

## Chairperson

Michael Werier, Winnipeg

## Public Interest Representatives

Glenn Hildebrand, Winnipeg

Randal (Randy) Smith, St. Laurent

Ranbir Dhillon, Winnipeg

## Workers Representatives

Marc Lafond, Winnipeg (bil.)

Sylvia Farley, Winnipeg

Jean-Guy Bourgeois, Winnipeg (bil.)

## Employers Representatives

Ron Koslowsky, Winnipeg

Chris Lorenc, Winnipeg

Yvette Milner, Winnipeg

## **Mandate:**

The Workers Compensation Board (WCB) is established under *The Workers Compensation Act* to administer the workers compensation system in Manitoba. Workers compensation is a system of compulsory no-fault insurance for workplace injuries.

The Manitoba WCB is an injury and disability insurance agency that is governed by a Board of Directors representative of employers, workers and the public interest and funded by employer premiums. Aside from providing compensation, the WCB works with workers, employers and healthcare professionals to promote safety and health in workplaces and to return workers to health and work in a safe and timely manner.

## **Authority:**

[\*The Workers Compensation Act\*](#)

## **Responsibilities:**

The Board of Directors is the centre of the WCB's governance structure and oversees the management of the WCB. The Board of Directors is responsible for setting the WCB's strategic direction, safeguarding resources (financial and human), monitoring performance and is accountable for the actions of the WCB.

As stewards of the compensation system, the Board of Directors plans for its future. The Board of Directors sets the WCB's strategic direction, makes policies about compensation, rehabilitation, assessment and investment of funds within the investment portfolio and monitors progress.

Under the Act, the WCB Board of Directors must:

- a) Approve and supervise the policies and direction of the WCB, including policies respecting compensation, rehabilitation, assessment and investment of the accident fund;
- b) Consider and approve operating and capital budgets of the WCB, and
- c) Plan for the future of the compensation system.

Under the Act, the WCB Board of Directors also appoints the Chief Executive Officer of the WCB and determines the CEO's salary and duties. These duties include employing all other staff, setting their duties and determining their remuneration.

**Membership:**

For the purpose of making appointments to the Board of Directors, the Lieutenant Governor in Council must consult with:

- a) Persons on whom assessments are levied regarding the appointment of persons representative of employers;
- b) Workers in covered industries regarding the appointment of persons representative of workers; and
- c) Persons on whom assessments are levied and with workers in covered industries regarding the appointment of persons representative of the public interest.

The Lieutenant Governor in Council appoints the Board of Directors, consisting of:

- a) A member who shall be chairperson;
- b) Three members representative of workers;
- c) Three members representative of employers; and
- d) Three members representative of the public interest.

Note: The Chief Executive Officer is a member of the Board of Directors but does not vote on any matter.

Committees:

The Board of Directors may establish committees of the Board of Directors that it considers necessary and must establish:

- a) A policy and planning committee;
- b) An audit committee; and
- c) An investment committee.

Each committee of the Board of Directors must be composed of:

- a) The Chairperson of the Board of Directors;
- b) The chief executive officer; and

- c) An equal number of members of the Board of Directors representative of workers, employers and the public interest, one of whom must be appointed chairperson of the committee by the Board of Directors.

For the audit committee and the investment committee, the Board of Directors may appoint not more than three other persons as members of each committee.

**Length of Terms:**

Members of the Board of Directors are appointed for the term fixed in the order appointing them, which must not exceed four years. Each member of the Board of Directors is eligible for reappointment. A member of the Board of Directors whose term expires continues to hold office until reappointed or a successor is appointed or until the appointment is revoked.

**Desirable Experience:**

The Board of Directors has developed a list of competencies that the Board of Directors should possess on a collective basis.

Excellent corporate governance depends on having a Board of Directors with the appropriate attributes and a mix of competencies that will support and advance the organization’s mission. It is not necessary for all Board members to possess each and every one of the desired competencies, though the Board may prefer that each of its members attain a certain degree of proficiency in certain areas (like financial literacy, for example). It is recognized that, just as Board members will bring a variety of skills and experience to the table, they will also possess variety in the depth of their experience in various areas. **This diversity is both expected and valued.** It is incumbent on the Board to ensure its members are provided with ongoing training that will provide the skills necessary to perform their function.

In addition to the attributes, skills and experience listed below, the Board of Directors should reflect the diversity of Manitoba and the stakeholders of the WCB. This includes representation from key sectors served by the WCB and members from relevant Manitoba communities (for example, Aboriginal persons, women, people with disabilities, urban/rural, etcetera).

Attributes

- Ability and willingness to ask challenging questions
- Capable of a wide, balanced perspective
- High degree of commitment to Workers Compensation
- Integrity and high ethical standards
- Sound judgment
- Strong interpersonal skills

Skills and Experience	Definition

Skills and Experience	Definition
Financial expertise	<ul style="list-style-type: none"> <li>• Accounting credentials;</li> <li>• An understanding of generally accepted accounting principles and financial statements and their application; and</li> <li>• Experience preparing, auditing, analyzing, or evaluating financial statements.</li> </ul>
Financial literacy	<ul style="list-style-type: none"> <li>• The ability to read and understand financial statements.</li> </ul>
Governance expertise	<ul style="list-style-type: none"> <li>• An awareness of current governance issues and trends, and direct prior board experience.</li> </ul>
Human resources	<ul style="list-style-type: none"> <li>• Experience as a human resource professional.</li> </ul>
Investment management expertise	<ul style="list-style-type: none"> <li>• Extensive experience in the investment field;</li> <li>• Investment credentials, such as a CFA;</li> <li>• Membership in investment organizations such as PIAC;</li> <li>• Experience in institutional investing;</li> <li>• Having experience managing an investment portfolio through at least one severe bear market; and</li> <li>• Conversant with investment terminology.</li> </ul>
Labour relations	<ul style="list-style-type: none"> <li>• Experience in the organized labour movement</li> </ul>
Leadership experience	<ul style="list-style-type: none"> <li>• Significant experience leading others; could be in any type of organization, in a paid or volunteer capacity.</li> </ul>
Legal experience	<ul style="list-style-type: none"> <li>• An understanding of the law as it applies to organizations like the WCB; not necessarily with a law degree.</li> </ul>
Risk management experience	<ul style="list-style-type: none"> <li>• Experience identifying, planning for and putting in place strategies to mitigate organizational risks.</li> </ul>
Strategic planning experience	<ul style="list-style-type: none"> <li>• Experience participating in or leading an organization in planning for its future.</li> </ul>
Senior management experience	<ul style="list-style-type: none"> <li>• Experience as a paid senior manager (i.e., director, Vice-President or higher, Deputy Minister, Board member, etc.) in any organization. This could include private business, public sector, or organized labour.</li> </ul>
Understanding of the workers compensation system	<ul style="list-style-type: none"> <li>• An awareness of the role the workers compensation system plays in Manitoba. Not necessarily direct experience with or within a workers compensation board.</li> </ul>

**Meetings:**

Location: Meetings are generally held in the City of Winnipeg. Planning sessions may be held in Manitoba outside of Winnipeg. AWCBC meetings are held throughout Canada.

**Remuneration:**

Chair: \$50,000 per annum

Acting Chair: \$319 per half day; \$560 per full day

Members: \$182 per half day; \$320 per full day

External Members: Established by the Board