

Business Plan

2026-27

Ministry of Labour Relations and Workplace
Safety

Statement from the Minister



*The Honourable Ken Cheveldayoff
Minister of Labour Relations and Workplace Safety*

I am pleased to present the Ministry of Labour Relations and Workplace Safety's 2026-27 Business Plan.

Saskatchewan's economy remains strong, supported by population and employment growth that is driven by increased construction, strong agriculture and natural resource sectors.

In 2026-27, the ministry will continue supporting economic prosperity and growth with healthy and productive workplaces through education, intervention and enforcement. The Ministry will continue its work in supporting workplaces to reduce time loss injury rates and review legislation and regulations, ensuring they remain fair and balanced to support Saskatchewan's strong economy.

In 2026-27, work continues on reviewing *The Occupational Health and Safety Regulations* and the labour relations provisions in *The Saskatchewan Employment Act*.

By working together with workers, employers, and stakeholders, the ministry will deliver on its vision of safe, healthy workplaces that benefit everyone.

2026-27 Budget Highlights

1	The Ministry of Labour Relations and Workplace Safety’s 2026-27 budget of \$20.330M will allow us to continue to support workplaces to further reduce time loss injury rates, engage with stakeholders and provide education, intervention and enforcement to ensure the province meets its plans for growth.
2	In 2026-27 the ministry will continue to review employment laws, ensuring they remain fair and balanced to support a strong economy and safe healthy workplaces.

Government Vision and Goals

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.”

>> 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 2026-27 Annual Reports.

Ministry of Labour Relations and Workplace Safety Overview

Overview

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

We will foster safe, healthy and productive workplaces for Saskatchewan through education, intervention and enforcement.

Vision

Safe, healthy workplaces.

Goal 1: Reduce the provincial time-loss injury rate by 25 per cent by 2030

We are committed to keeping our workplaces healthy and safe and ensuring that everyone comes home safely at the end of the workday. As the province looks to grow and create 100,000 new jobs by 2030, a focus on reducing serious workplace injuries and fatalities is critical. Everyone benefits when there are zero workplace injuries and fatalities. Having a low injury rate provides a competitive advantage for Saskatchewan employers and allows for continued economic growth. The ministry will continue to promote workplace safety and ensure workplaces are following the health and safety legislation.

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

Use the targeted intervention strategy to reduce injuries. This strategy is an evidence-based approach that focuses resources on employers driving provincial injury rates.

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

- Expand enrollment in the priority employer program under WorkSafe Saskatchewan to improve workplace health and safety systems.
- Conduct directed inspections, with a focus on employers with serious injury and/or high time loss injury rates.
- Implement the *Fatalities and Serious Injuries Strategy 2023-28*.

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

Leverage the WorkSafe Saskatchewan partnership to focus on eliminating occupational injury and disease.

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

- Refine targeted field campaigns using further sources of injury intelligence, which include data and information from various sectors of the province.
- Implement asbestos work training standards to prevent exposure-based disease.
- Engage federal counterparts in implementing the priority employer program with federally regulated employers.

Performance Measures: *What success looks like*

Time loss injury rate (calendar year)

- The target for 2026-27 is to reduce the provincial time-loss injury rate to 1.57 per cent by December 31, 2026.

Goal 2: Foster a culture of compliance with employment laws

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 economic growth. Helping businesses and workers understand employment laws and their rights and responsibilities ensures that everyone has the same opportunity for success across sectors. For Saskatchewan, this is an important part of creating a strong and diverse economy, reaching the Growth Plan goal of 100,000 new jobs and providing more opportunities for all citizens.

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

Expand outreach and education activities.

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

- Use a variety of delivery methods including news releases, web content, presentations and documents to communicate legislative and regulatory requirements to general and targeted stakeholders.
- Explore opportunities to provide information and education to new employers and at-risk workers including youth, Indigenous citizens and newcomers.

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

Ensure fair, impartial treatment of clients

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

- Branches will work together to share best practice and to build consistency in efforts toward gaining compliance.

Performance Measures: *What success looks like*

Voluntary Compliance

- The target for 2026-27 is to resolve 80 per cent of formal complaints received by Employment Standards without enforcement action.

Goal 3: Ensure legislation remains relevant

A competitive business environment requires employment laws that are fair and balanced but also foster a growth-oriented economy. Legislation that governs workers and employers, needs to reflect modern workplaces. Achieving these objectives will help the province grow the economy, the workforce and make it an attractive place for both large and small businesses to invest, succeed and grow.

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*

- Consider new standards where appropriate to ensure legislation meets the needs of employers and workers.
- Collaborate with provincial, territorial and federal government partners to:
 - harmonize occupational health and safety regulations where appropriate;
 - explore opportunities for mutual recognition to support trade across jurisdictions in Canada; and
 - analyze and implement best practices.

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

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

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

- Prior to implementing changes, employ additional mechanisms to consider stakeholder feedback on:
 - *The Occupational Health and Safety Regulations, 2020* review; and
 - review of the labour relations provisions of *The Saskatchewan Employment Act* and associated regulations.

Performance Measures: *What success looks like*

Implement a legislative review plan for *The Saskatchewan Employment Act*

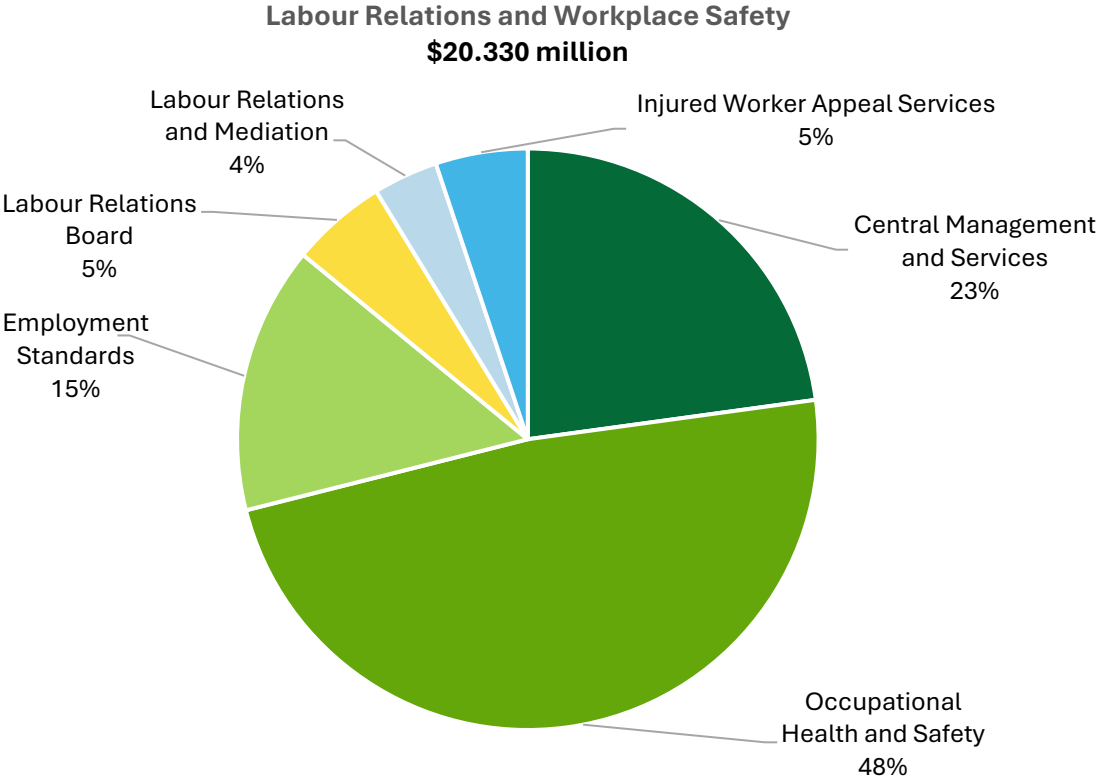
- Complete a review of parts VI, VII and VIII of *The Saskatchewan Employment Act*.
- Complete phase 1 of a review of *The Occupational Health and Safety Regulations, 2020*.

2026-27 Improvement and Innovation Highlights

1	<p>Legislative and Regulatory Reviews</p> <p>In 2026-27, the ministry will:</p> <ul style="list-style-type: none">• complete the review of the labour relations provisions of <i>The Saskatchewan Employment Act</i>;• continue the review of <i>The Occupational Health and Safety Regulations, 2020</i>; and• evaluate the legislative and regulatory review schedule. <p>We will engage stakeholders to ensure the provisions remain relevant to the workplace of the present and the future.</p> <p>All employees and employers benefit from modern legislation which establishes standards for the workplace and fosters a growth economy. Relevant legislation and regulations help create a culture of health and safety. The legislation also helps clarify rights and responsibilities for both employees and employers, which creates balance and fairness.</p>
2	<p>Establishing an AI Community of Practice</p> <p>The ministry is beginning its AI journey with the establishment of a community of practice where staff can learn from each other about tools that can enable them to be more effective in their everyday work.</p>

Financial Summary

Ministry of Labour Relations and Workplace Safety 2026-27		(in thousands of dollars)
Estimates (\$20.330 million)		
Central Management and Services		\$4,621
Occupational Health and Safety		\$9,762
Employment Standards		\$3,009
Labour Relations Board		\$1,079
Labour Relations and Mediation		\$730
Injured Worker Appeal Services		\$1,037
Total Appropriation		\$20,238
Less Capital Asset Acquisitions		\$0
Plus: Non-Appropriated Expense Adjustment		\$92
Total Expense		\$20,330



Links to more information

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