

CELEBRATING 40 YEARS OF EXCELLENCE

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



Board of Canadian Registered Safety Professionals

Conseil Canadien Des Professionnels En Sécurité Agréés

Welcome!



David Turner | MBA, PEng, CMSP, CRSP
BCRSP Governing Board Chair & President, Turner Safety Systems

Forty years is a significant milestone for the Board of Canadian Registered Safety Professionals (BCRSP). It is an occasion to celebrate - a chance to momentarily look back but also an opportunity to look at the path ahead.

I am honoured to be the Chair at this distinct moment in the BCRSP's history, as we celebrate forty years of excellence and professionalism.

Since its inception in 1976, the BCRSP has grown and has certified over 6000 individuals as Canadian Registered Safety Professionals (CRSPs). CRSPs offer in-depth knowledge of OHS principles and practices to develop systems to achieve safe and healthy workplaces for their employers, employees and clients. Safety has evolved over the past forty years and much of this can be attributed to the work, passion, vision and leadership of CRSPs.

The BCRSP has grown tremendously within the past four decades and the Board of Governors and I look forward to sharing this important milestone with you.

A Reflection on 40 Years of the BCRSP

Peter Fletcher | CRSP (NP), 79-212
BCRSP Executive Director 1979-2010



Forty years is quite a remarkable achievement for anything. To reach that milestone for a national, voluntary occupational health and safety (OHS) certification program is exceptional and a credit to a handful of visionary professionals who, in the early 70s, began discussing the feasibility of establishing such a certification program. Those professionals believed that a generalist OHS designation would significantly improve the health and safety of Canadian workplaces while at the same time advance the credibility of the dedicated men and women charged with administering those programs.

In 1979, I travelled from Mississauga to London, Ontario to meet with **Avery Spencer (76-002)** and **Don Bauer (76-003)**, both original members of the Board of Governors of the Association of Canadian Registered Safety Professionals (ACRSP). The purpose of the meeting was to pick up the records of the ACRSP which consisted of 4-5 bankers boxes as Fletcher Wright Associates Inc. began its management of the certification body.



Avery Spencer was the driving force in the certification movement. He believed strongly that if OHS professionals did not take on this challenge that it might be done by others who may not have an OHS background. Avery also believed, as did all the initial Board members, that the certification program must be a separate entity from the membership and education body, the Canadian Society of Safety Engineering (CSSE).

A major talking point in the formative stages of certification was the name of the organization. While wanting to emulate some of the well-established protocols of the Board of Certified Safety Professionals (BCSP) program, the Governors wanted a name that would be distinct from its U.S. counterpart. Thus the choice of "Association" rather than "Board" and "Registered" rather than "Certified". It was also important that "Canadian" be incorporated into the name. "Association" was eventually changed to "Board" in 2001 as "Association" implied a myriad of membership benefits, local Chapters and education program offerings. The reference to "members" was changed to "certificate holders" in 2009 (and certificants in 2013).



to further differentiate the difference between a member association and a registering body. While "Registered" has legally remained a part of the name, "certified" and "certification" is part of the nomenclature often used by the Board.

The Board reviewed several proposed designs for a logo and interestingly enough, the one selected remains in place today. It was formally registered with Industry Canada in 1986. As an interesting side note, the logo options were on display at the Board's 25th Anniversary Celebration in Banff, Alberta and included a number of variations of the current one.

What I find quite remarkable, and full credit goes to the original Governors, is that the certification process, with some necessary refinements, has remained consistent and stood the test of time since it was first developed by the original Board more than forty years ago.

Each Board Chair brought to the table a clear management style and vision for the advancement of the organization and the designation. A few achievements that stand out for me include **Gerry Palmer, 77-089** (Chair, 1984-85) who encouraged the Board to focus on an organization that was administratively sound with a certification program that had a clearly defined and communicated assessment system. **Roger Tickner, CRSP, 84-512** (Chair, 1995-96) stressed the critical importance of the Board being an independent body separate from any education component. **Renzo Dalla Via, CRSP (NP), 81-354** (Chair 1996-1997) championed the development of the Examination Blueprint which has become a model for college/university OHS programs and spearheaded a practice-related, criterion-referenced examination. **Heather Harvey, CRSP (NP), 92-776** (2000-2001), the Board's first female Chair, established a strategic planning process that continues to be used today to keep the Board focussed and accountable for forward progress on critical issues.

Michael Salib, 77-137 (Chair 2002-2003) whose not-for-profit experience resulted in a very strong Board/staff relationship, believed the Board should become a policy making rather than a committee-based, working group. Progress to that end has been slow but steady resulting in a Board that is currently more policy focused than ever before. Michael was also very instrumental in the Board's achieving international accreditation as he liaised with the Canadian Standards Association (CSA) and the International Organization for Standardization (ISO) on the development of the initial ISO 17024:2003 standard. **Peter Lineen, CRSP, 95-1002** (2006-2007) guided the Board through the process of establishing its website (initially hosted by the Canadian Centre for Occupational Health and Safety). The website, launched in 1998, is now a valuable tool for certificants as well as an important resource for potential certificants, employers and post-secondary institutions as well as the general public.

Although having never served as Board Chair, **Donald Sayers, CRSP, 83-503** served as a Governor from 1988 to 1993. A consummate OHS professional, Don relentlessly challenged the Board to define the "OHS body of knowledge/scope of practice". His passion was developing university distance-education OHS certificate programs which were primarily accessed by employed, full-time professionals looking to enhance their formal education in the field and in many cases, preparing themselves to pursue the CRSP designation.

Personal Observations of the Most Significant Milestones Positively Impacting Certification

- 1980:** **Joyce Ball, 80-226** (Labour Canada) became the first female certificant and in 1983, Joyce was appointed to the Governing Board.
- 1982:** Examination became a mandatory requirement for all applicants regardless of qualifications.
- 1989:** The Mandatory Maintenance Program (renamed the Certification Maintenance Program in 2000), was introduced to encourage and monitor the continuing professional development of certificants.
- 1991:** A Memorandum of Understanding was signed with the Board of Certified Safety Professionals (BCSP). Until the granting of ISO accreditations, this was, in my opinion, the most positively significant and influential event in the BCRSP's history.
- 1992:** The first Governor's Table was published as a valuable communications tool for certificants
- 1999:** A scholarship program for students in full-time OHS college/university programs was launched. To date, \$71,000 has been awarded to students across Canada.
- 2000:** A survey on Competencies Required of Certified Safety Profes-

Kenneth Wilkes, CRSP 76-061 (CM)

"In the early days, safety professionals were seen as an unnecessary burden to the workplace, mainly because what we did (or tried to do) was not fully understood or for that matter, not considered an essential part of the daily work routine. With the attaining of the designation, we now had the recognition and the support to move our chosen careers forward and to move the role of the safety professional forward. Companies began to see that the role of the safety professional was part of good business practice and could (and often did) lead to significant cost savings to the corporate bottom line. In my case, I was involved with the largest construction project in Canada in the mid 70s, and it was during that time I was approached to become a CRSP. I completed all of the requirements, and was accepted as a 'charter CRSP'. Coincidentally, this was also the time which saw the designation become more and more in demand for employers."

sionals in Canada was completed resulting in the development of the first Examination Blueprint clearly defining the scope of practice for the OHS profession.

- 2001:** The contracting of an internationally recognized, external examination consultant, Assessment Strategies Inc. located in Ottawa, was a decision that stabilized and legitimized the examination (CRSPEX) as a valid assessment tool for certification.
- 2001:** Certificants approved a name change from the Association of Canadian Registered Safety Professionals (ACRSP) to the Board of Canadian Registered Safety Professionals (BCRSP), removing the confusing concept of the Board as a membership-based organization.
- 2005:** ISO 17024 (Personnel Certification Body) accreditation was granted by the Canadian Standards Association. The BCRSP was the first Canadian certification body to be accredited to this new international standard. This was a significant achievement for the BCRSP and of critical importance to the designation's international recognition.
- 2006:** The creation of a Public Member position (a requirement of ISO 17024) was the first significant change to the makeup of the Governing Board since 1976. The first Public Member was **Howard Parsons, B.Comm.**, Calgary, Alberta.
- 2006:** ISO 9001 (Quality Management) accreditation was granted by the BSI Group. Certainly a much more employer-recognized standard than ISO 17024, this accreditation added further national and international credibility to the designation.
- 2006:** The first National Education Symposium held in Edmonton, Alberta for Canadian colleges/universities with OHS programs was a major step in a partnership with post-secondary institutions and provided the BCRSP with the opportunity to promote the use of the Examination Blueprint in curriculum development. It also provided the institutions with the opportunity for input which was incorporated in subsequent Competencies Required of Certified Safety Professionals in Canada.

Moving Forward-A Personal Opinion

- The Board's continued strategic planning and adherence to ISO 17024 and ISO 9001 will only strengthen the national and international credibility of the designation.
- The Board should encourage, in a timely and well publicized manner, raising the formal education bar to, as a minimum, an undergraduate degree in conjunction with the expansion and availability of undergraduate and graduate OHS programs.
- Increasing the on-line functioning of the registration process is no doubt a given but deserves mention.
- The initial review of applications as they are received, should

become a staff function with Qualifications Review Committee (QRC) oversight. An on-demand testing option also needs to be implemented. These procedural changes which will come in due course, will ease the current burden of "crunch times" for both staff and volunteers with application deadlines, QRC reviews, Regional Screening Centre interviews and of course, the CRSPEX administration.

This article is too short to touch on all aspects of the certification's development and to recognize all the dedicated, committed individuals who believed that certification was absolutely essential for the growth, recognition and stability of the OHS profession. It is safe to say today's certification program has reached well beyond the imagination of the initial Board of Governors who, in their wildest dreams could not have comprehended a program that has certified over 6000 OHS practitioners since 1976 and has a current roster of 4000+.

Thank You

I could not let this opportunity pass without thanking and acknowledging the many individuals who positively influenced my personal and professional growth over thirty years serving as the Board's Executive Director. First and foremost, to the many committed volunteers who served on the Governing Board and its standing committees, thank you for your support, encouragement and friendship. To **Avery Spencer** for his vision and unbridled passion to establish a Canadian health and safety designation. To **Roger Brauer, Ph.D., CSP, PE** former Executive Director of the Board of Certified Safety Professionals for enthusiastically sharing his knowledge, experiences and certification policies and procedures. To **Yves Lafortune, BA, BEd, MEd** (formerly with Assessment Strategies Inc.) for his advice and wisdom with the initial development of the Board's certification examination (CRSPEX). And last but certainly not least, to **Nikki Wright, BA (Hons), CAE** who seamlessly and enthusiastically moved into the Executive Director's position bringing with her exceptional skill sets, fresh points of view, experienced leadership and a commitment to the professional management of the BCRSP.

Geoffrey Wright, CRSP 82-468

"When I moved from a Federal Government research job to the Safety Studies Service at Ontario's Ministry of Labour I met and worked with many health and safety practitioners. My experience was in Industrial and Human Factors Engineering and Ergonomics. Traditionally, safety experience was in the construction, mining and manufacturing sectors. Yet my multi-disciplinary knowledge and skills in systems engineering, work physiology and cognitive psychology was also essential to workplace design and the development of safe work practices and procedures. I could apply the scientific principles in human factors engineering, ergonomics and usability to improve the safety, performance and well-being of workers who used tools, machines and materials, and followed processes and procedures in different work environments. Then I learnt about the concepts in "Total Loss Control" from John A Fletcher and Hugh M. Douglas. Loss Control linked the traditional concepts of health, safety and individual well-being to a productive work environment and a reduction in workplace "errors". It was the similarity between the Loss Control approach to improving the safety, performance and well-being of workers and my training in applying scientific knowledge to the workplace that made me realize that I should become a CRSP."

The Evolution of the CRSP® Examination

Thank you to [Renzo Dalla Via, CRSP \(NP\)](#), [Peter Fletcher, CRSP \(NP\)](#), and [Heather Harvey, CRSP \(NP\)](#) who contributed to the content for this article.

Hundreds of candidates report to test centres across Canada each year in hopes of successfully passing the three and a half hour Canadian Registered Safety Professional (CRSP)® Examination and becoming a CRSP®. The examination is stage four in the seven stage certification process and the examination is only written by those who meet the minimum eligibility requirements.

Mandatory Testing

From 1976-1981 the examination was only required for applicants who did not meet a threshold score during the initial assessment of their professional qualifications. The original assessment process included a paper application/supporting documentation review and interview much like it does today. The certification decision was based on an individual's professional practice and each applicant was assessed individually. Whether or not an individual was recommended to write the examination was based on the number of assessment points obtained during the application and interview process.

As the registration numbers increased so did the need to change the primary assessment criteria. It became evident to the Board of Governors that the examination needed to be administered to all applicants in order to apply a consistent standard and as a result, the examination became mandatory in 1982.

Applicants are still required to meet a minimum eligibility threshold before they are permitted to write the examination.

The Early Years

In the early years, the examination was administered in a paper and pencil format across Canada. Typically the examination was held in a conference room or boardroom and was proctored by a Regional Screening Centre (RSC) committee member. The examination itself was six hours long consisting of two, three-hour sessions with a one-hour break between sessions. It consisted of essay questions, short answer questions, and multiple choice questions.

The examination packages were assembled at the BCRSP office, then sent across the country to RSCs. Once examinees completed the examination, the examinations were sent back to the office, photocopied and sent to CRSP volunteers across the country, to be marked by hand, based on a marking/scoring matrix.

Marking the examinations and providing the results took many weeks. There was also a higher potential for security breaches. These factors led to the Board researching solutions that would streamline the examination marking process, and increase examination security protocols.

Changing the examination process was no simple task since not all members of the Board were convinced that the process needed an overhaul, and the financial obligation to make the change was significant. After much debate, the Board consulted a specialist in the area of examination and assessments. The firm, Assessment Strategies Inc. (ASI) helped the Board to better understand the requirements needed to improve examination development and delivery options.

The New Examination Format

In 2000, the first survey on the Competencies Required of Canadian Registered Safety Professionals in Canada was completed. The competency survey is the base document used in the development of the CRSP® Examination Blueprint. The committee originally grouped the competencies into 10 domains and experts in each domain helped develop the study guides that the new examination would be based on. The Competency Survey is conducted every five years to ensure that the CRSP® Examination Blueprint remains reflective of current occupational health and safety (OHS) practice.

One of the first tasks that had to be undertaken was the creation of examination items (questions). Compiling questions that adhered to both the item writing guidelines and to the CRSP® Examination Blueprint requirements took many hours. Each question was debated, discussed and analyzed by subject matter experts (SMEs) before being included on the examination (which is similar to the process

Brenda Marsh, CRSP 99-1356

"In 1999, I wrote (literally pen and paper) the CRSP exam to challenge my education, training, skills and ethics. I wanted to match that of hundreds of others who had already attained the designation from coast to coast to coast. Obtaining recognition for my courses of study (past and ongoing), breadth of work environments and the wealth of skills that I bring to my employer and share with my colleagues was very important to me. I proudly wear my CRSP pin along with my Certified Occupational Health Nurse (Canada) pin – they remind me and my employer that I belong to a competent group of respected professionals who are dedicated to the protection of worker health and safety in Canada."

the BCRSP uses today). Over 200 questions were during that period. In 2001, the new examination was introduced in a multiple choice format.

40 Years Later...

Today, Assessment Strategies Inc., continues to work with the BCRSP providing examination development and psychometric services. Examinations are delivered via computer-based testing (CBT) at PearsonVUE test centres globally. Item development is a continual process and new reference texts and material are continually being identified and updated.

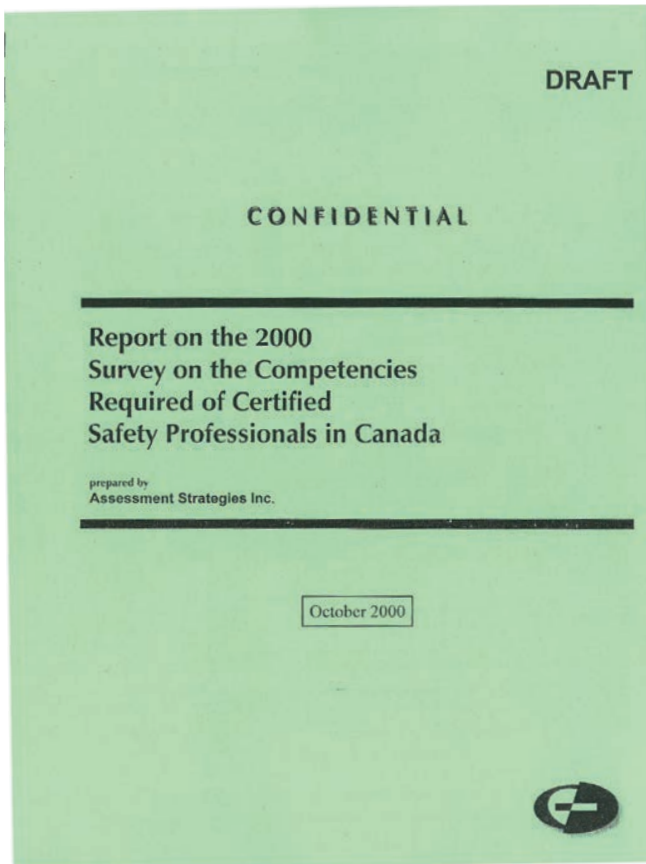
The CRSP® Examination has undergone numerous changes in the BCRSP's 40 year history including the introduction of mandatory testing; moving from essay style questions to multiple choice, and

the transition from pen and paper delivery and hand marking to computer-based testing.

As we step into the next 40 years there is no limit to the potential for growth. What does the future hold? On-demand testing? Computer Adaptive Testing (CAT)? Innovative item types? The Board continues to look at ways to ensure the examination process remains relevant and reflective of current trends and best practices in certification and licensure testing.

CHARTER CERTIFICANTS

76-001 Wellington, William O.G.	76-038 Bingham, E.E.
76-002 Spencer, Avery A.	76-039 Shields, John
76-003 Baur, L. Don	76-040 Gallagher, B.G.
76-004 Dailey, Ray	76-041 Luxton, C.W.
76-005 Waterman, Joel T.	76-042 Harris, Cecil L.
76-006 Jones, Donald F.	76-043 Cahill, Laurie
76-007 Brooks, Barrie E.	76-044 Baldwin, F.W.
76-008 Elves, Don R.	76-045 Soulliard, C.L.
76-009 Hatfield, Brian D.	76-046 Harris, F. Claude
76-010 Fleming, J. Doug	76-047 Barbe, Lewis C.
76-011 Bonvie, Vernon C.	76-048 Moore, Ken F.
76-012 Labrecque, Paul E.	76-049 McEwen, David W.
76-013 Pizer, John R.	76-050 O'Rourke, J.R.
76-014 Gauthier, A.G.	76-051 Barton, W.H.
76-015 Meadley, Tim	76-052 Herbert, A.D.
76-016 Jacques, Gerard H.	76-053 Falby, Mike E.
76-017 Carr, Harold W.	76-054 Crucefix, Michael D.
76-018 Wright, Robert	76-055 Kuchar, William
76-019 Testart, M.G.	76-056 Murphy, J.
76-020 McCaughey, Greg	76-057 Dempster, W.J.
76-021 Kennedy, Matthew	76-058 Isenor, M. Kendall
76-022 Hoyle, Geoffrey R.	76-059 lauzon, John
76-023 Schwarz, Werner H.	76-060 McNichol, J.C.
76-024 Lamour, Desmond	76-061 Wilkes, Kenneth G.
76-025 Reed, B.	76-062 White, K. Ralph
76-026 Ruddock, Eric W.	76-063 Bird, Jr, Frank E.
76-027 Fieseler, Frank W.	76-064 Mead, A.R.
76-028 Schillemore, R.W.	76-065 May, John A.
76-029 Fay, Ken C.	76-066 Vanchuk, John T.
76-030 Semco, Paul	76-067 Brown, R.J.
76-031 Litke, Ed	76-068 Anderson, T.R.
76-032 Cumberford, G.V.	76-069 Clarke, J.P.
76-033 Archibald, Ralph G.	76-070 Connolly, E.
76-034 Smith, Leonard V.	76-071 Cyr, Edward A.
76-035 Seymour, J.H.	76-072 McDonald, A.J.
76-036 McKean, Hugh C.	76-073 Morand, Jacques
76-037 Clarke, R.E.	76-074 Samuel, Boaz



Yvonne O'Reilly, CRSP 02-1954

"It was a proud day when I received the letter confirming that I had passed my exam. I knew I had accomplished something of value. It was also very important for my consulting role, because it gave confidence to clients that they were working with someone who had met stringent criteria, and passed a challenging exam."

David Koopman, CRSP 08-3272

"Since I achieved my CRSP designation, I have noticed this is a much sought after designation by safety professionals. Employers respect the level of competency from a CRSP and some include CRSP as a job description requirement for more senior safety positions. I appreciate the rigor BCRSP puts into CRSP application requirements and examinations. This speaks volumes about a professional designation with high standards and emphasis on strong ethical values. Keep up the good work BCRSP and happy 40th anniversary!"

1976-2016: A Brief History of the BCRSP

Thank you to **Gary Spencer, CRSP** for providing archives from **Avery Spencer's (76-002)** personal files which assisted in the writing of this article.

In 1973, the Education and Research Committee of the Canadian Society of Safety Engineering (CSSE) was assigned the task of conducting a study on the feasibility of certifying safety professionals in Canada. As a result of the work of this committee, it was recommended that a Board of Governors be established for the purpose of testing and certifying safety professionals in Canada.

The first draft of the Guideline Procedures for Qualifying Canadian Registered Safety Professionals (CRSP) was presented to the National Executive of the CSSE in April of 1974. A second, and more detailed draft of the Guidelines was presented to the Executive in September of that year. The Guideline document included the following criteria:

- Establish a Board of Governors to oversee the CRSP certification process
- Outline the procedures for qualifying as CRSP
- Detail the basic criteria to be eligible, including an outline of the experience requirements.

This approved draft together with an accompanying letter was sent to members of CSSE for their input. The response from the CSSE membership was excellent and a formal motion was put forward that a Steering Committee be appointed to establish the Board of Governors, and the soon to become Association for Canadian Registered Safety Professionals (ACRSP). The first meeting of the Steering Committee was held in November of 1974. Stemming from the initial and subsequent meetings of the Steering Committee, in March of 1975, the first meeting of the Board of Governors was held to establish the minimum standards for becoming a CRSP, to draft bylaws, and to determine the scope and function of the Board. Incorporation was granted by Industry Canada on February 10, 1976.

The early CRSPs were required to meet stringent eligibility criteria that were embodied in the first bylaws before they could be accepted for registration. Each individual who was registered in the months following incorporation was identified as a Charter Member, and 74 individuals were registered in the first year. The first CRSP registration number was issued to **William O.G. Wellington (76-001)** who also served as the first Chair of the Board of Governors.

Those who were approved for certification were issued a certificate of registration which confirmed their qualification and entitled them to use the CRSP mark of professional status. By the BCRSP's 10th Anniversary in 1986, there were 553 individuals who had been certified as CRSPs. By the 25th Anniversary, 1873 individuals had been certified.

From the early days of the BCRSP, the application review and interview process were established as part of the application procedures. The mandatory examination was introduced in 1982, and in 2001 this examination transitioned to the multiple choice format that is utilized today.

The 1980s and 90s were a time of growth and change for the organization. From the introduction of the mandatory examination, the introduction of the Certification Maintenance Program (1989-initially called the Mandatory Maintenance Program), the launch of the newsletter Governor's Table (1992), establishment of a Memorandum of Understanding (MOU) with the Board of Certified Safety Professionals (BCSP-USA) (1991), and the launch of the website (1998), the BCRSP continued to develop the certification standards, external communications, and relationships with other stakeholders.

In the early 2000s, the Board focused on certification organization best practices,



Timeline 1976-2016



establishing a public member position on the Board, achieving accreditation to ISO 17024 and ISO 9001 standards, additional trademark registrations, and the development of the CRSP Examination Blueprint. In the last five years, the BCRSP has undergone a transition in Governance, Bylaws, established an MOU with the Institution of Occupational Safety and Health (IOSH-UK), and continued efforts at increasing the promotion and recognition of the CRSP certification globally.

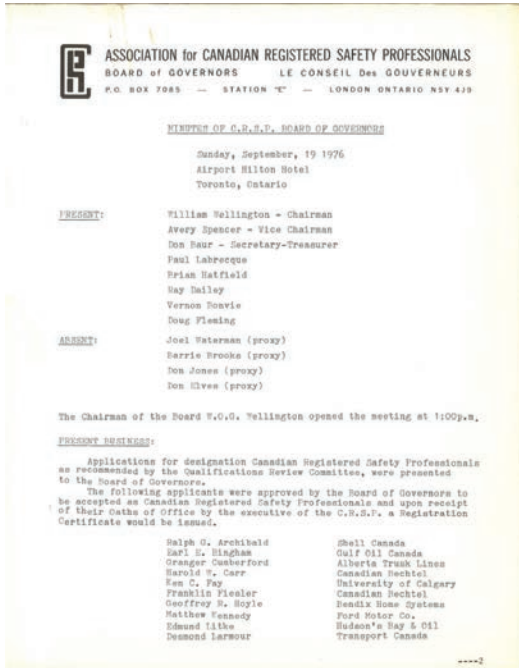
In 2016, we are proud to be celebrating our 40th Anniversary in conjunction with the Canadian Society of Safety Engineering's (CSSE) Professional Development Conference. We recognize and thank

the dedication and foresight of the pioneers involved in creating, promoting, and in the early years, administering the Canadian Registered Safety Professional (CRSP) standard. Looking back I think the founding Governors would be proud of our achievements. Looking forward to the next 40 years, we have unlimited opportunities for growth and enhancement of the OHS profession while contributing to safe and healthy workplaces through certification. Stay tuned...

1976 - 2016: Then and Now		
	Then - 1976	Now - 2016
Total # of Registration Numbers Issued	74	5947
Governance	15 member Board of Governors comprised of safety professionals.	10 member Board of Governors comprised of 9 safety professionals and 1 public member.
Examination	Was not mandatory. Could be required following assessment of professional qualifications (experience, education, etc.). Examination became mandatory in 1982.	Mandatory for all candidates.
Code of Ethics	"Oath of Office", a copy of which must be signed by all certificants upon acceptance as a CRSP.	"Rules of Professional Conduct", a copy of which must be signed by all certificants upon acceptance as a CRSP.
Annual Operating Budget	Less than \$10,000	~ 1.3 million
Application Fee	\$50	\$525
Annual Renewal Fee	\$15	\$250
Time Allowed for Examination	6 Hours (two, three-hour segments, essay, short answer, multiple choice)	3.5 Hours (computer-based, multiple choice)
Standing Committees	Constitution and Bylaws Disciplinary Review Examinations Executive Finance Standards Qualification and Application Review	Certification Maintenance Communications Discipline Executive Examination Finance and Constitution Item Writing Item Bank Maintenance Internal Audit Nominations and Leadership Development Professional Conduct Professional Credentials Recognition Qualifications Review
Registered Logo	 <p>*The logo was registered in 1986 and the ® added.</p>	

From the Archives

A collection of images and photos from 1976-2016.



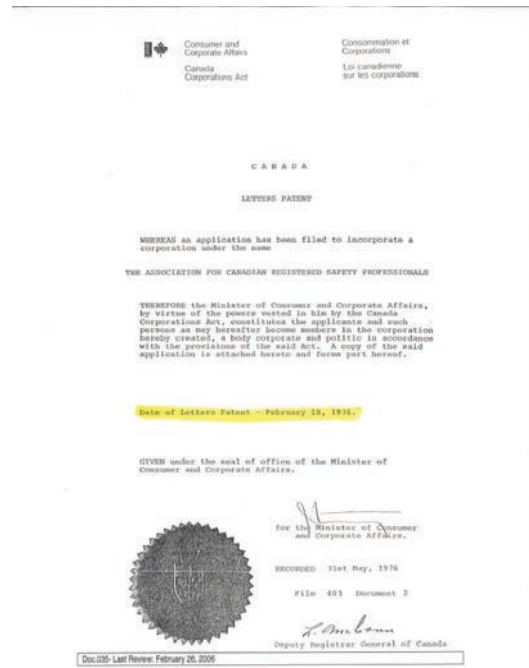
Minutes from one of the First Board of Governors Meetings September 19, 1976



National Education Symposium (NES) 2011



Res-signing of BCSP/BCRSP MOU, 2013



Original Letters Patent 1976

Eldeen Pozniak, CRSP 00-1734

"Defining oneself as a CRSP is a point of pride for many of us that have attained this designation. On my journey as a Health and Safety Professional, I knew that attaining it would give me additional credibility in the field, and would allow me to advance in my career. It is a nationally, and internationally respected professional recognition for ones skills, knowledge, level of achievement / experience, and capability. I feel that the CRSP designation reflects my conviction of and commitment to professional and ethical practice. It signifies that I have achieved and continue to actively demonstrate knowledge and skills within the core competencies and capabilities relevant to the Occupational Health and Safety Profession."



CRSP Examination Committee - 2014



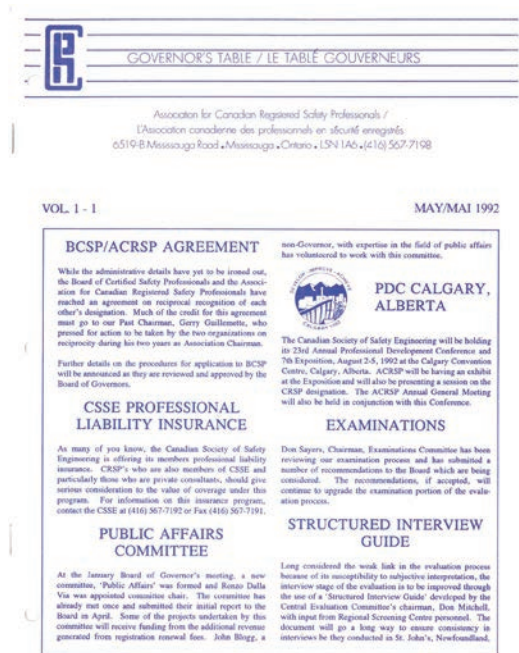
2016 Annual General Meeting - Saskatoon, SK



Members of the Board of Governors Tour of Syncrude Canada, Fort McMurray, Alberta, 2012



CRSP Alan D. Quilley participating in social media campaign, CSSE PDC 2015



First Issue of Governor's Table 1992

Shilo Neveu, CRSP 03-2167

"So many people ask me why CRSP? The fact I am 2nd generation says something but it's more than this. My CRSP has distinguished me from my peers and has opened up doors. 13 years a proud certificant and I can't say enough good things."

Natalie Oree, CRSP 12-4665

"The rigorous process of obtaining the designation actually attests to the significance of it. Along with this comes the respect of your peers and colleagues among you. It shows that you have gone the extra mile in adding credibility to your years of experience and education. I saw an immediate effect by having my CRSP. It added to my credibility and fast-tracked my career."

Increase in Number of Canadian Registered Safety Professionals 1976-2016



Lyne Duplessis, CRSP 06-2666

"Je suis une PSAC depuis 10 ans. J'ai décidé d'entreprendre le processus d'agrément dans la foulée des nouvelles dispositions du code criminel par rapport à la négligence en santé et sécurité au travail. Je voulais démontrer d'abord à moi-même et ensuite aux employeurs, aux travailleurs et aux intervenants en santé-sécurité que je possédais les qualifications et les compétences pour mettre en œuvre les programmes de prévention des blessures et maladies professionnelles et les systèmes de gestion. Je crois que ma crédibilité est accrue grâce à l'obtention et au maintien de l'agrément. Je suis sans doute aussi plus confiante en moi mais aussi assez humble pour reconnaître le besoin de valider au besoin les programmes et formations en santé-sécurité. L'agrément a été un atout pour l'obtention d'un nouvel emploi d'envergure nationale."

GOVERNING BOARD CHAIRS

1976-1978	W.O.G. WELLINGTON, CRSP
1978-1980	AVERY A. SPENCER, CRSP
1980-1982	DAVID RANDERSON, CRSP
1983	ROBERT WRIGHT, CRSP
1984-1985	GERALD V. PALMER, CRSP
1986-1987	MASON C. LOGAN, CRSP
1988-1989	WOODROW FRENCH, CRSP
1990-1991	GÉRARD GUILLEMETTE, CRSP
1992-1993	DON MITCHELL, CRSP
1994-1995	ROGER W. TICKNER, CRSP
1996-1997	RENZO DALLA VIA, CRSP
1998-1999	RONALD G. DUPUIS, CRSP
2000-2001	D. HEATHER HARVEY, CRSP
2002-2003	MICHAEL SALIB, CRSP
2004-2005	DAVID CLARK, CRSP
2006-2007	PETER LINEEN, CRSP
2008-2009	EDWARD J. MILLER, CRSP
2010-2011	HOWARD J. MCGRAW, CRSP
2012-2013	RON DURDLE, CRSP
2014-2015	DANIEL T. LYONS, CRSP
2016-2017	DAVID TURNER, CRSP

Celebrating Excellence

In October 2001, BCRSP held the inaugural anniversary event - celebrating 25 years of certification excellence. Since that event, CRSPs have come together to network and celebrate the organization's history every five years. Anniversary Events have been held in Ottawa (30th; October 2006); Whistler (35th; September 2011) and 40 in Vancouver, September 2016.



BCRSP 25th Anniversary Attendees October 19-21, 2001 Banff Alberta



BCRSP 35th Anniversary Attendees September 16-18, 2011 Whistler, BC

Anniversary Event 2021

Plan on joining the BCRSP in 2021 for the 45th Anniversary Celebration.

45

Years

2021

John Loveless, CRSP 10-4146

"I received my CRSP designation in November 2010 and while I realized at the time how important of an achievement it was; I had no idea how much it was recognized and respected both in Canada and around the world. Since then I have worked in Alberta, Saskatchewan, Louisiana, Texas and Azerbaijan; all in management positions on major oil and gas or mining projects. In all of these countries the CRSP designation was recognized; respected and; I know for a fact; a major determining factor in my being accepted for the positions. The CRSP designation is not easy to earn or maintain but the benefits it provides in contacts and recognition and the doors it opens in the HSE profession make it worth every minute of the effort."

The Next 40 Years

Insights from the Board of Governors

Since 1976 the Board of Canadian Registered Safety Professionals (BCRSP) has been leading the way as the certification body for OHS professionals in Canada. Forty years is a long time and the growth, influence and impact of the BCRSP in that time period has been significant.

Internally we have implemented ongoing updates to application, examination and certification maintenance processes to continually maintain the integrity of the organization and the value of the certification. Externally BCRSP has been very active in promoting the benefits of certification to OHS professionals and the employer community, and liaising with stakeholder organizations. The last forty years have been an exceptional time for the BCRSP. As we celebrate our 40th Anniversary in 2016 we asked the Governing Board to think forward another forty years on what the future for the profession, and the BCRSP may look like. Here is what some of them had to say:



Kevin J. Dawson |
MBA, PEng, CRSP
BCRSP Governor
& Principal Omnium
Consulting

"During our first forty years the field of occupational health and safety has progressed from an add on activity performed by a variety of individuals who often had little or no specific training to a core function performed by individuals with specialized training, skills, and competencies. Today, a defining attribute of most successful organizations is rigorous attention to occupational health and safety in all aspects of their business. It is my hope that long before another forty years has passed, occupational health and safety will be an integral aspect of every workplace supported by certified and licensed practitioners."

"Over the next 40 years, the BCRSP will continue to advance the level of professionalism and credibility of those practicing the health and safety occupation in Canada. The certification scheme will evolve to recognize professionals at varying levels of education and expertise; from the field to the boardroom. Holding a certification from the BCRSP will be a requirement for any Canadian choosing to work in the rewarding field of occupational health and safety."



Paula M.A. Campkin |
MBA, CRSP, ICD.D
BCRSP Secretary-Treasurer & Vice
President Industry
Development &
Chief Safety Officer,
ENFORM



Paul Andre | CRSP
BCRSP Vice Chair
& Vice President
Prevention Services,
Workplace Safety
North

"I think the next forty years will see the safety profession and BCRSP evolve and change significantly. The pace of that change will be unprecedented. The safety profession will be shaped largely by changes in technology and changes in our economy affected by continued globalization. I expect that the organization (BCRSP) will continue to evolve and grow to meet the changing needs of the profession, including changing knowledge requirements, competencies and skills that will be required of the safety profession. These knowledge requirements, competencies and skills will shift dramatically numerous times over a forty year timeframe. I also expect that over this time

period the safety profession will become a regulated profession across the country and around the globe to address the need for standardization in how organizations structure and support risk mitigation within their work environments. The profession will also need to respond to new hazards created by new technology and complexities not anticipated as a sharing economy continues to evolve and change how work relationships are formed and how work gets done. Small business will continue to grow as will the vulnerability of the workforce who will find themselves increasingly in non-traditional work relationships."

"Over the next 40 years the BCRSP will evolve into the most influential organization for health and safety worldwide. It will be the umbrella organization for all safety professionals and practitioners and will have put health and safety forefront in all workplace situations from small business to global companies resulting in workplace fatalities being virtually non-existent."



David Turner |
MBA, PEng, CMSP,
CRSP
BCRSP Chair &
President, Turner
Safety Systems

Looking forward there are unlimited opportunities for growth and enhancement of the OHS profession in Canada and around the world. The BCRSP will play an integral role, along with other stakeholders, in that growth, and will continue to pursue our vision of safe and healthy workplaces through certification.

Board of Canadian Registered Safety Professionals

www.bcrsp.ca
1976-2016