



**b) Conflict of Interest Declarations**

Mr. John Vander Velde noted a potential conflict of interest as a Northern Territories Federation of Labour board member.

Mr. David Tucker noted a potential conflict of interest as a Northern Safety Association board member.

**c) Approval of Minutes**

The Council reviewed the minutes from its June 2012 meeting and August 2012 teleconference.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut approved the Minutes of the Governance Council meeting held June 2012 and the August 2012 teleconference as presented.

**12/09-002 – Carried**

**d) Business Arising Out of Minutes**

There was no business arising out of the June 2012 minutes.

**e) Executive Reports**

**i) Chairperson's Report**

The Chairperson's Report is intended to report on the Chairperson's broad activities in between Governance Council meetings and to apprise Governance Council Directors of significant or noteworthy information. It provided information for the period May 18, 2012 to August 17, 2012.

## **ii) President's Report**

The President's Report is intended to capture the pulse of the organization as viewed by the President and keep Directors apprised of significant events or achievements. It provided information for the period May 18, 2012 – August 21, 2012, on WSCC operations not covered elsewhere in Governance Council proceedings.

### **f) Council Concerns**

- (i). The Audit Committee has a vacancy so will require the Governance Council to appoint a member. The Governance Council agreed to appoint Mr. David Tucker to the Audit Committee.

### **Decision Items:**

#### **a) Audit Committee Report**

*Fred Koe, Audit Committee Chairperson, provided the Governance Council with the Audit Committee report of its meeting held September 11, 2012.*

The Audit Committee of the Governance Council of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut held its meeting September 11, 2012.

### **Decision Items:**

#### **1. Administrative Policy A.9 – Asset Disposal**

This administrative policy was identified on the three year Comprehensive Policy Review Plan for review.

## **Audit Committee Report cont'd**

On a motion duly moved and seconded, the Governance Council of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut upon the recommendation of its Audit Committee approves Administrative Policy A.9 – Asset Disposal, as presented.

**12/09-003 – Carried**

### **2. Administrative Policy B.2 – Fixed Asset Depreciation and Amortization**

This administrative policy was identified on the three year Comprehensive Policy Review Plan for review.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut upon the recommendation of its Audit Committee approves Administrative Policy B.2 – Fixed Asset Depreciation and Amortization, as presented.

**12/09-004 – Carried**

### **Discussion/Presentation Items:**

#### **1. 2013 Operations/Capital Budget**

The major portion of the Operations Budget is the President's Accountability, representing 87.5% of the total budget. Other budgets approved by the Governance Council include the following: their own budget; those of the Appeals Tribunal and the Workers' Advisor; overhead costs; and special agreements with the Northern Safety Association and the Northern Territories Federation of Labour.

The Draft Operations Budget for the WSCC as of August 20, 2012, totals \$26,419,100 which is an overall increase of 1.62% from 2011. The 2012 budget was originally approved for \$26,014,639; however, following year-end the Appeals Tribunal Chairperson's salary was noted as being budgeted and paid

## **Audit Committee Report cont'd**

incorrectly; it was adjusted down from salaries to operations and maintenance. Salary budgets also include an amount for employer share of benefits; the movement of the amount resulted in an overall decrease of the budget of \$16,802 to an adjusted budget of \$25,997,837 for 2012.

Other factors in the increased budget are:

- Rent increases;
- WSCC Medical Advisor contract; and
- Addition of a bilingual position on the Iqaluit office.

The Audit Committee asked for details on the \$10,232 spent under the President's Accountability for Staff Appreciation and Hospitality in 2011. The budget for this line item was \$2000.

### **2. Draft 2013 Capital Budget:**

For 2013, the WSCC requests \$1,000,000 in Capital Infrastructure funding. Of the \$1,000,000, 10% or \$100,000 will be transferred to the capital asset replacement reserve and \$50,000 to operating for minor equipment. This leaves \$850,000 available for capital needs.

The Capital funds will be allocated to the following initiatives:

- Renovations to the 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> floors of the Yellowknife office;
- Automated budgeting process;
- Online services;
- Interactive web reporting;
- Laptop/desktop replacement; and
- Finance leases such as copiers and, mailroom equipment.

### **3. Enterprise Risk Management (ERM)**

The Audit Committee received its quarterly risk update.

The ERM committee now meets monthly to review current and potential risks. The risk registry outlines nine risks that are critical to the WSCC.

## **Audit Committee Report cont'd**

One risk; the potential breach of personal information through contractors; following a hacking incident involving the Inuktitut translator, was added to the risk registry.

### **4. Policies and Related Documents Referencing the Audit Committee**

At the June 2012 meeting, the Audit Committee asked which WSCC policies and documents referenced the Audit Committee.

The following policies reference the Audit Committee:

- 10.02 – Investment Policy; and
- 10.03 – Procurement.

The following Governance Council Directives reference the Audit Committee:

- B-000 – Governance Council Roles and Responsibilities; and
- B-002 – Governance Council Rules of Order.

In addition, the Strategic Funding Approach also refers to the Audit Committee.

### **5. Q2 Legal Reports**

#### **(i). Third Party Actions**

The Audit Committee received a report detailing Third Party Actions to July 31, 2012.

The WSCC settled the Duane Osmond case for a total of \$959,762.90. The WSCC receives \$162,795.10 towards legal fees and \$557,027.07 towards claims costs incurred to date.

Five of the smaller Summit Air crash cases are settled. The WSCC received \$7000 in reimbursed legal fees and \$2866.49 in reimbursed claims costs. Two remaining claims are more complicated due to the claimant's involvement in the First Air Crash.

## **Audit Committee Report cont'd**

### **ii) Investigations Report**

The Audit Committee received a report on investigations activity to August 15, 2012.

The Investigations function was moved from Legal Services to Stakeholder Services. This move allows for more efficient operations in the WSCC's day to day operations.

## **INFORMATION ITEMS**

### **1. Investments:**

- **Q2 Investment Report**
- **Investment Results as June 30, 2012**
- **Q2 Investment Rebalancing**

The Audit Committee discussed the investments to June 30, 2012.

### **2. Q2 Sole Source Awards**

There were eight Sole Source awards between April 1 and June 30, 2012.

### **3. Q2 Financial Report**

The Audit Committee's mandate includes the review of quarterly financial reporting.

For the second quarter, the WSCC has a net income of \$2,682 (reported in thousands).

### **4. Q2 Capital Asset Report**

As of June 30, 2012, \$889,977 was spent on capital projects from both 2012 and pre-2012. Management estimates that by the end of the year, a total of \$2,143,836 of capital funding will be spent and \$450,460 will be requested to be carried forward for use in 2013.

## 5. Medical Advisor Recruitment/Contract

At its June 2012 meeting, the Workers' Safety and Compensation Commission's (WSCC) Audit Committee requested information on the recruitment process for the Medical Advisor.

Since September 2009, the WSCC was without a full-time Chief Medical Advisor. Various recruitment campaigns were unsuccessful. As part of the 2012 budget submissions, the Medical Unit requested \$100,000 to hire an executive search firm to assist the organization in the search for a full-time Chief Medical Advisor. The WSCC is pleased to announce this campaign was successful and a Chief Medical Advisor, Dr. Dimitri Louvish, begins work in October 2012.

## 6. NEXT MEETING

The Audit Committee received a draft agenda for its December 2012 meeting.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut accepts the report of the September 11, 2012 Audit Committee meeting.

**12/09-005 – Carried**

### b) 2013 Year's Maximum Insurable Remuneration (YMIR)

The Workers' Safety and Compensation Commission (WSCC) Governance Council sets the Year's Maximum Insurable Remuneration (YMIR) annually as part of the statutory obligations outlined in Section 83 of the *Workers' Compensation Acts* and Policy 00.04, Year's Maximum Insurable Remuneration.

YMIR is a fundamental element of workers' compensation as it establishes a maximum for calculating workers' compensation benefits and sets a limit on employers' assessable payroll.



## 2013 YMIR cont'd

As stated in subsection 83(2)(f) of the *Acts* and Policy 00.04, YMIR is reviewed on an annual basis, considering the following factors:

- YMIR is targeted to provide full replacement compensation to a band of 70% to 80% of the Northwest Territories and Nunavut workforce.
- The distribution of Northwest Territories and Nunavut workers' salaries across industry sectors shall be considered.
- YMIR recognizes changes in the industrial base and employers' ability to pay premiums.
- The Consumer Price Index (CPI) and the average industrial wage.
- YMIR changes require approval by the Government of the Northwest Territories and the Government of Nunavut.

The Governance Council was presented six options outlining possible changes to the 2013.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut approved an increase of 1.82% to the Year's Maximum Insurable Remuneration to \$84,200, as presented.

**AC12/09-006 – Carried**

### c) 2013 Assessment Rates

The Governance Council annually approves industry subclass assessment rates for employers in September. In line with the rate model, approved by the Governance Council in 2005, the provisional target rate is set based on overall financial requirements and strategy and then used to calculate the industry subclass rates.

The Governance Council uses the services of an actuary (Morneau Shepell), with the support of WSCC administration, to recommend rates that take into consideration the expected costs of claims and administration. Employers cover these costs through their annual assessments. The only other major source of revenue is investment returns on the funds held by the WSCC.

## **2013 Assessment Rates cont'd**

In June 2012, the Governance Council directed the actuary to increase the 2012 provisional target rate by \$.28 and calculate the 2013 subclass rates using \$2.05 per \$100 of assessable payroll. This increase removed the direct rate reduction that had been included in prior target rates. By continuing to provide the direct rate reduction, and maintain an average rate of \$1.77, funding levels would have continued to fall short of the low end of the target range (108%) and below 100% by 2014.

In calculating the 2013 subclass rates, the Actuary was also directed to assign costs for claims related to two 2011 plane crashes (First Air and Arctic Sunwest) to the Catastrophe Reserve. As a result, there were 22 claims removed from the 2013 rate setting data (12 fatality claims and 10 non-fatality claims).

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut approved the 2013 assessment rates, as presented.

**12/09-007– Carried**

### **d) Policy 02.01 – Employer Assessments**

The three year cycle of the Comprehensive Policy Review Plan identified Administrative Policy 02.01, Employer Assessments, for review.

The Governance Council requested additional information surrounding the definition of remuneration. In particular, how does the definition of remuneration for the Northwest Territories and Nunavut Payroll Tax, Federal Income Tax and Territorial Income Tax differ from the WSCC definition.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut approved Policy 02.01 – Employer Assessments, as presented.

**12/09-008– Carried**

**e) Policy 02.05 – Reporting Payroll**

Employers are required to report assessable payroll to the Workers' Safety and Compensation Commission (WSCC) annually. This figure is used to calculate employers' annual assessments, which are paid into the Workers' Protection Fund to cover the costs of compensation for injured workers, future liabilities and WSCC expenses.

The three year cycle of the Comprehensive Policy Review Plan identified Policy 02.05, Reporting Payroll, for review:

The Governance Council requested changes to this draft policy to ensure the concept of an employer 'knowingly underestimating' payroll was clear. As well, that the dates for estimating payroll were also clear.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut approved Policy 02.05 – Reporting Payroll, as amended.

**12/09-009– Carried**

**f) Policy 02.07 – Mega Projects**

This policy describes the types of projects that may be considered "Mega Projects", and the principles to be used in developing adequate financial arrangements for these projects. A financial arrangement developed for a Mega Project should:

- minimize the impact of the Mega Project on the financial position of the Workers' Protection Fund, and on assessment rates to the extent practical;
- ensure fair and consistent treatment of all employers;
- promote high quality prevention and return to work practices at Mega Project worksites; and
- allow for reasonable flexibility to address conditions specific to a particular Mega Project.

The three year cycle of the Comprehensive Policy Review Plan identified Policy 02.07, Mega Project Assessments, for review.

### **Policy 02.07 – Mega Projects cont'd**

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut approved Policy 02.07 – Mega Projects, as presented.

**12/09-010– Carried**

### **g) Policy 03.02 - Entitlement**

The Workers' Safety and Compensation Commission (WSCC) adjudicates a claimant's entitlement to compensation using:

- the evidence presented to it;
- the *Workers' Compensation Acts and General Regulations*;
- relevant policy approved by the Governance Council; and
- medical, legal, and/or relevant opinions.

The three year cycle of the Comprehensive Policy Review Plan identified Policy 03.02, Entitlement, for review.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut approved Policy 03.02 – Entitlement, as presented.

**12/09-011– Carried**

### **h) Policy 08.01 – Reviewing and Appealing Decisions**

The Workers' Safety and Compensation Commission (WSCC) makes decisions on claims for compensation and employers' assessments. Claimants or employers, who disagree with a decision, may seek a ruling from the Review Committee. Appellants dissatisfied with the Review Committee's decision, may appeal to the Appeals Tribunal.

### **Policy 08.01 – Reviewing and Appealing Decisions cont'd**

The three year cycle of the Comprehensive Policy Review Plan identified Policy 08.01, Reviewing and Appealing Decisions, for review.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut approved Policy 08.01 – Reviewing and Appealing Decisions, as presented.

**12/09-012– Carried**

#### **i) GCD B-006 – Governance Council Code of Conduct**

These guidelines apply to all current and future Directors of the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut (WSCC). They set out the minimum standards of conduct for Directors and confirm their responsibility to recognize and disclose Conflict of Interest situations that may arise in the course of their duties.

The three year cycle of the Comprehensive Policy Review Plan identified Governance Council Directive B-006, Corporate Governance Guidelines, for review.

Changes to the Governance Council directive were made to ensure:

- consistent formatting with other WSCC policies and directives;
- incorporate relevant suggestions from John Dinner, Governance Advisor;  
and
- clear and direct communication about WSCC Governance Council Directors' responsibilities.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut approved GCD B-006 – Governance Council Code of Conduct, as presented.

**12/09-013– Carried**

**j) GCD B-010 – Governance Council Director’s Claims**

Claims for compensation under the *Workers’ Compensation Act(s)* made by Workers’ Safety and Compensation Commission (WSCC) Directors, or their immediate family members, are governed by this directive, ensuring impartial adjudication.

The three year cycle of the Comprehensive Policy Review Plan identified Governance Council Directive B-010, Governance Council Directors’ Claims, for review.

Changes to the Governance Council directive were made to ensure:

- consistent formatting with other WSCC policies and directives; and
- clear and direct communication about WSCC and Governance Council Directors’ responsibilities when Directors of family members file claims with the WSCC.

On a motion duly moved and seconded, the Governance Council of the Workers’ Safety & Compensation Commission of the Northwest Territories and Nunavut approved GCD B-010 – Governance Council Director’s Claims, as presented.

**12/09-014– Carried**

**k) Action Item 12/06-007 – Independent Operators**

At its June 2012 meeting, the Workers’ Safety and Compensation Commission (WSCC) Governance Council requested that Administration provide policy and procedure options to streamline the determination of an individual’s status in the Northwest Territories and Nunavut. To complete this task Administration:

- considered the historical, legislative and policy information presented to the Governance Council at the June 2012 meeting;
- reviewed the option presented to the Governance Council at its June 2012 meeting;
- reviewed Governance Council Policy 00.05, Determining Employer/Worker Status to evaluate the option presented to the Governance Council at its June 2012 meeting; and

### **Action Item 12/06-007 – Independent Operators cont'd**

- sought the opinion of WSCC Legal Counsel concerning the determination of an individual's status as a worker or self-employed under the *Workers' Compensation Acts (Acts)*.

In an effort to remedy the policy concerns of the Governance Council, Administration presented a policy option during the June 2012 meeting. The option proposed accepting an individual's status as a worker or self-employed based on another jurisdiction's determination and accepting it as valid within the WSCC's jurisdiction of the Northwest Territories and Nunavut.

Under this option it was suggested that Administration include a statement within Policy 00.05, Determining Employer/Worker Status that would confirm the individual's status within the WSCC's jurisdiction, according to their status in another jurisdiction.

Specifically, the option recommended the following:

*"...if the applicant is registered with, or is an independent operator, in another jurisdiction at the time of application they are considered an independent operator in the NWT/NU."*

Further it was recommended that this status would not change the requirement for WSCC registration or the ability of individuals determined self-employed to seek or decline Personal Optional Coverage in the WSCC's jurisdiction.

Administration requests Governance Council agree to the recommended revisions to Policy 00.05, Determining Employer/Worker Status, and the revised Policy be presented at its December 2012 meeting for consideration and approval.

The Governance Council agreed to the proposed policy changes. The policy will be revised and the draft will be presented at the December 2012 meeting. The Governance Council also requested the policy revisions address the current issue with local Northern companies as well.

### 1) Appeals Tribunal Decision – ~~Mr. Kevin Woolnough~~

On July 31, 2012 the Workers' Safety and Compensation Commission (WSCC) requested that the Governance Council direct the Appeals Tribunal to rehear **an** ~~the above noted~~ Appeal and that the existing decision of the Appeals Tribunal be stayed pending the rehearing. The Governance Council met on August 16, 2012 and agreed to stay the Appeals Tribunal decision pending any submissions from the appellants ~~Mr. Woolnough~~ and further discussion and consideration by the Governance Council at a later date.

If the Governance Council directs the Appeals Tribunal to rehear this appeal, the Appeals Tribunal will be advised of the direction. The Appeals Tribunal will then set a date for the rehearing and will go through the regular process for reviewing appeals.

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut approved to direct the Appeals Tribunal to rehear the appeal of ~~Kevin Woolnough~~, appeal number 2519-1-1-0 and to further stay the original decision until the rehearing concludes.  
**12/09-015– Carried**

## 3. DISCUSSION/PRESENTATION ITEMS

### a) Q2 Investment Report and Investment Manager Review

*The Governance Council welcomed Brad Bondy, Aon Consulting, Miranda Bass, Corporate Comptroller, and Jeremy Stringer, Manager, Treasury and Procurement, to the meeting.*

The two major sources of revenue for the WSCC are employer assessments and investment revenues. The first source is managed by the Governance Council through the setting of assessment rates, and the second is guided by the WSCC's Investment Policy statements.



## **O2 Investment report and Investment Manager Review cont'd**

Most tasks associated with investments are delegated to investment professionals:

- The investment consultant, Brad Bondy with Aon Consulting, provides analytical services to evaluate the portfolio managers and advice on the Asset Mix (the structure of the portfolio).

At this meeting, portfolio manager Bentall appeared before the Council; their last visit to Yellowknife was 2009. In addition, TimeSquare Capital Management and Westwood appeared before the GC for the first time to provide an overview of their companies and offer their thoughts on the U.S. Small Cap equity market. The investment consultant will also provide a general overview of markets, performance, and manager compliance.

The Governance Council directed Administration and the Investment Consultant to close the passive bond portfolio with Fiera and move the approx. \$9 million to the active bond portfolio with Fiera.

### **b) Strategic Priorities and Goals**

#### **i) Q2 Performance Report**

The Quarterly Performance is a new report in 2012 and replaces its predecessor, the Quarterly Activities Report. This quarterly performance report stems from the 2012 Corporate Plan. It provides a current snap shot of what the WSCC are doing to achieve its goals. It also indicates whether the WSCC is successfully working towards its Vision and Mission. For each available performance measure, the WSCC indicates whether it is on track, lagging or off track with its targets.

Every month, units provide updates on their key performance indicators, including a review of key initiatives for that month. On a quarterly basis, the WSCC prepares this Quarterly Performance Report; it is distributed to the Governance Council, WSCC employees and stakeholders.

### **c) Outstanding Litigation and Appeals Tribunal Decisions**

In carrying out its mandate, the WSCC is sometimes required to enforce its legal rights in court, clarify its legal obligations and responsibilities, defend its decisions, and hold people and companies liable for non-compliance with legislation such as the *Safety Act*.

This report contained:

- Outstanding non-third party litigation involving the WSCC,
- Prosecutions commenced by the WSCC,
- Short term contracts for legal services, and
- Appeals Tribunal decisions released between May 1, 2012 and July 31, 2012.

### **d) 2013 Corporate Planning Calendar**

The Governance Council set the meeting dates and approved the planning calendar for 2013. The meeting dates for 2013 are:

- March 4-8 in Iqaluit, NU
- June 3-7 in Yellowknife, NT
- September 9-13 in Yellowknife, NT
- December 2-6 in Yellowknife, NT

### **e) Policy 03.05 – Renewable Resource Harvesters**

The three year cycle of the Comprehensive Policy Review Plan identified Policy 03.05, Renewable Resource Harvesters, for review.

Section 5(2) of the *Workers' Compensation Acts* establish that the cost of providing compensation to a renewable resource harvester is paid according to an agreement entered into between the Workers' Safety and Compensation Commission (WSCC) and either the Government of the Northwest Territories or the Government of Nunavut.

### **Policy 03.05 – Renewable Resource Harvesters cont'd**

These agreements are maintained in Memorandums of Understanding (MOU) between the WSCC and each government. The current MOU's are effective April 1, 2009 in Nunavut and September 30, 2011 in the Northwest Territories.

Section 7.2 of the Northwest Territories MOU and Section 12 of the Nunavut MOU require the WSCC to notify each government, in writing, when considering amendments to either the *Workers' Compensation Acts* or the policy which relate exclusively to the Renewable Resource Harvester Program. The WSCC also requires written consent from both governments to amend the policy.

WSCC Administration provided written notification to the Governments of the Northwest Territories and Nunavut of its intent to conduct a review of Policy 03.05, Renewable Resource Harvesters on March 21, 2012. The Government of Nunavut provided a response on April 17, 2012 and the Government of the Northwest Territories on May 8, 2012.

The WSCC requested the Governance Council review the proposed amendments and grant permission to present them to both governments. The WSCC will present the final draft policy to the Governance Council once written consent is received from both governments.

The Governance Council agreed to the proposed changes and directed Administration share the draft policies with the governments for approval.

#### **f) GNWT Presentation – Safe Advantage Results**

*The Governance Council welcomed Sheila Bassi-Kellet, Deputy Minister of Human Resources and Laura Gareau, Director of Corporate Human Resources to the meeting.*

The Government of the Northwest Territories requested an opportunity to make a presentation to the Governance Council to discuss the recent Safe Advantage Penalty and options for the government going forward.

The GNWT was faced with a substantial Management Practices penalty for 2011/2012. During the presentation, they indicated they would provide WSCC remittances separately for each Department, Board and Agency to:

## **GNWT Presentation – Safe Advantage Results cont'd**

Enable the Safe Advantage Program to be applied consistently for all departments, boards and agencies enable those with low claims experience costs and good safety practices to receive incentives under the Safe Advantage program and line up accountability under the safe advantage program for occupational health and safety of employees appropriately.

The GNWT also proposed the Governance Council direct allocation of the GNWT's Management Practices Penalty for 2011/2012 to provide dedicated training to managers and employees across the GNWT and specifically for worksites with high claims experience costs, on good occupational health and safety practices.

The GNWT also recommended the WSCC consider a review and revamp of the Safe Advantage program.

The Governance Council assured the GNWT representatives that a review of the program is planned for 2013, as it is mandated to have a review after 5 years of the program being implemented.

The Governance Council will consider and discuss the proposal of the GNWT and reply formally, through a letter, with their decision.

## **4. INFORMATION ITEMS**

- a) 2013 Supplementary Pension Increase**
- b) Quarterly Compliance Report – NSA and NTFL**
- c) 2011/2012 Safe Advantage results**
- d) Employer Consultation Process**

## **5. NEXT MEETING**

- a) December 2012 Corporate Planning Calendar**
- b) Draft December 2012 Governance Council Agenda**

**6. IN CAMERA SESSION**

- a) Governance Council Evaluation**
- b) Meeting Evaluation**

**7. ADJOURNMENT**

*There being no further business to discuss, the meeting adjourned at 17:25 pm on September 13, 2012.*

On a motion duly moved and seconded, the Governance Council of the Workers' Safety & Compensation Commission of the Northwest Territories and Nunavut adjourned its September 11-13, 2012, meeting, in Yellowknife, NT.

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*Date*

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*Chairperson*

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*Date*

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*Corporate Secretary*