

JUNE 2025 UPDATE

2023-2028
Fatalities and
Serious Injuries
STRATEGY



WorkSafeTM
S A S K A T C H E W A N

Work to live.



Work to live.

WorkSafe Saskatchewan is an injury prevention and workplace safety partnership between the Saskatchewan Workers' Compensation Board (WCB) and the Ministry of Labour Relations and Workplace Safety. Through the partnership, both agencies offer programs and support that help employers and workers develop workplace safety and health programs.

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Introduction

The WorkSafe Saskatchewan steering committee would like to thank all of the participants, 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 3.91 per 100 workers in 2024, a 1.01 per cent decrease from 2023. The 2024 Time Loss injury rate decreased to 1.72 per 100 workers or by 3.37 per cent from 2023.

Our 2024 Total injury rate and Time Loss injury rate were the lowest in the province's recorded history. Since the WorkSafe Saskatchewan partnership was established in 2002 and since then, the Total injury rate has dropped by **more than 65 per cent**.

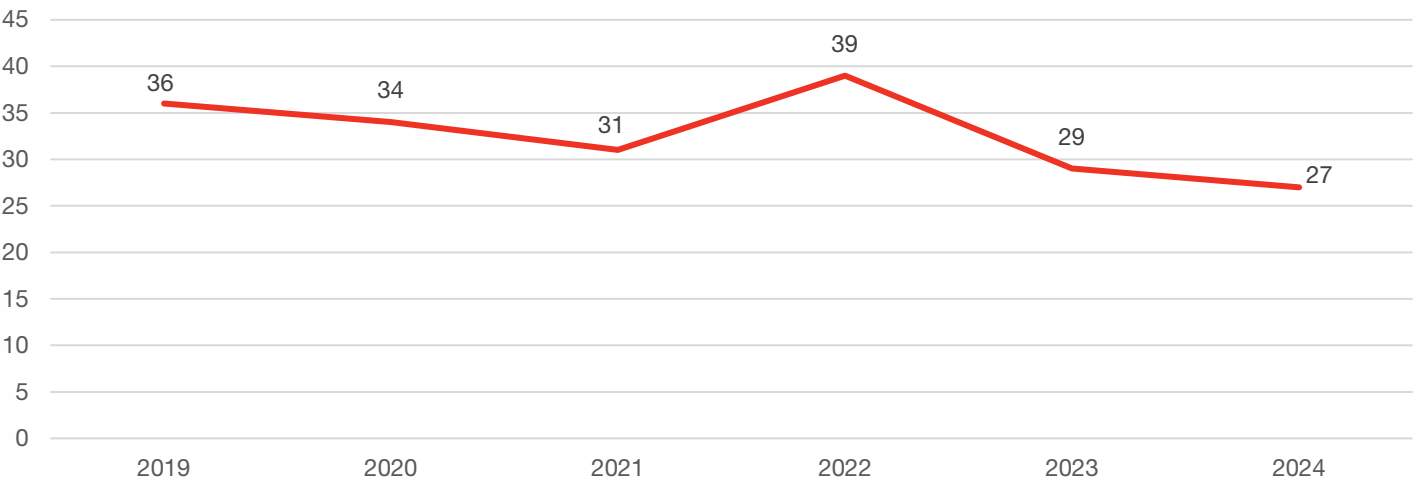
However, the number of serious injury claims in Saskatchewan remains steady at approximately 2,400 each year. Together, we must not rest until Saskatchewan has no workplace fatalities and the lowest injury rate in Canada.

Serious injuries account for approximately **11 to 15 per cent** of total claims in the province, but account for roughly **80 per cent** of the costs in Saskatchewan's workers' compensation system each year.

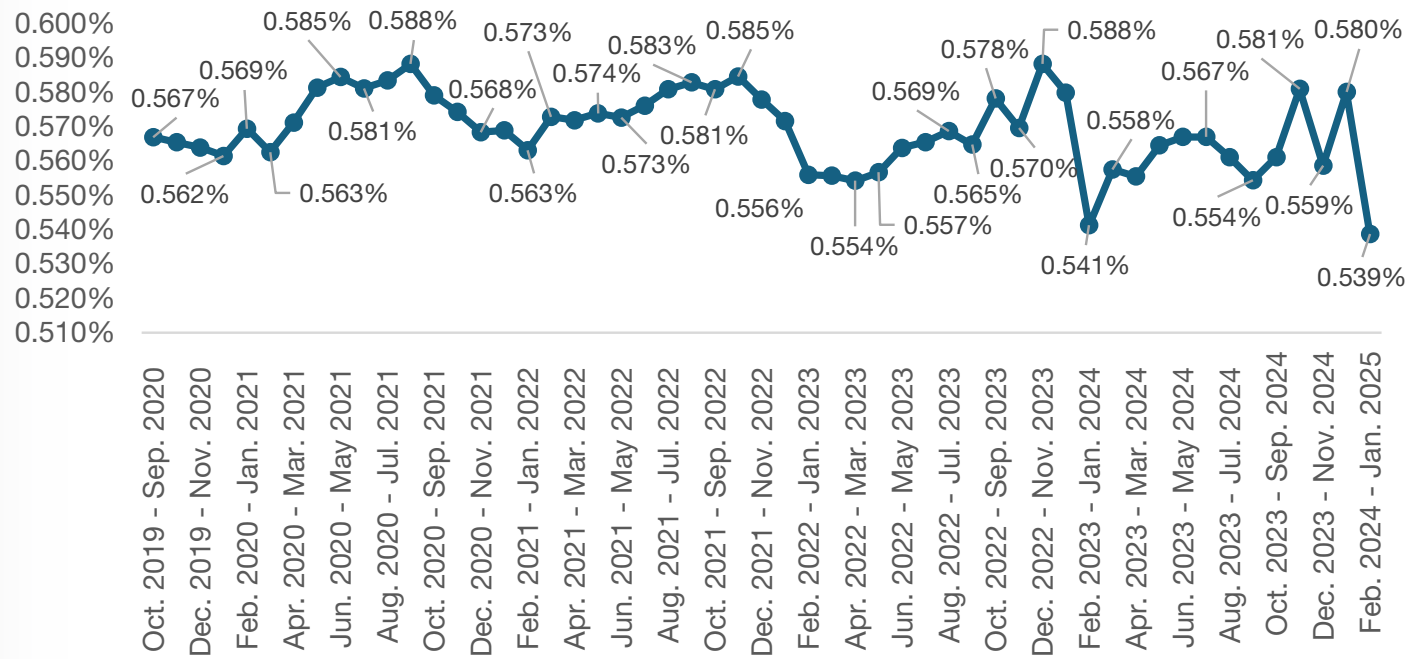
This report outlines the progress that has taken place to bring our injury and fatality rates down and keep all workers safe on the job.

Serious injuries and fatalities

Fatalities by claim registration year (2019-2024)



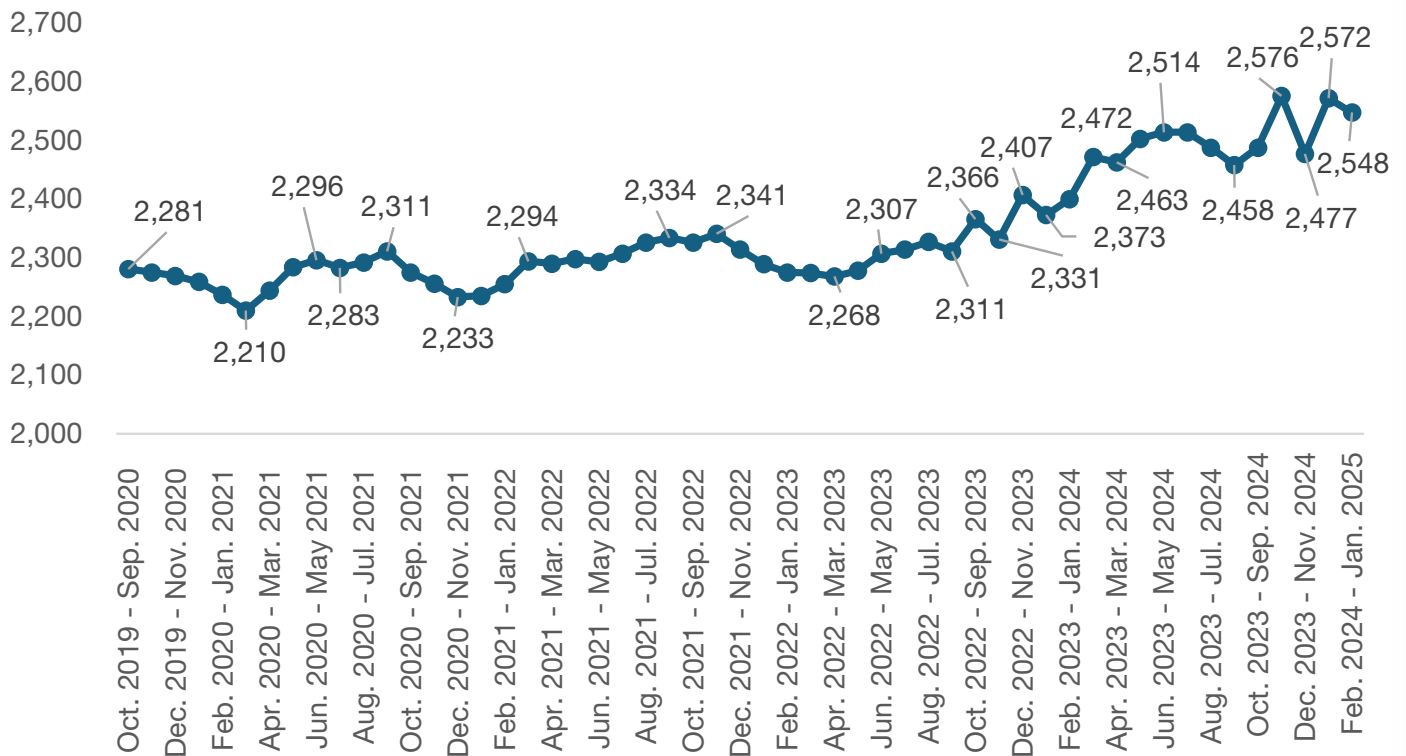
12-month rolling serious injury rate claims registered¹ (2019-2024)



¹ Serious injuries are reported at a one-year lag period because it may take some time for claims to mature into serious injuries.

Serious injuries and fatalities

12-month rolling serious injury count claims registered¹ (2019-2024)



¹ Serious injuries are reported at a one-year lag period because it may take some time for claims to mature into serious injuries.

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.

June 2025 update: In 2025, WorkSafe Saskatchewan engaged four health-care facilities in the Saskatchewan Health Authority (SHA) in the priority employer program. Through the program, the SHA has developed action plans, which include a focus on improving hazard identification and control (focus on musculoskeletal injuries and violence prevention), training, safety communication and culture.

Transportation



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

June 2025 update: In 2025, the transportation learning collaborative gathered data and examined possible corrective actions as part of its process. Information from the Royal Canadian Mounted Police (RCMP), the WCB and SGI highlighted the need to improve driver risk awareness and address intersection safety. The group is now working to introduce a driver safety assessment that identifies strengths and risks and recommends tailored training.

Construction



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

June 2025 update: The learning collaborative is focusing on falls from ladders, as data shows a significant number of injuries among workers in their first year of employment. The ladder assessment tool developed by the learning collaborative began field testing in June 2025.

Common issues affecting most Saskatchewan workplaces

Despite the unique risks and hazards present across different rate codes, many of the root causes contributing to serious injuries and fatalities in Saskatchewan workplaces are strikingly similar. The following issues represent persistent barriers to making Saskatchewan workplaces safer.

Common issues affecting most Saskatchewan workplaces



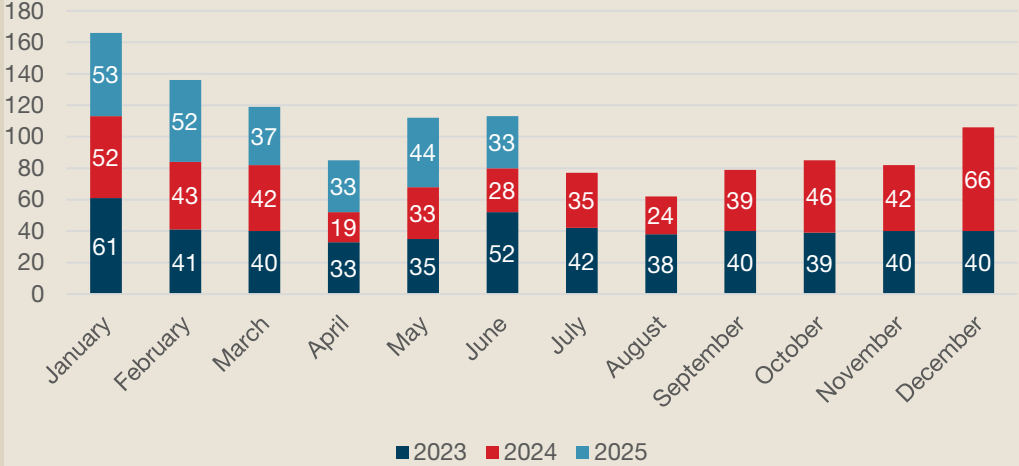
Motor vehicle crashes

June 2025 update

June 30, 2025 update: There were 252 motor vehicle crashes between Jan. 1 and June 30, 2025.

The learning collaborative selected a driving risk assessment to experiment with four employers in transportation. This assessment is designed to help provide insights into an individual’s strengths and areas of risk that are relevant to the workplace so specific controls (including individualized training) can be implemented to reduce the risk of a motor vehicle crash.

Motor vehicle collision claims by month



Month	2023	2024	2025
January	61	52	53
February	41	43	52
March	40	42	37
April	33	19	33
May	35	33	44
June	52	28	33
July	42	35	0
August	38	24	0
September	40	39	0
October	39	46	0
November	40	42	0
December	40	66	0

Upcoming work: Implement the driver safety assessment, customized training, safe driving habits and monitor the results. Continue to work with industry partners, employers and safety associations to generate an early reporting document that will help in identifying precursors to incidents in efforts to identify controls and corrective actions prior to a motor vehicle crash.

Common issues affecting most Saskatchewan workplaces

June 2025 update



Asbestos



June 30, 2025 update: Asbestos is the No. 1 cause of work-related fatalities in Saskatchewan. With asbestos used in building products, including ceiling tiles and flooring, up until 1990, asbestos exposure is a very real concern for contractors, particularly when working on older buildings. When asbestos is disturbed, including during renovations, tiny fibres are released into the air. Once inhaled, asbestos fibres can cause life-threatening lung diseases, such as lung cancer, asbestosis and mesothelioma. In 2025, six fatalities were from asbestos exposure.

The occupational health and safety for asbestos workers training standard outlines the minimum training requirements necessary for the WCB to approve a training provider's program.

WorkSafe Saskatchewan has approved three training providers that meet the requirements of the asbestos training standard. Between Jan. 1 and June 30 2025, two training sessions were held and 18 workers were trained under the program.

Please visit worksafesask.ca/asbestos for free resources and training on asbestos awareness.

Between Jan. 1 and June 30, 2025, the Ministry of Labour Relations and Workplace Safety's Occupational Health and Safety (OHS) branch received 239 high-risk asbestos notifications and completed 88 asbestos-related worksite visits, issuing 11 contraventions. The top four contraventions issued on asbestos-related worksite visits were:

Regulation number	Description	Total
OHS Reg 23-8	Asbestos processes	3
OHS Reg 5-8	First aid register	2
OHS Reg 23-5	Identification of asbestos-containing materials	2
OHS Reg 22-13	Availability of asbestos-containing materials	2

Upcoming work: WorkSafe Saskatchewan will continue to promote the asbestos training standard to training providers across the province to ensure that workers who may be exposed to asbestos on the worksite receive high-quality and consistent safety and health training.



Falls

June 30, 2025 update: There were 74 falls from ladders between Jan. 1 and June 30, 2025. Of these, 29 were in the construction industry.

The learning collaborative, led by industry and safety association participants, implemented a ladder assessment tool that is currently being tested in the field.

Common issues affecting most Saskatchewan workplaces

June 2025 update



The ladder assessment tool increases awareness of pre-job planning to ensure that the ladder fits the task at hand, is stable and secure prior to work, and is being used properly. The learning collaborative expects to see improvements in the selection, use and maintenance of ladders, as well as an overall reduction in incidents and injuries.

From Jan. 1 to June 30, 2025, the ministry's OHS branch completed 578 worksite visits in the construction industry, issuing 159 contraventions and wrote 16 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	63
OHS Reg 7-6	Protective headwear	46
OHS Reg 9-3	Fall protection plan	20
OHS Reg 12-25	Aerial devices and elevating work platforms	16
OHS Reg 9-13	Openings in floors, roofs, etc.	14

The OHS branch also completed 269 worksite visits to residential construction (B12) employer locations, issuing 118 contraventions to these employers. The top five contraventions issued were:

Regulation number	Description	Total
OHS Reg 9-2	Protective against falling	44
OHS Reg 7-6	Protective headwear	34
OHS Reg 9-3	Fall protection plan	14
OHS Reg 12-25	Aerial devices and elevating work platforms	14
OHS Reg -13	Openings in floors, roofs, etc.	12

Outside of the construction sector, the OHS branch also issued an additional 23 contraventions for Reg 9-2 and additional 10 contraventions for Reg 9-3.

Upcoming work: The learning collaborative team will continue testing the ladder assessment tool in the field, developing additional countermeasures to enhance awareness of the injury trend, evaluating the tool's effectiveness and implementing necessary improvements.

Common issues affecting most Saskatchewan workplaces

June 2025 update



Industrial ergonomics (Musculoskeletal injuries)

June 30, 2025 update: Musculoskeletal injuries continue to be the No. 1 cause of serious injuries in Saskatchewan.

In 2025, two long-term care facilities participated in a learning collaborative focused on reducing musculoskeletal injuries associated with the worker use of cloth soaker pads as repositioning devices. The study is expanding to include additional facilities to implement the intervention. For more information, please check out worksafesask.ca/learning-collaboratives.

The WCB is continuing its research project with the University of Moncton, the University of New Brunswick and the University of Saskatchewan. The research study aims to measure the physical demands of health-care providers working in long-term care. It will help guide the development of new interventions and strategies to reduce musculoskeletal injury risks. These may include warm-up routines, stretching exercises, training programs and technological solutions.

The WCB and the Saskatchewan Association for Safe Workplaces in Health continue to lead a learning collaborative with the goal of bringing mechanical turning system technology into Saskatchewan in 2026.

Between Jan. 1 and June 30, 2025, the ministry's OHS branch completed 343 worksite visits relating to ergonomics, issuing 77 contraventions. The top nine contraventions issued were:

Regulation number	Description	Total
OHS Reg 6-18	Musculoskeletal injuries	12
OHS Reg 4-4	Frequency of meetings	8
Act 3-22	Establishment of committees	7
OHS Reg 4-9	Training of representatives, committee members	5
OHS Reg 4-5	Minutes	4
Act 3-27	Duties of committees	4
OHS Reg 5-7	First aid station	3
OHS Reg 10-4	Safeguards	3
OHS Reg 21-12	Eye flushing equipment	3

Upcoming work: WorkSafe Saskatchewan will continue to strengthen relationships to support safety in the health-care sector and continue to support the implementation of countermeasures to reduce musculoskeletal injuries. The WCB will progress the work of the mechanical turning system collaborative with the goal of bring this technology into Saskatchewan in 2026.

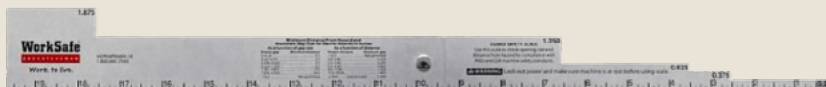
Common issues affecting most Saskatchewan workplaces

June 2025 update



Machinery

June 30, 2025 update: The WCB continues to support employers with education and resources on guarding scale assessments.



The guard safety scale is a comprehensive tool that measures compliance with CSA standard Z432-16 and evaluates the effectiveness of machine guarding systems. When applied properly, it helps ensure guards and barriers are designed and adjusted to protect workers from accidental contact with mechanical hazards. For more information, visit worksafesask.ca/prevention/safeguarding-machinery-and-equipment.



Violence

June 30, 2025 update: Within the S2104 rate code (aid societies, rehabilitation services, social services, home support services, community services, community associations, independent living programs and counselling services), assaults, violent acts, attacks and harassment were the leading cause of violent injury from 2019 to 2024. Claims due to incidents of violence increased to 1,122 in 2024 from 1,057 in 2023.

WorkSafe Saskatchewan continues to lead a learning collaborative with a focus on reducing injuries relating to interventions and improving safety for all health-care providers.

WorkSafe Saskatchewan led a root cause analysis session with participating employers in June 2025. The upcoming work will focus on creating, implementing and testing change ideas to address the root causes.

The WCB continued to participate as an advisory member of the violence prevention advisory group to support the Saskatchewan Health Authority with their violence prevention initiatives.

The WCB also continued to meet with transit operations to support their implementation plan for violence prevention.

Between Jan. 1 and June 30, 2025, the ministry's OHS branch completed 540 worksite visits where violence policy was discussed, issuing 84 contraventions. The only two contraventions issued were:

Regulation number	Description	Total
Act 3-21	Duty re policy statement on violence and prevention plan	56
OHS Reg 3-26	Violence Policy	28

Upcoming work: The learning collaborative will engage front-line workers, research evidence-based approaches and implement safety measures to reduce the risk of incidents of violence in the workplace.

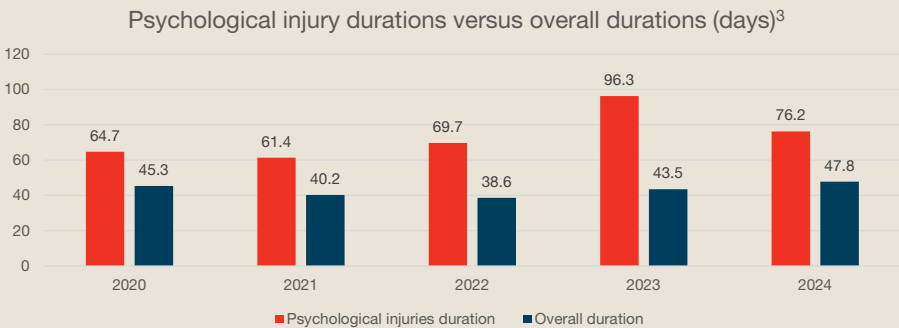
WorkSafe Saskatchewan will continue to partner with transit services to implement safety measures and reduce the risk of incidents of violence.

A violence prevention public awareness campaign is being planned for launch in October 2025.



Psychological health

June 30, 2025 update: Psychological injury claims have increased since 2021 and are expected to continue to rise. The number of accepted claims for primary psychological injuries in 2024 was 32 per cent higher than in 2021. The total number of claims submitted has also increased by 39 per cent between 2021 and 2024. In addition, psychological injury claim durations are higher than overall claim durations.



Several first responder organizations across Saskatchewan are currently implementing the psychological health monitoring app through a partnership with Dr. R. Nicholas Carleton, lead researcher of the Psychological Trauma and Stress Systems Lab.

The app provides a system that offers near real-time supports to help manage occupational stress and psychological health challenges. The Psychological Trauma and Stress Systems Lab and WorkSafe Saskatchewan invite and encourage Saskatchewan organizations to invest in this homegrown solution for protecting the psychological health and well-being of public safety personnel who keep the public safe and healthy.

The WCB launched its new psychological health and safety consulting model for employers to support the integration of psychological safety within their existing safety management system. Work is ongoing to reach

³The relatively small number of psychological injuries means that durations can be volatile and affected by longer periods of disability on only a few claims. Psychological and other serious injuries have a much higher likelihood of resulting in long periods of time loss than the majority of cases and have a disproportionate impact on the overall duration of claims.

Common issues affecting most Saskatchewan workplaces	June 2025 update
	employers to provide support and resources to integrate psychological health and safety into existing safety management systems. The WCB also continues to facilitate a psychological health and safety community of practice for all industries on a quarterly basis. Upcoming work: WorkSafe Saskatchewan will continue implementing the self-monitoring app with interested parties in 2025 and will be assessed for effectiveness.

Initiatives

WorkSafe Saskatchewan continues to advance the work of programs and processes to support the 2023-2028 Fatalities and Serious Injuries Strategy.

WorkSafe Saskatchewan initiatives	June 2025 update
New worker safety program - a provincial approach	The new worker provincial committee has determined areas of focus to enhance new worker safety in Saskatchewan. The areas of focus include: 1. Partner with agencies to promote, align and enhance existing support for new worker safety. 2. Strengthen engagement with employers on new worker injury prevention. 3. Consult with employers and workers to better understand occupational health and safety vulnerabilities and implement strategies to decrease the risk of injury. The goal is to identify and implement best practices for Saskatchewan employers who hire new and young workers as a way to reduce injuries and further promote safe work practices. The intent is to also identify additional resources and/or strategies that keep young and new workers safe. There is a shared goal to establish a reliable, scalable framework that can be applied across industries employing young and new workers.

WorkSafe Saskatchewan initiatives	June 2025 update
Serious incident and fatality prevention model	In partnership with the National Safety Council and local industry partners, the WCB completed the development of a serious incident and fatality prevention model, including tools and processes that will be used to support individual employers to reduce serious injuries and fatalities. The serious incidents and fatality prevention model is designed to be a dynamic, conceptual tool intended to help organizations identify high energy hazards and implement controls to effectively mitigate the hazard from contacting a worker. Companies of all sizes can use a serious incident and fatality prevention model to guide their efforts to prevent serious incidents and fatalities in the workplace. The WCB is currently testing the model with one large employer. 
Approved training provider program	The approved training provider program has added several new training providers to expand access for employers to these courses. There are now seven training providers approved to deliver OHC Level 1 training, seven approved for OHC Level 2 training, five approved to deliver Supervision and Safety training, and three approved to deliver occupational health and safety for asbestos workers. From Jan. 1 to June 30, 2025, approved training providers issued 246 training certificates.
Priority employer program	The priority employer program, which helps focus prevention resources and activities with specific employers, was evaluated using third-party research professionals to determine the effectiveness of the program over the more than 20 years of the life of the program. The evaluation found the priority employer program to be effective in reducing injury rates with targeted employers. WorkSafe Saskatchewan plans to implement recommendations to improve the program in 2026.

Learning
collaboratives

WorkSafe Saskatchewan's learning collaboratives serve as co-operative groups dedicated to examining workplace incidents, near-misses and challenging or hazardous work, with an emphasis on learning and enhancement. Learning collaboratives bring together the diverse perspectives of industry and safety leaders, and workers across many organizational levels.

A fundamental aspect of the learning collaboratives is the focus on systemic problem-solving and probing to reveal the underlying systemic factors that may have contributed to a workplace injury or incident.

WorkSafe Saskatchewan's learning collaboratives

- **Return-to-work learning collaborative** focused on return-to-work planning.
- **Health-care learning collaborative** focused on reducing musculoskeletal injuries by shifting to disposable soaker pads.
- **First responders' learning collaborative** focused on psychological health monitoring mobile app implementation.
- **Construction learning collaborative** focused on a ladder assessment tool to prevent falls from ladders.
- **Transportation learning collaborative** focused on piloting a driver safety assessment to reduce the risk of motor vehicle collisions.
- **Transit learning collaborative** focused on reducing violence through identification of hot spots, connecting community partners and province public awareness campaigns.
- **Construction and mining learning collaborative** focused on identifying proactive and leading indicators, and creating a severity dashboard.
- **Community living learning collaborative** focused on reducing incidents of violence in the workplace.
- **Roadwork learning collaborative** focused on work zone safety.

Learning collaboratives transition the focus to constructive assessments from punitive actions, allowing organizations to implement safety improvements that boost overall safety and operational effectiveness.

WorkSafe Saskatchewan is open to supporting new industry learning collaboratives. If you or your industry leaders have an idea for a new learning collaborative or would like to participate in an existing learning collaborative, please reach out to your WCB account manager or tepcordinator@wcbsask.com.

Performance measures and targets

Twice a year, WorkSafe Saskatchewan will report publicly on the success of the strategy by posting information at worksafesask.ca.

Performance measure	June 2025 update
Decrease in Total injury rate.	The Total injury rate in Saskatchewan is the lowest in recorded history at 3.91 per 100 workers.
Decrease in fatalities.	There were 16 work-related fatalities in Saskatchewan between Jan. 1 and June 30, 2025.
Decrease in serious injuries.	Between Jan. 1 and June 30, 2025, the WCB's prevention department conducted 334 consulting engagements with a focus on reducing serious incidents and fatalities. The WCB provided 17 presentations on the identification and control of high-energy hazards and assisted customers with effective implementation of 94 controls in the field.
Ongoing inspections and risk-based enforcement actions in high-risk sectors.	WorkSafe Saskatchewan continued working with priority employers who were identified based on their injury profile. Priority employers receive increased focus from the ministry's OHS branch, the WCB and, if applicable, their funded safety associations to assess their safety systems, receive training and improve their safety performance. Between Jan. 1 and June 30, 2025, 66 employers were involved in the priority employer program and 125 priority employer meetings were conducted. In addition to working with the WCB through the WorkSafe Saskatchewan partnership to administer the priority employer program, the ministry's OHS branch also conducts other targeted work through its directed worksite visit program and targeted field campaigns. Directed employers, like priority employers, are selected based on their injury profiles. The OHS branch completes targeted field worksite visits annually. They are often focused on high-risk industries such as construction and health care, type of work such as asbestos removal or type of injury such as musculoskeletal. Between Jan. 1 and June 30, 2025, OHS officers conducted 78 worksite visits at priority employer locations. In addition, officers conducted 895 directed and 620 targeted field campaign worksite visits for a total of 1,593 targeted worksite visits.

Participant feedback

From policy to people

How Swift Current is using the serious incident and fatality prevention model to build a stronger safety culture

What is the serious incident and fatality prevention model?

The serious incident and fatality prevention model is a framework to prevent serious injuries and fatalities by focusing on identifying precursors and hazards that have the potential for serious harm, rather than just minor incidents or near misses.

It involves a “three-legged stool” approach of a strong culture, effective processes and appropriate technology to implement controls, conduct risk assessments, and improve data collection and analysis.

Key components include a strong leadership commitment, focusing on leading indicators of risk rather than just lagging outcomes and building a system where failures can be experienced safely through effective controls and recovery measures.

Built around the plan-do-check-act cycle, the serious incident and fatality prevention model focuses on understanding and controlling high-energy hazards that are most likely to cause serious injuries or fatalities. The process begins with leadership commitment, progresses through hazard analysis, and control implementation and verification, and ends with continuous improvement.

Learn more on the WorkSafe Saskatchewan website at worksafesask.ca.

When health and safety co-ordinator Jennifer Diguier attended the Saskatchewan Safety Seminar earlier this year, she didn’t expect to leave with a project that would transform safety practices across the City of Swift Current. After hearing WCB prevention manager Daran Good present on the serious incident and fatality prevention model developed in partnership with the National Safety Council, she knew it was something her organization needed.

“It hit a personal chord,” Diguier said. “My husband is a firefighter. Years ago, two of his colleagues were killed in a traumatic incident. I also have a close friend whose husband was seriously injured in a workplace incident. These things happen, but maybe we can do something to help prevent them.”

SaskPower piloted the serious incident and fatality prevention model in 2023. Other Saskatchewan employers are now testing the model, which helps organizations move beyond basic compliance.

For Swift Current, adopting the model came at the right time. Some safety policies were outdated and the city’s safety management program was incomplete.

“We had gaps,” Diguier said. “This was an opportunity not only to protect our workers, but also to improve what we’re doing and learn from experts.”

Employees of the City of Swift Current provide many services, from firefighting and lifeguarding to parks work, water treatment, street maintenance and light and power.

Diguier said the main safety risks for employees are motion, gravity and mechanical hazards, such as vehicle collisions, pinch points and confined space entry. Chemical hazards are also a concern in water treatment. More recently, psychological safety has become a priority, especially for staff who work directly with the public.

“One of the things I hear over and over from our streets and water crews is that traffic is their biggest worry,” she said. “They’re less concerned about equipment than about impatient drivers ignoring barricades.”

Securing commitment from senior management was key. Diguier presented the model as a no-risk, budget-neutral initiative with clear benefits – fewer injuries, less sick time, lower WCB costs and better employee retention. She tailored her pitch to different decision-makers, emphasizing people-focused benefits for some and the financial case for others.

The city worked closely with WorkSafe Saskatchewan representatives, who brought fresh perspectives. Diguier highlighted the “energy wheel” tool, used to identify hazard types, as especially valuable for broadening how her staff think about risk.

Frontline buy-in, often a challenge in safety programs, came more easily than expected. Diguier credited supportive managers who visit worksites regularly, engage workers in conversation and encourage hazard and near-miss reporting without fear of blame.



“The messaging is not, ‘If you don’t report this, you’re in trouble,’” she said. “It’s, ‘What do you see out there and what do you think about it?’”

This approach has already paid off. Workers are reporting more near misses and identifying hazards in greater detail during on-site assessments. Even workers who were previously quiet in safety meetings are starting to speak up.

Utility teams first applied the serious incident and fatality prevention model and Diguier later adapted it to fit the city’s more complex, multi-department projects. A downtown infrastructure job, for example, might involve four city departments plus contractors, all working within the same four-block closure. Co-ordinating safety across these groups has meant bringing in departments, such as engineering, early in the planning process.

While it’s still early in the implementation, Diguier said she is seeing tangible progress in hazard awareness, reporting and engagement. The next phase will focus on implementing and verifying stronger safeguards, guided by the hierarchy of controls. She expects to roll the approach out to more departments, sharing lessons and solutions across the organization.

Her long-term hope extends beyond Swift Current and into a province-wide drop in serious injuries and fatalities, greater awareness in rural areas and safer practices, even on family farms.

“I’d love to open up the prosecutions page on the Ministry of Labour Relations and Workplace Safety’s website and see nothing there,” she said.

Diguier said she believes the model’s flexibility is an asset for smaller municipalities and rural areas.

“You might have one or two people doing everything from patching asphalt to repairing water leaks,” she said. “This approach can help them go beyond the bare minimum to something that really protects their staff.”

For WorkSafe Saskatchewan, these early results echo the model’s purpose, helping employers of all sizes create safer, more engaged workplaces through structured, proactive risk management. Visit worksafesask.ca to learn more.

“Any model is only as good as it is utilized,” Good said in the initial National Safety Council partnership announcement. “By proactively assessing and mitigating risks, companies can create a safer, more engaged workplace while also reducing costs associated with workplace injuries.”

For Diguier, it’s personal, but also professional.

“I have coffee with these guys. I see them at the ball game with their kids,” she said. “I want everyone to go home with all their fingers and toes. That’s what this is all about.”

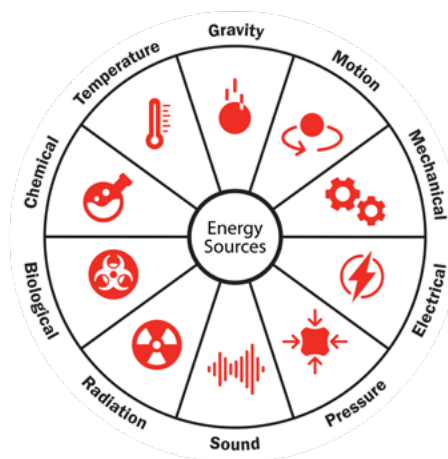
“The messaging is not, ‘If you don’t report this, you’re in trouble. It’s, ‘What do you see out there and what do you think about it?’”
Jennifer Diguier, City of Swift Current

What is the hazardous energy wheel?

The hazardous energy wheel is a visual representation of energy found in the workplace that, if released, has the risk of causing an injury. Learn more at energysafetycanada.com/Standards/Programs/Energy-Wheel.

This tool is meant to support hazard recognition and control activities by helping workers identify, assess and control potential dangers by categorizing them into 10 common types of energy.

The wheel prompts users to scan their environment for energy sources like motion, mechanical, electrical, chemical, temperature, gravity, sound, pressure, biological and radiation, thus improving hazard awareness, preventing incidents and reducing injuries in the workplace. Learn more at worksafesask.ca/prevention/hazard-control.



Participant feedback

“ Staff embraced the change because they saw it wasn’t just about residents. It was also about sending workers home safe at the end of their shifts.

Cory Brinkman, Sherbrooke Community Centre

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“ Communication, culture change and the right tools all contribute to positive safety outcomes.

John Weigel, WCB

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Safer moves

Learning collaborative tackles risk of musculoskeletal injuries with soaker pad study

Musculoskeletal injuries remain one of the most common causes of time-loss claims in Saskatchewan’s health-care sector. In 2024, bodily reaction and overexertion caused more than 42 per cent of health-care injuries.

So, when two long-term health-care providers joined WorkSafe Saskatchewan’s soaker pad learning collaborative, their goal was clear: reduce musculoskeletal injuries among health-care workers by ending the long-standing practice of using soaker pads to reposition residents.

Manufacturers design soaker pads, whether cloth or disposable, as incontinence products. Yet in many facilities, they have become a default tool for repositioning residents in bed. This creates an increased risk of injury.

“The resistance between the garment and the surface puts additional strain on the worker,” explained Laurie Marple-Ross, vice-president of quality care and safety at Jubilee Residences in Saskatoon. “Over time, those micro-injuries add up.”

Cory Brinkman, leader of resident care services at Sherbrooke Community Centre, agreed. “Health-care workers care for people, not machines. Because people are unpredictable, it’s vital we provide the right tools to reduce strain and keep both staff and residents safe.”

In 2024, the WCB launched a learning collaborative with three long-term care residences to reduce musculoskeletal injuries: Mont St. Joseph Home, Sherbrooke Community Centre and Jubilee

Residences/ Sherbrooke and Jubilee chose to switch to disposable soaker pads from reusable cloth ones.

“Disposable pads tear if you try to use them as repositioning tools,” Brinkman said. “That physical barrier may change behaviour. It forces us to use proper equipment.”

Jubilee took the decisive step of replacing cloth soaker pads with disposable ones across all their homes.

“We approached this with a solutions mindset,” said Marple-Ross. “We wanted our staff to know their safety mattered more than saving a few steps.”

At Sherbrooke, the transition began more cautiously, piloting disposables in select neighbourhoods.

“Staff embraced the change because they saw it wasn’t just about residents,” said Brinkman. “It was also about sending workers home safe at the end of their shifts.”

Because the only baseline is WCB injury data, it is difficult to show conclusively that this initiative alone reduced musculoskeletal injuries. Johnny Weigel, health-care account manager in prevention services at the WCB, said that more information is still needed, but observers have noted a positive overall impact.

“The study highlighted that communication, culture change and the right tools all contribute to positive safety outcomes,” said Weigel.

Staff feedback surveys from both Jubilee and Sherbrooke show that while workers weren’t fully convinced

“ With the right tools to do the job, we can reduce injuries. That’s a lesson we can carry into every future safety initiative.

Laurie Marple-Ross, Jubilee Residences

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“ Most injuries are preventable. By questioning long-standing practices and trying new approaches, we can make a difference for workers and residents alike.

Cory Brinkman, Sherbrooke Community Centre

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disposables alone reduced musculoskeletal injuries, they agreed there were improvements in linen workload, skin integrity and infection control.

“Most injuries are preventable,” Brinkman said. “By questioning long-standing practices and trying new approaches, we can make a difference for workers and residents alike.”

Gloria Wall, director of human resources at Jubilee Residences, emphasized staff engagement.

“Change is hard. At first, some workers worried management would take disposables away because of cost,” she said. “We had to keep the focus on why we were doing this, which was to prevent injuries.”

While staff support was strong, Brinkman acknowledged that cost and environmental impact remain unresolved challenges. Over time, disposable soaker pads are significantly more expensive than cloth, with Sherbrooke estimating that a full rollout across its 263 residents could add nearly \$100,000 in annual costs — roughly the salary of a full-time nurse.

“Where does that money come from?” Brinkman asked. “Do we absorb it, do we charge residents or do we make cuts elsewhere?”

The environmental burden was also top of mind. Unlike cloth pads, which staff launder and reuse, disposables end up in the landfill after a single use.

“Staff are supportive because they see the safety benefits, but they’re also asking if we’re just trading one problem for another,” Brinkman said.

Sherbrooke continues to weigh these considerations as it decides

whether to expand beyond pilot neighbourhoods.

The learning collaborative uncovered several lessons. Firstly, culture change takes time.

“For decades, making a bed meant putting down a soaker pad, even if it wasn’t needed,” Brinkman observed. Changing that mindset required discussion, champions and trust.

Secondly, communication is critical. Jubilee emphasized ongoing conversations, story-sharing and visible leadership support to overcome resistance.

And thirdly, costs are real, but manageable. Disposables are more expensive than cloth pads, but Jubilee made clear that safety comes before budget lines.

“Saving money is not worth a worker’s injury,” said Marple Ross.

The WCB plans to expand the study to additional facilities and extend monitoring to strengthen the evidence base.

For Marple-Ross, the learning collaborative has already proven its worth.

“With the right tools to do the job, we can reduce injuries,” said Marple-Ross. “That’s a lesson we can carry into every future safety initiative.”

“We care for residents, but we also must care for the staff who support them,” Brinkman added. “This project showed that those goals go hand in hand.”

Weigel said he sees broader implications.

“This is exactly what the 2023-2028 WorkSafe Saskatchewan Fatalities and Serious Injuries Strategy is about — testing practical interventions, learning together and sharing what works.”



Participant feedback



The leading indicators panel at the Construction Association of Saskatchewan's 2025 summer meeting.

The next generation of prevention

WorkSafe Saskatchewan is spearheading the safety and prevention industry shift in Saskatchewan that is happening globally.

Industry sectors like the construction industry are evolving how they look at and promote workplace safety. Companies are increasingly focusing on data analytics and comprehensive safety cultures that go beyond compliance to address psychological health and overall employee well-being.

It's expected that Saskatchewan employers will be integrating technological advances and holistic approaches driven by digital transformation, smart technologies and the adoption of artificial intelligence and predictive safety, such as smart personal protective equipment, wearable sensors and advanced digital training methods.

From reaction to prevention

Saskatchewan's construction sector shifts to leading safety indicators

Leaders from across Saskatchewan's construction and industrial sectors gathered at Elk Ridge Resort in Waskesiu in June to focus on workplace safety in the construction sector. As the safety and prevention industry evolves, the discussion is shifting to how work can be approached differently from how it has been done in the past.

Representatives from WorkSafe Saskatchewan facilitated the panel on leading indicators at the Construction Association of Saskatchewan's 2025 summer meeting. The panel of safety leaders discussed a major change in how safety is measured, shifting to proactive, leading indicators from traditional lagging indicators.

"Construction industry leaders across the province approached the Saskatchewan Workers' Compensation Board (WCB) with the objective of advancing leading indicators to improve health, safety and the fairness of bidding," said Kevin Mooney, the WCB's vice-president of prevention and employer services. "They were looking for an added bonus of potentially reducing friction between buyers, contractors and the WCB as it relates to injury rates."

For decades, organizations have assessed safety performance using the total recordable injury frequency rate. But as Mooney and others explained, this has limits. It treats all medical-aid and Time Loss injuries equally, meaning a broken arm counts the same as an amputation,

and this can unfairly skew against smaller companies when a single incident drives rates up.

As a result, the WCB is working on new lagging indicators, such as a serious injury rate, hospitalization rate and a severity rate, that put more emphasis on the impact of injuries rather than their number.

"Industry leaders suggested a balanced approach that includes leading and lagging indicators," Mooney said. "It can take 300 million person-hours before a workplace injury rate is both statistically valid and reliable."

The move toward leading indicators comes as Saskatchewan's serious injury and fatality numbers remain persistent, even as overall injury rates fall.

"We heard from industry and the latest safety science that the stuff that hurts us is not necessarily the stuff that kills us," said Mooney.

"We continue to lose lives to workplace incidents in this province," said Bobbylynn Stewart, CEO of Breck Construction.

"Tracking what matters before someone gets hurt is what is driving change in our industry."

For Nancy Chadwick, vice-president of health, safety and environment with Graham Construction, the shift is also about aligning industry, safety associations and the WCB.

"It was an opportunity to show that the policy setters, the insurance provider, the construction safety

“ The stuff that hurts us is not necessarily the stuff that kills us.

Kevin Mooney, WCB

”



Shannon Friesen
CEO, Construction Association of
Saskatchewan

“ It’s about understanding what’s working on the job site in real time and acting on it, rather than waiting for the statistics to tell us after the fact.

Shannon Friesen, Construction Association of Saskatchewan

”

associations and companies alike are all aligned on changing the conversation,” she said.

The panel was a first for the newly amalgamated Construction Association of Saskatchewan, which now represents more than 900 members across the province.

“It was very well received,” said Shannon Friesen, CEO of the Construction Association of Saskatchewan. “For a lot of our members, this was new and novel information. It’s about looking at things differently.”

“The Construction Safety Research Alliance has shown that meaningful pre-job safety briefs, site observations and leadership engagement can predict safer outcomes,” Chadwick said. “It’s not just about participation. It’s about the quality of that participation.”

The panel focused on three major leading indicators:

- Quality leadership engagements. Have senior leaders who wouldn’t normally be on site visit worksites to show that safety is valued at all levels.
- Quality pre-shift planning. Complete thorough, job-specific safety discussions before work begins.
- Quality observations of high-energy hazard controls. Verify that controls for hazards with the greatest potential to cause serious harm are in place and effective.

Friesen said she believes her members are seeing the value in measuring safety this way.

“These indicators make it possible to focus on preventing incidents before they happen,” she said. “It’s about understanding what’s working on the

job site in real time and acting on it, rather than waiting for the statistics to tell us after the fact.”

For Eric Anderson, executive director of the Saskatchewan Industrial and Mining Suppliers Association, the benefits extend beyond safety.

“When safety performance is measured more fairly, it reduces friction between buyers and contractors,” he said. “Small companies aren’t unfairly penalized and owners can make better decisions about who they work with.”

“From a business perspective, being reactive is more costly,” said Friesen. “If people are out with injuries, you’re replacing them, training new people and the labour shortage right now is critical.”

Stewart affirmed that prevention also protects productivity and reputation.

“When workers feel safe in their environment, they’re more productive,” she said. “Customers notice when your sites run safely. Internally, crews feel supported and not blamed, which strengthens engagement and retention.”

“We’re writing safety processes with the people who will use them,” said Chadwick. “The controls have to make sense to the workers. They’re the subject matter experts in the field.”

Relying solely on lagging indicators has drawbacks beyond fairness. Anderson noted the old system could unintentionally reward silence.

“If reporting a near miss means more forms, more scrutiny and holding the job up, workers are less likely to speak up,” he said.

The WCB plans to launch a dashboard for new lagging indicators in late 2025 and is piloting a verification process for the three

“

Luck isn't a strategy.

*Bobbylynn Stewart,
Breck Construction*

”



Bobbylynn Stewart
CEO, Breck Construction

leading indicators in the field. It will invite companies to test the guide and provide feedback.

Mooney said he sees this as part of a bigger picture.

“Approximately 10 per cent of WCB claims account for 85 per cent of the costs in our system each year,” he said. “Collectively, when we put our efforts in the right areas, we’ll all benefit from stronger workplaces and reduce the trauma and suffering related to serious injuries and fatalities.”

As the work continues, industry leaders consistently say they will measure success not just in

numbers, but also in the quality of conversations, planning and hazard control happening every day on Saskatchewan worksites.

“Do you want to stop injuries or report injuries?” said Anderson. “Leading indicators encourage prevention. And if you had to send your CEO to a site for an hour in the morning, that’s a lot cheaper than losing the deal, which in our sector is millions of dollars.”

“Luck isn’t a strategy,” Stewart said. “If we can identify weak spots while there’s still time to make a change, that’s how we keep people safe.”



The leading indicators panel at the Construction Association of Saskatchewan's 2025 summer meeting.

How does WorkSafe Saskatchewan's 2023-2028 Fatalities and Serious Injuries Strategy support industry efforts?

The strategy, first introduced in 2019, was a first-of-its kind document in Saskatchewan that laid out objectives and aggressive targets focusing on industries with the most serious injuries. The updated strategy laid out a new approach to fatalities and serious injuries in Saskatchewan's workplaces.

WorkSafe Saskatchewan monitors injury trends and continues analyzing data and conducting research and jurisdictional scans to inform the path forward. This path includes focusing on preventing fatalities and serious injuries.

In industry and partner meetings that led to the first and second iteration of the strategy, participants vocalized the need for cross-sector collaboration and an interest in sharing promising practices meant to solve complex workplace safety issues. Fostering this cross-sector collaboration is a hallmark of the WCB's next generation of prevention strategic initiative and the evolving nature of the safety and prevention industry's future.

APPENDIX A

Saskatchewan workplace injury data

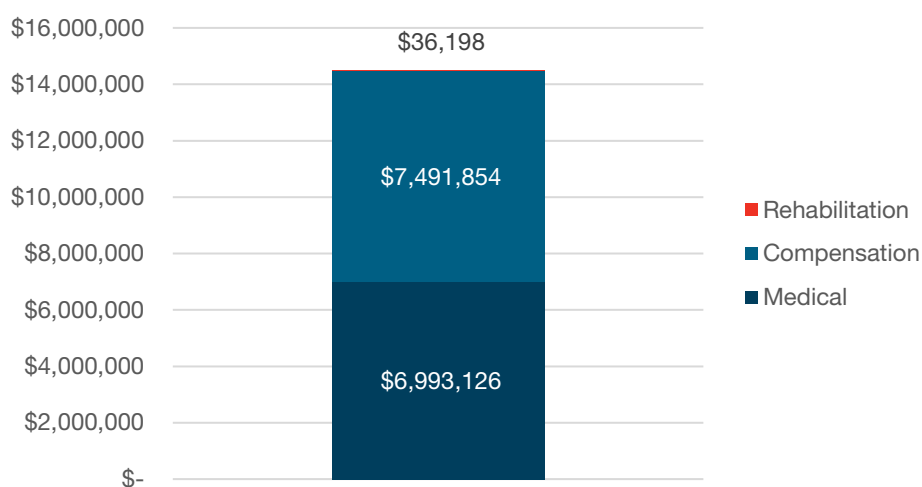
Health Authority Hospitals Care Homes

Rate code G22: 2024 injury stats at a glance



In 2024, the top occupation with injuries was nurse aides, orderlies and patient service associates with **812 injuries**. The number two occupation with injuries was registered nurses with **278 injuries**.

Claim costs for G22 in 2024



In 2024, the G22 rate code was the top rate code with injuries.

3,212
injury claims
accepted





In 2024, the average claim duration for G22 was **41.88** days

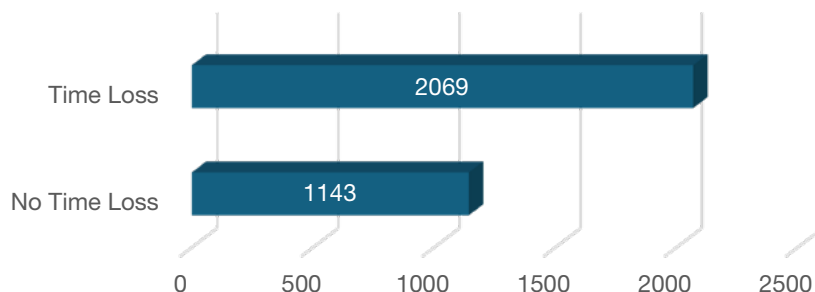
Top cause of injury

1,354

injuries were caused by
bodily reaction and exertion

77,818
days were lost to injury in 2024

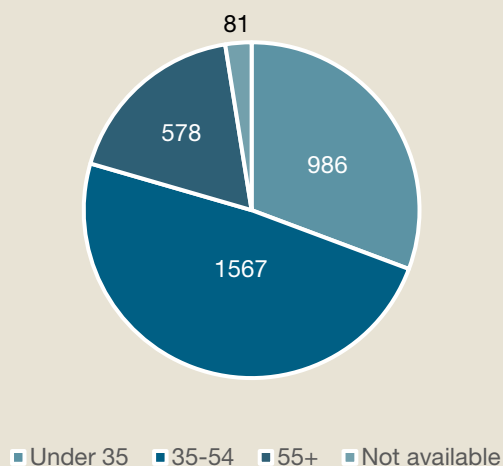
Number of injury claims for G22 in 2024



2024 by the numbers for G22

(Health Authority, Hospitals and Care Homes)

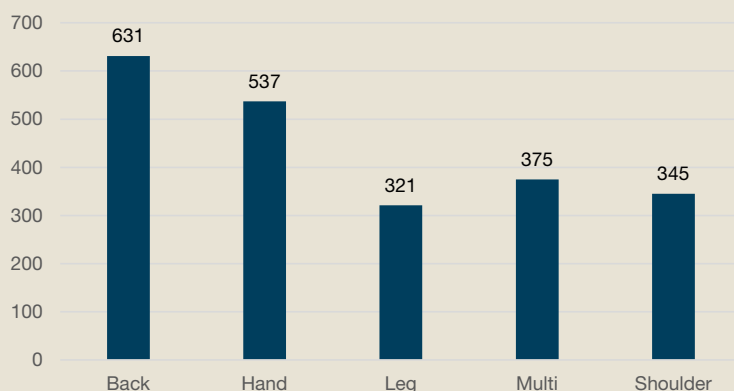
Age of injured person



83.66%

of injured workers in the G22 rate code were female.

Top five claims by body part





Transportation Courier Commercial Bus

T42 rate codes: 2024 injury stats at a glance

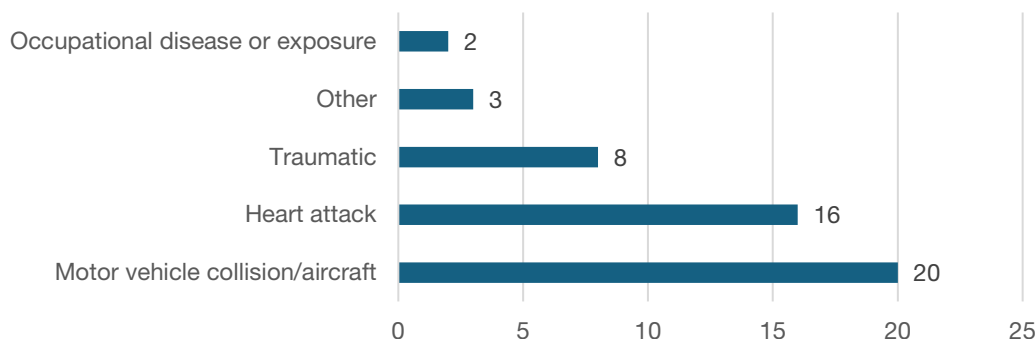


26,882
days were lost to injury

The average
claim duration
for the T42
rate code was

65.25
days

Cause of fatalities in T42 rate code (2010-2024)



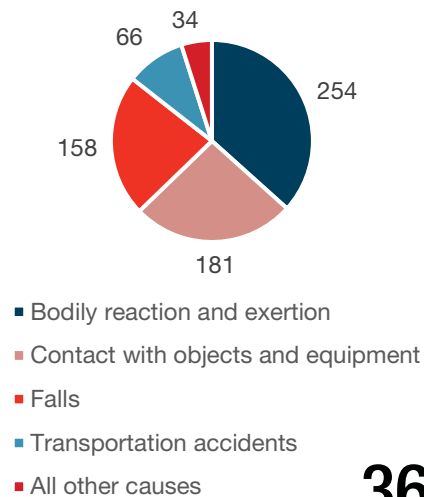
In 2024,

693

**injury claims
were accepted in
the transportation
(T42) rate code.**



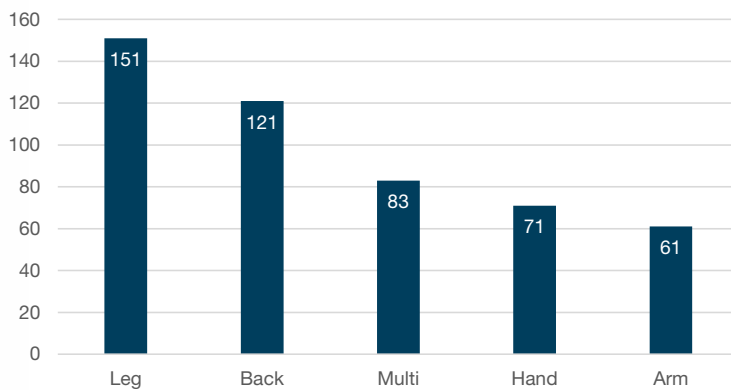
Top causes of injuries



181
injuries were
caused by
contact with
objects and
equipment

36.65%
of accepted claims
were due to
**bodily reaction and
exertion.**

Top five claims by body part



Claim types for T42 in 2024

Fatality 3

No Time Loss 271

Time Loss 419

Top 3 occupations

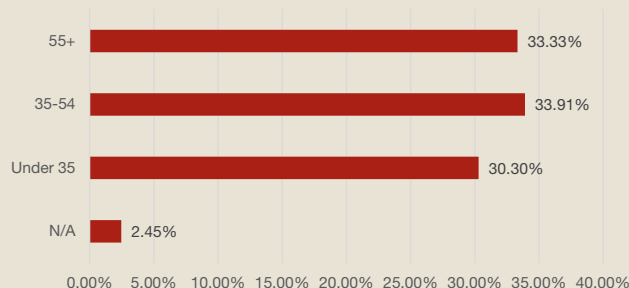
Truck drivers **357**

Delivery and courier service drivers **96**

Material handlers **56** of workers injured
in the T42 rate code
were male.

94.81%

Age of person injured





Construction Trades

Residential Construction

Commercial, Industrial Construction

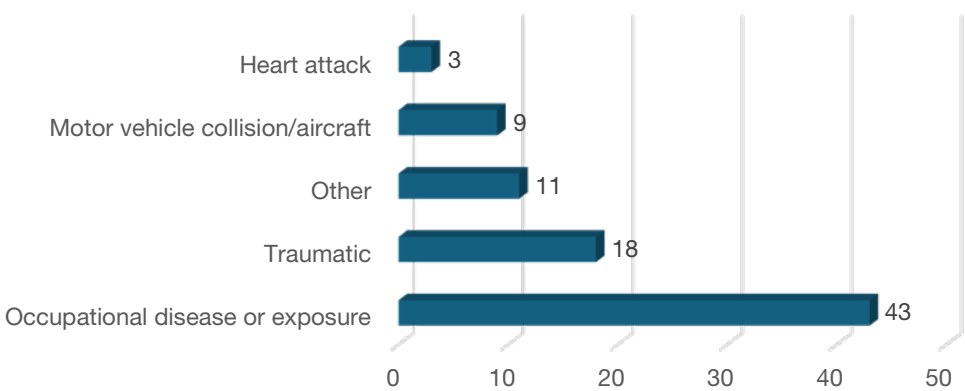


B rate codes: 2024 injury stats at a glance

30,415
days were lost to injury

The average claim duration for all 'B' rate codes was **18.48** days

Cause of fatalities in 'B' rate codes (2010-2024)



In 2024,
1,671
injury claims
were accepted
in the building
construction
(all 'B') rate
codes.

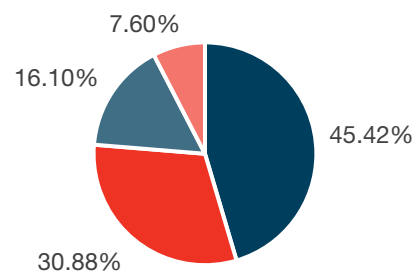
In 2024, **seven** fatalities were accepted in building construction rate codes.

In 2024, **six psychological injury claims** were accepted in building construction rate codes. **612** days were lost to these injuries.

31.96%
of accepted claims
were
traumatic injuries to
muscles, tendons,
ligaments and joints

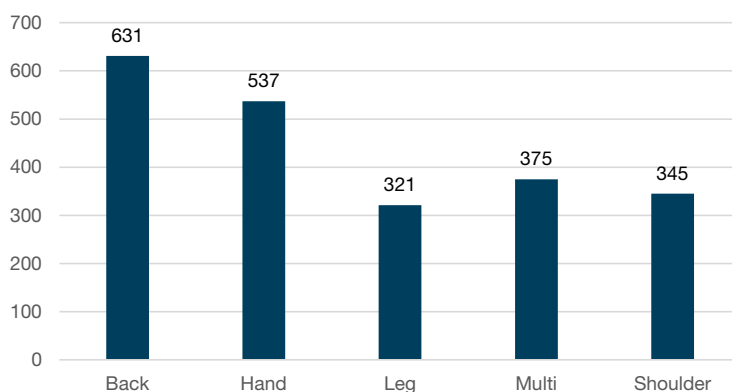
759
injuries were
caused by
contact with
objects and
equipment

Top causes of injuries



- Contact with objects and equipment
- Bodily reaction and exertion
- Falls
- All other causes

Top five claims by body part



More than 50%
of work-related fatalities
in the construction
industry from 2010
to 2024 were due to
asbestos exposure.

Top 5 occupations

Commercial and industrial construction trades helpers and labourers **169**

Plumbers **168**

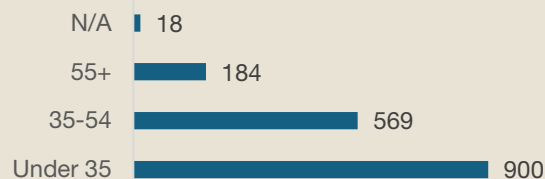
Residential construction trades and labourers **156**

Electricians (except industrial and power system) **148**

Residential construction carpenters **101**

94.19% of workers injured in
'B' rate codes were
male.

Age of person injured





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