



Annual Report 2023-2024

# Making Workplaces Safe: A Year in Review

WSN Health and Safety Training Centre  
and Ontario headquarters in North Bay



WSN Health and Safety Training Centre  
and Ontario Mine Rescue headquarters in Sudbury



# Contents

1. [About Workplace Safety North](#)
2. [Message from the Board Chair and CEO](#)
3. [Statistical Overview and Industry Trends](#)
4. [Achievement Highlights](#)
5. [Prevention Office and Evidence-based Initiatives](#)
6. [Education Programs and Information Resources](#)
7. [Ontario Mine Rescue](#)
8. [Governance and Industry Advisors](#)
9. [Staff Highlights](#)
10. [Strategic Direction](#)
11. [Financials](#)



# About Workplace Safety North

An independent not-for-profit, Workplace Safety North (WSN) is one of four sector-based health and safety associations in Ontario. Headquartered in northern Ontario, WSN administers the Ontario Mine Rescue program, and provides government-approved workplace health and safety training and services for the Ontario mining and forest products industries.

## Vision

Every worker, home safe and healthy.

## Mission

We are a force for positive action – anticipating and responding to the greatest needs of our clients, and bringing together our partners, members, and diverse communities to build safer, healthier, stronger workplaces.

## Values

Compassion, integrity, respect, and team spirit shape who we are and how we work.





# Sectors served



## Forestry

- Logging - Conventional and Mechanical
- Milled Wood Products includes wood container, pallet manufacturing, and products
- Sawmills
- Silviculture
- Veneer, Plywood, and Wood Preservation



## Paper, Printing, and Converting

- Corrugated and Solid Fibre Boxes
- Folding Cartons
- Paper Products
- Printing, Platemaking, and Binding
- Pulp, Newsprint, and Specialty Paper



## Surface and Underground Mines

- Mine Rescue
- Nickel and Copper Mines
- Gold and Silver Mines
- Salt and Gypsum Mines
- Mine Drilling and Exploration
- Mining Support Activities
- Other Mines





# Message from the Board Chair and Chief Executive Officer

690



# Making Workplaces Safe: A Year in Review

As we reflect on the achievements of 2023-24, it is with great pride and gratitude we present the annual report of Workplace Safety North (WSN) and Ontario Mine Rescue (OMR).

This year was marked by transformative change, notable achievements, innovations, and a steadfast commitment to advancing health, safety, and emergency response across Ontario workplaces. These successes are a testament to the dedication and support of our staff, members, funders, and partners. We extend our heartfelt thanks to each of you for your invaluable contributions.

A special acknowledgment goes to Roy Slack for his inspiration for this year's message and a clear takeaway for the future. At the 2023 Mining Health and Safety Conference we honoured Roy with a lifetime achievement award. His words that day resonated deeply: "We are not just here to make workplaces safer. We are here to make workplaces safe. Period."

In practice, making workplaces safer is often seen as more realistic because it acknowledges the complexity and changing nature of workplace environments. It recognizes that new hazards can emerge, and safety measures need continuous updates. It acknowledges that safety is a spectrum and that any improvement, no matter how small, contributes to making the workplace better than it was before.

Making workplaces safe encourages proactive risk management, regular training, and the adoption of new safety technologies and practices. It fosters a culture of health and safety where everyone takes part in identifying and mitigating risks, ensuring that health and safety improvements are part of an ongoing dialogue and action plan that brings every worker home safe and healthy.

And that is how we look forward. Focused on enhancing our services, expanding our reach, and relentlessly pursuing the goal of making workplaces safe. Period.



**Lydia Renton**  
WSN Board Chair



**Mike Parent**  
WSN President and Chief Executive Officer







# Workplace Health and Safety Snapshot for Ontario Forestry, Paper, Printing, and Converting Sector in 2023

[Click to view full infographic](#)



## Events resulting in lost-time injury or illness

Injury or illness severe enough to require one or more days lost from work







# Workplace Health and Safety Snapshot for Ontario Mining Sector in 2023

[Click to view full infographic](#)



## Events resulting in lost-time injury or illness

Injury or illness severe enough to require one or more days lost from work





# The Year in Numbers: Ontario Forest Products and Mining Sectors

Making connections: sharing knowledge and resources

	2021	2022	2023
Client consultations	751	889	794
Total consulting hours	5,709	4,315	4,278
Participant training days - Health and Safety Services	6,803	8,782	9,039
Participant training days - Mine Rescue	5,546	7,304	8,162
Information products distributed	1,351,797	2,038,369	1,187,935
WSN Member lost-time injury rate	1.31	1.24	0.92
WSN Member total injury rate	4.32	4.29	3.78





## Forest Products Sector Statistics

	2021	2022	2023
<b>Forestry</b>			
Full-time equivalent workers	22,704	26,884	23,735
Lost-time injury rate	2.47	2.1	1.77
Total injury rate	7.08	6.47	5.89
<b>Paper, Printing, and Converting</b>			
FTE workers	46,689	42,943	45,845
LTI rate	0.79	0.70	0.61
TI rate	2.58	2.24	2.14



# Mining Sector Statistics

	2021	2022	2023
FTE workers	24,971	23,894	26,391
LTI rate	1.25	1.25	0.70
TI rate	5.07	5.51	4.53

Source: Workplace Safety and Insurance Board Enterprise Information Warehouse

Lost-time injury (LTI) and total injury (TI) frequency rates are a ratio of the injuries reported per 100 full-time equivalent employees (FTE) for the injury year specified.

Note: WSIB changed sector category definitions from rate groups to the North American Industry Classification System (NAICS) in 2020.



A photograph of three workers in a factory setting. A man in a yellow safety vest is shaking hands with a woman in an orange safety vest who is holding a clipboard. Another man in a yellow safety vest stands in the background. The scene is lit with a greenish-yellow glow.

# Achievement Highlights





794

Client consultations

4,278

Total consultation hours

9,039

Participant training days - Prevention Services

8,162

Participant training days - Mine Rescue



6

Industry Advisory Committees

54

Firms participating in the  
Health and Safety Excellence program

387

Firms participating in the  
Safe Workplace Ontario program

1,187,935

Information products and resources distributed via newsletter,  
email, website, and YouTube videos







# Risk Management Awards program

Ontario mining company receives recognition for managing top risks in their sector

- Congratulations to Lake Shore Gold – Timmins West Mine (owned by Pan American Silver)!
- Use of evidence-based research to focus on the most effective ways to protect workers
- Follow control activities designed to minimize risk and keep workers healthy and safe from the top mining sector risk targets pedestrian and mobile equipment interaction

In 2024-2025, the WSN awards program transitions to a workplace culture maturity format.



# New Workplace Culture Maturity Awards program

Companies with strong safety cultures are statistically safer  
WSN created a new recognition program in 2024 for Ontario mining and forest products companies.

In 2017, the Institute for Work and Health validated the WSN Climate Assessment and Audit Tool (CAAT) and found that companies with strong safety cultures had fewer cases of injured worker compensation claims.

Now firms have the opportunity to use this tool and qualify for an award from Workplace Safety North.

[Read more](#)







# Consulting Initiatives

WSN had 794 client consultations and 4,278 consultation hours throughout the year to assist firms with the following services:

- WSIB Health and Safety Excellence program
- Auditing
- Common core skills assessment and coaching
- Custom training
- Emergency preparedness and response audits
- Ground control audits and assessments
- Industrial hygiene assistance: dust, noise, designated substances, hazard products, etc.
- Leadership development
- Psychological health and safety
- Safe Work Ontario
- Occupational exposure monitoring programs
- Occupational health and safety program development and improvement
- Risk management and root cause analysis
- Signing authority audit coaching
- Site risk assessments
- Workplace culture assessments (CAAT) and improvement action plans
- Workplace violence risk assessments and programs



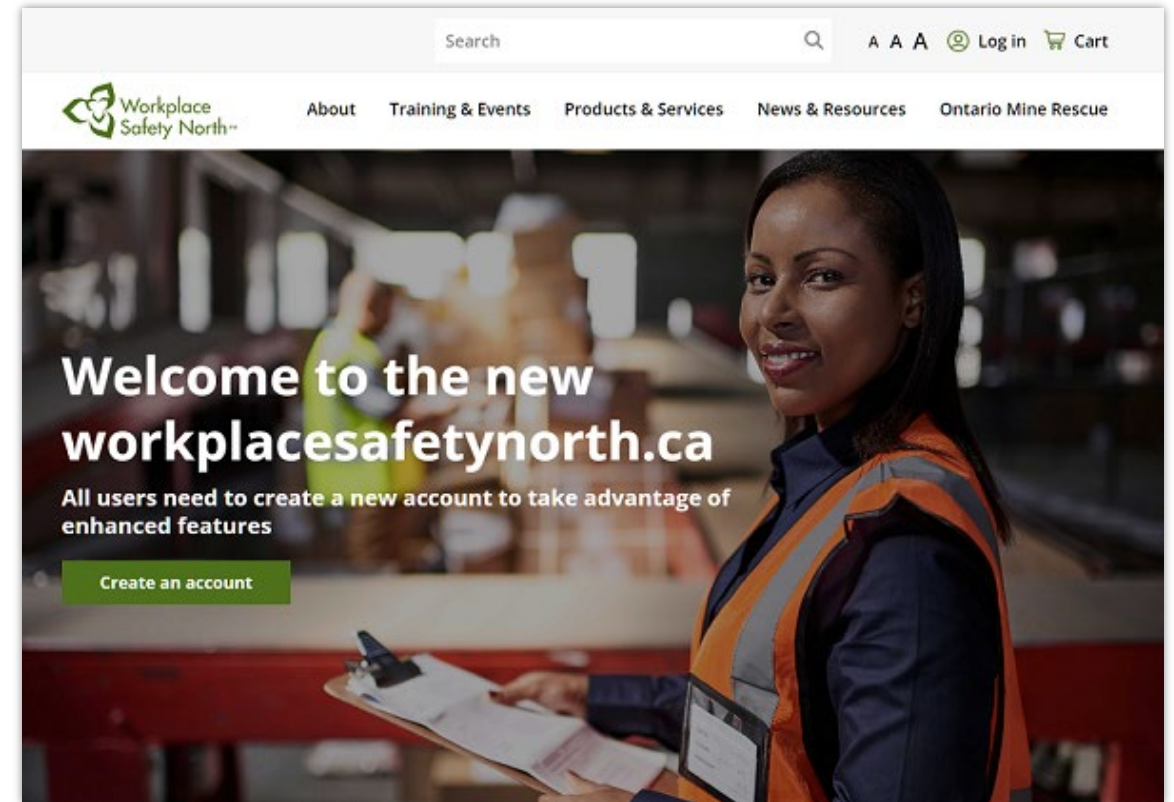


# Empowering businesses: WSN launches new upgraded website

Streamlined navigation and enhanced features simplify user experience

- Clean, modern look with diverse imagery is mobile-friendly to ensure seamless navigation
- All users who book training or plan to attend an event can create a new account to take advantage of enhanced features
- Self-service account management, autofill options, and bundled course recommendations enhance user experience
- Simplified navigation and quick links

[Read more](#)



# Prevention Office and Evidence-based Initiatives







# Industry risk assessments and analyses

WSN has embraced the evidence-based approach since its introduction to the Ontario occupational health and safety system.

With the participation of industry experts representing both workers and management, the workshops help identify the highest risks in a specific sector, and their root causes.

In 2023-2024, six research projects were conducted for the following industries:

1. [Underground mining risk assessment](#)
2. [Root cause analysis of collisions in underground mines](#)
3. [Logging root cause analysis on top causes of driving hazards](#)
4. Silviculture root cause analyses
  - [Environmental risks](#)
  - [Passenger vehicle hazards](#)
5. [Paper products risk assessment](#)

The workshop results provide a strong basis for assessing industry needs and help determine training and resource opportunities to make workplaces safer.





# Psychological Health and Safety Project

In its final year now, funding for the three-year workplace mental health (MH) project was used to develop and deliver in-person and online training programs for mining and forestry operations, including an online portal where workers and employers can access mental health tools and resources 24-7, as well as free resources and awareness sessions for small businesses.

## Accomplishments over three-year project period

- Six courses added to catalogue
- 7 new collaborative partnerships
- 190 Training sessions
- 102 Unique clients consulted
- 147 Workplace mental health consultations
- 1,781 materials distributed
- 2,901 participants in training sessions
- 6,775 participant training hours







619

Mental health materials distributed

1,152

Mental health training participants

86%

Felt comfortable discussing mental health  
in the workplace

92%

Increased their prevention knowledge

90%

Changed their practice or behaviour

26

Firms consulted regarding  
workplace mental health

73

Mental health training sessions

4

New workplace mental health  
materials developed

393

YouTube views of WSN mental health safety  
talks and webinars







## Help for small businesses

103

New small business occupational health and safety materials developed

10

Educational webinars on prevention

12,293

Small business participant training hours

1,570

Small business consultation hours

199

Small businesses receiving consultation



# Health and Safety Excellence program

Workplace Safety North is an approved provider of the Workplace Safety and Insurance Board (WSIB) [Health and Safety Excellence program](#).

Through the Excellence program, WSN helps small businesses develop health and safety program material to meet WSIB program requirements and achieve a successful evaluation.

Successful firms not only improve workplace safety but also receive a financial reward in the form of a WSIB premium rebate.

## \$744,376

WSIB 2023 Excellence program rebate for  
55 WSN-sponsored firms that advanced their health  
and safety programs





# Education Programs and Information Resources







## Programs developed because of research

Throughout 2023-2024, WSN developed and enhanced course materials and audit tools that support the results of risk-based workshops.

- The Competent Supervisor Refresher training course was developed from recommendations from the corrugating industry risk assessment and root cause analysis in 2022.
- Lockout-tagout (LOTO) – Dedicated audits with health and safety specialist guidance address hazard recognition, risk assessment, LOTO program scope, processes, control effectiveness, training competency, contractor management, and continuous improvement.

WSN continues to build leading-edge resource and training material using an evidence-based approach, focused on leading indicators to ensure the best results for injury prevention.



# New hybrid safety training for Ontario companies

New hybrid training lets participants learn in two ways: in person or online. This means they can join a class from anywhere in the province and get live guidance from safety experts.

Special technology, including a sound-activated camera that tracks the instructor's voice as they teach in the classroom, along with questions from the class, ensures virtual participants feel like they are in the classroom with everyone else.

[Read more](#)





## New training initiatives

New courses on mental health awareness: Learners can now attend training to better understand workplace mental health. Topics include stamping out stigma, engaging in meaningful conversations, as well as young workers and mental health. There's also a special course for leaders, and a train-the-trainer program for those who would like to teach the courses.

New Competent Supervisor Refresher training as requested by member firms



# Updated training options, courses, and videos

- **More French-language options** for JHSC certification, plus new hybrid training options for Francophone learners across Ontario.
- **Updated propane safety training** approved by the Technical Standards Safety Authority.
- **Developed and updated Working at Heights and Working at Heights Refresher training suite** to meet new Chief Prevention Office program standard requirements.
- **Review and update of mining common core suite** for front-line supervisors with significant changes to many modules; new hybrid delivery option to expand outreach across Ontario; continued adherence to modular training program standard.
- **Updated training videos** in English and French for JHSC certification programs.

[View training catalogue](#)






# Hazard Alert

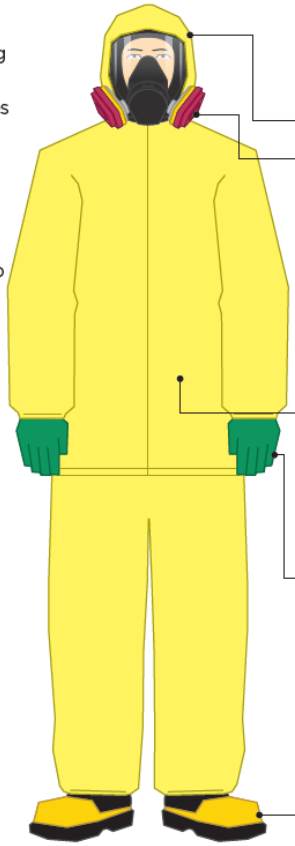
## Know the dangers of cyanide

### Signs of exposure

-  Causes changes in breathing
-  Eye irritation, bloodshot eyes
-  Cherry red skin
-  Headache and dizziness
-  Feeling sick and throwing up
-  Change in heart rate
-  Confusion and agitation

 Cyanide is a corrosive harmful chemical used in industrial processes like gold extraction and in laboratories.

- It can be a liquid, solid, or gas
- Even a small amount can be deadly when it directly enters the body
- Stops cells from delivering oxygen to the body
- Ontario has a specific occupational exposure limit for cyanide



### Chemical-resistant personal protective equipment (PPE) must be worn

- Hardhat
- Full-face respirator with a combination organic vapour, acid gas, and particulate cartridge or filter to protect against any cyanide dust in the air
- During emergency response, use full-face-piece self-contained breathing apparatus (SCBA)
- Totally encapsulating chemical-resistant suit or disposable coveralls (hooded, elastic cuffs, attached boots)
- Wear clothing under disposable coveralls
- Chemical-resistant gloves (inner and outer layer)
- Chemical-resistant boots with steel toe (optional attached boots or boot covers)

Download online:  
workplacesafetynorth.ca/en/resource/cyanide-hazard-alert-and-information-sheet



## New resource information

- [Resources on electric vehicle hazards](#) in mining and other industries, developed in collaboration with health and safety partners
- Health and Safety Excellence program guides for quarterly regional meetings; provide program members with tools, resources, and guidance
- [Hazard alerts](#): cyanide, power tool batteries
- [Unusual occurrence report for groundfall or rockburst](#) – reference guide plus fillable PDF
- [Safe storage, transportation, and handling of explosives](#) - guideline
- [Mining industry signing authority audit resources](#)





# New resource information

- **Risk management tools**: information sheet, overview of law, best practices, and fillable PDF gap assessment tool
- **Top sector risks and root causes**: Latest industry research includes new workshop results and posters show for the following sectors:
  - Surface diamond drilling
  - Underground Mines
  - Logging Operations
  - Silviculture (tree planting)
- **Top occupational disease risk posters** for mining, forestry, and pulp and paper sectors



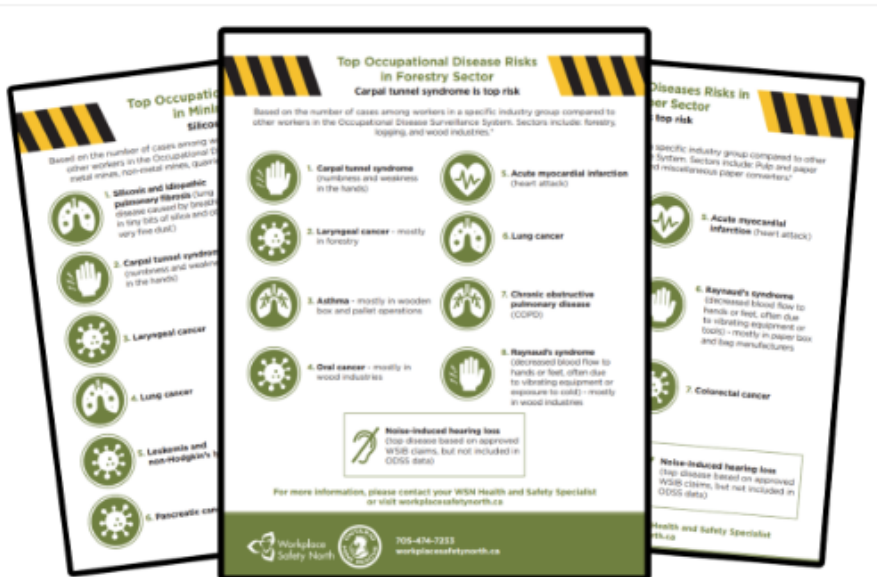


# Posters show top occupational disease risks in forestry, mining, and pulp and paper sectors

OHS December 14, 2023

By OHS Canada

Health & Safety



Screenshots of the new safety posters.

# Raising awareness about important health and safety information

## 203

New occupational health and safety materials developed

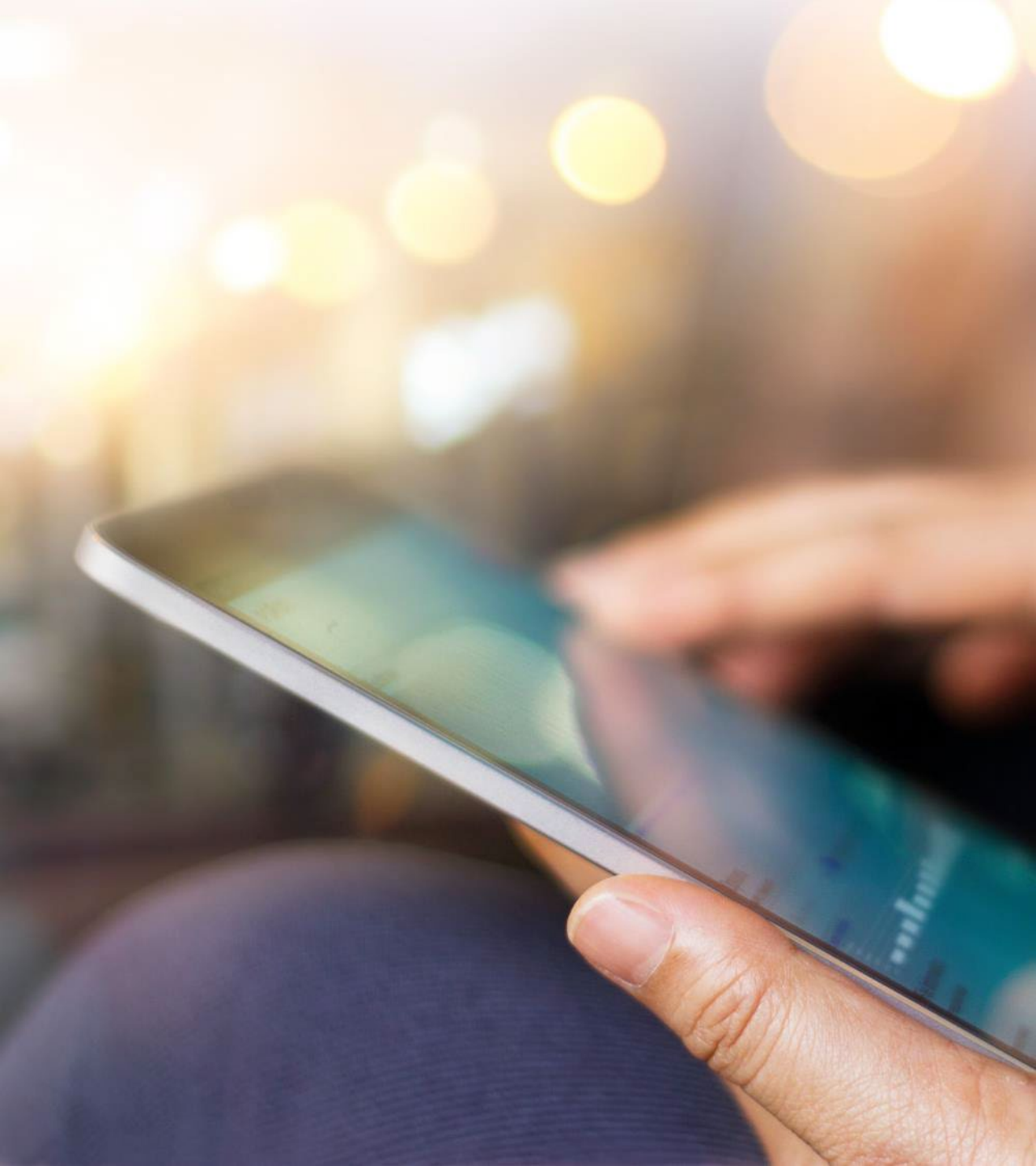
## 1,187,935

Occupational health and safety materials distributed via email, newsletter, video, social media, and media

## 126

Earned media stories promoting safer workplaces





211,333

Website sessions

537,078

Total page views

50,018

Downloads

3,127

Top download "Heat Stress Awareness Guide"

18,666

Top landing page: "How to manage heat stress in the workplace"

1,567

Participants attending 14 online and in-person events

17,163

Combined social media audience on LinkedIn, Twitter, YouTube, Facebook, and Instagram

71,329

YouTube video views

30

New videos

5,812

Total YouTube watch time hours







# Battery electric vehicle safety in mines

## Assessing risks and managing hazards of newer technology

On February 15, 2024, Workplace Safety North and Cambrian College hosted a hybrid mining safety event on battery electric vehicles. For the first time, WSN offered the popular event at a larger venue to accommodate industry demand.

### Symposium topics

- Industry case studies
- Hazard management
- Equipment manufacturing
- Training and risk assessment
- On-site tour of Cambrian College Electric Vehicle Research Lab

[Learn more](#)



# Mining health and safety conference

From April 18 to 20, 2023, WSN hosted the 25th annual conference in Sudbury and through global video livestream.

The event gives professionals the opportunity to network and learn about the latest advancements in mining health and safety.

The theme, "Evolution of mining safety: Past reflections and future innovations," was a celebration of 25 years of helping make mining workplaces safer.

Key areas of focus

- High-risk hazards specific to underground work
- Workplace well-being and mental health
- Safety culture and management systems
- Research and innovation
- Emergency preparedness and mine rescue

[Read more](#)







# Ontario Mine Rescue





916

Ontario Mine Rescue volunteer responders

65,296

Participant training hours

946

Mine rescue training sessions

512,631

Kilometres travelled to deliver legislated program

5,874

Hours spent training under oxygen

Ontario Mine Rescue is responsible for a staff of District Mine Rescue Officers, a province-wide inventory of mine rescue response equipment, and the assurance of emergency response capability at all operating mines.



# Mine Emergency Incidents

23

Mine rescue operations conducted

1,276

Mine workers forced to take refuge






## Mine rescue skills put to the test at annual competition

From June 13 to 16, 2023, Ontario Mine Rescue hosted the provincial competition at the Canadian Gypsum Company (CGC) Hagersville Mine. The winners were announced at a banquet on the final evening.

[Read more](#)

A group of seven mine rescue team members posing in front of an industrial facility. They are wearing orange and red high-visibility safety suits, white hard hats, and carrying breathing apparatus. The background shows large industrial buildings and conveyor belts.

Ontario Mine Rescue 2023 provincial competition winning team is Lake Shore Gold Timmins West-Bell Creek Mines, from left to right (back row): Serge Roy, Blade Cashmore, Brandon Duhan, Shane Sullivan, Mike Bennett; (front row): Natalie Lafontaine, Terry Roy, and Adam Weagle.



# Ontario Partners in Prevention

WSN regularly works with Ontario health and safety system partners to share information and resources and offer expertise. Many industry and academic partnerships are also formed from ongoing risk-based research and measurement of outcomes.

Cambrian College

Centre of Research Expertise  
for the Prevention of  
Musculoskeletal Disorders

Centre for Research Expertise  
in Occupational Disease

Centre for Research in  
Occupational Safety  
and Health

Infrastructure Health and  
Safety Association

Institute for Work and Health

Lakehead University

Laurentian University

NORCAT

Occupational Cancer  
Research Centre

Occupational Health Clinics  
for Ontario Workers

Ontario Forest  
Industries Association

Ontario Ministry of Labour,  
Immigration, Training and  
Skills Development

Public Services Health and  
Safety Association

Sustainable Forestry Initiative

WSN Advisory Committees  
and Member Firms

Workers Health and  
Safety Centre

Workplace Safety and  
Prevention Services

Workplace Safety and  
Insurance Board



A photograph of a desk setup with a laptop, a pair of glasses, and some papers. The image is overlaid with a green and yellow gradient. The text "Governance and Industry Advisors" is centered in white.

# Governance and Industry Advisors





April 2023-March 2024

## Industry Advisory Committees

Helping make Ontario workplaces safer

WSN Advisory Committees are made of up industry volunteers who meet quarterly to discuss industry issues and provide guidance on WSN programming and resource material.

Board and committee volunteers help WSN fulfill its safety mandate and maintain closeness and familiarity with the day-to-day realities of Ontario resource industries.

Companies participate in WSN-sponsored research, planning, and events – all of which have helped to build solid working relationships with industry.

This collaborative approach helps increase awareness, knowledge, and consistency with regards to the occupational health and safety needs of Ontario workplaces.



# Board of Directors

Thank you to the WSN Board of Directors for helping ensure accountability, transparency, and excellence in all that Workplace Safety North does.

**Lydia Renton** (Chair)

Director – Corporate Occupational Hygiene and Safety  
BluMetric Environmental, Ottawa

**Derek Budge** (Vice Chair)

Health, Safety and Environment Director  
The Redpath Group, North Bay

**Jason Bubba**

Chief Operating Officer  
NORCAT, Sudbury

**Louise Caicco Tett**

President  
Health and Safety Professionals, Sault Ste. Marie

**Marilyn Findlay**

Health and Safety Manager  
Dryden Fibre Canada, Dryden

**Michele Gilbert**

Learning and Development Manager, North Atlantic Operations  
Vale, Sudbury

**Marshall Greensides**

Plant Manager  
MAX Solutions, Pickering

**Eric Haapamaki**

Vice President, Business and Product Development  
The EPCM Group, Oakville

**Sandra Haddad**

President  
JDB Haddad Legal Services, Sudbury

**David Kelly**

Underground Heavy Equipment Mechanic and Mine Rescue  
Volunteer  
Compass Minerals, Goderich

**Chris Price**

HSE Director, North America; Minerals and Metals  
AtkinsRéalis, Sudbury

**Andrew Tempelman**

Process Technician, Technical Services  
Resolute Forest Products, Thunder Bay





# Forest Products Advisory Committee

## **Jesse Kydd** (Chair)

Senior Environment, Health and Safety Specialist  
GreenFirst Forest Products, Cochrane

## **Stewart Taylor** (Vice Chair)

Health and Safety Manager  
Graphic Packaging International, Cobourg

## **Norm Antonio**

Machine Operator - Lead Hand  
Atlantic Packaging, Brampton

## **Scotia Biloski**

Forestry Advisor - Metis Nation of Ontario/Lands, Resources and  
Consultations Branch, Thunder Bay

## **Beckie Gallardi**

Vice President, Human Resources  
GreenFirst Forest Products, North Bay

## **Jenanne Graham**

Health and Safety Environment Manager  
Jones Healthcare Group, London

## **Dana Greenly**

Health and Safety Director  
Atlantic Packaging, Scarborough

## **Robin McCullough**

Occupational Health and Safety Coordinator  
Brinkman Reforestation, British Columbia and Ontario

## **Victor McKee**

Safety Superintendent  
Resolute Forest Products, Thunder Bay

## **Christina Merrett**

Environmental, Health and Safety Coordinator  
Interfor, Timmins

## **Troy Rosborough**

Health and Safety Environment Manager  
Jones Healthcare Group, London

## **Provincial Forestry Tripartite Committee**

WSN also participates in an industry-led Provincial Forestry Tripartite Committee which plays an integral role in the development of government modular training programs.



# Mining Advisory Committee

**Michael Ferguson** (Chair)

Engineering Manager - Capital Equipment  
Boart Longyear, North Bay

**Steve Wrixon** (Vice Chair)

General Manager Health and Safety  
Cementation Canada, North Bay

**Chris Bamberger**

Safety and Training Supervisor – Fielding Office  
Technica Mining, Sudbury

**Aaron Duckworth**

Certified Worker Representative  
Compass Minerals, Goderich

**Don Langlois**

Manager Health, North Atlantic Operations  
Vale, Sudbury

**Louise Lowe**

Executive Director  
Canadian Diamond Drillers Association, North Bay

**Robert McVeigh**

Technical Service Manager  
Compass Minerals, Goderich

**Tyler Neeley**

Health, Safety and Training Lead - Projects  
Dumas, Timmins

**Tom Rannelli**

Business Development Officer, North American Underground  
Operations  
Major Drilling, Val Caron

**Julia Salvalaggio**

Regional Human Resources Manager  
MacLean Engineering and Marketing, Sudbury

**Darren Toner**

Manager of Health, Safety, Environment and Risk  
Vale, Sudbury

The WSN Mining Advisory Committee also oversees three Technical Advisory Committees (TACs) made up of volunteers from the mining industry: ground control, mobile equipment, and workplace environment. Thank you to the many volunteers and your sponsoring organizations – your contributions are critical to advancing health and safety.





# Ontario Mine Rescue Technical Advisory Committee

## **Iain McKillip** (Chair)

Glencore Kidd Operations  
Timmins District Industry Representative

## **Andre Lefebvre** (Vice Chair)

Glencore, Sudbury INO, Fraser Mine  
Active Mine Rescue Volunteers' Representative

## **Brad Bastien**

Glencore Sudbury INO, Fraser Mine  
Onaping District Industry Representative

## **Shaun Carter**

Ministry of Labour, Immigration, Training and Skills Development  
Government MLITSD Representative

## **Dennis Hogan**

Compass Minerals, Goderich Mine  
Southern District Industry Representative

## **Norm Ladouceur/Justin Arseneau**

Kirkland Lake District Industry Representative  
Agnico Eagle Detour and Macassa Mines

## **Denis Leduc**

Argonaut Gold - Magino Project  
Algoma District Industry Representative

## **Greg MacMillan**

Vale Canada, Creighton Mine  
Sudbury District Industry Representative

## **Jamie Mortonson**

McIntyre and Associates  
Ontario Mine Contractors Safety Association Industry  
Representative

## **Gord Paddock**

Thunder Bay District Industry Representative  
Impala Canada, Lac des Iles Mine

## **Jason St. Onge**

Evolution Mining, Red Lake Operations  
Red Lake District Industry Representative

## **Shawn Rideout**

Chief Mine Rescue Officer  
Workplace Safety North

## **Jason Leger**

Ontario Mine Rescue Officer Representative  
Workplace Safety North

## **Gorden Sullivan**

Ontario Mine Rescue Technical Standards Officer  
Workplace Safety North



# Staff Highlights





# WSN Director recognized as one of the top safety leaders in Canada

On May 4, 2023, Canadian Occupational Safety magazine announced Cindy Schiewek, Director of Health and Safety Services at Workplace Safety North (WSN), was named one of the top female safety leaders in Canada.

Schiewek helped develop a new tool that measures workplace safety culture and was awarded for her efforts. She is a Canadian Registered Safety Professional, a certified psychological health and safety advisor, and is completing her master's in business administration.

[Read more](#)

THE SUDBURY STAR

News / Local News

## Workplace Safety North director one of Canada's top women in safety

*Cindy Schiewek helps develop a new tool that measures workplace safety culture and stresses physical and psychological safety*

Star Staff

Published May 09, 2023 • Last updated May 10, 2023 • 2 minute read

Join the conversation



Cindy Schiewek, director of health and safety services at Workplace Safety North, has been recognized by Canadian Occupational Safety magazine as one of the top female safety leaders in Canada.



# Staff Service Loyalty Milestones

## 5 Years

Scott Gillett  
Adrienne Allam  
Ted Greenwood  
Matthew VandenHeuvel

## 10 Years

Ken Chan  
Meg Parker  
Doug Rogers  
Penny Pagan

## 15 Years

Duane Crosswell

## 20 Years

James Johnstone  
Becky Stockermans

## 25 Years

Jerry Traer

## Retirements

Paul Andre  
Gilles Boisvert  
James Johnstone





# Employer-supported volunteer hours in 2023

WSN employees are encouraged to volunteer their time and energy to community causes that are important to them. WSN offers one paid volunteer day per calendar year. In 2023, WSN staff contributed 269 employer-supported hours towards community causes important to them.



In December 2023, WSN staff members volunteered to wrap gifts at the local mall to raise money for Big Brothers Big Sisters.

# Mental Health at Work

In 2024, WSN received the Canada Award for Excellence Platinum Certification in Mental Health at Work.

Excellence Canada’s framework aligns with the requirements of the National Standard of Canada for Psychological Health and Safety in the Workplace.

The standard helps ensure success through a focus on policies, practices, and programs to achieve measurable results and create a healthier and more productive environment.



# Strategic Directions







The strategic plan builds on WSN strengths in three intersecting themes for impact: sector focus, system collaboration, and digital optimization.

[View Workplace Safety North Strategic Plan](#)



Sector Focus



System Collaboration



Digital Optimization



[workplacesafetynorth.ca](http://workplacesafetynorth.ca)

[Download financials](#)