

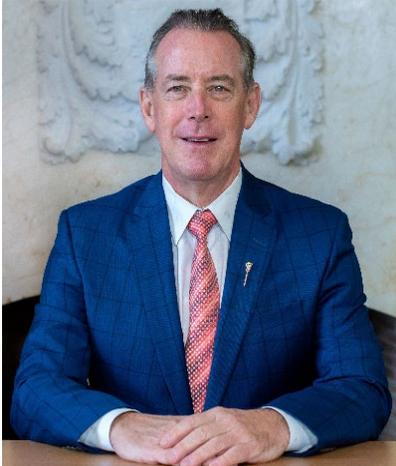
Business Plan

2024-25

Ministry of Labour Relations and Workplace Safety

Saskatchewan! 

Statement from the Minister



*The Honourable Don McMorris
Minister of Labour Relations and Workplace Safety*

I am honoured to present the Ministry of Labour Relations and Workplace Safety Business Plan for 2024-25.

Saskatchewan has seen unprecedented growth in the last several years, which means more jobs and more opportunities available for citizens and those who want to invest in our province. Key to ensuring we can continue to build a strong province, is creating an environment of fairness and workplace health and safety for everyone.

Our government continues to work together with employers, workers unions and other stakeholders to ensure legislation meets the needs of those it serves while fostering a growth oriented economy. We have introduced bills that will modernize employment standards provisions in the province and that will protect firefighters by adding six additional forms of cancer to the presumptive coverage under *The Workers' Compensation Act*. In addition, in May 2024 all employers in the province will be required to have a violence policy in place to help further protect workers. I am confident that these amendments will help to strengthen and grow our province in a positive way so that all citizens can benefit.

Keeping workers safe is a significant component of the work for the Ministry of Labour Relations and Workplace Safety. This year we will be working to replace the asbestos registry that will continue to protect workers and citizens by identifying where asbestos is in public buildings. While an asbestos registry is currently available, the platform is not sustainable in the future. Asbestos-related lung diseases are the number one cause of work-related fatalities in Saskatchewan. Mesothelioma and other asbestos-related lung diseases were responsible for approximately 28 per cent of the 373 fatalities accepted by the Workers' Compensation Board in the last decade. Having a sustainable and modern registry will help reduce the number of workers exposed to asbestos.

The key actions in this plan will continue to make a difference in the lives of citizens in this province and 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.

2024-25 Budget Highlights

1	\$230K in capital funding dedicated to replace the current asbestos registry to ensure that workers can continue to identify where asbestos is located in public buildings.
2	\$200K and 2.0 FTE reduction due to the transfer of the Foreign Worker Recruitment and Immigration Services Program to the Ministry of Immigration and Career Training.
3	\$56K reduction as the minister's salary is budgeted in the Ministry of Government Relations

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 2024-25 annual reports.

Ministry of Labour Relations and Workplace Safety 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

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

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, 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 will take to achieve our goal*

Continue targeted intervention strategy with focus on:

- Highest risk workplaces
- Most serious injuries
- Most 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 injury and/or high time loss injury rates.
- Continue to implement and evaluate the WorkSafe *Fatalities and Serious Injuries Strategy 2023-2028*.
- Together with the Workers' Compensation Board (WCB), develop mechanisms to identify at risk workers to target education and enforcement.

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 when notified of high-risk situations.
- Continue to conduct unannounced, officer-initiated worksite visits.
- Continue to conduct reactive worksite visits arising from serious incidents, complaints and notifications.

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

Continue the *WorkSafe Saskatchewan* partnership with a focus on eliminating occupational injury and disease

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

- Continue to use WCB and ministry data to refine and improve data analytics to drive targeted intervention.

- Implement asbestos work training standards to prevent exposure based disease.
- Engage with federal counterparts to coordinate inspection and educational activities with federally-regulated employers in Saskatchewan.

Performance Measures: *What success looks like*

Time loss injury rate (calendar year)

The target for 2024-25 is to reduce the provincial time loss injury rate to 1.65 per cent by December 31, 2024.

Total injury rate (calendar year)

The target for 2024-25 is to reduce the total provincial injury rate to 4.50 per cent by December 31, 2024.

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 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 to increase understanding of legislative requirements.

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

- Use a variety of delivery methods and introduce new webinar topics and connections to expand outreach and education activities.
- Informally collect feedback to identify areas of future outreach and education initiatives.
- 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*

- Develop, update and implement standardized investigation procedures.
- Develop and maintain reference materials respecting the legislation and case law.
- Use appropriate enforcement tools to increase compliance.
- Conduct targeted audits of high-risk/repeat non-compliant employers under *The Saskatchewan Employment Act*.

Performance Measures: *What success looks like*

Employment standards compliance rate

The target for 2024-25 is to maintain a compliance rate for employment standards of 85 per cent or greater.

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 aid 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 will take to achieve our goal*

Foster continuous improvement in legislation, regulations and policies.

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

- Be leaders in early adoption of new standards.
- Provide timely and informed legislative options to support government direction.
- Consider amendments to *The Saskatchewan Employment Act* and associated regulations.

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:
 - harmonize occupational health and safety regulations;
 - analyze and implement best practices; and
 - inform strategies.
- 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*

Continue to implement a legislative review plan for *The Saskatchewan Employment Act*

Complete the review of Part II of the Act

Complete the review of *The Employment Standards Regulations; The Conditions of Employment Regulations; and The Minimum Wage Regulations, 2014*

Begin a review of *The Occupational Health and Safety Regulations, 2020*.

Implement *The Radiation Health and Safety Regulations, 2024*.

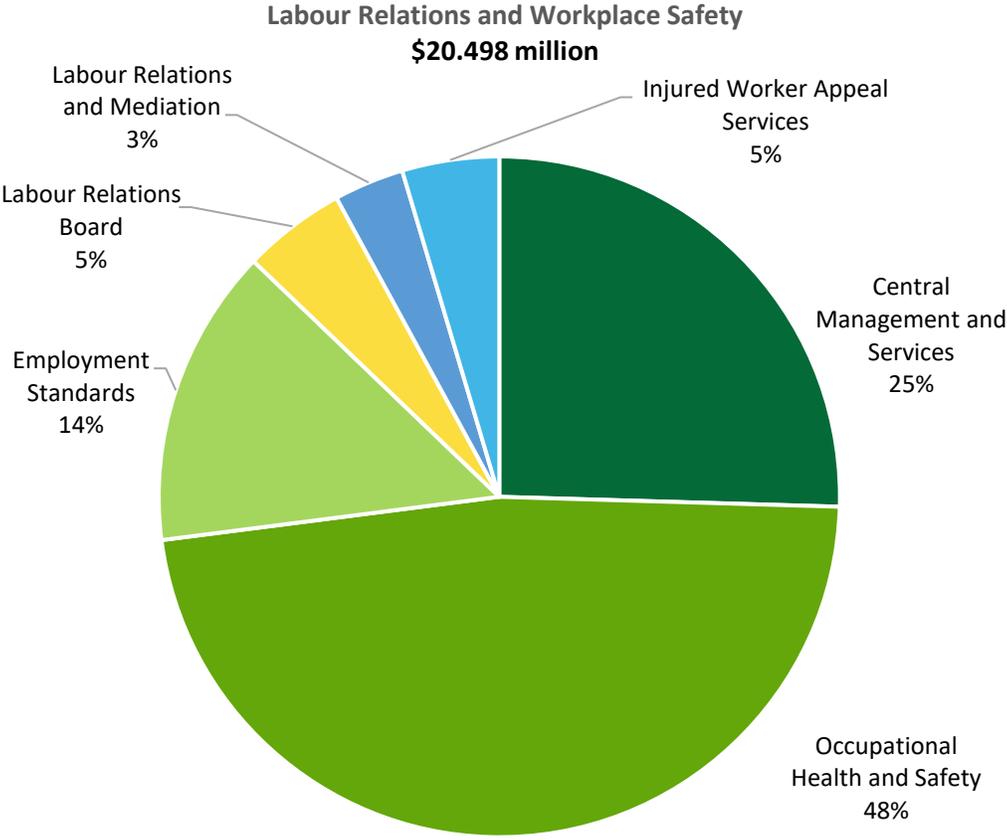
2024-25 Improvement and Innovation Highlights



1	<p>Legislative Reviews - Employment Standards</p> <p><i>The Saskatchewan Employment Act</i> has clear provisions related to when the review of various parts of the legislation must be reviewed to keep it relevant and meet the needs of employers and employees. In 2024-25 the ministry will:</p> <ul style="list-style-type: none">• Complete the review of Part II of the Act• Complete the review of <i>The Employment Standards Regulations; The Conditions of Employment Regulations; and The Minimum Wage Regulations, 2014</i>• Start a review of <i>The Occupational Health and Safety Regulations, 2020</i>.• Implement <i>The Radiation Health and Safety Regulations, 2024</i>. <p>We will continue to engage with stakeholders and to determine which areas need to be updated 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 helps create a culture of safety that will help protect workers from injuries and fatalities. The legislation also helps clarify rights and responsibilities for both employees and employers which protects everyone and creates an environment of compliance.</p>
2	<p>Re-invigorate the Culture of Innovation</p> <p>Continuous improvement and innovation can become stagnant if not fostered. Many small improvements can have a significant impact on the services available to citizens.</p> <p>In 2024-25, the ministry will be reviewing the mechanisms used to inspire and communicate innovations and continuous business improvement initiatives that will benefit ministry staff and the citizens we serve. The intent is to identify and implement new approaches to encourage an innovative culture.</p>

Financial Summary

Ministry of Labour Relations and Workplace Safety 2024-25		(in thousands of dollars)
Estimates (\$ 20.498 million)		
Central Management and Services		\$5,197
Occupational Health and Safety		\$9,675
Employment Standards		\$2,911
Labour Relations Board		\$1,000
Labour Relations and Mediation		\$680
Injured Worker Appeal Services		\$943
Total Appropriation		\$20,406
Less: Capital Asset Acquisitions		\$0
Plus: Non-Appropriated Expense Adjustment		\$92
Total Expense		\$20,498



Links to More Information

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