

AGM 2025



Housekeeping

- **Today's presentation will be available for download on our website following the meeting.**
- **A version of the presentation with the full recording, along with a survey link, will also be shared afterward to everyone that has registered.**
- **We will hold a dedicated Q&A session at the end of the presentation, but you are welcome to submit questions in the Q&A box within Zoom at any time.**

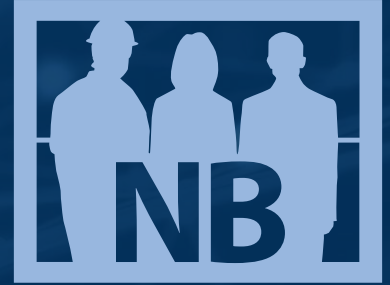


Brooke DeLong

WorkSafeNB Board of Directors

- Appointed as Vice-Chairperson of the WorkSafeNB Board of Directors, effective April 2, 2025.
- Self employed with Connected Strategic Advisory, a business transformation and communications consulting company.
- Senior Change Management Consultant with Marine Innovations.
- More than 20 years of corporate and operations experience within the global mining industry.
- Serves on the Board of Directors of the Wallace McCain Institute and Scandium Canada Ltd.
- A former member of UNB's Board of Governors, Brooke is also Past President of the UNB Associated
- Alumni and an alumna of the Governor General's Canadian Leadership Conference.
- Based in Fredericton





Who We Are & Who We Serve

WorkSafeNB *Board of Directors*



Mel Norton
Chairperson



Brooke DeLong
Vice-Chairperson



Tim Petersen
President & CEO

Members representing workers:



Mike MacMullin



Chantal Lafleur



James E. A. Stanley



Denny Vautour

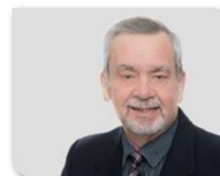
Members representing employers:



Jason Green



Vacant



Gaëtan Guérette



Adam Donnelly

WorkSafeNB

- **Crown corporation committed to promoting healthy and safe workplaces in New Brunswick**
- **Work to prevent workplace injuries and occupational disease**
- **Provide comprehensive rehabilitation services and wage-loss replacement when incidents occur**



15,641*
**Registered
Employers**

30,031*
Workplaces

369,635*
Workers
(full-time equivalents)



Our Vision



Tim Petersen

President and Chief Executive Officer

- Served as president and CEO since June 2022
- WorkSafeNB since 1995
- Native New Brunswicker
- Previous roles:
 - Vice-president of Prevention Services
 - Vice-president of Corporate Services
 - Controller and Manager of Internal Audit
- Chartered accountant



[linkedin.com/in/tim-petersen-48530641](https://www.linkedin.com/in/tim-petersen-48530641)





Safety Share

Today's *Agenda*



1. 2026 Assessment rate
2. WorkSafeNB Performance Refund
3. Balance for employers and workers
4. KPIs & Where we are today
5. Questions





Assessment Rates

2025 LOWEST assessment rate *in our history*

\$1.10
**LOWEST AVERAGE
ASSESSMENT RATE
EVER!**



2026 Stability *for* Employers *in* New Brunswick

\$1.10

LOWEST ASSESSMENT RATE REMAINS



WorkSafeNB *Assessment Rate*

	2018	2019	2020	2021	2022	2023	2024	2025	2026
New accident cost	\$1.47	\$1.66	\$1.47	\$1.33	\$1.20	\$1.08	\$0.93	\$0.81	\$0.94
Administration and other	\$0.46	\$0.60	\$0.58	\$0.49	\$0.49	\$0.46	\$0.46	\$0.43	\$0.47
TOTAL SYSTEM COST	\$1.93	\$2.26	\$2.05	\$1.82	\$1.69	\$1.54	\$1.39	\$1.24	\$1.41
Surcharge (Rebate)	(\$0.23)	\$0.39	\$0.35	\$0.35	-	(\$0.23)	(\$0.21)	(\$0.14)	(\$0.31)
ASSESSMENT RATE	\$1.70	\$2.65	\$2.40	\$2.17	\$1.69	\$1.31	\$1.18	\$1.10	\$1.10



Performance Refund

Performance Refund

December 31, 2024 – FUNDED AT 152.9%

Board approved changes to Funding Policy 37-100 on September 3, 2024:

- **Still targeting 115-125% funding**
- **Surplus between 125-140% applied as rate rebate**
- **Surplus between 140-150% may be distributed/rebated at board's discretion**
- **Surplus above 150% must be distributed to employers**

2025 Performance Refund

**GREAT NEWS FOR NEW BRUNSWICK
WORKPLACES, AND OUR ECONOMY**



\$53.2 million

to New Brunswick employers

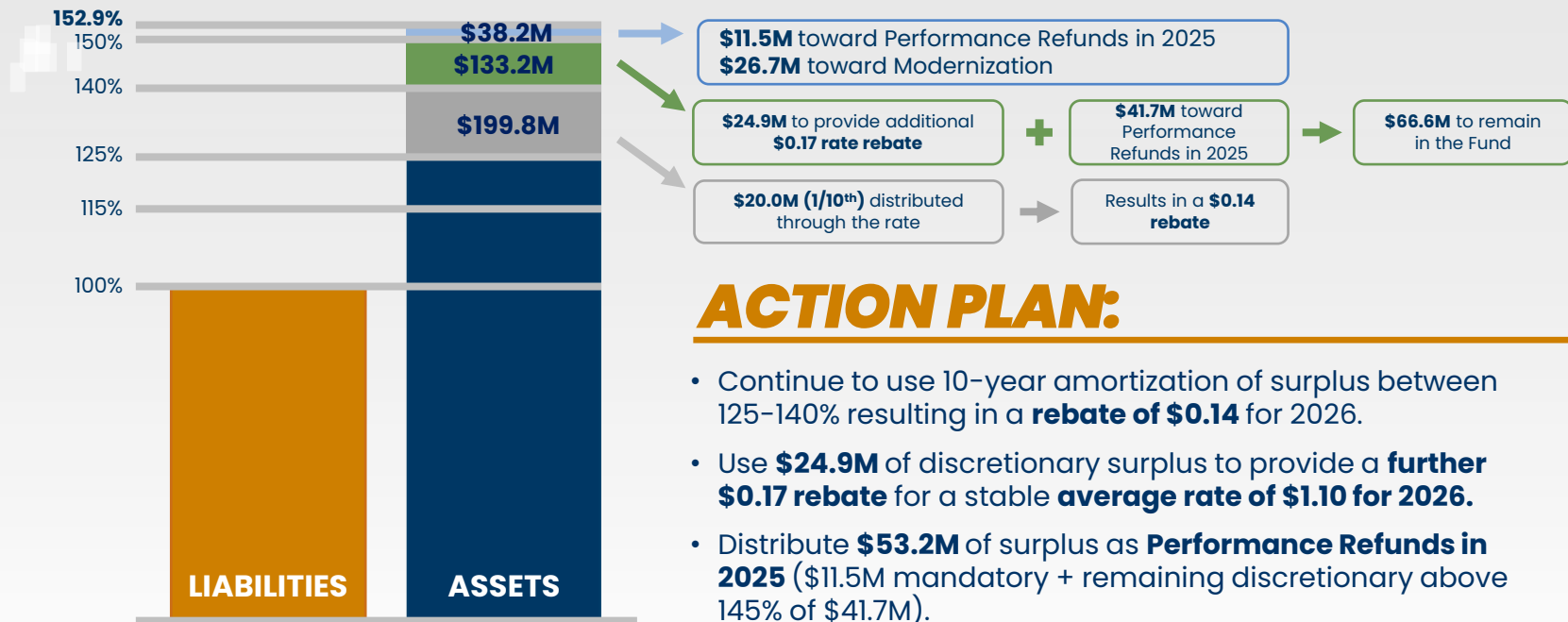
2025 Performance Refund

- **This surplus is the result of strong investment returns and the collective efforts of New Brunswick's employers and workers**
- **WorkSafeNB Performance Refunds over \$1,000 will be via cheques to be mailed/couriered**
- **Remaining WorkSafeNB Performance Refunds will be issued as a credit on employers' WorkSafeNB account**



**PERFORMANCE
PAYS.**

2025 Performance Refund



ACTION PLAN:

- Continue to use 10-year amortization of surplus between 125–140% resulting in a **rebate of \$0.14** for 2026.
- Use **\$24.9M** of discretionary surplus to provide a **further \$0.17 rebate** for a stable **average rate of \$1.10** for 2026.
- Distribute **\$53.2M** of surplus as **Performance Refunds in 2025** (\$11.5M mandatory + remaining discretionary above 145% of \$41.7M).

Balance for Employers & Workers



Benefit Improvements: *Reducing Financial Uncertainty.*

WHAT CHANGED – AND WHY IT MATTERS:

- **Loss of earnings benefits increased from 85% to 90% of net earnings**
- **Maximum Annual Earnings now 1.6 X NBIAE - \$84,200**
- **Survivor benefits – 90%**
- **Better reflect loss of earnings for young workers/learners**
- **Annuity payout threshold increased**
- **Improved outcomes + stability = balanced system**

KPIs



KPIs: ANNUAL MEASURES					
	2024		2025		Targets 2029
KPI: Employee Engagement	69%		TBD		70%
KPI: Assessment Rate Stability	\$1.18		\$1.10 (7.7%)		Less than 15% from the prior year
KPI: One of the three lowest assessment rates in the country	2nd		2nd		One of the three lowest assessment rates in the country
KPIs: QUARTERLY MEASURES					
	2024 Year End	Q2 2024	Q2 2025	2025 YTD	Targets 2029
KPI: Time to first decision	55%	51.8%	70.8%	70.1%	80% within 14 days
KPI: Time to first payment	45.4%	47.2%	57.9%	57.2%	80% within 14 days
KPI: Percentage of workers off claim within 180 days	79.7%	83.3%	TBD	TBD	85%
KPI: Total Injury Frequency	1.57	0.66	0.69	0.69	1.25 per 100 workers
KPI: Severe Injury Frequency	34	12	14.2	14.2	30 per 100,000 workers
KPI: Funding Position	152.9%	156.8%**	156.8%**	156.8%**	115% – 125%

Where we are today





A TEAM MILESTONE

Canada's Safest Place to Work.

Maintained the lowest accident
frequency in the country.

THANK YOU

Injury Types *and* Common Occupations

Most Injuries by age group

45-54



Common Injuries

Injury Types:

Sprains, strains, tears	48%
Cuts or bruises	9%
Fractures	8%

Causes:

Bodily reaction or exertion	39%
Slip, trip or fall	17%
Struck by or against object	15%

Parts of the body:

Back	18%
Shoulder	10%
Legs	9%



Injuries by gender:



Most Injury Claims

Occupations:

15%

Nurses and related



11%

Teachers /
labourers
(11% each)



6%

Truck drivers



Industries:

25%

Healthcare
and Social
Assistance



20%

Public
Administration



14%

Manufacturing



Prioritizing *Mental Health* of NB Workplaces

Launched a new teams of psychological health and safety consultants, **first of its kind model in Canada**



Wounded Warriors Canada

**A NATIONAL
MENTAL HEALTH
SERVICE
PROVIDER**

Strengthening Mental Health Supports for Trauma-Exposed Professionals

- **First-of-its-kind alliance between a workers' compensation board and Wounded Warriors Canada**
- **Expands access to trauma-informed programs, training, and expert guidance for first responders, healthcare workers, veterans, and public safety personnel**
- **Builds on past efforts: mental health conference (2024) and specialized training for claim decision makers**
- **Advances a culture shift: reducing stigma, supporting families, and improving prevention and treatment of psychological injuries**



Celebrating **Excellence**

WorkSafeNB has been
named **Atlantic Canada**
Top Employer in 2025.



Workers Compensation Act – *Consultation 2026*

- Review of Act to ensure it reflects the needs of New Brunswick workers
- Many enhancements, such as benefits improvements, resulted from the previous WCA consultation
- Online engagement platform: TalkSafetyNB and other engagement methods
- We look forward to engaging with you!



TALKSAFETYNB

**Policy consultations,
legislative reviews
and more!**

**2025 HEALTH
AND SAFETY
CONFERENCE**



**CONFÉRENCE
SUR LA SANTÉ ET
LA SÉCURITÉ 2025**

Speakers: A Focus on Canadian Heroes



**Dr. Laurent
*Duvernay-Tardif***

Super Bowl champion.
Medical resident.
Humanitarian.



**Tyler
*Smith***

"I survived the
unthinkable. Now I
speak to inspire others."



**Lt. Gen (Ret) Hon.
*Roméo Dallaire***

He saw the world at its
darkest. He emerged a
voice for hope.



Thank You

For making New Brunswick
the safest place to work!

