

# Ministry of Labour Relations and Workplace Safety

## Annual Report for 2020-21



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# Letters of Transmittal



*The Honourable Don Morgan,  
Minister of Labour Relations  
and Workplace Safety*

Office of the Lieutenant Governor of Saskatchewan

I respectfully submit the annual report for the Ministry of Labour Relations and Workplace Safety for the fiscal year ending March 31, 2021.

Throughout the year the ministry continued its work on health and safety and continued to build an environment of fairness for employers and employees.

One of the major achievements this year was the reduction of the overall total injury rate by nearly 48 per cent between 2012 - 2020. Reaching this significant milestone brought the ministry closer to its goal of a 50 per cent reduction. Reducing injuries is a priority for the ministry as we work toward Mission: Zero.

Since last March, the ministry has done its best to make sure the health and safety of citizens is at the heart of its work despite the challenges of a world-wide pandemic. As we look to the future, it is important that we stay focused on supporting employers and employees as we look to build and grow our province.

Don Morgan, Q.C.

Minister of Labour Relations and Workplace Safety

Dear Minister:

I have the honour of submitting the annual report of the Ministry of Labour Relations and Workplace Safety for the fiscal year ending March 31, 2021.

During the 2020-21 fiscal year, we worked to support employers and employees by putting in place amendments to *The Saskatchewan Employment Act* and regulations to provide job protection for employees accessing the Canada Recovery Sickness Benefit and the Canada Recovery Caregiving Benefit. We also made amendments to extend provisions for temporary layoff without pay instead of notice being required, and created a special COVID-19 vaccination leave.

Our ministry also implemented a new financial security retention policy to improve protection of foreign worker recruiters and immigration consultants.

While COVID-19 has been our main priority, the ministry has not forgotten the importance of ensuring health and safety in the workplace, ensuring that those who have been injured are dealt with fairly, that we are working together with unions and employers and that we are creating an environment of equality and growth.

The work of the ministry is aligned with the strategic goals of the Government of Saskatchewan as we look to continue our work in building strong communities, and families where everyone can benefit.

Greg Tuer

Acting Deputy Minister of Labour Relations and Workplace Safety



*Greg Tuer  
Acting Deputy Minister of  
Labour Relations and  
Workplace Safety*

# Ministry Overview

## 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.

## The ministry consists of six divisions:

**Communications (COMM)** shares and promotes the programs, services and work of the ministry with citizens of the province using a variety of strategies and tools. This division maintains the website information for the ministry, responds to media requests and supports the minister, deputy minister and the ministry with various communication needs.

**Corporate Services (CS)** assists the divisions within the ministry to develop strategic policy and legislative initiatives that align with government objectives. CS is also responsible for financial management, budget development, annual planning and reporting, policy development and other essential administrative functions of the ministry.

**Occupational Health and Safety (OHS)** offers programs and services for workers and employers to help encourage safer workplaces and an improved culture of safety in Saskatchewan. OHS also provides effective oversight and enforcement of occupational health and safety standards and regulations by encouraging compliance via education and prosecutions where appropriate.

**Employment Standards (ES)** provides services to Saskatchewan employers and employees in support of fair and equitable workplace practices. ES enforces employment standards legislation and regulations and ensures that employees and employers are aware of their rights and responsibilities under these laws.

**Labour Relations and Mediation (LRM)** provides conciliation and mediation services to assist in dispute resolution, and joint employee and employer training in conflict resolution, problem solving and interest-based bargaining. LRM also provides technical advisory services relating to industrial relations and promotes co-operative labour management relations.

**Office of the Workers' Advocate (OWA)** works to ensure that any injured worker or their dependents receives every consideration and entitlement due to them under *The Workers' Compensation Act, 2013*. The office also works to ensure that the compensation system is fair, accountable and responsive to the needs of injured workers in Saskatchewan. OWA shares this mutual goal with the Workers' Compensation Board (WCB) and meets regularly with the WCB to achieve this goal. Under a three-year pilot project, OWA also represents appellants to the Automobile Injury Appeal Commission.

## Delivery of Key Programs and Services

The ministry is responsible for enforcing and promoting awareness of employment standards and occupational health and safety. It also provides mediation and conciliation services to help resolve workplace disputes and advocacy services for injured workers and their families. This work is done in cooperation with multiple stakeholders including business associations, labour organizations and safety associations.

In 2020-21, the ministry employed a staff of 169.7 full time equivalents. The ministry is headquartered in Regina, with offices across the province, including: Employment Standards (Estevan, Moose Jaw, North Battleford, Prince Albert, Swift Current, Yorkton, Saskatoon and Regina), Occupational Health and Safety (Estevan, Prince Albert, Swift Current, Yorkton, Saskatoon and Regina), Labour Relations and Mediation (Saskatoon and Regina) and Office of the Workers' Advocate (Saskatoon and Regina).

# Ministry Overview

## Highlights

In 2020-21, the ministry continued its focus on three priority areas:

- reducing the provincial injury rate;
- increasing compliance with employment standards and foreign worker protection legislation; and
- fostering a fair and balanced employment environment.

Activities undertaken by the ministry to move toward achievement of these goals include:

### Occupational Health and Safety:

- Since implementation of the Targeted Intervention Strategy, the provincial injury rate has decreased by 48.4 per cent (from 8.65 per cent in 2012 to 4.46 per cent in 2020).
- As part of this strategy, 4,436 worksite visits were conducted in 2020-21, a 16.2 per cent decrease from 2019-20 as a result of government measures taken during COVID-19. In addition, OHS conducted 268 virtual meetings with employers in Saskatchewan in 2020-21.
- There were 1,665 notices of contravention issued to employers for failing to comply with the requirements of *The Saskatchewan Employment Act*, a decrease of 7.3 per cent from 2019-20.
- Additionally, 215 compliance undertakings (written agreements to comply with the occupational health and safety requirements of the Act) were issued in 2020-21, this is a decrease of 27.4 per cent from 2019-20.
- There were 177 stop work orders issued by occupational health officers in 2020-21, an increase of 45.1 per cent from 2019-20.
- 22 prosecutions were initiated for occupational health and safety violations, a rise of 13 from 2019-20.

### Employment Standards:

- The division received 1,253 formal complaints in 2020-21 (a 33 per cent decrease from 2019-20) with 1,398 resolved this year. This includes files carried over from 2019-20. Fewer claims have allowed the ministry to resolve complaints sooner, within an average of 63 days of filing (a reduction of 30 per cent from 2019-20), which meets the ministry's 100-day target.
- The foreign worker employer registration application processing time also was reduced from 15 days in 2019-20 to 10 days in 2020-21, a reduction of 33 per cent.
- Additionally, the division provided assistance to 25,500 employers, employees and the public through various forms of inquiry.
- One prosecution was initiated for non-compliance with the legislation.
- Three employers were convicted by the courts for non-compliance with fines totaling \$15,400.

### Labour Relations and Mediation:

- The demand for conciliation services reduced by 72.6 per cent in 2020-21 as employers and unions sought assistance during contract negotiations (from 62 in 2019-20 to 17 in 2020-21). However, mediation services increased by 12.9 per cent (from 155 in 2019-20 to 175 in 2020-21).
- In 2020-21, there was a six per cent increase in the use of grievance mediation, as 18 parties used the service to resolve contract disputes compared to 17 in 2019-20.
- During the same period, the division assisted 157 organizations to resolve workplace conflicts through the use of workplace mediation, compared to 138 organizations in 2019-20.
- The division conducted 45 workplace training events in 2020-21.

# Ministry Overview

## **Office of Workers' Advocate:**

- There was a decrease in advocacy services of 18 per cent, as 1,359 injured workers and families sought advice and assistance throughout the WCB appeal process, compared to 1,657 in 2019-20.
- In addition, 98 appellants were provided assistance with appeals to the Automobile Injury Appeal Commission on Saskatchewan Government Insurance claims compared to 129 in 2019-20 (a 24 per cent reduction), since the pilot started on October 1, 2018.

## **The minister of Labour Relations and Workplace Safety is responsible for the following legislation:**

- *The Foreign Worker Recruitment and Immigration Services Act*
- *The Human Resources, Labour and Employment Act (except for sections 4.01, 4.02, 4.03 and subsection 4(2)).*
- *The Public Health Act, 1994 (section 19.1)*
- *The Saskatchewan Employment Act*
- *The Victims of Workplace Injuries Day of Mourning Act*

Please find the 2020-21 ministry plan at [Publications Saskatchewan](#).

# COVID-19 Response Highlights

## Overview

The COVID-19 pandemic has challenged government operations during the 2020-21 fiscal year. The expected operations of programs and services may have significantly changed as the Government of Saskatchewan worked quickly to support citizens and businesses. Annual reports for the 2020-21 fiscal year provide information on the impacts of COVID-19 and recognize the work of the Government of Saskatchewan in responding to the pandemic.

## Organization COVID-19 Response Highlights

### Legislative response

- In April 2020, *The Employment Standards Regulations* were amended to clarify that the temporary layoff provision applied for the public emergency period and that once the emergency was lifted, employers had two weeks to schedule employees for work.
- Additionally, the group termination provision was amended to waive the requirement for the employer to provide written notice to employees of a group termination during a public emergency period.
- In January 2021, *The Employment Standards Regulations* were amended to provide job protection to employees that were accessing the federal Canada Recovery Sickness Benefit and the Canada Recovery Caregiving Benefit.
- On March 18, 2021, *The Occupational Health and Safety Regulations, 2020* were amended to establish a COVID-19 vaccination leave. This provision provides workers with at least three hours of paid leave to receive a COVID-19 vaccination.

### Ministry response

- As of March 31, 2021, 18 ministry employees had been redeployed to support various ministries, including the Saskatchewan Public Safety Agency and the Saskatchewan Health Authority in their COVID-19 response.
- The ministry has continued to serve its clients while adhering to public health orders to ensure the health and safety of its employees as well as those they serve. A variety of work arrangements and measures have been put in place, including:
  - 88 per cent of the employees have worked from home full-time, part-time or on a rotational basis;
  - improved workplace safety measures:
    - enhanced hygiene protocols and cleaning services in all workplaces regardless of the number of employees working in the buildings;
    - mandatory masks in all common spaces;
    - personal protective equipment provided to employees who need it for their job;
    - additional barriers to keep people separate from co-workers and clients;
    - easily accessible hand sanitizer/cleaning solutions available in all locations;
    - enhanced cleaning schedules for janitorial services; and
    - directional signage to maintain one-way movement to minimize contact in all buildings.
- The ministry also responded swiftly to technological requirements to support ministry employees remotely in the following ways:
  - streamlining ministry information technology (IT) service issues and requests directly through the ministry's IT team to ensure quick resolutions and responses for ministry employees due to increased government-wide demand;
  - providing desktop users lacking Wi-Fi capabilities with a Wi-Fi connection solution for remote work;

# COVID-19 Response Highlights

- implementing Microsoft Teams 18 months ahead of schedule to maintain staff connectivity and business continuity;
- training employees on using the Integrated Business Communications remotely to receive business phone calls while being out of the office; and
- replacing the hardware of all desktop users with laptops following the first COVID-19 wave (summer and fall) to ensure easy transition between the home and office during subsequent waves (winter and spring) of the pandemic.

# Progress in 2020-21

## Ministry Goal One

### Government Goals



### 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 and Results

#### Continue to work with employers in the Priority Employer Program

- Since implementation of the Targeted Intervention Strategy in 2013, the total injury rate reduced by 48.4 per cent and the time loss injury rate reduced by 36.2 per cent in 2020-21.
- To date, 103 employers have completed the program since 2013. Priority employers have achieved a 40 per cent reduction in injury claims (a reduction of 3,517 injury claims). This represents a cost savings of approximately \$42M to the WCB (average cost per claim equals approximately \$12,000).
- In 2020-21, the OHS division conducted 1,532 directed worksite visits across 46 industries and 440 priority employer worksite visits for a total of 1,972 targeted employer worksite visits, a decrease of 42 per cent from 2019-20 as a result of COVID-19 public health orders. Nonetheless, the division exceeded its annual target of 1,725 targeted employer worksite visits.
- Targeted intervention activities are complemented by officer-initiated worksite visits, reactive worksite visits that result from complaints or incidents reported to the division. In 2020-21, the division conducted 2,464 officer-initiated and reactive worksite visits, an increase of five per cent from 2019-20.

#### Together with the WCB and other partners, implement the Fatalities and Serious Injuries Strategy

- The OHS division continued to work closely with the WCB to implement the Fatalities and Serious Injuries Strategy, under the partnership of *WorkSafe Saskatchewan*. The number of WCB accepted fatalities from January 1 to December 31 decreased by 5.6 per cent from 36 in 2019 to 34 in 2020. Eighty-eight per cent of Saskatchewan employers achieved zero injuries in 2020.
- In 2020, the WCB accepted 34 fatality claims. In the 11-year period from 2010 to 2020, the average number of workplace fatalities accepted by the WCB had been 39 per year.

#### Continue directed inspections with a focus on the health care sector

- In 2020-21, the division conducted 349 health care worksite visits (167 COVID-19 related), a decrease of 51 per cent from 2019-20. This amounts to eight per cent of the total worksite visits conducted by the division. The division also conducted 155 virtual meetings with health care facilities in 2020-21.
- The total injury rate for the provincial health care sector was 7.17 per cent. This is a 0.7 per cent decrease from the 2019 rate of 7.22 per cent.

# Progress in 2020-21

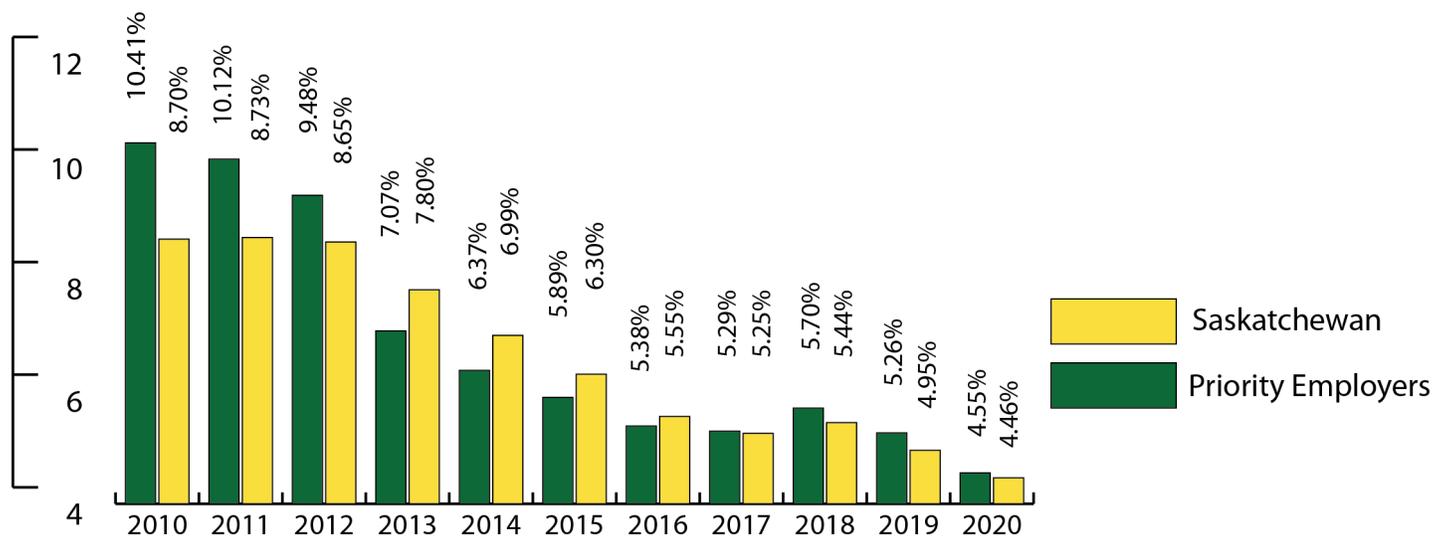
## Ministry Goal One

### Work collaboratively with WCB to further reduce the injury rate

- Saskatchewan's total injury rate has decreased by 54.8 per cent since 2007, while the time loss injury rate has decreased by 53.2 per cent since 2007.
- In 2020, the total injury rate was 4.46 per cent, a decrease of 9.9 per cent from the 2019 rate of 4.95 per cent, and the time loss injury rate was 1.78 per cent, a decrease of 4.3 per cent from the 2019 rate of 1.86 per cent.
- In the fall of 2020, the ministry began publishing fatality notifications and investigation summary reports on the *Worksafe Saskatchewan* website. The intent of making this information public is to allow employees and employers to learn from incidents and improve safety in their workplaces.
- The ministry will reposition the Targeted Intervention Strategy to focus on more severe injuries and fatalities in 2021-22 while continuing to perform evidence-based and sector-specific inspections. This refocusing is aligned with the new goal of reducing the time-loss injury rate by 25 per cent by 2030.

### Performance Measure Results

#### Total Injury Rate (per 100 full-time workers) for Priority Employers and Saskatchewan



Source: Saskatchewan WCB.

This graph shows the total injury rate for priority employers as compared to the provincial rate for the period 2010 to 2020. In 2020, the total injury rate was 4.46 per cent.

In 2020, the time loss injury rate was 1.78 per cent, which is a 48 per cent reduction from the 2009 rate of 3.44 per cent.

# Progress in 2020-21

## Ministry Goal Two

### Government Goals



### 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 and Results

**Expand outreach and education activities by using a variety of delivery methods and technology:**

- In 2020-21, the ES division conducted 46 presentations on employment standards topics for employers, employees and representative groups.
- A total of 3,585 participants attended webinars in 2020-21. This is a 22 per cent decrease from 2019-20.
- The number of certificates issued under the Young Worker Readiness Certificate Course (YWRCC) decreased to 8,400 from 10,390 in 2019-20, a decrease of only 19.2 per cent during COVID-19.
- The ministry is in the midst of reviewing the YWRCC to ensure that it is up-to-date and meets the needs of stakeholders.
- Throughout the COVID-19 pandemic, the ministry also focused efforts on conducting webinars and developing online content to assist employers and employees in navigating legislative amendments such as the new public health emergency leave and temporary layoff changes. There were over 800 attendees of webinars about COVID-19 related provisions in the Act and regulations. This content was also added to existing related webinars (e.g., overviews, general layoffs and terminations, leaves, etc.), which are the most frequently attended.

**Continue to educate stakeholders on, and enforcement of the provisions of *The Saskatchewan Employment Act* and *The Foreign Worker Recruitment and Immigration Services Act*:**

- In 2020-21, the ES division investigated a total of 1,253 complaints, a decrease of 607 or 32.6 per cent from 2019-20.
- Under *The Foreign Worker Recruitment and Immigration Services Act*:
  - 3,610 employers were actively registered compared to 3,559 in 2019-20;
  - 517 individuals, including: 203 consultants, 27 recruiters and 287 individuals designated as both consultants and recruiters were licenced, compared to a total of 476 active licensees in 2019-20;
  - 55 referrals and complaints were opened and 61 investigations were completed resulting in the suspension of 13 employer registrations and the cancellation of three certificates. One appeal was resolved before being formally heard in adjudication;

# Progress in 2020-21

## Ministry Goal Two

- 467 employer audits showed a 97 per cent compliance rate, compared to 473 audits with a 97 per cent compliance rate in 2019-20. The division performs routine, random post-registration employer audits to confirm that businesses continue to be in operation and employers remain compliant with the Act; and
- employer registration applications had an average processing time of 10 days.
- To improve foreign worker protections and improve alignment with *The Foreign Worker Recruitment and Immigration Services Act*, licensed immigration consultants and recruiters were required to change the duration of their financial security from two years to four years following the expiration of their licence. Since this change in June 2020, license registration has increased from 476 in 2019-20 to 517 in 2020-21.

### Performance Measure Results

#### Rate of Compliance

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

- A compliance rate of 91 per cent was established in 2020-21.

#### Educational activities

Increase participation in all outreach activities.

- A decrease in participation in outreach activities is linked to the COVID-19 pandemic and the reduction in employment.

#### Increase youth participation in the YWRCC

- Despite the challenges of the pandemic, 8,400 certificates were issued in 2020-21, which is a decrease of 19.2 per cent from 2019-2020.

# Progress in 2020-21

## Ministry Goal Three

### Government Goals



### Ministry Goal

Foster a fair and balanced employment environment.

### Strategy

- 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 and Results

#### Collaborate with jurisdictional counterparts in analyzing and implementing leading practices.

- Ministry officials continued to work with provincial and territorial counterparts to adopt six Canadian Standards Association (CSA) standards respecting personal protective equipment across the jurisdictions including head, eye and face, foot, hearing, floatation and first aid kits. These new regulations came into force on April 1, 2021.
- The ministry continues to work cooperatively with counterparts on subcommittees of the Canadian Association of Administrators of Labour Legislation to identify leading practices and tools to address issues related to the COVID-19 pandemic as well as mental health in the workplace.
- The OWA continues to work cooperatively with jurisdictional counterparts on the Canadian Association of Workers' Advisors and Advocates to identify and implement leading practices in advocacy and representation of injured workers and families.

#### Conduct regulatory review of *The Radiation Health and Safety Regulations, 2005*.

- In 2020-21, the ministry undertook an internal review of *The Radiation Health and Safety Regulations, 2005* in preparation for consultations in 2021-22.

#### Engage with stakeholders in an open, transparent and inclusive manner.

- Amendments to *The Occupational Health and Safety Regulations, 1996* came into force on April 1, 2021 following extensive consultations with stakeholder groups in 2019-20. As a result, CSA standards were adopted for head, eye and face, foot, hearing, floatation and first aid kits.
- The ministry worked collaboratively with chartered professionals in Human Resources Saskatchewan and the International Personnel Management Association Saskatchewan towards putting in place *The Chartered Professionals in Human Resources Act*.

### Performance Measure Results

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

- In 2020-21, the ministry did not substantively review any parts of *The Saskatchewan Employment Act*.
- One program review was conducted in 2020-21 of OWA. The results of the review found the program is meeting government and ministry goals. Opportunities will continue to be explored to identify efficiencies and improvements to manage the program effectively.

# Recognizing Those That Lost Their Life in the Workplace

The Government of Saskatchewan is committed to Mission: Zero and to bringing everyone home safe at the end of the day. In 2020, 34 workplace fatality claims were accepted in Saskatchewan. Not included in that list are the estimated 13 people who lost their life working on Saskatchewan farms and ranches.

We honour each of these individuals by renewing our commitment to health and safety in the workplace.

Those that have lost their life includes, but is not limited to:

- Trent Brears
- William Kittle
- John Yuzik
- Robert Read
- Leonard Siroski
- Steven Deschambault
- Earl McNair
- Scott Bill
- Jeffrey Konecnik
- Darren McClelland
- Clarence Lekness
- Robert Bates
- Rodney Malakoff
- Lawrence Rathgeber
- Darcy Rediger
- Herb Hewitt
- Terrance Rugg
- Gerald Eichenlaub
- Joseph Koziol
- Harold Uytterhagen
- Kenneth Ferguson
- Jose Nicolas Hernandez Osorio
- Peter Lozinski
- Ted Zuk
- Trent Lang
- Jack Feist
- Ivan Lind
- Colin Hurd
- Michael Coulic
- Cole Crooks
- Blair Koop
- Robert Vargo
- Randolph Gordon

# 2020-21 Financial Overview

(in thousands of dollars)				
	2019-20 Actual	2020-21 Budget	2020-21 Actual	2020-21 Variance Over/ (Under)
<b>Revenue</b>				
Proceeds from Other Funds	\$13,020	\$13,100	\$13,190	\$90
Receipts from Federal Government	180	250	176	(74)
Privileges, Licenses and Permits	17	9	12	3
Sales, Services and Service Fees	58	58	57	(1)
Other Revenue	19	0	9	9
<b>Total Revenue</b>	<b>\$13,294</b>	<b>\$13,417</b>	<b>\$13,444</b>	<b>\$27</b>
<b>Expenditure</b>				
Central Management and Services	\$4,504	\$4,621	\$4,775	\$154 <sup>(1)</sup>
Occupational Health and Safety	8,976	9,550	9,079	(471) <sup>(2)</sup>
Employment Standards	3,061	2,971	2,968	(3)
Labour Relations Board	944	1,000	1,216	216 <sup>(3)</sup>
Labour Relations and Mediation	773	680	748	68
Workers' Advocate	1,079	1,048	1,048	0
<b>Expenditures/Appropriation</b>	<b>\$19,337</b>	<b>\$19,870</b>	<b>\$19,834</b>	<b>(\$36)</b>
<b>Capital Asset Acquisitions</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Amortization of Capital Assets</b>	<b>92</b>	<b>92</b>	<b>92</b>	<b>0</b>
<b>Total Revised Estimates and Expenses</b>	<b>\$19,429</b>	<b>\$19,962</b>	<b>\$19,926</b>	<b>(\$36)</b>

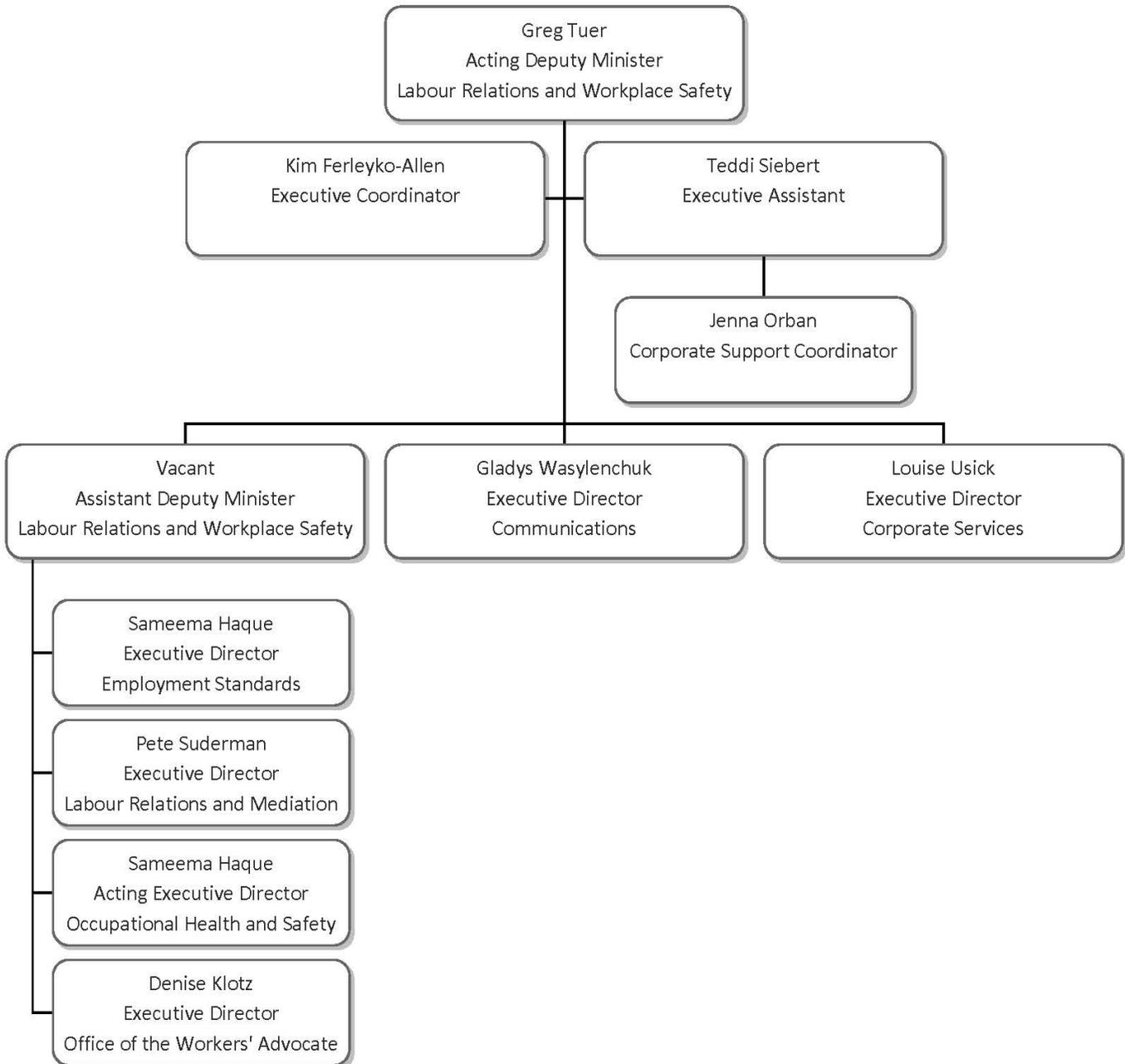
Explanation of variances which exceed \$100,000 between Budget and Actual:

1. The variance was due to contractual services expenditures, accommodations increase and position restructuring.
2. The variance was due to vacancy management, savings in travel and contractual services.
3. The variance was due to salaries and honorariums.

# Organization Chart

## Ministry of Labour Relations and Workplace Safety Organization Chart

Ministry of Labour Relations and Workplace Safety



# For More Information

If you have any questions or comments, we invite you to call (306) 787-0817 or contact:

Ministry of Labour Relations and Workplace Safety  
Communications  
300-1870 Albert Street  
Regina, Saskatchewan S4P 4W1

To obtain more information about the programs and services contained in this annual report or to view other annual reports from this ministry, please visit [saskatchewan.ca](https://www.saskatchewan.ca).

