

MEDIA RELEASE

Workers' Safety and Compensation Commission Release Assessment Rates for 2021

Yellowknife, NT (November 30, 2020) – The Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut (WSCC) has announced that the 2021 employer assessment rates will be maintained at the 2020 rate levels.

"Against the backdrop of the economic uncertainty caused by the ongoing COVID-19 pandemic, we are pleased to be able to provide rate stability next year for employers in the Northwest Territories and Nunavut," said Debbie Molloy, WSCC President and CEO.

"While the average rate remains the same, some employers will see some changes in their group rates. The safety performance of every industry and the employers within it always matters.

"The WSCC is working to support employers to create and maintain strong safety programs and solid return to work programs. Preventing injuries and making sure people can safely return to work as soon as possible is what will ultimately make the biggest difference in the amount employers pay," said Molloy.

In 2021, the average provisional target assessment rate per \$100 of assessable payroll will hold at \$2.40.

This provisional target rate is the rate employers would pay if there was only one rate for all employers and is the starting point for rate setting. The amount each individual employer pays is based on their annual payroll and the group rate for their industry based on claims costs.

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WSCC is an arm's length government agency responsible for administering the Workers' Compensation Acts, Safety Acts, Explosives Use Acts, the Mine Health and Safety Acts, and associated regulations.

Together with our partners, the WSCC provides services to almost 40,000 workers and 4,000 employers across the Northwest Territories and Nunavut. We process over 3,000 claims and conduct over 1,000 inspections annually to ensure the safety of Northern workplaces. The WSCC is unique in Canada as it is the only workers' compensation organization in the country to insure workers across more than one province or territory. We proudly offer services in the official languages of both territories.



BACKGROUNDER 2021 Assessment Rates

- All operations employing workers in the Northwest Territories and Nunavut pay assessments to the WSCC to sustain the workers' compensation system.
- The assessments employers pay are pooled into a fund called 'the Workers' Protection Fund'. This fund provides a form of group insurance and protects individual employers against lawsuits related to workplace injuries and is used to provide benefits (wage replacement, medical aid, rehabilitation, and pensions) to injured workers and cover the WSCC's operating costs.
- Assessment rates are set each year by the WSCC Governance Council. The WSCC calculates rates in
 consultation with independent actuaries through a review of target funding levels, anticipated operating
 expenses and past trend analysis. This determines the optimal rates required to cover all the current
 and future costs associated with workplace injuries.
- In setting Assessment Rates, the WSCC Governance Council considers what is:
 - ✓ Sustainable for claim costs;
 - ✓ Reflective of industry experience;
 - ✓ Responsive to claims experience trends; and
 - ✓ Fair to employers.

The 2021 Average Provisional Assessment Rate will remain at \$2.40. No change from 2020.

- The average provisional assessment rate is the rate employers would pay if there was only one rate, consistent across all employers. The WSCC uses the provisional rate as a starting point when setting individual subclass rates.
- The rates are calculated as a whole, and broken down by industry subclass. When an employer registers with WSCC, they are classified according to their main business undertaking and placed in a Rate Group or 'Sub Class'. The assessment rates collected from each rate group pay for the costs of injuries and diseases that arise from that particular group. Assessment rates reflect each industry's actual claims cost experience. The claims cost experience used for developing 2021 rates is calendar years 2015 to 2019 for injuries that occurred during that same period.
- The WSCC calculates employer assessment payment by applying the specific industry subclass rate to every \$100 of the employer's assessable payroll.



- The 2021 Year's Maximum Insurable Remuneration (YMIR) will increase from \$94,500 to \$97,300.
 YMIR is the maximum amount of earnings the WSCC uses to calculate compensation for injured workers per year.
- An employer's assessable payroll is the gross salary for each worker up to the YMIR limit.

2021 ASSESSMENT RATES

Subclass	2020 Rate	2021 Rate
10 - Outdoor Recreation and Tourism	\$6.76	\$6.54
22 - Mining Operations & Oil and Gas Well Drilling	\$2.14	\$2.20
27 - Mining Services	\$3.61	\$3.06
41 - General Construction	\$5.63	\$4.93
43 - Mobile Equipment Operations, Logging and Marine Construction	\$4.27	\$3.70
46 - Mechanical Installation and Servicing	\$4.36	\$4.69
51 - Air Transportation	\$2.98	\$3.21
53 - Ground Transportation	\$2.66	\$2.32
54 - Trucking, General and Long Distance and Water Transportation	\$5.24	\$5.61
62 - Retail, Wholesaling and Light Manufacturing	\$2.55	\$2.55
66 - Automotive Sales & Services and Metal Fabrication	\$2.89	\$3.16
71 - Business, Communication and Amusement Services	\$1.08	\$1.12
74 - Health, Welfare and Emergency Services	\$2.50	\$2.54
76 - Accommodation, Catering, Food and Beverage Services	\$2.60	\$2.41
81 - Government of the NWT and Nunavut and Public Utilities	\$1.62	\$1.63
82 - Authorities and D.E.W. Line	\$2.39	\$2.53

Employers can conveniently access the individual subclass rates for all industries for the upcoming year through the WSCC's online service <u>WSCC Connect</u>. You can view current and historical rates by <u>Class & Subclass</u> and by <u>Specific Industry</u>.

WSCC Connect is accessible through <u>wscc.nt.ca</u> or <u>wscc.nu.ca</u>. Click on the WSCC Connect logo located at the top of the page and follow the button to View Assessment Rates.