

WorkSafeNB Backgrounder

WorkSafeNB provides no-fault accident and disability insurance for New Brunswick employers and their workers under the *Workers' Compensation (WC) Act*, and promotes the prevention of workplace injuries and disease through education, and enforcement and administration of the *Occupational Health and Safety (OHS) Act*. WorkSafeNB also administers the *Firefighters' Compensation Act*.

Our vision is "healthy and safe workplaces in New Brunswick."

WorkSafeNB works toward achieving five goals, and specific targets and measures are defined for each of these goals in the areas of: safety, return to work, service, balance and staff satisfaction & engagement.

The WorkSafeNB name was adopted in October 2008, to more accurately reflect our focus on injury prevention. Before then, we were known as the Workplace Health, Safety and Compensation Commission (WHSCC). The WHSCC evolved when the Workers' Compensation Board and the Occupational Health and Safety (OHS) Commission merged in 1994. The Workers' Compensation Board was founded in 1918, and the OHS Commission was formed in 1983.

The *OHS Act* asserts that every worker is entitled to a safe and healthy workplace. It places primary responsibility for occupational health and safety in the hands of workers and employers and grants workers three basic rights:

- The right to know about workplace hazards and to receive training on how to do the job safely.
- The right to participate in solving health and safety problems.
- The right to refuse dangerous work.

The *OHS Act* establishes procedures for dealing with workplace hazards, reporting injuries and enforcement. Under the act, regulations address specific topics. These are:

- General Regulation (91-191)
- WHMIS Regulation (88-221)
- First Aid Regulation (2004-130)
- Training and Designated Trades Regulation (2007-33)
- Code of Practice for Working Alone Regulation (92-133)

Workers' compensation in New Brunswick is administered under the *Workers' Compensation (WC) Act*. Injured workers are compensated for lost income, health care and other costs, while employers are protected from being sued by workers injured on the job.

The *WC Act* is based on the Meredith Principles, named after Justice William Meredith, who, in 1910, was appointed to a Royal Commission to study workers' compensation in Ontario. His report, published three years later, became the basis for workers' compensation legislation in Canada. The Meredith Principles include:

- No-fault compensation
- Collective liability
- Security of payment
- Exclusive jurisdiction
- Board independence

WorkSafeNB Backgrounder (continued)

WorkSafeNB is funded solely through employer assessments.

We have the lowest assessment rates in the Atlantic region, and our benefits for injured workers compare favourably to other Canadian jurisdictions.

WorkSafeNB is a Crown corporation, reporting to the Minister of Post-secondary Education, Training and Labour. We have a president and chief executive officer who report to a board of directors. Our board of directors is made up of a chair, vice-chair, four members representing employers, and four members representing workers. The president and chief executive officer and vice-president of the Appeals Tribunal sit on the board as non-voting members. Three committees operate within the board of directors: WorkSafe Services Evaluation, Financial Services Evaluation, and Fatality Review.

WorkSafeNB employs approximately 450 staff, with 235 of these employees in WorkSafe Services. Of these 235 employees, 52 are based in the southwest region; 30 in the northwest region; 32 in the northeast; and 40 in the southeast.

WorkSafe Services staff report to the vice-president of WorkSafe Services. In addition to the regional offices, the division includes the following departments:

- Chief Compliance Office
- Program Development and Evaluation
- Divisional Support
- Chief Medical Officer
- Adjudication and Benefit Services

Corporate Services employs approximately 147 staff, who report to the vice-president, Corporate Services. Departments include:

- Fiscal and Economic Planning
- Program Evaluation
- Planning and Policy
- Information Technology Services
- Treasury
- Financial Services (Physical plant, Purchasing & Food Services)
- Assessment Services
- Vocational Evaluation
- Business Office and Admitting Services
- Work Recovery

Approximately 30 staff, in four departments, are employed in the President's Office. Reporting to the president and chief executive officer, these departments include:

- General Counsel
- Communications
- Internal Audit
- Human Resources

WorkSafeNB Backgrounder (continued)

In keeping with our mission to promote a safe and healthy work environment to the workers and employers of New Brunswick, and efficiently provide quality services, just adjudication, and fair administration of the legislation, WorkSafeNB staff participate in a number of government and industry committees, including:

- Injured Workers' Advisory Committee
- General Standing Committee on Legislative Change
- Technical committees: Radon exposure, smoke-free, LNG, pandemic planning, forestry
- Canadian Standards Association
- New Brunswick Safety Council
- New Brunswick Construction Safety Association
- New Brunswick Forest Industries Safety Association
- Canada Safety Services
- Progressive Agriculture Safety Days
- Mine Safety Competition
- New Brunswick Home Support Association
- Salon de la forêt

The Appeals Tribunal, operating at arm's length from WorkSafeNB, offers employers, workers, or their dependants the opportunity to appeal WorkSafeNB decisions. The Appeals Tribunal's primary responsibility is to provide fair, consistent, impartial and timely decisions. It employs about 15 staff.