



**Maren Gamble:**

Commercial diving is a high risk work environment where there's no room for shortcuts and no place to hide mistakes. In today's episode, we will explore what separates a competent diving contractor from one that's just getting by.

**Announcer:**

It's time for the *IHSA Safety Podcast*.

**Maren Gamble:**

Welcome to the *IHSA Safety Podcast*. I'm your host, Maren Gamble. Today, I'm joined by Doug Elsey, Executive Director of the Canadian Association for Diving Contractors. Welcome, Doug.

**Doug Elsey:**

Good to be here. Thank you very much for having me.

**Maren Gamble:**

I'm really excited to talk to you about this topic because it's one that I don't have a lot of knowledge or experience in, and I'm excited to learn more about. So, I wonder if you could start us out by telling us a little bit about yourself and what you do.

**Doug Elsey:**

Presently, I'm the Executive Director of the Canadian Association of Diving Contractors, and we represent professional diving contractors across Canada. I've been involved in the commercial diving industry for 50 years. That's a half a century, and I'm starting to realize that. And I started out as a working diver and progressed into engineering operations, and I ran a commercial diving company for about 20 years plus, and related things.

All the way through that, I've been involved in the Canadian Standards Association, for the diving standards. Actually, since 1974, I was right there at the start of the regulations, I guess, or standards that are across Canada.

And I've seen a lot of change, and I didn't expect to be working in it that long, but every time I was about to walk out the door, something had happened. I realized I knew the answer and I turned around and went back in, and then it got to be a little bit addictive. Safety never sleeps, as you know, and just kept back at it. And as long as I can be productive, then I'm still into it.

We've seen the industry evolve a lot. I've got expertise or whatever in Arctic expeditions, military diving, offshore infrastructure work. So I've got quite a diverse background in commercial diving. And hence, I ended up being Executive Director of the CDC. Our core message is that if safety fails on a jobsite, the job failed. Everybody has got to get home at the end of the day, and that's a motto I sort of go by and make sure it's safe. So that's what I do.

**Maren Gamble:**

Amazing. With that resume, you certainly sound like someone who knows what you're talking about on this topic, which is stellar for today. You mentioned a couple types of diving operations that you've been involved with. I'm actually curious, what is the kind of work that people hire commercial diving contractors for?

**Doug Elsey:**

It usually starts when either something sinks, breaks, and goes below the surface of water, and they look at it and say, "Now what? We should get a diver to find out what's going on." And that's how it starts, I guess, is divers are underwater problem solvers.

And infrastructure work, dams, piers, big marinas, and just on and on, anything that's underwater that you can't touch as a surface person, commercial diver's involved in. During COVID, commercial divers were immediately deemed to be an essential service, so we didn't even miss a beat.

**Maren Gamble:**

Really?

**Doug Elsey:**

Yeah. Things start falling apart, I guess, when you don't have divers that take care of it. Ships in the seaway getting their propellers all tangled up, or they hit a reef or something like that. Divers are working every day.

**Maren Gamble:**

Wow. It sounds like every day's a new adventure, too?

**Doug Elsey:**

It is, and that's what attracts the people to it. It's a vocation that's not for everybody, but the adventure and things that are kind of different as a job, I guess attracts people like that, like me, I guess, and always a new problem to solve or a solution. Divers are very innovative. I have to be. If you're down there all by yourself or whatever, either figure it out or get somebody else who would. So that's what we do.

**Maren Gamble:**

Amazing. So if I was interested in starting a commercial diving business, what would I need to do? If I have recreational dive experience, can I just start doing work?

**Doug Elsey:**

Well, if you really look at it, myself included, pretty well everybody started off as a recreational diver. And then you get this weird idea that maybe you should do it for a job, and then you get into it. Recreational diving is exactly that. You're there for you. You enjoy diving, the experience itself, underwater exploration, wrecks, or down in the Bahamas or the Caribbean. We all start off that way, and it's quite the sport.

You'll get to a point where you think, "Well, I'm so good. Maybe I should make some money off this and pay for all this gear that my wife tells me not to keep buying." So as a recreational diver, you think that maybe you could do this for a job or work, and you've been at it for a couple of years. And somebody will ask you, "Hey, can you go find my outboard motor that fell off my boat?" Or, "I dropped my glasses." Or, "Can you go hook up a car that went through the ice or retrieve something?" And then it begins.

And that's where the mistake is. Commercial diving can be hazardous. Extremely. It's high-risk, dangerous work. The slightest mistake can have disastrous consequences. Commercial divers today are trained in the vocation. Basically, besides all the skills, you also learn how to survive underwater, do it safely. Commercial diving now becomes something very serious.

So, if you're a recreational diver, experienced, can you just start doing the work? The answer is no, you shouldn't. It's because of danger or whatever, and it could have fatal consequences. In Ontario, there was a commercial diving accident last week, as a matter of fact. And there's been a couple all the way across Canada. Water's water. It's over your head. You can drown if you're not set up for it.

The water in Nova Scotia is no different than the water in the Great Lakes. It all has to do with physics. Commercial diver, you're looking at zero visibility. Something goes through the ice, you go underwater, it's a car or something like that and you're going to hook it up, you go to confined spaces. There's entrapment risk, heavy equipment.

Recreational diving is used at the entry point to get into commercial diving education. It requires formal training to the CSA Z275.4:22 competency standard for divers. Diving operations have to operate in the industry. As a bare minimum, we follow the 275.2 diving operation standards. Don't forget, this is standards that have been developed over my 50 years, or it's quite the document. It's meant to be the minimum standard, not the maximum, so people can meet it.

It requires proper systems, surface supply diving, not scuba diving, communications, redundancy. It requires a full dive crew, supervisor, diver, standby diver, and attender--that's a four-man crew that's pretty well recognized in the industry. Worldwide, actually, is probably the minimum crew you can have. You got to have written dive plans, emergency response. You have legal obligations under provincial occupational health and safety laws, and criminal code Bill C-45 or the Westray Bill, which means an employer has a responsibility to look after the health and welfare of his employees.

And a big thing is, well, how do you differentiate between commercial diving and, let's say, recreational diving? What happens there is, any diving done for compensation is classified as commercial diving. If

you get paid, you are doing a commercial dive job. Anything from recovering cars to somebody says, "Well, I'll give you 50 bucks to go in and pick up something."

As soon as a remuneration changes hands, you're being paid for it. Could be in-kind too, that it's classified as a commercial diving operation, and you immediately come under the provincial *Occupational Health and Safety Act*, and they are treated as commercial diving. If you think that your recreational experience is enough, then you don't know enough about the industry to know that you're definitely not ready, and you're wrong.

**Maren Gamble:**

Absolutely.

**Doug Elsey:**

There's a difference.

**Maren Gamble:**

So really not something I can just dive into?

**Doug Elsey:**

Well, you can dive into it.

**Maren Gamble:**

I guess pun intended on that one. Yeah.

**Doug Elsey:**

Yeah. Well, that comes out a lot.

**Maren Gamble:**

Does it? Can only imagine. You did just do a deep dive through some of the responsibilities of the diving contractor. I'm also wondering, if I was a client, if I'm someone looking to hire a commercial diver to do a project for me, what are the kinds of things that I should be doing when I'm looking for that contractor?

**Doug Elsey:**

Well, to start with, the temptation for, let's say if you're a marine operator, or you just say, "Well, I just go haul a diver. I know Joe down the street, he's got his NAUI or PADI or qualifications. He can go down and maybe put in my anchor system at the marina or something like that. I'll give you 500 bucks." As soon as that happens, he becomes a commercial diver and he has to follow all the things that I just talked about.

But if somebody comes and approaches you, say, "Hey, I'm going to do some professional diving. I'm a PADI or a NAUI or SAS or recreational-qualified. I'm a dive master, can handle this." Well, maybe, but no, the province or jurisdiction will still be requiring that you have your qualifications in line. So number one, ask about their business, ask them how long they've been in business, and can they give you a list of references?

Now, before we get into all this, why would you want to do this? Because if something happens on a job, an incident, accident, death or whatever, you better lawyer up because the jurisdiction will come down and they'll start looking for, "Why did you do this? Why didn't you hire a proper or commercial diving contractor?" So, when you start asking about the business, you say, do they use a written contract that includes the scope of the work and in terms of payment?

And will they provide you with a copy of their WSIB certificate? Basically says you're in good standing with the workman's compensation boards or whatever, and they're issued every two months. If the guys in works, he's got one of these. And do they have a copy of their work-related insurance certificate to ensure that risks are covered? Insurances should include a preset amount of liability coverage.

The other thing is when you start asking the questions and they're either saying, "Well, I have or haven't got this or whatever." So then start asking other questions. Do they have a health and safety policy or a program? It's legally required that the contractor has one of these if he employs five or more workers in Ontario, for instance. Will they give assurances that the work is going to be performed by competent people? Have they received training in health and safety competency required?

For instance, in Canada, in Ontario, we recognize a diver qualified or having a qualification that they meet the competency standard for Z275.4 for diving operations. In Canada, it's issued by the Diver Certification Board of Canada. Now, the Diver Certification Board of Canada isn't government. They are a licensing board. They do all the checks and balances and find out if the people working on your jobsite are qualified to do the work as far as being competent on the job.

And will they give you written assurance that they'll comply with the legislation that governs the work? Do they have a qualified diving supervisor on the site? This fellow too is certified by DCBC that they meet the CSA competency standards. Can they provide a contact name and name of the supervisor that will be on site? It's important that you know who's in a position of authority that you can talk to if it's needed? That's it.

And you as a contractor, if you're hiring somebody, do these guys know what they're doing? It's a shared responsibility between the employer and the company that you're working for. If you take your recreational scuba-qualified fellow who doesn't meet the standards of commercial diving, you could expose yourself to a lot of lawsuits if something happened. Don't rely on verbal promises. Ensure that the contractor gives you a written contract, includes the specific work to be performed, terms of payment, warranties, guarantees.

If the contractor's diving contractor doesn't provide this or it's written on the back of an envelope or whatever, don't touch it, you're going to have a problem, and if something happens. Know your legal responsibilities. The employer, you, marina, contractor, whatever, you must ensure that the diving contractor works in compliance with the diving operations regulations. In Ontario, that's Regulation 629/94 in the *Occupational Health and Safety Act*.

And the legal responsibilities include that the employer should ensure that every person who participates in the diving operations meets the competency requirements of 275.4 competency. The employer, you, or whatever, as a contractor, also ensure that all the divers, and you check with the company, that they have at least a dive supervisor, they have a diver's tender, standby diver, and they have all the up-to-date certification, and first aid cardio resuscitation, and oxygen administration.

In Ontario, and some of the other provinces, is that you are required to file what they call a notification of project that you're going to be doing this. That alerts the Ministry of Labour to either show up on your jobsite or check to make sure that you've got everything in order. And they will, if they come and inspect you, they will ask for all this documentation. They'll walk onto the dive site, they'll go to the supervisor and say, "Maybe we should have a coffee break here for a minute and I'd like to check all your paperwork and things like that."

If you've hired a bonafide commercial diver, all this stuff sounds like a lot, but they've got it all there. It's in their briefcase. But if you're somebody who just hired somebody, the Ministry of Labour's going to ask this of you. Do you think that you could supply it? You can't. And you're leaving yourself wide open for some legal problems or issues, even criminal charges. So, there you go. Lots of stuff there. Diving act, you've got it if you're looking for golf balls or jewelry, or tools or other personal property. "I dropped my Oakley sunglasses overboard. I'll give you a case of beer if you go down and find it."

**Maren Gamble:**

Right. In-kind, like you said. Right? Payment-in-kind.

**Doug Elsey:**

Yeah. Yeah. You know what just happened there? There's remuneration right there.

**Maren Gamble:**

Isn't that interesting?

**Doug Elsey:**

There was an unfortunate accident that happened in Alberta. A recreational diver did a quick inspection that ended his life in a pond that he was servicing, I think it was a water treatment plant. His remuneration was they offered him a free campsite. There it is. And he got sucked into an intake and he drowned. The company pleaded guilty. There was a couple-hundred-thousand-dollar fine.

**Maren Gamble:**

So it's one of those things where it can be tempting for people to think it's easy. Like you said, just, 'Can you go get all the golf balls? You can keep all the golf balls,' right? It's just a quick and easy...

Doug Elsey:

Yeah. An example of that is probably about 10, 15 years ago, is that they're picking up golf balls. That's a big business, actually. That's sort of under the radar. So the guy just got his scuba certification, and off he goes, puts on his wetsuit, jumps in the water. And they can get a couple of hundred golf balls.

There was a diver who died in Ontario. He unfortunately picked up more than he could lift and it dragged him down to the bottom and he drowned. Don't forget, you're on a golf course, pretty water, and all those balls go in there and you figure, "Gee, they're worth a couple of bucks a piece." Don't forget what else goes in that water. All the pesticides and everything that comes from the maintenance of the... It's polluted water.

**Maren Gamble:**

Oh, yeah. Things you don't think of. Yeah.

**Doug Elsey:**

Yeah. You're looking at diving in a contaminated environment. You have to be set up for it. The divers that you hire, a commercial diver, they know all this. They've been trained in that. They know what they're looking at. And just because it's clear water doesn't mean it doesn't have anything in it. For instance, diving in a contaminated water environment, you need at least five people on a crew.

If you're somebody hiring somebody and whatever, and you go down to the dive site or whatever, and I know the Ministry of Labour does this, is the first thing to do, they walk into the site and you count the number of people that you have. There should be at least four: supervisor, standby diver, the diver himself, and a tender. Some dives might not require it, but from an occupational health and safety standpoint, they are.

That would be your first clue that something's up. These guys know what they're doing. Do you want to be, as a contractor, having the contractor sitting on the site, and Ministry of Labour comes in and then shut your job down because you didn't have the right crews and stuff like that? This is serious. Take it serious. And if you've ever hired a professional contractor in anything, these guys usually can do it four times faster than any amateur could. They are there for a reason. They know what they're doing. It's a safe bet.

**Maren Gamble:**

So, it's something that may seem like a quick and easy thing off the hop, but as a construction health and safety person myself, I see so many parallels to what I'm used to in terms of the application of the *Occupational Health and Safety Act*. The notice of project, the health and safety program requirements, training. Even the idea of contaminated water that you brought up, just because it looks clear doesn't mean there's nothing in it. The same can apply to air in a construction environment.

So there's lots of stuff that is very familiar to me from a general health and safety standpoint. But then you've also described all these layers of very specialized legislation, specialized standards, specialized training that we're not just talking about the application of broad clauses in the *Occupational Health and Safety Act*, but very specific and expansive documents beyond that. So, it's really important to work with people who know the content in those things.

**Doug Elsey:**

Exactly. Those who've gone to the school, who have qualified the 275.4, the competency standard, they've gone through this. The standards and the regulations, the standards, the regulations are different, of course, because that's in law. Right now, I guess what we're trying to do is get all the provinces together and accept that the latest issues of the dive standards, the occupational dive standard, the competency standard, hyperbaric standard, be recognized universally right across the country so that you have provincial mobility.

For instance, you could be diving in using a four-man dive crew in one province and go over to the next. And in law, they say you could use a three-man. Some of the provinces, they know who they are, if they're listening. They cite standards that are 5, 10, 15 years old. It's unbelievable. And we're trying to get everybody together with a lot of support. There's a lot of red tape to go through this, but if it was a world that you could get your wishes.

If we had one standard, then it makes it easier for the regulators to regulate or enforce. We know what's going on. I can have a four-man dive crew in one province and just carry it over into the next. And all my medicals are recognized and stuff like that. So, it's one of the reasons you end up working in standards and regulations development, which you probably know about, if it's a long road, but we're making headway. The podcast itself, this wasn't around two, three years ago, but at least it gets the message out. If you've got any questions, please call me.

**Maren Gamble:**

Speaking of getting the message out, that's a nice little segue into the next question I wanted to ask you about, because I was reading the Canadian Association of Diving Contractors has a magazine that they put out. And I was reading an issue that was actually from last summer, and there was a main through-line that kind of went through that particular magazine that said, "Excuses in our industry will not be tolerated."

And this really struck me, as I mentioned, being an occupational health and safety professional in construction, I really relate to this idea. Can you talk a little bit about that sort of concept and the idea that excuses in the industry won't be tolerated?

**Doug Elsey:**

Obviously I said, and I am, have been involved in this for a long time. All I hear is why we can't do it. I run into regulators whose hands are tied and getting regulations open and changed. As I said, some of the provinces are citing the standards or parts of the standard, not all of it, parts of the standards that are 10, 15, even 20 years old. That's where the three-man dive crew came in. Well, it's up to four. We're thinking of five. But again, I said it's a minimum standard.

The common excuses that we run into, a lot of it is low bidder. If I have three men, I'm going to cost less than a four, and the reputable dive companies, they start at four and they're not trying to price... They're looking after occupational health and safety. This isn't about padding the crew.

This isn't a money grab. If anything, it's a life grab or a people grab. Its, "Let's make sure everybody comes home." And some of the stuff that we hear, "Well, it was only a small job, it was an outboard

motor. All the guy had to do was to go over and hook the buoy onto the weight in 15 feet of water, and it just required a scuba diver."

Look, we've done it that way before. Diving companies who aren't keeping up to the times and stuff, the good old boys who, "Well, I've done it that way before, I can do it again." Well, things have changed. One of the big things that's changed is the divers, the bonafide commercial divers have all gone through school in Canada, and they've been taught all about and have been certified to the CSA dive competency standard. They know what's going on.

But the guy says, or the people who are out in some of the smaller companies, well, the underground economy, of course like that, well, they say, "Well, we'll just do a quick dip here and we'll do that. " Well, these are the fellows who are running under the radar. And again, this diving accident, I can't talk too much about the one that happened last week, but it's another example of a simple job, go down, hook it up. Well, that fellow is no longer with us, a terrible accident. Don't know all the story. It'll come out later.

And the standards, or they didn't have the crew. "I couldn't find the diver, so we're using two men on this." And I've heard that even today, two-man dive crew. What are you going to do? Diver's in the water, guy's in the surface. I think you could even have, you as not being in the industry, could appreciate that you've got a three-man dive crew, you're the supervisor, you got a standby diver who's also standing by as a tender, and then the diver gets trapped on the bottom. What are you going to do?

You're going to jump that guy, as they call, the jump, you'll actually jump in the water and go down and try to do a rescue. Well, think about that. There you are working on a dam site, and you're 100 kilometres away from everything, and your last man goes in the water and there you are standing there listening to two divers breathe and maybe one not breathing, you're alone. That's it. You don't have anybody to back you up.

Commercial divers will see the risk. They'll do risk assessment on a job, that's a requirement, and write up why they're doing what they're doing and then file that. Many of the incidents or accidents that happen during routine, they happen during simple jobs. I often used to say that and warning everybody that probably one of your most dangerous times is 4 o'clock on a Friday afternoon.

The end of the work week's over, you're just cleaning up, and you have to do one last job in there, and 5 o'clock you're going to get back to your family, and they let their guard down and that's what it's waiting for. And ding, you run into an accident, or an incident or a death. And anyhow, we need a culture shift from justification on what you're doing. You've got to have accountability. You do your risk analysis to meet that minimum standard. You go beyond it.

And you don't lower the safety standards for a job to meet the requirements of job, be that price or whatever. Just picking a dive contractor because the price is a fool's game. And the guys who are in it professionally know what they're doing. They are there to protect their client, you, from all the paperwork and safety requirements. They know it. They've got all this stuff ready for them. They're your best shot to let you sleep at night, I would say.

**Maren Gamble:**

So, you alluded to something in your response just now that I'm going to loop back around to. So, you've spent some time in the commercial diving industry, as you outlined in our introduction here. So what can you say about how the basic expectations have changed in the industry and how it treats health and safety over that period of time?

**Doug Elsey:**

No, it's changed a lot. My involvement, I guess, in the early '70s or mid '70s, whatever, whenever it was when I started this, the reason we started is people getting killed left and right, too, in a way. And North Sea was happening, divers had scuba training. There were no real standard to follow. And it depended a lot on experience. I've been, not me, but the divers say, "Well, I've been..."

They usually start off maybe as a scuba diver, got a lot of experience and stuff like that. And they go off into a job, and then people started getting killed and were injured. Then the standards started up and then we got bigger and bigger, more attendance, I guess, at the CSA, and we started building these standards. The standards then went into the training standards to meet the competency standards and the operations standards.

The schools started up. The CADC was formed in 1982 so that we all had one voice. We got that from seed money from the National Energy Board. And the divers were now, by the schools that evolved, the divers are now being trained to a standard, a minimum standard. If you've ever been involved in CSA standards, these stars anyhow, it's hard work to make it a minimum, where the minimum line should be.

It would be very nice that every diver should have a television system, a camera on this helmet, which they do, not all of them, so you know exactly what's going on every... That's convenient. Is it a safety issue? Yes, it could be. Is it costly? Definitely is. Does it make things a lot safer? And that is argued at all the meetings and you say, "Well, could make that optional." And you spend a lot of time saying, "Should it be there or shall it be there?" And as you know, if you've been involved in regulations and standards, that makes a big difference.

And so all the crews now, older diving companies or whatever, the older established companies are guys are retiring, the companies are being picked up by divers or the younger divers. Pretty well every diver that's involved right now, I guess, has been trained to 275.4 competency standards. They meet it. So the whole safety culture has changed. I can remember running around on decks with flip-flops and shorts in the Gulf of Mexico and stuff like that. Well, now you better have hard hats, safety vests and all the rest of stuff. The safety culture's changed, and it's a result of podcasts like this, and everybody's pitching in. Yeah.

So, it's shifted from informal practices to professional structured operations, what it has. Experience still matters, but you must operate within the systems, because experience by itself is not a safety system. And you got to know what you're doing, you got to know what the regulations are, standards and follow up. And everybody's got the same baseline safety attitude, I guess, that we need today. And therefore, that's what it is. Yes, no excuses.

Too many things have happened, and it gets talked about and this week's topic and the next week it doesn't. And then sure enough, a little later, somebody get killed again and we start all over again. I wish

my job was like a Maytag repairman, I guess, where he didn't have to be arguing with people why they're using scuba in a salvage operation, for instance.

The new standards and regulations that are coming out, actually, they're in process now, covers things like that. And we're hoping, CADC is hoping that our call for harmonization of standards that are put into regulation catches on so it's done all in Canada and we're all working from the same baseline. It helps everybody. And yeah, no, that's a good thing. I'd like to see a complete 100 per cent adaption of the standard into regulation.

And if that is the baseline, that's what everybody operates, if a regulatory authority wants to add something onto it, then fine. It could always get better and we'll make it better. But there's this bottom line. This is the bottom line. This is the bar we all work to. And if you want to add something onto it or whatever, then fine, put it in there.

But why we are kind of doing this is because what we found out, and very recently, if you went back and looked at the older CADC magazines, what happens is, is that if there's an accident, in a court of law, the lawyer will grab a standard to find out where the baseline is. Or have grabbed it and say, "Where's the baseline of safety here? Where does everybody start?" The CSA is a nationally recognized standard. We're one of the largest and it's probably smallest industry. We have 50 people sitting around the table or calling in.

It's a big deal. There are regulators on that committee. There are schools. You can't say that, "This is a bunch of good old boys trying to help their crews." No, there are, again, if you've been involved in standard development, no, there's a lot of heated discussions that go on to make this. But everybody at the end comes a consensus, "Yeah, okay, this is acceptable for now and this will work."

We've got to have the regulators on board with stuff like that. Quit giving excuses. Since we started on this, I think there has been four diving deaths in the last two to three years. All's you're getting is an excuse. And, "Well, let's open up the regulator. Well, give me this paper. Give me that paperwork." For crying out loud, you had representatives sitting around the CSA standards meeting. You know what's going on? What's happening here?

I'll leave that discussion for other times in other podcasts or whatever, or when I sit down and talk to them. But I find everybody is on board with it. Excuses are not. They know what the right thing to do is, that there are barriers to not do anything, and people get killed on that. I'm hoping that the mandate that our government has put that more harmonization for standards and interprovincial travel of industry, I guess, forces it where it says, "No, this is the right thing to do. We're going to do it. Let's get people down and make this happen 'cause it's the right thing to do." You don't want to go to an inquest.

And on the good side of it, I would say probably, well, in Ontario, anyhow, I guess probably I would say a very, very high percentage of the divers working in the commercial industry today are qualified to CSA standard. They have to be or else they wouldn't be in the industry. The Ministry of Labour is checking on that. All the other jurisdictions accept that, too. Even if it isn't regulation, that's what you got to do.

So as a contractor, check all this stuff out. I hope I've given the impression here is that it can be a simple process. Don't try to cut corners. You may save yourself 500 bucks. And I think the last time I looked, we had lawyers that were \$500-600 an hour. So there goes your savings, folks. And all the court time, loss of reputation of your company, goes on and on and on. So do it.

**Maren Gamble:**

I like it. We've actually made it to the end of the list of questions that I had, but I guess my last question for you, Doug, is there anything else you'd like to share with the people listening?

**Doug Elsey:**

The adaption of a CSA standard across Canada as the basis for the diving regulations of Canada, I think is so, so important. This will solve a lot of problems. It won't create them. All the work's been done. This is about how to hire the diving contractor. Ask the questions. IHSA, they've got brochures on it. The CADC magazine, which is free, is on our website. You'll hear a lot about me basically saying over and over again, "What you want to do is have everybody come home at the end of the day."

Make it a good vocation, make it a safe vocation, make it safe enough that the IHSA or safety podcasts aren't necessary because everything's been done right. Don't hire some young kid who's just bought a scuba outfit and he's got his Dive Master or something. He says, "I can go down and hook that to your car, or go down and check your water pipe, or go get those sunglasses or something like that." That's when things happen.

And you as somebody who either hired them or whatever are laid out bare. Then you're going to run into guys like me who will have no sympathy for what you did too, because we've warned. It's out there. Can't believe how much grief you'll run into. You don't want to get stuck in a corner with me at a cocktail party. You'll never get out of it.

Well, no, I think after being in the CSA standards or whatever, not occurred to me, but I thought we spent so much... I was the main technical chair for four or five years, and I was a vice chair of the whole committee for 15 years. I know the drill. So you've gone to all these meetings. And we sat down, and then after the meeting was over, then I was very disappointed, was that, "Well, how come the regulators who were at this meeting that I had a beer with and fought with all day long, and then still fought at having the beer, 'cause that's what you do, and just working everything out is that, why didn't you go back and do something?"

So, the standards are very, very good. And I thought we as an association should now start going after the regulators, or not in an adversarial way, but bring it out how important this is to get this into place. So that's my focus these days. I'm not "committied" out or whatever, but what we've got, it's the latest, it's the greatest, and things would be a lot better if everybody was following them. So I've gone to the highest levels of government, and then I'm dealing hopefully with the people who could affect change and get this in.

**Maren Gamble:**

What I'm going to do for everyone who's been listening, I'm going to make sure that we have links to some of the resources available with this podcast. So I'll link to the CADC magazine, and I'll link to the hiring a commercial diving contractor brochure that IHSA has so that they can follow up on some of those resources.

With that, I'll thank you, Doug, for joining me today, and I'm going to thank our listeners for listening to our episode on diving contractors. If you have any questions about our podcasts or suggestions for

topics you'd like us to cover, please reach out to us at [podcast@ihsa.ca](mailto:podcast@ihsa.ca). And as always, be sure to subscribe and like us on your podcast channel, and visit us at [ihsa.ca](http://ihsa.ca) for all your health and safety needs.

**Announcer:**

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Thanks for listening.