

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	Measurements	Q1	Q2	Q3	Q4
Facilitate meetings to promote collaboration of standardization among industry stakeholders.	<ul style="list-style-type: none"> Quarterly - Focus on & promote the 10 Life Saving Rules (LSRs) and Energy Wheel during industry engagements. 	Ongoing; topics raised at Q1 ESC SK Info Group & ESC SK Advisory Committee meetings and at safety conferences.	Ongoing; promotional LSR booklets were distributed at the Q2 ESC SK Information Group meeting.	Ongoing; discussions continued during the Auditor TownHall/Safety Evolution Seminar, hosted by ESC AB at the Southeast College Weyburn campus.	Ongoing; topics raised during quarterly meetings and industry events.
	<ul style="list-style-type: none"> Engage with industry & identify 2 champions to assist on agreements for acceptable standards; promote usage throughout industry. 	Input requested from ESC SK Advisory Committee. Discussions underway with Whitecap resources and Saturn.	Continued discussions with Whitecap and Saturn Oil & Gas regarding the new Safety Management Systems pilot program.	Site visits with Whitecap and Saturn Oil & Gas were conducted as part of the Auditing Differently pilot program.	ESC entered Phase 3 of the Auditing Differently pilot project, focused on developing a leading indicator educational tool for WCB and training auditors.

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

Activity #1	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"> Maintain direct engagement quarterly with Saskatchewan Workers' Compensation Board (SK WCB), WorkSafe SK and other provincial safety associations, concerning youth initiatives. 	Discussion held with SK WCB and SK Safety Council at the SK Safety Seminar in Saskatoon. ESC corporate participated directly in the SK WCB youth initiative.	Engaged in discussions at the SK WCB's "Provincial Approach to New Worker Injury Prevention" meeting.	Ongoing; engagement continues during quarterly SK WCB meetings regarding the "Provincial Approach to New Worker Injury Prevention."	Attended the Provincial Approach to New Worker Injury Reduction meeting. Reviewed injury data and discussed strategies to reduce injuries among new workers across SK. A working group will be formed to partner with organizations on targeted safety initiatives to improve awareness and reduce incidents; this work aligns with another Corporate ESC project.
	<ul style="list-style-type: none"> Engage with industry when called upon to provide input concerning illness & injury trends & ways to mitigate. 	Ongoing; claim duration within ESC SK rate codes under review. SK WCB requested ESC to conduct an in-depth review to analyze factors and causation.	A detailed breakdown of 2024 injury statistics, including the top three causes, was provided to the SK Advisory Committee at the Q2 meeting.	Ongoing; detailed ESC SK/SK WCB rate code statistics were presented at the Q3 SK Advisory Committee meeting, with continued discussion underway.	ESC SK/SK WCB rate code statistics were shared at working group, information group and advisory meetings.

Activity #2	Measurements	Q1	Q2	Q3	Q4
Lead engagements to advance knowledge, learnings & sharing of Human and Organizational Performance (HOP) & Process Safety.	<ul style="list-style-type: none"> Initiate 3 engagements to enhance attendees' knowledge & understanding of Human and Organizational Performance (HOP) principals. 	Ongoing; presented 4D's framework at the Q1 ESC SK Information Group Meeting.	Explained the purpose of the HOP Community of Practice during employer support visits, including session registrations.	Ongoing; promotion of the HOP CoP during all stakeholder engagements.	Guest speaker Abbey Adeogun (ESC AB) presented on <i>Collaboration between Drilling and Process Safety</i> at the ESC SK D51 & D52 Working Group meeting.

Activity #3	Measurements	Q1	Q2	Q3	Q4
Collaborate with ESC corporate to deliver safety messaging to potential new/young energy workers.	<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 of serious injuries to young workers . 	No youth events scheduled in Q1. No serious injuries among young workers were reported in Q1.	Attended four youth events with a combined attendance of approximately 8,000, sharing ESC and Careers in Energy resources with participants.	In progress; attended two youth events in Q3, with additional engagements scheduled for Q4.	Promoted ESC and Careers in Energy at 4 youth events across the province in Q4.
	<ul style="list-style-type: none"> Quarterly - Monitor age demographic of WCB claimants, injury type/causation and initiate action when trends noted & keep industry apprised. 	Ongoing; Q4 2024 data shows fewer injuries for ages ≤25 compared to Q4 2023. The 25-34 age group more injuries than the ≤25 in 2024. Information shared at Q1 SK Advisory and ESC SK Information Group meetings.	Ongoing; continue sharing statistics with SK Advisory and ESC SK Information Group meeting attendees.	Ongoing; age demographics statistics were presented during the Q3 ESC SK Advisory Committee meeting.	Ongoing; continued sharing SK WCB statistics with SK Advisory and ESC SK Information Group meeting attendees.

3. SUPPORT WORKERS TO WORK SAFELY

Activity #1	Measurements	Q1	Q2	Q3	Q4
Enhance safety culture within the province.	<ul style="list-style-type: none"> Enhance safety culture throughout provincial energy sectors; attend quarterly external meetings facilitated by stakeholders, stay up to date on SK WCB psychological/mental health research & find ways to turn findings into industry learning opportunities/presentations. 	Attended and exhibited at SK Safety Seminar. ESC is reviewing WCB psychological claims statistics across the three western provinces to share the findings and develop an action plan.	Shared ESC resources with attendees at the Dig Safe Awareness breakfasts in Weyburn and Estevan, hosted by SCGA. Approximately 2,300 individuals attended the breakfasts across Saskatchewan. SK WCB presented to the SK Advisory Committee on Workplace Psychological Health and Safety.	Collaborating with regional ESC offices and Saskatchewan WCB to ensure a consistent approach in delivering mental health messaging.	Collaborated with ESC offices to identify opportunities for guest speakers and workshops in 2026. Completed an industry needs survey to inform future initiatives.
	<ul style="list-style-type: none"> Maintain participation with WorkSafe SK on the 2023-2028 Fatalities & Serious Injuries Strategy. Provide direction & educational options to working groups needing assistance. 	Continue work on the Fatalities and Serious Injuries Strategy and present initiatives to SK WCB related to a revised COR program.	ESC's Safety Management Systems Pilot Project is aimed at reducing serious injuries and fatalities. In addition, a motor vehicle survey was provided to industry, with results to be analyzed in Q3.	Motor Vehicle Incident Tracking submissions have concluded, with results and key highlights shared with industry stakeholders.	Data collection and analysis for the Driving Change Survey is complete. The final report is available at EnergySafetyCanada.com.
	<ul style="list-style-type: none"> Quarterly - Provide statistical updates & seek industry input at ESC SK Advisory Committee meetings. 	Ongoing; statistics shared at annual general meeting & Q1 meeting.	Ongoing; statistics shared at Q2 meeting.	Ongoing; statistics shared at Q3 meeting.	Ongoing; statistics shared at 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. 	Meetings scheduled for Q2 and Q4.	Hosted the D51 & D52 Working Group and Trucking Group meetings to better understand industry concerns and explore how ESC can provide support.	Meetings scheduled for Q4.	Hosted the D51 & D52 Working Group and Trucking Group meetings to address industry concerns and explore ESC support opportunities.
<ul style="list-style-type: none"> Quarterly - Engage industry to identify leading indicators & conduct presentations at ESC SK Information Group meetings. 	Q1 meeting was held, SK WCB statistics were shared, and leading indicators were sought from the attendees. Guest speaker from the Weyburn Police Service presented on recognizing and responding to worker impairment in the workplace.	Q2 meeting was held, SK WCB statistics were shared and leading indicators were sought from the attendees via the ESC Driving Change: Safe Driving Habits survey. Guest speakers from the RCMP's forensic unit presented on the rising trend of driving-related workplace incidents.	The Q3 meeting was held, where ESC SK shared updated SK WCB statistics and attendees were invited to contribute leading indicators. Guest speaker Garry Hamblin from the Employer Advisory Centre presented on the WCB claim appeal process.	The Q4 meeting included a guest presentation by Beth Antoshkiw (WorkSafe SK) on the provincial strategy led by WorkSafe SK to reduce workplace injuries and improve safety. ESC also provided an update on the ESC AB Creative Sentence project focused on young, new and inexperienced workers.
<ul style="list-style-type: none"> Promote ESC Certificate of Recognition (COR) as primary accreditation for safety performance & recognition throughout SK. 	Ongoing; engaging with SK WCB on COR revisions and potential incentive.	Whitecap and Saturn Oil & Gas have agreed to participate in the Safety Management Systems pilot project.	Whitecap and Saturn Oil & Gas participated in site visits as part of ongoing engagement efforts.	Continued promotion and engagement of the Auditing Differently pilot project with several industry sectors across Western Canada.
<ul style="list-style-type: none"> Annually - Attend 4 provincial industry trade shows; present & promote ESC's services to educate attendees. 	Attended and exhibited at SK Safety Seminar & attended Indigenous Business Gathering.	Attended and participated at the 2025 Energy Safety Conference & Tradeshow (ESC2025), Williston Basin Petroleum Conference and the Compensation Institute (SK WCB), where ESC SK joined on panel on top safety priorities or issues and how ESC supports employers.	No events were held in Q3; however, registrations have been completed for upcoming Q4 events.	Participated in the 2025 WorkSafe Regional Workshop and the SK Suppliers Energy Forum.
<ul style="list-style-type: none"> Maintain direct contact with regulators & SK WCB; keep industry aware of legislative changes & identified issues during Ministry of Labour Relations & Workplace Safety (LRWS) inspections. 	Attended SK WCB and OHS meetings, participated at ESC SK Advisory Committee AGM & Q1 meeting and met with the LRWS Deputy Minister to discuss creative sentencing in SK.	Ministry of Labour Relations and Workplace Safety (LRWS) presented at the Q2 Saskatchewan Advisory Committee meeting. Engaged directly with representatives from SK WCB and LRWS at ESC2025, where SK WCB attended and LRWS presented on legislation related to leading indicators.	Ongoing.	Met with the SK Advisory Committee to draft proposed changes for submission to LRWS as part of Phase 1 of the SK OH&S Regulations 2020 update.
<ul style="list-style-type: none"> Quarterly - Attend/directly participate in SK Safety Association meetings in conjunction with SK WCB & LRWS/OHS. 	Attended Q1 SK Safety Association meeting.	Attended the Q2 SK Safety Association meeting and presented on the Safety Management System Pilot Project and the youth engagement initiative.	Attended the Q3 SK Safety Association meeting. The ESC pilot project Auditing Differently was discussed, and interest was shown by other associations.	Attended the Q4 SK Safety Association meeting, where the primary topic of interest was the review of OH&S Regulations.

4. SUPPORT EMPLOYERS TO IMPROVE SAFETY

Activity #1	Measurements	Q1	Q2	Q3	Q4
Rigorous data collection, robust analysis & continuous improvement.	<ul style="list-style-type: none"> Target entire 2025 provincial SK WCB list of surcharged employers. 	Reviewing and processing SK WCB list of 53 surcharged employers; awaiting projected SK WCB payroll data.	Completed 39 out of 53 employer support meetings.	Completed 50 out of 51 employer support meetings. <i>Note: The original count of 53 employers was adjusted to 51 due to two changes—one employer had inactive payroll, and another accessed support through the Employer Advisory Centre (SK WCB) which resulted in cost relief to premiums.</i>	Completed support visits with all 51 identified surcharged employers in 2025.
	<ul style="list-style-type: none"> Quarterly - contact identified employers & conduct support meetings with approved communication methods. Assist employers in eliminating/minimizing worker illness/injury; target 5% reduction. Monitor statistics & provide assistance to employers showing an increase in SK WCB claims. 	Developing employer reports and commencing engagements.	39 out of 53 identified employers have been contacted, with ESC providing tools and resources to help reduce worker injuries.	50 out of 51 identified employers have been contacted, with ESC providing tools and resources to help reduce worker injuries. <i>Note: The original count of 53 employers was revised to 51 due to one employer having inactive payroll and another accessed support through the Employer Advisory Centre (SK WCB). Follow-up visits have been conducted with several of the 51 employers.</i>	Engaged with employers through direct outreach and coordinated meetings with SK WCB account managers to deliver tailored support. Shared tools and resources addressing identified safety needs, contributing to a 5% reduction target of worker illness/injuries. Increased awareness of Energy Safety Canada resources and courses, including Leadership for Safe Workplaces, Line of Fire and Building Capacity to Manage Pressure, supported by follow-up guidance and meetings.
	<ul style="list-style-type: none"> Q3 - identify 12 additional employers nearing a 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. Analysis of data will commence in Q3 to identify Employers of concern.	In progress; an additional 12 employers have been identified, and support visits are now underway.	Engagements with all identified employers were completed, with the final nine meetings held in 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 2024 year-end data presented at ESC SK Info Group and ESC SK Advisory AGM and Q1 meetings.	Quarterly reviews continue; with Q1 2025 data presented at the ESC SK Info Group and Advisory Q2 meetings. Claims were highest among workers aged 25-44, with top causes being contact with objects, bodily reaction, and falls.	Ongoing.	Presented Q3 data during Info Group and Advisory meetings. Analysis confirmed the top three incident causes remain unchanged, with approximately 85% of injuries resulting from contact with objects, bodily reaction/exertion, and falls. Also shared updates on the Critical Work Management video series and facilitation guides.
	<ul style="list-style-type: none"> Quarterly - Post data & findings on webpage/portal to maximize efficiencies & exposure. 	Ongoing.	Ongoing.	Ongoing.	Ongoing.

	<ul style="list-style-type: none"> As requested; establish role as a conduit between employers & SK WCB for SK WCB claim process (concerning appeals & understanding claims specifics). 	<p>Ongoing; an update on the SK Employer Advisory Centre was provided during the Q1 Advisory Committee meeting. Plans are underway to meet with SK WCB Director in Q2 to further ESC's understanding of this service.</p>	<p>The SK Employer Advisory Centre will be featured in the next ESC newsletter, highlighting ongoing collaboration with SK WCB to support employers and reduce workplace injuries.</p>	<p>Garry Hamblin from the Employer Advisory Centre presented at the Q3 ESC SK Information Group Meeting, highlighting the WCB claims appeal process for employers.</p>	<p>Continued promotion of the Employer Advisory Centre during industry engagements.</p>
	<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. 	<p>Ongoing; discussions with ESC Business Improvement department.</p>	<p>Ongoing discussions with ESC's Business Improvement team. Upon request, ESC SK has provided Western region reports to Saskatchewan employers with interprovincial operations during engagements.</p>	<p>Ongoing.</p>	<p>Developed and presented a SK report aligned with Alberta's Claim Trend by Age Group report from the Protecting Young, New, & Inexperienced Workers project. Highlighted comparable Saskatchewan-Alberta trends to support discussion within the D51/D52 Working Group.</p>

Activity #2	Measurements	Q1	Q2	Q3	Q4
<p>Participate in seeking new leading & lagging data sources.</p>	<ul style="list-style-type: none"> Quarterly - Monitor WCB statistics; work directly with SK WCB & ESC Business Improvement department to obtain lagging indicator data. Process data to keep industry aware of trends. Target 3% reduction in fatalities & serious illness/injury. 	<p>Attended 2023-2028 Fatalities and Serious Injuries Strategy kickoff meeting hosted by LRWS and SK WCB.</p>	<p>Attended and presented the Safety Management Systems Pilot Project at the quarterly SK WCB/Safety Association meeting.</p>	<p>Continued participation in the 2023-2028 Fatalities and Serious Injuries quarterly meetings with LRWS and SK WCB.</p>	<p>Continued participation in the 2023-2028 Fatalities and Serious Injuries quarterly meetings with LRWS and SK WCB.</p>
	<ul style="list-style-type: none"> Quarterly - Monitor specific industry sector trends; maintain/establish working groups with sectors concerning safe work practices & safety enhancements. 	<p>Ongoing; directly engaging sectors with multiple SK WCB claims and higher SK WCB premiums.</p>	<p>Engaged with D51/D52 Working Group and SK Trucking Group. ESC SK hosted Q2 semi-annual meetings. In 2024, D51 total claims down 2%, D52 up 45%. Trucking claims down 35%, but TL claims remain high—over 50% in D4108, with leg/back injuries impacting RTW.</p>	<p>ESC SK D51/D52 Working and ESK SK Trucking Group meetings are planned for Q4.</p>	<p>Engaged with D51/D52 Working Group and SK Trucking Group. ESC SK hosted Q4 semi-annual meetings.</p>

5. ENHANCE COMMUNICATIONS & ENGAGEMENT

Activity #1	Measurements	Q1	Q2	Q3	Q4
<p>Enhance ESC's brand/services & broaden markets.</p>	<ul style="list-style-type: none"> Quarterly - Promote ESC's webpage & other communication. Consult/advise SK Common Ground Alliance (SCGA) and Canadian Common Ground Alliance Development Committee on safe work practices associated with ground disturbance & ESC services. 	<p>Ongoing; promoting online tools and resources at quarterly meetings.</p>	<p>Ongoing; promoting online tools and resources at quarterly meetings and employer support visits.</p>	<p>Ongoing; promoting online tools and resources at quarterly meetings.</p>	<p>Ongoing; promoting online tools and resources at quarterly meetings.</p>
		<p>Ongoing; seat held on SCGA Organizing Committee. Participating in Q2 Safe Dig Month events.</p>	<p>Shared ESC resources at the Safe Dig Breakfasts in Weyburn and Estevan, organized by SCGA. Continuing as active members of the 2026 planning committee.</p>	<p>Full participation with SCGA in developing learning tools and videos for 2026, and to identify locations for future "Dig Safe Awareness" breakfasts.</p>	<p>Attended the Saskatchewan Common Ground Alliance Annual General Meeting. Provided input on industry videos to be showcased at the 2026 Safe Dig Contractor Breakfasts.</p>

	<ul style="list-style-type: none"> Consult/advise/collaborate and address SK WCB and LRWS requests to enhance their knowledge of ESC services provides to the energy sector and ESC operational undertakings in assisting other provincial safety associations. 	<p>Ongoing; engaged with SK WCB and LRWS staff at the SK Safety Seminar. Topics included creative sentencing and new resources (4Ds) available on the ESC website.</p>	<p>At the Compensation Institute (SK WCB), shared ESC’s new tools and resources – the Causal Reasoning White Paper and the Protecting Young, New, and Inexperienced Workers project. ESC SK participated along with the five other WCB funded Saskatchewan Safety Associations in a panel discussion on top safety priorities and shared an example of how ESC supports employers in resolving safety issues.</p>	<p>Continued promotion of ESC tools and resources during stakeholder engagements, including employer support visits and the ESC SK Information Group meeting.</p>	<p>Continued promotion of ESC tools and resources during stakeholder engagements, including employer support visits and the ESC SK Information Group meeting.</p>
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Activity #2	Measurements	Q1	Q2	Q3	Q4
<p>Collaborate with ESC Business Development & Partnerships department & Careers in Energy, division of ESC & directly engage with SK industries, associations & groups associated with renewable, alternate energy sources & seek synergies.</p>	<ul style="list-style-type: none"> Engage with industry & groups associated with renewable & alternate energy sources as requested. 	<p>Ongoing; meetings with ESC Business Development are being held to discuss SK employers expanding into renewable energy.</p>	<p>Engaged with industry at the Williston Basin Petroleum Conference and registered for the Q3 SK Suppliers Energy Forum.</p>	<p>Planning is underway to attend scheduled events in Q4.</p>	<p>Attended the WorkSafe SK Regional Workshop and the SK Suppliers Energy Forum, showcasing ESC tools and resources at exhibitor booths.</p>