

2024/25



**SUPPLEMENT TO THE
ESTIMATES OF EXPENDITURE
BUDGET COMPLÉMENTAIRE**

BUDGET 2024

Manitoba Agriculture

Agriculture Manitoba



Indigenous Land Acknowledgement

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

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

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

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

Reconnaissance du territoire

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

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

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

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

Manitoba Agriculture

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Available in alternate formats upon request.
Accessibility Coordinator, AGRAccessibility@gov.mb.ca

Disponible en d'autres formats, sur demande.
Coordonnatrice de l'accessibilité, AGRAccessibility@gov.mb.ca

**Supplement
to the Estimates
of Expenditure
2024/25**

**Budget
complémentaire
2024-2025**

Manitoba Agriculture

Agriculture Manitoba





**MINISTER
OF AGRICULTURE**

Room 165
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

I am honored to present the 2024/25 Manitoba Agriculture Supplement to the Estimates of Expenditure. As Minister of Agriculture, I am responsible for the formulation of this Supplement and for the realization of the objectives outlined herein.

It is a privilege to serve as Minister, supported by a dedicated team of experts committed to integrity, professionalism, fiscal responsibility and fostering a promising future for all Manitobans. The results of the plans outlined in this document will be detailed in the department's forthcoming Annual Report for this year, underscoring our commitment to accountability.

Manitoba Agriculture takes a focused approach to agriculture and building a vibrant provincial economy which enables a healthy quality of life in a sustainable environment. We are committed to developing and delivering programs and products that serve our clients' needs and benefit all Manitobans.

I invite you to read our initiatives and performance measures developed to make Manitoba prosperous and provide a safe and thriving place to live, work and invest.

Original Signed By

Honourable Ron Kostyshyn

Minister of Agriculture





MINISTRE DE L'AGRICULTURE

Palais législatif
Winnipeg (Manitoba) CANADA
R3C 0V8

C'est avec un sentiment d'honneur que je présente le budget complémentaire 2024-2025 d'Agriculture Manitoba. En tant que ministre de l'Agriculture, j'assume une responsabilité quant à la formulation du budget complémentaire et à l'atteinte des objectifs énumérés dans ce document.

C'est un privilège de servir en tant que ministre, avec le soutien d'une équipe dévouée d'experts qui accorde la plus haute importance à l'intégrité, au professionnalisme, à la responsabilité financière et à la poursuite d'un avenir prometteur au profit de l'ensemble de la population manitobaine. Soucieux de respecter notre engagement en matière d'obligation redditionnelle, nous décrivons plus amplement les résultats des plans dont fait état le présent document dans le rapport annuel que nous déposerons pour cet exercice.

Adoptant une approche ciblée de l'agriculture, le ministère de l'Agriculture du Manitoba souhaite bâtir une économie provinciale dynamique afin de permettre à la population de jouir d'une qualité de vie saine dans un environnement durable. Nous nous engageons à mettre au point et à offrir des programmes et des produits qui répondront aux besoins de nos clients et qui profiteront à tous les Manitobains.

Je vous invite à poursuivre votre lecture au sujet des initiatives et des mesures de rendement que nous avons mises en place pour faire du Manitoba une province prospère et dynamique où l'on peut vivre, travailler et investir en toute sécurité.

Original signé par

Monsieur Ron Kostyshyn

Ministre de l'Agriculture



Table of Contents

- Minister’s Message..... 2**
- Message ministériel..... 3**
- Introduction / Overview of the Supplement to the Estimates of Expenditure 6**
- Introduction / Aperçu du budget complémentaire 7**
- Department Summary 8**
- Vue d’ensemble du ministère10**
- Department Responsibilities.....12**
- Responsabilités ministérielles.....13**
- Statutory Responsibilities14**
- Organizational Structure.....16**
- Operating Environment and Departmental Risk17**
- Department Performance Measurement19**
 - Vision..... 19
 - Mission 19
 - Values..... 19
 - Provincial Themes and Department Objectives 19
- Mesure de la performance du ministère20**
 - Vision..... 20
 - Mission 20
 - Valeurs 20
 - Thèmes provinciaux et objectifs ministériels 20
- Department Performance Measurement - Details.....21**
 - Lowering Costs for Families 21
 - Growing Our Economy..... 22
 - Safer, Healthier Communities..... 25
 - A Government that Works for You 26
- Financial Details27**
 - Consolidated Expenditures 27
 - Departmental Expenditures and FTEs by Appropriation and Type 28
 - Departmental Staffing..... 29
 - Equity and Diversity Benchmarks 29
 - Overview of Capital Investments, Loans and Guarantees 30
- Departmental Program and Financial Operating Information – Part A Expenditure and FTEs31**

Financial and Administrative Services (Res. No. 3.1)..... 31

Risk Management, Credit and Income Support Programs (Res. No. 3.2) 34

Industry Advancement (Res. No. 3.3)..... 39

Agriculture Production, Innovation and Resilience (Res. No. 3.4) 44

Strategic Planning, Policy, and Programs (Res. No. 3.5)..... 50

Costs Related to Capital Assets (Non-Voted) (Res.No.3.6)..... 55

Appendices.....56

 Appendix A - Other Reporting Entities 56

Glossary57

Introduction / Overview of the Supplement to the Estimates of Expenditure

The Supplement to the Estimates of Expenditure (Supplement) provides additional information to the members of the Legislative Assembly and the public in their review of the department information contained in the Summary Budget and the departmental Estimates of Expenditure for the fiscal year ending March 31, 2025.

The Supplement represents the departmental annual planning document and encapsulates the collective vision, values and strategic objectives based on the Premier's mandate letter to guide the development of departmental operational plans. The document also presents financial details that align with the Summary Budget for the department and its other reporting entities.

Departmental information aligns with the Estimates of Expenditure and details the annual appropriations of the department to be approved by the Legislative Assembly through the Appropriation Act. The financial information is meant to supplement, not replicate, the detail included in the Estimates of Expenditure. Please refer to the Estimates of Expenditure for commitment-level detail by sub-appropriation. This Supplement also contains departmental staffing and full-time equivalent (FTE) details that are not part of the Summary Budget or the Estimates of Expenditure.

The Supplement 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 results are shared at the end of the fiscal year in the annual report, which will be released in September 2025.

The Government of Manitoba has established a performance measurement framework (consisting of the Supplement and Annual Reports) for planning and analysis to support monitoring the results and operational improvement. The framework aims to increase transparency, accountability, and alignment of staff to identify key priorities and work toward achieving them. Department Supplements, Annual Reports, performance results and supporting management information are integral to the government's fiscal and strategic plan, and financial and performance reporting cycle.

The Supplement was revised this fiscal year to reflect government's strategic priorities and department mandate. Performance measures have been updated to align with the departments' mandate letters. Employee related measures are now tracked centrally.

Introduction / Aperçu du budget complémentaire

Le budget complémentaire fournit un complément d'information aux députés à l'Assemblée législative et au public afin de les aider à passer en revue les renseignements liés au ministère qui sont présentés dans le budget sommaire et dans le Budget des dépenses pour l'exercice se terminant le 31 mars 2025.

Le budget complémentaire est un document de planification annuelle qui résume la vision collective, les valeurs et les objectifs stratégiques établis à la lumière de la lettre de mandat reçue du premier ministre, en vue d'orienter l'élaboration des plans opérationnels du ministère. Il présente également des données financières conformes au budget sommaire du ministère et de ses autres entités comptables.

Les renseignements liés au ministère correspondent au Budget des dépenses et donnent le détail des affectations de crédits annuels du ministère que doit approuver l'Assemblée législative en vertu d'une loi portant affectation de crédits. Les renseignements financiers sont destinés à compléter et non pas à répéter l'information figurant dans le Budget des dépenses. Pour en savoir plus au sujet du niveau d'engagement par sous-crédit, veuillez vous reporter au Budget des dépenses. Le budget complémentaire contient également de l'information sur la dotation en personnel et les équivalents temps plein (ETP) du ministère, qui ne fait pas partie du budget sommaire ou du Budget des dépenses.

Le budget complémentaire permet aux ministères d'harmoniser leur travail avec le mandat et les priorités stratégiques du gouvernement. Les ministères établissent ensuite des plans opérationnels décrivant plus en détail de quelle façon ces thèmes seront intégrés aux activités quotidiennes. Les résultats seront présentés à la fin de l'exercice dans le rapport annuel, qui sera rendu public en septembre 2025.

Le gouvernement du Manitoba a établi, à des fins de planification et d'analyse, un cadre de mesure de la performance (composé du budget complémentaire et des rapports annuels) pour faciliter le suivi des résultats et de l'amélioration des activités. Ce cadre vise à favoriser la transparence et l'obligation redditionnelle, et à offrir une meilleure orientation aux membres du personnel afin que ces derniers cernent les grandes priorités et travaillent à leur réalisation. Les budgets complémentaires, les rapports annuels, les résultats en matière de performance et les renseignements de gestion connexes des ministères font partie intégrante du plan financier et stratégique du gouvernement et de son cycle de production de rapports portant sur les finances et la performance.

Le budget complémentaire a été révisé pour cet exercice, afin de tenir compte des priorités stratégiques du gouvernement et du mandat ministériel. Les mesures de la performance ont été mises à jour pour qu'elles concordent avec les lettres de mandat des ministères. Les mesures liées aux employés font maintenant l'objet d'un suivi centralisé.

Department Summary

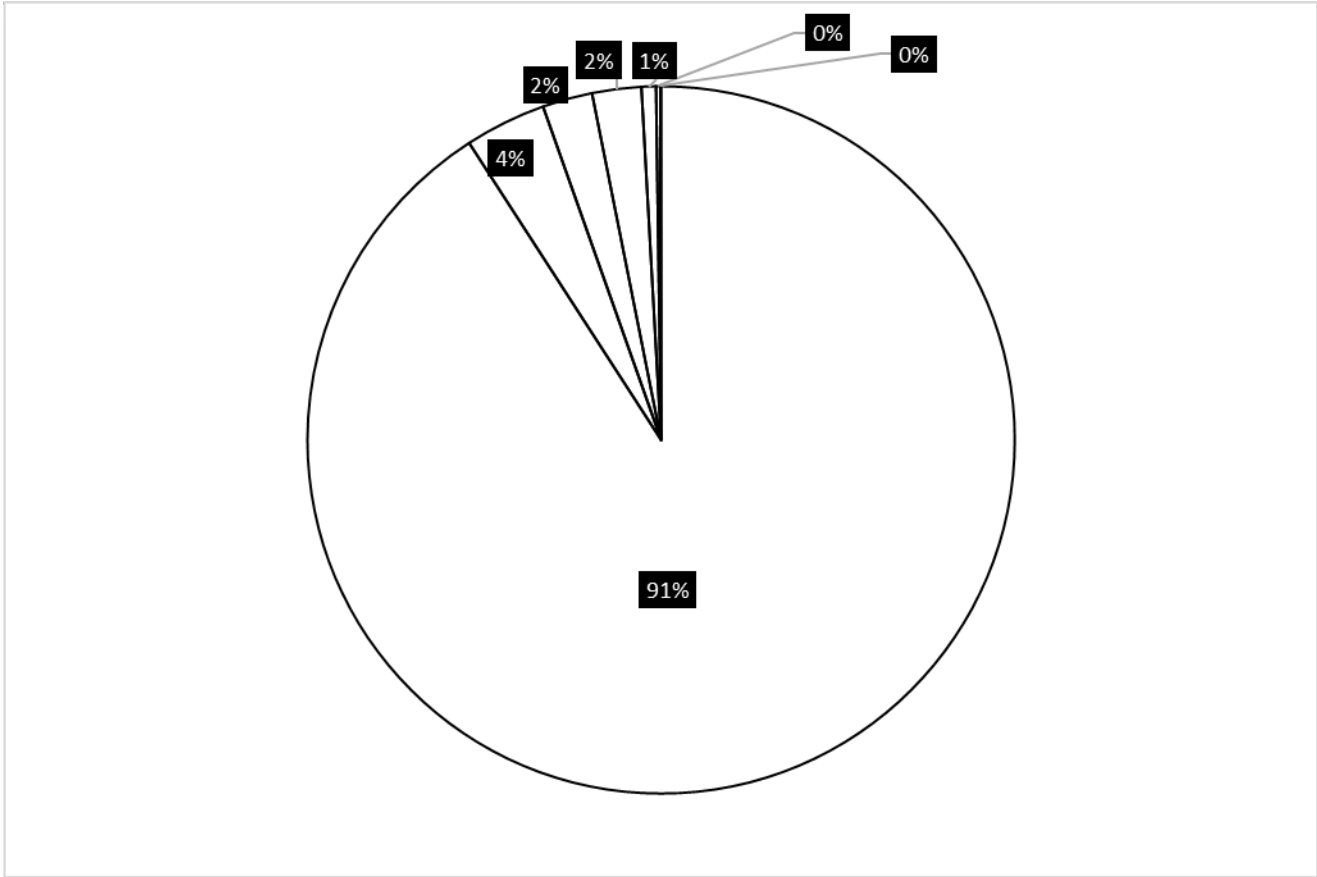
Department Description	Manitoba Agriculture is responsible for fostering the sustainable growth of Manitoba agriculture producers and agri-processors by providing innovative reliable supports and services. The department consists of four divisions; Financial and Administrative Services, Industry Advancement, Agriculture Production, Innovation and Resilience and Strategic Planning, Policy and Programs, and a Crown corporation, Manitoba Agricultural Services Corporation.
Minister	Honourable Ron Kostyshyn
Deputy Minister	Brenda DeSerranno

Other Reporting Entities	1	Manitoba Agricultural Services Corporation
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Summary Expenditure (\$M) Consolidated Core and ORE budgets that make up the department summary budget	
597	613
2024 / 25	2023 / 24

Core Expenditure (\$M) Departmental expenditures as presented in the Estimates of Expenditure		Core Staffing Department's total FTEs	
227	224	383.00	383.00
2024 / 25	2023 / 24	2024 / 25 - FTE	2023 / 24 - FTE

Percentage Distribution of Expenditures by Operating Appropriation, 2024/25



- 91% Risk Management, Credit and Income Support Programs
- 4% Industry Advancement
- 2% Agriculture Production, Innovation and Resilience
- 2% Strategic Planning, Policy and Programs
- 1% Financial and Administrative Services
- 0% Cost Related to Capital Assets (Non-Voted)
- 0% Interfund Activity

Vue d'ensemble du ministère

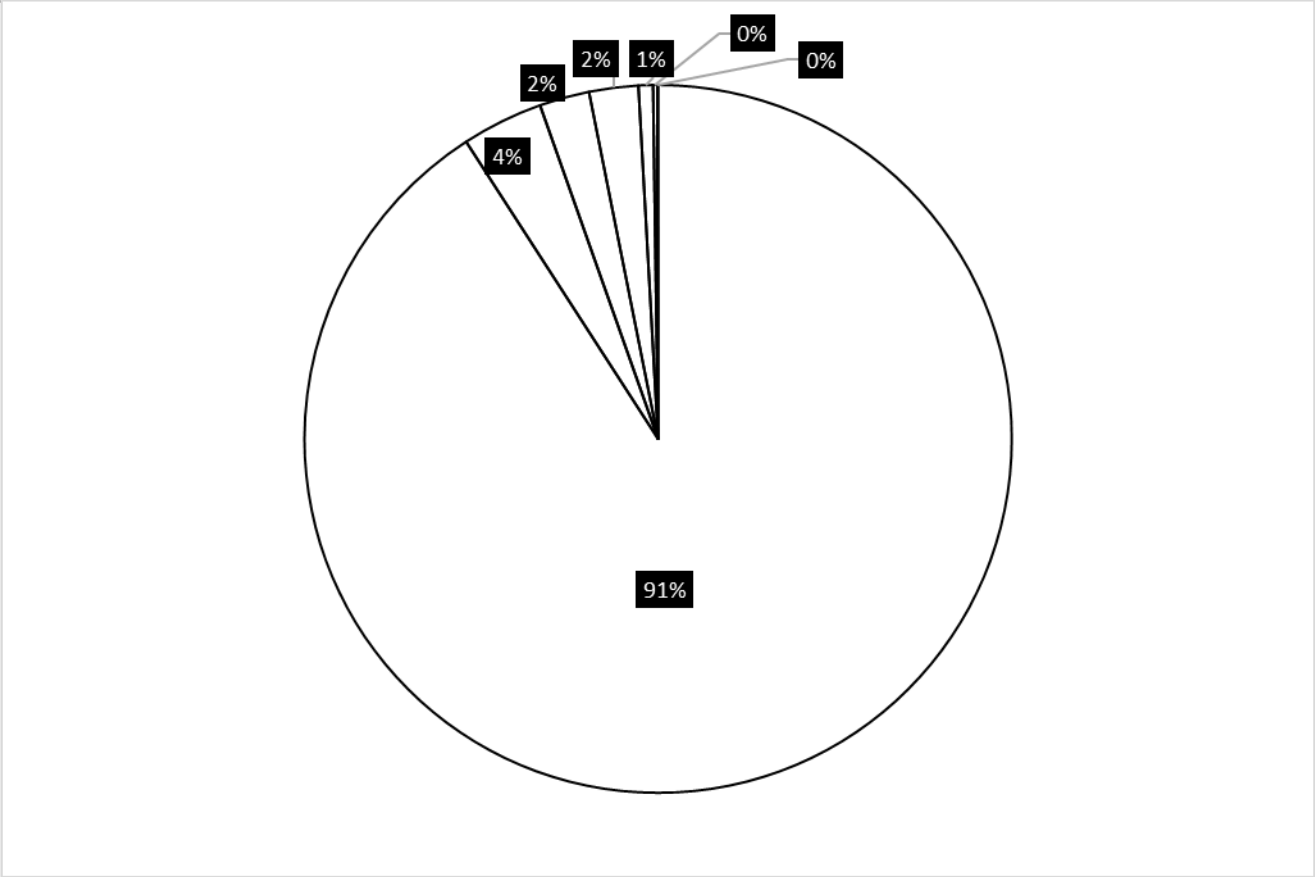
Description du ministère	Agriculture Manitoba a la responsabilité de favoriser la croissance durable des producteurs et des entreprises de transformation de produits agricoles du Manitoba en fournissant des mesures d'aide et des services novateurs et fiables. Le ministère compte quatre divisions (Services financiers et administratifs; Promotion de l'industrie; Production, innovation et résilience agricoles et Plans, politiques et programmes stratégiques) et une société d'État, la Société des services agricoles du Manitoba.
Ministre	Monsieur Ron Kostyshyn
Sous-ministre	Brenda DeSerranno

Autres entités comptables	1	Société des services agricoles du Manitoba
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Dépenses globales (en millions de dollars)	
Budgets consolidés du ministère et des autres entités comptables qui composent le budget sommaire	
597	613
2024-2025	2023-2024

Dépenses ministérielles (en millions de dollars)		Personnel ministériel	
Dépenses ministérielles telles que présentées dans le Budget des dépenses		ETP totaux du ministère	
227	224	383,00	383,00
2024-2025	2023-2024	ETP en 2024-2025	ETP en 2023-2024

Ventilation, en pourcentage, des dépenses globales par crédit de fonctionnement, 2024/25



- 91% Programmes de gestion des risques, de crédit et de soutien du revenu
- 4% Avancement de l'industrie
- 2% Production agricole, innovation et résilience
- 2% Planification stratégique, politiques et programmes
- 1% Services financiers et administratifs
- 0% Coûts liés aux immobilisations (non votés)
- 0% Activité interfonds

Department Responsibilities

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

The overall responsibilities of the minister and Manitoba Agriculture include:

- Enhance Agricultural Crown Lands management.
- Develop programs and business risk management tools and products to support farmers and industry in making and executing informed business decisions and mitigating the impacts of extreme events.
- Continue to liaise with Manitoba Agricultural Services Corporation to modernize and elevate client experience through Agriculture Service Centres.
- Build trust and achieve service delivery goals by promoting truth and reconciliation through public engagement and collaboration with Indigenous peoples.
- Develop climate change response strategies and investments that positively impact producers and processors.
- Administer and promote the Sustainable Canadian Agricultural Partnership framework activities and strategic investments.
- Provide regulatory oversight and a framework to protect and advance human, animal, and plant health and welfare; and the competitiveness of our agriculture and agri-processing industries.
- Improve sector resiliency by providing science-based expertise and diagnostics to protect and enhance human, animal and plant health and welfare.
- Support innovation and research in the agricultural sector including opportunities to expand regenerative agriculture.
- Collaborate with stakeholders to position Manitoba as a leading supplier of plant and animal-based protein and value added agri-food products to attract investment, create jobs and develop Manitoba's economy.
- Operate under the authority of legislation listed in the appendix.

The Minister is also responsible for:

- Manitoba Agricultural Services Corporation

Responsabilités ministérielles

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

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

- améliorer la gestion des terres domaniales agricoles;
- créer des programmes, des produits et des outils de gestion du risque pour aider les agriculteurs et l'industrie à prendre des décisions d'affaires éclairées, à y donner suite et à atténuer l'incidence des phénomènes extrêmes;
- continuer à assurer la liaison avec la Société des services agricoles du Manitoba pour moderniser et enrichir l'expérience client aux centres des services agricoles;
- renforcer la confiance et atteindre les objectifs de prestation de services en faisant la promotion de la vérité et de la réconciliation au moyen de consultations publiques et d'initiatives de collaboration menées auprès des peuples autochtones;
- élaborer des stratégies et effectuer des investissements en matière de changement climatique qui se répercutent positivement sur les producteurs et les transformateurs;
- administrer et promouvoir les activités-cadres et les investissements stratégiques du Partenariat canadien pour une agriculture durable;
- assurer une surveillance réglementaire et fournir un cadre pour protéger et promouvoir la santé et le bien-être des humains, des animaux et des plantes ainsi que la compétitivité de nos secteurs de l'agriculture et de la transformation de produits agricoles;
- améliorer la résilience du secteur en fournissant une expertise et des diagnostics fondés sur la science pour protéger et améliorer la santé et le bien-être des humains, des animaux et des plantes;
- soutenir l'innovation et la recherche dans le secteur agricole, y compris les possibilités d'expansion de l'agriculture régénératrice;
- collaborer avec les parties prenantes pour faire du Manitoba l'un des principaux fournisseurs de protéines végétales et animales et d'autres produits agroalimentaires à valeur ajoutée afin d'attirer des investissements, de créer des emplois et de favoriser le développement économique au Manitoba;
- mener les activités conformément aux dispositions des lois figurant en annexe.

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

- Société des services agricoles du Manitoba.

Statutory Responsibilities

Any statutes that are not assigned to a particular minister are the responsibility of the Minister of Justice, as are any amendments to those statutes.

The Agricultural Producers' Organization Funding Act

The Manitoba Agricultural Services Corporation Act

The Agricultural Societies Act

The Department of Agriculture Act

[except section 9 insofar as it relates to infrastructure grants or rural economic development initiatives]

The Agrologists Act

The Animal Care Act

The Animal Diseases Act

The Animal Liability Act

The Bee Act

The Cattle Producers Association Act

The Crown Lands Act

[section 1 as it relates to agricultural Crown lands and subsection 7(1) and section 7.1 as they relate to work permits on agricultural Crown lands, and sections 7.2 to 7.6 and 7.7]

The Dairy Act

The Family Farm Protection Act

The Farm and Food Awareness Act

The Farm Income Assurance Plans Act

The Farm Lands Ownership Act

The Farm Machinery and Equipment Act

The Farm Practices Protection Act

The Farm Products Marketing Act

The Food Safety Act

[This Act is not yet in force. It is to come into force on a date to be fixed by proclamation.]

The Fruit and Vegetable Sales Act

The Land Rehabilitation Act

The Livestock and Livestock Products Act

The Livestock Industry Diversification Act

The Milk Prices Review Act

The Noxious Weeds Act

The Organic Agricultural Products Act

The Pesticides and Fertilizers Control Act

The Plant Pests and Diseases Act

The Property Tax and Insulation Assistance Act

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

The Veterinary Medical Act

The Veterinary Services Act

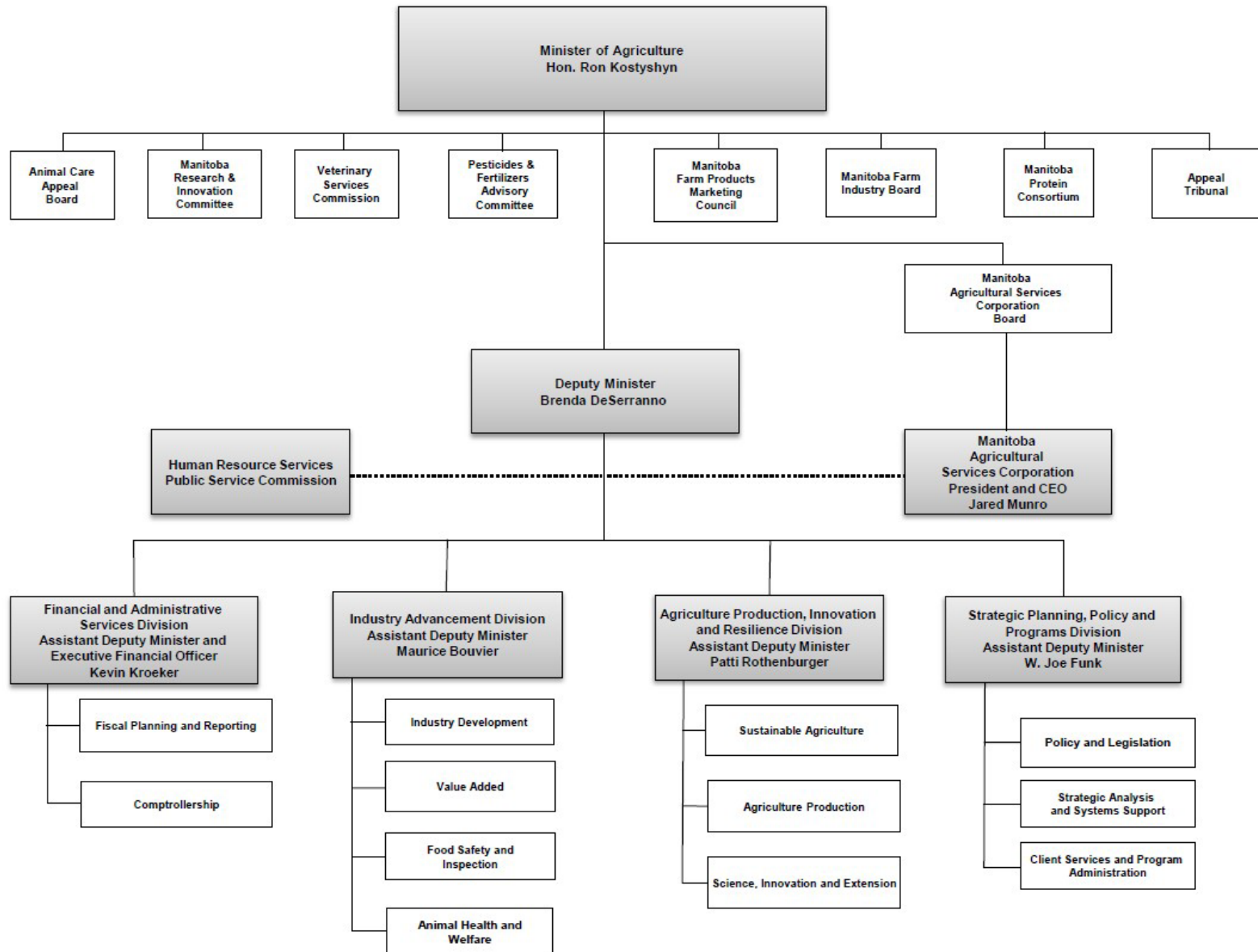
The Wildlife Act

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

The Women's Institutes Act

Organizational Structure

Manitoba Agriculture
 (This organization chart depicts the structure of the department as of April 1, 2024)



Operating Environment and Departmental Risk

Building an innovative and sustainable agricultural industry is a key economic driver for the Province of Manitoba. The agriculture sector in Manitoba continues to adapt to a changing business environment; including technology modernization, trade disruptions, food security, extreme weather events linked to climate change and epidemics and/or pandemics. The Department has responded by implementing programs, services, and legislation to support the agriculture and agri-food sector in managing and responding to these challenges.

The agri-food sector registered remarkable export growth in 2022 reaching \$8.8 billion, an increase of 13 per cent compared to 2021. During the same period, Manitoba's total international exports increased by 18.9 per cent, from \$17.4 billion to \$20.7 billion. The increasing global demand for food and high international food prices are anticipated to provide opportunities for continued growth for Manitoba's agri-food export market.

In 2023, the Governments of Canada and Manitoba announced a \$221 million agreement for strategic agricultural initiatives in Manitoba under the new Sustainable Canadian Agricultural Partnership (Sustainable CAP) framework. The Sustainable CAP is a five-year, \$3.5 billion investment by Canada's federal, provincial, and territorial governments to support Canada's agri-food and agri-products sectors. This includes \$1.0 billion in federal programs and activities and a \$2.5 billion commitment that is cost-shared 60 per cent federally and 40 per cent provincially/territorially for programs that are designed and delivered by provinces and territories.

Over the 2024/25 fiscal year, the Department will continue to foster the sustainable growth of Manitoba producers and agri-processors through innovative, reliable supports and services. This includes taking action to adapt to and mitigate severe impacts from climate change, grow the economy with good jobs, lead in agricultural research and innovation and implement strong business risk management supports.

To support these actions, the Department continues to offer Environmental Farm Plan (EFP) tools to help farm managers identify agri-environmental assets and risks, develop action plans to mitigate those risks, meet sustainable marketing requirements and access agri-environmental cost-share programming. By implementing an EFP, producers can improve air, water and soil quality while conserving biodiversity on Manitoba farmland. EFPs contribute to environmental protection and conservation and make the province's agricultural commodities and value-added products more marketable to environmentally conscious consumers.

We will continue to work with industry stakeholders and academia to develop actions to address skilled labour shortages in agriculture and food to make it easier for Manitobans to join the workforce and support industry growth. The Department continues to support four agricultural Diversification Centres (DC) that conduct applied research and demonstrations on crops, technology, and best management practices in different growing conditions. This work advances primary production while supporting sustainable agronomic solutions that benefit local communities and geographic landscapes.

The Department will continue to respond to the business risk management needs of producers across the province by providing valuable risk management solutions. In partnership with Manitoba Agricultural Services Corporation (MASC) we will continue to provide producers with a broad range of business risk management tools that help mitigate risk, promote best management practices, and protect against production and quality losses caused by extreme weather, disease, pests, and global commodity market volatility that are beyond producer control.

Manitoba has created funding programs to align with the five Federal agricultural priority areas of Climate Change and Environment, Market Development and Trade, Building Sector Capacity, Growth and Competitiveness, Science, Research and Innovation, Resiliency and Public Trust, as well as its own Indigenous

Agriculture and Relationship Development priority area. The Department will review and recommend funding applications for projects that support the sustainable growth of the agriculture and agri-food sector for all Manitobans.

We will continue to work for the people, animals, plants, land, and environment and apply legislative, regulatory, and departmental resources and processes to support the development and implementation of initiatives that reflect our priorities and the sustainability of the agriculture industry in Manitoba.

Department Performance Measurement

The departmental strategic objectives reflect the elected government priorities listed in the department mandate letters. Departments align their current work along with newly received mandate items, in their supplement. The re-introduction of mandate letters represents a renewed approach designed to align departmental efforts more closely with elected government direction. Objectives, key initiatives, and performance measures are described in more detail in the following section. The Department Strategic Objectives are:

Vision

A Manitoba that cultivates innovation and sustainability while fostering agricultural growth and resiliency.

Mission

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

Values

- Accountability
- Science based decision making
- Collaboration
- Truth and Reconciliation
- Innovation and Initiative

Provincial Themes and Department Objectives

Lowering Costs for Families

1. Create and Operate Strong Business Risk Management Supports to Help Producers Make Ends Meet

Growing Our Economy

2. Grow the Economy with Good Jobs
3. Ensure the Conditions are Right for the Private Sector to Succeed
4. Manitoba is a Leader in Agricultural Innovation and Research, Resilience and Sustainability

Safer, Healthier Communities

5. Improve Adaptation to and Mitigation of Climate Change in Agriculture in Manitoba

A Government that Works for You

6. Explore and Implement Opportunities to Reduce Costs by Applying Innovation to Our Work

Mesure de la performance du ministère

Les objectifs stratégiques ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Dans leurs budgets complémentaires, les ministères harmonisent leurs travaux en cours avec les nouveaux éléments dont la teneur leur a été communiquée dans ces lettres. Le retour des lettres de mandat représente une approche renouvelée, qui permet aux ministères de mieux adapter leurs efforts à l'orientation adoptée par le gouvernement élu. Les objectifs, les initiatives clés et les mesures de la performance sont décrits plus en détail dans la section suivante. Les objectifs stratégiques ministériels sont les suivants :

Vision

Un Manitoba qui cultive l'innovation et la durabilité tout en favorisant la croissance et la résilience de l'agriculture.

Mission

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

Valeurs

- Reddition de comptes
- Décisions fondées sur la science
- Collaboration
- Vérité et réconciliation
- Innovation et initiative

Thèmes provinciaux et objectifs ministériels

Réduire les coûts pour les familles

1. Créer et offrir de solides mesures de soutien en matière de gestion des risques de l'entreprise pour aider les producteurs à boucler leur budget

Faire croître notre économie

2. Faire croître l'économie en créant de bons emplois
3. Fournir des conditions propices à la réussite du secteur privé
4. Faire du Manitoba un chef de file en matière d'innovation et de recherche, de résilience et de durabilité dans le secteur agricole

Des collectivités plus sûres et plus saines

5. Améliorer l'adaptation aux changements climatiques et l'atténuation de leurs effets dans le secteur agricole du Manitoba

Un gouvernement qui travaille pour vous

6. Explorer et mettre en œuvre des occasions de réduire les coûts en innovant dans notre travail

Department Performance Measurement - Details

Lowering Costs for Families

1. Create and Operate Strong Business Risk Management Supports to Help Producers Make Ends Meet

Key Initiatives

- **Business Risk Management Programming:** Ensure strong Business Risk Management (BRM) program supports are available and promoted to help producers make ends meet. The department will focus on sustainability and resiliency of agriculture production and processing and promotion of regenerative and sustainable agriculture practices, including soil health, water, biodiversity, and circularity. This initiative includes offering the annual AgriInvest, AgriStability and AgriInsurance BRM programs as well as AgriRecovery programs when agricultural producers are faced with natural disasters. The proactive use of annual BRM programs is driven by many factors including weather, global market influences and producer specific management strategies.

Performance Measures

Measure	2023/24 Actual	2024/25 Target
1.a Percentage of Manitoba Producers Participating in AgriInvest Annually.	67%	68%
1.b Percentage of Manitoba Producers Participating in AgriStability Annually.	27%	29%
1.c Percentage of Manitoba Farmland Acres Participating in AgriInsurance Annually.	85%	87%

1.a Percentage of Manitoba Producers Participating in AgriInvest Annually: Measuring the number of producers accessing the AgriInvest program will indicate how changes to these BRM supports impact uptake and utilization. The goal of enhanced flexibility of the program is to increase participation numbers of Manitoba producers.

1.b Percentage of Manitoba Producers Participating in AgriStability Annually: Measuring the number of producers accessing the AgriStability program will indicate how changes to these BRM supports impact uptake and utilization. The goal of enhanced flexibility of the program is to increase participation numbers of Manitoba producers.

1.c Percentage of Manitoba Farmland Acres Participating in AgriInsurance Annually: Measuring the number of eligible acres enrolled in the AgriInsurance program will show the percentage of Manitoba farmland that is insured. The historic high participation rate of the program is an indication that producers find value in this tool.

Growing Our Economy

2. Grow the Economy with Good Jobs

Key Initiatives

- **Indigenous Economic Reconciliation:** Support the Department's Indigenous Economic Reconciliation Strategy by engaging with First Nations and Manitoba Metis Federation leadership on food safety regulation. In conjunction with the Canadian Food Inspection Agency and Ontario Ministry of Agriculture, Food and Rural Affairs, engage and collaborate with First Nations and Red River Metis citizens located near the Manitoba and Ontario border to determine barriers and options for Indigenous Food Systems created by provincial boundaries and regulations. In the 2024/25 fiscal year, the department will target two engagement sessions, one with First Nations leadership and one with Manitoba Metis Federation leadership.
- **Veterinary Medical Services Strategy:** Actions to increase the supply and retention of veterinary professionals to support commercial and companion animal health, in conjunction with Keystone Agricultural Producers, livestock and poultry industry associations and Manitoba Veterinary Medical Association. Actions include increased attraction and retention of Manitoba students graduating from Western College of Veterinary Medicine. Other opportunities include commercial animal experience through VetSTEP and career awareness exposure. The department will also focus on attracting and licensing internationally trained veterinarians.

Performance Measures

Measure	2023/24 Actual	2024/25 Target
2.a Percentage of Job Growth in Value-Added Food and Beverage Processing and Manufacturing in Manitoba Annually.	-	New Measure

2.a Percentage of Job Growth in Value-Added Food and Beverage Processing and Manufacturing in Manitoba Annually: Measuring job growth will inform the department on employment rates in the value-added food and beverage processing and manufacturing sector in Manitoba, to ensure growth targets are being achieved. Private capital invested by agriculture, food and agri-processing in the industry contributes to economic growth and stability (e.g. business and job retention, value-chain benefits). This is a new measure and this fiscal year will be used to collect new employment data to establish a baseline and evaluate the target.

3. Ensure the Conditions are Right for the Private Sector to Succeed

Key Initiatives

- **Workforce Development Action Plan:** Co-lead with the Keystone Agricultural Producers, an industry-government strategy with short, medium, and long-term actions to address labour and skill challenges and resilience of the agriculture and food industries. This plan will address the needs for industry future growth and resilience and support investment attraction and economic development initiatives. In 2024/25, the department will deliver two stakeholder events to support development and initial implementation of the strategy.

- **Value Added Strategy:** The department will develop a strategic plan to increase the amount and value of Manitoba grown farm products processed in Manitoba. In 2024/25 the department will develop the strategy, find synergies, and consult the food and bio-products industry on priorities. This is year one of a four-year initiative to increase the value-added of food and beverage sales.
- **Food Safety Regulatory Modernization:** Develop outcome-based food processing and abattoir regulations to ensure safe food, enable innovation and business growth. In 2024/25 the department will continue to work with Health, Seniors and Long-Term Care, the lead department under The Public Health Act, to build regulations which provide flexibility to meet food safety objectives. The department will align with the Safe Food for Canadians approach, leading to an easier transition to businesses selling products outside Manitoba in the future.

Performance Measures

Measure	2021/22 Actual	2022/23 Actual	2023/24 Target	2024/25 Target
3.a Percentage of Risk-Based Inspections Completed for High and Medium Risk Food and Beverage Processing Facilities Annually.	100%	93%	100%	100%
3.b Percentage of Sales Revenue of Food and Beverages Processed in Manitoba, in Comparison to Total Provincial Manufacturing Revenues Annually.	-	-	-	-

3.a Percentage of Risk-Based Inspections Completed for High and Medium Risk Food and Beverage Processing Facilities Annually: The measure will inform the department what percentage of high and medium risk-based inspections are completed. This measure compares the actual number of inspections completed at high and medium risk food and beverage processors, to the target. Routine inspections are conducted at a pre-determined frequency based on risk. Effective delivery of the inspection system to meet desired outcomes relies on meeting routine inspection targets, and the department therefore targets a 100 per cent completion rate.

3.b Percentage of Sales Revenue of Food and Beverages Processed in Manitoba, in Comparison to Total Provincial Manufacturing Revenues Annually: Measuring sales revenues will inform the department on the economic contribution of the food and beverage sector in Manitoba. This Key Performance Indicator (KPI) captures total sales revenues from the food and beverage processing sector. When conditions are right for existing businesses and new investors to succeed an increase in the sector's share of revenue will be observed.

4. Manitoba is a Leader in Agricultural Innovation and Research, Resilience and Sustainability

Key Initiatives

- **Agriculture Crown Land Program Review:** The department will review the Agricultural Crown Lands (ACL) Program for opportunities to support young and new producers and increase affordability and sustainability of the program. The ACL program preserves existing crown lands, explores opportunities to increase land available, and promotes forage and cropping decisions on agriculturally suitable Crown lands. The anticipated outcome of this initiative is to increase the number of young or new farmers with

ACL leases or permits. In 2024/25, the department will complete a review of the program and engage with stakeholders on any necessary regulatory amendments.

- **Research and Innovation:** Lead the delivery of Research and Innovation Funding Program to advance research and innovation in agriculture in Manitoba. Research projects are supported with provincial funding through the Agricultural Innovation Hub and federal funding through the Science, Research, and Innovation priority area under Sustainable CAP. The department will work collaboratively to support the development of the Food Circularity Centre of Excellence concept to support protein and industry development opportunities. In 2024/25, the department will support livestock and forage research such as the Manitoba Beef and Forage Initiative and the Grazing Mentorship Project.
- **Prairie Innovation Centre:** The department will work with Advanced Education and Training to support the development of the Prairie Innovation Centre for Sustainable Agriculture at Assiniboine Community College. The department aims to work with the college to provide support to programming that aligns with workforce needs. The intended outcome is to increase the number of graduates to support the future needs of the agriculture and food industries.
- **Sustainable Agricultural Landscapes Framework and Action Plan:** Initiate the development of a Sustainable Agricultural Landscapes Framework and Action Plan to coordinate provincial programming and priorities in the context of soils, agricultural landscapes, and regenerative agriculture. In 2024/25, the department will draft the strategy and action plan, and form a working group. This initiative will begin in 2024/25 with an anticipated end date of 2030/31.
- **Cost of Production Initiative:** Cost of production bulletins and calculators are developed or enhanced annually for crops, forages, and livestock. In 2024/25, the department is committed to updating 80 per cent of the existing cost of production bulletins and calculators.
- **Manitoba Crop Variety Evaluation Trials:** Coordination, collection, and data analysis to produce SeedMB for the agricultural sector. SeedMB serves as a resource for producers, offering agronomic, disease resistance, and quality information for all crop varieties. This resource assists in making informed decisions when selecting crop varieties.
- **Livestock Theft and Fraud Reduction:** Reduce livestock fraud and theft in Manitoba. Programs, services, and regulations are being reviewed and developed to curb livestock fraud and theft. This will include liaising with Manitoba Justice on options going forward.
- **Diversification Centre Strategic Plan:** Strategic plan for Diversification Centres (DC) for three years. The timeframe of this three-year initiative is 2024/25 to 2027/28. The department will conduct applied research with over 200 trials comprised of 9,000 plots at the four centres in collaboration with industry and academia. Over 30 per cent of Manitoba Crop Variety Evaluation Trials variety test plots in the province will be evaluated at the DCs. In 2024/25, the DCs will host four field day events to share trial details and foster knowledge sharing.
- **Agricultural Engineering Capacity Development:** Build agricultural engineering capacity in Manitoba to enhance emergency response preparedness to animal diseases, livestock infrastructure, and water management. In 2024/25, the department will work to develop engineering projects to support and build agriculture engineering capacity in Manitoba. The department will work to complete a review of Manitoba Agriculture's Engineering Program to guide future investment in agriculture engineering.
- **Livestock Predation Prevention Action Plan:** Develop and implement multi-pronged Livestock Predation Prevention Action Plan including Sustainable CAP programming to address predation issues in Manitoba. The department will focus on the reduction of livestock predation claims and informed changes to programs and policies. In 2024/25, the department will launch a funding program for on-farm measures of predation and work on the strategy development process proposal with an internal working group.

Performance Measures

Measure	2023/24 Actual	2024/25 Target
4.a Percentage of Dollars Approved in Sustainable CAP Programs Compared to Annual Target.	-	80%
4.b Total Number of Livestock Predation Claims in Comparison to Previous Two-Year Average of Livestock Predation Claims Annually.	-	-

4.a Percentage of Dollars Approved in Sustainable CAP Programs Compared to Annual Target: This measure will inform the department of dollars invested in sustainable agriculture production in Manitoba in comparison to the allocation identified in the Federal/Provincial/Territorial (FPT) framework. Dollars invested in the following priority areas in Manitoba: Climate Change and Environment; Market Development and Trade; Building Sector Capacity, Growth and Competitiveness; Science, Research, and Innovation; Resiliency and Public Trust; and Indigenous Agriculture and Relationship Development will support the sustainable growth of the agriculture and agri-food sector. The programming offered through Sustainable Canadian Agricultural Partnership (Sustainable CAP), Sustainable Agriculture Incentives Program (SAIP) and Agriculture Innovation Hub (AIH) bring immediate and long-term benefits to Manitoba. This is a new measure and this year will be used to collect data to establish a baseline and evaluate the target.

4.b Total Number of Livestock Predation Claims in Comparison to Previous Two-Year Average of Livestock Predation Claims Annually: Measuring the number of livestock predation claims will inform the department on the success of programs and tools provided to producers. The Predation Prevention Action Plan is a key initiative being undertaken to address predation issues in Manitoba. This Key Performance Indicator (KPI) will inform the progress of the initiative.

Safer, Healthier Communities

5. Improve Adaptation to and Mitigation of Climate Change in Agriculture in Manitoba

Key Initiatives

- **Land Management Review:** Formal reviews completed under legislation to support land management decisions that protect people and the ecosystem. In 2024/25, the department will continue to provide science and evidence-based technical advice, support and extend information for regulatory and provincial policy implementation.
- **Stakeholder Engagement:** Engage stakeholders, and provide evidence and technical advice at tribunals, conditional use hearings, municipal board hearings, extension meetings, workshops and conferences on issues related to land and agri-ecosystems. In 2024/25, the department will continue to provide science and evidence-based technical advice, support and extend information for regulatory implementation, hearings, workshops, and conferences.
- **Climate Change Management:** Climate change and environment Beneficial Management Practice (BMP) programming under Sustainable CAP provides incentive funding to farmers and industry service providers to adopt practices that improve on-farm environmental outcomes. Department staff will assess, recommend, approve, and administer the 2024/25 projects that fall within Climate Change and Environment priority area.

- **Plant Health Surveillance:** Pest surveillance data is collected annually from producers' fields to develop risk mitigation tools for producers and industry. Plant health surveillance is also accomplished through testing services in the Crop Diagnostic Laboratory.
- **GHG Emission Management:** Develop a roadmap to net-zero GHG emissions for Manitoba's agricultural sector. This includes a comprehensive approach for mitigating and adapting to climate change and identifying emerging opportunities for the agricultural sector. In 2024/25, the department will draft a plan to develop the road map and measure to mitigate GHG emissions through an established internal department team.

Performance Measures

Measure	2021/22 Actual	2022/23 Actual	2023/24 Target	2024/25 Target
5.a Percentage of Manitoba Farmland Acres Under a Valid Environmental Farm Plan (EFP) Compared to Total Manitoba Census Farmland Annually.	17.5%	19.2%	22%	25%

5.a Percentage of Manitoba Farmland Acres Under a Valid Environmental Farm Plan (EFP) Compared to Total Manitoba Census Farmland Annually: The measure will inform how many acres of Manitoba farmland are under a valid EFP compared to the total number of acres of Manitoba farmland. This measure tracks the percent increase of census farmland under a valid EFP over a rolling five-year average. The online EFP extension tool enables farmers to enhance sustainability and resilience on the agricultural landscape by identifying environmental outcomes on their lands. This measure tracks the uptake of the EFP based on the amount of farmland covered by an EFP.

A Government that Works for You

6. Explore and Implement Opportunities to Reduce Costs by Applying Innovation to Our Work

Key Initiatives

- **Bright Ideas Program:** Since the inception of the Bright Ideas program in 2013, there have been over 350 ideas submitted focused on streamlining work and creating efficiencies. In 2024/25, the department will revamp the Bright Ideas program to focus attention on activities that promote fiscally responsible practices. These ideas will be shared across the department to encourage all staff to explore and share opportunities to continuously improve fiscal responsibility.
- **Program and Service Review:** Program and service reviews ensures that the department provides relevant public services. It is also required to support continued funding for a program or service. These reviews also ensure the programs are operating as intended and allows the department to adjust or make improvements to ensure program effectiveness. Programs and service reviews promote the improvement and strengthening of service delivery models.

Financial Details

Consolidated Expenditures

This table includes the expenditures of the department and other reporting entities that are accountable to the minister and aligns to the Summary Budget.

Manitoba Agriculture includes the following OREs:

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

Main Appropriations	Part A- Operating	Other Reporting Entities	Consolidation and Other Adjustments	2024/25 Summary	2023/24 Summary
			\$(000s)		
Financial and Administrative Services	3,937			3,937	4,031
Risk Management, Credit and Income Support Programs	172,194	514,744	(144,293)	542,645	556,520
Industry Advancement	22,204			22,204	22,300
Agriculture Production, Innovation and Resilience	13,629			13,629	13,489
Strategic Planning, Policy and Programs	13,432			13,432	14,063
Costs Related to Capital Assets (NV)	1,142			1,142	1,035
Interfund Activity			(221)	(221)	1,209
TOTAL	226,538	514,744	(144,514)	596,768	612,647

NV – Non-Voted

Departmental Expenditures and FTEs by Appropriation and Type

This table includes the expenditures of the department and aligns to the Estimates of Expenditure.

Main Appropriations	2024/25		2023/24	
	FTEs	\$(000s)	FTEs	\$(000s)
Financial and Administrative Services	42.00	3,937	41.00	4,031
Risk Management, Credit and Income Support Programs	-	172,194	-	168,923
Industry Advancement	143.00	22,204	143.00	22,300
Agriculture Production, Innovation and Resilience	107.00	13,629	105.00	13,489
Strategic Planning, Policy and Programs	91.00	13,432	94.00	14,063
Costs Related to Capital Assets (NV)	-	1,142	-	1,035
TOTAL	383.00	226,538	383.00	223,841

Expense by Type

Salaries and Employee Benefits	383.00	35,332	383.00	36,242
Other Expenditures	-	12,238	-	12,151
Grant Assistance	-	177,731	-	174,318
Capital Grants	-	95	-	95
Amortization	-	1,142	-	1,035
TOTAL	383.00	226,538	383.00	223,841

Please refer to the Manitoba Estimates of Expenditure for the Reconciliation of the 2023/24 Adjusted Print.

Departmental Staffing

FTE and Salaries and Employee Benefits by Appropriation

Main Appropriations	2024/25		2023/24	
	FTEs	\$(000s)	FTEs	\$(000s)
Financial and Administrative Services	42.00	3,357	41.00	3,351
Industry Advancement	143.00	14,079	143.00	14,280
Agriculture Production, Innovation and Resilience	107.00	10,128	105.00	10,284
Strategic Planning, Policy and Programs	91.00	7,768	94.00	8,327
TOTAL	383.00	35,332	383.00	36,242

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.

Equity Group	Benchmarks	% Total Employees as of Dec. 31
Women	50%	64%
Indigenous People	16%	5%
Visible Minorities	13%	24%
Persons with Disabilities	9%	4%

Overview of Capital Investments, Loans and Guarantees

	2024/25	2023/24	
Part B - Capital Investment	\$(000s)		Expl.
Provides for the acquisition of equipment.			
General Assets	2,585	3,002	

	2024/25	2023/24	
Part C - Loans and Guarantees	\$(000s)		Expl.
Provides expenditure authority for non-budgetary capital and operating investment requirements.			
Manitoba Agricultural Services Corporation	247,430	247,430	

Departmental Program and Financial Operating Information – Part A Expenditure and FTEs

Financial and Administrative Services (Res. No. 3.1)

Main Appropriation Description

Provides executive planning, management and comptrollership of departmental policies, programs, and resources. Delivers central administrative and financial reporting services across the department.

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Minister's Salary	1.00	47	1.00	42	
Executive Support	10.00	1,020	10.00	981	
Fiscal Planning and Reporting	18.00	1,771	18.00	1,852	
Comptrollership	13.00	1,099	12.00	1,156	
TOTAL	42.00	3,937	41.00	4,031	
Expense by Type					
Salaries and Employee Benefits	42.00	3,357	41.00	3,351	
Other Expenditures	-	530	-	630	
Grant Assistance	-	50	-	50	
TOTAL	42.00	3,937	41.00	4,031	

Sub-Appropriation Description

Minister's Salary (3.1A)

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

Executive Support (3.1B)

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

Fiscal Planning and Reporting (3.1C)

Provides financial leadership and promotes sound fiscal management by leading the estimates process and providing senior management with value added reporting and analysis.

Key Objectives

- Increase staff engagement and build capacity to support cash flow reporting and forecasting.
- Increase staff engagement to enhance planning and build capacity to support the estimates process.
- Apply and implement new processes to support reporting and analysis.
- Support staff engagement and training to ensure staff have the tools and skills to perform their work.

Main Activities

- Review current state by the end of Q1 and provide training and tools to support financial analysis and reporting.
- Review the current state prior to the end of Q1 and set timelines for coming estimates process.
- Review the current state and prior to the end of Q1 and set timelines to meet reporting requirements.
- Develop a plan and survey staff on potential training on tools and opportunities for staff development prior to the end of Q1.

Expected Results

- Promote awareness and development of a cash flow framework to provide sound financial advice on a monthly and quarterly basis.
- Promote awareness and development of an Estimates framework and provide a sound financial advice that supports the effective allocation of resources.
- Continue to review, develop, and implement processes that focus on continuous improvement and the efficient and effective allocation of resources.
- An engaged and highly skilled staff that supports the effective and efficient delivery of services to the clients of the branch and activities of the department.

Comptrollership (3.1D)

Provides financial leadership to the department in promoting sound comptrollership activities, including internal audit, process standards, and accountability reporting.

Key Objectives

- Revise the department's Comptrollership Plan.
- Complete the department's annual reporting requirements for Public Accounts and other quarterly requirements in an accurate and timely manner to support attestations.
- Identify programs for audit/review through the work of the Departmental Audit Committee.

Main Activities

- Review current policies and procedures. Reformat comptrollership plan to align with new Government-wide Comptrollership Framework. Consult with other Finance and Administration Services staff and Directors across the department to capture best practices.
- Reconcile general ledger accounts on a monthly and quarterly basis. Work with branches on new accounting standards and accounting estimates and timely responses to audit inquiries.
- Lead the Departmental Audit Committee's learning on audit concepts. Solicit submissions for annual Internal Audit requests. Coordinate intake of internal-to-department audit/review requests.

Expected Results

- Align the department's plan for implementing sound comptrollership to enhance accountability, transparency and build trust in our processes.
- Provide sufficient evidence for the Executive Financial Officer and Deputy Minister to attest to the Management Representation Letter for Public Accounts.

- Provide annual submission for Internal Audit requests.

Key Initiatives

- **Operation Audits and Reviews:** Support an effective audit committee and review process that promotes education and awareness around risk and risk mitigation strategies. Build relationships across the organization and government, leveraging a combination of expertise and program knowledge to support accountability and effective, efficient service delivery. In 2024/25, the department staff will have active representation and participation in the committee and targets to have six branches with submissions, and three to five internal reviews.
- **Contract Management:** Effective tracking of contracts and accounts payable to ensure accurate reporting, tracking and timeliness for effective contract management and oversight while seeking opportunities to develop forward thinking solutions that are sustainable and fiscally responsible. In 2024/25 the department will develop a role focused on contract management and development of a contract tracking system.
- **Accounting Standards:** Timely review and adoption of accounting standards to ensure consistency and adherence to accounting polices in alignment with reporting requirements and cross government efforts to support accountability through adhering to standards while building trust and transparency through reporting. In 2024/25, our government will target full adoption of new standards within communicated government timelines.
- **Service Standards Review:** Review processes and establish service standards for internal processes to ensure accountability, fiscal responsibility and leverage skills and experience to explore opportunities for continuous improvement and promote administrative excellence. In 2024/25, the target is to revise or create four service standards, including communication and/or training as required.
- **Ad Hoc Program Support:** Develop an ad hoc program framework to improve effectiveness and ensure all relevant stakeholders are involved from the initial stages through innovation and accountability. The framework supports the department's response and recovery efforts under AgriRecovery programming as well as Sustainable CAP programming. In 2024/25, the department will engage staff involved in previous programs to review successes, issues, and concerns to develop an enhanced framework.
- **Reporting Process Standardization:** Develop branch and division cash flow and process standards to support improvement, consistency and effectiveness and ensure reporting meets the needs of users. Increase engagement, awareness, and involvement of branch managers and directors to support the process and enhance decision making. In 2024/25, the department will target 12 months forecasting on time to meet deadlines.
- **Estimates Process Standardization:** Develop branch and division Estimates process standards to support improvement, consistency, and effectiveness. Increase awareness and involvement of directors and assistant deputy ministers to support the process. Standardization will support a better understanding of resource allocations and requirements which is key to sustainability efforts and ensuring resource plans meet client service delivery needs. In 2024/25, the department will achieve successful completion and engagement of the annual budget process.

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

Main Appropriation Description

Manitoba Agricultural Services Corporation: Supports the sustainability, development, and diversification of agriculture in Manitoba by providing unique insurance, targeted lending, and access to agricultural services.

Agricultural Business Risk Management: Provides Manitoba's share of assistance under risk management programs, intended to help farmers manage significant financial risks to their operations.

Farmland School Tax Rebate: Provides rebates of the school taxes charged on farmland.

Risk Management, Credit and Income Support Programs (03.2)					
Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
MASC Administration and Lending Costs	-	16,397	-	14,725	1
AgriInsurance	-	91,883	-	103,121	2
Wildlife Damage Compensation	-	5,172	-	5,578	
Less Recoverable: Interest from Lending	-	(14,400)	-	(9,700)	3
AgriStability	-	33,845	-	15,496	4
AgriInvest	-	15,966	-	16,372	
Farmland School Tax Rebate	-	22,831	-	22,831	
Animal Health and Welfare: Emergency Response and Preparedness	-	500	-	500	
TOTAL	-	172,194	-	168,923	
Expense by Type					
Other Expenditures	-	500	-	500	
Grant Assistance	-	171,694	-	168,423	
TOTAL	-	172,194	-	168,923	

Explanations

1. The increase is primarily due to higher costs for general salary increases, consulting costs including support for the data strategy, increases for Young Farmer programming and the addition of two new services centers.
2. The decrease in premium levels is primarily due to lower insured crop values and higher premium discounts, partially offset by an increase for higher probable yields and changes to the crop mix.

3. The increase in income from direct lending programs is primarily due to the stabilization of the portfolio and anticipated reduction to paid-in-full activity due to the current interest rate environment, coupled with increasing capital requirements from producers due to rising land, machinery, livestock and input costs.
4. The increase is primarily driven by anticipated lower crop prices and high input costs resulting in lower margins for producers.

Sub-Appropriation Description

Manitoba Agricultural Services Corporation Administration and Lending Costs (3.2A)

Administration of all Manitoba Agriculture Services Corporations (MASC) lending and loan guarantee programs plus the provincial share of AgrilInsurance and Livestock Price Insurance program administration.

Key Objectives

- Enhance financial stability in rural Manitoba through the effective and efficient delivery of risk management solutions, lending options, and other programs and services that address emerging needs.
- Provide short-term, intermediate, and long-term financing with reasonable interest rates to farmers for the purpose of economic development.

Main Activities

- Administer the AgrilInsurance program.
- Offer unsubsidized Hail Insurance for crops.
- Make direct loans for land purchases and other farming activity, including the purchase and retention of calves and feed cattle.
- Guarantee agricultural loans made by the private sector.
- Administer the Young Farmer Rebate (YFR) to assist young and beginning farmers to develop or expand their farming operations.
- Implement a young farmer lending fee credit.

Expected Results

- Effectively deliver services within budget.
- Insure \$4.9 billion of AgrilInsurance liability, covering 9.8 million acres and 7,600 farm operations.
- Insure \$1.6 billion of Hail Insurance liability, covering 4.3 million acres and 1,600 farm operations.
- Insure \$53 million of Livestock Price Insurance liability, covering 35,200 animals.
- Approve 730 direct loans totaling \$241 million.
- Provide \$1.6 million in Young Farmer Rebate benefits.

AgrilInsurance (3.2B)

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

Key Objectives

- Protect Manitoba farmers against crop production shortfalls and quality losses caused by natural perils. For most AgrilInsurance programs, premiums are paid 40 per cent by insured producers, 36 per cent by the Government of Canada, and 24 per cent by the Manitoba Government.

Main Activities

- Administer the AgrilInsurance program.

Expected Results

- Collect \$385 million in premiums from participating producers, the Government of Canada, and Government of Manitoba.

Wildlife Damage Compensation (3.2C)

Provides producers with financial assistance for damage to agricultural crops and related products caused by predators, big game, and migratory waterfowl, as well as for injury or death of domestic livestock caused by designated natural predators. Compensation up to 80 per cent of the value of the loss is shared between Canada and Manitoba (60 per cent, 40 per cent), with the top level of protection (80 to 90 per cent) funded entirely by the Manitoba government.

Key Objectives

- Reduce financial losses to producers caused by predators, big game, and migratory waterfowl.

Main Activities

- Administer the Wildlife Damage Compensation program.

Expected Results

- Provide \$10.1 million in compensation on 3,280 claims.

Less Recoverable: Interest from Lending (3.2D)

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

Key Objectives

- Assist agricultural producers in developing, diversifying, and expanding their farms.

Main Activities

- Make direct loans for purposes such as purchasing land and buildings, equipment, breeding livestock, and quota for supply-managed commodities, constructing or renovating farm builds (including farm homes), and consolidating and refinancing debts.
- Make stocker loans, which provide producers with short-term financing for purchasing feeder cattle and lambs, or as a cash advance on their own retained feeder animals.
- Manage risk associated with financing business.

Expected Results

- Generate \$14.4 million in net interest revenue from lending.

AgriStability (3.2E)

Provides producers with assistance to manage financial difficulty arising from risks related to market disruption, weather impacts, and production problems; thereby assisting the agriculture industry to be resilient and competitive.

Key Objectives

- Help farmers manage income risk by providing financial assistance when their farm business experiences a large margin decline.

Main Activities

- Support the AgriStability program.

Expected Results

- Anticipate participation of 29 per cent of Manitoba producers.

AgriInvest (3.2F)

Provides producers with assistance to manage financial difficulty arising from risks related to market disruption, weather impacts, and production problems; thereby assisting the agriculture industry to be resilient and competitive.

Key Objectives

- Help farmers by matching their contributions to a special program savings account.
- Use funds in AgriInvest accounts to cover small margin declines, reduce risk, and invest in farm-related improvements.

Main Activities

- Support the AgriInvest program.

Expected Results

- Anticipate participation of 68 per cent of Manitoba producers.

Farmland School Tax Rebate (3.2G)

Provides rebates of a fixed portion of the school tax on farmland to support the rural economy. MASC is responsible for administering the Manitoba government's Farmland School Tax Rebate program, which provides farm property owners with a refund of a portion of their education property taxes.

Key Objectives

- Support the rural economy by providing Manitoba farmland owners with school tax relief.

Main Activities

- Promote and administer the rebate to Manitoba farmland owners.

Expected Results

- Pay \$22.8 million in farmland school tax rebates to 24,000 landowners.

Animal Health and Welfare: Emergency Response and Preparedness (3.2H)

To support an immediate, effective, and coordinated response by government and industry to an animal disease emergency and improve resiliency and preparedness for animal disease outbreaks.

Key Objectives

- Provide a rapid response to a significant animal disease emergency.
- Support preparedness for disease response.

Main Activities

- Support expenditures to mobilize an emergency response to significant diseases.
- Conduct an assessment with industry to determine diseases of greatest risk.

- Create response plans for the diseases of greatest risk.

Expected Results

- Rapid response to significant animal disease emergencies.
- Diseases of greatest risk are identified.
- Response plans for the diseases of highest risk are documented.

Industry Advancement (Res. No. 3.3)

Main Appropriation Description

Enables and supports sustainable growth, market access and resilience of the agriculture and agri-food industries.

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Industry Development	25.00	4,583	25.00	4,535	
Value Added	23.00	3,624	23.00	3,768	
Food Safety and Inspection	31.00	3,319	31.00	3,319	
Animal Health and Welfare	64.00	10,678	64.00	10,678	
TOTAL	143.00	22,204	143.00	22,300	

Expense by Type

Salaries and Employee Benefits	143.00	14,079	143.00	14,280	
Other Expenditures	-	6,508	-	6,545	
Grant Assistance	-	1,522	-	1,380	
Capital Grants	-	95	-	95	
TOTAL	143.00	22,204	143.00	22,300	

Sub-Appropriation Description

Industry Development (3.3A)

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

Key Objectives

- Research and share information with industry on market development opportunities for agriculture and food and bioproducts.
- Celebrate and raise awareness of the importance and history of agriculture in Manitoba.
- Attract new investment and jobs in agriculture and food industries.
- Support development of the local food industry.

Main Activities

- Identify and provide information to business on key export market opportunities for the next three years. Develop federal, provincial, territorial (FPT) relations to support export development.

- Provide grants to support Agricultural Fairs and Education Events, Agricultural Society Infrastructure, and the Agricultural Hall of Fame.
- Develop and execute a marketing strategy and tools that support a broader provincial economic development approach.
- Build networks and work collaboratively to support a “Team Manitoba” approach to market Manitoba for foreign investment.
- Identify and support growth of key food system sub-sectors of interest, such as local foods, organics, and Indigenous food systems.

Expected Results

- Support Manitoba companies with information on market opportunities. Coordination of activities with FPT partners.
- Support Agricultural societies for events that increase awareness and regional tourism; Builders of the Agriculture Industry are recognized.
- Increased value of investments in food and agri-product processing.
- Increase number of new agri-food jobs added to the province.
- Increase in export value of processed food.
- Increase in local food produced for the Manitoba market, including processing of Manitoba-produced farm products.

Value Added (3.3B)

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

Key Objectives

- Support the establishment and growth of micro and small food processing businesses.
- Support food product innovation and commercialization.

Main Activities

- Develop and update tools, resources and services that support start-up and growth.
- Connect with facilities, such as community kitchens or co-packers, to support production.
- Maintain Business Pathways website to identify programs and services available to support various business stages.
- Deliver training opportunities, product directories and/or tools and resources.
- Prepare growth-oriented businesses to sell products outside of Manitoba, including export assessment and preparation.
- Coordinate market development with monthly calls with “Trade Team Manitoba”.
- Provide food innovation expertise and services at the Food Development Centre.
- Work with Manitoba partners to conduct proactive, pre-competitive research.
- Undertake research and innovation to enhance co-product value in processing.
- Support sustainability and circularity in processing.
- Facilitate collaboration with food innovation organizations in Manitoba.
- Market expertise and services of Food Development Centre.

Expected Results

- Growth in number of food businesses.
- Increase in processed food sales.

- Increase in processed food exports.
- Creation and commercialization of food products.
- Incubation of growth-oriented food companies to reduce risk and increase success before seeking their own facilities.
- Divert waste from landfills; co-products are utilized and valorized.

Food Safety and Inspection (3.3C)

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

Key Objectives

- Create a regulatory environment that supports safe food and enables business growth and innovation.
- Modernize food safety regulations and supporting resources.
- Support safe food through a provincial food processing and abattoir permitting and inspection program.
- Increase the resiliency of provincial abattoirs to provide locally processed food options.

Main Activities

- Complete outcome-based food processing and abattoir regulations for public consultation.
- Develop guidance documents with input from food industry to support food processing businesses and abattoir operators to comply.
- Permit and inspect provincially permitted food processing, food distribution premises and abattoirs.
- Enforce The Public Health Act.
- Train, implement and evaluate Video Ante Mortem and Cold Carcass Inspections at abattoirs.
- Conduct an analysis and provide options for the department to support abattoir resiliency to provide local food options.

Expected Results

- Implement new regulations enabling innovation and business growth.
- Completed guidance documents are distributed to companies and internally to ensure consistency.
- Enhanced food safety through regular inspections, feedback to operators and enforcement where necessary.
- Identification of challenges and barriers to the ability of abattoirs to provide safe, local food to consumers; provide options for government and industry consideration.

Animal Health and Welfare (3.3D)

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

Key Objectives

- Support the prevention, identification, and response to animal diseases.
- Enhance the Quality Management Program in the Veterinary Diagnostics Services (VDS) Laboratory.
- Protect commercial and companion animals from neglect and abuse.
- Support implementation of the Community Vaccinator Program Pilot.
- Implement a new Laboratory Information Management System (LIMS) in Veterinary Diagnostic Services (VDS Lab).

- Develop Animal Welfare Case Information Management System (AWCMS).
- Continue development of the Decision Support System for Agricultural Emergencies (DSSAE).
- Further increase the capacity and professionalism of Animal Protection Officers (APOs) to support enforcement of the Animal Care Act.
- Work with commercial animal industry organizations to prepare for proposed changes to Part XV (Animal Identification and Traceability) of the Federal Health of Animals Regulations.
- Apply One Health (OH) Programming to protect human, animal, and environmental health.

Main Activities

- Provide disease testing services through Manitoba's VDS Lab.
- Support industry/government partnerships for disease surveillance.
- Lead and or support disease response for commercial animal diseases.
- Strengthen VDS's Quality Management Program, prioritizing completion of ISO 17025 accreditation for Virology testing from the Standards Council of Canada (SCC).
- Operate the Animal Care Line for public reporting of animal care concerns.
- Investigate public complaints of the mistreatment of animals through a provincial network of Animal Protection Officers, a contract with the Winnipeg Humane Society for enforcement and, medical care and rehoming services for companion animals.
- Initiate pilot in collaboration with the Manitoba Veterinary Medical Association, to start June 2024.
- Complete development and implementation of a new, modernized LIMS.
- Communicate LIMS implementation to clients through the VDS newsletter.
- Initiate development of the AWCMS, to start June 2024.
- Collaborate with Digital and Technology Systems project team to assist in development, delivery and implementation of the new system and complete appropriate documentation to initiate DSSAE development and implementation.
- Work with Assiniboine Community College (ACC) to develop and deliver regular and advanced APO training curriculum.
- Develop a 5-year APO annual training plan.
- Use the OH approach to lead, promote and facilitate collaboration and programming on complex challenges and responsibilities to protect the health and economic interests of Manitobans and government mandates.
- Deliver and report results of rabies wildlife surveillance and control, antimicrobial resistance, salmonella outbreak surveillance, Chronic Wasting Disease surveillance, control and eradication and the community vaccinator program.

Expected Results

- Identification of disease in a timely manner to minimize economic and animal health impacts.
- Virology accreditation that supports diagnostic excellence and enables export of agricultural products.
- Investigate animal mistreatment and appropriate enforcement action taken under The Animal Care Act.
- Complete Community Vaccinator Program pilot project and assess outcomes to inform how the program will be adapted for wider use in northern and remote communities.
- Increased efficiencies in recording lab results, billing and communicating results to clients.
- Enhanced analysis of disease trends to inform risks and response to disease outbreaks.
- Improved animal case management system that strengthens documentation and efficiencies in managing animal welfare cases and reporting.

- Developed new DSSAE following the completion of the AWCMS in 2025.
- Completed one APO in-person training session delivered by an ACC instructor yearly.
- Increased branch awareness of proposed regulatory changes and impacts.
- Reduction of rabies transmission in outbreak areas.
- Salmonella testing applied to enable exports of poultry products.

Key Initiatives

- **Bioeconomy Plan:** Develop an action plan to enable economic development in Manitoba through innovation and growth of the bioeconomy sector in Manitoba (agricultural focus). This will support increasing the value-added processing priority. In 2024/25, the department will network and coordinate stakeholders in the bioeconomy industry, and outreach to existing businesses in the sector to determine opportunities and challenges to growth and engage a consultant.
- **Youth Skills Development:** Support development of youth skills and youth partner engagement in the agriculture and agri-food industry, with a focus on career awareness and opportunities. This initiative will support the future workforce needs and support the department's value-added processing priority. In 2024/25, the department will establish conditions for a collaborative environment with youth development partners and provide programming and events for youth development partners to showcase career pathways in agri-food for youth.
- **African Swine Fever (ASF) Preparedness:** Provide animal health leadership and technical support to the department's ASF Working Group to further the development of a Manitoba-specific preparedness plan for ASF through an ASF preparedness partnership with Manitoba Pork Council. Area of leadership include disease surveillance, disease response with the Canadian Food Inspection Agency, swine industry partners and mass welfare cull approaches.
- **Animal Disease Preparedness – The Office of the Auditor General (OAG) Report Response:** Continue to implement the branch-specific components of the OAG Audit Action Plan from 2021, with emphasis on completing a risk assessment with industry stakeholders on diseases of concern to commercial livestock and poultry production; a written disease response framework to prepare for the diseases of greatest risk and consequence to industry and the provincial economy; and developing and implementing the provincial Decision Support System for Animal Emergencies. In 2024/25, the department will identify a consultant and commit \$150,000 from Sustainable CAP for this initiative.
- **Northern and Remote Veterinary Care Initiative:** Develop and implement actions to increase the health and welfare of companion animals in remote and northern communities through mobile health clinics and build long-term capacity for community-led health and population control strategies. In 2024/25, the department will build on the in-community work through the Winnipeg Humane Society Grant to provide in-community clinics in northern and remote communities and establish the Community Vaccinator Pilot.
- **One Health Programming:** Use the One Health (OH) approach to lead, promote and facilitate collaboration and programming on complex challenges and responsibilities to ensure that agricultural and veterinary priorities related to human, animal and environmental health are considered in a manner that promotes and protects the health and economic interests of Manitobans and government mandates. Actions include a combination of programs and projects, internal and cross-departmentally within government, including rabies wildlife surveillance and control, antimicrobial resistance, salmonella outbreak surveillance, Chronic Wasting Disease (CWD) surveillance, control and eradication and the community vaccinator program.

Agriculture Production, Innovation and Resilience (Res. No. 3.4)

Main Appropriation Description

Enables resilient agri-ecosystems and sustainable production of crops and livestock through science-based innovation, programming, and extension to address key challenges and opportunities of the agriculture sector.

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Sustainable Agriculture	29.00	3,669	29.00	3,419	
Agriculture Production	37.00	4,560	37.00	4,593	
Science, Innovation and Extension	41.00	5,400	39.00	5,477	
Sustainable Agriculture Incentives Program	-	1,500	-	1,500	
Less: Recoverable from other appropriations	-	(1,500)	-	(1,500)	
TOTAL	107.00	13,629	105.00	13,489	
Expense by Type					
Salaries and Employee Benefits	107.00	10,128	105.00	10,284	
Other Expenditures	-	3,155	-	2,859	
Grant Assistance	-	346	-	346	
TOTAL	107.00	13,629	105.00	13,489	

Sub-Appropriation Description

Sustainable Agriculture (3.4A)

Provide leadership, technical expertise, and regulatory support to enable the long-term sustainability, productivity, and resilience of Manitoba's agri-ecosystems by promoting beneficial land management practices, developing programming, and supporting policy and planning related to land use and land management.

Sustainably manage Crown lands suitable for agricultural use through the delivery of the Agricultural Crown Lands (ACL) program to provide agricultural production opportunities and maintain the ecological goods and services.

Provide engineering support and services to address animal health and welfare, emergency response preparedness, water management, agricultural production, and strengthening the resilience of the agriculture and agri-food sector.

Key Objectives

- Provide regulatory support and technical advice.

Main Activities

- Develop and deliver technical support to regulatory delivery agents that enhance environmental outcomes on the agricultural landscape.
- Provide technical information to support decision-making around legislation, regulation, and policy development and implementation.

Expected Results

- Respond to technical requests from in and outside of the department.

Agriculture Production (3.4B)

Enable economic and environmental sustainability and resilience of the production of crops and livestock to advance the competitive position of Manitoba's agriculture industry.

Provide leadership, technical expertise (including plant health surveillance and diagnostics) and an appropriate regulatory and enforcement framework to protect human, animal and plant health including Manitoba's food supply while ensuring industry competitiveness.

Key Objectives

- Increase planned grazing to support climate resiliency and biodiversity.
- Work with department and industry staff to enhance capacity to respond to animal disease emergencies.
- Limit risk of salmonella in the food supply.
- Reduce livestock predation and feed damage and support co-existence of livestock and wildlife.
- Expand capacity to engage producers in best practices for livestock or crop production.

Main Activities

- Manitoba Crop Variety Evaluation trials annual forage trials to evaluate cool and warm weather forages.
- Develop grassland inventory and produce metrics on productivity, carbon sequestration and biodiversity.
- Planned grazing extension.
- Coordinate the African Swine Fever Working Group and industry stakeholders.
- Develop capacity to work as provincial case workers for flocks infected with avian influenza.
- Deliver small pig and poultry holder extension meetings.
- Work with goose breeder farms on implementation of new federal hatchery supply flock regulations.
- Develop and deliver Sustainable CAP funding for non-lethal, on-farm prevention measures.
- Develop a livestock predation management strategy.
- Develop and deliver extension using a multimedia approach.

Expected Results

- Publish small plot trials and extension resources on improved forage and grassland production and management.
- Increase the availability of industry initiatives and value chain incentives for sustainability and biodiversity.

- Share a provincial response plan for African Swine Fever with the Canadian Food Inspection Agency and other stakeholders.
- Increase the number of trained, experienced staff available for animal disease emergency response.
- Develop a communication strategy with small and large livestock producers.
- Support regular salmonella testing for waterfowl breeding flocks.
- Fund purchase of equipment, livestock guardian dogs and construction of predator resistant fencing.
- Increase the use of social media and video to communicate with producers.
- Expand the range of in-person training and learning events, supplemented with online resources.

Science, Innovation and Extension (3.4C)

Foster research and innovation to address key challenges and opportunities of the agriculture and agri-food industry that promote sustainable agri-ecosystems in Manitoba.

Enhance diversification and climate resiliency to anticipate, mitigate and respond to agriculture production risk through applied research and innovation.

Enhance the science, capacity, and baseline weather and soil data to respond to support sustainable production, enhance emergency preparedness responses and land use planning, increase climate resilience, and respond to extreme weather patterns.

Key Objectives

- Transfer knowledge on the production of crops and livestock to sustainably grow the agriculture industry in Manitoba.
- Maintain current technical capacity to support departmental and government planning around climate mitigation, adaption, and ecological goods and services programming.

Main Activities

- Climate change mitigation and adaptation, sustainable livestock expansion, soil health, water management, nutrient management, and ecological goods and services extension.
- Modelling of data using data from the Ag Weather Program.
- Leading department participation and technical expertise to watershed districts on Integrated Watershed Management Plans, Growing Outcomes in Watersheds, and other beneficial management practices on farm.

Expected Results

- Publish small plot trials and extension resources on improved forage and grassland production and management.
- Fund and publicize university research and industry association projects that add capacity for the Manitoba grassland inventory.
- Increase the availability of industry initiatives and value chain incentives for sustainability and biodiversity.

Sustainable Agriculture Incentives Program (3.4D)

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

Key Objectives

- Deliver as part of Sustainable Agriculture Manitoba offering \$1.5 million in funding to farmers and select industry service providers to increase environmental and economic sustainability of agriculture operations in Manitoba, through provincial contributions from the Sustainable Agriculture Incentives Program.

Main Activities

- Agri-environmental BMP cost-share programming for 23 BMPs in alignment with the new Federal/Provincial agriculture policy framework, Sustainable Canadian Agriculture Partnership.

Expected Results

- Adoption of on-farm BMPs that reduce environmental impacts of farming, including reduced Greenhouse Gas (GHG) emissions, and improved water quality and soil health.

Less: Recoverable from Other Appropriations (3.4E)

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

Key Objectives

- Provide funding to Manitoba Agriculture to implement the Climate and Green Plan action supporting on-farm BMPs that provide climate change adaptation and mitigation benefits to agricultural operations.

Main Activities

- Funding transferred from Environment and Climate Change to support implementation of Sustainable Agriculture Manitoba.

Expected Results

- Adoption of on-farm BMPs that reduce environmental impacts of farming, including reduced GHG emissions, and improved water quality and soil health.

Key Initiatives

- **Livestock and Crop Communications Initiative/Knowledge Transfer:** Transfer crop production, plant health, farm management, livestock and forage knowledge to producers and industry stakeholders to foster the sustainable growth of Manitoba producers through publications, webinars, extension events, presentations, videos, newsletters, articles, webpages, and social media. The Livestock and Crop Communication Initiative funds communication projects and activities targeted to crop and livestock producers for improved production and sustainable outcomes for wildlife, environment, and local habitat.
- **Northern Healthy Food Initiative:** Work collaboratively with department staff and Manitoba Indigenous Reconciliation and Northern Relations to support the development and implementation of agriculture and food resources and projects with First Nations, school districts and other partners in northern Manitoba.
- **Crop Report Initiative:** Deliver the Manitoba Crop Report and the Potato Crop Report, weekly publications in the growing season, to provide unbiased qualitative and quantitative reporting on crop seeding progress, field conditions, agronomic management, yields, and harvested acreage. Department staff contribute to gathering information for these reports from across the regions of Manitoba to be used to assist producers, industry, and government policy makers.

- **High Tunnel Vegetable and Fruit Initiative:** High tunnels are an alternative to traditional horticulture production that can increase the length of the growing season with planting/transplanting starting as early as late April to early May while harvesting in late October through to early December, which can increase production under Manitoba climatic conditions. The “Made in Manitoba” high tunnel design is being assessed to determine its effectiveness and evaluation of future potential expansion across the province. To date, fruit and vegetable crops evaluated include spinach, lettuce, kale, Swiss chard, Spanish onions, cucumbers, peppers, tomatoes, strawberries, raspberries, and blackberries. The results have been discussed with both large and small-scale fruit and vegetable producers. Research evaluations will continue in 2024/25.
- **Bee Registration, Inspection and Surveillance:** Reduce bee health issues by having all beekeepers with honeybees or leaf cutting bees register and have their bees inspected regularly for animal health surveillance. Any bees being imported or exported are also inspected to prevent the transmission of disease or pests to or from other jurisdictions. Surveillance testing for nosema, varroa and chalkbrood are conducted at the Crop Diagnostic Laboratory.
- **Pesticide Licensing and Minor Use Development:** License pesticide applicators, dealers, and manure applicators to ensure the safe and proper application of pesticides and manure through education and technical support.
- **Livestock Stewardship Initiative:** Support projects and extension activities that support profitability, resilience, and sustainability of livestock production in Manitoba.
- **Water Strategy:** Lead the delivery of Sustainable CAP programming to support the advancement of water management, supply development, wastewater circularity, and new technology. Collaborate with department staff to develop an irrigation supply plan in conjunction with the potato industry and water stakeholders. The timeframe of this initiative is 2024/25 to 2030/31. In 2024/25 the department will form a working group, create a strategy development process, draft the strategy, and action plan.
- **Resilient Agricultural Landscapes Program:** Lead the delivery of the Resilient Agricultural Landscapes Program to support the adoption of practices and technologies that enhance climate change adaptation and mitigation. In addition to staff time, the financial commitment of funding the program resides with program administration, \$2.65 million annually through Sustainable CAP, and is a 2023-2028 bilateral agreement.
- **Sustainable Agriculture Manitoba:** Lead the delivery of the funding program to support the adoption of beneficial management practices that will increase the environmental and economic sustainability of Manitoba's agriculture sector.
- **4R Nutrient Stewardship Initiative:** Implementation of the 4R initiative to improve nutrient use by producers to increase productivity and reduce adverse effects on the environment through extension and reduction of GHG emissions, particularly nitrous oxide. The timeframe of this initiative is 2021-2024 with the current memorandum of understanding with Fertilizer Canada and Keystone Agricultural Producers expiring on December 31, 2024. In 2024/25 the department will work to initiate the new three-year agreement.
- **Ag Weather Program:** Enhance the science and data capacity to prepare for extreme weather patterns, climate change, and emergency preparedness response. Provide accurate and timely information to support client responses to climate change events. Funding for this initiative supports the maintenance and expansion of the Ag Weather Network.
- **Manitoba Community Pastures Program:** Work with Association of Manitoba Community Pastures to manage, protect biodiversity, and improve land productivity. The department will develop a new Community Pastures Regulation under The Crown Lands Act by March 2025.
- **Burning of Crop Residue and Non-Crop Herbage Regulations:** Meet legislative and regulatory requirements under The Environment Act. Provide crop residue burn permits to producers and ensure climatic conditions are safe and proper for burning through education and technical support.

- **Environmental Farm Program:** Provide online development and content creation of the Environmental Farm Plan (EFP) and work with the Keystone Agricultural Producers to deliver programming. The EFP is an online self assessment tool for farmers to identify areas of environmental risk on farms and develop action plans to overcome those risks. This initiative is a 2023-2028 bilateral agreement and in the 2024/25 fiscal year, the department will complete the development of GHG emission tools for all sectors of agricultural production.
- **Soil Survey Program:** Provide detailed information about the distribution of Manitoba soil types through reports and mapping to explain ratings and classes for productivity and suitability. This program began in 2023 and will end in 2028.
- **Mass Mortalities Emergency Response Management:** Work collaboratively with department staff to develop strategic plans and recommend options for livestock emergency response. Funding for this initiative supports Livestock Sustainability Engineering and the Agricultural Engineering Services Initiative.

Strategic Planning, Policy, and Programs (Res. No. 3.5)

Main Appropriation Description

Leads policy and program development and delivery that fosters an environment for competitiveness, adaptability, sustainability and public trust of Manitoba’s agriculture, agri-food, and agri-product sector.

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Policy and Legislation	28.00	4,296	29.00	4,525	
Strategic Analysis and Systems Support	32.00	3,511	32.00	3,705	
Client Services and Program Administration	31.00	5,625	33.00	5,833	
TOTAL	91.00	13,432	94.00	14,063	

Expense by Type

Salaries and Employee Benefits	91.00	7,768	94.00	8,327	
Other Expenditures	-	1,545	-	1,617	
Grant Assistance	-	4,119	-	4,119	
TOTAL	91.00	13,432	94.00	14,063	

Sub-Appropriation Description

Policy and Legislation (3.5A)

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

Key Objectives

- Support ongoing program negotiation, implementation, and administration, of performance measures associated with Sustainable CAP including Business Risk Management and ad hoc emergency programs.
- Identify and support materials required for submission of annual Legislative Proposals and implement regulatory amendments.
- Develop a Public Trust and Engagement mandate to coordinate public, stakeholder and rights holder engagement to address policy and legislation issues.
- Identify opportunities and mechanisms, including co-development opportunities, to increase commitments within the Path to Reconciliation Act, the United Nations (UN) Declaration Act, and the UN Sustainable Development Goals.
- Manage Greenhouse Gas Emissions.

Main Activities

- Support ongoing program negotiation and development of performance measures associated with Sustainable CAP including Business Risk Management and ad hoc emergency programs.
- Participate in Sustainable CAP Federal/Provincial/Territorial Task Team and Working Group meetings.
- Support Agencies, Boards and Commissions in the Department of Agriculture.
- Craft strategic review documents in a proactive manner.
- Ongoing engagement with Rights Holders and Right Holder Organizations, communities, and ally organizations.
- Develop a roadmap to net-zero GHG emissions for Manitoba's agricultural sector. This includes a comprehensive approach for mitigating and adapting to climate change and identifying emerging opportunities for the agricultural sector.
- Review Trade policy and regulatory developments affecting market access in other jurisdictions.

Expected Results

- Submission of one legislative proposal annually as necessary to align with department mandate, policy direction and priority.
- Regulatory amendment to support department mandate to deliver on immediate priority to make Agricultural Crown Land leases more affordable for the next generation of producers.
- Work with industry to build stronger networks between communities and sector participants.
- Compile summary report of Manitoba Agriculture's roadmap to net-zero agricultural emissions by 2050.
- Monitor market access issues in international and domestic markets and advise senior management of economic impacts to Manitoba.
- Identify policy instruments and levers currently being applied to support a transition to a carbon economy in Manitoba and other regions.
- Innovation in the application of data and technology that serves to revolutionize food production, processing and distribution while protecting individual data privacy.

Strategic Analysis and Systems Support (3.5B)

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

Key Objectives

- Increase staff engagement across the department.
- Improve internal and external communications.
- Seek opportunities to automate processes and/or products to improve performance.
- Expand data sources and enhance access to microdata for agriculture.
- Expand use of analytical software and tools for data analysis and visualization to address needs.
- Increase efforts to promote products and services through website, internal/external newsletters, social media platforms and presentations.
- Complete the implementation of the new Laboratory Information System for Veterinary Diagnostics Services.

Main Activities

- Execute Employee Engagement Team activities.

- Offer American Sign Language (ASL) interpreters at departmental events.
- Automate the generation of our at a glance products.
- Explore access of micro-level data.
- Implement use of Power BI, Shiny R software.
- Maximize the use of all available communication vehicles.
- Facilitate the work between laboratory staff, various vendors and Digital and Technology Services.
- Deliver internal communication utilizing top-down communication.

Expected Results

- Increased participation in the Public Service Commission Survey and Manitoba Agriculture Pulse Surveys.
- Utilization of ASL interpreters for internal and external events.
- Automation of all at a glance products.
- Generated in-depth analysis to support agriculture analytics.
- Improved access to new data visualization tools.
- Enable Veterinary Diagnostic Services to begin using the new Laboratory Information System to manage their lab.

Client Services and Program Administration (3.5C)

Leads a client-centric approach to all external communications and ensuring the effective, efficient, consistent, and transparent administration of programs, permits and licences.

Key Objectives

- Modernize the Sustainable CAP application process.
- Expand the use and functionality of the Sustainable CAP database to support program administration.
- Develop and document Sustainable CAP program administration standard operating procedures (SOP) to support training and business continuity.
- Modernize permits and licenses process.
- Actively participate in Federal/Provincial/Territorial (FPT) Sustainable CAP Working Groups.

Main Activities

- Research options for modernizing the Sustainable CAP application process.
- Evaluate performance and roll-out of successful application processes to future program intakes.
- Develop and document standardized data and database protocols.
- Expand functionality with additional performance data and reporting templates.
- Develop SOPs for the new Sustainable CAP framework, train staff and review and update as required.
- Develop, trial, and implement new processes for the permits and licenses programs.
- Participate in Sustainable CAP FPT Working Group meetings.
- Analyze real time data to provide key metrics insights, allowing department to optimize workflows as the programs progresses.

Expected Results

- Improve client experience.
- Increase efficiency in administration of application process, decrease time form application intake to assessment.

- Improve accuracy of information, reduce errors, and provide timely reporting through customizable queries and reports.
- Improve training and resources available to staff.
- Improve business continuity and consistency in work process.
- Identify potential approaches to integrate and streamline work in advance of the next policy framework including repository of FPT record of discussions accessible to department staff.
- Utilize performance reporting and data to determine changes in Sustainable CAP programing.

Key Initiatives

- **Regulatory Development:** Agricultural Crown Lands (ACL) Leases and Permits Regulation amendment to support department mandate to deliver on immediate priority to make ACL leases more affordable for the next generation of producers. Work closely with department staff and Legislative Counsel to present proposed regulatory amendments to Cabinet.
- **Increase Food System Opportunities:** Continue to advance relationships within the food system and co-develop a departmental action plan in collaboration with Rights Holders Organizations, Indigenous Economic Development, Municipal and Northern Relations, and the Indigenous Affairs Secretariat. The department target is to engage with at least 10 communities, Rights Holders Organizations, or community representatives.
- **Indigenous Agriculture and Relationship Development:** Continue delivery of food system funding targeted to remove barriers and enhance diversity and inclusion within the agriculture and food sector. Ongoing work with communities to further refine programs and support longer-term co-development outcomes. With funding through Sustainable CAP, the target is to fund a minimum of 15 food system projects annually and 15 industry engagement projects.
- **Sustainable Canadian Agricultural Partnership:** Implement and refine Sustainable Canadian Agricultural Partnership (Sustainable CAP) program administration, and performance measure processes and collaborate on framework negotiations and development. In 2024/25, the department will assess, recommend, approve, and administer Sustainable CAP projects with a financial allocation of \$27.9 million.
- **Digital Communications:** Maintain, monitor, and update the department's public website and other digital content, such as the Growing Manitoba Ag e-Newsletter, to ensure the quality of the user experience. In 2024/25, the department will allocate funds to develop and promote the Growing Manitoba Ag e-newsletter through various platforms to obtain a target increase of 2 per cent.
- **Client Service Standards:** Review, develop, and communicate service standards for program areas, to ensure service targets are being met. In 2024/25, the department will continue to identify targets for client service standards and develop processes to achieve the standards.
- **Permit and Licence Administration:** Assess and implement improvements to permit and licence administrative processes. The department will implement Point of Sale Terminals as an additional payment option to improve client experience. In 2024/25, the department will target to provide three e-applications.
- **Modernize Client Services:** Establish client service standards for the department in alignment with Manitoba Agricultural Services Corporation (MASC). In 2024/25, the department will continue discussions with MASC in identifying appropriate client services standards and develop and implement a Memorandum of Understanding.
- **Leadership Capacity Development:** Advance capacity development planning strategies for departmental leadership, fostering continuous improvement. In 2024/25 the department will work to increase engagement amongst the leadership team.

- **Performance Measurement:** Develop and maintain performance measurement, as a core administrative and reporting process to assist the department in measuring progress. In 2024/25, the department will successfully manage performance measurement, including quarterly tracking and Align Manitoba measurement input.
- **Emergency Response:** Develop resource guides supporting emergency management and the mitigation of risk, complimenting the revised 2023 Emergency Management Program. In 2024/25 the department will target the completion of the first resource.
- **Market Research:** Market research is vital to sustainable success in international markets. New insights from market research projects help identify business opportunities, allowing producers and processors to minimize risk before entering a foreign market through proactive data collection and analysis. In 2024/25, the department will target four reports.
- **Sector intelligence and Data Analytics:** Enhance data analytics and disseminate data-driven insights about the agriculture and agri-food sector that add value to clients using different vehicles such as infographics, dashboards, written reports, statistics tables, exploratory work to develop forecast models using internal data sources. In 2024/25, the department will target two new products.
- **Economic Analysis:** Complete economic analysis work to provide information on the contribution of a sector to the provincial economy (share of Gross Domestic Product, employment, sector growth) and new insights. The reports improve understanding of economic impacts of the agriculture and agri-food sector. In 2024/25, the department will target three reports for economic analysis.
- **Technology Solutions:** Support continuous improvement through identified IT solutions to facilitate staff in meeting departmental objectives including enhanced client service delivery. In 2024/25, the department will target two system enhancements as part of this initiative.

Costs Related to Capital Assets (Non-Voted) (Res.No.3.6)

Main Appropriation Description

Provides for costs related to capital assets.

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
General Assets	-	1,142	-	1,035	
TOTAL	-	1,142	-	1,035	
Expense by Type					
Amortization	-	1,142	-	1,035	
TOTAL	-	1,142	-	1,035	

Appendices

Appendix A - Other Reporting Entities

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

The following Other Reporting Entities (OREs) form part of the department's consolidated results:

Manitoba Agricultural Services Corporation (MASC)

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

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

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

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 September 30, following the fiscal year end.

Appropriation – This refers to the amount voted by the Legislature approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – the total amount of each resolution passed by the Legislature 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.

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

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

Grants – These refer to 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.

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.

Key Performance Indicator (KPI) – 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 – An objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with a verb such as increase, reduce, improve, or achieve.

Other Reporting Entities (ORE) – OREs are entities in the GRE such as Crown corporations and other government agencies, government business entities and public sector organizations such as regional health

authorities, school divisions, universities and colleges that are directly or indirectly controlled by the government, as prescribed by Public Sector Accounting Board – and 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.

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

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

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.

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.