

# Ministry of Labour Relations and Workplace Safety



## Plan for 2021-22

# Table of Contents

<b>Statement from the Minister .....</b>	<b>1</b>
<b>Response to Government Direction.....</b>	<b>2</b>
<b>Operational Plan .....</b>	<b>3</b>
<b>Highlights .....</b>	<b>6</b>
<b>Financial Summary.....</b>	<b>7</b>

# 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 2021-22.

Government Direction and Budget 2021-22 is focused on protecting Saskatchewan people through the remainder of the pandemic, building the infrastructure that a strong economy needs, and growing Saskatchewan to help ensure a strong economic recovery.

As the Government of Saskatchewan continues its *Growth Plan: The Next Decade of 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.

In the coming year we will review labour legislation and policies to ensure we have a positive and competitive environment for investment and growth in the province.

We remain committed to the health and safety of workplaces and to providing services and programs to some of the most vulnerable people in the workforce. We provide educational programs that 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. 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 sustain economic growth and increase the opportunity for a better quality of life for all Saskatchewan citizens.

# Response to Government Direction

Protect. Build. Grow. The Government of Saskatchewan is committed to protecting Saskatchewan people through the rest of the pandemic as life returns to normal and our economy grows. Investing in infrastructure like hospitals, schools, and highways will help build a strong economy and create jobs for strong families, strong communities, and a better quality of life.

## 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 2021-22 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 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 inspection activities that are evidence and measurement-based.
- Continue the *WorkSafe Saskatchewan* partnership with Workers' Compensation Board to focus on injury rate reduction.

## Key Actions

- Continue to work with employers in the Priority Employer Program with the goal of reducing injury rates.
- Continue directed inspections with a focus on health care, construction and manufacturing sectors.
- Continue to partner with the Workers' Compensation Board and other partners to evaluate and implement the *Fatalities and Serious Injuries Strategy*.

## Performance Measures

### Injury Rate

Reduce the total provincial time-loss injury rate to 1.78 per cent by March 31, 2022.

Reduce the total provincial injury rate to 4.46 per cent by March 31, 2022.



## 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

Increased compliance with employment standards and foreign workers' 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 update the *Rights and Responsibilities – A Guide to Employment Standards in Saskatchewan* to reflect changes to legislation and regulations.
- Focus investigations on repeat non-compliant employers.
- Continue to educate stakeholders on, and enforce the provisions of *The Saskatchewan Employment Act* and *The Foreign Worker Recruitment and Immigration Services Act* to ensure a fair and balanced labour environment.

## Performance Measures

### Rate of Compliance

Maintain a compliance rate to 80 per cent for the 2021-22 fiscal year.

### Educational activities

Maintain participation in all outreach activities at 3,000 attendees or more by March 31, 2022.



## 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.

## Strategy

- Continue to promote leading practices in Occupational Health and Safety, Employment Standards, Office of the Workers' Advocate and Labour Relations and Mediation.
- Ensure legislation and regulations remain relevant to the modern workplace.
- Ensure stakeholder engagement in legislative, regulatory and program reviews.

## Key Actions

- Collaborate with jurisdictional counterparts in analyzing and implementing leading practices.
- Engage with stakeholders in an open, transparent and inclusive manner.
- Commence a review of:
  - the occupational health and safety provisions of *The Saskatchewan Employment Act*; and
  - *The Workers' Compensation Act, 2013* and associated regulations.
- Continue the review of *The Radiation Health and Safety Regulations, 2005*.

## Performance Measures

### Legislative review

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

# Highlights

## 2021-22 Budget Highlights:

The ministry's budget will see an increase of \$1.391 million:

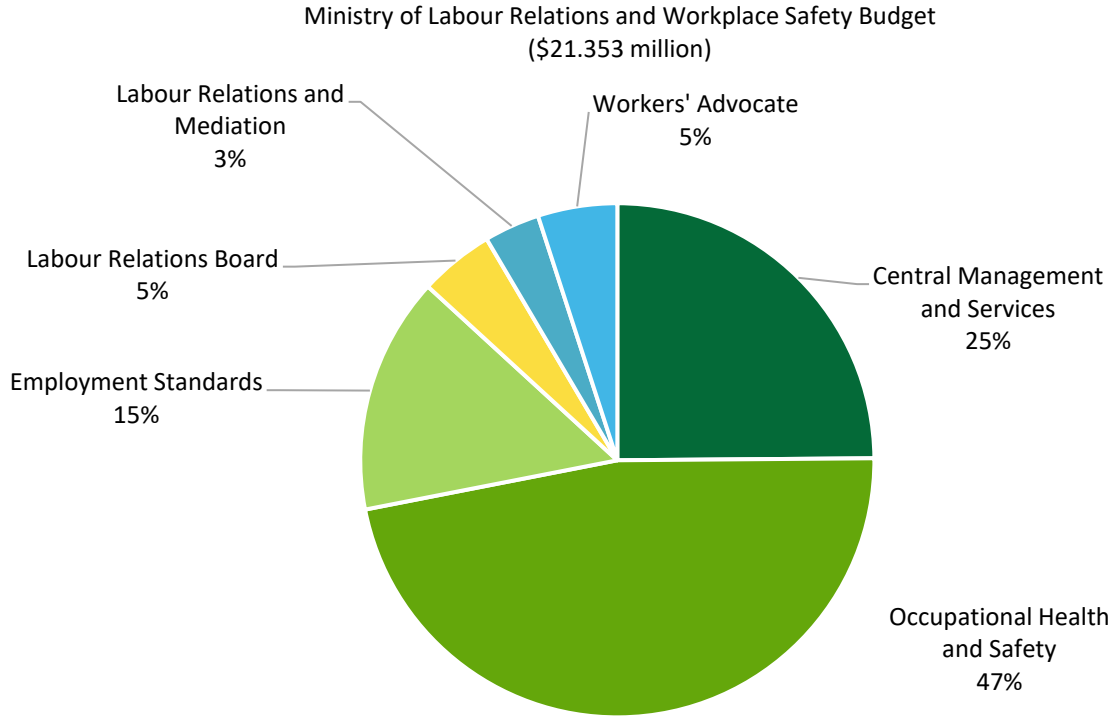
- \$250,000 for an additional occupational health and safety manager and officer which is cost recoverable from the Workers' Compensation Board.
- \$130,000 for Employment Standards which will assist them in their ongoing work of serving clients and ensuring fairness and equity.
- \$310,000 for a statutory review of *The Workers' Compensation Act, 2013* and associated regulations.
- \$175,000 for a statutory review of the occupational health and safety provisions of *The Saskatchewan Employment Act*.
- \$526,000 collective bargaining agreement and other salary adjustments including \$175,000 for the addition of an assistant deputy minister.



# Financial Summary

Ministry of Labour Relations and Workplace Safety 2021-22 Estimates (\$21.353 million)		(in thousands of dollars)
Central Management and Services		\$ 5,222
Occupational Health and Safety		\$ 10,060
Employment Standards		\$ 3,171
Labour Relations Board		\$ 1,000
Labour Relations and Mediation		\$ 745
Workers' Advocate		\$ 1,063
<b>Total Appropriation</b>		<b>\$ 21,261</b>
Capital Asset Acquisitions		(\$0)
Non-appropriated Expense Adjustment		\$ 92
<b>Total Expense</b>		<b>\$ 21,353</b>

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



## For More Information

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