

# Ministry of Labour Relations and Workplace Safety



## Plan for 2019-20

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# Statement from the Minister



*The Honourable  
Don Morgan, Q.C.*

*Minister of Labour Relations  
and Workplace Safety*

I am pleased to present the Ministry of Labour Relations and Workplace Safety's Plan for 2019-20.

Government Direction and Budget for 2019-20 is focused on *The Right Balance* for Saskatchewan. We're returning to a balanced budget with sound fiscal management while keeping taxes low, supporting economic growth and ensuring quality government programs and services for people and businesses in Saskatchewan.

Our Ministry continues to invest in activities to ensure safe work practices and employment standards are followed in all workplaces. We maintain committed to evaluating and improving programming so as to better serve the citizens of Saskatchewan in a cost-effective manner.

We continue to review labour legislation and policies to ensure that they reflect the current workplace as well as provide flexibility for the workplace of the future. This is evidenced by the Government's ongoing work in reviewing legislation at regular intervals.

We are proud of the services provided to some of the most vulnerable people in the workforce. We strive to ensure that foreign workers, who have come to Saskatchewan to make a better life for themselves and their families, are treated fairly and receive all they are entitled to under provincial labour laws. In addition, we continue to provide assistance to injured workers who are appealing their workers' compensation claims.

The Ministry of Labour Relations and Workplace Safety continues to provide services to workers, their representatives and employers to ensure that Saskatchewan workplaces are safe, productive and fair.

# Response to Government Direction

The Government of Saskatchewan is committed to having *The Right Balance*. We will continue to carefully manage spending and focus on government priorities, such as competitive taxes, investments in economic growth and providing programs and services that meet the needs of Saskatchewan people and businesses.

Saskatchewan's Vision

*".. to be the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life."*

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Saskatchewan's Vision and goals provide the framework for ministries, agencies and partners to align their programs and services and meet the needs of Saskatchewan's residents.

All ministries and agencies will report on progress in their 2019-20 annual reports.

# Operational Plan

## Mandate Statement

The Ministry promotes, supports and enforces safe work practices and employment standards. It fosters a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers thereby ensuring healthy, safe and productive workplaces.

## Mission Statement

The Ministry supports sustained economic growth and prosperity through the provision of a range of services that encourage, promote and enforce safe work practices and employment standards, which foster a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers, thereby ensuring healthy, safe and productive workplaces.

## Government Goals



Strategic priority from the *Saskatchewan Plan for Growth*: encourage healthy, safe and fair workplaces.

## Ministry Goal

Reduce the provincial total injury rate by 50 per cent by 2020, with the ultimate target being Mission Zero.

## Strategies

- Expand the Targeted Intervention Strategy to reduce workplace injuries.
- Increase evidence-based and sector-specific inspections to reduce injury rates.
- Continue *WorkSafe Saskatchewan* partnership to focus on injury rate reduction.

## Key Actions

- Expand the Targeted Intervention Strategy to employers with serious injuries and high time loss injury rates.
- Continue to work with targeted employers whose injury rates have declined to ensure the reduction can be sustained.
- Work collaboratively with *WorkSafe Saskatchewan* to assist employers to further reduce their injury rate.

## Performance Measures

### Total Injury Rate

Reduce the total provincial injury rate to 4.6 per cent by March 31, 2020.



## Ministry Goal

Increase compliance with employment standards to ensure a level playing field.

## Strategies

Promote greater awareness of workplace rights and responsibilities.

Adopt service delivery approaches that more closely match client needs.

Leverage collaborative stakeholder relationships to increase compliance with the legislation.

## Key Actions

- Promote minimum conditions of employment through education and enforcement activities.
- Strengthen partnerships with stakeholders to ensure services meet needs of clients.
- Continue to educate and enforce *The Foreign Worker Recruitment and Immigration Services Act*.

## Performance Measures

### Rate of Compliance

By March 31, 2020, establish a compliance rate based on environmental scan.

### Young Worker Readiness Certificate Course Completion Rate

Increase the number of new workers that have taken the Young Worker Readiness Certificate Course to further promote awareness of their rights and responsibilities.

### Service Delivery

Increase the percentage of claims resolved prior to formal collections procedures.



## Government Goals

Sustaining growth  
and opportunities for  
Saskatchewan people

Meeting the challenges  
of growth

Securing a better quality  
of life for all  
Saskatchewan people

Delivering responsive  
and responsible  
government

Strategic priority statement from the *Saskatchewan Plan for Growth*: fair and balanced labour environment while sustaining Saskatchewan's economic growth.

## Ministry Goal

Foster a fair and balanced employment environment.

## Strategies

Promote leading practices in the areas of occupational health and safety, employment standards, labour relations and workers' advocacy.

Ensure legislation and regulations remain relevant to the modern workplace.

Ensure stakeholders are engaged in legislative, regulatory and program reviews.

## Key Actions

- Work cooperatively with jurisdictional counterparts in analyzing and implementing leading practices.
- Conduct legislative/regulatory review of *The Saskatchewan Employment Act* as per statutory requirements.
- Engage with stakeholders in an open, transparent and inclusive manner.

## Performance Measures

Percentage of legislative, regulatory and program reviews completed on schedule.

# Highlights

## 2019-20 Budget Highlights:

The Ministry's budget will see an increase of \$580,000 or 3.04 per cent:

- \$318,000 for additional Occupational Health and Safety Officers which is cost recoverable from the Workers' Compensation Board.
- \$200,000 for additional Appeal Advisor services which is cost recoverable from SGI.
- \$180,000 for dedicated Crown prosecutor services.
- \$261,000 for information technology and other adjustments.
- (\$379,000) reduction through vacancy management and internal process improvements.

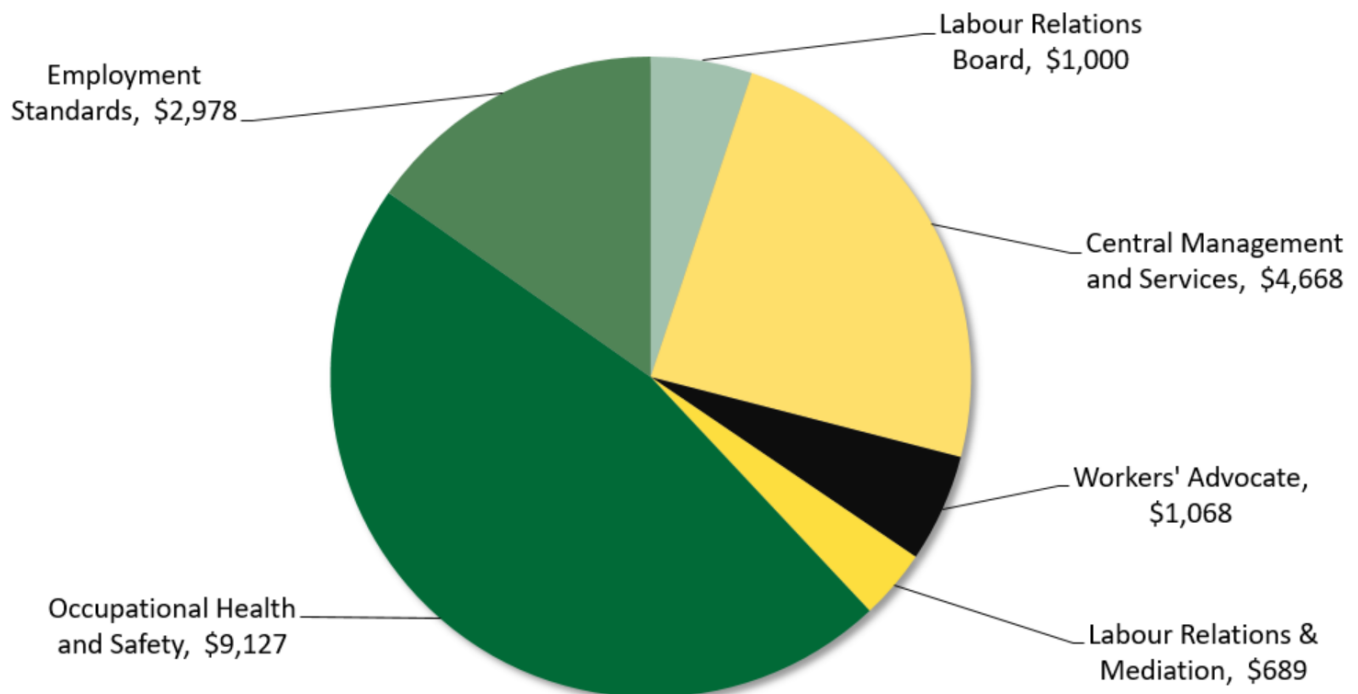


# Financial Summary

2019-20 Estimates	(in thousands of dollars)
Central Management and Services	\$4,668
Occupational Health and Safety	\$9,127
Employment Standards	\$2,978
Labour Relations Board	\$1,000
Labour Relations and Mediation	\$689
Workers' Advocate	\$1,068
<b>Total Appropriation</b>	<b>\$19,530</b>
Non-Appropriated Expense Adjustment	\$130
<b>Total Expense</b>	<b>\$19,660</b>

For more information, see the Budget Estimates at: <http://www.saskatchewan.ca/budget>

Ministry of Labour Relations and Workplace Safety Appropriation by Subvote



## For More Information

Please visit the Ministry's website at: <https://www.saskatchewan.ca/government/government-structure/ministries/labour-relations-and-workplace-safety>