



Report for Saskatchewan Workers' Compensation Board

Q1 2025

April 30, 2025

1.0 2025 Saskatchewan Strategic and Operational Plan

Energy Safety Canada (ESC) is pleased to present the Q1 report, showcasing progress in implementing the 2025 Saskatchewan (SK) Strategic and Operational Plan and advancing safety standards in Canada's energy industry.

1.1 Q1 2025 Highlights

- The ESC SK Advisory Committee held its annual general meeting and Q1 meeting, presenting corporate and regional updates along with key statistics and data. Elections for the chairperson, vice chairperson and member at-large were held and positions were filled.
- The 2025 SK Strategic and Operational Plan received final endorsement at the Q1 ESC SK Advisory Committee meeting with no additions, deletions and/or modifications.
- ESC analyzed the SK Workers' Compensation Board's (SK WCB) surcharged employer list and identified 53 employers. Detailed reports will be provided to each employer in 2025. In Q3, ESC will identify 12 additional employer's trending upward in WCB claims and costs and provide industry support meetings and resources.
- Collaborated directly with SK WCB to establish a provincial Fall Protection training program. Reviewed the necessity of harmonizing worker chemical exposure limits and pursued standardization efforts.
- Conducted a thorough review of ESC's existing Certificate of Recognition (COR) program and the introduced elements related to Human Organization Performance (HOP) for acceptance and implementation by SK WCB.
- Reviewed Motor Vehicle Incident Tracking survey reports to identify risk tolerance and leading indicators associated with operating motor vehicles, and factors contributing to near misses and potential serious injuries. The survey was initiated based on SK WCB's forecast that motor vehicle-related injuries and fatalities will be the leading worker injury statistics in the province by the end of 2025. Survey results will be analyzed in Q2/Q3 2025.

1.2 Industry Impact & Development Initiatives

ESC successfully met its targeted goals and projected activities for Q1.

Highlights:

- ESC SK Information Group meeting was held in Weyburn, SK. Discussed organizational updates and included a guest speaker presentation from Sergeant Riley Ross of the Weyburn Police Service on worker impairment, recognizing the signs and how employers can respond to impairment in the workplace.
- Exhibited at the three-day Saskatchewan Safety Seminar in Saskatoon, SK. Over 1,000 industry safety professionals attended the seminar to gain practical insights and learn best practices and tools to enhance and promote a safer work environment.
- Sponsored the Safety Stand Down by Independent Well Servicing Inc. Ryan Jacobson from the SK Safety Council spoke on Driving Safety, highlighting speed, impairment, distracted driving and fatigue as major accident contributors.
- Collaborated with pipeline and underground infrastructure sectors to develop educational videos on safe work operations nearing underground infrastructures. The videos will be presented at the provincial contractor breakfast meetings in April.
- Generated confidential Health and Safety Profile Reports for three identified surcharge employers and conducted support meetings with each of them.

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, slightly 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

- The D41, D51 and D52 rate codes had some of the province's highest WCB injury claim durations reported in the 2023 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.
- Payrolls for 2024 increased in three of four of ESC's SK WCB rate codes (D41, D51, D52). The D32 rate code showed a minor decrease from 2023 to 2024. Employers are required to submit their 2025 payroll forecast to WCB by the end of February.
- Comparing claims in ESC's SK WCB rate codes from 2023 to 2024: 2024 showed a slight increase in No Time-loss claims. A significant reduction in Time-loss claims from 2023 to 2024 is encouraging.

Claim	2023	2024	Difference 2023 – 2024
No Time-loss	173	189	(+) 16 or (+) 9%
Time-loss	111	79	(-) 32 or (-) 29%
Fatalities	0	0	0
Total - All Categories	284	268	(-) 16 or (-) 6%

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 both classroom and virtual training to students across the province. ESC's SK training highlights for Q1 2025 included:

- Top 3 courses in SK: H₂S Alive® (1,931 enrolled), Common Safety Orientation (497 enrolled) and Confined Space Entry and Monitor (273 enrolled).
- Total enrolment for all ESC courses in Saskatchewan was 3,515.
- Provided assistance to employers interested in becoming an ATP, offering guidance on the application process, associated fees and facilitated their connection with ESC Evaluations to proceed with the next steps.
- Engaged in discussions with ATPs at the Saskatchewan Safety Seminar regarding H₂S Alive® Blended training and the new Well Control Suite of courses.

3.0 Funding/Budget

Q1 operational costs were consistent with 2025 quarterly budget allocations. Key figures included:

- 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.
- Q1 2025 instalment received from WCB: \$200,000.
- As of the end of Q1 2025, ESC SK had 4 employees.

Refer to Appendix A for full Q1 SK 2025 unaudited financial statement.

Appendix A | SK Q1 2025 Unaudited Financial Statement

March 31, 2025 Actuals			
Revenue	Budget	Actual	Variance
SK WCB funding	\$800,000	\$200,000	\$600,000
Other revenue	\$0	\$0	\$0
Total revenue	\$800,000	\$200,000	\$600,000
Expenses	Budget	Actual	Variance
Salaries - Head Office support	\$82,000	\$24,395	\$57,605
Salaries - Direct	\$470,000	\$124,627	\$345,373
Benefits - Head Office support	\$20,000	\$5,591	\$14,409
Benefits - Direct	\$120,000	\$28,353	\$91,647
Consultants & contractors	\$500	\$0	\$500
Accounting & legal fees	\$500	\$0	\$500
Advertising	\$7,000	\$150	\$6,850
Board expenses	\$0	\$0	\$0
Building & services	\$10,000	\$1,535	\$8,465
Communications	\$2,000	\$478	\$1,522
Conferences & conventions	\$6,000	\$0	\$6,000
External events & meetings	\$1,000	\$0	\$1,000
Furniture & equipment	\$25,000	\$0	\$25,000
Leasehold improvements	\$0	\$0	\$0
Office supplies	\$8,000	\$488	\$7,512
Property taxes & general insurance	\$0	\$0	\$0
Publications	\$0	\$0	\$0
Rent - Office	\$78,000	\$19,397	\$58,603
Technology	\$50,000	\$1,991	\$48,009
Training - Staff	\$2,000	\$2,131	(\$131)
Travel	\$25,000	\$4,715	\$20,285
Miscellaneous	\$300	\$0	\$300
Total expenses	\$907,300	\$213,851	\$693,449
Excess (deficiency) revenues over expenses	(\$107,300)	(\$13,851)	(\$93,449)

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	Darren Janke
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
CAOEC	Russell Nibogie
Enserva	Katy Carley
Ministry of Labour Relations and Workplace Safety (LRWS)	Ila Klassen
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.