

Introduction

This stakeholder strategy provides support to the Board of Directors' commitment to interface with stakeholders outlined in the Governance Guide, located on the Workers' Safety and Compensation Board's (WSCB) website at www.wcb.yk.ca

To be effective in delivering its mandate, WSCB must be closely attuned to the diverse interests of stakeholders. One of the challenging responsibilities facing the Board of Directors is to seek, organize, weigh and evaluate stakeholder input. The relationship between members of the Board of Directors and stakeholders should promote:

- Awareness of workplace health and safety, prevention, return to work and compensation, within and among stakeholders groups and governments;
- Accessibility of the Board of Directors to stakeholders;
- Communication of the "facts" with respect to issues and situations, prior to motions and votes; and
- Sound consultative processes.

When decisions are made at the Board table, the full Board of Directors and each of its members must be prepared to go to stakeholders to explain what decisions were made and upon what criteria the Board of Directors made such decisions.

How individual Board members interact with stakeholders is detailed in the document "Guidelines for Stakeholder Relationships". This document focuses on the strategies of the Board of Directors (either directly or through the President/CEO) to meet their commitment to interface with external stakeholders.

External Stakeholders

The Board of Directors has identified its key stakeholders as follows:

- **Legislators.** Legislators are essential players in the WSCB Strategic Plan. The Board of Directors intent is to maintain communications with legislators to develop mutual trust to a point where legislators become advocates for the WSCB Strategic Plan.
- **Employers.** As one of the fundamental stakeholder groups in the WSCB Strategic Plan, the Board of Directors intends to develop a solid working relationship with employers and all levels of government (municipalities, Yukon government and First Nation governments) by maintaining open lines of communication, and by keeping employers informed so that employers can implement WSCB's strategic vision in their work places. The Board of Directors also intends to strengthen the relationship between employers and workers with a focus on preventing workplace disability.

- **Workers and Youth.** As one of the fundamental stakeholders in the WSCB Strategic Plan, the Board of Directors intends to keep workers (union and non-union, public and private, as well as First Nations and employers who are also workers), injured workers, and youth well informed with respect to their rights and well-being, and motivate a belief in self-empowerment and shared responsibility for workplace wellness.
- **Health Care Community.** To demonstrate the importance of the health care community's expertise, the Board of Directors has developed partnerships for care and health, as well as facilitated the development of relationships between, and among, service providers to build a strong, caring community.

Policy Consultation

Stakeholder Input into Policy Development and Amendment

Hearing the views of stakeholders first hand on policy issues before policies are approved is important for the Board of Directors. It helps to formulate policy direction and provides a forum that fosters mutual understanding of worker and employer perspectives where stakeholder consensus can be reached.

The Stakeholder Advisory Committee (SAC) is the forum established by the Board of Directors to provide direct stakeholder input into the policy development and amendment process.

The SAC consists of members of the Board of Directors, the President/CEO and six to eight volunteer representatives from the employer and worker communities. WSCB staff attend as appropriate. The SAC provides a source of information and perspectives on issues, and the Board of Directors considers the committees' views and recommendations prior to final approval by the Board of Directors. The SAC also provides employers and workers with an avenue for participating in the discussion of broad compensation, assessment and strategic issues.

The SAC has an approved terms of reference and defined work processes which are available for review. Meetings are held quarterly, or as needed.

Identifying Policy Priorities

Annually, the Board of Directors establishes a list of policy priorities for the coming year. One of the sources for policies to be added to the list of priorities is stakeholders. The Board of Directors uses the SAC to gather information regarding which policies stakeholders feel need to be reviewed or developed and why. This information is then used by the Board of Directors as part of the decision-making process to set the next year's policy priorities.

Strengthening the Relationship Between Workers & Employers

In addition to the SAC, the relationship between worker and employer stakeholder groups is strengthened by the Prevention and Safety Advisory Group (Prevention Group).

The Prevention Group meets quarterly, or as needed, to give advice to the Board of Directors regarding prevention programs, legislation/regulation and initiatives. The group consists of 15 - 20 representatives of industry and worker groups – all coming together to work on making Yukon workplaces safe and healthy.

The Prevention Group has an approved terms of reference and defined work processes, which are available for review.

Financial Reporting

A financially secure, fair and responsive system is a goal of all stakeholders. The Board of Directors believes that stakeholders must be informed about the financial position of WSCB and also values stakeholders' comments and suggestions regarding maintaining the financial status of the organization.

Therefore, before any financial statements or assessment rates are made public, the Board of Directors first provides the information to the SAC and Prevention Group members to give them the first opportunity to review the information, ask questions and provide feedback. Such opportunities typically occur at least annually with the financial statements being released by the end of May, the Annual Information Meeting following the release of the statements, and the assessment rate announcement.

Legislative Update

Section 24 Requirement

The *Workers' Safety and Compensation Act* requires that the Chair and the President/CEO appear annually before the Legislative Assembly. While this appearance is a legal requirement, the opportunity to demonstrate accountability is welcomed by the Board of Directors. MLAs have the opportunity to publicly ask questions or provide comments regarding the Board of Directors' governance of the system and the President/CEO's administration of it. It is also an opportunity to gather feedback regarding what issues are important to legislators and to their constituents so that the Board of Directors can consider same in their deliberations.

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Ministerial Updates

The Chair and President/CEO have quarterly opportunities to meet with the Minister responsible for WSCB:

1. Financial Statements – audited financial statements must be presented to the Minister no later than April 30th each year.
2. Annual Information Meeting (AIM) – once the annual report and financial statements are filed, the Board of Directors establishes a date to discuss the contents of the report with worker and employer organizations. As this is an event to which the media is invited, the Minister must be fully briefed prior to the AIM.
3. Legislative appearance – as noted in the previous section, the Chair and President/CEO must appear annually before the Legislative Assembly. This generally occurs in the Fall sitting and the Minister must be briefed prior to the appearance.

While the primary purpose of each of these occasions is to provide information to the Minister, each is also an opportunity to listen to the Minister's concerns, suggestions, encouragement, etc regarding the system.

In addition to these three scheduled meetings, which typically occur in the second, third and fourth quarters, there is often one update meeting in the first quarter. Other meetings can be called to deal with emerging or urgent issues either at the request of the Minister or the Chair.

The Minister is invited to attend a Board of Directors meeting once each year to meet with the full Board of Directors to provide and gather information and to maintain a good relationship with the group of individuals mandated to govern the compensation and workplace health and safety systems .

Special Projects

In addition to the strategies outlined herein, there may be special projects that arise from time to time where the Board of Directors engage with stakeholders. The structure and purpose of such projects will be determined on a case-by-case basis.

For example, in 2006, the Board of Directors worked with employer and worker organizations to develop a joint submission to the *Workers' Compensation Act Review Panel*. In 2008 and 2009, the Board of Directors held meetings with employers from all industry classifications about a new assessment rate setting model. In 2011 and 2017, the Board of Directors held full day five-year economic outlook workshops with its stakeholder partners as part of the strategic planning process.