

Every AWCBC Committee is asked to develop an annual work plan. The objective is to achieve efficiency and consistency in the level of detail reported by each group. Although there will be specific operational activities, each committee plan should also contain efforts to align with and support the appropriate strategic goals and priorities outlined in the [AWCBC Strategic Plan 2023-2026](#).

AWCBC Committee Work Plan

Executive Sponsor: Vacant	Committee Co-Chair(s): Susanne Wirth; Trish Livingstone	Date: May 15/16, 2024
Mandate	<i>The committee's mandate defines the purpose or mission of the committee. It clarifies what the committee aims to achieve. The mandate description is concise and focused.</i>	
The mandate of this committee is to work collaboratively to share experiences, identify and improve claim-related outcomes and identify and action opportunities around operational, research and policy development initiatives		
<ul style="list-style-type: none"> • Share jurisdictional experience and knowledge. • Identify emerging issues that are deemed high priority for consideration of planning. • To identify, plan and carry out specific projects for the benefit of the committee members and their respective jurisdiction. • Cross Jurisdictional committee collaboration and partner when necessary. • Provide feedback to AWCBC Executive when required or requested. • Present work plan updates in the spring/fall of each year. 		
Goals	<i>Goals are specific achievements that the committee strives to accomplish. They are action-oriented, focused, and measurable.</i>	
Goal #1	<p>The creation of national meeting agendas that include jurisdictional sharing of current priorities and emerging issues. Including legislative changes and approaches to medical management and RTW approaches.</p> <p>The development of an online depository of return-to-work approaches across the country.</p>	
Measures #1	Co-creating agenda for bi-annual committee meetings to share and learn from all jurisdictions. Sharing of already developed resources for certain issues or topics.	
	Offer in person and virtual attendance with low barrier access for all participants	
	Each jurisdiction to provide their jurisdictional update in writing prior to the meeting	

Alignment with AWCBC Strategic Plan	<i>Outline how the committee goals support AWCBC in achieving its strategic plan.</i>		
	Strategic Priority #3 in supporting AWCBC Board on key initiatives and improve communication.		
	Strategic Priority #5 Education, Networking and communication by connecting members of the Compensation and Benefit Committee through sharing information and foster cross Canada relationships and networking.		
Objectives	<i>Objectives are specific milestones or outcomes the committee aims to achieve while working towards each Goal.</i>		
	Psychological injury claims are concerns for increasing claims cost and claims duration for all jurisdictions. Sharing approaches and initiatives for adjudicating and managing psychological injury claims from a staffing, process and service perspective.		
	Recruitment and retention of staff, mainly case manager/adjudication. Sharing of Case management competency profiles and innovative approaches to recruit and retain staff, including organizational structure of Claimant Services.		
Activities	<i>Activities are undertaken to achieve the set objectives. They provide further detail on how the objectives will be accomplished. Activities answer the question “what will be completed and when.”</i>		
Activities	Member and other resources required	Target Date(s)	Status
Have management of psychological injuries as topic of discussion at the Fall 2024 meeting		Fall 2024	Have management of psychological injuries as topic of discussion at the Fall 2024 meeting
Opportunities for Cross-Collaboration with other Committees	<i>Are there issues being addressed by the committee that cross over to the work of other committees? Is there opportunity or requirement to collaborate to achieve your committee goals and objectives?</i>		
Opportunities	Member and other resources required	Target Date(s)	Status
AWCBC Support Required	<i>What support/assistance can AWCBC provide to help ensure your committee work is productive and successful?</i>		

Goals	<i>Goals are specific achievements that the committee strives to accomplish. They are action-oriented, focused, and measurable.</i>		
Goal #2	Proactively addressing recruitment and Retention Challenges in changing work environments		
Measures #2	Continue to have this topic as a standing item on the agenda for spring and fall committee meetings		
	Sharing best practices to lead hybrid teams as this seems to be our new reality		
	Develop competency profile for adjudication and case management		
Alignment with AWCBC Strategic Plan	<i>Outline how the committee goals support AWCBC in achieving its strategic plan.</i>		
	Priority #2 Business Intelligence hub with the focus on maintaining business intelligence to track trending workers' compensation issues In Canada		
	Priority #5 Education, Networking, Communication by connecting members of the Compensation and Benefit Committee to facilitate ongoing National conversation on jurisdictional efforts and sharing of successes on the topic of recruitment and retention		
Objectives	<i>Objectives are specific milestones or outcomes the committee aims to achieve while working towards each Goal.</i>		
	Sharing ideas and strategies for staff retention and recruitment		
	Sharing ideas to increase staff engagement and providing a healthy workplace		
	Sharing successes on organizational transformation that include restructuring workloads and organizational structure for claims management.		
Activities	<i>Activities are undertaken to achieve the set objectives. They provide further detail on how the objectives will be accomplished. Activities answer the question "what will be completed and when."</i>		
Activities	Member and other resources required	Target Date(s)	Status
Establishing cross-jurisdictional competency profiles for Case Managers to match current increasingly complex job demands.		End 2024	
Best practices for training new staff encompassing skills and core competencies		End 2025	
Opportunities for Cross-Collaboration with other Committees	<i>Are there issues being addressed by the committee that cross over to the work of other committees? Is there opportunity or requirement to collaborate to achieve your committee goals and objectives?</i>		

Opportunities	Member and other resources required	Target Date(s)	Status
Collaboration with HR			
AWCBC Support Required	<i>What support/assistance can AWCBC provide to help ensure your committee work is productive and successful?</i>		
Goals	<i>Goals are specific achievements that the committee strives to accomplish. They are action-oriented, focused, and measurable.</i>		
Goal #3	Changing and emerging legislation		
Measures #3	Legislation for gradual onset mental health injuries are introduced in some jurisdictions		
Alignment with AWCBC Strategic Plan	<i>Outline how the committee goals support AWCBC in achieving its strategic plan.</i>		
	Strategic priority #5; Education, Networking and communication to facilitate an ongoing national conversation of jurisdictional efforts to harmonize policies and procedures		
Objectives	<i>Objectives are specific milestones or outcomes the committee aims to achieve while working towards each Goal.</i>		
	Share approaches and experiences when introducing new legislation, including stakeholder engagement and communication		
Activities	<i>Activities are undertaken to achieve the set objectives. They provide further detail on how the objectives will be accomplished. Activities answer the question "what will be completed and when."</i>		
Activities	Member and other resources required	Target Date(s)	Status
<i>Provide updates on existing and new initiatives</i>		Fall 2024	
Opportunities for Cross-Collaboration with other Committees	<i>Are there issues being addressed by the committee that cross over to the work of other committees? Is there opportunity or requirement to collaborate to achieve your committee goals and objectives?</i>		
Opportunities	Member and other resources required	Target Date(s)	Status

AWCBC Support Required	<i>What support/assistance can AWCBC provide to help ensure your committee work is productive and successful?</i>		
Goals	<i>Goals are specific achievements that the committee strives to accomplish. They are action-oriented, focused, and measurable.</i>		
Goal #4	Cross Jurisdictional committee collaboration and partner when necessary.		
Measures #4	Support the efforts of other committees in finding ways to share and compare KPI's across jurisdiction or harmonize standards across the country to improve data consistency and accuracy		
Alignment with AWCBC Strategic Plan	Outline how the committee goals support AWCBC in achieving its strategic plan.		
	Strategic Priority #1, Data Collection and Analytics. Supporting the harmonizing statistical standards across the country to improve data consistency and accuracy through collaboration with other committees.		
Objectives	<i>Objectives are specific milestones or outcomes the committee aims to achieve while working towards each Goal.</i>		
	Engage Financial and Statistical Data Comparability Committee to understand differences in assessing and documenting KPI's from each jurisdiction		
Activities	<i>Activities are undertaken to achieve the set objectives. They provide further detail on how the objectives will be accomplished. Activities answer the question "what will be completed and when."</i>		
Activities	Member and other resources required	Target Date(s)	Status
Reach out to Committee chair before fall meeting		September 2024	Reach out to Committee chair before fall meeting
Opportunities for Cross-Collaboration with other Committees	<i>Are there issues being addressed by the committee that cross over to the work of other committees? Is there opportunity or requirement to collaborate to achieve your committee goals and objectives?</i>		
Opportunities	Member and other resources required	Target Date(s)	Status
The Compensation and Benefits Committee will need business intelligence from the analytics and coding committee to understand how KPI's are determined and recorded in each jurisdiction before it can be compared across country		Spring 2025	The Compensation and Benefits Committee will need business intelligence from the analytics and coding committee to understand how

			KPI's are determined and recorded in each jurisdiction before it can be compared across country
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AWCBC Support Required	<i>What support/assistance can AWBCB provide to help ensure your committee work is productive and successful?</i>		
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2024 ACM Report out to all participants:

What work is your committee focused on in 2024?

Is there opportunity or requirement for collaboration with other committees?

Outline how this committee work supports AWBCB in achieving its new strategic plan.