

Business Plan

2022-23

MINISTRY OF LABOUR RELATIONS AND
WORKPLACE SAFETY

Saskatchewan! 

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 2022-23.

Throughout the last two years of the pandemic, the Ministry of Labour Relations and Workplace Safety has continued to focus on activities that fulfill its mandate: prevention, education and training services; developing, promoting and enforcing occupational health and safety and employment standards; providing support to injured workers to resolve disputed Workers' Compensation Board (WCB) claims; and by providing support, education and assistance in the prevention and resolution of labour relations disputes.

As we transition to living with COVID-19, the ministry will continue its foundational work in occupational health and safety, employment standards, labour relations and mediation, and role as a workers' advocate. With COVID-19 ever present in our communities the nature of the work of the ministry continues to evolve and to reflect the changing world which employers and workers face.

The budget for this fiscal year is one that will allow the ministry to continue its work in reviewing legislation, meet its mandate, create healthier safer workplaces, and contribute toward building a better Saskatchewan that is ready for growth.

2022-23 Budget Highlights

1	The ministry's budget of \$21.019M is a slight decrease from 2021-22 (\$134K). The funding reduction in the 2022-23 budget does not impact current ministry programs or services.
2	\$175K in funding is dedicated to the completion of the review of <i>The Workers' Compensation Act, 2013</i> .
3	\$100K in funding is dedicated to the completion of the review of the occupational health and safety provisions of <i>The Saskatchewan Employment Act</i> .
4	<p>The budget also reflects the move of the Saskatchewan Government Insurance (SGI) Appeal Advisors Program (\$200K and 2.0 FTEs). This was initiated as a three-year pilot with the ministry having appeal advisors provide representation services to individuals covered under SGI no fault insurance who are appealing a decision to the Automobile Injury Appeal Commission.</p> <p>As of December 5, 2021, this program has moved to the Ministry of Justice who has the necessary expertise to deal with the legal issues of the clients, making it a better fit from a citizen service perspective.</p>

Response to Government Direction

Saskatchewan is back on track. The Government of Saskatchewan is protecting and strengthening our province, carefully managing spending while investing in priority programs and services and into a strong and growing economy. Government is helping build a better Saskatchewan, investing in needed infrastructure – hospitals, schools, highways and municipal and crown capital projects.

Saskatchewan's financial picture is improving, with a fiscal plan to return the budget to balance. The resurgent economy helps ensure the services, programs and infrastructure Saskatchewan people value are sustainable today and into the future. Saskatchewan is back on track.

Saskatchewan's Vision

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

>> Government Goals

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 2022-23 annual reports.

Mandate

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

Mission

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.

Goal 1: Reduce the Provincial Time-loss Injury Rate by 25 Per Cent by 2030, with the Ultimate Target being Mission: Zero

This goal will help keep our workplaces healthy and safe and ensure that everyone comes home safely at the end of a workday. As the province looks to grow and create 100,000 new jobs by 2030, ensuring we are focused on reducing serious workplace injuries and fatalities is vital. Having a low injury rate is a competitive advantage for Saskatchewan employers and an important contributor to achieving Saskatchewan's Growth Plan objectives. The ministry will continue to promote workplace safety and ensure workplaces are following health and safety legislation.

Strategy: *The approach we will take to achieve our goal*

Continue the targeted intervention strategy with a focus on high-risk workplaces, serious injuries and vulnerable workers.

Key Actions: *What we will do to get there*

- Refresh the Priority Employer Program to focus on prevention to drive compliance.
- Continue directed inspections with a focus on employers with serious injuries and/or high time-loss injury rates.
- Together with the Workers' Compensation Board develop and launch the WorkSafe Saskatchewan Fatalities and Serious Injuries Strategy 2022-2027.

Strategy: *The approach we will take to achieve our goal*

Respond efficiently and effectively to complaints and emerging issues.

Key Actions: *What we will do to get there*

- Continue to respond to prescribed notifications of high-risk situations.
- Continue to conduct officer initiated and reactive worksite visits.

Performance Measures: *What success looks like*

Injury Rate:

- Reduce the total provincial time-loss injury rate to 1.73 per cent by March 31, 2023.
- Reduce the total provincial injury rate to 4.72 per cent by March 31, 2023.

Goal 2: Foster a Culture of Compliance with Employment Laws to Ensure Better Outcomes in Workplaces

The ministry uses a consistent approach with stakeholders regarding employment legislation. This creates a fair and level playing field that will help create opportunities for business investment and growth in the province. Helping businesses and workers understand employment laws and their rights and responsibilities ensures that everyone will have the same competitive advantage across sectors. For Saskatchewan, this is an important part of creating a strong and diverse economy, new jobs and more opportunities for all citizens.

Strategy: *The approach we will take to achieve our goal*

Expand outreach and education to increase understanding of legislative requirements.

Key Actions: *What we will do to get there*

- Use a variety of delivery methods and technology to expand outreach and educational activities.
- Develop and update targeted information that is relevant and accessible to clients.

Strategy: *The approach we will take to achieve our goal*

Ensure fair, impartial treatment of clients through consistent application of legislation.

Key Actions: *What we will do to get there*

- Use appropriate enforcement tools to increase compliance.
- Conduct targeted audits of high-risk/repeatedly non-compliant employers under *The Saskatchewan Employment Act* and *The Foreign Worker Recruitment and Immigration Services Act*.

Performance Measures: *What success looks like*

Rate of Compliance:

- Maintain a compliance rate for employment standards of 80 per cent for the 2022-23 fiscal year.

Educational Activities:

- Maintain participation in webinars at a total of 3,000 attendees or more by March 31, 2023.

Goal 3: Ensure Legislation Remains Relevant in Changing Workplaces to Promote Growth

As part of the plan for growth, the province wants to continue ensuring that Saskatchewan is one of the best places to start and grow a small business, but also make it attractive for larger organizations and investments to succeed and flourish. A competitive business environment requires employment laws that are fair and balanced, while fostering a growth-oriented economy. The legislation that governs workers and employers needs to reflect modern workplaces in our province and meet the needs of the labour force.

Strategy: *The approach we will take to achieve our goal*

Foster continuous improvement in legislation, regulations and policies.

Key Actions: *What we will do to get there*

- Provide timely and informed legislative options to support government direction.
- Support the Workers' Compensation Act Committee of Review

Strategy: *The approach we will take to achieve our goal*

Ensure stakeholder engagement in legislative, regulatory and program reviews early in the process.

Key Actions: *What we will do to get there*

- Collaborate with jurisdictional partners and working groups to analyze and implement leading practices; inform strategies and harmonize standards.
- Collaborate with stakeholders and others to ensure that legislation is modern, efficiently and effectively implemented and does not result in any unintended consequences.

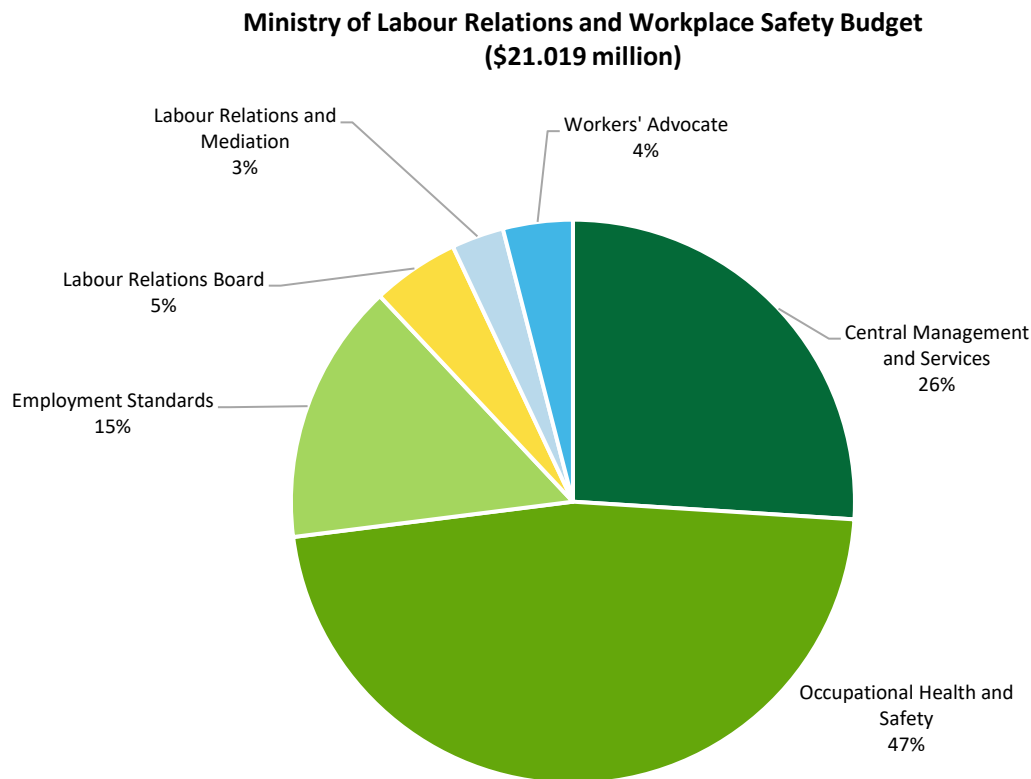
Performance Measures: *What success looks like*

Legislative Review:

- Percentage of legislative, regulatory and program reviews that engage stakeholders completed on schedule.

Financial Summary

Ministry of Labour Relations and Workplace Safety 2022-23 Estimates (\$ 21.019 million) (in thousands of dollars)	
Central Management and Services	\$5,213
Occupational Health and Safety	\$9,935
Employment Standards	\$3,171
Labour Relations Board	\$1,000
Labour Relations and Mediation	\$745
Office of the Workers' Advocate	\$863
Proposed Budget Appropriation	\$20,927
Less Capital Asset Requisition	
Plus Amortization	\$92
Proposed Expense Budget Request	\$21,019



Links to More Information

[The Ministry of Labour Relations and Workplace Safety](#)
[Government of Saskatchewan Budget, Planning and Reporting](#)