

Canadian Centre for Occupational Health and Safety  
2022–23  
Departmental Results Report

The Honourable Seamus O'Regan Jr.  
Minister of Labour and Seniors

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## From the Minister

Creating safer and fairer work environments, promoting dignity and respect, making room for everyone—this is how we can face the challenges of today’s world of work and prosper in the future. This is what is good for a country’s economy and for Canadians.

To help guarantee that, it takes dedication and contributions from all of us—governments, organizations, and people who truly care about workplace health and safety.

That’s why our government is proud to continue working closely with the Canadian Centre for Occupational Health and Safety (CCOHS) to share resources, tools and information. These valuable resources are helping workplaces adapt to current and emerging health and safety issues that are impacting them and their workers, including younger workers, workers from vulnerable populations, and trans and non-binary workers.

Every worker in Canada has the right to work in a place that is both physically and psychologically safe for them. This past year, the work of CCOHS centred on promoting safe work practices around priority sectors and workplace areas of concern, including mental health, harassment and violence, occupational diseases, and construction.

With CCOHS, our government continues to provide federally regulated workplaces with information to help them prevent harassment and violence at work. A few years ago, in consultation with federally regulated employers and labour representatives, we created a Canada-wide roster of qualified and independent investigators available to workplaces. CCOHS continues to maintain this list on their website.

The Government of Canada is—and will remain—committed to protecting the health and safety of Canada’s workers. I look forward to continuing our collaboration with CCOHS to help improve the lives of working people in Canada.

**The Honourable Seamus O’Regan Jr.**

Minister of Labour and Seniors



## From the Institutional Head

I am pleased to present the *2022-2023 Departmental Results Report* for the Canadian Centre for Occupational Health and Safety (CCOHS).



The COVID-19 pandemic presented workplaces with unique challenges as they adapted to a changed world of work. To help workplaces sort through challenges such as return to work, and remote work, CCOHS relied on existing partnerships with the Public Health Agency of Canada and other stakeholders to continue offering resources and guidance that would address safety challenges both in the physical and remote workspaces.

CCOHS continued to show national leadership on emerging issues with a focus on harassment and violence, mental health, construction, Indigenous enterprises, and occupational disease. We created resource guides, courses, and other products to address these topics of concern that workplaces in Canada are facing today.

Additionally, to support workplaces in their efforts to create environments that are free from harassment and violence, new resources and tools were developed. We partnered with the Yukon Workers' Safety and Compensation Board to create a harassment and violence-based guide to help Yukon employers and employees understand their legislative obligations in their workplace. CCOHS also continues to offer online courses that outline prevention measures and employer duties and responsibilities including those related to the federal *Work Place Harassment and Violence Prevention Regulations* that came into force on January 1, 2021.

This year CCOHS continued to work with Indigenous communities in Canada to learn about their workplace needs and challenges, and learned how we can better serve and support them.

Resources developed this year included customized courses, web-based apps and tools, and the exchange of research and knowledge with stakeholders.

To ensure materials are provided in accessible formats that are free from barriers, CCOHS continued to provide resources and information written in plain language and produced in various formats and multiple languages. We hosted events with simultaneous French translation and produced informative videos with closed captions, and audio podcasts with downloadable transcripts in English and French. Going forward we plan to offer American Sign Language (ASL) and Quebec Sign Language (LSQ) when needed.

We remain dedicated to providing everyone in Canada with information and resources that are easy to access and can help make their workplaces safer.

**Anne Tennier, P.Eng. EP**  
President and Chief Executive Officer

## Results at a glance

**Outreach:** 10.7 million people visited the CCOHS **website** for health and safety information 13.9 million times this year. Results of our annual user feedback survey indicated that 89.5% of respondents found the information easy to access, and 82.8% said they would use information from the website to make changes to their workplace. The **OSH Answers** fact sheets are one of CCOHS’ most widely used public services. This year, over 9.3 million users made 12.2 million visits to the fact sheet web page, and 30.7% of those visits were from users in Canada. The **Safety InfoLine** [person-to-person] confidential service responded to 8,131 inquiries from users who needed direct support from our team of occupational health and safety technical specialists. Users were surveyed on the quality and effectiveness of the service, and the results revealed that 61.3% said the information received would lead to current or future changes to their workplace.

**Partnerships/Collaborations:** CCOHS continued its partnership with the **Public Health Agency of Canada**, offering guidance and resources to help workplaces in their transition from remote to in-person or hybrid work during the COVID-19 pandemic. Additionally, CCOHS worked with the Yukon Workers’ Safety and Compensation Board to launch a **harassment and violence prevention-based app** to help employers and employees understand their workplace legislative obligations. CCOHS collaborated with the Canadian Apprenticeship Forum to amplify the findings of their survey on opioid consumption in building trades and with Health Canada on creating hazardous product decision trees. CCOHS partnered with Workplace Strategies/Canada Life on development of the psychological safe leader tool.

For more information on CCOHS’ plans, priorities and results achieved, see the “Results: what we achieved” section of this report.

## **Results: what we achieved**

### **Core responsibilities**

#### **National Health and Safety Resource**

##### **Description**

The goal of the Canadian Centre for Occupational Health and Safety is to provide easy access to credible information on occupational health and safety to help workers in Canada be safe at work, and support employers, labour groups and governments in their efforts to create healthy and safe workplaces. The Canadian Centre for Occupational Health and Safety, as a national institute, provides impartial information through various free and for fee bilingual products and services. Workers and employers in Canada can access a free, confidential service to have their health and safety questions answered personally via telephone, e-mail, person-to-person, fax or mail. In addition, a broad range of online and print resources are offered which support safety and health information needs of workers and workplaces in Canada. Products and services may be financially supported through cost recovery efforts, contributions from the Government of Canada and contributions from other stakeholders.

The Canadian Centre for Occupational Health and Safety collects, evaluates, creates and publishes authoritative information resources on occupational health and safety for the benefit of the working population in Canada. This information is used for education and training, research, development of policy and best practices, improvement of health and safety programs, achieving compliance, and for personal use. When the product or service provided by the Canadian Centre for Occupational Health and Safety is offered to stakeholders such as individuals, groups, and organizations within Canada and abroad with benefits beyond those enjoyed by the general public, the product or service becomes part of the cost-recovery program and a fee is charged.

The Canadian Centre for Occupational Health and Safety promotes and facilitates consultation and cooperation among federal, provincial and territorial jurisdictions and participation by labour, employers and other stakeholders in order to assist in the establishment and maintenance of high standards and occupational health and safety initiatives for the Canadian context. The sharing of resources results in the coordinated and mutually beneficial development of unique programs, products and services. Collaborative projects are usually supported with a combination of financial and non-financial contributions to the programs by partners and stakeholders and result in advancement of the health and safety initiatives.

##### **Results**

For the fiscal year 2022-2023, CCOHS focused its efforts on addressing the three departmental results and priorities in the sectors identified in the strategic plan:



1. Provide easy access to CCOHS' occupational health and safety information and services;
2. Utilize knowledge outcomes for the benefit of Canadians and workers throughout Canada through collaboration with labour, employers and/or government on emerging occupational health and safety issues and for priority sectors; and
3. Provide Canadians and workers in Canada with a National repository of key occupational health and safety knowledge, standards, statistics, and information tools that improves the dissemination of occupational health and safety-related information.

CCOHS took on various initiatives from the strategic plan specifically for our priority sectors by providing education, information and resources aimed at COVID-19, harassment and violence, mental health, occupational disease, and impairment.

- **The CCOHS website (ccohs-cchst.ca)** is the gateway to all our bilingual and accessible products and databases. We continue to offer resources in accessible formats to help remove barriers for our users. For example, we used plain language in our guidance materials, provided closed captioning in our videos, and published transcripts for our English and French audio podcasts. Usage of the website this year resulted in 13.9 million visits by 10.7 million users accessing health and safety information. Of these users, 30% were in Canada (72.8% English, 27.2% French). Results of our annual user feedback survey indicated that 89.5% of respondents found the information easy to access, and 82.8% said they would use information from the website to make changes to their workplace.
- The **OSH Answers** fact sheets are one of CCOHS' most widely used public services. The collection of 708 fact sheets is written in plain language and provides complex health and safety information and guidance on topics like occupational hazards, diseases, and health and wellness, in an easy-to-understand format. This year, the service was modernized to improve the user experience, look and feel, and increase usability. Users can now find information faster and easier, quickly share it with colleagues, and print seamlessly for convenient reference later. This year, over 9.3 million users made 12.2 million visits to the fact sheet web page, and 30.7% of those visits were from Canada.
- The free and confidential **Safety InfoLine** [person-to-person] service is available to workers in Canada who want direct support from our team of occupational health and safety technical specialists. The team responded to 8,131 inquiries from every province and territory in Canada. Each user was surveyed to evaluate the quality and effectiveness of the service. The results showed that 81.4% were very satisfied with the information they received, and 61.3% said the guidance received would lead to current or future changes to their workplace.

**COVID-19:** To help workplaces address the challenges associated with **COVID-19**, CCOHS continued its partnership with the **Public Health Agency of Canada**, offering guidance and resources to help workplaces operate safely during the pandemic.

- This year we developed new courses and other resources to help workplaces in their transition from remote to in-person or hybrid work. Overall uptake of these resources was lower this year (122,589 views of the tip sheets) due in part to the nature of the changing pandemic, the return to work and a declining need for COVID-19-related information.
- The **CCOHS Safe Work mobile app** featuring over 120 COVID-19 related resources, including industry and sector-specific tip sheets, infographics, videos, and other guidance materials has had over 6,200 downloads since its launch.

**Mental Health:** CCOHS continues to support organizations create a mentally healthy workplace. Through partnerships with credible organizations and industry leaders across Canada, we offer a collection of mental health resources which include websites, online courses, fact sheets, podcasts, web apps and tools.

- CCOHS hosts a suite of **online courses** to help organizations in Canada create awareness and recognize the importance of psychological health and safety in the workplace. The courses Psychological Health and Safety for Employers and Psychological Health and Safety for Workers build upon the learning from introductory courses (Psychological Health and Safety Awareness and Reducing Mental Health Stigma in the Workplace) to give participants a deeper understanding of the roles and factors in creating a psychologically safe workplace. The courses launched in 2021 and continue to be popular, having been accessed 15,582 times this year.
- The **free online course**, Being a Mindful Employee: An Orientation to Psychological Health and Safety in the Workplace, was developed in partnership with the Mental Health Commission of Canada to help employees understand the 13 psychological workplace factors from the *National Standard of Canada for Psychological Health and Safety in the Workplace*. This year the course was rebuilt and updated with new content and videos.
- In partnership with Workplace Strategies for Mental Health, compliments of Canada Life, CCOHS updated the **Psychologically Safe Leader Assessment** and continues to host and support the tool. The free resource allows individuals and organizations to identify and strengthen their psychological health and safety leadership strategies.

**Harassment and Violence Prevention:** To support workplaces in their efforts to provide environments that are free from harassment and violence, CCOHS provides a collection of online courses, tools, and guidance materials.

- In 2021, CCOHS developed three online **harassment and violence prevention courses** to help employers, managers, and employees in federally regulated work places

understand their specific roles and responsibilities in accordance with the *Work Place Harassment and Violence Prevention Regulations*. The courses have remained in demand since their launch and were accessed 42,208 times this year.

- In January 2023, CCOHS worked with the Yukon Workers' Safety and Compensation Board to launch harassment and violence prevention-based app. The **Workplace Violence and Harassment Prevention Guide** provides employees and employers with information and guidance about their responsibilities, hazard assessments, policies, procedures, training and reporting.
- The Labour Program, in consultation with a tripartite expert group of federally regulated employers and labour representatives, established the **Roster of Investigators**, a list of qualified, professional investigators, to support the *Work Place Harassment and Violence Prevention Regulations*. The roster is available on the CCOHS website, making it accessible to organizations and individuals who may need to investigate and address occurrences of workplace harassment and violence to be compliant with the regulations. The tool has maintained a roster of 75 harassment and violence prevention investigators.

**Occupational Disease:** To promote the prevention of diseases like occupational asthma and cancer, CCOHS partners with organizations to offer tools about the risk factors linked to occupational disease.

- To help workers understand how to control the risks of occupational disease, CCOHS produced a podcast, **Identifying and Monitoring Trends in Occupational Disease**, with the Occupational Cancer Research Centre, about how tracking patterns and trends in occupational disease in different industries can help target prevention efforts. The episode along with English and French transcripts were published in June 2022 and is accessible on the CCOHS website, iTunes and Spotify.
- In partnership with the Occupational Cancer Research Centre, CCOHS developed a web-based database and tool to share research and statistics related to occupational disease. The **Ontario Occupational Disease Statistics** website launched in 2020 and CCOHS continues to host and maintain the site.
- The **Prevent Occupational Disease** website is a collaboration between CCOHS and the Occupational Health Clinics for Ontario Workers (OHCOW). The site provides employers, supervisors, safety and health practitioners, and workers with an increased understanding of occupational diseases and how to prevent them. CCOHS continues to host the website.

**Impairment in the Workplace:** CCOHS continued to offer resources, guidance, and prevention messages to help employers and their workers learn about opioids, their intended use, how to address impairment, and how to respond to signs of poisoning.

- CCOHS released the free online course **Substance Use in the Workplace: Addressing Stigma** to help workplaces understand and respond to the impact of stigma toward people who use substances. The course is recommended for employers, managers, supervisors, and workers interested in learning about substance use and how to support those affected without using stigmatizing language.
- The Canadian Apprenticeship Forum (CAF) developed a survey as part of its **Reducing Substance Use in the Skilled Trades** project, to understand the substance use experiences of apprentices and tradespeople, to help influence policy decisions. CCOHS supported CAF by extending the reach of their survey and sharing it in our newsletter and other communication channels. CCOHS started development in collaboration with CAF on three courses that will be released in the coming year, and will create informational assets and other initiatives related to the survey findings and preventative guidance.

### Gender-based analysis plus

CCOHS recognizes the importance of Gender-based analysis plus (GBA+) perspectives and is committed to ensuring diverse groups of workers in Canada benefit from our products and services.

### United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals

CCOHS’ activities and initiatives support the UN’s sustainable development goals (SDGs) and objectives such as: the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all by protecting labour rights and through the promotion of safe and secure working environments for all workers; and by promoting a work environment that is both accountable and inclusive at all levels.

### Results achieved

The following table shows, for CCOHS, the results achieved, the performance indicators, the targets and the target dates for 2022–23, and the actual results for the three most recent fiscal years for which actual results are available.

Departmental results	Performance indicators	Target	Date to achieve target	2020–21 actual results	2021–22 actual results	2022–23 actual results
Canadians and workers in Canada can easily access the Canadian Centre for Occupational	Number of learning activities and opportunities on emerging occupational health and	Between 100 and 140 learning events on emerging	March 2023	125	116	52 <sup>1</sup>

Departmental results	Performance indicators	Target	Date to achieve target	2020–21 actual results	2021–22 actual results	2022–23 actual results
Health and Safety's occupational health and safety information and services.	safety issues and for priority sectors	occupational health and safety issues and for priority sectors				
	Number of social media impressions on emerging occupational health and safety issues and for priority sectors, where the Canadian Centre for Occupational Health and Safety is referenced as the source	Up to 3,000,000 social media impressions	March 2023	2,925,959	5,450,000	2,200,000 <sup>ii</sup>
	Percentage of users of CCOHS' website who indicated that information was easy to access	Between 75% and 90%	March 2023	86%	86%	90%
Provide Canadians and workers in Canada with a National repository of key occupational health and safety knowledge, standards, statistics, and information	Number of collections of occupational health and safety related records made available to Canadians and workers in Canada through repository tools	Between 1 to 3 new collections of records per year	March 2023	1	1	4 <sup>iii</sup>

Departmental results	Performance indicators	Target	Date to achieve target	2020–21 actual results	2021–22 actual results	2022–23 actual results
tools that improves dissemination of occupational health and safety related information	Number of new tools made available to workers in Canada which address emerging occupational health and safety issues and for priority sectors	Between 20 and 30 new tools per year	March 2023	79	39	27
	Number of times users accessed CCOHS' free online repository of occupational health and safety information or used its person-to-person support services	Between 1,900,000 to 2,300,000 times	March 2023	4,000,000	3,380,000	3,756,000 <sup>IV</sup>
Through the facilitation of collaborative initiatives with labour, employers and/or government on emerging occupational health and safety issues and for priority sectors, knowledge outcomes are utilized for the benefit of Canadians and	Number of new collaborative initiatives with a tripartite perspective on emerging occupational health and safety issues and for priority sectors, where knowledge outcomes are serviceable across Canada	Up to 6 new initiatives per year	March 2023	5	8	9 <sup>v</sup>

Departmental results	Performance indicators	Target	Date to achieve target	2020–21 actual results	2021–22 actual results	2022–23 actual results
workers throughout Canada						

<sup>i</sup>. CCOHS has changed the way that learning initiatives are counted, this number reflects only the new initiatives that were developed in fiscal year 2022-23.

<sup>ii</sup>. Social media impressions in fiscal year 2021-22 were significantly higher than usual due to paid social media advertising related to COVID-19. Impressions for 2022-23 have returned to a normal range.

<sup>iii</sup>. Additional collections were created for COVID-19 resources and mental health.

<sup>iv</sup>. COVID-19 increased the demand for credible health and safety information and therefore increased visits to and usage of our online fact sheets.

<sup>v</sup>. Following the successful collaboration with Health Canada and the Public Health Agency of Canada, CCOHS sought additional collaborative opportunities.

Financial, human resources and performance information for CCOHS' program inventory is available in [GC InfoBase](#).<sup>i</sup>

## Budgetary financial resources (dollars)

The following table shows, for National Health and Safety Resource, budgetary spending for 2022–23, as well as actual spending for that year.

2022–23 Main Estimates	2022–23 planned spending	2022–23 total authorities available for use	2022–23 actual spending (authorities used)	2022–23 difference (actual spending minus planned spending)
\$7,270,760	\$7,270,760	\$16,825,080	\$8,853,799	\$1,583,039

Financial, human resources and performance information for CCOHS' program inventory is available in [GC InfoBase](#).<sup>ii</sup>

## Human resources (full-time equivalents)

The following table shows, in full-time equivalents, the human resources the department needed to fulfill this core responsibility for 2022–23.

2022–23 planned full-time equivalents	2022–23 actual full-time equivalents	2022–23 difference (actual full-time equivalents minus planned full-time equivalents)
75.5	69.1	(6.4)

Financial, human resources and performance information for CCOHS' program inventory is available in [GC InfoBase](#).<sup>iii</sup>

## Internal services

### Description

Internal services are those groups of related activities and resources that the federal government considers to be services in support of programs and/or required to meet corporate obligations of an organization. Internal services refers to the activities and resources of the 10 distinct service categories that support program delivery in the organization, regardless of the internal services delivery model in a department. The 10 service categories are:

- ▶ acquisition management services
- ▶ communication services
- ▶ financial management services
- ▶ human resources management services
- ▶ information management services
- ▶ information technology services
- ▶ legal services
- ▶ material management services
- ▶ management and oversight services
- ▶ real property management services

### Contracts awarded to Indigenous businesses

CCOHS is a Phase 3 organization and is aiming to achieve the minimum 5% target by the end of 2024-25.

Following the announcement of the mandatory minimum target of 5% of the total value of contracts to Indigenous organizations, CCOHS evaluated internal procurement processes and identified opportunities to award contracts to Indigenous vendors. The strategy to achieve and surpass the minimum 5% target of awarded contracts to Indigenous organizations focuses on review of annual budget allocation and required procurement methodologies.

Internal evaluation of budgets and historical data confirmed that the majority of awarded contracts are designated as IT under software or hardware. CCOHS collaborates with Shared Services Canada (SSC) to process software and hardware orders through their client portals (ITPro and P2P). This procurement methodology allows CCOHS to identify Indigenous designated re-sellers for hardware requirements that will be used to attain quotations as needed. In addition, CCOHS will utilize SSC contacts to support identifying Indigenous re-sellers for software needs.

CCOHS is currently evaluating the use of professional services and the Indigenous vendor selection tools available within the Centralized Professional Services System. Although CCOHS



does not contract professional services often, this tool will be used to identify pre-qualified vendors and allow future contracting process to ensure Indigenous vendors are considered.

CCOHS is a micro-organization with limited resources and contracting abilities due to the specific goods and services regularly procured by the organization. It regularly uses prescribed supply arrangements designated by SSC which supports the organization’s ability to seek Indigenous-designated vendors. Internal processes are being drafted to support ongoing review of needs and subsequent procurement options available to identify Indigenous vendors for consideration.

The procurement specialist at CCOHS has completed the mandatory course Indigenous Considerations in Procurement (COR409) from the Canada School of Public Service.

### **Budgetary financial resources (dollars)**

The following table shows, for internal services, budgetary spending for 2022–23, as well as spending for that year.

<b>2022–23 Main Estimates</b>	<b>2022–23 planned spending</b>	<b>2022–23 total authorities available for use</b>	<b>2022–23 actual spending (authorities used)</b>	<b>2022–23 difference (actual spending minus planned spending)</b>
\$4,270,121	\$4,270,121	\$4,576,791	\$4,301,571	\$31,450

### **Human resources (full-time equivalents)**

The following table shows, in full-time equivalents, the human resources the department needed to carry out its internal services for 2022–23.

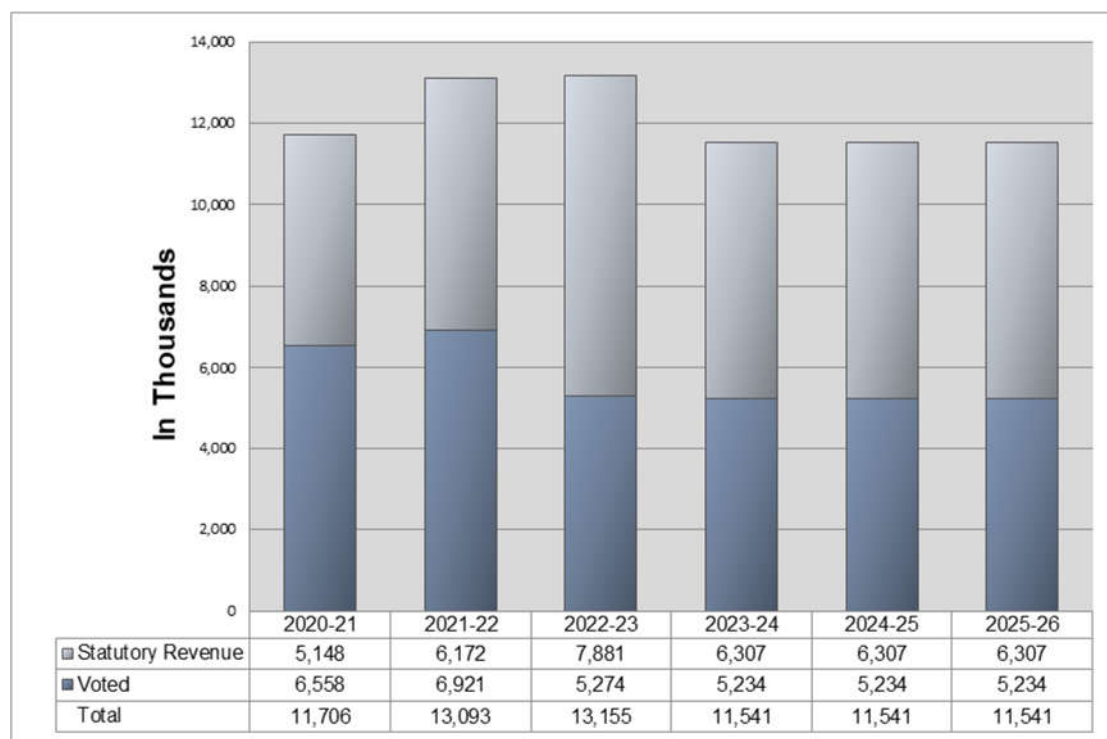
<b>2022–23 planned full-time equivalents</b>	<b>2022–23 actual full-time equivalents</b>	<b>2022–23 difference (actual full-time equivalents minus planned full-time equivalents)</b>
31	32.8	1.8

## Spending and human resources

### Spending

#### Spending 2020–21 to 2025–26

The following graph presents planned (voted and statutory spending) over time.



The total planned spending reported in fiscal years 2020-21 to 2022-23 includes Parliamentary appropriations and revenue sources including main estimates, recoveries and the use of cash responsible revenues pursuant to section 6(1)(g) of the *Canadian Centre for Occupational Health and Safety Act* (CCOHS Act).

Fiscal 2023-24 to 2025-26 includes planned spending authorities which represent authorities approved in the 2022-23 main estimates and do not represent the use of CCOHS' responsible revenues, as responsible revenues are only reported upon the approved disbursement of the funds within the fiscal year.

## Budgetary performance summary for core responsibilities and internal services (dollars)

The “Budgetary performance summary for core responsibilities and internal services” table presents the budgetary financial resources allocated for CCOHS’ core responsibilities and for internal services.

Core responsibilities and internal services	2022–23 Main Estimates	2022–23 planned spending	2023–24 planned spending	2024–25 planned spending	2022–23 total authorities available for use	2020–21 actual spending (authorities used)	2021–22 actual spending (authorities used)	2022–23 actual spending (authorities used)
National Occupational Health and Safety Resource	\$7,270,760	\$7,270,760	\$7,270,760	\$7,270,760	\$16,825,080	\$7,577,114	\$8,613,556	\$8,853,799
Internal services	\$4,270,121	\$4,270,121	\$4,270,121	\$4,270,121	\$4,576,791	\$4,128,539	\$4,479,476	\$4,301,570
<b>Total</b>	<b>\$11,540,881</b>	<b>\$11,540,881</b>	<b>\$11,540,881</b>	<b>\$11,540,881</b>	<b>\$21,401,871</b>	<b>\$11,705,653</b>	<b>\$13,093,032</b>	<b>\$13,155,369</b>

The 2022-23 total authorities available for use shown in the table above represents the planned Parliamentary appropriations and revenue sources including the main estimates, supplementary estimates, recoveries and the use of cash spendable revenues pursuant to section 6(1)(g) of the CCOHS Act.

There was a slight increase in actual spending authorities used in fiscal 2022-23 compared with the prior year. This slight increase was attributable to an increase in staffing costs to support cost recovery revenue activities, and additional operating expenditures necessary to support the CCOHS’ current level of growth. These costs were funded by the CCOHS’ spendable / reinvestment authorities as per section 6(1)(g) of the CCOHS Act.

## Human resources

The “Human resources summary for core responsibilities and internal services” table presents the full-time equivalents (FTEs) allocated to each of CCOHS’ core responsibilities and to internal services.

### Human resources summary for core responsibilities and internal services

Core responsibilities and internal services	2020–21 actual full-time equivalents	2021–22 actual full-time equivalents	2022–23 planned full-time equivalents	2022–23 actual full-time equivalents	2023–24 planned full-time equivalents	2024–25 planned full-time equivalents
National Occupational Health and Safety Resource	70.8	80.2	75.5	69.1	79.8	79.8
Internal services	26.8	26	31	32.8	29.7	29.7
<b>Total</b>	<b>97.6</b>	<b>106.2</b>	<b>106.5</b>	<b>101.9</b>	<b>109.5</b>	<b>109.5</b>

## Expenditures by vote

For information on CCOHS’ organizational voted and statutory expenditures, consult the [Public Accounts of Canada](#).<sup>iv</sup>

## Government of Canada spending and activities

Information on the alignment of CCOHS’ spending with Government of Canada’s spending and activities is available in [GC InfoBase](#).<sup>v</sup>

## Financial statements and financial statements highlights

### Financial statements

CCOHS’ financial statements (unaudited) for the year ended March 31, 2023, are available on the [department’s website](#).<sup>vi</sup>

## Financial statement highlights

Condensed Statement of Operations (unaudited) for the year ended March 31, 2023 (dollars)

Financial information	2022–23 planned results	2022–23 actual results	2021–22 actual results	Difference (2022–23 actual results minus 2022–23 planned results)	Difference (2022–23 actual results minus 2021–22 actual results)
Total expenses	\$15,090,619	\$15,081,735	\$14,590,070	(\$8,884)	\$491,665
Total revenues	\$6,151,989	\$ 5,761,212	\$6,976,998	(\$390,777)	(\$1,215,786)
Net cost of operations before government funding and transfers	\$8,938,630	\$9,320,523	\$7,613,072	\$381,893	\$1,707,451

Fiscal year 2022-23 saw an increase in the net cost of operations over the prior year (+22%). That said, an increase was expected as the actual net cost of operations was only slightly above plan (+4%).

Cost recovery revenues were projected to decrease in the 2021-22 fiscal, but did not drop as predicted. However, the drop for the 2022-23 fiscal was greater than expected primarily due to a delay in the launch of the new WHMIS course.

Operating expenses were 3% higher than the prior year, but on target with what was planned.

The 2022–23 planned results information is provided in [CCOHS' Future-Oriented Statement of Operations and Notes 2022–23](#).<sup>vii</sup>

## Condensed Statement of Financial Position (unaudited) as of March 31, 2023 (dollars)

Financial information	2022–23	2021–22	Difference (2022–23 minus 2021–22)
Total net liabilities	\$4,497,535	\$3,776,745	\$720,790
Total net financial assets	\$3,116,098	\$2,330,280	\$785,818
Departmental net debt	(\$1,381,437)	(\$1,446,465)	(\$65,028)
Total non-financial assets	\$574,466	\$471,366	\$103,100
Departmental net financial position	(\$806,971)	(\$975,099)	(\$168,128)

Total CCOHS liabilities of \$4.498 million include: \$2.577 million in accounts payable and accrued liabilities payable, \$902 thousand in deferred cost recovery revenues, and \$630 thousand in deferred employee compensation and benefits. The increase of \$721 thousand is related primarily to a \$743 thousand increase in accrued liabilities, the bulk of which related to salaries payable for the collective bargaining agreement signed in the 2023-24 fiscal. This increase was offset partially by a decrease of \$43 thousand in deferred vacation pay and compensated leave as well as a \$5 thousand decrease in deferred donations.

Total CCOHS non-financial assets of \$574 thousand consist of \$394 thousand in tangible capital assets and \$180 thousand in prepaid expenses.

The increase of \$168 thousand in departmental net financial position, which is the difference between the total non-financial assets and the departmental net debt, is mainly attributable to the increase in non-financial assets.

The 2022–23 planned results information is provided in [CCOHS' Future-Oriented Statement of Operations and Notes 2022–23](#)<sup>viii</sup>.

## Corporate information

### Organizational profile

**Appropriate minister[s]:** The Honourable Seamus O'Regan Jr., Minister of Labour and Seniors

**Institutional head:** Anne Tennier, P.Eng. EP, President and Chief Executive Officer

**Ministerial portfolio:** Labour Program

**Enabling instrument[s]:** [Canadian Centre for Occupational Health and Safety Act](#)<sup>ix</sup>

**Year of incorporation / commencement:** 1978

## **Raison d’être, mandate and role: who we are and what we do**

“Raison d’être, mandate and role: who we are and what we do” is available on CCOHS’ website.

## **Operating context**

Information on the operating context is available on CCOHS’ website.

## Reporting framework

CCOHS’ departmental results framework and program inventory of record for 2022–23 are shown below.

<b>Departmental Results Framework</b>	<b>Core Responsibility: National Occupational Health and Safety Resource</b>		<b>Internal Services</b>
	<p><b>Departmental Results:</b> Canadians and workers in Canada can easily access the Canadian Centre for Occupational Health and Safety’s occupational health and safety information and services</p>	<p><b>Indicator:</b> Number of learning activities and opportunities on emerging occupational health and safety issues and for priority sectors</p> <p><b>Indicator:</b> Number of social media impressions on emerging occupational health and safety issues and for priority sectors, where CCOHS is referenced as the source</p> <p><b>Indicator:</b> Percentage of users of CCOHS’ website who indicated that information was easy to access</p>	
	<p><b>Departmental Results:</b> Provide Canadians and workers in Canada with a National repository of key occupational health and safety knowledge, standards, statistics, and information tools that improves dissemination of occupational health and safety related information</p>	<p><b>Indicator:</b> Number of collections of occupational health and safety related records made available to Canadians and workers in Canada through repository tools</p> <p><b>Indicator:</b> Number of new tools made available to workers in Canada which address emerging occupational health and safety issues and for priority sectors</p> <p><b>Indicator:</b> Number of times users accessed the Canadian Centre for Occupational Health and Safety’s free online repository of occupational health and safety information or used its person-to-person support services</p>	
	<p><b>Departmental Results:</b> Through the facilitation of collaborative initiatives with labour, employers and/or government on emerging occupational health and safety issues and for priority sectors, knowledge outcomes are utilized for the benefit of Canadians and workers throughout Canada</p>	<p><b>Indicator:</b> Number of new collaborative initiatives with a tripartite perspective on emerging occupational health and safety issues and for priority sectors, where knowledge outcomes are serviceable across Canada.</p>	
<b>Program Inventory</b>	<b>Program: Occupational health and safety information and services</b>		



## Supporting information on the program inventory

Financial, human resources and performance information for CCOHS' program inventory is available in [GC InfoBase](#).<sup>x</sup>

## Supplementary information tables

The following supplementary information tables are available on [CCOHS' website](#):<sup>xi</sup>

- ▶ Reporting on Green Procurement
- ▶ Gender-based analysis plus
- ▶ United Nations 2030 Agenda and the Sustainable Development Goals

## Federal tax expenditures

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance Canada publishes cost estimates and projections for these measures each year in the [Report on Federal Tax Expenditures](#).<sup>xii</sup> This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs as well as evaluations and GBA Plus of tax expenditures.

## Organizational contact information

**Mailing address:** Canadian Centre for Occupational Health and Safety  
135 Hunter Street East  
Hamilton ON L8N 1M5

**Telephone:** 905-572-2981; 1-800-668-4284 (Canada and US)

**Fax:** 905-572-2206

**Email:** [resultsreporting@ccohs.ca](mailto:resultsreporting@ccohs.ca)

**Website(s):** [www.ccohs.ca](http://www.ccohs.ca)

## Appendix: definitions

### **appropriation** (*crédit*)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

### **budgetary expenditures** (*dépenses budgétaires*)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

### **core responsibility** (*responsabilité essentielle*)

An enduring function or role performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

### **Departmental Plan** (*plan ministériel*)

A report on the plans and expected performance of an appropriated department over a 3-year period. Departmental Plans are usually tabled in Parliament each spring.

### **departmental priority** (*priorité*)

A plan or project that a department has chosen to focus and report on during the planning period. Priorities represent the things that are most important or what must be done first to support the achievement of the desired departmental results.

### **departmental result** (*résultat ministériel*)

A consequence or outcome that a department seeks to achieve. A departmental result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

### **departmental result indicator** (*indicateur de résultat ministériel*)

A quantitative measure of progress on a departmental result.

### **departmental results framework** (*cadre ministériel des résultats*)

A framework that connects the department's core responsibilities to its departmental results and departmental result indicators.

### **Departmental Results Report** (*rapport sur les résultats ministériels*)

A report on a department's actual accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

### **full-time equivalent** (*équivalent temps plein*)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. For a particular position, the full-time equivalent figure is the ratio of

number of hours the person actually works divided by the standard number of hours set out in the person's collective agreement.

**gender-based analysis plus (GBA Plus)** (*analyse comparative entre les sexes plus [ACS Plus]*)

An analytical tool used to support the development of responsive and inclusive policies, programs and other initiatives; and understand how factors such as sex, race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic conditions, geography, culture and disability, impact experiences and outcomes, and can affect access to and experience of government programs.

**government-wide priorities** (*priorités pangouvernementales*)

For the purpose of the 2022–23 Departmental Results Report, government-wide priorities are the high-level themes outlining the government's agenda in the [November 23, 2021, Speech from the Throne](#): building a healthier today and tomorrow; growing a more resilient economy; bolder climate action; fighter harder for safer communities; standing up for diversity and inclusion; moving faster on the path to reconciliation; and fighting for a secure, just and equitable world.

**horizontal initiative** (*initiative horizontale*)

An initiative where two or more federal organizations are given funding to pursue a shared outcome, often linked to a government priority.

**non-budgetary expenditures** (*dépenses non budgétaires*)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

**performance** (*rendement*)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

**performance indicator** (*indicateur de rendement*)

A qualitative or quantitative means of measuring an output or outcome, with the intention of gauging the performance of an organization, program, policy or initiative respecting expected results.

**performance reporting** (*production de rapports sur le rendement*)

The process of communicating evidence-based performance information. Performance reporting supports decision making, accountability and transparency.

**plan** (*plan*)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead to the expected result.

**planned spending** (*dépenses prévues*)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

**program** (*programme*)

Individual or groups of services, activities or combinations thereof that are managed together within the department and focus on a specific set of outputs, outcomes or service levels.

**program inventory** (*répertoire des programmes*)

Identifies all the department's programs and describes how resources are organized to contribute to the department's core responsibilities and results.

**result** (*résultat*)

A consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead they are within the area of the organization's influence.

**Indigenous business** (*enterprise autochtones*)

For the purpose of the *Directive on the Management of Procurement Appendix E: Mandatory Procedures for Contracts Awarded to Indigenous Businesses* and the Government of Canada's commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses, an organization that meets the definition and requirements as defined by the [Indigenous Business Directory](#).

**statutory expenditures** (*dépenses législatives*)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

**target** (*cible*)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

**voted expenditures** (*dépenses votées*)

Expenditures that Parliament approves annually through an appropriation act. The vote wording becomes the governing conditions under which these expenditures may be made.

## Endnotes

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- i. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- ii. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- iii. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- iv. Public Accounts of Canada, <http://www.tpsgc-pwgsc.gc.ca/recgen/cpc-pac/index-eng.html>
- v. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- vi. CCOHS' departmental website, <https://www.ccohs.ca/ccohs/reports.html>
- vii. CCOHS' Future-Oriented Statement of Operations and Notes 2022–23, <https://www.ccohs.ca/ccohs/reports.html>
- viii. CCOHS' Future-Oriented Statement of Operations and Notes 2022–23, <https://www.ccohs.ca/ccohs/reports.html>
- ix. Canadian Centre for Occupational Health and Safety Act, <https://laws-lois.justice.gc.ca/eng/acts/c-13/>
- x. GC InfoBase, <https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#start>
- xi. CCOHS' departmental website, <https://www.ccohs.ca/ccohs/reports.html>
- xii. Report on Federal Tax Expenditures, <https://www.canada.ca/en/department-finance/services/publications/federal-tax-expenditures.html>