



- Key Strategic Objectives:
- 1. Enable systems for operational excellence
 - 2. Promote & support establishment of the Safety Centre of Excellence
 - 3. Support workers to work safely
 - 4. Support employers to improve safety
 - 5. Enhance communications & engagement

1. ENABLE SYSTEMS FOR OPERATIONAL EXCELLENCE

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Facilitate meetings to promote collaboration of standardization among industry stakeholders.	Q1 - Q4	<ul style="list-style-type: none">• Energy Safety Canada SK (ESC SK)• Energy Safety Canada (ESC)	• Quarterly - Promote establishment of Common Safety Orientation (CSO) as orientation tool accepted industry-wide; focus on & promote the 10 Life Saving Rules (LSRs).	Ongoing; topics raised at Q1 ESC SK Info Group & ESC SK Advisory Committee meetings.	Ongoing; discussed at Q2 ESC SK Info Group, Motor Vehicle Collaboration Group, D51 & D52 Working Group & SK Advisory Committee meetings.	Ongoing; topics raised at Q3 ESC SK Info Group & ESC SK Advisory Committee meetings.	Ongoing; topics raised at ESC SK Info Group, ESC SK Advisory Committee, ESC SK Trucking Group and D51 & D52 Working Group meetings.
			• Engage with industry & identify 2 champions to assist on agreements for acceptable standards; promote usage throughout industry.	Input requested from ESC SK Advisory Committee.	Ongoing, input requested from ESC SK Advisory Committee.	Engagements with Saturn Oil + Gas Inc. discussed motor vehicle incident tracking in addition to return to work programs with Independent Well Servicing.	Ongoing; discussions with Whitecap Resources Inc.

2. PROMOTE & SUPPORT ESTABLISHMENT OF THE SAFETY CENTRE OF EXCELLENCE

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Participate in developing effective & efficient learning management systems, including delivery. Seek opportunities to lead/support value-added research.		<ul style="list-style-type: none">• ESC SK• ESC	• Maintain membership on SK Early Safety Training Program Steering Committee according with Saskatchewan Workers' Compensation Board (SK WCB) & WorkSafe SK.	Discussion held with SK WCB & SK Safety Council at SK Safety Seminar in Saskatoon.	Ongoing.	Direct participation with SK WCB Youth Coordinator.	Ongoing.
			• Engage with industry when called upon to provide input concerning illness & injury trends & ways to mitigate.	Ongoing; collaborating with ESC corporate & Canadian Renewable Energy Association.	Ongoing.	Ongoing; claim duration within ESC SK rate codes under review.	Ongoing; claim duration within ESC SK rate codes under review. Results are shared during meetings with surcharged employers and at quarterly meetings.

Activity #2	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
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ESC Saskatchewan Strategic and Operational Plan for 2024

Lead engagements to advance knowledge, learnings & sharing of Human and Organizational Performance (HOP) & Process Safety.	Q1 - Q4	<ul style="list-style-type: none">• ESC SK• ESC	<ul style="list-style-type: none">• Initiate 3 provincial engagements to enhance attendees' knowledge & understanding of HOP.	Ongoing; discussing Gord Walsh SK presentation for Q2.	Ongoing; discussing with Gord Walsh (ESC) for SK presentation for Q4.	Ongoing; Gord Walsh (ESC) will present in SK for Q4.	Gord Walsh (ESC) hosted a Safety Evolution (HOP) seminar in Weyburn.
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Activity #3	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Collaborate with ESC corporate to deliver safety messaging to potential new/young energy workers.	Q1 - Q4	<ul style="list-style-type: none">• ESC SK• ESC	<ul style="list-style-type: none">• Establish ESC SK booth at 4 youth events throughout the province; focus on raising awareness of industry's safety record, initiatives, & promote energy sector as a career choice. Target 3% reduction in young worker injuries.	No events scheduled in Q1. Conducting further investigation into SK WCB youth statistics	Exhibited at the Southeast College Career Day & Hiring Fair in Estevan and Weyburn.	Youth events scheduled for Q4.	Exhibited at 5 youth events.
			<ul style="list-style-type: none">• Quarterly - Monitor age demographic of WCB claimants; initiate action when trends noted & keep industry apprised.	Ongoing.	Ongoing; age group 25-44 is the highest for all claims.	Continue monitoring the 25-44 age demographic and report findings at quarterly meetings.	Ongoing.

3. SUPPORT WORKERS TO WORK SAFELY

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Enhance safety culture within the province.	Q1 - Q4	<ul style="list-style-type: none">• ESC SK• ESC	<ul style="list-style-type: none">• Enhance safety culture/climate throughout provincial energy sectors; attend posted meetings, stay up to date on SK WCB psychological/mental health research & find ways to turn findings into industry learning opportunities/presentations.	Attended & exhibited at SK Safety Seminar.	Attended & exhibited at the Compensation Institute 2024 hosted by SK WCB. Attended the SK WCB AGM.	Attended & exhibited at the Lloydminster Heavy Oil Show to enhance ESC exposure and safety culture. Hosted ESC SK Info meeting with focus on Psychological Health and Safety in the Workplace.	Attended the SK Suppliers Energy Forum, WorkSafeSK Regional Workshop and the Canadian Common Ground Alliance 2024 Symposium.
			<ul style="list-style-type: none">• Maintain participation on 2023 Fatalities & Serious Injuries Strategic Committee & Safety Leadership Working Group; provide direction & educational options to working groups needing assistance.	Continue work on Fatalities & Serious Injuries Strategy. Engaged with SK WCB; currently working with Motor Vehicle Working Group.	Continue work on Fatalities & Serious Injuries Strategy. Focus on motor vehicle accidents & incidents within the energy sector.	Ongoing; working directly with SK WCB and keeping industry informed of findings and initiatives.	Ongoing.
			<ul style="list-style-type: none">• Quarterly - Provide statistical updates & seek industry input at ESC SK Advisory Committee meetings.	Ongoing; stats shared at annual general meeting (AGM) & Q1 meeting.	Ongoing; stats shared at the Q2 meeting.	Ongoing; stats shared at the Q3 meeting.	Ongoing; stats shared at the Q4 meeting.

			<ul style="list-style-type: none"> • Maintain working groups with 2 energy sectors experiencing increased time-loss injuries. Sectors will be established in concert with their industry associations & collaborate on action items to mitigate increased worker injuries & claim duration. 	<p>Meeting with SGI, SK WCB to address driving-related fatalities & serious injuries, introduce Oilfield Driver Awareness (ODA) course.</p> <p>D51 & D52 Working Group meeting scheduled for Q2.</p>	<p>Hosted the ESC SK Motor Vehicle Collaboration Group, D51 & D52 Working Group meetings. Guest speakers from SK WCB & RCMP presented.</p>	<p>ESC SK Motor Vehicle Collaboration Group and D51 & D52 Working Group meetings scheduled in Q4.</p>	<p>Hosted the ESC SK Trucking Group and D51 & D52 Working Group meetings.</p> <p>Focus placed on the increase of motor vehicle incidents.</p>
			<ul style="list-style-type: none"> • Quarterly - Engage industry to identify leading indicators & conduct presentations at ESC SK Information Group meetings. 	<p>Q1 meeting held, SK WCB statistics shared; seeking leading indicators from meeting attendees.</p>	<p>Q2 meeting held, SK WCB statistics shared; seeking leading indicators from meeting attendees.</p>	<p>Q3 meeting held, claim duration identified as a leading indicator in SK WCB premium increases.</p>	<p>Q4 meeting held, claim duration identified as a leading indicator in SK WCB premium increases.</p>
			<ul style="list-style-type: none"> • Promote ESC Certificate of Recognition (COR) as primary accreditation for safety performance & recognition throughout SK; encourage establishment of incentive program. 	<p>Ongoing; engaging with SK WCB on COR incentive.</p>	<p>Currently in discussion with SK WCB concerning a revision to the COR program with the focus on HOPs.</p>	<p>Discussions ongoing; revision to the COR program with the focus on HOP elements.</p>	<p>Discussions ongoing; revision to the COR program with the focus on HOP elements.</p>
			<ul style="list-style-type: none"> • Annually - Attend 4 provincial industry trade shows; present & promote ESC's services to educate attendees. 	<p>Attended & exhibited at SK Safety Seminar & attended Indigenous Business Gathering.</p>	<p>Exhibited & attended the Compensation Institute 2024 and exhibited at the SK Oil & Gas Show.</p>	<p>Exhibited & attended the 2024 Lloydminster Heavy Oil Show.</p>	<p>Attended the SK Suppliers Energy Forum, WorkSafeSK Regional Workshop and the Canadian Common Ground Alliance 2024 Symposium.</p>
			<ul style="list-style-type: none"> • Maintain direct contact with regulators; keep industry aware of legislative changes & identified issues during inspections. 	<p>Attended SK WCB & OHS meetings. Participated at ESC SK Advisory Committee AGM & Q1 meeting.</p>	<p>Attended SK WCB & OHS meetings. Participated at ESC SK Advisory Committee Q2 meeting.</p>	<p>Continued participation with SK WCB & OHS.</p>	<p>LRWS presented at the WorkSafeSK Regional Workshop and provided an update on their 2025 project to review/revise the OHS Regulations. This update was also provided to the ESC SK Advisory Committee.</p>
			<ul style="list-style-type: none"> • Quarterly - Attend/directly participate in SK Safety Association meetings in conjunction with SK WCB & SK Ministry of Labour Relations & Workplace Safety (LRWS)/OHS. 	<p>Attended Q1 SK Safety Association meeting.</p>	<p>Attended Q2 SK Safety Association meeting.</p>	<p>Ongoing.</p>	<p>ESC SK Program Managers attended MNP's Governance & Program Evaluation training provided by SK WCB. Interacted with 4 other SK safety associations during the training.</p>

4. SUPPORT EMPLOYERS TO IMPROVE SAFETY

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
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Rigorous data collection, robust analysis & continuous improvement.	Q1 - Q4	<ul style="list-style-type: none"> ESC SK ESC 	<ul style="list-style-type: none"> Target entire 2024 provincial SK WCB list of surcharged employers once obtained. 	Reviewing & processing SK WCB list of 47 surcharged employers; awaiting projected SK WCB payroll data.	Initial contact has begun with surcharged employers & meetings are being scheduled.	Ongoing meetings with surcharged employers.	Completed engagements with 2024 surcharged employers.
			<ul style="list-style-type: none"> Quarterly - goal & objective targets; contact employers & conduct support meetings with approved communication methods. Assist employers in eliminating/minimizing worker illness/injury; target 5% reduction of employers remaining in advanced surcharge position. Enhance work relationships with surcharged employers & provide detailed services; minimum twice a year as required. 	Developing employer reports & commencing engagements in Q2.	27 employer support meetings completed.	40 employer support meetings completed year-to-date (17 in Q3).	Positive engagements during employer visits. Scheduled and met with employers when follow up was requested.
	Q3 - Q4		<ul style="list-style-type: none"> Q3 - identify 12 additional employers nearing surcharge position, establish contact & advise them of available ESC services, training & tools available; complete by year-end. 	Waiting on Q1/Q2 SK WCB claim data - projected for Q3.	Waiting on Q1/Q2 SK WCB claim data - projected for Q3.	Identified 12 additional employers nearing a surcharge position, and completed two engagements.	Identified 12 additional employers nearing a surcharge position, and completed engagments with all employers on the list.
	Q1 - Q4		<ul style="list-style-type: none"> Quarterly - Analyze SK WCB statistical data; provide detailed data analyses of industry safety trends, claim counts & causation at ESC SK Advisory Committee meetings, information sessions & with specific industry focus groups. 	Quarterly reviews underway; Q4 2023 year-end data presented at ESC SK Info Group & ESC SK Advisory AGM & Q1 meetings.	Quarterly reviews underway; Q1 2024 data presented at ESC SK Info Group & ESC SK Advisory Q2 meetings.	Quarterly reviews underway; Q2 2024 data presented at ESC SK Info Group & ESC SK Advisory Q3 meetings.	Quarterly reviews underway; Q3 2024 data presented at ESC SK Info Group & ESC SK Advisory Q4 meetings.
			<ul style="list-style-type: none"> Quarterly - Post data & findings on webpage/portal to maximize efficiencies & exposure. 	Ongoing.	Ongoing.	Ongoing; engaged with stakeholders discussing ESC tools and resources.	Ongoing.
			<ul style="list-style-type: none"> Establish role as conduit between employers & SK WCB for SK WCB claim process, appeals & claim concerns. 	Commencing engagements in Q2.	Completed two engagements with SK WCB & surcharge employers.	Ongoing.	Facilitated a connection between the SK WCB account manager and an employer to assist with a claim review, where case managers were not providing adequate support.
			<ul style="list-style-type: none"> Quarterly - Access WCB statistical data from other Western provinces; identify similar accident trends within energy sectors. Assist with gap analysis of SK WCB statistics. 	Ongoing; discussions with ESC Business Improvement department.	Ongoing.	Ongoing; continuing review of Western Canada statistics in collaboration with ESC Business Improvement department.	Ongoing; continuing review of Western Canada statistics in collaboration with ESC Business Improvement department.

Activity #2	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
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Participate in seeking new leading & lagging data sources.	Q1 - Q4	<ul style="list-style-type: none">ESC SKESC	<ul style="list-style-type: none">Quarterly - Monitor WCB statistics; work directly with SK WCB & ESC Data & Analytics department to obtain lagging indicator data. Process data to keep industry aware of trends. Target 3% reduction in fatalities & serious illness/injury.	Attended 2023-2028 Fatalities & Serious Injuries Strategy kickoff meeting hosted by LRWS & SK WCB.	Directly engaged with SK WCB concerning transportation sector & motor vehicle incidents.	Directly engaged with SK WCB concerning transportation sector & motor vehicle incidents.	Directly engaged with SK WCB concerning transportation sector & motor vehicle incidents. Vehicle Incident Tracking Form has been developed and shared with industry.
			<ul style="list-style-type: none">Quarterly - Monitor specific industry sector trends; maintain/establish working groups with sectors to establish safe work practices & safety enhancement ideas. Participate in identifying common accident & injury root causes.	Ongoing; directly engaging sectors with multiple SK WCB claims & higher SK WCB premiums.	Ongoing.	Ongoing.	Hosted D51 & D52 and Trucking Working Group meetings.

5. ENHANCE COMMUNICATIONS & ENGAGEMENT

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Enhance ESC's brand/services & broaden markets.	Q1 - Q4	<ul style="list-style-type: none">ESC SKESC	<ul style="list-style-type: none">Quarterly - Promote ESC's webpage & other communication.	Ongoing; promoting online tools & resources at quarterly meetings.	Ongoing; promoting online tools & resources at quarterly meetings.	Ongoing; promoting online tools & resources at quarterly meetings and employer support meetings.	Ongoing; promoting online tools & resources at quarterly meetings and employer support meetings.
			<ul style="list-style-type: none">Promote Energy Safety Canada industry sector transferable services through the SK WCB Fatalities & Serious Injuries Working Group.	Met with SK WCB & other provincial safety associations; discussed transferable services & knowledge.	Assisting SK WCB with the development of standards for hazards, e.g., chemical, physical health & biological hazards.	Ongoing.	Ongoing quarterly.
			<ul style="list-style-type: none">Consult/advise SK Common Ground Alliance (SCGA) and Canadian Common Ground Alliance Development Committee on safe work practices associated with ground disturbance & ESC services.	Ongoing; seat held on SCGA Organizing Committee. Participating in Q2 Safe Dig Month events.	Attended two Safe Digging events hosted by the SK Common Ground Alliance. Assisting SCGA with preparation of the Canadian Common Ground Symposium.	Ongoing; continuing to work directly with SCGA on 2025 contractor engagements.	Attended the CCGA Symposium. Attended the SCGA AGM and provided input on the SCGA videos.

Activity #2	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Collaborate with ESC Business Development & Partnerships department & directly engage with SK industries, associations & groups associated with renewable, alternate energy sources & seek synergies.	Q1 - Q4	<ul style="list-style-type: none">ESC SKESC	<ul style="list-style-type: none">Quarterly - Engage with industry & groups associated with renewable & alternate energy sources.	Ongoing; meetings with ESC Operations & Business Development concerning SK employers expanding into renewable energy.	Ongoing.	Ongoing.	Participated in the SK Suppliers Energy Forum to expand understanding of lithium development and extraction.