

Ministry of Labour Relations and Workplace Safety

Annual Report for 2021-22

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Letters of Transmittal



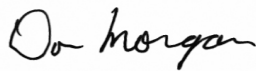
*The Honourable Don Morgan,
Minister of Labour Relations
and Workplace Safety*

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, 2022.

Throughout the year, the ministry focused on workplace health, safety, fairness for workers and employers and ensuring legislation meets the needs of changing workplaces.

This year our government amended legislation to provide students, contract workers and volunteers with protection against harassment including sexual harassment in the workplace. These amendments will help us build a stronger, safer and healthier Saskatchewan and better serve workers as we continue to grow Saskatchewan.



Don Morgan, Q.C.
Minister of Labour Relations and Workplace Safety



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

The Honourable Don Morgan, 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, 2022.

The actions contained in this Annual Report highlight the ministry's initiatives that support building a strong Saskatchewan. By creating healthy, safe workplaces and a fair and balanced labour environment we will be well positioned to meet the needs of employers and employees now and in the years to come.



Greg Tuer
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.

Divisions:

In 2021-22, the ministry employed 183.1 full time equivalents in three divisions:

Communications (COMM) assists in the flow of both internal and external communication and provides strategic communication advice to support senior officials within the ministry and minister's office. The division is also responsible for website maintenance, media relations, liaises with cross-government communication teams and monitors current trends from media and other sources.

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.

Programs Division:

- 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, foreign worker legislation and regulations and ensures that employees, employers and foreign workers 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.

Legislation:

- *The Chartered Professionals in Human Resources Act*
- *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 2021-22 ministry plan at [Publications Saskatchewan](#).

Progress in 2021-22

Government Goals



A Strong Economy



Strong Communities



Strong Families

Ministry Goal

Reduce 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.

Key Actions

- Continue to work with employers in the Priority Employer Program with the goal of reducing injury rates.
 - Since the implementation of the targeted intervention strategy, the total injury rate has reduced by 47.3 per cent and the time-loss injury rate has reduced by 27.2 per cent in 2021 compared to 2012.
 - By the end of 2021, 119 employers have completed the program. Employers in the Priority Employer Program have achieved on average a 43 per cent reduction in injury claims (a reduction of 3,661 injury claims). This represents a cost savings of approximately \$44M to the WCB (average cost per claim equals approximately \$12,000).
 - In 2021-22, the OHS branch conducted 1,674 directed worksite visits across 46 industries and 344 priority employer worksite visits for a total of 2,018 targeted employer worksite visits, an increase of 2.3 per cent from 2020-21.
 - Targeted intervention activities are complemented by officer-initiated worksite visits, reactive worksite visits that result from complaints or incidents reported to the branch. In 2021-22, the branch conducted 2,737 officer-initiated and reactive worksite visits, an increase of 11 per cent from 2020-21.

Strategy

Continue inspection activities that are evidence and measurement-based.

Key Actions

- Continue directed inspections with a focus on health care, construction and manufacturing sectors.
 - In 2021-22, the OHS branch conducted 635 healthcare worksite visits (260 COVID-19 related), an increase of 82 per cent from 2020-21. This amounts to 13.4 per cent of the total worksite visits conducted by the branch. In addition, 22 virtual meetings were conducted with healthcare facilities in 2021-22. The total injury rate for the provincial healthcare sector was 6.96 per cent in 2021, a 2.93 per cent decrease from the 2020 rate of 7.17 per cent.
 - During the same period, the branch conducted 781 construction worksite visits (60 COVID-19 related), a decrease of 4.4 per cent from 2020-21. This amounts to 16.4 per cent of the total worksite visits conducted by the branch. The total injury rate for the construction sector was 7.62 per cent, a 15.45 per cent increase from the 2020 rate of 6.6 per cent.
 - In 2021-22, the branch conducted 359 manufacturing worksite visits (65 COVID-19 related), a decrease of 12 per cent from 2020-21. This amounts to 7.5 per cent of the total worksite visits. The branch also conducted four virtual meetings with the manufacturing sector. The total injury rate for the sector was 6.16 per cent, a 12.62 per cent decrease from the 2020 rate of 7.05 per cent.

Strategy

Continue the WorkSafe Saskatchewan partnership with the WCB to focus on injury rate reduction.

Key Actions

- Continue to partner with the WCB and other partners to evaluate and implement the Fatalities and Serious Injuries Strategy.
 - The OHS branch continued to work closely with the WCB to implement the Fatalities and Serious Injuries Strategy. The three-year strategy was developed in 2019 with progress being made in several key areas.
 - The number of WCB accepted fatalities decreased by 8.8 per cent from 34 in 2020 to 31 in 2021. In the 11-year period from 2010 to 2021, the average number of workplace fatalities accepted by the WCB has been 38 per year. Additionally, 90 per cent of Saskatchewan employers achieved zero injuries in 2021.
 - To continue the positive progress of the strategy through WorkSafe Saskatchewan, the OHS branch and the WCB worked with stakeholders to develop a new five-year fatalities and serious injuries strategy.

Performance Measure Results

Injury Rate

Measure Target: Reduce the total provincial time-loss injury rate to 1.78 per cent by March 31, 2022.

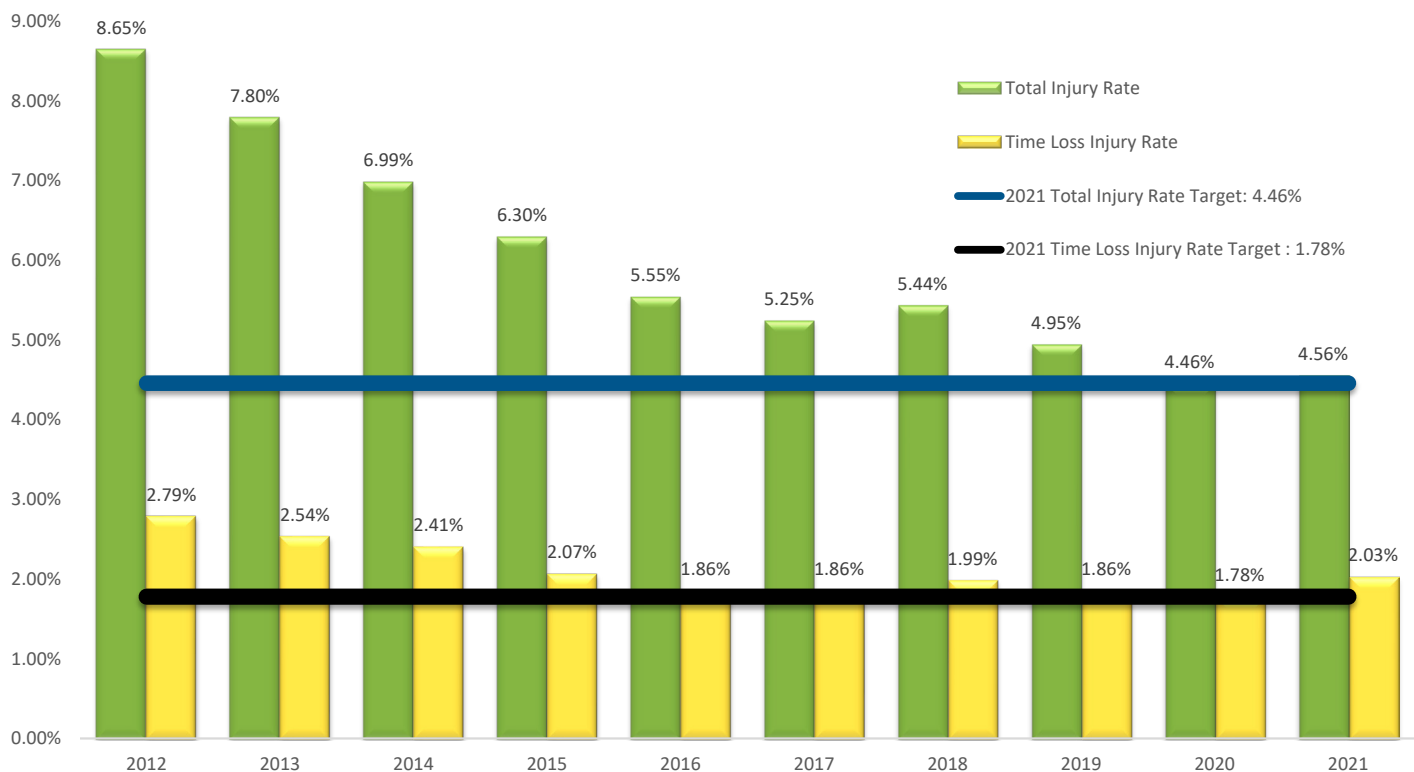
Reduce the total provincial injury rate to 4.46 per cent by March 31, 2022.

In 2021, the provincial time-loss injury rate was 2.03 per cent which is higher than the target of 1.78 per cent.

The total provincial injury rate was 4.56 per cent which is also above the target rate of 4.46 per cent.

According to WCB data, one of the major factors that contributed to this increase was the number of COVID-19 claims. Without COVID-19 claims, the time-loss injury rate would have been 1.78 per 100 workers in 2021.

Total Injury Rate and Time-Loss Injury Rate (per 100 full-time workers in Saskatchewan)



Source: Saskatchewan Workers' Compensation Board

This graph shows the total injury rate as well as the time-loss injury rate for Saskatchewan. Since 2012, the total injury rate has decreased by 47.3 per cent and the time-loss injury rate has decreased by 27.2 per cent.

Government Goals

A Strong Economy

Strong Communities

Strong Families

Ministry Goal

Increased compliance with employment standards and foreign workers' protection provisions to ensure a level playing field.

Strategy

Expand outreach and education activities focused on rights and responsibilities.

Key Actions

- Expand outreach and education activities by using a variety of delivery methods and technology.
 - In 2021-22, the ES branch conducted 53 presentations on employment standards and foreign worker protection topics for employers, employees and representative groups.
 - A total of 3,768 people participated in webinars. This is a five per cent increase from 2020-21.
 - In 2021-22, the number of certificates issued under the Young Worker Readiness Certificate Course (YWRCC) increased to 10,634 from 8,400 in 2020-21, an increase of about 27 per cent during COVID-19 recovery.
 - On July 5, 2021, the ministry refreshed the YWRCC with updated legislative content, an easier-to-access learning platform, renewed learning activities and added resources (e.g., mental health).
 - The employment standards webpage content had over 1.1 million views.
- Throughout the COVID-19 pandemic, the ministry continued to conduct and update webinars and develop online content to assist employers and employees in navigating legislative amendments such as the new public health emergency leave and temporary layoff changes. This year, the ministry added and revised content of webinars and its website with information on newer provisions such as employee job protection when accessing Canada recovery sickness and caregiving benefits and the effect of lifting of public health orders and emergency restrictions.
- Continue to update the Rights and Responsibilities – A Guide to Employment Standards in Saskatchewan to reflect changes to legislation and regulations.
 - The guide was updated in September 2021 to reflect public emergency provisions, provide easier to understand wording and improve consistency with website content.
 - The guide was downloaded nearly 29,000 times in 2021-22.

Strategy

Ensure fair, impartial and consistent treatment of employees and employers through consistent application of the legislation.

Key Actions

- Continue to educate and enforce the provisions of *The Saskatchewan Employment Act* and *The Foreign Worker Recruitment and Immigration Services Act* to ensure a fair and balanced labour environment.
 - In 2021-22, the ES branch investigated a total of 1,447 formal complaints, an increase of four per cent from 2020-21.
 - Under *The Foreign Worker Recruitment and Immigration Services Act*:
 - 4,011 employers were actively registered compared to 3,610 in 2020-21;
 - 611 individuals, including 234 consultants, 30 recruiters and 347 individuals designated as both consultants and recruiters, were licensed, compared to a total of 517 active licensees in 2020-21;
 - 1,311 new applications for employer registration were received and 209 were refused, compared to 1,052 new applications and 214 refusals in 2020-21;
 - 1,196 registered employers renewed their certificates, a 15 per cent increase from the 1,044 that were renewed in 2020-21;
 - 55 referrals and complaints were opened and 49 investigations were completed resulting in the cancellation of two certificates;
 - 550 employer audits showed a 99 per cent compliance rate, compared to 467 audits with a 97 per cent compliance rate in 2020-21. The branch performs routine, random post-registration employer audits to confirm that businesses continue to be in operation and employers remain compliant with *The Foreign Worker Recruitment and Immigration Services 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, licences have increased from 476 in 2019-20 to 611 in 2021-22.

Strategy

Work collaboratively with stakeholders to increase understanding of legislative requirements and use appropriate enforcement tools to increase compliance.

Key Actions

- Focus investigations on repeat non-compliant employers.
 - In 2021-22, the ES branch reviewed 70 high-claim employers, 26 of which received additional compliance action; and 34 employers were issued final warnings, a precursor to prosecution if there are further violations.

Performance Measure Results

Rate of Compliance

Measure Target: Maintain a compliance rate to 80 per cent for the 2021-22 fiscal year.

The ministry exceeded its target with a compliance rate of 89 per cent in 2021-22.

Educational activities

Measure Target: Maintain participation in all outreach activities at 3,000 attendees or more by March 31, 2022.

The ministry exceeded its target with a total of 3,768 participants attending outreach activities in 2021-22.

Government Goals

A Strong Economy

Strong Communities

Strong Families

Ministry Goal

Foster a fair and balanced employment environment.

Strategy

Continue to promote leading practices in Occupational Health and Safety, Employment Standards, Office of the Workers' Advocate and Labour Relations and Mediation.

Key Actions

- Collaborate with jurisdictional counterparts in analyzing and implementing leading practices.
 - Ministry officials continued to work with provincial and territorial counterparts to harmonize occupational health and safety standards. Saskatchewan signed the *Pan Canadian Occupational Health and Safety Reconciliation Agreement* which harmonized six fall protection standards.
 - The ministry continued 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 Office of the Workers' Advocate continued 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.

Strategy

Ensure legislation and regulations remain relevant to the modern workplace.

Key Actions

- Commence a review of the occupational health and safety provisions of *The Saskatchewan Employment Act*:
 - In 2021-22, the ministry undertook a review of the occupational health and safety provisions of *The Saskatchewan Employment Act* and sought input from stakeholders.
 - In 2021-22, the ministry amended the harassment provisions of Part III of *The Saskatchewan Employment Act*. The amendments clarified that any unwelcome action of a sexual nature constitutes harassment as well as extended protection from harassment to students, volunteers and independent contractors. These changes came into force on January 1, 2022.
- *The Workers' Compensation Act, 2013* and associated regulations.
 - The Workers' Compensation Act Committee of Review was appointed on August 5, 2021. The committee sought feedback from stakeholders on their experience with the workers' compensation system between November and December 2021 as well as held public hearings in January and February of 2022. The committee continues to prepare its recommendations for the minister.
- Continue the review of *The Radiation Health and Safety Regulations, 2005*.
 - In 2021-22, the ministry continued the review of *The Radiation Health and Safety Regulations, 2005* and sought feedback from stakeholders. Any amendments to the regulations are expected to be made in 2022-23.

Strategy

Ensure stakeholder engagement in legislative, regulatory and program reviews.

Key Actions

- Engage with stakeholders in an open, transparent and inclusive manner.
 - The ministry conducted consultations on Part III of *The Saskatchewan Employment Act* to ensure that occupational health and safety provisions reflect the current labour environment. On August 16, 2021, a consultation paper was posted on the government's public engagement webpage. Additionally, the ministry sent letters to 139 stakeholders. A total of 393 submissions were received from employers and employers' associations, organized labour groups, organizations and individuals.

- As part of the review of *The Radiation Health and Safety Regulations, 2005*, the ministry sought feedback from stakeholders in August and September 2021. The consultation process included posting a discussion paper on the government's public engagement webpage as well as sending letters to 753 organizations, unions, committees, owners and operators of radiation equipment. The ministry received a total of 25 submissions.
- The ministry has also conducted consultations on the supervisory employee provisions of *The Saskatchewan Employment Act* in 2021. As a result of the consultation, the provisions were repealed effective January 1, 2022.

Performance Measure Results

Legislative review

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

In 2021-22, a review of the occupational health and safety provisions of *The Saskatchewan Employment Act* commenced.

During the same period, *The Radiation Health and Safety Regulations, 2005* were under review.

The ministry conducted an internal program review in the Occupational Health and Safety Mines Unit, Occupational Health and Safety Investigations Unit and Labour Relations and Mediation Branch. The results of the review found the programs meeting government and ministry goals. The ministry will continue to explore opportunities to identify improvements to manage the programs effectively.

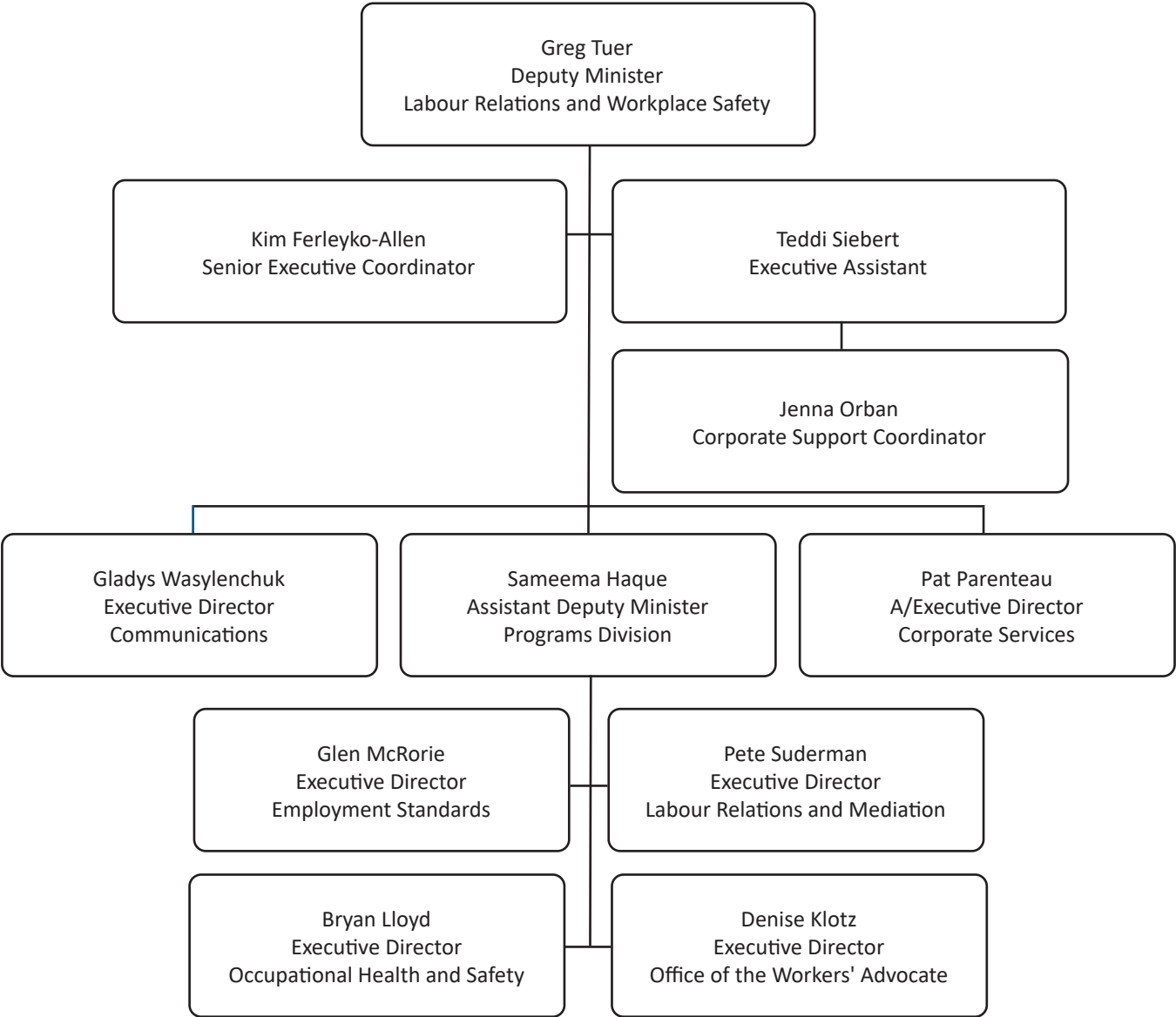
2021-22 Financial Overview

(in thousands of dollars)				
	2020-21	2021-22	2021-22	2021-22
	Actual	Budget	Actual	Variance Over/(Under)
Revenue				
Proceeds from Other Funds	\$13,190	\$13,955	\$13,679	(\$276) ⁽¹⁾
Receipts from Federal Government	176	250	286	36
Privileges, Licenses and Permits	12	9	14	5
Sales, Services and Service Fees	57	58	58	0
Other Revenue	9	0	18	18
Total Revenue	\$13,444	\$14,272	\$14,055	(\$217)
Expenditure				
Central Management and Services	\$4,775	\$5,222	\$4,958	(\$264) ⁽²⁾
Occupational Health and Safety	9,079	10,060	9,401	(659) ⁽³⁾
Employment Standards	2,968	3,171	3,064	(107) ⁽⁴⁾
Labour Relations Board	1,216	1,000	905	(95)
Labour Relations and Mediation	748	745	787	42
Workers' Advocate	1,048	1,063	1,046	(17)
Expenditures/Appropriation	\$19,834	\$21,261	\$20,161	(\$1,100)
Capital Asset Acquisitions	0	0	0	0
Amortization of Capital Assets	92	92	92	0
Total Revised Estimates and Expenses	\$19,926	\$21,353	\$20,253	(\$1,100)

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

1. Lower than anticipated revenue from the Workers' Compensation Board due to vacancies.
2. The variance was due to vacancy management, savings in statutory review costs, and savings in contractual services.
3. The variance was due to vacancy management, savings in travel and contractual services.
4. The variance was due to vacancy management, savings in travel and contractual services.

Organization Chart



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.

