

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.

G12 – Elementary and Secondary Education

Comparing your 2024 and 2025 rates

Rate components	2024 rate	2025 rate	Percentage change
Claim costs	\$0.847	\$0.851	0.5%
Short-term disability and vocational rehabilitation	\$0.251	\$0.253	0.8%
Medical costs	\$0.461	\$0.462	0.2%
Long-term disability	\$0.112	\$0.117	4.5%
Fatality and survivor benefits	\$0.023	\$0.019	-17.4%
Administration costs	\$0.352	\$0.344	-2.3%
WCB administration expenses	\$0.286	\$0.281	-1.7%
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	\$1.199	\$1.195	-0.3%
Safety association funding	\$0.000	\$0.000	0.0%
Total rate (rounded)	\$1.20	\$1.20	0.0%

Updated payroll forecasts

Assessable payroll (\$ millions)	Used in 2024 rate setting	Updated 2024 projection	2025 projection
G12 rate code payroll	\$567.08	\$593.05	\$617.07

The net zero change to the premium rate for G12 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:

G12 – Elementary and Secondary Education

G12 claim costs (thousands of dollars)



Injuries can happen at any age in G12

48.2 average age at injury

15 per cent of injuries under age 35

Top five causes of serious injuries in G12: 2019-2023

1. fall on same level, n.e.c.
2. fall to floor, walkway, or other surface
3. bending, climbing, crawling, reaching, twisting
4. slip, trip, stepped on or in, loss of balance—with or without twisting—without fall, n.e.c.
5. hitting, kicking, beating

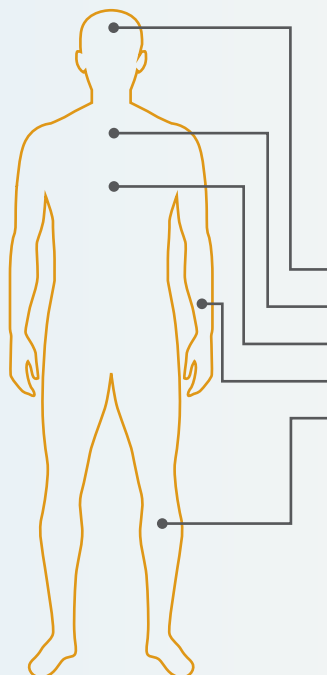
Did you know?



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 G12: 2019-2023



Part of body	Number of injuries	Percentage of injuries
Head	217	9.6%
Multi	310	13.7%
Back	411	18.1%
Arm	230	10.2%
Leg	361	15.9%

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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