

---

# 2022 Annual Report



**Board of Canadian Registered  
Safety Professionals**

**Conseil Canadien Des Professionnels  
En Sécurité Agréés**

**Board of Canadian Registered Safety  
Professionals**

---

---

# Contents



**Board of Canadian Registered  
Safety Professionals**

**Conseil Canadien Des Professionnels  
En Sécurité Agréés**

## **2022 Annual Report**

**© Board of Canadian Registered Safety Professionals**

**All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without permission in writing from the publisher.**

**The BCRSP Profile (p. 4)**

**Message from the Chair (p. 6)**

**1. 2022 in Review (p. 9)**

**2. Volunteer and Interested Party Relations  
(p. 16)**

**3. Audited Financial Statement (p. 23)**

---

# Board of Canadian Registered Safety Professionals (BCRSP) Profile

---

## 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)<sup>®</sup>. 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<sup>®</sup> certification is now a widely accepted form of recognition by industry and government in Canada. Many employers require the CRSP<sup>®</sup> 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<sup>®</sup> certification was introduced in 2018 to support the evolving needs of industry. The CRST<sup>®</sup> certification process requires individuals to meet qualification standards, including education and experience requirements, pass the CRST<sup>®</sup> Examination, and stay up to date through a continuous professional development process.



# Board of Canadian Registered Safety Professionals

## Conseil Canadien Des Professionnels En Sécurité Agréés

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 practices 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.

### Practicing Inclusion, Diversity, Equity and Accessibility

We commit to supporting diversity, inclusion, equity, and accessibility in our decisions, and actions.

# 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) appointed 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 have served 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 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.

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.

The Board's goal is that by 2025, BCRSP is recognized by industry, post-secondary institutions, media, governments, and other associations as the accepted certifying body for OHS professionals and a credible and influential thought leader regarding the broader OHS landscape in Canada. We are highly visible among employers and safety professionals, and our role in the broader safety environment is clear to all stakeholders. Building on our core strengths and success as a certifying body, we have advanced title protection and expanded our thought leadership, diversity, advocacy, and

partnership capabilities to extend our reach and create real critical mass for the BCRSP's long-term sustainability and impact.

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 2022.

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.**

---

# 2022 In Review





## A summary of 2022 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 2022, our participation at tradeshow and events was impacted by the pandemic, however we did promote the certifications through several 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 BCRSP website continues to be an information hub for potential and existing certificants. We are continually looking to add resources and information, and updates take place regularly. In 2022, we also launched a BCRSP Musings Blog posting that featured various thought leaders on a variety of topics. These posts can be found in the 'news' section of the website.

We continue to use our social media channels as a way to promote the BCRSP certifications and our certificants. We have a couple of campaigns that certificants can take part in – the #CRSP or #CRST and Proud campaigns, the #InYourOwnWords campaign, and for our volunteers, the #volunteerspotlight campaign. If you are interested in learning more on how you can participate, e-mail us at [info@bcrsp.ca](mailto:info@bcrsp.ca). In 2022 14 certificants were profiled through the CRSP&Proud or CRST&Proud Social Media Campaign.

2022 Committee Members: Lynn Cohoe, Sylvie Giroux, Jude Groves, Steven Hnatishin, Anna Matheson, Roy McKnight, Heather Moon, Leena Paul, Marylene Provost, Thomas R. Welton (Chair)

## **The Continuous Professional Development (CPD)**

# 2 Continuous Professional Development Committee

---

**Committee oversees the administration of the continuous professional development program and make recommendations for improvement to the Governing Board.**

908 certificants, except for those certified after 2020 and non-practicing certificants, whose registration numbers ended in either 0 or 5, were required to submit for their continuous professional development (CPD) cycle.

70 individuals had their certification revoked for failure to comply with the mandatory CPD requirements.

The CPD also approved 3 additional ethics course providers in 2022.

2022 Committee Members: Adina Negru, Sarah Rasoul, Jason Roy, Nicole Salmon, Dave Turner (Chair).

### 3 Examination Committees

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, and the newly formed Item Review Committee.

**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.** 2022 Committee Members: Marc Barre, Shannon Bolger (Chair), Ryan Davis, Rick Donato, Michael Kary, Beryl Ludwig, Laura Mallowney, 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.** 2022 Committee Members: Paul Carolan, Catherine Drum, Robert (Bobbie) Hurley, Joseph Kutryk, Sonia Lal, Brenda Marsh, Graham Nelson (Chair), Absalom Pierce, 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.** 2022 Committee Members: Michael Fears, Robin Kilty, Sonia Lal, Jennifer MacFarlane, Carmen Mager, Brenda Marsh (Chair), Melissa Nadeau, Graham Nelson.

**The Item Review Committee reviews items and updates (including reference checks) independent and case-based items developed by the Item Writing Committees and Item Writing Workshops using the competencies in the CRSP®**

**and CRST® Examination Blueprint for use by the CRSP® and CRST® Examination Committees on the certification examination.** 2022 Committee Members: Tom Barnett (Chair), Kevin Dawson, Beryl Ludwig, Carmen Mager, Melissa Nadeau, Michael David Powers, Adeshina Sadiq.

**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.** 2022 Committee Members: Roger Belair, Judith Flatt, Chad Kavanaugh, Jenny Kin Ling Ho, Tara Jukes, Natalie Oree (Chair), Jason Rogowski, Murray Sunstrum.

**For the CRSP® certification, 446 examination candidates tested resulting in 196 successful candidates in 2022.**

**For the CRST® certification, 265 examination candidates tested resulting in 100 successful candidates in 2022.**

The item bank remains under constant review. Thank you to the certificants that participated in the virtual item writing workshop which was held in the Fall of 2022. A total of 28 volunteer item writers actively participated in the virtual item writing workshop and collectively generated a total of 363 new items for the item bank.

In 2022, a new committee, the Item Review Committee, was tasked to review items from both CRSPEX and CRSTEX item banks that are under the raw, group review or independent review workflows. A total of 98 CRSPEX items and 96 CRSTEX items were reviewed during the sessions. Out of the 98 CRSPEX items reviewed, 91 were moved to the operational workflow, while the remaining 7 items were retired from the CRSPEX item bank. Out of the 96 CRSTEX items reviewed, 79 were moved to the operational workflow, while the remaining 17 items were retired from the CRSTEX item bank.

## 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 July of 2022, we welcomed the internal auditors back in person to the BCRSP office.

There was one minor non-conformity found in relation to the availability of a bilingual complaint form on the website. The Executive Director rectified this within a few days of identification. There was also one opportunity for improvement related to the usage of acronyms, document references across the management system which was reviewed, and updates made where appropriate to documentation.

2022 Committee Members: Vinaydeep Alvares, 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 20 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 2022 Annual General Meeting (AGM) held virtually in June of 2022.

This committee term runs July 1-June 30.

2022 Committee Members: Robin Angel, Angela Barrese, Brenda Henry, David Johnston (Chair) Sandy Stephens, Alicia Valliere.

## 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 professional conduct and discipline process that is applied when a complaint is received against a certificant.

In 2022, no new professional conduct complaints were received and one (1) case that was ongoing from 2021 was closed due to insufficient evidence.

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.

2022 Professional Conduct Committee Members: Jason Clarkson, Lonnie Demas, Andrew Kamel, Aaron Kincaid, Bhaveshkumar Mody, Allan Moore (Chair)

2022 Discipline Committee Members: Karen Floyd, Paul Foster (Chair), 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                        | 5769 | 304  |
| Certifications approved in 2022              | 196  | 100  |
| Applicants eligible to write the examination | 388  | 274  |
| Total # of applications received in 2022     | 469  | 295  |

**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.**

2022 Qualifications Review Committee Members: Sarah Churchill, Krista Collins, Evan Edbom (Chair), Jade Eldridge, Laura Farmaner, Andy Lau, Tammy Levesque, Marius Normore, Katherine Reid, Michael Russo, Amanda Sonier, Dawne Stevens

2022 Interviewers: Michael Amyotte, Svitlana Bondarenko, Shelley Buckshaw, Darren Cameron, Brian Curphey, Jewel Day-Hampton, Scott Desautels, Savannah Eliuk, Tricia Gibney, Gary Gibson, Rory Gibson, Katrina Hynes, Bruce Jackson, Leon Johnson, Sean Kealey, Jennifer MacFarlane, Tamera Madden, Jessica Meyer, David Nguyen, Darrel Nickerson, Ebrahim Noroozi, Daniel Ouellette, Michael Rakus, William Reid, Shawn Reilly, David Roger, Melissa Runkvist, Monica Szabo, Garry Towle, Dianne Walsh, 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 2022, 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.

2022 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 (CSSE 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.

2022 Certification Development Advisory Task Force Members: Paul Andre, 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. Its work concluded in 2022.

2022 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 journey person standard to determine equivalency for the purposes of applications to write the CRST exam.

2022 Military Trades Accreditation Task Force Members: David Rebbitt

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

2022 IDEA Working Group Members: Robin Angel, Tehzin Chadwick, Mark Fernandes, Buck Page, Sandy Stephens

Brand Ambassadors support the BCRSP Executive Director in orienting new certificants to the rights and obligations of holding a BCRSP certification.

2022 Brand Ambassadors: Coralee Braun, Savannah Eliuk, Ward Flaherty, Stewart Franck, Karin Godwin, Adrian Goodburn, Lauranna Li, Lex Lovatt, Jeff Love, Roxane Madsen, Donald McInnes, James McLeod, Yvonne O'Reilly, Adam Palmer, Shrikar Patel, Junmin (Robin) Qu, Dianne Walsh, Paul Westcott, David Williamson, Tara Wright

---

# Volunteer & Interested Party Relationships





## **BCRSP 2022 Volunteer & Interested Party Relationships**

## International Relations

### International Network of Safety and Health Professional Organisations (INSHPO)

BCRSP continues to be active within the INSHPO and continued to serve as secretariat in 2022. The BCRSP's representative on INSHPO in 2022 was John Hollohan, CRSP who served as INSHPO's President in 2021, and served 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. INSHPO, in collaboration with the Board of Certified Safety Professionals (BCSP), the BCSP Foundation, the Board of Canadian Registered Safety Professionals (BCRSP), and the American Society of Safety Professionals (ASSP), are funding a collective research investment directed at measuring the impact and value of using safety professionals in the workplace.

## Recognition Awards 2022

In 2018, an awards program was created to recognize one individual and one organization or employer who are strong BCRSP 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 2022 individual category recipient was **Graham Nelson, CRSP, Assistant Director, Occupational Health and Safety, University of Ottawa**. Graham's contributions included:

**Actively involved in multiple BCRSP committees.**

**Mentors others through WSPS's Mentorship Program.**

**Strong advocate for workplace health and safety.**

The 2022 organizational award recipient was **Tatonga Consulting**. Tatonga's efforts included:

**Encouraging professional development with the end goal of CRSP designation for their employees.**

**They have developed and implemented a competency program in which CRSPs mentor non-CRSPs on various tasks and skills.**

**They encourage their employees to become members of OHS-related organizations as well as being encouraged to volunteer with groups such as Parachute Canada and Threads of Life.**

Congratulations to the 2022 Award recipients.

## 2022 Volunteer of the Year Award

In 2022, the BCRSP awarded two outstanding volunteers with the volunteer of the year award.

The BCRSP Governing Board bestowed the honour to Bruce Jackson, CRSP and David Koopman, CRSP(NP). Both David and Bruce are long-time contributors to the BCRSP and the safety profession and have been committed volunteers for many years.

**Bruce Jackson, CRSP** is an OHS Consultant with Advocate Workplace Safety Services based in Delta, BC. He has over 25 years experience in OHS, served as a sessional instructor in the OHS program at Simon Fraser University and in a variety of roles during his career with WorkSafeBC, where prior to leaving that organization in 2017 he served as their Senior Manager of Prevention Quality. Bruce's volunteer contributions to the BCRSP include serving as a member and Chair of the Regional Screening Centre for BC Lower Mainland and as a special contributor to the review of the RSC interview process. Bruce also volunteers for the Canadian Society of Safety Engineering (CSSE)

and was instrumental as a project lead and contributor to the "Guide to OH&S Certifications & Designations, 3rd Edition" published by the CSSE. Bruce has held the CRSP certification since 2001 and also holds the CMIOSH (IOSH UK), and CIT (BCSP US) certifications.

**David Koopman, CRSP (NP)** recently retired spent 42 years in the oil and natural gas industry and the majority of his career with Apex Utilities Inc (formerly AltaGas Utilities Inc) where he served in numerous roles since 1979 including 16 years as the Manager, Environment, Occupational Health and Safety. David's volunteer contributions to BCRSP included serving as a member and Chair of the Regional Screening Centre for Alberta-Edmonton and as a special contributor to the review of the RSC interview process. David has also volunteered for the Canadian Society of Safety Engineering (CSSE) Edmonton Chapter's CRSP Study Group where he shares his knowledge and passion for health and safety. David has held the CRSP certification since 2008 and also holds the CSP (BCSP US) certification.

**Congratulations Bruce and David!**



David Koopman, CRSP (NP)



Bruce Jackson, CRSP

---

**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.**

## Threads of Life

In 2022, 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 2022 recipients were:

- Jolene Gust
- Jackson Toms
- Riley Chisholm
- Mark Sisson

## Volunteers

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

---

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

---

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

## 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 2022, an external audit was conducted on March 25, 2022 by BSI to the ISO 9001 standard, and on July 6-7 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 2022 the Internal Audit was conducted virtually on July 14-15.

There was one minor non-conformity found in relation to the availability of a bilingual complaint form on the website. The Executive Director rectified this within a few days of identification. There was also one opportunity for improvement related to the usage of acronyms, document references across the management system which was reviewed, and updates made where appropriate to documentation.

## 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).

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, 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

The following individuals served on the BCRSP Governing Board from July 1, 2022 to June 30, 2023:

## 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

## Governors

Stephanie Benay, CRSP, Director System Safety and Assurance, BC Hydro, Burnaby, BC

Natalie Carscadden, CRSP, OHS Consultant, Sudbury, 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

## 2022 Audited Financial Statement

The 2022 Auditor's Report and Financial Statement are presented starting on this page



### **The Board of Canadian Registered Safety Professionals**

**Financial Statements**

**December 31, 2022**

## **The Board of Canadian Registered Safety Professionals**

**December 31, 2022**

### **Table of Contents**

---

|   |   |
|---|---|
| Independent Auditors' Report              | 1 |
| Balance Sheet                             | 3 |
| Statement of Income and Retained Earnings | 4 |
| Statement of Cash Flows                   | 5 |
| Notes to Financial Statements             | 6 |





CHARTERED PROFESSIONAL ACCOUNTANTS

2700 Argentia Rd., Unit 2 · Mississauga, Ontario L5N 5V4 · Telephone (905) 826-7711 · Facsimile (905) 826-7714 · [www.RandC.ca](http://www.RandC.ca)

---

## 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, 2022, 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, 2022, 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.



CHARTERED PROFESSIONAL ACCOUNTANTS

2700 Argentia Rd., Unit 2 · Mississauga, Ontario L5N 5V4 · Telephone (905) 826-7711 · Facsimile (905) 826-7714 · [www.RandC.ca](http://www.RandC.ca)

## 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 1, 2023

Chartered Professional Accountants  
*Licensed Public Accountants*

**The Board of Canadian Registered Safety Professionals**  
**Statement of Financial Position**  
**December 31, 2022**

|   | 2022             | 2021             |
|---|------------------|------------------|
|   | \$               | \$               |
| <b>Assets</b>                                       |                  |                  |
| Current Assets                                      |                  |                  |
| Cash  | 1,719,525        | 1,982,662        |
| Short term investments (note 2)                     | -                | 924,296          |
| Government remittances recoverable                  | 22,707           | 6,615            |
| Prepaid expenses                                    | 43,005           | 29,561           |
| <b>Total Current Assets</b>                         | <b>1,785,237</b> | <b>2,943,134</b> |
| Long term investments                               | 1,340,099        | 511,029          |
| <b>Total Assets</b>                                 | <b>3,125,336</b> | <b>3,454,163</b> |
| <b>Liabilities and Operating fund balance</b>       |                  |                  |
| Current Liabilities                                 |                  |                  |
| Accounts payable and accrued liabilities            | 169,626          | 193,351          |
| Deferred revenue                                    | 392,675          | 709,467          |
| <b>Total Liabilities</b>                            | <b>562,301</b>   | <b>902,818</b>   |
| <b>Operating fund balance</b>                       | <b>2,563,035</b> | <b>2,551,345</b> |
| <b>Total Liabilities and Operating fund balance</b> | <b>3,125,336</b> | <b>3,454,163</b> |

Approved on Behalf of the Board

 \_\_\_\_\_

See Accompanying Notes

3

**The Board of Canadian Registered Safety Professionals**  
**Statement of Operations and Operating Fund Balance**  
**For the Year Ended December 31, 2022**

|   | 2022<br>\$       | 2021<br>\$       |
|---|------------------|------------------|
| <b>Revenue</b>                              |                  |                  |
| Annual dues                                 | 1,416,925        | 1,422,923        |
| New application fees                        | 274,767          | 299,246          |
| Product sales and other revenue             | 135,556          | 91,438           |
| Examination fees                            | 29,152           | 33,827           |
| Investment income (loss) (note 3)           | (52,238)         | 7,158            |
| Special events registration                 | -                | 2,175            |
| <b>Total revenue</b>                        | <b>1,804,162</b> | <b>1,856,767</b> |
| <b>Operating expenses</b>                   |                  |                  |
| Accreditation                               | 25,598           | 24,576           |
| Application processing                      | 78,753           | 82,732           |
| Bank charges                                | 40,285           | 50,142           |
| Communications                              | 212,298          | 212,858          |
| Delivery, freight, and postage              | 9,784            | 10,125           |
| Donations                                   | 50,000           | 50,000           |
| Examinations                                | 300,711          | 239,410          |
| Insurance                                   | 3,698            | 3,696            |
| Investment account fees                     | 7,149            | -                |
| Management fees                             | 581,795          | 564,850          |
| Meetings                                    | 92,235           | 52,660           |
| Memberships                                 | 73,178           | 31,688           |
| National education symposium                | -                | 19,560           |
| Office expenses                             | 4,557            | 3,908            |
| OHS Post Secondary Program Accreditation    | 144,345          | 61,149           |
| Printing                                    | 1,686            | 11,425           |
| Product purchases                           | 3,952            | 2,685            |
| Professional fees                           | 21,585           | 13,697           |
| Research funding                            | 12,933           | -                |
| Special events                              | -                | 14,891           |
| Study guides                                | 4,590            | 6,973            |
| Travel                                      | 75,291           | 3,713            |
| Volunteer management system                 | 27,601           | -                |
| Website                                     | 20,448           | 30,704           |
| <b>Total operating expenses</b>             | <b>1,792,472</b> | <b>1,491,442</b> |
| <b>Excess of revenues over expenditures</b> | <b>11,690</b>    | <b>365,325</b>   |
| <b>Operating fund, beginning of year</b>    | <b>2,551,345</b> | <b>2,186,020</b> |
| <b>Operating fund, end of year</b>          | <b>2,563,035</b> | <b>2,551,345</b> |

See Accompanying Notes

4

**The Board of Canadian Registered Safety Professionals**  
**Statement of Cash Flows**  
**For the Year Ended December 31, 2022**

|  | 2022             | 2021             |
|--|------------------|------------------|
|  | \$               | \$               |
| <b>Operating Activities</b>                          |                  |                  |
| Excess of revenues over expenditures                 | 11,690           | 365,325          |
| Fair market value adjustment of investments (note 3) | 86,613           | -                |
| Realized gain on disposal of investments (note 3)    | (15,428)         | -                |
|  | 82,875           | 365,325          |
| <b>Change in non-cash operating working capital</b>  |                  |                  |
| Accounts receivable                                  | -                | 40,417           |
| Prepaid expenses                                     | (13,444)         | 77,632           |
| Accounts payable and accrued liabilities             | (23,725)         | (45,297)         |
| Government remittances                               | (16,092)         | (15,560)         |
| Deferred revenue                                     | (316,792)        | (25,426)         |
|  | (287,178)        | 397,091          |
| <b>Investing Activities</b>                          |                  |                  |
| Purchase of investments                              | (2,162,761)      | (6,350)          |
| Proceeds on sale of investments                      | 2,186,802        | -                |
|  |                  |                  |
| Increase (decrease) in cash                          | (263,137)        | 390,741          |
| Cash, beginning of year                              | 1,982,662        | 1,591,921        |
| <b>Cash, end of year</b>                             | <b>1,719,525</b> | <b>1,982,662</b> |

See Accompanying Notes

5

**The Board of Canadian Registered Safety Professionals**  
**Notes to Financial Statements**  
**December 31, 2022**

**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) Investment income (loss), which consists of interest, dividends, income distributions from pooled funds, and realized and unrealized gains and losses is recorded in the statement of operations and operating fund balance.

**(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.

**The Board of Canadian Registered Safety Professionals**  
**Notes to Financial Statements**  
**December 31, 2022**

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

**(d) Investments**

Investments consist of Guaranteed Investment Certificates ("GIC") which are carried at cost plus accrued interest, and mutual funds which are carried at market value.

**(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, 2022**

**2. Investments**

Investments consist of the following:

|  | <b>2022</b>      | <b>2021</b> |
|--|------------------|-------------|
|  | <b>\$</b>        | <b>\$</b>   |
| RBC Select Conservative Portfolio                    | <b>1,166,009</b> | -           |
| GIC maturing June 5, 2024, bearing interest at 1.53% | <b>174,090</b>   | 171,462     |
| Prime-Linked Cashable GIC, bearing interest at 0.20% | -                | 611,527     |
| GIC matured June 5, 2022, bearing interest at 0.15%  | -                | 312,769     |
| RBC Canadian Government Bond Index Fund              | -                | 175,454     |
| RBC Premium Money Market Fund                        | -                | 87,454      |
| RBC Canadian Money Market Fund                       | -                | 76,658      |
| <b>Total investments</b>                             | <b>1,340,099</b> | 1,435,324   |
| Less: short term investments                         | -                | (924,296)   |
| <b>Long term investments</b>                         | <b>1,340,099</b> | 511,028     |

**3. Investment income (loss)**

Investment income (loss) consist of the following:

|  | <b>2022</b>     | <b>2021</b> |
|--|-----------------|-------------|
|  | <b>\$</b>       | <b>\$</b>   |
| Realized gain on disposal of investments | <b>15,428</b>   | -           |
| Dividends and other investment income    | <b>11,865</b>   | -           |
| Interest                                 | <b>7,082</b>    | 7,158       |
| Fair market value adjustment             | <b>(86,613)</b> | -           |
|  | <b>(52,238)</b> | 7,158       |



**The Board of Canadian Registered Safety Professionals**  
**Notes to Financial Statements**  
**December 31, 2022**

**4. Financial instruments**

The significant financial risks to which the organization is exposed are as follows:

- Market price risk is the risk that the value of an investment will fluctuate as a result of changes in market prices, whether caused by factors specific to an individual investment, its issue or all other factors affecting all instruments traded in the market. The organization's mutual fund investments are carried at fair value with fair value changes recognized in the statement of operations and general fund balance.
- Liquidity risk is the risk that the organization will be unable to fulfill its obligations on a timely basis or at a reasonable cost. 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.

**5. 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.

**6. 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**