
At its meeting on December 14th, 2023 the Workers' Compensation Board of Directors:

- Received the report from the CEO on activities and developments since the previous Board meeting.
- Met with Scott Nauss, Senior Executive Director, Safety Branch at the Department of Labour, Skills and Immigration, to receive an update on priority areas of focus for the safety division in 2024.
- Discussed emerging trends in Artificial Intelligence and considered potential implications for the WCB Nova Scotia.
- Received a report from the Chair of the Governance and Policy Committee on discussions at the December 14th, 2023 meeting of the Committee including:
 - The Committee received the Occupational Health, Safety and Wellness Report of the WCB Nova Scotia for the quarter ended September 30th, 2023;
 - The Committee recommended and the Board approved the Report to the Community for the quarter ended September 30th, 2023;
 - The Committee received an update from the Chair on activities and developments since the previous meeting. The Committee confirmed the process for the year-end evaluation of the Board of Directors;
 - The Committee recommended and the Board of Directors approved the report to the Community for the quarter ending September 30th, 2023;
 - The Committee discussed potential implications of emerging technology trends in the area of Artificial Intelligence;
 - The Committee recommended and the Board of Directors approved the final stage 2 policy consultation report and the final proposed permanent medical impairment policy changes, effective April 1st, 2024; and
 - The Committee recommended and the Board of Directors approved the background paper "Policy Manual Updates" for a 60 day, one-stage consultation period with stakeholders.
- Received an update on preparations underway to assist workers and employers in the provision of appropriate services in the prevention and support of psychological injuries.
- Received an update from the CEO on highlights achieved in the 2021-2023 Strategic Plan, the 2023 Operational Plan, and performance highlights from the balanced scorecard as of September 30th, 2023.
- Received an overview from management on the proposed online environment that will be used for the rollout of the 2024-2030 Strategic Plan.
- Received a report from the Chair of the Key Performance Indicators (KPI) Committee on discussions at the November 22nd, 2023 meeting of the Committee. The Committee recommended and the Board of Directors approved the proposed KPIs for the strategic plan objectives under the themes of injury prevention, return to work, and providing exceptional service.
- Received a report from the Chair of the Investment Committee on discussions at the December 7th, 2023 meeting of the Committee including:

- The Committee received an update on investment performance for the quarter ended September 30th, 2023;
 - The Committee received an education item from Mercer on Private Equity and Private Debt;
 - The Committee confirmed its work plan for the upcoming year;
 - The Committee received highlights of the Mercer Global Investment Forum;
 - The Committee discussed parameters and timelines for its upcoming Asset Liability Study;
 - The Committee conducted its biannual review of investment fees; and
 - The Committee conducted a year-end evaluation of the external investment consultant and manager of investment managers.
- Received a report from the Chair of the Development and Succession Committee on discussions at the December 4th, 2023 meeting including:
 - The Committee received an update on the status of director vacancies; and
 - The Committee recommended and the Board of Directors approved criteria for director development.
- Received a report from the Chair of the Finance, Audit and Risk Committee on discussions at the December 12th, 2023 meeting of the Committee including:
 - The Committee met with the Internal Auditor to receive the results of audit reports on Straight Through Processing and Payroll Segregation of Duties;
 - The Committee received a document outlining proposed changes in Accounting Policy & Financial Statement Disclosures for the 2023 annual report;
 - The Committee recommended and the Board of Directors approved the recommended terms and conditions with which the External Auditor will be engaged to audit and report on the 2023 financial statements;
 - The Committee received the results from the External Auditor of an expense procedures report on the Board of Directors, senior management, and employees;
 - The Committee recommended and the Board of Directors approved the financial statements for the quarter ended September 30th, 2023;
 - The Committee received the Procurement Report and the Officer's Certificate for the quarter ended September 30th, 2023;
 - The Committee received a year-end update on the 2023 operations, capital, legislated obligations, and system support budget.
 - The Committee received a report on Cyber Security for the quarter ended September 30th, 2023;
 - The Committee received a report on Enterprise Risk Management for the quarter ending September 30th, 2023; and
 - The Committee reviewed its work plan for the upcoming year.
- Approved revisions to the Corporate Governance Manual as part of the Board's year-end review process.

Please note that new and revised Policies are distributed to all Policy Manual holders. The Policy Manual is available at regional public libraries, and is posted on the Workers' Compensation Board of Nova Scotia's website, www.wcb.ns.ca

Chair
Saeed El-Darahali

Deputy Chair
Robert Patzelt

Employer Representatives
Directors

Steve Ashton
Angus Bonnyman
Stacia Baldwin
Duncan Williams

Worker Representatives
Directors

Janet Hazelton
Rick Clarke
Jacquie Bramwell
Blair Richards