

Annual Report

2025-26

Ministry of Labour Relations and Workplace
Safety

Letters of Transmittal



The Honourable Ken
Cheveldayoff
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, 2026.

A handwritten signature in black ink that reads "Ken Cheveldayoff". The signature is fluid and cursive.

Ken Cheveldayoff
Minister of Labour Relations and Workplace Safety



Laurier Donais
Deputy Minister of
Labour Relations and
Workplace Safety

The Honourable Ken Cheveldayoff
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, 2026.

A handwritten signature in black ink. The signature is stylized and cursive, appearing to read "L. Donais".

Laurier Donais
Deputy Minister of Labour Relations and Workplace Safety

Organization Overview

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

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

Vision

Safe, healthy workplaces.

publications.saskatchewan.ca/

Progress on 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 safe 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, and having a low injury rate provides a competitive advantage for Saskatchewan employers. The ministry will continue to promote workplace safety and ensure workplaces are following the health and safety legislation.

Strategy: *The approach we took to achieve our goal*

Use the targeted intervention strategy to reduce injuries by focusing on:

- highest risk workplaces;
- most serious injuries; and
- most vulnerable workers.

Key Actions: *What we did to get there*

- Refresh the priority employer program to focus on prevention to drive compliance.
 - After a thorough review, WorkSafe Saskatchewan, a partnership between the ministry and the Saskatchewan Workers' Compensation Board is expanding the program, reviewing the eligibility requirement and will be further promoting the program.
 - WorkSafe graduated 16 employers out of the program this year and based on injury rates, selected 21 new employers for entry into the program in 2026.
 - Occupational health officers conducted 169 worksite visits on priority employers during the year.
- Conduct directed inspections, with a focus on employers with serious injury and/or high time loss injury rates.
 - Directed employer selection was updated to focus on those employers who are performing poorly compared to their specific industry time loss rates. This ensures that enforcement efforts remain focused on the employers with higher than average injury rates, especially in industries with average rates that exceed the provincial average.
 - Occupational health officers conducted 1,029 work site visits on directed employers.
- Implement the *Fatalities and Serious Injuries Strategy 2023-2028*.
 - The ministry continues to focus inspections in three key areas of the Fatalities and Serious Injuries Strategy. Occupational health officers conducted 1,666 worksite visits in the key sectors of transportation, health care and construction.
 - Occupational health officers also focused worksite visits on specific industries and injury types identified in the strategy, such as asbestos exposure, musculoskeletal injuries and violence.

Strategy: *The approach we took to achieve our goal*

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

Key Actions: *What we did to get there*

- Use data to refine and improve analytics to drive targeted intervention.
 - The Occupational Health and Safety Branch and Corporate Services Division completed work to improve integration of the Saskatchewan Workers' Compensation Board and ministry data within eCRM, an electronic database.
 - The branch also completed an analysis of 2025 injury data for targeted intervention in 2026-27, resulting in a new list of directed employers and targeted projects.
- Develop mechanisms to identify at risk workers to target education and enforcement.
 - WorkSafe Saskatchewan continues to develop at risk worker strategies.
- Implement asbestos work training standards to prevent exposure-based disease.
 - The work training standard was completed and is available through WorkSafe Saskatchewan.
 - As of March 31, 2026, three companies currently are able to offer training on the new standard.
- Engage with federal counterparts to coordinate inspection and educational activities with federally regulated employers in Saskatchewan.
 - The ministry began working on a formal agreement with its federal counterparts to streamline information sharing related to first responder inspections and clarity of jurisdiction.
 - Federal counterparts on occupational health and safety continue to join WorkSafe Saskatchewan's working group meetings quarterly to share information.

Performance Measure Results:

Time-loss injury rate (calendar year)

- The target for 2025-26 is to reduce the provincial time-loss injury rate to 1.6 per cent by December 31, 2025.
 - In 2025, the provincial time-loss injury rate was 1.66 per cent which was within the target range.

Total injury rate (calendar year)

- The target for 2025-26 is to reduce the total provincial injury rate to 4.39 per cent by December 31, 2025.
 - In 2025, the total provincial injury rate was 3.68 per cent, which is lower than the target.

Progress on Goal 2: Foster a culture of compliance with employment laws to ensure fairness 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 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 took to achieve our goal*

Expand outreach and education activities to increase understanding of legislative requirements.

Key Actions: *What we did to get there*

- Use a variety of delivery methods, including web-based and in-person sessions, to communicate new legislative requirements.
 - The Employment Standards Branch delivered 54 presentations on employment standards topics to employers, employees and representative groups. Three of these webinars were specific to amendments that came into force on January 1, 2026. A total of 3,575 individuals/groups attended the live and recorded education webinar sessions held during the year. This was a decrease of 326 from 2024-25, due in part to fewer webinar recordings and more sessions delivered to smaller groups.
 - In late 2025-26, the ministry revised external education material to reflect the employment standards amendments that came into effect on January 1, 2026. This included the on-line publication, *Understanding Saskatchewan's Employment Standards*. This publication was downloaded 18,284 times in 2025-26, compared to 19,000 times in 2024-25.
 - The ministry also updated content on saskatchewan.ca and the Young Worker Readiness Certificate Course to reflect the legislative and regulatory amendments. The guide and workbook for this program were downloaded 1,353 times before the course was transferred to WorkSafe Saskatchewan on September 2, 2025.
- Deliver information sessions for new audiences.
 - The Employment Standards Branch delivered 20 training sessions to employers, newcomers, rural municipalities, Indigenous organizations, victim service agencies, youth and at-risk audiences that had not previously received educational information.
 - Labour Relations and Mediation and Employment Standards continued a joint project aimed toward Indigenous organizations and communities that focuses on education around conflict resolution in the workplace as well as employment standards requirements. Three sessions were held in 2025-26.
 - Labour Relations and Mediation held 69 training sessions with stakeholders.

- Labour Relations and Mediation provided 160 mediation and conciliation services to advance fair and equitable labour relations within Saskatchewan.
- Update targeted information that is relevant and accessible to citizens.
 - In late 2025, employment standards content was updated on saskatchewan.ca to reflect the amendments that came into effect on January 1, 2026. This included translation of some materials into French.
 - In 2025-26, the ministry revised webinar content relating to time keeping, pay statements and complaint process information based on stakeholder feedback.
- Explore alternative delivery mechanisms for the Young Worker Readiness Certificate Course.
 - As of September 2, 2025, the ministry transferred the Young Worker Readiness Certificate Course to the Saskatchewan Workers' Compensation Board to be administered through WorkSafe Saskatchewan. This change allows youth to access additional training through WorkSafe Saskatchewan as they continue to enter the job market.

Strategy: *The approach we took to achieve our goal*

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

Key Actions: *What we did to get there*

- Develop and maintain reference materials respecting the legislation and case law, with a focus on new or changing elements of the legislative framework.
 - Employment Standards developed reference materials for investigating unlawful discriminatory action complaints and tip protections as well as materials regarding the amendments to employment standards provisions that came into effect on January 1, 2026.
 - The branch also reviewed and improved procedures for informing citizens of provisions and protections under the legislation.
- Conduct targeted audits of high-risk/repeat non-compliant employers under *The Saskatchewan Employment Act*.
 - Employment Standards reviewed the compliance of 18 repeat, non-compliant employers, issued compliance monitoring letters to 21 employers and issued final warning letters to nine employers. A final warning letter is a precursor to prosecution if further violations are found.

Performance Measure Results:

Employment standards compliance rate

- The target for 2025-26 is a compliance rate for employment standards of 85 per cent or greater.
 - The ministry reports an 83 per cent compliance rate for 2025-26, compared to 82 percent in 2024-25. The higher compliance rate was due to an increase in wages voluntarily collected.

Progress on Goal 3: Ensure legislation remains relevant in changing workplaces to promote growth

A competitive business environment requires employment laws that are fair and balanced, while fostering a growth-oriented economy. Legislation that governs workers and employers needs to reflect modern workplaces in our province and meet the needs of the labour force. This will help the province in growing 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 took to achieve our goal*

Foster continuous improvement in legislation, regulations and policies.

Key Actions: *What we did to get there*

- Consider new standards where appropriate to ensure legislation meets the needs of employers and workers.
 - The ministry is working with federal, provincial and territorial partners in Canada to identify occupational health and safety standards which if adopted will allow for a more seamless flow of workers and employers across jurisdictions.
- Provide timely and informed legislative options to support government direction.
 - Following the announcement of a minimum wage increase for 2025, the ministry engaged the Saskatchewan Federation of Labour, Saskatchewan Chamber of Commerce, Saskatoon Chamber of Commerce and Regina and District Chamber of Commerce to identify the impact of further increases in the minimum wage on employers and workers. This feedback will help inform any future increases to minimum wage.
 - Amendments to employment standards provisions of *The Saskatchewan Employment Act* and regulations came into force on January 1, 2026. The amendments followed a review of the legislation and included changes that support businesses by allowing for flexibility in the definition of a day, reduce administrative burden by limiting when a sick note is required and increase the threshold for reporting group terminations. It also protected workers by extending job protected bereavement, interpersonal violence and maternity leave. The amendments also prohibited employers from withholding tips from workers.
- Undertake legislative reviews of *The Saskatchewan Employment Act* and associated regulations.
 - The ministry enacted amendments to *The Saskatchewan Employment Act* respecting employment standards and modernized and consolidated three regulations: *The Minimum Wage Regulations, 2014*, *The Conditions of Employment Regulations* and *The Employment Standards Regulations*.
 - In the fall of 2025, the ministry invited feedback from employers, employer associations and labour organizations on the labour relations provisions of the Act.

- From October 8 to November 30, 2025, the ministry sought feedback from a broad-spectrum of stakeholders on Parts 1-5 of *The Occupational Health and Safety Regulations, 2020*.

Strategy: *The approach we took to achieve our goal*

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

Key Actions: *What we did to get there*

- Collaborate with jurisdictional partners and working groups to:
 - harmonize occupational health and safety regulations;
 - analyze and implement best practices; and
 - inform strategies.
 - The ministry continued to engage with federal, provincial and territorial partners to identify areas where harmonizing or aligning occupational health and safety regulations across Canada will be beneficial to employers and workers while continuing to maintain health and safety in workplaces. One area of focus is first aid training.
 - Collaboration also continues with federal counterparts on occupational health and safety inspections of provincially regulated and federally regulated workplaces.
- Collaborate with stakeholders and others to ensure that legislation is modern, efficiently and effectively implemented and avoids unintended consequences.
 - In the fall of 2025, the ministry sent letters to 137 stakeholders and invited participation from the public and other organizations on the review of *The Occupational Health and Safety Regulations, 2020*. A total of 87 submissions were received and an analysis of the submissions and feedback began in early 2026.
 - The ministry also engaged 102 organizations on the labour relations provisions of *The Saskatchewan Employment Act*. In response, the ministry received 32 written submissions.

Performance Measure Results:

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

- Completed the review of *The Employment Standards Regulations*; *The Conditions of Employment Regulations*; and *The Minimum Wage Regulations, 2014*
- Began a review of *The Occupational Health and Safety Regulations, 2020*.
- Began a review of the labour relations provisions of the Act.

2025-26 Improvement and Innovation Highlights

1	Regulatory Reviews 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. In 2025-26, the ministry: • Completed the review of <i>The Employment Standards Regulations</i>; <i>The Conditions of Employment Regulations</i>; and <i>The Minimum Wage Regulations, 2014</i> which resulted in modernization of provisions and consolidation of three different regulations into one for ease of use. • Began the first phase of a review of <i>The Occupational Health and Safety Regulations, 2020</i> by soliciting feedback from interested parties on Parts 1-5. The ministry received 87 submissions. • Engaged with stakeholders between October and December 2025 on the labour relations provisions of <i>The Saskatchewan Employment Act</i>. The ministry received 32 submissions recommending changes to the Act. • Sought feedback from stakeholders on the methodology for changing the minimum wage.
2	Revitalization of Targeted Intervention Strategy Statistics In partnership with the Saskatchewan Workers' Compensation Board, we are working to improve the processes for collecting and analyzing workplace injury data as part of the targeted intervention strategy. Using software and technology solutions will allow real-time data to be used to assist workplaces that require assistance in reducing their injury rates. This initiative will help reduce the time loss injury rate and build a culture of safety, health and well-being for a growing province. • During the 2025-26 year the Occupational Health and Safety Branch and Corporate Services Division completed a project to improve the integration of the Workers' Compensation Board and ministry data within eCRM. • The Occupational Health and Safety Branch also completed an analysis of 2025 injury data for targeted intervention in 2026-27, resulting in a list of new directed employers and targeted projects.

Financial Summary

Expense Summary

Ministry of Labour Relations and Workplace Safety Expense Actuals

	2024-25 Actuals (\$000s)	2025-26 Budget (\$000s)	2025-26 Actuals (\$000s)	2025-26 Variance (\$000s)	Notes
Central Management and Services	\$5,025	\$5,089	\$4,955	(\$134)	1
Occupational Health and Safety	10,632	10,537	10,700	163	2
Employment Standards	3,171	3,222	2,993	(229)	1
Labour Relations Board	1,061	1,079	1,067	(12)	
Labour Relations and Mediation	697	730	699	(31)	
Injured Worker Appeal Services	979	1,037	986	(51)	
Non-Appropriated Expense Adjustment	0	0	(4)	(4)	
Total Appropriation	\$21,565	\$21,694	\$21,396	(\$298)	
Capital Asset Acquisitions	0	0	0	0	
Amortization of Capital Assets	92	92	92	0	
Non-Appropriated Expense Adjustment	0	0	4	4	
Total Expense	\$21,657	\$21,786	\$21,492	(\$294)	

Notes:

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

1. Savings due to vacancy management and lower expenditures in IT, professional development and contractual services costs.
2. Pressure primarily due to salaries.

Revenue Summary

Ministry of Labour Relations and Workplace Safety Revenue

	2025-26 Budget (\$000s)	2025-26 Actuals (\$000s)	2025-26 Variance (\$000s)	Notes
Proceeds from Other Funds	\$14,905	\$15,363	\$458	1
Receipts from Federal Government	370	321	(49)	
Fine, Forfeits and Penalties	8	27	19	
Sales, Services and Service Fees	6	0	(6)	
Other Revenue	0	14	14	
Subtotal	\$15,289	\$15,725	\$436	
Total Revenue	\$15,289	\$15,725	\$436	

Notes:

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

1. Higher than anticipated revenue from WCB due to higher recoverable expenditures from occupational health and safety and injured worker appeal services.

Additional financial information can be found in the Government of Saskatchewan Public Accounts located at <https://publications.saskatchewan.ca/#/categories/893>.