

Department of Environment and Labour

Non-Adjudicative Board Selection Criteria

NON-ADJUDICATIVE		Workers Compensation Board
1	Statute	Workers Compensation Act
2	Purpose	The purpose of the Board is to provide direction and set corporate policy for the workers compensation system. The Board is responsible for the appointment and fixing the duties and remuneration of the CEO.
3	Functions	The function of the Board is to coordinate the workers' compensation system to assist injured workers and their employers by providing timely health care and rehabilitative support to facilitate the efforts of injured workers to return to work; and by providing appropriate compensation for work-related disabilities. The Board is responsible for safety education and prevention information for the workplace.
4	Composition	There shall be a Board of Directors of the Board, consisting of not more than ten persons appointed by the Governor in Council. One member shall serve as Chair, one member to serve as Deputy Chair. There shall be equal numbers of members (4 each) representing employers and employees which includes injured workers. There may be alternate members to the Board of Directors, although none have been appointed in the last ten years.
5	Formal Qualifications	<p>Chair: generally a neutral person with broad experience in managing a large corporation; experience in law, medicine, finance or insurance; a person who has served on boards of management and is familiar with working within a legislative mandate.</p> <p>Deputy Chair: generally a neutral person with similar experience to the Chair; must be able to assume the role of Chair in his or her absence.</p> <p>Directors: equal numbers (4 each) of members representing employers and employees, who shall be representative of the stakeholder groups within the workplace safety and insurance system.</p>
6	Work & Experience Requirements	Understanding of the principles and strategic goals of the workers' compensation system. The board of directors provides broad policy direction and advice to the CEO and management of the Workers' Compensation system. The board monitors the outcomes of key initiatives and ensures that the governance and accountability mechanisms are in place for an effective and efficient program.
7	Skills Required	Ability to provide strategic direction and corporate governance to a broad program that offers comprehensive rehabilitation and benefit services to injured workers and prevention services to NS workplaces. The balancing of

		interests and ability to see other points of view is essential in providing input on the board. An understanding of insurance systems operating within a legislated framework, and measuring successful performance are appropriate skills for board members.
8	Statutory Nomination Requirements	The Governor in Council shall endeavor to appoint equal number of members representing employers and employees. The Governor in Council adopted a Statement of Principles and Objectives on May 9, 2005 that governs appointments and expectations for members.
9	Traditional Nomination Requirements	<p>Employee representatives are nominated by the Nova Scotia Federation of Labour (NSFL), or other labour organizations, such as the Nova Scotia Nurses Union, the CAW, etc. Generally labour organizations nominate members through the NSFL. Injured workers associations that are designated by the Minister may nominate representatives. Other groups that are representative of employees covered by the workers' compensation program may nominate representatives as set out in the Statement of Principles and Objectives adopted May 9, 2005.</p> <p>Employer representatives are traditionally nominated by the Canadian Federation of Independent Business; the Nova Scotia Forest Products Association; the CME, the CFRSA, the Construction Association of Nova Scotia or other large management organizations representative of employer stakeholders that are covered by the workers' compensation program. Other groups that are representative of employers covered by the workers' compensation program may nominate representatives as set out in the Statement of Principles and Objectives adopted May 9, 2005.</p>
10	Remuneration	<p>The Chair is remunerated at the rate of \$20,000 per year, plus \$300 per day plus any expenses necessarily incurred, up to a maximum of \$50,000 per year.</p> <p>The Deputy Chair is remunerated at the rate of \$3,000 per year, plus \$300 per day plus any expenses necessarily incurred.</p> <p>Members are remunerated at the rate of \$300 per day plus any expenses necessarily incurred in the performance of their duties.</p> <p>The Deputy Chair and Members will receive an annual honorarium of \$2,000 for chairing board committees.</p>
11	Anticipated Time Commitments	Approximately one full day meeting per month for members. Additional time for committees is often required. Members may have to Chair a committee of the board.
12	Other Notes	May be reappointed for one additional term. Terms may be staggered.