



**What it's  
like to  
work here**

# Making a difference

## Who are we?

We're more than 3,000 people across B.C. dedicated to preventing workplace injury, disease, and death; supporting people who are injured on the job; and running a no-fault insurance system. We come together as a strong and dedicated team — passionate about workplace health and safety and committed to a shared set of values that guide our decisions and actions.

- **Service** — creating positive experiences for our clients and stakeholders
- **Integrity** — doing the right thing
- **Accountability** — remaining open and transparent
- **Partnership** — collaborating for success
- **Innovation** — challenging complacency

When we put these values into action, through our products, services, and interactions with stakeholders and each other, our organizational character becomes evident: we're respectful, caring, fair, knowledgeable, understandable, and responsive.

### Who we are

We are WorkSafeBC.

We **value** service, integrity, accountability, partnership, and innovation.

We bring these values to life everyday through our **character**.

We are respectful, caring, fair, knowledgeable, understandable, and responsive.



### Where we're going

Our vision is British Columbians free from workplace injury, disease, and death.

### Why we exist

We promise to make a difference to people in British Columbia — one worker, one employer, one workplace at a time.

We achieve this through our **work** by:

- Promoting occupational health and safety, consulting, educating, enforcing, and investigating to create safer workplaces.
- Supporting injured workers, providing compensation, facilitating recovery, safe return to work, and reducing disability.
- Running a sustainable no-fault insurance system.

# Our benefits

In addition to competitive salaries, we offer eligible employees a comprehensive benefits package that includes:

- **Vacation time**
  - In addition to statutory holidays, you'll start with three weeks of vacation annually and the longer you're with us, the more vacation time you'll receive. (Management and medical advisor vacation entitlement is calculated differently.)
- **Earned time off**
  - Eligible permanent and temporary employees can choose to work additional time each day to bank extra time off.
- **Health Insurance BC, extended health, dental**
  - As well as Health Insurance BC (formerly MSP) coverage, we provide comprehensive extended health and dental benefits to you and your family.
- **Sick leave**
  - When you're sick, disabled or quarantined, you may be eligible for sick leave.
- **Pension plan**
  - Our pension plan is a defined-benefit plan that provides a monthly lifetime income when you retire. It's available to all permanent and eligible temporary employees.
- **Self-funded leave**
  - Eligible permanent employees can apply to participate in a one year self-funded leave.
- **Care and nurturing leave**
  - Eligible permanent employees can request up to five years leave without pay for the care of dependents.
- **Long term disability**
  - After six months of permanent employment, if you experience a long-term illness or disability, you may be eligible for long term disability benefits.
- **Life insurance**
  - Permanent employees are automatically covered by our basic life insurance plan.
- **Accident insurance**
  - Permanent employees are automatically covered by our basic accident insurance plan, which provides benefits in the event of accidental dismemberment or death.
- **Business travel insurance**
  - Business travel accident insurance provides benefits in the event of accidental dismemberment or death that occurs while traveling on WorkSafeBC business.

- [Employee and Family Assistance Plan](#)
  - Our Employee and Family Assistance Program provides counselling and information on a variety of topics for you, your spouse, and eligible dependents.

## Other benefits

- [Fitness facilities](#)
  - Our Richmond office has an on-site fitness facility with yoga, Pilates, boot camps, soccer, badminton, running clubs, spin classes, a weight room, and much more. Employees outside of our Richmond location can apply for reimbursement to use an off-site gym.
- [On-site physiotherapy and massage therapy](#)
  - Our Richmond office offers on-site physiotherapy and massage therapy for your convenience. Sessions may be reimbursed through our extended health benefits.
- [Immunization clinics](#)
  - To help keep you healthy, we have free annual on-site influenza vaccination clinics.
- [Office amenities and days of work](#)
  - We have comfortable safe work spaces, ergonomic assessments, on-site parking, and a coffee shop and cafeteria at our Richmond office.
  - The majority of our employees work regular business hours from Monday to Friday.





“Having access to a variety of in-house training and professional development programs has allowed me to advance my career at WorkSafeBC.”

— Lauralee Kuzik, manager, Solutions

## What can you expect from us?

At WorkSafeBC, we offer a well-planned and thoughtful orientation program to help you become comfortable and productive in your new role. As a new employee, you'll have a guided tour of our facility, learn more about your pay and benefits, meet your team and be given the tools you need to get to work. That's only on day one!

You'll also receive an invitation to a new employee orientation, where you'll get an overview of why we do what we do and who we do it for. You'll hear from some of our leaders and meet other new employees, which can be a great way to start building connections.

As you settle in, you'll learn about the training you need to be successful in your job and understand how your work and your team contribute to WorkSafeBC's vision of British Columbians free from workplace injury, disease, and death.

The support does not stop there. We offer continuous learning and coaching opportunities, career planning, leadership development programs, and tuition reimbursement to make your career at WorkSafeBC rewarding.

At WorkSafeBC, we love what we do and celebrate our employees' achievements through our Kudos and Milestone recognition programs.

# How we give back - Community involvement

Throughout the year our employees participate in community activities. Some examples include:

## Day of Mourning

Across Canada, April 28 has been designated the Day of Mourning, a time when workers, families, employers, and others come together in remember those who have lost their lives to work-related incidents or occupational diseases.

Every year, we join with the BC Federation of Labour and the Business Council of British Columbia to co-host a public ceremony in Vancouver to honour the occasion. There are also ceremonies in our Richmond office and in many communities across B.C. These ceremonies are held in co-operation with labour, employer, and municipal representatives. They're a powerful reminder of how important our work is.

## North American Occupational Safety and Health (NAOSH) Week

NAOSH Week is an annual, continent-wide event where employers, workers, and all partners in occupational health and safety collaborate to promote injury and illness prevention in the workplace.

## Diversity events

Every year, we host or participate in events that celebrate the diversity of our workforce and our local communities. Past activities have included a traditional lion dance, Latin dance classes, a seminar on negotiated treaties in B.C., sharing a personal story of a Holocaust survivor, and a citizenship ceremony.

## Health and Wellness Fair

Every year in Richmond, we host a health and wellness fair to celebrate Canada's Healthy Workplace month. At this tradeshow-style fair, you'll have the opportunity to meet health and wellness experts, get information, and learn about the different programs and services offered through our company.

## Environmental awareness

We lighten our environmental footprint by adopting operational practices to help reduce greenhouse gas emissions, divert waste from landfills, and reduce our use of paper. We also encourage and support recycling and commuting via bike, carpooling, and public transit.

## Great Canadian Shoreline Cleanup

This is an opportunity for our employees and their families to help the environment by removing trash from our coastline.

## Lunch and Learns

Throughout the year, we offer lunch and learn sessions on a wide range of topics including disability management, elder care, protecting kids from bullying, fitness basics, and more.

## Sun Run teams

Have fun, get in shape, and share the excitement on race day! Join our team and participate in the annual Vancouver Sun Run, and community and charity runs throughout the province.

## Heavy Metal Rocks and Project Heavy Metal

These annual events in Fort St. John, Prince George, Sparwood, and other communities give high school students the chance to learn about the operation of heavy machinery and occupational health and safety before entering the workforce. Occupational safety officers ensure students learn about the importance of keeping themselves safe on the job, and their right to refuse unsafe work.

## Employee clubs

At the Richmond office, we have a variety of clubs and groups that connect people from across the organization, allowing you to build skills, socialize, or engage in a common interest. Some examples are: Helping Hands, a charitable employee-run club; Comp-talk Toastmasters; Social Club; Book Club; Weight Watchers; and more.

