

How are 2025 industry premium rates set?

The Saskatchewan WCB sets industry premium rates annually. The rate setting process ensures today's employers pay for the costs of today's claims.



Step 1: Industry classification

- Employers are grouped into industry rate codes based on their primary business activity.
- This forms the WCB's classification system, which has 50 industry rate codes.
- The collective experience of all employers in each industry rate code determines the industry premium rate.
- All employers in the same rate code start with the same industry premium rate.

Step 2: Industry premium rates

- An actuarial rate model is used to determine annual industry premium rates.
- Expected claim costs are projected for the upcoming year.
- Industry premium rate = costs/payroll.
- Premiums cover all current and future costs for claims that occur during the year.

Step 3: Experience rating

- The experience rating program adjusts the industry premium rate based on an employer's individual claims experience.
- Employers can receive a discount or pay a surcharge depending on their claims experience.
- Reducing the number and cost of claims through injury prevention and workplace safety can improve your experience rating and reduce the WCB premiums you pay.

Online services reminder: in early December 2024, you will be able to view your 2025 industry rate, including your experience rating, through your WCB online account only. Sign up for your WCB online account by visiting wcb.sask.com.

M42 – Bakeries, Food Preparation and Packaging

Comparing your 2024 and 2025 rates

Rate components	2024 rate	2025 rate	Percentage change
Claim costs	\$0.818	\$0.781	-4.5%
Short-term disability and vocational rehabilitation	\$0.230	\$0.223	-3.0%
Medical costs	\$0.441	\$0.421	-4.5%
Long-term disability	\$0.130	\$0.123	-5.4%
Fatality and survivor benefits	\$0.017	\$0.014	-17.6%
Administration costs	\$0.343	\$0.325	-5.2%
WCB administration expenses	\$0.277	\$0.262	-5.4%
WorkSafe Saskatchewan	\$0.011	\$0.011	0.0%
Occupational Health and Safety (OHS) and Injured Worker Appeal Services (IWAS)	\$0.055	\$0.052	-5.5%
Subtotal	\$1.161	\$1.106	-4.7%
Safety association funding	\$0.000	\$0.000	0.0%
Total rate (rounded)	\$1.16	\$1.11	-4.3%

Updated payroll forecasts

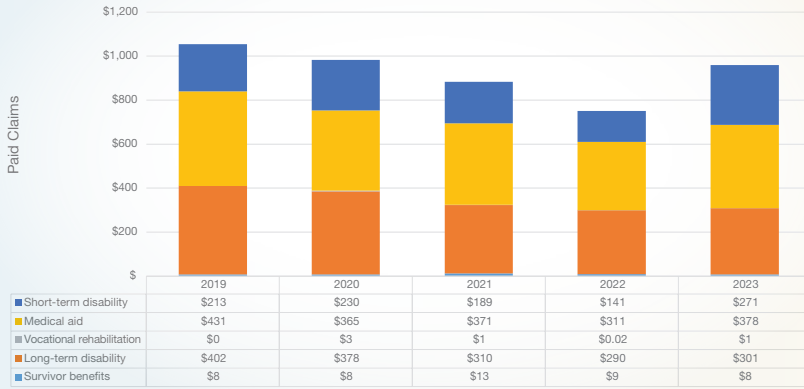
Assessable payroll (\$ millions)	Used in 2024 rate setting	Updated 2024 projection	2025 projection
M42 rate code payroll	\$124.15	\$133.08	\$144.58

The overall reduction to the premium rate for M42 is the result of increasing payroll forecasted for 2025, which is partly offset by increasing claims and related administration costs. The largest change in claims in dollar terms is related to medical costs.



At a glance: M42 – Bakeries, Food Preparation and Packaging

M42 claim costs (thousands of dollars)



Injuries can happen at any age in M42

38.5 average age at injury

43 per cent of injuries under age 35

Top five causes of serious injuries in M42: 2019-2023

1. overexertion in lifting
2. caught in running equipment or machinery
3. fall on same level, n.e.c.
4. struck by falling object
5. slip, trip, stepped on or in, loss of balance—with or without twisting—without fall, n.e.c.

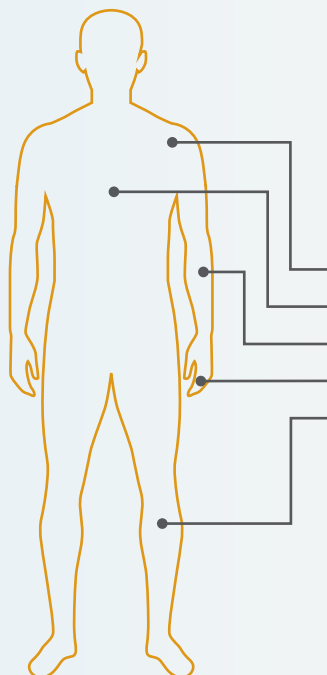
Did you know?



Claim costs directly affect your premium rate. **Injury prevention is the best way to minimize your costs and reduce human suffering.**

For information on how to prevent injuries, visit worksafesask.ca.

Top five parts of the body injured in M42: 2019-2023



Part of body	Number of injuries	Percentage of injuries
Shoulder	31	7.6%
Back	75	18.3%
Arm	38	9.3%
Hand	93	22.7%
Leg	48	11.7%

More info

Visit wcb.sask.ca/statistics for additional industry statistics, such as injury rates, or the average cost or duration per claim.



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