

# DMC NEWSLETTER

## ISSUE 3 - OCTOBER 2023



### DMC HONOURS AND RECOGNIZES NATIONAL DAY FOR TRUTH AND RECONCILIATION



The Truth and Reconciliation Commission stated that reconciliation “will take many heads, hands, and hearts, working together, at all levels of society to maintain momentum in the years ahead.”



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### INDUSTRIES CAN HAVE A SIGNIFICANT IMPACT ON WORKERS' COMPENSATION RATES

It is that time of year when Workers' Compensation Boards release their base rates for the upcoming year. So far, WCB NS has released theirs. You not only need to pay particular attention to what your new base rate will be, but also to your experience rating and how you compare to your industry.

Your experience rating is impacted by your individual claims cost experience as it is compared to the performance of your industry. Remember, the performance of all employers in your industry sets the base rate. All employers in an industry working together to reduce claim costs significantly impacts your base rate.

DMC has many examples of working with employers in an industry, sharing best practices and how it significantly reduces the base rate. NL's fishing industry has reduced their rates from \$6.14 in 2004 to \$2.20 in 2023. [Contact us](#) to find out how we can help you and your industry impact your rates.



## LABRADOR ABORIGINAL TRAINING PARTNERSHIP

Over the last 10 years Innu DMC Safety Consulting Inc. has been proud to provide OH&S training support for The Labrador Aboriginal Training Partnership (LATP). The LATP, through funding made available from both the Federal and Provincial Governments, has had ongoing success in providing meaningful new employment and training opportunities for Aboriginal peoples both from and in Labrador.

When requested, Innu DMC's Safety Trainers will continue to deliver safety training bundles for residents of Labrador communities. Safety training bundles offered to Labrador communities include specialized training in such areas as First aid, Fall Protection, Confined Space, WHMIS, Powerline Hazards, Transportation of Dangerous Goods, Aerial Work Platform and OH&S Committee Management. Visit the [LATP website](#) for more information.



Labrador Aboriginal  
Training Partnership

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## WCB CLEARANCE CERTIFICATES



Are you hiring contractors or subcontractors this fall? A Clearance Certificate/Letter of Good Standing confirms that the contractor has Workers' Compensation coverage and that their Workers' Compensation account is in good standing. It is easy to request one for any contractor or subcontractor you hire on the Workers' Compensation website. You don't want to be responsible for the cost of covering them while they work for you or have your own assessment rates go up because of an injury. The length of time the clearance is valid for varies based on the province so be sure to check with your provincial Workers' Compensation board.

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## WHAT CAN YOUR CHAMBER DO FOR YOU?



DMC was recently featured in "Stories of Impact" from Atlantic Chamber of Commerce. DMC is proud to be a member of the St. John's Board of Trade, Mount Pearl, Fredericton, Halifax and Charlottetown chambers.

"Local chambers will connect you with other chambers," Mercer explained. "It is a ready-made network that you can access and jump into to start making those connections."

Being a chamber member has allowed Dallas to grow DMC in ways she never imagined. The BOT and chambers provided a platform for connecting and networking, which has allowed DMC to grow into new markets and reach other businesses through the chamber. While folks might wonder about how and when to get involved with an organization like the chamber, Mercer explains that it's best to just jump in.

"First thing is to join the chamber and attend events to get to know people," she said.

The chamber also does a lot for employee advocacy, and in doing so, they contact Dallas to assist other businesses in providing Workers' Compensation education.

"It is a wonderful community and a great opportunity to connect with others," she said. "Other business owners get it. It's a place to have conversations and a critical part of the business community."

[Visit Chamber Connections](#)



## SAFETY TRAINING



**Respectful Workplace**  
**Oct 24, 2023**



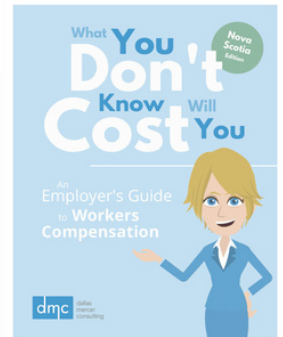
**Emergency & Standard First Aid**  
**November 7-8, 2023**



View a full list of our training schedule [here](#).

## DMC'S COURSE HANDBOOKS - COMING SOON!

DMC will be releasing handbooks to accompany our Workers' Compensation courses later this fall. The program is designed to help employers understand and navigate the complex Workers' Compensation systems in New Brunswick, Nova Scotia, and Newfoundland & Labrador. The handbooks will be a valuable resource to refer to during and after taking the course. To learn more, visit our [website](#).



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## DMC STAFF SPOTLIGHT



DMC is excited to welcome **Karen Stacey** to the leadership team in the Director of Operations - Disability Management role. Karen's in-depth knowledge of disability management includes 15 years at Workplace NL (WPNL), most recently as Manager of Compensation Services and the appointed liaison between DMC and WPNL. She has an extensive background prior to WPNL in the private disability management industry as well as in sick leave management and the healthcare provider industry. Karen will help revolutionize not only the internal support and guidance for DMC's team of Disability Managers but will enrich the experience of our valued clients. Her history of nurturing collaboration and driving operational results will be a game changer for DMC.

In a strategic internal move, we proudly announce the promotion of **Jill Walsh** to the position of Director of Business Planning. With her demonstrated dedication and remarkable insights during her tenure at DMC, Jill's elevation to this leadership position is a natural progression that has been met with enthusiasm from the entire team. As Director of Business Planning, Jill will lead the team's business development initiatives, lending her keen strategic thinking, problem-solving skills, and visionary approach as DMC embarks on its expansion journey across Canada. Her experience in fostering strong client relationships and her ability to identify emerging market trends will be instrumental in driving our growth and solidifying our position as an industry leader.



## DMC OUT & ABOUT



### TURNING THE TIDE

Some of the DMC management team attended the 6th Annual Marine Industry Awards event "Turning the Tide." The event, held in St. John's, recognizes Newfoundland's marine history and honors leadership and success in the industry. DMC has longstanding relationships in the marine sector and has earned the trust of many clients while being recognized for our expertise in both Disability Management and Occupational Health and Safety.

### COMPASS GOLF TOURNAMENT

DMC enjoyed a day on the links as a sponsor of the first annual Council of Marine Professionals Associates (COMPASS) Golf Tournament. The mission of COMPASS is to promote the development of the marine transportation sector and facilitate the participation of COMPASS members in marine transportation industries.



### ENERGY NL INDUSTRY ACHIEVEMENT AWARDS



On September 28th, DMC attended the Energy NL Industry Achievement Awards Gala held at the Delta Hotel and Conference Centre in St. John's. Awards were presented to individuals and companies recognizing their significant contributions to the energy industry. DMC extends our congratulations to the five deserving individuals and companies who were honored at the event.