

# JUNE 2024 UPDATE

2023-2028  
Fatalities and  
Serious Injuries  
STRATEGY



**WorkSafe**<sup>TM</sup>  
S A S K A T C H E W A N

*Work to live.*



*Work to live.*

WorkSafe Saskatchewan is a partnership between the Saskatchewan Workers' Compensation Board and the Ministry of Labour Relations and Workplace Safety. Formed in 2002 out of a need to reduce the number of workplace injuries and fatalities, the partners work through an integrated provincial injury prevention strategy to deliver programs that move Saskatchewan toward zero workplace injuries.

# Table of contents

Introduction.....	4
Time Loss claims and fatalities.....	5
Three main workplace sectors and focus .....	6
Performance measures and targets.....	15
Stakeholder feedback .....	16
Appendix A: Saskatchewan workplace injury data .....	22

# Introduction

The WorkSafe Saskatchewan steering committee would like to thank all of the stakeholders, labour, partners and safety leaders across Saskatchewan who have been actively working with WorkSafe Saskatchewan to advance the objectives of the 2023-2028 Fatalities and Serious Injuries Strategy.

As a result of the work being undertaken across this province by workers, employers and safety leaders, the province's Total injury rate decreased to 3.95 per 100 workers in 2023, an 8.78 per cent decrease from 2022. The 2023 Time Loss injury rate decreased to 1.78 per 100 workers or by 12.75 per cent from 2022.

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Our 2023 Total injury rate was the lowest in the province's recorded history. In fact, the WCB's Total injury rate has dropped by **57.62 per cent** from 2009 to 2023.

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Our 2024 injury rates are continuing a downward trend from 2023. As of June 30, 2024, preliminary results illustrate a projected 2024 Total injury rate of 3.69 per cent and a Time Loss injury rate of 1.61 per cent.

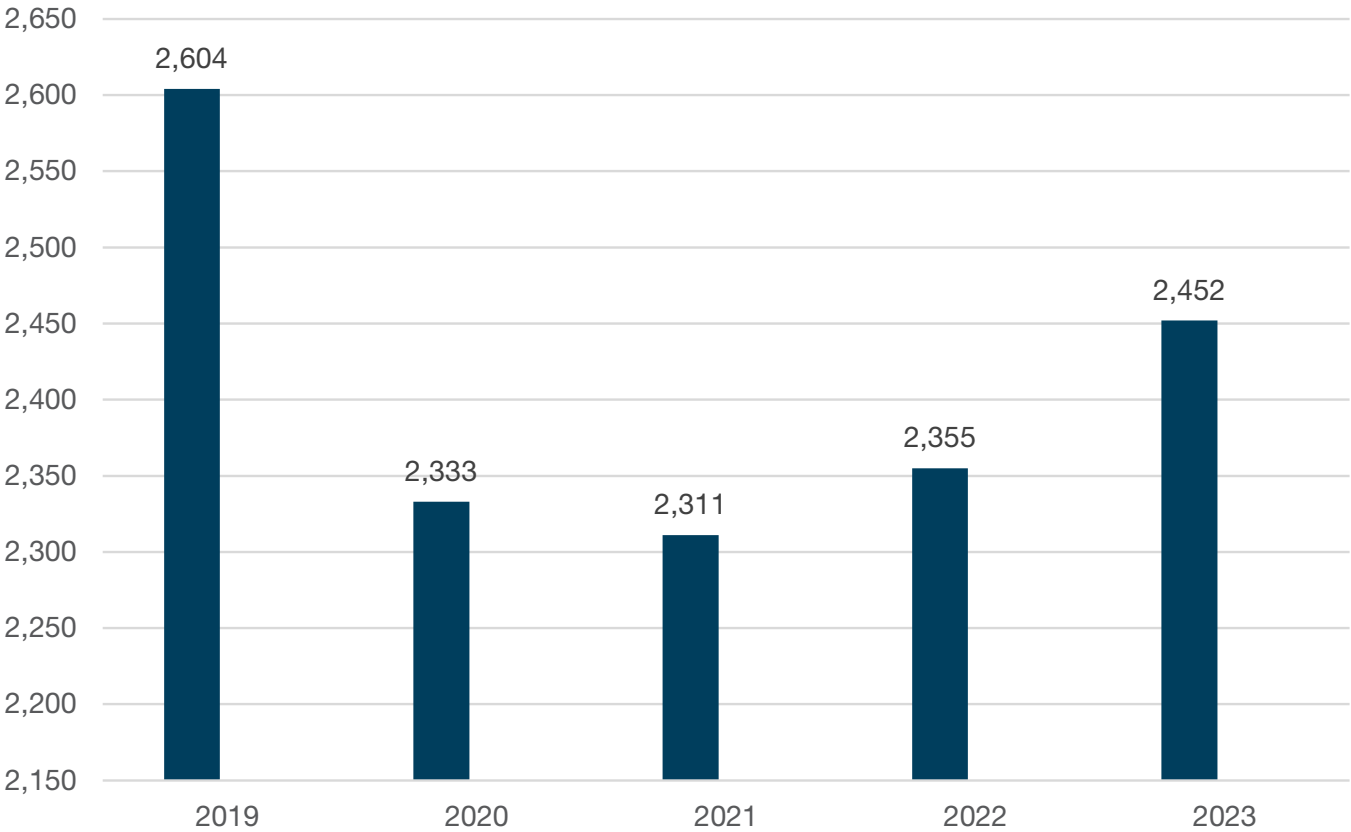
However, the number of serious injury claims in Saskatchewan remains steady at approximately 2,400 each year. Together, we must not rest until Saskatchewan has no workplace fatalities and the lowest injury rate in Canada.

Serious injuries account for approximately **11 to 14 per cent** of total claims in the province and more than **80 per cent** of the costs in Saskatchewan's workers' compensation system each year.

**This report outlines the progress that has taken place to bring our injury and fatality rates down and keep all workers safe on the job. Together, we CAN make Saskatchewan the safest place to work in Canada.**

# Serious injuries and fatalities

**Total number of serious injuries and fatalities  
(2019-2023\*)**



\* The 2023 value is a preliminary total number of serious injury and fatality claims. This number may fluctuate slightly throughout the year because of changes in claim status and adjudication. The numbers for 2018-2022 include the most recent count according to the WCB's statistical data.

# Three main workplace sectors and focus

For the 2023-2028 strategy, WorkSafe Saskatchewan is focusing on three main workplace sectors and common issues that will benefit all Saskatchewan workplaces.

## Health care



**Objective:** Reduce serious injuries in the Saskatchewan health-care sector by 10 per cent by Dec. 31, 2028.

**2024 update:** Health care remains the province's industry with the most serious injuries, accounting for 580 serious injuries in 2023. This is a 13 per cent increase over 2022 and it represents 23.97 per cent of all serious injury claims in 2023.

In 2024, WorkSafe Saskatchewan continued to focus on collaborative consulting, supporting health-care employers in the completion of serious injury investigations and hazard assessments. The WCB partnered with various affiliates to initiate learning collaboratives to address musculoskeletal injuries. The WCB also partnered with the Saskatchewan Health Authority to address workplace violence by implementing a risk assessment process.

## Transportation



**Objective:** Reduce serious injuries by 10 per cent in Saskatchewan's transportation sector by Dec. 31, 2028.

**2024 update:** : Transportation accounted for 134 serious injuries in 2023. This is a 18.9 per cent decrease from 2022 and it represents 5.53 per cent of all serious injury claims in 2023.

In March 2023, the WCB's prevention department launched their first learning collaborative comprised of representatives from 12 organizations – government, law enforcement, employers, research and industry – to focus on preventing workplace motor vehicle collisions. Over the course of the year, this group collected data and discussed potential corrective actions to test as part of the learning collaborative process. Data from the RCMP, the WCB, and SGI confirmed the need to focus on driver risk awareness and intersections. The group is working to implement a driver safety assessment to help identify strengths and risks and suggest customized training. This work will continue in 2025.

## Construction



**Objective:** Reduce injuries due to falls by 30 per cent in Saskatchewan's construction industry by Dec. 31, 2028.

**2024 update:** Construction accounted for 226 serious injuries in 2023. This is a 7.62 per cent increase over 2022 and it represents 9.33 per cent of all serious injury claims in 2023.

In February 2024, WorkSafe Saskatchewan launched a learning collaborative with representatives of six organizations including employers and a safety association. The group has begun collecting data and has also added two additional employers. The area of focus is falls from ladders. The data shows a high number of injuries occurring with workers in their first year of employment.

<sup>1</sup> 2023 is the most recent data available for serious injuries. Serious injuries are reported at a one-year lag period because it may take some time for claims to mature into serious injuries.

## Common issues affecting most Saskatchewan workplaces

The WCB’s prevention team completed industry roundtable discussions with the Saskatchewan building trades, as well as health-care unions, on fatalities and serious injuries prevention.

### Common issues affecting most Saskatchewan workplaces

### 2024 update

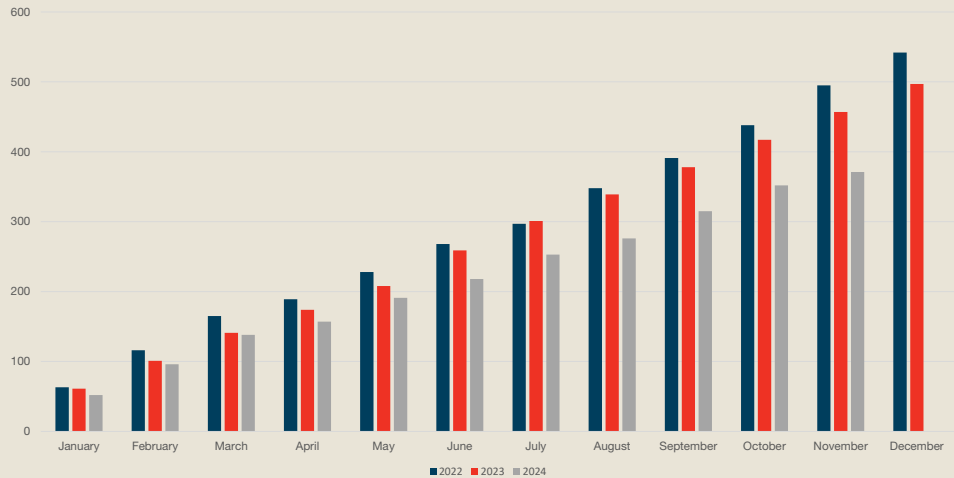


Motor vehicle collisions

**June 30, 2024 update:** Since the learning collaborative started work in March 2023, there have been regular meetings consisting of education and a problem-solving process to identify the current state, root cause and proposed countermeasures.

There has been significant work done on data analysis that used a variety of sources to help clarify the current state of motor vehicle collisions in the workplace in Saskatchewan.

Workplace injuries cause by motor vehicle collision (cumulative)



**Roadworks:** The WCB’s prevention team worked with the City of Regina to identify methods of reducing risks and improving worker safety in roadwork construction zones. In July and August of 2024, WorkSafe Saskatchewan ran a promotional campaign on radio and social media aimed at reducing speeds in work zones across the province.

Trials of countermeasures will begin in the spring of 2025 that include engineering and administrative controls.

**Upcoming work:** The WCB is working with two employers who are experimenting with implementing a driver safety assessment. This will help identify strengths and risks and then suggest customized training based on the results. The WCB and the employers will establish precursors to identify if the countermeasures are successful or if further changes need to be made.

When the countermeasures are determined to be successful, these efforts will be scaled and spread to other employers to support the reduction of motor vehicle collisions in Saskatchewan.

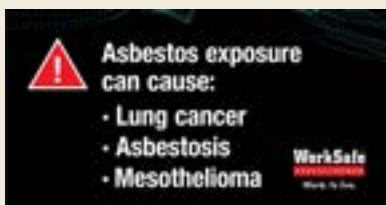


## Common issues affecting most Saskatchewan workplaces

### 2024 update



#### Asbestos



**June 30, 2024 update:** In 2023, WorkSafe Saskatchewan approved the first training provider in the province to meet with occupational health and safety for asbestos workers training standard. WorkSafe Saskatchewan is working with a second training provider to meet the requirements of the asbestos training standard. In 2024, three training sessions were held and 19 workers have been trained to date. The training standard outlines the minimum training requirements for occupational health and safety training specific to asbestos workers in Saskatchewan to:

- **Ensure that workers who may be exposed to asbestos on the worksite receive high-quality and consistent safety and health training.**
- **Strengthen workplace safety culture by elevating the importance of asbestos exposure prevention.**
- **Reduce the number of asbestos-related incidents, illnesses and fatalities.**
- **Provide minimum training requirements for asbestos worker safety and health training delivered in Saskatchewan.**

From Jan. 1 to June 30, 2024, the Occupational Health and Safety (OHS) division received 398 high-risk asbestos notifications and completed 174 asbestos-related worksite visits, issuing 47 contraventions. The top six contraventions issued on asbestos-related worksite visits were:

Regulation number	Description	Total
OHS Reg 23-8	Asbestos processes	12
OHS Reg 7-3	Respiratory protective devices	8
OHS Reg 23-5	Identification of asbestos-containing materials	3
Act 3-22	Establishment of committees	3
OHS Reg 5-8	First aid register	2
OHS Reg 4-4	Frequency of meetings	2

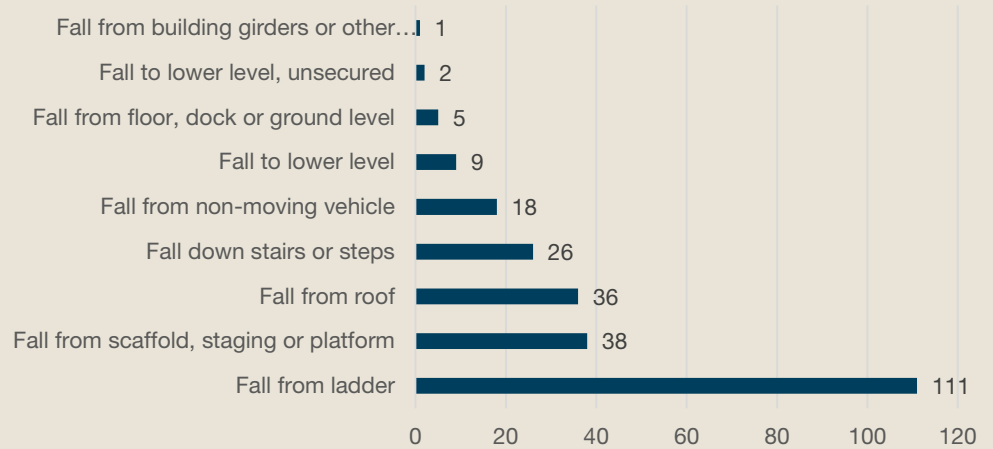
**Upcoming work:** WorkSafe Saskatchewan will continue to promote the asbestos training standard to training providers across the province.



#### Falls

**June 30, 2024 update:** Within the construction industry, falls from ladders were the leading cause of falls to level from 2019 to 2023. In February 2024, WorkSafe Saskatchewan established a learning collaborative to address falls from ladders in the construction industry. The collaborative began with five employers and the Saskatchewan Construction Safety Association. One new employer representative joined in the summer of 2024.

**Falls in the construction industry from 2019 to 2023**



Since February, the group has held three meetings consisting of education on the learning collaborative and working through a problem-solving process. This process included reviewing the current state, analyzing injury data, conducting site visits to seven employer worksites, gathering information from front-line workers and examining field findings. The initial injury data analysis found that of the 111 falls from ladder between 2019 and 2023, 41 workers were in their first year of employment with that employer.

**Years of employment for workers injured by falling from a ladder (2018-2023)**



Throughout the worksite visits, WorkSafe Saskatchewan learned about some common themes related to the potential root causes of the incidents. Having a ladder placed incorrectly and not having it properly secured were the two highest

contributing factors, followed by lack of hazard awareness and lack of pre-job planning.

Area	Potential root cause	Number
<b>Leadership</b>	Lack of time allowed to complete work	3
	Lack of understanding of legislative requirements	0
	Lack of proper equipment	2
	Lack of purchasing process	0
	Lack of ensuring workers understand	5
	Lack of awareness of workers' capabilities	4
	Lack of training provided	4
	Lack of consequences for shortcuts	9
	Lack of safety expectations	3
	Lack of competent supervision	2
<b>Equipment</b>	Ladder broken	3
	Wrong or no signage	0
	Ladder placed incorrectly	25
	Other equipment better suited for task	4
	Wrong ladder for the job	12
	Ladder not properly secured	20
	Wrong footwear	3
<b>Workers</b>	Lack of pre-job planning	13
	Lack of hazard awareness	14
	Lack of time	9
	Lack of experience	11
	Lack of training	7
	Lack of knowledge	11

From Jan. 1 to June 30, 2024, OHS completed 1,024 worksite visits, issuing 837 contraventions and wrote 40 summary offence tickets in the construction sector (B11, B12 and B13 rate codes). The top five contraventions issued were:

Regulation number	Description	Total
OHS Reg 9-2	Protective against falling	167
OHS Reg 7-6	Protective headwear	121
OHS Reg 9-3	Fall protection plan	79
OHS Reg 7-11	Footwear	47
OHS Reg 3-6	Supervision of work	42

Outside of the construction sector, OHS also issued an additional 47 contraventions for Reg 9-2 for a total of 214 and additional 30 contraventions for Reg 9-3 for a total of 109.

## Common issues affecting most Saskatchewan workplaces

## 2024 update



### Industrial ergonomics (Musculoskeletal injuries)

**Upcoming work:** Selected employers will trial an onsite ladder assessment, consisting of ladder condition and use, in an effort to reduce the risk of falls from ladders. Additional countermeasures will be explored by the members of the learning collaborative.

**June 30, 2024 update:** From 2010 to 2023, bodily reaction accounted for 33 per cent of all WCB claims, but also accounted for 45.83 per cent of serious injuries. This was the top cause of serious injuries in health care in Saskatchewan.

In 2024, the WCB began working individually with three long-term care residences on learning collaboratives focused on musculoskeletal injury reduction. To date, the WCB has held more than 20 meetings with these employers and identified many improvement opportunities for care staff and support staff:

- **the elimination of soaker pads**
- **the selection and use of repositioning devices**
- **efficiencies with equipment storage**
- **rethinking timing of certain tasks**
- **transferring, lifting and repositioning refreshers**
- **awareness to daily self-assessments**
- **ergonomic changes to using equipment**
- **preventing overfilled linen bags**
- **reducing repetitive motion with cleaning tasks**

In 2024, the WCB facilitated five workshops in long-term care residences to help employees with quick decision-making and action to address health and safety issues using a 4D approach. The 4D approach is about immediate recognition and response, empowering workers to call out and address “Dumb,” “Difficult,” “Dangerous,” and “Different” factors before they lead to incidents.

In August 2024, WorkSafe Saskatchewan and the Saskatchewan Association for Safe Workplaces in Health collaborated to bring Dr. Michelle Cardoso from the University of Moncton and Dr. Wayne Albert from the University of New Brunswick to Saskatchewan. They provided a research presentation on enhancing health-care worker safety, improving patient care and increasing workplace efficiency with Vendlet technology. This technology is a patient transfer aid for moving and handling patients or clients in bed, and it allows health-care staff to easily reposition and turn the client in bed with pushing or pulling. A learning collaborative has been formed to support the adoption of Vendlet technology in Saskatchewan. The first meeting was on Dec. 2, 2024.



## Common issues affecting most Saskatchewan workplaces

### 2024 update

**Upcoming work:** WorkSafe Saskatchewan will continue to implement countermeasures to reduce musculoskeletal injuries. The WCB will progress the work of the Vendlet collaborative with the goal of bringing Vendlet beds into Saskatchewan in 2025 or 2026. The WCB's communications team is developing a campaign targeted at ergonomics in health care with a tentative launch date in Q1 2025.



#### Machinery



**June 30, 2024 update:** In 2024, WorkSafe Saskatchewan developed and began offering a free guard safety scale assessment to employers. This comprehensive evaluation analyzes the effectiveness of guarding systems on machinery, identifying potential hazards and areas for improvement. WorkSafe Saskatchewan engaged with 23 employers to provide safeguarding resources. WorkSafe Saskatchewan also demonstrated the proper use of a guarding scale to confirm if the guards met Canadian Safety Association standards.

**Upcoming work:** WorkSafe Saskatchewan will continue contacting employers experiencing serious injuries with safeguarding to promote WorkSafe Saskatchewan resources to reduce the number of serious injuries and fatalities.



#### Violence



**June 30, 2024 update:** As of May 17, 2024, all employers in Saskatchewan are required to have a violence policy. Prior to this, only prescribed places of employment were subject to this part of *The Saskatchewan Employment Act*.

WCB claims involving violence toward transit workers in Saskatchewan have been increasing over the last six years. According to the National Transit Institute, transit drivers are at risk of workplace violence because they work alone, transport passengers, work in community settings, have a mobile workplace, have enforcement responsibilities and have direct contact with the public.

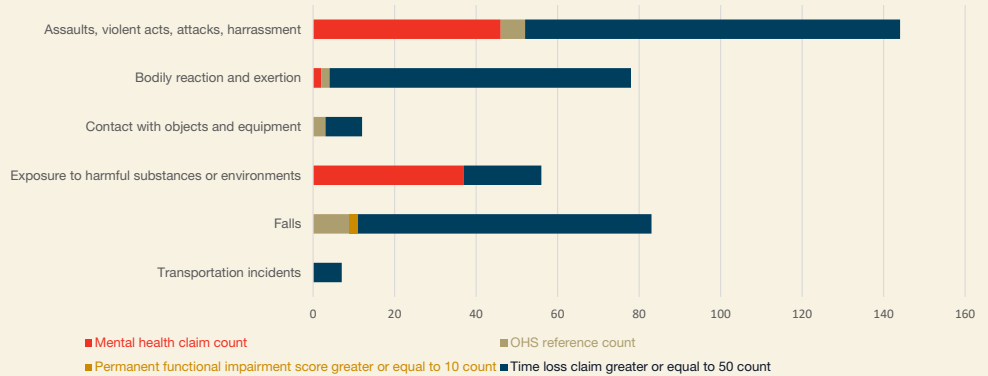
In August 2024, WorkSafe Saskatchewan ran a promotional campaign aimed at reducing violence against transit workers.

Within the S2104 rate code (aid societies, rehabilitation services, social services, home support services, community services, community association, independent living programs and counselling services), assaults, violent acts, attacks and harassment are the leading cause of injury from 2019 to 2023.

## Common issues affecting most Saskatchewan workplaces

2024 update

Serious injury types in S2104 rate code (2019 - 2023)



A learning collaborative made up of representatives from two employer organizations and Service Hospitality safety association started in July 2024. The collaborative has met three times. These meetings consisted of education on the learning collaborative model and working through a problem-solving process, which included creating a driver diagram and problem-solving document. These tools are used to identify the current state and root causes of incidents, as well as identify data points for future analysis.

**Upcoming work:** WorkSafe Saskatchewan is continuing ongoing collaboration with Regina and Saskatoon transit to implement countermeasures and improve safety on buses.

The service hospitality learning collaborative is determining how to engage front-line workers, select an area of focus and develop potential countermeasures to reduce the risk of incidents of violence in the workplace.

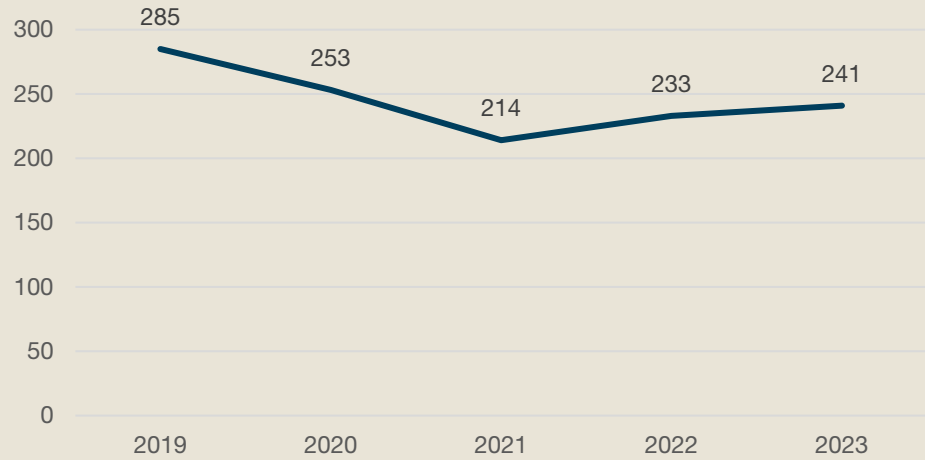


### Mental health

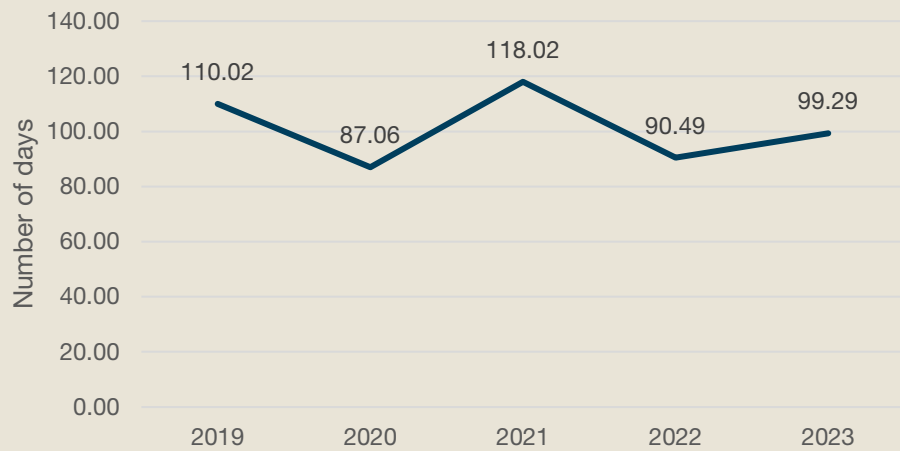
**June 30, 2024 update:** The psychological health and safety community of practice met quarterly through 2024. In Q2 2024, the WCB's prevention team launched a project to operationalize the learnings from the construction psychological health and safety community of practice to provide these services in all industries.

The first psychological health and safety learning collaborative launched in February 2024. The group is experimenting with an app through a partnership with the University of Regina to offer daily and monthly self-monitoring tools to protect the psychological health of first responders.

Number of psychological health and safety claims (2019-2023)



Average duration of psychological health and safety claims (2019-2023)



**Upcoming work:** WorkSafe Saskatchewan will continue quarterly meetings with the community of practice group and engaging employers from all industries to join.

WorkSafe Saskatchewan will continue to support the implementation of the psychological health monitoring app with the first responder learning collaborative group.

# Performance measures and targets

The WorkSafe Saskatchewan working group will provide quarterly updates on the knowledge transfer and strategy deployment to the steering committee.

Twice a year, WorkSafe Saskatchewan will report publicly on the success of the strategy by posting information at [worksafesask.ca](https://worksafesask.ca).

Performance measure	2024 update
Decrease in Total injury rate.	<p>The workplace Total injury rate for 2023 was 3.95 per 100 workers, an almost nine per cent decrease from 2022. From 2009 to 2023, the WCB’s Total injury rate has decreased by 57.62 per cent.</p> <p>Our 2024 injury rates are continuing a downward trend from 2023. As of June 30, 2024, preliminary results illustrate a projected 2024 Total injury rate of 3.69 per cent and a Time Loss injury rate of 1.61 per cent.</p>
Decrease in fatalities.	<p>There were 29 workplace fatalities in 2023, compared to 39 in 2022. This is a decrease of 25.64 per cent. As of June 30, 2024, there have been 15 fatalities. These deaths have occurred in a variety of Saskatchewan industries. For example, fatalities happened in 41 of 50 rate codes from 2018 to 2023.</p>
Decrease in serious injuries.	<p>The number of serious injury and fatality claims accepted by the WCB remains steady at approximately 2,400 each year. The preliminary numbers for 2023 show there were 2,423 registered serious injuries, which represents a 3.15 per cent increase over 2022 (2,349). Because serious injuries are reported with a one year lag, 2024 serious injury numbers are not available yet.</p> <p>In 2024, the WCB’s prevention department contacted more than 1,624 employers to offer support with serious injuries, psychological health and safety and return-to-work resources. The prevention team conducted 85 serious injury investigations with Saskatchewan employers, identified 198 root causes and provided support.</p>
Ongoing inspections and risk-based enforcement actions in high-risk sectors.	<p>WorkSafe Saskatchewan continued working with priority employers who were identified based on their total injury numbers. Priority employers receive assistance from the Ministry of Labour Relations and Workplace Safety’s OHS branch, the WCB and, if applicable, their funded safety associations to assess their safety systems, receive training and improve their safety performance.</p> <p>In 2024, 67 employers were involved in the priority employer program, with 17 graduating out of the program over the course of the year. The WCB reviews employers annually to determine if they meet the criteria for the program. The program criteria includes employers who have five or more serious injuries in the last two years, as well as a higher than industry Total injury rate or Time Loss rate in one or both of those previous two years.</p> <p>Those employers accounted for 2,605 claims or 15 per cent of all accepted claims.</p>

# Participant feedback

## Enhancing safety on Regina Transit

A collaborative approach with WorkSafe Saskatchewan

As violence on buses is becoming a growing concern across Canada, Regina Transit has recently joined the WorkSafe Saskatchewan learning collaborative, a network aimed at enhancing workplace safety through shared insights, data analysis and community collaboration. Regina Transit has been at the forefront of addressing workplace safety issues, especially in tackling violence on buses.

“We don’t want to wait until something serious happens here,” explained Nathan Luning, director of transit for the City of Regina, who has been involved in the collaborative and ongoing efforts to mitigate violence against transit workers.

According to Luning, violence on buses has become a growing concern across Canada, including in cities like Saskatoon, which has seen more serious incidents. Though Regina has not faced severe events so far, Luning emphasized the importance of proactive measures to prevent future issues.

Through the learning collaborative, Regina Transit has worked closely with WorkSafe Saskatchewan to analyze violence trends and put into action suggestions to curb these incidents.

One of the significant benefits of participating in the learning collaborative is the external support

and validation it provides. Luning described how having a third party like WorkSafe Saskatchewan conduct analysis and provide recommendations has strengthened their case when discussing safety improvements with community partners.

“It helps when we have another outside agency say, ‘Hey, yeah, there are some issues here,’” Luning noted. “WorkSafe Saskatchewan has been instrumental in opening conversations with community partners and discussing how we can partner together to implement effective controls to reduce the risk of violence.”

While Regina Transit has established several safety protocols, such as ongoing de-escalation and anti-violence training for bus operators, Luning expressed a desire for more frequent training and improved resources to reach all operators. Currently, incidents are managed by notifying operators of potential risks, sharing details of investigations and providing debriefings on major events.

In discussing the future of safety on Regina Transit, Luning pointed out that financial resources remain a significant barrier. Although there is buy-in from transit staff for increased safety measures, obtaining political and financial support can be difficult.

“Convincing those that make the



**In the summer of 2024, WorkSafe Saskatchewan ran an awareness campaign asking riders and others to be kind to transit workers.**



budget or political decisions is a challenge,” Luhning said. However, he remained optimistic about the potential of partnerships to enhance safety in downtown Regina and on high-risk routes.

Luhning said the learning collaborative has brought forward several recommendations that Regina Transit’s occupational health and safety committee is currently considering. These include revisiting schedules, assessing the use of barriers in buses and deploying supervisors more frequently in the field to support bus operators.

Though many of these ideas are still in development, the goal is to find practical, cost-effective ways to enhance safety with the resources available. Regina Transit is looking to balance the safety of their staff with providing consistent service to passengers.

As Regina Transit continues to work within the learning collaborative, Luhning remained focused on data-driven solutions to demonstrate the effectiveness of their safety initiatives.

“We want to show that we’re not just asking for a handout,” he said.

By monitoring the number of incidents and comparing trends over time, Regina Transit aims to build a solid case for additional funding and support, proving that investing in safety measures yields tangible results.

In conclusion, the collaboration between Regina Transit and WorkSafe Saskatchewan is proving to be a valuable tool in addressing workplace safety challenges. By leveraging external expertise and data, Regina Transit is taking meaningful steps toward ensuring the safety of its staff and passengers, while proactively working to prevent the escalation of violence on its buses.

“

**We don’t want to wait until something serious happens here.**

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# Participant feedback

## Filling a gap

### Motor Safety Association expands to support diverse industries in Saskatchewan

The Motor Safety Association (MSA) has recently broadened its services to include new rate codes, expanding its reach beyond the automotive industry to cover sectors such as meat processing, agricultural equipment, and steel fabrication. This strategic move aims to enhance workplace safety across Saskatchewan, responding to the safety needs of these diverse industries.

“This is an exciting time for MSA,” said Gordon Gibson, the MSA’s board president, who shared his enthusiasm for this new partnership. “With new growth comes change and positive change is always welcome.”

Don Henry, CEO of Seedmaster, highlighted the significance of the expansion, stating, “This really fills the void for us and definitely makes us a safety forward organization.”

This shift fills a critical gap in safety training and support for industries that previously had limited access to dedicated resources. Henry went on to say it’s “something that we’ve been missing and it’s great to get back on track.”

The decision was not only an expansion but a collaborative effort. Henry explained that joining the MSA required collective approval from companies across the rate codes

involved. “It was the entire rate code that had to make a decision and the majority of the employers voted positively to join the MSA,” Henry noted.

One of the key challenges the MSA faced was adapting its services to meet the specific safety requirements of these diverse industries. To address these needs, the MSA is developing tailored training programs, such as forklift, overhead crane and respiratory protection courses.

But there were more similarities across industries than might be expected. Ryan Bast, executive director of the MSA, said despite initial perceptions that industries like poultry processing might differ significantly from automotive services, the types of injuries, such as hand, eye and back, are quite similar across these sectors.

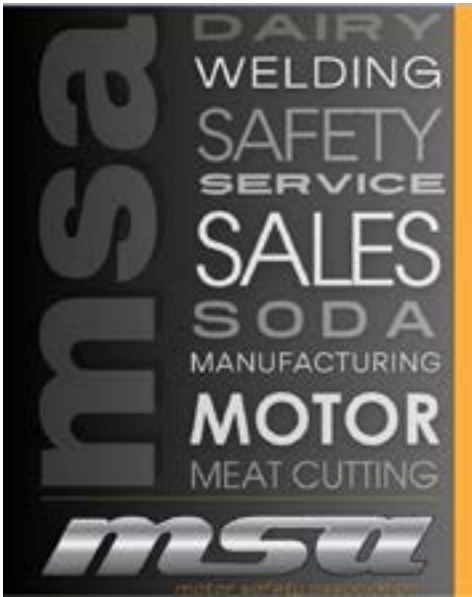
“Cuts to the hands, whether you’re pulling wrenches or cutting chicken, are a common type of injury,” Bast explained.

“The MSA has a number of training courses already that we can use,” said Henry, “and they’re online, very well organized, very professional, and so just made it really easy to do business with them.” He emphasized that these programs are essential in

“

With new growth comes change and positive change is always welcome.

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ensuring a seamless transition and maintaining a high standard of safety across the board.

Building strong relationships with new members has been central to the MSA's approach. Given that these industries had been without a dedicated safety association for some time, the MSA prioritized meeting the new members face-to-face to understand their needs and provide immediate support. Henry recounted initial challenges, such as technical difficulties in getting staff onto the MSA's dashboard and newsletter, but he praised the MSA's quick response to these issues, ensuring a smooth transition. Bast affirmed that the MSA is committed to ensuring that these industries receive the highest standard of safety support.

As the MSA works to build a more inclusive identity, it is considering updates to its brand to reflect its expanded scope, while retaining its established name. The inclusion of these diverse industries into the MSA marks a significant milestone in the association's history. With a focus on reducing injury rates and improving workplace safety, the association is well-positioned to make a lasting positive impact across Saskatchewan.

As Henry noted, Bast's "passion for safety will reverberate through our organization and that's the type of culture that we want to have here." The MSA is committed to not just making their industries safer but making Saskatchewan the safest place to work in Canada.

**Motor Safety Association trade booth at Youth Safety Education Day**



# Participant feedback

## A bold step forward

### Advancing safety in Saskatchewan's mining industry



The 10th annual Saskatchewan Suppliers Energy Forum

Safety is a critical factor in vetting contractors vying for work in the mining industry.

This is why WorkSafe Saskatchewan has collaborated with the Saskatchewan Industrial Mining Suppliers Association and other industry partners to redefine how safety is measured and prioritized in the supply chain and to improve workplace safety across the province. By partnering with industry, WorkSafe Saskatchewan aims to refine the approach, ensuring safety is not only a priority but a competitive advantage.

Currently, the WCB categorizes all injuries, regardless of severity, together under the existing injury frequency model. This means that minor injuries, like five stubbed toes that require medical attention, can skew injury rates higher than three broken arms that also require medical attention. This model focuses on the number of medical visits rather than the severity of the injuries.

“For a small company with fewer employee hours, this approach can lead to an inflated injury rate, even though the injuries are relatively minor,” explained Amanda Krenbrink, Hundseth Powerline Construction’s vice-president.

Industry leaders have flagged this issue and are looking for ways to improve.

“It’s great to see the WCB recognizes this and is willing to work solutions to those challenges,” said Eric Anderson, executive director of Saskatchewan Industrial Mining Suppliers Association.

WorkSafe Saskatchewan’s 2023-2028 Fatalities and Serious Injuries Strategy outlines a prevention and learning stream to bring industry together to learn and collaborate.

“This learning collaborative includes mining companies, construction employers, heavy construction employers and Saskatchewan Industrial Mining Suppliers Association members,” said Kevin Mooney, the WCB’s vice-president of prevention and employer services.

The collaborative’s mission is ambitious yet essential, with these objectives:

- Shift the focus to proactive, leading indicators from lagging indicators, like historical injury data.
- Develop new measures that fairly and accurately assess injury severity and safety performance.

The group is already hard at work refining lagging indicators, with



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we all want safe and  
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shift.**



a sharper focus on serious injury frequency rates, hospitalization rates and a robust severity matrix.

“These measures will help us better contextualize injuries, ensuring that the data we collect is accurate, reflective and supports our commitment to safety in the province of Saskatchewan,” said Krenbrink.

Looking ahead, the collaborative will delve into leading indicators, which are proactive, real-time measures that are active and verifiable in the field. These indicators will guide Saskatchewan industries to create safer workplaces and level the playing field for contractors.

“Our organization is very interested in participating in this initiative,” said

Bobbylynn Stewart, CEO of Breck Construction.

“The WCB is happy to support initiatives that improve workplace safety,” said Mooney. “At the end of the day, we all want safe and effective projects and for everyone going home safe at the end of their shift. We believe that Saskatchewan can be the safest place to work in Canada.”

By working together, WorkSafe Saskatchewan and its partners are not just raising the bar. They’re also setting a new standard for safety across the province. This bold initiative proves that when industry and WorkSafe Saskatchewan unite, real change is possible.



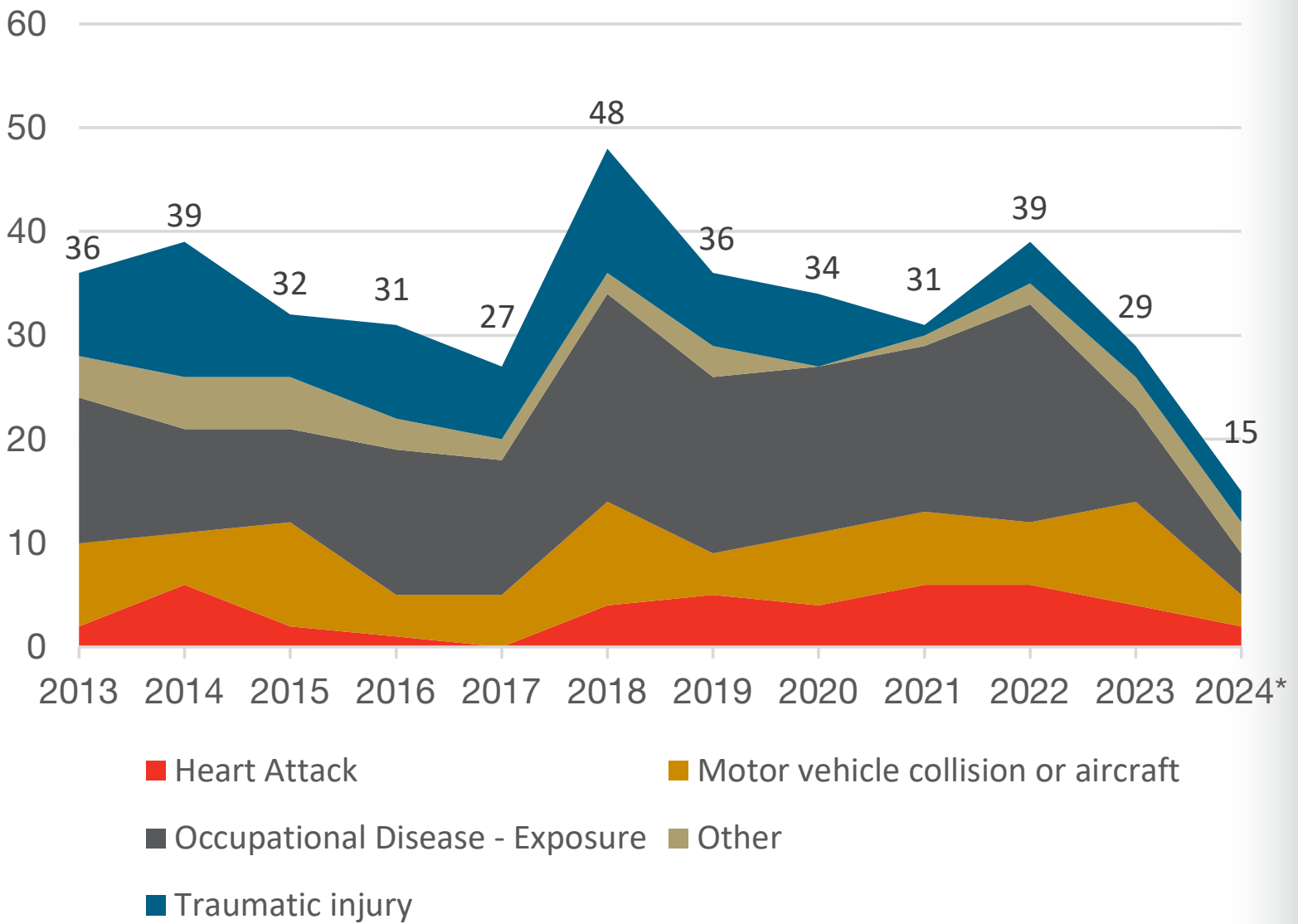
**The 16th annual 2024 Saskatchewan Mining Supply Chain Forum tradeshow**



# APPENDIX A

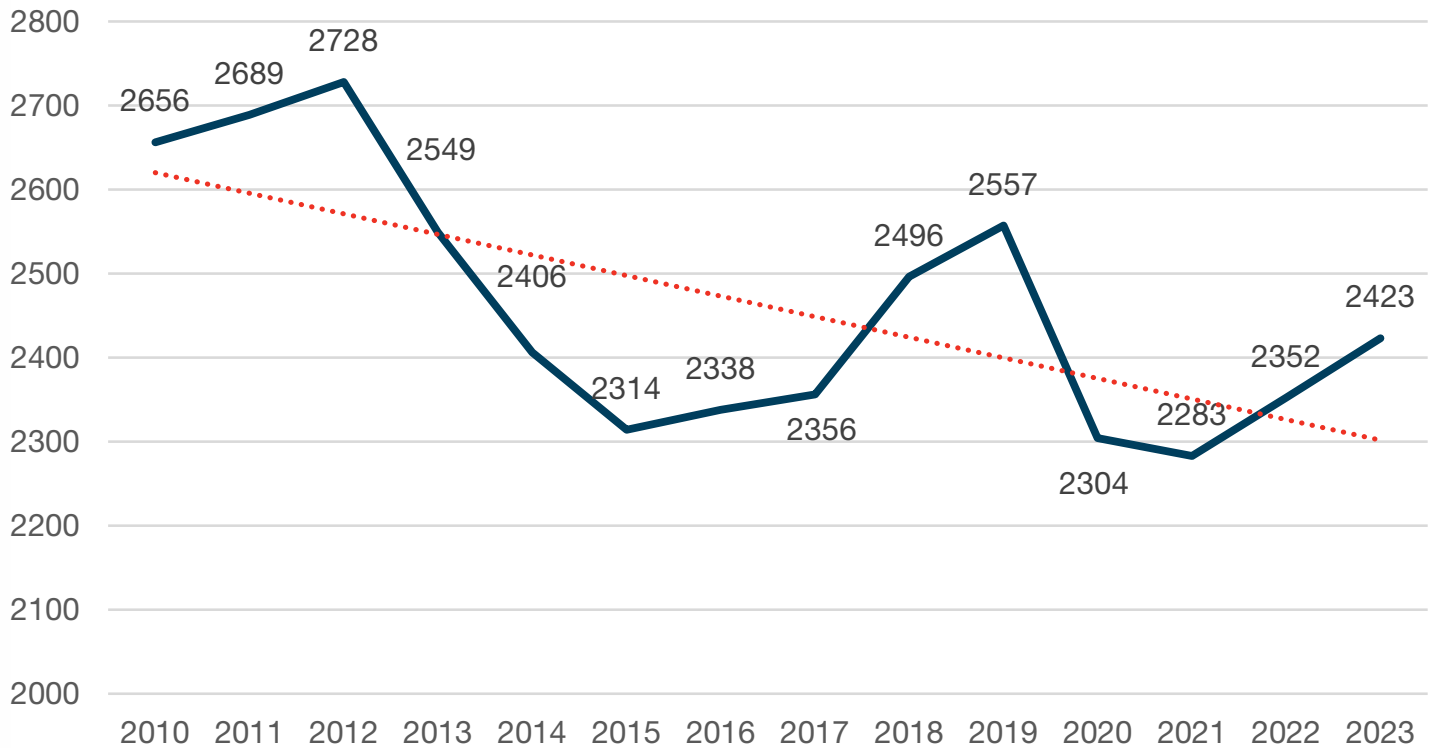
## Saskatchewan workplace injury data

### Fatalities by cause (2010 to 2024\*)



\* 2024 data is as of June 30, 2024.

## Serious injury count by claim registration year (2010-2023\*)



\* 2023 numbers are preliminary.

A serious injury is defined as a claim meeting one or more of the following criteria:

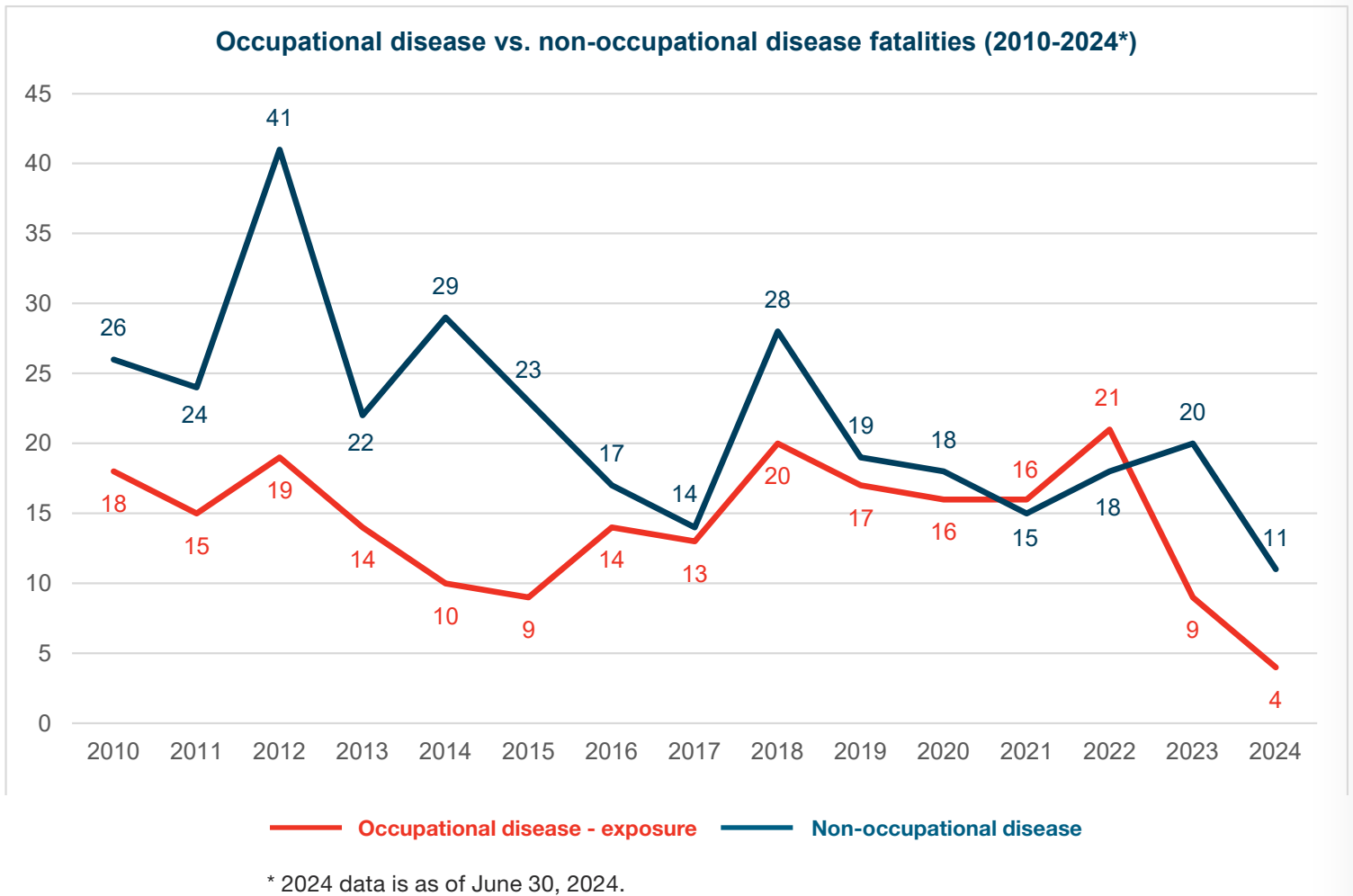
- The claim is a fatality.
- The claim has 50 or more compensation days paid (full or partial).
- The claim includes a permanent functional impairment of 10 per cent or more.
- The claim is a primary psychological/mental health claim.
- The claim has a Ministry of Labour Relations Workplace Safety referral flag. The injuries reported shall be within the parameters of Section 2-2 of *The Occupational Health and Safety Regulations, 2020*. The types of injuries the WCB reports to the Minister may include, but are not limited to:
  - o fracture (skull, spine, pelvis, femur, humerus, fibula, tibia, radius or ulna)
  - o head injury
  - o neck injury
  - o serious eye injury
  - o amputation or near amputations
  - o wound to the torso

- o electrical burn
- o third-degree burn
- o exposure to radiation
- o injury causing internal hemorrhage
- o injury caused by an explosion (directly or indirectly)
- o asphyxiation
- o poisoning and serious toxic effects from exposure to chemicals
- o severe infection (HIV, HBV, HCV or tuberculosis)

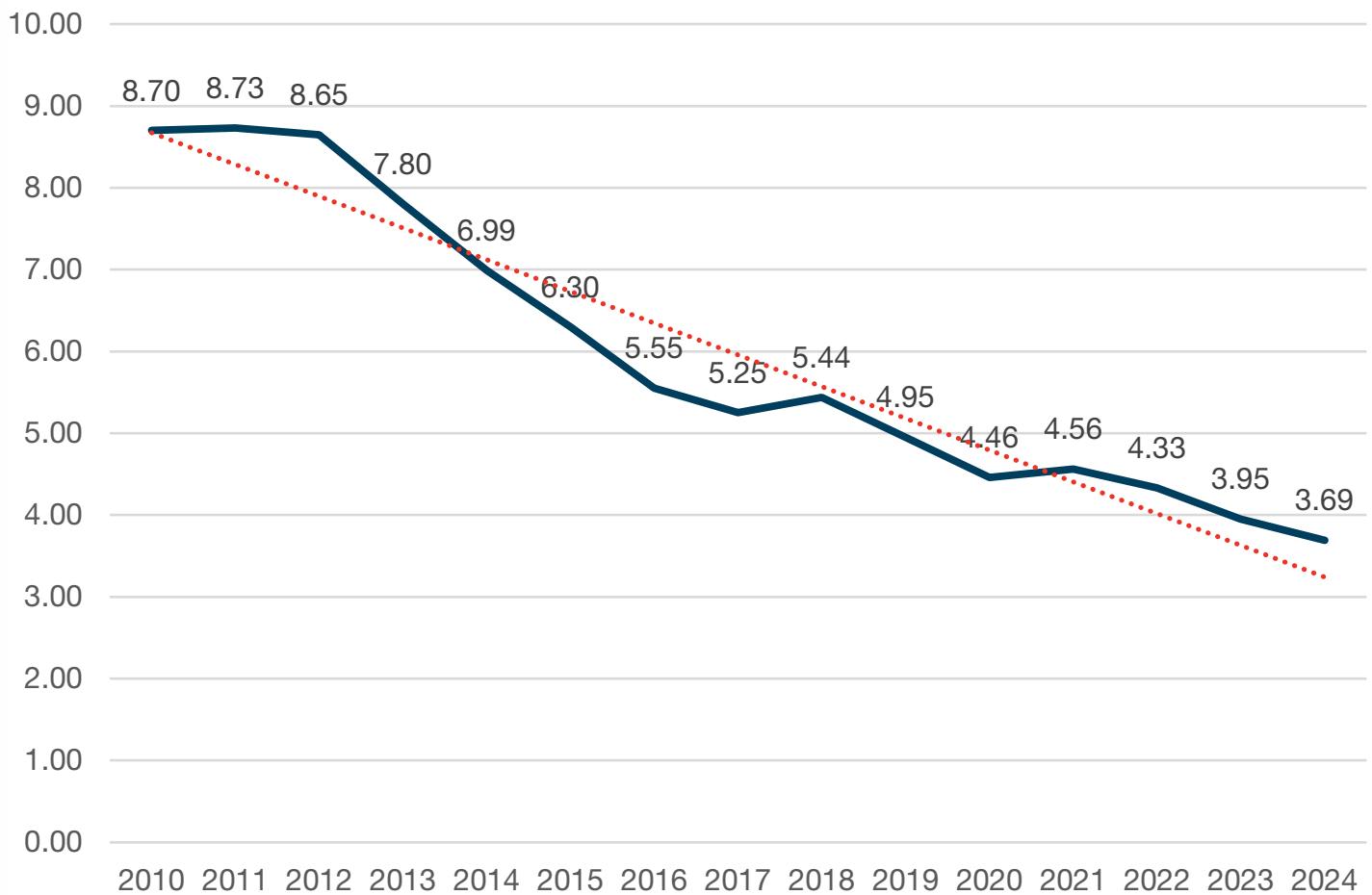
If one or more of the above criteria is satisfied, a claim will be referred to as a serious injury claim within the scope of the 2023-2028 Fatalities and Serious Injuries Strategy. This new and expanded definition has been laid over traditional data, indicators and validated lines of thought. It also indicated new areas of focus and better indicators for targeting, awareness and education, partnership and enforcement/inspection activities.

# APPENDIX A

## Saskatchewan workplace injury data



## 2021-2024\* Total injury rate (per 100 workers)



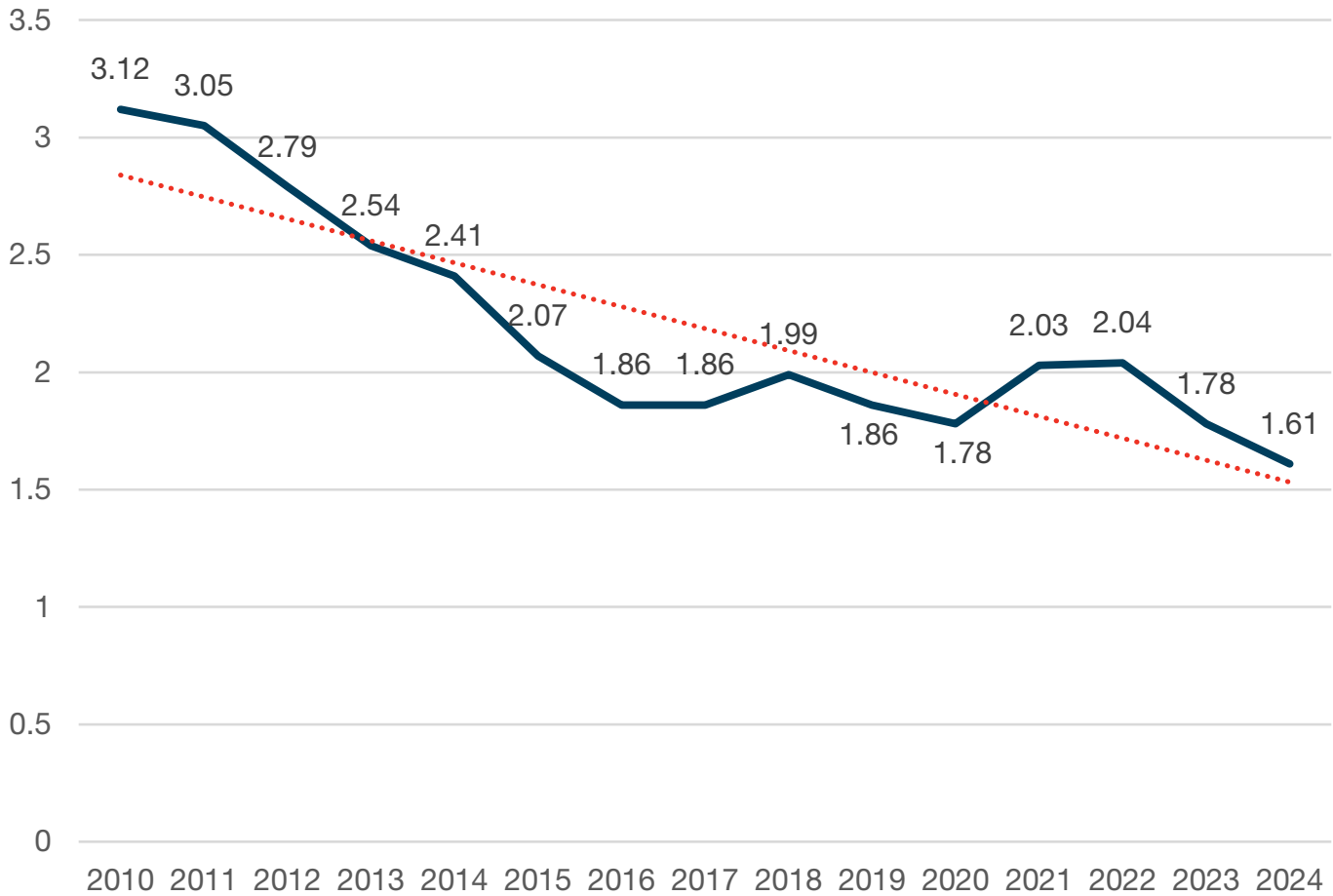
\* 2024 is year-to-date and projections as of June 30, 2024.

The Total injury rate includes accepted No Time Loss (no time off work), Time Loss (time off work) and fatality claims.

# APPENDIX A

## Saskatchewan workplace injury data

2010-2024\* Time Loss injury rate (per 100 workers)



\* 2024 is year-to-date and projections as of June 30, 2024.

A time loss claim is when a worker misses work because of a work-related injury. The Time Loss injury rate definition includes Time Loss and fatalities.





*Work to live.*

Labour Relations and Workplace  
Safety

300 - 1870 Albert St.

Regina SK S4P 4W1

**Toll free** 1.800.567.SAFE(7233)

**Online** [saskatchewan.ca](http://saskatchewan.ca)

Workers' Compensation Board

Head Office

200 - 1881 Scarth St.

Regina SK S4P 4L1

Saskatoon Office

800 - 122 1st Ave. S.

Saskatoon SK S7K 7E5

**Phone** 306.787.4370

**Toll free** 1.800.667.7590

**Fax** 306.787.4311

**Toll free fax** 1.888.844.7773

**Online** [worksafesask.ca](http://worksafesask.ca)