



Connecting members, advancing knowledge Relier les membres, développer les connaissances

### Compensation & Benefits Committee - AWCBC Work Plan

<b>Executive Sponsor:</b> Debbie Malloy	<b>Committee Chair(s):</b> Marj Langkamp and Susanne Wirth	<b>Date Updated:</b> May 2022
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<b>Mandate</b>	<i>Defines expectations / responsibilities. Facilitates better focus on objectives and activities by which the committee operates.</i>
The AWCBC Compensation & Benefits Committee works collaboratively to share experiences, identify and improve claim-related outcomes and identify and action opportunities around operational, research and policy development initiatives.	

<b>Goals</b>	<i>Based on your mandate, set realistic and specific goals. What is the long-range aim? What do you hope to achieve?</i>
1. To share jurisdictional experiences and knowledge.	
2. To put before the committee, emerging issues that are deemed high priority, for consideration of planning	
3. To identify, plan, and carry out specific projects for the benefit of the committee members and their respective jurisdictions.	
4. To be available to other AWCBC / national committees to provide input and or partner with when requested.	
5. To provide feedback to AWCBC Executive when required or requested.	

<b>Objectives</b> <i>Set objectives that define the results/outcomes expected. Objectives must be: focused on a result, not an activity; specific; related to time; consistent; measurable; attainable</i>	<b>Topic</b>	<b>Target Date(s) / Status</b>
Emerging issues/Topics of national concern	<ul style="list-style-type: none"> <li>• The most recent Covid wave</li> <li>• Outcome: information sharing and keeping each other informed of new trends, especially in treatment.</li> </ul>	Subcommittee – monthly update meetings for updates on volume, adjudication, cost relief and long covid treatment
Emerging issues/Topics of national concern	<ul style="list-style-type: none"> <li>• Psychological claim volume</li> <li>• Outcome: information sharing and keeping each other informed of new trends, especially in treatment; and training materials (if able to share).</li> </ul>	All – send information to the AWCBC site and let the rest of the group know when it's been sent in.
Caseloads/Workload complexity (case managers)  Workload complexity rating tool	<ul style="list-style-type: none"> <li>• Most jurisdictions are having challenges with retention, burnout and workload challenges</li> <li>• Outcome: information sharing; some jurisdictions are looking at creating different tools to address this challenge.</li> </ul>	Subcommittee – monthly update meetings for information sharing on what strategies jurisdictions are using to address this challenge.
Internal Training	<ul style="list-style-type: none"> <li>• Internal Training – Jurisdictions to review and provide the committee with information around inter jurisdictional training opportunities. i.e.: staff attending training sessions offered by other jurisdictions, train the trainer opportunities, etc.</li> <li>• During prior committee meetings there were preliminary discussions on orientation and training for new Case Managers. This issue was not discussed during our spring meetings; item deferred</li> </ul>	Deferred to Fall meeting/ might merge with retention and workload management
Customer/Client service training	<ul style="list-style-type: none"> <li>• Continue to share customer service training projects underway within jurisdictions with the goal of overall customer service improvement</li> </ul>	Deferred/ ongoing

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KPI Reporting	<ul style="list-style-type: none"> <li>• KPI Reporting was not requested for the spring 2022 meetings.</li> </ul>	Deferred
Cross Committee collaboration	<p>Prior to the pandemic, we identified potential cross collaboration opportunities with Business Intelligence/Analytics to discuss KPIs as the Compensation and Benefits Committee concluded that we need a better understanding of the various KPIs. However, this item has been deferred.</p> <p>Prior to the pandemic, we also identified potential collaboration opportunity with the Prevention Committee regarding mental health prevention opportunities. However, this item has also been deferred.</p> <ul style="list-style-type: none"> <li>• While no cross-committee discussions occurred at the spring 2022 meetings, this will be kept in view for future meetings.</li> </ul>	Deferred
Medical Marijuana	<p>Prior to the pandemic, there were ongoing discussions regarding medical marijuana including the impact of medical marijuana on reducing opioid use. There were no discussions regarding this issue in our spring meetings; item deferred.</p>	Deferred and check in with committee if this is still an item to leave on the work plan
RTW Updates	<p>Prior to the pandemic, Manitoba provided information on a pilot with Worker Care Clinics as well as the development of a RTW certification – more detailed updates are planned post-pandemic</p> <p>New RTW Initiatives are being brought forward on an as needed to know basis</p>	Deferred
Vocational Rehabilitation	<p>There were no discussions regarding this issue in our spring meetings; item deferred.</p>	Deferred

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Technological update	<ul style="list-style-type: none"> <li>• What is new/upcoming in the jurisdiction from a technological perspective.</li> </ul> <p>There were no discussions regarding this issue in our spring meetings; item deferred.</p>	Deferred
Health Sector Strategies	<ul style="list-style-type: none"> <li>• There were no discussions regarding this issue in our spring meetings; item deferred</li> </ul>	Deferred
GECA	<ul style="list-style-type: none"> <li>• There were no discussions regarding this issue in our spring meetings; item deferred</li> </ul>	Ongoing Fall/ Spring
Communication of Decisions	<ul style="list-style-type: none"> <li>• There were no discussions regarding this issue in our spring meetings; item deferred</li> </ul>	Ongoing Fall/ Spring