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**Minister of Labour and Immigration**

Legislative Building  
Winnipeg, Manitoba, CANADA  
R3C 0V8

His Honour the Honourable Philip S. Lee, C.M., O.M.  
Lieutenant Governor of Manitoba  
Room 235, Legislative Building  
Winnipeg MB R3C 0V8

Your Honour:

I have the privilege of submitting the Annual Report of the Department of Labour and Immigration covering the period from April 1, 2013 to March 31, 2014, which includes the Annual Report of the Manitoba Immigration Council.

Respectfully submitted,

Original signed by

Erna Braun  
Minister of Labour and Immigration







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Honourable Erna Braun  
Minister of Labour and Immigration

Minister:

I have the honour of presenting to you the Annual Report for the Department of Labour and Immigration for the fiscal year ending March 31, 2014, which includes the Annual Report for the Manitoba Immigration Council.

The Department of Labour and Immigration played an important role in contributing to Manitoba's growth and development by protecting the rights of workers, promoting harmonious labour relations, ensuring public safety, and by working to increase immigration, attracting investments by immigrant entrepreneurs and providing effective social and economic integration services to newcomers.

In 2013/14, Manitoba Labour and Immigration continued the effective delivery of programs and services pertaining to workplace safety and health, employment standards, labour relations, pension plans and public safety. It also continued to develop and foster Manitoba's immigration strategy which remains a key pillar of our province's economic growth strategy and continues to promote labour market growth, economic investment and dynamic communities in every region of Manitoba.

I would like to recognize the excellent work of all our employees who provide high quality services and the work of the external advisory councils that provide government with constructive advice.

Respectfully submitted,

Original signed by

Jeff Parr  
Deputy Minister of Labour and Immigration





## Overview of 2013/14 Achievements

The Department of Labour and Immigration continued to successfully implement Manitoba's *Growing through Immigration* strategy as a key pillar of our province's economic development strategy, contributing to the vitality and diversity of our communities and workplaces.

The Department contributed to the arrival of 13,100 immigrants to Manitoba in 2013, one of the highest numbers of newcomers received in a single year since the start of modern record keeping in 1946.

The Manitoba Provincial Nominee Program (MPNP) increased annual nominations to 5,000 in 2013 from 200 in 1998. MPNP landings accounted for 68 per cent of total provincial landings in 2013.

The Department engaged employers and communities in the MPNP Strategic Recruitment Initiatives through strategies such as the Morden Initiative, the Southern Europe Immigration Initiative and the Francophone Immigration Strategy.

The Department strengthened the province's ability to attract quality entrepreneurs to Manitoba by enhancing MPNP for Business criteria and processes. In 2013/14, there were 86 businesses started and over \$19.4 million invested in the province.

In partnership with the not-for-profit sector, the Department continued to deliver the Manitoba Start Program, a nationally-recognized best practice which provides centralized registration and referral services to all immigrant newcomers arriving in Manitoba, career coaching and employment supports, including assistance in qualifications recognition and job-matching services. Manitoba Start provided services to about 6,000 new immigrants in 2013.

The Department continued to support the microloans program called Recognition Counts!. The program is helping skilled newcomers put their international education and experience to better use by offering loans to help them meet Canada's re-accreditation and training requirements.

The Department contributed to Manitoba's immigrants having the third lowest unemployment rate in Canada in 2013 and the second highest employment rate for newcomers. Manitoba also achieved high rates of retention (87 per cent) for immigrants.

In 2013/14, the Department continued its leadership in international qualifications recognition led by the Office of the Manitoba Fairness Commissioner and their work with Regulators to ensure our internationally-experienced workers can achieve faster and fairer certification in their chosen occupations.

The Department continued to assist employers who register under *The Worker Recruitment and Protection Act* (WRAPA) in the ethical recruitment of immigrant workers. In 2013/14, Manitoba approved 1,981 employer registration certificates.

The Department worked with other government departments to coordinate services and improve supports for newcomer integration, through the interdepartmental Growth Strategy.

The Department continued to work on the creation of a new council, the Advisory Council on Citizenship, Immigration and Multiculturalism (MACCIM), which builds on the success of the Manitoba Immigration Council and the Manitoba Ethnocultural Advisory and Advocacy Council.

Manitoba continued to maintain a relatively stable labour relations climate in 2013. The number of person-days lost to labour disputes in Manitoba was less than half of the average number of days lost during the 1990s. Following the 2012 record-year of no work stoppages, there were just two in 2013.

The time-loss injury rate in Manitoba workplaces was 3.2 per 100 workers, a reduction of approximately 41 per cent since 1999/00.

Manitoba's Five Year Plan for Workplace Injury and Illness Prevention was introduced on April 26, 2013, and a number of initiatives in the action plan were implemented to support continued decline in the time-loss injury rate, including:

- appointing a Chief Prevention Officer;
- transferring prevention staff from Workplace Safety and Health and Workers Compensation Board to the newly formed prevention entity, SAFE Work Manitoba; and
- introducing new high visibility fleet vehicles for safety and health officers.

Amendments were made to the Workplace Safety and Health Regulation to improve road safety by enhancing requirements for high visibility personal protective equipment (PPE) and signage, prohibiting the use of personal electronic devices (PED), and standardizing training for flag persons. These changes place Manitoba ahead of all other jurisdictions with respect to flag person signage and among leaders with respect to PPE and training.

*The Workplace Safety and Health Act* was updated to improve existing compliance tools and address legislative gaps, including stronger administrative penalty provisions, expanded authority to issue orders to stop unsafe work, clarified requirements for safety and health committees and representatives, as well as other technical updates.

The Labour Programs Division took a coordinated, strategic approach, among enforcement branches, to decrease vulnerability of workers in Manitoba and raise the level of compliance with legislation:

- Workplace Safety and Health continued to address high hazard sectors and priority issues for each industry, and ensure protection of vulnerable workers (e.g., new Canadians, new workers, young workers, etc.).
- The Office of the Fire Commissioner (OFC), Employment Standards and Workplace Safety and Health worked together to monitor compliance, educate farmers and inspect housing in the agriculture industry.
- Employment Standards and Workplace Safety and Health worked to ensure contractors on Government construction projects had appropriate safety and health systems in place and were abiding by labour legislation.

The OFC partnered with the Fire Fighters Burn Fund and Red River Mutual Insurance to distribute five Fire and Life Safety Education trailers to the Manitoba fire service. Fire and Life Safety Education trailers provided to Mutual Aid Districts were used at various events throughout the province. The OFC used one of the trailers to tour through northern communities and festivals providing valuable fire prevention information.

The National Energy Code of Canada for Buildings 2011 was adopted with Manitoba amendments in December 2013 and a Fire Safety Task Force was created to review fire safety in personal care homes, hospitals and other facilities housing vulnerable Manitobans. Amendments to *The Fires Prevention and Emergency Response Act* (FPERA) were introduced in 2013 to better support enforcement of the Manitoba Fire Code.

The general minimum wage in Manitoba was increased by 20 cents to \$10.45 per hour, and a three per cent increase to Manitoba's construction wage rates in the heavy construction sectors was implemented.

Minimum standards legislation was updated to provide 37 weeks of unpaid leave and job protection for parents with a critically ill child as of June 2013, and to repeal the provision allowing certain Manitoba employers to pay less than minimum wage to people with mental or physical disabilities. Employment Standards also expanded public education seminars specifically focused on proactively educating employers on provisions of *The Employment Standards Code*, making it easier for employers to attend a seminar at no cost.

The Manitoba Labour Board significantly reduced the median processing time for applications received under *The Employment Standards Code* from 136 days in 2012/13 to 123 calendar days in 2013/14, and for applications under *The Labour Relations Act*, from 79.5 to 67 calendar days. To increase public circulation of its Written Reasons for Decision and Substantive Orders, the Board arranged to have decisions available on The Canadian Legal Information Institute website (CanLii.org), which provides free access to case law.

## **Aperçu des réalisations pour l'exercice 2013-2014**

Le ministère du Travail et de l'Immigration a continué de mettre en œuvre avec succès la Stratégie de croissance grâce à l'immigration, un élément essentiel de la stratégie de développement économique de notre province, qui contribue à la vitalité et à la diversité de nos collectivités et de nos lieux de travail.

Le ministère a favorisé l'arrivée au Manitoba de 13 100 immigrants en 2013. Ce nombre de nouveaux arrivants sur un an se trouve parmi les plus élevés depuis la mise en place du système moderne de consignment des données en 1946.

Le nombre de candidats admis annuellement au programme Candidats du Manitoba est passé de 200 en 1998 à 5 000 en 2013. En 2013, le Manitoba a reçu 68 % des arrivants issus des programmes des candidats des provinces.

Le ministère a fait participer des employeurs et des collectivités aux Initiatives de recrutement stratégique du programme Candidats du Manitoba, dans le cadre de stratégies telles que l'initiative de Morden, l'initiative visant l'immigration venant du sud de l'Europe et la Stratégie de promotion de l'immigration francophone du Manitoba.

Le ministère a permis à la province de renforcer sa capacité à attirer des entrepreneurs de qualité en améliorant les critères et les processus du programme Candidats du Manitoba pour les gens d'affaires. En 2013-2014, il y a eu 86ancements d'entreprise, et plus de 19,4 millions de dollars ont été investis dans la province.

En partenariat avec le secteur sans but lucratif, le ministère a continué d'offrir le programme Manitoba Start, un exemple de pratiques exemplaires reconnu à l'échelle nationale, qui fournit des services centralisés d'inscription et d'aiguillage à tous les nouveaux arrivants du Manitoba, de l'assistance professionnelle et de l'aide à l'emploi, y compris du soutien ayant trait à la reconnaissance des qualifications et des services de jumelage emploi-travailleur. Manitoba Start a fourni des services à environ 6 000 nouveaux immigrants en 2013.

Le ministère a continué d'appuyer le programme de microprêts Recognition Counts! Le programme offre des prêts aux nouveaux arrivants qualifiés afin de leur permettre de satisfaire aux exigences de formation et d'agrément du Canada et, ainsi, de mieux exploiter leur éducation et leurs expériences internationales.

Grâce au ministère notamment, le taux de chômage chez les immigrants du Manitoba a été le troisième taux de chômage le plus bas du pays en 2013. Le taux d'emploi chez les nouveaux arrivants de la province s'est classé au deuxième rang des taux les plus élevés. De plus, le Manitoba a obtenu un taux de rétention des immigrants élevé (87 %).

En 2013-2014, le ministère a poursuivi son rôle de chef de file en matière de reconnaissance des compétences acquises à l'étranger par l'intermédiaire du Bureau du commissaire à l'équité du Manitoba. Il a également continué son travail en collaboration avec les organismes de réglementation afin que les travailleurs formés à l'étranger puissent obtenir une accréditation dans leur profession plus rapidement et de manière plus juste.

Le ministère a continué d'aider les employeurs qui s'inscrivent en vertu de la *Loi sur le recrutement et la protection des travailleurs* afin de recruter des travailleurs de façon éthique. En 2013-14, le Manitoba a approuvé 1 981 certificats d'inscription d'employeurs.

Le ministère a travaillé avec d'autres ministères afin de coordonner les services et d'améliorer l'appui à l'intégration des nouveaux arrivants, grâce à la Stratégie de croissance interministérielle.

Le ministère a continué de travailler à la création d'un nouveau conseil, le Conseil consultatif manitobain de la citoyenneté, de l'immigration et du multiculturalisme, s'appuyant sur le succès du Conseil de l'immigration du Manitoba et du Conseil ethnoculturel manitobain de consultation et de revendication.

En 2013, le Manitoba a continué de maintenir un climat de relations de travail relativement stable. Le nombre de jours-personnes perdus en raison de conflits de travail au Manitoba a représenté moins de la moitié du nombre moyen de jours perdus dans les années 1990. Après 2012, qui fut une année record sans aucun arrêt de travail, l'année 2013 n'en a compté que deux.

Le taux d'accidents avec perte de temps sur les lieux de travail au Manitoba a été de 3,2 pour 100 travailleurs, soit une baisse d'environ 41 % depuis 1999-2000.

Le Plan quinquennal du Manitoba visant à prévenir les accidents du travail et les maladies professionnelles a été lancé le 26 avril 2013. Dans le cadre de ce plan d'action, plusieurs initiatives ont été mises en œuvre afin que le taux d'accidents avec perte de temps continue de baisser. Parmi ces initiatives, citons :

- la nomination d'un conseiller principal en prévention;
- le transfert de membres du personnel de prévention de la Direction de la sécurité et de l'hygiène du travail et de la Commission des accidents du travail à l'organisme de prévention récemment formé, SAFE Work Manitoba; et
- la présentation de nouveaux véhicules à haute visibilité pour les agents de sécurité et d'hygiène.

Des modifications ont été apportées au *Règlement sur la sécurité et la santé au travail* pour renforcer la sécurité routière en améliorant les exigences relatives à l'affichage et à l'équipement de protection individuelle à haute visibilité, en interdisant l'usage d'appareils électroniques personnels et en normalisant la formation destinée aux signaleurs. Grâce à ces modifications, le Manitoba se classe en première place par rapport aux autres provinces et territoires en ce qui concerne la signalisation des signaleurs, et se trouve parmi les leaders quant à l'équipement de protection individuelle et la formation.

La *Loi sur la sécurité et l'hygiène du travail* a été modernisée afin de renforcer les outils de conformité et de combler les lacunes des mesures législatives. Ces changements ont compris la mise en place de dispositions plus fermes concernant les sanctions administratives, l'accroissement de l'autorité permettant de délivrer des ordres d'arrêt de travail lorsque les conditions sont dangereuses, la clarification des exigences pour les représentants et les comités de sécurité et d'hygiène, ainsi que l'application d'autres mises à jour techniques.

La Division des programmes relatifs au travail a adopté une approche coordonnée et stratégique, au sein des directions responsables de l'application de la loi, afin de réduire la vulnérabilité des travailleurs au Manitoba et d'accroître le niveau de conformité aux dispositions législatives :

- la Direction de la sécurité et de l'hygiène du travail a continué d'examiner les secteurs à haut risque et les questions prioritaires pour chaque industrie, et de veiller à la protection des travailleurs vulnérables (p. ex., les nouveaux Canadiens, les nouveaux et les jeunes travailleurs);
- le Bureau du commissaire aux incendies, la Direction des normes d'emploi et la Direction de la sécurité et de l'hygiène du travail ont collaboré en vue de veiller au respect des normes, de sensibiliser les agriculteurs et d'inspecter les logements pour l'industrie agricole;
- la Direction des normes d'emploi et la Direction de la sécurité et de l'hygiène du travail ont travaillé de concert afin de veiller à ce que les entrepreneurs, dans le cadre de projets gouvernementaux de construction, aient mis en place des systèmes appropriés de sécurité et de santé et aient respecté les mesures législatives portant sur le travail.

Le Bureau du commissaire aux incendies a travaillé en partenariat avec le Fire Fighters Burn Fund et la Red River Mutual Insurance afin de fournir au service d'incendie du Manitoba cinq caravanes destinées à la sensibilisation aux risques d'incendie et à la sécurité du public. Les caravanes offertes aux districts d'aide mutuelle ont été utilisées lors de plusieurs événements à travers la province. Le Bureau s'est servi de l'une d'entre elles durant sa tournée dans les collectivités du Nord et lors de festivals pour fournir de précieux renseignements sur la prévention des incendies.

Le *Code national de l'énergie pour les bâtiments - Canada 2011* a été adopté en décembre 2013, avec des modifications du Manitoba. De plus, un groupe de travail sur la prévention des incendies a été créé afin de revoir la sécurité-incendie dans les foyers de soins personnels, les hôpitaux et d'autres établissements hébergeant des résidents manitobains vulnérables. Des changements à la *Loi sur la prévention des incendies et les interventions d'urgence* ont été présentés en 2013 pour renforcer la mise en application du *Code de prévention des incendies du Manitoba*.

Le salaire minimum général de la province a augmenté de 20 cents, pour atteindre 10,45 \$ l'heure. Une hausse de 3 % des taux salariaux manitobains dans le secteur de la construction lourde a aussi été appliquée.

Les mesures législatives sur les normes minimales ont été mises à jour et prévoient un congé sans solde de 37 semaines et une protection de l'emploi pour les parents ayant un enfant gravement malade à compter du mois de juin 2013. La disposition permettant à certains employeurs manitobains de verser un salaire inférieur au salaire minimum à des personnes ayant une incapacité mentale ou physique a également été abrogée. La Direction des normes d'emploi a aussi offert plus de séminaires d'éducation du public axés tout particulièrement sur la formation proactive des employeurs au sujet des dispositions du *Code des normes d'emploi*. Les employeurs ont ainsi eu plus facilement accès à ces séminaires offerts gratuitement.

La Commission du travail du Manitoba a considérablement réduit le délai moyen de traitement des demandes reçues en vertu du *Code des normes d'emploi*, qui est passé de 136 jours en 2012-2013 à 123 jours civils en 2013-2014, ainsi que celui des demandes reçues en vertu de la *Loi sur les relations du travail*, qui est passé de 79,5 à 67 jours civils. En vue d'accroître la diffusion auprès du public des motifs écrits des décisions et des ordonnances importantes, la Commission a pris des mesures pour que les décisions soient accessibles sur le site Web de l'Institut canadien d'information juridique (CanLii.org), qui offre un accès gratuit à la jurisprudence.

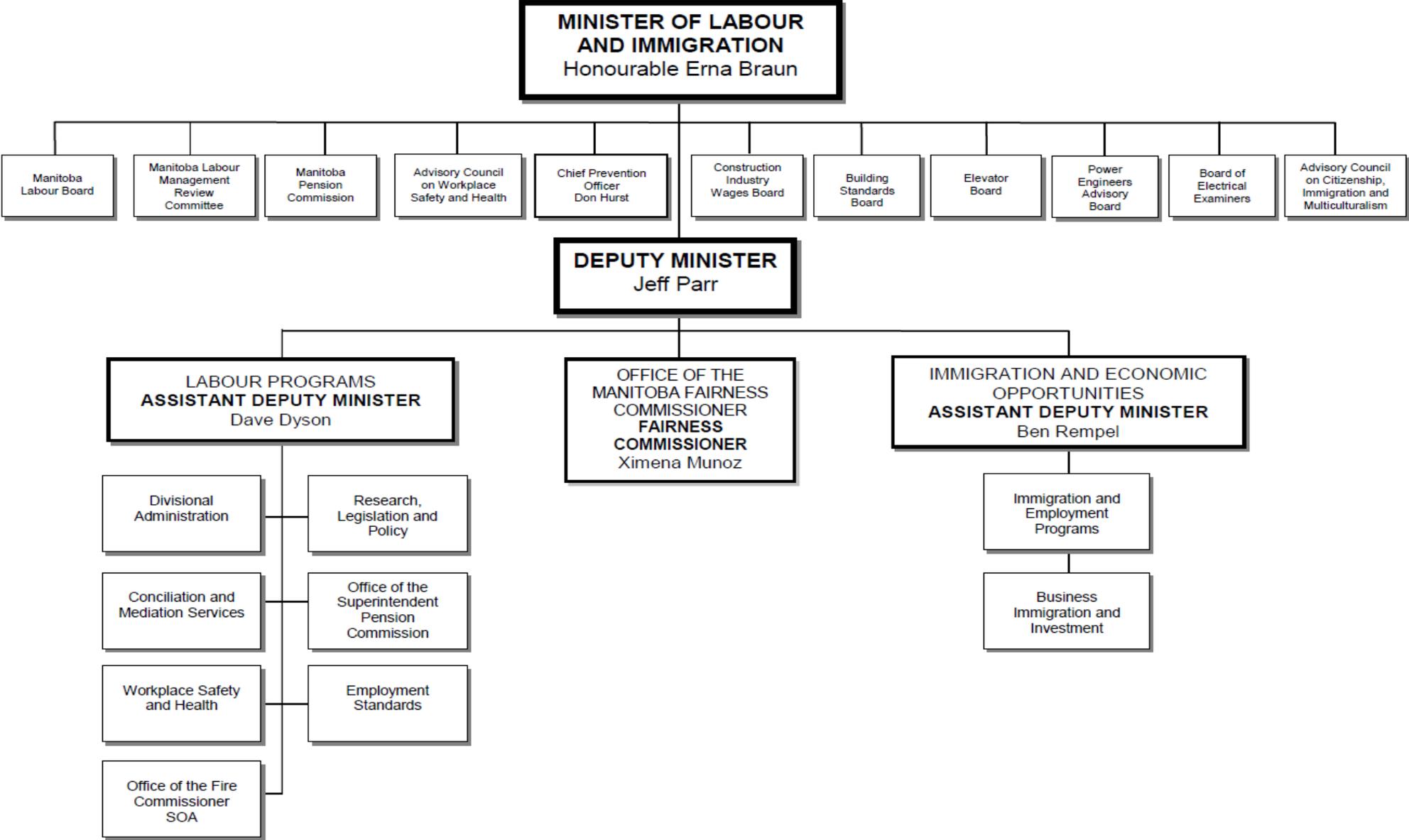


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# Organizational Chart





# INTRODUCTION

## Report Structure

The annual report is organized in accordance with the appropriation structure that reflects the Department's authorized votes approved by the Legislative Assembly as at March 31, 2014. The report includes information at the main and sub-appropriation levels relating to the Department's objectives and actual results. Financial performance information is provided with expenditure and revenue variance explanations and a five-year adjusted historical table of departmental expenditures and staffing.

On October 18, 2013, a new Department of Labour and Immigration (LIM) was established when labour programs (workplace safety and health, employment standards, labour relations, pensions and public safety) moved from the former Department of Family Services and Labour and joined the former Department of Immigration and Multiculturalism. The new Department of Labour and Immigration retained responsibility for the Office of the Manitoba Fairness Commissioner, while responsibility for multiculturalism moved to the new Department of Multiculturalism and Literacy. The new LIM includes two main Divisions: Labour Programs, and Immigration and Economic Opportunities, to which the Business Immigration and Investment Branch (previously part of the Department of Entrepreneurship, Training and Trade) was added, effective April 2013.

(Separate annual reports are issued by the Manitoba Labour Board and the Office of the Fire Commissioner.)

## Role and Mission

The Department's overall role and mission is to contribute to Manitoba's growth and development by ensuring public safety, creating safe and healthy workplaces, balanced employment practices and harmonious labour/management relations, and by promoting the Province as a destination of choice for skilled immigrants and immigrant entrepreneurs and ensuring the successful settlement, and labour market and community integration of immigrant newcomers in Manitoba.

## Guiding Principles

- Serve the Manitoba public efficiently, courteously and effectively, while being accountable and responsible in the use of public funds.
- Consult equally with labour, management and other client groups.
- Work with all levels of government, industry, and the community to increase immigration and facilitate the economic and social integration of newcomers.
- Develop initiatives to ensure that the regions of Manitoba have access to the benefits of immigration, according to local needs.
- Assume a leadership role in promoting partnerships, innovation and change, along with our external stakeholders, including all levels of government and community groups.
- Develop and pursue preventative and public education strategies towards achieving our mission.
- Promote responsiveness, flexibility and innovation throughout the Department.
- Empower staff and recognize that they are our most important resource.
- Pursue and implement continuous improvement strategies in services, programs and operations.

# Statutory Responsibilities of the Minister of Labour and Immigration

## **LABOUR ACTS**

The Amusements Act (Part II)  
The Buildings and Mobile Homes Act  
The Construction Industry Wages Act  
The Electricians' Licence Act  
The Elevator Act  
The Employment Standards Code  
The Firefighters and Paramedics Arbitration Act  
The Fires Prevention and Emergency Response Act  
The Gas and Oil Burner Act  
The International Labour Cooperation Agreements Implementation Act  
The Labour Relations Act  
The Labour Administration Act [except as it relates to immigration services and certain training programs]  
The Pay Equity Act  
The Pension Benefits Act  
The Power Engineers Act  
The Remembrance Day Act  
The Retail Businesses Holiday Closing Act  
The Steam and Pressure Plants Act  
The Worker Recruitment and Protection Act  
The Workers Compensation Act [as it relates to Worker Advisor]  
The Workplace Safety and Health Act

## **IMMIGRATION ACTS**

The Fair Registration Practices in Regulated Professions Act  
The Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism Act<sup>1</sup>  
The Labour Administration Act [as it relates to immigration services]

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<sup>1</sup> The Manitoba Immigration Council Act is repealed upon proclamation of The Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism Act.

## Sustainable Development

In compliance with *The Sustainable Development Act*, the Department of Labour and Immigration is committed to ensuring that its activities conform to the principles of sustainable development.

From June 2-8, 2013, departmental staff participated in the annual Commuter Challenge, leaving their cars at home and using alternative and active forms of transportation. Participating departmental staff contributed 6,460 litres to the overall provincial fuel savings in 2013.

The Department continued to make progress in reducing fuel consumption and greenhouse gas emissions. Vehicles continued to be updated with eco-friendly models and staff follow fuel efficiency guidelines, use ethanol-blended gasoline where available, and promote an “idle free” environment. As of March 31, 2014, the Office of the Fire Commissioner reduced its fleet of vehicles by five and replaced six vehicles in its fleet with eco-friendly models. Workplace Safety and Health replaced nine vehicles in 2013/14 with eco-friendly vehicles, and is scheduled to replace the remaining five over the next several years.

The Department continued to use the Waste Stream Services recycling program, which includes mini-bins for desk side refuse, desk side blue bins for non-confidential paper, and central bins for aluminum, plastic, and non-confidential paper. This program endorses the continued use of Government Records Boxes for the destruction of confidential paper, and will be maintained in the future.

Through internal procurement practices, the Department continued to promote environmental sustainability and awareness within the Department and among vendors, and continued expanding the knowledge and skills of procurement practitioners and end-users. “Green” products and recycled materials continue to be purchased where available including the purchase of recycled photocopy paper.

The Department remains committed to developing strategies and policies that promote a culture of sustainability and integrate sustainable development principles and guidelines into its ongoing activities.

# Minister and Executive Support

## Minister's Salary

This appropriation provides for the Minister's salary entitlement as a member of Executive Council.

### 11-1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2013/14 \$(000s)	Estimate 2013/14 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	37	1.00	37	-

## Executive Support

Executive Support includes the offices of the Minister and the Deputy Minister. The Minister provides leadership and direction to ensure the goals and objectives of the Department are accomplished. The Office of the Deputy Minister provides the Minister with advice and information regarding issues and matters of concern to the Department. Executive Support is responsible for providing the Department with policy direction and overall planning and coordination of departmental activities. The Deputy Minister is the chairperson of the Departmental Executive Committee, which includes the senior managers from each of the Department's divisions.

### 11-1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2013/14 \$(000s)	Estimate 2013/14 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	236	4.00	248	(12)
Total Other Expenditures	41		74	(33) 1
<b>Total Expenditures</b>	<b>277</b>	<b>4.00</b>	<b>322</b>	<b>(45)</b>

#### Explanation Number:

1. The under-expenditure reflects the Deputy Minister's office being shared between two Departments.

# Immigration and Economic Opportunities Division

The Immigration and Economic Opportunities Division develops and implements policies and programs related to the promotion, recruitment and selection of immigrants to Manitoba, the registration and referral of new immigrants to a broad range of integration and language training services, as well as employment readiness and job matching with Manitoba employers. The Division also provides central support services in the areas of financial and administrative services, policy analysis and development, federal/provincial relations, research and evaluation.

## Objectives

- To meet the targets set by Manitoba's *Growing through Immigration* strategy through the successful attraction, integration and retention of skilled workers, entrepreneurs, family and humanitarian class immigrants by:
  - promoting Manitoba as an immigration destination of choice;
  - assisting Manitoba in meeting its current, medium and long-term skilled labour force and business investment requirements;
  - supporting the enhancement and delivery of the Manitoba Start program as a province-wide economic opportunity service for newcomers;
  - ensuring the successful implementation of the Province's Qualifications Recognition strategy; and
  - continuing to facilitate the successful social and economic integration of newcomers.
- To ensure consistency, accuracy, effectiveness and timeliness with respect to departmental activities by providing centralized support, coordination and other services in the following areas:
  - finance and administration;
  - communications and technology services;
  - immigration-related policy analysis and legislative development;
  - immigration-related federal/provincial relations; and
  - immigration-related planning, program supports, research, reporting and evaluation.

## Immigration and Employment Programs

### Key Results Achieved

During 2013/14, the Immigration and Economic Opportunities Division was re-organized with a strong focus on the ongoing development and delivery of successful immigration and economic integration programs. At the same time, the Division retained responsibility for ensuring an effective transition of federally-funded settlement services in Manitoba to direct federal administration\* by maintaining Manitoba's Immigrant Integration Service Continuum, thereby minimizing disruption to new immigrants and service providers.

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\*as per the unilateral decision announced by CIC on April 12, 2012 to terminate the bilateral settlement services agreement with Manitoba

As part of the Manitoba-Citizenship and Immigration Canada (CIC) transition plan, Manitoba continued to support and administer agreements under the Manitoba Immigrant Integration Program (MIIP) for regional settlement and English as an Additional Language (EAL) programs until November 1, 2013, when the transition of these programs to federal administration was completed. Manitoba continues to retain funding, administrative and program development authority over essential components of the service continuum, including centralized registration and referral, as well as immigrant employment services through Manitoba Start.

- Contributed to 13,100 immigrants landing in Manitoba in 2013 from 3,725 in 1999, representing one of the highest number of newcomers received in a single year since the start of modern record keeping in 1946.
- Delivered the Manitoba Provincial Nominee Program (MPNP), which contributed to the successful landing of 8,854 MPNP newcomers in 2013, accounting for 68 per cent of all immigration to Manitoba.
- Expanded the electronic MPNP online application system to all skilled worker applicants, making it available for francophone applicants; 10,373 applications were submitted to the MPNP in 2013.
- Approved 4,805 skilled worker applications and 200 Provincial Nominee Program for Business applicants in 2013, representing approximately 12,000 individuals planning to move to Manitoba.
- Continued development of strategies to recruit and retain prospective francophone immigrants, resulting in 462 French-speaking immigrants settling in Manitoba in 2013.
- Supported employer and community involvement in the recruitment of skilled workers through overseas missions such as the Morden Initiative, the Southern Europe Immigration Initiative and the Francophone Immigration Strategy.
- Developed and presented a proposal to CIC in 2013 for Manitoba to benefit from immigration levels' growth through the new federal Express Entry program to be launched in January 2015.
- Continued to assist employers in the ethical recruitment of immigrant workers under *The Worker Recruitment and Protection Act* (WRAPA), including the issuance of 1,981 employer registration certificates.
- In partnership with the not-for-profit sector, continued to deliver the Manitoba Start Program, a nationally-recognized best practice which provides centralized registration services for all immigrant newcomers arriving in Manitoba, career coaching and employment supports, including assistance in qualifications recognition and job-matching services. Manitoba Start provided services to about 6,000 new immigrants in 2013.
- Improved the centralized web-based registration, assessment and referral system in Manitoba Start to support the labour market and social integration outcomes of immigrant newcomers.
- Provided job finding and career development support to immigrants through Manitoba Start's employment and employer engagement outreach services, resulting in a job placement rate of 75 per cent.
- Invested in the improvement of qualifications recognition navigation supports through Manitoba Start by ensuring that career coaches have the training and knowledge required to effectively support immigrants in regulated occupations to successfully prepare for full certification and/or find appropriate alternative employment opportunities.

- Worked with government departments to support and improve services and programming for immigrants and refugees, in areas such as employment and training, children and youth at risk, and interpreter services.
- Supported the integration of newcomers to Manitoba and continued to administer the MIIP, for settlement and EAL programming in regions outside Winnipeg until November 1, 2013. From April 1 to October 31, 2013, 16 EAL and 12 settlement agreements were administered and monitored. Over 2,300 newcomers in 14 communities received settlement services and 106 EAL classes were offered in 25 communities, reaching approximately 1,200 learners.
- Supported English at Work programming in 25 Manitoba workplaces, reaching over 750 employees.
- Supported the ongoing development and delivery of services through capacity building, professional development, resource development and program support activities related to EAL, interpreter training and 'working with refugees' training for government and community services including:
  - mentorship for new EAL teachers and development of Canadian Language Benchmarks (CLB) Can Do statements for teachers;
  - revision of CLB for Literacy Learners resource for teachers;
  - production of 15 iEnglish and 30 iFrancais resources;
  - Learn English with CBC lessons for EAL learners;
  - delivery of 10 'working with refugees' training sessions for government and community services and a 'train the trainer' session for six new trainers; and
  - delivery of three interpreter training sessions in Winnipeg and Brandon (approximately 40 interpreters) and development of training modules for legal and education settings.
- Began development of a Memorandum of Understanding for settlement partnership with CIC and the service sector to define an enduring role for Manitoba in supporting settlement service delivery and the continuity of the Manitoba "selection to settlement" service model.
- In collaboration with SEED Winnipeg, the Assiniboine Credit Union and the federal government, continued to support Recognition Counts!, to provide low-interest micro loans to assist skilled immigrants to Manitoba with the recognition of their international qualifications.
- Provided financial, administrative and monitoring services through the Project Funding system for programs delivered by the Division, including the MIIP, and other contracted services.
- Provided financial and accounting services, including advice and preparation of the Departmental Plan, the Departmental Estimates, the Estimates Supplement, cash flows, financial reporting, the Annual Report, accounting records (general ledger, accounts payable, accounts receivable), authority seeking documents such as Treasury Board and Cabinet Submissions and Cost-Shared Agreements.
- Provided administrative services to the Department, including accommodations, government vehicles, parking, mail and telecommunications.
- Provided Information and Communications Technology (ICT) services and support to the Department.
- Provided information and communication technology hardware and software project development and enhancement, needs analysis, procurement and installation.

- Continued the development of website information and other communication tools to attract prospective immigrants to Manitoba and to provide enhanced pre-arrival, labour market and settlement planning information to accelerate immigrant integration. Over 1.59 million visits to the [immigratemanitoba.com](http://immigratemanitoba.com) website were recorded in 2013/14, an increase of 61 per cent from the previous year.
- Provided research, analysis and information services to the Division with respect to policy and legislative development.
- Provided ongoing policy and planning support to the Department's Executive and to program areas within the Division.
- Compiled and disseminated Manitoba's annual report of Immigration facts and figures.
- Processed 113 applications for access to immigration-related and department-wide records under *The Freedom of Information and Protection of Privacy Act*.
- Provided effective policy and issue management for Manitoba's positions and representation at federal/provincial/territorial working groups and tables. Continued the provincial co-chair responsibilities of the Foreign Qualifications Recognition Working Group to implement the First Ministers' Pan-Canadian Framework on the Assessment and Recognition of Foreign Qualifications.
- Continued to work with the Office of the Manitoba Fairness Commissioner, post secondary institutions, employers and government to facilitate and fast-track the recognition and labour market integration of internationally educated and trained individuals.
- Worked on the development of *The Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism (MACCIM) Act* and the creation of a new council, which builds on the success of the Manitoba Immigration Council and the Manitoba Ethnocultural Advisory and Advocacy Council.

### 11-2(a) Immigration and Employment Programs

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2013/14 \$(000s)</b>	<b>Estimate 2013/14 FTE</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Total Salaries	4,707	67.65	4,030	677
Total Other Expenditures	1,529		1,583	(54)
Total Financial Assistance	7,934		8,662	(728)
<b>Total Expenditures</b>	<b>14,170</b>	<b>67.65</b>	<b>14,275</b>	<b>(105)</b>

# Office of the Manitoba Fairness Commissioner

The Office of the Manitoba Fairness Commissioner (OMFC) administers *The Fair Registration Practices in Regulated Professions Act* to ensure registration practices of Manitoba's regulated professions and occupations are transparent, objective, impartial, and fair.

## Objectives

- To work with Manitoba regulators to ensure their compliance with the requirements of *The Fair Registration Practices in Regulated Professions Act* (the Act).
- To ensure fair registration practices which recognize the qualifications of internationally educated professionals so that they can integrate into the Manitoba professional workforce in a timely manner.
- To ensure Manitoba has an informed, fair and coherent system for the assessment and recognition of qualifications of internationally educated professionals.

## Key Results Achieved

- Prepared a Report to the Minister of Labour and Immigration on the implementation and effectiveness of *The Fair Registration Practices in Regulated Professions Act* for the period January 2011 to December 2012.
- Completed the Registration Reviews of 31 self regulated and three government regulated professions.
- Continued implementation of data collection and reporting processes used by regulators to report on applicants, as required by the Act. This work included providing support to regulatory bodies to ensure accurate reporting.
- Held regular business meetings with regulators, including capacity development sessions through a Best Practices Series, to assist regulators improve their assessment of internationally earned credentials.
- Worked with numerous stakeholders to ensure improved information for internationally educated professionals is consistent with the requirements under the Act.
- Developed and distributed *Gap Training and Bridge Programs - Guiding Principles for Development and Implementation in Manitoba*, a resource document for stakeholders supporting programming for internationally educated professionals.
- Continued the development of Professional Practice modules to support employment service delivery for internationally educated professionals in the accounting, engineering, nursing, technicians and technologists, and allied health professions.
- Continued distribution of materials developed to support qualifications recognition in Manitoba, including: *To the Point: a Plain Language Guide for Regulators*; *Manitoba Fair Practices for the Assessment and Recognition of Internationally Educated Applicants*; and *Process Model for Qualifications Recognition*.
- Continued to provide advice on issues related to the recognition of qualifications for internationally educated professionals to regulators, government departments and agencies, post secondary institutions, and national organizations.

**11-2(b) The Office of the Manitoba Fairness Commissioner**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2013/14 \$(000s)</b>	<b>Estimate 2013/14 FTE</b>	<b>\$(000s)</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Total Salaries	255	3.00	250	5	
Total Other Expenditures	67		82	(15)	
Total Financial Assistance	900		1,057	(157)	
<b>Total Expenditures</b>	<b>1,222</b>	<b>3.00</b>	<b>1,389</b>	<b>(167)</b>	

## Business Immigration and Investment

Effective April 1, 2013, the Manitoba Provincial Nominee Program (MPNP) was consolidated as one program within the Immigration and Employment Opportunities Division when the Business Immigration and Investment Branch was moved to the Department of Labour and Immigration. The Branch continues to administer the Business category of the MPNP (MPNP-B), including the Farm Strategic Recruitment Initiative, assists with the Manitoba Opportunities Fund, and Manitoba's participation in the Federal Immigrant Investor Program on behalf of the Division.

### Objectives

- To attract business investment from around the world to Manitoba through the administration of the Business category of the Manitoba Provincial Nominee Program, and to support economic development through the Manitoba Opportunities Fund.

### Key Results Achieved

- Introduced program design improvements to significantly strengthen the Business category of the MPNP, including:
  - an Expression of Interest process to replace the previous application/exploratory visit system;
  - the enhancement of MPNP-B selection criteria; and
  - a new Farm Strategic Recruitment Initiative to replace the Young Farmer Program, designed to enhance Manitoba's ability to attract farmers from around the world to establish farm businesses in the province.
- Increased investment in value added businesses in Manitoba, increased the injection of foreign capital into Manitoba's economy and increased job creation possibilities by facilitating 86 initial business investments by MPNP business immigrants of over \$19.4 million.
- Through recruitment mission activities in various countries such as the United Kingdom, South Africa, Vietnam and China, increased awareness of Manitoba as an immigration destination for foreign business immigrants through the MPNP.
- Assisted with the administration of the Manitoba Opportunities Fund, in support of the *Growing through Immigration* strategy and economic development projects.

### 11-2(c) Business Immigration and Investment

Expenditures by Sub-Appropriation	Actual 2013/14 \$(000s)	Estimate 2013/14 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	318	12.00	318	-
Total Other Expenditures	69		69	-
<b>Total Expenditures</b>	<b>387</b>	<b>12.00</b>	<b>387</b>	<b>-</b>

## **Manitoba Immigration Council**

The Manitoba Immigration Council (MIC) was created in June 2004 by *The Manitoba Immigration Council Act*. The Act provided for the appointment of a 12-member commission with representation from business, labour, regional, educational, and multicultural sectors.

The objective of the Manitoba Immigration Council was to provide the Minister with information and advice regarding measures to attract immigrants, services for new immigrants, and initiatives that should be developed and promoted by government and others to ensure that immigrants remain in Manitoba.

### **Key Results Achieved**

In 2013/14, *The Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism (MACCIM) Act* received Royal Assent that amalgamates the Manitoba Immigration Council (MIC) and the Manitoba Ethnocultural Advisory and Advocacy Council (MEAAC). The term and mandate of MIC and its members ended on January 31, 2014, and the *Manitoba Immigration Council Act* is repealed when the MACCIM Act is proclaimed.

# Labour Programs Division

The Labour Programs Division is responsible for the effective delivery of programs and services pertaining to the regulation of workplace safety and health, employment standards, labour relations, pensions and public safety. The Division provides policy and issues management advice to the Minister, Deputy Minister and central government and contributes to the overall management of the Department of Labour and Immigration.

## Divisional Administration

Divisional Administration for Labour Programs consists of two units: the Assistant Deputy Minister's office and Financial and Administrative Services. The Assistant Deputy Minister's office provides advice and support to the Minister, Deputy Minister and Department and leadership and overall direction for the Labour Programs Division. The Financial and Administrative Services Unit provides centralized support, coordination and other services to the Labour Programs Division in the areas of finance and administration, reporting, planning, comptrollership and accountability.

### Objectives

- To provide effective leadership, coordination, direction, and support for the Division's program areas.
- To ensure consistency, accuracy, effectiveness and timeliness with respect to divisional activities by providing centralized support, coordination and other services in the following areas:
  - finance and administration; and
  - reporting, planning, comptrollership and accountability.

### Key Results Achieved

- Continued documenting financial policies to be referenced by divisional staff.
- Provided input on the development of a strengthened comptrollership framework within the OFC.
- Chaired the newly formed OFC Audit Committee, which provides oversight to the agency's planning, reporting, internal control and external audit functions.
- Oversaw the transition of prevention staff from Workplace Safety and Health to the new consolidated prevention entity, SAFE Work Manitoba.
- Acted as the key contact point for dialogue with major stakeholders and ensured any concerns were addressed appropriately.

### 11-3(a) Divisional Administration

Expenditures by Sub-Appropriation	Actual 2013/14 \$(000s)	Estimate 2013/14 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	406	7.50	412 (6)	
Total Other Expenditures	112		138 (26)	
<b>Total Expenditures</b>	<b>518</b>	<b>7.50</b>	<b>550 (32)</b>	

## Research, Legislation and Policy

Research, Legislation and Policy provides centralized support to the Labour Programs Division by conducting research and analysis, supporting policy development, coordinating the Division's legislative initiatives, and providing support services to a number of advisory boards and committees. The Branch also administers the Division's responsibilities under *The Freedom of Information and Protection of Privacy Act*.

### Objectives

- To ensure consistency, accuracy, effectiveness and timeliness with respect to Labour Programs' activities by providing centralized support, coordination and other services, including research, policy analysis and legislative development.

### Key Results Achieved

- Provided administrative support, research, and analysis to the Labour Management Review Committee (LMRC).
- Coordinated the development and processing of statutory and regulatory initiatives.
- Collected, developed and disseminated statistical data and other information in areas such as work stoppages, current and expiring collective agreements, negotiated settlements and employment standards.
- Responded in a timely manner to requests for information by unions, management, labour relations practitioners, the general public, the Minister, Labour Program Division branches, the Office of the Fire Commissioner, and other departments and governments, including requests from the federal government on matters relating to the International Labour Organization.
- Under *The Freedom of Information and Protection of Privacy Act*, responded to 73 applications for access to records.
- Supported the Labour Programs Division and the Office of the Fire Commissioner in developing various projects and initiatives.
- Participated in meetings and discussions of the Canadian Association of Administrators of Labour Legislation to exchange information and share best practices regarding current and emerging labour trends with counterparts in other Canadian jurisdictions.

### 11-3(b) Research, Legislation and Policy

Expenditures by Sub-Appropriation	Actual 2013/14 \$(000s)	Estimate 2013/14 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	343	7.00	460	(117)	
Total Other Expenditures	40		42	(2)	
Total Grants	75		75	-	
<b>Total Expenditures</b>	<b>458</b>	<b>7.00</b>	<b>577</b>	<b>(119)</b>	

# Conciliation and Mediation Services

Conciliation and Mediation Services promotes and maintains harmonious labour-management relations in Manitoba by providing conciliation, grievance mediation and preventive mediation services to organized labour and management.

## Objectives

- To administer *The Labour Relations Act* as it pertains to conciliation and mediation services in labour/management disputes and related situations.
- To provide competent, well-trained conciliators to assist organized labour and management in collective bargaining in order to resolve impasses in negotiations and thereby minimize work stoppages.
- To provide competent, well-trained mediators to assist organized labour and management when grievance procedures have failed to produce a settlement.
- To assist public school teachers and school boards in collective bargaining and grievance mediation as provided under *The Labour Relations Act*.

## Key Results Achieved

- Assisted in 150 conciliation assignments under *The Labour Relations Act* and disposed of 61 assignments during the reporting year, 98 per cent of which were finalized without a work stoppage (see Table 1).
- Managed 327 active joint grievance mediation files and settled 97 per cent.
- Processed 25 expedited grievance mediation files and settled 96 per cent (see Table 2).
- Participated in the Canadian Association of Administrators of Labour Legislation and Association of Labour Relations Agencies conferences, which provide a continuous exchange of information with other jurisdictions and opportunities to attend seminars on new and improved approaches to preventive mediation and conciliation.

**Table 1**  
**Statistics Relating to Conciliation Services**  
**April 1, 2013 - March 31, 2014**

<b>Assignments in process during reporting year</b>	
Assignments carried over from previous year	84
Assignments received during the reporting year	45
Assignments received for First Collective Agreement	18
Assignments received for Interest Based Negotiations	1
Assignments received for Preventive Mediation	2
Assignments received related to <i>The Public Schools Act</i>	0
<b>Total</b>	<b>150</b>
<b>Assignments disposed of during reporting year</b>	
Settled in conciliation without work stoppage	61
Settled following work stoppage	1
Proceeded to Arbitration under <i>The Public Schools Act</i>	0
Imposed by Manitoba Labour Board for first collective agreement	0
<b>Total</b>	<b>62</b>
Assignments still active at end of reporting year	<b>88</b>
Percentage of assignments finalized without stoppages	98%

**Table 2**  
**Statistics Relating to Mediation Services**  
**April 1, 2013 - March 31, 2014**

<b>Under Section 129(1) (Joint Application)</b>	
Cases carried forward	120
Cases assigned	207
<b>Total</b>	<b>327</b>
Settled	175
Not settled	6
Awaiting mediation	144
Percentage of settlements achieved	97%
<b>Under Section 130(8) (Expedited Application)</b>	
Cases carried forward	2
Cases assigned	23
<b>Total</b>	<b>25</b>
Settled	17
Not settled	2
Proceeding directly to arbitration	0
Awaiting mediation	1
Percentage of settlements achieved	89%

**11-3(c) Conciliation and Mediation Services**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2013/14 \$(000s)</b>	<b>Estimate 2013/14 FTE</b>	<b>\$ (000s)</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Total Salaries	661	7.00	601	60	
Total Other Expenditures	113		129	(16)	
<b>Total Expenditures</b>	<b>774</b>	<b>7.00</b>	<b>730</b>	<b>44</b>	<b>1</b>

**Explanation Number:**

1. *Over-expenditure reflects severance payouts and unrealized staff turnover allowance, offset by savings in other operating expenses.*

# Office of the Superintendent - Pension Commission

The Office of the Superintendent - Pension Commission safeguards employees' rights to benefits promised under employment pension plans as provided under pension benefits legislation.

## Objectives

- To administer and enforce *The Pension Benefits Act* (Act) and regulations, which set minimum standards for members' pension benefits, the funding of pension benefits, and the investing of plan assets.
- To promote the establishment, extension and improvement of employment pension plans registered under the Act.

## Key Results Achieved

- Reviewed for compliance 158 pension plan amendments, 47 plan registrations, and 20 full plan windups.
- Reviewed for compliance 447 Annual Information Returns, which detail the contributions and membership changes under a pension plan over its fiscal year, and 79 actuarial valuation reports, which detail the funded and solvency positions of a defined benefit pension plan and the contribution requirements over the next three years.
- Processed 1,447 requests for written notice concerning one-time transfers.
- Responded to approximately 2,500 telephone inquiries and issued over 450 pieces of correspondence in response to inquiries that were received.
- Conducted five Pension Administration Reviews to assess whether the administrative systems and practices of pension plans were sufficient to meet legislative compliance, and monitored progress on the issues identified in the Reviews' reports.
- Updated eight Policy Bulletins, one Update, posted one regulation under *The Pension Benefits Act* in hard copy and electronic form, and maintained up-to-date information on the website.

### 11-3(d) Office of the Superintendent - Pension Commission

Expenditures by Sub-Appropriation	Actual 2013/14 \$(000s)	Estimate 2013/14 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	431	5.00	424	7	
Total Other Expenditures	97		114	(17)	
<b>Total Expenditures</b>	<b>528</b>	<b>5.00</b>	<b>538</b>	<b>(10)</b>	

# The Manitoba Labour Board

The Manitoba Labour Board is an independent and autonomous specialist tribunal comprised of a full-time chairperson, one half-time vice-chairperson, six part-time vice-chairpersons, and 30 Board members. The Board is responsible for the fair and efficient administration and adjudication of responsibilities assigned to it under various statutes from which it derives its jurisdiction, including: *The Labour Relations Act*; *The Employment Standards Code*; *The Workplace Safety and Health Act*; *The Construction Industry Wages Act*; *The Worker Recruitment and Protection Act*; *The Apprenticeship and Certification Act*; *The Victims' Bill of Rights*; *The Essential Services Act (Government and Child and Family Services)*; *The Essential Services Act (Health Care)*; *The Pay Equity Act*; *The Public Interest Disclosure (Whistleblower Protection) Act*; *The Public Schools Act*; *The Remembrance Day Act*; and *The Elections Act*.

The Board, through the appointment of Board Representatives, facilitates a mediation process to assist parties in resolving disputes without the need to proceed to the formal adjudicative process.

## Objectives

- To resolve labour issues in a fair and reasonable manner acceptable to both the labour and management community, including the expeditious issuance of appropriate orders that respect the wishes of the majority of employees.
- To assist parties in resolving disputes without the need of the formal adjudicative process.
- To provide information to parties and the public on their dealings with the Board and the Board's operations.

## Key Results Achieved

- Received 361 applications and carried forward 151 files under the following Acts:

<i>The Workplace Safety and Health Act</i>	17
<i>The Employment Standards Code</i>	41
<i>The Labour Relations Act</i>	303
<b>Total filed in reporting year</b>	<b>361</b>
Cases carried forward (2014/15)	151
<b>Total applications before the Board*</b>	<b>512</b>

\*The total number of applications before the Board increased 6 per cent over the previous year's total of 483.

- Disposed of/closed 387 of 512 cases (76 per cent).
- Scheduled 177 applications for hearing and appointed arbitrators for 87 expedited arbitration applications where Board hearings were not required to be set.
- Resolved or narrowed the issues before the Board in 48 per cent of cases where a board officer was formally appointed or assisted the parties informally through the dispute mediation process.
- Conducted 14 votes: seven votes within the legislated time frames of the certification process; four votes under extended limits for which the Board was satisfied exceptional circumstances existed; and three votes were without timeframes stipulated under *The Labour Relations Act*;

- Processed applications with a median processing time of 123 calendar days under *The Employment Standards Code* and 67 calendar days under *The Labour Relations Act*, representing a decrease from the previous year of 13 days and 12.5 days respectively.
- Continued to work toward implementing an automated information system to improve case management processes and produce more timely and accurate information, reports and statistics.

Further statistics and summaries of significant decisions are available in the separate annual report issued by the Manitoba Labour Board.

### 11-3(e) Manitoba Labour Board

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2013/14 \$(000s)</b>	<b>Estimate 2013/14 FTE</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Total Salaries	1,315	16.50	1,338	(23)
Total Other Expenditures	428		443	(15)
<b>Total Expenditures</b>	<b>1,743</b>	<b>16.50</b>	<b>1,781</b>	<b>(38)</b>

# Workplace Safety and Health

The Workplace Safety and Health Branch administers and enforces *The Workplace Safety and Health Act* and associated regulations dealing with the health and safety of workers.

The Branch promotes awareness of workplace safety and health, compliance among employers and workers, and the adoption of measures to identify and control workplace safety and health hazards, thereby helping to prevent fatalities and reduce workplace injuries and illnesses, and contributing to a dynamic provincial economy and improved quality of life for Manitobans. The Branch also provides technical and administrative support to the Minister's Advisory Council on Workplace Safety and Health.

## Objectives

- To enforce *The Workplace Safety and Health Act* (Act) and its associated Regulations in order to identify and control workplace safety and health hazards.
- To safeguard the rights of Manitobans to a safe and healthy workplace by conducting inspections and investigations that focus on unsafe workplace activities.
- To apply enforcement strategies that ensure safety and health risks are effectively managed.
- To prevent fatalities and reduce workplace injuries and illnesses, with the ultimate goal of reducing human suffering and social costs while increasing the economic capability of Manitoba workplaces through safe and productive operations.
- To inform the public on the consequences of not maintaining compliance.

## Key Results Achieved

**Reduced the time-loss injury rate, and worked to reduce the number of work-related fatalities and serious injuries.**

- Recorded a time-loss injury rate of 3.2 per 100 full-time workers in the 2013 calendar year (represents a decrease of approximately 41 per cent since 2000).
- Introduced Manitoba's Five Year Plan for Workplace Injury and Illness Prevention to improve the safety and health of Manitoba workplaces and collaborated with the Workers Compensation Board (WCB) on the first year of implementation.
- Conducted over 14,000 workplace inspections, resulting in nearly 8,000 improvement orders and 698 stop work orders.
- Conducted workplace investigations of complaints, serious incidents, right to refuse and discriminatory actions.
- Issued 20 administrative penalties for failing to comply with an improvement order, with fines ranging from \$1,000 to \$2,500, and obtained one conviction for contraventions under *The Workplace Safety and Health Act*.
- Provided consultative safety engineering, ergonomic and occupational hygiene assistance to clients and internal staff.
- Prepared specialized reports on hazards and risk control strategies.
- Conducted pre-development reviews of new projects, installations and processes.
- Prepared and delivered specialized technical training programs to workers and employers.

## Performance Indicators: Workplace Safety and Health Branch

Effectiveness Measures	Planned Target 2013/14	Actual Result 2013/14	Expl. No.
Time-loss injury rate	3.1	3.2 (year 2013)	1
Number of training courses (and participants)	300 (5,000)	315 (6,333)	
Number of inspections conducted	13,500	14,173	

1. This year's target was not achieved. Manitoba's Five Year Plan for Workplace Injury and Illness Prevention was developed to address the 2010-2013 plateau in the time-loss injury rate at 3.2/3.3.

### **Promoted a safety and health culture and encouraged workers and employers to take more responsibility for their own workplace safety and health.**

- Provided technical support to SAFE Work Manitoba on awareness and education initiatives to strengthen the culture of safety and health in Manitoba, which included the provincial workplace safety and health public awareness campaign built around the SAFE methodology (Spot the hazard, Assess the risk, Find a safer way, Everyday).
- Provided technical support to SAFE Work Manitoba on a variety of informational material such as newsletters and bulletins, guidelines, website material and audio-visual materials to assist in safety and health training and communication.
- Delivered 315 training courses to employers and workers across the province, which included custom training/educational sessions and presentations on regulatory requirements and general legislative requirements to stakeholder groups.
- At the new prevention entity, SAFE Work Manitoba, Workplace Safety and Health prevention staff:
  - provided consultation services to industry clients to assist with the effective, ongoing function of existing safety and health committees and encouraged the formation of new committees;
  - promoted and enforced the requirement for workplaces to establish and implement effective safety and health programs;
  - continued to address young worker safety and health issues at the secondary and post-secondary level and in youth training facilities by developing and delivering youth-targeted programming;
  - continued to address farm safety issues through collaboration with governmental and non-governmental organizations and education of agricultural producer organizations;
  - continued to collaborate with various government departments and agencies to address emerging issues, such as harassment and mental health in the workplace, agriculture-related safety and health concerns and exposure to zoonotic infections, and various environmental issues; and
  - conducted occupational-related health surveillance on such matters as lead and heavy metal levels in the blood, noise exposure and hearing conservation, and pesticides and fibrogenic dusts. Consulted with stakeholders regarding chest x-ray screening for exposure to fibrogenic dust.

## Advisory Council on Workplace Safety and Health

Under the authority of *The Workplace Safety and Health Act*, the Advisory Council on Workplace Safety and Health reports directly to the Minister of Labour and Immigration concerning general workplace safety and health issues, the protection of workers in specific situations, and the appointment of consultants and advisors. The Council, appointed by the Lieutenant Governor in Council, has equal representation from workers, employers and technical/professional organizations, and is supported technically, administratively and financially by Workplace, Safety and Health.

The Advisory Council reviews the Act and its administration at least once every five years, or at the request of the Minister, and advises on any other matter concerning workplace safety and health at the Minister's request. Where appropriate, the Advisory Council establishes committees to advise the Council on specific matters dealing with workplace safety and health.

### Key Results Achieved

- Provided recommendations to strengthen provisions respecting highway and road construction safety, including: immediate fines for activities presenting imminent risk to workers or for backsliding to unsafe conditions after complying with an improvement order; authority for Workplace Safety and Health to issue a stop-work order to prevent an employer from engaging in tasks that may place workers at imminent risk of serious injury or illness; new requirements for safety and health orientations for all new workers; clearer requirements for safety and health committees and representatives; and other technical updates. Resulting amendments to *The Workplace Safety and Health Act*, and the Workplace Safety and Health and Administrative Penalty regulations came into force on April 1, 2014.
- Recommended 10 proposals, submitted by Manitoba schools, to the schools safety promotion program to encourage innovation, education and awareness of SafeWork be approved, and that this program be continued.
- Reviewed nominations and recommended recognition, through the SAFE work safety awards program, for employers, workers, safety educators/professionals, and safety and health committees or groups who have developed positive or innovative safety and health practices.

### 11-3(f) Workplace Safety and Health

Expenditures by Sub-Appropriation	Actual 2013/14 \$(000s)	Estimate 2013/14 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	6,944	94.00	7,385	(441)
Total Other Expenditures	2,070		2,212	(142)
Total Grants	185		185	-
<b>Total Expenditures</b>	<b>9,199</b>	<b>94.00</b>	<b>9,782</b>	<b>(583)</b>

# Employment Standards

The Employment Standards Branch is composed of Employment Standards and the Worker Advisor Office. The Branch provides a comprehensive program of client-initiated services, proactive services, and labour adjustment services, as well as advocacy services in the case of the Worker Advisor Office. Employment Standards administers and enforces *The Employment Standards Code*, *The Construction Industry Wages Act*, and *The Worker Recruitment and Protection Act* with a focus on protecting vulnerable workers; resolving workplace disputes; achieving socially desirable terms and conditions of employment for the Manitoba workforce; and promoting harmonious employment relationships.

The Labour Adjustment Unit (part of Employment Standards) works to assist employers in finding solutions to potential business closures or layoffs and supports workforce adjustment committees in developing retraining and re-employment strategies for workers whose jobs have disappeared or changed.

## Objectives

- To achieve socially desirable terms and conditions of employment for the Manitoba workforce through the administration of minimum standards and conditions of employment.
- To protect children from exploitation in the modelling and talent industry, and to protect foreign workers and employers through the regulation of recruiters.
- To increase compliance with the legislation.
- To promote harmonious employment relationships through the dissemination of information, provision of proactive services and resolution of disputes.
- To assist employers in finding solutions to actual or potential workforce adjustment problems arising from business closures or threatened layoffs due to economic, technological or industrial change.

## Key Results Achieved

- Initiated 2,387 investigations and recovered \$1.2 million in wages.
- Worked with parties to resolve 90 per cent of all claims without a formal order being issued by an Employment Standards Officer.
- Resolved 60 per cent of all claims through the Quick Resolution process without need for a field investigation, in an average of 37 days.
- Responded to approximately 43,000 telephone and e-mail inquiries, and 5,000 walk-in inquiries.
- Assessed employers for potential non-compliance using a variety of mechanisms, including analyzing business registrations, licence applications, database information, and tips; and applied a three-step enforcement model that strategically ramps up penalties for repeat offenders.
- Conducted 411 proactive investigations to advance labour standards rights and obligations in the workplace and to increase compliance with the legislation, including investigations targeting hair salons, daycares, construction companies, temporary foreign workers in northern and Winnipeg restaurants, temporary foreign workers on farms, franchise restaurants and retail businesses in northern Manitoba.
- Issued 248 formal Notices to Comply to employers, resulting in 12 Administrative Penalty Orders related to non-compliance with minimum standards legislation.
- Posted administrative penalty orders and proactive investigation activities on the provincial website to deter employers who repeatedly violate employment legislation, to protect vulnerable employees and to raise public awareness.

- Continued to implement the public education strategy targeted to help protect vulnerable workers through partnerships with education and skill providers for youth and newcomers to the province, such as the Entry Program, SAFE Workers of Tomorrow and Manitoba Start.
- Evaluated 118 licence applications, 64 child performer permit applications and 1,981 employer business registration applications under *The Worker Recruitment and Protection Act*, and processed 2,015 Child Employment Permit applications under *The Employment Standards Code*.
- Maintained strong information-sharing partnerships with law enforcement, child protection, border security and other government and non-government agencies for the administration and enforcement of *The Worker Recruitment and Protection Act*.
- Successfully responded to group layoff and worker adjustment situations within five days of notification, which resulted in 88 per cent of workers who used labour adjustment services being transitioned to self-employment, retraining or re-employment.

**Performance Indicators: Client-Initiated Services**  
**April 1, 2013 to March 31, 2014**

<b>Claim Resolution Method</b>	<b>Percentage of Finalized Claims</b>
Quick Resolution Process	60
Field Investigation	35
Alternate Dispute Resolution	2
Manitoba Labour Board	2
Judgement and Collections	1

**11-3(g) Employment Standards**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2013/14 \$(000s)</b>	<b>Estimate 2013/14 FTE</b>	<b>\$ (000s)</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Total Salaries	2,677	43.60	2,883	(206)	
Total Other Expenditures	511		560	(49)	
<b>Total Expenditures</b>	<b>3,188</b>	<b>43.60</b>	<b>3,443</b>	<b>(255)</b>	

## Worker Advisor Office

The Worker Advisor Office, established under Section 108 of *The Workers Compensation Act*, is independent of the Workers Compensation Board (WCB) and provides professional and timely service to workers and their dependants who require assistance with their workers compensation claims.

### Objectives

- To advise, assist, and where appropriate, represent injured workers and their dependants helping them understand the operations of the WCB and obtain benefits to which they are entitled under *The Workers Compensation Act* in a fair, compassionate and timely manner.

### Key Results Achieved

- Provided services to over 2,579 individuals.
- Concluded 89 per cent of inquiries by providing advice only.
- Closed 255 files, or 49 per cent, through an informal review and resolution process, as a result of having no basis for appeal.
- Resolved 127 files through the WCB appeal system (eight per cent at an early intervention level and 43 per cent at the more formal appeal level).

### 11-3(h) Worker Advisor Office

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2013/14 \$(000s)</b>	<b>Estimate 2013/14 FTE</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Total Salaries	615	9.00	664	(49)
Total Other Expenditures	137		165	(28)
<b>Total Expenditures</b>	<b>752</b>	<b>9.00</b>	<b>829</b>	<b>(77)</b>

# Office of the Fire Commissioner

Operating as a Special Operating Agency, the Office of the Fire Commissioner (OFC) performs a critical role in maintaining Manitoba's public safety network.

## Objectives

- To protect public safety by providing emergency response throughout the province for incidents that are too large or complex for local and regional emergency response resources to handle.
- To ensure public safety by enforcing compliance with all building, fire and technical safety codes and standards.
- To protect public safety by ensuring certain requirements are met in the design, construction, installation and operation of various types of technical safety equipment.
- To promote effective and efficient fire control throughout the province by providing technical support to fire departments and municipal councils.
- To reduce the effects of fire through the delivery of fire investigation, inspection, and public education programs.
- To minimize the adverse effects of human-made and natural disasters by providing education and training in disaster management and emergency response.

## Key Results Achieved

- The National Energy Code of Canada for Buildings 2011 was adopted with Manitoba amendments in December 2013, with an enforcement date of December 2014.
- Continued to strengthen the comptrollership and risk management framework for financial accountability under the guidance of the OFC Audit Committee. The Audit Committee met regularly to oversee the office's financial reporting and audit processes.
- Continued to develop new technical safety legislation to bring existing technical safety legislation under one modern statute.
- Led a Provincial Fire Safety Task Force committed to reviewing fire safety in hospitals, personal care homes and other occupancies housing vulnerable persons.
- Continued to invest in prevention and public education initiatives, and sought advice and recommendations from the Provincial Fire and Life Safety Advisory Committee and the Special Operating Agency Advisory Board on fire and life safety initiatives from provincial, regional and local perspectives;
- Partnered with the Fire Fighters Burn Fund and Red River Mutual Insurance to provide the Manitoba Fire Service with five Fire and Life Safety Education trailers, which offer valuable fire prevention information for use at events around the province.
- Endorsed the FireSmart Canada community recognition program, which provides community leaders living in wildfire prone areas with the knowledge and organizational means to significantly reduce their community's vulnerability to wildfire.
- Developed a *FireSmart your Farm* brochure, to support the FireSmart Canada community recognition program, and circulated it to Manitobans through the Manitoba Fire Service and rural municipalities.
- Partnered with the school system and Manitoba Fire Fighters Burn Fund to offer a poster contest to promote Fire Prevention Week (October 6-11) and distribute fire and life safety curriculum materials.

- Completed a report on First Nations Fire Prevention and Fire Protection assessment and forwarded it to the Assembly of Manitoba Chiefs (AMC).
- Continued to lead regular steering committee meetings and connected with Fire Safety Officers to explore common fire incident reporting processes and promote fire prevention and public education opportunities.
- MNP Consulting Services completed an independent review of services provided by the Manitoba Emergency Services College (MESC), which included consultation with the Manitoba fire service and other clients of the MESC, in order to develop a long-term business plan/model for the College.
- OFC management and staff began to address a number of identified MESC areas for improved service delivery. As this process continues, the OFC will work closely with the Manitoba fire service.
- Continued to prepare for the re-accreditation of MESC's 29 accredited programs, which began in June 2014.

For more information, please refer to the Office of the Fire Commissioner – Special Operating Agency Annual Report at: <http://www.firecomm.gov.mb.ca/administration.html>.

# Department of Labour and Immigration

## Reconciliation Statement (\$000)

Details	2013/14 Estimates
Printed Main Estimates of Expenditure 2013/14	\$35,121
Main Estimates Authority Transferred From: - Enabling Appropriation	-
<b>Estimates of Expenditure 2013/14 (Adjusted)</b>	<b>\$35,121</b>

# Department of Labour and Immigration

## Expenditure Summary (\$000)

for fiscal year ending March 31, 2014 with comparative figures for the previous fiscal year

Estimate 2013/14	Appropriation	Actual 2013/14	Actual 2012/13 <sup>a)</sup>	Increase (Decrease)	Expl. No.
<b>11-1 EXECUTIVE SUPPORT</b>					
\$ 37	a) Minister's Salary	\$ 37	\$ 37	\$ -	
248	b) Executive Support				
74	1. Salaries	236	288	(52)	
	2. Other Expenditures	41	38	3	
<b>\$ 359</b>	<b>Total 11-1</b>	<b>\$ 314</b>	<b>\$ 363</b>	<b>\$ (49)</b>	
<b>11-2 IMMIGRATION AND ECONOMIC OPPORTUNITIES</b>					
\$ 4,030	a) Immigration and Employment Programs	\$ 4,707	\$ 5,363	\$ (656)	
1,583	1. Salaries	1,529	1,914	(385)	
8,662	2. Other Expenditures	7,934	33,131	(25,197)	1
	3. Financial Assistance and Grants				
	b) Office of the Manitoba Fairness Commissioner				
250	1. Salaries	255	236	19	
82	2. Other Expenditures	67	70	(3)	
1,057	3. Financial Assistance and Grants	900	5	895	
	c) Business Immigration and Investment				
318	1. Salaries	318	319	(1)	
69	2. Other Expenditures	69	211	(142)	
<b>\$ 16,051</b>	<b>Total 11-2</b>	<b>\$ 15,779</b>	<b>\$ 41,249</b>	<b>\$ (25,470)</b>	
<b>11-3 LABOUR PROGRAMS</b>					
\$ 412	a) Divisional Administration	\$ 406	\$ 539	\$ (133)	
138	1. Salaries	112	133	(21)	
	2. Other Expenditures				
	b) Research, Legislation and Policy				
460	1. Salaries	343	381	(38)	
42	2. Other Expenditures	40	62	(22)	
75	3. Financial Assistance and Grants	75	56	19	

<b>Estimate 2013/14</b>	<b>Appropriation</b>	<b>Actual 2013/14</b>	<b>Actual 2012/13</b>	<b>Increase (Decrease)</b>	<b>Expl. No.</b>
	c) Conciliation and Mediation Services				
601	1. Salaries	661	632	29	
129	2. Other Expenditures	113	114	(1)	
	d) Office of the Superintendent-Pension Commission				
424	1. Salaries	431	410	21	
114	2. Other Expenditures	97	97	-	
	e) Manitoba Labour Board				
1,338	1. Salaries	1,315	1,595	(280)	
443	2. Other Expenditures	428	491	(63)	
	f) Workplace Safety and Health				
7,385	1. Salaries	6,944	6,901	43	
2,212	2. Other Expenditures	2,070	2,021	49	
185	3. Financial Assistance and Grants	185	185	-	
	g) Employment Standards				
2,883	1. Salaries	2,677	2,497	180	
560	2. Other Expenditures	511	529	(18)	
	h) Worker Advisor Office				
664	1. Salaries	615	609	6	
165	2. Other Expenditures	137	143	(6)	
<b>\$ 18,230</b>	<b>Total 11-3</b>	<b>\$ 17,160</b>	<b>\$ 17,395</b>	<b>\$ (235)</b>	
	<b>11-4 AMORTIZATION OF CAPITAL ASSETS</b>				
\$ 481	Amortization of Capital Assets	\$ 481	\$ 501	\$ (20)	
<b>\$ 481</b>	<b>Total 11-4</b>	<b>\$ 481</b>	<b>\$ 501</b>	<b>\$ (20)</b>	
<b>\$ 35,121</b>	<b>TOTAL EXPENDITURES</b>	<b>\$ 33,734</b>	<b>\$ 59,508</b>	<b>\$ (25,774)</b>	

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**Explanation Numbers:**

1. The decrease reflects the termination of the Canada-Manitoba Immigration Agreement Settlement Annex effective March 31, 2013, partially offset by non-recurring transitional funding received from CIC under Order in Council Contribution Agreements to deliver Settlement Services in 2013/14.

**NOTES:**

- a) The 2012/13 data has been reorganized to reflect the 2013/14 appropriation structure.

## Revenue Summary by Source (\$000)

for fiscal year ending March 31, 2014 with comparative figures for the previous fiscal year

Actual 2012/13	Actual 2013/14	Increase (Decrease)	Expl. No.	Source	Actual 2013/14	Estimate 2013/14	Variance	Expl. No.
<b>Other Revenue:</b>								
(a) Cost Recovery from Workers Compensation								
\$ 9,858	\$ 9,952	\$ 94		Board	\$ 9,952	\$ 10,671	\$ (719)	4
\$ 644	\$ 610	\$ (34)		(b) Fees	\$ 610	\$ 620	\$ (10)	
\$ 471	\$ 460	\$ (11)		(c) Sundry	\$ 460	\$ 487	\$ (27)	
\$ 10,973	\$ 11,022	\$ 49		Sub-Total	\$ 11,022	\$ 11,778	\$ (756)	
<b>Government of Canada:</b>								
\$ 185	\$ 185	\$ -		(a) Flin Flon Inspection Agreement	\$ 185	\$ 185	\$ -	
\$ 35,942	\$ 130	\$ (35,812)	1	(b) Canada-Manitoba Immigration Agreement	\$ 130	\$ -	\$ 130	5
\$ -	\$ 5,186	\$ 5,186	2	(c) CIC Settlement Program Contribution Agreement	\$ 5,186	\$ 9,157	\$ (3,971)	6
\$ 5	\$ 900	\$ 895	3	(d) Foreign Credentials Recognition Program Contribution Agreement	\$ 900	\$ 1,057	\$ (157)	
\$ 36,132	\$ 6,401	\$ (29,731)		Sub-Total	\$ 6,401	\$ 10,399	\$ (3,998)	
\$ 47,105	\$ 17,423	\$ (29,682)		<b>Total Revenue</b>	\$ 17,423	\$ 22,177	\$ (4,754)	

### Explanation Numbers:

1. The decrease reflects the termination of Immigrant Settlement Services funding from Citizenship and Immigration Canada (CIC) under the Canada-Manitoba Immigration Agreement.
2. The increase is due to non-recurring transitional funding received from CIC under Order in Council Contribution Agreements to deliver Settlement Services in 2013/14.
3. The increase is due to funding received for the Foreign Qualification Recognition Supports and Post-Secondary Bridge Programming for Internationally Educated Professionals/Tradespeople project from Employment and Social Development Canada (ESDC) in 2013/14.
4. The variance is due to a reduction in total expenditures eligible for cost recovery.
5. The variance is primarily due to funding received from CIC in 2012/13 that was carried over to 2013/14 for eligible expenditures.
6. The variance is due to the accelerated transition of regional settlement and language projects from provincial to federal administration.

# Department of Labour and Immigration

## Five Year Expenditure and Staffing Summary by Appropriation (\$000)

for years ending March 31, 2010 - March 31, 2014

Appropriation	Actual/Adjusted Expenditures*									
	2009/10		2010/11		2011/12		2012/13		2013/14	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$
11-1 Executive	5.00	368	5.00	344	5.00	329	5.00	306	5.00	314
11-2 Immigration and Economic Opportunities	89.15	36,724	90.15	37,936	93.15	40,789	93.65	41,087	82.65	15,779
11-3 Labour Programs	194.10	16,353	193.10	16,658	193.10	16,939	193.10	17,395	189.60	17,160
11-4 Costs Related to Capital Assets	-	560	-	540	-	520	-	501	-	481
<b>Total</b>	<b>288.25</b>	<b>\$ 54,005</b>	<b>288.25</b>	<b>55,478</b>	<b>291.25</b>	<b>58,577</b>	<b>291.75</b>	<b>59,289</b>	<b>277.25</b>	<b>33,734</b>

\* Expenditures have been adjusted for comparative purposes in those appropriations affected by a reorganization.



# Department of Labour and Immigration

## Performance Reporting: Measures of Performance or Progress

The following section provides information on key performance measures for the Department for the 2013/14 reporting year.

Performance indicators in departmental Annual Reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities, and their effect on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit [www.manitoba.ca/performance](http://www.manitoba.ca/performance). Your comments on performance measures are valuable to us. You can send comments or questions to [mbperformance@gov.mb.ca](mailto:mbperformance@gov.mb.ca).

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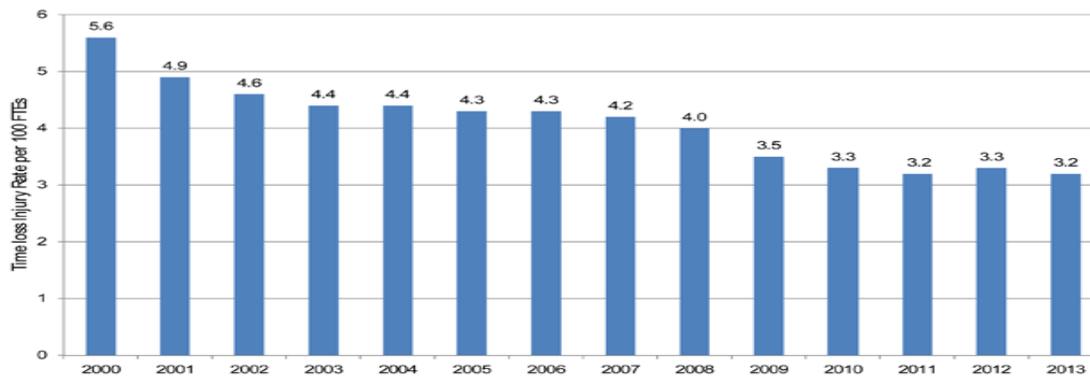
What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2013/14 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
Manitoba's success in attracting immigrants, by measuring annual immigrant landings.	Immigration is a key component of the government's approach to labour market and economic development, and is integral to Manitoba's population growth and prosperity.	The baseline measurement is from 1998, when Manitoba received 3,014 immigrants and assumed responsibility to attract and nominate immigrants through the Manitoba Provincial Nominee Program (MPNP).	Manitoba received 13,100 landings in 2013.	From 1998 to 2011, the number of immigrants to Manitoba increased more than five-fold, from 3,014 to 15,962. In 2012, there was a 16.6% decrease in immigrant landings from the previous year and a further decrease of 1.6% in 2013.	<p>Total immigration in 2013 was among the highest level ever recorded. The majority of Manitoba's immigration comes through the MPNP, under which the province nominates applicants for Permanent Resident Status based on the likelihood of them settling successfully as skilled workers or entrepreneurs. In 2013, the MPNP accounted for 68% of Manitoba's arrivals. Since 2002, MPNP landings have increased six-fold and Manitoba receives the 2nd largest share (22%) of all PNP landings in Canada.</p> <p>In 2013, about 17% of Provincial Nominees settled outside of Winnipeg, with Brandon, Winkler, and Steinbach being the top regional destinations.</p> <p>Meeting future targets relies on</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2013/14 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links																																																																																																									
<p><b>Manitoba Immigrant Landings 2000-2013</b></p> <table border="1"> <caption>Estimated Data for Manitoba Immigrant Landings 2000-2013</caption> <thead> <tr> <th>Year</th> <th>Family</th> <th>Federal Economic</th> <th>PNs</th> <th>Refugees</th> <th>Other</th> <th>Total</th> </tr> </thead> <tbody> <tr><td>2000</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>5,000</td></tr> <tr><td>2001</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>5,000</td></tr> <tr><td>2002</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>5,000</td></tr> <tr><td>2003</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>6,000</td></tr> <tr><td>2004</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>7,000</td></tr> <tr><td>2005</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>8,000</td></tr> <tr><td>2006</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>9,000</td></tr> <tr><td>2007</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>10,000</td></tr> <tr><td>2008</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>11,000</td></tr> <tr><td>2009</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>12,000</td></tr> <tr><td>2010</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>14,000</td></tr> <tr><td>2011</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>16,000</td></tr> <tr><td>2012</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>13,000</td></tr> <tr><td>2013</td><td>1,000</td><td>1,500</td><td>1,000</td><td>1,000</td><td>500</td><td>12,000</td></tr> </tbody> </table>					Year	Family	Federal Economic	PNs	Refugees	Other	Total	2000	1,000	1,500	1,000	1,000	500	5,000	2001	1,000	1,500	1,000	1,000	500	5,000	2002	1,000	1,500	1,000	1,000	500	5,000	2003	1,000	1,500	1,000	1,000	500	6,000	2004	1,000	1,500	1,000	1,000	500	7,000	2005	1,000	1,500	1,000	1,000	500	8,000	2006	1,000	1,500	1,000	1,000	500	9,000	2007	1,000	1,500	1,000	1,000	500	10,000	2008	1,000	1,500	1,000	1,000	500	11,000	2009	1,000	1,500	1,000	1,000	500	12,000	2010	1,000	1,500	1,000	1,000	500	14,000	2011	1,000	1,500	1,000	1,000	500	16,000	2012	1,000	1,500	1,000	1,000	500	13,000	2013	1,000	1,500	1,000	1,000	500	12,000	<p>cooperation by the federal government, which has responsibility through <i>The Immigration and Refugee Protection Act</i> for setting immigration levels for Canada in consultation with provinces and for the final selection of the immigrants that land in Manitoba. Through the Canada-Manitoba Immigration Agreement, Manitoba has a role in determining provincial nominees, while Canada retains statutory responsibilities such as medical, criminal checks and visa issuance.</p> <p>Since 2010, the federal government has placed a cap on the Manitoba Provincial Nominee Program. In 2013, the cap was 5,000 provincial nominations by Manitoba.</p> <p>A proposal was developed and presented by Manitoba to Citizenship and Immigration Canada (CIC) in 2013 for Manitoba to benefit from immigration levels' growth through the new federal Express Entry program.</p>
Year	Family	Federal Economic	PNs	Refugees	Other	Total																																																																																																								
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What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2013/14 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
<p>Manitoba's success in meeting labour force needs by measuring:</p> <ul style="list-style-type: none"> <li>• annual number of approved skilled worker MPNP applications</li> <li>• annual placement rate for immigrant newcomers by Manitoba Start</li> </ul>	<p>The number of skilled workers migrating to the province and achieving positive employment outcomes is a good measure of our labour market growth and success in building our economy and communities.</p>	<p>The baseline measurement is from 2001 when 758 applications from skilled workers were approved under the MPNP and from 2012/13 when 75% of clients who completed Manitoba Start employment readiness workshops were successfully matched with employers.</p>	<p>In 2013, 4,805 applications from skilled workers were approved by the MPNP. An additional 200 business applicants were approved by the MPNP for Business.</p> <p>In 2013/14, Manitoba Start achieved a job placement rate of 75% for immigrant newcomers.</p>	<p>From 2001 to 2013, the number of approved applications from skilled workers under the PNP increased more than six-fold from 758 to 4,805.</p> <p>The job placement rate for Manitoba Start stayed the same as in 2012/13.</p>	<p>Manitoba Start has become more integrated with the Manitoba Provincial Nominee Program to ensure successful immigrant arrival and employer engagement through centralized registration, employment readiness and job matching services that connect job ready newcomers to employers' hiring needs.</p> <p>Manitoba has developed pre-arrival initiatives for Provincial Nominees and other immigrants destined to Manitoba so that they can begin planning for labour market success prior to arriving in Manitoba.</p>
<p>The labour market success of immigrants to Manitoba by measuring labour force indicators: participation, employment and unemployment rates of immigrants.</p>	<p>One of the program goals is to increase labour market success for new immigrants through Manitoba Start so that they can continue to meet the labour needs of Manitoba employers.</p>	<p>The baseline measurement is from 2006, the first year that detailed figures are available.</p>	<p>A labour force report shows that Manitoba's immigrants had the third lowest unemployment rate and the second highest participation and employment rates in Canada in 2013, among all jurisdictions.</p>	<p>Over the last four years, the employment, unemployment, and participation rates for Manitoba's immigrants have remained stable.</p>	
<p>The increase in the number of business start-ups in Manitoba through immigrant investment.</p>	<p>Immigrant investors support economic development through their direct contributions to</p>	<p>In 2000/01, there were no initial business starts and foreign investment (FDI), as this was the first year for the Manitoba Provincial</p>	<p>For 2013/14, there were 86 initial business starts and \$19.4 million in FDI.</p> <p>For 2012/13, there were 91 initial business starts and \$21 million in FDI.</p>	<p>The trend is variable. The time it takes for immigrant investors to land, settle and start a business is highly variable.</p>	<p>For more information, see page 25 of this Annual Report.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2013/14 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
	the provincial population as well as their equally direct investment contributions to Manitoba's overall investment profile.	Nominee Program for Business.			
The effectiveness of workplace safety and health prevention programs, by measuring the time-loss injury rate.	Time-loss injuries result in personal suffering for workers and their families and lower productivity for businesses.	We are starting from a baseline of 5.6 time-loss injuries per 100 workers in 1999/00.	The time-loss injury rate was 3.2 per 100 workers in the 2013 calendar year.	The time-loss injury rate has declined by approximately 41%, from 5.6 in 1999/00 to 3.2 in 2013.	Rates are based on lost-time claims for workers covered by workers compensation. While the overall injury rate has substantially decreased since 2000, enforcement and education activities will continue to be increased, especially in those areas needing special attention.  For more information, see pages 35-37 of this Annual Report.

**Time-Loss Injury Rate per 100 Workers  
2000-2013**



What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2013/14 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
The level of activity to promote compliance with workplace safety and health legislative and regulatory requirements, indicated by the number of workplace inspections.	Compliance is a key element in protecting the safety and health of workers, building a level playing field for employers, and promoting a safety and health culture in our workplaces.	Approximately 1,600 workplace inspections were conducted in 1999/00.	In 2013/14, there were 14,173 workplace inspections conducted, resulting in 7,995 improvement orders and 698 stop work orders.	The number of workplace inspections has increased tremendously, from approximately 1,600 in 1999/00 to over 14,000 in 2013/14.	<p>Factors contributing to the increase in the number of workplace inspections include increased safety and health officer staffing, divisional efforts to maximize administrative efficiencies, and the prioritizing of workplace safety and health by the Manitoba Government.</p> <p>In recent years, inspections have been focused on specific sectors and groups of workers that exhibit higher than normal risk for workplace injury.</p> <p>For more information, see pages 35-37 of this Annual Report.</p>
The stability of the labour relations climate, indicated by the annual number of person-days lost per month through strikes and lockouts.	Person-days lost through strikes and lockouts disrupt the economy, and may discourage investment in the province.	7,199 person-days were lost per month in 1999/00.	In 2013/14, the average number of person-days lost per month was 265.	The number of person-days lost to labour disputes has dropped steadily since 1999/00.	<p>During 2013/14, Conciliation and Mediation Services completed 98% of its conciliation assignments without a work stoppage. The Branch also had a 97% success rate on its joint grievance mediation assignments and an 89% success rate on its expedited grievance mediation cases.</p> <p>For more information, see pages 29-31 of this Annual Report.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2013/14 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
The timeliness of response for Employment Standards complaints, indicated by the average number of days required for formal resolution of a claim.	Timely resolution is important in protecting the rights of employees, particularly vulnerable workers, and in ensuring the Division conducts effective and efficient investigations.	In 1999/00, the average number of days to resolve a complaint through the formal process was 175 days.	In 2013/14, the average number of days to resolve a complaint through the formal process was 113 days.	The average number of days to resolve a claim decreased steadily from 175 days in 1999/00 to a low of 97 days in 2008/09.	Historically, about 40% of claims were resolved through the voluntary quick resolution process. In recent years, the Branch has increased the number of claims resolved at this early intervention level. In 2013/14, 60% were resolved in an average of 37 days.

# ***The Public Interest Disclosure (Whistleblower Protection) Act***

*The Public Interest Disclosure (Whistleblower Protection) Act* came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and strengthens protection 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 counselling 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 18 of the Act.

The following is a summary of disclosures received by Manitoba Labour and Immigration and Office of the Fire Commissioner for fiscal year 2013 – 2014:

<b>Information Required Annually (per Section 18 of The Act)</b>	<b>Fiscal Year 2013 – 2014</b>
The number of disclosures received, and the number acted on and not acted on. <i>Subsection 18(2)(a)</i>	<b>NIL</b>
The number of investigations commenced as a result of a disclosure. <i>Subsection 18(2)(b)</i>	<b>NIL</b>
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. <i>Subsection 18(2)(c)</i>	<b>NIL</b>