

## WCB Nova Scotia Balanced Scorecard

		2011 Results	2012 Results	2013 Results	2013 Targets
<b>SERVICE</b>	Worker Satisfaction Index <sup>1</sup>	74%	73%	73%	<b>70%</b>
	Employer Satisfaction Index	79%	77%	79%	<b>70%</b>
<b>OPERATIONS</b>	Time loss injuries per 100 covered workers	2.02	1.96	1.86	<b>1.90</b>
	Duration (composite; in days)	98	99	99	<b>99</b>
	Time loss days paid per 100 covered employees	238	235	226	<b>226</b>
	Return to Employability	95%	96%	96%	<b>96%</b>
	Cost of New Extended Earnings Replacement Benefits (EERBs)	\$64.5M	\$52.9M	\$53.1M	<b>\$51.3M</b>
<b>EMPLOYEE</b>	WCB Employee Satisfaction Index	73%	74%	75%	<b>70%</b>
<b>FINANCIAL</b>	Claims payments for the last 3 years per \$100 of payroll (excluding prevention costs)	\$0.701	\$0.704	\$0.653	<b>\$0.683</b>
	Administrative costs per \$100 of payroll <sup>2</sup>	\$0.39	\$0.35	\$0.37	<b>\$0.38</b>
	Five Year Rate of Return on Investment <sup>3</sup> Five Year Rate of Return Five Year Target	1.2% 2.1%	2.9% 3.7%	9.8% 10.1%	<b>Exceed Benchmark Portfolio Return</b>

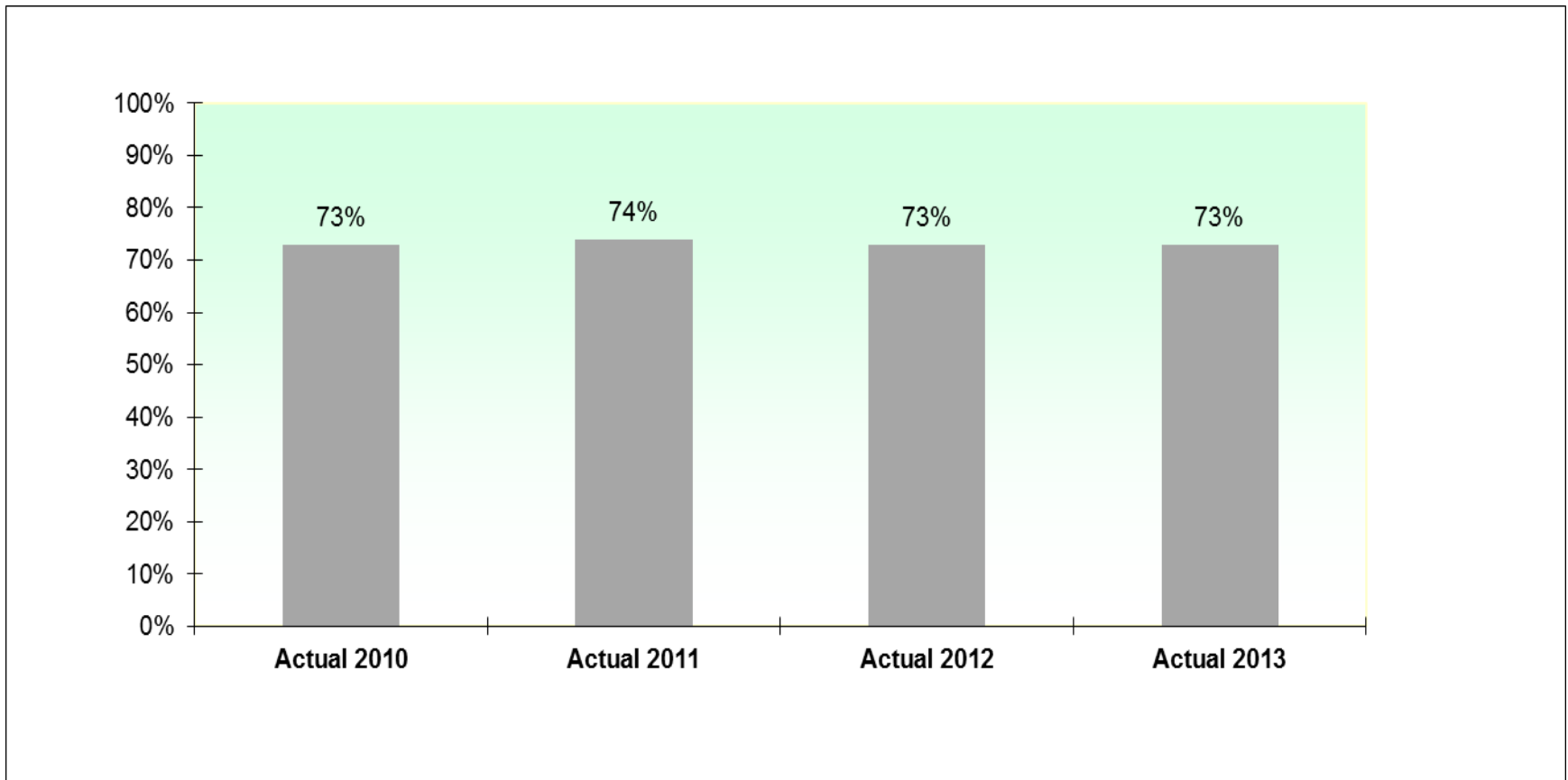
1 The worker Satisfaction index does not include workers on long term benefits or those for claims with little or no time loss.

2 2012 value restated for retrospective treatment of actuarial gains and losses related to other than Pensions Post-Employment Benefits brought about due to changes in the related accounting standard.

3 As of January 2013, this target was changed from Benchmark Portfolio Return +1% to Exceed Benchmark Portfolio Return.

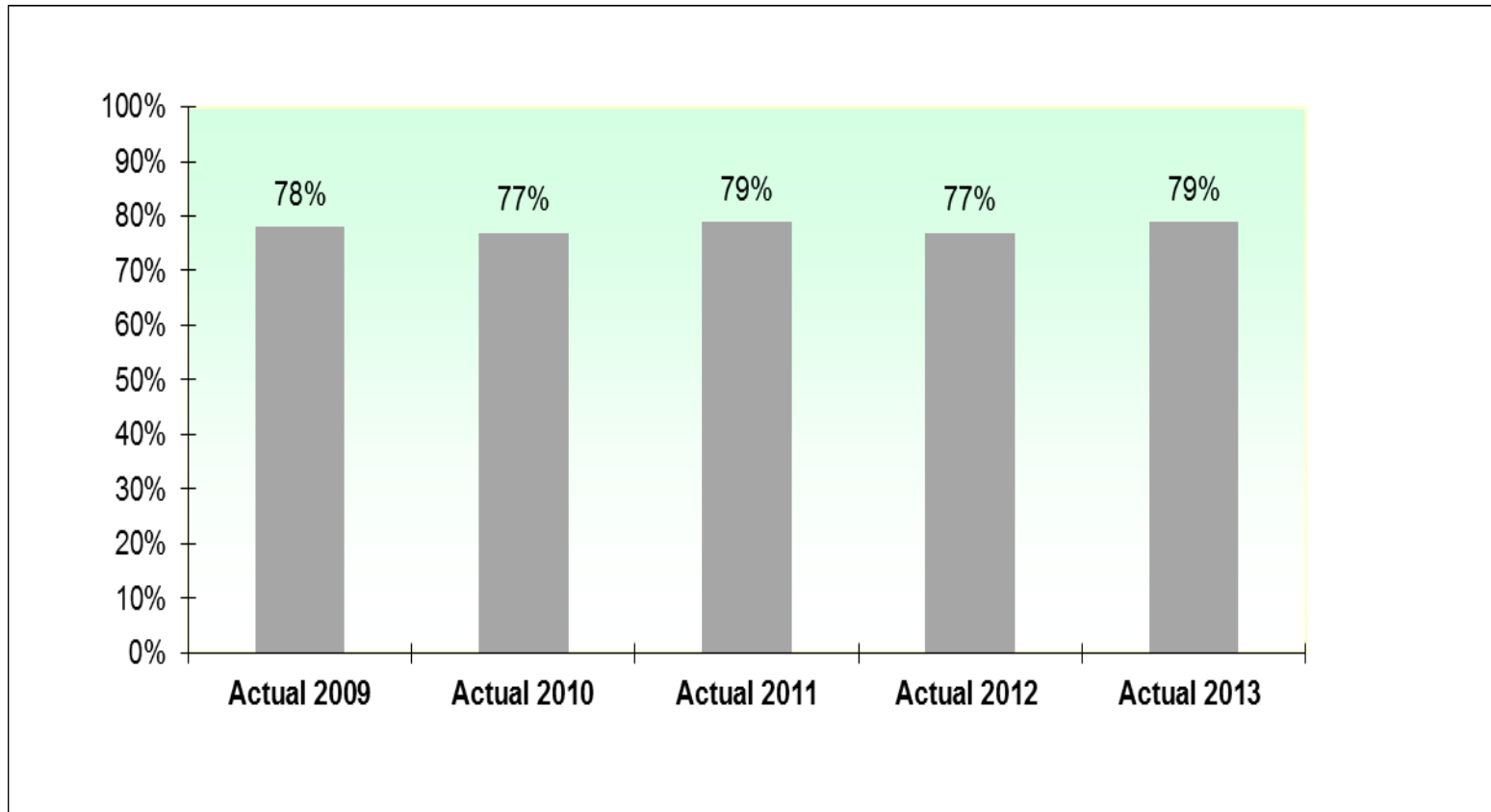
# Worker Satisfaction Index

Measures whether workers are satisfied with the service they receive from the WCB



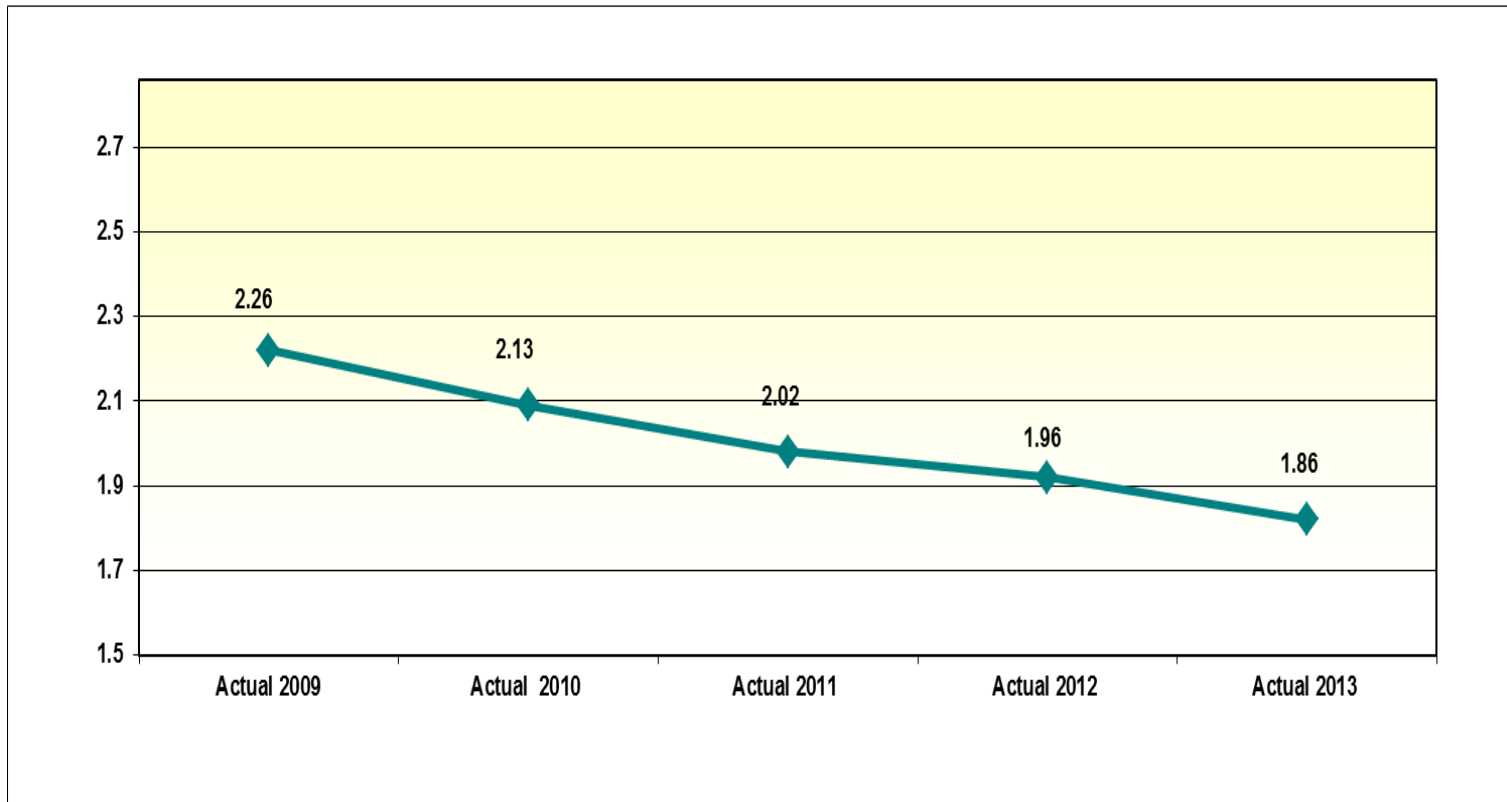
# Employer Satisfaction Index

Measures whether employers are satisfied with the service they receive from the WCB



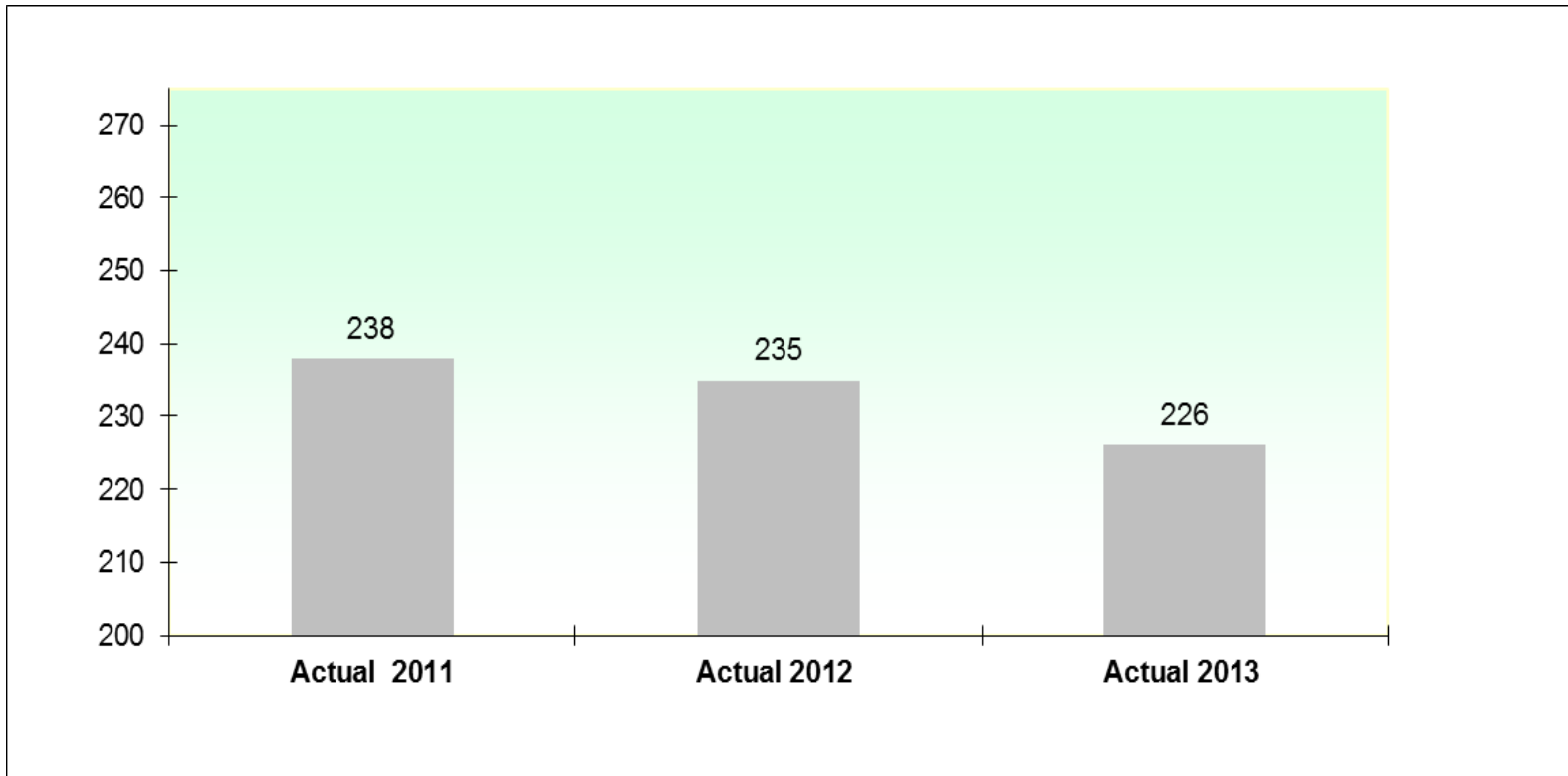
## Time Loss Injuries per 100 Covered Workers

Number of time-loss claims per 100 covered workers for the 12-month period ending in the period shown



## Time Loss Days Paid Per 100 Covered Employees

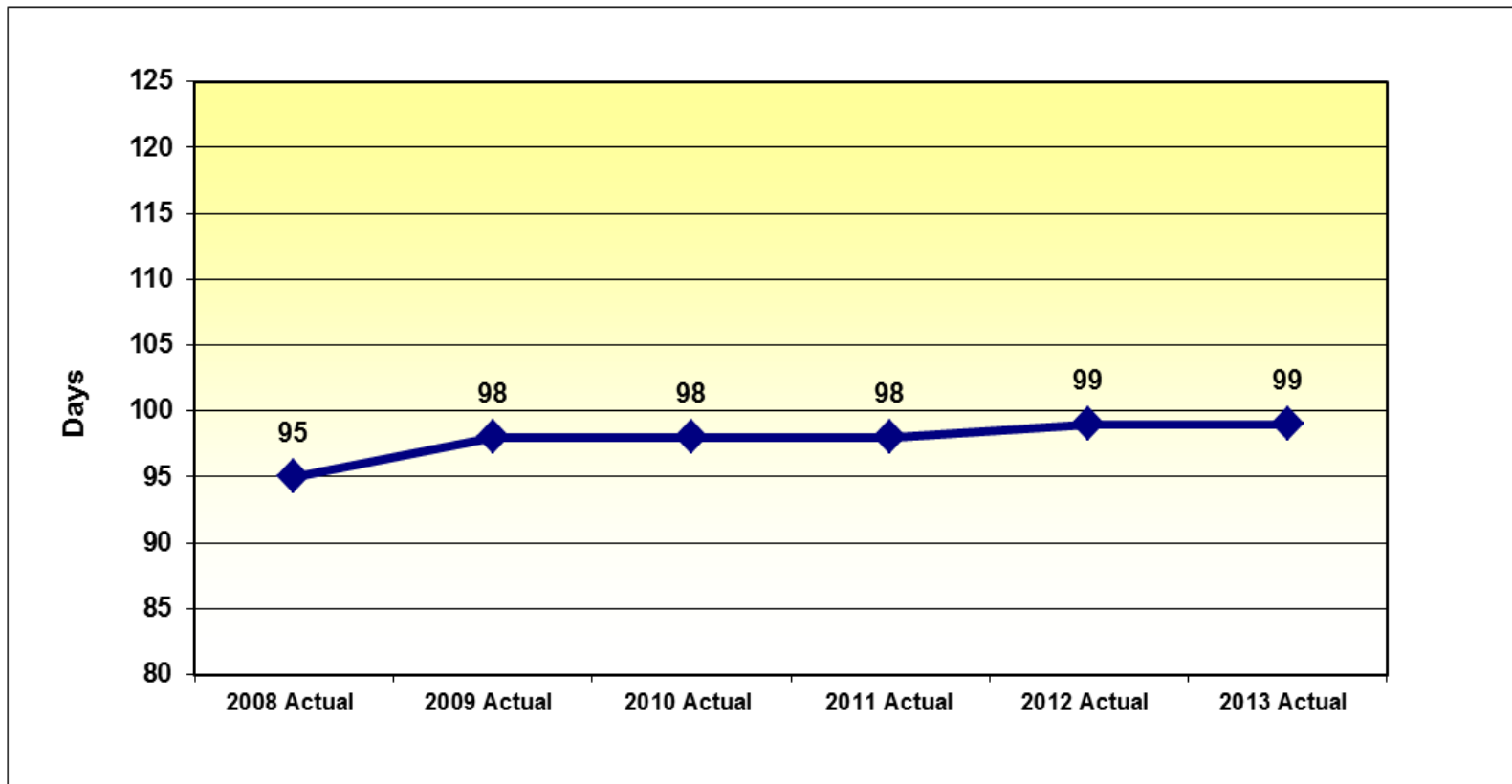
An estimate of the total number of compensable days for a typical time-loss claim in any past 12-month period for all injury/duration years



\*Measure adopted January 2011

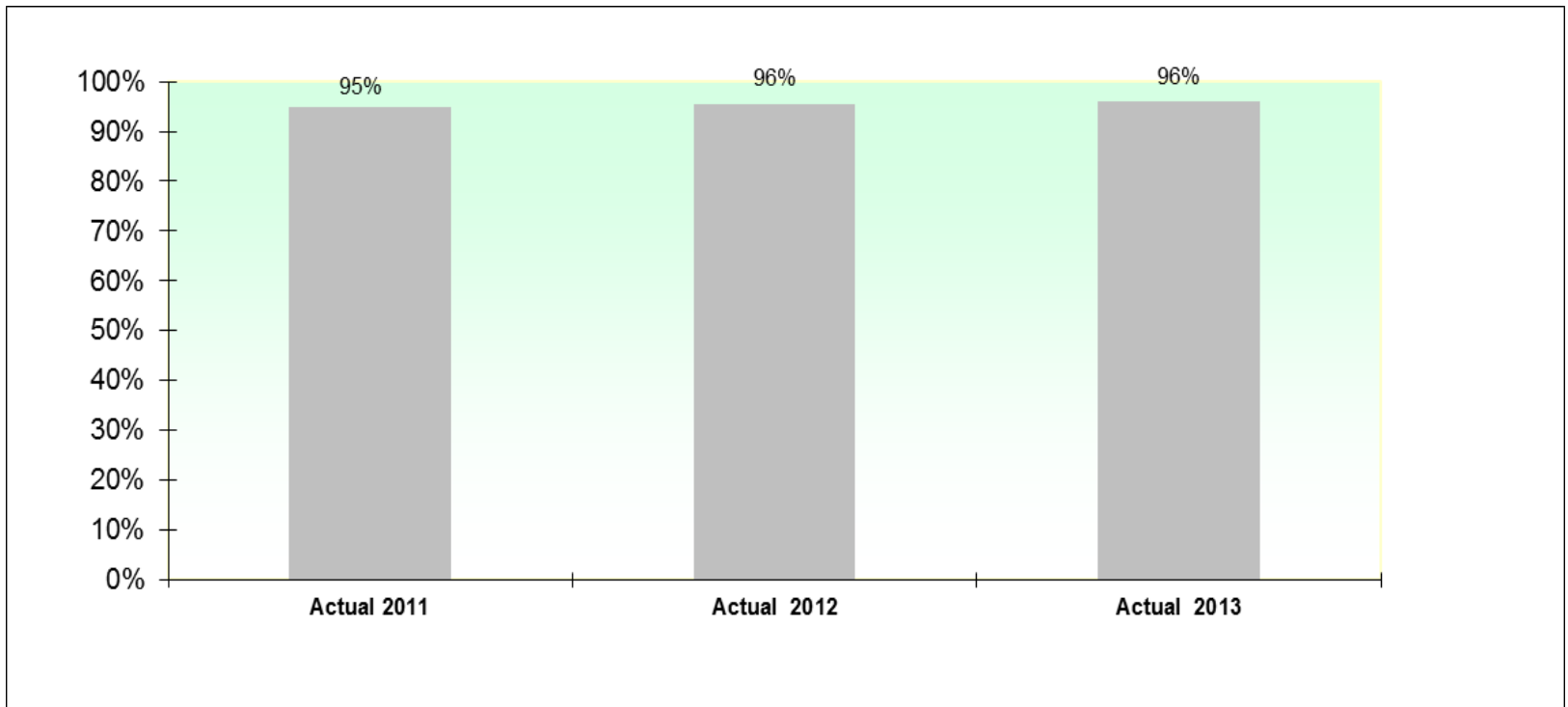
## Composite Duration Index

An estimate of the total number of compensable days for a typical time-loss claim paid in any past 12-month period for injuries in the most recent 5 year period



## Return to Employability

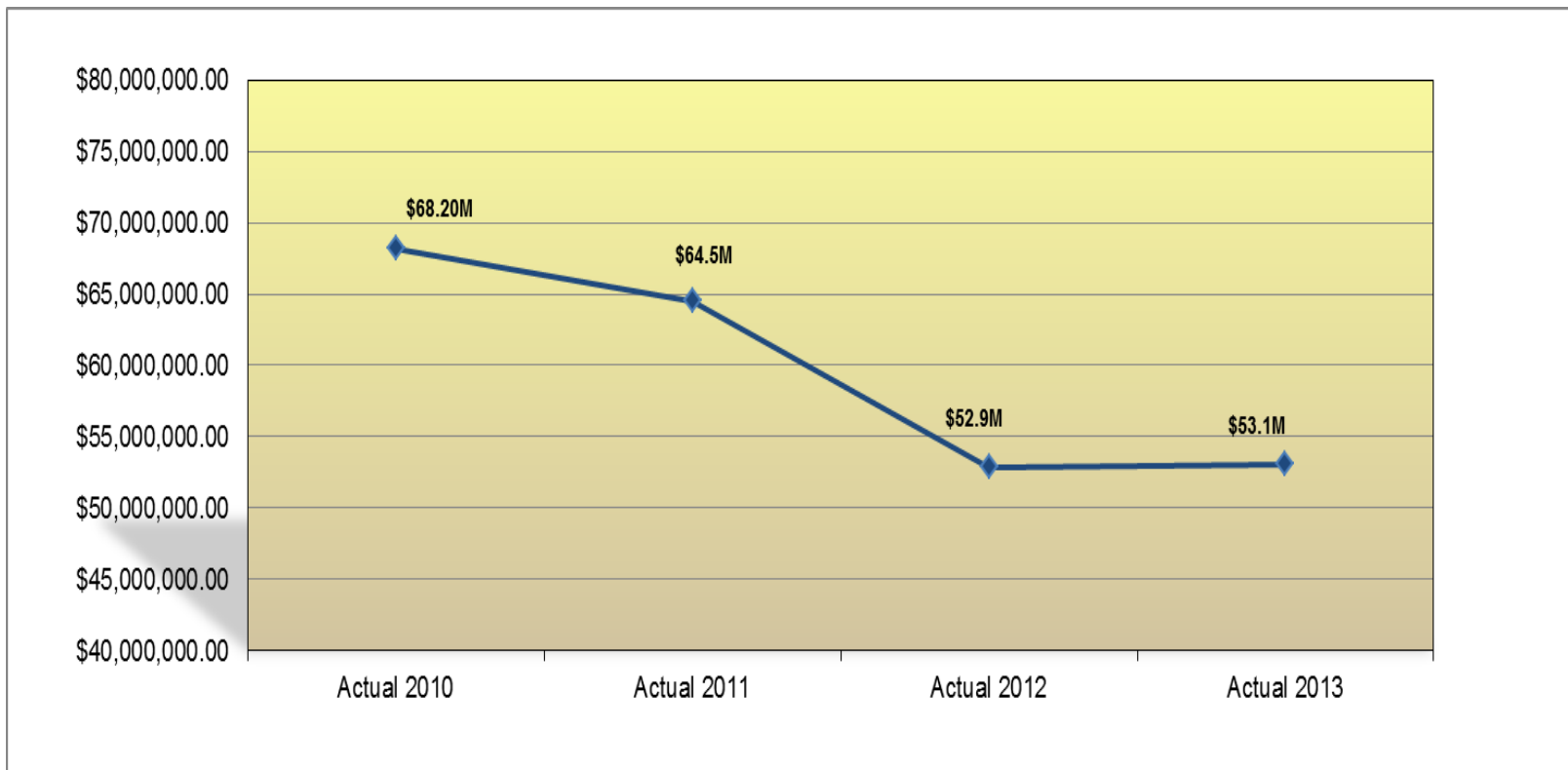
Percentage of time loss claims where an Extended Earnings Replacement Benefit (EERB) award was avoided (i.e., the entire earnings loss was fully mitigated with the injured worker earning at the pre-injury earning level or fully capable of doing so).



\*Measure adopted January 2011

# Cost of New Extended Earnings Replacement Benefits (EERBs)\*

Estimate of long term disability costs related to EERBs for regular classified and self insured claims in any past 12-month period

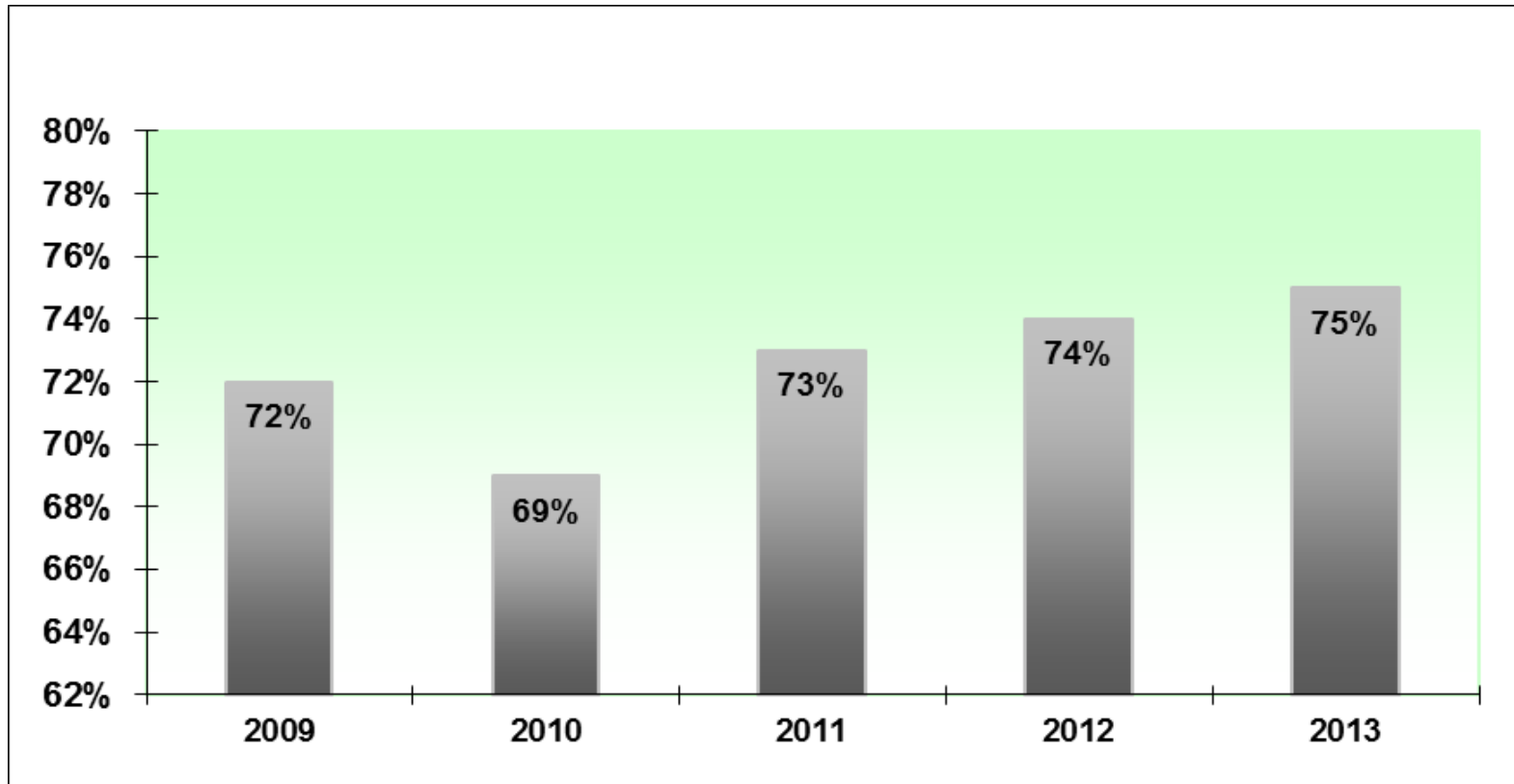


\*Measure adopted January 2010



# WCB Employee Satisfaction Index

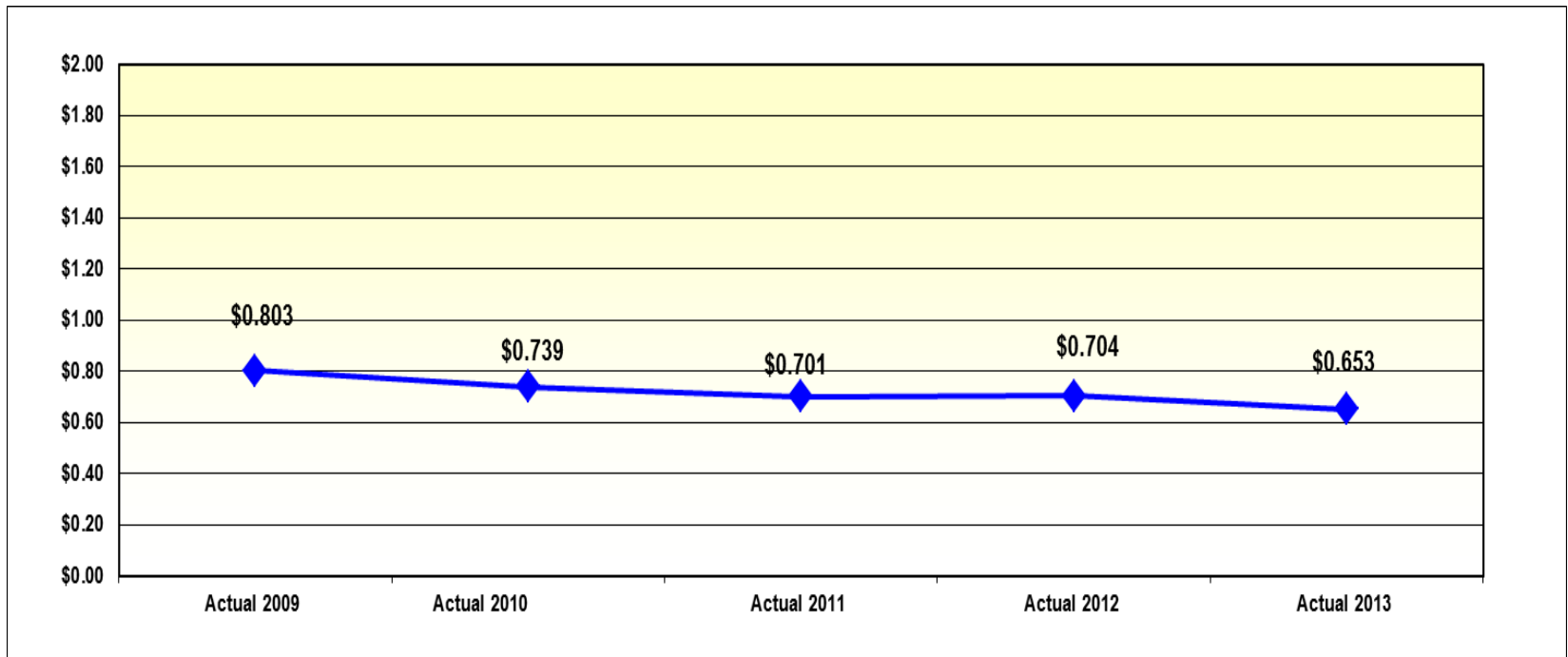
Measures WCB employees' satisfaction with their engagement with the organization



Source: WCB Employee Survey, conducted annually

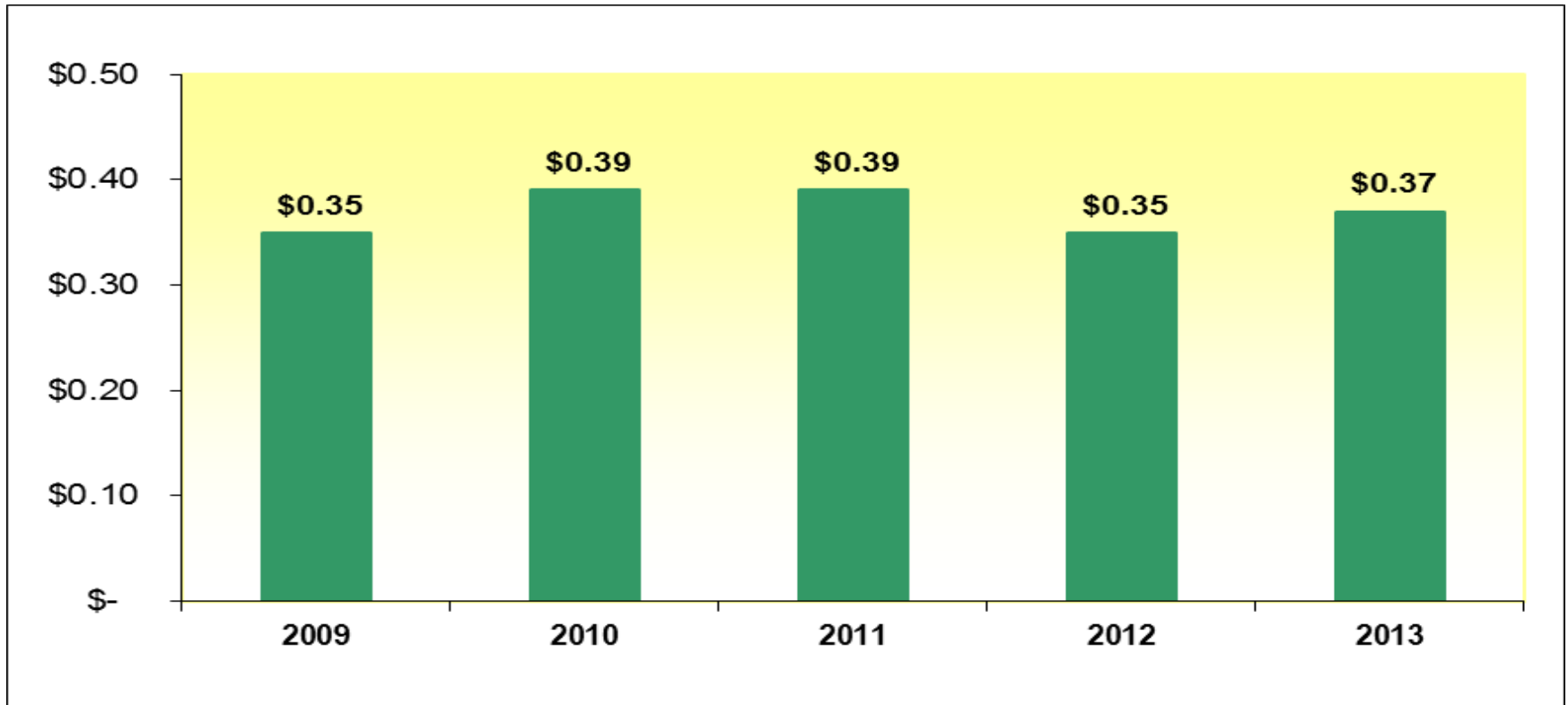
# Claims Payments for the last 3 years per \$100 of Assessable Payroll

A measure of overall claim costs relative to payroll for the last 3 years in any past 12-month period



# Administrative costs per \$100 of payroll\*

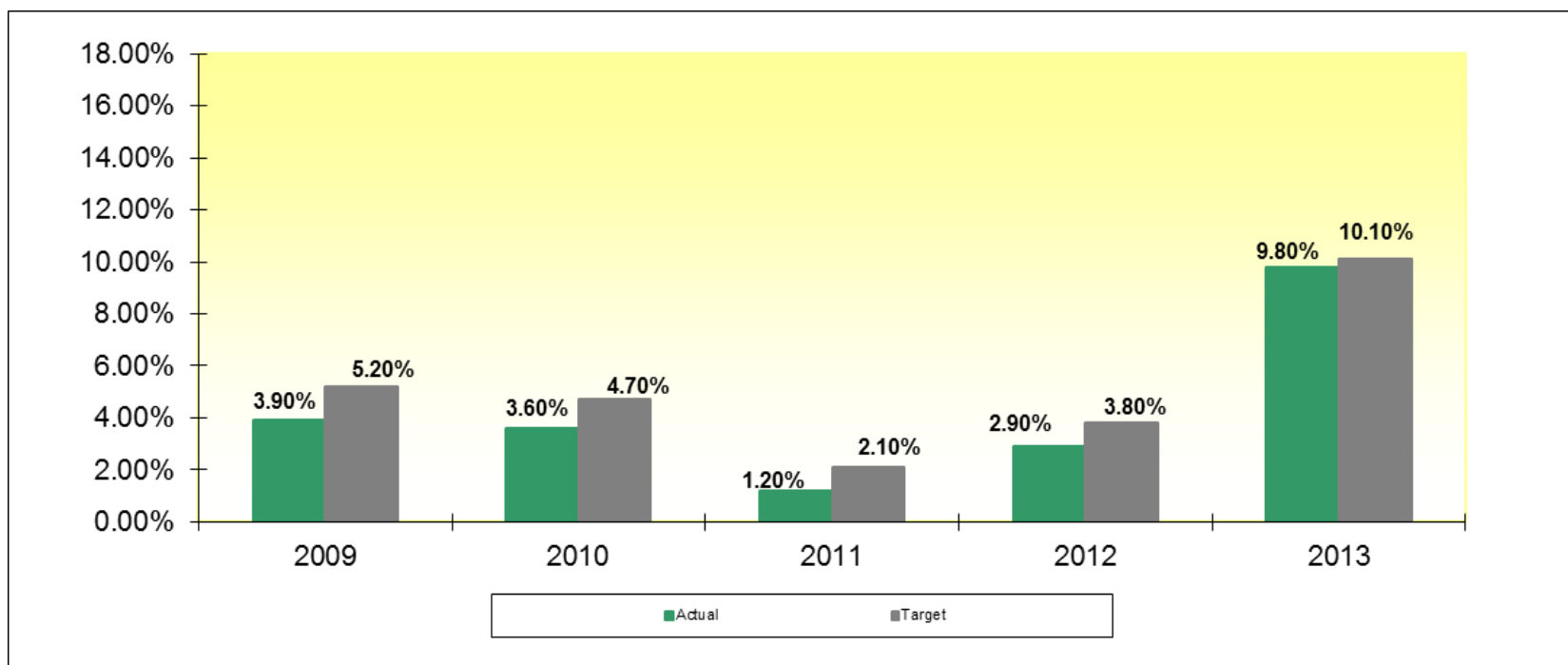
Provides a ratio of annual administration costs per \$100 of assessable payroll



\*Measure excludes costs related to prevention  
National average (2012): \$0.30

## **5-Year Return on Investment (as measured by benchmark portfolio return)\***

**Measures whether the WCB Investment Fund is able to generate a consistent, positive real rate of return on invested assets**



**\*Target after September 2005 = benchmark portfolio return + 0.85%**

**\*Target after August 2011 = benchmark portfolio return + 1%**

**\*Target after December 2012 = exceed benchmark portfolio return**