

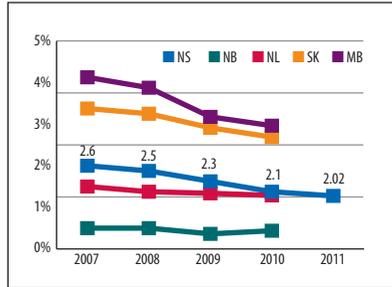
Performance

The System's performance is based on 15 key performance measures that report on every aspect of the System with respect to injuries, returning to work, appeals, client satisfaction and service, and financial stability. The five key measures outlined below reflect the collaborative nature of the System. Where appropriate, Nova Scotia's results have been compared to jurisdictions of similar size and industry mix.

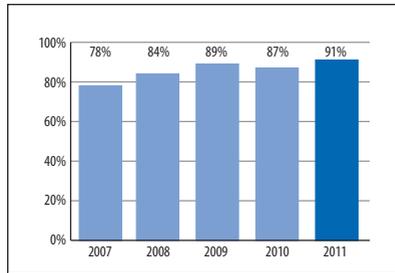
Injury Rate

Overall, the provincial injury rate decreased from 2.13% in 2010 to 2.02% in 2011.

The number of injured Nova Scotians has declined 27% since 2005. The total number of serious injuries resulting in time off the job has dropped 4% to 6,616.



Compared to other jurisdictions, Nova Scotia continues to be in the middle of the pack, with Manitoba and Saskatchewan having the highest injury rates among comparative jurisdictions.



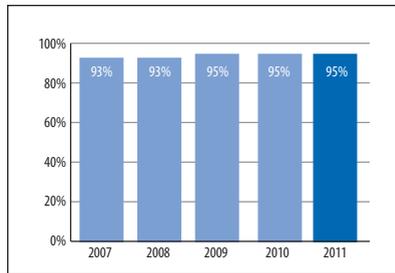
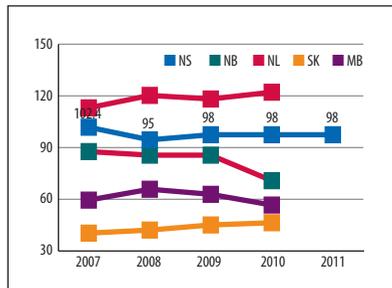
Awareness of the importance of health and safety: Nova Scotia

In 2011, 91% of Nova Scotians indicated workplace safety was important to them. This marks an increase of 4% over 2010 – a notable increase.

Composite Duration Index

The composite duration index is a complex measure of the length of time injured workers are off the job due to their injuries. It is an indication of the effectiveness of return-to-work efforts throughout the System.

In 2011, the duration index held steady at 98 days. Comparative jurisdictions have lower durations, but Nova Scotia is working to close the gap.



% Return to Employability: Nova Scotia

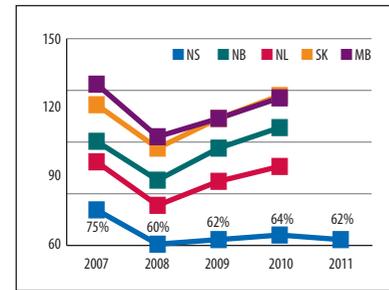
In 2011, 95% of injured workers were able to return to full pre-injury wages, a trend that began in 2009 and continues thanks in part to the positive contributions of agencies and stakeholders in the System.

% Funded

Financial stability of the System is linked to a number of factors – the number of people who get hurt on the job, how long they are off the job and in receipt of benefits, and investment returns.

The System partners have much more direct influence on some of these factors than others.

In 2011, global markets impacted the investment return and contributed significantly to a comprehensive loss of \$65 million.



More information

For more information about the Workplace Safety and Insurance System, including the 2011 WSIS Year-end Report, visit wsis.ns.ca.

The report provides greater details on:

- the collaborative work accomplished between System partners and stakeholders;
- strategic alignment activity that will guide the System through 2012;
- full reports from Aligned and 3rd Party Organizations; and
- WSIS performance measures

WSIS

Workplace Safety and Insurance System

Working together to build a safety culture

Nova Scotia making progress

Welcome to the 2012 Workplace Safety and Insurance System's Annual Meeting.

As the System's Coordinating Committee, it's our responsibility to ensure alignment between the four partner agencies: the Workers' Compensation Board (WCB), the Occupational Health and Safety Division of the Department of Labour and Advanced Education (LAE), the Workers' Adviser Program (WAP) and the Workers' Compensation Appeals Tribunal (WCAT).

Increased cooperation and alignment has provided positive results. One of the most important being the provincial injury rate decreased from 2.13 per cent in 2010 to 2.02 per cent in 2011.

It's also our role to foster stakeholder connections that are critical to the success of the System. One of the ways we do this is through the System's Annual Meeting.

This brochure provides an overview of key initiatives in 2011 and a look ahead to what the System will focus on in 2012.

You may be familiar with some of these initiatives as most involve consultation and collaboration with stakeholders and partners. Making gains in improving health and safety, service to workers and employers, proper governance and financial stability can only be accomplished through cooperation, understanding and trust.

System Coordinating Committee:

*Elaine Sibson
Chair of the Workers' Compensation Board*

*Sandra McKenzie
Deputy Minister, Nova Scotia Labour & Advanced Education*

Key Initiatives in 2011

Several key collaborative initiatives were completed in 2011. Highlights include:

- **Annual Issue Resolution Consultation** – Stakeholders met in the fall with WCAT, WCB and WAP to discuss progress on the System-wide Issue Resolution Strategy. The discussion focused on resolving issues early at WCAT through facilitation, the outcomes of the WSIS Liaison Officer and appeal trends. The Issues Resolution Working Group has committed to revisit the strategy and update its commitments based on stakeholder feedback.
- **Direct Access to Physio Therapy** – The Direct Access to Physio Therapy working group submitted its report in 2011. The working group's report found the approach to physiotherapy appropriate, but identified areas where its implementation could improve. One of the primary recommendations in the report is to ensure a consistent understanding and application of Direct Access to Physiotherapy. In 2011, the WCB responded by developing and widely distributing communication materials, training staff to clearly understand the defined roles and responsibilities, clarifying expectations and providing education about the Direct Access program, internally and externally.
- **Farm Safety Association** – The WCB and the Department of Labour and Advanced Education jointly participated in the creation of the Farm Safety Association in 2011. The Federation of Agriculture was instrumental in creating the Association and will develop and deliver a series of occupational health and safety workshops to growers and producers throughout the province in 2012.
- **Targeting Pilot program** – A pilot program between WCB and the OH&S Division of LAE was implemented to provide workplaces with support on prevention and regulation. The pilot involved six large workplaces from the manufacturing and health care industries all of which reported a positive experience.
- **Mainstay Awards** – There was continued collaboration between the WCB and LAE in awarding and celebrating health and safety champions in our community. For more information including winner profiles, visit mainstayawards.ca. Congratulations to the 2011 Safety Award of Excellence winners: Edmonds Landscaping and Construction Ltd and Peter Howlett, Halifax Harbour Bridges.
- **Stakeholder Counsellor Program becomes permanent** – The Office of the Worker Counsellor and Office of the Employer Adviser were made permanent in late 2011 in order to provide ongoing support to workers and employers navigating the System.

Key Initiatives for 2012

Consultation will be a key area of focus in 2012. Three important initiatives involving strategic alignment between the partner agencies are planned for this year:

1. Collaboration between the WCB/LAE and stakeholders to refresh the Workplace Safety Strategy
2. A review of Internal Appeals by working with stakeholders and partners to review the WCB Internal Appeals process
3. Collaborating with stakeholders and partners to develop a strategy to further define WCB's service to small/medium workplaces

Success through collaboration and partnerships

Moving the System forward would not be possible without significant contribution and input from various System stakeholders and partners. These include Aligned Organizations that are directly funded by one of the partners and agencies, as well as Third Party Organizations that contribute to the System's goals and objectives, but are not directly funded by a partner agency.

These organizations contribute to improving outcomes for workers and employers:

- Office of the Worker Counsellor
- Office of the Employer Adviser
- Cape Breton Injured Workers Association
- Nova Scotia Construction Safety Association
- Pictou Co. Injured Workers Association
- Fisheries Safety Association of Nova Scotia
- AWARE –NS
- Nova Scotia Retail Automobile Dealers' Safety Association
- Retail Gas Dealers Association of Nova Scotia
- Nova Scotia Trucking Safety Association
- Forestry Safety Society of Nova Scotia

Many of these organizations have display booths at the Annual Meeting. You are encouraged to visit these booths to learn more about these organizations.

Summary reports from these organizations are included in the 2011 Year-End report available on the WSIS website – wsis.ns.ca.

Working together to build a safety culture