

Workplace Safety North

# Strategic Directions





Our Plan and Our Purpose:

# Make Workplaces Safer

Workplace Safety North and Ontario Mine Rescue are excited to present our latest strategic plan, which stands as an extension and expansion of the 2025 plan.

It sets out our collective vision, purpose, goals and strategies for the years ahead. It guides our decisions and actions—inspiring the very best in our staff, our Board, our Advisory Committees, our members, and our partners.

We hope you will join us on this journey to make workplaces safer and healthier through sector impact, digital transformation, and operational excellence.



**Derek Budge**  
WSN Board Chair



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



## **Our vision**

Every worker home safe and healthy.

## **Our 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.

## **Our Values**

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



**This strategic plan leverages our strengths in three interconnected areas to make workplaces safer:**







# Sector Impact



**Our unparalleled sector health and safety expertise is our greatest strength and most valuable offering.**

**Objectives:**

- Segmentation
- Risk-Based Prioritization
- Strategic Collaborations





# Segmentation

## Activities:

- Design and implement sector-specific engagement plans tailored to firm size and maturity level, with a focus on scalable and right-touch solutions.
- Expand prevention and emergency services to all surface mines, mining plants, and aggregate operations, ensuring coverage and support.
- Expand small business programming and provide simplified compliance support.



# Risk-Based Prioritization

## Activities:

- Develop a risk-based prioritization framework to identify and address critical occupational health and safety challenges.
- Use harmonized risk assessment and root cause analysis (RA/RCA) data to rationalize our current offerings as we create a simplified solutions portfolio.







# Strategic Collaborations

## Activities:

- Forge win-win partnerships to align resources and approaches to collectively achieve mutual goals and enhance occupational health and safety outcomes.



# Digital Transformation



**New digital solutions will help us extend our reach and make prevention more accessible, inclusive, and affordable.**

**Objective:**

- Empower Through Technology





# Empower Through Technology

## Activities:

- Continuously enhance our digital infrastructure to improve the user experience and expand our service delivery options.
- Connect clients to self-serve, on-demand health and safety services. Make knowledge-based health and safety solutions and resources accessible anytime, anywhere.
- Provide employees with training and resources to excel in digital service delivery.
- Measure our impact and target our initiatives through advanced business intelligence and data-driven decision-making made possible by digital innovations.



A top-down view of several hands of different skin tones stacked together in a circle, symbolizing teamwork and collaboration. The hands are wearing light-colored, long-sleeved shirts. The background is dark, and the entire image has a reddish-pink tint.

**Operational Excellence**

# **Operational excellence and continuous improvement are a way of life.**

## **Objectives:**

- Employer and Provider of Choice
- Enterprise Risk Management







# Employer and Provider of Choice

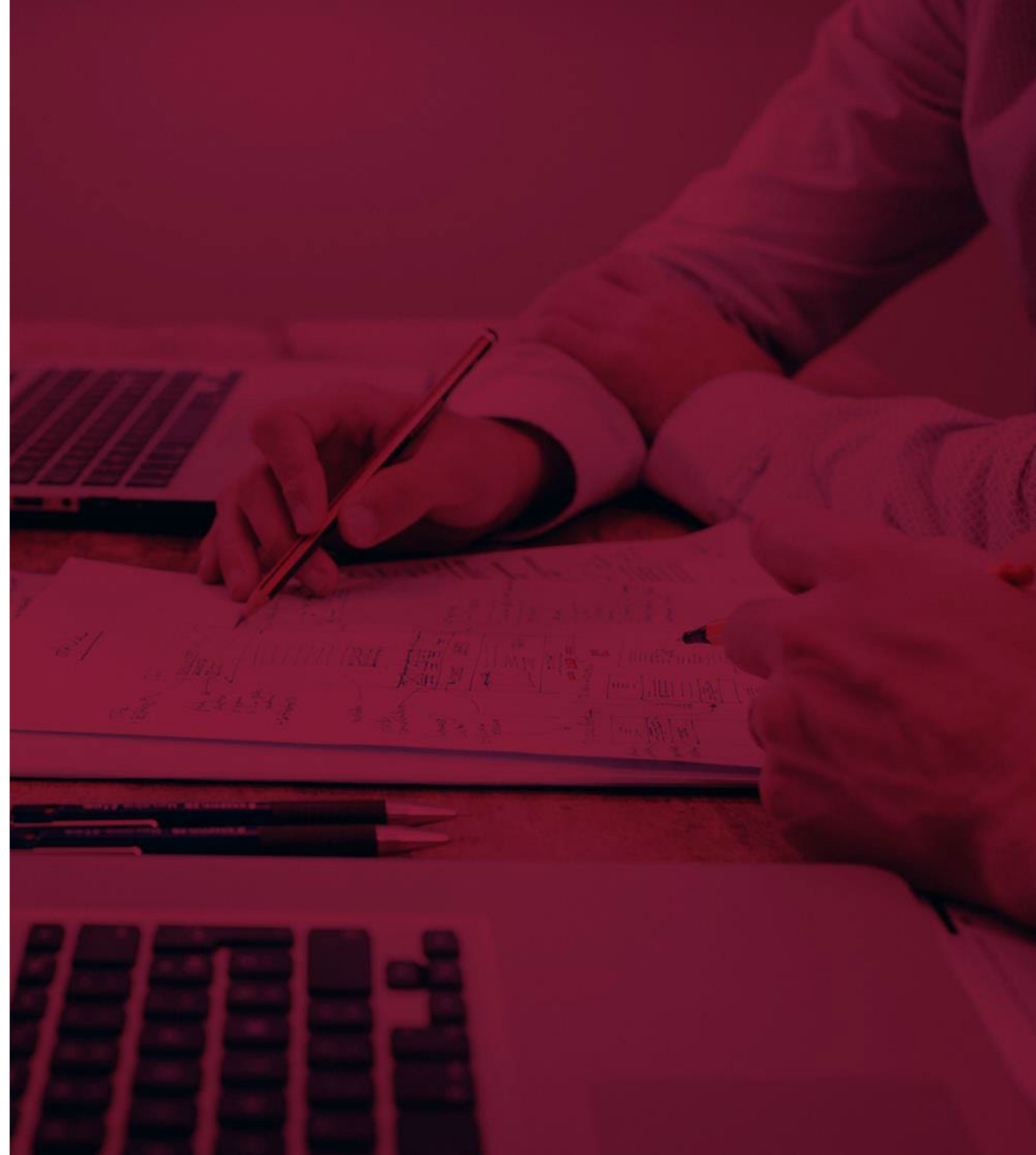
## Activities:

- Establish the organization as an employer of choice by creating an exceptional workplace environment that attracts, retains, and engages top talent.
- Provide training and development opportunities to equip employees with the knowledge and skills necessary to contribute to and champion operational excellence.
- Establish the organization as the provider of choice for members by delivering exceptional service quality, building strong client relationships, and consistently exceeding client expectations.

# Enterprise Risk Management

## Activities:

- Develop and implement a comprehensive enterprise risk management framework to effectively identify, assess, and mitigate enterprise risks to enhance organizational resilience and sustainability.
- Ensure fiscal responsibility through strategic budgeting, cost management, informed pricing strategies, growing recoveries, and investment in high value areas.







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