

# Indigenous Land Acknowledgement

We recognize that Manitoba is on the Treaty Territories and ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk peoples.

We acknowledge Manitoba is located on the Homeland of the Red River Métis.

We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

# Reconnaissance du territoire

Nous reconnaissons que le Manitoba se trouve sur les territoires visés par un traité et sur les terres ancestrales des peuples anishinaabe, anishinewuk, dakota oyate, denesuline et nehethowuk.

Nous reconnaissons que le Manitoba se situe sur le territoire des Métis de la Rivière-Rouge.

Nous reconnaissons que le nord du Manitoba comprend des terres qui étaient et sont toujours les terres ancestrales des Inuits.

Nous respectons l'esprit et l'objectif des traités et de la conclusion de ces derniers. Nous restons déterminés à travailler en partenariat avec les Premières Nations, les Inuits et les Métis dans un esprit de vérité, de réconciliation et de collaboration.

## **Manitoba Agriculture**

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Accessibility Coordinator, Hannah Minshull at 204-264-0779

Disponible en d'autres formats, sur demande.

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**MINISTER  
OF AGRICULTURE**

Room 165  
Legislative Building  
Winnipeg, Manitoba R3C 0V8  
CANADA

August 30, 2023

Her Honour, the Honourable Anita R. Neville  
Lieutenant-Governor of Manitoba  
Room 235 Legislative Building  
Winnipeg, MB R3C 0V8

May it Please Your Honour:

I have the privilege of presenting, for the information of Your Honour, the Annual Report of Manitoba Agriculture, for the fiscal year ending March 31, 2023.

Respectfully submitted,

*original signed by*

Honourable Derek Johnson  
Minister of Agriculture





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## MINISTRE DE L'AGRICULTURE

Palais législatif  
Winnipeg (Manitoba) CANADA  
R3C 0V8

30 août 2023

Son Honneur l'honorable Anita R. Neville  
Lieutenante-gouverneure du Manitoba  
Palais législatif, bureau 235  
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenante-Gouverneure,

J'ai l'honneur de vous présenter, à titre d'information, le rapport annuel du ministère de l'Agriculture du Manitoba, pour l'exercice qui s'est terminé le 31 mars 2023.

Je vous prie d'agréer, Madame la Lieutenante-Gouverneure, l'expression de mon profond respect.

*original signé par*

Monsieur Derek Johnson  
Ministre de l'Agriculture





**Agriculture**

Deputy Minister's Office  
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The Honourable Derek Johnson  
Minister of Agriculture  
Room 165 Legislative Building  
Winnipeg, MB R3C 0V8

Sir:

I am pleased to present for your approval the 2022/23 Annual Report of the Department of Agriculture.

Respectfully submitted,

*original signed by*

Brenda DeSerranno  
Deputy Minister of Agriculture





Bureau de la sous-ministre  
Palais législatif, bureau 159  
Winnipeg (Manitoba) R3C 0V8  
T 204 945-3734

Monsieur Derek Johnson  
Ministre des Agriculture  
Palais législatif, bureau 165  
Winnipeg (Manitoba) R3C 0V8

Monsieur le Ministre,

Je suis heureux de vous présenter le rapport annuel du ministère des Agriculture du Manitoba pour l'exercice financier 2022-2023.

Je vous prie d'agréer, Monsieur le Ministre, l'expression de mon profond respect.

*original signé par*

Le sous-ministre des  
Brenda DeSerranno



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# Introduction/Introduction (French)

This Annual Report is organized in accordance with departments' appropriation structure as at March 31, 2023, which reflects the authorized appropriations approved by the Legislative Assembly.

Consistent with the Main Estimates Supplement, the annual report includes Balanced Scorecards to foster operational improvements by reinforcing transparency, urgency, alignment and accountability. As Balanced Scorecards have now been implemented by all departments, the previous Performance Reporting in the appendix has been discontinued.

The Annual Report includes information on the department and its Other Reporting Entities' (OREs) summary financial results, provides a more detailed breakdown on any changes to its voted budget, and also reports on the department's progress of achieving diversity milestones. The tradition of providing the financial results with any associated variance explanations continues to be provided at the sub-appropriation level. Overall, the new annual report is intended to provide a more comprehensive picture of the department's financial performance.

Le présent rapport annuel est présenté conformément à la structure des postes budgétaires du ministère au 31 mars 2023, qui tient compte des crédits autorisés approuvés par l'Assemblée législative.

En cohérence avec le budget complémentaire, le rapport annuel comprend des tableaux de bord équilibrés qui favorisent l'amélioration sur le plan opérationnel en mettant l'accent sur la transparence, l'urgence, l'uniformité et l'obligation redditionnelle. Ces tableaux de bord ayant été mis en œuvre par tous les ministères, les rapports antérieurs sur la performance qui étaient inclus en annexe ont été abandonnés.

Le rapport annuel contient les résultats financiers sommaires du ministère et de ses autres entités comptables, fournit une ventilation plus détaillée des changements apportés au budget des crédits votés et rend compte des progrès du ministère en matière de diversité. Il continue de fournir les résultats financiers accompagnés d'explications sur les écarts au niveau des postes secondaires. Dans l'ensemble, le nouveau rapport annuel vise à offrir un portrait plus global de la performance financière du ministère.



# Department At a Glance – 2022/23 Results

<b>Department Name &amp; Description</b>	Manitoba Agriculture is responsible for fostering the sustainable growth of Manitoba agriculture producers and agri-processors by providing innovative reliable supports and services. The department consists of three divisions: Corporate Services and Innovation, Industry Advancement and Agriculture Production and Resilience, and a Crown corporation, Manitoba Agriculture Services Corporation.
<b>Minister</b>	Honourable Derek Johnson
<b>Deputy Minister</b>	Brenda DeSerranno

<b>Other Reporting Entities</b>	<b>1</b>	Manitoba Agriculture Services Corporation
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Summary Expenditure (\$M)	
<b>496</b>	<b>408</b>
<b>Authority</b>	<b>Actual</b>

Core Expenditure (\$M)		Core Staffing
<b>185</b>	<b>184</b>	<b>384.50</b>
<b>Authority</b>	<b>Actual</b>	<b>Authority</b>

# Coup d'œil sur le ministère – Résultats en 2022-2023

Nom et description du ministère	Agriculture Manitoba a la responsabilité de favoriser la croissance durable des producteurs et des entreprises de transformation de produits agricoles du Manitoba en fournissant des mesures d'aide et des services novateurs et fiables. Le ministère compte trois divisions (Services ministériels et innovation, Promotion de l'industrie et Production et résilience agricoles) et une société d'État, la Société des services agricoles du Manitoba.
Ministre	Monsieur Derek Johnson
Sous-ministre	Brenda DeSerranno

Autres entités comptables	<b>1</b>	Société des services agricoles du Manitoba
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Dépenses globales (en millions de dollars)	
<b>496</b>	<b>408</b>
Dépenses autorisées	Dépenses réelles

Dépenses ministérielles (en millions de dollars)		Personnel ministériel
<b>185</b>	<b>184</b>	<b>384,50</b>
Dépenses autorisées	Dépenses réelles	Dépenses autorisées

# Departmental Responsibilities

Manitoba Agriculture fosters the sustainable growth of Manitoba producers and agri-processors through innovative, reliable supports and services.

The overall responsibilities of the minister and Manitoba Agriculture include:

- Positioning Manitoba as the leading supplier of plant and animal-based protein and other agri-food products through the Manitoba Protein Advantage Strategy in collaboration with stakeholders to continue to attract investments, job creation and economic development in Manitoba.
- Continue to liaise with Manitoba Agricultural Services Corporation to modernize and elevate client experience through Agriculture Service Centres.
- Provide leadership to accelerate innovation and increase Manitoba's agri-food exports.
- Achieve service delivery goals with public engagement and collaboration with Indigenous peoples, to promote truth and reconciliation.
- Develop climate change strategies and investments that impact producers and processors.
- Administer and promote the Sustainable Canadian Agricultural Partnership activities and strategic investments.
- Develop programs and risk management tools and products to support farmers and industry in making informed business decisions.
- Develop programs and products to manage risks, particularly those resulting from extreme events (e.g. excess or lack of moisture).
- Provide regulatory oversight and a framework to protect and advance human, animal, and plant health and welfare; and agriculture and agri-processing industries' competitiveness.
- Improve resiliency by providing science-based expertise and diagnostics to protect and enhance human, animal and plant health and welfare.
- Enhance Agricultural Crown Lands management.
- Advance agri-food industry development and food safety regulations for the production of safe food.
- Protect and promote sustainable management of the agroecosystem.
- Achieve priority outcomes and improve decision making through evidence-based management, research and data analysis.
- Empower staff and strengthen leadership to maximize achievement.
- Transform services to offer increased value to clients.
- Operate under the authority of legislation listed in the appendix.

## The Minister is also responsible for:

- Manitoba Agricultural Services Corporation

# Responsabilités ministérielles

Agriculture Manitoba favorise la croissance durable des producteurs et des entreprises de transformation de produits agricoles du Manitoba grâce à des mesures d'aide et à des services novateurs et fiables.

Les responsabilités globales du ministre et du ministère sont les suivantes:

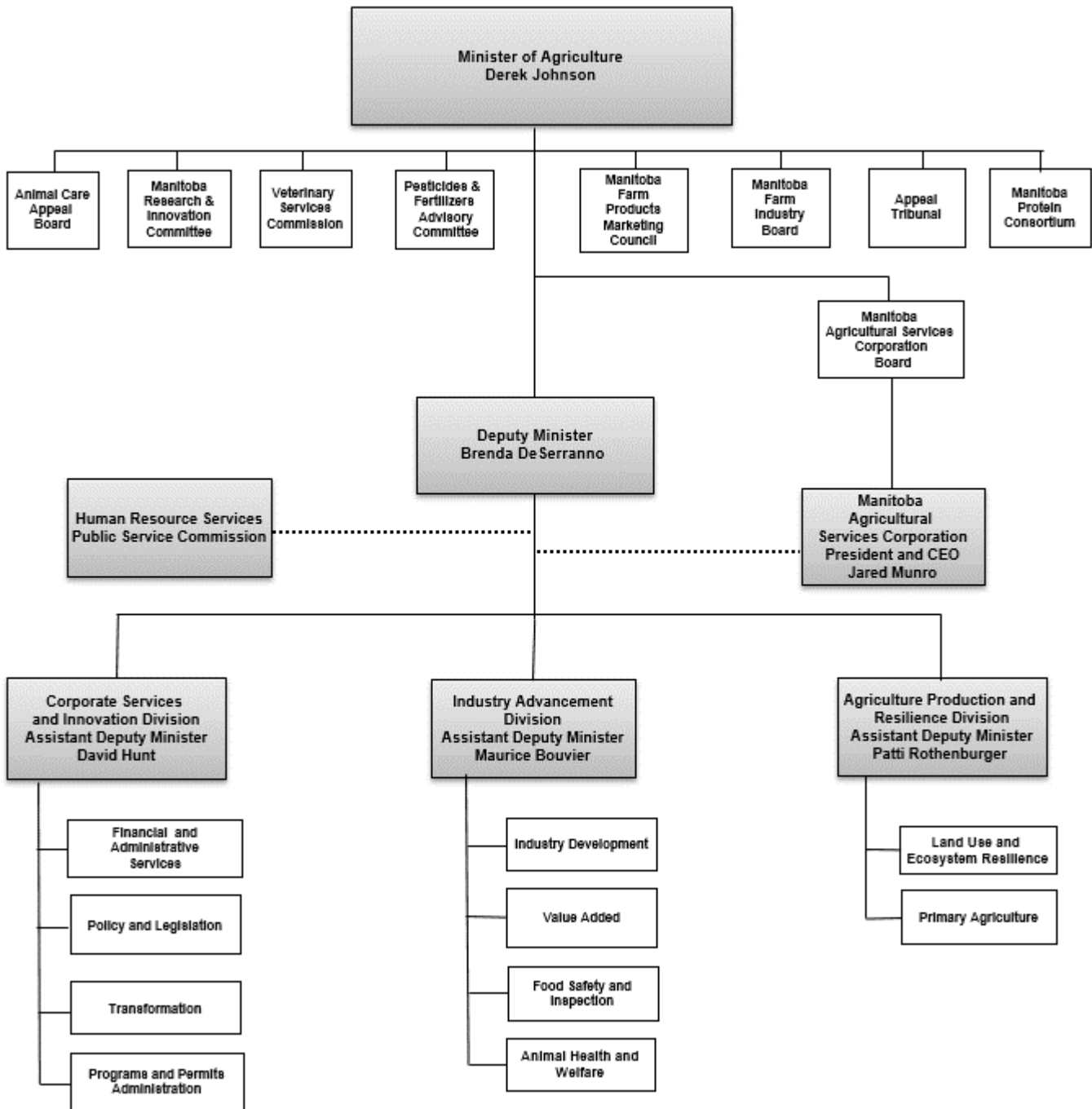
- faire du Manitoba l'un des principaux fournisseurs de protéines végétales et animales et d'autres produits agroalimentaires grâce à la Stratégie durable à l'égard des protéines du Manitoba, en collaboration avec les parties prenantes, afin de continuer à attirer des investissements, à créer des emplois et à favoriser le développement économique au Manitoba;
- continuer à assurer la liaison avec la Société des services agricoles du Manitoba pour moderniser et enrichir l'expérience client aux centres des services agricoles;
- faire preuve de leadership pour stimuler l'innovation et accroître les exportations agroalimentaires du Manitoba;
- atteindre les objectifs de prestation de services au moyen de consultations publiques et d'initiatives de collaboration menées auprès des peuples autochtones pour promouvoir la vérité et la réconciliation;
- élaborer des stratégies sur le changement climatique et effectuer des investissements qui influent sur les producteurs et les transformateurs;
- administrer et promouvoir les activités et les investissements stratégiques du Partenariat canadien pour une agriculture durable;
- créer des programmes, des outils de gestion du risque et des produits pour aider les agriculteurs et l'industrie à prendre des décisions d'affaires éclairées;
- créer des programmes et des produits pour gérer les risques, notamment ceux découlant de phénomènes extrêmes (p. ex., humidité insuffisante ou excessive);
- assurer une surveillance réglementaire et fournir un cadre pour protéger et promouvoir la santé et le bien-être des humains, des animaux et des plantes ainsi que la compétitivité des industries de l'agriculture et de la transformation de produits agricoles;
- améliorer la résilience en fournissant une expertise et des diagnostics fondés sur la science pour protéger et promouvoir la santé et le bien-être des humains, des animaux et des plantes;
- améliorer la gestion des terres domaniales agricoles;
- promouvoir le développement de l'industrie agroalimentaire et la réglementation sur la salubrité alimentaire pour assurer la production d'aliments sûrs;
- protéger et promouvoir la gestion durable de l'agroécosystème;
- atteindre les résultats prioritaires et améliorer la prise de décisions grâce à une gestion, à une recherche et à une analyse des données fondées sur des faits;
- responsabiliser le personnel et renforcer le leadership pour maximiser les réalisations;
- transformer les services pour offrir une valeur accrue à la clientèle;
- mener les activités conformément aux dispositions des lois figurant en annexe.

**Le ministre est également responsable de l'entité suivante:**

- Société des services agricoles du Manitoba.

# Organizational Structure

Department of Manitoba Agriculture as at March 31, 2023



# 2022/23 Key Achievement Highlights

During the fiscal year, the Department of Agriculture accomplished the following:

- Continued to provide initiatives to advance profitability, competitiveness, and innovation in the agricultural and agri-processing sector through the final year of the Canadian Agricultural Partnership (CAP) – Ag Action Manitoba program. Funding of \$19.1M was provided to farmers, agri-processors, industry organizations, researchers and industry providers.
- Hosted the Sustainable Animal Protein Summit, an in-person event with over 150 key stakeholders from animal and plant protein organizations to discuss economic reconciliation, circularity between plant and animal protein production, aquaculture and more.
- Provided a three-year funding commitment of up to \$1.1M to support food security and affordability to Direct Farm Manitoba's Food Currency Program.
- Enhanced food industry training to grow Manitoba's Business and Marketing Capacity through 39 events, presentations and new and updated factsheets. Developed and executed a series of six videos and an innovation workshop series focussing on equipment and software systems for agri-food processors to assist companies to prepare for facility and process upgrades in advance of the new policy framework.
- Developed and implemented the Auction Mart Protocol, the proactive oversight of auction marts and assembly stations to ensure that animals are treated humanely and that sick, injured or compromised animals are not transported or enter into the food supply.
- Manitoba announced funding of \$620K through the CAP to establish ProteinMB, an industry-led hub for sustainable protein hosted by the Canadian Manufacturers and Exporters Association.
- Worked with Manitoba Emergency Measures Organization to respond to six requests for assistance in the 2022 spring flood and precipitation events involving evacuation of livestock, providing information on financial assistance programs, and securing dry land for livestock.
- Maintained 120 professional-grade weather stations across agri-Manitoba. These weather stations provide near real-time data for the public and can be used for on-farm management decisions. To improve coverage, an additional six new weather stations were installed across Manitoba. Weather station data is used by a variety of partners for flood forecasting, wildfire monitoring, drought monitoring, and crop residue burning. Weekly precipitation, crop heat units, and soil moisture maps are created and shared through the department website based on the weather station data.
- Conducted protein focused research at Diversification Centres to support Manitoba's protein strategy. A number of trials were conducted on field peas, soybeans, dry beans, peas-cereals intercropping, hemp-cereals intercropping, spring wheat, winter wheat, annual forages, corn silage, and potatoes with a focus on quantification of protein contents and yield benefits of intensive management practices.
- Supported the Protein Advantage Strategy through 2022/23 CAP funding of 14 projects totalling \$1.2M.
- Designed and developed agri-environmental Best Management Practices (BMP) cost-share programming for 23 BMPs aligning with the new Federal-Provincial AG policy framework, Sustainable Canadian Agriculture Partnership.

- Provided formal review, response and technical advice on a combined 474 by-laws, subdivisions, livestock technical reviews, Farmland Ownership Review and Farm Practices Protection Act investigations and requests for soil survey confirmation to meet regulations, for a participation rate of 99.8% of all requests.
- Approved \$1.5M over six years (2022-2028) through the Grain Innovation Hub (GIH) to establish Manitoba Strategic Research Chair in Sustainable Protein to foster a transdisciplinary network to advance research, training and knowledge translation in protein quality assessment and sustainable plant and animal protein production and processing.
- Provided technical and administrative support to the Manitoba Agriculture Research and Innovation Committee that reviewed and recommended 11 research proposals totalling \$594K for the GIH and CAP Ag Action Manitoba Research and Innovation Activity.
- Awarded \$24.3K to the Manitoba Pulse and Soybean Growers Association through GIH to develop and evaluate a fully automated, made-in-Manitoba data rover for the rapid collection of ground-level phenotypic data related to abiotic stress tolerance in soybeans. Increased research capacity at the University of Manitoba through GIH, to fund research equipment for both winter wheat breeding and soil analytics totaling \$338K.
- Ag Action Manitoba Research and Innovation Activity ended after a 5-year CAP agreement with \$26.7M allocated to 168 projects in total with up to \$12.1M in funding approved for 79 Grain Innovation projects and up to \$14.6M in funding approved for 89 projects focused on Agri-Resource Management, Livestock Production, Economics and Marketing, and Processing and Value Added initiatives.
- Signed the fourth Memorandum of Understanding (MOU) with Fertilizer Canada and Keystone Agricultural Producers to reaffirm an ongoing commitment to the 4R Nutrient Stewardship for the sustainable use of nutrients in crop production. The online Fertilizer Efficiency Calculator was developed to highlight the economics of 4R Nutrient Stewardship for producers and industry.
- Coordinated the National Weed Survey in Manitoba with 704 fields surveyed on nine field crop types. Department staff surveyed 330 fields for the Provincial Disease Surveys as well as 202 Insect Surveillance sites.
- Issued licences for 70 livestock dealers and 98 agents, including one new dealer and 17 new agents. A brand registry of over 1,700 active livestock brands was maintained. An additional review step was added to ensure that each brand is unique and meets provincial requirements for brand images.
- Advanced the One Health Program and approach to companion animals with the Winnipeg Humane Society, as well as through the management of diseases such as rabies. Through One Health, worked with community clinics to enhance the health and welfare of companion animals and people. Completed 16 animal health clinics in northern, remote and Indigenous communities and 12 urban in-house clinics in and around Winnipeg.
- Completed benchmarking of Manitoba's Environmental Farm Plan (EFP) to the Sustainable Agriculture Index - Farm Sustainable Assessment version 3.0 to the Gold level which enables farmers to meet sustainable sourcing requirements through their online EFP.
- Administered the Veterinary Student Employment Program (VetSTEP) allocating grants to 17 clinics providing summer work terms to 23 veterinary students and increased the third year student's grants to \$5K. Provincial grants totaling \$479K were paid to 26 Veterinary Services Districts, helping to maintain access to veterinarians in rural Manitoba.



# Principales réalisations en 2022-2023

Au cours de l'exercice financier, le ministère de l'Agriculture a accompli les réalisations suivantes:

- Poursuite de la mise en œuvre d'initiatives visant à faire progresser la rentabilité, la compétitivité et l'innovation dans le secteur de l'agriculture et de l'agroalimentaire au cours de la dernière année de mise en œuvre du programme Ag Action Manitoba du Partenariat canadien pour l'agriculture. Financement de 19.1 millions de dollars accordé aux agriculteurs, aux entreprises agroalimentaires, aux organisations sectorielles, aux chercheurs et aux fournisseurs de l'industrie.
- Tenue du Sommet sur les protéines animales durables réunissant en personne plus de 150 intervenants clés d'organisations de production de protéines animales et végétales afin de discuter de réconciliation économique, de circularité entre les systèmes de production de protéines végétales et animales, d'aquaculture et d'autres sujets.
- Engagement de fonds sur trois ans (jusqu'à concurrence de 1,1 M\$) pour soutenir les efforts d'amélioration de la sécurité et de l'abordabilité alimentaires dans le cadre du Programme de coupons alimentaires de Direct Farm Manitoba.
- Amélioration de la formation offerte au secteur alimentaire en vue d'accroître la capacité d'affaires et de marketing du Manitoba par l'entremise de 39 activités, présentations et fiches d'information nouvelles et mises à jour. Conception et réalisation d'une série de six vidéos et d'une série d'ateliers d'innovation sur le matériel et les logiciels utiles aux transformateurs de produits agroalimentaires afin d'aider les entreprises à moderniser leurs installations et leurs procédés avant l'entrée en vigueur du nouveau cadre stratégique.
- Élaboration et mise en œuvre d'un protocole sur les enceintes de mise aux enchères concernant la surveillance proactive de telles enceintes et des parcs de rassemblement afin de favoriser le traitement sans cruauté des animaux et de veiller à ce que les animaux malades, blessés ou fragilisés ne soient pas transportés ou n'entrent pas dans la chaîne d'approvisionnement alimentaire.
- Financement de 620 k\$ dans le cadre du Partenariat canadien pour l'agriculture en vue de la création de ProteinMB, un centre industriel axé sur les protéines durables hébergé par Manufacturiers et exportateurs du Canada.
- Collaboration avec l'Organisation de gestion des situations d'urgence du Manitoba pour répondre à six demandes d'aide dans le cadre des inondations et des précipitations excessives du printemps 2022 qui ont nécessité l'évacuation de bétail, la communication de renseignements sur les programmes d'aide financière et l'obtention de terres sèches pour les animaux d'élevage.
- Entretien de 120 stations météorologiques de qualité professionnelle dans l'ensemble du territoire agricole manitobain. Ces stations météorologiques fournissent des données en temps quasi réel au public et peuvent être utilisées pour la prise de décisions de gestion à la ferme. Pour améliorer la couverture, six nouvelles stations météorologiques ont été installées au Manitoba. Les données des stations météorologiques sont utilisées par divers partenaires pour la prévision des inondations, la surveillance des incendies de forêt, la surveillance des sécheresses et le brûlage des résidus de culture. Des cartes hebdomadaires sur les précipitations, les unités thermiques de croissance et l'humidité du sol sont créées à partir des données des stations météorologiques et diffusées sur le site Web du Ministère.

- Recherche sur les protéines menée dans les Centres de diversification des cultures du Manitoba pour soutenir la Stratégie à l'égard des protéines du Manitoba. Conduite d'un certain nombre d'essais sur les pois fourragers, le soja, les haricots secs, la culture intercalaire pois-céréales, la culture intercalaire chanvre-céréales, le blé de printemps, le blé d'hiver, les fourrages annuels, le maïs à ensilage et les pommes de terre, en mettant l'accent sur la quantification des teneurs en protéines et les avantages des pratiques de gestion intensives sur le plan du rendement.
- Soutien de la Stratégie à l'égard des protéines du Manitoba grâce au financement de 14 projets par le Partenariat canadien pour l'agriculture en 2022-2023 pour un montant total de 1,1 M\$.
- Conception et élaboration d'un programme agroenvironnemental de partage des coûts pour permettre la mise en place de 23 pratiques de gestion exemplaires conformément au nouveau cadre stratégique fédéral-provincial pour l'agriculture : le Partenariat canadien pour une agriculture durable.
- Réalisation d'un total combiné de 474 examens, réponses et avis techniques à propos de règlements, de lotissements, d'examens techniques d'exploitations de bétail, d'enquêtes aux fins d'examen de la propriété agricole ou en application de la Loi sur la protection des pratiques agricoles et de requêtes de confirmation de la conformité réglementaire des levés pédologiques, avec un taux de participation total de 99,8 %.
- Approbation d'un financement de 1,5 M\$ sur six ans (2022-2028) par l'entremise du Centre d'innovation pour les grains en vue de la création de la Chaire de recherche stratégique en protéines durables du Manitoba, laquelle favorisera la création d'un réseau transdisciplinaire qui fera progresser la recherche, la formation et l'application des connaissances à l'évaluation de la qualité des protéines ainsi qu'à la production et à la transformation durables des protéines végétales et animales.
- Soutien technique et administratif au Comité manitobain de recherche et d'innovation en agriculture qui a examiné et recommandé 11 projets de recherches, totalisant 594 k\$, à titre d'activités de recherche et d'innovation pour le Centre d'innovation pour les grains et pour Ag Action Manitoba du Partenariat canadien pour l'agriculture.
- Octroi de 24,3 k\$ à la Manitoba Pulse and Soybean Growers Association, par l'entremise du Centre d'innovation pour les grains, pour la mise au point et l'évaluation d'un rover de collecte de données entièrement automatisé, fabriqué au Manitoba et capable de recueillir rapidement, au niveau du sol, des données phénotypiques liées à la tolérance du soja au stress abiotique. Augmentation de la capacité de recherche de l'Université du Manitoba, par l'entremise du Centre d'innovation pour les grains, pour financer du matériel de recherche d'un total de 338 k\$ utilisé pour la sélection de blé d'hiver et l'analyse des sols.
- Achèvement de l'activité de recherche et d'innovation d'Ag Action Manitoba après un accord de cinq ans avec le Partenariat canadien pour l'agriculture, avec 26,7 M\$ alloués à 168 projets, notamment jusqu'à 12,1 M\$ de financement approuvés pour 79 projets d'innovation en matière de céréales et jusqu'à 14,6 M\$ de financement approuvés pour 89 projets axés sur la gestion des ressources agricoles, la production, l'économie et la commercialisation du bétail, et les initiatives de transformation et de valeur ajoutée.
- Signature du quatrième protocole d'entente avec Fertilisants Canada et Keystone Agricultural Producers pour réaffirmer l'engagement continu à l'égard de la gérance des nutriments 4B visant l'utilisation durable de ceux-ci dans la production végétale. Mise au point de la calculatrice du rendement des engrais pour aider les producteurs et l'industrie à comprendre les aspects économiques de la gérance des nutriments 4B.

- Coordination de l'inventaire des mauvaises herbes au Manitoba, ce qui a permis d'étudier 704 champs et neuf types de grandes cultures. Inspection par le personnel du Ministère de 330 champs aux fins de l'inventaire provincial des maladies et de 202 sites de surveillance des insectes.
- Délivrance de licences à 70 négociants d'animaux et à 98 courtiers en bétail, dont un nouveau négociant et 17 nouveaux courtiers. Tenue d'un registre dans lequel sont inscrites plus de 1 700 marques de bétail actives. Ajout d'une étape supplémentaire d'examen pour s'assurer que chaque marque est unique et répond aux exigences provinciales relatives au marquage du bétail.
- Élargissement aux animaux de compagnie du programme et de l'approche Une seule santé grâce à une collaboration avec la Winnipeg Humane Society ainsi qu'à la gestion de maladies telles que la rage. Dans le cadre du programme Une seule santé, collaboration avec des cliniques communautaires pour améliorer la santé et le bien-être des animaux de compagnie et des personnes. Établissement de 16 cliniques de santé animale dans les communautés nordiques, éloignées et autochtones et de 12 cliniques urbaines internes, dans des refuges de Winnipeg et des environs.
- Obtention, pour le programme de planification environnementale à la ferme du Manitoba, d'une équivalence de niveau Or en matière de durabilité de l'agriculture selon la version 3 du Farm Sustainable Assessment (outil d'évaluation de la durabilité de l'agriculture), validant ainsi la capacité des agriculteurs de satisfaire aux exigences en matière d'approvisionnement durable au moyen de leur plan environnemental de la ferme en ligne.
- Dans le cadre du Programme d'emploi pour étudiants vétérinaires, attribution de subventions à 17 cliniques qui ont offert des stages d'été à 23 étudiants vétérinaires et augmentation à 5 k\$ des subventions accordées aux étudiants en médecine vétérinaire de troisième année. Des subventions provinciales totalisant 479 k\$ ont été versées à 26 districts de services vétérinaires, ce qui a permis de maintenir l'accès aux vétérinaires dans les régions rurales du Manitoba.

# Department Strategy Map

The department strategy map lists the four Government priority areas: Quality of Life, Working Smarter, Public Service and Value for Money, with the department's objectives listed under each priority.

The Annual Report includes progress on advancing priorities and objectives outlined in the 2022/23 Supplement to the Estimates of Expenditures and are described in further detail following the strategy map.

## Vision

A Manitoba that innovates, inspires the entire agri-food value chain, and sustainably feeds the world while reducing our carbon footprint.

## Mission

Foster the sustainable growth of Manitoba producers and agri-processors through innovative, reliable supports and services.

## Values

Guided by the foundation of our shared public service values:

- We value sustainable and responsible resource management and development.
- We value the public's trust.
- We value the participation of Indigenous peoples in the management and development of resources.
- We value each other's expertise, experience and leadership.
- We value science and evidence-based decision making.
- We value working together in partnership to find solutions to public policy challenges.
- We value innovation, growth and continuous improvement.
- We value open and transparent communication.
- We value a vibrant economy as an enable of a healthy quality of life.

## Department Balanced Scorecards Priorities and Objectives

### Quality of Life – Improving Outcomes for Manitobans

1. Foster Investment, Job Creation and Economic Development
2. Advance Truth and Reconciliation

"Truth" has been added to the original objective titled "Advance Reconciliation". "There is no Reconciliation without the Truth. If you ever see Reconciliation on its own without Truth, let people know that they need the Truth before there is Reconciliation."- As told to Helen Robinson-Settee by the Late Dr. Donald

Robertson, Elder, Indigenous Inclusion Directorate Advisory Council, Manitoba Education and Early Childhood Learning

3. Protect Our People, Animals, and Plants
4. Enhance Resilience of Manitoba's Agriculture and Agri-Food Sectors

### **Working Smarter – Delivering Client-Centred Services**

5. Foster and Advance Innovation
6. Reduce Red Tape
7. Engage Stakeholders in Decision Making
8. Improve Transparency

### **Public Service – Delivering Client-Service Excellence**

9. Care For the Needs of Our Clients
10. Build Our Capacity to Deliver
11. Advance Inclusion
12. Strengthen Respect in Our Workplaces

### **Value For Money – Protecting Manitoba's Bottom Line**

13. Provide Value for Money
14. Increase Accountability
15. Balance the Budget
16. Reduce Operation Costs

# Schéma stratégique ministériel

Le schéma stratégique ministériel dresse la liste des quatre domaines prioritaires du gouvernement (qualité de vie, gestion plus ingénieuse, fonction publique, optimisation des ressources), les objectifs ministériels étant répertoriés sous chacune de ces priorités.

Le rapport annuel rend compte des progrès réalisés dans l'avancement des priorités et des objectifs qui sont présentés dans le budget complémentaire de 2022-2023 et décrits plus en détail à la suite de ce schéma.

## Vision

Un Manitoba qui innove, inspire toute la chaîne de valeur agroalimentaire et nourrit durablement le monde tout en réduisant son empreinte carbone.

## Mission

Favoriser la croissance durable des producteurs et des entreprises de transformation de produits agricoles du Manitoba grâce à des mesures d'aide et à des services novateurs et fiables.

## Valeurs

Guidés par le fondement de nos valeurs communes en matière de service public:

- nous attachons de l'importance à une gestion et à un développement durables et responsables des ressources;
- nous attachons de l'importance à la confiance du public;
- nous attachons de l'importance à la participation des Autochtones à la gestion et au développement des ressources;
- nous attachons de l'importance à l'expertise, à l'expérience et au leadership de chacun;
- nous attachons de l'importance à une prise de décision fondée sur des faits probants et des connaissances scientifiques;
- nous attachons de l'importance au travail en partenariat pour trouver des solutions aux défis de politique publique;
- nous attachons de l'importance à l'innovation, à la croissance et à l'amélioration continue;
- nous attachons de l'importance à une communication ouverte et transparente;
- nous attachons de l'importance à une économie florissante ouvrant la voie à une qualité de vie saine.

## Priorités et objectifs des tableaux de bord équilibrés ministériels

### Qualité de vie – Améliorer les résultats pour les Manitobains

1. Favoriser l'investissement, la création d'emplois et le développement économique

## 2. Faire Progresser Vérité et de la Réconciliation

« Sans la vérité, il n’y a pas de réconciliation possible. S’il est question de réconciliation seulement sans la vérité, dites qu’il faut connaître la vérité avant de parler de réconciliation. » - Propos confiés à Helen Robinson-Settee par le regretté Donald Robertson, Aîné, Conseil consultatif de la Direction générale de l’inclusion des Autochtones, Éducation et Apprentissage de la petite enfance Manitoba.

## 3. Protéger nos Gens, nos Animaux et nos Plantes

## 4. Améliorer la Résilience des Industries de L’agriculture et de L’agroalimentaire du Manitoba

### **Gestion plus ingénieuse – Fournir des services axés sur le client**

## 5. Favoriser et Promouvoir L’innovation

## 6. Réduire la Bureaucratie

## 7. Faire Participer les Intervenants aux Prises de Décision

## 8. Améliorer la Transparence

### **Fonction publique – Offrir un service à la clientèle d’excellence**

## 9. Se Soucier des Besoins de nos Clients

## 10. Renforcer Notre Capacité D’exécution

## 11. Favoriser L’inclusion

## 12. Renforcer le Respect dans nos Milieux de Travail

### **Optimisation des ressources – Protéger les résultats financiers du Manitoba**

## 13. Dépenser Judicieusement

## 14. Accroître la Responsabilisation

## 15. Équilibrer le Budget

## 16. Réduire les Coûts de Fonctionnement

# Department Balanced Scorecards Priorities and Objectives - Details

The following section provides information on key performance measures for Manitoba Agriculture for the 2022/2023 reporting year. All Manitoba government departments include a performance measurement section in a standardized format in their annual reports.

Performance indicators in Manitoba government annual reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

During the adoption period of Balanced Scorecards, there is likely to be variances between target and actual results as we continue acquiring data and become more informed by things such as industry trends, variability in sector and the impacts of adjustments to our operations over time. The setting of targets is an ongoing and evolving process based on our analysis and department growth.

## Quality of Life – Improving Outcomes for Manitobans

### 1. Foster Investment, Job Creation, and Economic Development

#### Key Initiatives

- **Manitoba Protein Advantage Strategy:** Since 2019, Manitoba's protein industry has grown by \$823.5M in new investments and 912 new jobs. The goal of the Manitoba Protein Strategy is to nurture a supportive investment environment to reach \$1.5B in new investments and 1,550 new jobs by 2025.
- **Projects, Analysis and Demonstration Trials:** Developed an online and downloadable Fertilizer Efficiency Calculator to allow producers to calculate the most efficient application of fertilizer based on when and how it is applied. The calculator builds on both the Manitoba Soil Fertility Guide and University of Manitoba research and shows the economic and environmental benefit of applying fertilizer as close as possible to seeding. In partnership with the Manitoba Beef and Forage Initiative (MBFI), three grazing mentors were trained to work directly with producers to develop on-farm grazing plans. A series of three advanced grazing workshops were delivered at MBFI's Learning Centre in Brandon and a trial comparing two rotational grazing strategies was initiated. Grazing workshops were also offered in Grandview, Eriksdale, Dauphin and Ashern. A podcast on planned grazing was recorded and made available through the MBFI website and grazing plans were reviewed to assist 20 producers in applying for Prairie Watershed Climate Program funding. Crop diversification centres located in Arborg, Carberry, Roblin and Melita, conducted over 189 applied research projects, with 9,772 research plots to support the recognition and adoption of sustainable production practices to increase the economic profitability of producers. Ten new projects included the evaluation of crop varieties, relay cropping, intercropping in pea crops, quinoa seeding date, dry bean inoculation, and TrueFlex canola demonstration. Thirty per cent of Manitoba Crop Variety Evaluation Trials (MCVET) variety test plots in the province were evaluated at the diversification centres.



- **Market Research:** Completed four market research projects, including three market research reports and a trade tool that displays trade relationships between Manitoba and the United States (U.S.) at the state level. The market research reports explore the edible oils market in India, the global food and beverage industry drivers, and the global demand of soy products. The U.S. research tool will allow exploration of Manitoba’s relationship with key trade partners.
- **Canadian Agricultural Partnership (CAP)-Ag Action Manitoba:** The five year CAP framework, a federal and provincial investment of \$177M from 2018 to 2023, supported activities for a sustainable, profitable, competitive and innovative agriculture, agri-food and agri-product sector. There were 2,228 projects approved, with objectives including expanding markets and building trade relationships, building innovation, managing risk, expanding processing potential, building environmental sustainability, and maintaining public trust. Additionally, CAP supported education in the sector and job creation, contributing to a better quality of life for Manitobans.
- **Knowledge Transfer of Market Intelligence:** The department implemented the 2022 Manitoba agri-food trade dashboard; completed a series of trade reports including the 2022 Manitoba trade performance; published one new fava beans sector profile and updated nine sector profiles for wheat, soybean, canola, potato, grain corn, hog, beef cattle, food and beverage. In addition, analysis was provided on the impact of the 2021 drought; online content was created with the University of Manitoba on the price spike in 2022, and delivered several presentations on the agriculture outlook for 2023 to external stakeholders. The department will continue to support the implementation of the Manitoba Protein Advantage strategy with data, information, and research to identify industry strengths and market opportunities.

## Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
1.a. Achieve a target number of market research projects completed	2	5	4	4
1.b. Achieve dollar amount of CAP-Ag Action Manitoba funds invested	-	-	\$20.4M	\$19.1M
1.c. Achieve a target number of new applied research and production projects and tools developed and conducted annually	-	-	4	44
1.d. Achieve dollar amount of investments attracted through the Manitoba Protein Advantage Strategy	\$64M	-	\$64M	\$237.8M

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
1.e. Achieve a target number of jobs created through the Manitoba Protein Advantage Strategy	244	-	150	469
1.f. Increase growth in Manitoba's agriculture and agri-food sectors, with a focus on plant and animal protein	-	-	15	19

### Measure Description(s):

**1.a. Achieve a target number of market research projects completed:** This measure will track the number of market research projects completed. Three market research reports and a trade tool that displays the trade relationships between Manitoba and the United States at the state level were completed.

**1.b. Achieve dollar amount of CAP-Ag Action Manitoba funds invested:** This measure will track the amount of Canadian Agriculture Partnership (CAP)-Ag Action Manitoba funds invested. In 2022/23, the department invested \$19.1M (97 per cent of target) on projects with priorities that support activities for a sustainable, profitable, competitive and innovative agriculture, agri-food and agri-product sector. The actual was calculated by adding the 2022/23 values from three different categories of investment: Federal (CAP), Provincial (Sustainable Agriculture Incentives Program - SAIP) and Grain Innovation Hub (GIH). This year was used to collect data and establish a baseline for this measure. The target of \$20.4M was set based on the CAP bilateral agreement between Federal and Provincial governments. With over 95 per cent of target investment being considered good performance, this measure is on track.

**1.c. Achieve a target number of new applied research and production projects and tools developed and conducted annually:** This measure tracks the number of applied research and production projects, farm management risk tools, extension resources and projects developed and conducted annually to foster profitable and sustainable production of crops and livestock. Staff created 10 new or enhanced farm management tools, and 34 new applied research projects were conducted at Diversification Centres to foster profitable and sustainable production of crops. One new rotational grazing trial was initiated at Manitoba Beef and Forage Initiatives. No baseline was allocated to this measure.

**1.d. Achieve dollar amount of investments attracted through the Manitoba Protein Advantage Strategy:** This measure will track capital investments which are actual expenditures made by business or government on machinery, equipment, buildings, infrastructure, etc., to advance protein industry development and economic growth. In 2022/23 the department significantly exceeded its target for investment dollars attracted.

**1.e. Achieve a target number of jobs created through the Manitoba Protein Advantage Strategy:** This measure will track the number of jobs created through the Manitoba Protein Advantage Strategy. In 2022/23 the department exceeded the target with 469 jobs created including 23 from a completed plant expansion in 2021 and 28 jobs from the sow nucleus barn development.

**1.f. Increase growth in Manitoba's agriculture and agri-food sectors, with a focus on plant and animal protein:** This measure will track innovation and commercialization projects supported. In 2022/23 the department exceeded the target with 19 projects completed.

## 2. Advance Truth and Reconciliation

### Key Initiatives

- Regional Collaboration Project:** The First Nation Agriculture in the Prairie Region Engagement, a regional collaboration project with Alberta and Saskatchewan focused on engaging First Nation communities in the Prairie Provinces to collect data and insights specific to opportunities, barriers, and potential for future participation in the sector. Participating communities highlighted the importance of capacity development and education, access to land and funding, awareness of support programs, youth involvement, land management, traditional values and environmental stewardship, food sovereignty and the need for partnerships and collaboration. The department is offering targeted Sustainable Canadian Agriculture Partnership (CAP) programs to address the identified barriers and opportunities. The department is working with Alberta and Saskatchewan in considering a collaborative path forward to address some of the highlighted opportunities and challenges, specifically support mechanisms for Indigenous youth engagement and training opportunities.
- Indigenous Engagement:** Developed a contact list of potential businesses and entrepreneurs. The department is engaging an Indigenous Consultant to assist with Sustainable CAP programming to include Indigenous processes. Business Pathways identifies throughout the stages of food business, organizations that are specific to and that work with Indigenous clients and their identified needs.
- Indigenous Relations and Truth and Reconciliation Training:** The courseware offered by Organizational Staff Development (OSD) saw 47 per cent of departmental employees complete at least one learning opportunity. This measure was expanded from one prescribed course to accommodate the high demand for this training. This measure does not include the completion of the Certificate in Indigenous Relations Program, cultural exercises or any other related learning offered. The department will continue to endorse and support ongoing learning opportunities and cultural experiences for staff. The data for this measure is from March 31, 2023 and may not reflect the current department composition.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
2.a. Percentage of employees completed Indigenous relations and truth and reconciliation training	-	-	50%	47%
2.b. Achieve a target number of Indigenous partnerships	5	-	5	5

### Measure Description(s):

**2.a. Percentage of employees completed Indigenous relations and truth and reconciliation training:** This measure will track the percentage of department staff completing at least one Indigenous relations related training option offered by OSD. When learning is substantially complete a new measure will be introduced. This new measure will be used to collect data to establish a baseline and evaluate the target. In 2022/23, the percentage of employees completed at least one Indigenous relations and truth and reconciliation

training offered by OSD was 47 per cent. This measure was expanded from one prescribed course, to accommodate the high demand for this training. This measure does not include the completion of the Certificate in Indigenous Relations Program, cultural exercises or any other related learning offered. Data for this measure is from March 31, 2023 and may not reflect the current department composition.

**2.b. Achieve a target number of Indigenous partnerships:** This measure will track partnerships developed through direct contact with Indigenous communities or following consultations. In 2022/23 the department developed five partnerships through direct contact with Indigenous stakeholders and communities. 2022/23 will be used as the baseline year for this measure.

### 3. Protect Our People, Animals and Plants

#### Key Initiatives

- **Programming and Extension Activities:** In 2022/23 programming was offered under Canadian Agriculture Partnership (CAP) - AgAction Manitoba, including the provincial Sustainable Agriculture Incentives Program and the Assurance: Watershed Ecological Goods and Services (EG&S) program. There were 75 projects totalling \$1.3M approved for Assurance: Environment, and 21 projects totalling \$1.2M approved under EG&S. New programming is developed and will be offered under the new federal Sustainable Canadian Agricultural Partnership framework for 2023/24. The Greenhouse Gas tool protects people, animals and plants by reducing emissions and building climate resiliency. The tool was completed for cropping systems with an ongoing financial commitment for the development of a similar tool for livestock underway in 2023/24. The Fusarium Head Blight Model is another tool developed that producers can use to increase crop production, while decreasing unnecessary fungicide applications. Trial testing is underway with an anticipated launch in 2024/25 across the Prairie Provinces.
- **Manitoba Climate and Green Plan:** Under the Policy and Infrastructure pillar of the Manitoba Protein Advantage Strategy, a Water and Wastewater Roundtable was established to identify key areas of work. The roundtable led to the production of a report that presents challenges, opportunities, and recommended actions for industrial water management for agri-food processing in various municipalities across the province. The report informs water management projects that conserve and protect natural water resources and the rate of return on investment of irrigation expansion in Manitoba to catalyze private agri-food processing investment. The work is aligned with Manitoba's Water Management Strategy that was released in November of 2022 and supports goals of Manitoba's Climate and Green Plan.
- **Technical Review and Agri-Environmental Assessment:** The process of technical review and assessment is provided upon request for formal proposals under legislation, including land use planning by-laws, subdivisions, and Livestock Technical Reviews under The Planning Act, as well as investigations and requests under The Farm Practices Protection Act and Farmlands Ownership Act. In 2022/23, 10 livestock technical review applications, 122 land use proposals and by-laws, 304 subdivision applications, and 18 Farmland Ownership applications for exemption were reviewed and technical agricultural advice was provided. Soil survey technical advice and support was also provided for drainage applications with discrepancies between the scales of information available (reconnaissance soil survey being used for field-scale decisions) or errors in map delineations/interpretations.

- **Stakeholder Consultation:** The department completed a targeted EngageMB survey on developing modern food safety regulations for abattoirs, processors, food industry associations (and selected members), small scale processors, livestock producer associations, academia, and other Manitoba provincial government departments. Food Safety and Inspection also conducted eight in-person, engagement sessions with abattoirs, processors, food industry associations (and selected members), small scale processors, livestock producer associations, academia, and other Manitoba provincial government jurisdictions, on developing modern food safety regulations.
- **Food Safety and Inspection:** In 2022/23 the Food Safety and Inspection Branch completed 90 per cent of its target for routine, risk-based inspections at food processing establishments.
- **Emergency Preparedness:** Seventeen disease investigations were conducted following the established partnership with veterinarians, producers, livestock and poultry organizations, and other stakeholders. Investigations were conducted for outbreaks of Porcine Epidemic Diarrhea (PED), Highly Pathogenic Avian Influenza (HPAI), and the ongoing occurrence of Seneca Valley Virus in Manitoba. The 2021 PED outbreak continued into 2022/23, with four farms remaining positive. The department and industry have developed and are implementing a five year plan to reduce PED outbreaks. Twenty-one poultry flocks in Manitoba were infected by HPAI in 2022, impacting over 110 poultry premises. In collaboration with three provincial poultry boards, an integrated emergency response to HPAI was implemented providing support to affected producers.
- **Animal Welfare Program:** The Animal Health and Welfare (AHW) Specialists positions were established to expand and strengthen animal welfare investigative capacity and support disease response capacity in the department, improve relationships with producer groups and law enforcement agencies. These AHW Specialists serve as subject matter experts for disease outbreaks, complex welfare cases and provide oversight on all cases assigned to external Animal Protection Officer's to ensure enhanced delivery and standardization of the program. The AHW Specialists are also responsible for supporting document initiatives such as the Auction Mart Pro-Active Inspections, which will ensure improved welfare for animals.

## Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
3.a. Reduce GHG emissions below provincial trend in kilotonnes	5,950	-	-	-
3.b. Achieve a target number of animal welfare inspections completed to determine compliance	1,449	1,260	1,449	<b>1,219</b>
3.c. Achieve a target number of animal disease outbreak investigations conducted and managed to support compliance	23	20	20	<b>12</b>

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
3.d. Achieve a target number of animal rabies exposures investigated to support compliance	137	131	130	101
3.e. Percentage of formal reviews completed under legislation to support land management decisions that protect people and the ecosystem	100%	100%	100%	99.80%
3.f. Percentage of required routine food processing inspection completed	88%	100%	100%	90%
3.g. Achieve a target number of stakeholder consultations	2	2	4	9

### Measure Description(s):

**3.a. Reduce GHG emissions below provincial trend in kilotonnes:** This measure will track Annual GHG emissions from the province of Manitoba (all sources of emissions) which are measured, tracked and reported by Environment and Climate Change Canada in its National Inventory Report. The 2021/22 baseline is derived from 2019 data. The 2022/23 target has not been determined and the National Inventory Report has not been published online since 2021. This is the final year for this performance measure as no data was obtainable.

**3.b. Achieve a target number of animal welfare inspections completed to determine compliance:** This measure will track the number of animal welfare inspections completed to determine compliance to The Animal Care Act. Baseline and targets are based on five-year averages. Animal welfare concerns vary year over year and will be reported to the Animal Care Line. In 2022/23 there were 1,219 reports of animal welfare concerns, and 100 per cent of concerns were investigated and responded to. The actual number of animal welfare concerns was less than the reported target of the five-year average. This value is reported to demonstrate the on-going, unpredictable number of animal welfare concerns that are completed by the Animal Welfare program.

**3.c. Achieve a target number of animal disease outbreak investigations conducted and managed to support compliance:** This measure will track the number of animal disease outbreak investigations conducted and managed to support compliance to The Animal Diseases Act. Baseline and targets are based on five-year averages. In 2022/23 there were 12 animal disease outbreak investigations, and 100 per cent were effectively responded to. This value is reported to demonstrate the on-going, unpredictable number of animal disease outbreak investigations that are completed by the Animal Health program. Though this value is less than the target, the value does not distinguish work involved in a large outbreak versus a small investigation, or that investigations are on-going over several fiscal years. This number reports the new investigations reported in this period.

**3.d. Achieve a target number of animal rabies exposures investigated to support compliance:** This measure will track the number of animal rabies exposures investigated to support compliance to the Health of Animals Act, the Public Health Act and The Animal Diseases Act. Baseline and targets are based on five-

year averages. In 2022/23 there were 101 animal rabies exposures reported, and 100 per cent were investigated and responded to. This value is reported to demonstrate the on-going, unpredictable number of rabies exposures of concern to animal and human health that are investigated by the One Health program.

**3.e. Percentage of formal reviews completed under legislation to support land management decisions that protect people and the ecosystem:** This measure will track the total percentage of formal technical reviews completed as requested under legislation to assist municipal governments and the Manitoba Farm Industry Board to make land use decisions. In 2022/23, staff provided a formal review and response on a combined 474 by-laws, subdivisions, livestock technical reviews, investigations and soil survey confirmation requests under regulation, for a participation rate of 99.8 per cent of all requests.

**3.f. Percentage of required routine food processing inspections completed:** This measure compares the actual number of risk based inspections completed to the target. Routine inspections are conducted at a pre-determined frequency based on risk. To date, the department has completed approximately 88 per cent of the required routine inspections. Effective delivery of the inspection system to meet desired outcomes relies on meeting routine inspection targets therefore the department targets a 100 per cent completion rate. In 2022/23 the Food Safety and Inspection Branch (FSI) completed 90 per cent of routine, risk-based inspections at food processing establishments. The Food Inspection section supported the Meat Inspection section with 70-days of inspection support to enable abattoirs to harvest animals.

**3.g. Achieve a target number of stakeholder consultations:** This measure will track the number of stakeholder consultations conducted to support the completion of regulatory development with requirements specific to food processing and abattoirs to address gaps and achieve objectives related to regulatory modernization. In 2022/23 FSI completed a targeted EngageMB survey for abattoirs, processors, food industry associations (and selected members), small scale processors, livestock producer associations, academia, and Manitoba provincial government departments, on developing modern food safety regulations. Eight in-person, engagement sessions on developing modern food safety regulations were undertaken.

#### 4. Enhance Resilience of Manitoba's Agriculture Sector

##### Key Initiatives

- **Economic Analysis:** In 2022/23, an assessment of the economic impact of the 2021 drought on crop and livestock sectors was completed. Reports were published and made available online. An overview of the 2021 AgriRecovery Program in Manitoba and an analysis of the financial performance of the agriculture sector was completed, providing insight on the key farm financial ratios at the sector level. Manitoba producers can use this information to evaluate their own farm-level financial performance.
- **Environmental Farm Plan (EFP):** In 2022/23, Manitoba Agriculture completed development of the online EFP delivery system at a cost of \$990K, utilizing Canadian Agriculture Partnership dollars and departmental in-kind staff time. The EFP is a self-assessment tool that enables farmers to identify and meet desired environmental outcomes on the lands they manage, enhancing resilience on the agricultural landscape, which contributes to a better quality of life for all Manitobans. In 2022/23, 203 EFPs were completed, covering a total of over 336K acres. The online EFP will continue to be offered via a partnership with Keystone Agricultural Producers under the Sustainable Canadian Agricultural Partnership.

- AgriRecovery Program Assessments:** The department requested an AgriRecovery preliminary assessment to determine whether bee overwintering losses in 2022 would meet the requirements to trigger a formal (joint) assessment under the AgriRecovery Framework. Agriculture and Agri-Food Canada, and Manitoba Agriculture jointly developed and conducted an assessment resulting in four out of five honey-producing regions in Manitoba reporting greater than 50 per cent total mortality. Work resulted in an AgriRecovery initiative to provide compensation to help offset some of the cost to purchase replacement nucleus colonies in 2023/24.
- Highly Pathogenic Avian Influenza (HPAI) Response:** The department led development of an online, industry portal for producers in HPAI control zones to be used by producers to navigate animal movement controls and help regain disease free status. Department staff acted as Operations Chief and Incident Commander for the HPAI Emergency Operations Centre, which operated from April to June and September to November. Producers were assisted with farm level disposal, cleaning and disinfection planning, sourcing supplies, and troubleshooting on special cases. Department staff were trained to provide surge capacity for future outbreak and emergency response operations.

## Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
4.a. Ratio of business entrants to exits in Manitoba’s agriculture and agri-food sector	1.09	1.00	1.00	<b>1.01</b>
4.b. Achieve a target number of economic analysis reports completed	2	2	3	<b>3</b>
4.c. Percentage of farmland under a valid Environmental Farm Plan	10%	17.5%	10%	<b>19.2%</b>
4.d. Achieve a target number of ad hoc emergency programs assessed/developed in response to stakeholder emergencies	3	-	1	<b>1</b>

### Measure Description(s):

**4.a. Ratio of business entrants to exits in Manitoba’s agriculture and agri-food sector:** Ratio of business entrants to exits is used as a performance measurement for private sector business entrants, relative to exits in Manitoba’s agriculture and agri-food sectors. The baseline was derived from 2016 when Manitoba’s agriculture and natural resource sectors had 3,900 active businesses, 470 entrants, and 430 exits. Ratio of business entrants to exits was 1.09. As of fiscal year end 2021/22 there were 521 Agriculture inspected food processing facilities, at the end of 2022/23 there was 517, representing a less than one per cent change in this sector overall. During 2022/23, 36 permits were issued to new agriculture inspected food processors or distributors, resulting in 36 entrants, and 40 exits.



**4.b. Achieve a target number of economic analysis reports completed:** This measure will track the number of economic analysis reports completed. The reports provide important information to investors and may help monitor progress on policy interventions. Two reports were completed, assessing the economic impact of the 2021 drought to the crop and livestock sectors and an economic report assessing the financial performance of the agriculture sector.

**4.c. Percentage of farmland under a valid Environmental Farm Plan (EFP):** This measure will track the percentage of census farmland under a valid EFP over a rolling five-year average. For 2022/23, percentage of census farmland under a valid EFP (valid for five years) is 19.2 per cent, 9.2 per cent higher than the projected target of 10 per cent.

**4.d. Achieve a target number of ad hoc emergency programs assessed/developed in response to stakeholder emergencies:** This measure will track the number of stakeholder-identified emergencies and the department's response in programming support. The Canada-Manitoba AgriRecovery Drought Assistance program, announced August 31, 2021 to provide emergency support for Manitoba's livestock sector affected by 2021 drought conditions to feed and maintain their breeding herd through until April 2022.

# Working Smarter – Delivering Client-Centred Services

## 5. Foster and Advance Innovation

### Key Initiatives

- **Bright Ideas Program:** The department implemented 47 Bright Ideas in 2022/23 giving staff further opportunity to apply innovation and continuous improvement to the work they undertake. From program inception in 2018, 318 Bright Ideas have been implemented in the department.
- **Idea Fund:** Contribute innovative ideas that are client-centred, aligned with government priorities and responsive to real and current problems faced by clients and front-line staff through the Idea Fund. There were no Idea Fund submissions from the department in 2022/23.
- **Foster Advanced Innovation:** Surveillance data was collected and analyzed to produce 26 weekly crop reports, 14 weekly crop pest updates, 22 potato reports and 37 Fusarium Head Blight risk maps. The department co-led the Provincial Weed Survey of 704 fields in nine field crops and identified the trends in weed pressure. The weekly Crop Report was compiled with feedback from staff and agronomists across the province to track crop progress and issues over the growing season. Manitoba Crop Variety Evaluation Team (MCVET) provides producers with recent yield data for their region and throughout the province through the Seed Manitoba publication, which collected and analyzed data from 3,393 plots.
- **Veterinary Diagnostic Services (VDS):** The department continued to work towards Whole Lab ISO 17025 accreditation, a globally recognized standard determining the capability of testing and calibration, and strengthen the VDS Quality Management Program with prioritization of Salmonella testing from the Standards Council of Canada. VDS continued work on a foreign animal disease (FAD) lab accreditation through infrastructure improvements to Heating Ventilation, and Air Conditioning systems, as part of a diagnostic testing partnership with the National Centre for Foreign Animal Disease supporting contingency planning for FAD preparedness. The VDS created a communications plan to structure engagement with core clientele on a regular basis and developed an enhanced service delivery model to meet the needs of the VDS clients.
- **Animal Health Laboratory Information Management System:** The department continued work with a software vendor to develop and implement a new Animal Health Laboratory Information Management System (LIMS). This enhanced system would improve data reporting and client services in an online digital model. The structure and delivery of information regarding the new system was built into the VDS communications plan, created to structure engagement with core clientele on a regular basis and to enhance the service delivery model to meet the continual and changing needs of VDS clients. LIMS will be implemented by September 2023.
- **Client-Centric Approach:** The department implemented two service standards for permits and licences administered within the Client Services area. These include the development of service times related to client license and permit applications and the creation of processes for client service standards within Brands Registry and Livestock Dealers permits and licences.

## Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
5.a. Achieve a target number of new approaches to service delivery	27	51	36	<b>47</b>
5.b. Achieve a target number of case submissions completed to support the Agriculture and Veterinary sector	18,239	20,007	18,500	<b>20,288</b>
5.c. Achieve a target number of tests completed to support the Agriculture and Veterinary sector	137,744	132,925	135,000	<b>137,617</b>
5.d. Percentage of data collection and analysis plans on target for completion	-	-	90%	<b>100%</b>

### Measure Description(s):

**5.a. Achieve a target number of new approaches to service delivery:** This measure accounts for the total number of Bright Ideas and Idea Fund submissions and implementations. In 2022/23, with extra emphasis on the Bright Ideas program, the department had 47 Bright Idea implementations. Moving forward, the department will continue to promote the Bright Ideas program. The final year of the Idea Fund initiative is 2023/24.

**5.b. Achieve a target number of case submissions completed to support the Agriculture and Veterinary sector:** This measure will track the number of case submissions completed to support the Agriculture and Veterinary sector through private veterinarians, commodity groups associations, Office of the Chief Veterinarian, livestock production companies, and other key stakeholders. Baseline and targets are based on three-year averages. The number of case submissions to VDS met and exceeded the target by 10 per cent. This value largely indicates that the increase in case submissions was to support the on-going diagnostic support for Porcine Epidemic Diarrhea virus (PED) outbreak response and surveillance activities.

**5.c. Achieve a target number of tests completed to support the Agriculture and Veterinary sector:** This measure will track the number of tests completed to support the Agriculture and Veterinary sector through private veterinarians, commodity groups associations, Office of the Chief Veterinarian, livestock productions companies, and other key stakeholders. Baseline and targets are based on three-year averages. Throughout 2022/23, VDS completed more diagnostic tests than the reported target number of tests. This value largely indicates that the increase in completed tests was to support the on-going diagnostic support for PED outbreak response and surveillance activities.

**5.d. Percentage of data collection and analysis plans on target for completion:** This measure will track the percentage of data collection and analysis plans on target for completion. In 2022/23, staff surveyed 704 fields for the Provincial Weed Survey, 330 fields surveyed for the Provincial Disease surveys as well as 202 Insect Surveillance sites. Populations of insects, diseases and weeds of field crops were compiled weekly, and reports were issued on potential pests and regions of current concern. Staff produced Fusarium Head Blight Risk maps and animations and Clubroot map updates. An interactive application within ArcGIS Online

containing watershed districts and Indigenous lands was developed. Diversification Centres completed 189 projects representing 9,772 research plots with trial results and statistical analysis reported on the Diversification Centre website.

## 6. Reduce Red Tape

### Key Initiatives

- Food Safety Red Tape Reduction:** Options for food safety red tape reduction were developed and the successful completion of this item is pending a legal opinion.
- Regulatory Red Tape Reduction:** In 2022/23, the department led red tape reduction efforts to support the delivery of client-centred services. Amendments to The Family Farm Protection Act and The Farm Machinery and Equipment Act in 2021 under The Reducing Red Tape and Improving Services Act 2021, eliminated the Farm Mediation Program and the requirement for leave to the Manitoba Farm Industry Board to repossess farm equipment. This resulted in the replacement of the Family Farm Protection Forms Regulation with a simple Application for Leave Regulation. The 2022/23 regulatory project also included amendments to the Farm Machinery and Equipment Regulation to remove vendor/dealer licenses and the requirement to hold hearings for repossessions.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
6.a. Reduce red tape	0.00%	3.17%	2.5%	5.87%
6.b. Reduce red tape counts associated with inspection/audit forms	1	1	3	-

### Measure Description(s):

**6.a. Reduce red tape:** This measure accounts for the percentage reduction of regulatory requirements undertaken by the department in a fiscal year. In the fiscal year 2022/23, the department achieved a reduction of 5.87 per cent. The total number of regulatory requirements accounted for by the department at the end of 2022/23 was 17,948. The baseline resets to zero at the beginning of every fiscal year, and the target of a 2.5 per cent reduction is applied. See Regulatory Accountability and Red Tape Reduction in this report for further detail.

**6.b. Reduce red tape counts associated with inspection/audit forms:** This measure will track reduction of red tape counts resulting from reassessment of the Abattoir Inspection Form and Animal Welfare Audit Reports (Abattoir) for Poultry and Red Meat. The Regulatory Requirements and the Administrative Burden Estimate analysis of three inspection forms will be completed. Red tape reduction options were developed and implementation/completion of this item is pending a legal opinion. No other data is available for this measure.

## 7. Engage Stakeholders in Decision Making

### Key Initiatives

- Stakeholder Engagement:** The department continues to enhance transparency and maximize exposure to engage stakeholders in decision-making processes through formal public and stakeholder engagements related to land and agri-ecosystems. Staff provided departmental input at 55 formal public meetings and stakeholder engagements related to land and agri-ecosystems.
- Next Policy Framework Engagement:** Beginning in 2021/22, the department hosted 17 virtual and in-person stakeholder engagement sessions with industry to discuss previous experience with framework programming, administrative procedures and future needs. This engagement provided industry the opportunity to inform program development processes and ensure that proposed programs are reflective of the unique needs of Manitoba’s sector. In 2022/23, two ministerial engagements with industry were also hosted in June and December, with 48 and 41 industry participants respectively. These engagement sessions informed the development of Manitoba specific programming that aligned with the Guelph statement and the next policy framework priority areas.
- Manitoba Protein Advantage (MPA) Strategy:** Five industry-led roundtables have been established and each roundtable completed a project in 2022/23. The roundtables included: water and wastewater; branding, marketing and communication; workforce; measurement, monitoring and verification; and information and knowledge. Through the participation of the Manitoba Protein Consortium and the Strategic Advisory Body, the foundations for an arm's length from government industry group, ProteinMB. The results of these efforts can be used by the province and the ProteinMB hub to advance strategic protein initiatives under the 10 pillars of sustainable protein.
- Public Engagement:** The department had 16 successful engagement projects through the 2022/23 fiscal year. The ‘Engaging Manitobans on our Agri-Food Industry’ feedback, informed the departments public trust programming that connects consumers to industry in a meaningful way, while supporting continued economic growth.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
7.a. Achieve a target number of online and in-person public engagement projects	13	13	20	16
7.b. Achieve a target number of formal public and stakeholder engagements related to land and agri-ecosystems	-	-	20	55

## Measure Description(s):

**7.a. Number of online and in-person public engagement projects:** This measure accounts for the total number of public engagement projects, based on the department's engagement tracker. The department had 16 successful engagement projects throughout the 2022/23 fiscal year. The target for 2022/23 was 20 and the actual was 16. The target is based on the number of planned engagement projects for the fiscal year and the number will vary from year to year reflective of departmental initiatives. The baseline year is 2022/23.

**7.b. Number of formal public and stakeholder engagements:** This measure will track the number of public and stakeholder engagements where staff represent the department on issues related to land and agri-ecosystems. In 2022/23, staff provided departmental input at 55 formal public meetings and stakeholder engagements related to land and agri-ecosystems. Meeting numbers are dependent on external factors, with high demand in 2022/23.

## 8. Improve Transparency

### Key Initiatives

- **Service Time Development and Communication:** The department identified and communicated the expected service times for permit and licence completion. With direct client communication, a 4-6 week completion rate was set as a target for Livestock Brand approvals and 6-8 weeks for Livestock Dealer approvals. The Brands Registry and Livestock Dealers permits and licences issued 294 Brand Renewals and 72 Livestock Dealer licences in 2022/23 and future improvements to the processing procedure will include electronic payment options.
- **Freedom of Information and Protection of Privacy Act (FIPPA):** The timely processing of FIPPA requests in 2022/23 was accomplished by education and training, reviewing policies, procedures, legislation, and communication to meet deadlines to improve transparency to the public.
- **Agriculture Data Requests:** The department received 244 data requests related to agriculture and agri-food market intelligence, trade statistics and analysis from internal and external clients including industry, academic institutions, government partners, and other stakeholders. All requests were received and processed within five business days.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
8.a. Percentage of FIPPA requests completed in legislated timeline	-	48%	75%	74%
8.b. Achieve a target number of service standards created	2	-	2	2
8.c. Percentage responses to data requests	100%	100%	100%	100%

## Measure Description(s):

**8.a. Percentage of FIPPA requests completed in legislated timeline:** The department tracks Freedom of Information and Protection of Privacy Act (FIPPA) requests, including the total number of days for completing a FIPPA request, the number of requests completed on time (within the legislated 45-days or approved extension period). This measure uses the rate of on-time completion, which is the number of on-time completions divided by the total number of requests processed from the year. In 2022/23, the total responses include total access decisions, excluding requests withdrawn by applicant.

**8.b. Achieve a target number of service standards created:** This measure will determine service times and communicate them to clients. The department implemented two service standards for permits and licences administered within the Client Services area, meeting the 2022/23 target. These two service standards include the development of service times related to client license and permit applications and the creation of processes for client service standards within Brands Registry and Livestock Dealers permits and licences. The 2022/23 actual has been used to establish a baseline for future years.

**8.c. Percentage responses to data requests:** This measure will track the responses to data requests as a commitment to trust, transparency, and efficiency. The department received 244 data requests related to agriculture and agri-food market intelligence, trade statistics and analysis from internal and external clients including industry, academic institutions, government partners, and other stakeholders. All requests were received and processed within five business days. The baseline year is 2022/23.

# Public Service – Delivering Client-Service Excellence

## 9. Care for the Needs of our Clients

### Key Initiatives

- Animal Unit Month (AUM) Review:** In 2022/23, the department reassessed the forage capacity (AUM) of 104 forage and 12 cropping leases and permits using a combination of digital tools and in-person site visits. Prior to auction, the department circulated 331 vacant parcels internally and 122 parcels for Treaty Land Entitlement selection. The Agriculture Crown Land Program identified 372 parcels available for allocation by auction including parcels that were carried over from 2021/22 circulations.
- Agricultural Crown Lands (ACL) Program:** The ACL Program administers provincial Crown lands vested to Manitoba designated for agricultural use. Crown lands suitable for agricultural use may be leased or permitted for grazing, haying or annual cropping, depending on designated use and capability of land. In 2022/23, the Agricultural Crown Lands Program administered 1,976 dispositions, 395 of which were new dispositions. Eight ACL leases and permits were cancelled for non-payment in 2022/23.
- Knowledge and Technology Transfer (KTT):** In 2022/23, beef and forage extension was delivered through workshops, webinars and print publications. Two Beef and Forage Technical bulletins were published; five StockTalk webinars with 225 live attendees and 376 YouTube views were produced; Beef and Forage Days was delivered; and six new grazing workshops and one new beef nutrition workshop was developed and presented. For crop extension, a one-to-many approach was pursued, including the distribution of 2,413 copies of the Manitoba Crop Protection Guide, and 2,471 Seed Manitoba guides. A series of 27 CropTalk webinars was delivered, reaching over 4,000 viewers; the Crop Diagnostic School had 350 in-person participants; Diversification Centres (DCs) hosted four field days attracting over 250 participants and an additional 200 plus people attended other DC events; and DCs developed and distributed nine newsletters and produced eight new videos. Ten cost of production and calculator tools were created or updated, including the Fertilizer Efficiency Calculator. Department staff led Business Risk Management tool development and extension delivery for Forage Insurance, Pasture Insurance and AgriStability for the Manitoba Beef Producers annual general meeting. Print publications included the distribution of 2,650 Cost of Production Bulletins.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
9.a. Achieve a target number of client interactions	-	-	-	<b>9,904</b>
9.b. Achieve a number percentage of KTT publications distributed	-	-	8%	-
9.c. Achieve a target number of ACL units assessed for allocation by auction	-	-	75	<b>116</b>



Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
9.d. Percentage of total ACL leases renewed or transferred within six months of application	-	-	100%	10%

### Measure Description(s):

**9.a. Achieve a target number of client interactions:** This measure accounts for the number of interactions with clients, including website visits, newsletter subscriptions, and twitter interactions. The department targets a five per cent increase annually. The measure formula was adjusted, though the measure intent remains the same. Previous measure collected data that was not comparable, resulting in a target of 708,881. Software used to track statistics on webpage views was not functioning at times throughout the year, therefore statistics would not be an accurate reflection of the number of views. The new measure will account for client interactions, a sum of external newsletter subscribers and Manitoba Agriculture Twitter subscribers equalling total number of subscribers. In 2022/23 there was a total of 9,904 subscribers achieved. This year's results will be used to establish a baseline and target for 2023/24.

**9.b. Achieve a target number of KTT publications distributed:** This measure tracks the number of KTT publications distributed: YouTube videos, webpage views and tweets. Crop Diversification Centres (CDC) developed and published eight videos on the CDC website and YouTube Channel. Details of all on-going projects, virtual events and extension programs were uploaded on the CDC website. A 31 per cent increase was observed in CDC website traffic for 2022/23. No data was available for this measure. Software used to track statistics on webpage views was not functioning at times throughout the year, therefore statistics are not an accurate reflection of the number of views. A percent cannot be reported because the baseline was not established in 2021/22 due to malfunction of software.

**9.c. Achieve a target number of Agricultural Crown Land (ACL) units assessed for allocation by auction:** This measure will track the number of ACL units assessed for allocation. ACL parcels for allocation were reviewed by Farm Production Extension Specialists prior to posting. Assessment involved a combination of digital and in-person assessment of the parcel to verify or determine Animal Unit Months (AUM) with 104 Forage leases/permits and 12 cropping leases reviewed.

**9.d. Percentage of total Agricultural Crown Land (ACL) leases renewed or transferred within six months of application:** This measure will track the percentage of ACL leases renewed or transferred within six months of application to ensure clients receive accurate invoices, reallocation of unused land, and reliable lease statuses. The percentage of total ACL leases renewed or transferred within six months of application was a new measure with no baseline or background. In reviewing ACL program metrics, the target and timeline for this measure was highly optimistic. A realistic timeline for the renewal process would be 7-8 months and a target of 75 per cent. Factors affecting the timeline include managing conflicting priorities and deadlines with rent reduction/invoicing, auction, cancellations and resource limitations in both Manitoba Agriculture and the Real Estate Services Branch. The target and timelines for this measure will be adjusted.

## 10. Build Our Capacity to Deliver

### Key Initiatives

- **Employee Performance Development:** Performance Development Discussion processes were streamlined in 2022/23, with a total of 150 regular full time staff participating. This new process will utilize interdepartmental recognized forms and resources. Promotion and reporting on this initiative will continue in 2023/24.
- **Animal Protection Officer (APO) Training Program:** Two Animal Protection Officer Enforcement Training Sessions were developed and delivered with all current external APOs successfully completing the course. A third course will be offered in October 2023 to train new APOs which will allow the program to respond to new welfare concerns in a timely manner. The training course will be held regularly and each course updated to reflect changes in the Animal Care Act and Regulations.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
10.a. Percentage of staff actively engaged in performance development discussions	-	33.87%	60%	47%
10.b. Achieve a target number of staff and contracted APOs trained	-	-	35	38

### Measure Description(s):

**10.a. Percentage of staff actively engaged in performance development discussions:** This measure accounts for the number of regular, full time staff that have completed performance development discussions relative to the number of regular, full time staff within the department. A total of 150 regular, full time staff completed performance development discussions, citing a 47 per cent completion rate. Data for this measure is from March 31, 2023 and may not reflect the current department composition.

**10.b. Achieve a target number of staff and contracted Animal Protection Officers (APO) trained:** This measure will track the number of staff and contracted APOs that participate in the new Animal Protection Officer training program under development with Assiniboine College. This measure supports the Independent Animal Welfare Program (AWP) Review Recommendation 1 to strengthen APO professionalism and capacity through the development of a specialized APO Enforcement Training Program by an educational institute as a pre-requisite for appointment. The target and the actual measure represents the number of contracted APOs and staff who attended the training in March 2022 and November 2022. This performance measure was not reported in 2021/22, therefore 2022/23 reporting are actuals combined for this timeframe. This is the final year for this performance measure as all current and contracted APOs have been trained. Ongoing courseware will be offered to new APOs.

## 11. Advance Inclusion

### Key Initiatives

- **Employee Engagement Team (EET):** The department EET released an updated five year strategy utilizing survey results and feedback from all levels of staff. This strategy provides a framework to continuously make improvements to employee engagement within the department.
- **Mandatory Training:** In 2022/23, 94 per cent of all department staff completed mandatory diversity and inclusion training and 95 per cent completed the Accessibility for Manitobans Act training. The department will continue to endorse mandatory learning and measure progress in 2023/24.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
11.a. Percentage of department employees who have completed mandatory diversity and inclusion training	-	-	90%	<b>94%</b>

### Measure Description(s):

**11.a. Percentage of department employees who have completed mandatory diversity and inclusion training:** This measure will capture the percentage of department employees that have completed mandatory diversity and inclusion training offered through the Public Service Commission. It is assumed that employees will implement course learning through their work, supporting inclusive workplaces. A 90 per cent completion rate was identified as a target with 302 staff completing the mandatory training. Data for this measure is from March 31, 2023 and may not reflect the current department composition.

## 12. Strengthen Respect in our Workplaces

### Key Initiatives

- **Employee Engagement Team (EET):** The department EET released an updated five year strategy utilizing survey results and feedback from all levels of staff. This strategy provides framework to continuously make improvements to employee engagement within the department.
- **Respectful Workplace Foundations Training:** Department staff expressed a 78 per cent completion rate for the Respectful Workplace Foundations training in 2022/23. The department will continue to endorse and report on this learning opportunity in 2023/24.

**Performance Measures**

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
12.a Percentage of department employees who have completed mandatory respectful workplace training	-	-	90%	<b>78%</b>

**Measure Description(s):**

**12.a. Percentage of department employees who have completed mandatory respectful workplace training:** This measure will capture the percentage of department employees that have completed the mandatory respectful workplace training offered through the Public Service Commission. Completion of the training is now an annual requirement, and it is assumed employees will implement course learning through their work, supporting inclusive and respectful workplaces. A 90 per cent completion rate was identified as a target for this measure, 250 staff have completed respectful workplace training in 2022/23. Online access to annual training courseware, resulted in an actual lower than target. Data for this measure is from March 31, 2023 and may not reflect the current department composition.

# Value for Money – Protecting Manitoba’s Bottom Line

## 13. Provide Value for Money

### Key Initiatives

- Capital Budget:** Overall the department operated within budget utilizing 59 per cent of the capital budget, which includes funding for Part B and Capital Grants. Significant lead times were experienced when purchasing technical equipment resulting in acquisition delays, partially offset by expenditures for capital grants.
- Manitoba Protein Advantage (MPA):** The MPA Strategy has leveraged funding through engagements, roundtables, and projects that utilize key stakeholders' time, networks, and expertise. The impacts of these projects are amplified through the participation of industry in the project Accelerating Sustainable Protein Impact and Results (ASPIRE) action plan. Moving forward, these key stakeholders can continue to participate in new projects and industry engagements through ProteinMB. Active participation by stakeholders in the MPA and ASPIRE demonstrates the value for money of these strategic investments to Manitobans.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
13.a. Work within the capital budget	80%	79%	90%	59%
13.b. Achieve a dollar amount of time contribution	\$220.0K	\$317K	\$349.5K	\$160.8K

### Measure Description(s):

**13.a. Work within the capital budget:** This measure accounts for actual capital investment as published in the public accounts or annual reports, compared to published capital budget. This measure reports on the percent deviation from capital investment from the budget (this could include both Part B capital and Capital Grants). Overall the department remained within budget utilizing 59 per cent of the capital budget which includes funding for Part B and Capital Grants. The department experienced delays in equipment acquisitions under Part B due to supply chain issues. In addition, capital grants for Sustainable Agriculture Incentives Program came in lower than anticipated

**13.b. Achieve dollar amount of time contribution:** This measure will track the dollar amount of time contribution from external stakeholders to advance projects under the MPA Strategy. The in-kind contributions from external stakeholders to advance the MPA Strategy will be monitored. The development of the ProteinMB hub with the Canadian Manufacturers and Exporters Association has taken longer than anticipated. This number should increase in future fiscal years.

## 14. Increase Accountability

### Key Initiatives

- **Program and Service Reviews:** In 2022/23 one review was completed. Due to challenges with The Food Safety Online Resource Centre project from the Food Safety and Inspection Branch, the target was not met and new resources will be allocated with a new target of March 31, 2024.
- **Food Safety Training:** In progress due to ongoing work on regulatory modernization, the guidebook and video are re-scheduled for completion in the next fiscal year.
- **Food Safety Public Dashboards:** In 2022/23 the department launched two dashboards. The first displays inspection and food safety statistics that provide the public with updated information on work undertaken to maintain safe food production. The second displaying rates and common reasons for whole and partial carcass condemnations. They both provide updated inspection information to abattoir operators, veterinarians, animal owners, and the general public.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
14.a. Achieve a target number of programs and services reviewed	3	2	2	1
14.b. Achieve a target number of new public dashboards developed	4	4	2	2
14.c. Achieve a target number of food safety and inspection online resources	-	-	2	2

### Measure Description(s):

**14.a. Achieve a target number of programs and services reviewed:** This measure accounts for the total number of programs and services reviews completed annually, ensuring value-for-money. The target was not met due to challenges with The Food Safety Online Resource Centre project from the Food Safety and Inspection Branch. New resources have been allocated with a new target of March 31, 2024.

**14.b. Achieve a target number of new public dashboards:** This measure will track the development of public facing GIS dashboards to update and visually display inspection services data, to provide the public with a better understanding of the departments approach to food safety. In 2022/23, two new public dashboards were developed.

**14.c. Achieve a target number of online resources:** This measure tracks the development of food safety and inspection online resources. In 2022/23 the department developed an online permit application form and modernized Eid-al-Adha postcards with a QR code to direct consumers to a list of provincially permitted abattoirs. Due to ongoing work on regulatory modernization, the guidebook and video are scheduled for completion in the next fiscal year.

## 15. Balance the Budget

### Key Initiatives

- **Operating Budget:** The department finished the 2022/23 fiscal year slightly under budget with operating expenditures of \$184.2M, experiencing higher than anticipated costs for business risk management programming including AgriStability and AgriRecovery, partially offset by lower than anticipated expenditures for the Farmland School Tax Rebate and lower operating costs in the branches.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
15.a. Work within the operating budget	95%	88%	97%	99%

### Measure Description(s):

**15.a. Work within operating budget:** This measure accounts for actual operating expenditures as published in the public account or annual report, compared to published operating budget. It reports the deviation from the department's operating budget or percentage of the department's operating budget spent (excluding emergency expenditures). Operating expenditures for the fiscal year were maintained within budget, the department finished the year at \$184.2M or 99 per cent of budget.

## 16. Reduce Operation Costs

### Key Initiatives

- **Paper Consumption Reduction:** The department experienced a significant drop in paper consumption compared to the target due in part to the implementation of structural changes and some staff working from home.

### Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
16.a. Reduce the number of paper packages consumed by the department annually	2,010	1,257	1,900	837

### Measure Description(s):

**16.a. Reduce number of paper packages consumed by the department annually:** This measure accounts for the reduction in the number of paper packages consumed by the department annually. Reducing unnecessary paper usage in government is a significant initiative that will reduce expenses and waste and contribute to sustainability. The amount of paper used is a lead indicator for unnecessary paper-related

operating expenditure. The target is based on the Federal Government’s six per cent reduction annually in paper consumption. The department consumed 837 packages of paper, which is a significant reduction from the target and the previous year. This reduction is due in part to a major external reorganization and hybrid work models.



# FINANCIAL DETAILS

## Consolidated Actual Expenditures

This table includes the expenditures of the department and Other Reporting Entities that are accountable to the Minister and aligns to the Summary Budget.

### Manitoba Agriculture includes the following OREs:

- Manitoba Agricultural Services Corporation (MASC) is consolidated with the Risk Management, Credit and Income Support Programs appropriation.

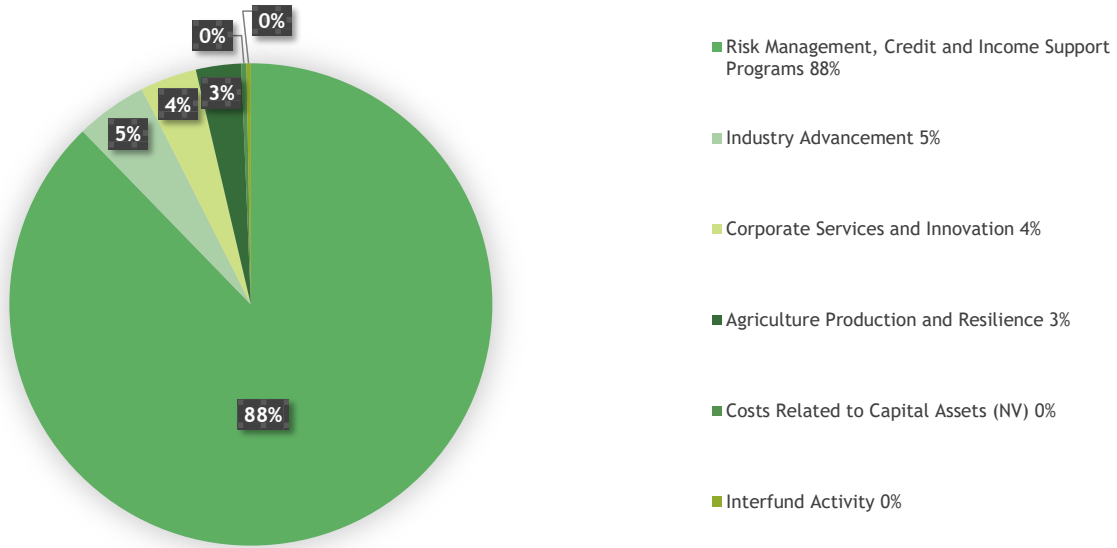
### Consolidated Actual Expenditures

For the fiscal year ended March 31, 2023 with comparative figures for the previous fiscal year \$ (000s)

	Part A - Operating	Other Reporting Entities	Consolidation and Other Adjustments	2022/23 Actual	2021/22 Actual
<b>Main Appropriations</b>					
Corporate Services and Innovation	15,577	-	-	<b>15,577</b>	14,539
Risk Management, Credit and Income Support Programs	135,143	347,220	(122,338)	<b>360,025</b>	598,990
Industry Advancement	19,673	-	-	<b>19,673</b>	18,395
Agriculture Production and Resilience	12,412	-	-	<b>12,412</b>	11,627
Costs Related to Capital Assets (NV)	1,421	-	-	<b>1,421</b>	377
Interfund Activity	-	-	(1,200)	<b>(1,200)</b>	(209)
<b>TOTAL</b>	<b>184,226</b>	<b>347,220</b>	<b>(123,538)</b>	<b>407,908</b>	<b>643,719</b>

NV – Non-Voted

## Percentage Distribution of Consolidated Actual Expenditures by Operating Appropriation, 2022/23, Actuals



# Summary of Authority

Part A – Operating	2022/23 Authority \$ (000s)
<b>2022/23 MAIN ESTIMATES – PART A</b>	<b>184,269</b>
<b>Allocation of funds from:</b> Internal Service Adjustments	1,125
<b>Sub-total</b>	<b>1,125</b>
<b>In-year re-organization from:</b>  	-
<b>Sub-total</b>	-
<b>2022/23 Authority</b>	<b>185,394</b>

<b>Part B – Capital Investment</b>	<b>2022/23 Authority \$ (000s)</b>
<b>2022/23 MAIN ESTIMATES – PART B</b>	<b>426</b>
<b>Allocation of funds from:</b>	-
<b>Sub-total</b>	-
<b>In-year re-organization from:</b>	-
<b>Sub-total</b>	-
<b>2022/23 Authority</b>	<b>426</b>

<b>Part C – Loans and Guarantees</b>	<b>2022/23 Authority \$ (000s)</b>
<b>2022/23 MAIN ESTIMATES – PART C</b>	<b>247,430</b>
<b>In-year re-organization from:</b>	-
<b>Sub-total</b>	-
<b>2022/23 Authority</b>	<b>247,430</b>

## Detailed Summary of Authority by Appropriation \$ (000s)

Detailed Summary of Authority	Printed Estimates 2022/23	In-Year Re-organization	Virement	Enabling Authority	Authority 2022/23	Supplementary Estimates
<b>Part A – OPERATING (Sums to be Voted)</b>						
Corporate Services and Innovation	18,166	-	(2,429)		<b>15,737</b>	
Risk Management, Credit and Income Support Programs	132,026	-	1,993	1,125	<b>135,144</b>	
Industry Advancement	19,436	-	436	-	<b>19,872</b>	
Agriculture Production and Resilience	13,606	-	-	-	<b>13,606</b>	
<b>Subtotal</b>	183,234	-	-	1,125	<b>184,359</b>	-
<b>Part A – OPERATING (NV)</b>	1,035	-	-	-	<b>1,035</b>	
<b>TOTAL PART A - OPERATING</b>	184,269	-	-	1,125	<b>185,394</b>	-
<b>Part B – CAPITAL INVESTMENT</b>	426	-	-	-	<b>426</b>	
<b>Part C – LOANS AND GUARANTEES</b>	247,430	-	-	-	<b>247,430</b>	
<b>Part D – OTHER REPORTING ENTITIES CAPITAL INVESTMENT</b>	-	-	-	-	<b>-</b>	

NV – Non-Voted

## Part A: Expenditure Summary by Appropriation

### Departmental Actual Expenditures

For the fiscal year ended March 31, 2023 with comparative figures for the previous fiscal year \$ (000s)

Authority 2022/23	Appropriation	Actual 2022/23	Actual 2021/22	Increase (Decrease)	Expl. No.
	03-1 Corporate Services and Innovation				
42	(a) Minister's Salary	43	43	-	
	(b) Executive Support				
901	Salaries and Employee Benefits	1,134	903	231	
80	Other Expenditures	90	57	33	
	(c) Financial and Administrative Services				
2,427	Salaries and Employee Benefits	2,412	2,334	78	
355	Other Expenditures	337	320	17	
	(d) Policy and Legislation				
1,951	Salaries and Employee Benefits	1,951	1,675	276	
435	Other Expenditures	671	310	361	
1,119	Grant Assistance	1,119	1,119	-	
	(e) Transformation				
3,078	Salaries and Employee Benefits	2,991	3,011	(20)	
415	Other Expenditures	415	442	(27)	
	(f) Programs and Permits Administration				
2,032	Salaries and Employee Benefits	1,787	1,591	196	
477	Other Expenditures	202	186	16	
2,425	Grant Assistance	2,425	2,548	(123)	
15,737	Subtotal 03-1	15,577	14,539	1,038	

Authority 2022/23	Appropriation	Actual 2022/23	Actual 2021/22	Increase (Decrease)	Expl. No.
	03-2 Risk Management, Credit and Income Support Programs				
	(a) Manitoba Agricultural Services Corporation Administration and Lending Costs				
14,686	Grant Assistance	13,361	4,812	8,549	1
	(b) AgriInsurance				
73,696	Grant Assistance	74,281	53,856	20,425	2
	(c) Wildlife Damage Compensation				
5,274	Grant Assistance	5,653	3,809	1,844	3
	(d) Less Recoverable: Interest from Lending				
(15,300)	Grant Assistance	(13,061)	(11,966)	(1,095)	
	(e) AgriStability				
10,303	Grant Assistance	14,936	20,792	(5,856)	4
	(f) AgriInvest				
13,254	Grant Assistance	13,628	15,280	(1,652)	
	(g) Farmland School Tax Rebate				
32,731	Grant Assistance	26,210	31,386	(5,176)	5
	(h) Animal Health and Welfare: Emergency Response and Preparedness				
500	Other Expenditures	135	-	135	
135,144	Subtotal 03-2	135,143	117,969	17,174	
	03-3 Industry Advancement				
	(a) Industry Development				
2,462	Salaries and Employee Benefits	2,182	2,299	(117)	
645	Other Expenditures	396	359	37	
751	Grant Assistance	740	645	95	
	(b) Value Added				
2,169	Salaries and Employee Benefits	2,154	1,919	235	
1,070	Other Expenditures	1,160	984	176	
	(c) Food Safety and Inspection				
2,606	Salaries and Employee Benefits	2,473	2,563	(90)	
532	Other Expenditures	506	450	56	
	(d) Animal Health and Welfare				
5,790	Salaries and Employee Benefits	6,138	5,252	886	
3,683	Other Expenditures	3,761	3,761	-	
164	Grant Assistance	163	163	-	
19,872	Subtotal 03-3	19,673	18,395	1,278	

Authority 2022/23	Appropriation	Actual 2022/23	Actual 2021/22	Increase (Decrease)	Expl. No.
	03-4 Agriculture Production and Resilience				
	(a) Land Use and Ecosystem Resilience				
3,625	Salaries and Employee Benefits	3,264	3,255	9	
1,576	Other Expenditures	1,359	768	591	
	(b) Primary Agriculture				
6,185	Salaries and Employee Benefits	5,659	5,586	73	
1,164	Other Expenditures	915	831	84	
1,056	Grant Assistance	1,215	1,187	28	
	(c) Sustainable Agriculture Incentives Program				
1,500	Grant Assistance	872	1,484	(612)	
	(d) Less: Recoverable from other appropriations				
(1,500)	Grant Assistance	(872)	(1,484)	612	
13,606	Subtotal 03-4	12,412	11,627	785	
	03-5 Costs Related to Capital Assets				
	(a) Costs Related to Capital Assets				
1,035	Amortization Expense	1,421	377	1,044	6
1,035	Subtotal 03-5	1,421	377	1,044	
<b>185,394</b>	<b>Total Expenditures</b>	<b>184,226</b>	<b>162,907</b>	<b>21,319</b>	

Explanations:

1. The increase is primarily due to adjustments to loan provisions, higher administration and salary costs, partially offset by a decrease in costs for young farmer incentive programs.
2. The increase is primarily due to significant increases to insured crop values and higher premium rates.
3. The increase is primarily due to higher average compensation per claim for all claim types, high number of claims for livestock predation and an increase to administration costs for higher claim activity, partially offset by a decrease in the number of claims caused by Big Game.
4. The decrease is primarily due to changes in federal projections for prior year adjustments, partially offset by forecasted claims for the Canada-Manitoba AgriRecovery Bee Mortality Assistance Program.
5. The decrease is primarily due to the incremental phase out of education property taxes.
6. The increase is primarily due to the transfer of the Food Development Centre assets to the department.



## Overview of Capital Investments, Loans and Guarantees

<b>Part B – Capital Investment</b>	<b>2022/23 Actual \$(000s)</b>	<b>2022/23 Authority \$(000s)</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Provides for the acquisition of equipment.				
General Assets	229	426	(197)	

<b>Part C – Loans and Guarantees</b>	<b>2022/23 Actual \$(000s)</b>	<b>2022/23 Authority \$(000s)</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Provides borrowing authority for non-budgetary capital and operating investment requirements.				
Manitoba Agricultural Services Corporation	183,522	247,430	(63,908)	1

### Explanation:

1. The variance is due to lower than anticipated loan disbursements and higher than expected loan repayments prior to the end of their terms.

# Revenue Summary by Source

## Departmental Actual Revenue

For the fiscal year ended March 31, 2023 with comparative figures for the previous fiscal year \$ (000s)

Actual 2021/22	Actual 2022/23	Increase (Decrease)	Expl. No.	Source	Actual 2022/23	Estimate 2022/23	Variance Over/(Under)	Expl. No.
<b>Taxation</b>								
-	-	-			-	-	-	
-	-	-		Subtotal	-	-	-	
<b>Other Revenue</b>								
6,894	5,093	(1,801)	1	a Fees	5,093	7,432	(2,339)	5
8	-	(8)		b GeoManitoba Fees and Sundry	-	-	-	
1,445	5,290	3,845	2	c Sundry	5,290	3,049	2,241	6
8,347	10,383	2,036		Subtotal	10,383	10,481	(98)	
<b>Government of Canada</b>								
25	32	7		Agricultural Income Stabilization Recovery	32	50	(18)	
102	279	177		Regional Collaborative Partnerships Program	279	-	279	
29,094	2,201	(26,893)	3	Manitoba AgriRecovery Drought Assistance Program	2,201	-	2,201	7
-	9	9		Manitoba Weed Survey	9	-	9	
-	3,775	3,775	4	Manitoba AgriRecovery Bee Mortality Program	3,775	-	3,775	8
29,221	6,296	(22,925)		Subtotal	6,296	50	6,246	
37,568	16,679	(20,889)		<b>Total Revenue</b>	16,679	10,531	6,148	

### Explanations:

- The year over year change is due to the temporary rent reduction for forage leases on agricultural Crown lands in response to extremes of moisture over the past two years.
- The year over year increase is primarily the result of revenue from the Manitoba AgriRecovery Drought Assistance program for administration costs and interest earned, and revenue from the Canadian Agricultural Partnership program for the Laboratory Information Management System project recognized in 2022/23.
- The year over year change in revenue is due to the majority of the revenue for the cost shared Canada-Manitoba AgriRecovery Drought Assistance program occurring in 2021/22, partially offset by cost shared revenue for the Herd Management program in 2022/23.
- The year over year change is due to the anticipated federal cost share revenue for the Canada-Manitoba AgriRecovery Bee Mortality Assistance Program recognized in 2022/23.
- The variance is due to the temporary rent reduction for forage leases on agricultural Crown lands in response to extremes of moisture over the past two years announced in the fall 2022.
- The variance is primarily the result of revenue from the Manitoba AgriRecovery Drought Assistance program for administration costs and interest earned, and revenue from the Canadian Agricultural Partnership program for the Laboratory Information Management System project occurring later than anticipated.
- The variance is due to recognizing the remaining revenue for the cost shared Canada-Manitoba AgriRecovery Drought Assistance program related to the Herd Management component in 2022/23.
- The variance is due to the anticipated federal cost share revenue for the Canada-Manitoba AgriRecovery Bee Mortality Assistance Program.

# Departmental Program and Financial Operating Information

## Corporate Services and Innovation (Res. No. 3.1)

### Main Appropriation Description

Supports the department to achieve its goals through planning, financial administration, policy and legislation development, information technology, and the coordination of programs, permits and licensing.

Sub-Appropriations	2022/23 Actual	2022/23 Authority	
	\$(000s)	FTEs	\$(000s)
Minister's Salary	43	1.00	42
Executive Support	1,224	11.00	981
Financial and Administrative Services	2,749	32.00	2,782
Policy and Legislation	3,741	25.00	3,505
Transformation	3,406	40.50	3,493
Programs and Permits Administration	4,414	32.00	4,934
<b>TOTAL</b>	<b>15,577</b>	<b>141.50</b>	<b>15,737</b>

### MINISTER'S SALARY – 1A

#### Sub-Appropriation Description

Provides for the additional compensation an individual appointed to the Executive Council is entitled to.

#### 1 (a) Minister's Salary

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	43	1.00	42	1	
<b>Total Sub-Appropriation</b>	<b>43</b>	<b>1.00</b>	<b>42</b>	<b>1</b>	

## EXECUTIVE SUPPORT – 1B

### Sub-Appropriation Description

Provides effective leadership in achieving the department's vision, mission, goals and priorities.

### Key Results Achieved

- Allocated and utilized departmental resources in line with government policies and priorities; and the Minister's Mandate.

### 1 (b) Executive Support

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,134	11.00	901	233	
Other Expenditures	90	-	80	10	
<b>Total Sub-Appropriation</b>	<b>1,224</b>	<b>11.00</b>	<b>981</b>	<b>243</b>	

## FINANCIAL AND ADMINISTRATIVE SERVICES – 1C

### Sub-Appropriation Description

Leads the department's comptrollership function and advances financial, administrative, resource planning and risk management functions.

### Key Results Achieved

- Developed regular reporting to monitor and track the department's efforts towards meeting staff flexible work requirements.
- Supported the development and implementation of financial and administrative processes associated with the Sustainable Canadian Agricultural Partnership agreement, including AgriRecovery.
- Conducted a review of telecommunication and network charges against department technology assets.

### 1 (c) Financial and Administrative Services

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,412	32.00	2,427	(15)	
Other Expenditures	337	-	355	(18)	
<b>Total Sub-Appropriation</b>	<b>2,749</b>	<b>32.00</b>	<b>2,782</b>	<b>(33)</b>	

## POLICY AND LEGISLATION – 1D

### Sub-Appropriation Description

Fosters science-based policy analysis and development, effective program development and delivery, relative to government priorities, and appropriate legislative and regulatory reform.

### Key Results Achieved

- Proclaimed in April 2022, Bill 12, the Peak of the Market Reorganization Act, removed red tape for table potato and root crop producers across Manitoba and allowed Peak of the Market to make a transition from a regulated agency to an independent operation under the Corporations Act with opportunities to expand by acquiring assets or other entities.

### 1 (d) Policy and Legislation

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,951	25.00	1,951	-	
Other Expenditures	671	-	435	236	
Grant Assistance	1,119	-	1,119	-	
<b>Total Sub-Appropriation</b>	<b>3,741</b>	<b>25.00</b>	<b>3,505</b>	<b>236</b>	

## TRANSFORMATION – 1E

### Sub-Appropriation Description

Creates the environment that enables the department to achieve its strategic direction and to ensure that industry-leading knowledge and technology solutions are available to effectively inform government policies, deliver client programs and engage the public.

### Key Results Achieved

- Created three Market Research reports to help assess business opportunities. The edible oils market in India, the global food and beverage industry drivers, and the global demand of soy products were published and available online.
- Assessed the economic impact of the 2021 drought to the crop and livestock sectors as well as the financial performance of the agriculture sector, which provides insights on the key farm financial ratios at the sector level. Reports were published and are available online.
- Provided Manitoba sector specific expertise and commodity knowledge to the farm income forecasts, which is a collaboration among Canadian Federal and Provincial government economists. This forecasting effort was more prominent in 2022/23 due to record input and output prices and volatile crop production experience with the 2021 drought creating low grain stocks at the beginning of 2022 and extreme moisture and late planting for 2022 kept the outlook highly uncertain.
- Developed the Manitoba Agriculture Sector Profile and Highlights based on the last agriculture census and a series of analytical reports on topics for internal and external clients including the adoption of beneficial management practices, technology adoption, production of renewable energy, and direct farm marketing.
- Refreshed the Manitoba Agri-Food Trade dashboard to offer a complete overview of trade activity in the agriculture and agri-food sector in 2022. Maintained a series of interactive dashboards for clients to access key market information including livestock, crop, and food prices, volume of cattle sold at Manitoba livestock auction markets, and hog processed at major processors.
- The department web team, translation services and subject matter experts continue to make progress on the translation of the departmental website to enhance capacity to achieve compliance of bilingual web content and plan development.
- Agriculture staff achieved a 70 per cent completion rate of the Active Offer training as of March 31, 2023 and the department will continue to promote and mandate the completion of Active Offer training for new and current employees.
- Completed 11 of 11 Risk Assessments and Business Impact Analysis' documents as part of the 24-month Business Continuity Planning (BCP) cycle for each branch. The next phases of the BCP cycle will be addressed including planning and exercising/testing in the 2023/24 fiscal year.
- Trained a total of 135 staff in emergency training as part of the Emergency Training Program with some training aligning with Workplace Safety and Health initiatives including Basic First Aid, Psychological First Aid, Incident Command System 100, Incident Command System 200, Emergency Management 100, Emergency Operations Centre 100, and Emergency Social Services 100.

- Redeveloped the Workplace Safety and Health (WSH) Program by structuring WSH committees and safety representatives for 16 required buildings across the Department of Agriculture as per WSH Act and Regulations.
- Developed the 2023 Emergency Management Program, outlining the emergency planning cycle, how and when to activate an emergency response, communications plan, departmental incident command system, roles and responsibilities in an emergency, and information on financial assistance programs.
- Worked with the Manitoba Emergency Measures Organization to respond to six requests for assistance in the spring flood of 2022 and other precipitation events involving evacuation of livestock, providing information on financial assistance programs, and securing dry land for livestock.
- Delivered the 2022 Agriculture Leadership Summit, inclusive of 44 department leaders with a focus on the advancement of the Employee Engagement Strategy, establishment of priorities and re-establishment of the Manager's Table. This was the first in-person gathering of all department leadership, post-pandemic.
- Created and released 25 editions of the Lay of the Land, an internal department e-newsletter, providing information, learning and training opportunities and announcements to department employees.
- Reviewed the Manitoba Public Service Employee Perspectives Survey results for winter 2023 which showed positive improvements of results in multiple areas compared to previous surveys. This positive trend is indicative of improved employee engagement.
- Finalized and released the Internal Employee Engagement Strategy, a five year strategy striving for continuous improvement of engagement in department staff resulting in higher job satisfaction, and increased staff retention.
- Contributed to ongoing Indigenous cultural learning and the department's Indigenous Reconciliation priority through active participation in bi-weekly Reconciliation Working Group activities and the information shared through the departmental intranet page.
- Established the departmental Balanced Scorecard (BSC) Team representing all branches of the department, supporting the implementation, operationalization and execution of BSC's, increasing capacity and improving communications.
- Streamlined the reintroduction of the Manitoba Agriculture Mentoring Program to allow mentors to self-identify and share their skills and availability with potential mentees who have the option of seeking out mentorship in a shared internal environment, increasing shared knowledge and capacity development.

## 1 (e) Transformation

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,991	40.50	3,078	(87)	
Other Expenditures	415	-	415	-	
<b>Total Sub-Appropriation</b>	<b>3,406</b>	<b>40.50</b>	<b>3,493</b>	<b>(87)</b>	



## PROGRAMS AND PERMITS ADMINISTRATION – 1F

### Sub-Appropriation Description

Leads the administration of permits, licences, and the federal-provincial Canadian Agricultural Partnership CAP- Ag Action Manitoba program.

### Key Results Achieved

- Administered 294 livestock brand renewals including regular renewals, cancellations and final notices with 43 new brands for a total of 337 actual transactions. The Brands Registry is used to register new brands, issue brand certificates and receipts, and generate renewal and cancellation notices. This livestock identification program is maintained under the provision of The Livestock and Livestock Products Act.
- Continued to provide initiatives to advance profitability, competitiveness, and innovation in the agricultural and agri-processing sector through the final year of the Canadian Agricultural Partnership – Ag Action Manitoba program. In 2022/23, funding of \$19.1M was provided to farmers, agri-processors, industry organizations, researchers and industry providers. Over \$87M was provided to Manitoba livestock producers through 8,263 Canada-Manitoba AgriRecovery Drought Assistance Program claims. Staff received 1,802 AgriRecovery client calls.
- Laid the groundwork for the launch of the new five-year, \$221M agreement for strategic agricultural initiatives in Manitoba under the new Sustainable Canadian Agricultural Partnership.
- Provided centralized corporate services on programs, permits, licences and grants on behalf of several department branches and legislative requirements.
- Ensured clients continued to receive the best delivery of public services, through multiple digital platforms (YouTube, email enquiries, webinars, etc.), a toll free phone line and public interactions within Agriculture and Manitoba Agricultural Services Corporation Service Delivery Centres.

### 1 (f) Programs and Permits Administration

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,787	32.00	2,032	(245)	
Other Expenditures	202	-	477	(275)	
Grant Assistance	2,425	-	2,425	-	
<b>Total Sub-Appropriation</b>	<b>4,414</b>	<b>32.00</b>	<b>4,934</b>	<b>(520)</b>	

## Risk Management, Credit and Income Support Programs (Res. No. 3.2)

### Main Appropriation Description

Support the sustainability of agriculture in Manitoba by providing unique risk management solutions, targeted lending products and other land-based programs.

Sub-Appropriations	2022/23	2022/23 Authority	
	Actual \$(000s)	FTEs	\$(000s)
Manitoba Agricultural Services Corporation Administration and Lending Costs	13,361		14,686
AgriInsurance	74,281		73,696
Wildlife Damage Compensation	5,653		5,274
Less Recoverable: Interest from Lending	(13,061)		(15,300)
AgriStability	14,936		10,303
AgriInvest	13,628		13,254
Farmland School Tax Rebate	26,210		32,731
Animal Health and Welfare: Emergency Response and Preparedness	135		500
<b>TOTAL</b>	<b>135,143</b>	<b>-</b>	<b>135,144</b>

### MANITOBA AGRICULTURAL SERVICES CORPORATION ADMINISTRATION AND LENDING COSTS – 2A

#### Sub-Appropriation Description

Administration of all Manitoba Agricultural Services Corporation (MASC) lending and loan guarantee programs plus the provincial share of AgriInsurance, Wildlife Damage Compensation, and Livestock Price Insurance program administration.

#### Key Results Achieved

- Administered the AgriInsurance program, insuring \$4.6B of AgriInsurance liability, and covering 9.9M acres and 7,651 farm operations.
- Offered unsubsidized Hail Insurance for crops, providing \$1,502.9M of Hail Insurance liability, and covering 4.1M acres and 3,414 farm operations.
- Administered the Wildlife Damage Compensation program, providing \$11M in wildlife damage compensation.
- Administered the Young Farmer Crop Plan Credit program, providing AgriInsurance premium rebates totalling \$8.2K under the Young Farmer Crop Plan Credit program.
- Administered the Livestock Price Insurance program, insuring \$25.5M of liability, and covering 14,340 animals.

- Made direct loans available for land purchases and other farming activity, including the purchase/retention of calves and feeder cattle, providing \$165.8M in new loans through the Direct Loan program, including \$40.6M for the purchase/retention of feeder cattle.
- Provided \$17.8M in guarantees on agricultural loans, facilitating \$70.9M in private sector loans to farmers, including: \$35.9M in loans (facilitated by \$9.0M in guarantees) to cattle producers through the Manitoba Livestock Associations Loan Guarantees Program; \$4.4M of loans (facilitated by \$1.1M in guarantees) through the Diversification Loan Guarantee program; and \$30.6M in operating loans (facilitated by \$7.7M in guarantees) through the Operating Credit Guarantees for Agriculture program.
- Provided an increase of interest reductions to young farmers, delivering \$1.1M in rebates under the Young Farmer Rebate program.
- Provided rebates of the school taxes on farmland, administering \$23.5M in school tax rebates to 21,621 Manitoba farmland owners as of March 31, 2023. \$2.3M in expected rebates remained to be paid after March 31, 2023, bringing the total to \$25.8M.
- Provided indemnities of \$195.6M for the AgriInsurance program to producers who experienced significant declines in yields in Manitoba.
- Consulted with 15 Manitoba-based producer groups in the spring of 2022, in addition to meetings held throughout the year with industry leaders to engage stakeholders within the agricultural industry.

## 2 (a) Manitoba Agricultural Services Corporation Administration and Lending Costs

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Grant Assistance	13,361	-	14,686	(1,325)	
<b>Total Sub-Appropriation</b>	<b>13,361</b>	<b>-</b>	<b>14,686</b>	<b>(1,325)</b>	

**AGRIINSURANCE – 2B**

**Sub-Appropriation Description**

Provides Manitoba’s share of AgrilInsurance premiums under the cost sharing arrangement outlined in the Canadian Agricultural Partnership (CAP). AgrilInsurance stabilizes producers’ incomes by minimizing the economic impacts of crop production shortfalls and quality losses caused by natural perils.

**2 (b) AgrilInsurance**

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Grant Assistance	74,281	-	73,696	585	
<b>Total Sub-Appropriation</b>	<b>74,281</b>	<b>-</b>	<b>73,696</b>	<b>585</b>	

**WILDLIFE DAMAGE COMPENSATION – 2C**

**Sub-Appropriation Description**

Provides producers with financial assistance for damage to agricultural crops and related products caused by predators, big game, and migratory waterfowl, as well as for injury or death of domestic livestock caused by designated natural predators.

**2 (c) Wildlife Damage Compensation**

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Grant Assistance	5,653	-	5,274	379	
<b>Total Sub-Appropriation</b>	<b>5,653</b>	<b>-</b>	<b>5,274</b>	<b>379</b>	

## LESS RECOVERABLE: INTEREST FROM LENDING – 2D

### Sub-Appropriation Description

Net interest revenue generated from the direct lending programs which provide capital to eligible agricultural producers. Net interest includes interest earned on loans to producers, less the interest accrued on borrowed funds.

### 2 (d) Less Recoverable: Interest from Lending

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Grant Assistance	(13,061)	-	(15,300)	2,239	1
<b>Total Sub-Appropriation</b>	<b>(13,061)</b>	<b>-</b>	<b>(15,300)</b>	<b>2,239</b>	

1. The variance is primarily due to a contraction in the loan portfolio, partially offset by an increase in the portfolio of about 2% during the year.

## AGRISTABILITY – 2E

### Sub-Appropriation Description

Provides producers with assistance to manage financial difficulty arising from risks related to market disruption, natural disasters and production problems, supporting the agriculture industry's resilience and competitiveness.

### 2 (e) AgriStability

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Grant Assistance	14,936	-	10,303	4,633	1
<b>Total Sub-Appropriation</b>	<b>14,936</b>	<b>-</b>	<b>10,303</b>	<b>4,633</b>	

1. The variance is primarily due to the Canada-Manitoba AgriRecovery Bee Mortality Assistance Program.

**AGRIINVEST – 2F**

**Sub-Appropriation Description**

Provides producers with assistance to manage financial difficulty arising from risks related to market disruption, natural disasters and production problems, and supports the agriculture industry’s resilience and competitiveness.

**2 (f) AgriInvest**

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Grant Assistance	13,628	-	13,254	374	
<b>Total Sub-Appropriation</b>	<b>13,628</b>	<b>-</b>	<b>13,254</b>	<b>374</b>	



## FARMLAND SCHOOL TAX REBATE – 2G

### Sub-Appropriation Description

Provides rebates of a fixed portion of the school taxes on farmland to support the rural economy.

### 2 (g) Farmland School Tax Rebate

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Grant Assistance	26,210	-	32,731	(6,521)	1
<b>Total Sub-Appropriation</b>	<b>26,210</b>	<b>-</b>	<b>32,731</b>	<b>(6,521)</b>	

1. The variance is due to a lower than anticipated number of applications.

**ANIMAL HEALTH AND WELFARE: EMERGENCY RESPONSE AND PREPAREDNESS – 2H**

**Sub-Appropriation Description**

Provides an immediate, effective and coordinated response by government and industry to an animal disease emergency, and supports improved resiliency and preparedness for animal disease outbreaks.

**2 (h) Animal Health and Welfare: Emergency Response and Preparedness**

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Other Expenditures	135	-	500	(365)	
<b>Total Sub-Appropriation</b>	<b>135</b>	<b>-</b>	<b>500</b>	<b>(365)</b>	

## Industry Advancement (Res. No. 3.3)

### Main Appropriation Description

Enables and supports sustainable growth, market access and resilient agriculture and agri-food industries.

Sub-Appropriations	2022/23 Actual	2022/23 Authority	
	\$(000s)	FTEs	\$(000s)
Industry Development	3,318	25.00	3,858
Value Added	3,314	24.00	3,239
Food Safety and Inspection	2,979	31.00	3,138
Animal Health and Welfare	10,062	61.00	9,637
<b>TOTAL</b>	<b>19,673</b>	<b>141.00</b>	<b>19,872</b>

### INDUSTRY DEVELOPMENT – 3A

#### Sub-Appropriation Description

Supports strategic development and resilience of the agriculture and agri-food industries.

#### Key Results Achieved

- In December 2022, the department hosted the Sustainable Animal Protein Summit, an in-person event with over 150 stakeholders from both animal and plant protein companies and organizations, discussing topics such as economic reconciliation, circularity between plant and animal protein production and aquaculture.
- Manitoba announced funding of \$620K through the Canadian Agricultural Partnership to establish ProteinMB, an industry-led hub for sustainable protein hosted by Canadian Manufacturers & Exporters (CME).
- Worked with industry partners to establish ProteinMB, an industry-led organization within CME to implement the Manitoba Protein Advantage (MPA) Strategy Action Plan. This three year relationship provided key organizational capacity and strategic direction toward the development and near-term implementation of the MPA Strategy.
- As part of the Measurement, Monitoring and Verification roundtable project, Manitoba is the first jurisdiction to conduct a provincially-based scan of local-specific sustainability metrics. This data has been compiled into a report and contributes to the larger National Index on Agri-Food Performance that can be used to assess Manitoba's sustainability performance in the agri-food sector from production through to retail.
- Completed analyses of two key strategic opportunities to mitigate impacts of Water and Wastewater Capacity on Economic Growth. Exploring how economic development zones are used around the world and how zones could be used in Manitoba to assist with water and wastewater infrastructure investment decisions; and investigating funding mechanisms for water and wastewater infrastructure

projects including alternate financing and procurement methodologies to inform a whole-of-government effort to improve water and wastewater capacity in Manitoba.

- Provided a three year funding commitment of up to \$1.08M to support food security and affordability to the Direct Farm Manitoba's Food Currency Program.

### 3 (a) Industry Development

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,182	25.00	2,462	(280)	
Other Expenditures	396	-	645	(249)	
Grant Assistance	740	-	751	(11)	
<b>Total Sub-Appropriation</b>	<b>3,318</b>	<b>25.00</b>	<b>3,858</b>	<b>(540)</b>	

## VALUE ADDED – 3B

### Sub-Appropriation Description

Supports creation of new value from agriculture industries through food and agri-product commercialization and processing at the business level.

### Key Results Achieved

- Enhanced food industry training to grow Manitoba's Business and Marketing Capacity through 39 events, presentations and new and updated factsheets. Training included the Export 101 Workshop, Trade Mission to Minneapolis 101, Direct Farm Marketing Conference and Ag-Days. Developed and executed a series of six videos "Choosing a Facility that is Right for Your Food Processing Business" and an Innovation Workshop series focussing on equipment and software systems for agri-food processors, to assist companies to prepare for facility and process upgrades in advance of the new policy framework.
- In support of the Service Modernization Initiative, the launch of the Business Pathways website enhanced the department's services to entrepreneurs, businesses and organizations by bringing together relevant tools and resources from various partner organizations to strengthen the competitive position of Manitoba's food, beverage and agri-product processing industries in the domestic and global marketplace through the various stages of business life cycles.
- Created the Co-packer Services Finder App with a mapping component that currently lists 65 Manitoba food and beverage companies offering co-packing services to help food entrepreneurs identify co-packer capabilities of Manitoba companies to contract processing food products.
- Business Development Specialists assisted 328 unique clients with food business development including consulting and pathfinding services, training and access to resources to assist clients in managing and growing their businesses.
- The Food Development Centre conducted 20 protein related projects to increase the potential investment dollars spent within the province's food manufacturing industry, helping to move the Manitoba Protein Strategy forward.

### 3 (b) Value Added

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23	FTEs	\$ (000s)	Over/(Under)	
	\$ (000s)			\$ (000s)	
Salaries and Employee Benefits	2,154	24.00	2,169	(15)	
Other Expenditures	1,160	-	1,070	90	
<b>Total Sub-Appropriation</b>	<b>3,314</b>	<b>24.00</b>	<b>3,239</b>	<b>75</b>	

## FOOD SAFETY AND INSPECTION – 3C

### Sub-Appropriation Description

Contributes to the security of Manitoba's food supply, economic growth and market access by creating confidence in Manitoba's food processing system and safeguarding the health of Manitobans.

### Key Results Achieved

- Completed a targeted EngageMB survey on developing modern food safety regulations for abattoirs, processors, food industry associations, small scale processors, livestock producer associations, academia, and other Manitoba provincial government departments.
- Conducted eight in-person engagement sessions with abattoirs, processors, food industry associations, small scale processors, livestock producer associations, academia, and other Manitoba provincial government jurisdictions, on developing modern food safety regulations.
- Completed 90 per cent of the target for routine, risk-based inspections at food processing establishments.
- Launched two dashboards, a series of dashboards displaying inspection and food safety statistics that provide the public with updated information on work to maintain safe food production and a series of dashboards displaying rates and common reasons for whole and partial carcass condemnations. The dashboards provide updated inspection information to abattoir operators, veterinarians, animal owners, and the general public.

### 3 (c) Food Safety and Inspection

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,473	31.00	2,606	(133)	
Other Expenditures	506	-	532	(26)	
<b>Total Sub-Appropriation</b>	<b>2,979</b>	<b>31.00</b>	<b>3,138</b>	<b>(159)</b>	

## ANIMAL HEALTH AND WELFARE – 3D

### Sub-Appropriation Description

Provides leadership, technical expertise and an appropriate regulatory and enforcement framework to protect human, animal and plant health and industry competitiveness.

### Key Results Achieved

- Developed and implemented the Auction Mart Protocol, a proactive oversight of auction marts and assembly stations to ensure that animals are treated humanely and to ensure that sick, injured or compromised animals are not transported or enter into the food supply.
- Developed an information sharing agreement with Manitoba Pork to enable efficient sharing of information to proactively enhance animal welfare.
- Conducted joint industry-government Highly Pathogenic Avian Influenza response and preparedness activities with 21 cases in Manitoba in 2022 and preparedness activities for spring 2023 that included the procurement of two specialized contractors.
- Animal Diseases Act Regulations were created to facilitate rapid response to significant reportable and emerging disease issues.
- Implemented The Animal Care Act Amendments to streamline the appeals process for the Animal Care Appeal Board.
- Joined the Multi-Lateral Information Sharing Agreement for traceability, developed and finalized by all provincial and territorial governments to share provincial traceability information, improve preparedness and response to agricultural emergencies across the country.
- Advanced the One Health Program and approach to solving health problems and management of diseases such as rabies. Through One Health, worked with community clinics to enhance the health and welfare of companion animals and people. Completed 16 animal health clinics in northern remote, Indigenous communities and 12 urban/in-house clinics in Winnipeg.
- Continued to Increase Lay Rabies Vaccinator Capacity in Manitoba with partners including the Manitoba Veterinary Medical Association, Workplace Health and Safety and private veterinarians. Consultation with veterinarians, registered veterinary technologists and Indigenous community engagement assists in moving this program forward.
- Continued to strengthen and support Wildlife Disease Management Strategies and issues through collaboration with Public Health, Natural Resources and Northern Development, researchers and federal partners, including the Public Health Agency of Canada.
- Provided Animal Health and Welfare Extension and Education Services to vet clinics, remote and Indigenous communities, public health offices, and animal control authorities on topics related to rabies and other One Health priorities.
- Manitoba Pork was approved for \$323.5K in Canadian Agricultural Partnership funding to explore ways of implementing an invasive swine eradication strategy. The Squeal on Pigs media campaign was successfully launched to encourage landowners and the public to report wild pig sightings. Over 120 sightings were reported and 120 pigs were subsequently trapped and removed.

- Contributed to the expansion of the Western Canadian Animal Health Network through the inclusion of the laboratory and small ruminant networks that review animal health information quarterly from all four western provinces, improving reporting and analysis of the data provided from provincial meat inspection and diagnostic programs. Similar work was conducted with the Canadian Swine Health Information Network and targeted disease surveillance projects directed towards Streptococcus and Swine Influenza. Assisted Canadian Animal Health Surveillance Network in developing data collation and analysis frameworks that will improve the province's ability to utilize Manitoba animal health data and compare it with similar information from other provinces across Canada.

### 3 (d) Animal Health and Welfare

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	6,138	61.00	5,790	348	
Other Expenditures	3,761	-	3,683	78	
Grant Assistance	163	-	164	(1)	
<b>Total Sub-Appropriation</b>	<b>10,062</b>	<b>61.00</b>	<b>9,637</b>	<b>425</b>	



# Agriculture Production and Resilience (Res. No. 3.4)

## Main Appropriation Description

Facilitates climate change adaptation and the sustainable development, use and protection of Manitoba’s agri-ecosystem including air, land and water.

Sub-Appropriations	2022/23	2022/23 Authority	
	Actual \$(000s)	FTEs	\$(000s)
Land Use and Ecosystem Resilience	4,623	38.00	5,201
Primary Agriculture	7,789	64.00	8,405
Sustainable Agriculture Incentives Program	872	-	1,500
Less: Recoverable from other appropriations	(872)	-	(1,500)
<b>TOTAL</b>	<b>12,412</b>	<b>102.00</b>	<b>13,606</b>

## LAND USE AND ECOSYSTEM RESILIENCE – 4A

### Sub-Appropriation Description

Leads policy and corporate review of Crown land with considerations to Treaty Land Entitlement, and economic development. Facilitates climate change adaptation and the sustained development, use and protection of Manitoba’s agri-ecosystem including air, land and water.

### Key Results Achieved

- Developed a prairie-wide Fusarium Head Blight model to provide information on current disease pressures in partnership with other Prairie Provinces and the University of Manitoba. The model is currently undergoing validation testing with an anticipated launch in 2024/25.
- Maintained 120 professional-grade weather stations across agro-Manitoba. The near real-time data is available to the public and can be used for on-farm management decisions. The data is used by a variety of partners including flood forecasting, wildfire monitoring, drought monitoring, and crop residue burning. The department develops weekly precipitation, crop heat units, and soil moisture maps that are shared publicly.
- Improved coverage of the Ag Weather Network by installing six new weather stations across Manitoba in Amaranth, Ashville, Jordan, Ingelow, Erickson, and Saint Labre.
- Continued detailed soil surveying in the rural municipalities of Brokenhead and Sifton to improve implementation of government policies and regulations and to inform land-based decision-making around land use, environment and climate resiliency, and farm management and planning.
- Completed the benchmarking of Manitoba's Environmental Farm Plan (EFP) to the Sustainable Agriculture Index - Farm Sustainable Assessment, version 3.0 Gold level, which enables farmers to meet sustainable sourcing requirements through their online EFP.
- Completed development of Phase 1 - soil nitrous oxide emissions (crops) of the Manitoba Agricultural Greenhouse Gas Assessment Tool that is offered alongside and within the online EFP. The calculations

for Phase 2 - livestock emissions were also completed in preparation for integration into the online EFP in 2023/24.

- Designed and developed agri-environmental Best Management Practices (BMP) cost-share programming for 23 BMPs in alignment with the new Federal-Provincial Ag Policy Framework, Sustainable Canadian Agriculture Partnership (CAP).
- Provided formal review, response and technical advice on a combined 474 by-laws, subdivisions, livestock technical reviews, Farmland Ownership Review and Farm Practices Protection Act investigations and requests for soil survey confirmation to meet regulations, for a participation rate of 99.8 per cent of all requests.
- Increased percentage of census farmland under a valid Environmental Farm Plan (valid for five years) to 19.2 per cent of farmland in Manitoba.
- Represented the department and provided technical advice at 55 formal public meetings and stakeholder engagements related to land and ecosystems.
- Assessed external incentive program applications on an annual basis including 23 applications for the Conservation Trust and 12 applications for the Growing Outcomes in Watersheds Trusts.
- Represented the department in a Nature Conservancy of Canada-led project, developing and implementing conservation action plans for species at risk within key priority places using Open Standards for the Practice of Conservation.
- Represented Manitoba on the proAction Environment Technical Committee in Montreal.
- Completed an operational plan for opening and operating mass mortalities site at De Salaberry and visited four Agricultural Crown Land sites as preliminary investigations for suitability for mass mortality disposal sites.
- Participated in training on the operation of the Disease Response Trailer to euthanize young pigs in an emergency as well as captive bolt training for euthanizing large animals in an emergency.
- Represented the department on the Federal/Provincial/Territorial/Indigenous African Swine Fever Disposal working group and the Western Area Working group.
- Attended the seventh International Symposiums on Animal Mortality Management in Raleigh, North Carolina, where staff delivered a presentation of Manitoba's work in the area of destruction and disposal.
- Coordinated the disposal of 11 Avian Influenza positive flocks.
- Presented to the Missouri Pork Board on the collaborative research between Manitoba Agriculture and Prairie Agriculture Machinery Institute as it relates to mortality disposal preparedness activities.
- The Engineering Services Team completed 12 projects with a total project cost of \$215K, funded under CAP with two additional engineering projects that were also completed at \$81K.
- Coordinated and presented two sessions at the Manitoba Planning Conference 2022 on the topics of Backyard Beekeeping: Keeping Bees and Your Neighbours Happy and Planning for Sustainable Livestock Development.
- Presented the Land Use Planning lecture and lab as a part of the third year Soil and Water Management course within the Faculty of Agricultural and Food Sciences at the University of Manitoba.

- Represented the department on the Riding Mountain Biosphere Reserve, a liaison group between the United Nations Educational, Scientific and Cultural Organization designated area and the federal Riding Mountain National Park.
- Non-voting member and advisory representation on the Alternate Land Use Services (ALUS) committee and Partnership Advisory Committee (PAC) for the Assiniboine West Watershed District and the Seine Rat Roseau Watershed District. These committees reviewed ALUS, Growing Outcomes in Watersheds and other projects initiated by the Watershed District.
- Led the planning and execution of the 2022 Crop Diagnostic School in collaboration with the Crop Production Team, focused on soil, insect, disease, and weed impacts on crop production. Over 250 agronomists attended over three days and 50 farmers attended Farmer Day, sponsored by Manitoba Crop Alliance.
- Addressed soil-related questions during the weekly Crop Talk panel focused on current farmer concerns including management of unseeded acres due to extreme moisture in the spring and presented a Crop Talk panel on the Manitoba Ag Days program.
- Provided training to Watershed District staff on nitrogen management and cover crops to support the development and management of Manitoba Association of Watershed's On-Farm Climate Action Fund programming and to provide training to Water Resource Officers on agriculture capability to support drainage licensing process.
- Co-chaired Manitoba Agronomists' Conference organizing committee with a plenary session on Agronomic Solutions to Climate Change.
- Provided 12 presentations on soil and water management, managing soil variability, soil salinity, and compaction and formal training to agronomists through Certified Crop Advisor exam training in soil and water management and Soil Fertility Refresher courses.
- Together with Environment and Climate, co-chaired the Inter-Departmental Working Group for Ag Drainage Water Management, holding two meetings with the tile drainage industry to provide technical and regulatory information to facilitate processes and compliance.
- Deployed the rainfall and snowmelt simulator learning station to extend water, soil and nutrient knowledge to agricultural professionals during a weed management tour at a major 4R Nutrient Stewardship field event, including three high school and junior high school events, delivering more than a dozen presentations.
- Presented outcomes of the 2019 Workshop on Agriculture Nutrient Best Management Practices for a Cold Climate Region to the North and South Chapters of the Red River Basin Commission.
- Prepared and submitted two agency reports, describing water quality programming to the Steering Committee of the Canada-Manitoba Memorandum of Understanding regarding Lake Winnipeg.
- Delivered a presentation to farmers attending an agri-retailer's event, regarding agronomic practices to meet the federal fertilizer nitrous oxide emissions reduction target.
- Approved \$1.5M over six years (2022-2028) through the Grain Innovation Hub, to establish the Manitoba Strategic Research Chair in Sustainable Protein to foster a transdisciplinary network to advance research, training and knowledge translation in protein quality assessment and sustainable plant and animal protein production and processing. The annual commitment of \$250K will be used to cover research expenses, materials and supplies, organization of an annual protein symposium, knowledge translation activities and conferences.

**4 (a) Land Use and Ecosystem Resilience**

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	3,264	38.00	3,625	(361)	
Other Expenditures	1,359	-	1,576	(217)	
<b>Total Sub-Appropriation</b>	<b>4,623</b>	<b>38.00</b>	<b>5,201</b>	<b>(578)</b>	

## PRIMARY AGRICULTURE – 4B

### Sub-Appropriation Description

Advances the competitive position in the domestic and global marketplace that is sustainable and adaptable to evolving public, climatic, resource and economic conditions.

### Key Results Achieved

- Hosted the annual 2022 Crop Diagnostic School with the Land Use and Ecosystem Resilience branch, focused on soil health and pest impacts on crop production. Over 250 agronomists attended three days and 50 farmers attended Farmer Day.
- Provided formal training to agronomists through the Certified Crop Advisor exam training in Insect Pest Management, Crop Management, Nutrient Management and Soil Fertility Refresher Courses.
- Chaired the Crop Management, Pest Management and Soil Management program sessions at the Manitoba Agronomists' Conference.
- Approved \$1.5M over six years (2022-2028) through the Grain Innovation Hub (GIH) to establish Manitoba Strategic Research Chair in Sustainable Protein to foster a transdisciplinary network to advance research, training and knowledge translation in protein quality assessment and sustainable plant and animal protein production and processing.
- Provided technical and administrative support to Manitoba Agriculture Research and Innovation Committee who reviewed and recommended 11 research proposals totalling \$594K for the GIH and Canadian Agricultural Partnership Ag Action Manitoba Research and Innovation Activity.
- Awarded \$24.3K to the Manitoba Pulse and Soybean Growers Association through GIH to develop and evaluate a fully automated, made-in-Manitoba data rover for the rapid collection of ground-level phenotypic data related to abiotic stress tolerance in soybean. Increased research capacity at the University of Manitoba through GIH, to fund research equipment for both winter wheat breeding and soil analytics totaling \$338K.
- Supported the Protein Advantage Strategy through Canadian Agriculture Partnership (CAP) funding of 14 projects totalling \$1.2M.
- Developed the Research and Innovation Program for the new Sustainable Canadian Agriculture Partnership Agreement with first intake receiving 101 Letters of Intent.
- Ag Action Manitoba Research and Innovation Activity ended after the five-year CAP agreement with \$26.7M allocated to 168 projects in total with 79 projects approved for up to \$12.1M for Grain Innovation and 89 projects approved for up to \$14.6M for Agri-Resource Management, Livestock Production, Economics and Marketing, and Processing and Value Added initiatives.
- Conducted protein focused research at diversification centres to support Manitoba's Protein Strategy. A number of trials were conducted on field peas, soybeans, dry beans, peas-cereals intercropping, hemp-cereals intercropping, spring wheat, winter wheat, annual forages, corn silage, and potatoes with a focus on quantification of protein contents and yield benefits of intensive management practices
- Four crop diversification centres located in Arborg, Carberry, Roblin and Melita conducted over 189 applied research projects, with 9,772 research plots to support the recognition and adoption of sustainable production practices to increase the economic profitability of producers. Ten new projects

included evaluation of crop varieties (camelina, conventional and organic peas), relay cropping, intercropping in pea crops, quinoa seeding date, dry bean inoculation, and TrueFlex canola demonstration. Other trials tested varieties and agronomics for corn, barley, winter wheat, and sour cherry.

- Chaired a Farm Management Program Session at Manitoba Ag-Days.
- Signed the fourth memorandum of understanding with Fertilizer Canada and Keystone Agricultural Producers to reaffirm an ongoing commitment to the 4R Nutrient Stewardship for the sustainable use of nutrients in crop production. Created the Fertilizer Efficiency Calculator to highlight the economics of 4R Nutrient Stewardship for producers and industry.
- Helped coordinate the 4R Field Day with 90 participants in attendance. Assisted with the field collection of crop yield and biomass samples for development of the Prairie Nutrient Removal Calculator (led by the University of Saskatchewan) and delivered six presentations on nitrogen cycle and 4R nutrient management for producers and agronomists.
- Coordinated the National Weed Survey in Manitoba with 704 fields surveyed on nine field crop types. Staff surveyed 330 fields for the Provincial Disease surveys and 202 Insect Surveillance sites. The Crop Diagnostic Lab received 812 samples with a total of 812 diagnoses made.
- Chaired the Provincial Advisory Committee for the Diversification Centres (DC), with members from the DCs, Academia and Commodity Associations. The Committee met twice to discuss intake processes for research projects, research summit priority matrix and strategic plans.
- Audited the sector's poultry agents who conduct breeder flock inspections under the Hatchery and Hatchery Supply Flock Regulation. A total of 42 broiler breeder, layer breeder and turkey breeder flocks were inspected and certified under this program in 2022. Disease surveillance activities are included as part of the Poultry Export Enhancement Program, which allows access to markets for chicks, poults and hatching eggs in several U.S. states.
- In partnership with the Manitoba Beef and Forage Initiative (MBFI), three grazing mentors were trained to work directly with producers to develop on-farm grazing plans. A series of three advanced grazing workshops were delivered at MBFI's Learning Centre in Brandon. Local grazing workshops were offered in Grandview, Eriksdale, Dauphin and Ashern. A trial comparing two rotational grazing strategies was initiated at MBFI. A podcast on planned grazing was recorded and made available through the MBFI website. Grazing plans were reviewed to assist 20 producers in applying for Prairie Watershed Climate Program funding.
- Manitoba Beef Producers continued delivery of the Livestock Predation Prevention Projects, with \$300K of the \$426K, three-year budget provided by the department. The goal of the project is to reduce wildlife predation on livestock with different mitigation techniques.
- In 2022/23, ten Risk Management Practices (RMPs) involving 109 total projects with 46 livestock (beef and sheep) producers were implemented and/or installed. Installation of deadstock and predator resistant pens was completed.
- Three predation management field days were held at the Ethelbert, Pansy and Mulvihill community pastures and a factsheet, "A Quick Guide to Actions When Livestock are Attacked by Predators", was distributed through Cattle Country and by direct mail to Manitoba Sheep Association members.
- Created a new Wildlife Team to work with producers and industry on deer and elk damage to stored feed and predator attacks on cattle and sheep. Worked with the Wildlife Branch to publish and

distribute a factsheet in Cattle Country on protecting stored hay and silage, and related advertisements in the Manitoba Cooperator.

- Developed and delivered new displays to educate youth at MooMania and EweMania at the Agricultural Exhibition grounds in Brandon.
- Co-lead the By-Product Roundtable Development Committee for the Manitoba Protein Advantage Strategy and developed the Sustainable By-products Challenge Dialogue; distributed to stakeholders, reviewed feedback, and provided recommendations for key areas of focus and future establishment of the roundtable.
- Worked on the planning committee for the Manitoba Swine Seminar and took lead in working with a new event planner with over 580 people in attendance of the two-day seminar.
- Organized the African Swine Fever (ASF) working group with provincial and industry membership to increase the preparedness for an outbreak. Participated in monthly provincial ASF executive meetings and supported development of an ASF response plan.
- Provided technical expertise on dairy and beef cattle, sheep, poultry and swine in developing a Greenhouse Gas Calculator for the online Environmental Farm Plan.
- Monitored five sites across the Parkland, including Rorketon, Ochre River, Dauphin, Swan River and Roblin, to support an alfalfa winter kill project being led by researchers at McGill University. Counted plants, used a drone to capture field photos, and uploaded data for analysis.
- Formulated over 300 rations to assist beef producers in matching the nutritional needs of their herds and the feed test values for feedstuffs. Reviewed grazing plans for 20 producers to assist with funding applications to the Prairie Watershed Climate Program.
- Assisted in the processing of 2021 AgriRecovery drought applications from April to August. Contact was made by telephone to over 200 producers regarding the Herd Management application deadline and over 50 producers were contacted to clarify herd size declarations.
- Administered the Veterinary Student Employment Program (VetSTEP) which provided grants to 17 clinics providing summer work terms to 23 veterinary students. Increased the VetSTEP grant for 3rd year students to \$5K (up from \$3.5K). The 2022/23 budget was not fully allocated. Provincial grants totaling \$479K were paid to 26 Veterinary Services Districts, helping to maintain access to veterinarians in rural Manitoba.
- Issued licences for 70 livestock dealers and 98 agents, including one new dealer and 17 new agents. A brand registry of over 1,700 active livestock brands was maintained. An additional review step was added to ensure that each brand is unique and meets provincial requirements for brand images.
- Conducted 18 on-farm milk quality assessments on 12 farms, helping to maintain milk quality for bacteria counts. Experience with on-farm calls assisted in developing national standards for dairy premises. Inspected and re-licensed four dairy goat operations.
- Surveyed commercial bee producers and identified 57 per cent colony over winter, following the drought of 2021. Developed extension materials regarding bee colonies and issued an alert on high nosema levels in bee samples.
- In 2022/23, the department contracted apiary inspections, where 24 leaf cutting bee operations were inspected for Chalkbrood disease and 138 honeybee operations (3,072 colonies) were inspected for Foulbrood diseases (American and European Foulbrood disease).

**4 (b) Primary Agriculture**

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	5,659	64.00	6,185	(526)	
Other Expenditures	915	-	1,164	(249)	
Grant Assistance	1,215	-	1,056	159	
<b>Total Sub-Appropriation</b>	<b>7,789</b>	<b>64.00</b>	<b>8,405</b>	<b>(616)</b>	



## SUSTAINABLE AGRICULTURE INCENTIVES PROGRAM – 4C

### Sub-Appropriation Description

To improve land, air and water resource management through cost shared investment in Beneficial Management Programs (BMP) on farm.

### Key Results Achieved

- Programming was offered through CAP-AgAction Manitoba, under the federal Canadian Agricultural Partnership framework that included the provincial Sustainable Agriculture Incentives Program and the Assurance: Watershed Ecological Goods and Services program. In 2022/23, 63 projects totalling \$872K were implemented.
- The Greenhouse Gas tool was developed for cropping systems allowing producers to participate in self assessments. This will allow adaptation of management practices to reduce GHG emissions. This tool protects people, animals and plants by reducing emissions and building climate resiliency.

### 4 (c) Sustainable Agriculture Incentives Program

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Grant Assistance	872	-	1,500	(628)	
<b>Total Sub-Appropriation</b>	<b>872</b>	<b>-</b>	<b>1,500</b>	<b>(628)</b>	

## LESS: RECOVERABLE FROM OTHER APPROPRIATIONS – 4D

### Sub-Appropriation Description

This sub-appropriation provides for the recovery of Sustainable Agriculture Incentives Program (SAIP) related expenditures incurred by the Agriculture Production and Resilience Division of Manitoba Agriculture.

### 4 (d) Less: Recoverable from other Appropriations

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Grant Assistance	(872)	-	(1,500)	628	
<b>Total Sub-Appropriation</b>	<b>(872)</b>	<b>-</b>	<b>(1,500)</b>	<b>628</b>	

# Costs Related to Capital Assets (Non-Voted)

## Description

The appropriation provides for the amortization and interest expense related to capital assets.

### 5 (a) Costs Related to Capital Assets

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/23 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Amortization Expense	1,421	-	1,035	386	
<b>Total Sub-Appropriation</b>	<b>1,421</b>	<b>-</b>	<b>1,035</b>	<b>386</b>	

# Other Key Reporting

## Departmental Risk

Manitoba Agriculture provides leadership in risk analysis through its Comptrollership framework and by creating a risk management culture that facilitates assessment and management of risk. Risk is managed for policy, operations, human resources, financial, legal, health and safety, environment and reputation within a legislative environment, both in regards to the probability of occurrence and degree of damage and strategies for mitigating or minimizing potential situations.

A continuous, proactive, and systematic process is undertaken to ensure that decisions support the achievement of organizational corporate objectives. This enterprise approach ensures that accidents and unexpected losses are minimized.

The department manages its risks under the guidance of its comptrollership plan and all aspects of the central government Manitoba Risk Management Policy. The department must: a) emphasize loss prevention, loss reduction and risk transfer methods; b) identify risks thoroughly; c) identify strategies to mitigate or minimize risk; and d) receive appropriate approval. Specific activities are identified in the department comptrollership framework to meet risk management responsibilities, as follows:

- Leveraging the annual planning cycle of Internal Audit and Consulting Services to review departmental priorities and recommend areas of risk assessment.
- Mobilizing the Departmental Audit Committee to oversee risk assessment, identification and mitigation.
- Engaging the Departmental Business Continuity Planning (BCP) Steering Committee in the continuation of the BCP cycle.
- Coordinating the establishment of risk tolerance levels appropriate to every type of risk.
- Creating a culture of risk management through regular, effective communication with all staff.
- Ensuring appropriate staff complete mandatory comptrollership training.
- Monitoring the substantial risk assessment and management elements built into the department's internal financial planning and comptrollership activities, and expenditure controls.
- Evaluate and assess risk issues as to the likelihood of occurrence and the potential impact.
- Ensuring internal controls and processes are reviewed, documented, communicated and adopted in order to minimize identified risks.
- Establishing protocols for reporting incidents of loss or damage.
- Reviewing insurance risks and responsibilities and ensuring consistent application of processes.
- Making and carrying out timely decisions that would minimize the adverse effects of accidental or unforeseen losses upon the goals and objectives of the department.
- Reviewing new processes/activities to identify risks and develop risk mitigation strategies.
- Embedding processes and procedures to support governance and assist in managing identified risk issues.

Through fiscal year 2022/23, the department undertook the following specific activities toward managing its risks.

Risk	Activities taken to reduce / remove risk
Payment Process Exposure	<p>Process improvements and standardization reduced the risk of missed payments and ensure controls are in place. Internal communication of updated policies strengthens shared responsibility for implementation of mitigating controls.</p>
Personal Loss Exposure	<p>The department fosters employee engagement including wellness and health and safety initiatives. Succession planning is emphasized and supported, including systems to enable knowledge transfer, and training and development programs.</p>
Fraud Exposure	<p>Clear instructions and requirements about the roles, responsibilities and procedures of identifying and reporting fraud are communicated to all departmental staff. The department follows the central government Fraud Policy as outlined in the Financial Administration Manual.</p>

## Regulatory Accountability and Red Tape Reduction

### Regulatory requirements

	April 1, 2022	March 31, 2023
Total number of regulatory requirements	18,744	17,498
Net change	-	-1,100
Percentage change	-	-5.87%

- 'Total number of regulatory requirements' includes transfers of regulatory requirements in and out of the department in 2022/23.
- 'Net change' includes the changes (sum of decreases and increases) in regulatory requirements undertaken by the department in 2022/23 and is net of transfers of regulatory requirements in and out of the department.
- 'Percentage change' includes percentage changes in regulatory requirements undertaken by the department in 2022/23 and is net of transfers of regulatory requirements in and out of the department.

### Achievements

Manitoba Agriculture regularly reviews its legislative and regulatory responsibilities and reduces red tape by removing unnecessary regulatory requirements. Reducing red tape can eliminate the administrative burden to stakeholders of having to fill out unnecessary or outdated forms. The department's major achievements in 2022/23 included eliminating regulatory requirements and associated burden in regulations, policies and forms that were no longer required because of the termination of ineffective or antiquated programs.

In 2022/23, Manitoba Agriculture led red tape reduction efforts to support the delivery of client-centred services:

- The Family Farm Protection Act was not equipped to deal with the complex financial enterprises that make up the modern farm landscape. Amendments to The Family Farm Protection Act, under The Reducing Red Tape and Improving Services Act 2021, ended the Manitoba Farm Industry Board's involvement in mediation services between debtors and creditors. The provincial mediation program was a duplication of the federal mediation service, and farmers continue to have protections in legislation that require creditors to apply to the courts, prior to foreclosing on farmland. These amendments resulted in the replacement of the Family Farm Protection Forms Regulation with a simple Application for Leave Regulation under The Family Farm Protection Act in January 2023.
- The Farm Machinery and Equipment Act required creditors to apply to the Manitoba Farm Industry Board to repossess farm equipment with lien security. These provisions were also removed under The Reducing Red Tape and Improving Services Act 2021, along with the requirement for machinery dealers and manufacturers to be licensed. The 2022/23 regulatory project included amendments to the Farm Machinery and Equipment Regulation to remove vendor/dealer licensing and five forms were repealed as they were no longer required.

## The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007 and amended in 2018 gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and protects employees who make those disclosures from reprisal. The act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or knowingly directing or counseling a person to commit a wrongdoing. The act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the act, and with a reasonable belief that wrongdoing has been, or is about to be, committed is considered to be a disclosure under the act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the act, and must be reported in a department's annual report in accordance with Section 29.1.

The following is a summary of disclosures received by Manitoba Agriculture for fiscal year 2022/2023.

Information Required Annually (per section 29.1 of PIDA)	Fiscal Year 2022/2023
The number of disclosures received, and the number acted on and not acted on. Subsection 29.1(2)(a)	NIL
The number of investigations commenced as a result of a disclosure. Subsection 29.1 (2)(b)	NIL
In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. Subsection 29.1(2)(c)	NIL

## Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population at all levels of the organization, including senior management. Employment equity status is voluntarily self-identified when individuals are hired or at any time during their employment with Manitoba's public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities. This measure captures diversity in the public service and in senior management.

Equity Group	Benchmarks	% Total Employees as at March 31, 2023
Women	50%	65.9%
Indigenous Peoples	16%	5.5%
Visible Minorities	13%	22.9% <sup>1</sup>
Persons with Disabilities	9%	3.7% <sup>1</sup>

<sup>1</sup> Errata, correct transposition of amounts reported for equity groups – revised October 16, 2023.

# Appendices

## Appendix A - Other Reporting Entities

Other Reporting Entities (OREs) are accountable to the Minister. OREs are directly or indirectly controlled by government as prescribed by the Public Sector Accounting Board.

The following OREs form part of the department's consolidated results:

### **Manitoba Agricultural Services Corporation (MASC)**

MASC offers three main products: AgriInsurance, Hail Insurance and agricultural lending. Other programs administered by MASC include the Wildlife Damage Compensation Program, the Farmland School Tax Rebate Program, the Livestock Price Insurance Program, inspection services and any emergency assistance and other programs assigned to it by the province.

- **AgriInsurance** protects against crop production shortfalls and quality losses caused by natural perils. Losses within a producer's control are not covered. AgriInsurance covers 80 annual crops, forages during establishment and production, as well as the inability to seed in the spring due to wet conditions.
- **Hail Insurance** is a separate policy covering spot-loss hail damage to producers who participate in AgriInsurance. Producer premiums fund all Hail Insurance costs, including administrative expenses. This insurance also provides coverage of losses due to accidental fire.
- **Agricultural lending** provides Manitoba's agricultural producers with reasonable access to credit. MASC provides direct lending to clients and guarantees loans made by private sector financial institutions. MASC offers short, intermediate, and long-term financing at reasonable interest rates to eligible Manitoba agricultural producers. MASC guarantees various types of loans made by private sector lending institutions that are generally considered to be higher risk.

Website: <https://www.masc.mb.ca>

## Appendix B - Statutory Responsibilities

Any statutes that are not assigned to a particular Minister are the responsibility of the Minister of Justice, as are any amendments to acts. The department of Agriculture operates under the authority of the following acts of the Continuing Consolidation of the Statutes of Manitoba:

- The Agricultural Producers' Organization Funding Act
- The Manitoba Agricultural Services Corporation Act
- The Agricultural Societies Act
- The Department of Agriculture and Resource Development Act  
[except section 9 insofar as it relates to infrastructure grants or rural economic development initiatives]
- The Agrologists Act
- The Animal Care Act
- The Animal Diseases Act
- The Animal Liability Act
- The Bee Act
- The Cattle Producers Association Act
- The Crown Lands Act  
[section 1 as it relates to agricultural Crown lands and subsection 7(1) and section 7.1 as they relate to work permits on agricultural Crown lands, and sections 7.2 to 7.6 and 7.7]
- The Dairy Act
- The Family Farm Protection Act
- The Farm and Food Awareness Act
- The Farm Income Assurance Plans Act
- The Farm Lands Ownership Act
- The Farm Machinery and Equipment Act
- The Farm Practices Protection Act
- The Farm Products Marketing Act
- The Food Safety Act  
[This Act is not yet in force. It is to come into force on a date to be fixed by proclamation. Although not yet in force, it is to be repealed by S.M. 2021, c. 35, s. 12 on a date to be fixed by proclamation.]
- The Fruit and Vegetable Sales Act
- The Land Rehabilitation Act
- The Livestock and Livestock Products Act
- The Livestock Industry Diversification Act



- The Milk Prices Review Act
- The Noxious Weeds Act
- The Organic Agricultural Products Act
- The Pesticides and Fertilizers Control Act
- The Plant Pests and Diseases Act
- The Property Tax and Insulation Assistance Act

[Part III.1 and section 1 and Part VI as they relate to subjects covered under Part III.1]

- The Veterinary Medical Act
- The Veterinary Services Act
- The Wildlife Act

[the portion of clause 89(e) that relates to compensation for damage to crops caused by wildlife as it pertains to big game and migratory waterfowl]

- The Women's Institutes Act

# Glossary

**Alignment** – The process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal, or vision.

**Appropriation** – amount voted by the Legislative Assembly approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – the total amount of each resolution passed by the Legislative Assembly as reported in the printed estimates of expenditure.

Sub Appropriation – the total amounts applicable to the various breakdowns of the main appropriations in the printed estimates of expenditure.

**Authority** – In the financial tables throughout this report, represents the authorized votes approved by the Legislative Assembly in the Estimates of Expenditure (budget) as well as any changes (if applicable) as a result of government reorganizations, allocations from Enabling Appropriations, or and virement transfers between Main appropriations within the department. For a full reconciliation of the Printed Estimates of Expenditure to the Authority please see the Expense Summary by Appropriation report in the Report on the Estimates of Expenditure and Supplementary Information.

**Balanced Scorecard** – is an established integrated strategic planning and performance measurement framework. Implementation of Balanced Scorecards in the Manitoba government is a major initiative that is intended to strengthen the alignment of department level work with government priorities, improve accountability and transparency, and to deliver better outcomes for Manitobans.

**Baseline** - The starting data point for the performance measure.

**Borrowings** – Borrowings are securities issued in the name of the province to capital markets investors. Securities include debentures, treasury bills, promissory notes, medium-term notes and Manitoba Savings Bonds.

**Full-Time Equivalent (FTE)** – A measurement for number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (ex: term, departmental, seasonal, contract) are measured in proportional equivalents, ex: a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-one-half years (or 78 weeks) of employment (ex: 6 staff for 3 months (13 weeks) each; 2 staff for 9 months (39 weeks) each; 1 full-time and 1 half-time staff for 1 year; 3 half-time staff for 1 year; etc.).

**Government Reporting Entity (GRE)** – Includes core government and Crown organizations, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges.

**Grants** – Public money provided to an individual, organization or another government to assist in attaining their objectives and for which the government does not receive a good or service.

**Gross Domestic Product (GDP)** – Represents the total market value of all final goods and services produced in the Manitoba economy.

**Guarantees** – The province, in the normal course of business, may provide a guarantee to honour the repayment of debt or loans of an organization, primarily GBEs. Such a guarantee is provided on the Manitoba Hydro Savings Bonds.

**Interfund Activity** – Public Sector Accounting Standards adjustments including Health and Education Levy and Employee Pension and Other Contributions, attributed to the entire department.

**Key Initiatives** – These are the specific programs, activities, projects, or actions an organization will undertake to meet performance targets. Initiatives are often projects or events that aim to improve a process or an outcome in one of the four perspectives.

**Measure** – A measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages, and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

**Mission Statement** – A mission statement defines the core purpose of the organization — why it exists, and reflects employees’ motivations for engaging in the organization’s work. Effective missions are inspiring, long-term in nature, and easily understood and communicated.

**Objective** – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with an action verb such as increase, reduce, improve, or achieve. Strategy Maps are comprised entirely of objectives. “Strengthen respect in our workplace” is an example of an objective.

**Other Reporting Entity (ORE)** – Reporting organizations in the GRE such as Crown corporations, government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges that are directly or indirectly controlled by the government, as prescribed by Public Sector Accounting Board – excludes core government.

**Perspective** – In balanced scorecard language, perspective refers to a category of performance objectives. The standard four perspectives are: Quality of Life, Working Smarter, Public Service and Value for Money.

**Special Operating Agencies (SOA)** – Service operations within departments granted more direct responsibility for results and increased management flexibility needed to reach new levels of performance. SOAs embrace market disciplines of the private sector while adhering to the public policy imperatives of government. Annual business plans define financial goals and performance targets. SOAs have the ability to raise capital outside of the Consolidated Fund.

**Strategy** – This represents the broad priorities adopted by an organization in recognition of its operating environment and in pursuit of its mission. Situated at the centre of the balanced scorecard system, all performance objectives and measures should align with the organization’s strategy.

**Strategy Map** – The strategy map is a one-page visual representation of what must be done well to execute strategy. Strategy maps reflect performance objectives spanning the four perspectives, combining to tell the organization’s strategic story.

**Target** – The target presents the desired result of a performance measure. They provide organizations with feedback about performance.

**Values** – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization’s values make an open proclamation about how it expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

**Virement** – Refers to a transfer of authority between operating expenditure appropriations within a department.

**Vision** – The vision serves as the guiding statement for the work being done. A powerful vision provides everyone in the organization with a shared image of the desired future. It should answer why the work being done is important and what success looks like.