

Agile Operations

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Contribute to the development and delivery of effective and efficient learning management systems. Seek opportunities to lead or support value-added research initiatives.	Q1 - Q4	- Energy Safety Canada SK (ESC SK) - Energy Safety Canada (ESC)	Quarterly: Maintain direct engagement with the Ministry of Labour Relations & Workplace Safety (LRWS), the Saskatchewan Workers' Compensation Board (SK WCB), WorkSafe Saskatchewan and other provincial safety associations.	Engaged with LRWS and SK WCB at the Q1 Advisory Committee meeting. Connected with LRWS, SK WCB, the Saskatchewan Safety Council, and other Saskatchewan safety associations at the Saskatchewan Safety Seminar.	- Hosted the Q2 Advisory Committee meeting, featuring a guest presentation from SK WCB. - Strengthened connections with LRWS, SK WCB, the Saskatchewan Safety Council, and other provincial safety associations at the SK WCB Compensation Institute. - ESC SK Regional Manager represented the organization at the SK WCB Safety Association meeting.		
			Collaborate with industry, when requested, to share insights on illness and injury trends and recommend strategies for mitigation.	Reviewed claim duration trends within ESC SK rate codes. At the request of SK WCB, provided a comparison of serious injury trends in Saskatchewan between 2024 and 2025 at the Q1 Advisory Committee meeting.	Presented injury and illness trends to the ESC SK Advisory Committee and ESC SK Trucking Group and ESC SK D51 & D52 Working Groups, informing efforts to identify resources that support industry in strengthening return-to-work processes following psychological claims.		
Activity #2	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Implement rigorous data collection and thorough analysis to drive continuous improvement.	Q1 - Q4	- ESC SK - ESC	Target the full list of surcharged employers from the SK WCB's 2026 provincial report.	Reviewed the surcharged employer list from SK WCB, which includes 55 employers within the SK WCB rate codes. Q1 payroll data is expected to be released in mid April.	20 out of 55 identified surcharge employers have been contacted. Employer Health and Safety Profile Reports, along with tools and resources, were provided to support improvement.		
	Q3 - Q4	- ESC SK - ESC	Q3 - Q4: Identify 12 additional employers nearing a surcharge position, or who have experienced a serious injury and/or fatality. Establish contact and inform them about available ESC services, training, and tools.	Pending Q2 SK WCB claim data, projected for release in Q3.	Pending receipt of Q1 and Q2 Saskatchewan WCB claims data; analysis will begin in Q3 to identify 12 additional employers for outreach.		
	Q1 - Q4	- ESC SK - ESC	Quarterly: Engage identified employers through support meetings using approved communication methods. Provide guidance to help reduce worker illness and injury, targeting a 5% reduction. Monitor claim statistics and offer additional support to employers experiencing an increase in SK WCB claims.	Three employer reports were developed, with contact and support meetings completed for two of the three employers.	The newly appointed Regional Manager conducted individual outreach with the ESC SK Trucking Group and ESC SK D51 & D52 Working Group members to introduce herself and identify support needs.		

			Quarterly: Review WCB statistical data from other Western provinces to identify common accident trends in energy sectors. Support gap analysis by comparing findings with SK WCB statistics.	Collaborated with the ESC Business Improvement department on comparative statistical analysis.	Findings from ESC SK multi-jurisdictional working groups indicate that common injury trends remain consistent with the information currently reported by SK WCB.		
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Activity #3	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Actively seek out new sources of leading and lagging data.	Q1 - Q4	- ESC SK - ESC	Quarterly: Monitor SK WCB statistics and collaborate with SK WCB and the ESC Business Improvement department to gather lagging indicator data. Analyze and interpret this data to keep the industry informed of emerging trends, with a goal of achieving a 3% reduction in fatalities and serious injuries or illnesses.	Provided the SK Advisory Committee with a 2025 year end serious injury update, reflecting a 13% reduction in serious injuries from 2024 to 2025.	- Continuing to monitor serious injury trends as reported in quarterly WCB data. - Promoting the Energy Wheel tool and utilizing STCKY to support employers in developing leading indicators for hazard identification and prevention.		

Training Excellence

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Strengthen regional industry education by identifying evolving training needs and collaborating with authorized training providers and educators to ensure they receive timely support from ESC.	Q1 - Q4	- ESC SK - ESC	Quarterly: Consult with industry on educational needs and advise corporate ESC. Engage with authorized training providers and provincial educators to identify regional priorities and communicate findings to the appropriate departments within corporate ESC.	Actively monitored and promoted spring courses through employer engagement, collaborating with Training Delivery to strengthen enrolment. Program capacity was enhanced with one Saskatchewan Program Manager becoming a certified H2S Alive® instructor.	- Program Manager from ESC's Training Delivery team presented course developments and digital training records at the Q2 Advisory Committee meeting. - Promoted upcoming ESC Saskatchewan course offerings at Information Group, Working Group, and Q2 ESC SK Advisory Committee meetings. - Engaged with ATPs at the SK Oil & Gas Show and in Kindersley to strengthen relationships. - Engaged industry stakeholders through one-on-one phone and email consultations to assess training needs.		

Industry Impact

Activity #1	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Facilitate meetings to promote collaboration and standardization among industry stakeholders.	Q1 - Q4	- ESC SK - ESC	Quarterly: Emphasize and promote ESC tools and resources—e.g., Leadership for Safe Workplaces course, Life Saving Rules, Energy Wheel, and 4Ds—during industry engagements.	Exhibited at the Saskatchewan Safety Seminar, promoted upcoming ESC course offerings, demonstrated use of the Energy Wheel and highlighted new ESC resources.	Exhibited at SK WCB Compensation Institute, SK Oil & Gas Show, and other industry and youth-focused events, promoting ESC course offerings and ESC resources.		

Activity #2	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
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Lead initiatives to enhance knowledge, learning, and sharing in Human and Organizational Performance (HOP).	Q1 - Q4	- ESC SK - ESC	Quarterly: Promote Human and Organizational Performance (HOP) principles and actively support ESC Communities of Practice through engagement and knowledge-sharing.	Promoted ESC's Human and Organizational Performance (HOP) Community of Practice at the Saskatchewan Safety Seminar.	- Promoted ESC's Human and Organizational Performance (HOP) Community of Practice through employer support engagements, industry information meetings, the SK WCB Compensation Institute, the SK Oil & Gas Show, and other stakeholder outreach opportunities. - Safety Evolution Seminar is scheduled in Kindersley for Q4.		
Activity #3	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Collaborate with corporate ESC to effectively communicate safety messages to prospective new and young energy workers.	Q1 - Q4	- ESC SK - ESC	Host an ESC SK booth at four youth events across Saskatchewan, focusing on raising awareness of industry's safety record and initiatives, while promoting the energy sector as a career choice. Aim to contribute to a 3% reduction in serious injuries among young workers.	No youth events were scheduled in Q1; however, registrations were completed to attend youth events in Q2. No serious injuries involving young workers under 25 years were reported.	Attended five youth engagement events across Saskatchewan, including Southeast College Career Fair and Open House (Weyburn & Estevan), Prairie South School Division "Try a Career" Expo (Moose Jaw), WorkSafe SK Try a Career Day (Balgonie), and Cade Sprackman Safety Day (Regina).		
			Quarterly: Analyze the age demographic, injury types and root causes of SK WCB claims to identify emerging trends. Use these insights to inform proactive safety initiatives and provide timely updates to industry stakeholders.	Presented year end injury statistics and SIF comparisons at the Saskatchewan Advisory Committee meeting.	Director, Safety Audits & Certifications and Regionals presented ESC's collaborative efforts to standardize a SIF definition, incorporating input from over 30 organizations, at the Q1 ESC SK Advisory Committee meeting.		
Activity #4	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Promote and strengthen a proactive safety culture across Saskatchewan.	Q1 - Q4	- ESC SK - ESC	Promote a strong safety culture within Saskatchewan's energy sectors by actively participating in quarterly stakeholder meetings. Stay current with SK WCB's research on psychological and mental health, and incorporate key findings into industry presentations and learning opportunities.	Attended and exhibited at the Saskatchewan Safety Seminar, allowing for many stakeholder engagement opportunities to promote safety culture. Reviewed SK WCB psychological claims statistics across the three western provinces.	- Attended the Day of Mourning ceremony at the Saskatchewan Legislative Building. - Attended Dig Safe Awareness Breakfasts in Weyburn, Estevan, and Carlyle. - Joined a Mental Health Best Practices group, participating in a Service and Hospitality workshop with Dr. Sean Tucker.		

• Maintain active involvement with WorkSafe Saskatchewan on the 2023-2028 Fatalities and Serious Injuries Strategy. Offer guidance and provide educational resources to support working groups as needed.	Participated in provincial New and Young Worker Injury Prevention and Motor Vehicle Collaboration initiatives supporting the 2023-2028 Fatalities and Serious Injuries Strategy.	• Participated in the New and Young Worker Injury Prevention Subcommittee. • Met with SK WCB Manager of Prevention and Account Manager to discuss Key Account Management (KAM) and Serious Injury Prevention Consulting (SIPC) programs and provide support as needed.		
• Analyze and present SK WCB statistical updates, provide detailed data analyses of industry safety trends, claim counts and causation, and gather industry input at quarterly ESC SK Advisory Committee meetings and semi-annual information sessions and specific industry focus groups.	Presented 2025 year end statistics and five year trend analysis at the Saskatchewan Advisory Committee Annual General Meeting and Q1 meeting.	Presented 2026 Q1 statistics and five year trend analysis at the Q2 ESC SK Advisory Committee, Information Group, and ESC SK Trucking and ESC SK D51 & D52 Working Group meetings.		
• Maintain working groups within two energy sectors experiencing increased time-loss injuries and rising WCB premiums. These groups, established in collaboration with industry associations, will work together to develop strategies aimed at reducing worker injuries and shortening claim durations.	Working group meetings were scheduled for Q2 and Q4.	Hosted ESC SK D51 & D52 Working Group and ESC SK Trucking Group meetings.		
• Promote the ESC Certificate of Recognition as the leading accreditation for safety performance and recognition across Saskatchewan. Collaborate with the SK WCB, the Alberta Partnerships in Injury Reduction Program and other relevant stakeholders. Strengthen training and education for certified auditors to ensure effective application of the updated audit criteria.	Promoted ESC COR during employer engagements, conducted quality assurance reviews on audit submissions, and provided support to COR holders, as required.	Presented the Auditing Differently Pilot Project and audit methodology at the Q2 ESC SK Advisory Committee meeting.		
• Annually: Participate in four provincial industry trade shows to engage with attendees, promote ESC's services and share educational resources.	Attended and exhibited at the Saskatchewan Safety Seminar.	Attended the Energy Safety Conference and exhibited at the Saskatchewan WCB Compensation Institute and SK Oil and Gas Show.		
• Maintain direct communication with regulators and the SK WCB. Keep industry stakeholders informed about legislative updates and issues during inspections by the LRWS. Continue to promote the use of Creative Sentencing under Section 3-79 of the Occupational Health and Safety (OH&S) provisions in The Saskatchewan Employment Act.	Received an update from the Saskatchewan OHS Director on the progression of current SK OHS regulations, including challenges related to the development of Creative Sentencing legislation.	Promoted ESC's creative sentencing project and resources for protecting new, young, and inexperienced workers through ESC SK Information Group and employer support meetings.		
• Quarterly: Actively participate in Saskatchewan Safety Association meetings alongside representatives from the SK WCB and LRWS/OHS. Collaborate directly with the SK WCB/WorkSafe Saskatchewan on the Performance Matrix, Leading and Lagging Indicators, and Fall Protection initiatives.	Attended Q1 2026 meeting.	• Attended the Q2 SK WCB Safety Association 2026 meeting. • ESC SK have completed training courses jointly developed by WorkSafe SK and ESC.		
• Quarterly: Share updated data and insights on the ESC webpage to enhance visibility and operational efficiency. Actively promote ESC's online platforms and communications to broaden industry reach.	Quarterly updates to reports submitted to the SK WCB, as well as the Saskatchewan Strategic and Operational Plan, are posted on the ESC website.	Quarterly updates to reports submitted to SK WCB, as well as the Saskatchewan Strategic and Operational Plan, are posted on the ESC website.		

			As requested: Act as a liaison between employers and the SK WCB to support the claims process, including appeals and clarification of claim details. Promote the availability WCB Employer Advisory Centre to industry seeking claims assistance.	Promoted the SK WCB Employer Advisory Centre to employers seeking claims assistance, as opportunities arose.	Collaborated with SK WCB Account Manager to conduct joint employer meetings, supporting navigation of complex claims and improving understanding of WCB processes and outcomes.		
Activity #5	Timeframe	Responsibility	Measurements	Q1	Q2	Q3	Q4
Collaborate with the ESC Business Improvement department and Careers in Energy to engage directly with Saskatchewan Industries, associations, and groups involved in renewable and alternate energy. Identify and pursue opportunities for strategic alignment and collaboration.	Q1 - Q4	- ESC SK - ESC	Engage with industry stakeholders and groups involved in renewable and alternate energy as needed.	Held meetings with the ESC Business Improvement department to discuss Saskatchewan employers expanding into renewable energy.	Continue to meet with BI department and Careers in Energy to identify employers in the service and drilling sectors that are supporting alternate energy project (e.g., lithium, hydrogen).		