



BOARD OF DIRECTORS
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May 3, 2024

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 2023 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.

Sincerely,

Baltej Dhillon
Chair, Board of Directors

Enclosures

Board of Directors

Compensation Philosophy

Introduction

WorkSafeBC (WSBC), as an organization defined by the *Public Sector Employers Act (PSEC)*, is required to disclose all compensation that is paid to the Chief Executive Officer (CEO) and the next four highest ranking executives. The compensation philosophy outlines WorkSafeBC's compensation objectives and how compensation paid relates to performance targets.

Purpose

At WSBC, the vision is supported with fair, equitable and competitive total compensation that emphasizes the value of our people and provides recognition for the work they perform. By doing this, we hope to attract, engage and retain high performing talent who want to come and do their best everyday, feel a sense of belonging to the organization and find purpose in the broader social impact this organization has on the workers, employers and workplaces in the province of British Columbia.

Governance

The Board of Directors (BOD), under its Terms of Reference and in accordance with PSEC guidelines and policies, 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 meeting its mandate and managing the resources of WSBC, the objectives set for the compensation philosophy are:

- Attract a diverse talent pool, with a competitive total reward program that allows WSBC to attract, develop and retain skilled, knowledgeable, and experienced talent who demonstrate the organizational values and behaviours needed to meet current and future strategic and business priorities;
- Compensation and rewards are aligned to employee engagement and experience;
- The total 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; and

- Compensation and performance will be linked through the enterprise scorecard program that differentiates high performing teams and individuals.

Guiding Principles

The compensation program is based on the following foundational principles as set out by the Public Sector Employer's Council Secretariat:

- **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.

These principles are aligned to the organizational salary progression, scorecard performance, and job evaluation processes.

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
- Private Sector organizations for specialized and in-demand talent; and
- Any other relevant comparison group(s), as selected by the Board of Directors.

The BOD recognizes 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 Federal 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.

Elements of the Compensation Plan

The following elements make up the compensation plan, which aligns to and supports the compensation philosophy:

- **Base Salary**

The salary range structure for management and executive is reviewed regularly. Performance plans are developed through the enterprise scorecard process and assessed at year end through talent review discussions. Salary progression is based on compa-ratio placement and performance-based merit.

- **Vacation**

Annual vacation entitlement is based on years of service. Vacation commences at 20 days per year, with a maximum of 35 days after 20 years of continuous employment. 10 vacation days may be carried over each year.

- **Benefits**

WSBC provides a comprehensive and flexible benefits package including extended health, dental, group life, short- and long-term disability and group life insurance benefits.

- **Pension**

WSBC offers a defined benefit pension plan to all permanent and eligible temporary employees. In addition to the basic pension plan, designated Executives are eligible for the defined contribution supplementary retirement plan to provide benefits to participants to enable them to retire with a total retirement income deemed appropriate by the Board of Directors.

- **Other**

Other compensation may be in the form of car allowance, vacation payout and supplemental health benefits.

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.

Summary Compensation Table at 2024

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023 Total Compensation	Previous Two Years Totals Total Compensation	
							2022	2021
Anne Naser, President and CEO	\$ 405,101	-	\$ 22,175	\$ 101,275	\$ 18,160	\$ 546,711	\$ 527,253	\$ 431,264
Allan Johnson, Head of Prevention Services	\$ 286,030	-	\$ 12,841	\$ 21,883	-	\$ 320,754	\$ 348,780	\$ 347,169
Kevin La Freniere, Head of Stakeholder Experience, Marketing & Communications	\$ 308,722	-	\$ 19,953	\$ 23,949	\$ 20,934	\$ 373,558		
Todd McDonald, Head of Prevention Services	\$ 279,218	-	\$ 15,551	\$ 21,670	\$ 36,661	\$ 353,100	\$ 308,011	
Ian Shaw, Head of Legal Services & General Counsel	\$ 321,721	-	\$ 20,861	\$ 24,941	\$ 10,139	\$ 377,662	\$ 360,379	\$ 342,355
Todd Yule, Head of Innovation Services & Chief Digital Officer	\$ 316,969	-	\$ 20,666	\$ 24,563	\$ 17,272	\$ 379,470	\$ 351,121	\$ 335,453

Summary Other Compensation Table at 2024

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Anne Naser, President and CEO	\$ 18,160	-	-	-	\$ 7,500	\$ 10,660	-
Allan Johnson, Head of Prevention Services	-	-	-	-	-	-	-
Kevin La Freniere, Head of Stakeholder Experience, Marketing & Communications	\$ 20,934	-	\$ 10,015	-	\$ 7,500	\$ 294	\$ 3,125
Todd McDonald, Head of Prevention Services	\$ 36,661	-	\$ 22,395	-	\$ 7,500	\$ 2,621	\$ 4,145
Ian Shaw, Head of Legal Services & General Counsel	\$ 10,139	-	-	-	\$ 7,500	\$ 114	\$ 2,525
Todd Yule, Head of Innovation Services & Chief Digital Officer	\$ 17,272	-	\$ 3,999	-	\$ 7,500	\$ 3,214	\$ 2,559

Notes

Anne Naser, President and CEO	<p>General Note: WorkSafeBC provided a 6.75% performance-based increase effective January 1, 2023, for the 2022 performance year as per our performance review process. Ms. Naser participates in the DC Supplemental Executive Retirement Plan (SERP) for which the notional contribution cost was \$69,866.23 in 2023. The notional contribution cost is based on 25% of pensionable earnings, less the employer contribution for the regular pension plan.</p> <p>Perquisite/Other Allowance Note: Taxable benefit is a loan 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 of \$9,960, and taxable parking benefit of \$700 in 2023.</p>
Allan Johnson, Head of Prevention Services	<p>General Note: Mr. Johnson's employment terminated effective June 30, 2022, and he received salary continuance in the amount of \$143,571 and benefits continuance for the period July 1 - December 31, 2022. Mr. Johnson received salary continuance in the amount of \$286,029.69 and benefits continuance for the period January 1 - December 22, 2023.</p>
Kevin La Freniere, Head of Stakeholder Experience, Marketing & Communications	<p>General Note: WorkSafeBC provided a 6.75% performance-based increase effective January 1, 2023, for the 2022 performance year as per our performance review process. Mr La Freniere has accrued the maximum 80 days of retirement allowance, as of 2022, to be paid out at the end of service.</p> <p>Perquisite/Other Allowance Note: Taxable parking benefit of \$294 in 2023.</p> <p>Other Note: Flex benefits program excess cash payout.</p>
Todd McDonald, Head of Prevention Services	<p>General Note: WorkSafeBC provided a 6.75% performance-based increase effective January 1, 2023, for the 2022 performance year as per our performance review process.</p> <p>Perquisite/Other Allowance Note: Taxable health assessment benefit of \$2,344.65 and taxable parking benefit of \$276 in 2023.</p> <p>Other Note: Flex benefits program excess cash payout.</p>
Ian Shaw, Head of Legal Services & General Counsel	<p>General Note: WorkSafeBC provided a 6.75% performance-based increase effective January 1, 2023, for the 2022 performance year as per our performance review process.</p> <p>Perquisite/Other Allowance Note: Taxable parking benefit of \$114 in 2023.</p> <p>Other Note: Flex benefits program excess cash payout.</p>
Todd Yule, Head of Innovation Services & Chief Digital Officer	<p>General Note: WorkSafeBC provided a 6.75% performance-based increase effective January 1, 2023, for the 2022 performance year as per our performance review process.</p> <p>Perquisite/Other Allowance Note: Taxable health assessment benefit of \$2,570.40 and taxable parking benefit of \$644 in 2023.</p> <p>Other Note: Flex benefits program excess cash payout.</p>