



Annual Report 2021-2022

Living our values



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About Workplace Safety North

An independent not-for-profit, Workplace Safety North (WSN) is one of four sector-based health and safety associations in Ontario. Headquartered in northern Ontario, WSN provides province-wide government-approved workplace health and safety training and services for the mining and forest products industries.

Vision

Every worker, home safe and healthy.

Mission

We are a force for positive action – anticipating and responding to the greatest needs of our clients, and bringing together our partners, members, and diverse communities to build safer, healthier, stronger workplaces.

Values

Compassion, integrity, respect, and team spirit shape who we are and how we work.



Forestry

Forest Nurseries and
Tree Planting

Logging - Conventional and
Mechanical

Milled Wood Products

Sawmills

Veneer, Plywood, and Wood
Preservation



Paper, Printing, and Converting

Corrugated and Solid Fibre Boxes

Folding Cartons

Paper Products

Printing, Platemaking, and Binding

Pulp and Paper



Surface and Underground Mines

Diamond Mines

Gold and Silver Mines

Mine Drilling

Mine Rescue

Mining Support Activities

Nickel and Copper Mines

Salt Mines

Other Mines



Message from the Board Chair and Chief Executive Officer

Living our values

Compassion, integrity, respect, and team spirit shape who we are and how we work

It takes a strong team to make it through everyday challenges. It takes an exceptional team to take on challenges that come once in a lifetime.

Our ability to deliver strong results, accelerate our strategy and provide help to Ontario's essential businesses this past year comes from being grounded in our values and purpose. Our purpose – to help make workplaces safer – mattered more than ever. And the following pages are filled with achievements and highlights only made possible by living our values of compassion, integrity, respect, and team spirit.

Core values support our vision and shape our culture. These values allow us to build great teams, deliver excellent service, and foster innovation. Our values are the heartbeat of our business.

The pandemic has driven home the importance of good risk management practices and the need to prepare for large tail-risk events. We are committed to elevating our role in helping Ontario workplaces build back stronger and be even better prepared for the future.

We are thankful for the passionate and committed individuals who kept us moving continuously forward through unpredictable times.

We want to thank you for taking care of each other during the pandemic, for following the guidelines, for being patient, for adapting and doing what needed to be done – not just for your safety but for the safety of all.

We are also thankful to the province of Ontario and the workplaces of Ontario for sharing our values and making our work possible.



A handwritten signature in black ink, appearing to read 'Sandra Haddad'.

Sandra Haddad
WSN Board Chair



A handwritten signature in black ink, appearing to read 'Paul Andre'.

Paul Andre
WSN President and Chief Executive Officer

Workplace Health and Safety Snapshot for Ontario Forestry, Paper, Printing, and Converting Sector in 2021

[Click to view full infographic](#)



Events resulting in lost-time injury or illness

Injury or illness severe enough to require one or more days lost from work



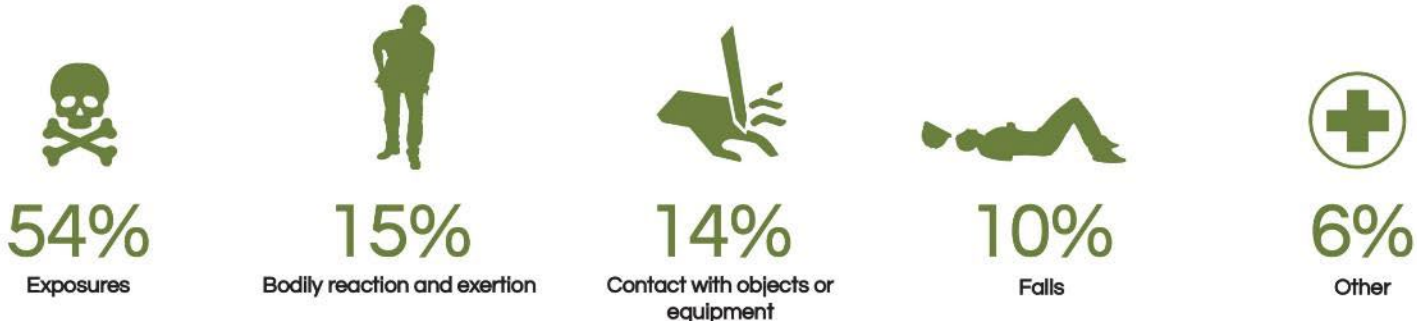
Workplace Health and Safety Snapshot for Ontario Mining Sector in 2021

[Click to view full infographic](#)



Events resulting in lost-time injury or illness

Injury or illness severe enough to require one or more days lost from work



The Year in Numbers: Ontario Forest Products and Mining Sectors

	2020	2021
Client consultations	950	751
Total consulting hours	7,908	5,709
Participant training days - Prevention Services	4,224	6,803
Participant training days - Mine Rescue	5,823	5,546
Information products distributed	856,923	1,351,797
WSN Member lost-time injury rate	0.82	1.25
WSN Member total injury rate	4.59	5.07
Forestry		
Full-time equivalent workers	21,413	22,704
Lost-time injury rate	1.69	2.47
Total injury rate	6.44	7.08

The Year in Numbers: Ontario Forest Products and Mining Sectors

	2020	2021
Paper, Printing, and Converting		
FTE workers	47,145	46,689
LTI rate	0.57	0.79
TI rate	2.31	2.58
Mining		
FTE workers	21,589	24,971
LTI rate	0.82	1.25
TI rate	4.59	5.07

Lost-time injury (LTI) and total injury (TI) frequency rates are a ratio of the injuries reported per 100 full-time equivalent employees (FTE) for the injury year specified.

Source: Workplace Safety and Insurance Board Enterprise Information Warehouse

Note: With the WSIB changing sector category definitions from its rate groups to the North American Industry Classification System (NAICS) in 2020, the mining sector category no longer includes steel industries, and the forestry sector category now includes mill products and tree nurseries.

A photograph of three workers in a factory setting. A man in a yellow safety vest is shaking hands with a woman in an orange safety vest who is holding a clipboard. Another man in a yellow safety vest stands in the background. The scene is lit with a greenish-yellow glow.

Achievement Highlights



751

Client consultations

5,709

Total consultation hours

6,803

Participant training days - Prevention Services

5,546

Participant training days - Mine Rescue

6

Industry Advisory Committees

44

Firms participating in Health and Safety Excellence program

315

Firms participating in Safe Workplace Ontario program

1,351,797

Information products distributed via email, newsletter, video, social media, and media partners





Worker mental health training received Ontario funding

In February 2021, the province announced \$1.7 million in funding for the development and delivery of Workplace Safety North mental health training and resources for mining and forestry workers in northern Ontario.

Both mining and forestry were deemed essential services and operated throughout the pandemic. Many worksite locations are remote work camps or in the northern Ontario region, where access to medical care is more difficult than in southern Ontario.

Funding for the three-year project is being used to develop and deliver in-person and online training programs for mining and forestry operations, including an online portal where workers and employers can access mental health tools and resources 24-7, as well as free resources and awareness sessions for small businesses.

Partnership adds mental health module to mining training program

In May, WSN and NORCAT launched a new mental health education initiative, focused on increasing awareness at mining sites. WSN provided instructor training and materials to NORCAT trainers so they are able to offer this module for their standard mining courses.

Province invests \$8 million to support mine rescue program

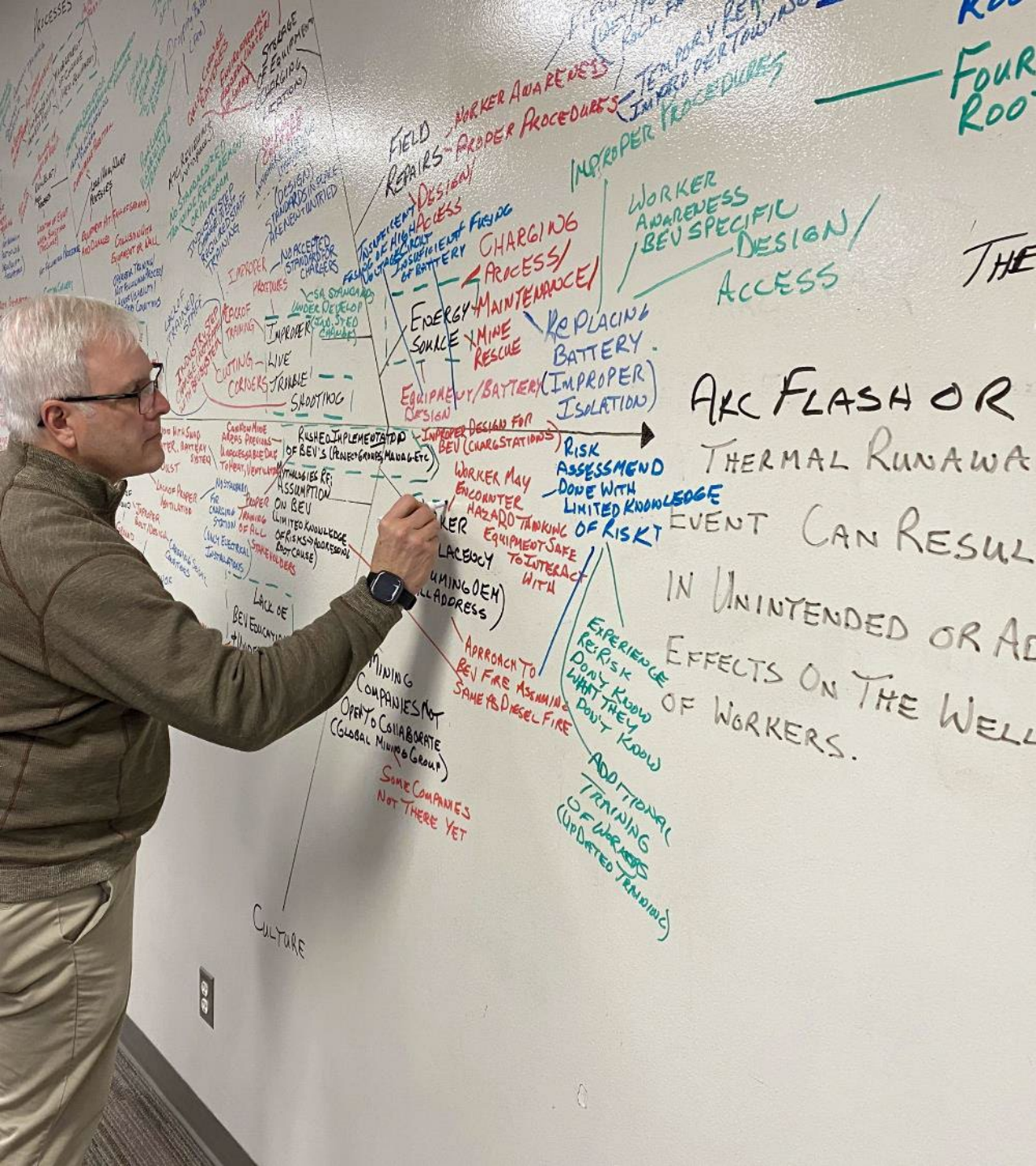
On April 14, 2021, at the virtual mining health and safety conference hosted by Workplace Safety North, the Minister of Labour, Training and Skills Development, announced provincial funding of nearly \$8 million to support the Ontario Mine Rescue program and help protect workers in an emergency.

The increased funding helps strengthen rescue capacity at mine sites and address gaps in the current rescue program for surface mines.

The additional funding also allows Ontario Mine Rescue to increase training hours for volunteers and develop specialized programs to better support rescue capacity for all surface mines and mining plants, including at newly expanded and newly opened sites.

There are more than 900 active volunteers certified by the program and ready to respond in the province. Most of the province's 40 active mining operations are located in northern Ontario.





Industry risk-based analysis

Workplace Safety North has embraced the evidence-based approach since its introduction to the Ontario prevention system.

With the participation of industry experts representing both workers and management, the risk-based workshops result in the identification of the highest risks in a specific sector, and their root causes.

In 2021-2022, risk-based research was conducted for the following industries:

- Corrugating sector risk assessment
- Pulp and paper sector root cause analysis
- Mining sector battery electric vehicle risk assessment and root cause analysis

The workshop results provide a strong basis for assessing industry needs and help determine training and resource opportunities to make workplaces safer.

New programs developed because of research

In 2021-2022, WSN worked toward the implementation of two Chief Prevention Officer-approved programs to support the results of risk-based workshops.

Safe Driving on Forest Roads training course to support the logging sector in addressing its greatest risk 'distracted driving.'

Mental Health training and awareness programs as identified by the sawmill sector's greatest risk 'substance use in the workplace.'

These CPO-approved programs are being implemented in industry and are supported by a third-party measurement of effectiveness.

WSN continues to build leading-edge resources and training material using an evidence-based approach, focused on leading indicators to ensure the best results for injury prevention.



Click arrow to view brief promotional video.



Click arrow to view brief promotional video.

2

New collaborative partnerships

3

New occupational health and safety materials developed

163

Views of 'Driving Forest Roads for Snowmobiles' virtual workshop
YouTube video

165

Views of training promotion video 'Safe Driving on Forest Roads'

5

Educational events on injuries and fatalities prevention

145

Training sessions

Safe Driving on Forest Roads

Addressing the top risk of distracted driving in forestry sector

Safe Driving on Forest Roads is a sector-specific training program developed to address top risk of distracted driving as identified by the logging sector risk assessment workshop in 2017.

Workplace Safety North formed a training advisory committee made up of industry representatives, the Sustainable Forestry Initiative, and Lakehead University.

In consultation with the committee, WSN developed the driver training program specifically for workers and members of the public who use forest access roads for work, as well as recreational users.

The developed content is now available for delivery via classroom training, and self-guided online learning.

Lakehead University partnered with WSN to measure training effectiveness. Participants are surveyed both pre- and post-training, in addition to a three-month follow-up survey. The research is expected to be available in October 2022.

Mental Health

Helping improve psychological health and safety in the workplace

With a strong community engagement strategy, WSN noticed clients regularly asked questions and wanted more information and guidance around how to deal with mental health in the workplace.

When the pandemic began, those requests for help came more often.

By working closely with clients to truly understand the scope of the requests, WSN was able to identify recurring themes. From these themes, WSN developed interventions in the form of information, resources, training, and consulting solutions.

A series of pre-recorded video presentations were created to supply convenient access to information on general awareness, stress, stigma, youth, resiliency, and more.

The YouTube videos are available free of charge via the mental health resources webpage.



3

New collaborative partnerships

45

New mental health occupational health and safety materials developed

6

Mental health educational events

11

Mental health training sessions

25

Firms consulted regarding workplace mental health

1,971

YouTube views of WSN mental health safety talks, webinars

55,917

Mental health materials distributed

509

Attendees of mental health education events

1,019

Mental health training participants

81%

Felt comfortable discussing mental health in the workplace

85%

Increased their prevention knowledge

87%

Changed their practice or behaviour



During Healthy Workplace Month, WSN hosted more than 375 attendees over four weekly online seminars on mental health topics dealing with self-respect, awareness, resiliency, and stigma.

Small Business

Helping to eliminate injuries and create safer workplaces

WSN is an approved provider of the Workplace Safety and Insurance Board (WSIB) Health and Safety Excellence program.

Through the Excellence program, WSN helps small businesses develop health and safety program material to meet WSIB program requirements and achieve a successful valuation.

During 2021-22, WSN helped with both the Excellence program and the Small Business Study.

Successful firms not only improve workplace safety but also receive a financial reward in the form of a WSIB premium rebate.

As of Dec. 31, 2021, 28 WSN-supported firms in the Excellence program advanced their health and safety programs and were rewarded with a total premium rebate of \$569,073.

During 2021-22, more than 65 firms were helped by WSN Health and Safety Specialists. These efforts include the development, implementation, and measurement of the effectiveness of program material.

26

New small business occupational health and safety materials developed

9

Small business educational webinars on injury and fatality prevention

163

WSIB Excellence program training session participants

\$569,073

WSIB Excellence program rebate for 28 WSN-sponsored firms that advanced their health and safety programs

435

Small business participant training hours

3

New collaborative partnerships

73

Small business consultation hours

34

Small businesses receiving consultation





Ontario Mine Rescue

All underground mine operators are required to maintain a roster of actively trained mine rescue volunteers capable of responding in sufficient numbers across all working production shifts.

793

Mine rescue training sessions

39

Mine operations consulted

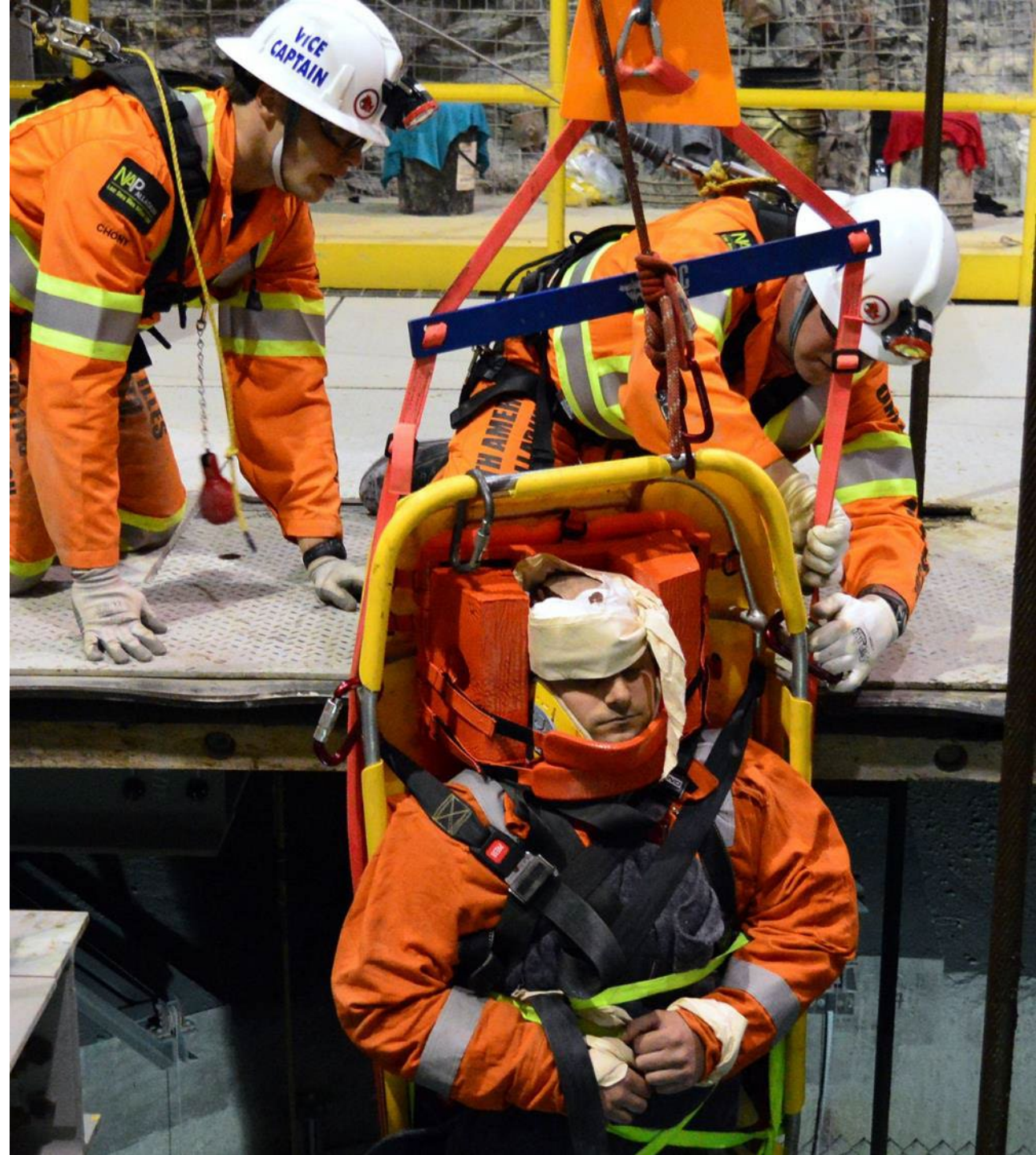
47,304

Participant training hours

900

Ontario Mine Rescue volunteer responders

Ontario Mine Rescue is responsible for a staff of District Mine Rescue Officers, a province-wide inventory of mine rescue response equipment, and the assurance of emergency response capability at all operating mines.





Mine Emergency Incidents

During mining emergencies, 415 underground mining workers were trapped as part of refuge-in-place protocol, unable to evacuate the mine due to the emergency hazard.

415

Miners forced to take refuge

1

Miner requiring evacuation

1

Mining Fatality - Mine Rescue Operations Conducted

Totten Mine Evacuation

On September 26, 2021, Vale's Totten mine experienced damage to the main shaft conveyance compartment and 39 underground workers were unable to use the main shaft elevator to exit to surface.

3,150

Feet of vertical ascent, 2,600 feet of continuous ladderway

53

Rescuers, including 5 mine rescue officers, 45 mine rescue volunteers, and three Vale workers

300,000

Individual ladder rungs climbed by workers and mine rescue volunteers without incident or injury

65

Hours for successful rescue operation





Recent improvements instrumental to mine rescue

Over the past six years, Ontario Mine Rescue has improved standards and procedures, and modernized equipment.

Recent improvements were instrumental at the Totten mine incident:

- **2017 enhancement of the mine operator memorandum of understanding** which drove Vale mine rescue training compliance attendance from 75 per cent to more than 95 per cent.
- **2018 province-wide replacement of decades-old rope system** with state-of-the-art high-angle rope rescue equipment.
- **2019 specialized high-angle rope rescue mock rescue** conducted in a Vale Creighton Mine egress ladderway to simulate a possible event and test response capability.
- **2021 publication of revised Ontario Mine Rescue manual**, updating information on policies, technical guidance, procedures for responders, and roles and responsibilities.

This foresight would enable the mine rescue responders to install high angle rope rescue systems throughout the entirety of the vertical ladderways underground to act as a safety backup for able-bodied individuals climbing, as well as the critical tool to manually evacuate workers unable to physically navigate the ladderway system.

28

Mine Rescue Officer Emergency Responses

7

Mine Rescue Operations Conducted

4

Fire Emergencies

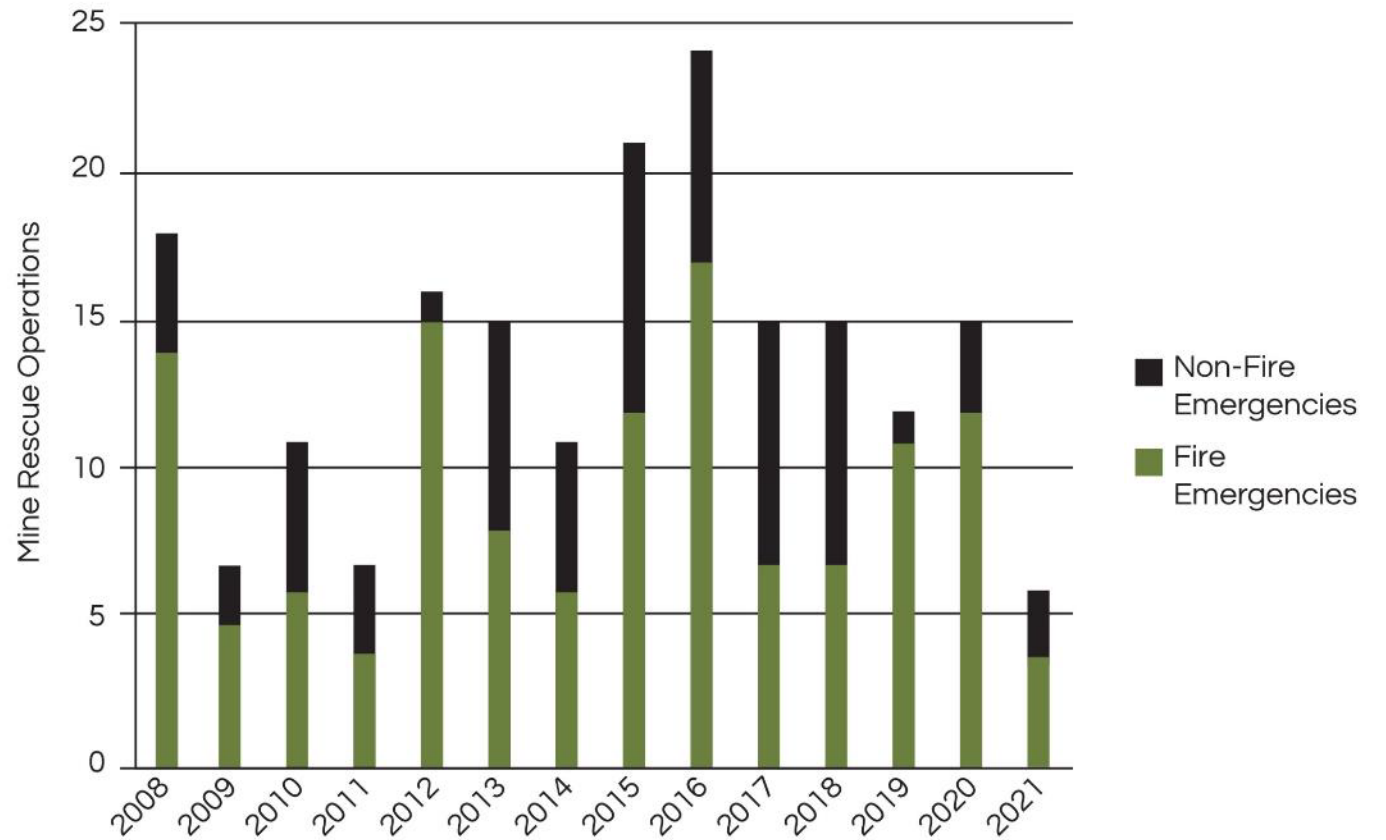
3

Non-Fire Emergencies

28

Mine Rescue Teams Activated

Emergency Operations Summary



Education Programs and Information Resources





Education Programs

Ontario Training Initiatives

Programs recognized by Chief Prevention Officer

1. Joint Health and Safety Committee Certification Training (JHSC)
2. Health and Safety Representative Training (HSR)
3. Working at Heights Safety Training
4. Health and Safety Excellence program - Small Business Study
5. Safe Driving on Forest Roads
6. Mental Health in the Workplace

Expanded offerings include JHSC Part 1 e-learning, JHSC Refresher training in French, which completes the WSN suite of full French JHSC training (Part 1, 2 and Refresher).

Promotion of Health and Safety Representative training program and its offer to employers at no cost and paying them \$150 for an employee's successful completion of the program.

Required annual refresher training for Working at Heights and JHSC conducted via third-party trainers' completion of questionnaires related to program material and their experience as trainers. This also provides WSN ongoing feedback from its trainers and confirms continued understanding of program requirements as well as consistency of program presentation.

Education Programs

New and updated training material

In addition to its extensive training catalogue, WSN developed and introduced the following updates.

Expanded JHSC French-language programming to include a full suite of CPO-approved training programs (JHSC Part 1, Part 2 General, and Refresher).

Introduction to Professional Chainsaw Operation (IPCO) and Introduction to Professional Cable Skidding (IPCS) refresher training, and significant enhancement to the Cutting Edge manual and IPCO Train-the-Trainer. This represents the most significant update to the WSN suite of chainsaw training programs in the past several years.

New Mechanical Harvesting Equipment Operator (MHEO) Evaluator Train-the-Trainer for individuals who evaluate workers for MHEO and Forestry Pit and Road Construction Equipment Operator (FPRCO) modular training program requirements. Training provides signing authority for successful worker completion of the certification requirement. This expands program reach through third-party trainers to meet the evaluation requirement for worker certification.

Continued enhancement to WSN virtual training offerings, ensuring they all meet program development criteria, plus enhanced internal training for virtual trainers to ensure the highest level of quality and consistency in WSN training.

Updated Ground Control manual for mining industry and to support WSN Mining Supervisor Common Core, Ground Control training.



Click arrow to view brief promotional video.

Promotional video for new WSN Mental Health safety talk series.
Video updates to “Working Safely with Propane” and IPCO video, Hoisting, Rigging and Towing e-learning and video upgrade (French and English), and Cutting Edge photo upgrades.

Information Resources

667

New occupational health and safety materials developed

1,351,797

Occupational health and safety materials distributed via email, newsletter, video, social media, and news releases

176,786

YouTube video views

15

New videos

17,500

Total YouTube watch time hours



Click arrow to play video "Battery Electric Vehicle Emergency Response Incident Review and Best Practices - Ontario Mine Rescue." On Wednesday, Jan. 20, 2021, more than 170 online attendees tuned in for the second WSN symposium.



Information Resources

244,860

Workplacesafetynorth.ca website sessions

516,659

Page views

145,237

Website user events: 84,801 downloads,
57,262 outbound links, and 3,174 emails

12,789

Top download "Heat Stress Awareness Guide"

82,766

Views of top landing page

Connections

905

Participants attending nine online events

128

Earned media stories promoting safer workplaces

15,199

Combined social media audience from
Facebook, Instagram, LinkedIn, Twitter, and YouTube



Partners in Prevention

WSN regularly works with Ontario health and safety system partners to share information and resources and offer expertise. Many industry and academic partnerships also formed from ongoing risk-based research and measurement of outcomes.

Centre of Research Expertise for the Prevention of Musculoskeletal Disorders
Centre for Research Expertise in Occupational Disease
Centre for Research in Occupational Safety and Health
Infrastructure Health and Safety Association
Institute for Work and Health
Lakehead University, Thunder Bay
Laurentian University, Sudbury
NORCAT
Occupational Health Clinics for Ontario Workers
Ontario Ministry of Labour, Immigration, Training and Skills Development
Public Services Health and Safety Association
Sustainable Forestry Initiative
WSN Advisory Committees and Member Firms
Workers Health and Safety Centre
Workplace Safety and Prevention Services
Workplace Safety and Insurance Board

A photograph of a desk setup with a laptop, a pair of glasses, and some papers. The image is overlaid with a green and blue gradient. The text "Governance and Industry Advisors" is centered in white.

Governance and Industry Advisors

April 2021-March 2022

Industry Advisory Committees

Helping make Ontario workplaces safer

WSN Advisory Committees are made of up industry volunteers who meet quarterly to discuss industry issues and provide guidance on WSN programming and resource material.

Board and committee volunteers help WSN fulfill its safety mandate and maintain closeness and familiarity with the day-to-day realities of Ontario resource industries.

Companies participate in WSN-sponsored research, planning, and events – all of which have helped to build solid working relationships with industry. This collaborative approach helps increase awareness, knowledge, and consistency with regard to the occupational health and safety needs of Ontario workplaces.

Forest Products Advisory Committee

David Berry (Chair)

Human Resources Manager
Resolute Forest Products, Thunder Bay

John Bell

Regional Health and Safety Coordinator – Ontario
EACOM Timber Corporation, Timmins

Jenanne Graham

Manager, Health, Safety and Environment
Jones Healthcare Group, London

Mike Fitzpatrick

Multi-Plant Health and Safety
Cascades Containerboard Packaging, Vaughan

Jesse Kydd

Senior Environment, Health and Safety Specialist
RYAM Lumber, Cochrane

Darrell Hamlyn

Director, Health and Safety
Atlantic Packaging, Scarborough

Darrell Hamlyn

Director, Health and Safety
Atlantic Packaging, Scarborough

Robin McCullough

Occupational Health and Safety Coordinator
Brinkman Reforestation, British Columbia and Ontario

Troy Rosborough

Health, Safety and Environment Manager
Jones Healthcare Group, London

Stewart Taylor

Health and Safety Manager
Graphic Packaging International, Cobourg

Provincial Forestry Tripartite Committee

WSN participates in an industry-led Provincial Forestry Tripartite Committee which plays an integral role in development of Ministry of Labour, Immigration, Training and Skills Development modular training programs for the forestry industry.

Mining Advisory Committee

Dennis Sobey (Chair)

Health and Safety Manager
Kirkland Lake Gold, Cochrane

Clare Foladore (Vice-Chair)

Manager - Health, Safety, Environment and Community
Vale – Exploration, Sudbury

Chris Bamberger

Independent Mining Consultant
Ontario

Michael Ferguson

Engineering Manager - Capital Equipment
Boart Longyear, North Bay

Don Langlois

Manager Health, North Atlantic Operations
Vale, Sudbury

Louise Lowe

Executive Director
Canadian Diamond Drillers Association, North Bay

Tom Rannelli

Business Development Manager
Major Drilling, Val Caron

Darren Toner

Manager of Health, Safety, Environment and Risk
Vale, Sudbury

Gonçalo Valentim

Production Worker
Creighton Mine, Vale, Sudbury

Steve Wrixon

General Manager Health and Safety
Cementation Canada, North Bay

The WSN Mining Advisory Committee also oversees three Technical Advisory Committees (TACs) made up of volunteers from the mining industry: ground control, mobile equipment, and workplace environment. TACs also help spearhead research partnerships with universities. Thank you to the many volunteers and your sponsoring organizations – your contributions are critical to advancing health and safety.

Ontario Mine Rescue Technical Advisory Committee

Iain McKillip (Chair)

Glencore Kidd Operations
Timmins District Industry Representative

Andre Lefebvre (Vice Chair)

Glencore, Sudbury INO, Fraser Mine
Active Mine Rescue Volunteers' Representative

Jim Ahrens

Compass Minerals, Goderich Mine
Southern District Industry Representative

Brad Bastien

Glencore Sudbury INO, Fraser Mine
Onaping District Industry Representative

Shaun Carter

Ministry of Labour, Immigration, Training and Skills Development
Government MLITSD Representative

Dan Demers

Kirkland Lake District Industry Representative
Alamos Gold, Young Davidson Mine

Peter Gagne

Silver Lake Resources, Sugar Mine
Algoma District Industry Representative

Ted Hanley

Vice President, Ontario Mine Rescue
Workplace Safety North

Brian Kraft

PureGold Mining, Madsen Gold Mine
Red Lake District Industry Representative

Greg MacMillan

Vale Canada, Creighton Mine
Sudbury District Industry Representative

Jamie Mortson

McIntyre and Associates
Ontario Mine Contractors Safety Association Industry
Representative

Gord Paddock

Thunder Bay District Industry Representative
Impala Canada, Lac des Iles Mine

Shawn Rideout

Ontario Mine Rescue Chief Rescue Officer
Workplace Safety North

Shawn Shail

Ontario Mine Rescue Officer Representative
Workplace Safety North

Brent Woods

Kirkland Lake Gold, Timmins
Kirkland Lake District Industry Representative

Board of Directors

Thank you to the WSN Board of Directors for helping ensure accountability, transparency, and excellence in all that Workplace Safety North does.

Sandra Haddad (Chair)

Haddad and Associates, Sudbury

Lydia Renton (Vice-Chair)

Director – Corporate Occupational Hygiene and Safety
BluMetric Environmental , Ottawa

Tim Bremner

President
Foraco International , North Bay

Derek Budge

Health, Safety and Environment Director
The Redpath Group, North Bay

Marilyn Findlay

Health and Safety Manager
Domtar, Dryden

Michele Gilbert

Learning and Development Manager, North Atlantic Operations
Vale, Sudbury

Eric Haapamaki

Vice President, Business and Product Development
The EPCM Group, Oakville

David Kelly

Underground Heavy Equipment Mechanic and Mine Rescue Volunteer
Compass Minerals, Goderich

John O'Brien

JOB Training and Development, Thunder Bay

Andrew Tempelman

Process Technician
Resolute Forest Products, Thunder Bay

Outgoing Board Members

Thank you for your service

John Benoit 2009-2021

Northern Representative-Retired, Sudbury

Gaetan Carrier 2009-2021

Health and Safety Worker's Representative
Ryan Mill, Hearst

Clyde Healey 2009-2021

Northern Representative-Retired, Sault Ste. Marie

Norm Lavallee 2020-2021

Associate Vice President, Financial Services
Laurentian University, Sudbury



Staff Highlights

WSN Community Engagement Specialist named one of Canada's top 40 women in safety

After navigating a year of pandemic-related challenges, a Workplace Safety North staff member was recognized as one of Canada's top 40 women leading the health and safety sector.

In May 2021, Canadian Occupational Safety magazine announced its list of the country's Top Women in Safety. Workplace Safety North's own Angele Poitras, community engagement specialist, was among the 40 women highlighted.

The issues faced by professionals in the health and safety sector in 2020 were unprecedented. As a psychological health and safety advisor certified by the Canadian Mental Health Association, Angele led the development of mental health training and workshops and created a number of courses.

She created and facilitated a hugely successful monthly webinar series, "COVID-19 Conversations." More than 900 people attended one of the six sessions, which were also featured in the media. Angele guided organizations in effectively raising awareness and reducing stigma to help manage psychological risks, prevent mental harm, and start the mental health conversation.



Workplace Safety North staff member Angele Poitras was recognized as one of Canada's top 40 women leading the health and safety sector.



Staff Service Loyalty Milestones

5 Years

Dan Davidson

20 Years

Chris Serratore

10 Years

Sam Barbuto
Robert Marin
Fran Martin

30 Years

Paul Andre

15 Years

Rose Bedard

Retirements

Wayne Baker
Doug Brown
Tim Ebbinghaus
Mike Lemay
Angele Poitras
Bernie Stockermans

2022 Staff Survey Results

94% of staff said that WSN is a "great place to work."

Healthy Workplace

In 2022, WSN received the Platinum Canada Award of Excellence from Excellence Canada in the Healthy Workplace category. This level builds on the achievements and outcomes from the previous three levels with a focus on establishing sustainable practices.



2021 Employer-supported volunteer hours

WSN employees are encouraged to volunteer their time and energy to community causes important to them with one paid employer-supported volunteer day per calendar year. WSN staff contributed 166.5 employer-supported hours towards their community causes, including delivery of Meals on Wheels, time spent on professional boards, assisting with environmental initiatives, helping out at children's recreational events, and assisting those in need.



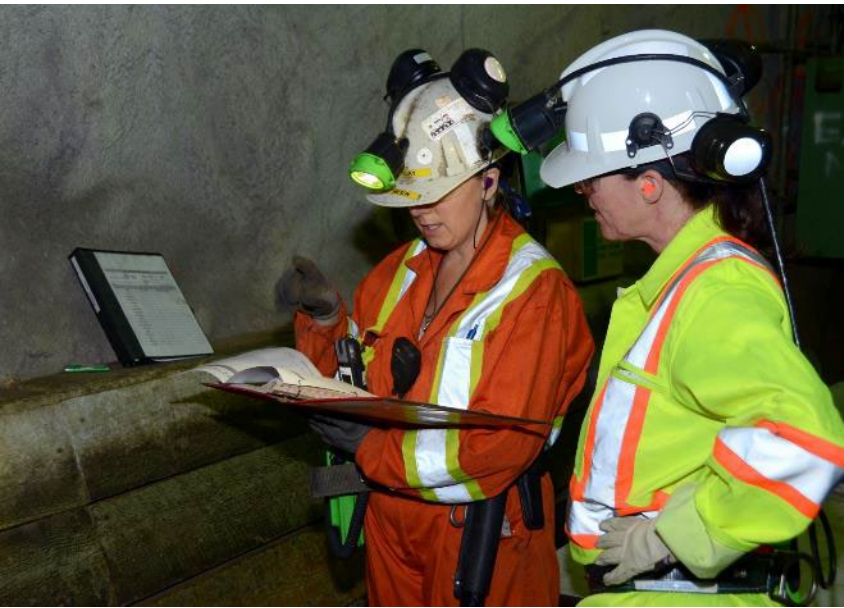
WSN staff volunteer to help prepare and serve lunch at The Gathering Place, a community food centre in North Bay.

Strategic Directions



The strategic plan builds on WSN strengths in three intersecting themes for impact: sector focus, system collaboration, and digital optimization.

[View Workplace Safety North Strategic Plan](#)



Sector Focus



System Collaboration



Digital Optimization



workplacesafetynorth.ca

[Download financials](#)