



**WORKERS' COMPENSATION BOARD**  
Northwest Territories

**1995**  
**Annual Report**

## Board Members

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**Jeffrey G. Gilmour**, Yellowknife  
Chairperson  
Appointed March 1, 1993

**Don McNenly**, Yellowknife  
Appointed May 3, 1992,  
Re-appointed May 3, 1993

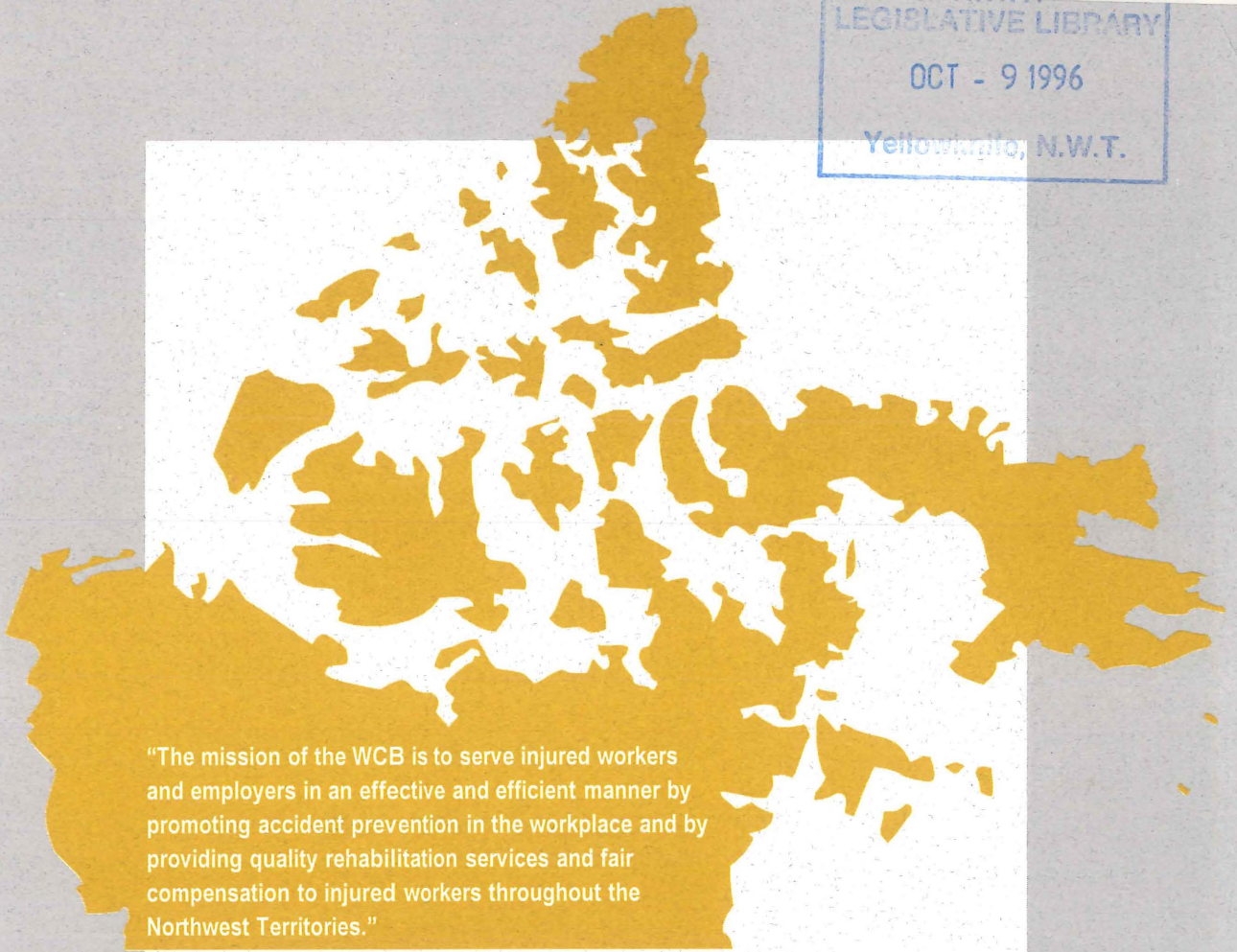
**Gordon Wray**, Yellowknife  
Appointed March 3, 1992  
Re-appointed May 4, 1993

**Vivian Stevely**, Hay River  
Appointed February 18, 1993  
Re-appointed February 18, 1994

**Tom Hoefler**, Yellowknife  
Appointed May 4, 1993  
Re-appointed May 5, 1995

**Fred Coman**, Iqaluit  
Appointed February 18, 1993  
Re-appointed February 18, 1994

**Lydia Bardak**, Yellowknife  
Appointed February 17, 1995



"The mission of the WCB is to serve injured workers and employers in an effective and efficient manner by promoting accident prevention in the workplace and by providing quality rehabilitation services and fair compensation to injured workers throughout the Northwest Territories."

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## KEY RESULTS

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A new asset mix model and investment policy were approved...

The administration of no time loss accidents was streamlined...

A major policy review was initiated...

The information systems conversion was completed...

The average employer assessment rate was lowered...

Safety Education programs were introduced for Claims Management and Artists and Carvers...

The Board enjoyed another operating surplus...

The Safety Incentive and Rate Reduction Program was given a trial run...

A Health Care Providers Guide was developed for Early Intervention...

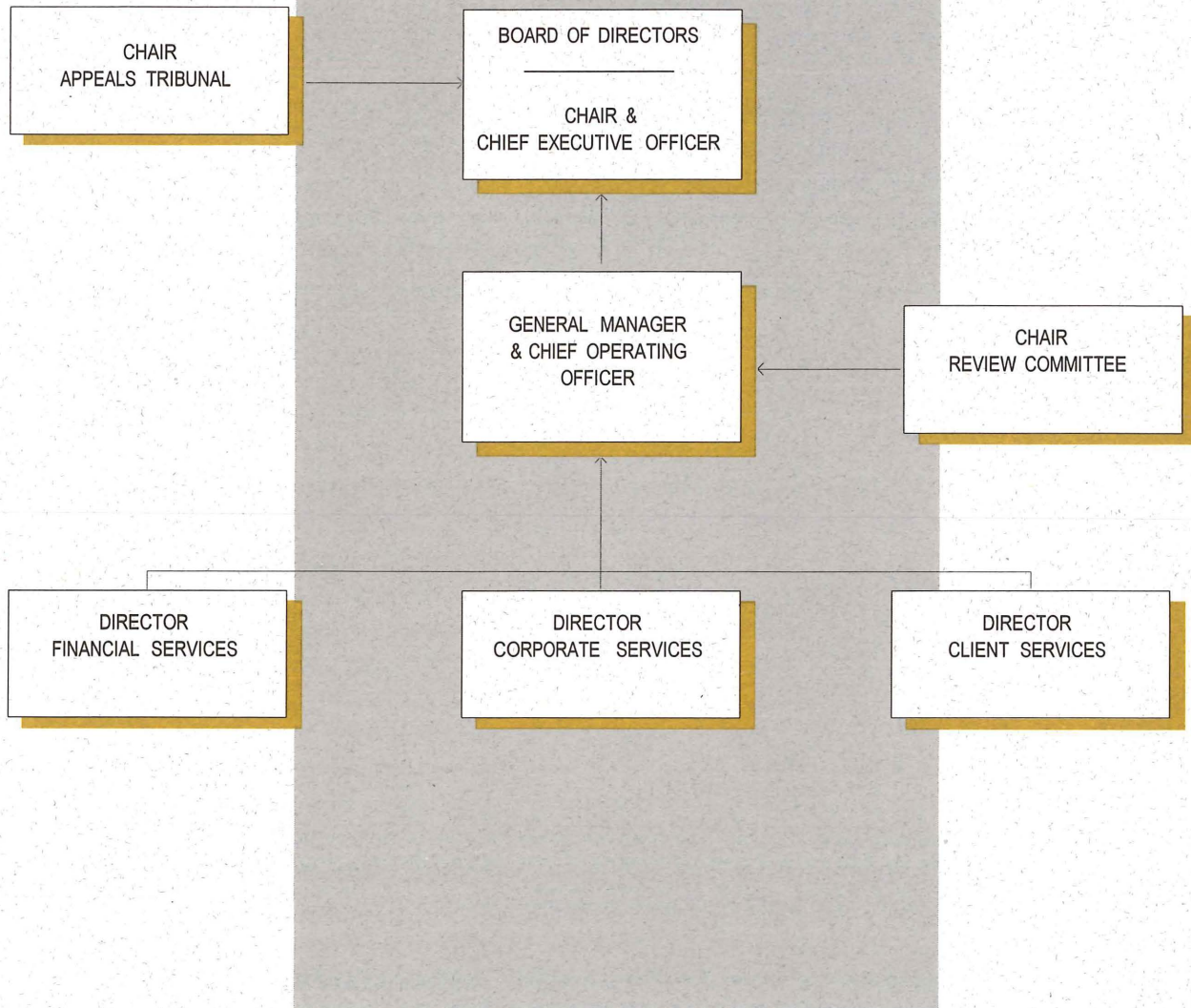
A plan was developed for division into two territories...

An audit was performed to identify pensioners with special or extraordinary needs...

On the Job Training and Alternative Work Programs returned injured workers to the workforce...

Over 2,000 people received vital safety training...

## ORGANIZATION



## 1995 FACTS

Investments (\$000)	13,333	Total claims accepted	3,608
Assessments (\$000)	24,398	Fatalities	12
Claims Costs (\$000)	25,607	Time loss major	178
Operating Costs (\$000)	5,724	Time loss moderate	898
Reserves (\$000)	18,671	No time loss	1,837
		First Aid	649
		Occupational Disease	34
Number of active employers	3,169		
Number of workers covered	21,000		
Yearly Maximum Insurable Remuneration	\$47,500	Most common time loss injury - Sprain, Strain, Tear	
		Most common accident - Overexertion in lifting	
		Most common body part injured - back	
Average assessment (per \$100 of assessable payroll)	\$2.54		
Highest claim cost (1995)	\$2,541,687		
Highest revenue assessment	\$1,941,236		

## LETTER OF TRANSMITTAL

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June 14, 1996

The Hon. Helen Maksagak,  
Commissioner of the Northwest Territories

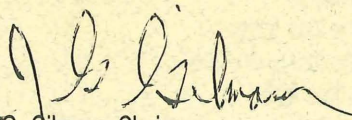
The Honourable John Todd,  
Minister Responsible  
for the Workers' Compensation Board

In accordance with Subsection 61 (2) of the *Workers' Compensation Act*, it is my pleasure to present the Annual Report of the Workers' Compensation Board of the Northwest Territories for the year ending December 31, 1995, including audited Financial Statements.

Accompanying the Financial Statements is an Actuarial Opinion as to the reasonableness of the Future Pension and Future Claims Liabilities and the adequacy of the Contingency Reserve.

In addition, I have provided general statistics pertaining to the number and types of claims and related costs, employer statistics and financial schedules.

Yours truly,



J.S. Gilmour, Chairman  
Workers' Compensation Board

## CHAIRMAN'S REPORT

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It was a positive year for the NWT Workers' Compensation Board. Assessment rates decreased for the majority of employers and we were able to recommend a \$1,500 increase to the Year's Maximum Insurable Remuneration (YMIR). We remain one of the few Canadian WCBs that is fully funded.

One of the major initiatives completed by the WCB's Board of Directors in 1995 was a comprehensive review of investment strategies and responsibilities. Together, we revised our investment policy to include a new asset allocation model, a financial governance policy, rebalancing guidelines and managerial mandates for each investment manager.

The WCB's corporate planning exercise has changed the way the Board operates. Greater emphasis is now being placed on accident prevention and the integration of health and safety programs in the workplace. We are encouraging employers to establish these programs at the outset - before any of their workers are injured.

Meanwhile, prompt and effective medical intervention, multi-disciplinary assessments and early return to work programs continue to work for the benefit of injured workers and reduce the cost of workplace accidents.

The compensation-rehabilitation-prevention approach has come to dominate workers' compensation programs. At the NWT Board, our focus is to reverse this thinking. It's what our stakeholders have told us they want, and in the long run, we believe it will improve the way we do business.

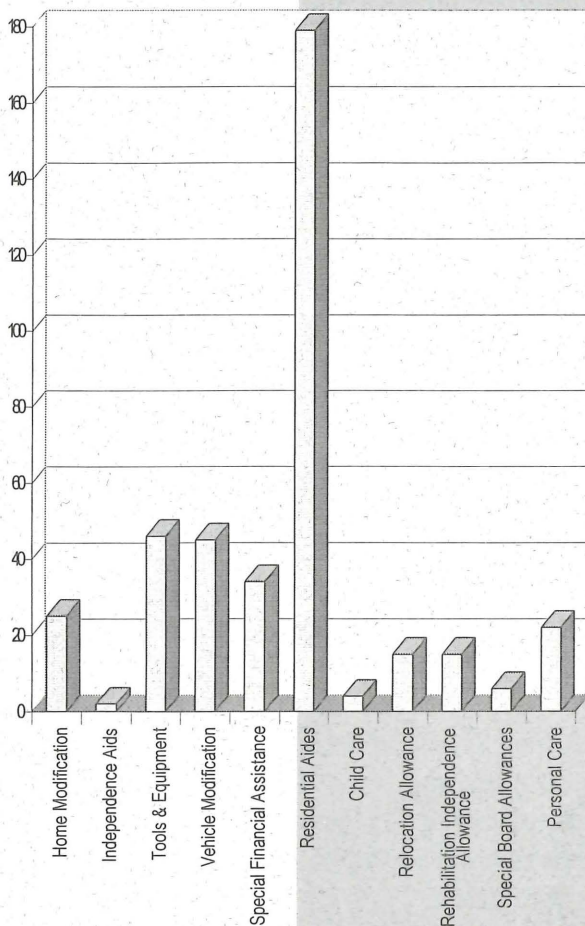
## Client Services

Staff training and a review of Claims and Rehabilitation policies were important areas of achievement for Client Services in 1995.

The administration of no-time-loss accidents was streamlined and a cost containment strategy developed to ensure that claims and administration costs continue to be managed in a responsible and cost effective manner.

Effective case management has resulted in a reduction of the average Adjudicator's caseload - from 146 files in December 1993 to 85 files in December 1995. With more manageable caseloads, Adjudicators were able to manage return to work files more effectively and take time for professional development and training.

### 1995 Rehabilitation Payments Made to Pensioners, Spouses and Dependents (\$000)



A specially formed committee performed a special-needs audit on 10 pensioners with significant disabilities. The Statutory Declaration and Claim for Widow or Widower, Doctor's First and Progress Reports, Harvester's Report of Accident and Physiotherapy forms were all amended to allow for easier completion and increased access to information.

In the classroom, Dr. Donald Colter, an Orthopedic Surgeon, made a presentation on medical referees and independent medical examinations. Dr. Frank Denson presented a paper on Early Medical Intervention, Dr. Sally Nikolaj educated staff on Chronic Pain Syndrome and Dr. Bert Giles provided training on Diffusing Hostility. Two representatives from Human Resources Development Canada presented a seminar on Unemployment Insurance Services and the Canada Pension Plan. In addition, two Adjudicators attended the annual college sponsored by the Association of Workers' Compensation Boards of Canada.

The Early Intervention program continues to ensure that injured workers receive the most effective and timely medical testing and treatment available. Through continued education and cooperation, employers are working with the WCB to take back injured workers in graduated or alternate-work programs. Over 50 employers, in twelve communities, participated in the Board's new philosophy to emphasize and promote on the job training. The result was a notable decrease in files referred for vocational rehabilitation assistance and a reduction in return to work time.

The total capitalized value of pensions awarded in 1995 was \$6,869,000. Currently, 825 injured workers and dependents are receiving lifetime pensions totalling \$484,183.38 per month.

Twenty-five fatal claims were capitalized in 1995, including fourteen for traditional harvesters.



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## Corporate Services

The Corporate Services Division provides a variety of professional support services to the Board: policy development, human resources, legal, program evaluation, medical and public affairs staff. For the last quarter of 1995, Corporate Services also included Administration and Safety Education personnel.

A major policy review resulted in 50 new policy instruments being identified to replace approximately 196 policies, directives, and procedures. Forty-five of these new policies were drafted during 1995 (five were deferred to 1996).

Human Resources staff held 16 competitions for indeterminate or term positions. At December 31, 1995, WCB staff were represented in the following Affirmative Action categories: seven Indigenous Aboriginal persons; 17 Indigenous Non-Aboriginal Persons; two Women in Management and two Disabled Persons. Fifty-three percent of the WCB's staff are non-affirmative action members.

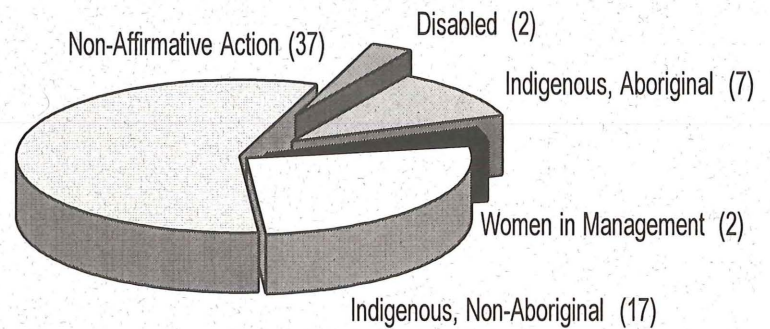
Eighty-seven casual staffing actions were completed. In staffing casual positions, the WCB continues to use the GNWT Priority One staffing list as its primary source of candidates.

For new employees, the Board's Orientation Manual was completed and an Orientation Program developed for Supervisors. Human Resources staff conducted information sharing sessions, and prepared a Corporate Training Plan and Succession Plan. In addition, much work was put into reviewing job descriptions in anticipation of a career pathing exercise, an Employee Assistance Plan was developed and work began on a Nunavut Employment Plan.

Legal Counsel's time was spent monitoring third party actions to recover claims costs (including the Giant Mine litigation), reviewing contracts and providing legal opinions. Ongoing instructions were provided to support major revisions to the Act, revisions to the General Regulations dealing with subsistence allowance and calculation of interest, and revisions to the definitions of the Act to increase the YMIR.

Medical Advisors completed 1,101 formal file reviews and 142 medical examinations of injured workers. In addition, in-service presentations on WCB related medical issues were provided to staff in the Client Services Division.

WCB Staff Profile



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A "Health Care Providers' Guide to WCB" was issued to members of the NWT Medical Association and Nurse Practitioners. A program evaluation of the Medical Unit was completed.

Two editions of the Board's expanded newsletter "Directions" were published. Beginning in February, Public Affairs issued a monthly newsletter to the NWT media. The 1994 Annual Report was released and distributed, and an updated three-year Corporate Plan developed. WCB information packages were presented to the newly elected Members of the Legislative Assembly in November.

Safety Advisors presented eight safety courses in 13 communities, training 920 individuals. In addition, WHMIS trainers used WCB materials to train 457 people, and NWT teachers taught the WCB "Safety & The Young Worker" program to 909 students. Two new courses were developed for Employers: An Introduction to the SIRR Program and Claims Management for Employers.

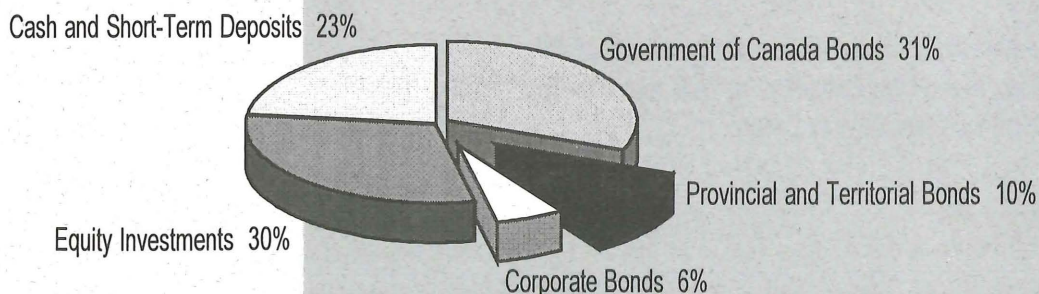
An Emergency Response Plan was implemented and orientation sessions were provided to all staff. Fire Wardens were identified and given training in fire evacuation procedures, First Aid and CPR. A comprehensive annual mailout schedule was developed to provide fast and efficient clerical support, and a process was developed to determine the annual requirements and order dates for stationery supplies.

## Financial Services

An internal reorganization in September 1995 combined the Board's Revenue function with its Financial and Systems functions. The Financial Services Division is now responsible for accounting, treasury, information systems and employer assessments, in addition to providing financial management advice to the WCB.

The systems conversion project, initiated in 1993, concluded in 1995. The Board's AS/400 mainframe was replaced with a PC-based client/server network. The result has been better information and processing services for WCB operations and stakeholders.

### Investment Portfolio as of December 31, 1995



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The WCB Board of Directors approved a new investment policy and governance plan in July. With the assistance of its actuary and investment consultant, the WCB changed its asset mix to include more emphasis on equity investments, the addition of international equities, and clearer rules for rebalancing the portfolio.

Most of the Board's Accident Fund is invested by external managers directly involved in the investment community. The new investment policy and strategy resulted in the need to contract new investment managers for 65% of the investment portfolio. This process ended in December with the addition of two new fixed income investment managers and one new international investment manager.

These changes also led to a change in the accounting for investments, implemented with the 1995 statements. This will "level out" investment gains and losses over several years, and help stabilize investment returns and assessment rates.

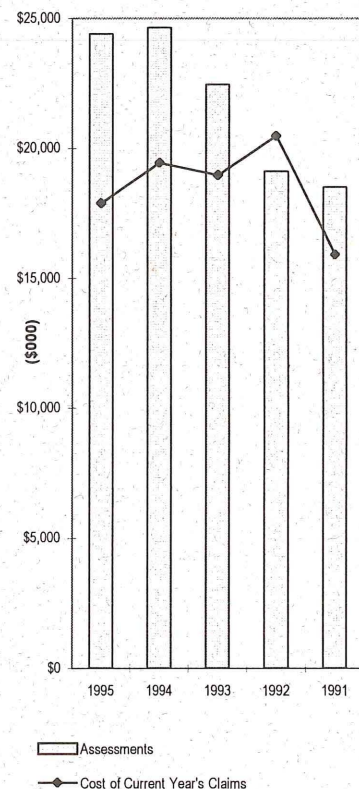
Assessment rates set for 1996 were lowered, on average, by nearly 8%. This resulted, in part, from reductions in claim costs and from the Board's strong financial position at the end of 1994. This position improved again in 1995, primarily due to improvements in investment returns.

The Revenue section assessed \$24.4 million from employers in 1995, about \$1.4 million more than projected.

Financial Services supported the information standardization project of the Association of Workers' Compensation Boards of Canada (AWCBC). They are developing standard definitions of statistics to be collected for future comparisons of Canadian WCBs, and to standardize financial reporting.

1995 was the "shadow year" for the Safety Incentive and Rate Reduction (SIRR) program. Employers who would have been assessed for the years 1992 - 1994 were advised and encouraged to enroll in "Safety Education" programs.

**Comparison of  
Assessment and Claim  
Costs  
1991 - 1995**



## Review Committee

The Review Committee is the first level of a two-level appeal process.

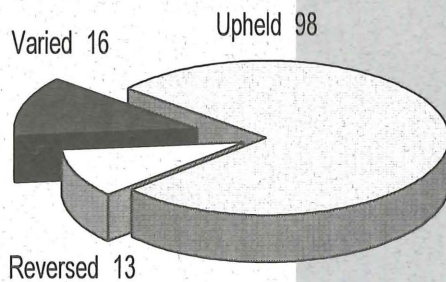
In February, the Board of Directors approved the restructuring of the Review Committee to include two Co-Chairs, with divisional Directors as designated members in the event of absence or conflict. New Terms of Reference were approved to reflect these changes.

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Statistical reports were enhanced to provide stakeholders with additional information relating to activity at the first level of appeal.

Work on a new appeals tracking system began. This new system will track appeals at both the Review Committee and Appeals Tribunal levels and will provide more statistical information for clients of the Workers' Compensation Board.

### Review Committee Decisions, 1995



In 1995, the Review Committee received 100 requests for review relating to 124 issues: 67 claims issues, 45 pensions issues, 6 rehabilitation issues and 6 revenue issues.

One hundred and twenty-seven reviews were heard and concluded by the Review Committee in 1995. Ninety-eight decisions were upheld, 13 decisions were reversed and 16 decisions were varied.

At year end, seven reviews were deferred to 1996.

### Appeals Tribunal

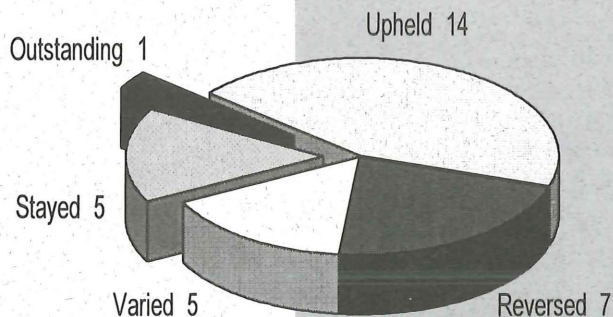
The five-member Appeals Tribunal is appointed by the Minister and is the final level of the appeals process, outlined by the *Workers' Compensation Act*.

The development of Formal Rules Of Practice for the Appeals Tribunal began in 1995. In addition, the Tribunal Registrars participated in preliminary discussions towards an appeals tracking system.

In 1995, the Appeals Tribunal received 28 appeals relating to 31 issues: 11 claims issues, 16 pensions issues and 4 rehabilitation issues.

Thirty-two appeals were heard by the Appeals Tribunal in 1995. Fourteen decisions were upheld, seven were reversed, five were varied, five decisions were stayed pending additional information and one decision was outstanding at year end.

### Appeals Tribunal Decisions, 1995



At the end of 1995, 37 appeals remained outstanding.

## MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

April 19, 1996

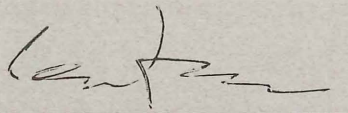
Management of the Workers' Compensation Board is responsible for the preparation, integrity and objectivity of the financial statements and related information presented in this annual report. The financial statements have been prepared in accordance with generally accepted accounting principles and have been approved by the Board of Directors. Where appropriate, the preparation of financial information contained in this report includes estimates and judgements based on careful consideration of information available to management.

Management has developed and maintains books of accounts, records, financial and management controls, information systems and management practices. These are designed to provide reasonable assurance as to the reliability of financial information in accordance with the *Workers' Compensation Act* and regulations, the *Financial Administration Act* and regulations, and policies of the Board. The Board of Directors ensures that management fulfills its responsibilities for financial reporting, internal control and safeguarding assets.

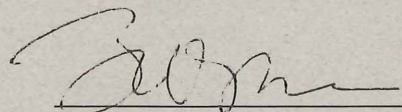
The Board of Directors appoints certain of its members to serve on the Finance Committee. This Committee oversees management's responsibilities for financial reporting and reviews and recommends the financial statements to the Board for approval.

The Auditor General of Canada annually provides an independent objective audit for the purpose of expressing his opinion on the financial statements. He also considers whether the transactions that come to his notice in the course of this audit are, in all significant respects, in accordance with the specified legislation.

The Coles Group, an independent firm of consulting actuaries, has been engaged to provide an opinion on the adequacy and appropriateness of actuarial valuations of future claims and pension liabilities of the Workers' Compensation Board.



Gerry Meier  
General Manager  
& Chief Operating Officer



John W. Doyle  
Director  
Financial Services



AUDITOR GENERAL OF CANADA

VÉRIFICATEUR GÉNÉRAL DU CANADA

## AUDITOR'S REPORT

To the Minister Responsible for the  
Workers' Compensation Board

I have audited the balance sheet of the Workers' Compensation Board (Northwest Territories) as at December 31, 1995 and the statements of operations, reserves, and changes in financial position for the year then ended. These financial statements are the responsibility of the Board's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Board as at December 31, 1995 and the results of its operations and the changes in its financial position for the year then ended in accordance with the generally accepted accounting principles. As required by the Financial Administration Act, I report that, in my opinion, these principles have been applied, after giving effect to the change in the method of accounting for investments as explained in Note 3 to the financial statements, on a basis consistent with that of the preceding year.

Further, in my opinion, proper books of account have been kept and the financial statements are in agreement therewith and the transactions of the Board that have come to my notice during my audit of the financial statements have, in all significant respects, been in accordance with the Workers' Compensation Act and regulations and the Financial Administration Act.

Raymond Dubois, FCA  
Deputy Auditor General  
for the Auditor General of Canada

Ottawa, Canada  
19 April 1996

## Balance Sheet

As at December 31, 1995

(thousands of dollars)

### ASSETS

	1995	1994
Cash and short-term deposits	\$ 7,378	\$ 11,881
Assessments receivable	1,246	2,156
Accrued interest receivable	1,493	1,469
Other accounts receivable	2,188	2,964
Investment revenue (note 4a)	158,872	135,275
Property and equipment (note 5)	4,620	5,477
	<u>\$ 175,797</u>	<u>\$ 159,222</u>

### LIABILITIES

Accounts payable and accrued liabilities	\$ 742	\$ 799
Lease obligations payable (note 6)	3,710	4,366
Assessments refundable	1,141	585
Benefits Liability (notes 7, 8, and 10a)	151,533	142,668
	<u>157,126</u>	<u>148,418</u>

### RESERVES (note 9)

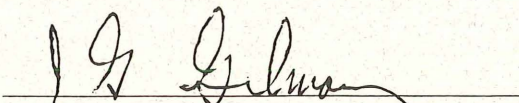
Catastrophe reserve	4,750	4,750
Operating reserve	13,921	6,054
	<u>18,671</u>	<u>10,804</u>
	<u>\$ 175,797</u>	<u>\$ 159,222</u>

### CONTINGENCIES (note 10)

Approved by Management:

  
\_\_\_\_\_  
Director, Financial Services

Approved by the Board of Directors:

  
\_\_\_\_\_  
Chairman

  
\_\_\_\_\_  
Chairman, Finance Committee

The accompanying notes form an integral part of the financial statements.

## Statement of Operations

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For the year ended December 31, 1995

(thousands of dollars)

REVENUES	1995	1994
Assessments	\$ 24,398	\$ 24,643
Investment Revenue (note 4b)	13,333	4,356
Recoveries (note 12b)	1,467	2,179
	<u>39,198</u>	<u>31,178</u>
EXPENSES		
Cost of claims (note 7)		
Current year's claims	\$ 17,883	\$ 19,439
Prior years' claims	7,724	(567)
Total Claims	<u>25,607</u>	<u>18,872</u>
Administration and general (schedule)	<u>5,724</u>	<u>5,986</u>
	<u>31,331</u>	<u>24,858</u>
INCOME FROM OPERATIONS	<u>7,867</u>	<u>6,320</u>
TRANSFERS		
Transfer to catastrophe reserve	\$ -	\$ 1,425
Transfer to operating reserve	7,867	4,895
	<u>\$ 7,867</u>	<u>\$ 6,320</u>

The accompanying notes form an integral part of the financial statements.

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## Statement of Reserves

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For the year ended December 31, 1995

(thousands of dollars)

### CATASTROPHE RESERVE

	1995	1994
Balance at the beginning of the year	\$ 4,750	\$ 3,325
Transfer from operations	-	1,425
Balance at the end of the year	<u>\$ 4,750</u>	<u>\$ 4,750</u>

### OPERATING RESERVE

Balance at beginning of 1994 before prior period adjustment (note 3b)	\$ 6,054	\$ 948
Prior period adjustment	-	211
Balance at the beginning of the year as restated	6,054	1,159
Transfer from operations	7,867	4,895
Balance at the end of the year (note 9)	<u>\$ 13,921</u>	<u>\$ 6,054</u>

*The accompanying notes form an integral part of the financial statements.*

## Statement of Changes in Financial Position

For the year ended December 31, 1995

(thousands of dollars)

FUNDS PROVIDED FROM (USED FOR)	1995	1994
<b>OPERATING ACTIVITIES</b>		
Income from operations	\$ 7,867	\$ 6,320
Items not affecting cash		
Amortization of		
bond premiums and discounts	58	84
gains on investments	(3,555)	(1,414)
property and equipment	485	546
Claims costs	25,607	18,872
	<u>30,462</u>	<u>24,408</u>
Benefits payments	(17,418)	(17,545)
Recoveries to Claims Liability	676	2,293
Add (deduct) changes in non cash operating assets	1,662	(3,333)
Add (deduct) changes in non cash operating liabilities	499	(499)
	<u>(14,581)</u>	<u>(19,084)</u>
Funds provided from operating activities	<u>15,881</u>	<u>5,324</u>
<b>FINANCING ACTIVITIES</b>		
Increases (decreases) in lease obligations payable	(460)	288
Lease payments	(196)	(190)
Funds provided from (used for) financing activities	<u>(656)</u>	<u>98</u>
<b>INVESTING ACTIVITIES</b>		
Funds from (used for) investments (including reinvestments)	(20,100)	893
(Purchase) disposals of property and equipment	372	(497)
Funds from (used for) investing activities	<u>(19,728)</u>	<u>396</u>
Increase (decrease) in cash and short term deposits	(4,503)	5,818
Cash and short-term deposits		
Balance at the beginning of the year	11,881	6,063
Balance at the end of the year	<u>\$ 7,378</u>	<u>\$ 11,881</u>

The accompanying notes form an integral part of the financial statements.

## Notes to Financial Statements

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For the year ended December 31, 1995

### 1. Authority, Mandate and Operations

The Workers' Compensation Board (the Board) was established by, and is responsible for the administration of the Workers' Compensation Act.

The mandate of the Workers' Compensation Board is to protect workers against the result of work injury. The Board provides compensation for injury or death by accident arising out of, and in the course of, employment. Assessments required to meet the costs of compensation, pension awards and administration are levied upon employers on the basis of a percentage of their assessable payroll.

### 2. Accounting Policies

The significant accounting policies are as follows:

#### (a) Investments

Fixed term investments are recorded at cost at the time of purchase. Discounts or premiums are amortized on a straight line basis over the periods remaining from the time of purchase to the maturity dates of the investments. At disposal, the gain or loss on an investment is amortized over the remaining period to maturity of the investment.

Equity investments are valued using a moving average market value method, using a five year amortization of gains and losses that arise on the sale of investments, or that arise as a result of changes in the market value of those investments.

#### (b) Property and equipment

Property and equipment are recorded at cost and amortized over their estimated useful life under the straight-line method as follows:

- Furnishings 10 years
- Equipment (purchased and leased) 5 years
- Leasehold improvements and office space (leased) Over the term of the lease

Assets recorded as capital leases are amortized on the straight-line method over the lease term. Obligations recorded under capital leases are reduced by rental payments net of imputed interest.

#### (c) Administration and general expenses

A portion of administration and general expenses is allocated as claims management costs between current years' claims and prior years' claims based on the proportion of claims expenditures processed. The costs allocated are the direct costs related to the managing of claims, pensions and rehabilitation services.

#### (d) Benefit Liability

All claims cost expenses for both current and prior years' claims are charged to the Benefits Liability.

The Benefits Liability is determined using an actuarial valuation and is comprised of:

- i. the future pension liability which represents the present value of future payments in respect of approved pension awards; and
- ii. the future claims liability which represents the present value of future payments in respect of medical aid benefits, compensation payments and the capitalized value of future pension awards for all claims arising from accidents occurring prior to the end of the fiscal year.

Recoveries from third parties are added back to the Benefits Liability as proceeds are repaid to the claimants.

## Notes to Financial Statements

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For the year ended December 31, 1995

(e) Funding Policy

The funding policy of the Board is to maintain both the future pension liability and the future claims liability at a fully funded level at each year end.

The amount of liability is determined on a basis which allows for future inflationary increases by using a discount for interest at the rate of 3% per annum.

(f) Catastrophe and operating reserves

The catastrophe and operating reserves are maintained to provide a margin of protection against adverse financial experience which could unduly burden future employers. Such adverse experience could arise in respect of the following risk:

- i. disasters and catastrophes
- ii. lower than expected investment results
- iii. other unanticipated events such as lower than anticipated assessment or investment revenues or higher than anticipated claims costs.

Assessment rates are adjusted to bring the reserve to its target level over a period of between 2 years and 10 years depending on the margin by which the operating reserve is above or below the target range.

(g) Pension Contributions

The Board and its employees, who are deemed to be employees of the Government of the Northwest Territories, make contributions to the Public Service Superannuation Plan administered by the Government of Canada. Contributions to the plan are required from both the employees and the Board. These contributions represent the total liability of the Board and are recognized in the accounts on a current basis.

### 3. Change in Accounting Policy

a) Fixed term investments

The method of recording realized gains and losses on fixed investments was changed effective January 1, 1995 to be consistent with recommendations of the Association of Workers' Compensation Boards of Canada to follow principles similar to life and health insurance companies. Gains and losses on disposal of these investments are amortized over the remaining period to maturity of the investment. Formerly all gains and losses were recognized in the year of disposal.

As there is not sufficient detail of past information to calculate the unamortized gains and losses in prior years, this change is being treated prospectively and prior years' information has not been restated.

b) Equity investments

Effective retroactively, equity investments are valued using the moving average market value method, with realized and unrealized gains and losses amortized over a five year period. Formerly, these investments were carried at cost and gains and losses were recognized in the year of disposal. The valuation of these investments is calculated based on the market value of the equity investments. The effect of the retroactive application of this new accounting policy for 1994 comparative is as follows:

	(thousands of dollars)
Increase to Operating Reserve, at January 1, 1994	\$ 212
Decrease to Investment Revenue	(482)
Net effect on Closing Operating Reserve at December 31, 1994	<u>(270)</u>
Increase to Investments	\$ 3,626
Increase to Unamortized Gains on Investments	(3,896)
Net effect on Amortized Value Investments at December 31, 1994	<u>(270)</u>

## Notes to Financial Statements

For the year ended December 31, 1995

c) Impact on 1995 accounts due to changes in accounting policy

The combined effect of changes in accounting policy to fixed term investments and equity investments is as follows:

	(thousands of dollars)
Decrease to 1995 Investment Revenue	\$ (5,037)
Net effect on Closing Operating Reserve at December 31, 1995	<u>(5,037)</u>
Increase to Investments	\$ 4,357
Increase to Unamortized Gains on Investments	(9,394)
Net effect on Amortized Value Investments at December 31, 1995	<u>(5,037)</u>

4. (a) Investments

	1995		1994	
	Carrying Value	Market Value	Carrying Value	Market Value
Government of Canada Bonds	\$ 49,828	\$ 54,399	\$ 70,274	\$ 68,323
N.H.A. mortgage-backed securities	(239)	-	2,367	2,330
Provincial and Territorial Bonds	16,301	17,180	10,391	9,605
Corporate Bonds	9,039	10,106	9,804	10,046
Total Fixed Term Investment	<u>74,929</u>	<u>81,685</u>	<u>92,836</u>	<u>90,304</u>
Equity Investments	<u>43,494</u>	<u>52,897</u>	<u>33,802</u>	<u>37,698</u>
Investments Maturing within one year	<u>40,449</u>	<u>40,449</u>	<u>8,637</u>	<u>8,637</u>
TOTAL	<u>\$ 158,872</u>	<u>\$ 175,031</u>	<u>\$ 135,275</u>	<u>\$ 136,639</u>

Included in the carrying values is an unamortized gain of \$13,292,183 for 1995 and \$3,896,722 for 1994.

## Notes to Financial Statements

For the year ended December 31, 1995

### (b) Investment Revenue

(thousands of dollars)

	1995		1994	
	Interest/ Dividends Revenue	Gains/ Losses	Interest/ Dividends Revenue	Gains/ Losses
Fixed Term Investments	\$ 7,613	\$ 89	\$ 7,578	\$ (5,893)
Equity Investments	992	3,466	643	1,414
	<u>8,605</u>	<u>3,555</u>	<u>8,221</u>	<u>(4,479)</u>
Investments Maturing within one year	751	103	525	-
<b>TOTAL</b>	<u>\$ 9,356</u>	<u>\$ 3,658</u>	<u>\$ 8,746</u>	<u>\$ (4,479)</u>
Total Investment Revenue	\$ 13,014		\$ 4,267	
Less: Investment Fees	(428)		(434)	
Add: Interest on Cash and Short Term Deposits	747		523	
Total Investment Revenue	<u>\$ 13,333</u>		<u>\$ 4,356</u>	

### 5. Property and Equipment

(thousands of dollars)

	Cost	Accumulated Amortization	1995	1994
			Net Book Value	Net Book Value
Furnishings	250	143	107	125
Equipment - Purchased	1,055	674	381	404
- Leased	-	-	-	86
Leasehold improvements	1,460	349	1,111	1,336
Office space - Leased	4,242	1,221	3,021	3,526
	<u>7,007</u>	<u>2,387</u>	<u>4,620</u>	<u>5,477</u>

### 6. Lease Obligations Payable

#### Office space

The lease for office space was amended in 1995. The Board now has no further obligation for the first floor space. This is recognized as a disposal of assets and liabilities in the financial statements. The amendment to the original lease was significant enough that the amended lease will be treated as a new lease.

The Board is committed to payments of \$435,765 per annum under a 15 year office space lease agreement which is based on an implicit interest rate of 8% and expires in 2010. The Board holds an option to purchase the space included in the lease agreement after five years at \$117.50 per square foot. The Board is also responsible for a proportional share of operating and maintenance expenses based on its share of space occupied.

## Notes to Financial Statements

For the year ended December 31, 1995

### 7. Benefits Liability

(thousands of dollars)

	1995				1994	
	Medical Aid	Compensation	Pension Capitalization	Pension Awards	Total	Total
Balance, Beginning of Year	\$ 16,340	\$ 13,205	\$ 19,576	\$ 93,547	\$ 142,668	\$ 139,048
<b>Claims Expenses</b>						
Current Year	3,603	5,738	7,322	1,220	17,883	19,439
Prior Year	2,052	(228)	48	5,852	7,724	(567)
Liability transfer - capitalizations	-	-	(5,649)	5,649	-	-
Recoveries from third parties	-	676	-	-	676	2,293
	21,995	19,391	21,297	106,268	168,951	160,213
<b>Less: Claims payments made</b>						
Current year injuries						
Claims payments	841	1,390	-	137	2,368	2,511
Claims Management	314	519	-	4	837	570
Prior Years' injuries						
Claims payments	2,518	3,149	-	7,592	13,259	13,262
Claims Management	302	378	-	274	954	1,202
	3,975	5,436	-	8,007	17,418	17,545
<b>Balance, End of Year</b>	<b>\$ 18,020</b>	<b>\$ 13,955</b>	<b>\$ 21,297</b>	<b>\$ 98,261</b>	<b>\$ 151,533</b>	<b>\$ 142,668</b>

## Notes to Financial Statements

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For the year ended December 31, 1995

### 8. Actuarial Valuation

Valuations by the actuary indicate that as at December 31, 1995:

- the future claims liability of \$53,272,040 is sufficient to meet both the future costs of reported claims, and the cost of unreported claims.
- the future pension liability of \$98,261,334 is sufficient to meet the calculated liabilities.

### 9. Reserves

The Board is fully funded at the end of 1995 and is able to meet its obligations for the future pension and future claims liability.

The target level for the catastrophe reserve, set by the Board, provides for the average cost of a disaster. The target level of the reserve at the end of 1995 is \$4,750,000.

The target level for the operating reserve is based on a number of factors relating to the financial risks which could impact on the financial position of the board. A range of 75% to 125% of the target level has been set as a target range. The target level at the end of 1995 is \$4,148,412 and hence the target range is \$3,111,309 to \$5,185,515.

The funding policy of the Board provides for discounts on assessment rates when the operating reserve exceeds its target range (see note 2(f)).

### 10. Contingencies

#### (a) Widow's Pensions

Changes to the Workers' Compensation Act proposed for 1996 would continue pension payments to widows after remarriage. An allowance of \$3,906,566 for continuation of pensions to widows currently receiving pensions is included in the Benefits Liability. An opinion from the Board's legal counsel and recent litigation in other provinces suggests that the actual liability could be higher. The amount of any further liability cannot be determined at this time.

#### (b) Benefits Claims

Preliminary information has been provided from the Government of the Northwest Territories Department of Health that some past costs may not have been invoiced to the Board and may represent a contingent liability on the part of the Board. Any adjustment will be recorded in the year accepted by the Board.

#### (c) Legal Claims Receivable

The Board has a number of legal claims outstanding for recovery of compensation expenses from third parties. These claims are not recorded in the accounts because of their contingent nature. In the opinion of management and the Board's legal representatives, it is expected that the Board could recover approximately \$877,978. Settlement of legal claims are recognized in the year in which the settlement occurs. Legal claims settled during 1995 resulted in recoveries of \$675,674 (1994 - \$2,292,604).

The Board has commenced an action against a third party as a result of the deaths of nine miners in an explosion on a worksite. At this time potential recoveries cannot be determined.



## Notes to Financial Statements

For the year ended December 31, 1995

### 11. Subsequent Events

In April 1996, an agreement for the transfer of the responsibility for the administration and enforcement of the Safety Act, Explosives Use Act and Mine Health and Safety Act from the Government of the Northwest Territories to the Workers' Compensation Board was signed by the Government and the Board. The transfer is effective April 16, 1996 and is contingent upon legislative changes to several Acts, including the Workers' Compensation Act, the Mine Health and Safety Act, the Safety Act, and the Explosives Use Act.

The Government will be compensating the Workers' Compensation Board for part of the cost of the transfer from April 16, 1996 to March 31, 1999 as shown below. Additional and future costs will be recovered from employer assessments. The estimated annual cost of administering these programs is \$2.0 million.

April 16, 1996 - March 31, 1997 - 75% of the agreed cost

April 1, 1997 - March 31, 1998 - 50% of the agreed cost

April 1, 1998 - March 31, 1999 - 25% of the agreed cost

### 12. Related Party Transactions

(a) The Government of the Northwest Territories paid workers' compensation assessments to the Board, in the amount of \$1,941,236 (1994 - \$2,098,582).

(b) The Government of the Northwest Territories provided a reimbursement to the Board for hunters and trappers claims. In 1995, an adjustment in the amount of \$1,466,493 (1994 - \$2,178,882) was made to the reserve being held by the Board for hunter and trapper claims.

(c) The Board's investments include bonds of (at amortized cost):

	(thousands of dollars)	
	1995	1994
Government of the Northwest Territories		
11.00% maturing June 23, 1998	\$ 448	\$ 597
Northwest Territories Power Corporation		
11.00% maturing March 9, 2009	\$ 500	\$ 500
11.125% maturing June 6, 2011	\$ 997	\$ 996
9.375% maturing May 12, 2014	\$ 1,000	\$ 1,000
Northwest Territories Legislative Assembly Building Society		
13.00% Series A, maturing August 31, 2013	\$ 389	\$ 394

(d) In addition to those related party transactions disclosed elsewhere in these financial statements, the Board is related to all Government of the Northwest Territories created departments, agencies and Crown corporations. The Board enters into transactions with these entities in the normal course of business.

### 13. Comparative Figures

Certain of the 1994 comparative figures have been reclassified to conform to the presentation adopted in 1995.

## Schedule of Administration and General Expenses

For the year ended December 31, 1995

(thousands of dollars)

	1995	1994
Salaries, wages and allowances	\$ 3,880	\$ 3,892
Professional services	763	730
Office lease and renovations	974	963
Employer's share of benefits	478	488
Computer lease and services	51	95
Office furnishings and equipment	342	324
Travel	331	355
Board Members	272	385
Communications	189	251
Office services and supplies	178	168
Grants	108	127
Advertising and public information	58	61
Miscellaneous	33	35
Medical services	23	143
	<u>\$ 7,680</u>	<u>\$ 8,017</u>

Less:

Allocations to claims management	1,791	1,772
Penalties	113	243
Assessment interest	51	14
Sundry revenue	1	2
	<u>1,956</u>	<u>2,031</u>
	<u>\$ 5,724</u>	<u>\$ 5,986</u>

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**WORKERS' COMPENSATION BOARD  
NORTHWEST TERRITORIES**

**ACTUARIAL OPINION  
AS AT DECEMBER 31, 1995**

We have examined the valuation of the liabilities for future claim payments (Future Claims Liability) and future pension payments (Future Pension Liability) as at December 31, 1995. This valuation was based on the provisions of the **Workers' Compensation Act, N.W.T. 1988**, which was in effect at December 31, 1995. The detailed results of our valuation are presented in our report dated April 11, 1996.

The valuation of the liabilities has been performed in accordance with methods and assumptions set forth in the Board's **Statement of Funding Policy, Methods and Assumptions - 1994, (Revised and Approved by the Board of Directors, April, 1995)**. Both the Future Claims Liability and the Future Pension Liability include a provision for future expenses relating to the management of existing claims and pension awards.

In our opinion:

1. The Future Claims Liability of \$53,272,040 makes adequate provision for expected future payments including rehabilitation benefits and claim management expenses, in respect of claims arising prior to January 1, 1996 other than existing pension awards.
2. The Future Pension Liability of \$98,261,334 makes adequate provision for expected future payments, including future Supplementary Pension Increases and claim management expenses, for pension awards granted prior to January 1, 1996;
3. The data on which the valuation is based is sufficient and reliable for the purpose of the valuation;
4. The assumptions used are appropriate for the purposes of the valuation; and
5. The methods employed are consistent with sound actuarial principles.

Nonetheless, emerging experience differing from the assumptions will result in gains or losses which will be revealed in future valuations.

Respectfully submitted for  
THE COLES GROUP

*J. A. Brown.*

J. Allan Brown  
Fellow of the Canadian  
Institute of Actuaries

April 11, 1996

Employee Benefits Consultants and Actuaries



# STATISTICAL INFORMATION

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11. 1995 Statement of Operations

### Summary Information, 1991 - 1995

	1995	1994	1993	1992	1991
Total Active Business	5865	4702	4430	4514	4558
Employers	3857*	2889	3150	2913	3392
Self Employed	2008	1813	1280	1601	1166
Claims Reported	3871	3903	3630	3688	3445
Assessment Revenue (\$000)	24,627	25,016	21,653	19,105	18,510
Average Assessment Rate**	2.54	2.56	2.56	2.29	2.69
Supplementary Pension Increase	1.03%	1.72%	0	7.5%	0
Yearly Maximum Insurable Remuneration (\$)	47,500	47,500	47,500	47,500	40,000

\* Includes 668 exempt employers. Exempt refers to employers that are incorporated, have no workers and whose officers have waived optional coverage.

\*\* \$ per \$100 of assessable payroll

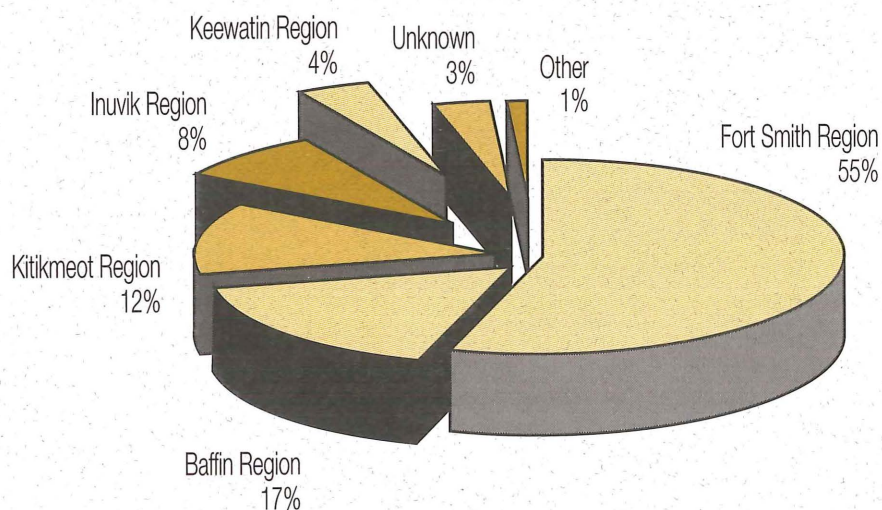
## Accident Statistics

**TABLE 1:**  
1991 - 1995  
Claim Distribution  
by Category

	1995	1994	1993	1992	1991
Total Claims Reported	3871	3903	3630	3688	3445
First Aid	649	676	626	554	314
No Time Loss	1837	1691	1545	1602	1647
Time Loss Moderate	898	856	788	914	873
Time Loss Major	178	249	239	224	256
Industrial Disease	34	51	49	74	57
Fatal	12	16	6	12	7
Claim Denied	93	99	90	69	89
No Claim Established	170	265	287	239	202
Total Claims Accepted	3608	3539	3253	3380	3154

**Note:**  
These figures are revised annually to allow for claims that are reported late.

**Figure 1:**  
1995 Claims by  
Region



**Note:**  
Region refers to the location where the accident occurred.

Accepted claims only.

**TABLE 2:**  
1991 - 1995  
Age Distribution of  
Claimants at Time of  
Accident

	1995	1994	1993	1992	1991
	%	%	%	%	%
Under 25	16.2	17.3	17.6	17.3	19.6
25 - 44	64.1	62.5	62.7	62.1	63.9
45 - 64	19.4	19.6	19.2	17.5	15.3
Over 64	0.4	0.4	0.1	3.0	1.2

Accepted claims only.

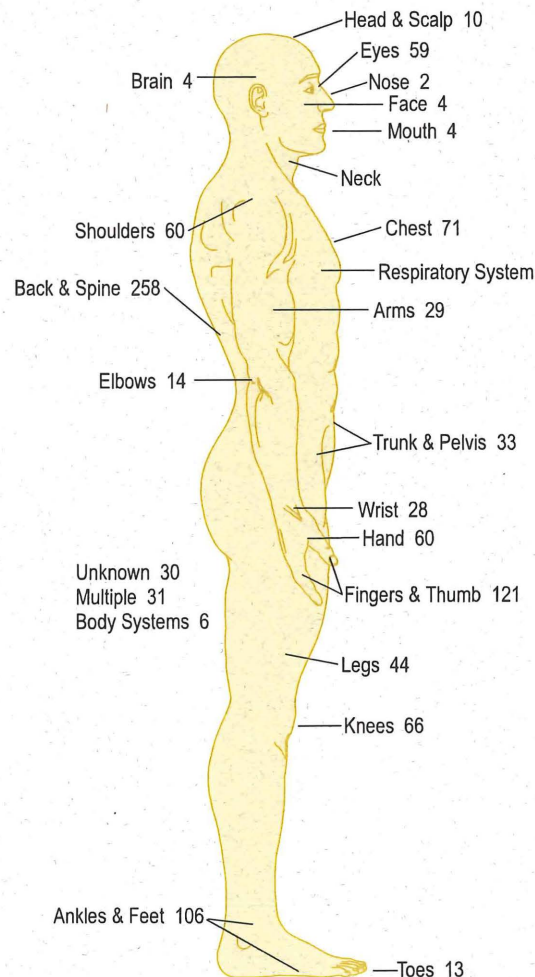
## Accident Statistics

Type of Accident	#	%
Overexertion in lifting	187	17.19%
Bodily reaction, uns	123	11.31%
Fall to lower level, n.e.c.	103	9.47%
Rubbed or abraded by objects	66	6.07%
Caught in/compressed by equip.	56	5.15%
Rubbed /abraded by foreign matter (eye)	49	4.50%
Nonclassifiable	48	4.41%
Struck by object, n.e.c.	45	4.14%
Fall on same level, n.e.c.	41	3.77%
Struck by flying object, n.e.c.	35	3.22%
Struck against object, n.e.c.	31	2.85%
Overexertion in pulling/pushing objects	26	2.39%
Struck by slipping handheld object	26	2.39%
Fall from ladder	25	2.30%
Fall down stairs or steps	18	1.65%
Fall from scaffold, staging	15	1.38%
Fall onto or against objects	14	1.29%
Contact with hot objects or substances	13	1.19%
Jack-knifed or overturned - no collision	13	1.19%
Struck by object, uns	13	1.19%
Fall from nonmoving vehicle	12	1.10%
Stepped on object	12	1.10%
Fall to floor, walkway, or other surface	9	0.83%
Overexertion, uns	9	0.83%
Overexertion in throwing objects	8	0.74%
Overexertion, n.e.c.	8	0.74%
Struck by flying object, uns	8	0.74%
Aircraft accident, uns	7	0.64%
Exposure to environmental cold	6	0.55%
Struck against object, uns	6	0.55%
Assaults and violent acts, uns	5	0.46%
Inhalation of substance, uns	5	0.46%
Fall on same level, uns	4	0.37%
Rubbed or abraded by friction	4	0.37%
Caught in running equipment	3	0.28%
Contact with skin	3	0.28%
Ran off highway - no collision	3	0.28%
Bodily reaction, n.e.c.	2	0.18%
Exposure to noise in single incident	2	0.18%
Ingestion of substance	2	0.18%
Struck against stationary object	2	0.18%
Struck by Falling object	2	0.18%
Aircraft accident, n.e.c.	1	0.09%
Bodily reactions & exertion, n.e.c.	1	0.09%
Caught in or compressed by equip.	1	0.09%
Contact with cold objects or substances	1	0.09%
Contact with obj. & equipment, uns	1	0.09%

Type of Accident	#	%
Diving accidents	1	0.09%
Drowning, submersion	1	0.09%
Exposed to noxious/allergenic subs.	1	0.09%
Fall through floor surface	1	0.09%
Fall to lower level, uns	1	0.09%
Noncollision accident, n.e.c.	1	0.09%
Overexertion in holding, or welding	1	0.09%
Rubbed/abraded by kneeling on	1	0.09%
Slip, trip, loss of balance-without fall	1	0.09%
Slipping on something	1	0.09%
Static posture without application of force	1	0.09%
Struck against moving object	1	0.09%
Struck by dislodged flying object, particle	1	0.09%
Tripping over something	1	0.09%

**TABLE 3:**  
1995 Type of  
Accident (Time Loss  
and Fatal Claims)

n.e.c. not elsewhere  
classified  
uns unspecified



**Figure 2:**  
1995 Part of Body  
(Time Loss Claims)

## Accident Statistics

**TABLE 4:**  
1995 Time Loss  
Claims by  
Occupation

n.e.c. not elsewhere  
classified  
uns unspecified

Occupation	#	%	Occupation	#	%
Nonclassifiable	211	19.61%	Geologist	3	0.28%
Labourer, Construction	85	7.90%	Attendant, Sport/Recreation	3	0.28%
Carpenter	53	4.93%	Protective Service Worker	3	0.28%
Labourer, Materials Handler	43	4.00%	Meat Cutter	3	0.28%
Equipment Operator	42	3.90%	Operator, Machine Tool	3	0.28%
Driller: Rock and Soil	37	3.44%	Installer, Electrical Equipment	3	0.28%
Mechanic, Industrial	37	3.44%	Labourer, Electric Power	3	0.28%
Miner	38	3.53%	Painter	3	0.28%
Labourer, n.e.c.	33	3.07%	Physical Science Technician	2	0.19%
Truck Driver	30	2.79%	Social Worker	2	0.19%
Chef, Cook	27	2.51%	Dental Hygienist	2	0.19%
Clerk, Stocking	26	2.42%	Chambermaid	2	0.19%
Mechanic, Motor Vehicles	24	2.23%	Guide	2	0.19%
Supervisor, Service Industry	23	2.14%	Foreperson: Mining/Quarrying/Oil/Gas	2	0.19%
Labourer, Food Processing	18	1.67%	Foreperson, Food Processing	2	0.19%
Manager	18	1.67%	Baker	2	0.19%
Pipefitter, Plumber	17	1.58%	Radio, T.V. Repair Person	2	0.19%
Hunter, Trapper	16	1.49%	Lineperson, Electrical Power	2	0.19%
Fire Fighter	15	1.39%	Roofer	2	0.19%
Labourer, Mining	14	1.30%	Deck Crew	2	0.19%
Materials Handler	14	1.30%	Taxi or Chauffeur Driver	2	0.19%
Labourer, Service	13	1.21%	Foreperson, Materials Handler	2	0.19%
Welder	13	1.21%	Operator, Power Station	2	0.19%
Electrician	13	1.21%	Engineer: Civil	1	0.09%
Nurse	12	1.12%	Engineer: Electrical	1	0.09%
Machinist	11	1.02%	Supervisor: Engineering, n.e.c.	1	0.09%
Administrator: Government	10	0.93%	Computer Programmer	1	0.09%
Salesperson/Clerk	9	0.84%	Librarian	1	0.09%
Waiter	9	0.84%	Counsellor	1	0.09%
Clerk, General	9	0.84%	Nursing, Therapy	1	0.09%
Nursing Assistant	8	0.74%	Dietician	1	0.09%
Nursing Aide	8	0.74%	Technologist, Radiology	1	0.09%
Secretary	8	0.74%	Babysitter	1	0.09%
Guard	8	0.74%	Operator: Elevator	1	0.09%
Labourer, Forestry	7	0.65%	Driller: Rotary; Well, etc.	1	0.09%
Foreperson, Construction	7	0.65%	Labourer: Mineral Ore Treating	1	0.09%
Teacher	7	0.65%	Upholsterer	1	0.09%
Construction Trades, n.e.c.	6	0.56%	Structural Metal Erector	1	0.09%
Surveyor	5	0.46%	Foreperson, Motor Transport	1	0.09%
Fisherperson	5	0.46%	Bus Driver	1	0.09%
Pilot	5	0.46%	Longshoreman/woman	1	0.09%
Engineer: Aeronautical	4	0.37%	Operator, Materials Handler	1	0.09%
Cashier, Teller	4	0.37%	Photo Engraver	1	0.09%



## Accident Statistics

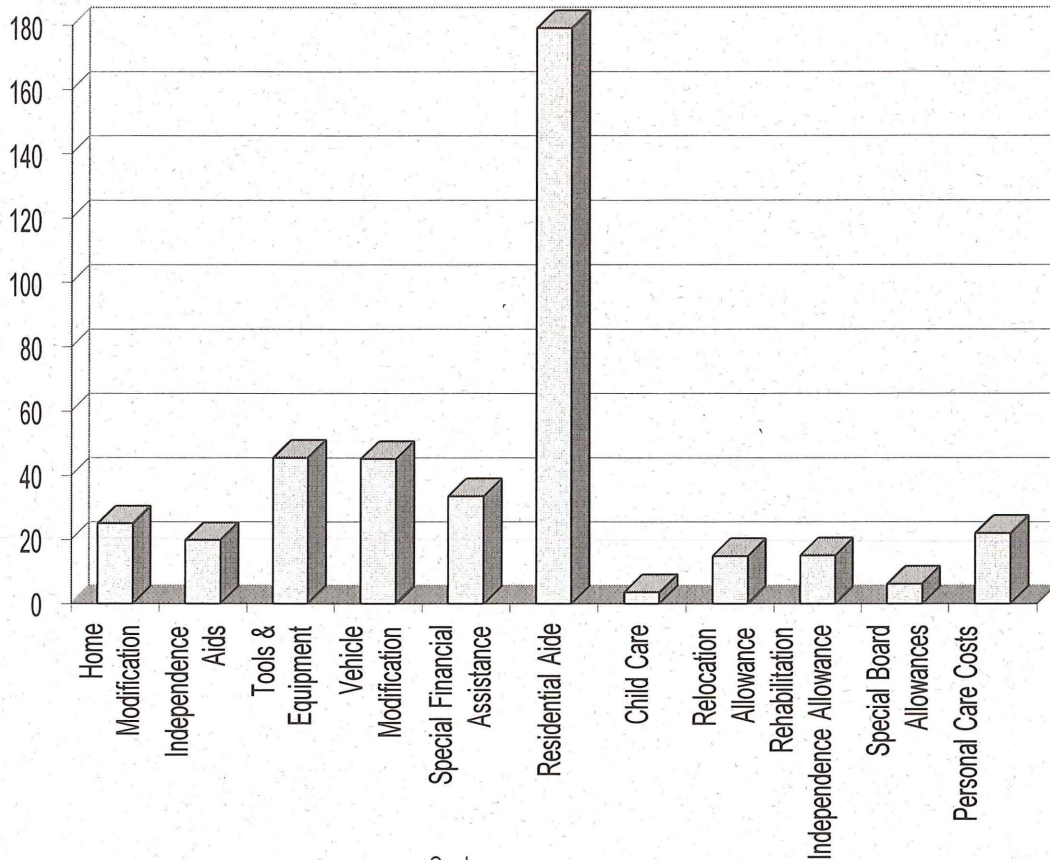
Nature of Injury	1995	1994	1993
Sprains, strains, tears	1132	1166	1048
Cuts, lacerations	765	783	713
Bruises, contusions	727	682	597
Abrasions, scratches	307	319	287
Nonclassifiable	172	7	8
Fractures	128	139	133
Heat burns, scalds, uns	67	95	73
Muskuloskel. sys. & connect. tissue dise. & disor., uns	65	63	56
Chemical burns, uns	24	18	24
Other diseases of upper respiratory tract, uns	22	39	21
Concussions	19	9	10
Deafness, hearing loss or impairment	19	34	24
Dislocations	17	17	14
Multiple traumatic injuries and disorders, uns	14	9	40
Effects of reduced temperature, uns	13	18	7
Raynaud's Phenomenon (whitehand)	13	21	23
Dermatitis, uns	11	12	7
Traumatic injuries & disorders, uns	11	35	92
Welder's flash	11	10	16
Damage to or loss of prosthetic devices	10	11	19
Hernia, uns	8	13	10
Amputations, except fingertip	6	10	4
Infectious & parasitic diseases, uns	5	1	1
Drownings	0	3	10
Electrical burns, uns	3	4	5
Foreign bodies (superficial splinters, chips)	0	0	4
Non-specified allergic reaction	3	4	14
Other poisonings and toxic effects, n.e.c.	3	1	1
Soreness, pain, hurt, except the back	0	0	3
Cellulitis and abscess	0	0	2
Ischemic heart disease, uns	0	2	1
Other diseases, conditions, and disorders, n.e.c.	2	5	6
Symptoms, signs, & ill-def. conditions, uns	0	0	2
Carpal tunnel syndrome	0	0	2
Acute respiratory infections (includ. common cold)	0	0	1
Asbestosis	1	1	1
Cuts, abrasions, bruises	0	0	1
Depressive state	0	0	1
Disorders of the eye, adnexa, vision, n.e.c.	0	0	1
Fractures and other injuries	0	0	1
Frostbite	0	1	1
Primary tuberculous infection	0	0	1
Punctures, except bites	0	0	1
Second-degree heat burns, scalds	0	0	1
Traumatic injuries to bones, nerves, spinal cord, uns	0	0	1
Anxiety, stress, neurotic disorders, uns	0	0	1

**TABLE 5:**  
1993 -1995 Nature of  
Injury (Time Loss  
Claims)

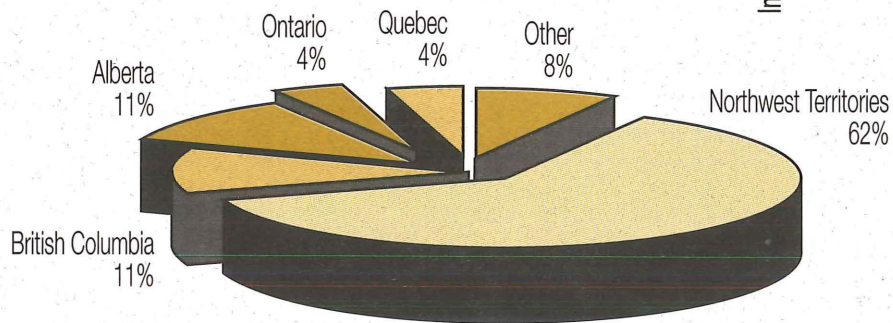
n.e.c. not elsewhere  
classified  
uns unspecified

## Rehabilitation and Pension Statistics

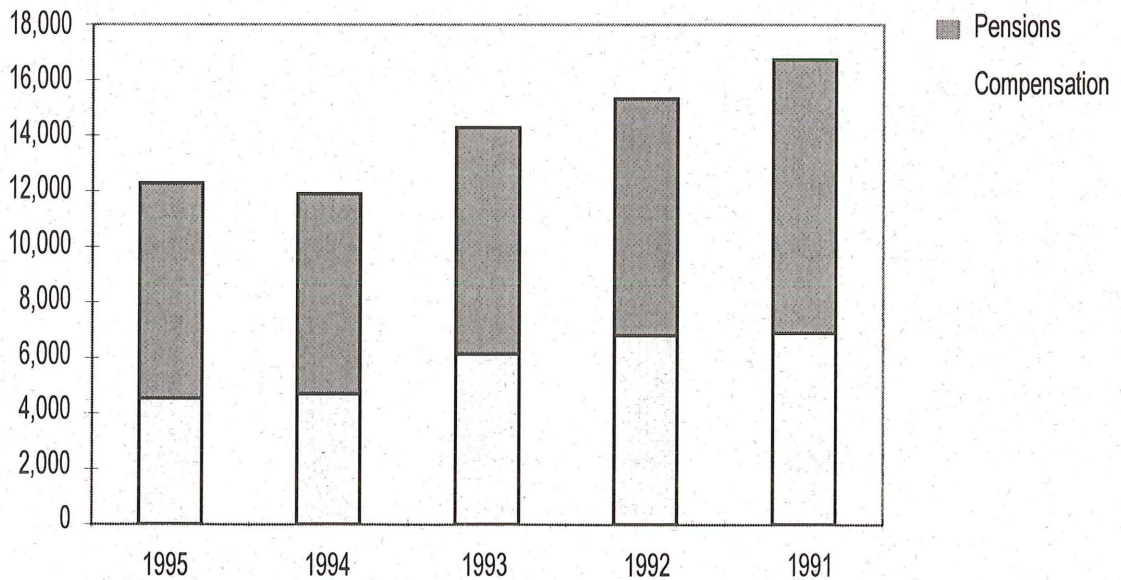
**Figure 3:**  
1995 Rehabilitation  
Payments by Type  
(\$000)



**Figure 4:**  
Pensions Capitalised  
in 1995 by Region



**Figure 5:**  
Annual Payments of  
Compensation and  
Pensions  
(\$000)

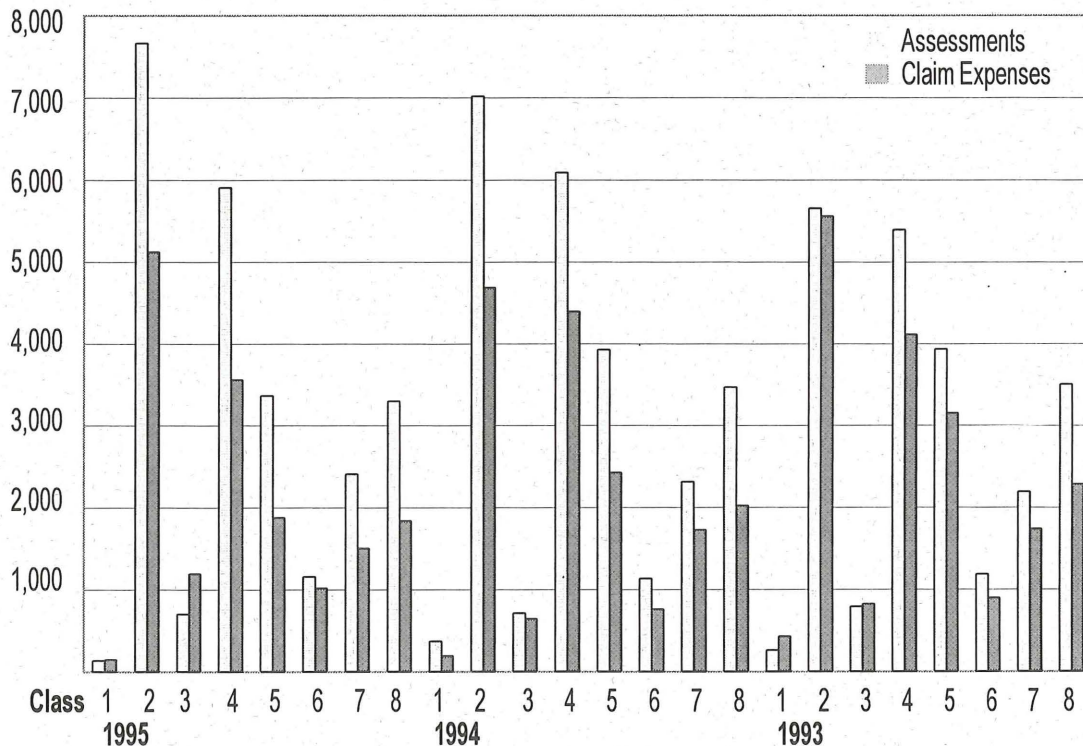


## Employer Statistics

Industry Class	1995		1994		1993	
	Assessments	Claim Expenses	Assessments	Claim Expenses	Assessments	Claim Expenses
1 Renewable Resources	139	148	369	192	265	429
2 Mining	7,660	5,120	7,016	4,685	5,651	5,552
3 Oil & Gas	702	1,192	710	642	789	821
4 Construction	5,905	3,555	6,090	4,392	5,394	4,114
5 Transport/Comm/Utilities	3,362	1,877	3,925	2,424	3,934	3,150
6 Trades/ Related Services	1,156	1,015	1,131	761	1,183	895
7 Services N.E.C.	2,406	1,503	2,307	1,724	2,189	1,733
8 Public Administration & Defence	3,297	1,838	3,469	2,018	3,506	2,283
<b>Total</b>	<b>24,627</b>	<b>16,248</b>	<b>25,017</b>	<b>16,838</b>	<b>22,911</b>	<b>18,977</b>

**TABLE 6:**  
1993 - 1995  
Assessments and  
Claim Expenses by  
Class  
(\$000)

**Note:**  
Claim expenses are the total of the costs for the year of accident and all estimated future liabilities.



**Figure 6:**  
1993 - 1995  
Comparison of  
Assessments and  
Claim Expenses by  
Industry Class  
(\$000)

Class	Number Assessed	Amount Assessed	% of Regular Assessment*
1 Renewable Resources	0		
2 Mining	4	\$619,368	25.60
3 Oil & Gas	4	\$67,725	31.80
4 Construction	13	\$86,797	5.70
5 Transport/Comm/Utilities	5	\$65,668	12.20
6 Trades/ Related Services	10	\$30,851	9.70
7 Services N.E.C.	7	\$49,635	5.90
8 Public Administration & Defence	3	\$54,693	12.30
<b>Total</b>	<b>46</b>	<b>\$974,736</b>	<b>8.80</b>

**TABLE 7:**  
Safety Incentive and  
Rate Reduction  
Program (SIRR)  
Shadow Year Report

\* Based on a three year average

1995 was the trial (shadow) year for the SIRR Program. Special Assessments were based on data from 1992 - 1994. 1996 will mark the first year Special Assessments are invoiced.

## Employer Statistics

**TABLE 8:**  
**1995 Employer**  
**Statistics by**  
**Subclass**

Industrial Class	Assessments (\$000)	Number of Employers*
<b>1995</b>		
<b>CLASS 1 TOTAL</b>	<b>139</b>	<b>187</b>
10 Renewable Resources	137	178
16 Fish Harvesters	2	9
<b>CLASS 2 TOTAL</b>	<b>7660</b>	<b>108</b>
22 Mine Development and Operation	7356	20
27 Mineral Prospecting and Exploration	304	88
<b>CLASS 3 TOTAL</b>	<b>702</b>	<b>116</b>
36 Exploration and Drilling for Oil & Gas	570	35
37 Services to the Exploration for Oil & Gas	132	81
<b>CLASS 4 TOTAL</b>	<b>5905</b>	<b>760</b>
41 Building Construction and Related Services	3179	359
42 Highway, Bridge and Pipeline Construction (etc)	1211	53
43 Logging Operations	427	69
44 Steel Erectors and Tower & Power line Installations (etc)	70	19
45 Housing Associations	211	47
46 Plumbing, Electrical & Air Conditioning fitting (etc)	642	160
49 Painting and Related Decorating Services	165	53
<b>CLASS 5 TOTAL</b>	<b>3362</b>	<b>408</b>
51 Operation of Fixed Wing Aircraft (12 500 lbs or less)	536	54
52 Operation of Fixed Wing Aircraft (12 500 lbs or more)	396	9
53 Ground Transportation	608	134
54 Trucking and Related Services	508	126
55 Water Transportation	423	14
56 Operation of Railways and Airports	185	4
57 TV and Radio Stations, Installation and Servicing (etc)	29	35
58 Power, Telephone and Other Public Utilities	299	6
59 Helicopters, Flying Schools and Insect Spraying (etc)	378	26
<b>CLASS 6 TOTAL</b>	<b>1156</b>	<b>614</b>
61 Wholesale Trade	173	40
62 Retail Trade (confectionary, clothing, dry goods, etc)	94	291
63 Heavy Equipment Repair (etc)	258	58
66 Service Stations, Garages, Automotive Dealers (etc)	152	61
67 Retail Trade (groceries, hardware, furniture, bakeries, etc)	479	164
<b>CLASS 7 TOTAL</b>	<b>2406</b>	<b>862</b>
71 Business & Professional Services	537	456
74 Health & welfare and related services	916	85
75 Recreation & amusement services	16	35
76 Hotels, Motels, Restaurants and Clubs	538	154
77 Personal Services, Barbers, Beauty Salons, Drycleaners (etc)	9	20
78 Camp and Industrial Caterers	158	13
79 Other Services	232	99
<b>CLASS 8 TOTAL</b>	<b>3297</b>	<b>134</b>
81 Government of the Northwest Territories	2067	32
82 Local Authorities	1026	92
83 D.E.W. Line	192	3
85 Forest Fire Fighters	12	7
<b>Total</b>	<b>24627</b>	<b>3189</b>

\* Does not include Self Employed Accounts. Multi - Industry employers are grouped according to their main industry

\*\* Claims Accepted.

\*\*\* Does not include 37 Claims attributed to default employer (Industrial Disease) or those attributed to Self Employed

## Employer Statistics

Claim Expenses (\$000)	Number of Claims**	% Time Loss
148	37	48.65%
145	32	46.88%
3	5	60.00%
<b>5120</b>	<b>908</b>	<b>16.20%</b>
4669	843	13.50%
451	65	50.80%
<b>1192</b>	<b>100</b>	<b>47.00%</b>
1005	73	52.10%
187	27	33.30%
<b>3555</b>	<b>749</b>	<b>38.50%</b>
1833	390	41.80%
637	99	33.30%
196	37	37.80%
25	3	100.00%
103	76	36.80%
555	128	30.50%
206	16	50.00%
<b>1877</b>	<b>364</b>	<b>38.50%</b>
175	18	16.70%
157	78	37.20%
362	63	54.00%
242	43	46.50%
372	55	30.90%
61	8	37.50%
57	4	50.00%
216	75	30.70%
235	20	55.00%
<b>1015</b>	<b>343</b>	<b>33.20%</b>
78	35	28.60%
43	33	42.40%
161	29	27.60%
309	37	29.70%
424	209	34.00%
<b>1503</b>	<b>544</b>	<b>24.30%</b>
220	86	24.40%
591	289	19.00%
5	2	0.00%
510	131	42.70%
3	1	0.00%
50	12	0.00%
124	23	26.10%
<b>1838</b>	<b>526</b>	<b>38.20%</b>
1172	311	38.30%
568	172	40.10%
79	30	16.70%
19	13	61.50%
<b>16248</b>	<b>3571***</b>	<b>30.50%</b>

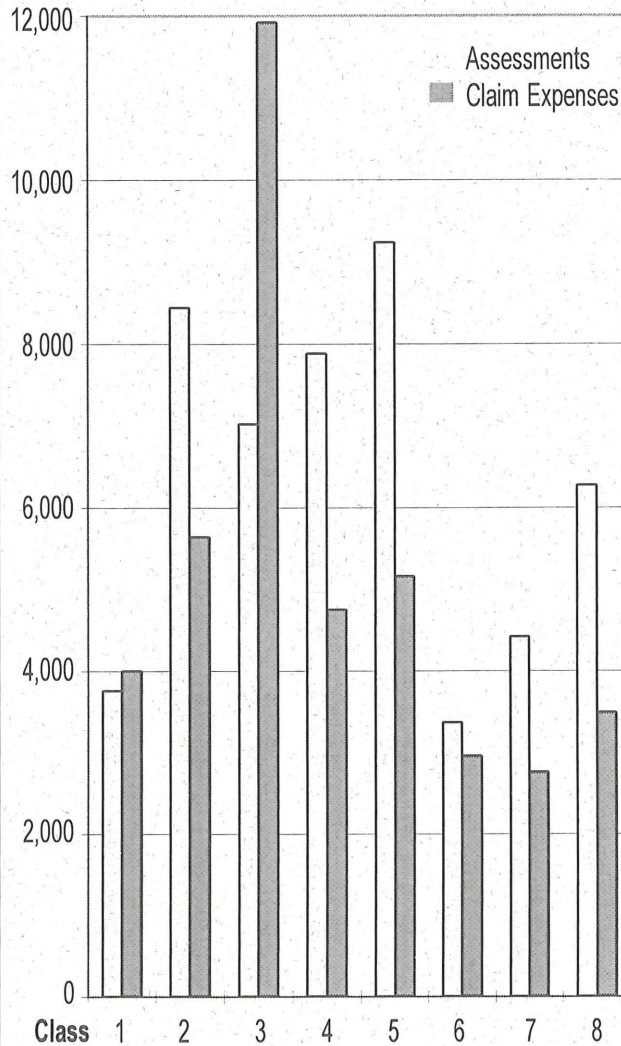


Figure 7:  
1995 Comparison of  
Assessments and  
Expenses, Per Claim,  
By Industry Class  
(\$000)

Note:  
Claim expenses are  
the total of the costs  
for the year of accident  
and all estimated  
future liabilities.

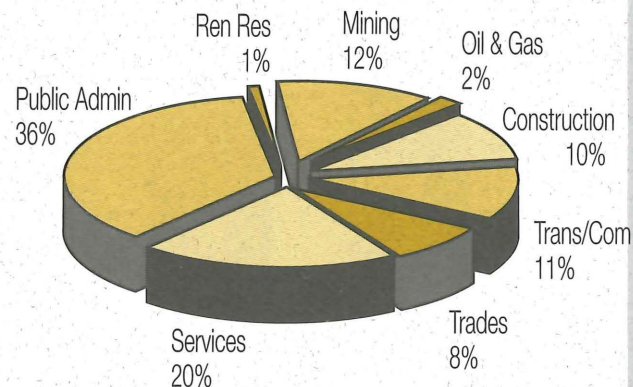
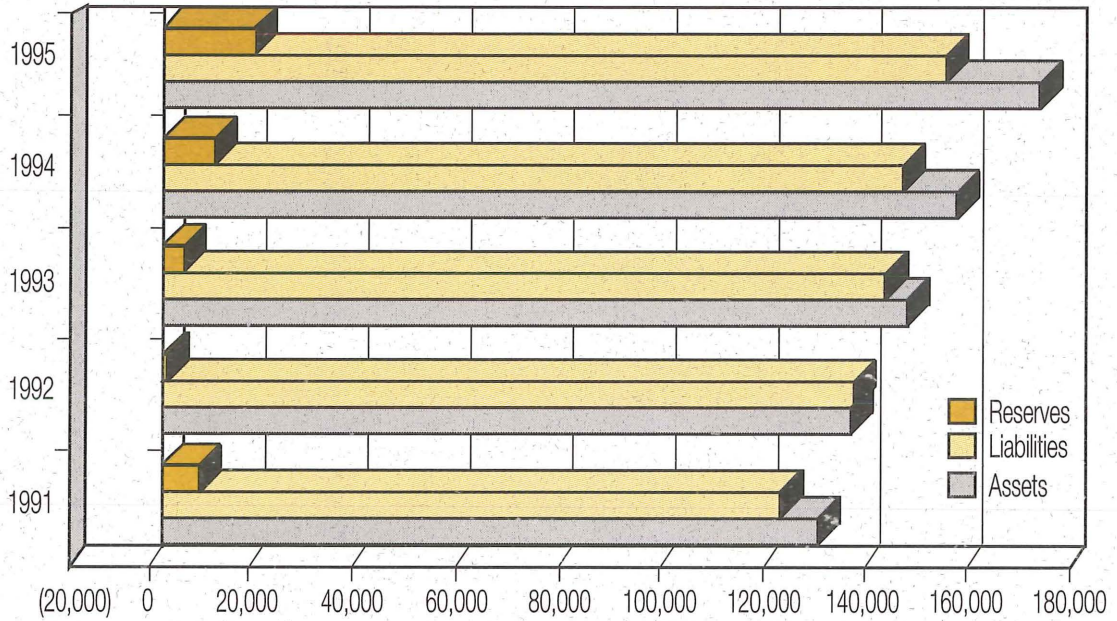


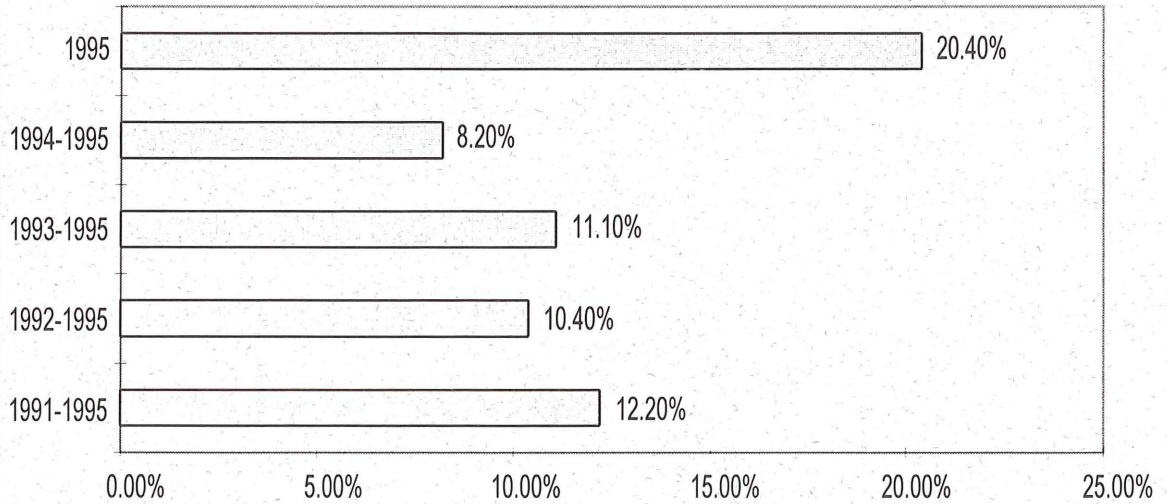
Figure 8:  
1995 Assessable  
Payroll By Industry  
Class

## Financial Statistics

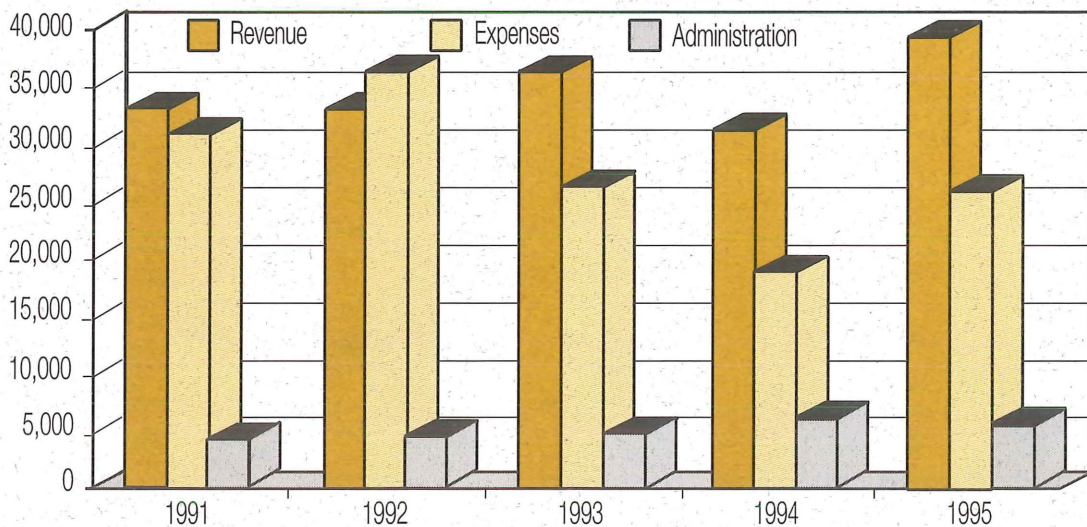
**Figure 9:**  
1991 - 1995  
Balance Sheet  
(\$000)



**Figure 10:**  
1991 - 1995  
Investment Portfolio,  
Annualised Market  
Rate of Return (as  
provided by our  
performance  
management  
services).



**Figure 11:**  
1995 Statement of  
Operations  
(\$000)



## **Workers' Compensation Board of the Northwest Territories**

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Public office hours are 9:00 to 4:30, weekdays. Telephone service is available  
8:30 to 5:00.

