



Report for Saskatchewan Workers' Compensation Board

Q4 2025

January 30, 2026

1.0 2025 Saskatchewan Strategic and Operational Plan

Energy Safety Canada (ESC) is pleased to present the Q4 report, showcasing progress in implementing the 2025 Saskatchewan (SK) Strategic and Operational Plan and advancing safety standards in Canada's energy industry.

1.1 Q4 2025 Highlights

- ESC SK successfully completed all targeted activities on the 2025 SK Strategic and Operational Plan.
- The ESC SK Advisory Committee met in November for its Q4 meeting to discuss regional and corporate operational updates and Saskatchewan Workers' Compensation Board (SK WCB) statistical data.
- Data collection and analysis for the Driving Change Survey is now complete. The final report is available at EnergySafetyCanada.com.
- ESC has entered Phase 3 of the Auditing Differently pilot project. Field visits have been completed with Whitecap, Saturn Oil & Gas and several other employers across various industry sectors. A key component of Phase 3 is the creation of a leading indicator educational tool to support the WCB.
- In October, the SK WCB announced its preliminary 2026 premium rates. In December, SK WCB announced the approved 2026 provincial average premium rate of \$1.22 per hundred dollars of assessable payroll. This is a six-cent decrease from the 2025 rate.

1.2 Industry Impact & Development Initiatives

ESC successfully met its targeted goals and projected activities for Q4.

Highlights:

- Completed support visits with all 51 surcharged employers in 2025. Each engaged employer received an Employer Health and Safety Profile report, enhancing 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.
- Analyzed SK WCB data to identify 12 additional employers with accelerating WCB claims. Engagements with all identified employers were completed, with the final nine meetings held in Q4.
- Hosted the ESC SK Information Group Meeting held in Estevan, SK. The meeting included organizational updates and a guest presentation by Beth Antoshkiw from SK

WCB, who spoke about the provincial strategy led by WorkSafe Saskatchewan to reduce workplace injuries and improve safety.

- Participated as an exhibitor at the 2025 WorkSafe Regional Workshop in North Battleford, hosted by WorkSafe Saskatchewan. The event featured a keynote presentation by ESC’s Robert Waterhouse, Program Manager, Industry Impact & Development, titled "From Theory to Practice: Building Resilient Safety Systems."
- Exhibited at the Saskatchewan Industrial & Mining Suppliers Association’s 11th Annual Saskatchewan Suppliers Energy Forum in Regina. The forum featured informative sessions with presenters from organizations including CAPP, Cenovus, FCL, Saturn Oil & Gas, Strathcona Resources Ltd., Prairie Lithium and SaskPower.
- Attended the Saskatchewan Common Ground Alliance Annual General Meeting. Provided input on industry videos that are to be showcased at the 2026 Safe Dig Contractor Breakfasts.
- Held semi-annual meetings for the ESC SK Trucking Group and D5 & D52 Working Groups. Shared SK WCB statistics and premiums for applicable rate codes and discussed issues, trends and strategies to reduce injuries and claim durations. Members requested additional information on return-to-work programs, which will be a focus of the 2026 meetings.
- Youth outreach initiatives: ESC SK participated in career fairs across the province, engaging with youth, parents and educators. Activities included the [Careers in Energy](#) Virtual Realty (VR) experience and presentations on safety and careers in the energy sector. Events were held in Moose Jaw, Yorkton, North Battleford, Weyburn and Estevan.

1.3 WCB Premiums & 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 2024 to 2026:

Saskatchewan WCB rate code	2024	2025	2026	Difference 2025-2026
D32 (Operation of Oilwells)	\$0.42	\$0.43	\$0.41	(-) \$0.02
D41 (Oilwell Servicing)	\$1.41	\$1.52	\$1.55	(+) \$0.03
D51 (Service Rigs)	\$1.64	\$1.83	\$1.85	(+) \$0.02

D52 (Drilling)	\$1.69	\$1.77	\$1.70	(-) \$0.07
Average	\$1.29	\$1.39	\$1.38	(-) \$0.01

- 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 2026 payroll projection (\$ millions):

Saskatchewan WCB rate code	Used in 2025 rate setting	Updated 2025 projection	2026 projection
D32 (Operation of Oilwells)	\$396.23	\$408.26	\$420.51
D41 (Oilwell Servicing)	\$415.22	\$406.85	\$406.85
D51 (Service Rigs)	\$112.56	\$110.00	\$111.10
D52 (Drilling)	\$113.36	\$111.96	\$113.64

Source: Saskatchewan Workers' Compensation Board

- Comparison of claim counts in ESC's SK WCB rate codes for Q1 - Q4 (January 1 - December 31) shows a sharp decrease in Time-loss claims. No Time-loss claims are slightly lower compared to 2024 and there were zero fatalities in 2025. Comparing 2025 to 2024, the overall decrease in claims is significant.

Claim	Q1 - Q4 2024	Q1 - Q4 2025	Difference 2024 - 2025
Time-loss	97	80	-17 (-18.0%)
No Time-loss	203	196	-7 (-3.5%)
Fatalities	1	0	-1 (-100.0%)
Total - All Categories	301	276	-25 (-8.5%)

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 both classroom and virtual training to students across the province. ESC's SK training highlights for Q4 2025 included:

- Top 3 courses in SK: H2S Alive® (1,500 enrolled), Common Safety Orientation (423 enrolled) and Fall Protection (218 enrolled).
- Total enrolment for all ESC courses in Saskatchewan was 3,182.

3.0 Funding/Budget

Q4 operational costs were consistent with the 2025 quarterly budget allocations. Key figures included:

- SK WCB funding for 2025: \$800,000, with average annual operation costs of approximately \$907,000. Carry-forward (surplus) funds have been gradually reduced over several years, with the target of zero surplus; the current year-end balance of \$65,909.
- Q4 2025 instalment received from WCB: \$200,000.
- As of the end of Q4 2025, ESC SK had 4 employees.

Refer to Appendix A for the full Q4 SK 2025 unaudited financial statement.

Appendix A | SK Q4 2025 Unaudited Financial Statement

December 31, 2025 Actuals			
Revenue	Budget	Actual	Variance
SK WCB funding	\$800,000	\$800,000	\$0
Other revenue	\$0	\$0	\$0
Total revenue	\$800,000	\$800,000	\$0
Expenses	Budget	Actual	Variance
Salaries - Head Office support	\$82,000	\$89,135	(\$7,135)
Salaries - Direct	\$470,000	\$463,858	\$6,142
Benefits - Head Office support	\$20,000	\$17,626	\$2,374
Benefits - Direct	\$120,000	\$94,045	\$25,955
Consultants & contractors	\$500	\$421	\$79
Accounting & legal fees	\$500	\$0	\$500
Advertising	\$7,000	\$1,424	\$5,576
Board expenses	\$0	\$0	\$0
Building & services	\$10,000	\$8,955	\$1,045
Communications	\$2,000	\$1,198	\$802
Conferences & conventions	\$6,000	\$0	\$6,000
External events & meetings	\$1,000	\$0	\$1,000
Furniture & equipment	\$25,000	\$10,394	\$14,606
Leasehold improvements	\$0	\$8,955	\$1,045
Office supplies	\$8,000	\$2,495	\$5,505
Property taxes & general insurance	\$0	\$0	\$0
Publications	\$0	\$0	\$0
Rent - Office	\$78,000	\$77,589	\$411
Technology	\$50,000	\$49,614	\$386
Training - Staff	\$2,000	\$2,814	(\$814)
Travel	\$25,000	\$32,478	(\$7,478)
Miscellaneous	\$300	\$316	(\$16)
Total expenses	\$907,300	\$852,363	\$54,937
Excess (deficiency) revenues over expenses	(\$107,300)	(\$52,363)	(\$54,937)
Excess Funding From Prior Year	\$118,272	\$65,909	

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 (or alternate pipeline company)	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

ENERGY INDUSTRY'S SAFETY ALLY

For over 75 years, Energy Safety Canada has been the national safety association for Canada's energy industry. Created by industry, for industry, we are dedicated to keeping energy workers safe and driving safety performance.

What We Do:



Deliver industry-recognized training to meet industry needs.



Collaborate with industry to drive continuous safety improvements.



Provide safety and labour market data, insights and tools.



Serve as the industry certifying partner for the Certificate of Recognition program.

Proudly Serving Our Industry

We are proud to work on behalf of Canada's energy industry associations.

