

**INFORMATION PACKAGE FOR WORKERS' SAFETY AND COMPENSATION COMMISSION GOVERNANCE
COUNCIL APPLICANTS**

Thank you for your interest in the Workers' Safety and Compensation Commission (WSCC) Governance Council. This package includes the following information about the WSCC:

- 1) History
- 2) WSCC Vision, Mission, and Values
- 3) Governance and Structure
- 4) Governance Council Expectations

Expressions of Interest should be returned to:

Attention:
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Workers' Safety and Compensation Commission
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If you have any questions or are interested in learning more about the WSCC Governance Council, please email GovernanceCouncil@wsc.nt.ca.

You may also visit our website at <https://www.wsc.nt.ca/>.

1. History of the Workers' Safety and Compensation Commission

The Workers' Safety and Compensation Commission (WSCC) is an arm's length government agency responsible for administering the *Workers' Compensation Acts (Acts)*, *Safety Acts*, *Explosives Use Acts* and the *Mine Health and Safety Acts*, and their associated regulations.

The WSCC provides services to almost 40,000 workers and 4,000 employers across the Northwest Territories and Nunavut, processes over 3,000 claims annually, and conducts over 1,000 inspections annually to ensure the safety of northern workplaces. The WSCC is unique in Canada as the only workers' compensation organization in the country to insure workers across more than one province or territory

The WSCC is a Crown Corporation of the Governments of the Northwest Territories and Nunavut that is governed by a Governance Council through direction to the President & CEO. The WSCC operates from headquarters in Yellowknife and regional operations in Iqaluit and Inuvik.

The WSCC promotes safe work places through education and prevention, and care for injured workers through a system of no-fault compensation. The *Workers' Compensation Acts* of the Northwest Territories and Nunavut establish the workers' compensation system, which is funded through the Workers Protection Fund and sustained by the collection of assessments from employers.

The Meredith Principles

Over one hundred years ago, Sir William Meredith tabled a report in the Ontario Legislature, establishing what would become known as the Meredith Principles. Like all workers compensation systems in Canada, the Meredith Principles are the foundation of the WSCC.

The Meredith Principles are a historic compromise in which employers fund the compensation system and share the liability for injured workers. In return, injured workers receive benefits while they recover, and cannot sue their employers.

The workers' compensation system in the Northwest Territories and Nunavut is an essential part of life in the north. It contributes to social and economic stability, and positively impacts the quality of life for northern workers.

The Meredith Principles are based on:

1. **NO FAULT COMPENSATION:** workers are paid benefits regardless of how the injury occurred. The worker and employer waive the right to sue. There is no argument over responsibility or liability for an injury.
2. **SECURITY OF BENEFITS:** a fund is established to guarantee funds exist to pay benefits to workers.
3. **COLLECTIVE LIABILITY:** all employers share liability for workplace injury insurance. The total cost of the compensation system is shared by all employers. All employers contribute to a common fund. Financial liability becomes their collective responsibility.

4. **INDEPENDENT ADMINISTRATION:** the organizations who administer workers' compensation insurance are separate from government.
5. **EXCLUSIVE JURISDICTION:** only workers' compensation organizations can provide workers' compensation insurance. All compensation claims are made directly to the compensation board. The board is the decision-maker and final authority for all claims.

2. Vision, Mission, and Values

Vision

Eliminate workplace diseases and injuries

Mission

We promote workplace health and safety while providing no fault insurance to employers and care for injured workers.

Values

- Respect – We demonstrate care, compassion and honesty.
- Engagement – We ensure meaningful participation and collaboration.
- Integrity – We honour our commitments and act fairly.
- Openness – We are accessible, clear and transparent.
- Cultural Safety – We recognize, gain knowledge of and respect cultural dignity.
- Excellence – We are efficient and service focused.
- Stewardship – We sustain the Workers' Protection Fund through accountability and fiscal responsibility.

3. Governance and Structure

The Governance Council is comprised of seven (7) Directors:

- one Director to serve as the Chairperson;
- two Directors representing the interests of the general public;
- two Directors representing the interests of workers; and
- two Directors representing the interests of employers.

Two (2) Directors are appointed based on recommendations from the Nunavut Minister responsible for the WSCC.

The NWT Minister consults with the Nunavut Minister when appointing the Chairperson. The Governance Council Chairperson presides at meetings of the Governance Council and is responsible for ensuring the work of the Council is organized and proceeds in a timely fashion.

A Governance Council Director holds office for a term not exceeding three years. The Northwest Territories Minister may reappoint a person as a Director, unless the reappointment results in the person serving on the Governance Council for more than nine consecutive years. If a Director serves for nine consecutive years, they may be appointed again if at least one year has passed from the expiry of their previous appointment.

4. Governance Council Expectations

- providing strategic direction and oversight;
- providing risk management oversight;
- governing the WSCC and giving general direction to the President on WSCC operations;
- ensuring the proper administration of the *Workers' Compensation Acts*, the *Explosives Use Acts*, the *Mine Health and Safety Acts*, the *Safety Acts*, and regulations made under these Acts;
- reviewing and approving the programs and policies of the WSCC;
- reviewing and approving the annual operating and capital budgets;
- ensuring the proper stewardship of the Workers' Protection Fund; and
- Recommending to the Ministers any changes necessary respecting the Years' Maximum Insurable Remuneration.

Meetings are held quarterly. All Directors are assigned to standing committees of the Governance Council – Audit or Governance & Leadership. Materials for discussion are provided in advance to assist the Directors to prepare for each meeting. In addition, the Directors take part in special projects such as the Strategic Planning Exercise.