



# Workers' Safety and Compensation Commission Northwest Territories and Nunavut

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WSCCNTNU



If you would like this information in another official language, call us.

English

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Si vous voulez ces informations dans une autre langue officielle, contactez-nous.

French

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Ĉ'bdqnn'bbΔ'ΛϋLJΔ'rcΔ'δ'nc'c'ϋ'p'p'p', >Δ'nc'δ'p'p'p'c'ϋ'p'p'p'.

Inuktitut

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Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.

Inuinnaqtun

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Kīspin ki nitawih̄tīn ē nīhīyawih̄k ōma ācimōwin, tipwāsīnān.

Cree

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Tł̄chq̄ yatı k'èè. Dı wegodi newq̄ dè, gots'ogonede.

Tł̄chq̄

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ʔerih̄t'is Dēne Sųlīné yatı t'a huts'elkēr xa beyáyatı theʔə ʔat'e, nuwe ts'ēn yóftı.

Chipewyan

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Edı gondı dehgáh got'ıe zhatıé k'éé edat'éh enahddhę nıde naxets'é edahfı.

South Slavey

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K'áhshó got'ıne xədə k'é hederı ʔedjht'é yerınwę nıde dúle.

North Slavey

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Jii gwandak izhii ginjik vat'atr'ijāhch'uu zhit yinohtan jı', diits'āt ginohkhı.

Gwich'in

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Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.

Inuvialuktun

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## Background

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Nunavut (NU) and Northwest Territories (NT) safety legislation directs all employers to protect and care for workers by maintaining a safe and healthy workplace, and ensuring all employees are fully trained on how to perform their jobs safely.

The Workers' Safety and Compensation Commission (WSCC) is the arms' length government agency responsible for administering the two territories associated safety legislation and promoting workplace health and safety. The WSCC is funded through employers' annual assessment payments, no public funding is provided to the organization.

The WSCC does not directly provide health and safety training to employers. Instead, the WSCC improves access to training by providing funding to organizations based in NU and NT that offer training services that help employers fulfill their legal obligations. The WSCC currently provides funding through a Contribution Agreement to the Northern Safety Association (NSA), and in the past, has provided funding to the Northern Territories Federation of Labour (NTFL) for the same purpose. Other workers' compensation organizations in Canadian provinces and territories provide similar funding to health and safety training organizations.

The purpose of this stakeholder engagement is to seek feedback on the ways that WSCC currently provides funding to workplace health and safety training organizations in NU and the NT. The outcome of this engagement will help the WSCC better define partnership funding agreements related to safety training and the nature of the role that WSCC has in the administration and oversight of the funds provided.

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## Purpose

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The purpose of this discussion paper is:

- To improve public awareness of WSCC's funding for safety training organizations.
- To provide options on ways the WSCC could fund training in the future, either through:
  - a) Employer Assessment Payments; or,
  - b) A **special levy**, where:
    - cost is charged equally to all employers; or
    - cost is charged only to those classes or subclasses of employers benefitting from training
- To ask for feedback on the financial value of WSCC's investment in training organizations and present options on whether or not the WSCC should:
  - a) Provide the primary source of funding for approved training organizations,
  - b) Provide supplementary funding for approved training organizations; or,
  - c) Stop providing funding for training organizations.
- To ask for feedback on the WSCC's role in the management and oversight of funded partnerships.

### **SPECIAL LEVY:**

*A special levy is money collected by an organization (in this case, the WSCC) on behalf of a third-party (the safety training organization) from a common stakeholder (Employers) for a specific purpose (training).*

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## Current Requirements under the Partnership Policy

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Currently, WSCC funds training organizations under its *Partnership Policy*. There are two categories of funding that organizations can apply for: \$5000 and over, and under \$5000. To receiving funding, organizations must:

- Be in good standing with the *Societies Act* ([NWT](#) or [NU](#)) or the *Business Corporations Act* ([NWT](#) or [NU](#)), or the *Co-operative Associations Act* ([NWT](#) or [NU](#)) (whichever is applicable to the type of organization);
- Be in good standing under the *Workers Compensation Act* ([NWT](#) or [NU](#));
- The organization must not have outstanding directions under the *Safety Act* ([NWT](#) or [NU](#)) or the *Occupational Health and Safety Regulations (OHS Regulations)* ([NWT](#) or [NU](#)); and,
- Prospective partners must align with the WSCC's Vision, Mission and Values and support strategic objectives.

See **Appendix A** for more details on how WSCC currently funds safety training.

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# Workplace Health and Safety Training

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The primary objective of health and safety training is to give workers the information they need to do their job safely. This knowledge and experience is crucial to preventing and reducing work-related accidents, injuries, and workplace diseases.

Often referred to as Occupational Health and Safety (OHS) training, workplace safety training is mandated by the safety legislation of the Northwest Territories and Nunavut. The *Occupational Health and Safety Regulations* outline the health and safety training obligations of employers in General Training Part 3, Section 12, 16, 18, and 21 and Part 4 Section 51. The legislation states that it is the duty of the employer to provide training to workers and supervisors in regards to the work that they do, and general requirements of all workers, including, but not limited to:

- Emergency preparedness training
- The location of first aid and emergency supplies
- WHMIS Training
- Supervisor Safety Training
- Policies and procedures pertinent to the work site

Training requirements specific to the job and worksite can be found in various parts of the *OHS Regulations*, for example Part 6: General Health Requirements, Part 11: Powered Mobile Equipment, Part 13: Hoists, Cranes, and Lifting Devices, Part 21: Chemical and Biological Substances, Part 24 Section 377: Asbestos Training, and Part 32 Section 479: Training of Firefighters. It is up to the employer to identify what specific training legislation relates to their work sites and the type of work that their workers do.

See **Appendix B** for more details on legislated training requirements.



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## Funding safety training organizations across Canada

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The WSCC has requested information from across Canada to learn about how other compensation boards provide funding for safety training organizations.

With the exception of Yukon, Ontario, and Prince Edward Island, all jurisdictions in Canada provide funding to industry-specific, safety training associations. The processes and policies by which this is administered may be slightly different, but the cost recovery of these funds is the same across the jurisdictions where special levies are put on industries that directly benefit from the training provided by the funded safety association(s). In many cases, a jurisdiction is the primary funding source (approx. 80%) for the safety training association through this funding.

In exchange for funding, the expectations on the safety associations are standard across jurisdiction. There is an expectation of alignment in training priorities between the funded safety training association and the compensation board that is providing funding. In addition, these organizations are required to give updates on training outcomes, report on training activities, provide financial statements on how funds were used, as well as financial statements of the organization's overall expenditures. The requirements for timeline for reporting varies between different organizations. A member of the compensation board may sit on the safety association's board, as is the case in New Brunswick.

Examples on how other Canadian jurisdictions fund training organizations are included in **Appendix C**.

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# → Proposed options for WSCC funding of safety training organizations

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We are asking you to consider three factors in how WSCC provides funding to training organizations:

1. How the WSCC collects funds for training organizations,
2. What the value of the funding should be, including what percentage of a training organizations operational costs should be funded, and
3. What should the WSCC's role be in the accountability and/or management of this funding?

## Funding for Training Organizations

Currently, funding for safety training organizations comes from the assessment payments made by employers to sustain the **Workers' Protection Fund**. Each year's **assessment rates** must generate enough revenue to cover all current and future costs associated with workplace injuries occurring in the assessment year, including health care, rehabilitation, and wage replacement benefits.

In addition to claim-related expenses, the assessment rates also include all expenditures for safety and prevention programs, and WSCC administrative expenses. Each employer has an administration cost built into their annual assessment payment, and **a percentage of this cost is used to fund safety training organizations**.

### **WORKERS' PROTECTION FUND:**

*The total cost of the compensation system is shared by all employers. All employers contribute to a common fund called the Workers' Protection Fund.*

### **ASSESSMENT RATES:**

*The WSCC provides a form of collective liability, which is common across the insurance industry. This means all employers share the risk as an industry subclass. This protects individual employers against major increases in their payments in the event that they experience an extraordinary increase in claims.*

- **Current Funding Model (With and Without Funding):** If the WSCC were to provide \$750,000 in annual funding to an organization, the impact on the **Provisional Target Rate (PTR)** would be \$0.02. This means that if our current PTR is \$2.40, it would be \$2.38 if we did not provide the funding. (This would mean that if an employer had \$100,000 in assessable payroll, their annual assessment if we provided the funding would be \$2,400 and \$2,380 if we did not.)
  - Safety training organization funding is currently funded by all subclasses as part of their variable administrative fee rate component. This means that the actual application is not always \$0.02, it will vary between industry subclasses depending on their claims cost experience (usage of WSCC coverage) and it currently ranges between \$0.01 and \$0.07.

The proposed alternative funding options are through a model called a “special levy.” A special levy is a model where funds are collected by an organization (in this case, the WSCC) on behalf of a third-party (the safety training organization). With a special levy, the funds are transferred directly to the third-party organization. A special levy could be charged to all employers equally, **or** could only apply to the classes or subclasses of employers that benefit from the training. Below is an example of what it would look like if a special levy was used for applicable classes and subclasses:

- **Variable Rates – Subclass:** If safety training organizations were funded \$750,000 solely by the subclass they represent, the impact on their rates would range between \$0.07 and \$1.86.

#### **PROVISIONAL TARGET RATE:**

*In 2022, the average provisional assessment rate is \$2.40 per \$100 assessable payroll. This provisional target rate is the rate employers would pay if there was only one rate for all employers, and is the rate the WSCC uses as a starting point when setting individual subclass rates. Each employer will pay a specific amount based on their subclass (which is the group rate for their industry) and the size of their payroll.*

#### **SUBCLASS:**

*A subclass is the category that describes the services or activities of a business. An employer may belong to multiple subclasses depending on the types of services they offer. Examples of subclasses are: Transportation - Ground Transportation, Construction - General Construction, or Public Administration and Defense - Governments of the Northwest Territories and Nunavut and Public Utilities subclass. This protects individual employers against major increases in their payments in the event that they experience an extraordinary increase in claims.*

- 
- **Variable Rates – Class:** If safety training organizations were funded \$750,000 solely by the class they represent, the impact on their rates would range between \$0.05 and \$0.37.

See **Appendix D** for a break down of how these costs would impact employer assessment payments.

With the above models in mind, the available options for consideration are:

1. Maintain the current funding model with no substantial changes;
2. Introduce a special levy, which charges **all employers equally**; or,
3. Introduce a special levy, which charges only the **classes** that would benefit from the training provided; or,
4. Introduce a special levy, which charges only the **subclasses** that would benefit from the training provided.

**CLASS:**

*The broader category of industry that an employer falls under. Classes have multiple subclasses that fall under them. Examples of classes are: Transportation, Construction, Public Administration and Defense, etc.*

### Percentage of Funding for Operational Expenses

The WSCC would like employers to consider the percentage of operational costs that should be covered by funding to the safety training organizations. Should the WSCC:

1. Be the primary source of funding for safety training organizations;
2. Provide supplementary funding for safety training organizations to carry out training duties; or,
3. Provide no funding to safety training organizations.

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## Oversight Requirements

WSCC is additionally asking stakeholders for feedback on the role the WSCC should take in overseeing the funds provided to training organizations.

The function(s) of the WSCC within a safety training organization receiving partnership funding could include one or more of the following:

1. The WSCC provides no oversight;
2. The WSCC sits on the board of the organization in a non-voting capacity;
3. The WSCC provides oversight by reviewing budgets, annual reports, with quarterly reports on activities and spending, to ensure funds are being used in accordance with agreements and requirements of NU and NT stakeholders;

You can provide feedback on these options by completing an [online survey](#).

If you have questions, you may also attend one of our virtual forums being facilitated by WSCC on April 27, 28, or 29, 2022 at either 10:00am or 2:00pm (MST) and/or you may contact us directly:

Telephone: (867) 920-3888 | Toll free: (800) 661-0792

Email: [engagements@wscn.nt.ca](mailto:engagements@wscn.nt.ca) | [engagements@wscn.nu.ca](mailto:engagements@wscn.nu.ca)

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## Next Steps

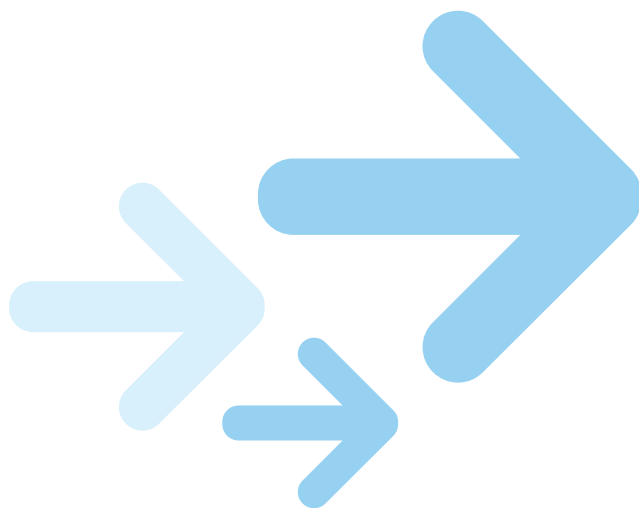
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Following the engagement period, WSCC will use this feedback to guide us on our next steps. The results may lead to amendments to the current *Partnership Policy*, or the creation of a new policy that speaks directly to the funding of safety training organizations. Further action(s) that the organization deems necessary may occur based on the feedback that stakeholders provide.

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→ **Appendix A:**  
**WSCC Partnerships Policy**

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## POLICY STATEMENT

The Workers' Safety and Compensation Commission (WSCC) recognizes that workplace health and safety requires collaboration. For this reason, the WSCC enters into partnerships with stakeholders to promote the WSCC's Vision, Mission, and Values and the organization's strategic objectives in the Northwest Territories and Nunavut.

This policy sets out parameters for WSCC partnerships.

## DEFINITIONS

Contribution Agreement:	An agreement between the WSCC and a partner that sets out the funding provided by the WSCC for the promotion of a shared goal related to the WSCC's Vision and Mission, or strategic objectives and any relevant conditions or procedures regarding the funding. It also defines the partners' obligations towards one another.
Partner:	A person, other level of government, Public Agency, non-government organization, or other third party who works with the WSCC towards achieving a shared goal.
Promotional Items:	Products branded with the WSCC logo, used to promote the WSCC.
Sponsorship:	Financial support of events, association membership fees and/or the placement of the WSCC's logo.
Stakeholder:	Workers, employers and others who have an interest in the policies and programs of the WSCC.
Support In-Kind:	A donation of a product or service from the WSCC. This may come in the form of promotional items, advertising, promotional support or attendance at events or conferences.





## **POLICY**

### **General**

The policy sets guidelines for WSCC partnerships. The WSCC enters into two types of partnerships: a Funding Partnership, and a Sponsorship, Promotions, and Support In-Kind Partnership. All partnerships must align with the WSCC's Vision, Mission, and Values and the organization's strategic objectives.

The WSCC may seek to create partnerships with stakeholders on its own initiative.

### **Partner Criteria**

All prospective partners must be in good standing with the Northwest Territories or Nunavut *Societies Act, Business Corporations Act, or Co-operative Associations Act*, whichever is applicable and be in good standing under the *Workers Compensation Act* and have no outstanding orders under the *Safety Act* in the Northwest Territories or Nunavut. Additionally, prospective partners must have values that are in alignment with the WSCC's Values.

### **Funding Partnerships**

In a Funding Partnership, the WSCC provides a financial contribution to an organization that promotes a shared goal related to the WSCC's Vision, Mission and Values or strategic objectives. This may include, but is not limited to, education and training programs, public safety programs, or return to work programs for injured workers. There are two levels of funding partnerships; the first funding partnership is for requests above \$5,000, while the second funding partnership is for requests under \$5,000.

### **Funding Partnerships \$5,000 and over**

Funding requests \$5,000 and over require the submission of a business case to the WSCC. The requests are submitted in writing to the President's Office. All funding requests will be reviewed by the President's Office and forwarded to Governance Council for consideration and approval.

The business case must include:

- The proposed recipient's legal name and legal address;
- The proposed recipient's legal status, i.e. individual, business, non-profit society, board, Public Agency or other government;



- If the proposed recipient is an organization, the purpose and structure of the organization and the names of all officers, board members and executive directors;
- Reasons(s) why the WSCC should pay for or offset any of the proposed recipient's costs;
- How the request relates to the WSCC's Vision, Mission, and Values or strategic objectives;
- Which WSCC stakeholders will benefit from the funding, and how they will benefit;
- Objectives of the program or project for which the request is being submitted;
- Anticipated results of the program or project to be supported;
- Information on the prospective partner's expertise, experience or history;
- A business plan outlining objectives, goals, performance metrics and a detailed work plan and budgets for the proposed program or project;
- The proposed financial reporting procedure; and
- A minimum of two references.

Requests for funding \$5,000 and over will be reviewed at the next scheduled Governance Council meeting. A minimum of two months is required to review a funding partnership request for \$5,000 and over. Although a request may meet all the above criteria, it does not guarantee the WSCC will enter into a partnership.

Funding Partnerships \$5,000 and over require a signed Contribution Agreement with the WSCC.

The WSCC is committed to providing partners in this funding category with clear and concise terms and conditions within a Contribution Agreement. Upon Governance Council approval, a Contribution Agreement is signed by the WSCC and the partner. The Contribution Agreement will outline the partnership maintenance requirements and the partner's responsibilities. Partnership maintenance requirements may include mutually agreed upon performance targets, requirement for quarterly status reports with detailed financial statements, and other reporting requirements.

Payment to partners is administered in accordance with the Contribution Agreement between the WSCC and the partner. Failure to meet the requirements listed in the Contribution Agreement may result in the termination of the partnership.

The WSCC meets with all partners in this funding category quarterly to monitor and ensure the success of each partnership and progress towards agreed upon goals.





**PARTNERSHIPS**

## LEGISLATIVE AUTHORITIES

Northwest Territories <i>Workers' Compensation Act</i> :	Section 94
Nunavut <i>Workers' Compensation Act</i> :	Section 94
Northwest Territories <i>Safety Act</i> :	Section 22
Nunavut <i>Safety Act</i> :	Section 22
Northwest Territories <i>Societies Act</i>	
Nunavut <i>Societies Act</i>	
Northwest Territories <i>Business Corporation Act</i>	
Nunavut <i>Business Corporation Act</i>	
Northwest Territories <i>Co-operative Associations Act</i>	
Nunavut <i>Co-operative Associations Act</i>	
Northwest Territories Financial Administration Manual:	Directives No. 805, 810
Nunavut Financial Administration Manual:	Directive No. 801

## HISTORY

00.09 (Jun 10/16)	Partnerships
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# → Appendix B: Occupation Health and Safety Regulations - Training

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## *General Training*

*Part 3, Section 12(c): An employer shall, in respect of a work site, provide information, instruction, training and supervision that is necessary to protect the health and safety of workers.*

*Part 3, Section 16, subsection 1: An employer shall ensure that, at a work site:*

- c) supervisors have completed an approved regulatory familiarization program;*

*Part 3, Section 18, Subsection 1: An employer shall ensure that a worker is trained in matters necessary to protect the health and safety of workers at a work site when:*

- a) the worker begins work at the work site; and*
- b) the worker is moved from one work activity or work site to another that differs from the old work site with respect to hazards, equipment, facilities or procedures.*

*Part 3, Section 18, Subsection 2: The training required by subsection (1) above must include:*

- a) procedures to be taken in the event of a fire or other emergency;*
- b) the location of first aid supplies, equipment and facilities;*
- c) identification of prohibited or restricted areas;*
- d) precautions to be taken for the protection of workers from hazardous substances;*
- e) procedures, plans, policies and programs that apply to work at the work site; and*
- f) any other matters that are necessary to ensure the health and safety of workers at the work site.*

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*Part 3, Section 18, Subsection 3: An employer shall ensure that time spent by a worker in the training required by subsection (1) is credited to the worker as time at work, and that he or she does not lose pay or benefits with respect to that time.*

*Part 3, Section 18, Subsection 4: An employer shall ensure that a worker is not required or permitted to work unless he or she:*

- a) is a competent worker; or*
- b) is under close and competent supervision*

*Part 3, Section 21, Subsection 2: An occupational health and safety program for a work site must include:*

- (h) a plan for training workers and supervisors in safe work practices and procedures, including procedures, plans, policies or programs that the employer is required to develop;*

#### *Training of OHS Committee Members and/or Representative*

*Part 4, Section 51, Subsection 1: If a Committee is established at a work site, the employer shall ensure that the co-chairpersons of the Committee receive training respecting the duties and functions of the Committee.*

*Part 4, Section 51, Subsection 2: If a representative is designated at a work site, the employer shall ensure that the representative receives training respecting the duties and functions of the representative.*

*Part 4, Section 51, Subsection 3: If a member of a Committee or a representative attends a training program, seminar or course of instruction on health and safety matters conducted or provided by the Commission or by an approved training agency, the employer shall credit the member or representative's attendance as time at work and ensure that he or she loses no pay or benefits as a result of that attendance.*

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### *Asbestos Training*

- Part 24, Section 377, Subsection:*
- 1. An employer shall ensure that workers who could be exposed to asbestos dust resulting from an asbestos process are provided with training in the safe handling of asbestos that is appropriate to the level of risk of the asbestos process as set out in Schedule X.*
  - 2. A worker shall not work in an asbestos process unless the worker has completed the training provided under subsection (1).*

### *Training for Firefighters*

- Part 32, Section 479, Subsection 1:*
- An employer shall ensure that (a) a firefighter receives training necessary to ensure that the firefighter is able to safely carry out his or her duties; (b) training required by paragraph (a) is provided by competent persons; and (c) written records are kept of training delivered to each firefighter.*

## → Appendix C: Funding Training Organizations Across Canada

Canadian jurisdictions that fund safety associations\*

	British Columbia	Alberta	Saskatchewan	Manitoba	Ontario	Quebec	New Brunswick	Nova Scotia
How many health and safety associations are funded by your workers compensation board?	13	7	7	5	6	10	3	7
Is funding charged back only to the industry they represent through levies on assessment rates?	yes	yes	yes	yes	Yes – 4 are industry based and 2 support all employers	yes	yes	yes
What percentage of rateable employers are covered by a health and safety association?		40%		30.9%		34.1%		48%
What is the reporting required by health and safety association(s) to the jurisdiction?		Depends on contract specifications	annually	Annual activity plan and annual budget			annual report (includes financial statements), half-yearly financial report and yearly audited financial statement	

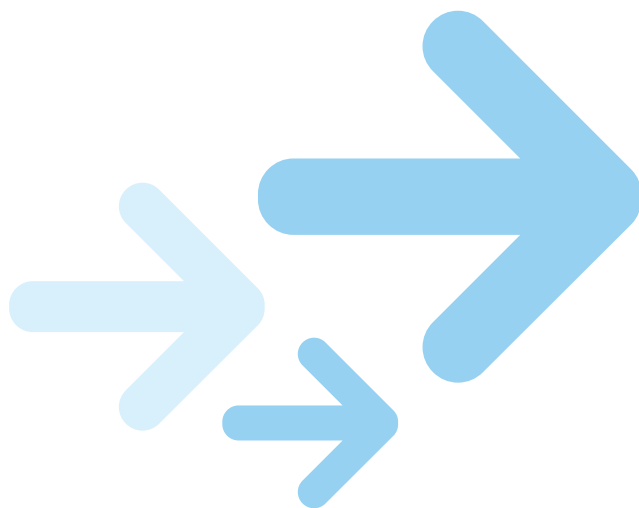
\*At the time of publication of this Discussion Paper, the province of PEI does not have any Health and Safety Associations or similar industry funded non-profit organizations.



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→ **Appendix D:  
Rate Impact by Subclass**

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## Appendix D: Rate Impact by Subclass

Subclass #	Subclass Name	Total Assessable Payroll	Additional Rate Component Using Current Method (impact on each Subclass)	Additional Cost to Employer to Cover \$750,000	Additional Cost to Subclass to Cover \$750,000	Additional Rate Component if 100% Covered by Individual Class or Subclass	Additional Cost to Employer to Cover \$750,000	Additional Cost to Subclass to Cover \$750,000
			Based on providing \$750,000 Funding	Based on \$100,000 Payroll	Based on Total Assessable Payroll for the Subclass	Based on \$750,000 Funding	Based on \$100,000 Payroll	Based on Total Assessable Payroll for the Subclass
<b>2</b>	<b>Mining, Oil &amp; Gas</b>					<b>\$0.12</b>		
22	Mining Operations & Oil and Gas Well Drilling	\$625,000,000	\$0.02	\$22	\$137,500	\$0.12	\$120	\$750,000
27	Mining Services	\$48,701,299	\$0.03	\$29	\$14,123	\$1.54	\$1,540	\$750,000
<b>4</b>	<b>Building &amp; Infrastructure</b>					<b>\$0.18</b>		
41	General Construction	\$241,935,484	\$0.05	\$47	\$113,710	\$0.31	\$310	\$750,000
43	Mobile Equipment Operations, Logging and Marine Construction	\$115,384,615	\$0.04	\$35	\$40,385	\$0.65	\$650	\$750,000
46	Mechanical Installation & Servicing	\$60,975,610	\$0.04	\$44	\$26,829	\$1.23	\$1,230	\$750,000
<b>5</b>	<b>Transportation</b>					<b>\$0.37</b>		
51	Air Transportation	\$105,633,803	\$0.03	\$31	\$32,746	\$0.71	\$710	\$750,000
53	Ground Transportation	\$40,322,581	\$0.02	\$19	\$7,661	\$1.86	\$1,860	\$750,000
54	Trucking, General & Long Distance and Water Transportation	\$56,818,182	\$0.07	\$66	\$37,500	\$1.32	\$1,320	\$750,000
<b>6</b>	<b>Trade</b>					<b>\$0.25</b>		
62	Retail, Wholesaling & Light Manufacturing	\$214,285,714	\$0.02	\$22	\$47,143	\$0.35	\$350	\$750,000
66	Automotive Sales & Services	\$87,209,302	\$0.03	\$32	\$27,907	\$0.86	\$860	\$750,000
<b>7</b>	<b>Services</b>					<b>\$0.16</b>		
71	Business, Communications & Amusement Services	\$300,000,000	\$0.01	\$8	\$24,000	\$0.25	\$250	\$750,000
74	Health, Welfare & Emergency Services	\$80,645,161	\$0.03	\$25	\$20,161	\$0.93	\$930	\$750,000
76	Accommodation, Catering, Food & Beverage Services	\$94,936,709	\$0.02	\$18	\$17,089	\$0.79	\$790	\$750,000
<b>8</b>	<b>Public Administration</b>					<b>\$0.05</b>		
81	GNWT, GN and Public Utilities	\$1,071,428,571	\$0.01	\$13	\$139,286	\$0.07	\$70	\$750,000
82	Authorities	\$241,935,484	\$0.02	\$23	\$55,645	\$0.31	\$310	\$750,000
PTR	If all employers paid one consistent rate		\$0.02	\$20	\$750,000	N/A	N/A	N/A

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## Appendix E: Glossary

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### **Special Levy**

A special levy is money collected by an organization (in this case, the WSCC) on behalf of a third-party (the safety training organization) from a common stakeholder (Employers) for a specific purpose (training).

### **The Workers' Protection Fund**

The total cost of the compensation system is shared by all employers. All employers contribute to a common fund called the Workers' Protection Fund.

### **Assessment Rates**

The WSCC provides a form of collective liability, which is common across the insurance industry. This means all employers share the risk as an industry subclass. This protects individual employers against major increases in their payments in the event that they experience an extraordinary increase in claims.

### **Provisional Target Rate**

In 2022, the average provisional assessment rate is \$2.40 per \$100 assessable payroll. This provisional target rate is the rate employers would pay if there was only one rate for all employers, and is the rate the WSCC uses as a starting point when setting individual subclass rates. Each employer will pay a specific amount based on their subclass (which is the group rate for their industry) and the size of their payroll.

### **Subclass**

A subclass is the category that describes the services or activities of a business. An employer may belong to multiple subclasses depending on the types of services they offer. Examples of subclasses are: Transportation - Ground Transportation, Construction - General Construction, or Public Administration and Defense - Governments of the Northwest Territories and Nunavut and Public Utilities

### **Class**

The broader category of industry that an employer falls under. Classes have multiple subclasses that fall under them. Examples of classes are: Transportation, Construction, Public Administration and Defense, etc.

WORKERS' SAFETY AND COMPENSATION COMMISSION  
NORTHWEST TERRITORIES AND NUNAVUT

**STAKEHOLDER ENGAGEMENT ON  
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