



Report for Saskatchewan Workers' Compensation Board

Q3 2025

October 31, 2025

1.0 2025 Saskatchewan Strategic and Operational Plan

Energy Safety Canada (ESC) is pleased to present the Q3 report, showcasing progress in implementing the 2025 Saskatchewan (SK) Strategic and Operational Plan and advancing safety standards in Canada's energy industry.

1.1 Q3 2025 Highlights

- The ESC SK Advisory Committee held its Q3 meeting, presenting corporate and regional updates along with key statistics and data. The committee approved the 2026 SK Strategic and Operational Plan and accepted the 2026 budget request. The budget request received approval from ESC's Board of Directors, and the Saskatchewan Workers' Compensation Board (SK WCB) was informed of this decision.
- Collaborated with WCBs across Western Canada and safety associations from a range of industries – beyond oil and gas – to advance the "Auditing Differently" model, focusing on fieldwork observation for implementation in Saskatchewan.
- ESC SK and the Safety Audits & Certifications team visited Whitecap Resources and Saturn Oil & Gas as part of the Auditing Differently Pilot Project. The purpose was to assess safety management systems and controls that prevent serious injuries and fatalities. The team observed the full industry lifecycle – from drilling to decommissioning – with stops at a drilling rig, service rig, gas plant, injection well and treater turnaround.
- The in-person Auditor Townhall presented an opportunity for regional auditors to discuss COR program updates, auditor roles and ESC's quality assurance responsibilities. Case studies were shared, and the session closed with an update on the proposed Auditing Differently program. The townhall was followed by a Safety Evolution seminar to explore Human and Organizational Performance (HOP) in contrast to traditional safety approaches with Safety II principles.
- Survey results from *The Driving Change: Safe Driving Habits* were reviewed. A report is underway to guide practical strategies for improving driver safety and reducing incident rates in Saskatchewan's energy sector. The report can be found on [EnergySafetyCanada.com](https://www.energysafetycanada.com).

1.2 Industry Impact & Development Initiatives

ESC successfully met its targeted goals and projected activities for Q3.

Highlights:

- Year-to-date, 50 of 51 engagements with surcharged employers have been completed. Each received an Employer Health and Safety Profile report, improving their understanding of the claim process, lag year and evaluation window, and the costs associated with worker injuries and WCB claims. Feedback has been positive. *Note: The original count of 53 employers was revised to 51 due to one inactive employer and one receiving support through the Employer Advisory Centre (SK WCB).*
- SK WCB data has been analyzed to identify 12 additional employers with accelerating WCB claims. Three engagements have been completed with employers, and the remaining engagements are scheduled before year-end.
- The ESC SK Information Group meeting was held in Weyburn, SK. The session included organizational updates and a guest presentation by Garry Hamblin from the SK WCB Employer Advisory Centre. He provided employers with practical insights, tools, and steps for navigating the WCB claim appeal process and guidance on improving workplace safety and managing claims.
- Participated in the Prairie South School Division's *Try a Career Expo* in Moose Jaw. ESC SK promoted ESC programs and resources, including the Energy Wheel and showcased [Careers in Energy](#) virtual reality experiences to engage attendees with simulated real-life worksites. The importance of workplace safety was also emphasized throughout the event.

1.3 WCB Premium & Claims

- ESC's SK Operational WCB 2025 levy is \$0.077 per \$100 of payroll, slightly higher than the 2024 levy of \$0.075.
- The 2025 premium average for ESC rate codes is \$1.39 per \$100 payroll, which is higher than the provincial rate of \$1.28.
- Comparing premiums from 2023 to 2025:

Saskatchewan WCB rate code	2023	2024	2025	Difference 2024-2025
D32 (Operation of Oilwells)	\$0.47	\$0.42	\$0.43	(+) \$0.01
D41 (Oilwell Servicing)	\$1.39	\$1.41	\$1.52	(+) \$0.11
D51 (Service Rigs)	\$1.80	\$1.64	\$1.83	(+) \$0.19
D52 (Drilling)	\$1.67	\$1.69	\$1.77	(+) \$0.08

Average	\$1.33	\$1.29	\$1.39	(+) \$0.10
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- The D41, D51 and D52 rate codes had some of the province's highest WCB injury claim durations reported in the 2024 Saskatchewan WCB Annual Report. ESC will continue to focus on sectors with the highest claim duration and meet with companies operating in Saskatchewan. ESC will seek input from the ESC SK Trucking Group, ESC SK D51 and D52 Working Group, and other key stakeholders for field perspective on incidents, root causes, mitigating worker injuries and reducing claim duration.
- SK WCB Preliminary 2026 projected payroll Overview:

Payroll Projections	2024 Actual Assessed (\$M)	Current 2025 Forecast (\$M)	% in 2025 Forecast	2026 Projection (\$M)	Projected % Change in 2026
D32 - Operation of Oilwells	388.0	388.0	0.0%	388.0	0.0%
D41 - Oilwell Servicing	405.7	405.7	0.0%	405.7	0.0%
D51 - Service Rigs and Water Well Drilling	108.3	109.4	1.0%	110.5	1.0%
D52 - Seismic Drilling	111.7	117.3	5.0%	123.1	5.0%

Source: Saskatchewan Workers' Compensation Board

- Comparison of claim counts in ESC's SK WCB rate codes for Q1 - Q3 (January 1 - September 30) shows a slight increase in both No Time-loss and Time-loss claims in 2025 compared to 2024. The overall change remains modest.

Claim	Q1 – Q3 2024	Q1 – Q3 2025	Difference 2024 – 2025
No Time-loss	161	149	-12 (-7.5%)
Time-loss	71	61	-10 (-14.0%)
Fatalities	0	0	-
Total - All Categories	232	210	-22 (-9.5%)

2.0 Education and Training

Energy workers provide essential services and must receive the necessary training to work safely. Our ESC Authorized Training Providers (ATPs) in Saskatchewan offer classroom and virtual training to students across the province.

ESC's SK training highlights for Q3 2025

- Top 3 courses in SK: H₂S Alive® (1,357 enrolled), Common Safety Orientation (417 enrolled) and Fall Protection (274 enrolled).
- Total enrolment for the top 10 ESC courses in Saskatchewan was 2,787.

3.0 Funding/Budget

Q3 operational costs were consistent with the 2025 quarterly budget allocations.

Key figures

- SK WCB funding for 2025: \$800,000, with average annual operation costs of approximately \$907,000. The carry-forward fund reduction occurs annually, targeting a complete fund reduction by year-end 2025.
- Q3 2025 instalment received from WCB: \$200,000.
- As of the end of Q3 2025, ESC SK had 4 employees.

Refer to Appendix A for full Q3 SK 2025 unaudited financial statement.

Appendix A | SK Q3 2025 Unaudited Financial Statement

September 30, 2025 Actuals			
Revenue	Budget	Actual	Variance
SK WCB funding	\$800,000	\$600,000	\$200,000
Other revenue	\$0	\$0	\$0
Total revenue	\$800,000	\$600,000	\$200,000
Expenses	Budget	Actual	Variance
Salaries - Head Office support	\$82,000	\$69,064	\$12,936
Salaries - Direct	\$470,000	\$356,732	\$113,268
Benefits - Head Office support	\$20,000	\$14,162	\$5,838
Benefits - Direct	\$120,000	\$74,749	\$45,251
Consultants & contractors	\$500	\$101	\$399
Accounting & legal fees	\$500	\$0	\$500
Advertising	\$7,000	\$1,424	\$5,576
Board expenses	\$0	\$0	\$0
Building & services	\$10,000	\$6,729	\$3,271
Communications	\$2,000	\$1,056	\$944
Conferences & conventions	\$6,000	\$0	\$6,000
External events & meetings	\$1,000	\$0	\$1,000
Furniture & equipment	\$25,000	\$9,516	\$15,484
Leasehold improvements	\$0	\$0	\$0
Office supplies	\$8,000	\$1,700	\$6,300
Property taxes & general insurance	\$0	\$0	\$0
Publications	\$0	\$0	\$0
Rent - Office	\$78,000	\$58,192	\$19,808
Technology	\$50,000	\$7,522	\$42,478
Training - Staff	\$2,000	\$2,291	(\$291)
Travel	\$25,000	\$16,120	\$8,880
Miscellaneous	\$300	\$316	(\$16)
Total expenses	\$907,300	\$619,676	\$287,624
Excess (deficiency) revenues over expenses	(\$107,300)	(\$19,676)	(\$87,624)

Appendix B | ESC SK Advisory Committee Members

Trade Association – Company	Voting Member
Canadian Association of Geophysical Contractors (CAGC)	Rod Garland
Canadian Natural Resources Limited (CNRL) - A member of Canadian Association of Petroleum Producers (CAPP)	Rob Black
Independent Well Servicing Ltd. - A member of Canadian Association of Energy Contractors (CAOEC)	Brian Crossman
Reliance Oilfield Services - A member of Enserva	Ben Heath (Vice chair)
SaskEnergy/TransGas	Vacant
Saturn Oil and Gas Inc.	Wade Ashworth (Member at-large)
Whitecap Resources Inc. - A member of Explorers and Producers Association of Canada (EPAC)	Ron Bartlett (Chair)
Trade Association or Organization	Observing Member
CAOEC	Lindsay Sinclair
Enserva	Katy Carley
Ministry of Labour Relations and Workplace Safety (LRWS)	Ila Klassen
Saskatchewan Workers' Compensation Board (SK WCB)	Guru Parekh
Energy Safety Canada	Member
Alberta	Murray Evenson
Saskatchewan	Arnold Betzema
Saskatchewan	Bob Ross
Saskatchewan	Julianne Weaver

Safety Doesn't Clock In And It Doesn't Punch Out It's 24/7

About Energy Safety Canada

For over 75 years, Energy Safety Canada (ESC) has been at the forefront of safety in Canada's energy sector. Created by industry, for industry, and backed by the Workers Compensation Boards of British Columbia, Alberta, and Saskatchewan, we are the national safety association dedicated to keeping energy workers safe and driving safety improvement across the sector.

What We Offer



Training

Focusing on practical, fit-for-purpose safety training, ESC delivers programs at hundreds of locations nationwide, equipping energy workers with the skills and knowledge they need to stay safe on the job.



Industry Engagement

ESC brings industry together through committees and communities of practice, fostering collaboration and the exchange of insights to elevate safety standards.



Safety Data and Insights

We provide valuable safety data and analytics, enabling the industry to identify trends, address challenges, and discover opportunities for continuous improvement.



Certifying Partner

As the official Certifying Partner for Canada's energy sector, ESC helps maintain and advance safety standards to protect workers and strengthen industry practices.

At Energy Safety Canada, our commitment is clear: to advance safety for every worker and organization across the energy landscape.

Looking to enhance your safety performance, access top-tier training, or engage with like-minded safety professionals? Visit [EnergySafetyCanada.com](https://www.energysafetycanada.com) to explore our training programs and join our safety communities. Let's work together to make safety a shared priority.