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Main points

The Ministry of Labour Relations and Workplace Safety (Ministry) complied with authorities governing its activities relating to financial reporting, safeguarding public resources, revenue raising, spending, borrowing and investing. The Ministry had adequate rules and procedures to safeguard public services except:

- ◆ the Ministry needs to sign a shared services agreement with the Ministry of Advanced Education, Employment, and Immigration
- ◆ the Ministry needs to sign a service level agreement with the Public Service Commission

Processes for addressing workplace non-compliance

This chapter also includes an audit of the processes used by the Ministry to address workplaces that did not comply with *The Occupational Health and Safety Act, 1993* and related regulations.

The rate of workplace-related injuries in Saskatchewan is decreasing but the Province still has the second highest rate in Canada. The Ministry had effective processes except for the following. The Ministry requires a documented, comprehensive risk-based approach to address workplace non-compliance. It should undertake more complete analysis of non-compliance and its causes. It should also require more consistent use of Ministry policies and better follow up of non-compliant workplaces.

Introduction

The Government of Saskatchewan established the Ministry of Labour Relations and Workplace Safety (Ministry) on June 29, 2010. Prior to this date, the functions of the Ministry were attached to the Ministry of Advanced Education, Employment, and Labour – now the Ministry of Advanced Education, Employment and Immigration.¹

The Ministry is responsible for labour standards, occupational health and safety, labour relations and mediation services and advocacy on behalf of injured workers.²

For further details regarding the Ministry’s mandate and operations, consult its publications on its website at www.lrws.gov.sk.ca.

Financial overview

The following is a list of major programs and spending as at March 31, 2011:

	<u>Estimates 2010-11³</u>	<u>Actual</u>
	(in millions of dollars)	
Central Management and Services	\$ 3.1	\$ 2.4
Occupational Health and Safety	7.3	7.1
Labour Standards	2.4	2.6
Labour Relations Board	1.0	0.8
Labour Relations and Mediation	0.8	0.8
Workers Advocate	0.6	0.6
	<u>\$ 15.2</u>	<u>\$ 14.3</u>

In 2010-11, the Ministry had revenues of \$10.5 million. Of this revenue, \$10.3 million came from the Workers Compensation Board under *The Occupational Health and Safety Act, 1993* (Section 82(2)), for the costs of the industrial safety program.

¹ *Ministry of Labour Relations and Workplace Safety 2010-11 Annual Report*, p. 5.

² *Ibid.*

³ Saskatchewan Finance, *2010-11 Saskatchewan Estimates*.

Audit conclusion and findings

In our opinion, for the year ended March 31, 2011:

- ◆ the Ministry had adequate rules and procedures to safeguard public resources except for the matters reported in this chapter
- ◆ the Ministry complied with authorities governing its activities relating to financial reporting, safeguarding public resources, revenue raising, spending, borrowing, and investing:

The Financial Administration Act, 1993

The Government Organization Act

The Human Resources, Labour and Employment Act

The Labour Standards Act

The Labour Standards Regulations, 1995 (section 29 & 30)

The Occupational Health and Safety Act, 1993

The Public Service Act, 1998

The Public Service Regulations, 1999

The Purchasing Act, 2004

The Trade Union Act

Regulations and forms, Labour Relations Board (section 30)

The Conciliation Board Regulations (section 17)

The Wages Recovery Act

The Crown Employment Contracts Act

Orders in Council issued pursuant to the above legislation

In this chapter, we also report the results of our work on the Ministry's processes for addressing workplace non-compliance.

Shared service agreement needed

The Ministry needs to sign a shared service agreement with the Ministry of Advanced Education, Employment and Immigration.

The Ministry of Advanced Education, Employment and Immigration provides various services to the Ministry. The services provided include payment processing, revenue processing/cash handling, communications, information technology, and other support services.

A shared service agreement would help ensure that both Ministries understand their respective roles and responsibilities. Without a signed shared services agreement, there is a risk that there will not be appropriate agreement on all matters and that the Ministry's specific service needs will not be met.

- 1. We recommend that the Ministry of Labour Relations and Workplace Safety sign a shared service agreement with the Ministry of Advanced Education, Employment and Immigration.**

Service level agreement needed

The Ministry needs to sign a service level agreement with the Public Service Commission (PSC).

PSC provides various payroll and human resource services to the Ministry. The Ministry spent about \$10.3 million between April 1, 2010 and March 31, 2011 on salaries and benefits.

A service level agreement should be in place so that both agencies understand their respective roles and responsibilities. The Ministry's service level agreement with PSC should clearly assign responsibilities for key payroll activities. Without a signed service level agreement, there is a risk that there will not be appropriate agreement on all matters and that the Ministry's specific service needs will not be met.

- 2. We recommend that the Ministry of Labour Relations and Workplace Safety establish an agreement with the Public Service Commission for providing payroll services that clearly assigns responsibilities for key payroll activities.**

Implementation of past recommendations needed

Prior to June 29, 2010, the Ministry was part of the Ministry of Advanced Education, Employment, and Labour – now the Ministry of Advanced Education, Employment and Immigration. As such, there are outstanding recommendations for the Ministry of Advanced Education, Employment and Labour that now apply to the Ministry of Labour Relations and Workplace Safety.

In Exhibit 1, we set out our past recommendations, actions that the Ministry took during 2010-11, and the status of the recommendations at March 31, 2011.

Exhibit 1—Status of past recommendations

Past recommendation (initial report)	Public Accounts Committee (PAC)	Actions the Ministry took in 2010-11	Status of recommendation at March 31, 2011
Human Resources			
<i>We recommend that the Department of Advanced Education and Employment develop a human resource plan.</i> <i>(2007 Report – Volume 3 – Chapter 2)</i>	PAC agreed with this recommendation on January 8, 2008.	The Ministry is working on developing a plan.	Partially implemented – we continue to make this recommendation.
Information technology			
<i>We recommend the Ministry of Advanced Education, Employment and Labour sign an adequate agreement on disaster recovery of computer systems and data with the Information Technology Office.</i> <i>(2008 Report – Volume 3 – Chapter 2)</i>	PAC agreed with this recommendation on December 9, 2008.	The Ministry is working with the Information Technology Office to develop a memorandum of understanding, which is expected to include disaster recovery requirements.	Partially implemented – we continue to make this recommendation.
<i>We recommend the Ministry of Advanced Education, Employment, and Labour monitor the effectiveness of the Information Technology Office’s security controls to protect the ministry’s computer systems and data.</i> <i>(2008 Report – Volume 3 – Chapter 2)</i>	PAC agreed with this recommendation on December 9, 2008.	The Ministry is working with the Information Technology Office to develop a new memorandum of understanding, which is expected to include requirements that will allow the Ministry to monitor the effectiveness of ITO’s security controls.	Partially implemented – we continue to make this recommendation.

Processes for addressing workplace non-compliance

The Ministry is accountable under *The Occupational Health and Safety Act, 1993* (Act) and regulations to develop, promote, implement and enforce standards relating to workplaces and working conditions that are safe and healthy for employees. Regulations under the Act include *The Occupational Health and Safety Regulations, 1996* and *The Mines Regulations, 2003*. We audited how the Ministry enforced the Act and these regulations.

Background

It is difficult to overstate the importance of healthy and safe workplaces. There are over 370,000 people employed in Saskatchewan workplaces and this number is rising as the economy expands.⁴ In addition, at over 40,000 workplaces in the agriculture sector, workers are often self-employed or working on a farm.

In 2010, 38 Saskatchewan workers died due to working conditions on the job.⁵ In 2010, 8.7% of Saskatchewan workers were injured at work and 3.12% of workers had more serious injuries resulting in time away from work (time-loss injuries).⁶ Saskatchewan continues to have the second highest workplace injury rate in Canada (after Manitoba), and its injury rate remains well above the Canadian national average (see Exhibit 2). At the same time, rates for time-loss injuries are decreasing in Saskatchewan.⁷ The Ministry told us this decline in injuries is consistent with strategies it introduced in 2003. The Ministry obtains statistics about deaths and injuries primarily from the Saskatchewan Workers' Compensation Board (WCB).

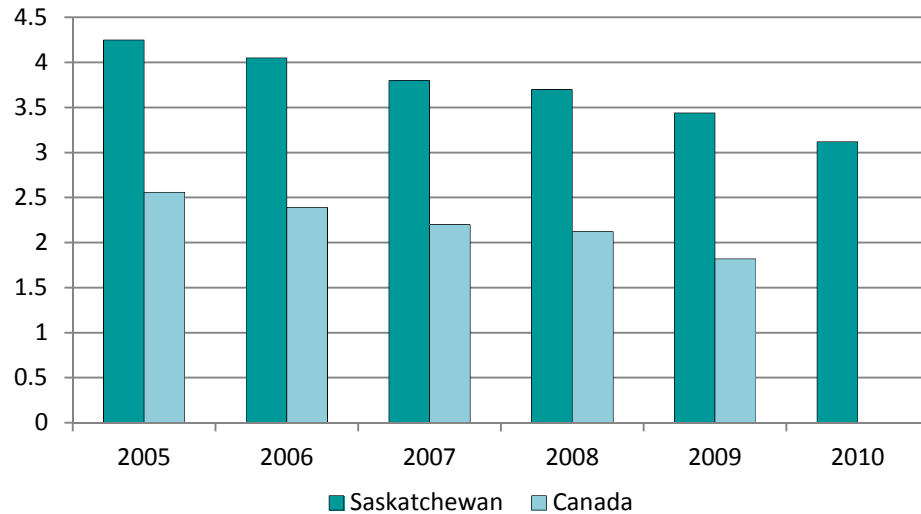
⁴ Saskatchewan Workers' Compensation Board, *2010 Annual Report*, p. 1.

⁵ Saskatchewan Workers' Compensation Board, *2010 Annual Report*, p. 13 and including one fatality reported by a self-insured employer and 7 other agricultural fatalities reported to the Ministry's Occupational Health and Safety Division.

⁶ The Saskatchewan Workers' Compensation Board (WCB) states in its *2010 Annual Report* that it paid \$228.3 million compensation to workers (based on investigation of claims). WCB paid compensation for over 32,000 claims for workers injured on the job including 1,800 claims from workers with occupation-related health conditions (source: Saskatchewan Workers' Compensation Board, *Statistical Supplement 2010*).

⁷ Ministry of Labour Relations and Workplace Safety, *2010-11 Annual Report*, p. 9.

Exhibit 2—Work time-loss injury rates (per 100 workers) for Saskatchewan and Canadian national average, 2005 to 2010



Source: The Association of Workers’ Compensation Boards of Canada (AWCBC) for national rates; Saskatchewan Workers’ Compensation Board (WCB) for Saskatchewan rates. [As reported in Ministry of Labour Relations and Workplace Safety, *2010-11 Annual Report*, p. 9.]

The industries in Saskatchewan with the highest number of injuries included:⁸

- ◆ health authorities, hospitals, care homes (5,034 incidents reported)
- ◆ construction⁹ (3,928)
- ◆ grocery, department store, hardware (1,617)
- ◆ commercial industrial production (1,552)
- ◆ municipalities (1,399)
- ◆ transportation, courier, commercial bus (1,385)

Industries in Saskatchewan with the highest rate of time-loss injuries included:¹⁰

- ◆ light agricultural operations (2.8 times the average provincial rate)
- ◆ dairy products, soft drinks (2.7)
- ◆ iron and steel fabrication (2.3)
- ◆ mills, semi medium manufacturing (2.2)
- ◆ transportation, courier, commercial bus (2.0)

⁸ Saskatchewan Workers’ Compensation Board, *Annual Report 2010*, p.14.

⁹ Includes construction trades, residential construction, and commercial industrial construction.

¹⁰ Saskatchewan Workers’ Compensation Board, *Statistical Supplement 2010*.

- ◆ health authorities, hospitals, care homes (1.9)
- ◆ residential construction (1.8)
- ◆ municipalities (1.6)

For these industries, we set out the total and time-loss injury rate, together with average claim duration and cost per claim in Exhibits 4 and 5 at the end of this chapter.

There are many causes of workplace injuries, for example working without adequate protective equipment, lack of supervision, and unmarked hazards. There are also many causes of workplace health-related injuries and illnesses such as exposure to ergonomic hazards, chemicals, gases, and toxic materials. It is possible to prevent many of these injuries and illnesses. Doing so would avoid suffering and reduce costs.

Employers and employees are ultimately responsible for workplace safety. The Ministry's role is to administer and enforce the Act and regulations to help reduce the number of workplace incidents. The Ministry also promotes safety and educates those in the workplace (i.e., employers, employees, owners, contractors, self-employed persons, suppliers) about safe and healthy working conditions. Throughout this report, we refer to all people in workplaces as employers and employees.

Enforcing the Act and regulations

Saskatchewan's occupational health and safety legislation sets minimum requirements to limit health and safety hazards found in workplaces. The Act outlines the rights and duties of employers and employees, sets out penalties for offences, and mandates processes that must be used (such as the use of workplace occupational health committees). The related regulations focus on specific types of risks and related requirements. For example, the regulations set out requirements for scaffolds, compressed gases, felling trees, abrasive blasting, using explosives, precautions when using certain chemicals, and noise control. The Act and regulations define the duties of both employers and employees to keep the workplace safe and healthy.

The Ministry becomes aware of workplace health and safety issues through inspections and complaints. The Ministry employs 55

occupational health officers (officers) including 12 officers who specialize in particular health conditions (i.e., ergonomists, hygienists, toxicologists, and radiation specialists) and 7 mines inspectors. These officers inspect selected workplaces, respond to complaints, and investigate dangerous incidents.

In enforcing the Act and related regulations, the Ministry focuses on workplaces in which an employer hires workers. This reflects the Act’s focus on employers’ responsibilities. The Ministry uses a different approach—primarily education—for family-run or self-employed businesses such as family farms.

As set out in Exhibit 3, in 2010-11, the Ministry’s officers conducted 4,851 worksite inspections across Saskatchewan and issued 6,592 contravention notices (most inspections result in more than one contravention notice). A contravention notice orders the employer to comply with specific parts of the Act or regulations (e.g., use of protective equipment) by a set date, and requires a progress report within one week of that date. If employers fail to co-operate with orders to comply with the Act and regulations, and fail to submit required progress reports, the Ministry can request that the Ministry of Justice prosecute the case. We discuss contravention notices and other types of Ministry action in our Findings section.

Exhibit 3—Trends in inspections, contraventions, stop-work orders

	2006-07	2007-08	2008-09	2009-10	2010-11
Conduct workplace inspections	3,621	3,658	3,851	4,785	4,851
Issued contraventions (includes cessations of work, notices and compliance assurances)	4,480	4,550	5,735	6,262	6,592
Stop Work Orders	210	317	775	794	463
Files sent to Justice for review	31	18	26	55	81
Initiate prosecutions for non-compliance (number of defendants where charges laid)	30	11	19	32	74
Convictions	10	13	16	11	52

Source: Ministry of Labour Relations and Workplace Safety, *2010-11 Annual Report*, p. 11.

Audit objective, scope, criteria, and conclusion

The objective of this audit was to assess whether the Ministry had effective processes during April 1, 2010 to August 31, 2011 to address workplace non-compliance with *The Occupational Health and Safety Act, 1993* and related regulations. We did not include the harassment provisions of the regulations in our audit because the processes were different.

To conduct this audit, we followed the *Standards for Assurance Engagements* published in the *CICA Handbook – Assurance*. We examined the Ministry's policies, procedures, and a sample of cases where inspections found non-compliance with the Act and related regulations. We also interviewed Ministry managers and officers.

To evaluate the Ministry's processes, we used criteria based on the work of other auditors and literature listed in the selected references. The Ministry's management agreed with the criteria. To have effective processes to address workplace non-compliance with the Act and regulations, our criteria expected the Ministry to:

- ◆ establish a documented, comprehensive risk-based approach for addressing workplace non-compliance
- ◆ guide non-compliant workplaces
- ◆ use a graduated approach to enforce the Act and regulations
- ◆ evaluate enforcement results

We concluded that, during April 1, 2010 to August 31, 2011, the Ministry of Labour Relations and Workplace Safety had effective processes to address workplace non-compliance with *The Occupational Health and Safety Act, 1993* and related regulations, except for the following:

- ◆ **the Ministry requires a documented, comprehensive risk-based approach to address workplace non-compliance**

- ◆ **the Ministry should undertake more complete analysis of non-compliance and its causes**
- ◆ **the Ministry should require more consistent use of Ministry policies and better follow up of non-compliant workplaces**

Key findings and recommendations

In this section, we set out our criteria (in italics), our key findings, and our recommendations.

Need structured response to workplace non-compliance

We expected the Ministry to establish a documented, comprehensive risk-based approach for addressing workplace non-compliance. Such an approach would assist the Ministry to consistently:

- ◆ *assess risk of harm (likelihood and impact of injuries)*
- ◆ *set priorities to address non-compliance*
- ◆ *communicate priorities*

We found the Ministry set and communicated priorities but needed to assess risks using a more comprehensive, systematic approach.

The Ministry's processes for setting priorities included work with other organizations at the provincial level and some internal planning processes. The Ministry participated in a formal partnership with WCB called WorkSafe Saskatchewan. This partnership used a risk-based formula to identify workplaces where the most injuries and deaths occurred and created lists for the "top" 50 and 400 employers—that is, those with the worst records. The Ministry set some priorities using these lists. For example, it asked its officers to inspect "top 50" workplaces in their geographic area. In our sample, we found about 9% of the Ministry's inspections were at identified "top 50" workplaces during April 2010 to August 2011.

The Ministry's planning documents (strategic plan and annual work plans) communicated priorities for safety and for healthy work conditions. The safety priorities included protection against collapsing trenches, preventing falls, and requiring knowledgeable supervision on the work-site. The healthy work condition priorities included ergonomics, exposure

to asbestos, lasers, and industrial contaminants. The Ministry communicated these priorities in work plans and at biweekly staff meetings. The Ministry documented a few increasing risks in its annual work plans but did not document the rationale for most of its priorities or how it assessed risks.

The Ministry set and communicated priorities, but it did not use a documented, comprehensive risk-based approach. The Ministry should consistently and systematically highlight major workplace risks, set priorities, predict what actions will improve compliance, and focus on useful strategies for each type of risk. This would assist the Ministry in focusing on sectors where deaths and serious injuries occur most often and would guide officers when deciding what response would reduce non-compliance.

- 3. We recommend that the Ministry of Labour Relations and Workplace Safety document and use a comprehensive, risk-based approach to address workplace non-compliance with *The Occupational Health and Safety Act, 1993* and related regulations.**

Need to identify causes of workplace non-compliance

We expected the Ministry to guide non-compliant workplaces by:

- ◆ *communicating non-compliance promptly*
- ◆ *following up with guidance on non-compliance*
- ◆ *identifying key causes of non-compliance*

The Ministry gave timely guidance to non-compliant workplaces. It did not consistently identify and document the causes of non-compliance.

The Ministry had processes to communicate workplace non-compliance promptly. The Ministry's policy and procedures manual instructed officers to issue reports as soon as possible and no later than two weeks after the inspection. The Ministry delivered most notices of contravention promptly and within policy guidelines (92% within our sample). The remaining 8% were not timely, including 4% of notices where workers were not protected against falls and the officer did not issue an immediate stop work order as Ministry policies required. These files did not document

explanations about why the officers did not issue stop work orders. Protection against falls was a Ministry priority.

Officers also routinely discussed contraventions with the employer while on-site for inspections. For 96% of the contraventions, the Ministry provided a timely notice of contravention and/or documented discussions with the employer about failure to comply with the Act and regulations. For an additional 4%, the written notice of contravention was not timely and there was no evidence that the officer discussed the contravention with the employer during the inspection.

The Ministry guided workplaces to comply with the Act and regulations in a variety of ways during its inspections. It provided information sheets, brochures, and verbal guidance. In addition, officer's reports, given to the employer at the time of an inspection, documented the action required (e.g., use protective equipment). All notices of contravention quoted the relevant sections of the Act or regulations to provide the detailed requirements for compliance. Officers sometimes provided additional useful information beyond that required.

The Ministry's notices of contravention consistently stated what the contraventions were. They did not consistently identify and document the underlying cause of the contraventions. For example, while an infraction might be that safety equipment was not worn, the underlying cause of the infraction might be that there was no supervisor on-site, or that a new employee had not received safety training. Identifying the cause of non-compliance is key for effectively reducing dangerous occurrences. The Ministry documented the cause of non-compliance for less than 20% of contraventions. The Ministry's procedures and training did not require officers to document the cause of non-compliance. Identifying the causes of non-compliance would help the Ministry to take appropriate and timely action to enforce the Act and regulations. It would also aid in preventing similar contraventions.

- 4. We recommend that the Ministry of Labour Relations and Workplace Safety analyze why employers and/or employees do not comply with *The Occupational Health and Safety Act, 1993* and related regulations.**

Graduated approach used inconsistently

We expected the Ministry to use a graduated approach to enforce the Act and regulations including:

- ◆ *identifying factors influencing the appropriate level of enforcement*
- ◆ *selecting the appropriate level of enforcement*
- ◆ *implementing enforcement*

The Ministry had a graduated approach to enforce the Act and regulations but did not ensure that employers promptly corrected non-compliant practices.

The Ministry documented the graduated enforcement approach in its policy and procedures manual. It communicated the enforcement options to officers through its plans and training.

The Ministry's graduated approach to enforcement included the following levels:

1. verbal guidance with or without information sheets
2. obtaining a written agreement from an employer to comply (i.e., compliance assurance statement)
3. written warnings (e.g., in an officer's report)
4. written orders (e.g., notice of contravention directing employer to comply with a specific regulation by a set date; stop work orders)
5. prosecution

Ministry policies identified factors that influenced selection of a level or method of enforcement. These included, for example, a history of prior non-compliance or risks within a particular industry. The Ministry consistently used guidance (level 1) and notices of contravention (level 4) to order employers to comply with the Act and regulations.

The Ministry did not commonly use all the enforcement options available to it. The Ministry rarely used compliance assurance statements (level 2). Management told us that using compliance assurance statements was less efficient as it required returning for a second inspection to issue a notice of contravention if the employer did not comply. We observed that officers rarely used officer's reports (level 3), possibly due to unclear communication about their purpose.

The Ministry referred some non-compliant employers to the Ministry of Justice and Attorney General for prosecution. The Ministry took this step primarily when non-compliance resulted in a dangerous occurrence, serious injury, or death. In 2010-11, at the Ministry's request, the Ministry of Justice and the Attorney General initiated 74 prosecutions, many of which related to lack of protection against falls. For example, an employer was prosecuted successfully in 2011 (and was fined \$7,400) when an employee was seriously injured by an unguarded rotating auger drill.

Prosecutions are time-consuming and expensive. In Saskatchewan, the legal penalties for non-compliance are less severe than, for example, Alberta and Manitoba. Workplaces that repeatedly fail to comply with the Act and related regulations may be given higher fines. Officers told us that some employers think it is cheaper to pay fines than to comply.

The Ministry did not consistently use the appropriate level of enforcement. For example, the Ministry can order employers to discontinue work until they remedy non-compliant practices that pose imminent and serious risk in the workplace. To do this, officers issue a notice of contravention that includes a stop work order. This means that employers and employees are to stop using a particular practice or piece of equipment, or stop work until they use protective gear or an employer remedies a hazard. The Ministry's officers did not use stop-work orders consistently for similar situations. As a result, in our sample, imminent and serious safety risks continued for one to six months for 9% of contravention notices (for example, lack of protection against falls).

5. We recommend that the Ministry of Labour Relations and Workplace Safety consistently use stop work orders under *The Occupational Health and Safety Act, 1993* to address situations where workers are at immediate risk of harm.

The Ministry used progress reports from employers and repeated officer inspections to enforce compliance with orders in notices of contravention. This system worked effectively about 70% of the time. The Act requires a non-compliant employer to submit a written progress report within one week of the compliance date specified in the notice of contravention. The progress report is to include planned remedies, invoices for protective equipment, photographs of remedies in place (e.g., guards in place around moving parts of equipment), etc.

The Ministry did not receive written progress reports for about 30% of its contravention notices in our sample and did not document further follow up phone calls or inspections in these cases. One contributing cause was that the Ministry's policy for following up on missing progress reports did not state a timeline for follow up. The Ministry did not re-assess workplace compliance consistently before closing each case. Without documentation of progress, the Ministry did not know whether it was enforcing its Act and regulations for about 30% of contraventions.

6. We recommend that the Ministry of Labour Relations and Workplace Safety monitor the timeliness of progress reports (e.g., from employers) to promptly enforce orders under *The Occupational Health and Safety Act, 1993*.

More evaluation of results required

We expected the Ministry to evaluate its enforcement results by:

- ◆ *reporting enforcement actions to senior management*
- ◆ *assessing the effect of enforcement promptly*
- ◆ *following up with further enforcement action as needed*

The Ministry used several performance measures and monitored some outcomes, but did not have adequate processes to evaluate its enforcement results.

The Ministry's senior management received regular monthly and quarterly reports on enforcement activities. These reports listed the number of inspections, the number of investigations of serious injuries or deaths, and other Ministry activities. The Ministry prepared quarterly reports for the Occupational Health and Safety Council, a group responsible under the Act to advise the Minister. Annually, the Ministry also prepared detailed reports including comparisons to the prior year and some trend information. The reports did not evaluate or analyze the results of the Ministry's efforts to address workplace non-compliance. For example, no reports identified the proportion of contravention notices for which there were no progress reports.

The Ministry had policies requiring officers to report serious and continuing workplace non-compliance to their managers. Officers told us they seldom reported to their manager specific cases where workplace

compliance was difficult to achieve. Management did not receive verbal or written reports about the number of cases that officers closed without achieving compliance with the Act and regulations. Officers closed 13% of contravention notices in our sample without documenting compliance or a rationale for closing the case.

The Ministry did not have a process to evaluate its enforcement approach. The Ministry undertook an organizational review. However, this review did not focus on workplace compliance. The Ministry should systematically analyze whether its enforcement approach is increasing workplace compliance with the Act and regulations. Effective enforcement will contribute to lower injury and fatality rates.

7. We recommend that the Ministry of Labour Relations and Workplace Safety regularly evaluate the results and effectiveness of its processes for enforcing *The Occupational Health and Safety Act, 1993* and related regulations.

Exhibit 4—Work time-loss and total injury rates (per 100 workers)

Description	Time Loss Injury Rate*					Total Injury Rate*				
	2006	2007	2008	2009	2010	2006	2007	2008	2009	2010
All Classes	4.05	3.80	3.70	3.44	3.12	10.18	9.87	10.21	9.32	8.70
Light Agricultural Operations	10.41	9.18	9.83	8.16	8.75	24.57	21.89	22.53	20.36	18.95
Dairy Products, Soft Drinks	10.20	12.14	14.01	10.88	8.44	19.68	18.57	22.57	26.11	21.38
Iron and Steel Fabrication	16.11	14.27	11.01	7.96	7.18	46.73	43.92	41.26	24.02	24.22
Mills, Semi Medium Manufacturing	11.59	10.29	9.41	9.64	6.94	27.18	25.44	25.15	21.95	17.04
Transportation, Courier, Commercial Bus	7.74	6.41	5.91	7.17	6.32	14.90	13.39	13.18	14.45	13.29
Health Authority, Hospitals, Care Homes	6.31	6.26	6.12	6.12	5.85	12.09	12.78	13.21	13.08	12.60
Residential Construction	8.79	9.70	8.23	5.84	5.52	21.92	22.46	23.98	16.12	16.02
Cities, Towns, Villages, RM's	5.43	4.97	5.28	5.59	5.04	14.38	14.21	14.36	14.18	12.11

*Numbers in percentages

Source: Saskatchewan Workers' Compensation Board, *Statistical Supplement 2010*.

Exhibit 5—Average claim duration and average cost per claim

Description	Average Claim Duration (Days)					Average Cost per Claim (in \$1000)				
	2006	2007	2008	2009	2010	2006	2007	2008	2009	2010
All Classes	33.49	32.08	33.11	34.10	34.67	3.4	3.4	3.6	3.8	4.2
Light Agricultural Operations	34.74	27.84	36.97	31.30	33.29	2.7	2.2	3.5	3.0	4.3
Dairy Products, Soft Drinks	17.63	14.78	21.08	17.73	22.62	2.4	2.8	3.4	3.9	3.6
Iron and Steel Fabrication	20.89	23.63	23.48	32.52	38.06	2.2	3.2	4.1	2.5	3.8
Mills, Semi Medium Manufacturing	24.11	26.84	23.58	31.52	28.39	3.2	2.0	2.5	3.5	5.1
Transportation, Courier, Commercial Bus	48.18	51.04	52.98	51.18	53.88	5.3	5.8	5.3	5.7	5.4
Health Authority, Hospitals, Care Homes	32.01	28.03	29.25	29.38	27.74	3.2	3.1	3.4	3.7	3.7
Residential Construction	45.49	38.23	42.46	47.28	46.11	3.4	3.8	4.3	4.9	4.5
Cities, Towns, Villages, RM's	26.77	29.06	28.95	26.88	24.27	3.0	2.8	3.7	3.1	3.1

Source: Saskatchewan Workers' Compensation Board, *Statistical Supplement 2010*.

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