

# 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](https://www.wcb.sask.ca).

## U11 – Telecommunications

### Comparing your 2024 and 2025 rates

Rate components	2024 rate	2025 rate	Percentage change
<b>Claim costs</b>	<b>\$0.364</b>	<b>\$0.372</b>	<b>2.2%</b>
Short-term disability and vocational rehabilitation	\$0.130	\$0.136	4.6%
Medical costs	\$0.173	\$0.172	-0.6%
Long-term disability	\$0.044	\$0.046	4.5%
Fatality and survivor benefits	\$0.017	\$0.018	5.9%
<b>Administration costs</b>	<b>\$0.212</b>	<b>\$0.210</b>	<b>-0.9%</b>
WCB administration expenses	\$0.146	\$0.147	0.7%
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%
<b>Subtotal</b>	<b>\$0.576</b>	<b>\$0.582</b>	<b>1.0%</b>
Safety association funding	\$0.000	\$0.000	0.0%
<b>Total rate (rounded)</b>	<b>\$0.58</b>	<b>\$0.58</b>	<b>0.0%</b>

### Updated payroll forecasts

Assessable payroll (\$ millions)	Used in 2024 rate setting	Updated 2024 projection	2025 projection
U11 rate code payroll	\$264.53	\$271.75	\$274.43

The net zero change to the premium rate for U11 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 short-term disability and vocational rehabilitation costs.



# At a glance: U11 – Telecommunications

## U11 claim costs (thousands of dollars)



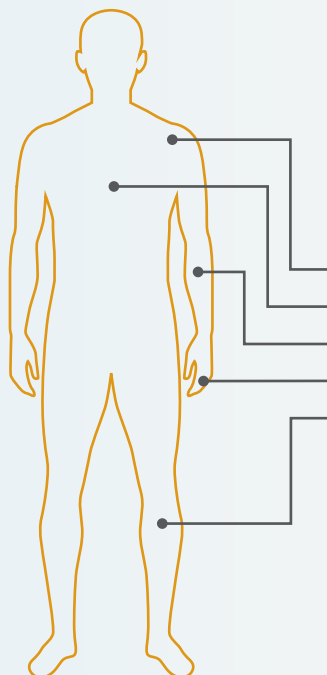
## Did you know?



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](https://worksafesask.ca).

## Top five parts of the body injured in U11: 2019-2023



Part of body	Number of injuries	Percentage of injuries
Shoulder	33	8.6%
Back	79	20.6%
Arm	33	8.6%
Hand	46	12.0%
Leg	82	21.4%

Phone: 1.800.667.7590

Email: [employerservices@wcbask.com](mailto:employerservices@wcbask.com)

Injuries can happen at any age in U11

**43.7** average age at injury

**23** per cent of injuries under age 35

## Top five causes of serious injuries in U11: 2019-2023

1. fall on same level, n.e.c.
2. bending, climbing, crawling, reaching, twisting
3. fall from ladder
4. slip, trip, stepped on or in, loss of balance—with or without twisting —without fall, n.e.c.
5. bodily reactions and exertion, n.e.c.

## More info

Visit [wcbask.com/statistics](https://wcbask.com/statistics) for additional industry statistics, such as injury rates, or the average cost or duration per claim.

