

AGM 2026



October 6, 2026

Housekeeping

- **Presentation available on website following meeting**
- **Recording and survey link will be shared with everyone that registered**
- **Q&A at the end of the presentation**
- **Welcome to submit questions in the Q&A box within Zoom at any time**

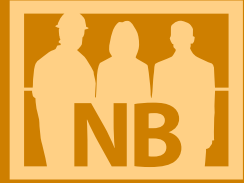


Mel Norton

WorkSafeNB Board of Directors

- **First appointed in April 2019; reappointed for another 5 years in 2024**
- **Partner: Lawson Creamer law firm**
- **Former mayor, Saint John**
- **Served on boards: Abbey St. Andrews Mixed Income Housing Project, Saint John Theatre Company**
- **Former member of the executive of the Labour and Employment Group**
- **Based in Saint John**



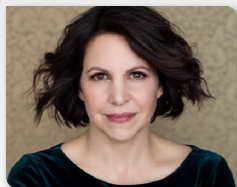


Who We Are & Who We Serve

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



**Frances
LeBlanc**



**Gaëtan
Guérette**



**Adam
Donnelly**

What is WorkSafeNB

- Serves New Brunswick workers and employers as the province's workplace health and safety partner
- Helps to prevent workplace injuries and occupational diseases
- When workplace injuries occur, supports recovery through rehabilitation services and benefits
- Working toward a province where every worker returns home safe and healthy at the end of the day



Our Vision



MAKING
New Brunswick
THE SAFEST
PLACE
TO **WORK**

Who We Serve

15,621

**Registered
Employers**

31,746

Workplaces

396,358

Workers

(full-time equivalents)



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 professional accountant



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



Today's *Agenda*

1. Safety Share
2. 2027 Assessment Rates
3. Performance Refund
4. Key Performance Indicators
5. Modernization Update
6. Legislative Updates, Consultations and Policies
7. Enhancing Psychological Health and Safety





Safety Share



2027 Assessment Rates

2027 Stability for Employers in New Brunswick

\$1.10

OUR LOWEST ASSESSMENT RATE REMAINS



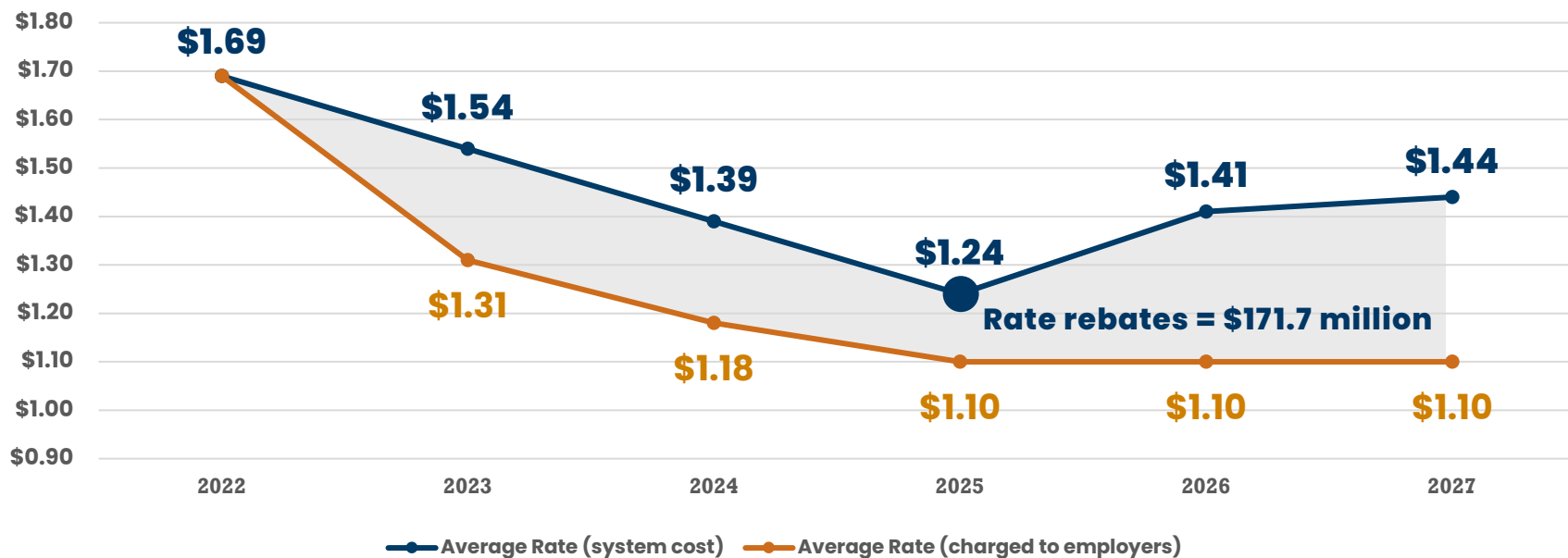
WorkSafeNB *Assessment Rate*

Our strong funded position over the last several years is paying off.

	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
New accident cost	\$1.47	\$1.66	\$1.47	\$1.33	\$1.20	\$1.08	\$0.93	\$0.81	\$0.94	<i>\$0.96</i>
Administration and other	\$0.46	\$0.60	\$0.58	\$0.49	\$0.49	\$0.46	\$0.46	<i>\$0.43</i>	\$0.47	<i>\$0.48</i>
TOTAL SYSTEM COST	\$1.93	\$2.26	\$2.05	\$1.82	\$1.69	\$1.54	\$1.39	\$1.24	\$1.41	<i>\$1.44</i>
Surcharge (Rebate)	(\$0.23)	\$0.39	\$0.35	\$0.35	-	(\$0.23)	(\$0.21)	(\$0.14)	<i>(\$0.31)</i>	<i>(\$0.34)</i>
ASSESSMENT RATE	\$1.70	\$2.65	\$2.40	\$2.17	\$1.69	\$1.31	\$1.18	\$1.10	\$1.10	<i>\$1.10</i>

2026: \$0.31 rebate = \$44.9M | 2027: \$0.34 rebate = \$52.6M

Balancing Affordability with the True Cost of the System





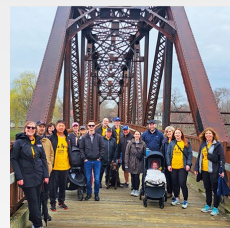
2026 Performance Refund

Performance Refund

December 31, 2025 – FUNDED AT 161.0%

Board's Funding Policy provides guidance for assessment rate and performance refund decisions:

- **Targets 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**



2026 Performance Refund



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

\$151.2million
to New Brunswick employers

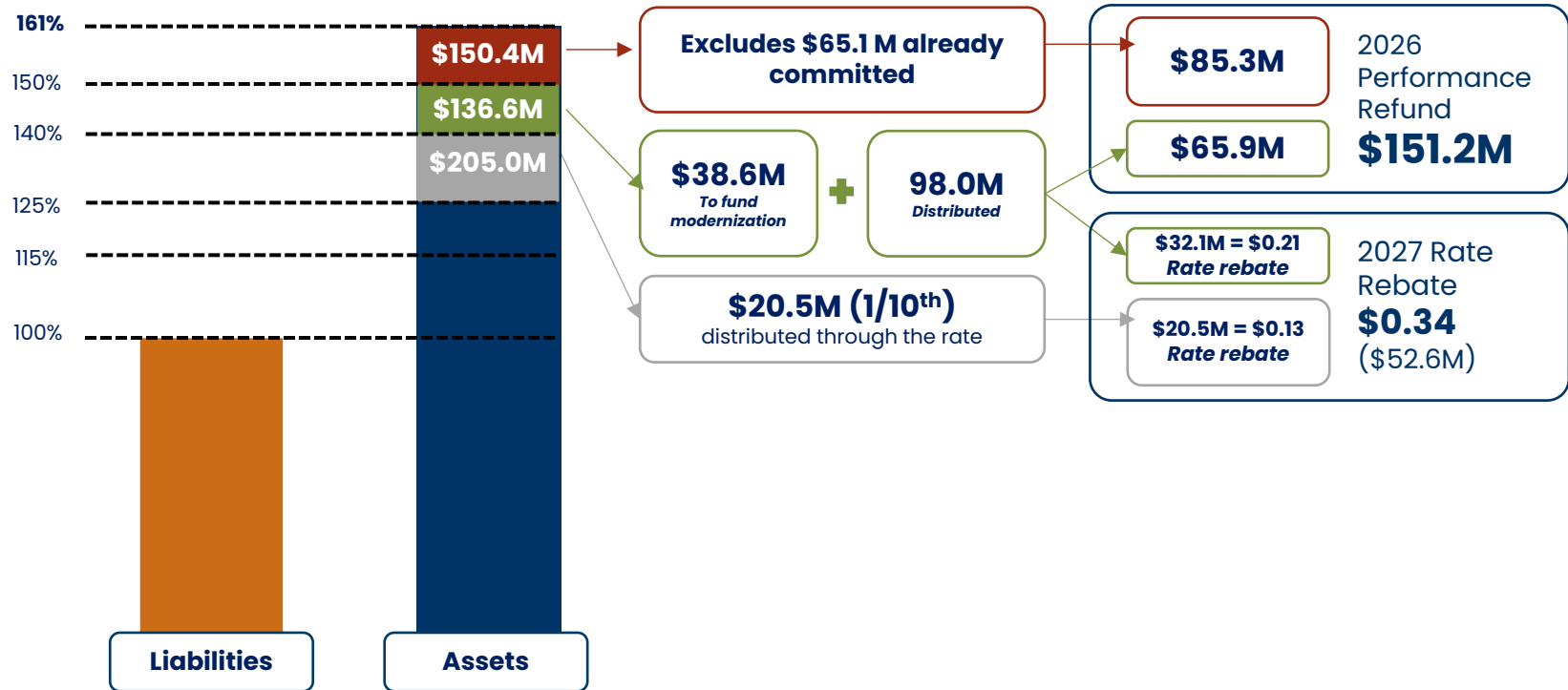
2026 Performance Refund

- 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
- WorkSafeNB Performance **Refunds under \$1000 will be issued as a credit** on employers' WorkSafeNB account

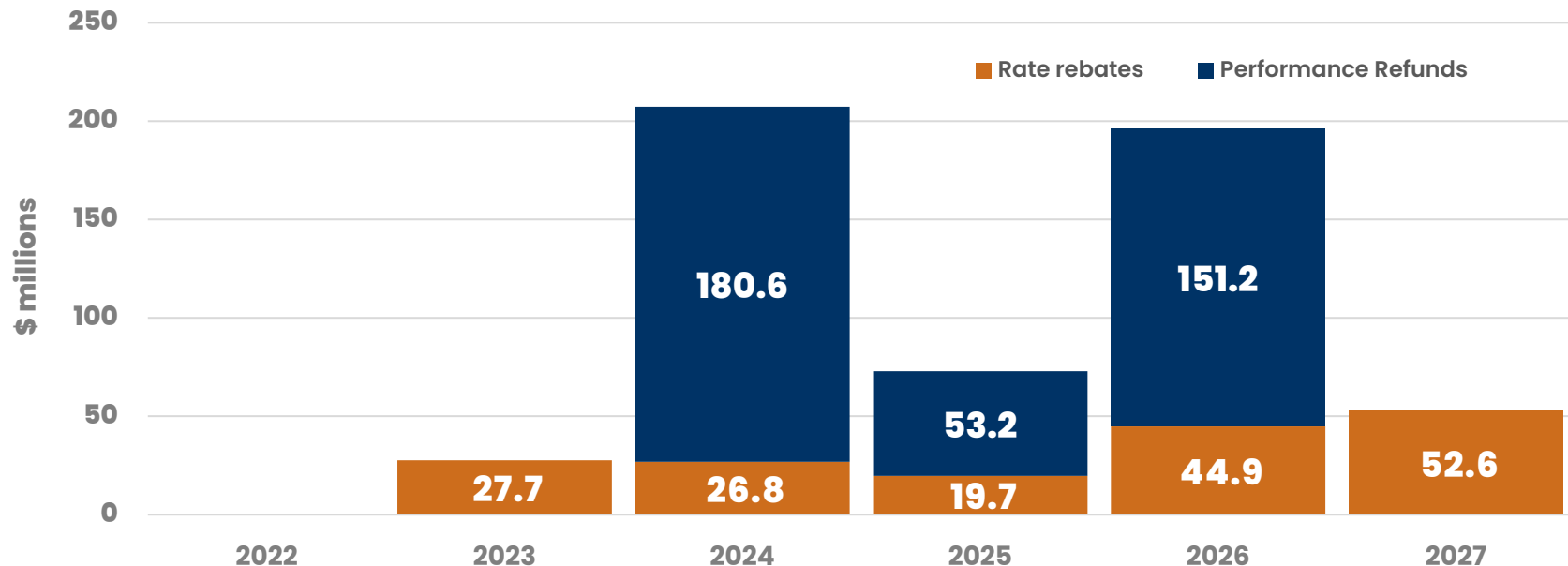


**PERFORMANCE
PAYS.**

2026 Performance Refund & 2027 Assessment Rate



Surplus going back to employers



Investing Our Own Performance Refund

BUILDING A CULTURE OF SAFETY EARLY

Safety on the field. Safety in every career.

Two programs helping young New Brunswickers build a safety mindset for life.

PlaySafeNB

\$10,000

Awarded through the first grant cycle.

Two youth sport organizations received \$5,000 each for projects strengthening physical and psychological safety.

More than 80 applications

Future of Safety Scholarship

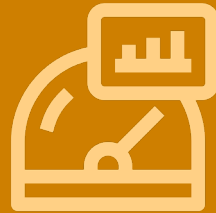
\$10,000

Supporting post-secondary education.

Four New Brunswick students received \$2,500 each for their commitment to shaping a safer future through education, volunteerism and career goals.

Nearly 400 applications



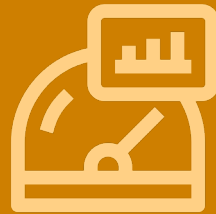


Key Performance Indicators

KPI Measures: Annual & Quarterly

KPI	2024	2025	2026	Targets 2029
KPI: Employee Engagement	69%	76%	N/A	70%
KPI: Assessment Rate Stability	\$1.18	\$1.10 (7.7%)	\$1.10 (0.0%)	Less than 15% from the prior year
KPI: One of the three lowest assessment rates in the country	2nd	2nd	2nd	One of the three lowest assessment rates in the country

KPI	2024 Year End	2025 Year End	Q2 2025	Q2 2026	2026 YTD	Targets 2029
KPI: Time to first decision	55%	70%	71%	68%	69%	80% within 14 days
KPI: Time to first payment	45%	56%	58%	65%	61%	80% within 14 days
KPI: Percentage of workers off claim within 180 days	80%	80%	N/A	82%	82%	85%
KPI: Total Injury Frequency	1.57	1.63	0.39	0.34	0.63	1.25 per 100 workers
KPI: Severe Injury Frequency	34	36	9	6	11	30 per 100,000 workers
KPI: Funding Position	153%	161%	157%	158%	N/A	115% - 125%



Modernization

Modernization Outcomes

Why We're Modernizing

To make WorkSafeNB easier to navigate, more responsive and better able to deliver for the people we serve.



Modernization Update | Program Status

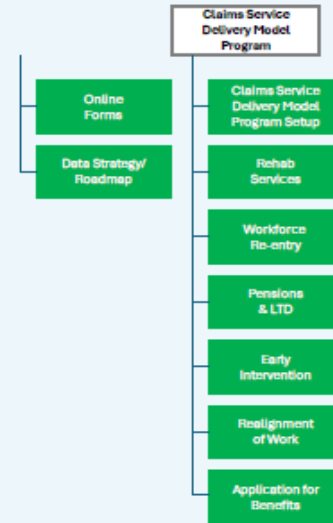
PEOPLE



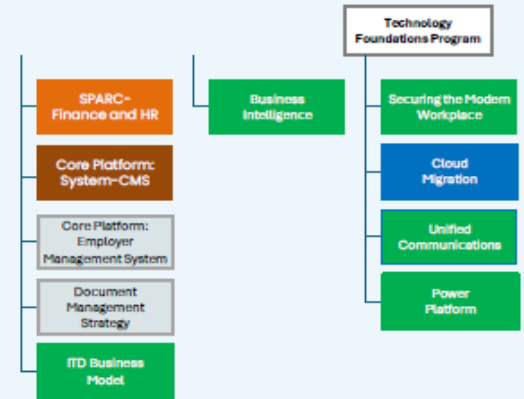
3 PROGRAMS
30 PROJECTS

Updated as of July 27, 2026

PREVENTION



INTEGRITY



23 projects

1 projects

1 project

1 project

1 project

3 projects

Completed

Strategy Complete,
Implementation
Underway

In Progress

Contract Signed,
Implementation
Underway

On Hold*

To Start

*Project is on hold until the completion of the Blueprint phase

SPARC includes Procurement and Contract Admin

Note

The project count has reduced to 30 since Core Platform: Finance Systems Selection, Core Platform: HRIS Systems Selection and Core Platforms – Procurement and Core Admin have been combined to one system implementation project

Unified Communications project closed in July | Updated September 3, 2026



Legislative Updates, Consultations & Policies

Reducing barriers to care for injured workers

Medical travel reimbursement: Effective Sept. 24, 2026.

What this means for injured workers

BEFORE:

80 km



NOW:

20 km

**RETURN
TRAVEL
PER DAY**



Stronger benefits for workers and families: **Fair. Sustainable. Easier to navigate.**

MODERNIZING WORKERS' COMPENSATION

Benefit enhancements and legislative updates strengthen financial security, fairness and clarity.

90%

SURVIVOR BENEFITS

New surviving spouses receive 90% of the worker's net earnings, with no family income test.

FAIRER

YOUNG WORKER PROTECTION

Future earnings assessments better reflect education, training and career potential beyond age 21.

MORE

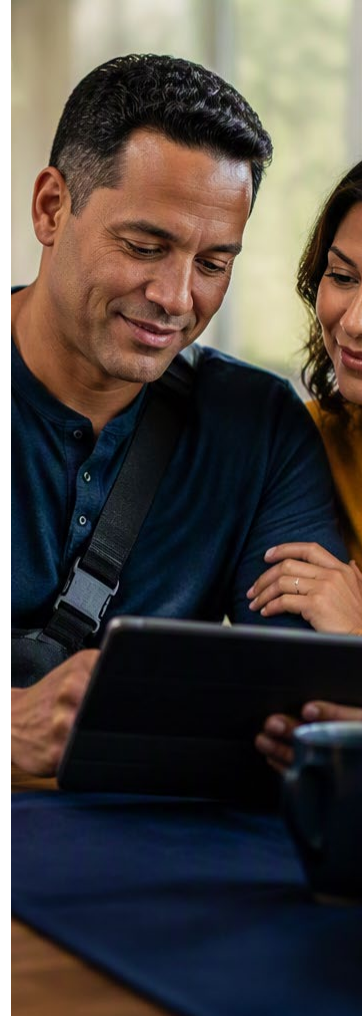
RETIREMENT SECURITY

A higher lump-sum threshold makes smaller retirement savings more practical to access.

MODERN

ASSESSMENTS & LANGUAGE

Updated impairment guides and clearer, more inclusive legislative terminology.



New Brunswickers shared. We listened. The proposed amalgamated model *will not move forward.*

Legislative framework *consultation update*



What we heard

Support for clear, more accessible legislation.

Concerns about moving protections and requirements from legislation to Board policy.



The decision

After carefully considering the feedback, WorkSafeNB will not proceed with the proposed amalgamated legislative model.



What comes next

We remain committed to improving legislative clarity and will continue working collaboratively with workers, employers, partners and government.

Will consult on WCA.

Workers Compensation Act **– Consultation 2027**



- **Potential Topics for Consultation in 2027:**

- Review the Workers' Compensation Act to ensure it reflects the needs of New Brunswick workers and employers
- Explore expanded coverage for non-traumatic psychological injuries and compensable stress
- Consider expanding PTSD presumptions to additional occupations
- Review permanent impairment awards to include psychological injuries
- Examine enhancements to dependent child benefits

- **Online engagement platform: TalkSafetyNB and other engagement methods**
- **We look forward to engaging with you!**



TALKSAFETYNB

Occupational Health and Safety Act – Consultation 2027

With Board approval, the following topics are currently being considered as part of the review.

Up to 37 topics may be included in the review.

- Commercial diving activities
- Mandatory health and safety representatives for certain workplaces, based on risk factors
- Mandatory notification to WorkSafeNB of specified construction projects
- Increase the maximum fine under the OHS Act from \$250,000 to \$500,000
- Clear recognition of psychological factors as workplace hazards



5-year review

to keep

New Brunswick's
occupational
health and safety
framework current,
clear and responsive.



CHAPTER O 0.2

CHAPITRE O 0.2

Occupational Health and Safety Act

Assented to August 5, 1983

Loi sur l'hygiène et la sécurité au travail

Sanctionnée le 5 août 1983

Sommaire

PEOPLE

PREVENTION

INTEGRITY

Policy consultations

Engagement continues to inform the development and review of WorkSafeNB policies.

COMPLETED public consultations 2026



Conditions for Entitlement – Occupational Diseases



Conditions for Entitlement – General Principles



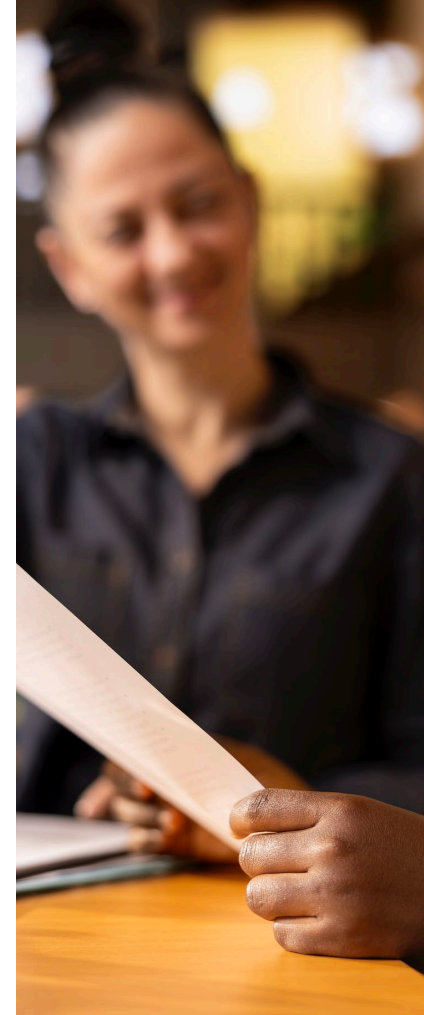
Conditions for Entitlement – Any Other Disablement

NEXT public consultation 2027

Rehabilitation

Visit TalkSafeNB.ca to engage.

Engaging New Brunswickers in policy development





Enhancing Psychological Health and Safety in New Brunswick Workplaces

Practical tools for psychologically safer workplaces

A NEW ONLINE RESOURCE CENTRE

Tools. Guidance. Action.



PRACTICAL GUIDANCE

Evidence-based guidance to help employers build safer, more supportive workplaces.



READY-TO-USE RESOURCES

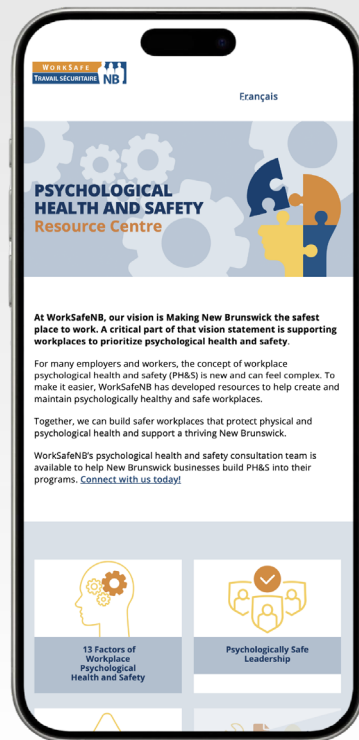
Resources and templates that make it easier to take action.



SPECIALIZED SUPPORT

Consultation support to help high-risk industries identify and address psychosocial hazards.

Mentalhealth.worksafenb.ca



Supporting trauma-exposed workers earlier

PROACTIVE MENTAL HEALTH SUPPORT

From reaction to prevention



REACH

Paramedics, firefighters and coroners' services are participating in the initiative.



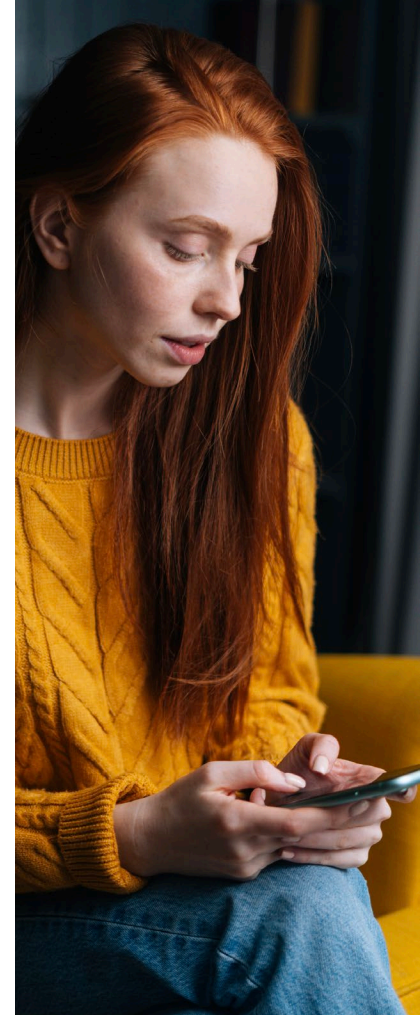
PROACTIVE

Regular check-ins.



CONNECTED SUPPORT

A secure platform connects workers with wellness resources and mental health professionals.

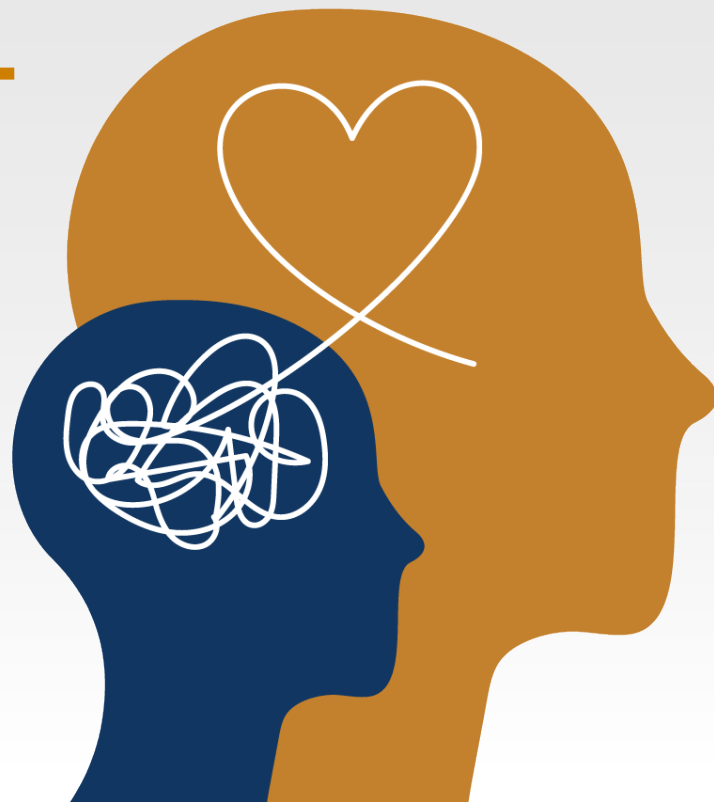


Psychological Health and Safety Grant

AVAILABLE FUNDING

We're supporting New Brunswick employers who take the lead in building psychologically safer workplaces.

* Recipients will be announced at WorkSafeNB's Health and Safety Conference.



Speakers: A Focus on Heroes



Tessa
Virtue

Olympian and
World Champion



Will
Gadd

Adventure Sports
Athlete



Richard
Phillips

Hero of the High Seas:
Captain of the Maersk
Alabama | Author



Thank You

For Making New Brunswick
the Safest Place to Work!

