
At its meeting on December 19th, 2024 the Workers' Compensation Board of Directors:

- Met with Hugh Gillis, 1st Vice President, Nova Scotia Government and General Employees Union, to discuss matters of mutual interest.
- Approved the Report to the Community for the quarter ended September 30th, 2024.
- Received the report of the Client Relations Officer at the WCB Nova Scotia for the quarter ended September 30th, 2024.
- Received the reports from the Board Chair and the CEO on activities and developments since the previous Board meeting.
- Received a report from the Chair of the Finance, Audit and Risk Committee on discussions at the December 16th, 2024 meeting of the Committee, including:
 - The Committee recommended and the Board approved the 2025 Operational Plan and Administrative, Legislated Obligations and System Support Budget.
 - The Committee recommended and the Board approved the financial statements for the quarter ended September 30th, 2024.
 - The Committee received an update on procurement activity for the quarter ended September 30th, 2024.
 - The Committee received an update on Enterprise Risk Management and Cyber Security for the quarter ended September 30th, 2024.
 - The Committee met with the Internal Auditor and approved the 2025 Internal Audit Work Plan and received an update on the status of the Internal Audit work in 2024.
 - The Committee received an update on potential changes in Accounting Policy & Financial Statement Disclosures for the upcoming year.
 - The Committee approved the terms and conditions with which the External Auditor will be engaged to audit and report on the 2024 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 received their work plan for the upcoming year.
- Discussed a new approach to program policy development for 2025.
- Approved a Program Policy paper on Determining Accident Dates for consultation with interested parties.
- Received a report from the Chair of the Key Performance Indicators (KPIs) Committee on discussions at the December 5th, 2024 meeting of the Committee, including:
 - The Committee received a report on performance of KPIs for the quarter ended September 30th, 2024.
 - The Committee recommended and the Board approved new KPIs for monitoring performance in 2025.
 - The Committee received an update on the status of operational projects in 2024.
 - The Committee received their work plan for the upcoming year.

- Received a report from the Chair of the Investment Committee on discussions at the September 13th, 2024 meeting of the Committee including:
 - The Committee received a report on investment performance for the quarter ended September 30th, 2024.
 - The Committee received the results of the Asset Liability Study and the Board approved the Committee's recommended changes to the asset allocations within the investment portfolio.
 - The Committee conducted a year-end evaluation of the external investment consultant and manager of investment managers.
 - The Committee approved their work plan for the upcoming year.
- Received a report from the Chair of the Development and Succession Committee on discussions at the meetings on October 17th and December 12th, including:
 - The Committee received an update on the status of director appointments.
 - The Committee recommended and the Board approved revisions to the Committee's Terms of Reference.
 - The Committee received an update on director development for 2024.
 - The Committee approved their work plan for the upcoming year.
- Discussed the engagement strategy for Board of Directors outreach in 2025.
- Conducted an annual review of the Corporate Governance Manual.

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
Stacia Baldwin
Angus Bonnyman
Vacant

Worker Representatives
Directors
Jenna Brookfield
Janet Hazelton
Blair Richards
Tim McInnis