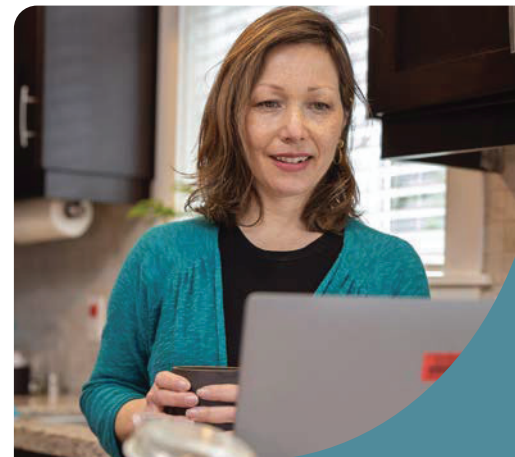


What it's like to work here



Making a difference

Join us in keeping workers and workplaces healthy and safe

WorkSafeBC is dedicated to promoting healthy and safe workplaces across B.C. We partner with B.C. employers and workers to save lives and to prevent injury and disease. When workers get sick, injured, or killed on the job, we're committed to easing the physical, financial, and psychological burden on them and their families. Our team of more than 3,000 employees makes a difference every day, and we invite you to join us.

We are committed to a shared set of values that guide our decisions and actions:

- **Accountability:** We are responsible for our actions, delivering on our mission in a responsive, open, and transparent way.
- **Compassion:** We work to understand the unique needs of those we serve, showing we care at every step.
- **Excellence:** We strive for excellence, continuously improving by being innovative and challenging norms.
- **Integrity:** We are open, honest, and fair, building trust with every interaction.
- **Respect:** We foster an environment in which each individual is valued and heard, demonstrating equity, diversity, and inclusivity in our work.

Who we are

We are WorkSafeBC.

We are responsive, respectful, forward-thinking, collaborative, accountable, and fair.



What our vision is

Safe and healthy workplaces.
Compassionate and responsive service.



Why we exist

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

We achieve this by:

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

There's more online. Learn more about [what we do](#).

What's it like to be a WorkSafeBC employee?

It's challenging, stimulating, and rewarding. Our positions offer tremendous diversity and excellent opportunities for professional growth. Every day, the work we do impacts people and changes lives. What we do is important, and so are the people we do it for.

Our ability to make a difference relies on building a team with a rich variety of skills, knowledge, abilities, and demographics that reflects the diversity of the people we serve. We are committed to fostering a welcoming, inclusive, and supportive work culture where everyone can contribute as their best, authentic self.

In the next few pages, you'll discover how we're building this culture by hearing our employees' needs and responding to them — whether through training, benefits, innovation, our hybrid work model, or our proactive approach to equity, diversity, and inclusion (EDI).



“It's incredibly satisfying when you come up with a plan with the team and the injured worker gets better or they're able to move forward. That's a good day at work.”

— Marina, psychology advisor

Learn more about why Marina finds a **sense of purpose** at WorkSafeBC.

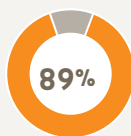
You'll find respect



9 out of 10

employees say their co-workers and managers are respectful.*

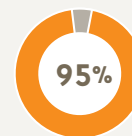
You'll have colleagues who care



89% of our employees say the people they work with care

about providing the best service they can to our clients.*

You'll have autonomy



95% of our employees say they have appropriate

control over how they organize their work.*

See what your future teammates have to say

Learn more about [specific roles and our team's experiences](#).

*Source: 2022 WorkSafeBC Employee Workplace Culture Survey (an anonymous in-house survey)

You're valued and included — whoever you are

As an organization, our work is based on supporting healthy and safe workplaces throughout the province. This includes ensuring that our own workplace supports teams that are equitable, diverse, and inclusive.

We're committed to a workplace that:

- Is respectful, collaborative, fair, and innovative
- Supports employees' sense of empowerment, voice, and belonging
- Enhances psychological health and safety for all employees

We put this commitment into practice in many ways. For example, we have a longstanding joint diversity committee that helps everyone who works here embrace and understand diversity through special events and campaigns. We've also created employee resource groups. These groups empower employees who may experience barriers in our organization to provide continuous feedback. We offer a resource hub to employees where they can learn about everything from accessibility and gender diversity to anti-racism and truth and reconciliation.



“I appreciate how the organization respects diversity, encourages new ideas and innovation, and prioritizes employees feeling safe and welcome.”

— Dilpreet, co-op student

Learn more about why Dilpreet found her **co-op term** here so valuable.

What does equity, diversity, and inclusion look like at WorkSafeBC?

- Having an inclusive workplace that is representative of the B.C. population, and enabling equitable and inclusive systems, policies, and practices that are centred on the diverse experiences of our people
- Ensuring every staff member is trained in mitigating unconscious bias and contributing to an inclusive workplace

Your health and well-being are prioritized

At WorkSafeBC, we care about employees' health, both physical and psychological. Our dedicated Employee Health, Safety, and Wellness team develops resources, outreach and programs that help staff feel valued and supported.

Some of our employee health and wellness offerings include:

- An Employee and Family Assistance Program where you and your loved ones can get professional counselling and more
- Virtual fitness classes and daily stretch breaks either live or on demand (as well as in-person fitness classes and sports teams in our Richmond office)
- A mental health and resilience resource site with thousands of expert-led micro-learning
- A mental well-being platform that offers mindfulness training and tools to decrease stress and improve well-being
- An ergonomist to help you optimize your workstation and work habits so you can stay healthy and comfortable at work
- Mental health training (in partnership with the Mental Health Commission of Canada) focused on destigmatizing mental health and building resilience in the workplace

We also offer comprehensive health and dental benefits (see page 6).



“When I started at WorkSafeBC, I immediately understood the organization truly recognizes their greatest resource is their people. As an employee, WorkSafeBC has your back in more ways than one.”

— Shannon, occupational safety officer

Our commitment to psychological health and safety

At WorkSafeBC, we're committed to fostering an inclusive workplace that promotes employees' psychological well-being and actively works to prevent harm to employees' psychological health.

You'll receive comprehensive 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.
- **Extended health and dental benefits:** We provide comprehensive extended health and dental benefits to you and your family.
- **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 employees and eligible temporary employees.



We provide comprehensive health and dental benefits



Employees are eligible for earned time off



“What I love most about my job at WorkSafeBC is travelling the province and getting to meet this incredible, diverse group of people that are involved in each location in [workplace] safety.”

— Shane, occupational safety officer

Learn more about how Shane is **making a difference** to workers and employers in B.C.

Your growth and development are supported

We're committed to ensuring every member of our team has the knowledge, skills, and abilities to make success possible — to be empowered to make a difference in the lives of workers and employers in B.C.

Training

Professional development

Our professional development calendar runs throughout the year, with new courses added quarterly. Courses can be delivered by WorkSafeBC facilitators or one of our educational partners, such as the University of British Columbia, Royal Roads University, or the Justice Institute of British Columbia.

Customized training

Everything from specialty training for your role to education on the legislation and regulations that guide our work is available to you. We develop programs that are facilitated in the classroom, virtually, or through self-paced e-learning.

Leadership development

We offer programs to help emerging and new leaders develop the skills they need to motivate and guide their teams.

Career-planning services

We support your career goals by giving you self-directed tools to identify, plan, and explore career streams within WorkSafeBC.

Tuition reimbursement

You can be reimbursed for courses and programs that support your development in your current role or future career path. Whether you want to take a quick seminar, maintain accreditation or a professional designation, or enroll in a degree, diploma, or certificate program, we'll cover some or all of the costs.



“Our training opportunities are comprehensive and exceed what I’ve experienced at other organizations.”

— Maura, instructional project lead

Learn more about why Moira joined our team.

Your feedback is heard and acted upon

We believe in asking staff what they think and what they need. We analyze the responses we get, and we take action.

A hybrid model shaped by employees

A great example of this is our hybrid work model, which allows employees to work remotely, in the office, and on the road, depending on the requirements of their job. Our hybrid work model is built on employee engagement, and we regularly gather insights into how employees are experiencing hybrid work.



“As a husband, father, and occupational safety officer, I find that having the hybrid work option available to me gives me the flexibility to be the most proficient in my job. The hybrid work model helps to create a balance in my personal and work life.”

— Jessie, occupational safety officer

A robust Employee Feedback Community

Our Employee Feedback Community, which includes more than 2,000 employees, provides ideas to improve our hybrid experience for all employees.

A chance to tell us what you need

Every year, our workplace culture survey gives employees the chance to tell us what matters most to them and how we can make WorkSafeBC a better place to work. We compile the results, share the learnings, and make changes based on employees' candid, anonymous answers.

Your innovations are welcome

We're building a culture of innovation at WorkSafeBC. You'll be a part of that in your daily work and through special initiatives.

Technology to help you succeed

We're committed to technological innovations like hybrid MS Teams Rooms and a Technology Experience Centre to help staff find technology that will help them do their job.

An annual innovation festival to spark your imagination

Our annual innovation festival, InnoFest, recognizes, nurtures, and expands innovation across the organization. InnoFest encourages our staff to work together to experiment and bring ideas to life. The excitement during this multi-day event is palpable, whether you're pitching an innovation to a panel of judges, watching the pitches, or up-voting ideas you think will help us better serve B.C.'s workers and employers.



“It’s exciting to work with different teams and use my own unique skill set to innovate and improve in whatever way I can.”

— Simran, SFU co-op student who participated in InnoFest

Learn more about how working here exposed Simran to **new technologies and ideas.**

You're part of a community

Throughout the year, you'll have many chances to participate in internal and community events.

Day of Mourning

Across Canada, April 28 has been designated the Day of Mourning, a time when workers, families, employers, and others come together to remember those who have lost their lives to work-related incidents or occupational diseases. We help host ceremonies across the province to honour this day, including in our Richmond office.

Helping Hands

Our employee-run charitable club supports everything from wildfire relief to food drives. It's easy to make donations and get involved.

Health and wellness events

From fitness challenges to Vancouver Sun Run teams, you'll have a chance to stay active while building a sense of camaraderie with your colleagues. You'll also have the opportunity to attend webinars on various health, safety, and wellness topics throughout the year.

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 seminar on negotiated treaties in B.C., sharing a personal story of a Holocaust survivor, and annual Pride events.

Lunch 'n' learns

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



Day of Mourning ceremonies, including this one in Vancouver, take place annually.

Learn more about the **many benefits** we offer and events we support.

Join us

If you're interested in making a difference in an innovative, engaging, collaborative, and rewarding atmosphere, we want to hear from you. Visit worksafebc.com/careers to learn more about our current opportunities.