

2026 MID-YEAR UPDATE

2023-2028 Fatalities and Serious Injuries STRATEGY



WorkSafe
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WorkSafe
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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.

Our 2025 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, the Total injury rate has dropped by **more than 67 per cent**.

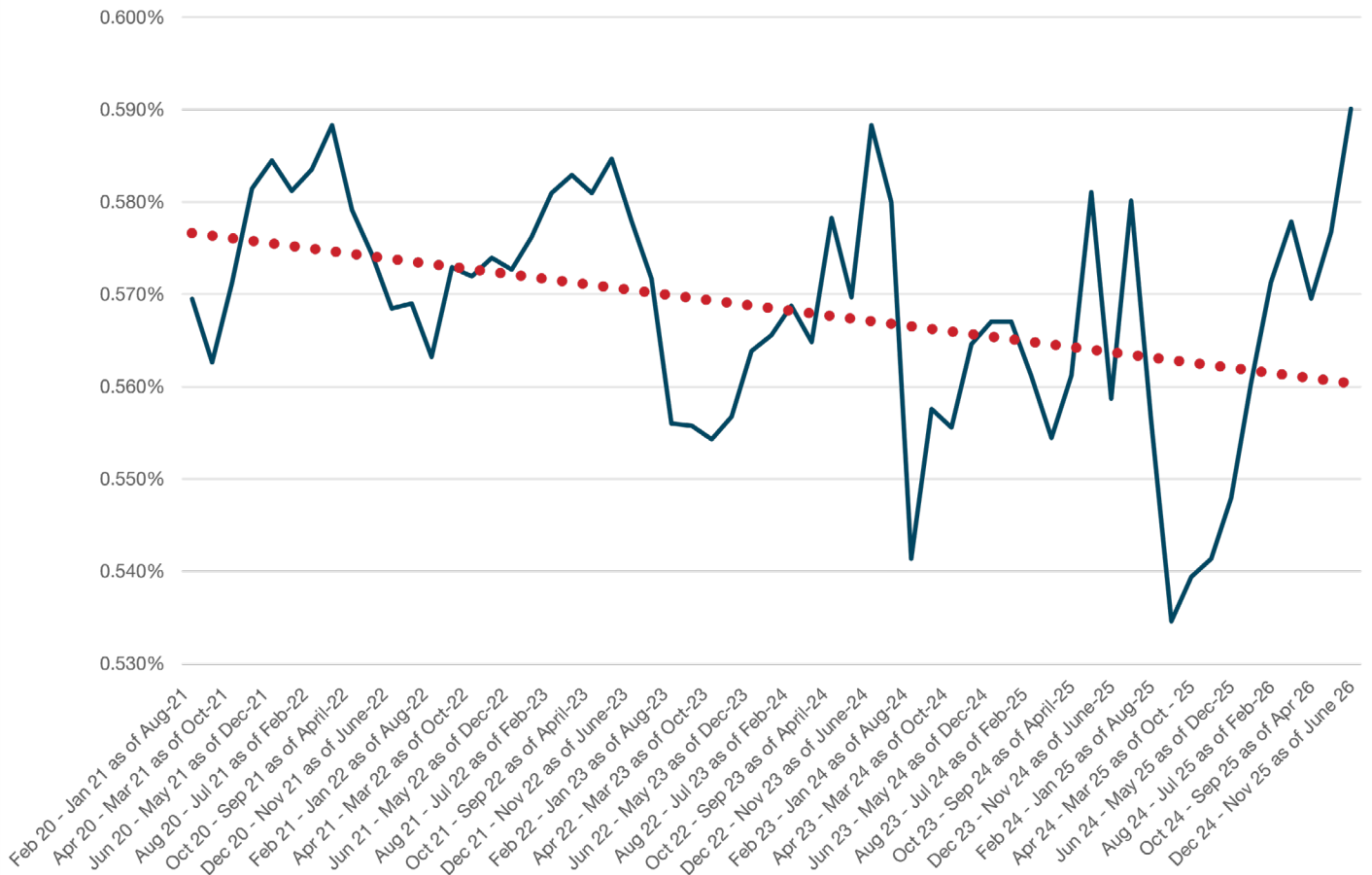
However, the number of serious injury claims in Saskatchewan remains steady at approximately 2,500 each year. Together, we must not rest until Saskatchewan has no workplace fatalities and the lowest injury rate in Canada.

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.

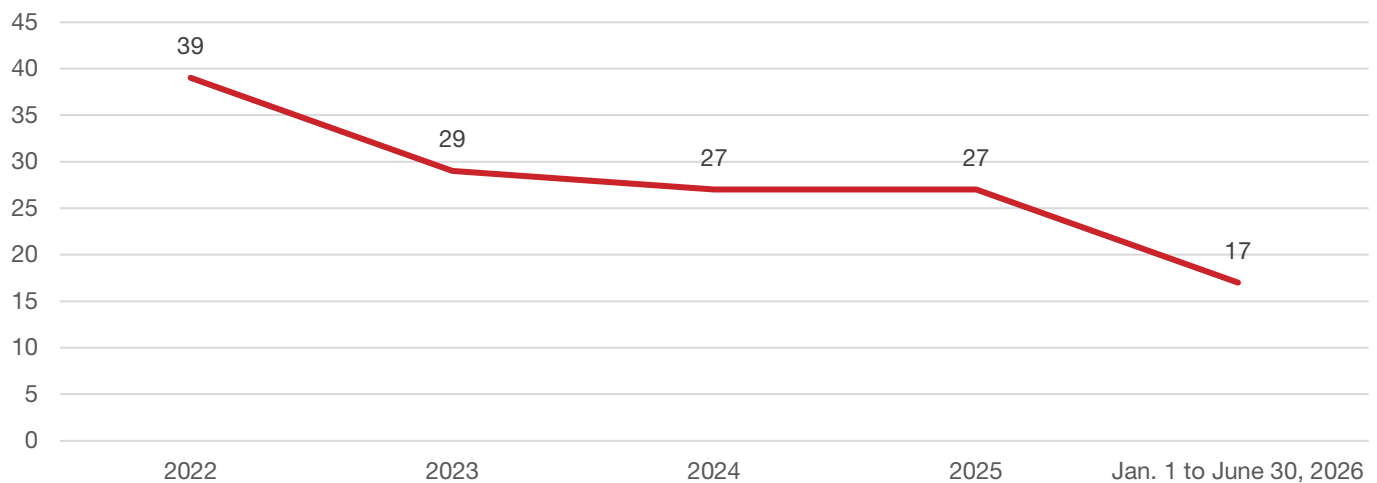
This report outlines the progress that has taken place to bring our injury and fatality rates down and keep all workers safe on the job.

Serious injuries and fatalities

12-month rolling serious injury rate claims registered¹ (2020-2025)



Fatalities by claim registration year



¹ The serious injury rate reflects a seven-month lag for each data point, covering one year of serious injuries, because it may take some time for claims to mature into serious injuries.

Three main workplace sectors and areas of 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 sector

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

June 2026 update: Musculoskeletal injuries are a significant contributor to workplace injuries in the health-care sector where patient handling, transfers, repositioning activities and other physically demanding tasks create ongoing ergonomic risks. Between January and June 2026, WorkSafe advanced several initiatives aimed at reducing musculoskeletal injuries, including the development of quarterly staff safety talks on musculoskeletal injury prevention.

WCB prevention staff also continued serious injury prevention consulting with health-care employers to identify and control high-priority workplace hazards and supported priority employer program participants in developing action plans to address injury trends. These efforts are intended to improve awareness, strengthen safe work practices and enhance employer capacity to identify hazards and implement controls before injuries occur.

Looking ahead, WorkSafe will continue supporting participating health-care facilities through the implementation of a musculoskeletal injury observation program to measure safe work practices and identify improvement opportunities. WorkSafe is also developing a provincial ergonomics campaign for the health-care sector, which will focus on raising awareness of musculoskeletal injury risk factors and promoting effective prevention strategies. In addition, research partnerships will help inform future evidence-based approaches to reducing physical demands on workers and preventing musculoskeletal injuries across Saskatchewan workplaces.



Transportation sector

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

June 2026 update: Motor vehicle collisions are most prevalent in the transportation industry. There were 15 fatalities in the transportation industry from 2016 to 2025, which account for 24 per cent of motor vehicle collision fatalities.

WorkSafe continued to work with industry to promote the driver safety assessment and evaluate its effectiveness through industry feedback. The pilot generated valuable learnings, however, participant feedback indicated the approach did not sufficiently meet user needs and WorkSafe therefore did not expand this work beyond the pilot phase. The learning collaborative group will be re-established between October and December 2026.

WorkSafe also continued to collaborate with industry to identify high-energy hazards and opportunities to implement effective controls to eliminate these hazards to create safer workplaces and reduce serious injuries. Looking ahead, WorkSafe will collaborate on the deployment of federal officers in Saskatchewan and will partner on injury reduction initiatives over the next five years.

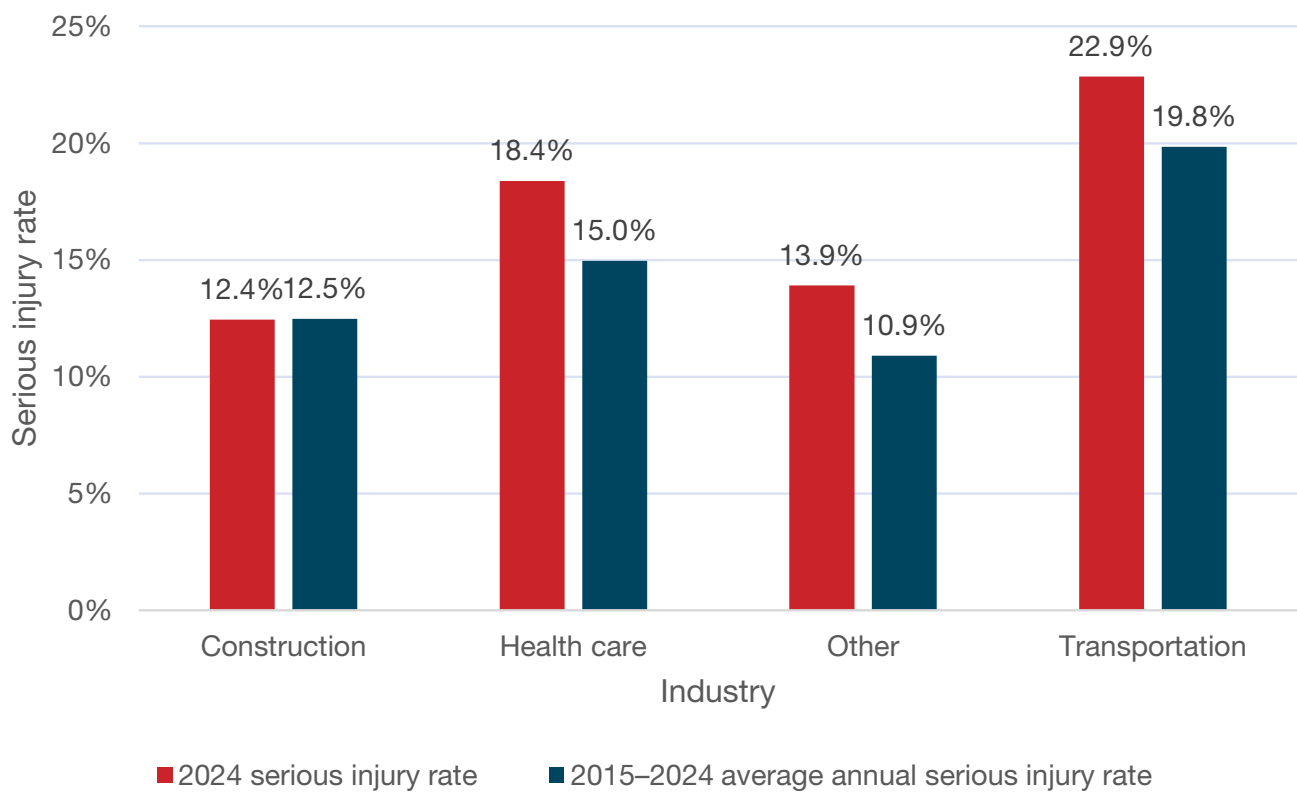


Construction sector

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

June 2026 update: Falls from heights, specifically from ladders, continue to be a key focus within the construction sector. The data shows that ladder-related falls remain a significant injury mechanism in construction, with 40 fall from ladder incidents recorded from Jan. 1 to June 30, 2026. Awareness and training initiatives have driven substantial increases in worker engagement with ladder safety and fall protection resources, indicating growing interest in prevention efforts and safer work practices. Looking ahead, WorkSafe, in collaboration with industry partners, will scale the access to the ladder safety inspection tool, including to apprentices, high schools and young and new workers to strengthen ladder safety awareness and reduce ladder-related injuries.

Serious injuries² as percentage of accepted claims



² 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

Although workplace risks differ across industries, many of the underlying factors associated with serious injuries and fatalities are shared. Addressing these challenges remains critical to improving safety outcomes across Saskatchewan workplaces.

Common issues affecting most Saskatchewan workplaces



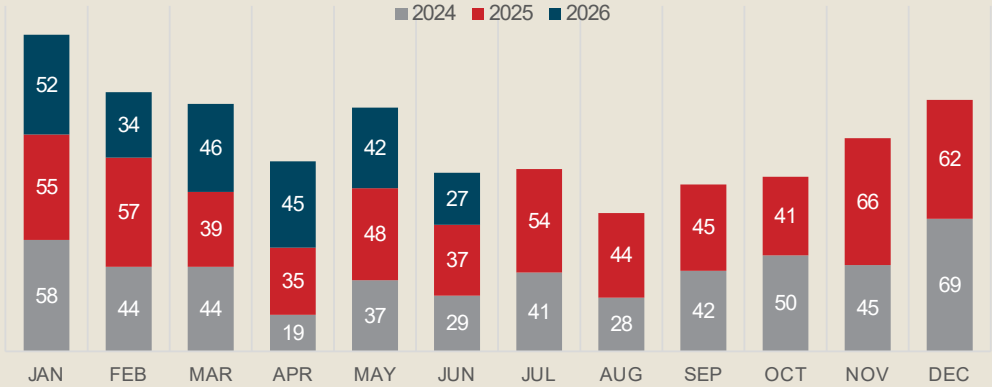
Motor vehicle collisions

June 2026 update

June 30, 2026 update: Motor vehicle collisions remain one of the most significant injury risks in Saskatchewan’s transportation sector. From Jan. 1 to June 30, 2026, there were 246 motor vehicle collisions, reinforcing the need for continued prevention efforts. During the first six months of 2026, WorkSafe expanded its engagement with transportation employers and advanced planning for the relaunch of the motor vehicle collision learning collaborative. The purpose of these initiatives is to strengthen hazard identification, increase adoption of leading safety indicators and support the implementation of evidence-based controls to reduce collision frequency and severity.

Continued monitoring of collision trends will be important to determine whether increasing prevention activity translates into measurable reductions in serious injuries and fatalities within the sector.

Motor vehicle collisions accepted claims by registration month
(up to June 30, 2026)



Month	2024	2025	2026
JAN	58	55	52
FEB	44	57	34
MAR	44	39	46
APR	19	35	45
MAY	37	48	42
JUN	29	37	27
JUL	41	54	
AUG	28	44	
SEP	42	45	
OCT	50	41	
NOV	45	66	
DEC	69	62	

Upcoming work: Expand and revitalize the motor vehicle collision learning collaborative by bringing together a broader range of industries and experts to share insights, identify emerging risks and develop practical solutions that help prevent motor vehicle collisions.

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Common issues affecting most Saskatchewan workplaces

June 2026 update



Asbestos



June 30, 2026 update: Asbestos remains the leading cause of work-related fatalities in Saskatchewan. Commonly found in building materials used before 1990, asbestos poses a significant risk during renovations and other work that disturbs asbestos-containing materials. Exposure can cause serious diseases, including lung cancer, asbestosis and mesothelioma. Between Jan. 1 and June 30, 2026, five fatalities were linked to asbestos exposure.

The occupational health and safety for asbestos workers training standard sets the minimum requirements for approved training providers. To date, five companies have enrolled 51 workers in training through WorkSafe-approved providers, helping ensure workers have the knowledge and skills to safely manage asbestos hazards.

Between Jan. 1 and June 30, 2026, the Ministry of Labour Relations and Workplace Safety's Occupational Health and Safety (OHS) branch received 246 high-risk asbestos notifications and completed 137 asbestos-related worksite visits, issuing 18 contraventions. The top four contraventions issued on asbestos-related worksite visits were:

Regulation number	Description	Total
OHS Reg 23-8	Asbestos processes	4
OHS Reg 23-5	Identification of asbestos-containing materials	3
OHS Reg 3-6	Supervision of work	3
OHS Reg 23-14	Training	2

Upcoming work: To build on these prevention efforts, WorkSafe is planning a province-wide awareness campaign between July and September 2026 aimed at increasing employer and worker understanding of asbestos hazards, regulatory requirements and safe work practices. Given that asbestos-related disease remains a contributor to occupational fatalities many years after exposure, continued investment in training, awareness and exposure prevention remains a critical component of WorkSafe's long-term serious injury and fatality prevention strategy.



Falls

June 30, 2026 update: There were 88 falls from ladders between Jan. 1 and June 30, 2026. Of these, 40 were in the construction industry.

WorkSafe promoted ladder safety during National Ladder Safety Month in March. The goal was to reduce falls from heights, a leading cause of serious workplace injuries in Saskatchewan.

During the campaign, WorkSafe Saskatchewan encouraged employers and workers to:

- Choose the right ladder.

Common issues affecting most Saskatchewan workplaces

June 2026 update



“ Too often, people see ladder work as routine, but the consequences of a fall, even from a low height, can result in life-altering injuries. We are promoting March as ladder safety month to increase awareness of the risks and educate people about the importance of proper ladder use, inspection and training. By focusing on the right equipment and proper training in the workplace while following safe procedures, workers and employers can ensure everyone goes home safe at the end of their shift.

Phillip Germain, WCB CEO

”

- Inspect ladders before use.
- Set up ladders safely.
- Use ladders correctly.

WorkSafe promoted free ladder safety resources, including toolbox talks, inspection checklists and training materials.

WorkSafe is encouraging workers and employers to take a fresh look at how to select, inspect, set up and use ladders. WorkSafe offers a comprehensive suite of resources on its website focusing on ladder safety, including:

- Toolbox talks: Ready-to-use safety meeting guides focused on ladder selection and inspection.
- Training resources: Educational content demonstrating the three-point contact rule and stable setup techniques.
- Inspection checklists: Standardized forms to ensure equipment meets CSA Z11-18 safety standards before use.
- Free online fall protection training through the Saskatchewan Safety Council. This program is designed to provide information that participants will need to make safe decisions when working at heights. Access this course at worksafesask.ca/courses/fall-protection.

Partners across the province supported the campaign by sharing resources and reinforcing safe work practices.

WorkSafe has partnered with the Canadian Centre for Occupational Health and Safety to offer a free, 40-minute online ladder safety course at worksafesask.ca. The course covers ladder selection, inspection, setup and safe work practices, and is designed for workers, supervisors and those responsible for purchasing ladders.

WorkSafe Saskatchewan also supported awareness through a sponsored CTV News segment, Ladder Safety: It's No Joke, which aired on April 2, 2026. The segment shared practical safety tips and helped reach a broader audience. The segment is available to watch on YouTube: youtube.com/watch?v=NKb8OXJI_uI.

From Jan. 1 to June 30, 2026, the OHS branch completed 401 worksite visits in the construction industry, issuing 303 contraventions and wrote two summary offence tickets in the construction sector (B11, B12 and B13 rate codes).

Common issues affecting most Saskatchewan workplaces

June 2026 update

“ Safety starts with each of us on every job and every shift. Together, we want to use this month to focus on ladder safety and fall protection plans and empower teams with the knowledge to work safely at any height. ”

Kevin Mooney, WCB vice-president of prevention and employer services



The top five contraventions issued were:

Regulation number	Description	Total
OHS Reg 9-2	Protective against falling	72
OHS Reg 7-6	Protective headwear	45
OHS Reg 9-3	Fall protection plan	23
OHS Reg 12-25	Aerial devices and elevating work platforms	16
OHS Reg 16-6	Portable ladders	10

The OHS branch also completed 215 worksite visits to residential construction (B12) employer locations, issuing 164 contraventions to these employers. The top five contraventions issued were:

Regulation number	Description	Total
OHS Reg 9-2	Protective against falling	39
OHS Reg 7-6	Protective headwear	26
OHS Reg 12-25	Aerial devices and elevating work platforms	13
OHS Reg 9-3	Fall protection plan	12
OHS Reg 9-13	Openings in floors, roofs, etc.	7

Outside of the construction sector, the OHS branch also issued an additional 45 contraventions for OHS Reg 9-2 and an additional 15 contraventions for OHS Reg 9-3.

Upcoming work: WorkSafe is supporting the redevelopment of the ladder safety inspection tool in collaboration with the Saskatchewan Construction Safety Association.

To increase ladder safety awareness among new and young workers, WorkSafe is expanding partnerships with apprenticeship programs, high schools and youth-focused events.

These initiatives are intended to build on the success of the recent campaign and help reduce the risk of falls from ladders in Saskatchewan workplaces.



Industrial ergonomics (Musculoskeletal injuries)

June 30, 2026 update: Musculoskeletal and bodily exertion injuries continue to be the top cause of serious injuries in Saskatchewan. Musculoskeletal and bodily exertion injuries accounted for 71.65 per cent of total Time Loss accepted claims from Jan. 1 to June 30, 2026.

WorkSafe continues to monitor the effectiveness of the learning collaborative focused on reducing musculoskeletal injuries in health care related to the use of cloth soaker pads. The collaborative continues to seek opportunities to expand to include additional facilities to implement the intervention.

Health-care workers in Saskatchewan continue to get hurt at work and

suffer long-lasting musculoskeletal injuries due in part to patient handling. Investigating and investing in new or promising practices that have the potential to reduce these types of injuries will benefit the worker, the patient and the employer.

The WCB continues to invest in partnerships and evidence-based solutions to help address the reduction of musculoskeletal injuries. Work is progressing with system partners to bring the Vendlet technology into Saskatchewan's health-care system. This technology is expected to reduce physical demands on the care provider during bed repositioning, thereby decreasing musculoskeletal injuries and associated costs while improving patient experience.

Between Jan. 1 and June 30, 2026, the OHS branch completed 352 worksite visits relating to ergonomics, issuing 91 contraventions. The top five contraventions issued were:

Regulation number	Description	Total
OHS Reg 4-9	Training of representatives, committee members	10
Act 3-22	Establishment of committees	9
OHS Reg 3-1	General duties of employers	8
OHS Reg 6-18	Musculoskeletal injuries	7
OHS Reg 5-8	First aid register	6

Upcoming work: WorkSafe 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. WorkSafe will progress the work of the mechanical turning system collaborative with the goal of bring this technology into Saskatchewan in 2027.



Machinery

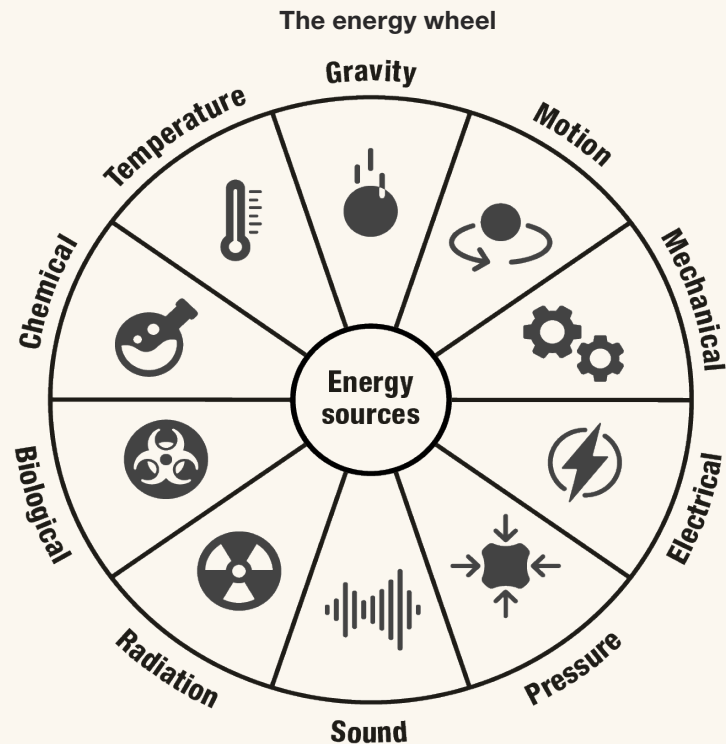
June 30, 2026 update: Contact with objects and equipment continues to be the third-highest cause of serious injuries.

Through serious injury prevention consulting, the WCB supports employers in identifying and controlling hazards that have the potential to cause significant harm.

During workplace consultations, WorkSafe continues to identify mechanical and motion hazards as two of the most common hazardous energy sources.

Recommended controls often include machine guarding, isolation procedures such as lockout/tagout and safe worker zone identification around powered mobile equipment.

One of the most effective ways to identify the potential for serious injuries and fatalities is to examine the sources of hazardous energy present in the workplace. The energy wheel provides organizations with a practical tool to identify energy sources that could result in serious harm if not properly controlled.



Organizations can use the energy wheel when:

- identifying hazards with the potential for serious injury or fatality,
- planning non-routine or high-risk work, or
- reviewing incidents, near misses or changes to processes, equipment or work activities.

When used consistently, the energy wheel helps organizations focus on the hazards with the greatest potential for serious injury and prioritize prevention efforts where risk is highest.

By recognizing motion as a hazardous energy source, organizations can implement effective controls to reduce worker contact with objects, equipment and machinery, helping prevent serious injuries and fatalities.

Between April 1 and June 30, 2026, the OHS branch completed 17 worksite visits relating to machine guarding, issuing 14 contraventions.

Common issues affecting most Saskatchewan workplaces

June 2026 update

The top five contraventions issued were:

Regulation number	Description	Total
OHS Reg 10-4	Safeguards	2
OHS Reg 9-11	Guardrails	2
Act 3-21	Duty re policy statement on violence and prevention plan	1
Act 3-22	Establishment of committees	1
OHS Reg 10-2	Operating controls	1
OHS Reg 13-3	General requirements	1
OHS Reg 13-5	Load ratings	1
OHS Reg 30-12	Electrical panels	1
OHS Reg 3-6	Supervision of work	1
OHS Reg 4-3	Quorum and certain votes	1
OHS Reg 9-19	Pallets and storage racks	1
OHS Reg 9-22	Risk from vehicular traffic	1

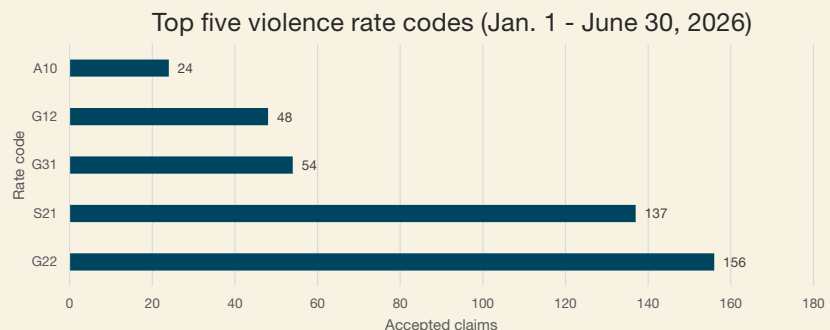
Upcoming work: WorkSafe will continue serious injury prevention consulting focused on identifying and controlling high-energy hazards, with mechanical energy identified as one of the top hazard sources observed during worksite visits.

WorkSafe will also support employers in implementing recommendations to address high-risk hazards and strengthen controls for machinery-related risks.



Violence

June 30, 2026 update: Workplace violence continues to be a significant and emerging risk across Saskatchewan workplaces, particularly within the health-care (G22) and service (S21) sectors.



WorkSafe supported violence prevention efforts through ongoing participation in the Saskatchewan Health Authority violence prevention advisory group and the provincial implementation of the individual client risk assessment violence prevention initiative.

Common issues affecting most Saskatchewan workplaces

June 2026 update

Work also continued with service sector partners to develop metrics to evaluate the effectiveness of the selected violence prevention approach. This approach is a trauma-informed strategy that focuses on understanding and responding to trauma to help prevent violent situations and reduce the need for restrictive actions.

Although reductions in violence-related workplace injury claims have not yet been seen, important progress has been made. Work completed to date is helping organizations better identify higher-risk workplace environments, track trends over time and assess what prevention measures are most effective. WorkSafe recognizes that preventing workplace violence takes ongoing collaboration, strong organizational commitment and effective systems and programs that help identify risks, implement controls and measure results over time.

Between Jan. 1 and June 30, 2026, the OHS branch completed 455 worksite visits where violence policy was discussed, issuing 69 contraventions. The only two contraventions issued were:

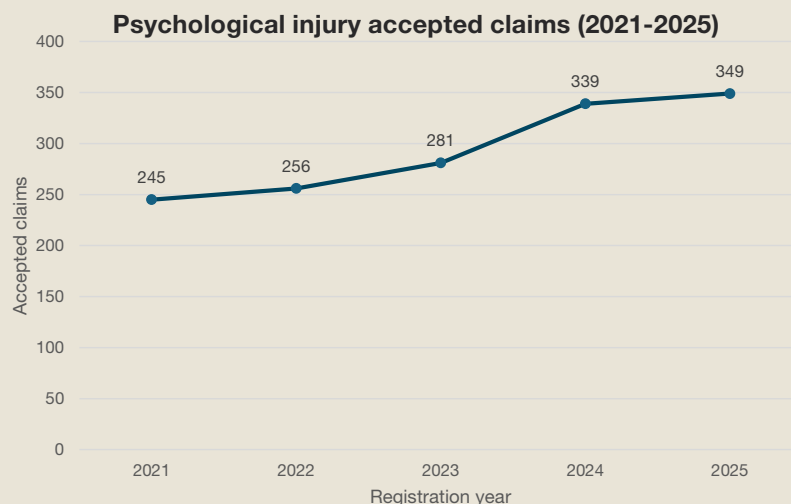
Regulation number	Description	Total
OHS Reg 3-26	Violence policy	38
Act 3-21	Duty re policy statement on violence and prevention plan	31

Upcoming work: WorkSafe will launch a campaign aimed at reducing violence in health care. WorkSafe will continue to support organizations with implementing strategies to reduce the risk of incidents of violence.



Psychological health and safety

June 30, 2026 update: Psychological injury claims continue to increase and claim durations continue to be higher than overall claim durations.



Common issues affecting most Saskatchewan workplaces

June 2026 update

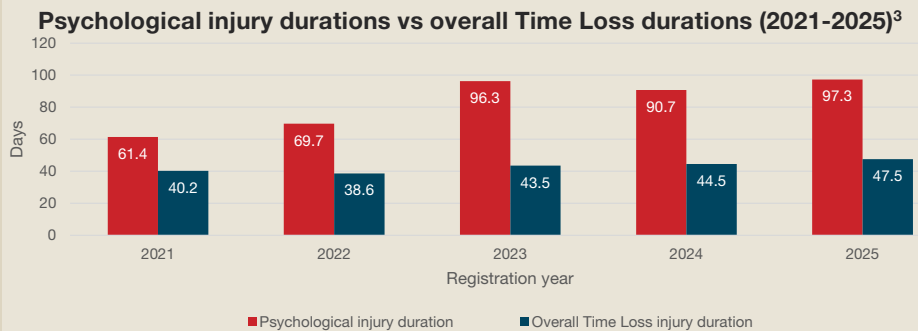


About the PTSS Lab

The Psychological Trauma and Stress Systems (PTSS) Lab is dedicated to advancing psychological health research, support and solutions for trauma-exposed professionals, including first responders and other public safety personnel, health-care workers, military members and veterans.

Led by Dr. R. Nicholas Carleton, a recognized leader in clinical research and trauma psychology, the PTSS Lab informs, develops and evaluates evidence-informed and evidence-based efforts to mitigate the impact of trauma exposure on all those who serve.

The PTSS Lab and WorkSafe invite and encourage Saskatchewan organizations to invest in this homegrown solution for protecting the psychological health and well-being of public safety personnel. Learn more about the lab and the mental health monitoring safeguard system app at ptsslab.ca.



Several first responder organizations across Saskatchewan are currently implementing the mental health monitoring safeguard system app through a partnership with Dr. R. Nicholas Carleton, lead researcher of the PTSS Lab.

The app provides a system that offers near real-time supports to help manage occupational stress and prevent work-related psychological injuries. The app supports routine self-monitoring and structured psychological health screening to help users proactively notice occupational stress reactions early before symptoms become more serious. Research shows that self-monitoring and screening can reduce post-traumatic stress disorder symptoms by up to 50 per cent compared with unmanaged exposure.

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 employers to provide support and resources to integrate psychological health and safety into existing safety management systems. If you would like to learn more, please email worksafeinquiry@wcbsask.com.

WorkSafe continues to facilitate a psychological health and safety community of practice for first responders, as well as one for all industries, on a quarterly basis with a goal of sharing best practices that leaders and communities need to prevent psychological injuries.

Upcoming work: WorkSafe will continue supporting the implementation of the mental health monitoring app with interested parties over the next several years and will assess it for effectiveness.

WorkSafe will progress the development of a first responder psychological health career lifecycle framework to ensure psychological health support systems are built into every stage of their career journey.

WorkSafe will continue to facilitate quarterly communities of practice for first responders and all industries. For more information, visit worksafesask.ca/resources/worksafe-saskatchewanans-communities-of-practice.

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.

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 2026 update
<p>New worker safety program - a provincial approach</p>  <p>Who is considered a new worker?</p> <p>A new worker is anyone new to an industry or workplace. New workers often face more hazards without proper safety and health knowledge or protections in the workplace.</p>	<p>Workers under the age of 25 accounted for 450 of 3,803 (12 per cent) accepted Time Loss claims from Jan. 1 to June 30, 2026. This is trending down. The new worker provincial committee is advancing a coordinated approach to injury prevention for new workers. The areas of focus include:</p> <ol style="list-style-type: none"> 1. Ensuring workers new to Saskatchewan workplaces have access to training and education. 2. Supporting employers and supervisors with tools and resources in industries that are more likely to hire new workers. 3. Consulting with workers and employers to better understand occupational health and safety vulnerabilities and implement strategies to decrease the risk of injury. <p>Building the approach</p> <p>Feedback from Saskatchewan employers highlighted that onboarding is often brief and concentrated in a worker's first few hours or days, with limited follow up afterward. Employers reported that hands-on training, mentorship and dedicated orientation time are the most effective ways to support new workers, but challenges such as limited supervisor capacity, pressure for rapid productivity, high turnover, language barriers and inconsistent onboarding practices can hinder success.</p> <p>In response, WorkSafe and its partners are adopting a practical, supervisor-focused approach that extends onboarding beyond day one through a flexible 7-7-7 framework, guiding employers to provide orientation in the first seven hours, reinforcement and skill development in the first seven days and ongoing follow-up throughout the next seven weeks. The initiative will also provide practical tools such as checklists, templates, mentor program guidance and adaptable resources to help employers deliver consistent and effective onboarding. The target launch for the program is between October and November 2026.</p>
<p>Serious incident and fatality prevention model</p>	<p>In partnership with the National Safety Council and industry partners, WorkSafe developed a serious incident and fatality prevention model. This framework helps workplaces identify, understand and manage risks that could result in serious injury or death. While traditional safety programs focus on reducing all injuries, this model focuses on preventing incidents with the highest potential for harm.</p>

WorkSafe Saskatchewan initiatives	June 2026 update
	<p>The model combines the plan-do-check-act approach with human and organizational performance principles. It helps employers identify their most serious risks, confirm that safety controls are effective and continuously learn from workplace events.</p> <p>WorkSafe has successfully piloted the model with a large employer and is seeking additional organizations interested in partnering to implement the model in 2026. Learn more at worksafesask.ca/serious-incident-and-fatality-prevention-model.</p>
Approved training provider program	<p>The approved training provider program currently has six training providers approved to deliver OHC Level 1 training, six approved for OHC Level 2 training, six approved to deliver Supervision and Safety training, and three approved to deliver occupational health and safety for asbestos workers. The working at heights training standard is now available for application at worksafesask.ca/education/approved-training-provider-program. Approved training providers have issued 641 training certificates from Jan. 1 to June 30, 2026.</p>
Priority employer program	<p>In 2026, WorkSafe identified 34 new priority employers to participate in the program, including seven from the construction industry. WorkSafe successfully onboarded many of these employers between Jan. 1 and June 30, 2026.</p>
Learning collaboratives	<p>WorkSafe's learning collaboratives bring people together to learn from workplace incidents, near misses and high-risk work activities. Workers, leaders and safety professionals from different levels of an organization collaborate to share perspectives and identify opportunities for improvement.</p> <p>A core principle of the collaboratives is looking beyond immediate causes to understand the broader systems and conditions that influence work. By exploring these underlying factors, participants can identify practical improvements that strengthen workplace safety and performance.</p> <p>WorkSafe's learning collaboratives</p> <ul style="list-style-type: none"> • Return-to-work learning collaborative created to bring workers, employers, industry leaders and return-to-work specialists together to identify and implement evidence-based solutions that reduce work disability and improve return-to-work outcomes. The collaborative provides a forum for organizations to share challenges, test practical strategies and learn from one another's experiences in creating safe, sustainable stay-at-work and return-to-work programs. The purpose of the collaborative is to address common barriers that contribute to unnecessary work disability—such as delays in communication, limited modified work options, unclear processes and poorly defined return-to-work plans—and to develop practical tools and solutions that employers can apply in their own workplaces.

Successful approaches are then shared broadly to strengthen workplace culture, support worker recovery and reduce lost time across industries. Effective approaches implemented to date include:

- Modified work offer forms to make it easier to communicate with health-care providers and receive support for safe return-to-work programs.
- Creating job banks to make it easier to offer meaningful modified work for common injury types.
- Supervisor training to increase confidence for supervisors to initiate return-to-work discussions or plans.

To get involved in the return-to-work learning collaborative, please email worksafeinquiry@wcbsask.com.

- **Health-care learning collaborative** focused on reducing musculoskeletal injuries by shifting to disposable soaker pads.
- **First responders' learning collaborative** focused on scaling the mental health monitoring app to all first responder groups.
- **Construction learning collaborative** focused on a ladder assessment tool to prevent falls from ladders.
- **Transportation learning collaborative** to be re-established with a variety of industry partners and experts to identify solutions to reduce the risk of motor vehicle collisions.
- **Construction and mining learning collaborative** focused on identifying proactive and leading indicators and creating a severity dashboard.
 - Four microlearnings (energy wheel awareness, measuring pre-job safety briefs, measuring leadership engagements and measuring safety observations) are now available on the WorkSafe training page at worksafesask.ca/education/training.
 - A severity matrix dashboard is available for employers to pilot and assess if it provides clearer risk visibility and fairer risk-based contractor management. Submit your request to worksafeinquiry@wcbsask.com.
- **Community living learning collaborative** focused on reducing incidents of violence in the workplace.
- **Roadwork learning collaborative** focused on work zone safety. In May, at the start of construction season, a multi-partner "slow to 60" campaign was launched.
- **Firefighter cancer community of practice** has established a working group to develop a turnout gear training video, with initial planning beginning in September.

- The washing machine cleaning efficacy study continues to advance, with support from partnering fire departments.
- The medical screening committee met with a provincial expert to discuss firefighter cancer screening and the development of national screening guidelines.
- The committee continues to meet quarterly.

For more information on these learning collaboratives and communities of practice, visit worksafesask.ca/education/learning-collaboratives.

WorkSafe Saskatchewan is open to supporting new industry learning collaboratives. If you or your industry leaders have an idea for a new learning collaborative and are looking to participate and bring others together, please reach out to worksafeinquiry@wcbsask.com.

Lagging indicators

How to access the injury severity matrix dashboard

Submit a request to the WorkSafe inquiry team at worksafeinquiry@wcbsask.com.

The request must include the employer's firm number, rate/subcode and the years of data required.

Historically, companies have relied on total recordable injury frequency as a lagging indicator of safety performance. Total recordable injury frequency is a measure of recordable workplace injuries per 100 full-time employees over one year. However, research has shown total recordable injury frequency to have its limitations. Total recordable injury frequency:

- Looks at all incidents the same regardless of severity. In doing so, it provides no guidance on which hazards should be the focus.
- Does not account for a workplace's size or number of work hours. It is dependent on a large data set to avoid significant fluctuations in the rate.
- Does not correlate to a reduction in serious incidents if the score is low, based on research.

The injury severity matrix provides a system for the WCB to categorize injuries based on five levels of harm, from minor to life-threatening. This data informs a dashboard which is intended to support workplaces in effectively measuring and targeting health and safety improvements.

Why use the injury severity matrix?

The injury severity matrix provides a more complete picture of risk than total recordable injury frequency. This new indicator:

- Provides guidance on where to allocate resources for health and safety improvements.
- Allows for companies to benchmark scores more accurately.

The injury severity matrix is a great tool for assessing risk and prioritizing hazards. Combined with other forms of data (for example, near-miss incidents and leading indicators), total recordable injury frequency can assist as a predictor for serious injuries.

Sask. Work initiative

A new mobile research lab will hit the road in Saskatchewan this fall with the goal of helping employers better understand workplace demands and reduce the risk of injuries.

The five-year project will bring research-grade assessment technology directly into workplaces across the province at no cost to participating employers.

By collecting objective data in real working environments, the Sask. Work initiative will help employers better understand workplace demands and identify practical opportunities to improve worker health and safety. Using wearable technology, sensors, observation tools and environmental monitoring equipment, researchers will measure a range of workplace factors, including physical demands, fatigue, posture and movement patterns, vibration exposure, cognitive workload, physiological strain, noise, temperature and other workplace exposures. To learn more, visit worksafesask.ca/resources/research/sask-work-initiative. For more information or to express interest in participating, email mobileresearchlab@wcbsask.com.



The Sask. Work initiative mobile research lab

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 2026 update
Provincial injury rates	In 2025, Saskatchewan's Total injury rate dropped 2.81 per cent to 3.80 injuries per 100 workers. The Time Loss injury rate fell 0.58 per cent to 1.71 injuries per 100 workers in 2025.
Fatalities	Work-related fatalities have increased to 17 from April to June from five in January to March. Seven of these fatalities are from occupational disease exposures.
Addressing serious injuries	<p>Serious injury and fatality prevention</p> <p>Serious injury prevention consulting helps workplaces focus on the hazards that cause serious injuries and fatalities. The goal is to reduce the plateau in serious injuries and fatalities. This work focuses on how well employers identify and control hazardous energy.</p> <p>Collaborative consulting update</p> <p>The objective of WorkSafe's serious injury prevention consulting is to support employers in identifying and managing high-energy or priority hazards that have the potential to result in fatal or life-altering injuries. Through proactive risk assessment and the implementation of effective controls, WorkSafe aims to help organizations strengthen their prevention strategies and reduce the risk of serious injuries and fatalities.</p> <p>Reviewing existing hazards and controls</p> <p>Senior health and safety consultants conducted worksite visits that identified 142 high-energy hazards with effective controls already in place, including engineering controls such as machine guarding, physical barriers and energy isolation measures.</p> <p>The visits also identified 104 high-energy hazards that posed an elevated risk, primarily involving mechanical, gravity and chemical energy sources. To help mitigate these risks, consultants provided 118 recommendations. Employers have implemented 57 of them to date.</p> <p>As part of serious injury prevention consultations, consultants made 27 recommendations to strengthen safety management systems. The most common opportunities for improvement related to hazard identification, management and leadership commitment and emergency response. Employers have implemented 14 of these recommendations so far, contributing to stronger overall safety performance.</p>

Performance measure

June 2026 update

Ongoing inspections and risk-based enforcement actions in high-risk sectors

WorkSafe continued working with priority employers that it identified based on their injury profile. Priority employers receive increased focus from the 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, 2026, 66 employers participated in the priority employer program and WCB staff conducted 125 priority employer meetings.

In addition to working with the WCB through the WorkSafe partnership to administer the priority employer program, the OHS branch also conducts other targeted work through its directed worksite visit program and targeted field campaigns. The OHS branch selects directed employers based on their injury profiles, just as WorkSafe does priority employers. 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. As of June 30, 2026, OHS officers conducted 119 worksite visits at priority employer locations, issuing 87 contraventions. The top five contraventions issued were:

Regulation number	Description	Total
OHS Reg 18-2	Identification of confined spaces, hazards, etc.	7
OHS Reg 3-26	Violence policy	7
OHS Reg 3-8	Training of workers	7
OHS Reg 22-7	Workplace label for decanted products	5
OHS Reg 3-6	Supervision of work	5

In addition, officers conducted 446 directed worksite visits on high-injury rate employers and 571 targeted field campaign worksite visits for a total of 1,136 targeted worksite visits.



New strategic framework

WorkSafe Saskatchewan launches new strategic framework focused on health, safety and well-being

New approach supports efforts to lower workplace injuries and fatalities

“By actively involving workers and building on our strong legacy and culture of safety, together we’re helping create safer workplaces.”

The Honourable Ken Cheveldayoff, Minister of Labour Relations and Workplace Safety

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“Workplace safety and prevention is changing and our approach must change with it.”

Gord Dobrowolsky, WCB Chair

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While Saskatchewan’s 2025 Total injury rate reached a provincial low for the fourth consecutive year, serious workplace injuries still affect approximately 2,500 workers in the province each year. To reflect the evolving nature of workplace safety and prevention across Saskatchewan, WorkSafe Saskatchewan announced a refreshed, holistic strategic framework to promote the next generation of prevention and total worker health, safety and well-being. WorkSafe Saskatchewan is the partnership between the Ministry of Labour Relations and Workplace Safety and the Saskatchewan Workers’ Compensation Board (WCB).

“Saskatchewan is strong and growing, and we must protect what matters most: our families, friends and communities,” said Minister Ken Cheveldayoff at the framework launch. “By actively involving workers and building on our strong legacy and culture of safety, together we’re helping create safer workplaces. A strong Saskatchewan is a safe Saskatchewan.”

For more than 20 years, WorkSafe Saskatchewan has partnered with workers, employers, labour, safety associations and government to improve workplace safety. When WorkSafe Saskatchewan launched in 2002, Saskatchewan’s Time Loss injury rate was the second highest in Canada at 4.95 per 100 workers. As of 2024, Saskatchewan’s Time Loss injury rate improved to fourth

highest in the country. Since 2002, time loss injuries have decreased by 67 per cent and the Total injury rate has decreased by 67 per cent. In 2025, 89 per cent of Saskatchewan workplaces reported zero injuries or fatalities.

“Through the partnership between the Ministry of Labour Relations and Workplace Safety and the Workers’ Compensation Board, WorkSafe Saskatchewan is leading the next generation of prevention,” said Cheveldayoff. “By engaging workers and employers as partners in health, safety and well-being, we are continuing to reduce injuries and strengthen workplaces across the province.”

“This progress reflects the shared commitment of employers, workers, safety associations and labour across Saskatchewan and forms the foundation for our focus on safety, health and well-being,” said Gord Dobrowolsky, WCB chair. “Workplace safety and prevention is changing and our approach must change with it. This approach recognizes that safety, health and well-being connect deeply. When workers are safe and supported, our province is stronger.”

While workplace injury trends are moving in a positive direction overall, the number of serious injuries and fatalities in the province remains steady. There were 27 workplace fatalities in 2024 and 2025. As of Dec. 31, 2025, the total number of claims that reached serious injury status in 2024 was 2,599, a 6.91 per cent increase over 2,431 serious

WorkSafe SASKATCHEWAN

Safety • Health • Well-being

“ Our focus goes beyond only preventing injuries to also supporting workers to thrive, both on and off the job.

Phillip Germain, WCB CEO

“ By working together, we can achieve better outcomes to support workers, employers, the economy and the health-care system across Saskatchewan.

Phillip Germain, WCB CEO

injuries in 2023. Between 11 and 15 per cent of all claims in the province are serious injury claims, which make up approximately 80 per cent of the costs to the Saskatchewan compensation system.

To address these challenges, WorkSafe Saskatchewan’s 2023-2028 Fatalities and Serious Injuries Strategy focuses on the main drivers of work-related serious injuries and fatalities. The three main workplace sectors of focus are health care, transportation and construction. In 2025, two of the three main workplace sectors showed improvement in their injury rates. Health care’s Total injury rate declined 12.6 per cent, construction declined three per cent and transportation remained at 5.5 per cent.

“Since focusing on serious injuries and fatality prevention, we have made modest progress, but we have also learned more about what’s needed to move forward,” said the WCB’s CEO Phillip Germain. “Our renewed strategic framework will focus investments to turn the curve on serious injury prevention and further support the 2023-2028 Fatalities and Serious Injuries Strategy.”

The refreshed WorkSafe strategic framework focuses on a broader, human-centred approach to prevention. In addition to physical safety, it recognizes the role of

psychological health, resilience and belonging.

Key actions include:

- Strengthening return to work programs that support recovery and long term outcomes.
- Promoting psychological health and safety alongside physical safety.
- Leveraging technology to help prevent occupational disease exposure and musculoskeletal injuries in health care.
- Using industry specific data and insights to inform prevention efforts.
- Encouraging strong safety leadership and shared accountability at every level.
- Actively engaging workers and employers as partners in prevention.

“The future of WorkSafe Saskatchewan integrates safety, health and well-being. Our focus goes beyond only preventing injuries to also supporting workers to thrive, both on and off the job,” said the WCB’s CEO Phillip Germain. “Safety in our province means uniting physical protection, psychological health and overall wellness under one shared focus of safer workplaces and stronger communities. By working together, we can achieve better outcomes to support workers, employers, the economy and the health-care system across Saskatchewan.”

For more information about WorkSafe’s holistic strategic framework, visit worksafesask.ca. For more information about the fatalities and serious injuries strategy, view the reports at worksafesask.ca/fatalities-and-serious-injuries.

Participant feedback



Andrea Kotlar
Executive Director, FASD Network

FASD Network builds psychological health and safety into its workplace culture

For the FASD Network of Saskatchewan, creating a psychologically healthy and safe workplace starts with a simple recognition: people are at the centre of the work.

The community-based provincial organization has offices in Saskatoon and Regina and works to enhance the lives of people impacted by fetal alcohol spectrum disorder (FASD). Through training, events and education, the network works to increase understanding of FASD and reduce stigma while providing support to individuals, families and communities.

That work can also place significant demands on the people providing those supports.

“We’re people working with people,” said Andrea Kotlar, executive director of the FASD Network. “We all have events in our past that can be triggered by other people and create difficult feelings and bring back negative events from the past.”

Network staff may support people who are struggling to meet their basic needs, experiencing physical or psychological health challenges, or navigating the legal and child and family services systems. The goal, Kotlar said, is to make sure workers have the support they need to navigate challenging situations while protecting their own well-being.

Finding a place to start

Like many organizations, the FASD Network had already taken steps to support its workers. Staff had access to counselling and psychological health information. But

having resources available did not necessarily mean workers would use them.

Kotlar said one important realization was that employers need to actively and repeatedly communicate about available supports.

“If you don’t continue to tell them about it, especially if they feel like they’re coming into a crisis, they’re not going to think of it,” she said.

The network began working with WorkSafe Saskatchewan to take a more structured approach to psychological health and safety. Kotlar said the volume of information available initially felt overwhelming, making individualized guidance particularly valuable.

Working with WorkSafe helped the organization assess where it was, identify where to begin and use the psychological health and safety roadmap to determine its next steps. The network also participates in WorkSafe’s psychological health and safety community of practice, where employers can learn about approaches used by other organizations.

“I really found [the resources] all quite helpful, except that there was a lot,” Kotlar said. “Having that dedicated person, I think, to help walk through it was essential because had I got all those resources, I wouldn’t have known where to start and I probably wouldn’t have continued.”

Communication builds trust

A significant part of the FASD Network’s journey has involved communication between management and front-line workers.

“We have to kind of walk through those steps and be very intentional in what we are saying.”

Andrea Kotlar, FASD Network

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“It’s important for people to know that this is not just a management initiative. Everybody has a role that they need to play.

Andrea Kotlar, FASD Network

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The Psychological Health and Safety Resource Centre

Visit WorkSafe’s Psychological Health and Safety Resource Centre at worksafesask.ca/resources/psych-health-safety-resource-centre and learn more about the psychological health and safety community of practice at worksafesask.ca/resources/worksafe-saskatchewan-communities-of-practice/psychological-health-and-safety-community-of-practice.

FASD
NETWORK

Kotlar said organizational decisions can sometimes be difficult for workers to understand because management may have information or context that cannot always be fully shared. In the past, that could leave workers feeling misunderstood or unheard, particularly during periods of rapid change.

The network has responded by becoming more intentional about how leaders communicate.

“We have to kind of walk through those steps and be very intentional in what we are saying,” Kotlar said.

That includes scheduled team check-ins and an open-door approach from management. The network encourages workers to discuss difficult professional or personal issues and to debrief following challenging situations.

Kotlar said managers can listen, help workers navigate workplace situations and direct them to additional resources when needed, but they are not substitutes for professional counselling.

Kotlar said workers who have been with the organization for some time report feeling more secure in their roles and comfortable being themselves at work. She added that open communication has also made workers more comfortable asking questions when they do not understand a decision or situation.

Making psychological safety part of everyday work

The FASD Network’s experience demonstrates that psychological health and safety is not a one-time initiative.

Staff turnover, for example, is an ongoing challenge in the non-profit sector. Kotlar said the network has learned to recognize the effect a colleague’s departure can have on the remaining team, including

a sense of grief, and to create opportunities for workers to talk about those feelings or access other supports.

The network also uses its psychological health and safety log to track professional development and identify when they may need to repeat training as new workers join the organization.

Its next steps include bringing psychological health and safety directly to the broader team. WorkSafe representatives will participate in a team-building session with network staff, reinforcing that psychological health and safety is a shared responsibility.

“It’s important for people to know that this is not just a management initiative,” Kotlar said. “Everybody has a role that they need to play.”

For employers considering beginning their own journey, her advice is straightforward.

“I would say do it,” Kotlar said. “Take advantage of things like this. Non-profit organizations find programs that offer services free of charge especially attractive. Things can only improve.”

For the FASD Network, supporting psychological health ultimately connects directly to its ability to serve the people who depend on the organization.

“We can only provide quality support to people if we’re well ourselves,” Kotlar said. “We want it to be a place where people are happy coming to work and they know that they’re valued and respected.”

And even organizations that believe they already have strong practices in place can benefit from another perspective.

“There’s always room to improve,” Kotlar said.

Participant feedback



Q-Line Trucking

Moving safely

Q-Line Trucking takes a proactive approach to serious injury prevention

For Q-Line Trucking, building a strong safety culture is not about reaching a finish line. It is about continually asking what they can do better.

The Saskatoon-based transportation company operates across North America and employs hundreds of people working in driving, maintenance, shop and other roles. Q-Line describes the health and safety of its people, customers and the public as its most important priority. The company backs that commitment with comprehensive training, mentorship, on-site safety support and a Certificate of Recognition certified health and safety program.

But having a safety program does not mean there are no opportunities to improve.

That thinking led Q-Line to work with WorkSafe Saskatchewan to take a fresh look at its health and safety system.

“We wanted to take a step back and look beyond our incident history to help identify hazards that could potentially lead to a serious injury or a fatality,” said Brock Girling, Q-Line’s director of safety and compliance.

Looking beyond what has already happened

Traditional safety measures, such as injury and incident data, remain important. But preventing serious incidents also requires organizations to consider what could happen, including hazards that may not have resulted in an incident before.

That was an important part of Q-Line’s work with WorkSafe.

WorkSafe staff reviewed Q-Line’s health and safety program and provided feedback the company could incorporate into its operations. Girling said the process offered something valuable even for an organization with established safety systems: another perspective.

“I think it just gave us another set of eyes on the overall operations,” Girling said. “In a lot of cases, the process helped validate what we were actually doing. But it also identified opportunities where we may not have recognized them ourselves.”

The relationship was collaborative rather than prescriptive. For example, WorkSafe introduced Q-Line to an energy-based approach to hazard recognition. Rather than directing the company to adopt it, WorkSafe provided information and training resources. Q-Line saw value in the approach and began applying the concept when assessing hazards in its operations.

Turning consultation into action

The collaboration became particularly valuable when Q-Line began applying the approach to specific workplace hazards.

One area they examined was ventilation. Effective ventilation can reduce workers’ exposure to airborne contaminants that may contribute to serious long-term health effects. Q-Line used what it had learned through the consultation to assess the hazard, document its findings and seek feedback from WorkSafe.

The result was more than an improved control.

“Taking visible action gave the

We wanted to take a step back and look beyond our incident history to help identify hazards that could potentially lead to a serious injury or a fatality.

Brock Girling, Q-Line Trucking

“Taking visible action gave the workers greater confidence knowing that a hazard had been controlled.”

Brock Girling, Q-Line Trucking



Q-Line Trucking

workers greater confidence knowing that a hazard is controlled,” he said. “And it also helped us build a strong rapport with that particular group.”

In the paint shop, an assessment reinforced the importance of looking beyond documentation and talking directly with the people performing the work. That experience helped Q-Line examine whether workers understood the hazards associated with their tasks, whether training is sufficient and whether existing safe work practices accurately reflected how work is done.

Workers themselves became an important part of the process. Q-Line involved workers in developing safe work practices and hazard-recognition documents, recognizing that the people performing a task have hands-on knowledge.

A worker reviewing a safe work practice, for example, may identify a missing step or a hazard that was not obvious to someone unfamiliar with the task. Q-Line then used that feedback to strengthen controls.

Putting the strongest controls in place

The process also reinforced the importance of the hierarchy of controls.

Where possible, Q-Line looks first for ways to eliminate a hazard or control it through engineering or other higher-level measures rather than relying primarily on personal protective equipment (PPE).

“You want to eliminate the hazard completely,” Girling said. “I don’t think that just PPE is going to eliminate every risk possible.”

He said the shift to asking whether organizations can eliminate or better control the hazard instead of asking whether the correct paperwork and PPE are in place is an important part

of proactive serious injury and fatality prevention.

It is also an ongoing process. Q-Line regularly reassesses its controls as its operations change rather than assuming that yesterday’s solution is always sufficient.

Safety culture built through action

Q-Line’s experience demonstrates that a strong safety culture depends not only on policies, procedures and training, but also on what workers see happening around them.

When workers raise concerns and see meaningful action follow, it can build confidence in the safety system and make future conversations about hazards easier. Girling said he believes the improvements made through the process helped strengthen Q-Line’s existing safety culture.

That culture also has business value. Q-Line works with customers in industries that require contractors and transportation providers to demonstrate strong safety systems and performance. Girling said customers look not only for policies and procedures, but also for evidence that those systems produce results.

For Girling, however, the fundamental reason for continually improving the system remains straightforward: preventing people from harm.

His advice to other Saskatchewan employers is equally straightforward.

“Don’t wait for an incident to tell where your risks are,” Girling said. “Look for them now, involve your workers and make sure that you put the strongest controls in place that you can. That’s the biggest takeaway that we got from this experience with WorkSafe Saskatchewan and (the) WCB.”

“Don’t wait for an incident to tell where your risks are. Looking for them now, involving your workers and making sure that you put the strongest controls in place that you can.”

Brock Girling, Q-Line Trucking

New research

Fatigue is a workplace hazard that can affect concentration, decision-making and performance and new Saskatchewan research suggests its impact may be more widespread than many workplaces realize.

The Saskatchewan Fatigue Awareness and Lifestyle Survey, conducted in 2025 by Solaris Fatigue Management in collaboration with the Saskatchewan Safety Council and with support from WorkSafe, examined sleep, fatigue and workplace conditions across a range of industries and work schedules.

The findings show fatigue is not limited to shift or night workers. Among day workers, 47 per cent reported getting six hours of sleep or less on workdays, while 40 per cent rated their workday sleep as poor or very poor. Overall, 43 per cent of respondents frequently felt unrefreshed or groggy when waking.

Fatigue also presents potential workplace safety risks. Twenty-one per cent of respondents reported unintentionally dozing at work at least once a week. Among shift workers, that increased to 33 per cent. About 85 per cent of respondents had never received formal training related to fatigue or sleep health.

For employers, the findings reinforce the importance of recognizing fatigue as an occupational hazard. Incorporating fatigue into hazard assessments, work scheduling and safety education can help workplaces identify and manage fatigue-related risks before they contribute to serious incidents and injuries.

Learn more about the survey at sasksafety.org/fatiguesurvey.html





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