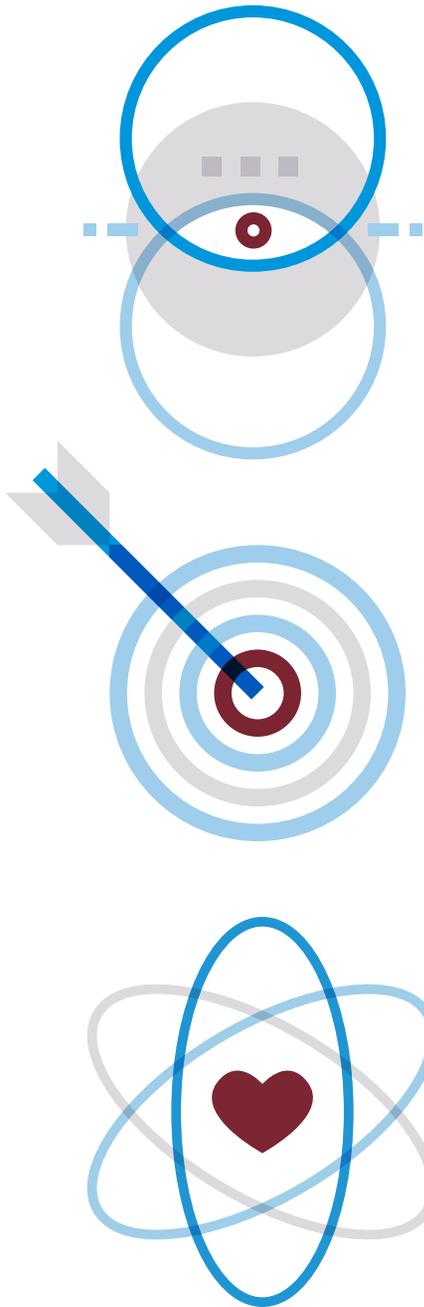


PSHSA

ELEVATE

2021-24 STRATEGIC PLAN



VISION

Enable a healthier and safer tomorrow for Ontario's Public Sector Community.

MISSION

Create safer workplaces through collaboration, innovation and knowledge transfer.

VALUES

Innovation: PSHSA understands that to be leaders in health and safety and cultivate solutions relevant to our stakeholders' needs, we must actively dream, change, take risks and be creative.

Collaboration: PSHSA knows that the outcomes of engaging, partnering and sharing ideas to include multiple perspectives will improve our ability to succeed.

Accountability: PSHSA takes pride in our commitment to responsibly own our actions, decisions and obligations. We believe in transparency as well as acknowledging and celebrating accomplishments.

Respect & Integrity: PSHSA will earn the trust and confidence of our stakeholders through living up to the right commitments, while recognizing and valuing differences and diversity.

Excellence: PSHSA delivers results by setting high standards and goals. We achieve these goals by distinguishing ourselves through persistence, continual improvement, competence and professionalism.

ELEVATE

2021-24 STRATEGIC PLAN

STRATEGIES

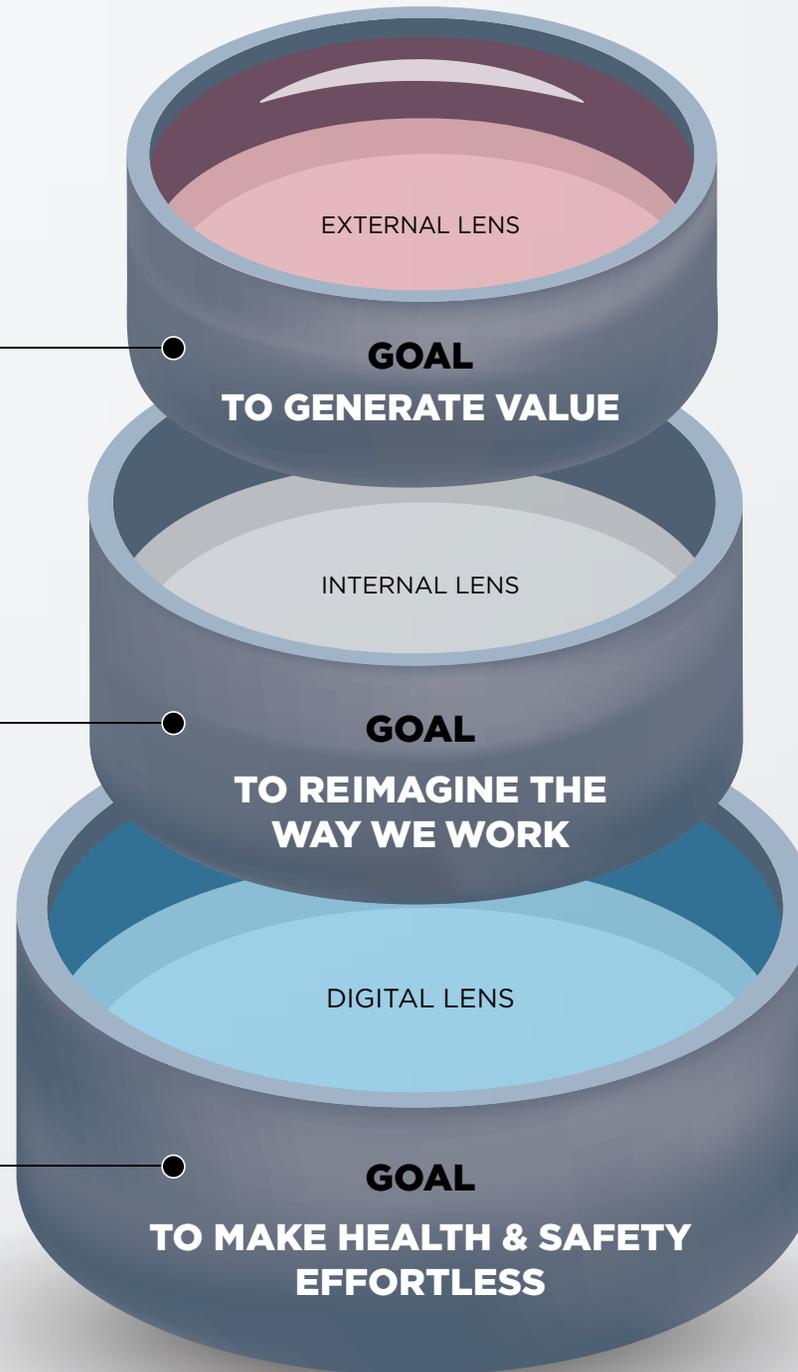
- ▶ Ignite Purpose
- ▶ Create Signature Stakeholder Experiences

STRATEGIES

- ▶ Invigorate the Employee Experience
- ▶ Be Future Ready

STRATEGY

- ▶ Mobilize Digital Capabilities



Elevate 2021-24

We have now seen firsthand the business case for occupational health and safety. We understand how organizations can be overwhelmed in its absence, and how the threat of illness or insecurity can affect workers' performance, livelihoods and personal lives. More than ever, the significance of workplace health and safety is clear.

As we progress through the next three years, external factors and environmental changes will undoubtedly influence Ontario's organizations and where they choose to focus their time and resources. *Elevate 2021-24* aims to advance the elevated role health and safety has recently assumed in Ontario and confirm it remains a top priority for organizational leaders and all workplace parties. By prioritizing commercial excellence and our customer-centric framework, we will reinvest our efforts in outcome-focused initiatives and programs that generate value, reimagine the way we work, and make health and safety effortless for our clients and stakeholders. At PSHSA, we are making it our duty to ensure the current spotlight on health and safety in Ontario is not short-lived, but a continued trend engrained within workplace culture.

The following strategies reinforce this notion and aim to inspire our clients, partners, staff and stakeholders to further elevate the profile of health and safety and ensure it's here to stay.

EXTERNAL LENS

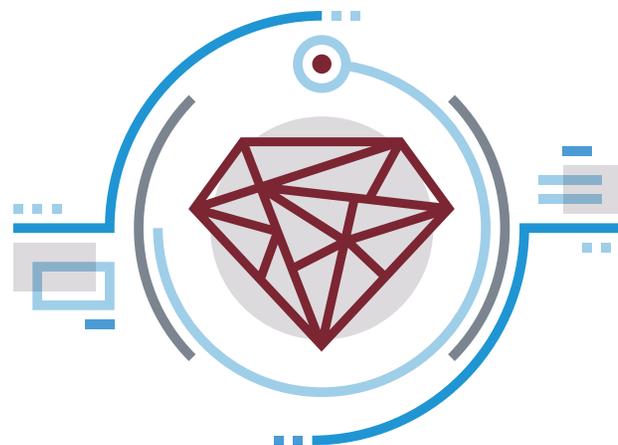
GOAL: TO GENERATE VALUE

Ignite Purpose

- ▶ **We will listen** to the market, use data and research to explore the future of safe environments and healthy workers.
- ▶ **We will use** these insights to predict customer needs and uncover new opportunities, approaches, products and markets to advance positive health and safety outcomes.

Create Signature Stakeholder Experiences

- ▶ **We will create** signature experiences by investing in our core capabilities and using our customer-first mindset to deliver exceptional products and services.



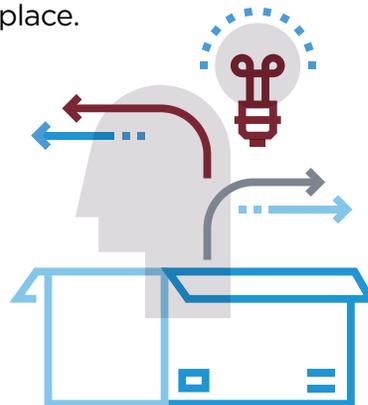
GOAL: TO REIMAGINE THE WAY WE WORK

Invigorate the Employee Experience

- ▶ **We will live** our values by collaborating with our people to create a positive work environment.
- ▶ **We will bring** a breadth of perspectives to the table, focus on reskilling and upskilling our team to meet new demands while actively listening to the organization and ensuring good line-of-sight in terms of how individual roles relate to our brand and overall organizational goals.
- ▶ **We will reinforce** our commitment to diversity and inclusion throughout our organization and decision-making.

Be Future Ready

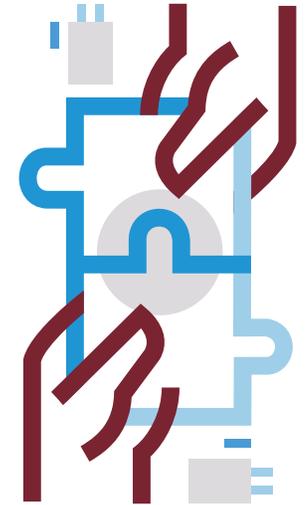
- ▶ **We will aspire** to be a sustainable and resilient organization through evolving and improving our processes and systems while remaining robust, flexible and stable.
- ▶ **We will ensure** efficient delivery and scale of our programs and stay agile by adapting to changing circumstances and emerging occupational health and safety needs in the workplace.



GOAL: TO MAKE HEALTH & SAFETY EFFORTLESS

Mobilize Digital Capabilities

- ▶ **We will discover** the next phase of digitally-enabled prevention, accelerating the research, execution and delivery of occupational health and safety solutions while achieving service excellence.
- ▶ **We will expand** our digital borders and evolve our operational capabilities to enhance productivity and enable new approaches to prevention, embedding these skills across the organization in support of the workplaces we serve.



ELEVATE

Staff

We will be an employer of choice, supporting workplace equity, grounding the organization through our values and shared purpose, and enabling staff to achieve the greatest impact while working towards our vision.

Our Funder

We will work closely with our funder towards delivering on our mandate and Ontario's occupational health and safety strategy – *Prevention Works* – while maintaining a constant focus on OHS system priorities and ensuring value for money in all expenditures.

OHS System Partners

We will continue to partner, share and collaborate with fellow health and safety associations and OHS system partners, working together to build and sustain the strongest, most proficient prevention system.

Organizational Partners

We will foster constructive opportunities with leading organizations, including research institutions, innovators and delivery partners, to achieve mutual goals and further occupational health and safety.

Workers and their Families

We will focus on creating safe environments to ensure that all workers are safe and healthy at work. We will promote the shared responsibility for health and safety that exists in all workplaces and support workers in their active participation.

Communities

We will reflect the unique and evolving needs and diversity of the communities we serve in the solutions we offer, and in the awareness and engagement efforts we undertake. We will empower community influencers to become occupational health and safety advocates.

Labour and Trade Associations

We will create reciprocal relationships where labour and trade associations can provide insights regarding the workers and employers they represent, enabling PSHSA to create improved programs and provide the necessary awareness and information to inspire workers to become advocates for prevention.

Employers and Associations

We will provide the necessary solutions for our clients to proactively mitigate workplace injuries and illnesses, and engage leaders and decision makers across organizations and associations in the conversation.

Sectors, Ministries and Governments

We will bring new ideas forward and expand the way health and safety is addressed in each sector, realizing better return for public dollars through collaboration.

Public and Taxpayers

We will continue to seek value for money and strive for prudent fiscal management while ensuring wise investments realize desired outcomes.

Elevating Stakeholder Commitments

Public Services Health & Safety Association

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