

Manitoba Labour and Immigration

Travail et Immigration Manitoba

Annual Report Rapport annuel

**For the year ended March 31, 2025
Pour l'exercice terminé le 31 mars 2025**

LAND ACKNOWLEDGEMENT

We acknowledge that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk Nations.

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

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

RECONNAISSANCE TERRITORIALE

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

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

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

Annual Report 2024-25

**Manitoba Labour and
Immigration**

Rapport annuel 2024-2025

**Travail et Immigration
Manitoba**

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Minister's Letter of Transmittal



Minister of Labour and Immigration

Minister responsible for The Workers Compensation Board

Legislative Building, Winnipeg, Manitoba R3C 0V8 CANADA

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

May it Please Your Honour:

I have the privilege of presenting, for the information of Your Honour, the Annual Report of Manitoba Labour and Immigration, for the fiscal year ending March 31, 2025.

It is a privilege to serve as Minister, supported by a dedicated team of experts who work hard every day to deliver for the people of Manitoba. Over the past year, the department continued to ensure that Manitoba workers receive a fair wage, are treated with dignity and respect, and that new Canadians who come to our province have the support they need to find meaningful work in the careers they trained for and to build a good life in Manitoba.

I am proud of the work we have done, and I am committed to continuing to take actions to advance priorities and initiatives to protect workers and make Manitoba a great place to call home.

Respectfully submitted,

Original Signed By

Honourable Malaya Marcelino
Minister of Labour and Immigration



Lettre d'accompagnement – Ministre



Ministre du Travail et de l'Immigration

Ministre responsable de la Commission des accidents du travail

Palais législatif, Winnipeg (Manitoba) R3C 0V8 CANADA

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

Madame la Lieutenante-Gouverneure,

J'ai l'honneur de vous présenter, à titre d'information, le rapport annuel du ministère le rapport annuel du ministère du Travail et de l'Immigration du Manitoba pour l'exercice qui s'est terminé le 31 mars 2025.

C'est un privilège de servir en tant que ministre, avec le soutien d'une équipe dévouée d'experts qui travaillent fort tous les jours au service de la population du Manitoba. Au cours du dernier exercice, le ministère a continué de veiller à ce que les travailleurs manitobains soient rémunérés de façon équitable et traités avec dignité, et à ce que les nouveaux Canadiens qui s'établissent dans notre province reçoivent l'aide dont ils ont besoin pour trouver un travail intéressant dans leur domaine d'études et se bâtir une belle vie ici, au Manitoba.

Je suis fière du travail que nous avons réalisé et je m'engage à continuer de prendre des mesures pour faire progresser les priorités et les initiatives visant à protéger les travailleurs et à faire du Manitoba un très bon endroit où vivre.

Le tout respectueusement soumis,

Original signé par

Malaya Marcelino
Ministre du Travail et de l'Immigration



Deputy Minister's Letter of Transmittal



**Labour and Immigration
Deputy Minister**

Room 160, Legislative Building, Winnipeg, Manitoba R3C 0V8 CANADA
T 204-945-7199
dmi@manitoba.ca

Honourable Malaya Marcelino
Minister of Labour and Immigration
Room 156 Legislative Building
Winnipeg, MB R3C 0V8

Madam Minister:

I am pleased to present for your approval the 2024-25 Annual Report of Manitoba Labour and Immigration.

Respectfully submitted,

Original Signed By

Michelle Wallace
Deputy Minister of Labour and Immigration



Lettre d'accompagnement – Sous-ministre



Travail et Immigration
Sous-Ministre

Salle 160, Édifice de l'Assemblée législative, Winnipeg (Manitoba) R3C 0V8 CANADA

Tél. : 204-945-7199

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Malaya Marcelino
Ministre du Travail et de l'Immigration
Palais législatif, bureau 156
Winnipeg (Manitoba) R3C 0V8

Madame la Ministre,

J'ai le plaisir de soumettre à votre approbation le rapport annuel du ministère du Travail et de l'Immigration pour l'exercice 2024-2025.

Le tout respectueusement soumis,

Original signé par

Michelle Wallace
Sous-ministre du Travail et de l'Immigration



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Introduction/Introduction (French)

This Annual Report fulfills the department reporting requirements described in The Financial Administration Act. The annual report is organized in accordance with departments' appropriation structure as of March 31, 2025, which reflects the authorized appropriations approved by the Legislative Assembly.

Consistent with the Supplement to the Estimates of Expenditure, the annual report includes the Manitoba government performance measurement to foster operational improvements by reinforcing transparency, urgency, alignment and accountability. Performance measurement aligns the departments' work to the government's mandate and strategic priorities. Departments then create operating plans that further translate strategy into day-to-day operations.

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

Le présent rapport annuel répond aux exigences ministérielles en matière de rapports qui sont décrites dans la Loi sur la gestion des finances publiques. Il est présenté conformément à la structure des postes budgétaires du ministère au 31 mars 2025, qui tient compte des crédits autorisés ayant été approuvés par l'Assemblée législative.

En cohérence avec le budget complémentaire, le rapport annuel comprend la mesure de la performance du gouvernement du Manitoba, qui favorise l'amélioration sur le plan opérationnel en mettant l'accent sur la transparence, l'urgence, l'uniformité et la reddition de comptes. La mesure de la performance permet d'harmoniser les travaux des ministères avec le mandat et les priorités stratégiques du gouvernement. Les ministères élaborent ensuite des plans opérationnels qui intègrent ces thèmes aux activités quotidiennes.

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

Department At a Glance – 2024-25 Results

Department Name & Description	The Department of Labour and Immigration contributes to Manitoba’s economic growth by protecting the rights of workers, ensuring public safety, and promoting Manitoba as a destination of choice to live, work and set roots; all aligned with Manitoba’s priorities and needs.
Minister	Malaya Marcelino
Deputy Minister	Michelle Wallace (Appointed September 6, 2025).

Other Reporting Entities	0	
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Summary Expenditure (\$M)	
35	34
Authority	Actual

Core Expenditure (\$M)		Core Staffing
34	34	292.20
Authority	Actual	Authority

Coup d'œil sur le ministère – Résultats en 2024-2025

Nom et description du ministère	Le ministère du Travail et de l'Immigration contribue à la croissance économique du Manitoba en protégeant les droits des travailleurs, en veillant à la sécurité du public et en faisant la promotion du Manitoba comme destination de choix où vivre, travailler et s'établir, en accord avec les priorités et les besoins du gouvernement provincial.
Ministre	Malaya Marcelino
Sous-ministre	Michelle Wallace (nommée le 6 septembre 2025).

Autres entités comptables	0	
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Dépenses globales (en millions de dollars)	
35	34
Dépenses autorisées	Dépenses réelles

Dépenses ministérielles (en millions de dollars)		Personnel ministériel
34	34	292,20
Dépenses autorisées	Dépenses réelles	Dépenses autorisées

Departmental Responsibilities

Manitoba Labour and Immigration is responsible for implementing the government's policy and programing priorities related to labour and immigration.

The overall responsibilities of the minister and Manitoba Labour and Immigration include:

- Ensuring the effective delivery of programs and services pertaining to workplace safety and health, employment standards, and technical safety standards for municipalities and industry.
- Providing advice, compliance, and enforcement on matters relating to Manitoba's labour laws.
- Creating immigration pathways to attract skilled workers and business investors who contribute to the province's economic and social progress.
- Working with stakeholders to reduce barriers to employment and ensure the successful settlement and integration of newcomers to Manitoba.
- Administering funding programs to support successful integration and retention of newcomers.
- Leading the design, management, evaluation and implementation of the Manitoba Provincial Nominee Program.
- Administering and enforcing legislation under the responsibility of the minister.

The minister is also responsible for:

The Manitoba Labour Board

- The Manitoba Labour Board is an independent specialist tribunal with responsibilities under The Labour Relations Act, The Employment Standards Code, The Workplace Safety and Health Act, and nine other statutes. The Board responds to applications, appeals and referrals, and assists parties to resolve collective bargaining and other disputes informally through mediation or formally by making final decisions often after conducting a hearing.

The Pension Commission

- The Office of the Superintendent – Pension Commission manages the day-to-day administration of Manitoba's Pension Benefits Act. This act governs Manitoba's workplace or registered pension plans run by employers, groups of employers or unions for their employees or members. The Pension Commission ensures that employers or unions who sponsor plans understand and follow the act, registers new plans, monitors all existing plans, explains to plan members how the act affects them and their plan, and ensures that financial institutions that administer locked-in retirement accounts and life income funds understand and comply with the act.

Appendix A – Statutory Responsibilities lists acts under the minister's responsibility.

Department Shared Services

A shared service is a centralized function that provides common services or resources to multiple business units or departments. It aims to streamline operations, improve efficiency by reducing duplication and reduce costs to better support the department's overall objectives.

Finance and Shared Services Division

- Labour and Immigration receives shared services through the Finance and Shared Services Division under Environment and Climate Change. The division is comprised of the Process Improvement and Technology branch, Shared Services and Risk Management branch, and Financial Services branch. Together, this group provides information technology and business analysis services, risk management services, and financial and administrative leadership and services to the department.

Responsabilités ministérielles

Le ministère du Travail et de l'Immigration est responsable de la mise en œuvre des priorités gouvernementales en matière de politiques et de programmes liés au travail et à l'immigration.

Les responsabilités générales de la personne occupant le poste de ministre et du ministère et du ministère du Travail et de l'Immigration comprennent les suivantes :

- Voir à la prestation efficace de programmes et de services liés à la sécurité et à la santé au travail, aux normes d'emploi et aux normes de sécurité technique pour les municipalités et l'industrie.
- Fournir des conseils, surveiller la conformité et veiller à l'application de la loi dans les dossiers ayant trait au droit du travail du Manitoba.
- Créer des voies d'immigration pour attirer des travailleurs qualifiés et des investisseurs du milieu des affaires qui contribuent au progrès économique et social de la province.
- Travailler avec les intervenants pour réduire les obstacles à l'emploi et veiller à la réussite de l'établissement et de l'intégration des nouveaux arrivants au Manitoba.
- Administrer des programmes de financement pour favoriser l'intégration réussie et la rétention des nouveaux arrivants.
- Diriger la conception, la gestion, l'évaluation et la mise en œuvre du Programme des candidats du Manitoba.
- Appliquer et faire exécuter les dispositions législatives relevant de la compétence de la personne occupant le poste de ministre.

La personne occupant le poste de ministre est aussi responsable des entités suivantes :

Commission du travail du Manitoba

- La Commission du travail du Manitoba, un tribunal spécialisé et autonome, est investie de responsabilités en vertu de la Loi sur les relations du travail, du Code des normes d'emploi, de la Loi sur la sécurité et l'hygiène du travail et de neuf autres lois. En plus de répondre aux demandes, aux appels et aux renvois, la Commission aide les parties à résoudre les conflits associés aux négociations de conventions collectives et à d'autres différends, soit de manière officieuse, en jouant un rôle de médiation, soit de manière officielle, en prenant des décisions définitives, souvent après avoir tenu une audience.

Commission manitobaine des pensions

- Le Bureau du surintendant de la Commission des pensions veille à l'application quotidienne de la Loi sur les prestations de pension du Manitoba. Cette loi régit les régimes de retraite d'un lieu de travail et les régimes de pension agréés que les employeurs, les groupes d'employeurs ou les syndicats offrent à leurs employés ou à leurs membres dans la province. La Commission des pensions veille à ce que les promoteurs de régimes que sont les employeurs et les syndicats comprennent et respectent la Loi; enregistre les nouveaux régimes; surveille tous les régimes en vigueur; explique aux participants les incidences que la Loi a sur eux et leur régime; et veille à ce que les institutions financières qui administrent les comptes de retraite immobilisés et les fonds de revenu viager comprennent et respectent la Loi.

L'annexe A portant sur les responsabilités législatives dresse la liste des lois qui relèvent de la personne occupant le poste de ministre (en anglais seulement).

Services partagés du ministère

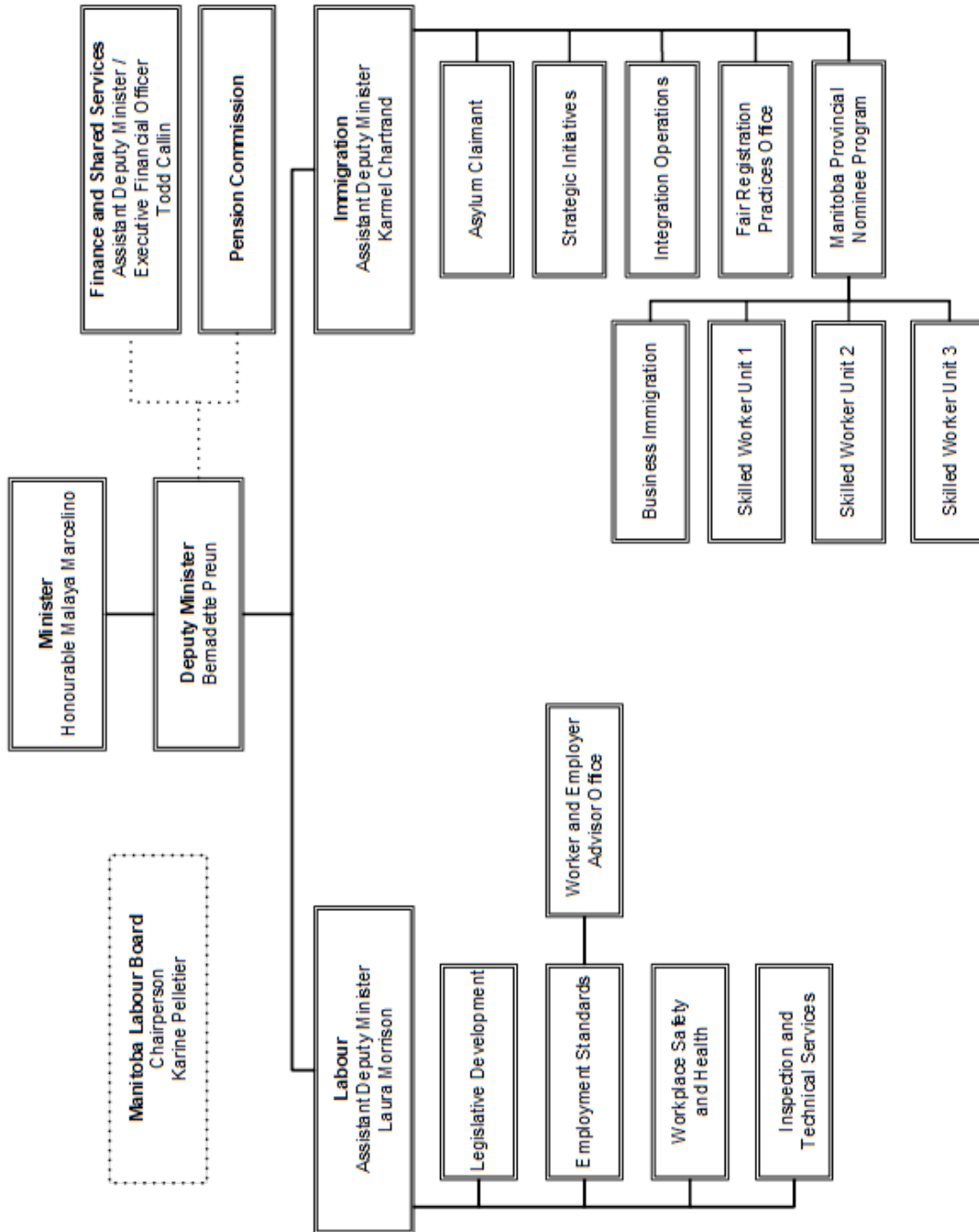
Un service partagé est une fonction centralisée qui fournit des ressources ou des services communs à plusieurs unités fonctionnelles ou ministères. Il a pour objet de rationaliser les activités, d'améliorer l'efficacité en évitant les chevauchements et de réduire les coûts pour mieux soutenir les objectifs globaux du ministère

Division des finances et des services partagés

- Le ministère du Travail et de l'Immigration reçoit des services partagés par l'entremise de la Division des finances et des services partagés, qui relève du ministère de l'Environnement et du Changement climatique. La Division est composée de la Direction de l'amélioration du processus et des technologies, de la Section des services partagés et de la gestion des risques, et de la Direction des services financiers. L'ensemble de ce groupe fournit au ministère des services de technologie de l'information et d'analyse opérationnelle, des services de gestion des risques, ainsi qu'une direction et des services sur le plan financier et administratif.

Organizational Structure

Labour and Immigration as of March 31, 2025



Operating Environment and Departmental Risk

The Department of Labour and Immigration operates within a diverse, technical, experienced, and dynamic environment shaped by various internal and external factors, including policy priorities, demographic trends, international relations, and social and cultural influences.

In 2024, Manitoba experienced population growth of 2.7% from the previous year that was primarily driven by immigration. Manitoba's immigration growth and ability to increase the number of immigrants who come to and stay in Manitoba is directly impacted and limited by federal immigration policies and nominations allocations. In 2024, Manitoba received an allocation of 9,500 nominations, which was fully utilized by the province.

Economic and labour market conditions continued to shape the environment in which the department operates. In 2024, Manitoba's unemployment reached 5.4% but was tied for the second lowest among provinces and remained below the national average of 6.3%. At the same time, Manitoba's labour force increased by 3.1% in 2024, with 17,600 more people employed in the province compared to 2023. With unemployment rates remaining low, Manitoba's labour market demand for workers remains high with immigration contributing greatly to Manitoba's workforce growth. To support workforce growth by newcomers, the department passed regulations in 2024-25 to reduce unnecessary and repeated language testing and to require regulators to provide assessment timeline data for domestic labour mobility applicants.

Manitoba's demographic and labour market conditions drives the need to address occupational safety and health, promoting fair labour practices, and protecting workers' rights. Corresponding regulatory frameworks, policies and programs were reviewed and updated to ensure that workplace safety and health and employment standards remained current and adaptive to external influences, protect workers and support compliance. This included the re-establishment of the Minister's Advisory Council on Workplace Safety and Health.

Staff continues to be the department's strongest resource, providing the knowledge and expertise needed to support initiatives across operations and areas of responsibility. In 2024-25 the department faced competing priorities with limited fiscal resources and persistent staff vacancies due an aging workforce and difficult to fill technical positions. The department continued to prioritize the hiring of staff to fill vacancies, fill new positions, and focused on staff retention. In total 22 competitions were held, and 38 positions were filled.

The department continues to work to address these universal and ongoing challenges by harnessing opportunities within its control.

2024-25 Key Achievement Highlights

During the fiscal year, Manitoba Labour and Immigration accomplished the following:

- The Manitoba Provincial Nominee Program (MPNP) nominated a record 9,540 individuals and their families to apply for Canadian permanent residence in 2024. The Business Immigration Stream of the MPNP issued 24 per cent more nominations than in 2023.
- In 2024, Manitoba welcomed over 24,692 new permanent residents, with 60 per cent arriving through the MPNP.
- In 2024-25, the Integration Programs Branch disbursed \$7,702,106 through the Newcomer Community Integration Support Program, including \$4,412,099 through Manitoba Settlement Support Services, \$500,000 in one-time grants and \$2,790,007 in on-going agreements.
- A new permanent position was created for a lead government coordinator for the Asylum Claimant Unit. This unit will undertake planning and coordination of projects related to asylum claimants in Manitoba.
- Under the Manitoba Gaza Initiative and in partnership with the federal government and community stakeholders, Manitoba welcomed a first family from Gaza in January 2025.
- Two new Regional Immigration Initiatives for Brandon and West-Central regions of the province were launched in November 2024.
- The Language Proficiency Testing Regulation under The Fair Registration Practices in Regulated Professions Act came into force in March 2025. The regulation reduces unnecessary and repeat language testing for applicants to the 31 regulated professions under the act.
- In November 2024, significant amendments to The Labour Relations Act were passed to reinstate automatic certification, prohibit the use of replacement workers during a lockout or strike with limited exceptions, and to maintain essential services during a lockout or strike.
- Employment Standards resolved 1971 claim-based investigations and recovered \$1,215,600 in wages. The branch worked with parties to resolve 85% of all claims without a formal order being issued. While 58% of claims were resolved within 30 days.
- Employment Standards reduced claim investigation wait times from 12 months to two months.
- The Worker and Employer Advisor Office assisted 174 injured workers and their families through the process of disputing claim decisions by the Workers Compensation Board and helped facilitate fair resolutions.
- A Contribution Agreement with Natural Resources Canada was signed to secure funding under the Codes Acceleration Fund and a contract was awarded to engage a consultant in reviewing Manitoba's market readiness to adopt higher energy efficiency standards under the building and energy codes.

- Inspection and Technical Services made significant progress in advancing a regulatory project required to modernize Manitoba’s technical safety regulatory framework under The Technical Safety Act.
- The Manitoba Labour Board hosted a conference for provincial and federal labour board chairs and administrators, providing attendees an opportunity to share perspectives, analyse trends and discuss best practices.
- The Manitoba Labour Board created procedures, processes and hired additional staff in response to increased workload and responsibilities from significant legislative changes to The Labour Relations Act that were passed in November 2024.
- The Pension Commission hosted the 2024 National Pension Compliance Officers Association Spring meeting in May 2024. Pension regulators from jurisdictions across Canada met in Winnipeg to discuss common issues involving pension plan regulation and legislative enforcement.
- Workplace Safety and Health exceeded its annual inspection target by conducting 5,820 data-informed inspections in workplaces across the province.
- Workplace Safety and Health added four additional safety and health officers' positions to strengthen enforcement capacity and support the department’s commitment of improving workplace safety and health.
- The Workplace Safety and Health Amendment Act passed in November 2024, which fulfilled the department mandate to restore the Minister’s Advisory Council on Workplace Safety and Health. The first meeting of the appointed council was held in January 2025.

Principales réalisations en 2024-2025

Au cours de l'exercice, le ministère du Travail et de l'Immigration a accompli les réalisations suivantes.

- Le Programme des candidats du Manitoba (PCM) a invité un nombre record de 9 540 travailleurs qualifiés et leur famille à présenter une demande de résidence permanente au Canada en 2024. Le volet Immigration des gens d'affaires du PCM a offert 24 % plus d'invitations qu'en 2023.
- En 2024, le Manitoba a accueilli plus de 24 692 nouveaux résidents permanents, 60 % de ceux-ci par la voie du PCM.
- En 2024-2025, la Direction des programmes d'intégration a distribué 7 702 106 \$ au moyen du Programme de soutien à l'intégration communautaire des nouveaux arrivants, notamment 4 412 099 \$ dans le cadre du soutien aux services d'établissement du Manitoba, 500 000 \$ sous forme de subventions ponctuelles et 2 790 007 \$ aux termes d'ententes en vigueur.
- Un poste permanent de coordonnateur gouvernemental principal a été créé pour le service des demandeurs d'asile. Ce service s'occupera de la planification et de la coordination des projets liés aux demandeurs d'asile au Manitoba.
- En vertu de l'initiative manitobaine de soutien à Gaza et en partenariat avec le gouvernement fédéral et des intervenants communautaires, le Manitoba a accueilli une première famille de Gaza en janvier 2025.
- Le lancement de deux initiatives d'immigration régionale pour les régions de Brandon et du Centre-Sud de la province a eu lieu en novembre 2024.
- Le Règlement sur l'examen des compétences linguistiques pris en application de la Loi sur les pratiques d'inscription équitables dans les professions réglementées est entré en vigueur en mars 2025. Le Règlement réduit les examens linguistiques inutiles et répétitifs pour les candidats aux 31 professions réglementées en vertu de la Loi.
- En novembre 2024, les importantes modifications apportées à la Loi sur les relations du travail ont été adoptées afin de restaurer l'accréditation automatique, d'interdire le recours à des travailleurs suppléants pendant un lock-out ou une grève sous réserve d'exceptions limitées, et de maintenir les services essentiels pendant un lock-out ou une grève.
- La Direction des normes d'emploi a réglé 1 971 enquêtes fondées sur des plaintes et a récupéré 1 215 600 \$ en salaires. Elle a travaillé avec les parties pour régler 85 % de toutes les plaintes sans qu'il soit nécessaire de recourir à une ordonnance officielle. De plus, elle a réglé 58 % des plaintes en 30 jours.
- La Direction des normes d'emploi a réduit le temps d'attente pour les enquêtes sur les plaintes de douze mois à deux mois.
- Le bureau des conseillers des travailleurs et des employeurs a aidé 174 travailleurs blessés et leur famille à contester des décisions relatives à des réclamations rendues par la Commission des accidents du travail, et a aidé à obtenir des règlements équitables.

- Le ministère a conclu un accord de contribution avec le ministère des Ressources naturelles du Canada pour obtenir du financement du Fonds d'accélération des codes et a retenu les services d'un consultant afin d'examiner l'état du marché manitobain en vue de l'adoption de normes d'efficacité énergétique plus élevées en vertu des codes du bâtiment et de l'énergie.
- L'unité de l'inspection et des services techniques a réalisé d'importants progrès dans l'avancement d'un projet réglementaire requis pour moderniser le cadre réglementaire de sécurité technique du Manitoba conformément à la Loi sur la sécurité technique.
- La Commission du travail du Manitoba a tenu un congrès à l'intention des présidents et des administrateurs des commissions du travail provinciales et fédérales, offrant aux participants l'occasion d'échanger des points de vue, d'analyser des tendances et de discuter de pratiques exemplaires.
- La Commission du travail du Manitoba a créé des procédures et des processus, et a embauché du personnel additionnel à la suite de l'accroissement de la charge de travail et des responsabilités en raison des importantes modifications législatives apportées à la Loi sur les relations du travail et adoptées en novembre 2024.
- La Commission des pensions était l'hôte de la réunion du printemps de la National Pension Compliance Officers Association en mai 2024. Les organismes de réglementation des régimes de pension d'un peu partout au Canada se sont réunis à Winnipeg pour discuter de questions courantes portant sur la réglementation en matière de régimes de pension et de l'application des lois.
- La Division de la sécurité et de l'hygiène du travail a dépassé sa cible annuelle d'inspections en réalisant 5 820 inspections fondées sur les données dans les lieux de travail de la province.
- La Division de la sécurité et de l'hygiène du travail a ajouté quatre postes d'agents de sécurité et d'hygiène pour renforcer la capacité d'exécution et soutenir l'engagement du ministère à l'égard de l'amélioration de la sécurité et de l'hygiène du travail.
- La Loi modifiant la Loi sur la sécurité et l'hygiène du travail, adoptée en novembre 2024, a permis au ministère d'accomplir son mandat consistant à restaurer le Conseil consultatif sur la sécurité et l'hygiène du travail du ministre. La première réunion du conseil nommé a eu lieu en janvier 2025.

Department Performance Measurement

The departmental objectives reflect the elected government priorities listed in the department mandate letters. The government identified five provincial themes: Lowering Costs for Families, Rebuilding Health Care, Growing Our Economy, Healthier Families and Safer Communities and A Government that Works for You, with the department's objectives listed under each of the themes.

Vision

Promote a thriving Manitoba through responsive immigration policies, fair labour and safe work practices and effective regulation.

Mission

To attract and retain global talent, protect workers' rights and keep them safe, and ensure adherence to laws, regulations and guidelines.

Values

- Value diversity and act in an ethical, professional and inclusive manner.
- Commit to transparent decision-making, rigorous enforcement, and continuous improvement.
- Remain responsive to changes in labour markets, working conditions, occupational injuries and illness.
- Collaborate with employers, workers, community organizations, and other stakeholders towards common goals.
- Prioritize safety and health.

Provincial Themes and Department Objectives

Growing Our Economy

1. Improve the recognition of international credentials starting in health care (shared objective with four departments)
2. Work to increase the number of immigrants who come to and stay in Manitoba, with a focus on family reunification

Healthier Families and Safer Communities

3. Improve workplace safety and health

A Government that Works for You

4. Find efficiencies and enhance productivity to improve service delivery

Mesure de la performance du ministère

Les objectifs ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Le gouvernement a désigné cinq thèmes provinciaux (Réduire les coûts pour les familles, Rebâtir le système de soins de santé, Faire croître notre économie, Des familles plus en santé et des communautés plus sûres et Un gouvernement qui travaille pour vous) sous lesquels sont répertoriés les objectifs ministériels.

Vision

Promouvoir un Manitoba prospère au moyen de politiques d'immigration adaptées, de pratiques de travail équitables et sécuritaires, et d'une réglementation efficace.

Mission

Attirer et conserver les talents étrangers, protéger les droits et la sécurité des travailleurs, et assurer le respect des lois, des règlements et des lignes directrices.

Valeurs

- Valoriser la diversité et agir de manière éthique, professionnelle et inclusive.
- S'engager à l'égard d'un processus décisionnel transparent, d'un régime d'exécution rigoureux et d'une amélioration continue.
- Demeurer sensibles à l'évolution des marchés du travail, des conditions de travail, et des cas de blessures et de maladies professionnelles.
- Collaborer avec les employeurs, les travailleurs, les organismes communautaires et les autres parties prenantes vers l'atteinte d'objectifs communs.
- Accorder la priorité à la sécurité et à la santé.

Thèmes provinciaux et objectifs ministériels

Faire croître notre économie

1. Améliorer la reconnaissance des diplômes internationaux en commençant par ceux décernés dans le domaine des soins de santé (objectif partagé avec quatre ministères)
2. Travailler à augmenter le nombre d'immigrants qui s'installent au Manitoba et qui décident d'y demeurer, en se concentrant sur la réunification des familles

Des familles plus en santé et des communautés plus sûres

3. Améliorer la sécurité et l'hygiène du travail

Un gouvernement qui travaille pour vous

4. Accroître l'efficacité et la productivité pour améliorer la prestation de services

Department Performance Measurement - Details

The following section provides information on key performance measures for Labour and Immigration for the 2024-25 reporting year. All Manitoba government departments include a performance measurement section in a standardized format in their annual reports.

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

Growing Our Economy

1. Improve the recognition of international credentials starting in health care (shared objective with four departments).

Key Initiatives

- **Recognition of International Credentials:** This ongoing initiative seeks to develop a pathway(s) for internationally educated nurses and doctors who have resided in Manitoba for some time and are not yet licensed or employed in their chosen field. It also seeks to decrease barriers to accreditation and increase the number of internationally educated nurses and physicians entering the workforce while maintaining quality professional competence standards and preserving patient safety.

In support of this work, the Fair Registration Practices Office (FRPO) introduced regulations to reduce unnecessary and repeated language testing and to require regulators to provide assessment timeline data for domestic labour mobility applicants. The FRPO also released the registration review report on the duty to collaborate identifying the nature of qualification gaps and remediation needs of internationally educated applicants.

Performance Measures

Measure	2022 Actual	2023 Actual	2024 Actual
1.a. Number of internationally educated nurses who apply for registration in Manitoba post-arrival in a calendar year	29	123	116
1.b. Number of internationally educated nurses who register with a nursing regulator in Manitoba in a calendar year	42	21	29

1.c. Median time to registration, in months, for internationally educated licensed practical nurses in a calendar year	25.2	37.1	27.0
1.d. Median time to registration, in months, for internationally educated registered nurses in a calendar year (does not include time to apply and receive National Nursing Assessment Service advisory report)	38.6	33.5	21.3
1.e. Median time to registration, in months, for internationally educated psychiatric nurses in a calendar year (does not include time to apply and receive National Nursing Assessment Service advisory report)	45.1 (one registrant)	35.8	N/A (no registrations)
1.f. Number of international medical graduates who apply for registration in Manitoba post-arrival in a calendar year	72	85	89
1.g. Number of international medical graduates who register in Manitoba with a physician regulator in a calendar year	51	55	64

1.a. Number of internationally educated nurses who apply for registration in Manitoba post-arrival in a calendar year: The intent of this measure was that the department would collaborate with the College of Licensed Practical Nurses of Manitoba, College of Registered Nurses of Manitoba, and the College of Registered Psychiatric Nurses of Manitoba to track how many internationally educated nurses apply to regulated nursing professions. This measure was originally slated to be used as a new measure for 2025-26, as per the 2025-26 Supplement to the Estimates of Expenditure, but its implementation was moved up to this year. It replaces the 2024-25 measure “Number of internationally educated nurses already in Manitoba who applied for registration, annually,” as the department found that the data collection as outlined in the measure was unfeasible, as it does not reflect the data that is available or how it is collected. The new measure is tracked over the calendar year, with data available for 2022 and 2023. As this new measure was adopted after the 2024-25 Supplement to the Estimates of Expenditure, no target was set.

1.b. Number of internationally educated nurses who register with a nursing regulator in Manitoba in a calendar year: The intent of this measure was that the department would collaborate with the College of Licensed Practical Nurses of Manitoba, College of Registered Nurses of Manitoba, and the College of Registered Psychiatric Nurses of Manitoba to track how many internationally educated nurses register with a nursing regulator. This measure was originally slated to be used as a new measure for 2025-26, as per the 2025-26 Supplement to the Estimates of Expenditure, but its implementation was moved up to this year

alongside those that replaced the 2024-25 measures. It is measured over the calendar year, with data available for 2022 and 2023. As this new measure was adopted after the 2024-25 Supplement to the Estimates of Expenditure, no target was set.

1.c. Median time to registration, in months, for internationally educated licensed practical nurses in a calendar year: The intent of this measure was that the department would collaborate with the College of Licensed Practical Nurses of Manitoba, College of Registered Nurses of Manitoba, and the College of Registered Psychiatric Nurses of Manitoba to track the median time to registration for internationally educated licensed practical nurses. By decreasing the length of time it takes to register in regulated professions, more internationally educated nurses will be able to join Manitoba's workforce and address healthcare labour shortages. This measure was originally slated to be used as a new measure for 2025-26, as per the 2025-26 Supplement to the Estimates of Expenditure, but its implementation was moved up to this year. Combined with measure 1.d. and 1.e., it replaces the 2024-25 measure "Median time to registration, in months, for internationally educated nurses, annually," as the department found that the data collection as outlined in the measure was unfeasible, as it does not reflect the data that is available or how it is collected. The new measure is tracked over the calendar year, with data available for 2022 and 2023. As this new measure was adopted after the 2024-25 Supplement to the Estimates of Expenditure, no target was set.

1.d. Median time to registration, in months, for internationally educated registered nurses in a calendar year (does not include time to apply and receive National Nursing Assessment Service advisory report): The intent of this measure was that the department would collaborate with the College of Licensed Practical Nurses of Manitoba, College of Registered Nurses of Manitoba, and the College of Registered Psychiatric Nurses of Manitoba to track the median time to registration for internationally educated registered nurses. By decreasing the length of time it takes to register in regulated professions, more internationally educated nurses will be able to join Manitoba's workforce and address healthcare labour shortages. This measure was originally slated to be used as a new measure for 2025-26, as per the 2025-26 Supplement to the Estimates of Expenditure, but its implementation was moved up to this year. Combined with measure 1.c. and 1.e., it replaces the 2024-25 measure "Median time to registration, in months, for internationally educated nurses, annually," as the department found that the data collection as outlined in the measure was unfeasible, as it does not reflect the data that is available or how it is collected. The new measure is tracked over the calendar year, with data available for 2022 and 2023. As this new measure was adopted after the 2024-25 Supplement to the Estimates of Expenditure, no target was set.

1.e. Median time to registration, in months, for internationally educated psychiatric nurses in a calendar year (does not include time to apply and receive National Nursing Assessment Service advisory report): The intent of this measure was that the department would collaborate with the College of Registered Psychiatric Nurses of Manitoba to track the median time for registration for internationally educated psychiatric nurses. By decreasing the length of time it takes to register in regulated professions, more internationally educated nurses will be able to join Manitoba's workforce and address healthcare labour shortages. This measure was originally slated to be used as a new measure for 2025-26, as per the 2025-26 Supplement to the Estimates of Expenditure, but its implementation was moved up to this year. Combined with measure 1.c. and 1.d., it replaces the 2024-25 measure "Median time to registration, in months, for internationally educated nurses, annually," as the department found that the data collection as outlined in the measure was unfeasible, as it does not reflect the data that is available or how it is collected. The new measure is tracked over the calendar year, with data available for 2022 and 2023. As this new measure was adopted after the 2024-25 Supplement to the Estimates of Expenditure, no target was set.

1.f. Number of international medical graduates who apply for registration in Manitoba post-arrival in a calendar year: The intent of this measure was that the department would collaborate with the College of Physicians and Surgeons of Manitoba to track how many international medical graduates are applying to regulated physician and surgical professions. Since immigration addresses gaps in the labour market, the number of international medical graduates who applied for registration will contribute to addressing healthcare labour shortages. This measure was originally slated to be used as a new measure for 2025-26, as per the 2025-26 Supplement to the Estimates of Expenditure, but its implementation was moved up to this year. It replaces the 2024-25 measure “Number of international medical graduates already in Manitoba who applied for registration, annually,” as the department found that the data collection as outlined in the measure was unfeasible, as it does not reflect the data that is available or how it is collected. The new measure is tracked over the calendar year, with data available for 2022 and 2023. As this new measure was adopted after the 2024-25 Supplement to the Estimates of Expenditure, no target was set.

1.g. Number of international medical graduates who register in Manitoba with a physician regulator in a calendar year: The intent of this measure was that the department would collaborate with the College of Physicians and Surgeons of Manitoba to track how many international medical graduates are registering with a physician regulator. Since immigration addresses gaps in the labour market, the number of international medical graduates who registered with a physician regulator will contribute to addressing healthcare labour shortages. This measure was originally slated to be used as a new measure for 2025-26, as per the 2025-26 Supplement to the Estimates of Expenditure, but its implementation was moved up to this year alongside those that replaced the 2024-25 measures. It is measured over the calendar year, with data available for 2022 and 2023. As this new measure was adopted after the 2024-25 Supplement to the Estimates of Expenditure, no target was set.

2. Work to increase the number of immigrants who come to and stay in Manitoba, with a focus on family reunification.

Key Initiatives

- **Create an Expression of Interest (EOI) draw strategy to maximize the annual allocation utilization and reduce duplication with federal immigration options:** The creation of an EOI draw strategy allows Manitoba to maximize the use of its allocation to fill labour market needs that are not met by federal immigration programs. Manitoba Provincial Nominee Program (MPNP) conducted 29 draws in 2024, including 4 for Canada-Ukraine Authorization for Emergency Travel (CUAET) holders. Of the draws for Skilled Workers in Manitoba, 75 percent were either occupation specific, designated for those who had close relatives in Manitoba or for those who had completed their education in the province. Data was measured over the calendar year. Additionally, a strategy to best utilize the reduced allocation for 2025 was in its final stages of development by end of 2024-25. The implementation of this initiative is ongoing.
- **Engage Manitoba employers to promote international recruitment options and address labour market needs that cannot be filled by the domestic labour market:** The Immigration division, through Employer Services, has worked to attract and retain skilled workers to address Manitoba's most pressing labour shortages to grow our economy and revitalize communities. In 2024, Employer Services received 53 applications for overseas recruitment and issued 456 Invitations to Apply (calendar year). Efforts to engage and support Manitoba employers are ongoing.

- **Engage economic development councils regionally to promote immigration to communities outside of Winnipeg:** By engaging with regional economic development councils, the Immigration division seeks to share the benefits of immigration across the province and address regional labour market needs. There are five multi-year agreements with the following communities as part of the Strategic Regional Immigration Stream: Brandon, Morden, Parkland, West Central Manitoba, and Winkler-Stanley. Through these initiatives, the MPNP is able to identify candidates with the ability and intent to become economically established in rural communities and nominate them to apply for Canadian permanent residence. Engagement with regional communities is ongoing.
- **Develop Human Resources plan to fill all the vacancies related to processing capacities:** This initiative allows the MPNP to maintain its capacity to process its complete nomination allocation while maintaining a high service standard. The Immigration Division filled 13 positions during 2024/25, and 3 term FTE positions were added and filled. The MPNP also received funding for two 4-year term bilingual immigration officers to bolster its Francophone processing capacity as part of the Canada-Manitoba Agreement on French Language Services (CMAFLS). This initiative is ongoing.
- **Target Manitoba Provincial Nominee Program (MPNP) applicants with close family connections to Manitoba:** By nominating skilled workers with close family connections, the MPNP supports family reunification for economic immigrants and their close Manitoba relatives. Additionally, an established close relative connection increases the likelihood of retention amongst Provincial Nominees. Data was measured over the calendar year. In 2024, the MPNP conducted four draws specifically selecting applicants with a close family connection to Manitoba through the Skilled Worker in Manitoba pathway, issuing 529 Letters of Advice to Apply (calendar year). Efforts to target applicants with close family connections to Manitoba are ongoing.

Performance Measures

Measure	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.a Percent of Manitoba Provincial Nominee Program applications processed against the total allocation (70-100%) quarterly	100%	92%	100%	100%
2.b Percent of strategic initiatives applications received by the MPNP annually	-	8%	8%	14.7%

2.a Percent of Manitoba Provincial Nominee Program applications processed against the total allocation (70-100%) quarterly: The Immigration division measured the percent of applications processed by the MPNP compared to the nominations given annually by Immigration, Refugees and Citizenship Canada (IRCC) to the Province of Manitoba. This allocation is used to nominate skilled workers and business investors that can contribute to the labour market and the economy of Manitoba. Immigration helps address gaps in the labour market, and processing as many applications as possible provides a mechanism for maximum immigration into Manitoba and contribution to the labour market and economy. In 2024, Manitoba processed 100% of the allocation that was received from IRCC, meeting the target. Data for this measure is tracked by calendar quarter.

2.b Percent of strategic initiatives applications received by the MPNP annually: The Immigration division measured the percent of strategic initiative applications received by the MPNP compared to non-strategic initiative applications. Strategic initiatives bolster communities and stimulate local economic development outside of the capital region. Receiving more strategic initiatives files provides a mechanism for economic development in smaller communities within Manitoba and contributes to the regional labour market and economy. In 2023, 8% of all applications received by the MPNP were strategic initiative applications. In 2024, 14.7% of all applications received were through strategic initiatives, exceeding the target. This was identified as a new measure for 2024, and data for this measure is tracked by calendar year.

Healthier Families and Safer Communities

3. Improve workplace safety and health.

Key Initiatives

- Hire Safety and Health Officers:** In 2024/25, four additional safety and health officer positions were added to enhance Workplace Safety and Health enforcement resources. This was a government commitment outlined in the minister’s mandate letter and directly aligned with the department’s objective to improve workplace safety and health.
- Re-establish the Minister's Advisory Council on Workplace Safety and Health:** On June 4, 2024, the Workplace Safety and Health Act was amended to restore this advisory body. Having a legislated council ensures stakeholders are engaged on strategies for improving occupational safety and health, follows a directive of the minister’s mandate letter and supports the department’s objective to improve workplace safety and health. Members from employers and workers were chosen by representative organizations and appointed by the Minister along with a chair and technical representatives. In 2024-25, the Council met once in January 2025 to begin their work.

Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2024-25 Actual
3.a Total number of Workplace Health and Safety inspections completed annually	5,898	6,021	5,700	5,820
3.b Percentage of Workplace Health and Safety inspections resulting in orders annually	56%	62%	55 to 65%	64%
3.c Percentage of emails and phone calls related to workplace safety and health that were resolved at intake quarterly	-	-	-	67%

3.a Total Number of workplace health and safety inspections completed annually: This measure tracked the number of proactive and reactive field inspections completed by the Workplace Safety and Health branch. The Workplace Safety and Health branch conducted data-driven targeted enforcement throughout the province to ensure effective management of workplace safety hazards. The enforcement strategies were responsive to Manitoba’s work environment and adapted as needed to ensure compliance and maximum effectiveness. Workplace Safety and Health inspection targets reflected the branch enforcement strategies, initiatives, and resources. The branch has consistently achieved its inspection target over the past three years, demonstrating target-setting factors and enforcement strategies were effectively considered. In 2024-25, Safety and Health officers successfully met their inspection targets while mentoring and training new officers.

3.b Percentage of Workplace Health and Safety inspections resulting in orders annually: This measure tracked the percentage of field inspections completed by the Workplace Safety and Health branch that resulted in orders. Workplace safety and health enforcement strategies are tailored to address high-risk work environments and ensure compliance with requirements. Safety and health officers use orders when non-compliance is identified, prompting corrective actions to be taken in order to address risks to safety and health. The target range was set to reflect the branch’s proactive and reactive enforcement activity. Consistently falling within the target range indicated the enforcement strategies were being implemented, evaluated and adjusted effectively. In 2024-25, the percentage of workplace safety and health inspections resulting in orders was 64%, falling within the target range of 55 to 65% for 2024-25.

3.c Percentage of emails and phone calls related to workplace safety and health that were resolved at intake quarterly: This measure tracked the percentage of emails and phone calls related to workplace safety and health that were resolved at intake by the Workplace Safety and Health branch. The Workplace Safety and Health branch received over 7,000 phone calls and hundreds of emails, including general questions, tips regarding unsafe work and reports of serious incidents at workplaces. The majority of calls and emails were resolved at intake with approximately 33% triaged to field officers for further follow-up. The rate of resolution at intake may serve as an indicator of query complexity or severity and inform resource planning. This was a new measure in 2024-25 and is being retired as intake is highly variable and does not provide reliable insight to public awareness or compliance.

Measure	2022 Actual	2023 Actual	2024 Target	2024 Actual
3.d Number of time loss injuries per 100 full-time equivalent workers reported by the Workers Compensation Board annually in a calendar year	2.8	2.6	---	2.6
3.e Total number of accepted workplace fatalities reported by the Workers Compensation Board annually in a calendar year	21	23	---	22

3.d The number of time loss injuries per 100 full-time equivalent (FTE) workers reported by the Workers Compensation Board annually in a calendar year: As an external KPI, this measure reflects the number of accepted time loss injuries per 100 FTE workers for the 2024 calendar year. This measure is influenced by the collective injury and illness prevention efforts of employers, workers, key stakeholders and partners. An increase in the rate may indicate a rise in the number and/or severity of workplace injuries, while a decrease could imply enhanced prevention measures and fewer or less severe injuries. This data is compiled and reported by the Workers Compensation Board for each calendar year. The time loss injury rate has generally declined, though several industries continue to experience high or increasing rates, including construction, manufacturing, healthcare and public administration. Each of these sectors were included in the branch enforcement strategy.

3.e Total number of accepted workplace fatalities reported by the Workers Compensation Board annually in a calendar year: As an external KPI, this measure reported on the total number of workplace fatalities accepted by the Workers Compensation Board for each calendar year. The number of fatalities has remained largely unchanged in the last three years, with the most frequent causes of death including motor vehicle collisions, asbestosis/mesothelioma, exposures resulting in other cancers, and falls from heights. To assist in addressing occupational exposures, the branch increased its complement of occupational hygienists by two in 2024-25, with further increases planned in 2025-26. Note that this number was reported as 22 in the 2025/26 Supplement to the Estimates of Expenditure based on the preliminary numbers available however the Workers Compensation Board has since confirmed this number to be 23 for 2024.

A Government that Works for You

4. Find efficiencies and enhance productivity to improve service delivery.

Key Initiatives

- **Promote operational excellence and innovation:** The intent of this initiative was to enhance efficiency and foster a culture of innovation within the department by streamlining regulatory and administrative processes. This initiative is ongoing. To date, efforts include amendments to the Power Engineers Regulation to address operator shortages and facilitate safe staffing of ice rink and ice facility operators; review of the Workplace Safety and Health Act and associated regulations to improve clarity and remove red tape due to redundant, contradictory or antiquated requirements; and continued work on amendments to the Pan Canadian Occupational Health and Safety Reconciliation Agreement to recognize common standards.
- **Ensure financial and program accountability:** The intent of this initiative was that the department would ensure that management of all department program activities are aligned with government policy and procedures and within allocated budgets and to provide training to ensure staff understand their role in financial and program accountability. Efforts to support staff in this initiative are ongoing. Efforts include encouraging staff to complete training courses on financial and program accountability available on the Learning and Development Management System, ongoing reviews to compare performance against service standards and making adjustments to improve service delivery as needed.

FINANCIAL DETAILS

Consolidated Actual Expenditures

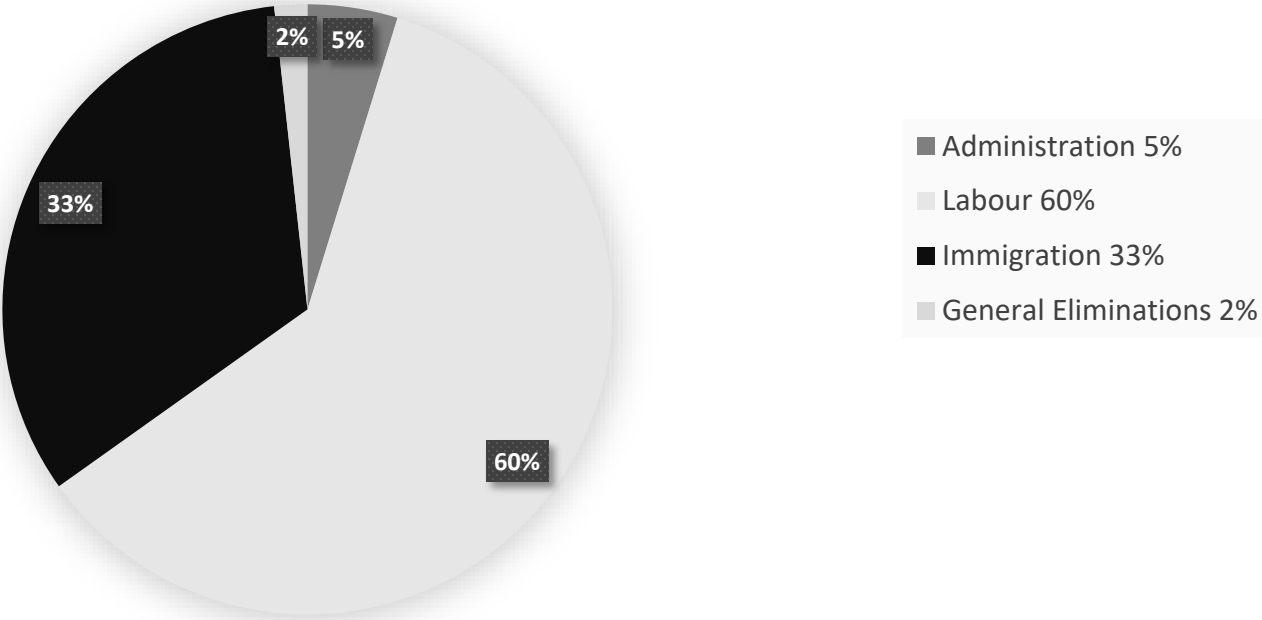
This table includes the expenditures of the department and Other Reporting Entities (OREs) that are accountable to the minister and aligns to the Summary Budget.

Consolidated Actual Expenditures

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

Main Appropriations	Part A - Operating	Other Reporting Entities	Consolidation and Other Adjustments	2024-25 Actual	2023-24 Actual
Administration	1,639	-	-	1,639	1,177
Labour	21,243	-	(500)	20,743	19,811
Immigration	11,369	-	-	11,369	10,130
General Eliminations	-	-	600	600	900
TOTAL	34,251	-	100	34,351	32,018

**Percentage Distribution of Consolidated Actual Expenditures
by Operating Appropriation,
2024-25, Actuals**



Summary of Authority

Part A - Operating	2024-25 Authority \$(000s)
2024-25 PRINTED ESTIMATES - PART A	32,951
Allocation of funds from:	1,305
Subtotal	1,305
2024-25 Authority	34,256

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

Detailed Summary of Authority	2024-25 Printed Estimates	In-Year Re-organization	Virement	Enabling Authority	Authority 2024-25	Supplementary Estimates
Part A – OPERATING (Sums to be Voted)						
Administration	1,323	-	267	53	1,643	-
Labour	21,164	-	(1,005)	1,086	21,245	-
Immigration	10,464	-	738	166	11,368	-
TOTAL Part A - Operating	32,951	-	-	1,305	34,256	-
Part B – Capital Investments	-	-	-	-	-	-
Part C – Loans and Guarantees	-	-	-	-	-	-
Part D – Other Reporting Entities Capital Investment	-	-	-	-	-	-

NV – Non-Voted

Part A: Expenditure Summary by Appropriation

Departmental Actual Expenditures

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

Authority 2024-25		Appropriation	Actual 2024-25	Actual 2023-24	Increase (Decrease)	Expl. No.
	11-1	Administration				
47	(a)	Minister's Salary	47	50	(3)	
	(b)	Executive Support				
1,002		(1) Salaries and Employee Benefits	917	845	72	
100		(2) Other Expenditures	199	66	133	1
	(c)	Pension Commission				
384		(1) Salaries and Employee Benefits	410	177	233	2
110		(2) Other Expenditures	66	39	27	3
1,643		Subtotal 11-1	1,639	1,177	462	

Authority 2024-25		Appropriation	Actual 2024-25	Actual 2023-24	Increase (Decrease)	Expl. No.
	11-2	Labour				
	(a)	Workplace Safety and Health				
6,913		(1) Salaries and Employee Benefits	6,913	7,013	(100)	
1,797		(2) Other Expenditures	1,651	1,437	214	4
	(b)	Manitoba Labour Board				
1,762		(1) Salaries and Employee Benefits	1,896	1,450	446	5
190		(2) Other Expenditures	178	144	34	
	(c)	Employment Standards				
2,792		(1) Salaries and Employee Benefits	2,606	2,612	(6)	
265		(2) Other Expenditures	232	262	(30)	
	(d)	Advisor Office				
688		(1) Salaries and Employee Benefits	654	693	(39)	
62		(2) Other Expenditures	55	61	(6)	
	(e)	Inspection and Technical Services				
5,117		(1) Salaries and Employee Benefits	5,276	4,825	451	6
976		(2) Other Expenditures	980	857	123	
	(f)	Legislative Development				
634		(1) Salaries and Employee Benefits	762	429	333	7

49	(2) Other Expenditures	40	28	12	
21,245	Subtotal 11-2	21,243	19,811	1,432	
<hr/>					
Authority 2024-25	Appropriation	Actual 2024-25	Actual 2023-24	Increase (Decrease)	Expl. No.
	11-3 Immigration				
	(a) Immigration				
5,330	(1) Salaries and Employee Benefits	5,421	4,697	724	8
767	(2) Other Expenditures	450	610	(160)	
7,830	(3) Financial Assistance	7,718	7,210	508	9
(3,080)	(4) Financial Assistance Recovery	(2,680)	(2,870)	190	10
	(b) Fair Registration Practices Office				
471	(1) Salaries and Employee Benefits	430	452	(22)	
50	(2) Other Expenditures	30	31	(1)	
11,368	Subtotal 11-3	11,369	10,130	1,239	
<hr/>					
34,256	Total Expenditures	34,251	31,118	3,133	
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Explanation(s):

1. Increase in other operating and consulting cost for the agreement with Red River Polytech College.
2. Realignment of Pension Commission from Department of Finance.
3. Increase in subscription fees in Pension Commission.
4. Increase in vehicle usage and costs including insurance, rental and maintenance.
5. Severance and General Salary Increases.
6. Increase in Severance, General Salary Increases and Vacancies filled in 2024-25.
7. Vacancies filled in 2024-25.
8. Extended FTE's, Vacation payments, Overtime and General Salary Increases.
9. Increase in Continuing Service Agreements and Ukrainian Canadian Congress (UCC).
10. Decrease in recovery due to Employment Solutions for Immigrants Inc. – Manitoba Start lower expenditures.

Revenue Summary by Source

Departmental Actual Revenue

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

Actual 2023-24	Actual 2024-25	Increase (Decrease)	Expl. No.	Source	Actual 2024-25	Estimate 2024-25	Variance Over/(Under)	Expl. No.
Taxation								
-	-	-		Subtotal	-	-	-	
Other Revenue								
12,219	9,447	(2,772)	a	Fees	9,447	12,713	(3,266)	1
				Cost Recovery from				
8,214	10,204	1,990	b	WCB	10,204	9,678	526	2
102	154	52	c	Sundry	154	41	113	3
20,535	19,805	(730)		Subtotal	19,805	22,432	(2,627)	
Government of Canada								
				Flin Flon Inspection				
185	209	24		Agreement	209	185	24	
185	209	24		Subtotal	209	185	24	
20,720	20,014	(706)		Total Revenue	20,014	22,617	(2,603)	

Explanation(s):

- a. Lower Revenue mainly due to volume decrease in Manitoba Provincial Nominee Program (MPNP) Federal nomination allocation, refund of Ukrainian MPNP application fees and lower building code permit Revenue as more municipalities become eligible to issue permits partially offset by Inspection Technical Services (ITS) application Revenue increase.
 - b. Increase in Revenue due to collection timing as WCB pays based on last year claim and later after reconciliation they adjust the next claim amount.
 - c. Increase in Revenue mainly due to codes acceleration fund bilateral agreement.
1. Lower Revenue mainly due to volume decrease in Manitoba Provincial Nominee Program (MPNP) Federal nomination allocation, refund of Ukrainian MPNP application fees and lower building code

permit Revenue as more municipalities become eligible to issue permits partially offset by Inspection Technical Services (ITS) application Revenue increase.

2. Increase in Revenue due to collection timing as WCB pays based on last year claim and later after reconciliation they adjust the next claim amount.
3. Increase in Revenue reflects the higher number of file search, penalties and fines and Revenue from bilateral agreement Codes Acceleration Fund.

Departmental Program and Financial Operating Information

Administration (11.1)

Main Appropriation Description

Provides executive management of the department. Works across the department to develop strategic policy and co-ordinates legislation, reports, and other briefing material for executive management.

Note: Corporate services, including financial, information technology and administrative support services, are shared services provided to Environment and Climate Change and Labour and Immigration. The shared service is budgeted in Environment and Climate Change.

Sub-Appropriations	2024-25 Actual	2024-25 Authority	
	\$(000s)	FTEs	\$(000s)
Minister's Salary	47	1.00	47
Executive Support	1,116	7.00	1,102
Pension Commission	476	4.00	494
TOTAL	1,639	12.00	1,643

Sub-Appropriation Description

Minister's Salary: Provides additional compensation to which individuals appointed to the Executive Council are entitled.

11.1a Minister's Salary

Expenditures by Sub-Appropriation	Actual 2024-25	Authority 2024-25		Variance	Expl. No.
	\$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	47	1.00	47	-	
Total Sub-Appropriation	47	1.00	47	-	

Executive Support: Oversees the development and implementation of departmental policies and programs that are designed to achieve the goals set out in the department's mandate.

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	917	7.00	1,002	(85)	
Other Expenditures	199	-	100	99	1
Total Sub-Appropriation	1,116	7.00	1,102	14	

Explanation(s):

Increase in consulting cost for the agreement with Red River College.

Pension Commission: The Pension Commission ensures that employers or unions who sponsor plans understand and follow the act, registers new plans, monitors all existing plans, explains to plan members how the act affects them and their plan, and ensures that financial institutions that administer locked-in retirement accounts and life income funds understand and follow the act.

Key Results Achieved

- The Pension Commission reviewed 343 pension plan Annual Information Returns, 57 pension plan amendments, 24 defined benefit plan valuations, 4 pension plan registrations and 10 pension plan windups for legislative compliance.
- The Pension Commission responded to approximately 1,000 telephone and 3,500 email pension related inquiries, updated 8 policy bulletin publications and maintained up to date information on the Pension Commission website.
- The Pension Commission continued to encourage pension plans to submit their regulatory filings and all associated filing fees electronically. These measures have reduced the administrative burden and costs associated with manually processing regulatory filings internally and for external stakeholders.

11.1c Pension Commission

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	410	4.00	384	26	
Other Expenditures	66	-	110	(44)	2
Total Sub-Appropriation	476	4.00	494	(18)	

Explanation(s):

2. Decrease reflects operating efficiencies

Labour (11.2)

Main Appropriation Description

Protects citizens by providing programs and services in areas such as workplace safety and health, employment standards, and inspection and technical services. The division enforces statutes governing occupational safety and health, employment standards, worker recruitment, labour relations, and building safety. It oversees safety standards for technical equipment such as elevators, gas burning equipment, and steam and pressure equipment. The Worker and Employer Advisor Office support workers and dependants who may require assistance with their workers compensation claims.

Sub-Appropriations	2024-25	2024-25 Authority	
	Actual \$(000s)	FTEs	\$(000s)
Workplace Safety and Health	8,564	79.60	8,710
Manitoba Labour Board	2,074	15.00	1,952
Employment Standards	2,838	37.60	3,057
Advisor Office	709	9.00	750
Inspection and Technical Services	6,256	60.00	6,093
Legislative Development	802	9.00	683
TOTAL	21,243	210.20	21,245

Workplace Safety and Health

Sub-Appropriation Description

Workplace Safety and Health Branch enforces The Workplace Safety and Health Act and its three associated regulations to ensure Manitoba's workplaces are safe and healthy. Enforcement activities focus on improving legislative compliance to prevent serious workplace injuries, illnesses and fatalities.

Key Results Achieved

- Ensured compliance with The Workplace Safety and Health Act and its associated regulations by conducting 5,820 inspections and investigations, both proactively, as well as in response to tips and incidents. These inspections identified 12,196 contraventions that required action to be taken to remedy a hazard, and work was stopped on 408 occasions until appropriate measures were in place.
- Completed the legislated five-year review of The Workplace Safety and Health Act and its three associated regulations. Launched in August 2022, and undertaken in consultation with a stakeholder review committee, the review resulted in 49 recommendations for amendments to legislation and regulation. The report was provided to the Minister in January 2025.

- Updated enforcement strategies by incorporating current data and emerging issues to focus inspections on high-risk workplaces, including the construction, retail and services and manufacturing industries, which were the highest source of incidents and tips reported to the branch. Healthcare and public administration were added to the proactive enforcement strategy in recognition of the high injury and illness rates in these industries.
- The Workplace Safety and Health Branch continued work on implementation of a new case management system with technology designed to enhance information sharing and analytics in support of enforcement activity. This marked the fifth year of the project.

11.2a Workplace Safety and Health

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	6,913	79.60	6,913	-	
Other Expenditures	1,651	-	1,797	(146)	3
Total Sub-Appropriation	8,564	79.60	8,710	(146)	

Explanation(s):

3. Decrease reflects lower vehicle renewals, accommodation, travel, equipment and training expenses due to delay in hiring.

Manitoba Labour Board

Sub-Appropriation Description

The Manitoba Labour Board is an independent specialist tribunal with responsibilities under The Labour Relations Act, The Employment Standards Code, The Workplace Safety and Health Act, and nine other statutes. The Board responds to applications, appeals and referrals, and assists parties to resolve collective bargaining and other disputes informally through mediation or formally by making final decisions, often after conducting a hearing.

Key Results Achieved

- Issued decisions within the timelines provided for within the Manitoba Labour Board Rules of Procedure.
- Conducted representation votes within the timeframe established in The Labour Relations Act.
- Created procedures and processes for the significant legislative changes passed in November 2024 to The Labour Relations Act regarding replacement workers, essential services and automatic certification. The Board has also hired a full-time vice-chairperson, a board officer (one-year term) and reclassified and filled one vacant administrative staff position in anticipation of increased workload due to these legislative changes.

11.2b Manitoba Labour Board

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,896	15.00	1,762	134	4
Other Expenditures	178	-	190	(12)	
Total Sub-Appropriation	2,074	15.00	1,952	122	

Explanation(s):

- Increase reflects increased salary costs.

Employment Standards

Sub-Appropriation Description

Employment Standards seeks to promote compliance with employment legislation and protect vulnerable workers. It connects with employers experiencing business closures and layoffs to ensure compliance with employment legislation, and to connect employers with workforce adjustment services available through the province.

Key Results Achieved

- Worked with parties to resolve 85% of claims without a formal order being issued by an employment standards officer.
- Educated the public by responding to 20,775 general inquiry calls and through two employer public education presentations.
- Protected vulnerable workers by processing 2068 business registration, 47 foreign worker recruiter license applications and conducting 39 proactive investigations.
- Hired six new employment standards officers to enhance enforcement resources and address the branch's backlog of claims. By doing so, the branch was better equipped to protect workers' jobs.
- Expanded job protected leaves by passing an amendment to The Employment Standards Code in November 2024 to extend Long Term Leave for Serious Injury and Illness from 17 to 27 weeks to align with the federal Employment Insurance (EI) sickness period. This legislative change improves the lives of working Manitobans by providing job protection for the full period that federal EI benefits are available.

11.2c Employment Standards

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,606	37.60	2,792	(186)	5

Other Expenditures	232	-	265	(33)
Total Sub-Appropriation	2,838	37.60	3,057	(219)

Explanation(s):

- 5. Decrease due to delay filling in positions.

Worker and Employer Advisor Office

Sub-Appropriation Description

The Worker and Employer Advisor Office, established under Section 108 of The Workers Compensation Act, is independent of the Workers Compensation Board, and provides professional service and information to employers, workers and their dependants who require assistance with their workers' compensation claims.

Key Results Achieved

- Increased workers' understanding and knowledge of The Workers Compensation Act and related Workers Compensation Board policies, processes, and decisions.
- Represented workers in their appeals to the Workers Compensation Board, at various levels of the Workers Compensation Board process in 133 cases comprising of 49 at case management/adjudication, 35 at Review Office, and 49 at Appeal Commission.
- Increased employers understanding and knowledge of The Workers Compensation Act and related Workers Compensation Board policies, processes, and decisions.

11.2d Worker and Employer Advisory Office

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	654	9.00	688	(34)	
Other Expenditures	55	-	62	(7)	
Total Sub-Appropriation	709	9.00	750	(41)	

Inspection and Technical Services

Sub-Appropriation Description

Inspection and Technical Services provides professional inspection and technical services to clients to prevent and reduce injuries, fatalities and property loss related to regulated equipment installation, operation, and building construction and maintenance practices.

Key Results Achieved

- Delivered high-quality inspection and technical services to clients including consultation advice, issuing permits, reviewing technical equipment designs, conducting examinations, and granting licenses to qualified tradespeople, to ensure safety and compliance.
- Continued efforts to update Manitoba’s technical safety acts to provide greater consistency across technical safety areas, including the regulatory approval process for proclamation of The Technical Safety Act and the Technical Safety Regulation with anticipated proclamation for 2025/26.
- Signed a contribution agreement with the Federal Government to access the Codes Acceleration Fund to help stakeholders achieve net-zero targets for buildings by 2050. The Codes Acceleration Fund will reimburse Manitoba for approved feasibility assessment and capacity building initiatives that support higher energy efficiency standard adoption in Manitoba over 2024/25, 2025/26 and 2026/27. The Department awarded a contract to a consulting firm which started their feasibility assessment in 2024/25.
- Completed changes to the Power Engineers Regulation to address operator shortages and facilitate safe staffing of ice rink and ice facility operators.
- Continued collaboration with other Canadian jurisdictions on the implementation of reconciliation agreements related to technical safety and construction codes under the Canadian Free Trade Agreement’s Regulatory Reconciliation and Cooperation Table.

11.2e Inspection and Technical Services

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	5,276	60.00	5,117	159	6
Other Expenditures	980	-	976	4	
Total Sub-Appropriation	6,256	60.00	6,093	163	

Explanation(s):

6. Increase reflects increased salary costs.

Legislative Development

Sub-Appropriation Description

The Legislative Development Branch provides centralized support to the Labour Division by conducting research and analysis, supporting policy development, coordinating legislative and strategic initiatives, and providing support services to agencies, boards and commissions.

Key Results Achieved

- Supported the work of the Labour Division by coordinating the following legislative initiatives:

- The Workplace Safety and Health Amendment Act that re-established the Minister’s Workplace Safety and Health Advisory Council, which passed in June 2024.
 - The Employment Standards Code Amendment Act that extended the length of the leave for serious injury or illness from 17 weeks to 27 weeks, which passed in November 2024.
 - The Public Sector Construction Projects (Tendering) Act, Repeal in November 2024 to remove the prohibition of provincial public sector entities from utilizing project labour agreements.
 - Enacted changes to The Labour Relations Act that addressed union certification, essential services and the use of replacement workers during a strike, which passed in November 2024.
 - Introduced amendments under The Workers Compensation Act that would add benefit of the doubt clauses and extend the workers compensation lump sum fatality benefit to a worker’s estate where no spouse or common-law partner is identified as eligible.
 - Introduced amendments resulting from recommendations from the 2022-24 Review of The Workplace Safety and Health Act.
- Supported the appointment of 15 board members to the Manitoba Labour Board, Workers Compensation Board, Workers Compensation Appeal Commission, Labour Management Review Committee, Workplace Safety and Health Advisory Council, and the Pension Commission.
 - Provided secretariat support, alongside other branches, to various divisional consultations including a Codes Acceleration Stakeholder Engagement Committee, the Construction Industry Minimum Wage Review Panel, and the Minister’s Advisory Council on Workplace Safety and Health.
 - Participated in intergovernmental collaboration through the Canadian Association of Administrators of Labour Legislation including sitting on the International Labour Affairs Standing Committee and chairing the Strategic Labour Policy Committee.

11.2f Legislative Development

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	762	9.00	634	128	7
Other Expenditures	40	-	49	(9)	
Total Sub-Appropriation	802	9.00	683	119	

Explanation(s):

7. Increase reflects increased salary costs.

Immigration (11.3)

Main Appropriation Description

The Immigration Division contributes to economic growth and strong communities through the Manitoba Provincial Nominee Program (MPNP) and working with partners to promote the province as a destination of choice for international talent to study, work, and live. More specifically, the Immigration Division:

- Designs and administers the MPNP, an economic immigration program focused on the skill and talent needs of Manitoba’s employers and communities, which cannot be filled domestically.
- Support social and economic integration and career development of newcomers through settlement supports and coordinated immigrant labour market services.

Sub-Appropriations	2024-25 Actual	2024-25 Authority	
	\$(000s)	FTEs	\$(000s)
Immigration	10,909	65.00	10,847
Fair Registration Practices Office	460	5.00	521
TOTAL	11,369	70.00	11,368

Immigration

Sub-Appropriation Description

The Immigration Division coordinates with other levels of government and local stakeholders to administer economic immigration, settlement, and integration programs focused on the skill and talent needs of Manitoba’s employers and communities to bridge gaps that cannot be filled domestically and foster economic development and growth. The division is responsible for Manitoba’s Provincial Nominee Program.

Key Results Achieved

- In 2024, Manitoba received an allocation of 9,540 nominations from the federal government. This was fully utilized by the Immigration Division, allowing 14,876 new permanent residents to land in Manitoba through the MPNP.
- As part of improvements to MPNP processes, the division has hired 6 additional program officers in 2024 and received federal funding for two 4-year term bilingual officers to bolster its Francophone processing capacity.
- MPNP conducted 29 draws in 2024, including four for Canada-Ukraine Authorization for Emergency Travel (CUAET) holders. Of the draws for Skilled Workers in Manitoba, 75 percent were either occupation specific, designated for those who had close relatives in Manitoba or for those who had completed their education in the province.

- Employer Services worked to attract and retain skilled workers to address Manitoba's most pressing labour shortages to grow our economy and revitalize communities. In 2024, Employer Services received 53 applications for overseas recruitment from Manitoba employers and issued 456 Invitations to Apply.
- The MPNP initiated steps to improve the Immigration website, with this item remaining in its initial stages. As part of other communications tools, the Business Investor Stream has restarted in-person presentations with prospective candidates.
- In 2024-25, the Integration Programs Branch disbursed \$7,702,106 through the Newcomer Community Integration Support Program, including \$4,412,099 through 27 projects under Manitoba Settlement Support Services, \$500,000 in a one-time grant for Ukrainian Canadian Congress, \$2,600,000 for Manitoba Start Employment solutions for immigrants, and \$190,007 for SEED Winnipeg in ongoing agreements.
- Under the Manitoba Gaza Initiative and in partnership with the federal government and community stakeholders, Manitoba welcomed a first family from Gaza in January 2025.
- Two new Regional Immigration Initiatives for Brandon and West-Central regions of the province were launched in November 2024.

11.3a Immigration

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	5,421	65.00	5,330	91	
Other Expenditures	450		767	(317)	8
Financial Assistance	7,718		7,830	(112)	
Financial Assistance - Recovery	(2,680)		(3,080)	400	9
Total Sub-Appropriation	10,909	65.00	10,847	62	

Explanation(s):

8. Decrease reflects lower travel related expenditures and lower bank collection charges due to priorities given to Settlement Support Services and operating efficiencies.
9. Decrease in Recovery reflects Employment Solutions Inc - Manitoba Start lower expenditures.

Fair Registration Practices Office

Sub-Appropriation Description

The Fair Registration Practices Office (FRPO) implements The Fair Registration Practices in Regulated Professions Act (act). The act is a call for fair assessment and registration practice for 31 self-regulated professions in Manitoba, with particular attention drawn to the need to treat internationally educated applicants (IEAs) fairly. It contains a Fair Registration Practices Code stipulating a variety of duties regulators must comply with.

Key Results Achieved

- In Fall 2024, FRPO released a report about remedial programing supported by regulators, their compliance to the duty to collaborate in fairness legislation and their commitments to improve remediation opportunities. The report identified the nature of qualification gaps and remediation needs of IEAs, the types of assistance available, and some of the challenges to collaboration faced by regulators. It also described the state of regulator compliance to the duty, including various commitments for improving practice.
- The Domestic Labour Mobility Applicants Regulation came into force in May 2024, with data collection beginning in September 2024. This regulation supports previous amendments to the act. The regulation requires regulators provide FRPO assessment timeline data for mobility applications and stipulates a process to request extensions for assessment timelines.
- FRPO maintained numerous resources to support IEA success. FRPO worked with regulators to ensure their registration information was clear, complete and accurate and IEAs were provided with information about resources and supports. In addition, FPRO provided regular presentations to newcomer serving organizations.
- The FRPO deemed the collection of registration outcomes and timeline data as outlined in the 2024-25 Supplement to the Estimates of Expenditure to be unfeasible, as it does not reflect the data that is available or how it is collected.

11.3b Fair Registration Practices Office

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	430	5.00	471	(41)	
Other Expenditures	30	-	50	(20)	
Total Sub-Appropriation	460	5.00	521	(61)	

Other Key Reporting

The Public Interest Disclosure (Whistleblower Protection) Act

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

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

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

The following is a summary of disclosures received by Manitoba Labour and Immigration for fiscal year 2024-25.

Information Required Annually (per section 29.1 of PIDA)	Fiscal Year 2024-25
The number of disclosures received, and the number acted on and not acted on. Subsection 29.1(2)(a)	NIL
The number of investigations commenced as a result of a disclosure. Subsection 29.1 (2)(b)	NIL
In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. Subsection 29.1(2)(c)	NIL

Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population of Manitoba at all levels of the organization, including senior management. Employment equity status is self-identified on a voluntary basis when individuals are hired into a position or at any time during their employment with Manitoba’s public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities. This measure will capture diversity in Manitoba’s public service and in senior management. The statistic reflects employment equity representation at the department level.

Equity Group	Benchmarks	% Total Employees as at March 31, 2025
Women	50%	53.6%
Indigenous Peoples	16%	6.8%
Visible Minorities	13%	36.2%
Persons with Disabilities	9%	7.2%

Appendices

Appendix A - Statutory Responsibilities

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

LABOUR*

The Amusements Act [Part II].....	A 70
The Buildings Act.....	B 93
The Construction Industry Wages Act.....	C 190
The Electricians' Licence Act.....	E 50
The Elevator Act.....	E 60
The Employment Standards Code.....	E 110
The Firefighters and Paramedics Arbitration Act.....	F 60
The Gas and Oil Burner Act.....	G 30
The International Labour Cooperation Agreements Implementation Act.....	65
The Labour Relations Act.....	L 10
The Labour Administration Act.....	L 20
The Pay Equity Act.....	P 13
The Permit Dispute Resolution Act.....	P 32.5
The Power Engineers Act.....	P 95
The Public Sector Construction Projects (Tendering) Act.....	P 267
The Remembrance Day Act.....	R 80
The Steam and Pressure Plants Act.....	S 210
The Technical Safety Act.....	T 35
The Worker Recruitment and Protection Act.....	W 197
The Workplace Safety and Health Act.....	W 210

* Designated as "labour Acts" for the purpose of section 1 of The Labour Administration Act

IMMIGRATION

The Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism Act.....	A 6.4
The Fair Registration Practices in Regulated Professions Act.....	F 12
The Labour Mobility Act.....	L 5

PENSIONS

The Pension Benefits Act.....P 32
The Pooled Registered Pension Plans (Manitoba) ActP 94.6

OTHER

The Workers Compensation Act W 200

In addition, policies specific to departmental programs are documented in the General Manual of Administration and various Manitoba government catalogues and publications.

Glossary

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

Annual Report – Departmental annual reports are a supplement to the public accounts and provide variance explanations and background information to support the public accounts. Annual reports are either released (if the Legislature is not in session) or tabled in the Legislature (if in session) by Sept. 30, following the fiscal year end.

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

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

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

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

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

Full-Time Equivalent (FTE) – This is a measurement for the number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (e.g., term, departmental, seasonal and contract) are measured in proportional equivalents. For example, a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-a-half years (or 78 weeks) of employment [e.g., six staff for three months (13 weeks) each; two staff for nine months (39 weeks) each; one full-time and one half-time staff for one year; three half-time staff for one year; etc.]

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

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

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

Interfund Activities – These are Public Sector Accounting Standards adjustments, including Health and Education Levy, Employee Pension and Other Contributions, that are attributed to the entire department.

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

Key Performance Indicators (KPI) – KPIs refer to an ultimate result for which the department is responsible for monitoring and reporting, but for which given its complexity, it has only partial direct influence over. Departments may identify certain performance measures as KPIs.

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

Objective – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with an action verb such as increase, foster, reduce and improve.

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

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

Performance Results – These are the most important outcomes the departments want to achieve by reaching their objectives. Performance results represent the essence of the outcomes the department seeks to achieve.

Provincial Themes: Provincial themes are the overarching strategic priorities that align departmental activities with government's direction.

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

Strategy – This represents the broad priorities adopted by an organization in recognition of its operating environment and pursuit of its mission. All performance objectives and measures should align with the organization's mandate and strategy.

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

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

Virement – This refers to a transfer of authority between operating expenditure appropriations within a department.

Vision – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the future that lies ahead. This statement should contain a concrete picture of the desired state and provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.