

The Immigration Services Regulations

being

Saskatchewan Regulations [70/2024](#) (effective September 1, 2024)
as amended by Saskatchewan Regulations [13/2026](#).

NOTE:

This consolidation is not official. Amendments have been incorporated for convenience of reference and the original statutes and regulations should be consulted for all purposes of interpretation and application of the law. In order to preserve the integrity of the original statutes and regulations, errors that may have appeared are reproduced in this consolidation.

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SASKATCHEWAN REGULATIONS 70/2024

The Immigration Services Act *The Executive Government Administration Act*

PART 1 Preliminary Matters

Title

1 These regulations may be cited as *The Immigration Services Regulations*.

Definitions

2(1) In these regulations:

“**Act**” means *The Immigration Services Act*;

“**Saskatchewan Immigrant Nominee Program**” means the Provincial Nominee Program, administered by the Government of Saskatchewan pursuant to the Canada-Saskatchewan Immigration Agreement, signed May 7, 2005, as amended from time to time.

(2) In the Act and in these regulations, “**employer**” means an employer as defined in *The Saskatchewan Employment Act*.

6 Sep 2024 SR 70/2024 s2; 20 Mar 2026 SR
13/2026 s3.

PART 2 Foreign Worker Recruiters and Immigration Consultants

Licensing exemptions

3(1) In this section, “**spouse**” means, with respect to a person:

- (a) the legally married spouse of the person; or
- (b) another person who is cohabiting with the person as spouses and has cohabited with the person as spouses continuously for a period of not less than one year.

(2) For the purposes of subsection 3-1(2) of the Act, “**a member of that person’s family**” means:

- (a) the spouse of the person; or
- (b) any of the following with respect to the person or the person’s spouse:
 - (i) a parent;
 - (ii) a child;
 - (iii) a brother or sister;
 - (iv) an aunt or uncle;
 - (v) a niece or nephew;
 - (vi) a first cousin;
 - (vii) a grandparent.

- (3) For the purposes of subsection (2), the relationships listed in subclauses (2)(b)(i) to (vii) include step-family relationships.
- (4) For the purposes of subclause 3-1(2)(a)(iii) of the Act, subsection 3-1(1) of the Act does not apply to a person who is acting on behalf of the following educational institutions:
- (a) a school regulated pursuant to *The Education Act, 1995*; or
 - (b) a designated learning institution within the meaning of the *Immigration and Refugee Protection Regulations (Canada)*, SOR/2002-227, that is a post-secondary learning institution designated by the Province of Saskatchewan for the purposes of those regulations when obtaining employment for international students who are studying at or have graduated from that institution.
- (5) For the purposes of subclause 3-1(2)(a)(vi) of the Act, subsection 3-1(1) of the Act does not apply to a person acting on behalf of a union, but only with respect to workers that the union is bringing to work in Saskatchewan and only if the workers:
- (a) are members of an affiliated union; and
 - (b) will be represented by the union while they work in Saskatchewan.

6 Sep 2024 SR 70/2024 s3.

Additional application requirements – licences

4(1) In this section, “**employee of the Government of Saskatchewan**” means an individual appointed or employed by a ministry, department, secretariat, office or other similar agency of the executive government.

(1.1) Every applicant for the issuance or renewal of a licence as a foreign worker recruiter shall not:

- (a) be a current employee of the Government of Saskatchewan; or
- (b) have been an employee of the Government of Saskatchewan within the 12 months before the application.

(2) Every applicant for the issuance or renewal of a licence as an immigration consultant:

- (a) shall be licensed as a Regulated Canadian Immigration Consultant and have an active member status with the College of Immigration and Citizenship Consultants before the applicant can practise in Saskatchewan or serve clients in the province;
- (b) shall not:
 - (i) be a current employee of the Government of Saskatchewan; or
 - (ii) have been an employee of the Government of Saskatchewan within the 12 months before the application.

(3) Every applicant for the issuance of a licence shall pay a non-refundable application fee of \$300 at the time the applicant submits a new application.

(4) Every applicant for the renewal of a licence shall pay a non-refundable renewal fee of \$50 at the time the applicant submits a renewal application.

6 Sep 2024 SR 70/2024 s4; 20 Mar 2026 SR
13/2026 s4.

Contract requirements

5 For the purposes of clause 5-7(1)(f) of the Act, every contract must include all of the following terms and conditions:

- (a) a statement indicating that there is a prohibition against charging recruitment fees to foreign workers pursuant to the laws of Saskatchewan;
- (b) the payment schedule for the fees and expenses to be charged to the foreign national or the employer, as the case may be;
- (c) the telephone number, mailing address and email address for the licensee.

6 Sep 2024 SR 70/2024 s5.

Record requirements – licensees

6 For the purposes of clause 6-2(1)(b) of the Act, every licensee and former licensee shall prepare and retain the following records:

- (a) the name, occupation, residential address, rate of wages, telephone number, postal address and email address, if any, of every foreign national who is recruited;
- (b) the name, telephone number, postal address and email address, if any, of every foreign national who receives immigration services;
- (c) the name, telephone number, business address and email address, if any, of every employer for whom the licensee or former licensee has provided recruitment services;
- (d) all contracts that the licensee or former licensee has entered into with a foreign national or an employer for the purpose of providing recruitment services or immigration services;
- (e) all expenses incurred by the licensee or former licensee in recruiting foreign nationals or providing foreign nationals with immigration services;
- (f) the amount of money, if any, paid to the licensee or former licensee by an employer of the foreign national, the date of the payment and the reason for the payment;
- (g) the amount of money, if any, paid to the licensee or former licensee by a foreign national, the date of the payment and the reason for the payment;
- (h) copies of all applications to the Government of Canada or the Government of Saskatchewan that the licensee or former licensee supported, advised on or assisted with respecting:
 - (i) a foreign national seeking to enter Canada for the purpose of residing in or visiting Saskatchewan; or
 - (ii) an employer seeking to hire a foreign worker;
- (i) copies of all decisions received from the Government of Canada or the Government of Saskatchewan with respect to the applications mentioned in clause (h);
- (j) copies of all correspondence sent to or received from a person respecting recruitment or immigration services provided by the licensee or former licensee.

6 Sep 2024 SR 70/2024 s6.

Code of Conduct – foreign worker recruiters and immigration consultants

7(1) For the purposes of the Act, “**Code of Conduct**” means the Code of Conduct for Foreign Worker Recruiters or the Code of Professional Conduct for College of Immigration and Citizenship Consultants Licensees, as the case may be, adopted pursuant to this section.

(2) The Code of Conduct for Foreign Worker Recruiters, as set out in Part 1 of the Appendix, is adopted for foreign worker recruiters.

(3) The Code of Professional Conduct for College of Immigration and Citizenship Consultants Licensees, SOR/2022-128, dated June 10, 2022, as amended from time to time, is adopted for immigration consultants.

6 Sep 2024 SR 70/2024 s7.

PART 3
Registered Employers

Registration exemptions

8(1) For the purposes of clause 4-1(2)(a) of the Act, subsection 4-1(1) of the Act does not apply to employers who hire:

- (a) foreign nationals who have obtained an open work permit; or
- (b) foreign nationals in immigration classes who, pursuant to the *Immigration and Refugee Protection Act* (Canada) and the regulations made pursuant to that Act, are exempt from the requirement to apply for a work permit.

(2) Notwithstanding subsection (1), subsection 4-1(1) of the Act continues to apply to employers who hire the following persons:

- (a) foreign nationals that are recruited by employers to work in Canada and whose employment will support the foreign national’s permanent resident visa application;
- (b) foreign nationals that are in occupational classes specified by the minister.

6 Sep 2024 SR 70/2024 s8.

Additional application requirements – certificates of registration

9(1) Every applicant for the issuance or renewal of a certificate of registration shall:

- (a) for each foreign worker recruited, provide to the director the foreign worker’s work location that is:
 - (i) within Saskatchewan; and
 - (ii) subject to subsection (2), zoned for commercial use or located on farm land as defined in *The Saskatchewan Farm Security Act*;
- (b) provide evidence satisfactory to the director that the applicant has owned or operated the applicant’s business for at least 24 consecutive months before the application was made, or for any other period the minister considers appropriate, based on any or all of the following:
 - (i) the annual revenue of the applicant’s business;
 - (ii) the type of business conducted by the applicant;
 - (iii) the location of the applicant’s business;

- (iv) the number of full-time employees currently employed by the applicant at the location of the applicant's business;
 - (v) the period that the applicant's business has been in operation;
 - (vi) any economic impacts to the Province of Saskatchewan;
- (c) provide evidence satisfactory to the director that the applicant has complied with the laws of Saskatchewan, Canada and any other province or territory in Canada;
- (d) meet a minimum revenue requirement that the minister considers appropriate based on any or all of the following:
- (i) the type of business conducted by the applicant;
 - (ii) the location of the applicant's business;
 - (iii) the number of full-time employees currently employed by the applicant at the location of the applicant's business;
 - (iv) the period that the applicant's business has been in operation;
 - (v) any economic impacts to the Province of Saskatchewan;
- (e) employ foreign workers in accordance with the ratio of foreign workers employed by the applicant to the total number of workers employed by the applicant that the minister considers appropriate based on any or all of the following:
- (i) the annual revenue of the applicant's business;
 - (ii) the type of business conducted by the applicant;
 - (iii) the location of the applicant's business;
 - (iv) the number of full-time employees currently employed by the applicant at the location of the applicant's business;
 - (v) the period that the applicant's business has been in operation;
 - (vi) any economic impacts to the Province of Saskatchewan;
- (f) provide evidence satisfactory to the director that the employer has the financial capacity to hire and support the foreign national's full-time employment for the duration of the employment contract;
- (g) provide evidence satisfactory to the director that any equipment required for the work is available, operational and safe for the foreign worker to use; and
- (h) if the applicant has hired or intends to hire employees that fall within the National Occupational Classification 73300, meet the safety rating category set out in Standard 14 of the *National Safety Code for Motor Carriers*, 2nd Edition, published by the Canadian Council of Motor Transport Administrators, as amended from time to time, that the minister considers appropriate.
- (2) Clause (1)(a)(ii) does not apply if the applicant intends to employ the foreign national as a live-in caregiver as defined in *The Employment Standards Regulations*, with any necessary modification.
- (3) The registered employer shall maintain all application requirements for the term of the certificate of registration.

Records requirements – registered employers

10 For the purposes of clause 6-2(1)(b) of the Act, every registered employer and former registered employer shall prepare and retain the following records:

- (a) all contracts that the registered employer or former registered employer has entered into with a foreign worker recruiter;
- (b) all payments made to a foreign worker recruiter by the registered employer or former registered employer;
- (c) all job offers made to foreign nationals by the registered employer or former registered employer;
- (d) all contracts made with foreign nationals by the registered employer or former registered employer;
- (e) all job application approvals involving the registered employer or former registered employer made pursuant to the Saskatchewan Immigrant Nominee Program;
- (f) all applications made for a Labour Market Impact Assessment and any other information related to those applications;
- (g) all information with respect to a Labour Market Impact Assessment from Employment and Social Development Canada received by the registered employer or former registered employer pursuant to the *Immigration and Refugee Protection Regulations* (Canada), SOR/2002-227, including audits completed by Employment and Social Development Canada in relation to the Temporary Foreign Worker Program;
- (h) all work permit information received from the Government of Canada with respect to foreign nationals hired by the registered employer or former registered employer.

6 Sep 2024 SR 70/2024 s10.

Code of Conduct – registered employers

11(1) The Code of Conduct for Registered Employers, as set out in Part 2 of the Appendix, is adopted for registered employers.

(2) No registered employer shall fail to comply with the Code of Conduct for Registered Employers adopted pursuant to this section.

6 Sep 2024 SR 70/2024 s11.

PART 4**Owners and Operators****Obligations and duties of owners and operators**

12 Every owner or operator of a business that provides immigration services or recruitment services, or both, shall:

- (a) comply with the Act, these regulations, any undertakings and any orders made pursuant to the Act;
- (b) ensure that all individuals employed by the business who are providing immigration services or recruitment services, or both, are licensed pursuant to the Act;

(c) be accountable for the conduct of all employees, partners, affiliates and agents conducting business on the owner or operator's behalf in relation to any offence against the Act; and

(d) cooperate with the director and enforcement officers in the enforcement of the Act, these regulations, the code, any undertakings and any orders.

6 Sep 2024 SR 70/2024 s12.

PART 5 General

Financial security

13(1) If financial security is required to be filed pursuant to section 3-4 or 4-3 of the Act, it:

(a) must be:

(i) in the amount of \$20,000; and

(ii) in the form of surety bond or irrevocable letter of credit; and

(b) is due at the time the applicant submits an application.

(2) All documents related to any financial security required to be filed pursuant to section 3-4 or 4-3 of the Act must be retained for a period of 4 years after the termination or expiry of the licence or certificate of registration, as the case may be.

(3) Any financial security filed pursuant to section 3-4 or 4-3 of the Act is forfeited when:

(a) an order has been made by the director pursuant to subsection 7-15(2) or (3) of the Act, or by a court pursuant to subclause 7-6(5)(b)(ii) of the Act, directing the licensee or the registered employer, as the case may be, to compensate a person;

(b) the order mentioned in clause (a) has become final by reason that the time for an appeal has expired or, if an appeal has been made, the appeal has been dismissed;

(c) the director:

(i) is satisfied that the licensee or the registered employer, as the case may be, has failed to compensate the person in accordance with the order mentioned in clause (a) and that the financial security will be necessary to compensate the person; and

(ii) has served on the licensee or the registered employer, as the case may be, 30 days' written notice that the financial security will be forfeited unless the licensee or the registered employer, as the case may be, compensates the person in accordance with the order mentioned in clause (a); and

(d) the licensee or former licensee or the registered employer or former registered employer, as the case may be, has failed to compensate the person in accordance with the order mentioned in clause (a) within 30 days after being served the written notice mentioned in clause (c).

- (4) The director may pay any money realized pursuant to a forfeited financial security to any of the following on any conditions the director considers appropriate:
- (a) the local registrar of the court in trust for any persons who may become judgment creditors of the licensee or former licensee or the registered employer or former registered employer, as the case may be, for claims arising out of a contract for immigration services or recruitment services;
 - (b) any trustee, custodian, interim receiver, receiver or liquidator of the licensee or former licensee or the registered employer or former registered employer, as the case may be;
 - (c) any person that the director is satisfied is entitled to the money.
- (5) The director shall pay any money not paid pursuant to subsection (4) to the following after the payment of any expenditures incurred by the director in connection with the realization on the financial security and the determination and settlement of valid claims:
- (a) in the case of a bond, the surety or obligor under the bond;
 - (b) in the case of a letter of credit, the obligor under the letter of credit;
 - (c) in the case of any financial security other than those mentioned in clauses (a) and (b), any person whom the director is satisfied is entitled to the money.

6 Sep 2024 SR 70/2024 s13; 20 Mar 2026 SR
13/2026 s6.

Offences, administrative penalties

- 14(1)** For the purposes of clause 7-6(1)(j) of the Act, “**significant change**” means any material change in circumstances during the term of a licence or certificate of registration that may require amendments to the licence or certificate of registration, as determined by the director.
- (2) For the purposes of clause 7-11(2)(a) of the Act, the maximum administrative penalty the director may assess is:
- (a) in the case of an individual, \$200,000; and
 - (b) in the case of a corporation, \$400,000.
- (3) For the purposes of clause 7-11(2)(b) of the Act, the maximum administrative penalty the director may assess for each day an infraction continues is \$250.

20 Mar 2026 SR 13/2026 s7.

Service

- 15** In addition to the methods mentioned in subsection 11-2(1) of the Act, any notice, order or decision required to be given or served pursuant to the Act or these regulations may be served by email to the last email address provided to the director by the person to be served.

6 Sep 2024 SR 70/2024 s15.

PART 6
Settlement Programs and Services

Interpretation and definitions for Part

16(1) In this Part:

“agreement” means an agreement entered into between the minister and an applicant pursuant to section 21;

“approved project” means a project that has been approved pursuant to these regulations and for which an agreement has been or will be signed;

“employer-related support” means any support that is for the benefit of an employer and:

- (a) is based on the workforce integration needs of the employer; or
- (b) is intended to maximize the potential of the employer to prepare for, integrate, recruit or retain workers;

and includes labour market research, needs assessments, strategic workforce planning and human resource strategies;

“fiscal year” means the period commencing on April 1 in one year and ending on March 31 of the following year;

“participant” means a person who:

- (a) meets the requirements in section 18; and
- (b) takes part in an approved project;

“personal health information” means personal health information as defined in *The Health Information Protection Act*;

“personal information” means personal information as defined in *The Freedom of Information and Protection of Privacy Act*;

“project” means a project, service or activity, and includes employer-related supports, employment-related supports and training;

“record” includes any information that is recorded or stored in any medium or by means of any device, including a computer or electronic media;

“settlement-related support” means any support that:

- (a) is for the benefit of a participant;
- (b) is based on the needs of the participant; and
- (c) is intended to maximize the potential of the participant to adapt to and integrate into Saskatchewan’s society or labour market.

(2) A person who applies for financial assistance pursuant to section 19 is an applicant for the purposes of this Part.

6 Sep 2024 SR 70/2024 s16.

Purposes – financial assistance

17 The minister may provide financial assistance in accordance with this Part for the following purposes:

- (a) to improve or strengthen participants’ settlement in Saskatchewan, including helping participants prepare for life or work in Saskatchewan;

- (b) to assist employers with the integration, recruitment or retention of workers;
- (c) to assist settlement service providers in providing community integration programs or services.

6 Sep 2024 SR 70/2024 s17.

Eligibility re participants

18 To be a participant in an approved project and be eligible to receive or benefit from financial assistance pursuant to this Part, a person must:

- (a) be one of the following:
 - (i) a foreign national being recruited to work in Saskatchewan;
 - (ii) a temporary resident;
 - (iii) a permanent resident; and
- (b) meet the eligibility criteria required by an applicable program established pursuant to section 9-1 of the Act.

6 Sep 2024 SR 70/2024 s18.

Application

19(1) An applicant who wishes to receive financial assistance pursuant to this Part shall:

- (a) apply to the minister for financial assistance in a form and manner satisfactory to the minister;
 - (b) provide the minister with any information that the minister may reasonably require to:
 - (i) confirm the applicant's eligibility; and
 - (ii) determine whether the applicant's proposed project meets any or all of the purposes set out in section 17;
 - (c) meet any eligibility criteria required by an applicable program established pursuant to section 9-1 of the Act; and
 - (d) provide evidence satisfactory to the minister that:
 - (i) the applicant is capable of successfully carrying out the project for which financial assistance will be provided; and
 - (ii) it is in the public interest for the minister to approve the applicant's application for financial assistance.
- (2) In addition to the requirements set out in subsection (1), when applying for financial assistance pursuant to this section, an applicant shall do any or all of the following if applicable:
- (a) agree to any audit procedures that the minister requires before, during or after the proposed project;

- (b) agree to disclose any funding received or that may be received pursuant to another program of the Government of Saskatchewan, the Government of Canada or any other source with respect to the same project for which financial assistance is being applied for pursuant to these regulations, including a list of costs covered by the financial assistance received or that may be received pursuant to the other program;
- (c) agree to proceed with the project only after the project is approved;
- (d) agree to contribute to any fees, expenses and other eligible costs in the manner and amount required by the minister;
- (e) provide the minister with informed consent from each participant for provision of personal information respecting that participant to the minister;
- (f) provide the minister with informed consent from each participant for provision of personal health information to the minister for the purposes of clause 22(f) or (k).

6 Sep 2024 SR 70/2024 s19.

Approval

20(1) On receipt of an application pursuant to section 19, the minister may:

- (a) approve the application; or
- (b) subject to subsection (2), refuse to approve the application if the minister determines that it is appropriate to do so, including for any of the following reasons:
 - (i) the applicant has not met the requirements set out in these regulations;
 - (ii) the information provided by the applicant to the minister is incomplete, inaccurate or is not provided to the minister within the period specified by the minister;
 - (iii) the applicant has not provided the minister with any required forms or records related to a previously approved project for which an agreement was signed;
 - (iv) the applicant has not met any or all obligations to the Government of Saskatchewan pursuant to any Act or regulation.

(2) If the minister refuses to approve an application pursuant to clause (1)(b), the minister shall provide the applicant with written notice of the decision together with reasons.

6 Sep 2024 SR 70/2024 s20.

Agreements

21(1) For the purposes of these regulations and subject to subsections (3) and (4) and section 22, the minister may enter into agreements with applicants.

(2) Following approval of an application pursuant to section 20, the applicant shall enter into an agreement with the minister with respect to the approved project.

- (3) Every agreement between the minister and an applicant must:
- (a) be in writing;
 - (b) be signed by the applicant and the minister;
 - (c) set out the amounts, including any maximum limits, of the financial assistance to be paid to the applicant;
 - (d) set out in detail the terms and conditions necessary for the payment of the financial assistance;
 - (e) provide for a payment schedule, which may include advance or interim payments and that sets out the terms and conditions for the advance or interim payments;
 - (f) provide for an on-site monitoring visit by a representative of the minister during the term of the agreement or a reasonable alternative as determined by the minister;
 - (g) provide for the applicant to make any audited financial records and statements that may reasonably be required by the minister to be made available to the minister;
 - (h) set out the details of the approved project to be completed or provided and any other details that may be required by the minister;
 - (i) set out the results or outcomes, or both, that the approved project is intended to achieve and provide for methods satisfactory to the minister of measuring the results and outcomes; and
 - (j) contain any other terms and conditions that the minister may determine that are consistent with the purpose and intent of these regulations.
- (4) Before entering into an agreement with an applicant outside of Canada pursuant to this section, the minister shall give notice to the member of the Executive Council assigned responsibility for intergovernmental affairs of the minister's intention to enter into that agreement.
- (5) The failure by a minister to give the notice required by subsection (4) does not invalidate the agreement.

6 Sep 2024 SR 70/2024 s21.

Amount of financial assistance and eligible costs

22(1) Subject to subsection (2), the amount of financial assistance that the minister may pay to an applicant with respect to an approved project that is the subject of a written agreement is an amount equal to the amount that the minister considers necessary to cover the following costs:

- (a) any instructor or mentor salaries, including any mandatory employer costs related to employing an instructor or mentor;
- (b) any administrative costs;
- (c) any costs associated with facility and equipment rentals required for the approved project;

- (d) any costs associated with project development;
 - (e) any costs respecting learning materials, including costs related to supplies, textbooks, software, equipment or any other required materials;
 - (f) any costs associated with acquiring settlement-related supports reasonably required by participants;
 - (g) any costs associated with acquiring employer-related supports;
 - (h) any costs associated with services provided to participants by persons other than those employed or engaged by the applicant;
 - (i) any costs for insurance to cover the applicant and participants;
 - (j) any costs to subsidize the wage or salary of participants;
 - (k) any costs incurred by the participant for dependant care, disability needs, transportation and other special needs;
 - (l) any costs associated with travel, meals or accommodations reasonably required in delivering the approved project;
 - (m) tuition fees, examination fees, mandatory student fees or fees charged by a service provider;
 - (n) any costs associated with the delivery of outcomes mentioned in clause 21(3)(i);
 - (o) any other costs similar to those mentioned in clauses (a) to (n) that the minister considers appropriate.
- (2) The minister shall not provide financial assistance to an applicant pursuant to subsection (1) in an amount exceeding \$50,000 in any fiscal year without the approval of the Lieutenant Governor in Council.

6 Sep 2024 SR 70/2024 s22.

Liability insurance

- 23**(1) Subject to subsection (2), applicants who receive financial assistance pursuant to this Part must ensure that participants are covered by adequate liability insurance in the event of damage or injury as a result of participating in the approved project.
- (2) Subsection (1) does not apply to applicants who:
- (a) are individuals; and
 - (b) are not employers.

6 Sep 2024 SR 70/2024 s23.

Limits on financial assistance

- 24** Notwithstanding any other provision of these regulations, if the minister considers it appropriate, the minister may do either or both of the following:
- (a) limit funding in any area, region or sector or respecting any project initiative;
 - (b) limit the total amount of financial assistance paid to any applicant or participant.

6 Sep 2024 SR 70/2024 s24.

Payment

25(1) Subject to the other provisions of these regulations and the terms and conditions of the agreement, financial assistance is payable when the minister is satisfied that the applicant has complied with all of the requirements of these regulations and the agreement.

(2) The minister may withhold any payments if the applicant has not complied with all of the requirements of these regulations and the agreement.

6 Sep 2024 SR 70/2024 s25.

Overpayment

26(1) If an applicant contravenes any provision of these regulations or the agreement, the minister may declare that any payments received by the applicant pursuant to these regulations are overpayments.

(2) Any overpayment made to an applicant is a debt due to the Crown in the right of Saskatchewan and may be recovered in any manner authorized by *The Financial Administration Act, 1993* or in any other manner authorized by law.

6 Sep 2024 SR 70/2024 s26.

PART 7**Saskatchewan Immigrant Nominee Program****Interpretation for Part**

27 A person who applies pursuant to the Saskatchewan Immigrant Nominee Program established pursuant to section 10-1 of the Act to be nominated as a candidate for immigration to Saskatchewan is an applicant for the purposes of this Part.

6 Sep 2024 SR 70/2024 s27.

Application

28 Every applicant shall:

(a) provide evidence satisfactory to the minister that the applicant has the ability to become economically established in Canada, including evidence that the applicant:

(i) is proficient in English or French;

(ii) has financial stability and is able to support the applicant and the applicant's family on arrival in Canada;

(iii) intends to reside in Saskatchewan permanently; and

(iv) possesses the skills and qualifications required to participate in Saskatchewan's labour market; and

(b) meet any other requirements established by the minister.

6 Sep 2024 SR 70/2024 s28.

Fees

29(1) In this section, "**ineligibility decision**" means a formal determination made by the minister that an applicant does not meet the eligibility requirements set out in this Part or established by the minister.

(2) Every applicant in the categories of the Saskatchewan Immigrant Nominee Program mentioned in clauses (a) to (c) shall, at the time the applicant submits an application, pay the following non-refundable application fee to the minister:

- (a) in the case of an application associated with or without a job offer in a worker category, \$500;
- (b) in the case of an application in the ‘Entrepreneur’ category, \$2,500;
- (c) in the case of an application in the ‘Farm Owner and Operator’ category, \$2,500.

(3) An applicant in the categories mentioned in clauses (2)(a) to (c) may submit a request for review of an ineligibility decision and shall, at the time the applicant submits the request, pay the following review fee to the minister:

- (a) in the case of an application described in clause (2)(a), \$250;
- (b) in the case of an application described in clause (2)(b) or (c), \$1,250.

(4) The review fee paid pursuant to subsection (3) shall be refunded to the applicant if the minister reverses the ineligibility decision.

(5) An application mentioned in subsection (2) or (3) shall only be processed after the applicable fee has been paid to the minister.

20 Mar 2026 SR 13/2026 s8.

PART 8

Repeals and Coming into force

RRS c F-18.1 Reg 1 repealed

30 *The Foreign Worker Recruitment and Immigration Services Regulations* are repealed.

6 Sep 2024 SR 70/2024 s30.

RRS c E-0.011 Reg 2 repealed

31 *The Saskatchewan Immigrant Nominee Program Application Fee Regulations* are repealed.

6 Sep 2024 SR 70/2024 s31.

Coming into force

32(1) Subject to subsection (2), these regulations come into force on September 1, 2024.

(2) If these regulations are filed with the Registrar of Regulations after September 1, 2024, these regulations come into force on the day on which they are filed with the Registrar of Regulations.

6 Sep 2024 SR 70/2024 s32.

Appendix

PART 1

Code of Conduct for Foreign Worker Recruiters

[Subsection 7(2)]

Definitions and interpretation

1(1) In this code:

“**Act**” means *The Immigration Services Act*;

“**competent**” means having adequate skill, ability and knowledge to engage in the practice of being a foreign worker recruiter;

“**employer**” means a person who hires or recruits a foreign national and includes an agency that represents a group of persons who hire or recruit foreign nationals;

“**unlawful activity**” means an act or omission that, at the time of the occurrence, is contrary to the laws of Canada, of Saskatchewan, of another province or territory of Canada, of another country or of a state within that country.

(2) For the purposes of this code, unless otherwise defined in this code, the definitions in the Act and the regulations made pursuant to the Act apply, with any necessary modification.

(3) This code is to be read subject to the Act and the regulations made pursuant to the Act.

Purpose of code

2 This code establishes standards of professional conduct for licensed foreign worker recruiters and provides guidance for their practice.

Application of code

3 This code applies to all licensed foreign worker recruiters.

Prohibitions

4 No licensed foreign worker recruiter shall:

(a) engage in any unlawful activity;

(b) provide advice or create false expectations that would lead a foreign national to divest assets, quit the foreign national’s job or relocate without certainty of the right to work in Canada; or

(c) represent, expressly or by implication, that services provided by the foreign worker recruiter are endorsed by the Government of Saskatchewan.

Professional responsibilities

5 Every licensed foreign worker recruiter shall:

(a) provide assistance and services in a fair, honest, open, timely and competent manner and only with respect to matters that the licensed foreign worker recruiter is capable of handling;

(b) forward all communications addressed to or from a foreign national or the foreign national’s potential employer without alteration or undue delay;

- (c) hold in strict confidence all information related to a foreign national's job application, all other personal information related to the foreign national and all information respecting an employer's recruitment activities and not divulge that information unless authorized by the foreign national or the employer or required by law;
- (d) provide truthful, accurate and complete information in all communication to a foreign national, the foreign national's potential employer and any ministry or agency of the Government of Saskatchewan, any department or agency of the Government of Canada or any department or agency of the government of another province or territory of Canada; and
- (e) ensure, to the best of the licensed foreign worker recruiter's ability, the authenticity of the documents and the truthfulness of the information provided to the minister.

Report of breach

6 Subject to the duty of confidentiality in clause 5(c), no licensed foreign worker recruiter shall fail to report to the director any conduct by any person that the licensed foreign worker recruiter knows or reasonably ought to know is a contravention of the Act, the regulations made pursuant to the Act or this code.

Competence

7(1) A licensed foreign worker recruiter has a duty to be competent to perform any services undertaken for an employer in connection with recruiting a foreign national.

(2) A licensed foreign worker recruiter shall at all times use best efforts to adapt to changing laws, requirements and standards.

Response to illegality

8 If a licensed foreign worker recruiter is employed or retained by a person to act in a matter the licensed foreign worker recruiter knows or reasonably ought to know is dishonest, fraudulent, criminal or unlawful, the licensed foreign worker recruiter shall:

- (a) advise the person that the proposed conduct would be dishonest or unlawful and should be stopped;
- (b) if the person, despite the advice, intends to pursue the proposed course of conduct, withdraw from acting in the matter; and
- (c) report the matter to the director.

Required action on discovery of error or omission

9 If a licensed foreign worker recruiter discovers, in connection with a matter for which the licensed foreign worker recruiter was retained, an error or omission that is or may be damaging to the employer or the foreign national and that cannot be readily rectified, the licensed foreign worker recruiter shall:

- (a) promptly and fully inform the employer or foreign national of the error or omission, and, when so informing, make every reasonable effort to not prejudice any rights of indemnity that either of them may have under an insurance or clients' protection or indemnity plan or otherwise;

(b) recommend that the employer or foreign national obtain legal advice elsewhere concerning any rights the employer or foreign national may have arising from the error or omission; and

(c) advise the employer or foreign national that, in the circumstances, the licensed foreign worker recruiter may no longer be able to act for the employer or foreign national.

Supervision of employees

10 A licensed foreign worker recruiter is fully responsible for all work lawfully entrusted to the licensed foreign worker recruiter's employees, if any.

Maintenance of contact information

11(1) A licensed foreign worker recruiter shall immediately notify the ministry and the employers and foreign nationals to whom the licensed foreign worker recruiter is providing recruitment services or with whom the licensed foreign worker recruiter is dealing of any changes in contact information, including the licensed foreign worker recruiter's business address, telephone number and email address.

(2) A licensed foreign worker recruiter shall immediately notify the ministry of any changes to the licensed foreign worker recruiter's home address.

Obligation to respond to ministry

12 A licensed foreign worker recruiter shall reply as soon as is practicable to any communication from the director or the minister.

PART 2

Code of Conduct for Registered Employers

[Subsection 11(1)]

Definitions and interpretation

1(1) In this code:

“**Act**” means *The Immigration Services Act*;

“**unlawful activity**” means an act or omission that, at the time of the occurrence, is contrary to the laws of Canada, of Saskatchewan, of another province or territory of Canada, of another country or of a state within that country.

(2) For the purposes of this code, unless otherwise defined in this code, the definitions in the Act and the regulations made pursuant to the Act apply with any necessary modification.

(3) This code is to be read subject to the Act and the regulations made pursuant to the Act.

Purpose of code

2 This code establishes standards of professional conduct for registered employers.

Application of code

3 This code applies to all registered employers.

Prohibitions

4 No registered employer shall:

(a) engage in any unlawful activity;

- (b) provide advice or create false expectations that would lead a foreign national to divest assets, quit the foreign national's job or relocate without certainty of the right to work in Canada; or
- (c) engage knowingly in any illegitimate scheme with any other parties, including licensed foreign worker recruiters, licensed immigration consultants, or unlicensed persons for monetary gain or coerced labour benefits from a foreign national.

Professional responsibilities

5 Every registered employer shall:

- (a) maintain transparent and ethical employment practices, including clear communication with foreign workers regarding their rights, responsibilities and terms of employment;
- (b) hold in strict confidence all information related to a foreign national's job application and all other personal information related to the foreign national and not divulge that information unless authorized by the foreign national or required by law;
- (c) provide truthful, accurate and complete information in all communication to a foreign national, and any ministry or agency of the Government of Saskatchewan, any department or agency of the Government of Canada or any department or agency of the government of another province or territory of Canada;
- (d) ensure, to the best of the registered employer's ability, the authenticity of the documents and the truthfulness of the information provided to the minister;
- (e) ensure all persons who receive job offers have been assessed and possess the language proficiencies, skills and work experience to perform the duties of the job they are offered, to a level satisfactory to the registered employer;
- (f) ensure, to the best of the employer's ability, that the conditions of employment set out in the contract with the foreign worker are met;
- (g) if a work permit has not yet been obtained by the foreign national being hired, ensure the foreign national is applying immediately for a work permit in order to begin working for the registered employer;
- (h) ensure the foreign national that the registered employer is hiring begins working for the registered employer as soon as the foreign national is lawfully able to do so;
- (i) if an employer uses an immigration consultant or foreign worker recruiter, ensure the immigration consultant or foreign worker recruiter is licensed in accordance with the Act and any regulations made pursuant to the Act;
- (j) disclose and provide copies of all contracts and offers of employment that the registered employer requires the foreign national to sign before and while being employed with the registered employer and ensure that all contracts comply with the laws of Saskatchewan and Canada; and
- (k) immediately contact the ministry if there is a change to any employment offer made to a foreign national.

Report of breach

6 Subject to the duty of confidentiality in clause 5(b), no registered employer shall fail to report to the director any conduct by any person that the registered employer knows or reasonably ought to know is a contravention of the Act, the regulations made pursuant to the Act or this code.

Maintenance of information

7 A registered employer shall immediately notify the ministry and any foreign nationals the registered employer is hiring or has hired of:

- (a) any changes to the registered employer's contact information, including the registered employer's business address, telephone number and email address; or
- (b) any changes in the business operations of the registered employer, including a closure or change in ownership.

Obligation to respond to ministry

8 A registered employer shall reply as soon as is practicable to any communication from the director or the minister.

6 Sep 2024 SR 70/2024.