

Workplace Safety North

Strategic Directions



Message from the Board Chair and Chief Executive Officer:

If the pandemic demonstrated one thing, it's how quickly we can shift gears when we really need to. The pandemic created the 'perfect storm' for innovation: a heightened sense of urgency; new product and service demands and opportunities; an openness to try new things; flexibility to work whenever, wherever, and however we could be most productive and most impactful.

This plan is the next step toward a bold future.

Our focus is on the people we serve, our one-of-a-kind offerings, and an Ontario where everyone's workplace is healthy and safe, and every worker returns home safe and healthy.



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

Our vision

Every worker home safe and healthy.

Our 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.

Our Values

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

This strategic plan builds on our strengths in three intersecting themes for impact:



Sector Focus



System Collaboration



Digital Optimization



Sector Focus

We believe our unique sector expertise is our greatest strength and most valuable offering.

Areas of Focus

- Risk Assessment
- Root Cause Analysis
- Targeted Services
- Compliance Assistance
- Health & Safety Excellence Program
- Emergency Services Program





Sector Activities

Conduct risk assessments and identify root causes of workplace injuries, illnesses and fatalities. Utilize findings to target sector-specific prevention initiatives.

Help workplace parties comply with OHS laws through compliance assistance.

Develop, implement, monitor and evaluate new or improved OHS and Emergency Response training programs that are sector-specific, and targeted to specific workplace parties.

Assist workplaces in understanding and practicing their OHS roles and responsibilities under the Occupational Health and Safety Act and set them on a path to achieve excellence.

Provide workplaces with a clear roadmap to improve occupational health and safety through the Health and Safety Excellence Program.

Expand emergency services program and rescue capacity to all surface mines and mining plants.

A photograph of three business professionals in a meeting. Two men on the left and one woman on the right are seated around a table. They are all wearing face masks. The woman on the right is looking at a laptop screen. The man in the middle is looking towards the woman. The man on the left is looking towards the woman. The scene is dimly lit with a blueish tint. A window with blinds is visible in the background on the right.

System Collaboration

We believe we are united in shared purpose and can do more together.

Areas of Focus

- System approaches to data collection, research, knowledge exchange and the translation of research into action for the priority areas of small business, occupational illness, and work-related mental health.
- Improved access to services.
- Increased reach.





Collaboration Activities

Support common, system-wide approaches to data collection, research, knowledge exchange and the translation of research into action for the priority areas of small business, occupational illness, and work-related mental health.

Improve access to services, information, and resources through a system-wide single-window platform.

Support system initiatives to make OHS training convenient and affordable, including development of e-learning options.

Establish partnerships to increase the reach of OHS information and resources.

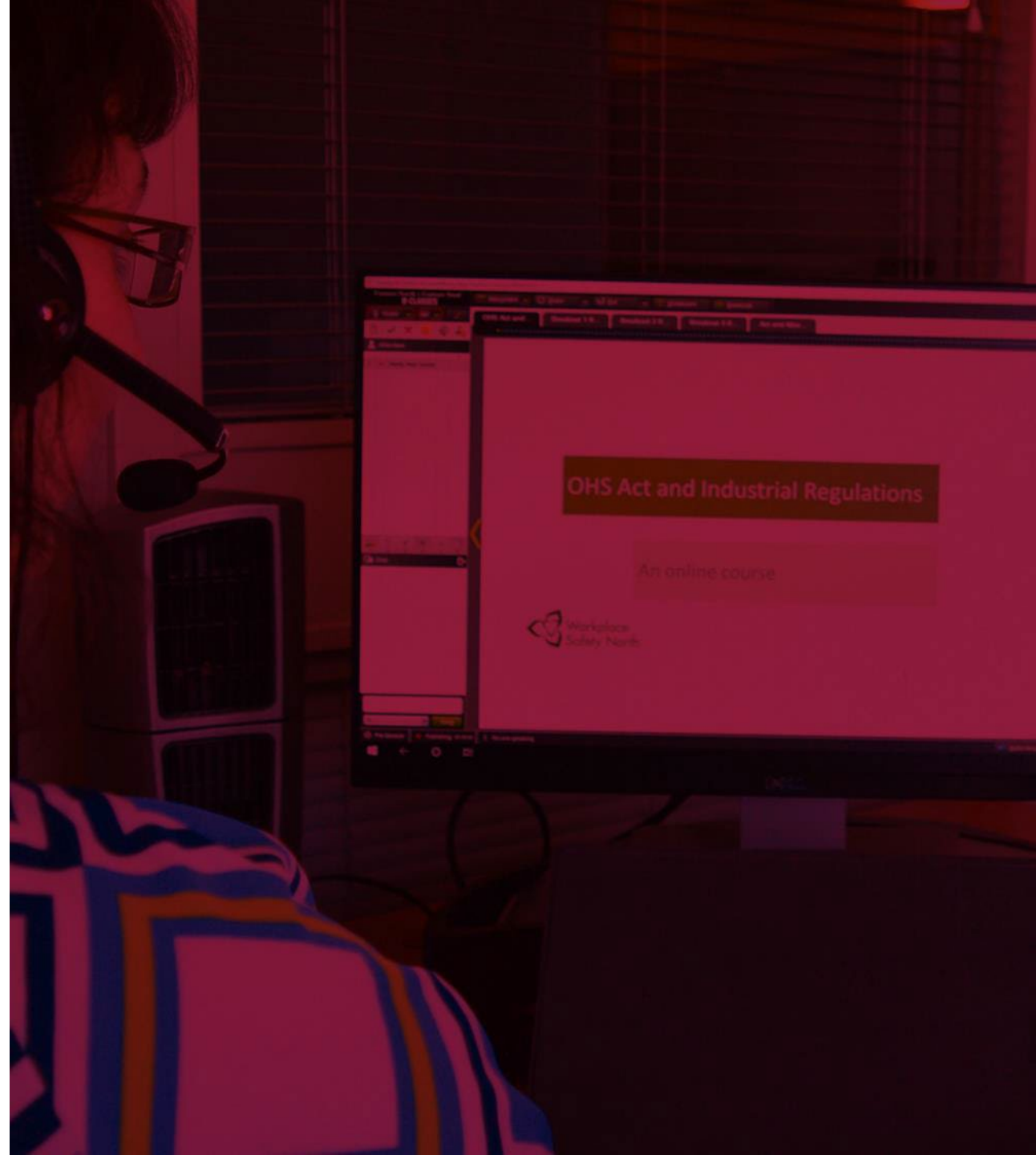
A person is seen from behind, sitting at a desk and using a laptop. The laptop screen displays a video conference with several participants. The text "Digital Optimization" is overlaid in white on the screen. The entire image has a red tint.

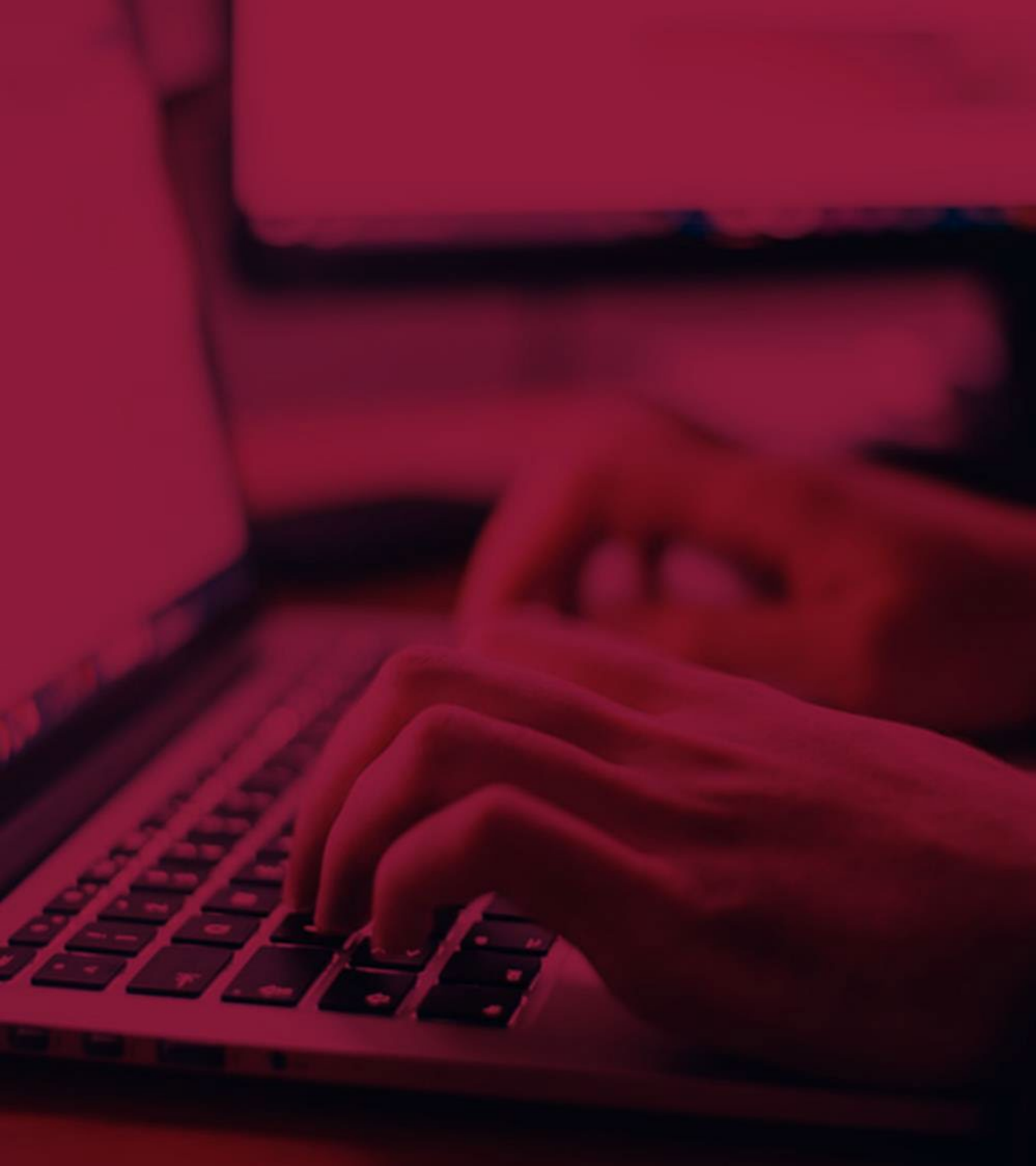
Digital Optimization

We believe new digital tools will help us extend our reach and make prevention more accessible and affordable.

Areas of Focus

- Modernized Infrastructure.
- Customer/User Experience.
- Digital Service Options.
- Business Intelligence.
- Employee Training.
- Work from Anywhere Supports.





Digital Activities

Modernize our digital infrastructure to continuously improve the user experience.

Empower employees with new technology, work-from-anywhere supports, and training in digital service delivery.

Provide greater access to health and safety services and transcend geography with digital service options.

Measure our impact and target our initiatives through advanced business intelligence and data-driven decision-making made possible by digital optimization.

Key Performance Indicators

Prevention

- Means of communication



What kind of force? Push
How you measured?

- Checklist
- Water/Fuel
 - Tides
 - Length
 - 1st/First Aid kit
 - Fuel

...more words

WHM 2015

...to
Doing us
...Risks
...Hazard: Allow

Signature Commitments

Provider of choice

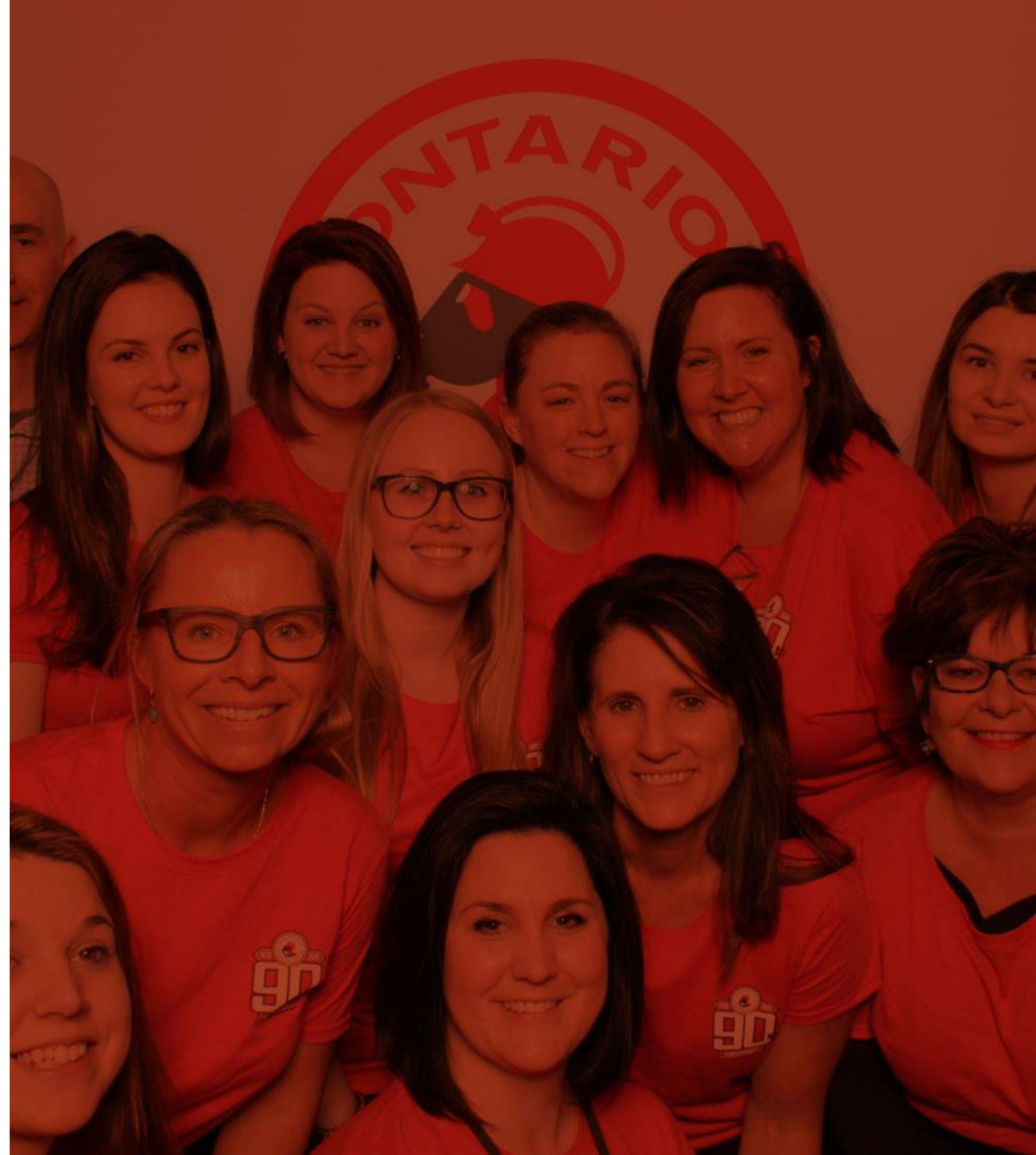
Demonstrated through our client loyalty and satisfaction ratings.

Employer of choice

Demonstrated through our Great Place to Work employee trust index.

A safe and healthy workplace

Demonstrated through Excellence Canada platinum certification in Healthy Workplace.



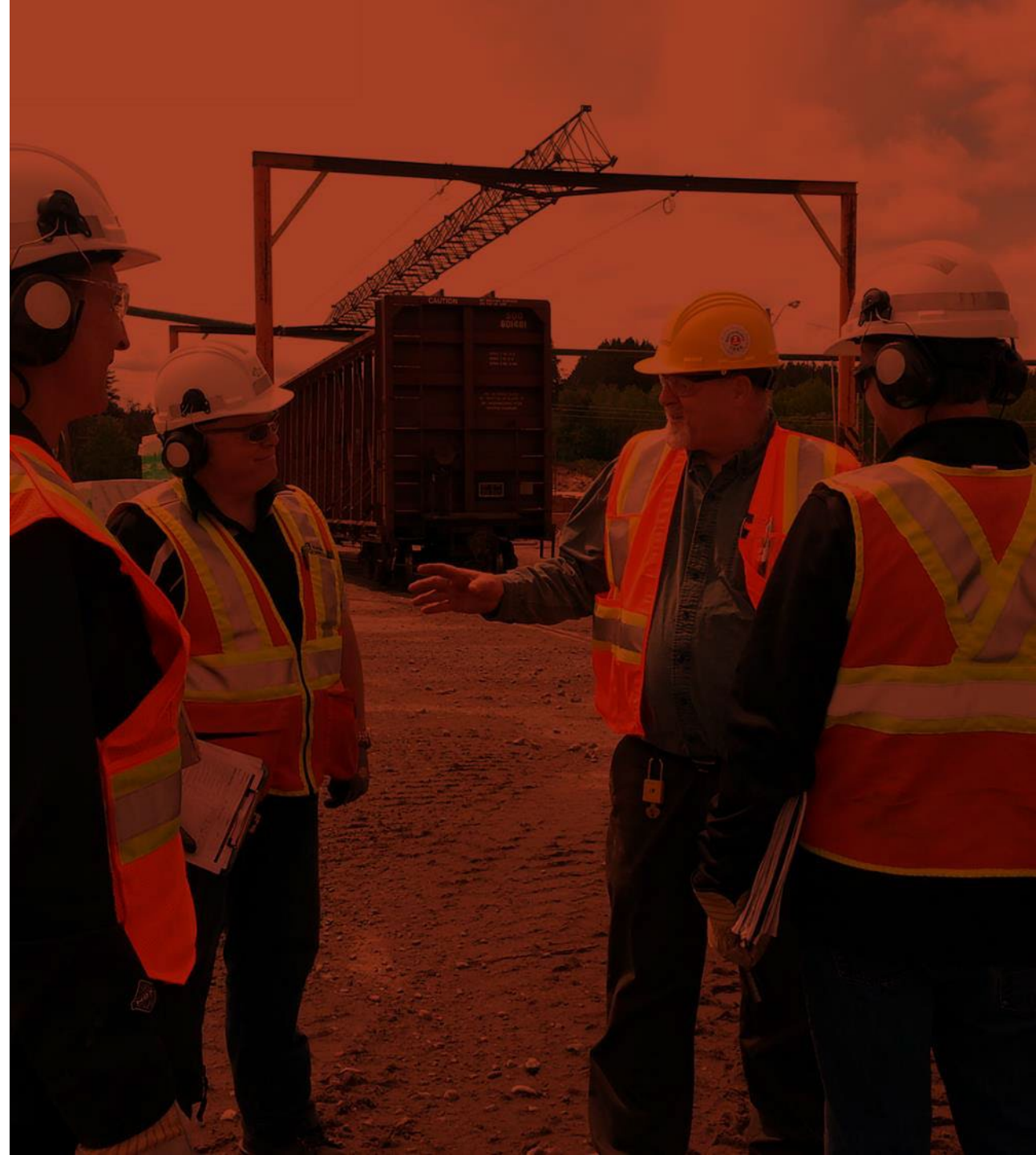


Annual Output Indicators

- Total number of new OHS materials developed.
- Total number of OHS materials distributed.
- Total number of educational events.
- Total number of event participants.
- Total number of training sessions delivered.
- Total number of participant hours of training.
- Total number of consultations.
- Total number of unique firms consulted.
- Total number of new collaborative partnerships.

Annual Impact Indicators

- % individuals who indicate that their knowledge/awareness of how to prevent workplace injuries, illnesses and fatalities has increased as a result of receiving WSN information or services.
- % of individuals who cite that their skills in applying hazard and risk controls have increased, as a result of receiving WSN services.
- % individuals who indicate that they changed their behaviour positively as a result of receiving WSN services.
- % organizations who report having adopted/implemented at least one new health and safety practice, process, or design, as a result of receiving WSN services.





Expected Outcomes

WSN 2025 + Prevention Works

The OHS system's prevention, compliance and enforcement initiatives are evidence-informed and targeted, with the OHS system able to demonstrate measurable contributions to preventing injuries, illnesses and fatalities.

Workplace parties can easily access OHS resources, information and training to enhance their OHS knowledge, improve their workplace health and safety practices and be prepared for work in Ontario.

Workplace parties understand and adhere to their health and safety roles and responsibilities and take a systematic approach to identify and solve OHS issues at their workplaces to achieve excellence.

Small business workplaces are set-up and operated to be healthy and safe because the OHS barriers that small businesses face are alleviated and/or removed.



workplacesafetynorth.ca