OHS Professionals as a means of protecting public and worker welfare in Ontario.”

Through continued dialogue the safety profession will speak with one voice and achieve greater credibility with our stakeholders.

In addition, fundamental to this work is having evidence-based research to support the advocacy effort. BCRSP believes there is a need for there to be research into measuring the effectiveness of OHS practice.

Governing Board

The following individuals served on the BCRSP Governing Board from July 1, 2020 to June 30, 2021:

Officers

- Chair: David S. Johnston, CRSP, Toronto, ON
- Vice Chair: Robin Angel, BSC, MSc, CRSP, Regional Director Occupational Health and Safety Division, Nova Scotia Department of Labour and Advanced Education, Halifax, NS
- Past Chair: Monica A Szabo, CRSP, Szabo Safety & Operations Services, Port Colborne, ON
- Secretary-Treasurer: David Larson, CSP, CFPS, ARM, CRSP, Senior Vice President, National Risk Control Director, McGriff, USA

Governors

- Stephanie Benay, CRSP, Director System Safety and Assurance, BC Hydro, Burnaby, BC
- Paul Belair, MBA, BASc, CRSP, Corporate Director Health and Safety, Equinox Gold, Edmonton, AB
- Tehzin Chadwick, MHSc, CRSP, CIH, ROH, Director, EHS, International Foodservice - Americas, Sysco Corporation, Etobicoke, ON
- Mark Fernandes, CRSP, Edmonton, AB
- Marianne Matichuk, CRSP, CHSC, COHS, CNM, Consultant, M. Matichuk & Associates, Sudbury, ON
- Dave Rebbitt, MBA, CRSP, CHSC, CET, CD, Consultant, Rarebit Consulting, Calgary, AB
- Will Rowan, CRST, EHS Advisor, Aecon Group Inc., Sherwood Park, AB
- Peter Sturm, CRSP, Sturm Consulting, Coldwater, ON (Mr Sturm served on the Board from July 1 2020 to February 2021)
- Public Member: Sandy Stephens, LLB, VP and Chief Compliance Officer, Alterna Savings, Alterna Bank, Toronto, ON

The following individuals served on the BCRSP Governing Board from July 1, 2021 to June 30, 2022:

Officers

- Chair: Robin Angel, BSC, MSc, CRSP, Regional Director Occupational Health and Safety Division, Nova Scotia Department of Labour and Advanced Education, Halifax, NS
- Vice Chair: Paul Belair, MBA, BASc, CRSP, Corporate Director Health and Safety, Equinox Gold, Edmonton, AB
- Secretary: Mark Fernandes, CRSP, Edmonton, AB
- Treasurer: David Larson, CSP, CFPS, ARM, CRSP, Senior Vice President, National Risk Control Director, McGriff, USA
- Past Chair: David S. Johnston, CRSP, Toronto, ON

Governors

- Stephanie Benay, CRSP, Director System Safety and Assurance, BC Hydro, Burnaby, BC
- Tehzin Chadwick, MHSc, CRSP, CIH, ROH, Director, EHS, International Foodservice - Americas, Sysco Corporation, Etobicoke, ON
- David Deveau, P.Eng., MBA, CRSP, BEDS, Vice President Environment Health and Safety, Inlands Group of Companies, Truro, NS
- Brenda Henry, MBA, CRSP, Director Environment, Health, Safety and Emergency Services, Fanshawe College, London, ON
- Larry Masotti, MA, CRSP, Strategic Relationships Advisor, Workplace Safety & Prevention Services, Windsor, ON
- Buck Page, CRSP, CPP, Manager Infrastructure Implementation Safety, Translink, Fort Langley, BC
- Will Rowan, CRST, EHS Advisor, Aecon Group Inc., Sherwood Park, AB
- Public Member: Sandy Stephens, LLB, VP and Chief Compliance Officer, Alterna Savings, Alterna Bank, Toronto, ON

2021 Audited Financial Statement

We are reporting an excess of revenue over expenses in 2021. As you can understand, the ongoing pandemic restricted activity on a number of fronts that have resulted in reduced expenditures for the BCRSP.

Some examples are:

- Reduction in expenses related to travel for committees and the board
- Reduction in expenses under communications which is related to the decrease in tradeshow and presentation activities in 2021
- Reduction in expenses in relation to supporting organizational membership activities (e.g. travel for INSHPO meetings, ICE Conference, etc.)

The 2021 Auditor's Report and Financial Statement are presented starting on this page



The Board of Canadian Registered Safety  
Professionals  
Financial Statements  
December 31, 2021

The Board of Canadian Registered Safety Professionals

December 31, 2021

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CHARTERED PROFESSIONAL ACCOUNTANTS

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## Independent Auditors' Report

To the members  
The Board of Canadian Registered Safety Professionals

### Opinion

We have audited the financial statements of The Board of Canadian Registered Safety Professionals, which comprise the statement of financial position as at December 31, 2021, and the statements of operations and operating fund balance, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of The Board of Canadian Registered Safety Professionals as at December 31, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the Canadian accounting standards for not for profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing these financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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CHARTERED PROFESSIONAL ACCOUNTANTS

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## Independent Auditors' Report

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*R & C Chartered Professional Accountants*

Mississauga, Ontario  
May 6, 2022

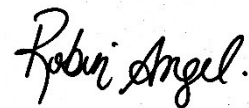
Chartered Professional Accountants  
*Licensed Public Accountants*

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**The Board of Canadian Registered Safety Professionals**  
**Statement of Financial Position**  
**December 31, 2021**

	2021	2020
	\$	\$
<b>Assets</b>		
Current Assets		
Cash	1,982,662	1,591,921
Short term investments (note 2)	1,263,862	1,260,548
Accounts receivable	-	40,417
Government remittances recoverable	6,615	-
Prepaid expenses	29,561	107,193
<b>Total Current Assets</b>	<b>3,282,700</b>	<b>3,000,079</b>
Long term investments (note 2)	171,462	168,426
<b>Total Assets</b>	<b>3,454,162</b>	<b>3,168,505</b>
<b>Liabilities and Operating fund balance</b>		
Current Liabilities		
Accounts payable and accrued liabilities	193,350	238,650
Government remittances	-	8,945
Deferred revenue	709,467	734,890
<b>Total Liabilities</b>	<b>902,817</b>	<b>982,485</b>
<b>Operating fund balance</b>	<b>2,551,345</b>	<b>2,186,020</b>
<b>Total Liabilities and Operating fund balance</b>	<b>3,454,162</b>	<b>3,168,505</b>

Approved on Behalf of the Board



See Accompanying Notes

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**The Board of Canadian Registered Safety Professionals**  
**Statement of Operations and Operating Fund Balance**  
**For the Year Ended December 31, 2021**

	2021	2020
	\$	\$
<b>Revenue</b>		
Annual dues	1,424,886	1,421,252
New application fees	299,246	235,775
Product sales and other revenue	89,475	56,150
Examination fees	33,827	35,446
Interest income	7,158	18,111
Special events registration	2,175	-
<b>Total revenue</b>	<b>1,856,767</b>	<b>1,766,734</b>
<b>Operating expenses</b>		
Accreditation	24,576	18,684
Application processing	70,168	74,984
Bank charges	50,142	48,060
Communications	212,858	179,388
Accreditation development	61,149	-
Credential management system	12,564	81,255
Delivery, freight, and postage	10,125	8,469
Donations	50,000	50,000
Examinations	239,410	268,489
Insurance	3,696	3,276
Management fees	554,850	544,869
Meetings	52,660	36,553
Memberships	31,688	17,550
National education symposium	19,560	-
Office expenses	3,908	3,323
Printing	11,425	7,516
Product purchases	2,685	7,468
Professional fees	13,697	15,802
Rent	10,000	10,000
Special events	14,891	-
Study guides	6,973	2,479
Travel	3,713	23,127
Website	30,704	48,287
<b>Total operating expenses</b>	<b>1,491,442</b>	<b>1,449,579</b>
<b>Excess of revenues over expenditures</b>	<b>365,325</b>	<b>317,155</b>
Operating fund, beginning of year	2,186,020	1,868,865
<b>Operating fund, end of year</b>	<b>2,551,345</b>	<b>2,186,020</b>

See Accompanying Notes

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**The Board of Canadian Registered Safety Professionals**  
**Statement of Cash Flows**  
**For the Year Ended December 31, 2021**

	2021 \$	2020 \$
<b>Operating Activities</b>		
Excess of revenues over expenditures	365,325	317,155
<b>Change in non-cash operating working capital</b>		
Accounts receivable	40,417	(40,417)
Prepaid expenses	77,632	(41,838)
Accounts payable and accrued liabilities	(45,297)	189,426
Government remittances	(15,560)	(13,118)
Deferred revenue	(25,426)	89,890
	397,091	501,098
<b>Investing Activities</b>		
Investments	(6,350)	(17,042)
Increase in cash	390,741	484,056
Cash, beginning of year	1,591,921	1,107,865
<b>Cash, end of year</b>	<b>1,982,662</b>	<b>1,591,921</b>

See Accompanying Notes

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**The Board of Canadian Registered Safety Professionals**  
**Notes to Financial Statements**  
**December 31, 2021**

**Nature of Business**

The purpose of The Board of Canadian Registered Safety Professionals is to promote and enhance, nationally and internationally, the health and safety profession. It is a non-share capital corporation, incorporated under the laws of Canada, to be carried on without the purpose of gain for its members and any profits or other accretions to the organization must be used in promoting its objects. As a result of its not-for-profit status, the organization is exempt from income tax under certain provisions of the Income Tax Act.

**1. Significant accounting policies**

**(a) Basis of accounting**

The financial statements have been prepared in accordance with Canadian accounting standards for not for profit organizations.

**(b) Revenue recognition**

- i) Annual dues are set annually by the Board of Directors and are recognized as revenue proportionately over the fiscal year to which they relate.
- ii) New application fees, product sales and other revenue are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.
- iii) Re-examination fees are recognized as revenue when received and the examination has occurred.
- iv) Interest income is earned from guaranteed investment certificates and recognized as revenue on an accrual basis. Other investment income is recognized as revenue when earned.

**(c) Use of estimates**

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the year. Actual results could differ from those estimates.

On March 11, 2020, the COVID-19 outbreak was declared a pandemic by the World Health Organization causing a significant adverse effect on the global and Canadian economies. The full economic impact the pandemic will have on the organization remains uncertain.

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**The Board of Canadian Registered Safety Professionals**  
**Notes to Financial Statements**  
**December 31, 2021**

**1. Significant accounting policies (continued)**

**(d) Investments**

The investments consist of Guaranteed Investment Certificates ("GIC") and market funds which are carried at cost plus accrued interest.

**(e) Deferred revenue**

All membership dues received in the current year for a subsequent year's operations are recorded as deferred revenue and will be accounted for as income in the year to which they pertain.

**(f) Contributions and services**

Due to the difficulties in determining their fair value, contributions and services to the organization are not recognized in these financial statements.

**(g) Financial instruments**

The company recognizes and measures financial assets and financial liabilities on the balance sheet when it becomes a party to the contractual provisions of a financial instrument. All transactions related to the financial instrument are recorded on a trade date or settlement basis. All financial instruments are measured at fair value on initial recognition. The company subsequently measures its financial assets and financial liabilities at cost or amortized cost. Changes in the fair value of these financial instruments are recorded in net income.

The company classifies its financial instruments as follows:

- Financial assets measured at cost include cash, accounts receivable and investments.
- Financial liabilities measured at cost include accounts payable and accrued liabilities and deferred revenue.

**(h) Impairment**

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

**The Board of Canadian Registered Safety Professionals**  
**Notes to Financial Statements**  
**December 31, 2021**

**2. Investments**

Investments consist of the following:.

	<b>2021</b>	<b>2020</b>
	<b>\$</b>	<b>\$</b>
Prime-Linked Cashable GIC, bearing interest at 0.20%	<b>611,527</b>	610,194
GIC maturing June 5, 2022, bearing interest at 0.15%	<b>312,769</b>	311,643
RBC Canadian Government Bond Index Fund	<b>175,454</b>	174,759
GIC maturing June 5, 2024, bearing interest at 1.53%	<b>171,462</b>	168,426
RBC Premium Money Market Fund	<b>87,454</b>	87,371
RBC Canadian Money Market Fund	<b>76,658</b>	76,581
<b>Total investments</b>	<b>1,435,324</b>	1,428,974
Less: short term investments	<b>(1,263,862)</b>	(1,260,548)
<b>Long term investments</b>	<b>171,462</b>	168,426

**3. Financial instruments**

The significant financial risks to which the organization is exposed to is liquidity risk, which is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to liquidity risk arising from its liabilities. The organization's ability to meet obligations depends on the receipt of funds in the form of revenue or advances.

**4. Capital disclosures**

In managing capital, the Association focuses on liquid resources available for operations. Its objective is to have sufficient liquid resources to continue operating in accordance with the mission despite adverse financial events and to provide it with the flexibility to take advantage of opportunities. The need for sufficient liquid resources is considered in the preparation of an annual budget, the monitoring of cash flows, the comparison of actual operating results to budget and ensuring adherence with the approved investment policy.

There have not been any changes to the Association's capital management strategy during the year.

**5. Comparative figures**

Certain comparative figures have been reclassified to conform to the current year presentation.







**Board of Canadian Registered  
Safety Professionals**

**Conseil Canadien Des Professionnels  
En Sécurité Agréés**