ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ
ᓄᓇᕗᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ

2026
ᑎᒥᐅᔪᓕᕆᕐᓂᒧᑦ ᐸᕐᓇᒍᑎ

WSCC Workers' Safety & Compensation Commission | ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ

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ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ

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ᓇᓂᑦᓯᑏᑦ

ᐱᒋᐊᕈᑎᖓ 1

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᓄᑦ ᒥᒃᓵᓄᑦ 2

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᑲᑐᔾᔨᖃᑎᒌᓄᑦ ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᓂᖓ 2

ᑕᐅᑦᑐᕆᔭᕗᑦ, ᑐᕌᒐᕗᑦ, ᐊᒻᒪ ᐅᒃᐱᕆᔭᕗᑦ 3

2023-2027 ᑲᒪᒍᑎᓄᑦ ᐸᕐᓇᐃᕈᑎᓂᑦ: ᓇᒦᓕᖅᐱᑕ ᒫᓐᓇ? 4

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ᓯᕗᒧᒃᑎᐸᓪᓕᐊᑎᑦᑎᓂᖅ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒃ 6

ᐸᕐᓇᒍᑎᓄᑦ ᓯᕗᓪᓕᐅᔭᐅᕐᑯᔭᐅᔪᖅ 2.0:
ᐱᓕᕆᐊᖃᕐᓂᖅ ᐱᐅᔪᓂᒃ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ 10

ᐸᕐᓇᒍᑎᓄᑦ ᓯᕗᓪᓕᐅᔭᐅᕐᑯᔭᐅᔪᖅ 3.0:
ᑮᓇᐅᔭᑎᒍᑦ ᐱᓕᕆᔾᔪᑎᖃᖅᑎᑦᑎᖃᑦᑕᕐᓂᖅ 16

ᐊᐅᓚᑕᐅᔾᔪᑎᖕᒋᑦ ᐊᒻᒪᓗ ᐊᑭᑐᔫᑎᓄᑦ ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ 20

2026 ᐊᐅᓚᑕᐅᔾᔪᑎᖕᒋᑦ ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ 20

2025-ᒥ ᐊᑭᑐᔫᑎᓄᑦ ᑮᓇᐅᔭᑦ ᐊᑐᖅᑐᒃᓴᓄᑦ ᓇᐃᓈᖅᓯᒪᔪᖅ 22

ᐱᒋᐊᕈᑎᖓ

ᑲᑎᙵᔪᓂᒃ ᐅᖃᐅᓯᒃᓴᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᒃᑯᓐᓂ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑲᑎᒪᔨᑦ ᐃᒃᓯᕙᐅᑕᖓᓐᓂ ᐊᒻᒪᓗ ᐊᖓᔪᖅᑳᖅ ᐊᒻᒪᓗ ᑎᑎᕋᕐᕕᖕᒥ ᐊᖓᔪᖅᑳᖅ

ᖁᕕᐊᓱᒃᑐᒍ ᐃᓕᔅᓯᓐᓄᑦ ᓴᖅᑭᑎᑦᑎᔪᓐᓇᕋᑦᑕ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) 2026ᒧᑦ ᑎᒥᐅᔪᓕᕆᕐᓂᒧᑦ ᐸᕐᓇᒍᑎᖏᓐᓂᒃ. ᐅᓇ ᐸᕐᓇᐅᑎ ᓇᓗᓇᐃᔭᐃᓱᒪᔪᖅ ᑐᕌᒐᑦᑎᓐᓂ ᐊᒻᒪ ᐱᓇᓱᐊᖅᑕᑦᑎᓐᓂ ᑕᖅᑭᓄᑦ 12-ᓄᑦ ᐊᒻᒪᓗ ᓴᖅᑭᑎᑦᑎᓯᒪᒃᓗᓂ ᐊᑐᕐᐸᒃᓕᐊᓂᐊᖅᑕᑦᑎᓐᓂ ᓯᕗᒧᒃᐸᒃᓕᐊᑎᒃᓗᒋᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᐃᑦ ᓯᕗᒃᓕᐅᑎᔭᕆᐊᓖᑦ ᐅᑯᓂ *ᓯᕗᒧᒃᑎᐸᐸᒃᓕᐊᑎᑦᑎᓂᖅ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒃ, ᐱᓕᕆᐊᖃᕐᓂᖅ ᐱᐅᔪᓂᒃ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ,* ᐊᒻᒪ *ᑮᓇᐅᔭᑎᒍᑦ ᐱᓕᕆᔾᔪᑎᖃᖅᑎᑦᑎᖃᑦᑕᕐᓂᖅ.*

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᑐᕌᒐᒃᓴᖓᑦ ᓴᖅᑭᔾᔭᖅᑎᑦᑎᓂᕐᒥᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᖕᒥᑦ ᐋᓐᓂᐊᖃᕐᓇᙱᑦᑐᓕᕆᓂᕐᒥᑦ ᐊᒻᒪᓗ ᐊᑦᑕᓇᔾᔭᐃᖅᓯᒪᓂᕐᒧᑦ ᐸᓯᔭᒃᓴᐅᙱᑦᑐᒃᑯᑦ ᓇᑦᓕᐅᒃᑯᒫᓂᑦ ᐊᑐᐃᓐᓇᐅᑎᑦᑎᓯᓐᓈᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᕐᑯᑎᓕᖕᓄᑦ ᐊᒻᒪ ᐸᖅᑭᓂᕐᒧᑦ ᐋᓐᓂᖅᓯᒪᔪᓄᑦ ᓴᓇᔨᓄᑦ. ᐱᓕᕆᕙᓪᓕᐊᔭᕗᑦ ᖃᐅᔨᓴᖅᐸᓪᓕᐊᖃᑦᑕᖅᑕᕗᑦ ᐊᒻᒪᓗ ᐊᕐᕌᒍᑕᒫᓐ ᐅᓂᒃᑳᓕᐊᕆᕙᒃᓗᑎᒃ ᓴᖅᑭᔾᔭᕆᐊᖃᕐᓂᑦᑎᓐᓄᑦ. ᐅᓇ 2026 ᑎᒥᐅᔪᓕᕆᕐᓂᒧᑦ ᐸᕐᓇᒍᑎ ᐱᓕᕆᐊᓄᑦ ᐱᐅᖅᐸᓪᓕᐊᔪᖅ ᐊᕐᕌᓂᓕᓴᕐᓂᑦ ᐃᑲᔪᐅᑎᐅᓪᓗᓂ 2023-2027 ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓄᑦ ᐸᕐᓇᒍᑎᓂ, ᐊᖅᑯᑎᕗᑦ ᐊᑦᑕᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ, ᐊᒻᒪ ᓄᑖᓂ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒃ ᓴᖅᑭᑎᑦᑎᓯᒪᒃᓗᓂ ᐱᓇᓱᐊᕐᓂᑦᑎᓐᓂᒃ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓄᑦ ᑐᕌᒐᕐᓴᑦᑎᓐᓂᒃ ᐊᒻᒪ ᑎᑭᐅᑎᓇᓱᒃᑕᑦᑎᓐᓂᒃ.

ᐋᖅᑭᒃᓯᖅᑕᐅᓯᒪᒃᓗᓂ ᐊᑐᕐᑕᐅᔭᕆᐊᓕᖕᓄᑦ ᐱᓕᕆᕝᕕᖕᓂ ᐊᒻᒪ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᓄᓇᕐᓯᐊᕐᒥ ᐊᒻᒪ ᓄᓇᕗᒥᑦ, 2026-ᒥ ᑲᔪᓯᓯᒪᓂᐊᕐᑐᒍᑦ ᐱᕈᖅᐸᓪᓕᐊᓇᓱᒃᓗᑕ ᖃᐅᔨᕙᓪᓕᐊᔭᕐᑎᒍᑦ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᓴᖅᑭᐸᓪᓕᐊᔪᓂ ᐱᓕᕆᐊᖃᕈᓐᓇᕋᓱᒃᑎᓪᓗᑎᒍᑦ. ᐱᓇᓱᐊᒐᖃᕐᓂᖅᓴᐅᔪᒍᑦ ᐊᑐᕈᓐᓇᖅᑐᓂ ᖃᐅᔨᒪᔭᐅᑎᑦᑎᓪᓗᑕ ᑎᒍᒥᐊᖅᑎᓂᒃ ᐊᒻᒪ ᐱᐅᓯᕙᓪᓕᖅᑎᑦᑎᓇᓱᖕᓂᕐᒥ ᐊᐅᓚᑦᑎᓂᕆᕙᒃᑕᑦᑎᓐᓂ.

2026-ᒥ ᑎᒥᐅᔪᓕᕆᕐᓂᒧᑦ ᐸᕐᓇᒍᑎ ᐱᕙᒋᔭᖅᑕᐅᓚᐅᖅᑐᖅ ᒪᓕᒃᓗᓂ ᑎᑎᕋᖅᓯᒪᓂᖓ 91(1)–ᒥ ᓄᓇᓄᒻᒥ ᒐᕙᒪᒃᑯᓐᓂ *ᑮᓇᐅᔭᓕᕆᕐᓂᒧᑦ ᐊᐅᓚᑕᐅᓂᖓᓂ ᒪᓕᒐᕐᓂᑦ,* ᐊᒻᒪᓗ ᓄᓇᕐᓯᐊᕐᒥ ᒐᕙᒪᒃᑯᑦ *ᐸᕐᓇᐃᓂᕐᒧᑦ ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᐋᖅᑭᒃᑕᐅᓯᒪᓂᖏᓐᓂᒃ* ᑕᐃᒪᐃᒋᐊᖃᕐᓂᖏᓐᓄᑦ ᐃᓚᖓ 21 ᑕᐃᑲᓂ ᑮᓇᐅᔭᓂᒃ *ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᒪᓕᒐᖏᓐᓂᑦ.*

ᓂᕆᐅᒃᑐᒍᑦ ᐊᕐᕌᒍᒥ ᐊᒡᒋᖅᑐᒥ ᐱᓕᕆᐊᕗᑦ ᐊᓂᒍᕈᑎᕕᓂᕐᓂ ᐱᒋᐊᒃᑲᓐᓂᕈᑎᖃᖅᑐᑎᒃ, ᐊᐅᓚᑎᓂᕐᒥ ᓴᖅᑭᐸᓪᓕᐊᔪᓂᒃ ᓈᒻᒪᖕᒋᓕᐅᕈᑎᓂᒃ ᐊᒻᒪᓗ ᑎᒍᒥᐊᖅᑎᓂᒃ ᐱᔨᑦᑎᕋᒃᑲᓐᓂᕈᓐᓇᕐᓗᑕ.

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᒥᒃᓵᓄᑦ

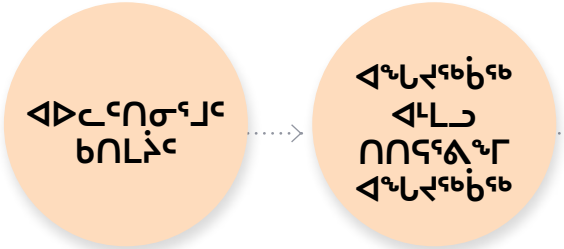
ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᒐᕙᒪᒃᑯᓐᓄᑦ ᐱᓕᕆᔨᐅᔪᑦ ᑲᒪᒋᔭᖅᑲᖅᐳᑎᒃ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ *ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᑮᓇᐅᔭᖅᑖᕈᑎᖏᓐᓄᑦ ᒪᓕᒐᖅᓂᒃ, ᐊᑦᑕᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᒪᓕᒐᖅᓂᒃ, ᖄᖅᑕᔫᓕᕆᓂᕐᒧᑦ ᒪᓕᒐᖅᓂᒃ* ᐊᒻᒪᓗ *ᐅᔭᖅᓯᐅᖅᕕᒃᒥ ᐋᓐᓂᐊᖅᑕᐃᓕᓂᕐᒧᑦ ᐊᒻᒪ ᐊᑦᑕᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᒪᓕᒐᖅᓂᒃ* ᓄᓇᑦᓯᐊᕐᒧᑦ ᐊᒻᒪ ᓄᓇᕗᒧᑦ.

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐱᔨᑦᑎᕋᖅᑲᑦᑕᖅᑐᑦ 40,000 ᖃᓂᒋᔭᖓᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᐊᒻᒪᓗ 4,000 ᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨᓂᒃ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪ ᓄᓇᕗᒥᑦ. ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐃᖅᑲᓇᐃᔭᖅᑎᖏᑦ ᐱᓕᕆᐊᖅᑲᑦᑕᕐᑐᑦ 3,000 ᐅᖓᑖᓂ ᑮᓇᐅᔭᖅᑖᕋᓱᑎᐅᕙᒃᑐᓂ ᐊᕐᕋᒍᑕᒫ ᐊᒻᒪᓗ ᐃᖅᑲᓇᐃᔭᕐᕕᖕᓂ ᖃᐅᔨᓴᖅᑲᑦᑕᖅᑐᑎ ᖃᓄᐃᕐᑯᓇᒋᑦ ᐅᑭᐅᕐᑕᖅᑐᕐᒥ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔪᑦ. ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᐊᔾᔨᐅᙱᑦᑐᑦ ᑲᓇᑕᒥ ᓲᖃᐃᒻᒪ ᐊᑕᐅᓯᐅᙱᑦᑐᒥ ᓄᓇᓕᖅᑲᕐᕕᐅᔪᓂ ᐅᕝᕙᓘᓐᓃᑦ ᐊᕕᒃᑐᖅᓯᒪᓂᐅᔪᓂ ᑲᒪᒋᔭᖅᑲᕐᒪᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑭᓕᖅᑕᐅᔾᔪᑎᖏᓐᓄᑦ ᑲᑐᔾᔨᖅᑎᒌᖑᔪᑦ ᑲᓇᑕᒥ.

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᑲᑐᔾᔨᖅᑎᒌᓄᑦ ᐋᖅᑭᒃᓱᖅᑕᐅᓯᒪᓂᖓ

7-ᓂᒃ ᐃᓄᓕᖕᒥᑦ ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑲᑎᒪᔨᑦ ᑲᒪᒋᔭᖅᑲᖅᑐᑦ ᐅᑯᓂᖓ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᓂᒃ (WSCC) ᐊᒻᒪᓗ ᑲᒪᒋᔭᖅᑲᖅᓗᑎᒃ ᐱᓕᕆᐊᒃᓴᓕᕆᓂᕐᒥᒃ ᐊᒻᒪ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ ᐱᓕᕆᐊᖅᓱᓐᓈᖅ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᖃᓄᐃᓕᐅᕆᐊᖅᑲᖅᑕᖕᒋᑦᑎᒍᑦ ᐊᒻᒪ ᐱᒻᒪᕆᖕᓂᒃ ᐱᓕᕆᐊᖅᑲᓂᒃᑯᑦ. ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑲᑎᒪᔨᑦ ᑕᐃᑲᓂ ᑎᓕᓯᓲᖑᕗᑦ ᐱᔭᒃᓴᕆᔭᐅᔪᓂᑦ ᐊᖓᔪᖅᑳᖅ ᐊᒻᒪᓗ ᑎᑎᕋᖅᕕᖕᒥ ᐊᖓᔪᖅᑳᖓᓄᑦ ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᕐᒧᑦ ᑲᑐᔾᔨᖅᑎᒌᖑᔪᓄᑦ ᐱᓕᕆᓂᕆᔭᖕᒋᓐᓂᒃ ᐋᖅᑭᒃᓱᖅᓯᒪᔪᓂᑦ ᐱᓕᕆᐊᖅᑲᓂᕐᒧᑦ ᐊᑐᖅᑕᐅᔪᒪᔪᑦ ᑐᕋᒐᒃᓴᓄᑦ.

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐋᖅᑭᒃᑕᐅᓯᒪᔪᖅ ᐊᔾᔨᒌᙱᑦᑐᑎᓂ 6-ᓂ ᐊᕕᒃᑐᕐᓯᒪᓂᒃᑯᑦ, ᐅᑯᓂᖓ ᐃᓚᖃᖅᓱᑎᒃ ᐊᕕᒃᑐᕐᓯᒪᔪᓂᒃ.



ᐊᖓᔪᖅᑳᖅ ᑎᑎᕋᖅᕕᖓ

- ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂ ᐸᖅᓇᐅᓯᐅᕐᓂᖅ ᐊᒻᒪ ᐱᓕᕆᖅᕕᒃᒥ ᐅᓂᒃᑳᓕᐅᕐᓂᖅ
- ᐃᖅᑲᓇᐃᔭᖅᕕᐅᑉ ᐃᓗᐊᓂ ᑐᓴᐅᒪᖅᑲᑦᑕᐅᑎᑦᑎᓂᖅ

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᓄᓇᕗᒻᒥ

- ᐊᑭᓕᖅᑕᐅᔪᒪᔾᔪᑎᑦ ᐱᓕᕆᓂᐅᔪᑦ ᓄᓇᕗᒻᒥ
- ᓄᓇᕗᒻᒥ ᐃᑲᔪᖅᓱᐃᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ

ᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᓄᓇᑦᓯᐊᕐᒥ

- ᐱᑎᑦᑎᑦᑕᐃᓕᒪᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ
- ᐃᖅᑲᓇᐃᔭᖅᑐᑦᑯᑎᓕᖕᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ ᓄᓇᑦᓯᐊᕐᒥ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ
- ᐊᑭᓕᖅᑕᐅᔪᒪᔾᔪᑎᑦ ᐱᓕᕆᓂᐅᔪᑦ ᓄᓇᑦᓯᐊᕐᒥ

ᐱᓕᕆᐊᕆᕙᒃᑕᓄᑦ ᐊᒻᒪ ᑎᒥᐅᔪᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ

- ᑐᑭᓯᒋᐊᕈᑎᒃᓴᓄᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ
- ᐱᓕᕆᕝᕕᑦ ᐊᒻᒪ ᑎᑎᕋᖅᑕᐅᕙᓪᓕᐊᔾᔪᑎᑦ
- ᐃᖅᑲᓇᐃᔭᖅᑐᓕᕆᓂᖅ
- ᐱᓕᕆᐊᕆᕙᒃᑕᓄᑦ ᐊᒻᒪ ᐃᓱᒪᑐᓂᕐᒧᑦ

ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ

- ᑮᓇᐅᔭᓕᕆᓂᕐᒥ ᐊᐅᓚᔪᑏᑦ
- ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐸᖅᓇᐃᓂᖅ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᓂᖅ

ᒪᓕᒐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪ ᒪᓕᑦᑎᐊᖅᑐᖃᖅᓂᖓᓂᑦ

- ᐊᑐᐊᒐᖅ, ᐱᓕᕆᔾᔪᓯᐅᔪᖅ, ᐊᒻᒪᓗ ᒪᓕᒃᑕᐅᖅᑯᔭᐅᔪᑦ
- ᖃᒥᖅᑭᔨᑦ ᑲᑎᒪᔨᑦ
- ᑐᓴᐅᒪᔾᔪᑎᓕᕆᓂᕐᒧᑦ ᐊᒻᒪ ᐃᓄᓐᓄᑦ ᐱᓕᕆᔭᐅᔪᓂᑦ
- ᑕᒻᒪᖅᓯᒪᔪᖅᓯᐅᖅᑕᐅᔪᑦ
- ᐱᓕᕆᐊᒃᓴᐅᑉ ᐱᕙᓪᓕᐊᑎᑦᑎᓂᖓ ᐊᒻᒪ ᐱᖃᑕᐅᓯᒪᔪᓄᑦ ᐃᓚᐅᑎᑦᑎᓂᐅᔪᒥ
- ᐃᖅᑳᖅᑐᐃᕕᓕᕆᔨᑦ ᐊᒻᒪ ᖃᐅᔨᓴᐃᓃᑦ

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑯᑦ (WSCC) ᓯᕗᓕᐅᕐᑎᖕᒋ ᐃᓚᖃᕐᑐᖅ 7-ᓂ ᐱᓕᕆᔨᒪᕆᖕᓂ ᓄᓇᕗᒦᑦᑐᓂᒃ ᐊᒻᒪ ᓄᓇᑦᓯᐊᕐᒥ. ᓯᕗᓕᐅᖅᑎᐅᕙᒃᑐᑦ ᐊᒻᒪ ᑐᒧᐊᖅᑎᑦᑎᔨᐅᓪᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᐃᖅᑲᓇᐃᔭᖅᑎᖏᓐᓂᒃ ᐊᒻᒪ ᑲᒪᒋᔭᖅᑲᖅᓗᑎᒃ ᑕᓪᓕᒪᓂᒃ ᐊᕕᒃᑐᖅᓯᒪᓂᒃᑯᖓᔪᓂᒃ ᑲᑐᔾᔨᖅᑎᒌᓂᒃ.

ᑲᑎᙵᓂᐅᔪᑦ ᐋᖅᑭᒃᓱᖅᓯᒪᕗᑦ ᐅᑯᓂᖓ:

- ᐊᖓᔪᖅᑳᖅ ᐊᒻᒪᓗ ᑎᑎᕋᖅᕕᖕᒥ ᐊᖓᔪᖅᑳᖅ
- ᐊᖓᔪᖅᑳᐸ ᑐᖓᓕᖓ, *ᐱᓕᕆᐊᕆᕙᒃᑕᓄᑦ ᐊᒻᒪ ᑎᒥᐅᔪᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ*
- ᐊᖓᔪᖅᑳᐸ ᑐᒡᓕᖓ, *ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑎᑦ*
- ᐊᖓᔪᖅᑳᐸ ᑐᖓᓕᖓ, *ᒪᓕᒐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪ ᒪᓕᑦᑎᐊᖅᑐᖃᖅᓂᖓᓂᑦ*
- ᐊᖓᔪᖅᑳᐸ ᑐᖓᓕᖓ, *ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ ᓄᓇᑦᓯᐊᕐᒥ*
- ᐊᖓᔪᖅᑳᐸ ᑐᖓᓕᖓ, *ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ ᓄᓇᕗᒻᒥ*
- ᐊᐅᓚᑕᐅᓂᖓᓄᑦ ᐊᖓᔪᖅᑳᖓ/ᐅᖃᐅᔾᔨᔨᒪᓇᒃ

ᑕᐅᑦᑐᕆᔭᕗᑦ

ᐊᔭᕐᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᖕᒥ
ᐋᓐᓂᐊᖅᑖᕐᓇᖅᑐᑦ ᐋᓐᓂᕈᑎᓪᓗ.

ᐱᓕᕆᐊᒃᓴᕆᔭᕗᑦ

ᓴᖅᑭᔾᔭᖅᑎᑦᑎᓲᖕᒍᔪᒍᑦ
ᐊᑐᖅᑕᐅᕐᑯᓪᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᖕᒥ
ᖃᓄᐃᙱᑦᑎᐊᕈᑎᓂᒃ
ᐊᑦᑕᕐᓇᖅᑕᐃᓕᒪᓂᕐᒥᒃᓗ ᐱᑎᑦᑎᓯᒻᒪᑦ
ᐱᔾᔪᑎᖃᙱᑦᑐᒥᒃ ᓇᓪᓕᐅᒃᑰᒪᒥᒃ
ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨᓄᑦ
ᑲᒪᓂᕐᒧᑦ ᐊᒻᒪ ᐸᖅᑭᓂᐅᔪᒥ
ᐋᓐᓂᖅᓯᒪᔪᓄᑦ
ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ.

ᐱᒻᒪᕆᐅᑎᒋᔭᕗᑦ

ᐃᒃᐱᒍᓱᑦᑎᐊᕐᓂᖅ – ᐊᑐᖅᑕᖅᑐᒍᑦ ᑲᒪᑦᑎᐊᕐᓂᕐᒥ, ᐃᒃᐱᒍᓱᑦᑎᐊᕐᓂᕐᒥᒃ ᓱᓕᓂᕐᒥᒃᓗ.

ᐃᓚᐅᖅᑕᐅᓂᖅ – ᖃᐅᔨᒪᒋᐊᖅᑲᖅᑐᒍᑦ ᑐᑭᖅᑲᑦᑎᐊᖅᑐᓂᒃ ᐃᓚᐅᖅᑕᐅᓂᕐᓂ ᐱᓕᕆᖅᑎᖅᑲᕐᓂᒃᓗ.

ᓱᓕᓂᖅ – ᐱᑎᑦᑐᒪᑦᑎᐊᖅᑕᕗᑦ ᑐᓂᓯᒪᔾᔪᑎᕗᑦ ᐱᓕᕆᒋᐊᕐᓗᑕᓗ ᐊᔾᔨᒌᒃᑎᑦᑎᓂᒃᑯᑦ.

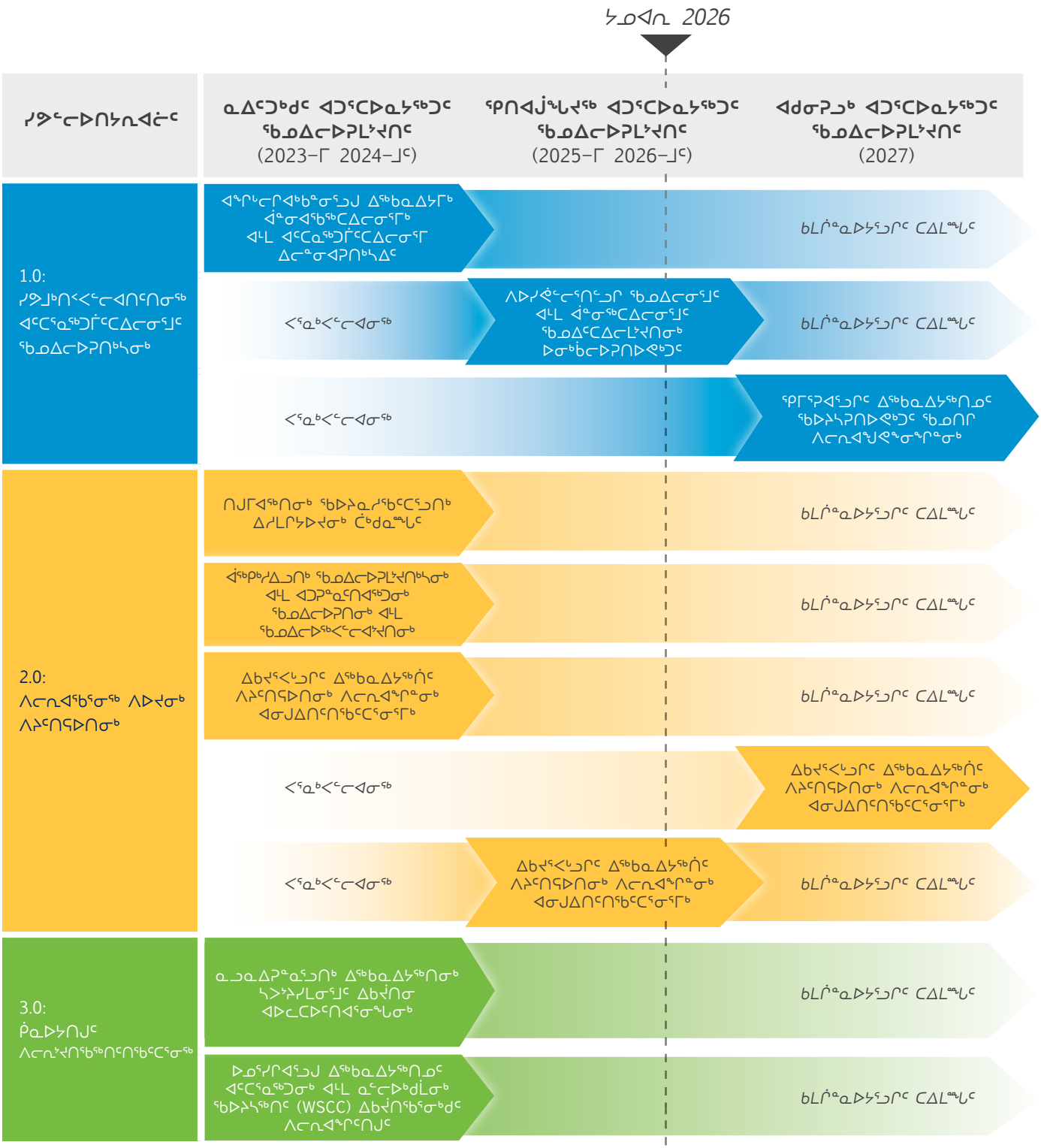
ᒪᑐᐃᖕᒐᑦᑎᐊᕐᓂᖅ – ᐱᕕᒃᓴᐅᔪᒍᑦ, ᑐᑭᓯᓇᑦᑎᐊᕐᓗᑕ ᓴᖅᑭᔾᔭᖅᓗᑕᓗ.

ᐃᓕᖅᑯᓯᒃᑯᑦ ᐊᑦᑕᕐᓇᖅᑐᒦᖕᒋᓐᓂᖅ – ᐃᓕᓴᖅᓯᓲᖕᒍᔪᒍᑦ, ᖃᐅᔨᓈᑦᓕᖅᐸᒃᓗᑕ, ᐃᒃᐱᒋᑦᑎᐊᕐᓗᒍᓗ ᐃᓕᖅᑯᓯᖅ ᐱᐅᔪᓐᓇᕐᓂᖕᒐ.

ᐱᓕᕆᑦᑎᐊᕈᓐᓇᕐᓂᖅ – ᐊᑑᑎᖃᑦᑎᐊᖅᑐᒍᑦ ᐱᔨᑦᑎᕋᑦᑎᐊᖅᐸᒃᓗᑕᓗ.

ᐊᐅᓚᑦᑎᑦᑎᐊᕐᓂᖅ – ᐱᖃᑦᑕᖅᑕᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᐅᑉ ᓴᐳᒻᒥᒃᓕᖅᑕᐅᔾᔪᑎᖕᒐᓄᑦ ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔾᔪᑎ ᑕᑎᒋᔭᐅᑦᑎᐊᕐᓂᒃᑯᑦ ᐊᕐᕌᒍᑕᒫᓪᓗ ᑲᒪᒋᔭᖃᕐᓂᕐᓂ.

2023-2027 ᑲᒪᒍᑎᓄᑦ ᐸᕐᓇᐃᕈᑎᓂᑦ: ᓇᒦᓕᖅᐱᑕ ᒫᓐᓇ?



ᐅᐸᒍᒃ *wscc.nt.ca* ᐅᕝᕙᓘᓐᓃᑦ *wscc.nu.ca* ᕿᒥᕐᕈᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᒡᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᒃᑯᑦ 2023-2027-ᒧᑦ ᑲᒪᒍᑎᓄᑦ ᐸᕐᓇᐃᕈᑎᓂᑦ.

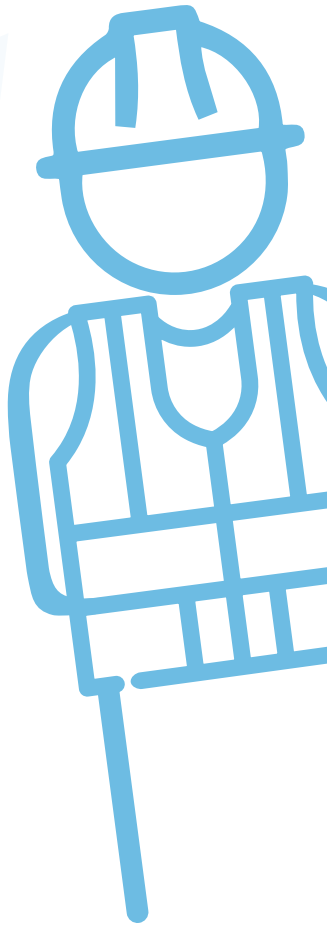
ᑕᖅᑭᐅᓂᐊᖅᑐᓂᑦ 12-ᓂᒃ,

2026-ᒥᑦ ᑎᒥᐅᔪᓕᕆᕐᓂᒧᑦ ᐸᕐᓇᒍᑎᖓ ᑲᔪᓯᓂᐊᖅᑐᖅ ᐊᔪᕆᖅᓱᐃᓂᐊᖅᐳᖅ ᐊᐅᓚᑕᐅᓂᕆᔭᑦᑎᓐᓂ ᑎᑭᐅᑎᓂᕐᒧᑦ ᑐᕌᒐᒃᓴᐅᔪᓂ ᐃᓗᐊᓂ ᐱᖓᓱᓂ ᑲᒪᒍᑎᓂᒃ ᓯᕗᓪᓕᐅᑎᔭᐅᕐᑯᔭᐅᔪᓄᑦ: ᕗᒧᒃᑎᑉᐸᓪᓕᐊᑎᑦᑎᓂᖅ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒃ, ᐱᓕᕆᐊᖃᕐᓂᖅ ᐱᐅᔪᓂᒃ ᐱᔾᑦᑎᕋᐅᑎᓂᒃ, ᐊᒻᒪ ᑮᓇᐅᔭᑎᒍᑦ ᐱᓕᕆᔾᔪᑎᖃᖅᑎᑦᑎᖃᑦᑕᕐᓂᖅ.

ᐸᕐᓇᒍᑎᓄᑦ
ᓯᕗᓪᓕᐅᔭᐅᕐᑯᔭᐅᔪᖅ
1.0:

ᓯᕗᒧᑦᑎᐸᐸᓪᓕᐊᑎᑦᑎᓂᖅ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒃ

ᓯᕗᒧᑦᑎᐸᐸᓪᓕᐊᑎᑦᑎᓂᖅ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᐃᑦ ᓯᕗᓪᓕᖅᐸᐅᑎᓯᒪᔭᕗᑦ ᐃᖅᑲᓇᐃᔭᖅᕕᒃᒥ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᕐᒧᑦ ᐊᒻᒪ ᐋᓐᓂᖅᑎᑦᑎᑦᑕᐃᓕᓂᕐᒧᑦ. ᓇᓗᓇᐃᕐᓯᒃᑲᓐᓂᕐᑐᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᒃᑯᑦ (WSCC) ᐱᓕᕆᐊᖑᒋᓐᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᕕᒃᓂᒃ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᑎᑦᑎᓂᕐᒥᒃ, ᐅᔾᔨᕈᓯᐃᓐᓇᐅᔭᖅᑎᑦᑎᓂᒃᑯ ᐊᑦᑕᓇᕐᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᐱᔪᓐᓇᐅᑎᓂᒃ ᐊᒻᒪ ᑲᒪᒋᔭᒃᓴᓂᒃ ᐊᒻᒪᓗ ᖃᓄᐃᑎᑦᑎᑦᑕᐅᓕᓂᕐᒧᑦ ᐊᒻᒪᓗ ᐋᓐᓂᖅᑎᑦᑎᑦᑕᐃᓂᓂᕐᒥᒃ ᐊᒻᒪ ᖃᓄᐃᓕᑦᑕᐃᓕᒪᑎᑦᑎᓂᕐᒥᒃ.



ᐱᒻᒪᕆᐅᔪᑦ ᖃᓄᐃᓐᓂᖕᒋᓐᓄᑦ ᓇᓗᓇᐃᕈᑎᖕᒋᑦ

ᖃᓄᐃᓕᐅᖅᐸᓪᓕᐊᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎ	2026-ᒥ ᑐᕌᒐᒃᓴᖅ
ᐊᓯᐊᔨᓂᐅᔪᑦ ᐋᓐᓂᖅᑐᒧᑦ ᑕᐃᒪᐃᒐᔪᖕᓂᖕᒐᓂ	**1.71**
ᐱᓇᓱᐊᒐᒃᓴᖅ 1.1: ᐊᖏᒐᓕᒋᐊᒃᑲᓐᓂᕐᓗᒍ ᐃᖅᑲᓇᐃᔭᒥᒃ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᕐᒥᒃ ᐊᒻᒪ ᐊᑦᑕᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒥ (OHS) ᐃᓕᓐᓂᐊᕈᑎᒃᓴᐃᑦ	
ᐳᓴᓐᑎᑎᒍᑦ ᓯᕗᓪᓕᐅᔭᕆᐊᓖᑦ ᓴᓇᕝᕕᐅᕙᒃᑐᑦ ᐱᑖᖅᐸᒃᑐᑦ ᐃᖅᑲᓇᐃᔭᒥᒃ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᕐᒧᑦ ᐊᒻᒪ ᐊᑦᑕᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ (OHS) ᐃᑲᔫᑎᒃᓴᓂᒃ ᐅᑯᓇᙱᑦ ᐊᑐᖅᑕᐃᓕᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ	80%
ᐳᓴᓐᑎᑎᒍᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔪᑦ ᐃᑲᔫᑎᓂᒃ ᓈᒻᒪᒃᓴᖅᑐᑦ ᐊᒻᒪ ᑐᓴᐅᒪᔾᔪᑎᒋᔭᐅᕙᒃᑐᓂᒃ	ᐊᑐᙱᑦᑐᖅ[1]
ᐱᓇᓱᐊᒐᒃᓴᖅ 1.2: ᐱᐅᓯᕙᓪᓕᕐᑎᓪᓗᒋ ᖃᓄᐃᓕᓂᕐᒧᑦ ᐊᒻᒪ ᐋᓐᓂᖅᑕᐃᓕᓂᕐᒧᑦ ᖃᓄᐃᑦᑕᐃᓕᒪᔾᔪᑎᓂᒃ ᐅᓂᒃᑳᓕᐅᕈᑎᐅᕙᒃᑐᑦ	
ᐳᓴᓐᑎᑎᒍᑦ ᑲᑎᕝᕗᑎᒃ ᐊᑭᓕᐅᑎᐅᓯᒪᔪᑦ ᓇᓗᓇᐃᕐᑕᐅᓯᒪᔪ ᐃᒪᓐᓇ ᐊᑦᑕᕐᓇᖅᑐᕐᑲᙱᑦᑐᖅ ᐃᖅᑲᓇᐃᔭᖅᕕᒃᒥᑦ	55%[2]
ᐳᓴᓐᑎᑎᒍᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔪᑦ ᐊᔪᙱᑎᑕᐅᔪᓐᓇᖅᑐᑦ ᐅᕗᓇ ᐊᑦᑕᕐᓇᖅᑐᕐᑲᙱᑦᑐᖅ ᐃᖅᑲᓇᐃᔭᖅᕕᒃᒥᑦ	43.8%
ᐋᖅᑭᒃᓱᐃᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᒥᒃ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᕐᒧᑦ ᐊᒻᒪ ᐊᑦᑕᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ (OHS) ᐊᑐᐊᒐᕐᓂᒃ ᒪᓕᒃᓯᒪᔪᓂᒃ ᐱᓕᕆᖃᑎᒌᖕᓂᒃᑯᑦ ᐊᑐᐊᒐᓂᒃ ᕿᒥᕐᕈᓂᕐᒧᑦ ᐸᕐᓇᐅᑎᓂᒃ (CPRP)	ᐊᑐᙱᑦᑐᖅ[3]
ᐱᓇᓱᐊᒐᒃᓴᖅ 1.3: ᕿᒥᕐᕈᐊᕐᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᖃᐅᔨᓴᕈᑎᐅᕙᒃᑐᑦ ᖃᓄᑎᒋ ᐱᓕᕆᐊᖑᕙᖕᓂᖕᒋᓐᓂᒃ	
ᖃᓄᐃᓕᖕᒐᓂᖕᒐ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨᐅᑉ ᖃᐅᔨᓴᕐᕐᓂᕐᒧᑦ ᓇᓗᓇᐃᒃᑯᑎᖕᒋᑦ	ᒪᓕᖕᓂᖃᑦᑎᐊᖅᑐᒥ ᐱᓕᕆᐊᖑᔪᒧᑦ ᐸᕐᓇᐅᑎᖕᒐᓂ

[1] ᐊᓯᔾᔨᖅᑕᐅᓂᑯᓄᑦ 2024-ᒥ, ᐅᓇ ᑲᑎᑕᐅᕙᓪᓕᐊᖃᑦᑕᕐᑐᖅ ᑲᑎᑕᐅᕙᒍᓐᓃᖅᑐᖅ.

[2] ᐊᕐᕌᒍᑕᒫᓐ ᐅᓂᒃᑳᓕᐊᕆᔭᐅᕙᒃᑐᖅ ᐱᒋᐊᕐᓯᒪᔪᓂ ᒫᕐᓯ 31-ᒥ. ᑲᑎᑕᐅᕙᓪᓕᐊᔪᑦ ᓄᓇᕐᓯᐊᕐᒥ ᐊᒻᒪ ᓄᓇᕗᒥᑦ ᒐᕙᒪᒃᑯᓐᓄᑦ ᐃᓚᐅᑎᑕᐅᙱᑦᑐᖅ ᖃᓄᐃᓕᐅᕈᑎᑦ ᑕᒻᒪᕈᑎᐅᓕᕐᑯᓇᒋᑦ ᐊᒻᒪᓗ ᑕᒻᒪᕐᓯᒪᙱᑦᑐᓂ ᐃᖅᑲᓇᐃᔭᕐᑎᓂ ᖃᐅᔨᓇᓱᒍᑎᓂᒃ.

[3] ᐅᓇ ᐱᒻᒪᕆᐅᔪᑦ ᖃᓄᐃᓐᓂᖕᒋᓐᓄᑦ ᓇᓗᓇᐃᕈᑎ ᐊᐅᓚᑕᐅᔪᓐᓇᕐᓯᔪᖅ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑕᐅᕙᓪᓕᐊᔪᓐᓃᖅᑐᓂ.

ᑐᕈᓐᓕᑦ

Safe Workplace ᐱᓕᕆᐊᒃᓴᐅᔪᒥᒃ

ᐅᓇ ᐊᑦᑕᕐᓇᖅᑐᒦᓐᓇᙱᑦᑐᖅ ᐃᑲᓇᐃᔭᕐᕕᒃᒥ ᐱᓕᕆᐊᒃᓴᖅ ᓴᖅᑭᑎᑦᑎᓯᒪᔪᖅ ᐃᖅᑲᓇᐃᔭᖅᕕᒃᒥ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᕐᒥ ᐊᒻᒪ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᐱᓕᕆᐊᖃᕐᓂᕐᒥᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨ ᐱᐅᓯᕙᓪᓕᖅᑎᑦᑎᓂᖕᒋᑦᑎᒍᑦ ᐊᐅᓚᑦᑎᔾᔪᑎᖕᒋᓐᓂᒃ ᐊᒻᒪ ᐱᓕᕆᐊᓇᔭᐅᕙᓪᓕᐊᔭᕆᐊᓕᖕᓂᒃ. ᖃᐅᔨᒋᐊᒃᑲᓐᓂᕈᓐᓇᖅᑐᓯ ᐅᓇ ᑕᑯᒋᐊᕐᓗᒍ wscc.nt.ca ᐅᕗᖕᒐᓗᓐᓃᑦ wscc.nu.ca.

ᐱᓇᓱᐊᒐᒃᓴᖅ 1.1: ᐊᖏᒐᓕᒋᐊᒃᑲᓐᓂᕐᓗᒍ ᐃᖅᑲᓇᐃᔭᒥᒃ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᕐᒥᒃ ᐊᒻᒪ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒥ ᐃᓕᓐᓂᐊᕈᑎᒃᓴᐃᑦ

ᐱᔾᔪᑎ: ᐅᔾᔨᕈᓯᓕᖅᑎᑦᑎᓂᖅ ᐊᒻᒪ ᑐᑭᓯᐅᒪᑎᑦᑎᓂᖅ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᒥᒃ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᕐᒧᑦ ᐊᒻᒪ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ (OHS) ᐊᑐᕐᑯᔭᖏᓐᓂᒃ ᑐᓴᐅᒪᑎᑦᑎᓂᒃᑯᑦ ᐊᒻᒪ ᐃᑲᔪᕈᑎᑎᒍᑦ ᐅᑯᓄᖓ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᑎᒍᒥᐊᖅᑎᖏᓐᓄᑦ.

ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᖓᓂ: ᖃᓄᐃᑎᑦᑎᑦᑕᐃᓕᓂᖅᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ

ᐱᒋᐊᕈᑕᐅᔪᑦ	2026 ᑐᕌᒐᒃᓴᖅ
1.1.1 ᐱᓕᕆᖃᑎᖃᕐᐸᓗᓂ ᐱᓇᓱᒃᓯᒪᔪᓂ ᐅᕗᓇ ᐃᖅᑲᓇᐃᔭᕐᕕᖕᒥᑦ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᒪᓂᕐᒥᑦ ᐊᒻᒪᓗ ᐊᑦᑕᓇᔭᐃᖅᓯᒪᓂᕐᒧᑦ (OHS) ᐃᑲᔫᑎᑖᕈᑎᓂ ᐱᓕᕆᐊᖃᑦᑎᐊᕋᓱᖕᓂᕐᒧᑦ	· **50% ᐊᖏᕐᑕᐅᓯᒪᔪᖅ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᑦ ᐱᒋᐊᖅᑕᐅᓯᒪᓕᕐᑐᑦ**

ᑐᕈᖏᑦ

ᐱᖃᑕᐅᓯᒪᔪᓄᑦ

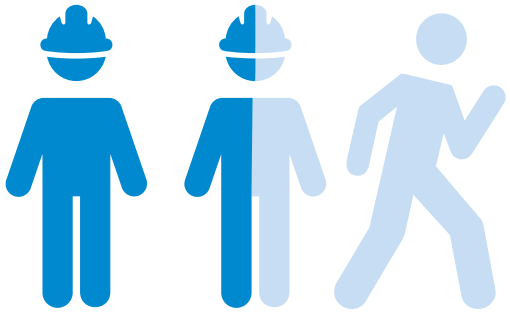
ᐃᖅᑲᓇᐃᔭᖅᑏᑦ, ᐃᖅᑲᓇᐃᔭᖅᑎᕐᑯᑎᓕᑦ ᐊᒻᒪᓗ ᐊᓯᖏᑦ ᐱᓕᕆᓂᖃᕈᒪᔪᓂᑦ ᐊᑐᐊᒐᓂᑦ ᐊᒻᒪᓗ ᐱᓕᕆᐊᖑᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᓄᑦ.

ᐃᓱᒪᓂᖅᓴᒐ: ISTOCK

ᐱᓇᓱᐊᒐᒃᓴᖅ 1.2: ᐱᐅᓯᕝᓪᓕᕐᑎᓪᓗᒋ ᖃᓄᐃᓕᓂᕐᒧᑦ ᐊᒻᒪ ᐋᓐᓂᖅᑕᐃᓕᓂᕐᒧᑦ ᖃᓄᐃᑦᑕᐃᓕᒪᔾᔪᑎᓂᒃ ᐅᓂᒃᑳᓕᐅᕈᑎᐅᕙᒃᑐᑦ

ᐱᔾᔪᑎ: ᐅᓄᕐᓯᒋᐊᖅᑎᓐᓇᓱᒃᑐᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑐᑦ ᐅᑯᓄᖓ ᐃᖅᑲᓇᐃᔭᒥᒃ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᕐᒧᑦ ᐊᒻᒪ ᐊᑦᑕᕐᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ (OHS) ᐱᓕᕆᐊᖑᓐᓂᒃ ᐊᑐᐊᒐᕐᓂ ᓱᖅᑯᐃᓇᕐᓂᖅᓴᐅᑎᑦᑎᓗᑎᒃ ᐊᒻᒪᓗ ᑐᑭᒧᐊᕈᑎᖃᖅᑐᑎᒃ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓄᑦ ᐊᒻᒪᓗ ᐱᓕᕆᔾᔪᑎᓄᑦ ᐅᓄᕈᓐᓃᖅᐹᑦᓪᓕᖅᑎᑦᑎᓇᓱᖕᓂᕐᒥᒃ ᐊᒻᒪ ᐋᓐᓂᖅᑎᑦᑎᑦᑕᐃᓕᓂᕐᒥ ᑕᐃᒪᓕ ᐊᑦᑕᕐᓇᙱᓐᓂᕐᓴᒥ ᐃᖅᑲᓇᐃᔭᕐᕕᖃᕐᓂᕐᓴᐅᓕᕐᓗᑎᒃ.

ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᖓᓂ: ᐊᐅᓚᑦᑎᔨᒻᒪᕆᐅᔪᓄᑦ ᑲᑎᙵᓂᐅᔪᓄᑦ



ᖃᓄᐃᓕᐅᕈᑎᒃᓴᑦ ᐅᕗᓇ ᐊᐅᓚᑕᐅᔪᓐᓇᓕᕐᑐᑦ ᐅᓇ ᐱᒋᐊᖅᑕᐅᑦᑎᐊᓚᐅᕐᑎᑦᓗᒍ ᐊᑐᓕᖅᑎᑕᐅᓂᖓ ***ᐊᑦᑕᓇᐃᖅᓯᒪᓂᕐᒧᑦ ᑐᓴᖅᑎᑦᑎᓂᕐᒧᑦ*** ᑭᒡᒐᖅᑐᐃᔨᓄᑦ.

ᐱᓇᓱᐊᒐᒃᓴᖅ 1.3: ᕿᒥᕐᕈᐊᕐᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᖃᐅᔨᓴᕈᑎᐅᕙᒃᑐᑦ ᖃᓄᑎᒋ ᐱᓕᕆᐊᖑᕙᖕᓂᖕᒋᓐᓂᒃ

ᐱᔾᔪᑎ: ᕿᒥᕐᕈᐊᕐᓂᐊᕐᓗᒍ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨᐅᑉ ᖃᐅᔨᓴᕐᓂᕐᒧᑦ ᓇᓗᓇᐃᒃᑯᑎᖕᒋᑦ ᐊᒻᒪᓗ ᓇᓗᓇᐃᕐᓯᓂᐊᕐᓗᓂ ᖃᓄᐃᓕᐅᕈᑎᑦ ᐱᐅᓛᖑᓇᔭᕐᒪᖔᑦ ᐱᓕᕆᐊᑎᒍ ᐊᒻᒪᓗ ᐃᑲᔪᕐᓂᕐᓴᐅᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨᓂᒃ ᐱᓇᓱᓗᐊᙱᓐᓂᕐᓴᓂᒃ.

ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᖓᓂ: ᐃᖅᑲᓇᐃᔭᖅᑐᕐᑯᑎᓕᖕᓄᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ

ᐱᒋᐊᕈᑕᐅᔪᑦ	2026 ᑐᕐᒐᒃᓴᖅ
1.3.1 ᑐᓂᓯᕙᓪᓗᓂ ᖃᐅᔨᓴᕈᑎᒃᑯᑦ ᓂᕈᐊᓇᔭᐅᓯᒪᓂᕐᓴᓂ ᐊᑭᓕᐅᑎᐅᔪᓐᓇᖅᑐᓂᒃ	· ᑐᓂᓗᒋᑦ ᐅᓂᒃᑳᓕᐊᑦ ᒐᕙᒪᓕᕆᓂᕐᒧᑦ ᑲᑎᒪᔨᓄᑦ ᕿᒥᕐᕈᐊᖅᑕᐅᓂᐊᕐᒪᑕ ᐊᒻᒪ ᖃᓄᐃᓕᐅᕈᑎᐅᕐᑯᔭᐅᓗᑎᒃ ᑕᖅᑭᑦ 9 ᐊᓂᒍᓚᐅᕐᑎᓐᓇᒋᑦ 2026-ᒥ

ᐸᕐᓇᒍᑎᓄᑦ
ᓯᕗᓪᓕᐅᔾᔭᐅᕐᑯᔭᐅᔪᖅ
2.0:

ᐱᓕᕆᐊᖃᕐᓂᖅ ᐱᐅᔪᓂᒃ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ

ᐱᐅᓪᓚᕆᒃᑐᓂᒃ ᐱᔨᑦᑎᕋᕐᓂᖅ ᐃᓚᐅᓕᖅᑎᑦᑎᔪᓐᓇᖅᑐᓂᒃ ᐅᒃᐱᕆᔭᑦᑎᓐᓂᒃ ᖃᓄᐃᓕᐅᕐᓂᑦᑎᓐᓄᑦ ᐊᑐᒻᒪᕆᒃᑐᓂᒃ. ᐅᓇ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᖅ ᓯᕗᓪᓕᖅᐹᒥ ᓇᓗᓇᐃᕐᓯᔭᕐᑭᐊᓕᒃ ᐱᐅᓯᕚᓪᓕᕈᑎᒃᓴᓂᒃ ᐱᔨᑦᑎᕋᐅᑎᓄᑦ ᐱᓕᕆᐊᓂ ᐊᒻᒪ ᐊᐅᓚᑦᑎᓂᒃ ᐱᐅᓯᕚᓪᓕᖅᑕᐅᓂᖕᒐᒍᑦ ᐅᑯᓄᖕᒐ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᐃᖅᑲᓇᐃᔭᖅᑎᓄ ᑭᖑᕙᓯᖃᑦᑕᙱᓐᓂᒃᑯᑦ, ᐊᑐᐃᓐᓇᐅᔪᓐᓇᕐᓂᒃᑯᑦ, ᑐᑭᓯᓯᒪᑦᑎᐊᕐᓂᒃᑯᑦ ᐊᒻᒪ ᐊᑐᕐᑐᓂᒃ ᐱᔨᑦᑎᕋᐅᑎᓕᕆᓂᒃᑯᑦ.

ᐱᒻᒪᕆᐅᔪᑦ ᖃᓄᐃᓐᓂᖏᓐᓄᑦ ᓇᓗᓇᐃᕈᑎᖏᑦ

ᖃᓄᐃᓕᐅᖅᐸᓪᓕᐊᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎ	2026-ᒥ ᑐᕌᒐᒃᓴᖅ
ᑎᒍᒥᐊᖅᑎᐅᔪᑦ ᖃᓄᐃᓕᐅᕐᓂᖏᓐᓂᒃ ᓈᒻᒪᒃᓴᕐᓂᕐᒧᑦ ᓇᓗᓇᐃᒃᑯᑎᑦ	**80%**[1]
ᐱᓇᓱᐊᒐᒃᓴᖅ 2.1: ᑎᒍᒥᐊᖅᑎᓂᒃ ᖃᐅᔨᓇᓱᖃᑦᑕᕐᓗᑎᒃ ᐃᓱᒪᒋᔭᐅᔪᓂᒃ ᑖᒃᑯᓇᙵᑦ	
ᐳᓴᓐᑎᑎᒍᑦ ᑎᒍᒥᐊᖅᑏᑦ ᐃᓚᐅᓯᒪᓂᖏᑦ ᑕᒪᒃᑯᓂᖓ ᑎᒍᒥᐊᖅᑎᓂᒃ ᐃᓚᐅᔭᕆᐊᖃᕈᑎᓂᒃ ᐊᑐᕆᐊᓕᖕᓂᒃ	ᐊᑐᙱᑦᑐᖅ[2]
ᐳᓴᓐᑎᑎᒍᑦ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐱᓕᕆᖃᑎᖃᖃᑦᑕᕐᓂᖏᑦ ᐃᓄᒋᐊᓂᒃ ᐅᓂᒃᑳᓕᐊᖏᑦᑎᒍᑦ ᐅᖃᐅᓯᐅᓯᒪᔪᓂᒃ	90%
ᐱᓇᓱᐊᒐᒃᓴᖅ 2.2: ᐋᖅᑭᒃᓱᐃᓗᑎᒃ ᖃᓄᐃᓕᐅᕈᒪᔾᔪᑎᒃᓴᓂᒃ ᐊᒻᒪ ᐊᑐᕈᓐᓇᑦᑎᐊᖅᑐᓂᒃ ᖃᓄᐃᓕᐅᕈᑎᓂᒃ ᐊᒻᒪ ᖃᓄᐃᓕᐅᖅᐸᓪᓕᐊᔾᔪᑎᓂᒃ	
ᑲᑎᕐᓗᑎᒃ ᓇᐃᓴᐅᑎᒃᑯᑦ ᓇᓗᓇᐃᖅᓯᔾᔪᑎ (5-ᑎᑭᐅᑎᔪᒥ ᐊᖏᓂᖓᓂ)*	ᐊᑐᙱᑦᑐᖅ[3]
ᐳᓴᓐᑎᑎᒍᑦ ᐱᔨᑦᑎᕋᖅᑕᐅᔪᑦ ᖃᓄᖅ ᓈᒻᒪᒃᓴᕐᓯᒪᓂᖏᓐᓂᒃ ᐃᑭᐊᖅᑭᕕᒃᑯᑦ ᖃᓄᐃᓕᐅᕈᑎᓂᒃ	80%
ᐱᓇᓱᐊᒐᒃᓴᖅ 2.3: ᐃᑲᔪᕐᐸᒡᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ ᐱᓕᕆᐊᖏᓐᓂᒃ ᐊᓂᒍᐃᑎᑦᑎᖃᑦᑕᕐᓂᕐᒥᒃ	
ᑲᑎᕐᓗᓂ ᓴᖅᑭᑎᑦᑎᔫᑉ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᓂᖓ*	80%[4]
ᐸᐸᑦᑎᓂᕐᒥᑦ ᐊᑭᖏᑦ*	ᐅᖓᑖᓅᕐᑐᖅ ᓄᓇᑦᓯᐊᕐᒥ ᒐᕙᒪᒃᑯᑦ ᐊᒻᒪ ᓄᓇᕗᒥᑦ ᒐᕙᒪᒃᑯᑦ ᐊᑐᕐᐸᒃᑕᖏᓐᓂᒃ
ᐱᓇᓱᐊᒐᒃᓴᖅ 2.4: ᕿᒥᕐᕈᐊᕐᐸᒡᓗᑎᒃ ᐱᕐᑯᔭᐃᑦ ᐅᑯᓄᖓ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᓄᑦ (WSCC) ᐊᐅᓚᑕᖏᓐᓂᒃ	
ᖃᓄᐃᓕᖓᓂᖓ ᐱᕐᑯᔭᓂᒃ ᕿᒥᕐᕈᓂᕐᒧᑦ ᐱᓕᕆᐊᒃᓴᖅ	ᒪᓕᖕᓂᖃᑦᑎᐊᖅᑐᒥ ᐱᓕᕆᐊᖑᔪᒧᑦ ᐸᕐᓇᐅᑎᖓᓂ
ᐱᓇᓱᐊᒐᒃᓴᖅ 2.5: ᐱᐅᓯᕚᓪᓕᕐᑎᓪᓗᒋᑦ ᑮᓇᐅᔭᖅᑖᕋᓱᖕᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᓂᖅ	
ᐊᑭᒋᔭᐅᕙᒃᑐᑦ ᑮᓇᐅᔭᖅᑖᕋᓱᑉᑎᒧᑦ ᐊᑕᐅᓯᕐᒧᑦ*	6% ᒥᒃᓵᕚᓪᓕᕐᓂᖅ ᐅᕙᖓᑦ 2022-ᒥ
ᖃᔅᓯᐅᓂᖓ ᑭᐅᔭᐅᓯᒪᙱᑦᑐᑦ ᕿᐱᓗᑎ ᐅᑯᓇᙵᖅᓯᒪᔪᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᖃᐅᔨᒪᔨᑦ ᑎᑎᕋᕐᕕᖓᓂᒃ*	33% ᒥᒃᓵᕚᓪᓕᕐᓂᖅ ᐅᕙᖓᑦ 2022-ᒥ

[1] ᐅᓇ ᐱᒻᒪᕆᐅᔪᑦ ᖃᓄᐃᓐᓂᖏᓐᓄᑦ ᓇᓗᓇᐃᕈᑎᖏᑦ (KPI) ᓄᖃᖓᑎᑕᐅᔪ ᑭᓯᐊᓂ 2026 ᑎᑭᐸᐸᑦ.
[2] ᐅᓇ ᐱᒻᒪᕆᐅᔪᑦ ᖃᓄᐃᓐᓂᖏᓐᓄᑦ ᓇᓗᓇᐃᕈᑎᖏᑦ (KPI) ᐊᑐᕈᑎᖓᓂ ᓱᓕ ᐊᑐᕐᑐᖅ ᐱᓇᓱᒃᑕᖓᑕᓗᓐᓃᑦ ᑐᖓᑖᓄᑦ. ᒫᓐᓇ ᐊᐅᓚᑕᐅᔪᓐᓇᕐᔪᔪᖅ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑕᐅᕙᓪᓕᐊᔪᓐᓃᖅᓗᓂ.
[3] ᐱᓕᕆᐊᒧᑦ ᓇᓗᓇᐃᒃᑯᑎ ᐆᒥᖓ ᐱᒻᒪᕆᐅᔪᑦ ᖃᓄᐃᓐᓂᖏᓐᓄᑦ ᓇᓗᓇᐃᕈᑎᖏᑦ (KPI) ᐊᓯᙳᕐᑕᐅᓯᒪᓕᕐᒪᑦ ᐊᒻᒪ ᐊᑐᕐᑕᐅᔪᓐᓃᖅᓗᓂ ᖃᐅᔨᓴᖅᑕᐅᕙᓪᓕᐊᔪᓐᓃᖅᓗᓂ.
[4] ᐅᓇ ᐱᒻᒪᕆᐅᔪᑦ ᖃᓄᐃᓐᓂᖏᓐᓄᑦ ᓇᓗᓇᐃᕈᑎᖏᑦ (KPI) ᖃᐅᔨᓴᐊᖅᑕᐅᒃᑲᓐᓂᕐᐸᒃᑐᖅ ᐊᕐᕌᒍᒃ ᒪᕐᕉᒃ (2) ᐊᓂᒍᕐᖓᑦ. (2023, 2025, ᐊᒻᒪ 2027).

** ᑐᑭᓕᐊᖏᑦ ᑕᑯᒍᒃ ᒪᓕᒃᑐᒥ ᒪᒃᐱᒐᖓ.*

ᐱᓇᓱᐊᒐᒃᓴᖅ 2.1: ᑎᒍᒥᐊᖅᑎᓂᒃ ᖃᐅᔨᓇᓱᖃᑦᑕᕐᓗᑎᒃ ᐃᓱᒪᒋᔭᐅᔪᓂᒃ ᑖᒃᑯᓇᙱᑦ

ᐱᔾᔪᑎ: ᑎᒍᒥᐊᖅᑎᐅᔪᑦ ᐊᑐᕐᓯᒪᔭᖕᒋᓐᓂᒃ ᑐᓴᐅᒪᑎᑦᑎᑦᑐᒋ ᐊᒻᒪ ᐱᐅᓯᕝᕙᓪᓕᕈᑎᐅᔪᓐᓇᖅᑐᓂᒃ ᑕᒪᒃᑯᐊ ᑎᒍᒥᐊᖅᑏᑦ ᐱᓕᕆᐊᖃᕐᓂᕐᒥᒃ ᐱᓕᕆᖃᑕᐅᑎᑕᐅᓂᕐᓴᐅᓂᖕᒋᑦᑎᒍᑦ.

ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᖕᒐᓂ: ᒪᓕᒐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪ ᒪᓕᑦᑎᐊᖅᑐᖃᕐᓂᖕᒐᓂᑦ

ᐱᒋᐊᕈᑕᐅᔪᑦ	2026 ᑐᕌᒐᒃᓴᖅ
2.1.1 ᐊᑐᓕᖅᑎᑦᑎᓂᕐᒥᑦ ᖃᐅᔨᓴᕈᑎᐅᖃᑦᑕᕐᓂᐊᖅᑐᓂᒃ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᐱᓕᕆᒃᓴᖕᒋᓐᓂᒃ ᐊᒻᒪ ᐱᔨᑦᑎᕋᐅᑎᖕᒋᓐᓂ	• ᖃᒥᕐᕈᐊᕐᓗᒍ ᐃᓕᖅᑯᓯᒃᑯᑦ ᐊᑦᑕᓇᖅᑐᒦᑦᑕᐃᓕᓂᕐᒧᑦ ᐱᓕᕆᐊᒃᓴᖅ ᐊᒻᒪ Safe Workplace ᐱᓕᕆᐊᒃᓴᖅ

ᑐᕈᖕᒋᑦ

ᐅᖃᐅᓲᑦ ᐊᑐᕐᑕᐅᓯᒪᔪᑦ ᓯᕗᓂᐊᓃᑦᑐᒥ ᒪᒃᐱᒐᕐᒥ

ᑲᑎᕝᕙᑎᒃ ᓇᐃᓴᐅᑎᒃᑯᑦ ᓇᓗᓇᐃᕐᓯᒍᑎ

ᓇᓗᓇᐃᓱᓯᒪᔪᖅ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐱᔪᓐᓇᕐᓂᖕᒋᓐᓂᒃ ᐱᐅᓯᕝᕙᓪᓕᖅᑎᑦᑎᓂᖅ ᑲᔪᓯᑎᑕᐅᔪᓐᓇᕐᓂᖕᒐᓂᒃ. ᐅᓇ ᓇᓗᓇᐃᒃᑯᑎ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ ᐊᖃᐅᔨᒪᔾᔪᑎᐅᔪᖅ, ᐃᑲᔫᑎᐅᕙᒃᑐᓂᒃ ᐊᒻᒪᓗ ᖃᓄᖅ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐱᓕᕆᖃᑎᖃᖃᑦᑕᕐᓂᖕᒋᓐᓂᒃ ᑎᒍᒥᐊᖅᑎᓂᒃ. ᑐᕌᒍᕆᔭᐅᔪᑦ ᐊᑐᖅᑕᐅᓕᕈᓐᓇᖅᑐᑦ ᐱᐅᓯᕝᕙᓪᓕᖅᑎᑦᑎᓂᒃᑯᑦ ᐱᓕᕆᔾᔪᓯᐅᕙᒃᑐᓂᒃ ᐊᒻᒪ ᖃᓄᐃᓕᐅᕈᓯᕐᓂᒃ.

ᑲᑎᕝᕙᓂ ᓴᖅᑭᑎᑦᑎᔫᑉ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᓂᖕᒐ

ᓇᓗᓇᐃᕐᓯᓯᒪᔪᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨ ᓈᒻᒪᒃᓴᕈᑎᖕᒐᓐᓂᒃ ᐱᓇᓱᒍᑎᑦᑎᐊᖕᒋᓐᓂᒃ ᐊᒻᒪ ᓯᕗᓂᒃᓴᒥ ᐊᓂᒍᐃᔪᓐᓇᕐᓂᕐᒧᑦ.

ᑦᑎᓂᕐᒥᑦ ᐊᑭᖕᒋᑦ

ᐳᓴᓐᑎ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᓚᒋᔭᐅᖃᑦᑕᖅᑐᑦ ᐅᑯᓄᖕᒐ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᐱᓕᕆᔭᕆᐊᖃᕐᓂᖕᒋᑦᑎᒍᑦ.

ᐊᑭᒋᔭᐅᕙᒃᑐᑦ ᑮᓇᐅᔭᖅᑖᕋᓱᑏᒧᑦ ᐊᑕᐅᓯᕐᒧᑦ

ᑲᑎᕝᕙᑎᒃ ᐊᑭᒋᔭᐅᔪᑦ ᑮᓇᐅᔭᖅᑖᕋᓱᖕᓂ ᐊᑐᓂ ᐱᔭᐅᔪᒪᔪᑦ ᐅᑯᓇᙱᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᓇᓗᓇᐃᖅᑕᐅᓯᒪᓂᒃᑯᑦ ᖃᓄᖅ ᐊᑯᓂᐅᑎᒋᔪᒧᑦ.

ᐃᖅᑲᓇᐃᔭᖅᑏᑦᑑ ᐅᖃᐅᔾᔨᔨᓄᑦ ᑎᑎᕋᕐᕕᖕᒐᓐᓂᑦ

ᐃᒻᒥᒃᑰᖕᒐᔪᖅ ᑎᑎᕋᕐᕕᒃ ᐃᑲᔪᖃᑦᑕᖅᑐᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᑐᑭᓯᓯᒪᓂᐊᕐᒪᑕ ᐊᒻᒪ ᖃᐅᔨᓴᕈᓐᓇᕐᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᑮᓇᐅᔭᖅᑖᖅᑎᑦᑎᔾᔪᑎᐅᕙᒃᑐᖅ.

ᐱᓇᓱᐊᒐᒃᓴᖅ 2.2: ᐋᖅᑭᒃᓱᐃᓗᑎᒃ ᖃᓄᐃᓕᐅᕈᒪᔾᔪᑎᒃᓴᓂᒃ ᐊᒻᒪ ᐊᑐᕈᓐᓇᑦᑎᐊᖅᑐᓂᒃ ᖃᓄᐃᓕᐅᕈᑎᓂᒃ ᐊᒻᒪ ᖃᓄᐃᓕᐅᖅᐸᓪᓕᐊᔾᔪᑎᓂᒃ

ᐱᔾᔪᑎ: ᐋᖅᑭᒃᓱᐃᓂᐊᕐᓗᑎᒃ ᓇᓗᓇᐃᕐᓱᓱᒪᔪᓂᒃ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒃ ᐱᐅᓛᒃᑯᑦ ᐅᒃᐱᕆᔭᐅᓂᕐᒥ ᑎᒍᒥᐊᖅᑎᓄᑦ ᐋᖅᑭᒃᓱᒪᓂᖕᒋᑦᑎᒍᑦ ᐱᓕᕆᔾᔪᑎᒃᓴᓂᒃ, ᐱᓕᕆᔾᔪᑎᐅᔪᓐᓇᖅᑐᓂᒃ, ᑲᑎᕐᓱᒐᕐᓂᒃ ᑎᑎᖃᓂᒃ, ᐊᒻᒪᓗ ᖃᓄᐃᓕᐅᕈᑎᐅᔪᓐᓇᖅᑐᓂᒃ ᐱᓕᕆᐊᕗᑦ ᐊᔪᕐᓇᙱᓐᓂᕐᓴᐅᕐᑯᓪᓗᒍ.

ᓴᓕᒃᓴᐅᔪᓐᓇᕐᓂᖓᓂ: ᐊᕆᕙᒃᑕᓄᑦ ᐊᒻᒪ ᑎᒥᐅᔪᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ

ᐱᒋᐊᕈᑕᐅᔪᑦ	2026 ᑐᕌᒐᒃᓴᖅ
2.2.1 ᐱᐅᓯᒋᐊᖅᑎᑦᑎᓗᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑯᑎᓕᖕᓄᑦ ᐊᑐᕐᓂᑯᖕᒋᓐᓂ	• ᑕᑕᑎᕐᓗᒍ ᐊᑐᓕᖅᑎᑦᑎᓂᖅ ᐱᓕᕆᐊᒃᓴᖅ 1-ᒥ ᐅᕙᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᔨᒥ ᐃᑲᔪᕈᑎᒃᓴᓂ[1]
2.2.2 ᓄᑖᙳᕆᐊᕐᓗᑎᒃ ᑎᑎᕋᐅᓯᐅᕙᓪᓕᐊᖃᑦᑕᖅᑐᑦ ᐊᒻᒪ ᑐᓴᐅᒪᔾᔪᑎᓕᕆᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᓂᖅ	• ᑲᔪᓯᓗᑎᒃ ᐊᑐᓕᖅᑎᑦᑎᕙᓪᓕᐊᓂᕐᒥᒃ ᖃᕋᓴᐅᔭᒃᑰᖓᔪᓂ ᐊᐅᓚᑦᑎᓂᕐᒥ ᐱᓕᕆᔾᔪᑎᓂᒃ
2.2.3 ᐊᖏᒡᓕᒋᐊᖅᓯᓗᓂ ᑐᑭᓯᒋᐊᕈᑎᒃᓴᓂᑦ ᐱᓕᕆᔾᔪᓯᐅᔪᑦ ᐊᐅᓚᑕᐅᓂᖓᓂ ᐊᑑᑎᖃᑦᑎᐊᖅᑐᒃᑯᑦ	• ᑕᑕᑎᕐᓗᒍ ᖃᐅᔨᓴᕈᑎ ᐊᒻᒪ ᓇᓗᓇᐃᔭᕐᓗᒋᑦ ᐋᖅᑭᒋᐊᕈᑎᐅᓐᓇᖅᑐᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓕᐅᒃᑰᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐱᓕᕆᔾᔪᓯᖕᒋᑦ[2] • ᑕᑕᑎᕐᓗᒍ ᖃᐅᔨᓴᕈᑎ ᐅᑯᓄᖓ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓕᐅᒃᑰᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐃᖅᑲᓇᐃᔮᒃᓴᓕᕆᓂᕐᒧᑦ ᐱᓕᕆᔾᔪᓯᖕᒋᑦ • ᖃᐅᔨᓴᕐᓗᒋᑦ ᐊᒻᒪ ᑲᒪᒋᓗᒋᑦ ᖃᓄᐃᓕᐅᕈᓯᕐᓄᑦ ᖃᐅᔨᓴᕈᑎᒋᔭᐅᕙᒃᑐᑦ[3] • ᐱᒋᐊᖅᑎᑦᑎᓗᑎ ᕿᒥᕐᕈᐊᖃᑦᑕᕈᓯᕐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓕᐅᒃᑰᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐱᓕᕆᐊᕙᒃᑕᖕᒋᓐᓄᑦ, ᑮᓇᐅᔭᖅᑖᕋᓱᒍᑎᓂ ᖃᐅᔨᓴᕈᑎᓄᑦ ᐱᕐᕈᓗᐊᕐᑭᑦᑕᐃᓕᒍᑎᓂᒃ (CAAPS)	
2.2.4 ᓴᖕᒋᓂᖅᓴᐅᓕᕐᓗᓂ ᖃᕋᓴᐅᔭᒃᑯᑦ ᐱᔭᐅᔾᔭᐃᖅᓯᒪᓂᕐᒥᑦ ᓄᖅᑲᖓᕈᑎᒃᓴᓂᑦ ᓴᐳᔾᔨᓂᕐᒥᑦ ᐱᒻᒪᕆᐅᔪᓂᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ ᖃᐅᔨᓴᖅᑕᐅᓂᑯᓂᑦ ᐊᒻᒪᓗ ᐱᓕᕆᔾᔪᓯᐅᔪᓂᑦ	• ᐸᕐᓇᐅᓯᐅᕐᓗᑎ ᐊᒻᒪ ᐊᑐᓕᖅᑎᑦᑎᓗᑎᑦ ᖃᕋᓴᐅᔭᒃᑯᑦ ᓴᐳᔾᔨᓯᒪᔾᔪᑎᐅᓇᓱᒃᑐᓂ ᖃᓄᐃᓕᐅᕈᑎᐅᕐᑯᔭᐅᔪᓂᒃ
2.2.5 ᐃᑭᐊᖅᑭᕕᒃ ᐋᖅᑭᒋᐊᖅᑕᐅᓂᖓ ᐸᕐᓇᐅᑎ ᐱᔭᕇᖅᓯᒪᔪᖅ	• ᐊᑐᓕᖅᑎᑦᑎᓗᑎ ᐱᓕᕆᐊᒃᓴᖅ 2-ᒥ ᖃᕋᓴᐅᔭᒃᑯᑦ ᓴᖅᑭᔫᒐᓕᐅᕐᓂᕐᒥ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᓂᖓᒍᑦ 2025-ᒥ ᐱᓕᕆᐊᒃᓴᓄᑦ ᐸᕐᓇᐅᑎᓂ[4]
2.2.6 ᖃᐅᔨᓇᓱᒃᓗᑎᑦ ᖃᐅᔨᒪᔾᔪᑎᐅᓕᕐᓯᒪᔪᑦ (AI) ᐊᔪᙱᓐᓂᕆᔭᖕᒋᓐᓂ ᐱᐅᓯᕗᑦᓕᖅᑎᑦᑎᔪᒪᓂᕐᒧ ᐱᓕᕆᕝᕕᖕᒥ ᐱᓕᕆᓂᐅᔪᓂᒃ	• ᐱᒋᐊᕐᑎᓪᓗᒍ ᖃᐅᔨᒪᔾᔪᑎᐅᓕᕐᓯᒪᔪᑦ (AI) ᐱᓕᕆᐊᕆᔭᐅᔪᖅ ᐊᒻᒪ ᖃᐅᔨᓇᓱᒃᓗᒋᑦ ᐊᑐᕈᕕᕈᑎᒋᔭᖕᒋᑦ

[1] ᑲᒪᒋᔭᖅᑲᖅᑎᖅᑲᕐᑐᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᕐᑎᔨᑦ ᐱᔨᑦᑎᕋᐅᑎᖕᒋᓐᓂ
[2] ᑲᒪᒋᔭᖅᑲᖅᑎᖅᑲᕐᑐᖅ ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᐅᑎᖕᒋᓐᓂ
[3] ᑲᒪᒋᔭᖅᑲᖅᑎᖅᑲᕐᑐᖅ ᐃᖅᑲᓇᐃᔭᕐᕕᒃᒥ ᐊᑐᖅᐸᓪᓕᐊᔪᓕᕆᓂᕐᒥᒃ
[4] ᑲᒪᒋᔭᖅᑲᖅᑎᖅᑲᕐᑐᖅ ᑐᓴᐅᒪᔾᔪᑎᓕᕆᔨᓂᒃ ᐊᒻᒪ ᑭᒃᑯᓕᒫᓂ ᐱᓕᕆᐊᒃᓴᓕᕆᔨᓂ

ᑐᕈᖓᓕᑦ

ᑮᓇᐅᔭᖅᑖᕋᓱᒍᑎᓂ ᖃᐅᔨᓴᕈᑎᓄᑦ ᐱᕐᕈᓗᐊᕐᑭᑦᑕᐃᓕᒍᑎᓂᒃ

ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓕᐅᒃᑰᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐱᓕᕆᔾᔪᓯᖕᒋᑦ ᐊᓯᐊᓃᑦᑐᓄ ᐊᐅᓚᑕᐅᔭᕆᐊᓕᖕᓄᑦ ᑎᑎᕋᖅᐸᓪᓕᐊᓂᖅ.

ᐱᓇᓱᐊᒐᒃᓴᖅ 2.3:
ᐃᑲᔪᕐᐸᒡᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐱᔨᑦᑎᕋᐅᑎᓂᒃ ᐱᓕᕆᐊᖕᒋᓐᓂᒃ ᐊᓂᒍᐃᑎᑦᑎᖃᑦᑕᕐᓂᕐᒥᒃ

ᐱᔾᔪᑎ: ᑕᒪᒃᑯᐊ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᐅᓂᐊᖅᑐᑦ ᐊᑐᖅᑕᐅᔪᓐᓇᓕᕐᑯᓪᓗᒋ ᐊᓯᙳᖅᐸᓪᓕᐊᖕᒋᓐᓇᕐᑎᓪᓗᒍ ᐃᖅᑲᓇᐃᔭᕈᓱᑦ ᒪᐅᓇ ᐃᑲᔪᖅᑐᐃᓂᒃᑯᑦ, ᐃᓚᐅᖃᑕᐅᕙᖕᓂᒃᑯᑦ ᐊᒻᒪᓗ ᑲᒪᒋᔭᖃᕐᓂᒃᑯᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᐃᖅᑲᓇᐃᔭᖅᑎᖕᒋᓐᓂᒃ ᐱᐅᓪᓚᕆᒃᑐᓂᒃ ᐱᔨᑦᑎᕋᐅᑎᓕᕆᓂᒃᑯᑦ ᑎᒍᒥᐊᖅᑎᓂᒃ.

ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᖓᓂ: ᐱᓕᕆᐊᕆᕙᒃᑕᓄᑦ ᐊᒻᒪ ᑎᒥᐅᔪᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ

ᐱᒋᐊᕈᑕᐅᔪᑦ	2026 ᑐᕌᒐᒃᓴᖅ
2.3.1 ᐊᑐᓕᖅᑎᑦᑎᓂᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᖃᕋᓱᖕᓂᕐᒧᑦ ᐸᕐᓇᐅᓯᐅᕐᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒃ	· ᐱᒋᐊᖅᑎᑦᑎᓗᓂ ᐋᖅᑭᒃᓱᐃᕙᓪᓕᐊᓂᖅ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐊᔪᕈᓐᓃᕐᓴᕈᑎᖕᒋᑦ ᐊᒻᒪ ᐱᕙᓪᓕᐊᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᑦ
2.3.2 ᐊᑲᐅᓈᖑᓛᒥ ᑎᑎᕋᕐᕕᖓᑕ ᐃᓂᒋᔭᖓᓂ ᐊᑐᕐᓂᕐᒥ	· ᐱᐊᓂᒡᓗᒍ ᖃᓄᐃᓕᖓᓂᒃᓴᖓ, ᐊᑐᕐᑕᐅᔾᔪᑎᖓ ᐊᒻᒪ ᓄᑖᙳᕆᐊᖅᑕᐅᓂᖓ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᔭᓗᓇᐃᒥ ᑎᑎᕋᕐᕕᖓ ᓇᓗᓇᐃᖅᑕᐅᓯᒪᓂᖓᒍᑦ

ᐱᓇᓱᐊᒐᒃᓴᖅ 2.4:
ᕿᒥᕐᕈᐊᕐᐸᒡᓗᑎᒃ ᐱᕐᑯᔭᐃᑦ ᐅᑯᓄᖓ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᓄᑦ (WSCC) ᐊᐅᓚᑕᖕᒋᓐᓂᒃ

ᐱᔾᔪᑎ: ᓄᑖᙳᕆᐊᖅᑎᑦᑎᓂᖅ ᐱᕐᑯᔭᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᐊᐅᓚᑕᖕᒋᓐᓂᒃ.

ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᖓᓂ: ᖃᓄᐃᑎᑦᑎᑦᑕᐃᓕᓂᖅᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ

ᐱᒋᐊᕈᑕᐅᔪᑦ	2026 ᑐᕌᒐᒃᓴᖅ
2.4.1 ᕿᒥᕐᕈᐊᕐᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᕐᕕᒃᒥ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᖅᒥᒃ ᐊᒻᒪ ᐊᑦᑕᓇᔾᔭᐃᖅᓯᒪᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ ᐊᒻᒪ ᐅᔭᕋᒃᓯᐅᖅᕕᒃᒥ ᐋᓐᓂᐊᖃᖅᑕᐃᓕᓂᖅᒥᒃ ᐊᒻᒪ ᐊᑦᑕᓇᔾᔭᐃᖅᓯᒪᓂᕐᒧᑦ ᒪᓕᒐᕐᓂᒃ	· ᖃᐅᔨᓴᕐᓗᒋᑦ ᒫᓐᓇ ᐱᕐᑯᔭᕆᔭᐅᔪᑦ ᓇᓗᓇᐃᕐᓯᓇᓱᒃᓗᑎ ᐊᑯᑦᑐᓂᕆᔭᐅᔪᓂᒃ ᐊᒻᒪᓗ ᑲᓇᑕᒥ ᐊᑕᐅᑦᑎᒃᑰᖅᑎᑦᑎᓂᕐᒥ[1]

[1] ᑲᒪᒋᔭᖃᖅᑎᕐᑲᕐᑐᖅ ᒫᓕᒐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪ ᐊᑐᕆᐊᓕᖕᓄᑦ ᐱᓕᕆᔨᓂ

ᑐᑭᖕᒋᑦ

ᐊᑕᐅᑦᑎᒃᑰᖅᑎᑦᑎᓂᖅ

ᐱᓕᕆᓂ ᐊᑕᐅᑦᑎᒃᑰᖅᑎᑦᑎᓂᕐᒥ ᐱᕐᑯᔭᖕᓂ ᑲᓇᑕᒥ ᐱᐅᓯᕗᓪᓕᖅᑎᓇᓱᒃᓗᒍ ᖃᓄᐃᓕᐅᕈᑎᐅᔪᑦ ᐱᓕᕆᕝᕕᒋᔭᐅᔪᓂᒃ.

ᐱᓇᓱᐊᒐᒃᓴᖅ 2.5:
ᐱᐅᓯᕙᓪᓕᕐᑎᓪᓗᒋᑦ ᑮᓇᐅᔭᖅᑖᕋᓱᖕᓂᕐᒧᑦ ᐊᐅᓚᑦᑎᓂᖅ

ᐱᔾᔪᑎ: ᐊᐅᓚᑦᑎᖃᑦᑕᕐᓂᖅ ᑮᓇᐅᔭᖅᑖᕋᓱᑎᓂᒃ ᓈᒻᒪᓈᕐᓯᒪᓂᒃᑯᑦ ᐊᒻᒪ ᑲᒪᒋᔭᖃᖅᑎᐊᕐᓂᒃᑯᑦ ᐊᑐᕐᓗᑎᒃ ᐱᓕᕆᔾᔪᓯᕐᓂᒃ ᑕᒪᐅᖕᒐ, ᐱᓕᕆᔾᔪᑎᓂᒃ ᐊᒻᒪ ᖃᓄᐃᓕᐅᕈᑎᓂᒃ, ᑕᐃᒪᓐᓇ ᐊᒃᓯᕈᕐᓇᓗᐊᖕᒋᓐᓂᕐᓴᐅᓗᓂ ᐃᖅᑲᓇᐃᔭᕐᑎᓄᑦ ᐱᐅᓯᕙᓪᓕᕐᓯᓐᓈᑦ ᑎᒍᒥᐊᖅᑏᑦ ᖃᓄᐃᓕᐅᕈᑎᖕᒋᓐᓂᒃ.

ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᖓᓂ: ᐊᑭᓕᖅᑕᐅᔪᒪᔾᔪᑎᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ

ᐱᒋᐊᕈᑕᐅᔪᑦ	2026 ᑐᕌᒐᒃᓴᖅ
2.5.1 ᐱᐅᓯᕙᓪᓕᕐᓗᒋᑦ ᐊᑭᓕᖅᑕᐅᔪᒪᔾᔪᑎᓄᑦ ᐊᐅᓚᑦᑎᔾᓂᕐᒥ ᑐᓴᐅᒪᔾᔪᑎᓕᕆᓂᖓ	· ᑲᔪᓯᓗᓂ ᑮᓇᐅᔭᖅᑖᕋᓱᑎᓄᑦ ᐊᑐᕐᑕᐅᔭᕆᐊᓖᑦ ᑎᑎᖃᑎᒍᑦ ᑮᓇᐅᔭᖅᑖᕋᓱᒃᑐᓄᑦ · ᐱᐅᓯᕙᓪᓕᐊᑎᓐᓇᓱᒃᓗᒋᑦ ᐊᑐᕆᐊᖃᕐᑐᓄᑦ ᐊᐅᓚᑦᑎᓂᖅ ᐊᓯᐊᓂ ᐱᓕᕆᕝᕕᖕᓂ ᑐᓴᐅᒪᔾᔪᑎᓕᕆᓂᒃᑯᑦ ᒪᐅᓇ ᐊᔪᕈᓐᓃᖅᓴᖅᑎᑦᑎᕙᖕᓂᒃᑯᑦ
2.5.2 ᑲᔪᓯᓗᒍ ᒪᓕᒐᓕᕆᓂᒃᑯᑦ ᐱᓕᕆᔾᔪᓯᖅ ᐅᑯᓄᖓ *ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᓂ ᒪᓕᒐᐃᑦ* ᓄᑖᑦ ᑮᓇᐅᔭᓕᐅᕐᓂᕐᒧᑦ ᐊᓯᐅᔨᓂᕐᒥᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᔪᑦ	· ᐃᑲᔪᖃᑦᑕᕐᓗᓂ ᐱᓕᕆᔨᒋᔭᐅᔪᑦ ᐊᐅᓚᑕᐅᓇᓱᖕᓂᖕᒋᓐᓂ ᓄᑖᑦ ᑮᓇᐅᔭᓕᐅᕈᑎᓄᑦ ᐊᓯᐅᔨᔾᑎᑎᐅᔪᓄᑦ ᐋᖅᑭᒋᐊᕈᑎᑦ
2.5.3 ᖃᐅᔨᓴᕐᓗᒋᑦ ᓴᓇᒪᓂᖓ ᑲᒪᒋᔭᐅᔪᓂᑦ ᐊᐅᓚᑦᑎᓂᕐᒥᑦ ᐱᓕᕆᐊᖑᓂᖓ ᐊᒻᒪᓗ ᐃᓐᓄᒃᓯᒪᓂᖕᒋᑦ ᐱᓕᕆᐊᖑᔪᓂᑦ ᐊᐅᓚᑦᑎᔨᐅᔪᓂᑦ ᓄᓇᕗᒻᒥ	· ᐊᑐᓕᖅᑎᑦᑎᓗᒋᑦ ᐃᓱᒪᓕᐊᕆᔭᐅᔪᑦ ᐅᑯᓇᖕᒐᕐᓯᒪᔪᑦ ᓄᑖᑦ ᑮᓇᐅᔭᓕᐅᕐᓂᕐᒧᑦ ᐊᓯᐅᔨᓂᕐᒥᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᔪᓄᑦ ᐱᓕᕆᔾᔪᓯᑦ
2.5.4 ᐋᖅᑭᒃᓯᐃᓗᑎ ᐃᖅᑲᓇᐃᔭᓕᕐᓂᕐᒧᑦ ᐊᒻᒪ ᐊᔪᕈᓐᓃᕐᓴᕈᑎᒃᓴᓂ ᑮᓇᐅᔭᖅᑖᕋᓱᑎᓕᕆᓂᕐᒥ ᐱᓕᕆᔨᐅᔪᓄᑦ	· ᑲᔪᓯᓗᑎ ᐋᖅᑭᒃᓯᐃᕙᓪᓕᐊᓂᕐᒥ ᐊᔪᕈᓐᓃᕐᓴᕈᑎᒃᓴᓂ ᑮᓇᐅᔭᖅᑖᕋᓱᑎᓂ ᐱᓕᕆᔨᐅᔪᑦ ᐊᒻᒪ ᐃᓕᓐᓂᐊᕈᑎᒃᓴᒃᑲᓐᓂᕐᓂ ᐋᖅᑭᒃᓯᓗᑎᒃ ᑮᓇᐅᔭᖅᑖᕋᓱᑎᓕᕆᓂᕐᒥ ᑭᒡᒐᖅᑐᐃᔨᓄ ᐊᒻᒪ ᐋᓐᓂᐊᖅᑐᓕᕆᓂᕐᒥ ᐅᖅᑲᐅᔾᔪᐃᔨᓂ

ᑐᑭᖕᒋᑦ

ᓄᑖᑦᑮᓇᐅᔭᓕᐅᕐᓂᕐᒧᑦ ᐊᓯᐅᔨᓂᕐᒥᑦ ᐱᓕᕆᔾᔪᓯᕐᓄᑦ ᐋᖅᑭᒋᐊᕐᓯᒪᔪᑦ

ᐅᑯᐊ ᐋᖅᑭᒋᐊᕐᓯᒪᔪᑦ ᐋᖅᑭᒋᐊᕈᑎᐅᔪᑦ ᑮᓇᐅᔭᖅᑖᕈᑎᐅᕙᒃᑐᓂ ᐅᕙᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᓇᓪᓕᐅᒃᑯᒫᓂ ᒪᓕᒐᕐᓂ ᐊᒻᒪ ᐊᓯᖑᖅᑎᕐᑎᓯᒪᓪᓗᑎᒃ ᖃᓄᖅ ᑮᓇᐅᔭᖅᑖᕋᓱᑎ ᐃᓱᒪᒋᔭᐅᕙᓂᖕᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐋᓐᓂᕈᑎᖃᖅᑐᕕᓂᕐᓄᑦ.

ᐸᕐᓇᒍᑎᓄᑦ
ᓯᕗᑦᑕᐅᔭᐅᕐᑯᔭᐅᔪᖅ
3.0:

ᑮᓇᐅᔭᑎᒍᑦ ᐱᓕᕆᔾᔪᑎᖃᖅᑎᑦᑎᖃᑦᑕᕐᓂᖅ

ᐱᓯᒪᓗᓂ ᓈᒻᒪᓈᕐᓯᒪᔪᒥᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᓴᐳᔾᔨᓯᒪᓂᕐᒧᑦ ᐃᑲᔫᑎᓂᒃ ᐋᓐᓂᕐᓯᒪᔪᑦ ᑲᒪᒋᔭᐅᔪᓐᓇᕐᓗᑎᒃ ᒫᓐᓇ ᐊᒻᒪ ᓯᕗᓂᑦᑎᓐᓂᒃ. ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᑲᒪᒋᔭᖃᕐᓗᑎᒃ ᐃᑲᔫᑎᒃᓴᓂᒃ ᐋᓐᓂᕐᓯᒪᔪᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᒪᐅᓇ ᑲᒪᒋᔾᔪᑎᖃᕐᓂᒃᑯᑦ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒃ ᑭᒃᑯᓕᒫᓂᒃ ᐊᔾᔨᒌᒃᑎᑦᑎᓯᒪᓂᒃᑯᑦ.

ᐱᒻᒪᕆᐅᔪᑦ ᖃᓄᐃᓐᓂᖕᒋᓐᓄᑦ ᓇᓗᓇᐃᕈᑎᖕᒋᑦ

ᖃᓄᐃᓕᐅᖅᐸᕐᓕᐊᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎ	2026-ᒥ ᑐᕌᒐᒃᓴᖅ
ᑲᑎᓯᒪᓂᒃᑯᑦ ᑮᓇᐅᔭᖅᑖᕆᔾᔪᑎ ᖃᓄᐃᓕᖓᓂᖓ	**99.09**
ᐱᓇᓱᐊᒐᒃᓴᖅ 3.1: ᓇᓗᓇᐃᕈᓐᓇᕐᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᓴᐳᔾᔨᓯᒪᓂᕐᒧᑦ ᐃᑲᔫᑎᓂ ᐊᐅᓚᑕᐅᑦᑎᐊᕐᓂᖓᓂᒃ	
ᐅᑎᕐᕕᐅᓂᕐᒥᑦ ᑮᓇᐅᔭᓂᒃ ᐱᕈᖅᑎᑦᑎᓇᓱᖕᓂᕐᒧᑦ	**5.25%**
ᐱᓇᓱᐊᒐᒃᓴᖅ 3.2: ᐅᓄᕐᓯᒋᐊᕐᓗᒍ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᐃᑲᔫᑎᖃᕐᓂᒃᑯᑦ ᐱᓕᕆᐊᖏᑦᑎᒍᑦ	
ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔪᑦ ᐃᓂᐅᔪᑦ	**115%**

ᑐᕈᖕᒋᑦ

ᑮᓇᐅᔭᖃᖅᑎᑕᐅᔪᑦ ᐃᓂᐅᔪᑦ

ᖃᔅᓯᐅᓂᖕᒋᑦ ᑮᓇᐅᔭᐃᑦ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᐅᑯᐊ ᑕᐅᑐᒃᑯᒋᑦ ᐊᑭᓕᒃᓴᖕᒋᑦ ᑎᓯᐱᕆ 31%ᒍᓚᐅᕐᑐᒥᒃ. ᓇᓗᓇᐃᕐᓯᓯᒪᔪᖅ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᑮᓇᐅᔭᓕᕆᔪᓐᓇᕐᓂᖕᒋᓐᓂᒃ ᐱᓕᕆᐊᒃᓴᖕᒋᑦᑎᒍᑦ.

ᐊᔾᔨᒌᐊᖓ: ISTOCK/GALEANU MIHAI

ᐱᓇᓱᐊᒐᒃᓴᖅ 3.1: ᓇᓗᓇᐃᕈᓐᓇᕐᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᓴᐳᔾᔨᓯᒪᓂᕐᒧᑦ ᐃᑲᔫᑎᓂ ᐊᐅᓚᑕᐅᑦᑎᐊᕐᓂᖓᓂᒃ

ᐱᔾᔪᑎ: ᖃᒥᕐᕈᐊᓗᒋ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᐊᐅᓚᑦᑎᔾᔪᑎᖕᒋ ᑮᓇᐅᔭᖅᑖᕋᓱᖕᓂᕐᒧᑦ ᐆᒧᖓ ᐃᖅᑲᓇᐃᕙᖅᑎᓂᒃ ᓴᐳᔾᔨᓯᒪᓂᕐᒧᑦ ᐃᑲᔫᑎ ᓈᒻᒪᒃᑎᑕᐅᖕᒋᓐᓇᕐᓂᖓᓂᒃ ᐊᒻᒪᓗ ᑐᑭᓯᓯᒪᓗᑎᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᑮᓇᐅᔭᑖᖕᒋᓐᓄᑦ ᐱᓂᕐᓴᐅᑲᑕᒋᐊᒃᓴᖕᒋᓐᓂᒃ ᑕᒪᐅᓇ ᐱᓕᕆᑎᑦᑎᒃᑲᓐᓂᕐᓂᒃᑯᑦ.

ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᖓᓂ: ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᕐᑎᑦ

ᐱᒋᐊᕈᑕᐅᔪᑦ	2026 ᑐᕌᒐᒃᓴᖅ
3.1.1 ᖃᐅᔨᓇᓱᒐᓗᒋ ᓄᓇᕐᔪᐊᒥ ᑮᓇᐅᔭᐃᑦ ᒥᒃᓵᓄᑦ ᐅᓂᒃᑳᓕᐅᕐᓂᕐᒥᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ (IFRS) 17 ᐊᒃᑐᐃᓱᒪᓂᖓ ᐃᑲᔫᑎᑖᕋᓱᖕᓂᒃᑯᑦ	• ᖃᒥᕐᕈᐊᕐᓗᒋᑦ ᐊᒻᒪ ᐋᖅᑭᒃᓱᐃᓗᑎᑦ ᓈᒻᒪᒃᑐᓂ ᐱᒋᐊᕈᑎᐅᓇᔭᕐᑐᓂ ᒥᒃᑯᒋᐊᕈᑎᐅᓇᔭᕐᑐᓂ ᐃᑲᔫᑎᑖᕋᓱᑎᓕᕆᓂᒃᑯᑦ

ᑐᑭᖕᒋᑦ

ᓄᓇᕐᔪᐊᒥ ᑮᓇᐅᔭᐃᑦ ᒥᒃᓵᓄᑦ ᐅᓂᒃᑳᓕᐅᕐᓂᕐᒥᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ (IFRS) 17

ᓄᓇᕐᔪᐊᒥ ᑮᓇᐅᔭᐃᑦ ᒥᒃᓵᓄᑦ ᐅᓂᒃᑳᓕᐅᕐᓂᕐᒥᒃ ᐊᑐᖅᑕᐅᕙᒃᑐᑦ ᓇᓪᓕᐅᒃᑯᒫᓄᑦ ᐱᓕᕆᑎᑕᐅᕙᒃᑐᓄᑦ.

ᐱᓇᓱᐊᒐᒃᓴᖅ 3.2: ᐅᓄᕐᓯᒋᐊᕐᓗᒍ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᕐᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑎᑦ (WSCC) ᐃᑲᔫᑎᖃᕐᓂᒃᑯᑦ ᐱᓕᕆᐊᖑᒋᑦᑎᒍᑦ

ᐱᔾᔪᑎ: ᑲᒪᒋᔭᖃᐃᓐᓇᕐᓂᐊᕐᓗᑎ ᖃᓄᐃᑉᐸᓪᓕᐊᔪᑎᓂᒃ ᖃᓄᐃᓕᐅᕈᑎᓄᑦ ᐃᑲᔫᑎᑦᑎᐊᕙᖕᓂ ᐃᓕᕆᐊᖃᕐᓂᒃᑯᑦ ᐋᓐᓂᕐᓯᒪᔪᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᑲᒪᒋᔭᖃᓯᓐᓈᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᓇᓗᓇᐃᒃᑯᑎᒋᔭᐅᕙᒃᑐᓂᒃ.

ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᖓᓂ: ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᕐᑎᑦ

ᐱᒋᐊᕈᑕᐅᔪᑦ	2026 ᑐᕌᒐᒃᓴᖅ
3.2.1 ᖃᐅᔨᓴᕐᓗᑎ ᒫᓐᓇ ᑮᓇᐅᔭᓕᐅᕈᑎᒋᔭᐅᔪᓄᑦ ᑎᑎᕋᐅᓯᐅᕙᓪᓕᐊᔪᑦ	• ᖃᐅᔨᓴᕐᓗᑎ ᕿᒥᕐᕈᐊᕐᓂᒃᑯᑦ ᒫᓐᓇ ᑮᓇᐅᔭᓕᐅᕈᑎᒋᔭᐅᔪᓄᑦ ᑎᑎᕋᐅᓯᐅᕙᓪᓕᐊᔪᑦ ᓇᓗᓇᐃᕐᓯᓇᓱᒃᓗᑎ ᐅᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᑦᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ (WSCC) ᐃᑲᔫᑎᓕᕆᓂᕐᒧᑦ ᐊᑐᕆᐊᖃᖅᑕᖕᒋᓐᓂ, ᐅᓗᕆᐊᓇᖅᑐᒃᑰᖅᑕᐃᓕᓂᕐᒥ ᐊᒻᒪ ᐊᑯᓂᕈᓗᒃ ᑮᓇᐅᔭᓕᐅᕈᑎᒋᔭᐅᔪᓄᑦ ᖃᓄᐃᓕᐅᕈᑎᓂ

ᐊᔾᔨᖑᐊᖕᒐ: ISTOCK/SHIRONOSOV

ᐊᐅᓚᑕᐅᔾᔪᑎᖕᒋᑦ ᐊᒻᒪᓗ ᐊᑭᑐᔫᑎᓄᑦ ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ

2026 ᐊᐅᓚᑕᐅᔾᔪᑎᖕᒋᑦ ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ

ᓇᐃᓈᖅᓯᒪᔪᖅ ᐊᕕᒃᑐᖅᓯᒪᔪᒃᑯᑦ ᐊᒻᒪᓗ ᐊᖓᔪᖅᑳᖅᑳᕕᑎᒍᑦ

ᐅᑭᐅᒧᑦ ᐃᓱᓕᕐᑐᒧᑦ ᑎᓯᐱᓇ 31–ᒧᑦ	2024 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ	2025 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ	2026 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ	2026 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ (ᒥᒃᑦᑭᐊᖅᑐᖅ) ᐅᓄᖅᓯᕝᕙᓪᓕᕐᓂᖕᒋᑦ	2026 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ ᐊᓯᔾᔨᖅᐸᓪᓕᐊᓂᖓ
	$	$	$	$	%
ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᓄᓇᕗᒻᒥ	7,305,167	6,290,968	**6,630,030**	**339,062**	**5.4%**
ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᑦᑕᓇᖅᑐᓂᒃ ᐊᒻᒪ ᓇᓪᓕᐅᒃᑯᒫᓂᒃ ᖃᐅᔨᓴᖅᑏᑦ ᓄᓇᕐᓯᐊᕐᒥ	10,796,851	10,711,014	**11,510,790**	**799,776**	**7.5%**
ᐊᖓᔪᖅᑳᑉ ᑎᑎᕋᕐᕕᖓ	1,014,922	1,243,518	**1,494,085**	**250,567**	**20.1%**
ᐱᓕᕆᐊᕆᕙᒃᑕᓄᑦ ᐊᒻᒪ ᑎᒥᐅᔪᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ	11,851,806	12,154,672	**12,844,735**	**690,063**	**5.7%**
ᑮᓇᐅᔭᓕᕆᓂᕐᒧᑦ ᐱᔨᑦᑎᕋᖅᑏᑦ	3,546,020	3,864,002	**4,293,304**	**429,302**	**11.1%**
ᒪᓕᒐᓕᕆᓂᕐᒧᑦ ᐊᒻᒪ ᒪᓕᑦᑎᐊᖅᑐᖃᕐᓂᖓᓂᑦ	5,830,375	5,937,777	**7,229,485**	**1,291,708**	**21.8%**
ᐊᖓᔪᖅᑳᖃᕐᕕᒃ	1,178,802	2,880,593	**2,987,824**	**107,231**	**3.7%**
ᑲᑎᓕᒫᕐᓗᒋᑦ – ᐊᖓᔪᖅᑳᖅ ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᕐᒧᑦ	**41,523,944**	**43,082,544**	**46,990,253**	**3,907,709**	**9.1%**
ᐊᐅᓚᑦᑎᓂᕐᒧᑦ ᑲᑎᒪᔨᑦ	301,178	431,181	**448,285**	**17,104**	**4.0%**
ᐋᖅᑭᒋᐊᖅᑕᐅᕐᑯᔭᐅᔪᓂᒃ ᑲᑎᒪᔨᑦ	617,488	573,326	**628,296**	**54,970**	**9.6%**
ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐅᖃᐅᔾᔨᔨᒧᑦ ᑎᑎᕋᕐᕕᖓ	548,777	563,273	**595,643**	**32,370**	**5.7%**
ᐱᓕᕆᖃᑎᖃᕐᓂᖅ	890,496	800,000	**300,000**	**(500,000)**	**(62.5%)**
ᑲᑎᓕᒫᕐᓗᒋᑦ – ᒪᓕᒐᒃᓴᓄᑦ ᐊᒻᒪᓗ ᑲᑐᔾᔨᖃᑎᒌᓂᕐᒧᑦ ᓵᑕᒃᓴᐅᔪᓐᓇᕐᓂᕐᒧᑦ	**2,357,940**	**2,367,779**	**1,972,224**	**(395,556)**	**(16.7%)**
ᑲᑎᑦᓗᒋᑦ	**43,881,884**	**45,450,323**	**48,962,476**	**3,512,153**	**7.7%**

ᖃᐅᔨᒪᒋᑦ: ᐃᓚᖕᒋᑦ ᐊᒥᐊᒃᑯᖕᒋᑦ ᐊᕕᒃᑐᖅᑕᐅᓯᒪᒃᑲᓐᓂᖅᑐᖅ ᓴᖅᑭᑕᐅᑦᑎᐊᕐᓂᕐᒪᑕ.

2026 ᐊᐅᓚᑕᐅᔾᔪᑎᖕᒋᑦ ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ

(ᑕᐅᓯᓐᓗᖏᓐᓂ ᑲᓇᑕᒥ ᑮᓇᐅᔭᓂᑦ)	2024 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ	2025 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ	2026 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ
	$	$	$
ᓇᓪᓕᐅᒃᑯᒫᓄᑦ ᑮᓇᐅᔭᐃᑦ ᐱᔭᐅᕙᓪᓕᐊᔪᑦ ᐊᒻᒪᓗ ᑮᓇᐅᔭᖅᑐᕈᑏᑦ			
ᓇᓪᓕᐅᒃᑯᒫᓄᑦ ᑮᓇᐅᔭᐃᑦ ᐱᔭᐅᕙᓪᓕᐊᔪᑦ	97,500	106,100	**116,700**
ᓇᓪᓕᐅᒃᑯᒫᓄᑦ ᐱᔾᑦᑎᕋᖅᓂᖅᓗᑦ ᑮᓇᐅᔭᖅᑐᕈᑏᑦ	(79,166)	(89,477)	**(94,004)**
ᓇᓪᓕᐅᒃᑯᒫᓄᑦ ᐱᔾᑦᑎᕋᖅᓂᖅᓗᑦ ᖃᓄᐃᓕᓯᒪᓂᖕᒋᑦ	**18,334**	**16,623**	**22,696**
ᐊᒥᐊᒃᑯᖓ ᑮᓇᐅᔭᓂᒃ ᐱᕈᖅᑎᑦᑎᓇᓱᖕᓂᖅᓗᑦ ᑐᖅᑯᖅᓯᓂᖅ ᑮᓇᐅᔭᓕᐊᑦ	29,519	35,346	**39,574**
ᓇᓪᓕᐅᒃᑯᒫᓄᑦ ᑮᓇᐅᔭᓕᓇᓂᖅ (ᑮᓇᐅᔭᖅᑐᕈᑏᑦ) ᓇᓪᓕᐅᒃᑯᒫᓄᑦ ᑑᓐᑐᓛᒃᓄᑦ ᑐᓂᔭᐅᔪᓄᑦ	(23,018)	(23,980)	**(24,132)**
ᐊᒥᐊᒃᑯᖓ ᓇᓪᓕᐅᒃᑯᒫᓄᑦ ᑮᓇᐅᔭᓕᓇᓂᖅᓗᑦ ᖃᓄᐃᓕᓯᒪᓂᖕᒋᑦ	**24,835**	**27,989**	**38,138**
ᐊᓯᖕᒋᑦ ᑮᓇᐅᔭᓕᐅᕈᑎᑦ ᐊᒻᒪ ᐊᑭᓕᐅᑎᐅᔭᓇᐊᓛᑦ			
ᐊᐅᓚᑦᑎᓂᖅᓗᑦ ᐊᒻᒪᓗ ᓱᓇᑐᐃᓐᓇᓄᑦ ᑮᓇᐅᔭᖅᑐᕈᑏᑦ	(8,807)	(9,999)	**(10,772)**
ᐊᑭᓕᓇᐊᓛᑦ ᐊᒻᒪᓗ ᖃᓄᕈᓗᑐᐃᓐᓈᖓᔪᑦ ᑮᓇᐅᔭᓕᐊᑦ	700	1,079	**927**
ᑲᑎᖕᓗᒋᑦ ᐊᓯᖕᒋᑦ ᑮᓇᐅᔭᓕᐅᕈᑎᑦ ᐊᒻᒪ ᐊᑭᓕᐅᑎᐅᔭᓇᐊᓛᑦ	**(8,107)**	**(8,920)**	**(9,844)**
ᑮᓇᐅᔭᓕᐊᑦ/ᔭᒐᐃᔭᑦ ᓯᕗᓂᐊᓂ ᐊᓯᐊᒍᑦ ᑕᒪᐃᓐᓄᐊᖓᔪᖅ ᑮᓇᐅᔭᓕᐊᓂᑦ	**16,729**	**19,069**	**28,294**
ᐊᓯᖕᒋᑦ ᑕᒪᐃᓐᓄᑦ ᑮᓇᐅᔭᓕᐅᕈᑎᑦ/(ᔭᒐᐃᔭᖅ)			
ᑭᓯᑐᐃᓐᓇᐃᑦ ᓇᓗᓇᐃᖅᑕᐅᒃᑲᓐᓂᔅᔫᖕᒋᑦᑐᑦ ᖃᑭᔪᓄᑦ ᐅᕝᕙᓘᓐᓃᑦ ᔭᒐᐃᔭᓄᑦ ᒪᓕᒃᑎᓪᓗᒍ ᐋᕌᒍᒋᔭᐅᓚᐅᖅᑐᒥᒃ: ᐅᒃᑐᕋᐃᒃᑲᓐᓂᕐᓂᐅᔪᖅ (ᔭᒐᐃᔭᓄᑦ)/ᑮᓇᐅᔭᓕᐊᑦ ᑐᑭᓕᐊᖑᔪᒥᑦ ᐃᑲᔪᖅᑕᐅᔾᔪᑏᑦ ᐸᕐᓇᒍᑎ	-	-	-
ᑲᑎᖕᓗᒋᑦ ᑕᒪᐃᓐᓄᐊᖓᔪᖅ (ᔭᒐᐃᔭᑦ)/ᑮᓇᐅᔭᓕᐊᑦ	**16,729**	**19,069**	**28,294**

2025-ᒥ ᐊᑭᑐᔫᑎᓄᑦ ᑮᓇᐅᔭᑦ ᐊᑐᖅᑐᒃᓴᓄᑦ ᓇᐃᓈᖅᓯᒪᔪᖅ

ᐃᓚᖃᖅᑐᒥ 2026-ᒥ ᐊᑭᑐᔫᑎᓄᑦ ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ

	ᑐᒃᓯᕋᐅᑕᐅᓯᒪᔪᖅ 2024 ᓯᕗᒻᒧᖅᑕᐅᓂᐊᖅᑐᖅ	2025 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ	ᑮᓇᐅᔭᑦ ᐊᑐᖅᑕᐅᔫᒪᖅᑐᑦ 2025-ᒥ	ᐃᑲᔫᑎᒃᓴᑦ ᓴᓂᕝᕙᒃᑕᐅᓯᒪᔪᓂᒃ 2025-ᒥ	ᐊᑭᑐᔫᑎᓄᑦ ᑮᓇᐅᔭᑦ ᐊᑐᖅᑐᒃᓴᑦ 2025-ᒥ	ᒥᒃᓴᐅᓴᒃᑕᐅᓯᒪᔪᑦ 2025 ᓯᕗᒻᒧᖅᑕᐅᓂᐊᖅᑐᖅ	2026 ᑮᓇᐅᔭᓂ ᐊᑐᖅᑐᒃᓴᓂ
	$	$	$	$	$	$	$
ᖃᓇᑕᐅᔭᐃᑦ ᐱᖁᑏᑦ	-	-	-	(100,000)	-	5,996	**60,000**
ᐃᒡᓗᒥᐅᑕᐃᑦ	68,605	-	68,605	(50,000)	-	51,836	**50,000**
ᐱᖁᑎᑦ – ᖃᓇᑕᐅᔭᐅᙱᑦᑐᑦ	-	-	-	-	-	-	**65,000**
ᖃᓇᑕᐅᔭᓕᓇᔾᔪᑦ	474,342	-	474,342	(1,013,829)	-	1,104,622	**75,000**
ᐊᑐᖅᑐᐊᖅᓂᖅᒧᑦ ᐱᐅᓯᒋᐊᕈᑕᐅᔪᖅ	244,162	-	244,162	(351,804)	-	-	**650,000**
ᓄᓇᓯᐅᑎ	-	-	-	(65,000)	3,533	-	**-**
ᑲᑎᕝᕗᒋᑦ	**787,109**	-	**787,109**	**(1,580,633)**	**3,533**	**1,162,454**	**900,000**

ᖃᐅᔨᒪᒋᑦ: 2025-ᒥ ᑮᓇᐅᔭᖅᑐᔪᓄᑦ ᐊᑐᖅᑕᐅᓂᐊᖅᑐᓄᑦ ᐸᖅᓇᐅᑎ ᐃᑲᔪᖅᑕᐅᓯᒪᔪᖅ ᓴᓂᕝᕙᒃᑕᐅᓯᒪᔪᓂᒃ.

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