

Industry Synopsis

Industry: 86911 STAFFING SERVICES - LABOUR

Assessable Earnings and Premiums - for Years: 2019 to 2024

Rate Year	Number of Employers with Assessable Earnings	Newly Opened Account	Total Assessable Earnings	Estimated Total Workers*	Net Premium**	Industry Rate
2019	225	44	\$374,491,107	8,905	\$7,506,969	\$2.38
2020	237	38	\$305,901,898	7,303	\$7,190,087	\$2.67
2021	238	32	\$373,350,752	9,493	\$8,057,084	\$2.48
2022	248	34	\$444,751,254	10,302	\$10,880,996	\$2.81
2023	286	59	\$427,043,758	9,145	\$10,156,351	\$2.60
2024 YTD	268	10	\$447,737,753	9,529	\$11,940,109	\$2.77

* Estimated number of full time equivalent workers based on average industry wage

** Net premium is premium paid by employers after pricing adjustments for experience rating plus Poor Performance Surcharge and PIR, where applicable

Distribution of Accounts By Assessable Earnings (\$Thousands)

Rate Year	<= \$500,000		> \$500,000 and <= \$1 Million		> \$1 Million and <= \$5 Million		> \$5 Million and <= \$20 Million		> \$20 Million	
	Accts	Total Ase Earn	Accts	Total Ase Earn	Accts	Total Ase Earn	Accts	Total Ase Earn	Accts	Total Ase Earn
2019	136	\$15,579	27	\$20,961	46	\$101,021	13	\$118,552	3	\$118,378
2020	153	\$16,485	23	\$16,065	45	\$89,500	14	\$111,847	N/A	N/A
2021	146	\$14,941	26	\$18,282	50	\$105,235	13	\$127,278	3	\$107,614
2022	144	\$14,781	24	\$17,347	61	\$128,044	15	\$128,630	4	\$155,949
2023	189	\$19,841	29	\$21,976	52	\$122,652	14	\$142,620	N/A	N/A
2024 YTD	175	\$20,766	24	\$19,790	53	\$125,727	13	\$124,458	3	\$156,997

Note: The current year assessable earnings are based on estimates.

N/A columns indicate there are not enough employers available to display the information

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- YTD is January to current month of the current calendar year

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Claim Costs - for Years: 2019 to 2024

Total Claims								
Accident Year	Number of Claims	Claim Costs	Number of LTCs	Total LTC Costs	TTD Days	Modified Work Ever Performed Claims	Medical Aid Claims	Disabling Injury Claims
2019	601	\$2,868,019	236	\$2,518,953	6,162	328	365	422
2020	389	\$2,734,467	200	\$2,571,950	8,582	188	189	298
2021	460	\$1,683,287	211	\$1,416,783	7,228	220	249	347
2022	472	\$3,020,447	283	\$2,842,389	8,993	240	189	382
2023	314	\$2,100,112	159	\$1,941,073	7,611	171	155	249
2024 YTD	72	\$175,162	33	\$144,149	611	37	39	56

Duration Bands - Total LTCs					
Accident Year	<= 8 Days	> 8 Days and <= 30 Days	> 30 Days and <= 60 Days	> 60 Days	Total Lost Time Claims
2019	124	57	21	34	236
2020	81	56	16	47	200
2021	104	48	20	39	211
2022	137	53	45	48	283
2023	51	42	20	46	159
2024 YTD	16	9	5	3	33

Total Claims Costs					
Accident Year	Compensation	Medical Aid	Rehabilitation	Economic Loss	Total
2019	\$837,293	\$1,522,482	\$72,576	\$435,669	\$2,868,019
2020	\$1,144,803	\$712,935	\$53,636	\$823,093	\$2,734,467
2021	\$771,669	\$891,491	\$20,127	\$0	\$1,683,287
2022	\$1,250,782	\$1,105,522	\$53,543	\$610,601	\$3,020,447
2023	\$1,081,669	\$907,626	\$110,818	\$0	\$2,100,112
2024 YTD	\$66,547	\$108,615	\$0	\$0	\$175,162

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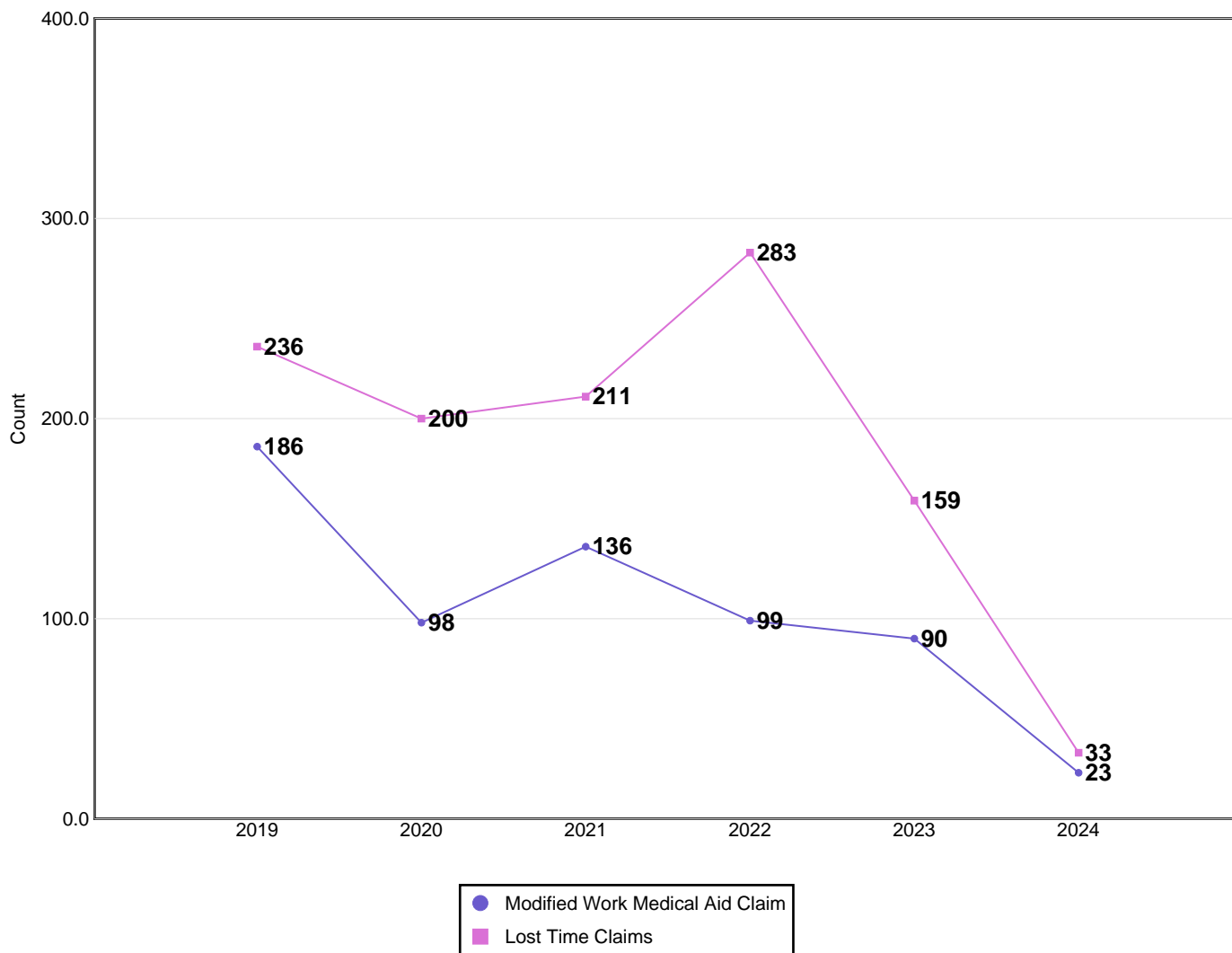
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Claim Costs - for Years: 2019 to 2024

Disabling Claims Components



Disabling Claims include Lost Time Claims or Medical Aid Claims with Modified Work

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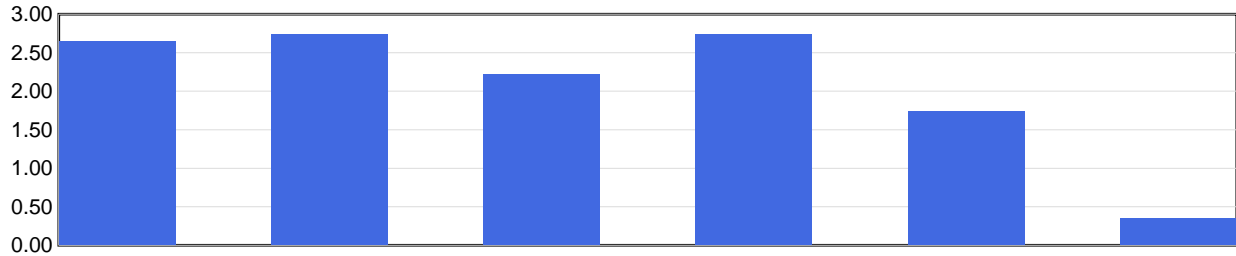
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Claim Costs - for Years: 2019 to 2024

Frequency Rates

(Lost Time Claims per 100 Workers)



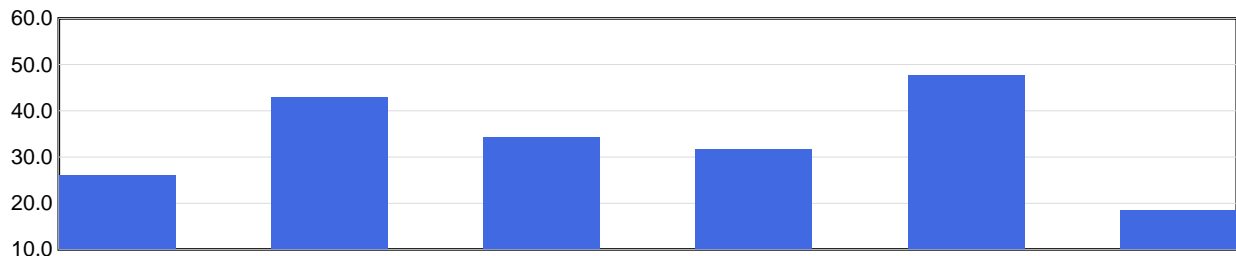
	2019	2020	2021	2022	2023	2024 YTD
Frequency Rate	2.65	2.74	2.22	2.75	1.74	0.35

Frequency Rate = (Total Lost Time Claims * 100) / Person Years

Person Years = Total Assessable Earnings / (Avg Hourly Wage * 2000 Hours)

Severity Rates

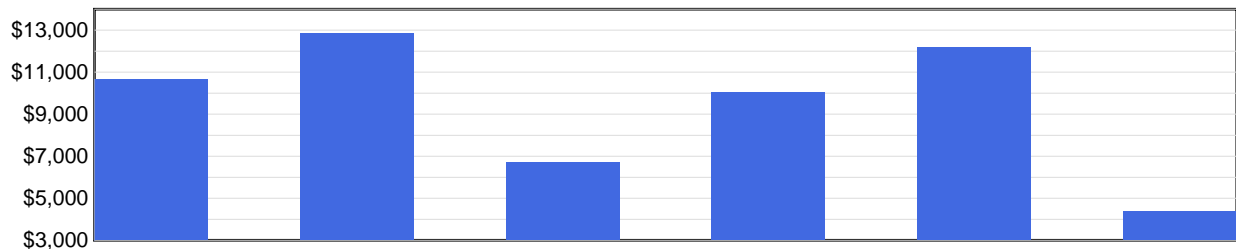
(Temporary Total Disability Days per Lost Time Claim)



	2019	2020	2021	2022	2023	2024 YTD
Severity Rate	26.1	42.9	34.3	31.8	47.9	18.5

Severity Rate = Total TTDs / Total LTCs

Average Cost Per LTC



	2019	2020	2021	2022	2023	2024 YTD
Avg Cost / Claim	\$10,674	\$12,860	\$6,715	\$10,044	\$12,208	\$4,368

Average Cost Per LTC = Total LTC Costs / Total LTCs

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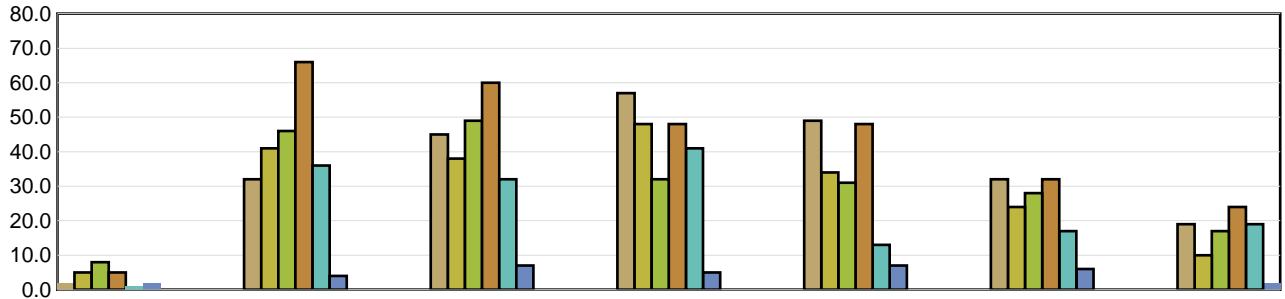
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Injured Worker's Age - for Years: 2019 to 2024

Number of LTCs

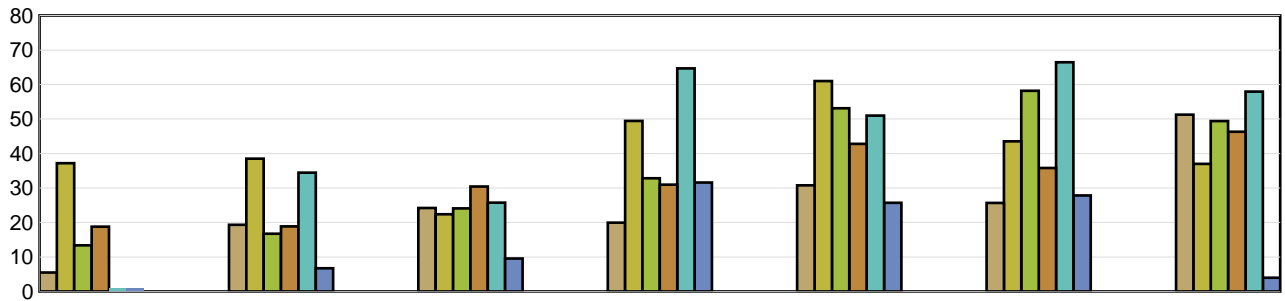
(by age of injured worker and by occurrence year)



	Under 19	19 to 26	27 to 34	35 to 42	43 to 50	51 to 58	Over 58
2019	2	32	45	57	49	32	19
2020	5	41	38	48	34	24	10
2021	8	46	49	32	31	28	17
2022	5	66	60	48	48	32	24
2023	1	36	32	41	13	17	19
2024 YTD	2	4	7	5	7	6	2

Average Severity of a Claim

Temporary Total Disability Days per Lost Time Claim
(by age of injured worker and by occurrence year)



	Under 19	19 to 26	27 to 34	35 to 42	43 to 50	51 to 58	Over 58
2019	5.50	19.34	24.20	19.96	30.80	25.69	51.26
2020	37.20	38.51	22.39	49.44	61.00	43.54	37.00
2021	13.38	16.74	24.10	32.81	53.13	58.18	49.41
2022	18.80	18.89	30.42	30.98	42.79	35.81	46.33
2023	1.00	34.44	25.75	64.68	51.00	66.47	57.95
2024 YTD	1.00	6.75	9.57	31.60	25.71	27.83	4.00

LTCs with no birthdate recorded are not included in band subtotals

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Top 5 Comparison - for Years: 2019 to 2024

Type of Accident							
Top 5 by Total LTCs							
Type of Accident	2019	2020	2021	2022	2023	2024 YTD	Totals
Overexertion	68	50	42	67	35	3	265
Falls	48	47	33	49	31	9	217
Struck by Object	24	19	25	42	21	8	139
Bodily Reaction and Exertion	24	18	36	35	21	1	135
Contact with Objects and Equipment	20	17	15	27	11	1	91

Type of Accident	Total LTCs (2019 to date)	Percentage of LTCs	Average Duration	Total TTD	Average LTC Costs	Total LTC Costs
Overexertion	265	23.62%	27.61	7,317	\$5,974	\$1,583,196
Falls	217	19.34%	46.28	10,042	\$12,029	\$2,610,313
Struck by Object	139	12.39%	23.56	3,275	\$10,203	\$1,418,174
Bodily Reaction and Exertion	135	12.03%	36.44	4,920	\$8,546	\$1,153,674
Contact with Objects and Equipment	91	8.11%	28.24	2,570	\$8,342	\$759,122
All Others	275	24.51%	39.73	10,925	\$14,221	\$3,910,818
Totals	1,122	100.00%	34.80	39,049	\$10,192	\$11,435,297

Part of Body							
Top 5 by Total LTCs							
Part of Body	2019	2020	2021	2022	2023	2024 YTD	Totals
Back	43	41	52	56	35	4	231
Trunk	32	25	24	37	16	5	139
Foot(Feet)/Ank(s)/Toe(s)	25	17	22	36	24	6	130
Hand(s)/Wrist(s)	23	23	20	32	8	4	110
Knee(s)	21	16	10	15	11	3	76

Part of Body	Total LTCs (2019 to date)	Percentage of LTCs	Average Duration	Total TTD	Average LTC Costs	Total LTC Costs
Back	231	20.59%	28.88	6,671	\$9,575	\$2,211,784
Trunk	139	12.39%	35.38	4,918	\$8,567	\$1,190,749
Foot(Feet)/Ank(s)/Toe(s)	130	11.59%	40.38	5,249	\$7,664	\$996,341
Hand(s)/Wrist(s)	110	9.80%	24.08	2,649	\$5,074	\$558,138
Knee(s)	76	6.77%	44.16	3,356	\$8,590	\$652,837
All Others	436	38.86%	37.17	16,206	\$13,361	\$5,825,447
Totals	1,122	100.00%	34.80	39,049	\$10,192	\$11,435,297

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Top 5 Comparison - for Years: 2019 to 2024

Nature of Injury							
Top 5 by Total LTCs							
Nature of Injury	2019	2020	2021	2022	2023	2024 YTD	Totals
Sprains/Strain	122	96	96	130	72	14	530
Oth Traumatic Injuries	32	29	36	57	26	5	185
Fracture/Dislocation/Nerve Damage	24	15	14	25	24	6	108
Superficial Wounds	19	19	22	31	12	3	106
Open Wound	13	9	9	11	7	0	49

Nature of Injury	Total LTCs (2019 to date)	Percentage of LTCs	Average Duration	Total TTD	Average LTC Costs	Total LTC Costs
Sprains/Strain	530	47.24%	31.35	16,617	\$7,168	\$3,798,986
Oth Traumatic Injuries	185	16.49%	31.24	5,780	\$19,393	\$3,587,792
Fracture/Dislocation/Nerve Damage	108	9.63%	62.56	6,757	\$16,564	\$1,788,890
Superficial Wounds	106	9.45%	24.61	2,609	\$4,886	\$517,881
Open Wound	49	4.37%	16.80	823	\$3,354	\$164,337
All Others	144	12.83%	44.88	6,463	\$10,954	\$1,577,412
Totals	1,122	100.00%	34.80	39,049	\$10,192	\$11,435,297

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