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Mailing address: PO Box 5350 Stn Terminal, Vancouver BC V6B 5L5 | Phone 604.247.5545 | worksafebc.com |

July 14, 2021

John Davison
President and CEO
Public Sector Employers' Council Secretariat
Suite 210 - 880 Douglas Street
Victoria, BC
V8W 2B7

Dear Mr. Davison:

Further to the Public Sector Executive Compensation Disclosure Guidelines, please find attached the Statement of Executive Compensation covering the fiscal 2020 period for WorkSafeBC.

In accordance with the Disclosure Checklist provided, the following information has been entered into the Labour Information Gathering and Executive Reporting (LIGER) system:

- all compensation plans and contracts for disclosed executives
- the compensation information for the top five decision making executives
- WorkSafeBC Compensation Philosophy

To complete this filing in accordance with the direction received, I provide an attestation to the following:

- The Board of Directors is aware of the executive compensation paid in the prior fiscal year.
- The compensation information being disclosed is accurate and includes all compensation paid by WorkSafeBC, foundations, subsidiaries, or any other organization related to or associated with WorkSafeBC.
- The disclosed information also includes the value of any pre- or post-employment payments made during the 12 month period before or after the term of employment.
- The compensation provided was within approved compensation plans and complies with these guidelines.

Should you have any questions regarding the details provided in the submission I would ask that you contact Nancy O'Krafka, Director Total Rewards and People Technology at 604-276-3325. Should you have any other questions, I would be happy to assist you.

Yours Sincerely,

Jeff Parr
Chair, WorkSafeBC Board of Directors

/encl.

Board of Directors

Compensation Philosophy

Introduction

The Board of Directors (BOD), under its Terms of Reference, are responsible for the compensation structures for the executive level positions within WorkSafeBC (WSBC). The BOD also is responsible for the review and approval of changes proposed to the compensation programs for the management group within the organization. To guide these decisions the BOD has established this Compensation Philosophy to provide transparency and accountability to the process.

Objectives

Within the BOD's guiding principles of managing the resources of WSBC, the objectives set for the compensation philosophy are:

- To meet its mandates, WSBC must develop and retain staff with the skills, experience and knowledge required to achieve the goals and objectives established by the BOD;
- WSBC must be able to attract highly qualified individuals to join the organization to allow for current and future needs to be met; and
- The compensation program must be designed in a way which is fully aligned with the goals and objectives of WSBC to create the high performance culture required to meet these objectives.

Guiding Principles

The compensation program is based on the following foundational principles:

- **Performance** – Compensation programs support and promote a performance-based (merit) organizational culture.
- **Differentiation** – Differentiation of salary is supported where there are differences in the scope of the position within an organization, and/or due to superior individual team contributions.
- **Accountability** – Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.
- **Transparency** – Compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by employees and the public while protecting individual personal information.

In addition, the following parameters have been set for the creation and maintenance of compensation programs for executive and management staff at WSBC:

- Base salaries will be competitive with salaries offered to comparable positions in other relevant organizations;
- Salary scales will reflect each job's value to the organization and ensure that salary levels are internally equitable and consistent within and across functions;
- Where appropriate , salary policy will reward individual employees for performance, skills and behaviours that are important to the organization's success.

Administration

Comparison Groups

To fulfill the guiding principles, the BOD has established the comparison groups for WSBC as the following:

- Other Workers' Compensation Boards, as selected by the Board of Directors;
- Other B.C. Crown Corporations, as selected by the Board of Directors; and
- Any other relevant comparison group(s), as selected by the Board of Directors.

The BOD recognized that the most appropriate comparisons come from the looking at the sectors where WSBC loses employees to and where WSBC recruits employees from. Given the diverse nature of positions at WSBC these pools may differ across the organization. In general, other relevant comparison groups will include the National Public Sector, the National Insurance Sector and the Provincial Private Sector. For corporate service type roles, the BC Public Sector is used as a comparator; private sector comparisons are used where there are cases of high demand talent.

Ongoing Review

To facilitate the administration of this philosophy, when directed, WSBC will retain a third party with specific expertise in the area of compensation surveys and plan development to conduct reviews of the relevant comparators to make sure that the principles of this philosophy are met.

The BOD will review existing compensation plans as a standing item on its annual agenda.

Progression

Once it is established, any movement through an approved salary range will occur only where justified by performance. A current performance evaluation showing the required levels of performance to justify such movement must be provided and reviewed before any movements are approved, in accordance with the Salary Administration Guidelines.

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2019	2018
Diana Miles, President and CEO	\$ 70,178	-	\$ 2,059	-	\$ 7,076	\$ 79,313	\$ 390,994	\$ 398,078
Anne Naser, President and CEO	\$ 378,861	-	\$ 17,241	\$ 29,428	\$ 17,560	\$ 443,090	\$ 228,857	\$ 174,887
Brian Erickson, Head of Assess Fin & Corp Ops	\$ 334,312	-	\$ 17,695	\$ 25,939	\$ 7,600	\$ 385,546	\$ 378,785	\$ 359,680
Allan Johnson, Head of Prevention Services	\$ 291,908	-	\$ 17,998	\$ 22,631	\$ 7,600	\$ 340,137		
Kevin La Freniere, Head of Stkhld Exp Mktg & Comm	\$ 288,724	-	\$ 20,529	\$ 22,468	\$ 7,500	\$ 339,221	\$ 322,629	\$ 314,956
Ian Shaw, Head of Law & Policy	\$ 300,882	-	\$ 19,562	\$ 23,340	\$ 7,600	\$ 351,384	\$ 334,175	\$ 319,648

Summary Other Compensation Table at 2021

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Diana Miles, President and CEO	\$ 7,076	-	\$ 5,632	-	\$ 1,444	-	-
Anne Naser, President and CEO	\$ 17,560	-	-	-	\$ 7,500	\$ 10,060	-
Brian Erickson, Head of Assess Fin & Corp Ops	\$ 7,600	-	-	-	\$ 7,500	\$ 100	-
Allan Johnson, Head of Prevention Services	\$ 7,600	-	-	-	\$ 7,500	\$ 100	-
Kevin La Freniere, Head of Stkhld Exp Mktg & Comm	\$ 7,500	-	-	-	\$ 7,500	-	-
Ian Shaw, Head of Law & Policy	\$ 7,600	-	-	-	\$ 7,500	\$ 100	-

Notes

Diana Miles, President and CEO	<p>General Note: \$70,178 in salary continuance for the period of January 1, 2020 to February 29, 2020 (salary continuance started February 1, 2019). \$2,059 of statutory and health benefits for the period of January 1, 2020 to February 29, 2020. Previously unreported and not included in the comparative figures for 2018 and 2019 was Ms. Miles' participation in the Supplemental Executive Retirement Plan for which the current service cost was \$112,000 in 2018, \$110,000 in 2019 and \$0 in 2020.</p>
Anne Naser, President and CEO	<p>General Note: 2020 had 27 pay periods as opposed to the normal 26 pay periods resulting in inflated annual earnings. 2018 left organization as Chief Information Officer and 2019 joined organization as President and CEO, salary numbers represent partial years for both 2018/19, 2020 was the first full year in the President and CEO position. WorkSafeBC provided a 2% performance based increase effective January 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo performance based increases for the 2020 performance year.</p> <p>Perquisite/Other Allowance Note: \$100 pertains to a taxable parking benefit, was previously reported in Statutory and Health Benefits. \$9,960 pertains to a taxable benefit (a loan for repayment of relocation costs from Ms Naser's previous employer). The full amount of the loan was \$39,841 and will be forgiven on a prorated annual basis. If Ms Naser stays until at least June 1, 2024, the entire loan amount will be forgiven. The forgiven amount disclosed here represents the taxable benefit for this disclosure year.</p>
Brian Erickson, Head of Assess Fin & Corp Ops	<p>General Note: 2020 had 27 pay periods as opposed to the normal 26 pay periods resulting in inflated annual earnings. WorkSafeBC provided a 2% performance based increase effective January 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo performance based increases for the 2020 performance year. Decrease in Statutory and Health Benefits due to time in acting President and CEO role with higher salary-related benefits in 2019, reduction in parking taxable benefit due to working from home (now reported in Perquisites/Other Allowances), the elimination of MSP and a reduction in dental premiums. Previously unreported and not included in the comparative figures for 2018 and 2019 was Mr. Erickson's participation in the Supplemental Executive Retirement Plan for which the current service cost was \$106,000 in 2018, \$108,000 in 2019 and \$0 in 2020.</p> <p>Perquisite/Other Allowance Note: \$100 pertains to a taxable parking benefit, was previously reported in Statutory and Health Benefits</p>
Allan Johnson, Head of Prevention Services	<p>General Note: 2020 had 27 pay periods as opposed to the normal 26 pay periods resulting in inflated annual earnings. WorkSafeBC provided a 2% performance based increase effective January 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo performance based increases for the 2020 performance year.</p> <p>Perquisite/Other Allowance Note: \$100 pertains to a taxable parking benefit</p>
Kevin La Freniere, Head of Stkhld Exp Mktg & Comm	<p>General Note: 2020 had 27 pay periods as opposed to the normal 26 pay periods resulting in inflated annual earnings. WorkSafeBC provided a 2% performance based increase effective January 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo performance based increases for the 2020 performance year. Decrease in Statutory and Health Benefits due to the elimination of MSP and a reduction in dental premiums.</p>

Ian Shaw, Head of Law & Policy

General Note: 2020 had 27 pay periods as opposed to the normal 26 pay periods resulting in inflated annual earnings. Four days of retirement allowance accrued to be paid out at end of service reported in 2019 disclosure in error. Must reach 10 years of service to be eligible. WorkSafeBC provided a 2% performance based increase effective January 1, 2020 for the 2019 performance year. As the executive freeze was implemented on August 31, 2020, executives will forgo performance based increases for the 2020 performance year. Decrease in Statutory and Health Benefits due to reduction in parking taxable benefit due to working from home (now reported in Perquisite Other Allowance), the elimination of MSP and a reduction in dental premiums.

Perquisite/Other Allowance Note: \$100 pertains to a taxable parking benefit, was previously reported in Statutory and Health Benefits