

Industry Synopsis

Industry: 86920 PERSONNEL RECRUITMENT AGENCIES

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	78	8	\$29,342,729	507	\$51,795	\$0.18
2020	81	8	\$28,322,131	496	\$54,105	\$0.19
2021	80	12	\$32,190,695	573	\$69,896	\$0.22
2022	88	12	\$39,249,036	616	\$89,022	\$0.23
2023	100	17	\$42,684,305	700	\$91,470	\$0.22
2024 YTD	86	2	\$44,288,095	769	\$98,207	\$0.23

* 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	65	\$8,631	7	\$4,619	5	\$9,421	N/A	N/A	N/A	N/A
2020	69	\$9,502	8	\$5,081	3	\$6,725	N/A	N/A	N/A	N/A
2021	64	\$8,345	11	\$7,012	4	\$8,557	N/A	N/A	N/A	N/A
2022	68	\$9,009	14	\$8,950	4	\$6,390	N/A	N/A	N/A	N/A
2023	78	\$8,814	17	\$11,967	3	\$5,688	N/A	N/A	N/A	N/A
2024 YTD	63	\$8,644	17	\$12,279	4	\$6,706	N/A	N/A	N/A	N/A

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	3	\$6,170	2	\$4,329	9	2	1	3
2020	1	\$417	0	\$0	0	0	1	0
2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2022	6	\$6,018	1	\$1,148	4	2	5	2
2023	5	\$4,547	1	\$1,078	6	1	4	2
2024 YTD	3	\$5,304	2	\$4,276	13	1	1	2

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	2	0	0	0	2
2020	N/A	N/A	N/A	N/A	N/A
2021	N/A	N/A	N/A	N/A	N/A
2022	1	0	0	0	1
2023	1	0	0	0	1
2024 YTD	2	0	0	0	2

Total Claims Costs					
Accident Year	Compensation	Medical Aid	Rehabilitation	Economic Loss	Total
2019	\$1,811	\$4,358	\$0	\$0	\$6,170
2020	\$0	\$417	\$0	\$0	\$417
2021	N/A	N/A	N/A	N/A	N/A
2022	\$517	\$4,035	\$1,466	\$0	\$6,018
2023	\$801	\$3,746	\$0	\$0	\$4,547
2024 YTD	\$2,864	\$2,440	\$0	\$0	\$5,304

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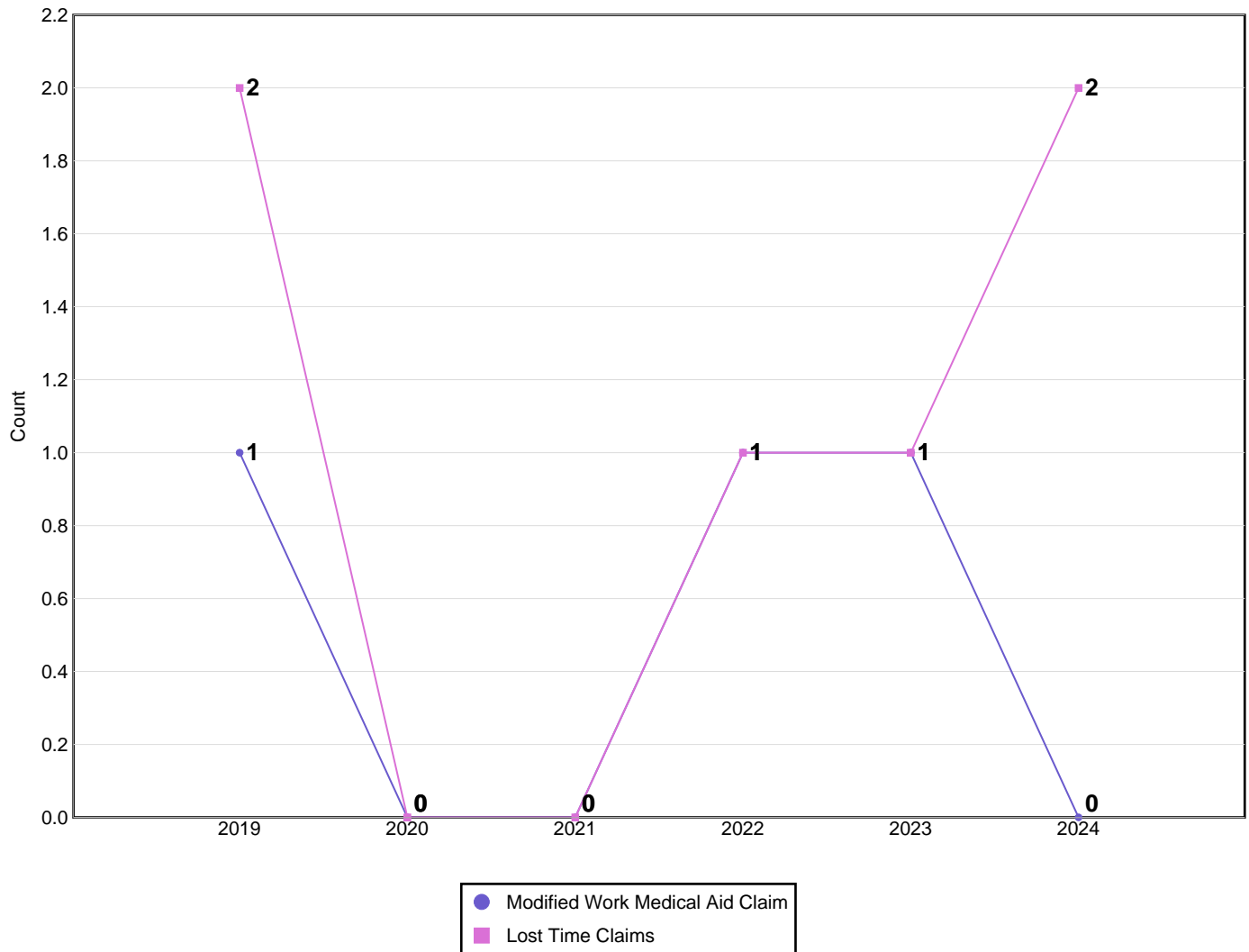
- YTD is January to current month of the current calendar year

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Claim Costs - for Years: 2019 to 2024

Disabling Claims Components



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

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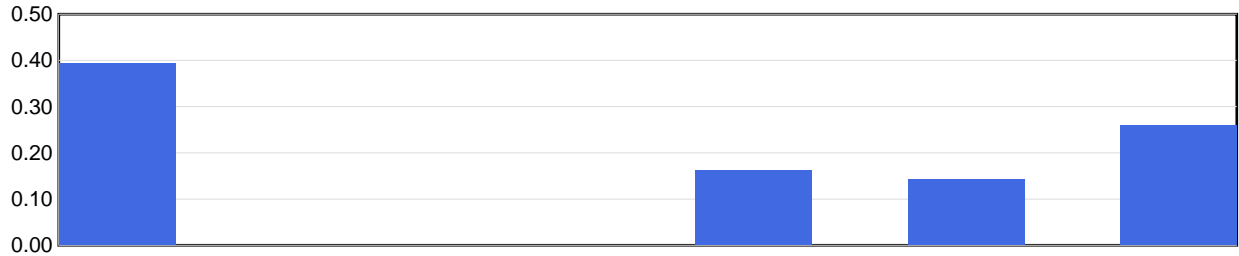
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Claim Costs - for Years: 2019 to 2024

Frequency Rates

(Lost Time Claims per 100 Workers)



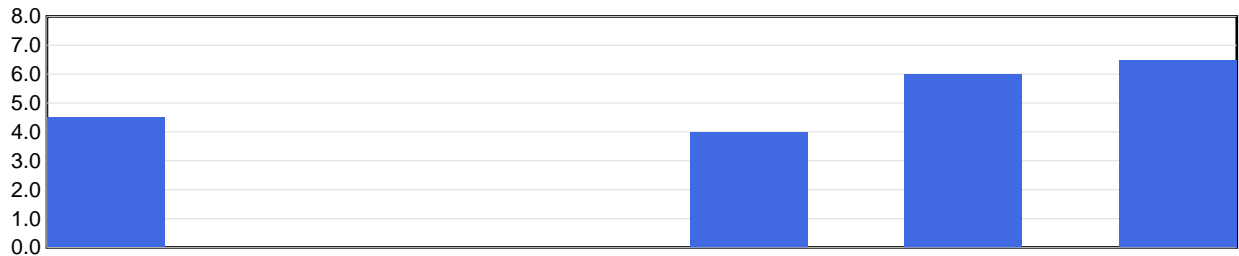
Frequency Rate	2019	2020	2021	2022	2023	2024 YTD
	0.39	0.00	0.00	0.16	0.14	0.26

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

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

Severity Rates

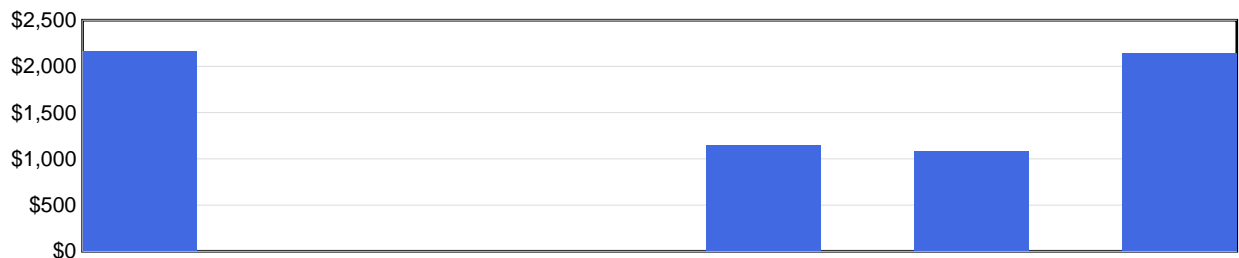
(Temporary Total Disability Days per Lost Time Claim)



Severity Rate	2019	2020	2021	2022	2023	2024 YTD
	4.5	0.0	0.0	4.0	6.0	6.5

Severity Rate = Total TTDs / Total LTCs

Average Cost Per LTC



Avg Cost / Claim	2019	2020	2021	2022	2023	2024 YTD
	\$2,164	\$0	\$0	\$1,148	\$1,078	\$2,138

Average Cost Per LTC = Total LTC Costs / Total LTCs

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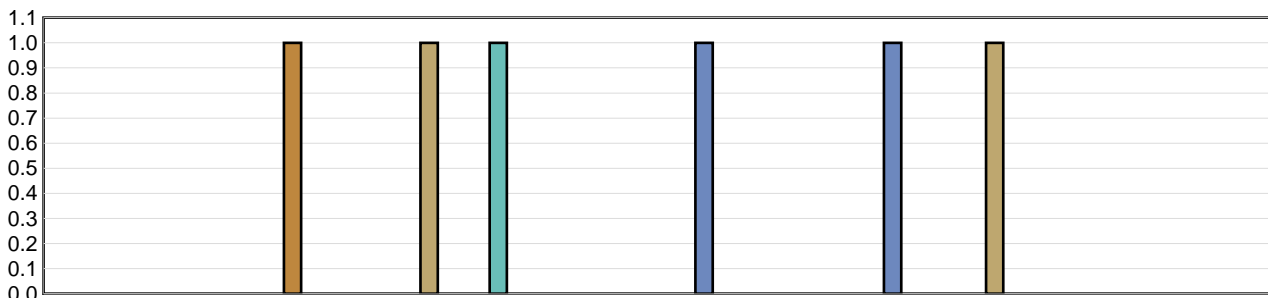
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Injured Worker's Age - for Years: 2019 to 2024

Number of LTCs

(by age of injured worker and by occurrence year)

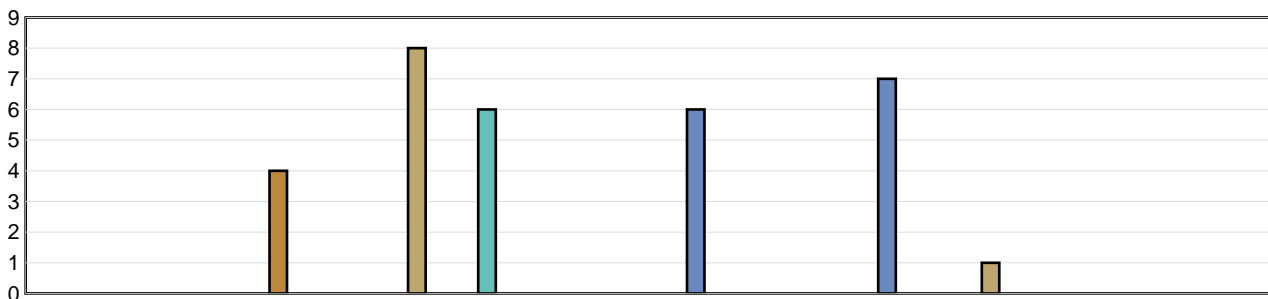


	Under 19	19 to 26	27 to 34	35 to 42	43 to 50	51 to 58	Over 58
2019	N/A	N/A	1	N/A	N/A	1	N/A
2020	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2022	N/A	1	N/A	N/A	N/A	N/A	N/A
2023	N/A	N/A	1	N/A	N/A	N/A	N/A
2024 YTD	N/A	N/A	N/A	1	1	N/A	N/A

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	N/A	N/A	8.00	N/A	N/A	1.00	N/A
2020	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2022	N/A	4.00	N/A	N/A	N/A	N/A	N/A
2023	N/A	N/A	6.00	N/A	N/A	N/A	N/A
2024 YTD	N/A	N/A	N/A	6.00	7.00	N/A	N/A

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
Falls	0	0	0	0	0	1	1
Overexertion	1	0	0	1	0	0	2
Bodily Reaction and Exertion	0	0	0	0	0	1	1
Contact with Objects and Equipment	0	0	0	0	1	0	1
Struck by Object	1	0	0	0	0	0	1

Type of Accident	Total LTCs (2019 to date)	Percentage of LTCs	Average Duration	Total TTD	Average LTC Costs	Total LTC Costs
Falls	1	16.67%	6.00	6	\$1,347	\$1,347
Overexertion	2	33.33%	2.50	5	\$1,287	\$2,575
Bodily Reaction and Exertion	1	16.67%	7.00	7	\$2,929	\$2,929
Contact with Objects and Equipment	1	16.67%	6.00	6	\$1,078	\$1,078
Struck by Object	1	16.67%	8.00	8	\$2,902	\$2,902
Totals	6	100.00%	5.33	32	\$1,805	\$10,831

Part of Body							
Top 5 by Total LTCs							
Part of Body	2019	2020	2021	2022	2023	2024 YTD	Totals
Back	1	0	0	0	0	1	2
Head	1	0	0	0	1	0	2
Hand(s)/Wrist(s)	0	0	0	0	0	0	0
Hip/Pelvis	0	0	0	0	0	0	0
Neck	0	0	0	0	0	1	1

Part of Body	Total LTCs (2019 to date)	Percentage of LTCs	Average Duration	Total TTD	Average LTC Costs	Total LTC Costs
Back	2	33.33%	3.50	7	\$1,387	\$2,774
Head	2	33.33%	7.00	14	\$1,990	\$3,980
Neck	1	16.67%	7.00	7	\$2,929	\$2,929
All Others	1	16.67%	4.00	4	\$1,148	\$1,148
Totals	6	100.00%	5.33	32	\$1,805	\$10,831

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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	1	0	0	1	0	1	3
Intracranial Injures	1	0	0	0	1	0	2
Oth Traumatic Injuries	0	0	0	0	0	1	1
Abnormal Symptoms/Conditions	0	0	0	0	0	0	0
Burns	0	0	0	0	0	0	0

Nature of Injury	Total LTCs (2019 to date)	Percentage of LTCs	Average Duration	Total TTD	Average LTC Costs	Total LTC Costs
Sprains/Strain	3	50.00%	4.00	12	\$1,835	\$5,504
Intracranial Injures	2	33.33%	7.00	14	\$1,990	\$3,980
Oth Traumatic Injuries	1	16.67%	6.00	6	\$1,347	\$1,347
Totals	6	100.00%	5.33	32	\$1,805	\$10,831

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