2027 Preliminary Insurance Rates

Presentation to SafeCare BC Members

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September 15, 2026

Agenda

Rate setting

2025 results and 2027 rates

Key 2025 results

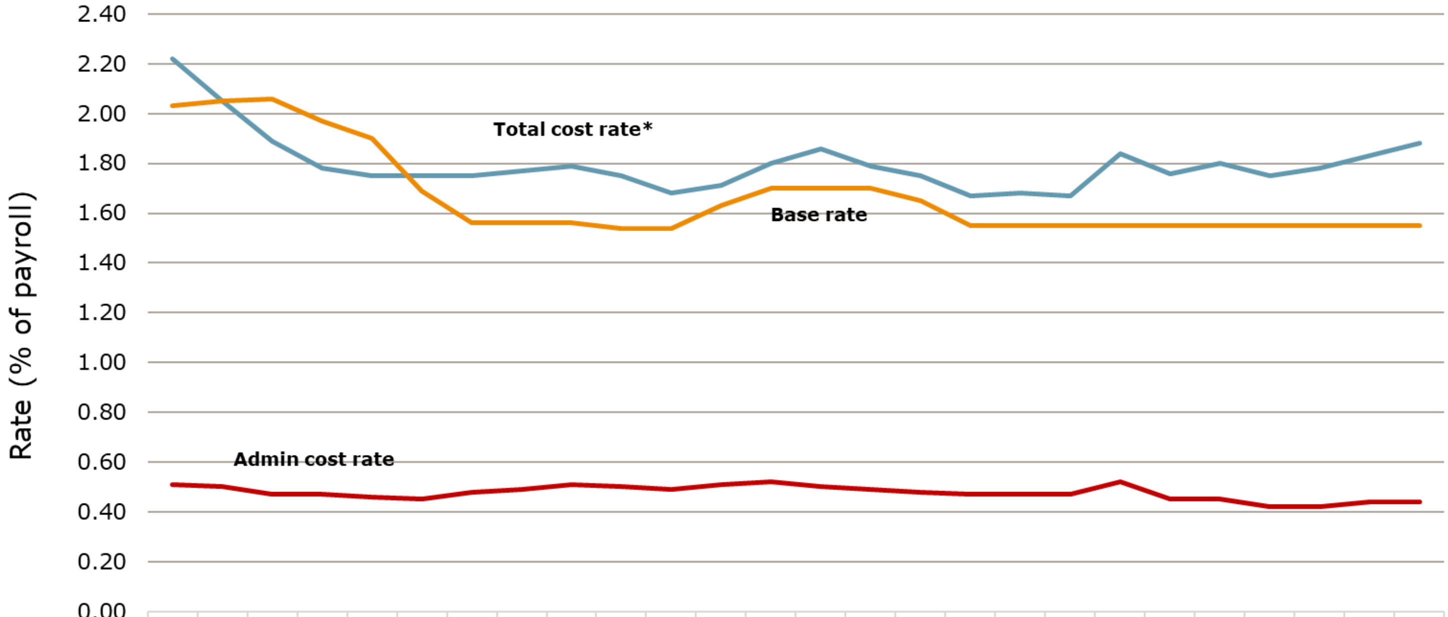
- Investment gain of 7.6% or $1.9 billion (2024 gain: 6.8% or $1.6 billion)
  - Above the required return of 5.2%
- 2025 funded level decreased to 139% from 141% in 2024 (2023: 142%)
- Time-loss claims rate (injury rate): 2.04 claims accepted per 100 person years of employment (2024: 2.03)
- Return to work: 79.8% of workers back at work within 26 weeks (2024: 79.7%)

2027 preliminary average base rate to remain at 1.55%

- 10th year the average base rate has remained at 1.55%
- $960 million of surplus returned
  - $677 million **via** discounted rates (83% of the projected total cost rate of 1.88%)
  - $283 million of surplus credits to be distributed to specific industry groups with excessive surplus
- Rates will be formally approved in the Fall of 2026

Historical perspective: Premium rates and cost rates

2027 rates are preliminary



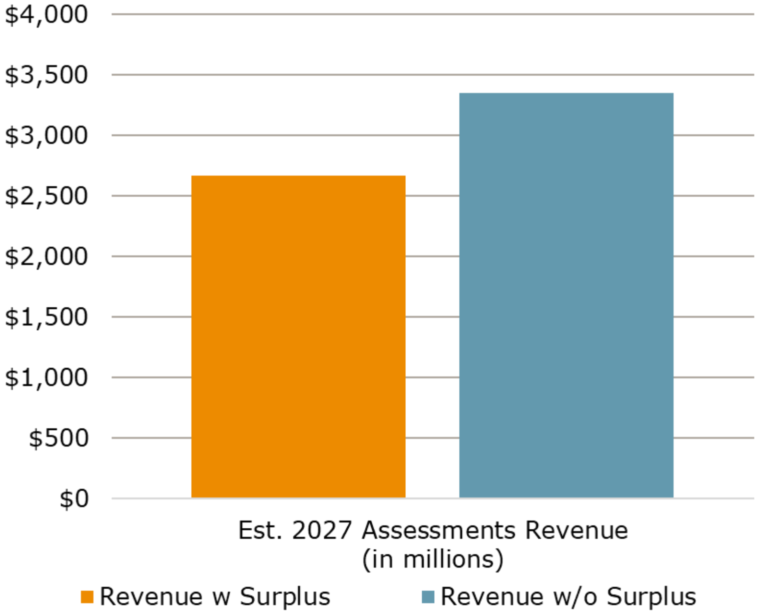
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	Prelim 2027
Total cost rate	2.22	2.05	1.89	1.78	1.75	1.75	1.75	1.77	1.79	1.75	1.68	1.71	1.80	1.86	1.79	1.75	1.67	1.68	1.67	1.84	1.76	1.80	1.75	1.78	1.83	1.88
Admin cost rate	0.51	0.50	0.47	0.47	0.46	0.45	0.48	0.49	0.51	0.50	0.49	0.51	0.52	0.50	0.49	0.48	0.47	0.47	0.47	0.52	0.45	0.45	0.42	0.42	0.44	0.44
Base rate	2.03	2.05	2.06	1.97	1.90	1.69	1.56	1.56	1.56	1.54	1.54	1.63	1.70	1.70	1.70	1.65	1.55	1.55	1.55	1.55	1.55	1.55	1.55	1.55	1.55	1.55

***Total cost rate** includes:

- Projected cost of new injuries
- Projected cost of administration
- Adjustment for assessment penalties, other income, and experience rating imbalance

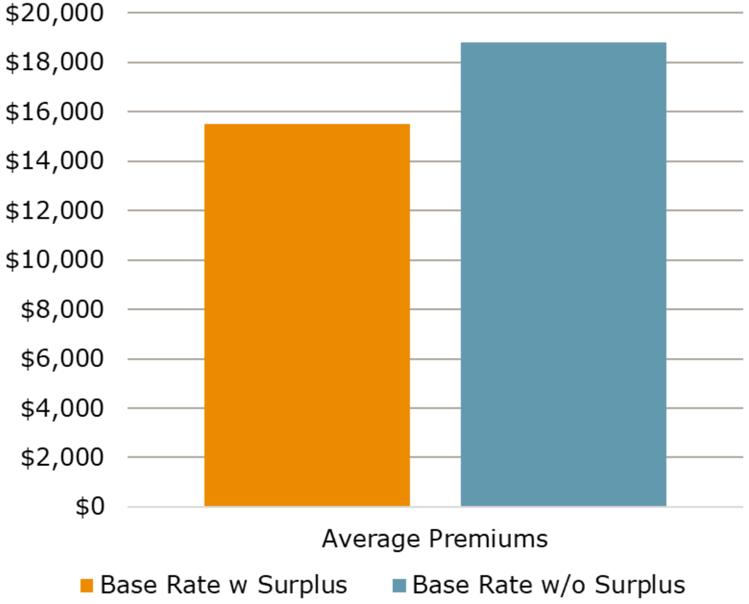
Impact of the surplus on employers

WorkSafeBC's estimated 2027 assessment revenue is $3,349 million without the surplus and $2,672 million with the surplus. The surplus **saves employers $677 million** in premiums.



Note: The $283M surplus credit is expected to be reflected in 2026 assessments revenue even though the credit is to be applied in 2027 and is, therefore, excluded from the above graph.

An employer with $1 million in payroll that pays a base rate of 1.55% and has a cost rate of 1.88% **saves $3,300** due to the surplus discount.



Premium rate drivers

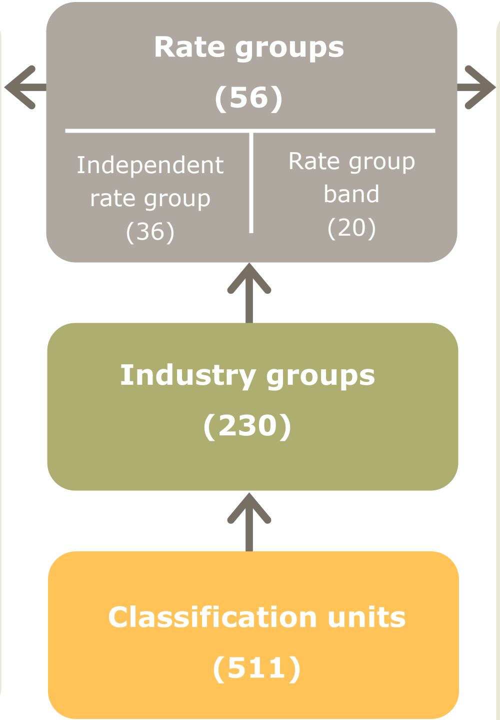
Claim costs include these payments:

- Health care
- Short term disability
- Vocational rehabilitation
- Long term disability
- Survivor benefits

Rate group structure

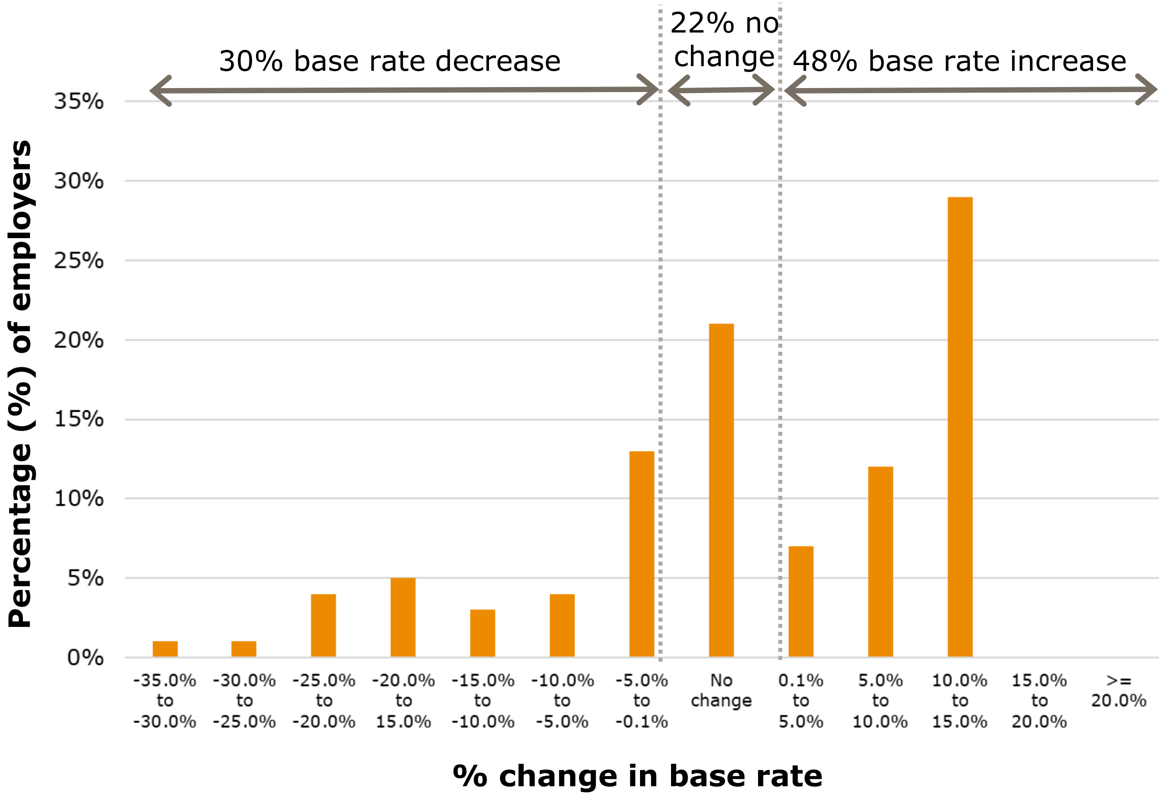
- Similar classification units (CUs) are placed together in industry groups.
- Industry groups with similar costs are placed in one of 20 clearly defined and stable rate group bands with progressively higher cost-rate boundaries.
- Sufficiently large-enough industry groups form their own independent, alphabetically named rate groups.

Independent rate group	
AM	IQ
AN	IR
AO	IS
CU	JA
DE	JB
DR	JC
DV	JD
FE	JE
HO	JF
ID	JG
IE	JH
IF	JI
IH	JJ
IJ	JK
IL	JL
IM	JM
IO	JN
IP	JP



Rate group band	Claims costs rate range
20	Above 6.00%
19	4.75–6.00%
18	4.00–4.75%
17	3.50–4.00%
16	3.00–3.50%
15	2.55–3.00%
14	2.15–2.55%
13	1.85–2.15%
12	1.55–1.85%
11	1.35–1.55%
10	1.15–1.35%
09	0.95–1.15%
08	0.80–0.95%
07	0.65–0.80%
06	0.55–0.65%
05	0.45–0.55%
04	0.35–0.45%
03	0.25–0.35%
02	0.15–0.25%
01	Up to 0.15%

2027 base premium rate changes



- Approximately 82,000 firms will experience base rate decreases
- Approximately 132,000 firms will experience base rate increases
- Approximately 60,000 firms will experience unchanged base rates
- WorkSafeBC has used modified capping to restrict rate increases to 15% and allow rate decreases of up to 30%

Industry rates

Overview of rates

Classification Unit		2026 Base Rate	2027 Prelim Base Rate	% Change
766011	Long-Term Care	4.60	4.53	**-1.5%**
766006	Community Health Support Services	4.54	3.79	**-16.5%**

Rate group membership

A502

AO

Long-Term Care
(CU 766011)

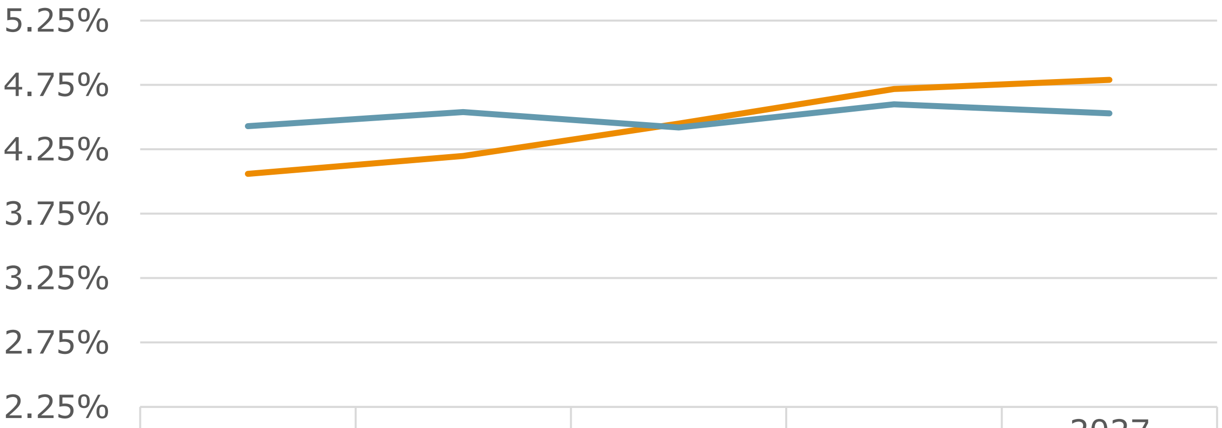
A507

FE

Community Health
Support Services
(CU 766006)

CU 766011 Long-term care

2027 prelim base rate decreased by 1.5%



	2023	2024	2025	2026	2027 Prelim
Cost Rate	4.06%	4.20%	4.45%	4.72%	4.79%
Base Rate	4.43%	4.54%	4.42%	4.60%	4.53%

For 2027, while the total cost rate has increased, the surplus has reduced the base rate below the cost rate.

Cost components: Rate group AO and CU 766011

Rate group AO

Cost rates	Prelim 2027	2026
Short term disability	1.104	1.091
Long term disability	1.006	0.990
Survivor benefits	0.016	0.014
Health care	0.605	0.638
Vocational rehabilitation	0.255	0.228
Average benefit cost rate	**2.99 ***	**2.96 ***
Accident fund adjustment	0.96	0.91
Allocated benefit cost rate	**3.95**	**3.87**
Claim Administration	0.50	0.50
Penalty and ER imbalance adjustment	-0.07	-0.08
Other adminstration costs	0.41	0.43
Total cost rate	**4.79**	**4.72**

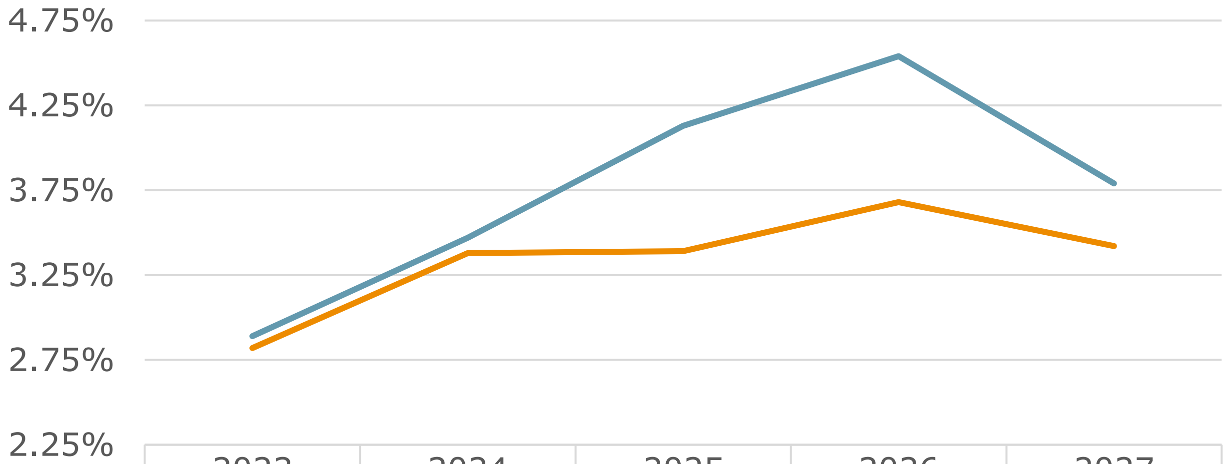
CU 766011

Cost components	Prelim Rate 2027	Rate 2026
Total cost rate	4.79	4.72
Amortization adjustment	-0.43	-0.27
Actuarial rate	**4.36**	**4.45**
Funding policy adjustment	0.00	0.00
Certificate of recognition incentive	0.02	0.02
Industry-funded initiatives	0.15	0.13
Prevention adjustment	0.00	0.00
Base rate	**4.53**	**4.60**

Although the cost rate increased, the industry surplus has kept the base rate lower.

CU 766006 Community health support services

2027 prelim base rate decreased by 16.5%



	2023	2024	2025	2026	2027
Cost Rate	2.82%	3.38%	3.39%	3.68%	3.42%
Base Rate	2.89%	3.47%	4.13%	4.54%	3.79%

In 2027, the base rate begins a downward trend due to a reduction in the cost rate. Meanwhile, the industry deficit has also decreased.

Cost components: Rate group FE and CU 766006

Rate group FE

Cost rates	Prelim 2027	2026
Short term disability	0.715	0.786
Long term disability	0.812	0.824
Survivor benefits	0.013	0.021
Health care	0.397	0.456
Vocational rehabilitation	0.190	0.209
Average benefit cost rate	**2.13 ***	**2.30 ***
Accident fund adjustment	0.69	0.72
Allocated benefit cost rate	**2.82**	**3.02**
Claim Administration	0.31	0.31
Penalty and ER imbalance adjustment	0.04	0.08
Other adminstration costs	0.25	0.27
Total cost rate	**3.42**	**3.68**

CU 766006

Cost components	Prelim Rate 2027	Rate 2026
Total cost rate	3.42	3.68
Amortization adjustment	0.22	0.79
Actuarial rate	**3.64**	**4.47**
Funding policy adjustment	0.00	-0.06
Certificate of recognition incentive	0.00	0.00
Industry-funded initiatives	0.15	0.13
Prevention adjustment	0.00	0.00
Base rate	**3.79**	**4.54**

The base rate decrease is due to the cost rate reduction and a decrease in the industry deficit.

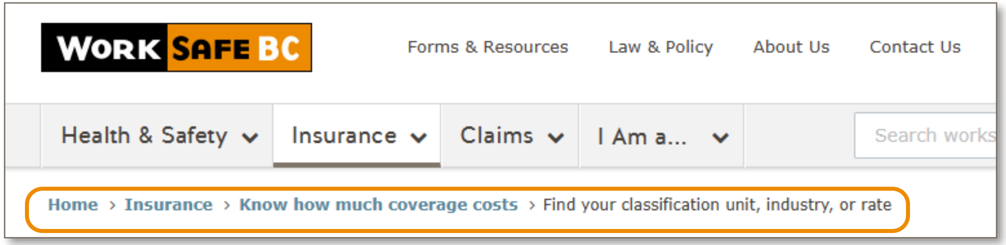
How to view cost components

1

Step 1: Navigate to coverage costs

Go to:

Insurance > Know how much coverage costs > Find your classification unit, industry, or rate



2

Step 2: Select more details

Click “More Details” to access CU cost components

Rates

Year	Prelim 2027	2026	2025
Base rate as a percentage of assessable payroll	4.53	4.60	4.42
Max wage per worker	$130,800	$127,500	$121,500

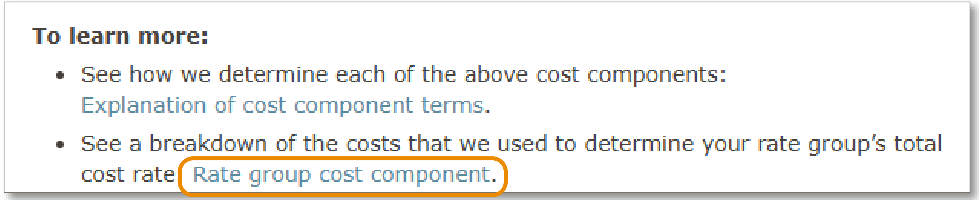
View information about your industry premium rate.

More Details

3

Step 3: Open rate group cost components

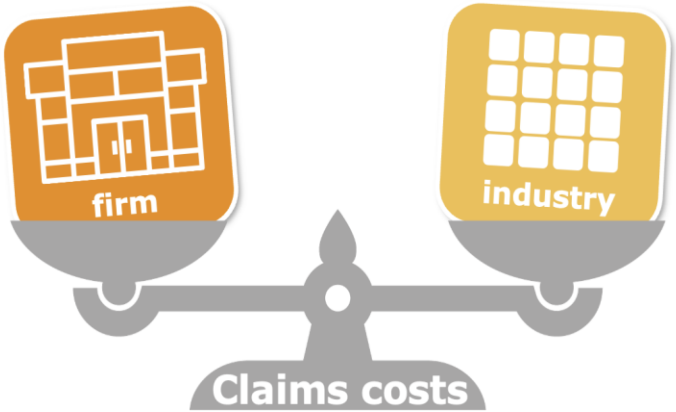
Click “rate group cost component”



Experience rating

Experience rating: It’s all about balance

- Firms whose claim costs are aligned with their industry’s rate group are considered “average” and pay the base premium rate.
- Best-performing firms can qualify for up to a 50% discount on their premium rates while worst-performing firms may pay a surcharge of up to 100%.

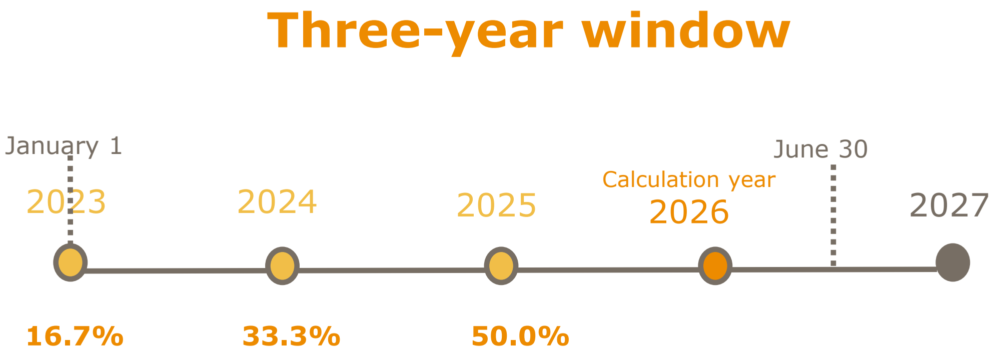


How experience rating works

1. We look at your claim costs for the past three years.
2. We consider the size of your firm in terms of payroll.
3. We compare your claims costs, per dollar of payroll, to the average of your industry's rate group.

If a firm has lower-than-average claims costs (compared to firms in the industry's rate group), they will receive a higher experience rating discount.

Experience rating



Calculation of experience rating involves weighting a firm's performance within a three-year window.

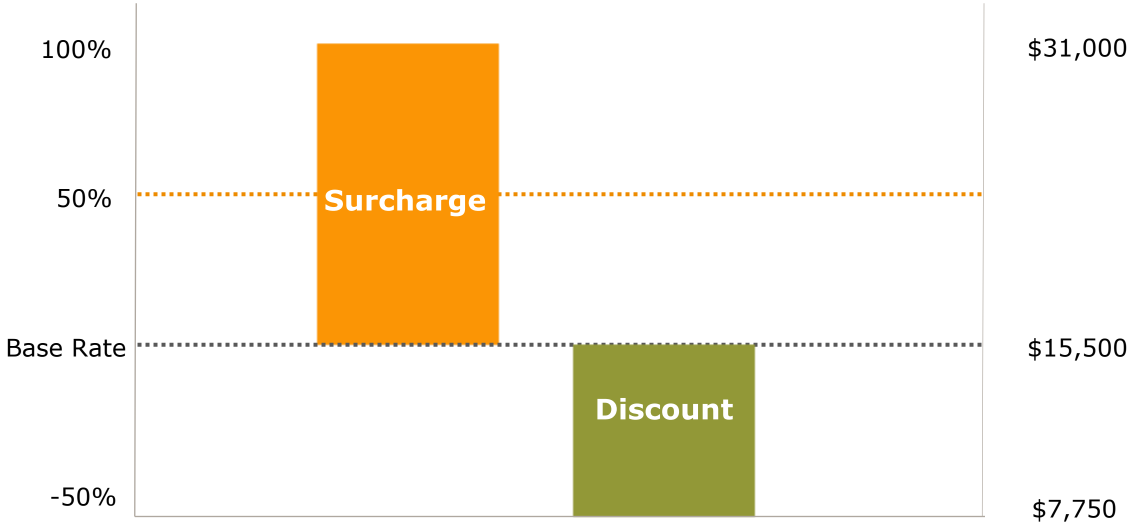
We also incorporate a few dampening measures:

- **Fatalities** (a 5-year rolling average is used)
- **Per claim limit** (progressively less costs are used for claims of more than $70K)
- **Per year cap** (a firm is at most calculated to be 3 times worse than average)
- **Window credibility** (blend current performance with prior experience)

Experience rating: Rewarding safety

For example:

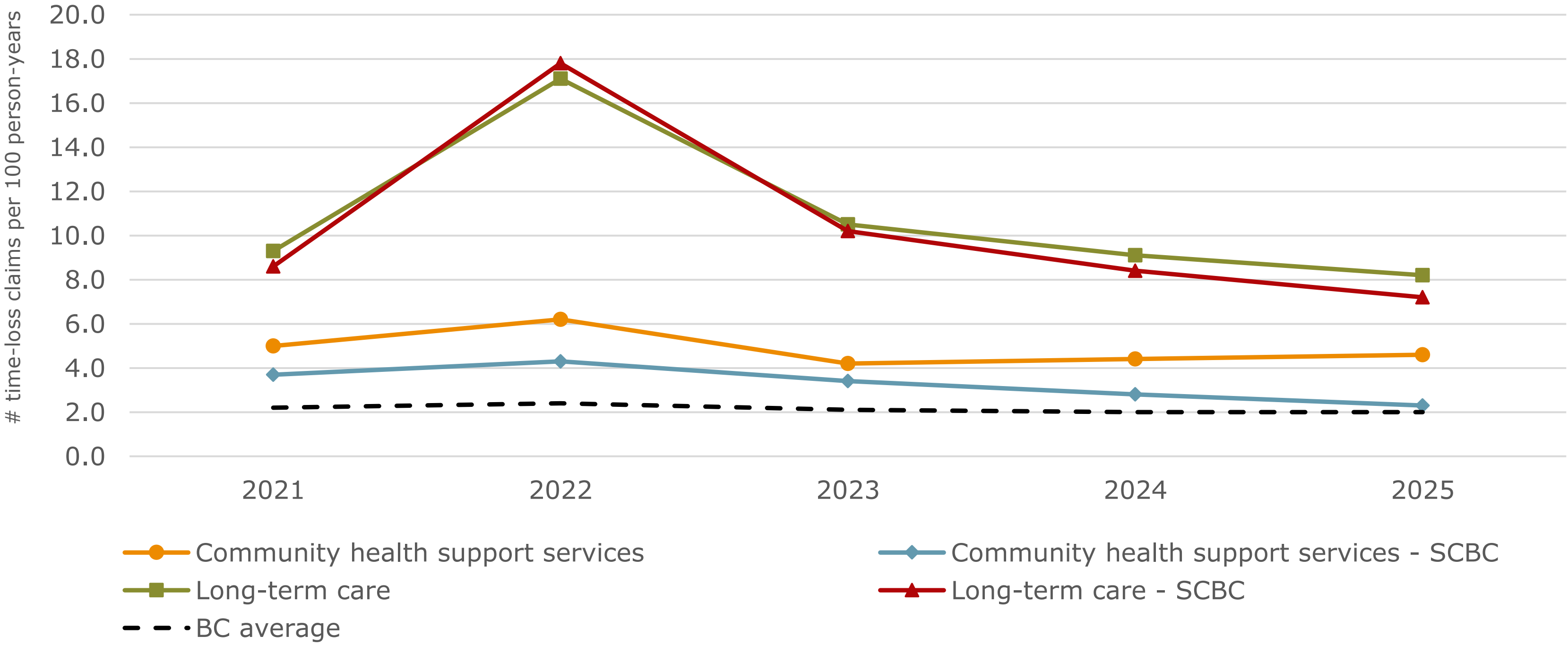
An employer with $1 million in payroll with a base rate of 1.55% would pay $15,500 but could pay as little as $7,750, or as much as $31,000, depending on its safety record over time.



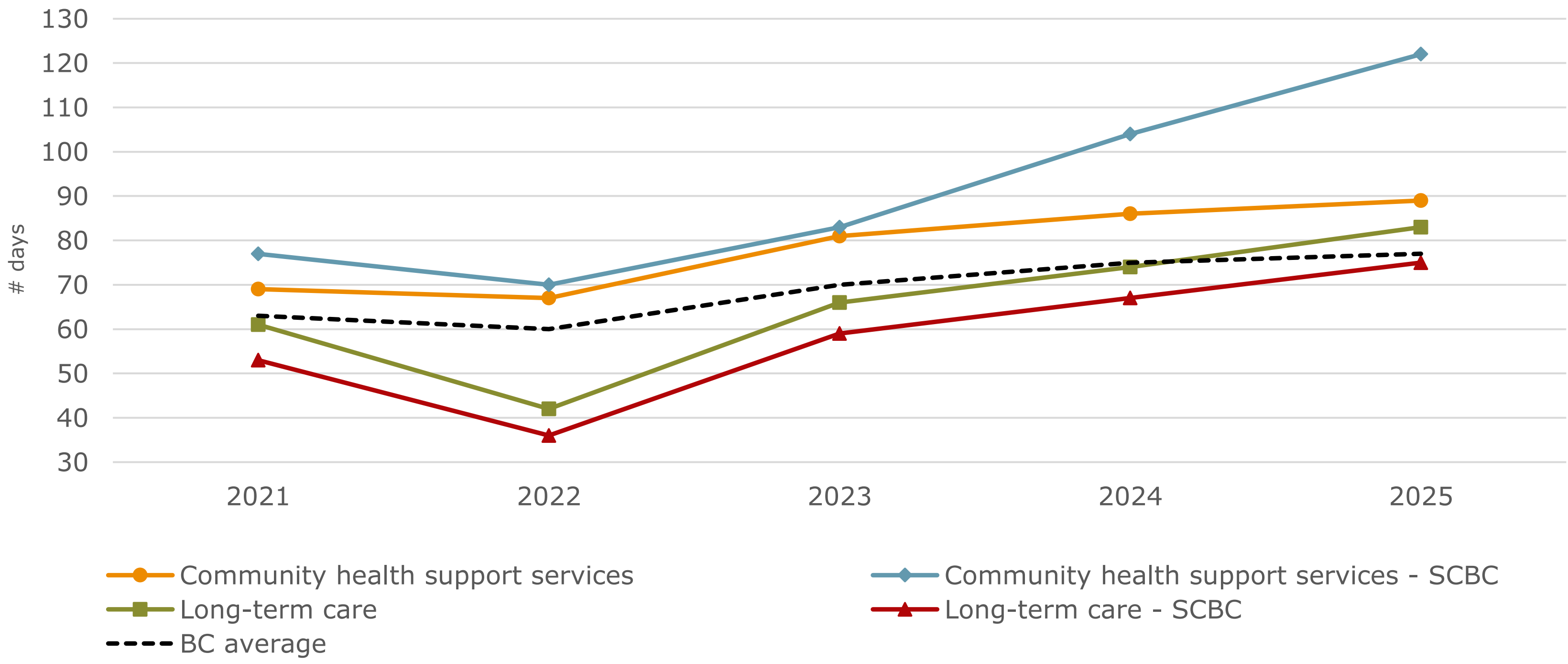
Injury statistics

Time-loss claim injury rate by CU

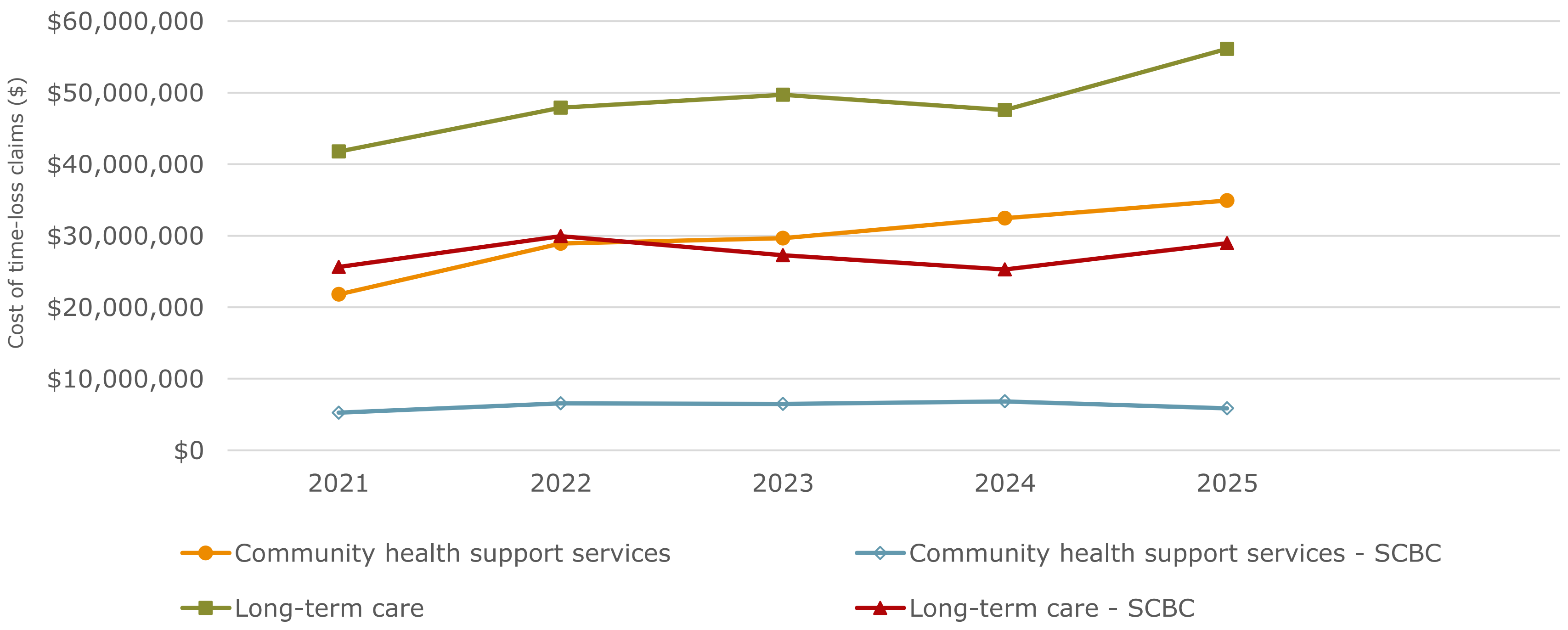
2021-2025



Average complete duration by CU
2021-2025



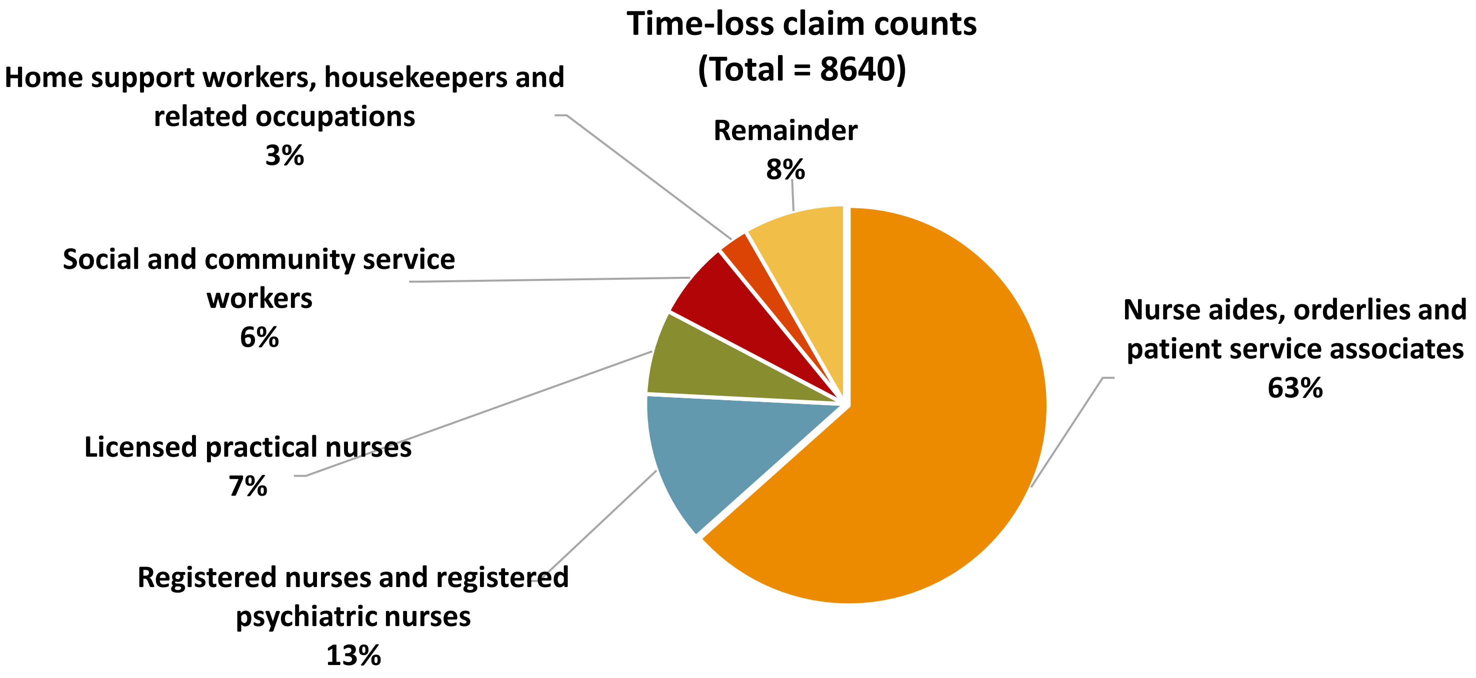
Time-loss claim injury cost by CU
2021-2025



Community Health Support Services – CU 766006

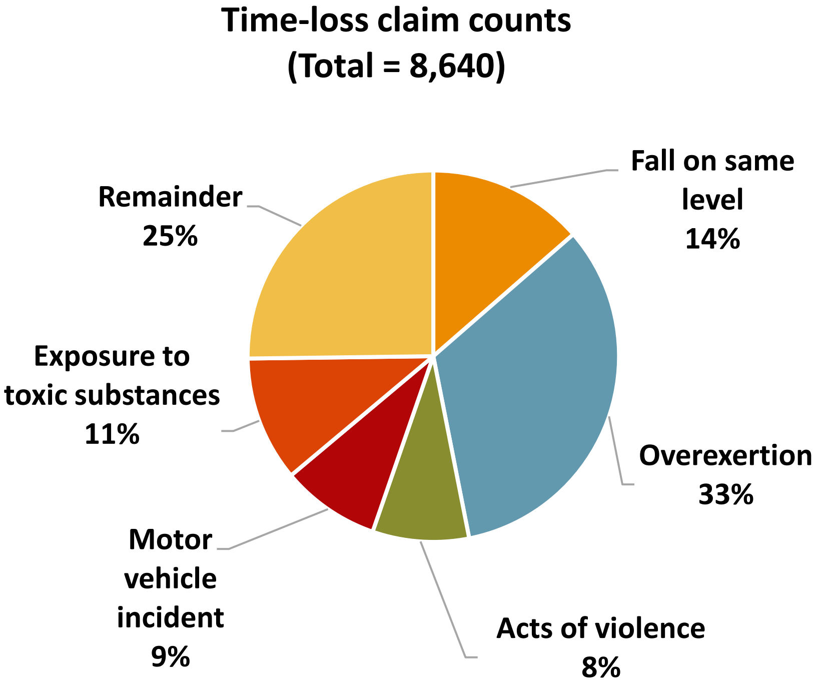
Proportion of time-loss claim counts by occupation, 2021-2025

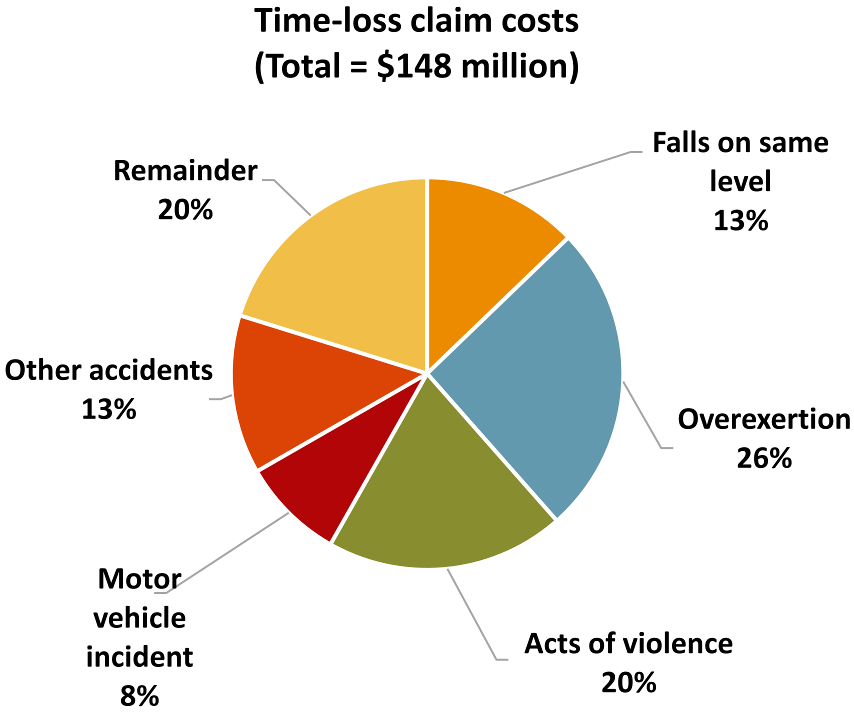
Community health support services



Top 5 accident types, 2021-2025

Community health support services

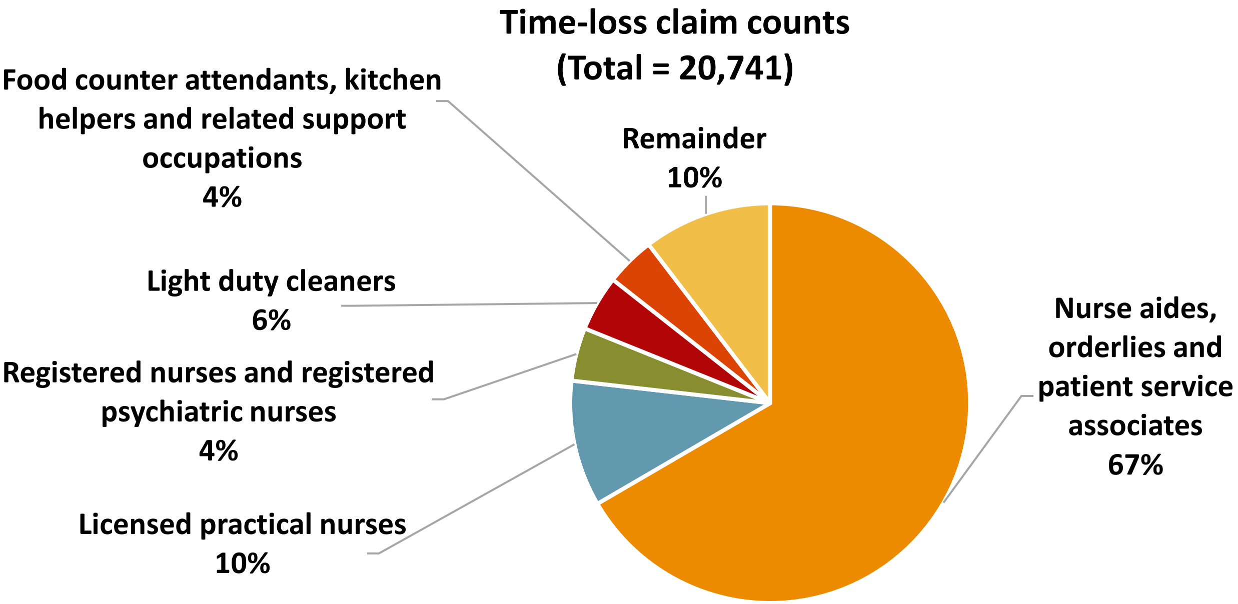




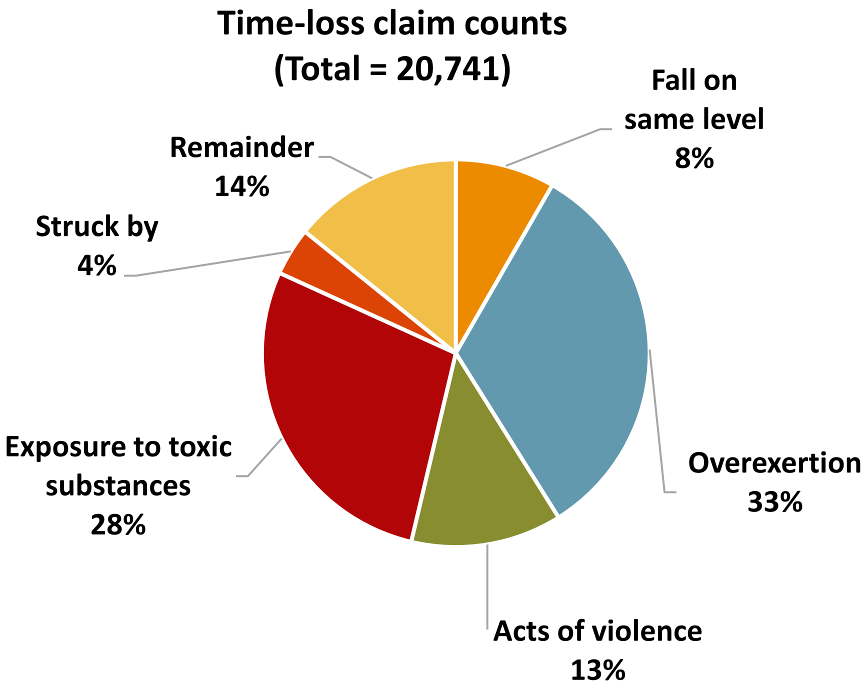
Long-term Care – CU 766011

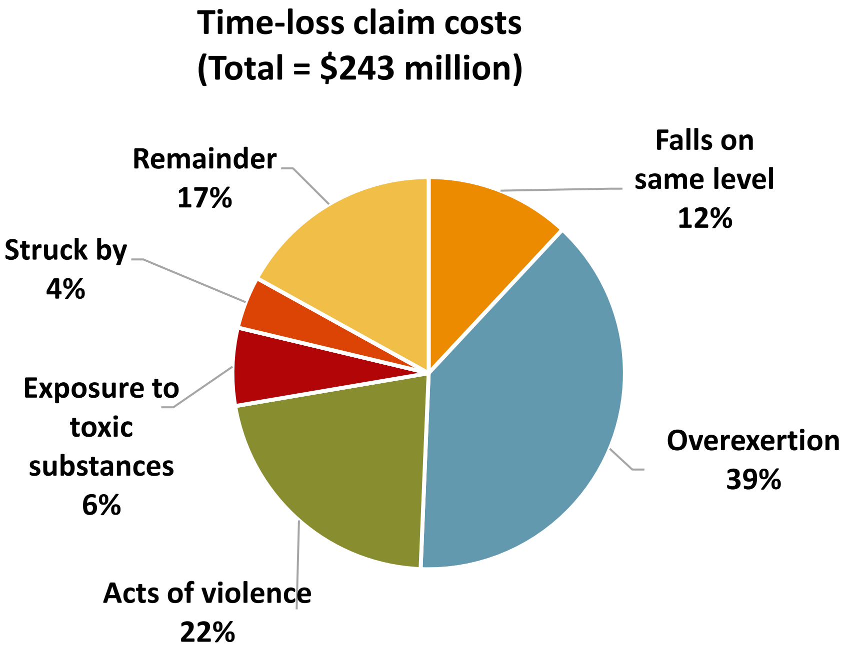
Proportion of time-loss claim counts by occupation, 2021-2025

Long-term care



Top 5 accident types, 2021-2025
Long-term care





Psychological injury claims

Psychological injury only claims

By industry subsector – Summary 2021-2025

Psychological Injury Only Claims Reported and Allowed

Five-Year Summary, listing industry subsector and classification units with more than 25 psychological injury only claims allowed in 2025.

	Psychological injury only claims reported					Psychological injury only claims first allowed in year				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Total - All Subsectors	**5,443**	**5,882**	**6,759**	**7,249**	**8,065**	**1,736**	**1,973**	**2,188**	**2,419**	**2,613**
Health Care and Social Services	**2,315**	**2,487**	**2,962**	**3,373**	**3,685**	**873**	**945**	**1,090**	**1,235**	**1,340**
Pre-hospital Emergency Health Care	426	357	365	481	553	259	242	218	237	340
Acute Care	760	871	1,019	1,070	1,079	244	298	322	335	316
Residential Social Service Facility	236	292	387	422	479	104	121	170	222	202
Community Health Support Services	279	300	354	496	523	87	83	133	155	175
Counselling or Social Services	185	212	266	340	391	68	76	109	117	164
Long-Term Care	285	314	361	361	430	68	71	91	103	92

Backgrounder: Psychological Injury Claims - 2021-2025 | WorkSafeBC

Psychological injury only claims

By occupation, 2021-2025

Psychological Injury Only Claims Reported and Allowed

Five-Year Summary, listing occupations with more than 20 psychological injury only claims allowed in 2025.

	Psychological injury only claims reported					Psychological injury only claims first allowed in year				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Total - All Occupations	**5,443**	**5,882**	**6,759**	**7,249**	**8,065**	**1,736**	**1,973**	**2,188**	**2,419**	**2,613**
Nurse	690	856	954	941	1,015	244	308	363	349	348
Social and Community Service Workers	516	524	670	878	864	202	210	281	396	333
Paramedic	360	314	310	425	466	223	215	181	210	296
Correctional Officer	185	190	159	190	159	123	129	127	141	137
Firefighter	119	120	146	123	177	64	89	92	90	136
Teacher and Assistant	288	258	325	333	348	74	96	110	125	111
Nurse Aides, Orderlies and Patient Service Associates	198	229	312	334	391	67	75	100	114	111

Physical with psychological injury claims

By industry subsector, 2021-2025

Physical with Psychological Injury Claims

Five-Year Summary, listing industry subsectors and classification units with more than 20 psychological injuries first accepted in 2025 on a claim with both a psychological and physical injury.

	Psychological injury first accepted				
	2021	2022	2023	2024	2025
Total - All Sectors	**913**	**987**	**986**	**1,123**	**1,114**
Health Care and Social Services	**261**	**266**	**245**	**272**	**283**
Acute Care	90	92	77	83	93
Long-Term Care	47	38	37	36	49
Residential Social Service Facility	42	51	38	51	49
Community Health Support Services	24	28	28	39	37
Counselling or Social Services	17	28	35	33	24

Managing psychological health & safety

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Managing psychological health & safety

Definitions

Related topics

Managing psychological health & safety

Managing psychological health and safety in the workplace is as important as managing physical health and safety. A psychologically healthy and safe workplace prevents harm to workers' mental health and promotes mental well-being.

While many factors outside the workplace can affect mental health, it is an employer's responsibility to address the factors that are within the control, responsibility, or influence of the workplace. These three principles help to create, support, promote, and maintain a psychologically healthy and safe workplace:

1. Show leadership commitment
2. Develop supportive managers and supervisors
3. Ensure worker participation

Many employers already operate according to these principles, which are outlined in detail in our framework for success. Those who effectively promote psychological health and safety have greater productivity and employee engagement. Their workers experience less conflict and higher morale, and are less likely to leave.

Managing psychological health & safety - WorkSafeBC

What can you do?

Reducing workplace injuries

Identify and understand what is causing your injuries and costs

- Most frequent injuries and causes
- Most serious injuries and causes
- Costs and counts associated with both

Build an effective health and safety program

[Create & manage a healthy & safe workplace – WorkSafeBC]

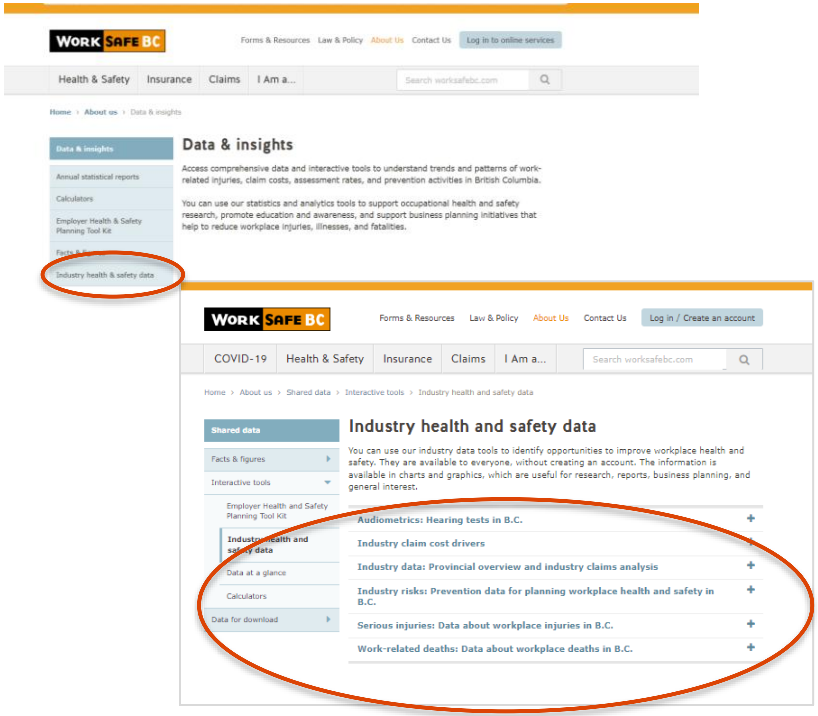
- Ensure your OH&S Program has specific processes that mitigate:
  - Identified biggest risks / hazards
  - Most common / frequent injuries
  - Largest cost injuries

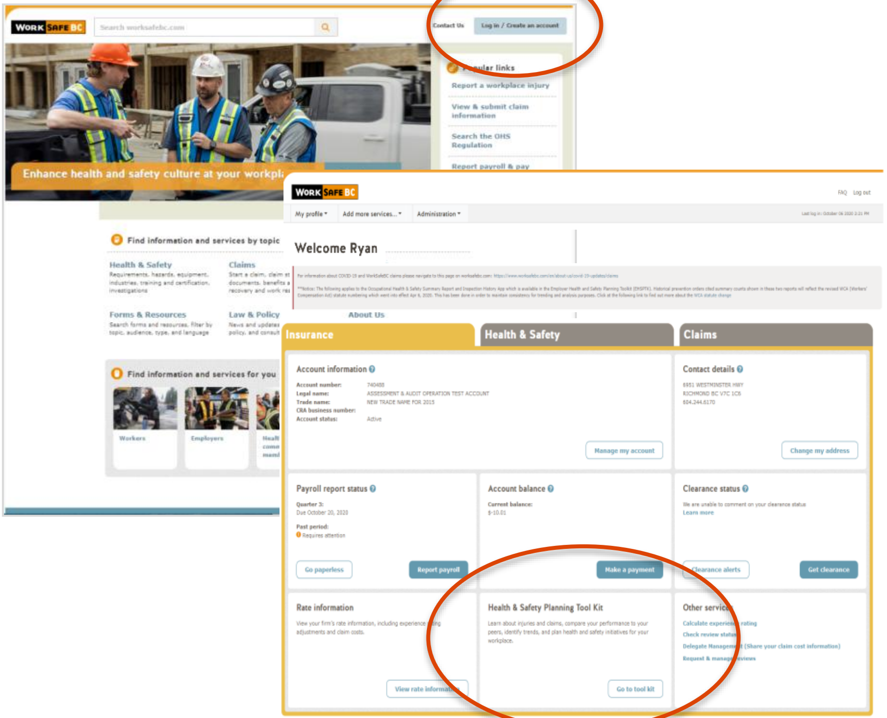
Involve your workers and build a strong safety culture

- Joint health and safety committees and worker health and safety representatives

Two streams of shared data

Industry-level data (publicly available) and employer-specific data (secure access)

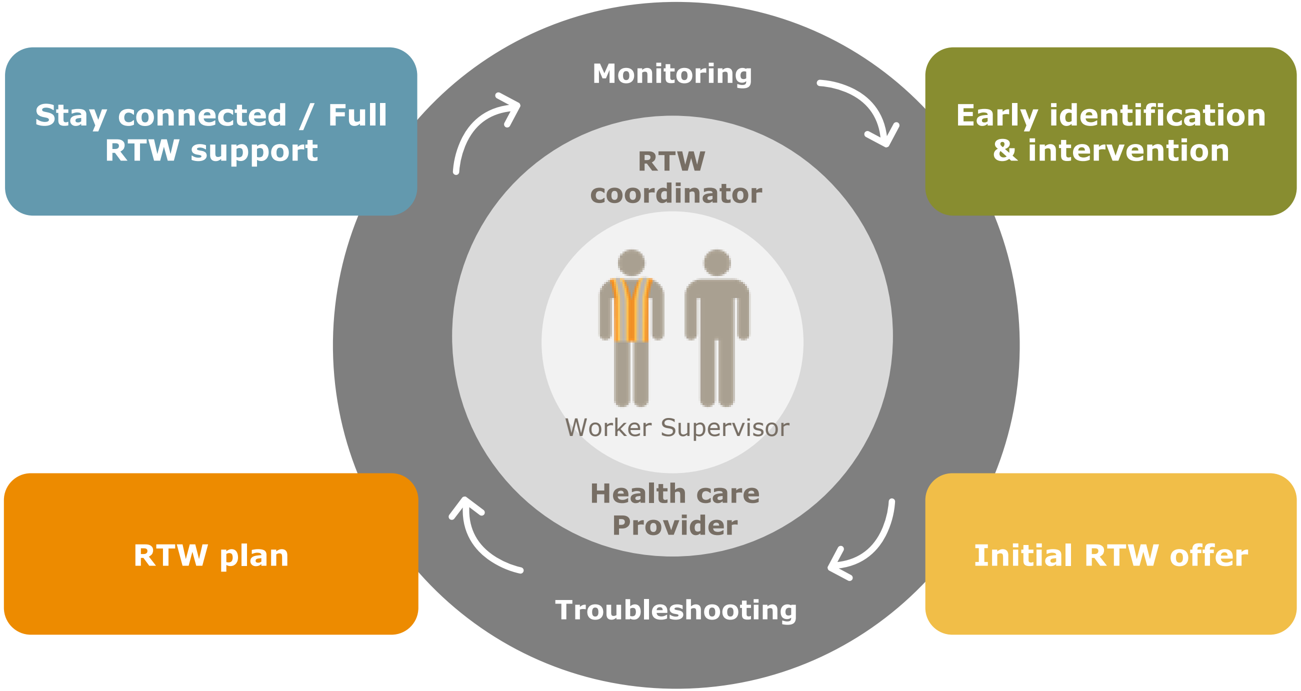




[Industry health & safety data - WorkSafeBC](#)

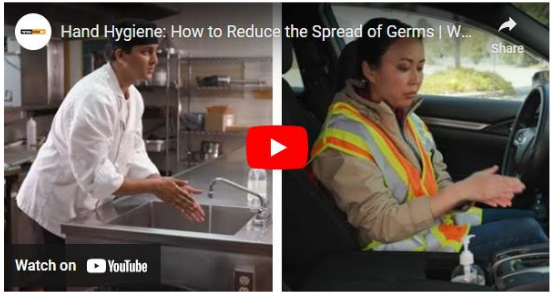
[Employer Health & Safety Planning Tool Kit - WorkSafeBC](#)

RTW planning: A shared responsibility

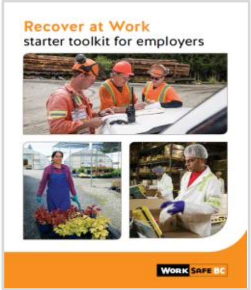


Resources on worksafebc.com

Videos



Books



Bulletins and info sheets

[Health care & social services - WorkSafeBC]

Read WorkSafeBC enews

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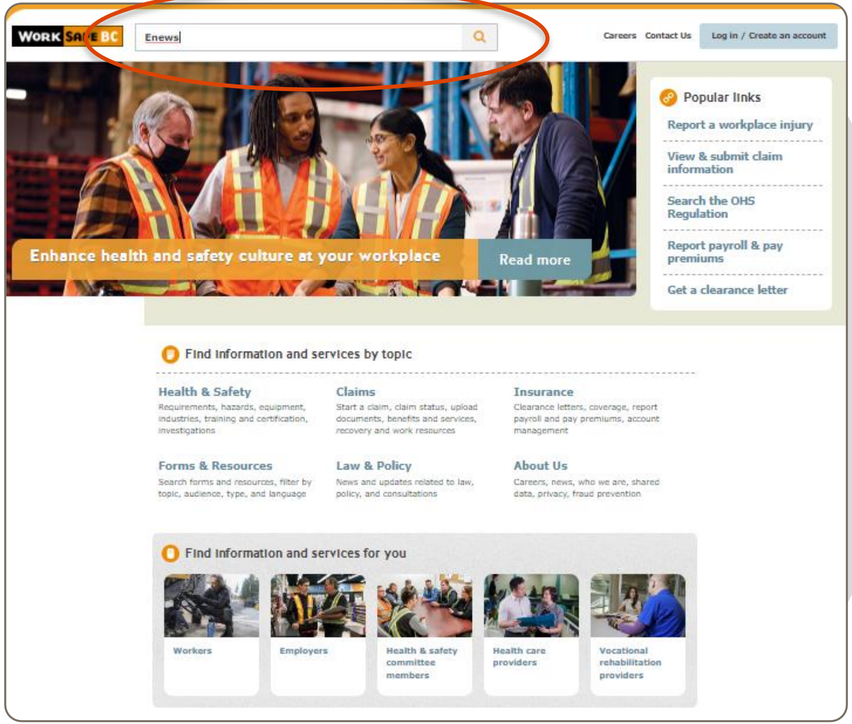

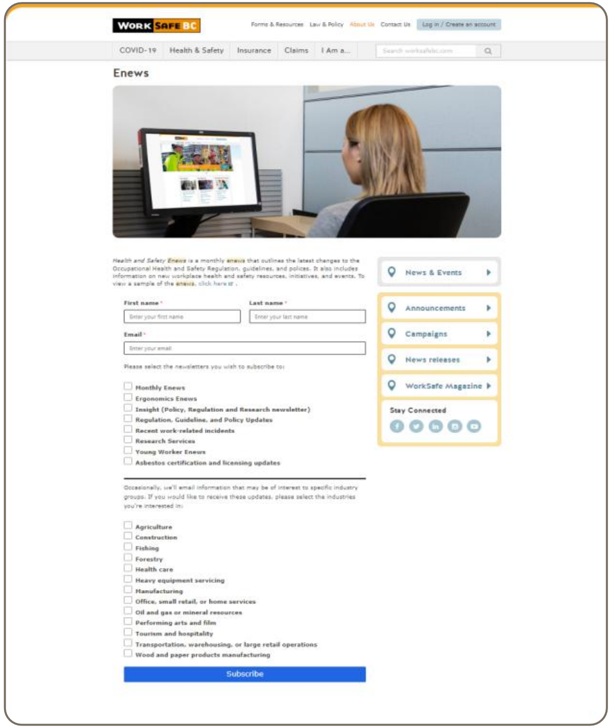

Get help from your health and safety association

Industry-specific resources

- 13 health and safety associations in B.C.
- Funded by your premiums
- If you pay a levy, you're a member

SafeCare BC

actsafe

AgSafe

BCCSA BC Construction Safety Alliance

BC Crane Safety
Crane Certification and Licensing Authority

BC Forest Safety
Safety is good business

BC MUNICIPAL SAFETY Association

COMMUNITY SOCIAL SERVICES
Health & Safety Association of BC

ENERGY SAFETY CANADA

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Questions?