

2027 Preliminary Insurance Rates

Presentation to SafeCare BC Members

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September 15, 2026

Agenda

- 1 Rate setting
- 2 Industry rates
- 3 Experience rating
- 4 Injury statistics
- 5 What can you do?

Rate setting

2025 results and 2027 rates

Key 2025 results

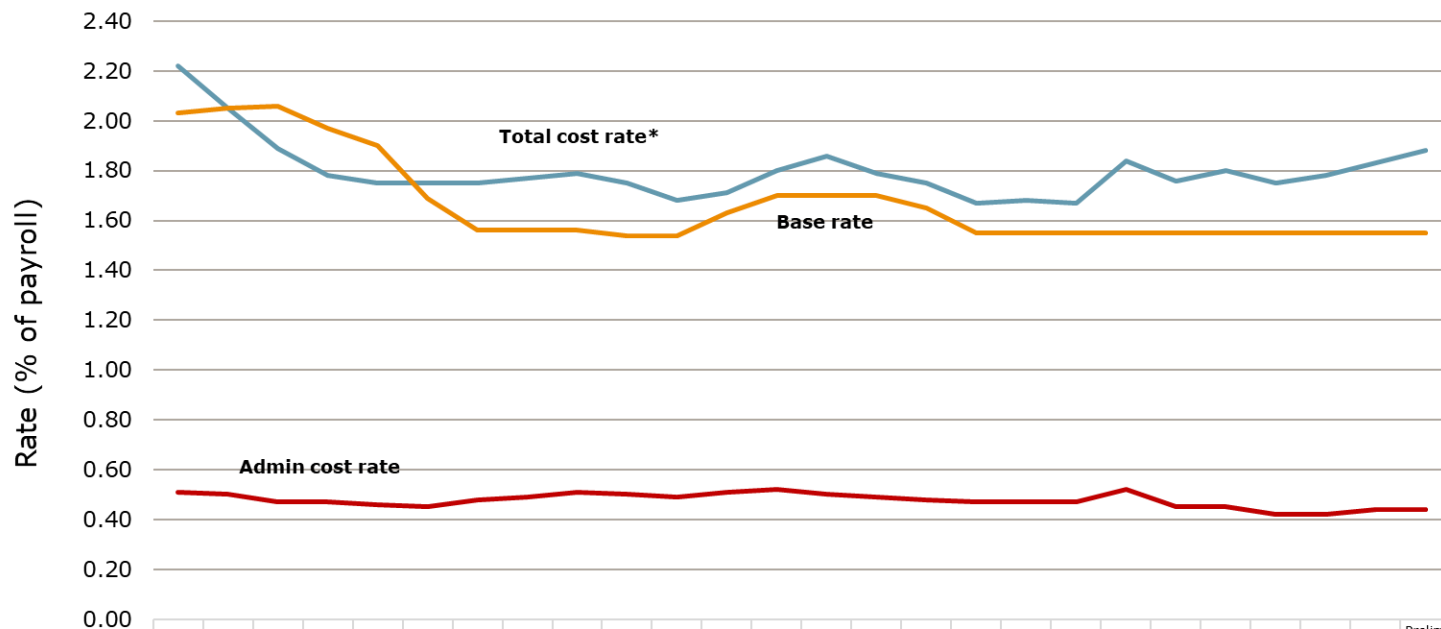
- Investment gain of 7.6% or \$1.9 billion (2024 gain: 6.8% or \$1.6 billion)
 - Above the required return of 5.2%
- 2025 funded level decreased to 139% from 141% in 2024 (2023: 142%)
- Time-loss claims rate (injury rate): 2.04 claims accepted per 100 person years of employment (2024: 2.03)
- Return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



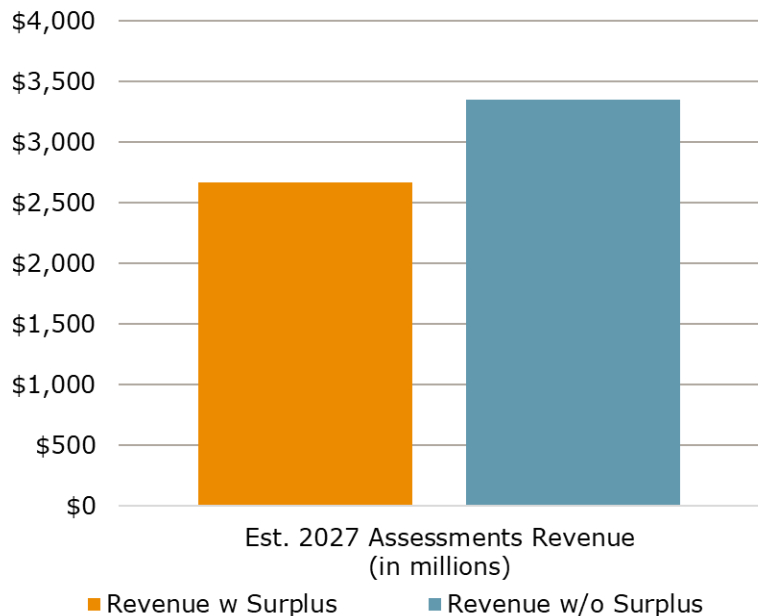
***Total cost rate**
includes:

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

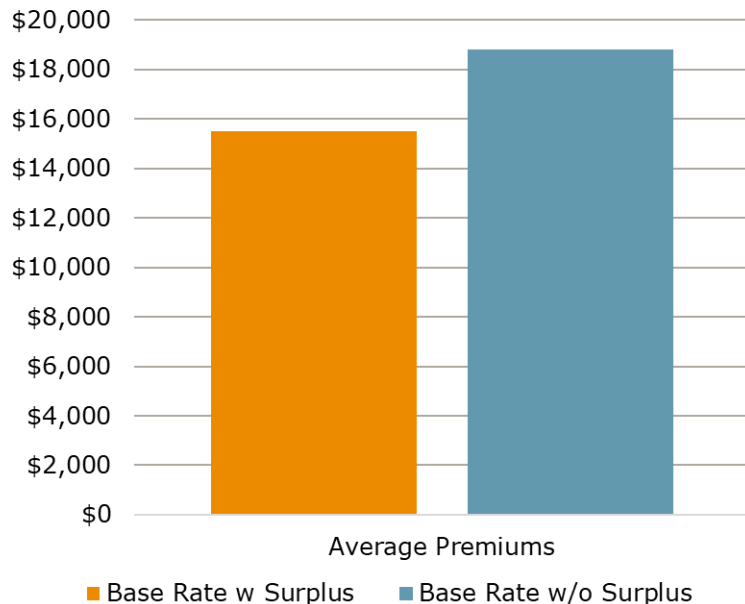
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	Prelim 2027
Total cost rate	2.22	2.05	1.89	1.78	1.75	1.75	1.75	1.77	1.79	1.75	1.68	1.71	1.80	1.86	1.79	1.75	1.67	1.68	1.67	1.84	1.76	1.80	1.75	1.78	1.83	1.88
Admin cost rate	0.51	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

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.

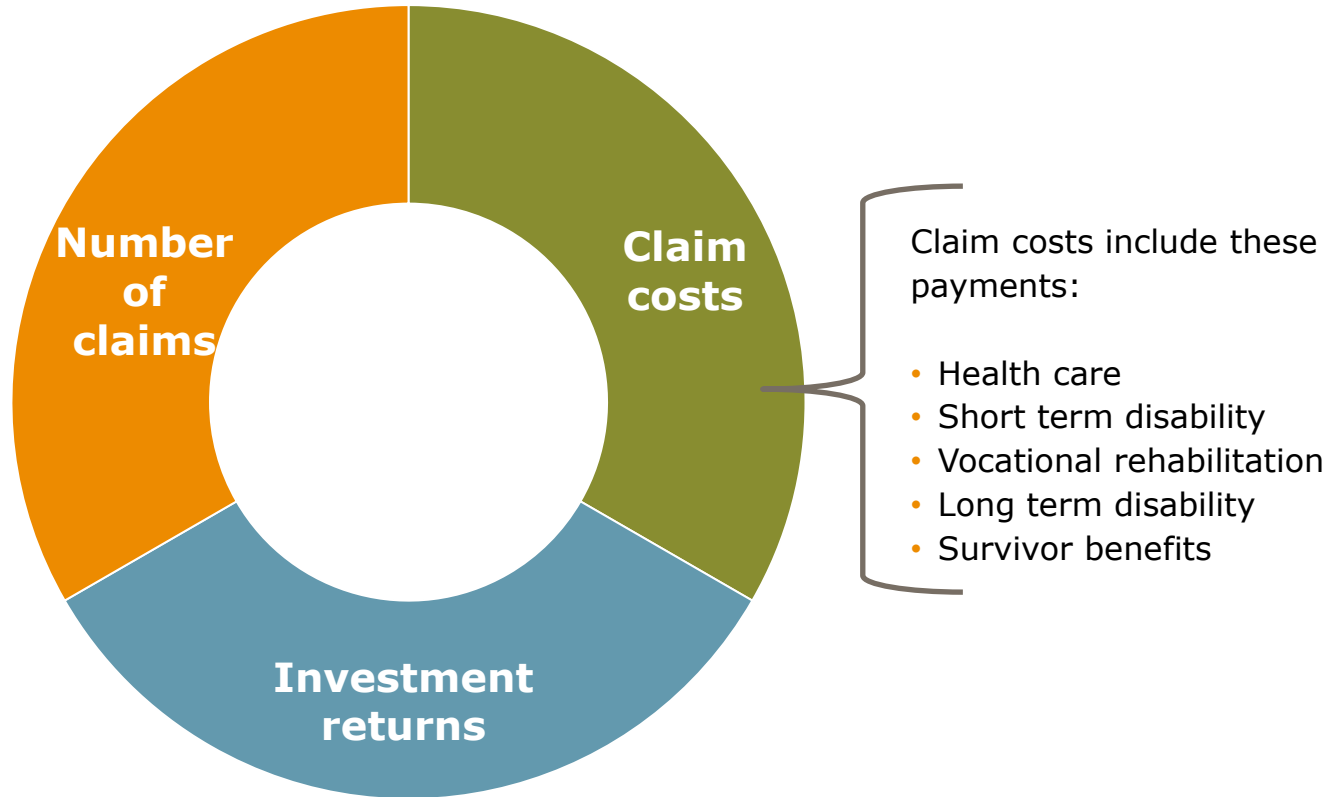


An employer with \$1 million in payroll that pays a base rate of 1.55% and has a cost rate of 1.88% **saves \$3,300** due to the surplus discount.



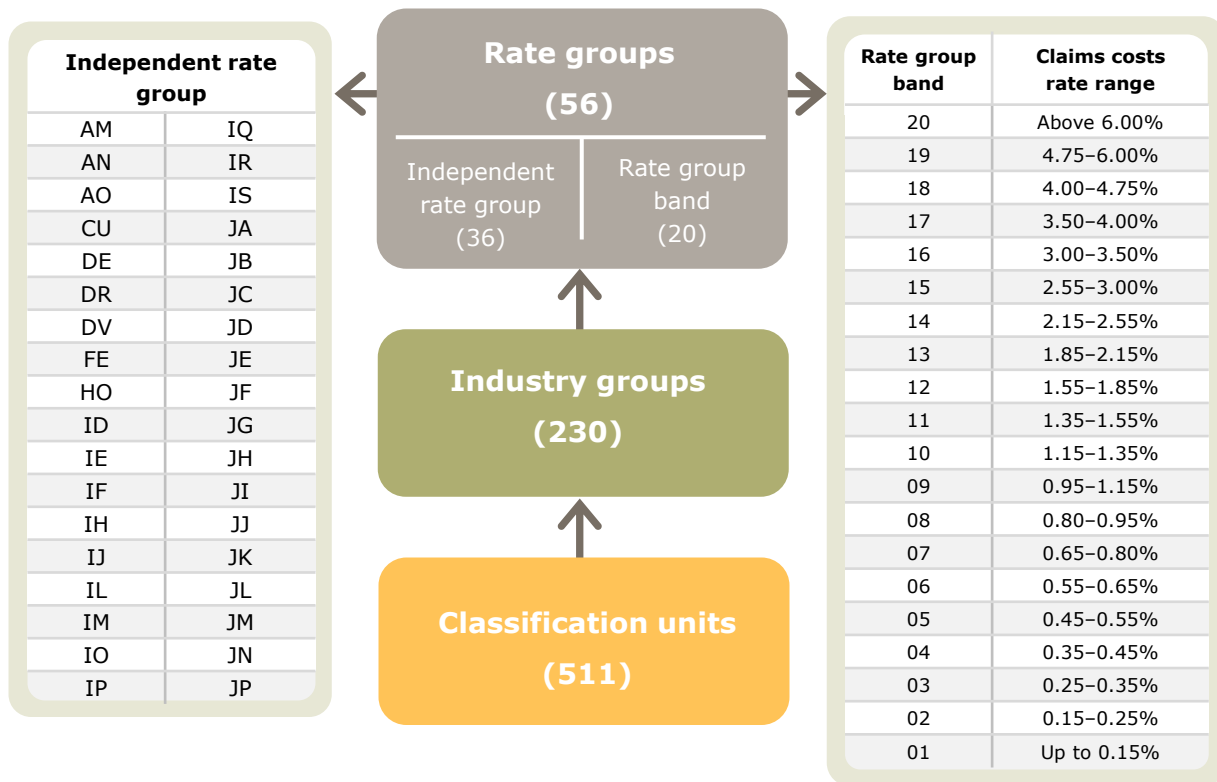
Note: The \$283M surplus credit is expected to be reflected in 2026 assessments revenue even though the credit is to be applied in 2027 and is, therefore, excluded from the above graph.

Premium rate drivers

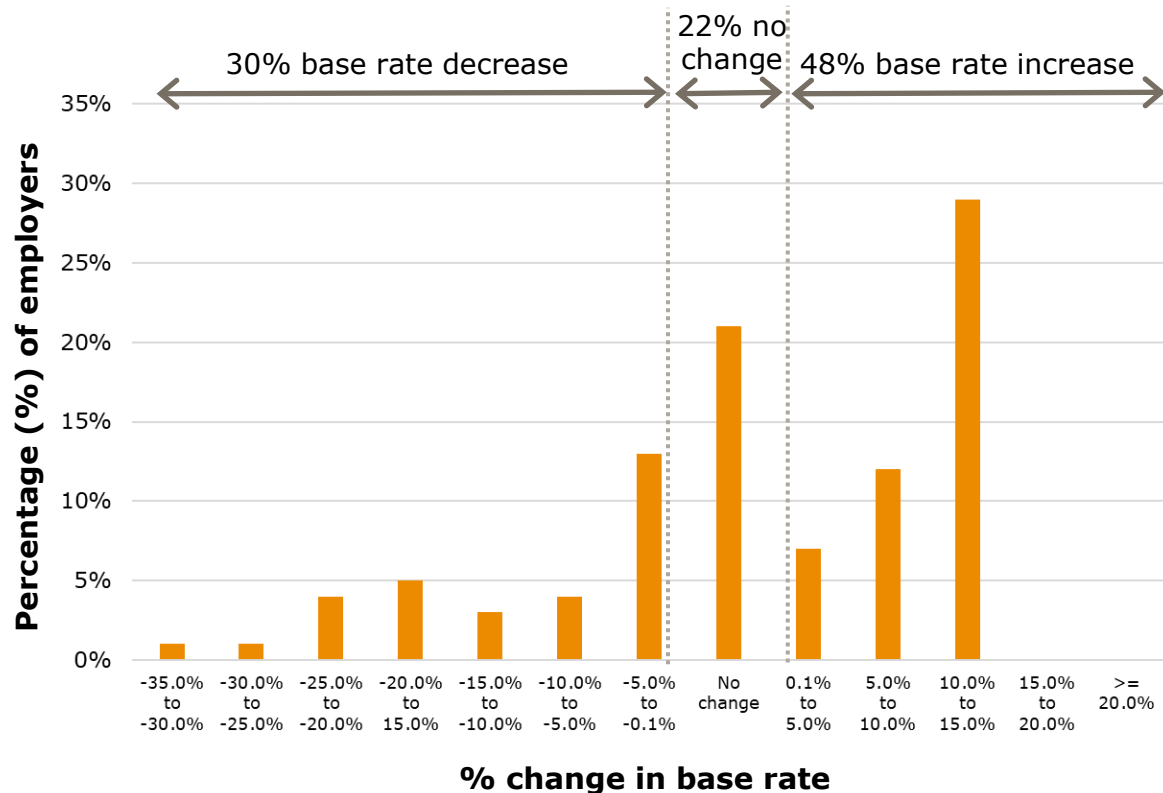


Rate group structure

- 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.



2027 base premium rate changes



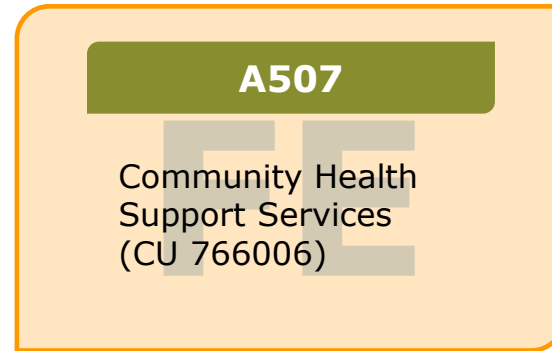
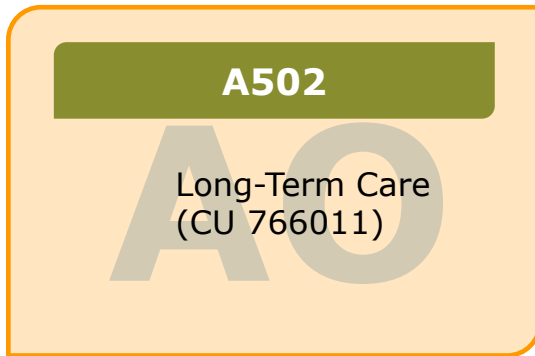
- Approximately 82,000 firms will experience base rate decreases
- Approximately 132,000 firms will experience base rate increases
- Approximately 60,000 firms will experience unchanged base rates
- WorkSafeBC has used modified capping to restrict rate increases to 15% and allow rate decreases of up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

Industry rates

Overview of rates

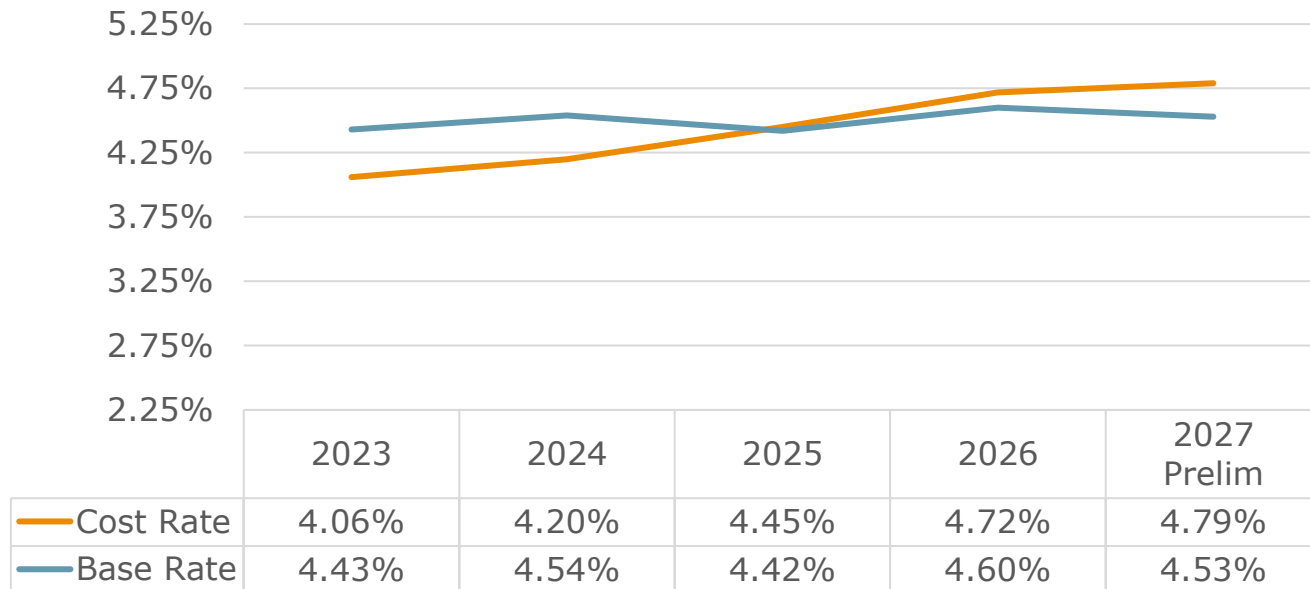
Classification Unit		2026 Base Rate	2027 Prelim Base Rate	% Change
766011	Long-Term Care	4.60	4.53	-1.5%
766006	Community Health Support Services	4.54	3.79	-16.5%

Rate group membership



CU 766011 Long-term care

↓ 2027 prelim base rate decreased by 1.5%



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 administration costs	0.41	0.43
Total cost rate	4.79	4.72

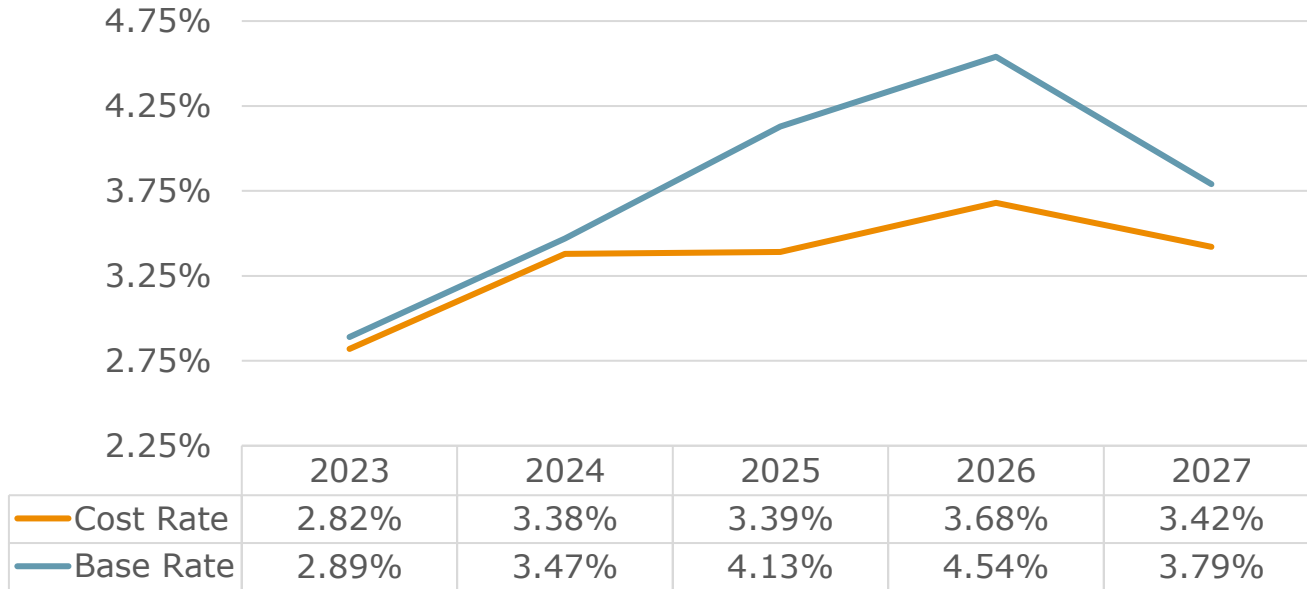
CU 766011

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%



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 administration costs	0.25	0.27
Total cost rate	3.42	3.68

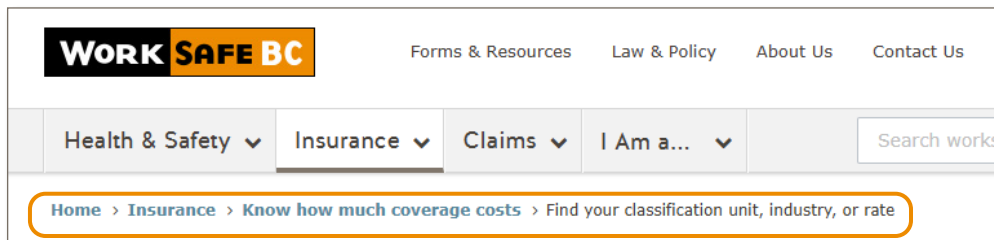
CU 766006

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



2

\$ 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

To learn more:

- See how we determine each of the above cost components:
[Explanation of cost component terms.](#)
- See a breakdown of the costs that we used to determine your rate group's total cost rate
[Rate group cost component.](#)

Step 1: Navigate to coverage costs

Go to:

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

Step 2: Select more details

Click "More Details" to access CU cost components

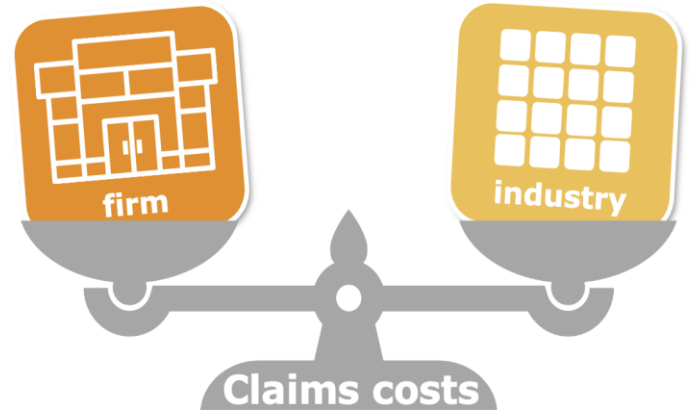
Step 3: Open rate group cost components

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%.



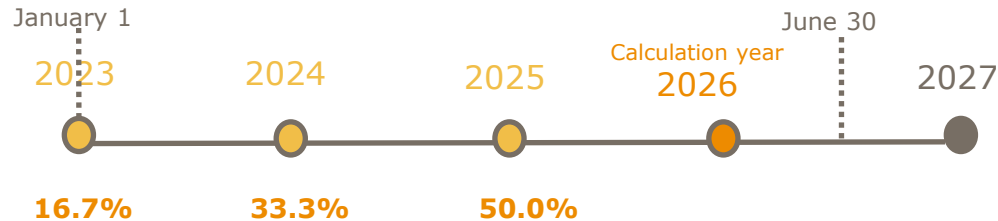
How experience rating works

- 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

Three-year window



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:

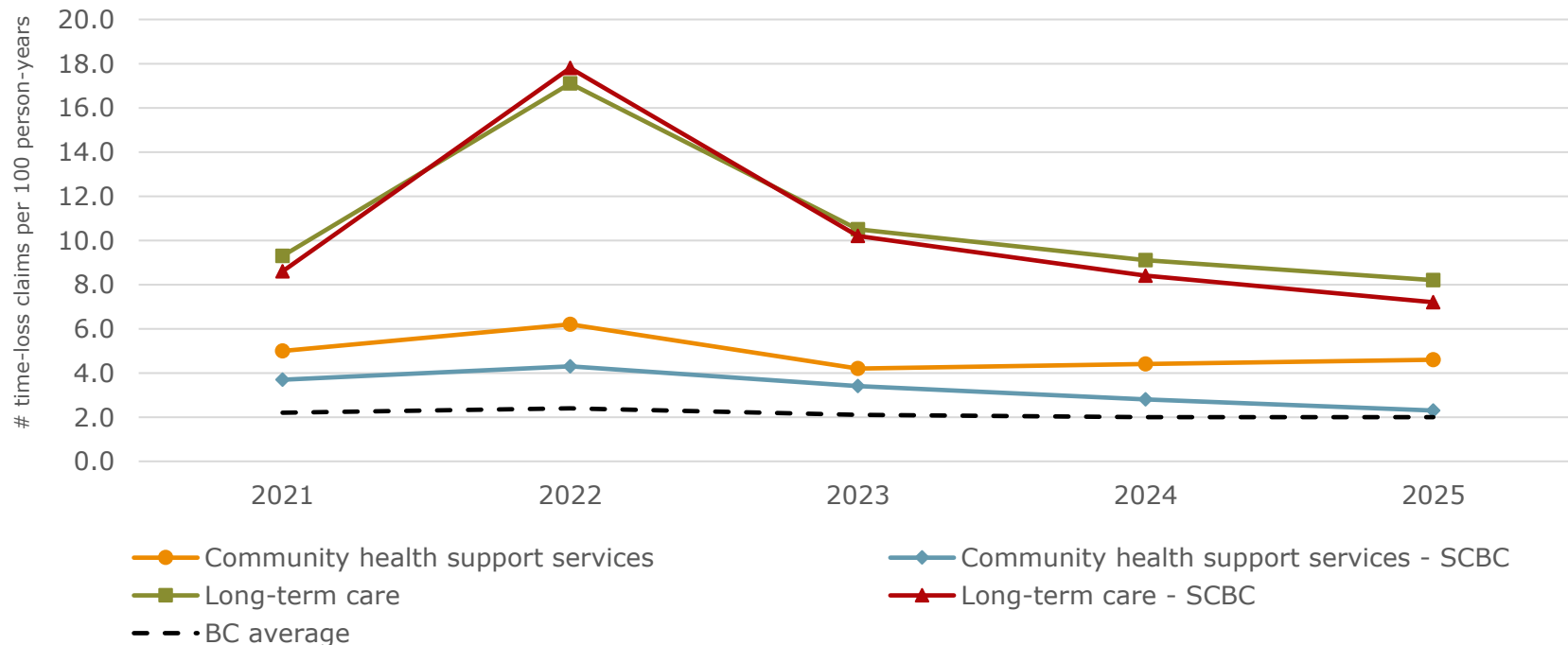
An employer with \$1 million in payroll with a base rate of 1.55% would pay \$15,500 but could pay as little as \$7,750, or as much as \$31,000, depending on its safety record over time.



Injury statistics

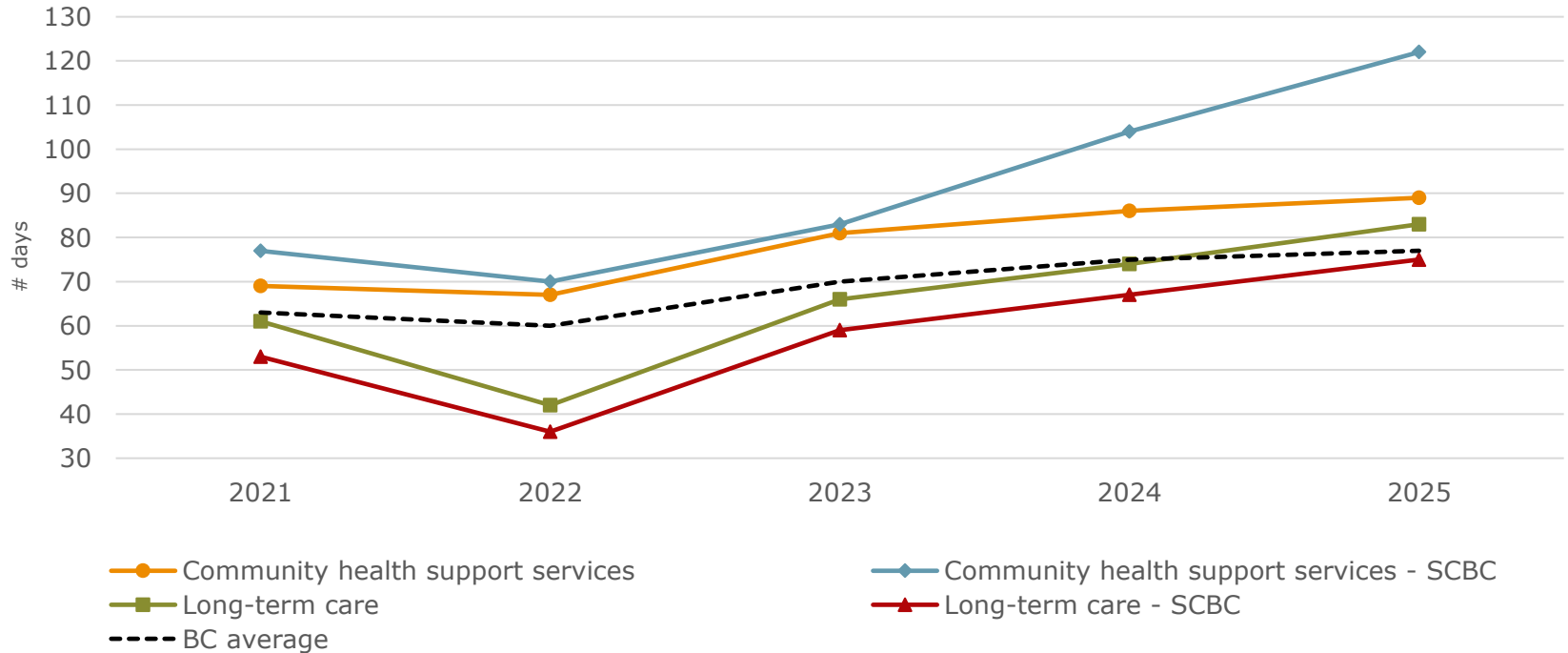
Time-loss claim injury rate by CU

2021-2025



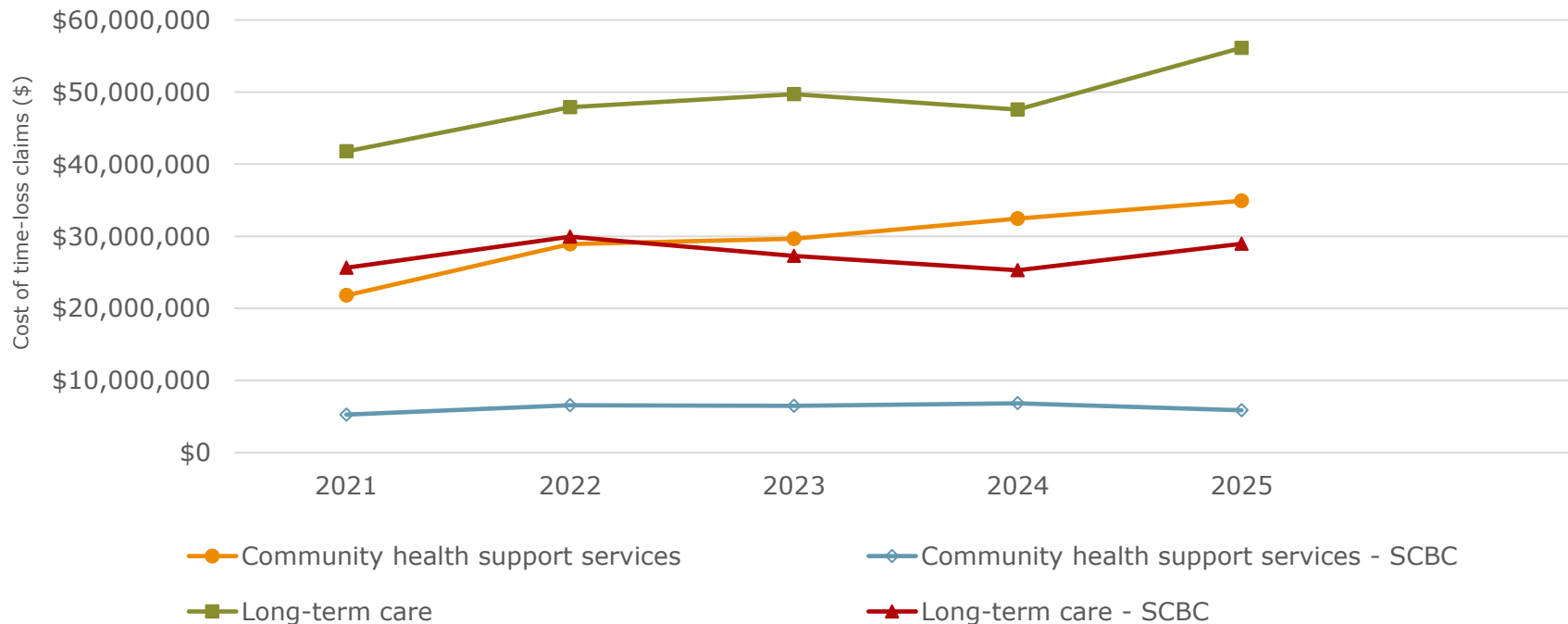
Average complete duration by CU

2021-2025



Time-loss claim injury cost by CU

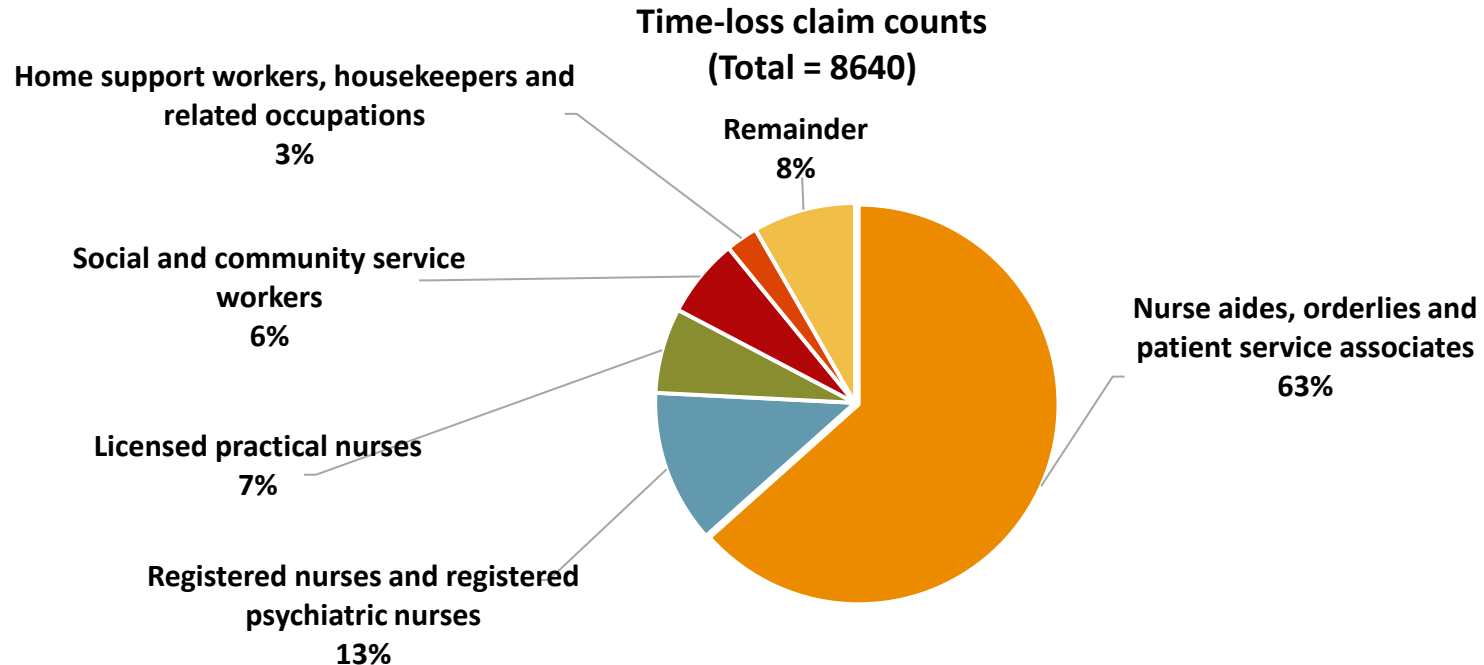
2021-2025



Community Health Support Services
– CU 766006

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

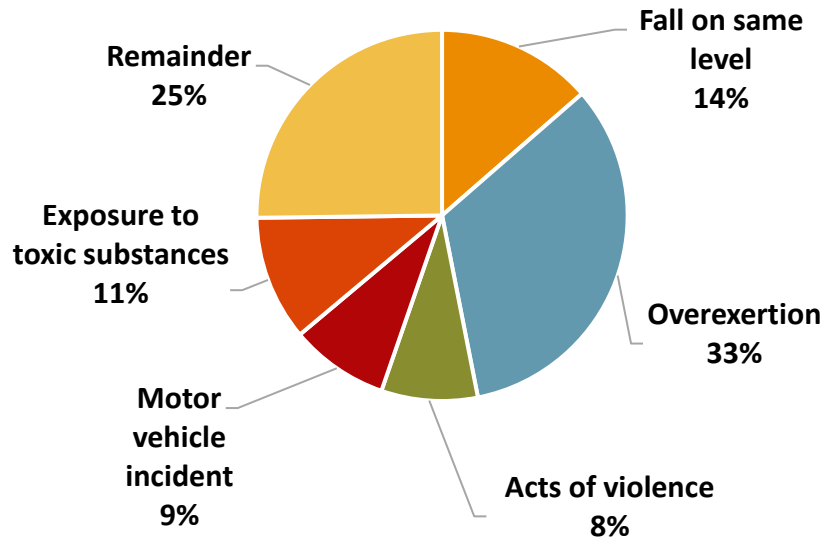
Community health support services



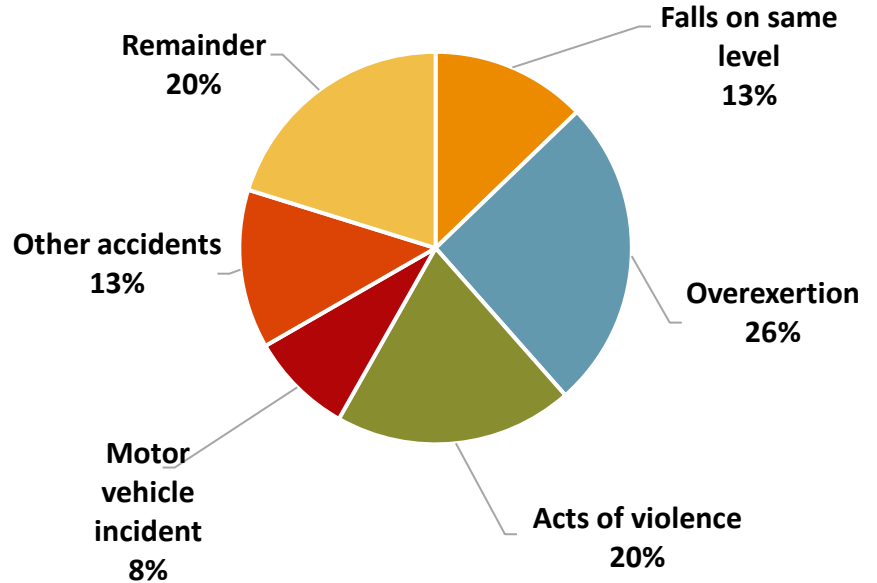
Top 5 accident types, 2021-2025

Community health support services

Time-loss claim counts
(Total = 8,640)



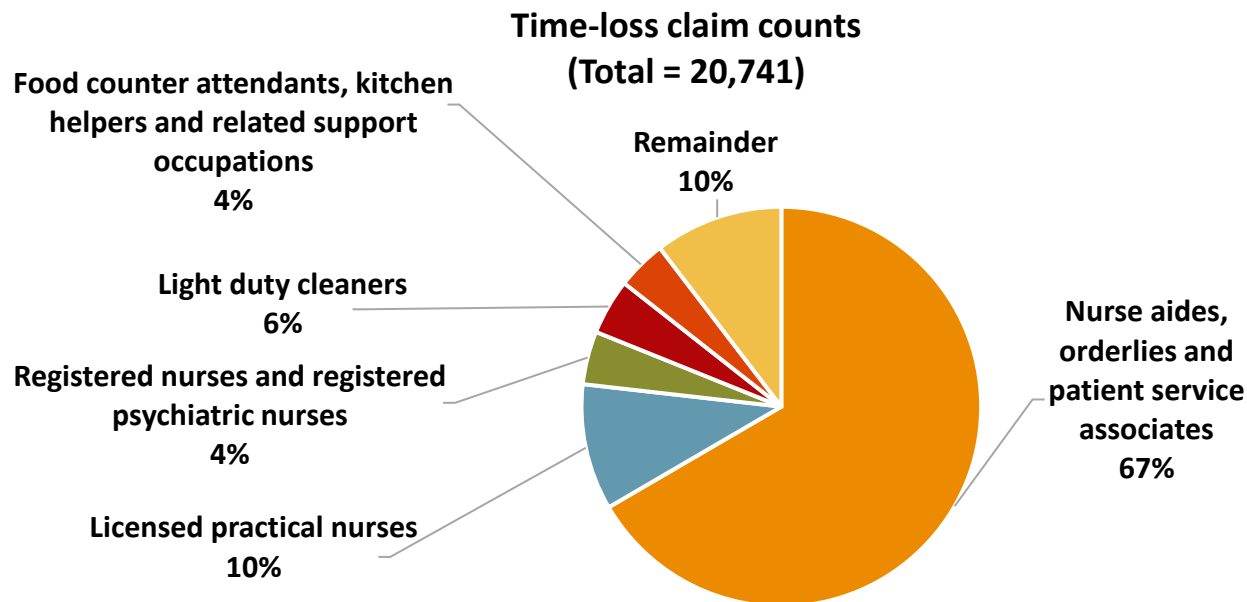
Time-loss claim costs
(Total = \$148 million)



Long-term Care – CU 766011

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

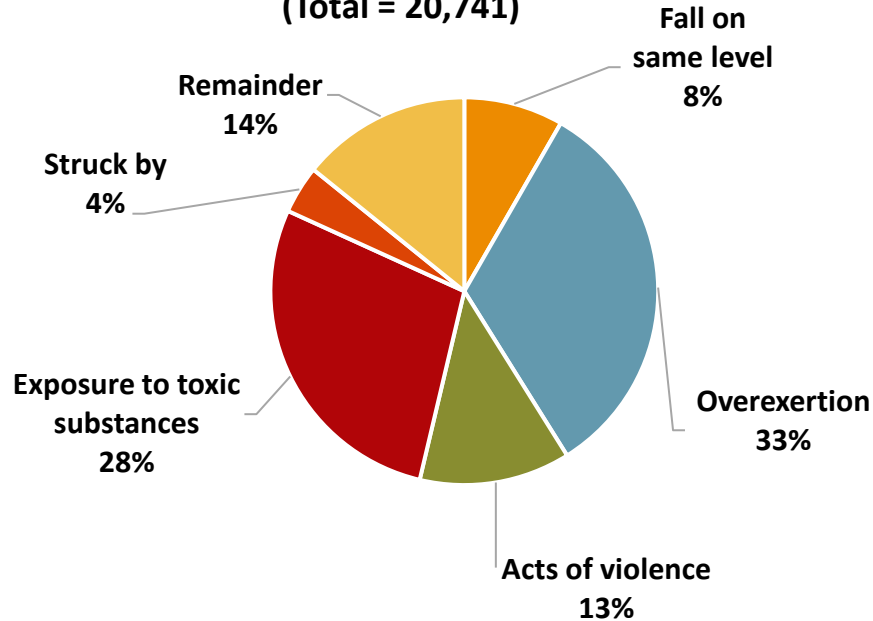
Long-term care



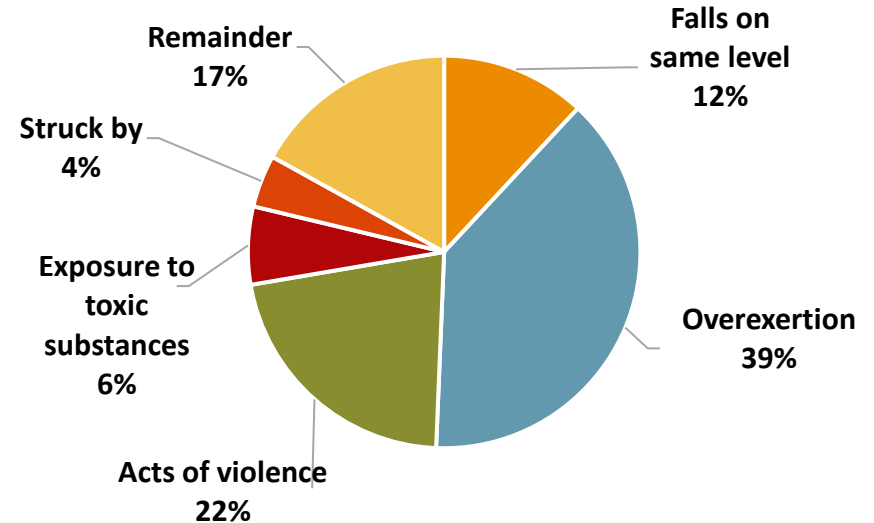
Top 5 accident types, 2021-2025

Long-term care

Time-loss claim counts
(Total = 20,741)



Time-loss claim costs
(Total = \$243 million)



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

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.

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)

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Home > About us > Data & insights

Data & insights

Access comprehensive data and interactive tools to understand trends and patterns of work-related injuries, claim costs, assessment rates, and prevention activities in British Columbia.

You can use our statistics and analytics tools to support occupational health and safety research, promote education and awareness, and support business planning initiatives that help to reduce workplace injuries, illnesses, and fatalities.

Industry health & safety data

Industry health and safety data

You can use our industry data tools to identify opportunities to improve workplace health and safety. They are available to everyone, without creating an account. The information is available in charts and graphics, which are useful for research, reports, business planning, and general interest.

- Audiometrics: Hearing tests in B.C.
- Industry claim cost drivers
- Industry data: Provincial overview and industry claims analysis
- Industry risks: Prevention data for planning workplace health and safety in B.C.
- Serious injuries: Data about workplace injuries in B.C.
- Work-related deaths: Data about workplace deaths in B.C.

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Employer links

- Report a workplace injury
- View & submit claim information
- Search the OHS Regulation
- Report payroll & pay

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- Requirements, hazards, equipment, education, training and certification, investigations

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- Search forms and resources, filter by topic, audience, type, and language

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- Review and update policies, orders, and contracts

Welcome Ryan

For information about COVID-19 and WorkSafeBC, please navigate to the page on worksafebc.com: <https://www.worksafebc.com/covid-19/updates/covid-19>

*Notice: The following applies to the Workplace Health & Safety Summary Report and Inspection History App which is available in the Worker Health and Safety Planning Toolkit (2019/20). Internal procedures within the summary report above in these two reports will reflect the revised OHS Checklist Implementation and claim-making and case file after April 1, 2020. The Worker Health & Safety Summary Report and Inspection History App will be updated to reflect the revised OHS Checklist Implementation and claim-making and case file after April 1, 2020. Click the following links for more information about the OHS update change.

Insurance **Health & Safety** **Claims**

Account information

- Account number: 704000
- Local name: ACCOUNTING & AUDIT OPERATION TEST ACCOUNT
- Trade name: NEW TOWN NAME FOR 2015
- OSM business number: 123456789
- Account status: Active

Contact details

- 8881 WESTMINSTER AVE
- BOCA RATON, FL 33433
- 854.344.4370

Payroll report status

- Quarter 3
- Due October 20, 2020
- Next period: 4th quarter
- Secure election

Account balance

- Current balance: \$0.00

Clearance status

- No one is eligible to comment on your clearance status
- Learn more

Rate information

- Learn about injuries and claims, compare your performance to your peers, identify trends, and plan health and safety initiatives for your workplace.

Health & Safety Planning Tool Kit

- Learn about injuries and claims, compare your performance to your peers, identify trends, and plan health and safety initiatives for your workplace.

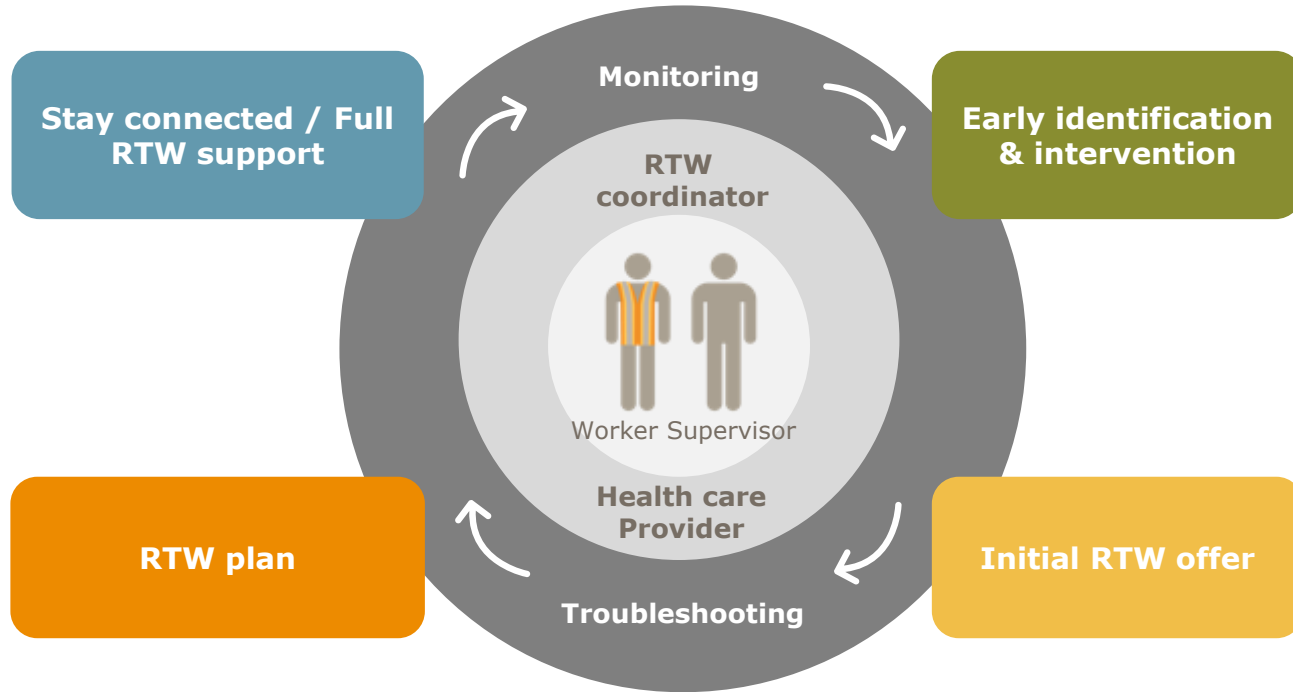
Other services

- Calculate experience rating
- Check review status
- Request a review
- Request & manage claims

Industry health & safety data - WorkSafeBC

Employer Health & Safety Planning Tool Kit - WorkSafeBC

RTW planning: A shared responsibility

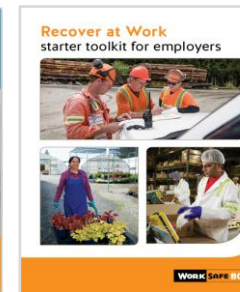
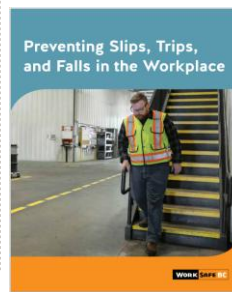
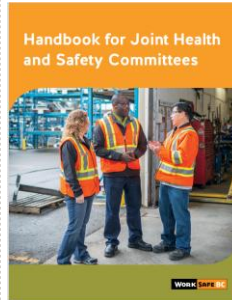


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- Search the OHS Regulation
- Report payroll & pay premiums
- Get a clearance letter

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Requirements, hazards, equipment, injuries, training and certification, investigations
- Claims**
Start a claim, claim status, upload documents, benefits and services, recovery and work resources
- Insurance**
Clearance letters, coverage, report payroll and pay premiums, account management
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Enews

Health and Safety (Enews) is a monthly newsletter that outlines the latest changes to the Occupational Health and Safety Regulation, guidelines, and policies. It also includes information on new workplace health and safety resources, initiatives, and events. To view a sample of the e-news, click here.

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Last name * Enter your last name

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- ☐ Oil and gas or mineral resources
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Industry-specific resources

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



Questions?