

Ministry of Labour Relations and Workplace Safety



Plan for 2020-21

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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 2020-21.

Government Direction and Budget 2020-21 is focused on growth for a better quality of life – fostering a strong economy, creating strong communities and strong families – and Building a Strong Saskatchewan.

With the Government of Saskatchewan's 10-year plan for growth that will see 100,000 new jobs and a population increase to 1.4 million, the Ministry of Labour Relations and Workplace Safety is focused on ensuring safe and healthy workplaces and creating fairness and balance for employees and employers.

We will continue to review labour legislation and policies that will set the foundation for current needs but that also build flexibility for workplaces of the future where we can create a positive and competitive environment for investment and growth.

We remain committed to providing services and programs to some of the most vulnerable people in the workforce. We look to inform young people of their rights and responsibilities and encourage them to start their working careers on a foundation of safety. We work diligently to ensure that foreign workers are treated fairly and receive all they are entitled to under provincial labour laws so that they can benefit from a strong economy, and enjoy the benefits this province has to offer. In addition, we continue to provide assistance to injured workers who are appealing their workers' compensation claims and to offer programs and services to workers, their representatives and employers.

By achieving its goals, the ministry is helping to grow and sustain economic growth and the opportunity for a better quality of life for everyone in this province.

Response to Government Direction

The Government of Saskatchewan is committed to *Building a Strong Saskatchewan*. Investing in strong communities and strong families creates opportunities for a better quality of life for the people of our province. Maintaining a strong economy will enable us to build upon the past decade of growth and continue to provide the services, jobs and infrastructure that meets Saskatchewan's needs.

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."



A Strong Economy



Strong Communities



Strong Families

Saskatchewan's vision and three goals provide the strategic direction for organizations to align their programs and services to build a strong Saskatchewan.

All organizations will report on progress in their 2020-21 annual reports.

Operational Plan

Mandate Statement

The Ministry of Labour Relations and Workplace Safety 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



A Strong Economy



Strong Communities



Strong Families

Government Direction from *Saskatchewan's Growth Plan*: creating safer workplaces.

Ministry Goal

Reduce the provincial injury rate by 50 per cent by the end of 2020; and the provincial time-loss injury rate by 25 per cent by 2030, with the ultimate target being Mission: Zero.

Strategy

- Continue the Targeted Intervention Strategy with a focus on fatalities and serious injuries.
- Continue the *WorkSafe Saskatchewan* partnership to focus on injury rate reduction.

Key Actions

- Continue to work with employers in the Priority Employer Program.
- Together with the Workers' Compensation Board and other partners implement the Fatalities and Serious Injuries Strategy.
- Continue directed inspections with a focus on the health care sector.
- Work collaboratively with *WorkSafe Saskatchewan* to further reduce the injury rate.

Performance Measures

Injury Rate

Reduce the total provincial injury rate to 4.3 per cent by March 31, 2021.

Reduce the total provincial time-loss injury rate to 1.2 per cent by March 31, 2021.



Government Goals

A Strong Economy

Strong Communities

Strong Families

Government Direction from *Saskatchewan's Growth Plan*: fair and balanced employment laws while fostering a growth-oriented economy.

Ministry Goal

Increase compliance with employment standards and foreign worker protection provisions to ensure a level playing field.

Strategy

- Expand outreach and education activities focused on rights and responsibilities.
- Ensure fair, impartial and consistent treatment of employees and employers through consistent application of legislation.
- Work collaboratively with stakeholders to increase understanding of legislative requirements and use appropriate enforcement tools to increase compliance.

Key Actions

- Expand outreach and education activities by using a variety of delivery methods and technology.
- Continue to educate stakeholders on, and enforcement of, the provisions of *The Saskatchewan Employment Act* and *The Foreign Worker Recruitment and Immigration Services Act*.

Performance Measures

Rate of Compliance

By March 31, 2021, establish a baseline compliance rate.

Educational activities

Increase participation in all outreach activities.

Increase youth participation in the Young Worker Readiness Certification Course



Government Goals

A Strong Economy

Strong Communities

Strong Families

Government Direction from *Saskatchewan's Growth Plan*: fair and balanced employment laws while fostering a growth-oriented economy.

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

- Collaborate with jurisdictional counterparts in analyzing and implementing leading practices.
- Conduct regulatory review of *The Radiation Health and Safety Regulations*, 2005.
- Engage with stakeholders in an open, transparent and inclusive manner.

Performance Measures

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

Highlights

2020-21 Budget Highlights:

The ministry's budget will see an increase of \$340,000 or 1.74 per cent:

- \$321,000 for additional Occupational Health and Safety Officers which is cost recoverable from the Workers' Compensation Board.
- \$45,000 for information technology (IT).
- \$211,000 salary adjustment.
- (\$237,000) reduction through vacancy management and internal process improvements.

Financial Summary

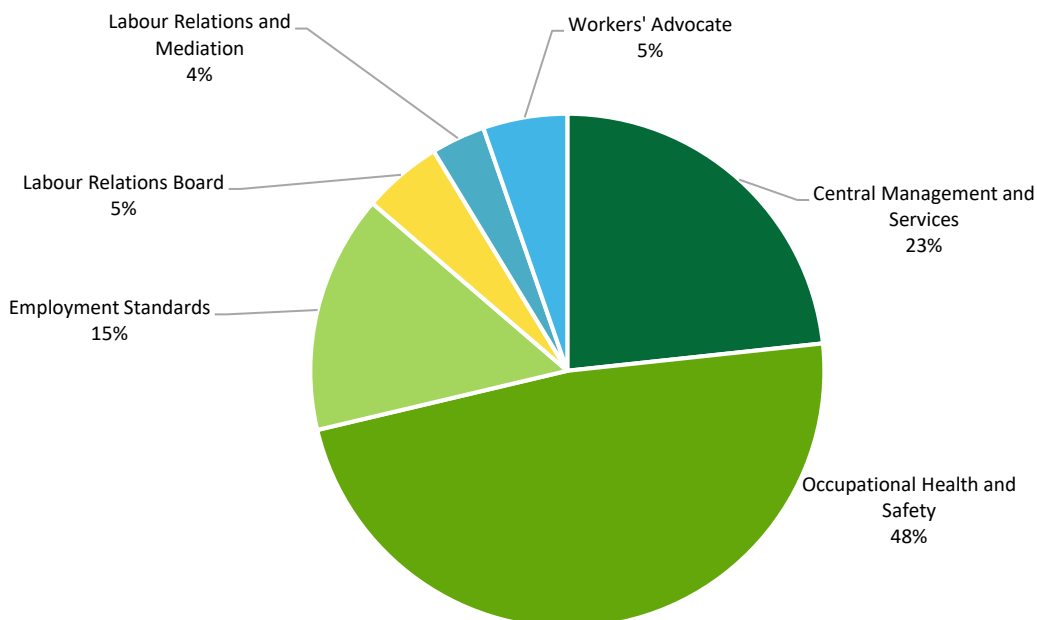
Ministry of Labour Relations and Workplace Safety 2020-21 Estimates (in thousands of dollars)

Central Management and Services	\$ 4,621
Occupational Health and Safety	\$ 9,550
Employment Standards	\$ 2,971
Labour Relations Board	\$ 1,000
Labour Relations and Mediation	\$ 680
Workers' Advocate	\$ 1,048
Total Appropriation	\$ 19,870
Capital Asset Acquisitions	(\$0)
Non-appropriated Expense Adjustment	\$ 92

Total Expense **\$ 19,962**

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

Ministry of Labour Relations and Workplace Safety Budget



For More Information

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