

Labour and Immigration

Travail et Immigration

**Annual Report
2015-2016**

**Rapport annuel
2015-2016**



**MINISTER
OF GROWTH, ENTERPRISE AND TRADE**

Legislative Building
Winnipeg, Manitoba CANADA
R3C 0V8

Her Honour the Honourable Janice C. Filmon, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235 Legislative Building
Winnipeg MB R3C 0V8

May it please Your Honour:

As the Minister of the new department of Growth, Enterprise and Trade, I have the privilege of presenting for the information of Your Honour the Annual Report of the Department of Labour and Immigration for the fiscal year ending March 31, 2016.

Respectfully submitted,

A handwritten signature in black ink that reads "Cliff Cullen".

Cliff Cullen
Minister





**MINISTRE
DE LA CROISSANCE, DE L'ENTREPRISE ET DU COMMERCE**

Bureau 358
Palais législatif
Winnipeg (Manitoba) R3C 0V8
CANADA

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

Votre Honneur,

À titre de ministre du nouveau ministère de la Croissance, de l'Entreprise et du Commerce, j'ai l'honneur de vous présenter le rapport annuel du ministère du Travail et de l'Immigration pour l'exercice terminé le 31 mars 2016.

Le tout respectueusement soumis,

Le ministre,

A handwritten signature in black ink that reads "Cliff Cullen".

Cliff Cullen



Manitoba



Deputy Minister Growth, Enterprise and Trade
Room 352, Legislative Building
Winnipeg, Manitoba, Canada R3C 0V8
T 204-945-5600 F 204-948-2203
www.manitoba.ca

The Honourable Cliff Cullen
Minister of Growth, Enterprise and Trade
Room 358, Legislative Building
Winnipeg MB R3C 0V8

Minister:

As the Deputy Minister of the new department of Growth, Enterprise and Trade, I am pleased to present for your approval the 2015/16 Annual Report for the Department of Labour and Immigration for the fiscal year ending March 31, 2016.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "J. Wilson", with a stylized flourish at the end.

James Wilson

Deputy Minister of
Growth, Enterprise and Trade





Sous-ministre de la Croissance, de l'Entreprise et du Commerce

Palais législatif, bureau 352

Winnipeg (Manitoba), Canada R3C 0V8

Tél. : 204 945-5600 Téléc. : 204 948-2203

www.manitoba.ca

M. Cliff Cullen

Ministre de la Croissance, de l'Entreprise et du Commerce

Palais législatif, bureau 358

Winnipeg (Manitoba) R3C 0V8

Monsieur le Ministre,

À titre de sous-ministre du nouveau ministère de la Croissance, de l'Entreprise et du Commerce, j'ai l'honneur de vous présenter le rapport annuel 2015-2016 du ministère du Travail et de l'Immigration pour l'exercice terminé le 31 mars 2016.

Le tout respectueusement soumis,

Le sous-ministre de la Croissance, de l'Entreprise et du Commerce,

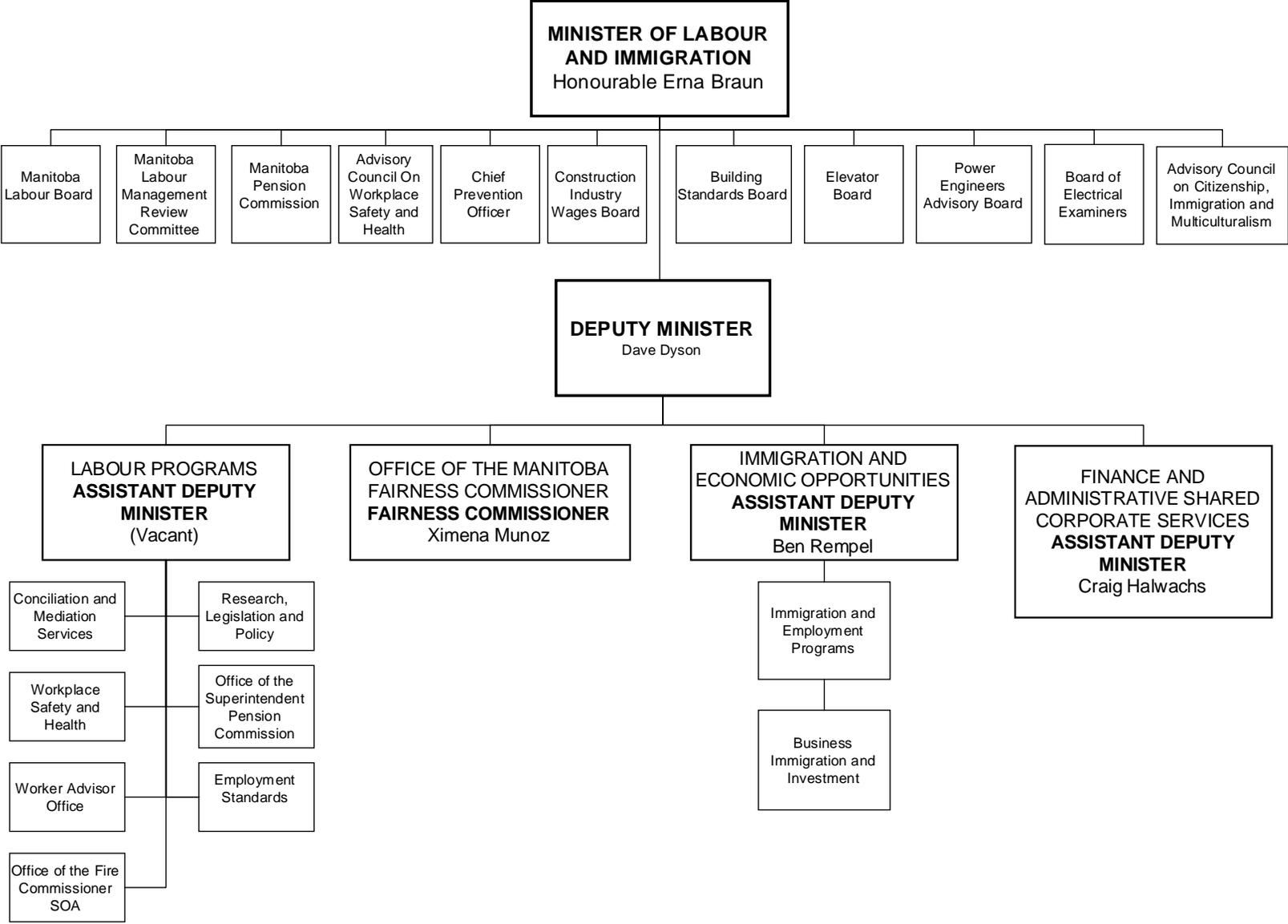
James Wilson



TABLE OF CONTENTS

	Page
Organizational Chart	i
Introduction	1
Report Structure	1
Role and Mission	1
Guiding Principles	1
Statutory Responsibilities	2
Sustainable Development	3
Administration and Finance	4
Minister and Executive Support	4
Financial and Administrative Services	5
Immigration and Economic Opportunities Division	6
Immigration and Employment Programs	6
Office of the Manitoba Fairness Commissioner	10
Business Immigration and Investment	12
Labour Programs Division	13
Research, Legislation and Policy	13
Conciliation and Mediation Services	15
Office of the Superintendent - Pension Commission	18
The Manitoba Labour Board	19
Workplace Safety and Health	21
Advisory Council on Workplace Safety and Health	23
Employment Standards	24
Worker Advisor Office	26
Office of the Fire Commissioner	27
Costs Related to Capital Assets	29
Financial Information	31
Reconciliation Statement	31
Expenditure Summary	32
Revenue Summary by Source	34
Five Year Expenditure and Staffing Summary	35
Performance Reporting	37
The Public Interest Disclosure (Whistleblower Protection) Act	45

Organizational Chart



INTRODUCTION

Report Structure

The annual report is organized in accordance with the appropriation structure that reflects the Department's authorized votes approved by the Legislative Assembly as at March 31, 2016. The report includes information at the main and sub-appropriation levels relating to the Department's objectives and actual results. Financial performance information is provided with expenditure and revenue variance explanations and a five-year adjusted historical table of departmental expenditures and staffing.

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

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

Role and Mission

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

Guiding Principles

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

Statutory Responsibilities

LABOUR ACTS

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

IMMIGRATION ACTS

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

As per Schedule "O" referred to in Order-In-Council No 388/2013
Amended per Order-In-Council No. 458/2014
Amended per Order-In-Council No. 552/2015

Sustainable Development

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

From May 31 – June 6, 2015, 54 departmental staff participated in the annual Commuter Challenge, leaving their cars at home and using alternative and active forms of transportation. Participating departmental staff contributed to just over 275 litres of fuel saved and 530 kilometres of greenhouse gas emissions avoided.

The Department continued to make progress in reducing fuel consumption and greenhouse gas emissions. Vehicles continued to be updated with eco-friendly models and staff follow fuel efficiency guidelines, use ethanol-blended gasoline where available, and promote an “idle free” environment

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

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

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

Administration and Finance

The Administration and Finance Division comprises the Executive Support Offices and Financial and Administrative Services.

Executive Support

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

11-1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	37	1.00	37	-

11-1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	412	4.00	421	(9)
Total Other Expenditures	54		54	-
Total Expenditures	466	4.00	475	(9)

Financial and Administrative Services

The Financial and Administrative Services Branch provides financial and administrative services to the department in coordination with the Finance and Administrative Shared Corporate Services of Jobs and the Economy and Mineral Resources.

OBJECTIVES

The objectives of Financial and Administrative Services are as follows: to provide leadership, program direction and operational coordination to support department activities; to provide high quality, timely and customer responsive administration, financial management, and information technology; develop and administer appropriate administrative and financial standards, policies and procedures; and to develop and maintain appropriate reporting systems to provide timely and accurate decision-making information to senior management in the departments and in central agencies.

ACTIVITIES/RESULTS

Finance and Administration supports the mission and goals of the Department by:

- Processing of revenue and expenditure transactions;
- Monitoring and control of expenditures, preparation of cash flow projections and the provision of financial analysis and advice;
- Administration of agreements
- Coordination of requests for office accommodation and office equipment and services;
- Providing timely and accurate information to senior decision-makers in the department and in central agencies including budgetary, cash flow and year end reporting;
- Enhancing the comptrollership function of the Department and agencies through joint comptrollership activities;
- Administering and coordinating the Department's parking and pool vehicle programs;
- Providing advisory and specialized accounting and financial management services to departmental personnel and related entities;
- Managing the department's records management program and
- Developing and applying appropriate administrative and financial standards, policies and procedures including:
 - Preparation of the annual estimates package, the estimates supplement and the annual report
 - The provision of information systems application software solutions to a variety of business problems, evaluation and acquisition of computer equipment

11-1(c) Financial and Administrative Services

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	218	6.00	250	(32)
Total Other Expenditures	31		52	(21)
Total Expenditures	249	6.00	302	(53)

Immigration and Economic Opportunities Division

The Immigration and Economic Opportunities Division develops and implements policies and programs for the promotion of Manitoba as an immigration destination of choice, for the recruitment and selection of economic immigrants supporting the province's economic development strategies, and for the labour market integration and career development success of immigrant newcomers. The Division also provides co-ordination support for interdepartmental collaboration in the settlement of immigrants and refugees in the social and economic life of Manitoba. Central support services for divisional programs in the areas of financial and administrative services, policy analysis and development, federal/provincial relations, research and evaluation and requirements under *The Freedom of Information and Protection of Privacy Act* are also provided by the Division.

Objectives

- To meet the targets set by Manitoba's immigration strategy through the successful attraction, integration and retention of skilled workers, entrepreneurs, family and humanitarian class immigrants by:
 - promoting Manitoba as an immigration destination of choice;
 - assisting Manitoba in meeting its current, medium and long-term skilled labour force and business investment requirements;
 - supporting the enhancement and delivery of the Manitoba Start program as a province-wide economic opportunity service for newcomers;
 - ensuring the successful implementation of the Province's qualifications recognition and career development strategies through the continuous improvement of a professional standard of employment supports connecting immigrant newcomers in regulated and non-regulated occupations to employers with appropriate job opportunities; and
 - continuing to facilitate the successful social and economic integration of newcomers.
- To ensure consistency, accuracy, effectiveness and timeliness with respect to departmental and divisional activities by providing centralized support, coordination and other services in the following areas:
 - communications services;
 - policy analysis and legislative development;
 - federal/provincial relations; and
 - planning, program supports, research, reporting and evaluation.

Immigration and Employment Programs

Key Results Achieved

During 2015/16, the Immigration and Economic Opportunities Division continued to successfully implement Manitoba's immigration strategy by ensuring that the Province remains a destination of choice for skilled immigrant workers and entrepreneurs who are well-supported in their successful labour market integration and job-creation investments in the Manitoba economy. The Division continued to retain funding, administrative and program development authority over essential components of the Manitoba Immigrant Integration Service Continuum, including centralized registration and referral, as well as immigrant employment services through Manitoba Start.

Important accomplishments in 2015/16 included the following:

- Contributed to 14,899 immigrants landing in Manitoba in 2015 from 3,725 in 1999, including a significant portion of refugees from Syria resulting in the largest number of refugees received by Manitoba since 1990.
- Supported the federal initiative to resettle 25,000 Syrian refugees across Canada with Manitoba receiving 928 Syrian refugees between November 4, 2015 and March 31, 2016.
- *Established a cross-departmental planning committee, along with stakeholder involvement, to organize and plan for the arrival, reception, orientation, and settlement of Syrian refugees.*
- Delivered the Manitoba Provincial Nominee Program (MPNP), which contributed to the successful landing of 10,261 MPNP newcomers in 2015, accounting for nearly 70 per cent of all immigration to Manitoba.
- Approved 4,909 skilled worker applications and 108 Provincial Nominee Program for Business applicants in 2015, representing approximately 10,020 individuals planning to move to Manitoba.
- Continued development of strategies to recruit and retain prospective francophone immigrants, resulting in 429 French-speaking immigrants settling in Manitoba in 2015.
- Engaged employers and communities through MPNP Strategic Recruitment and francophone immigration initiatives in Europe and Asia.
- Used the new inventory management system called “Expression of Interest” (EOI) in order to improve processing times, as well as the alignment of provincial nominees with clear labour market requirements. Facilitated the submission of 16,992 EOI applications in 2015, resulting in 4,415 invitations to apply and a total of 3,352 applications.
- Continued to assist employers in the ethical recruitment of immigrant workers under *The Worker Recruitment and Protection Act (WRAPA)*, including the issuance of 1,449 employer registration certificates, representing 2,375 positions.
- In partnership with the not-for-profit sector, continued to deliver the Manitoba Start Program, a nationally-recognized best practice which provides centralized registration services for all immigrant newcomers arriving in Manitoba, career coaching and employment supports, including assistance in qualifications recognition and job-matching services. Manitoba Start provided services to nearly 6,000 new immigrants in 2015.
- Improved the centralized web-based registration, assessment and referral system in Manitoba Start to support the labour market and social integration outcomes of immigrant newcomers.
- Made significant investments to improve the career development capacity of the Manitoba Start Program, including enhanced career advising capacity for immigrant newcomers in regulated occupations (including trades), as well as a new career development model for labour market-destined immigrants, which is the first of its kind in Canada.
- Provided job finding support to immigrants through Manitoba Start’s employment and employer engagement outreach services, resulting in a job placement rate of 75 per cent.
- Worked with government departments to support inclusive services and programming for immigrants and refugees, and access to services, in areas such as employment and training, children and youth and families, health, and housing.

- Supported and coordinated interpreter training and collaborated with departments to facilitate access to trained interpreters.
- Engaged with settlement and language training service providers and other stakeholders to identify settlement and integration needs.
- Ongoing participation in the FPT Settlement Working Group and the National Settlement Council for purposes of planning, program and policy development.
- Supported English at Work programming in 25 Manitoba workplaces, reaching over 500 employees.
- The *Manitoba Advisory Council for Citizenship, Immigration and Multiculturalism Act* was proclaimed in 2015.
- Continued negotiations with IRCC towards a new bilateral immigration agreement to strengthen Manitoba's immigration strategy and ensure an enduring role for the Province in planning and priority-setting for settlement service delivery in the province.
- In collaboration with SEED Winnipeg and the Assiniboine Credit Union, continued to support Recognition Counts, to provide low-interest micro loans to assist skilled immigrants to Manitoba with the recognition of their international qualifications.
- Participated in the preparation of the Departmental Plan, the Departmental Estimates, the Estimates Supplement, the Annual Report, authority seeking documents such as Treasury Board and Cabinet Submissions and Cost-Shared Agreements.
- Provided administrative services to the Department, including accommodations, government vehicles, parking, mail and telecommunications.
- Continued the development of website information and other communication tools to attract prospective immigrants to Manitoba and to provide enhanced pre-arrival, labour market and settlement planning information to accelerate immigrant integration. The immigratemanitoba.com website received over 2 million sessions during 2015/16.
- Provided research, analysis and information services to the Division with respect to policy and legislative development.
- Provided ongoing policy and planning support to the Department's Executive and to program areas within the Division.
- Compiled and disseminated Manitoba's annual report of Immigration facts and figures.
- Processed 103 applications for access to immigration-related and department-wide records under *The Freedom of Information and Protection of Privacy Act*.
- Provided effective policy and issue management for Manitoba's positions and representation at federal/provincial/territorial working groups and tables.
- Continued to work with the Office of the Manitoba Fairness Commissioner, post secondary institutions, employers and government to facilitate and fast-track the recognition and labour market integration of internationally educated and trained individuals.

11-2(a) Immigration and Employment Programs

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	4,481	61.00	4,261	220	
Total Other Expenditures	3,904		4,124	(220)	
Total Expenditures	8,385	61.00	8,385	-	

Office of the Manitoba Fairness Commissioner

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

Objectives

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

Key Results Achieved

- Completed Report to the Minister of Labour and Immigration on the implementation and effectiveness of *The Fair Registration Practices in Regulated Professions Act* for the period January 2013 to December 2014. Distributed report to regulators, government and stakeholders.
- Prepared for implementation of second registration review to advance progress in fair registration practices.
- Continued implementation of data collection and reporting processes used by regulators to report on applicants, as required by the Act. This work included adjusting reporting mechanisms and supporting regulatory bodies to ensure accurate reporting for 2015.
- Held regular business meetings with regulators, including capacity development sessions to assist regulators to share information, build skills, knowledge and improve their assessment of international qualifications.
- Worked with numerous stakeholders to ensure improved information for internationally educated professionals is consistent with the requirements under the Act.
- Continued to provide advice on issues related to the recognition of qualifications for internationally educated professionals to regulators, government departments and agencies, post secondary institutions, and national organizations.
- Continue to engage at the provincial and pan-Canadian level to ensure new approaches and federally funded activities to support the international qualifications recognition result in positive changes and do not negatively impact the assessment and licensing of internationally educated professionals in Manitoba.
- Continue to engage at the provincial and pan-Canadian level to ensure new approaches and federally funded activities to support the international qualifications recognition result in positive changes and do not negatively impact the assessment and licensing of internationally educated professionals in Manitoba.

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

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	\$ (000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	251	3.00	257	(6)	
Total Other Expenditures	42		51	(9)	
Total Financial Assistance	147		142	5	
Total Expenditures	440	3.00	450	(10)	

Business Immigration and Investment

As part of the Immigration and Economic Opportunities Division, the Business Immigration and Investment Branch administers the Business category of the Manitoba Provincial Nominee Program (MPNP-B), including the Farm Strategic Recruitment Initiative, supports management of the Manitoba Opportunities Fund, and administers Manitoba's participation in the Federal Immigrant Investor Program.

Objectives

- To attract business investment from around the world to Manitoba through the administration of the Business category of the Manitoba Provincial Nominee Program, within which is the Farm Strategic Recruitment Initiative; and
- To support Manitoba's immigration strategy and economic development through the Manitoba Opportunities Fund.

Key Results Achieved

- A number of program design improvements to significantly strengthen the Business category of the MPNP-B have been introduced since 2013 including:
 - a new Expression of Interest process opened to public submissions in 2015 using the enhanced MPNP-B selection criteria; and
 - marketing of the Farm Strategic Recruitment Initiative to replace the Young Farmer Program, designed to enhance Manitoba's ability to attract farmers from around the world to establish farm businesses in the province.
- Increased investment in value added businesses in Manitoba, increased the injection of foreign capital into Manitoba's economy and increased job creation possibilities by facilitating 65 initial business investments by MPNP business immigrants of over \$20.5 million and creating or maintaining 185 jobs in the province.
- Assisted with the administration of the Manitoba Opportunities Fund, in support of the immigration strategy and economic development projects.

11-2(c) Business Immigration and Investment

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	328	12.00	318	10	
Total Other Expenditures	64		64	-	
Total Expenditures	392	12.00	382	10	

Labour Programs Division

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

Research, Legislation and Policy

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

Objectives

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

Key Results Achieved

- Provided administrative support, research, and analysis to the Labour Management Review Committee.
- Coordinated the development and processing of statutory and regulatory initiatives.
- Collected, developed and disseminated statistical data and other information in areas such as work stoppages, current and expiring collective agreements, negotiated settlements and employment standards.
- Responded in a timely manner to requests for information by unions, management, labour relations practitioners, the general public, the Minister, and internal and external government branches, including requests from the federal government on matters relating to the International Labour Organization.
- Coordinated responses to 47 requests related to the Labour Programs Division under *The Freedom of Information and Protection of Privacy Act*.
- Supported the Labour Programs Division and the Office of the Fire Commissioner in developing various projects and initiatives.
- Exchanged information and shared best practices regarding current and emerging labour trends with counterparts in other Canadian jurisdictions through the Canadian Association of Administrators of Labour Legislation.
- Acted as key contact point to provide leadership and centralized support for the Department's Operational Excellence program for continuous improvement, and partnered with other government and non-government agencies to share information and best practices.

11-3(a) Research, Legislation and Policy

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	364	7.00	425	(61)	
Total Other Expenditures	13		27	(14)	
Total Grants	75		75	-	
Total Expenditures	452	7.00	527	(75)	

Conciliation and Mediation Services

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

Objectives

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

Key Results Achieved

- Assisted in 160 conciliation assignments under *The Labour Relations Act* and disposed of 55 assignments during the reporting year, 98 per cent of which were finalized without a work stoppage (see Table 1).
- Managed 355 active joint grievance mediation files and settled 99 per cent.
- Processed 34 expedited grievance mediation files and settled 84 per cent (see Table 2).
- Participated in the Canadian Association of Administrators of Labour Legislation and Association of Labour Relations Agencies conferences, which provide a continuous exchange of information with other jurisdictions and opportunities to attend seminars on new and improved approaches to preventive mediation and conciliation.

Table 1
Statistics Relating to Conciliation Services
April 1, 2015 - March 31, 2016

Assignments in process during reporting year	
Assignments carried over from previous year	79
Assignments received during the reporting year	62
Assignments received for First Collective Agreement	12
Assignments received for Interest Based Negotiations	0
Assignments received for Preventive Mediation	7
Assignments received related to <i>The Public Schools Act</i>	1
Total	160
Assignments disposed of during reporting year	
Settled in conciliation without work stoppage	53
Settled following work stoppage	1
Proceeded to Arbitration under <i>The Public Schools Act</i>	0
Imposed by Manitoba Labour Board for first collective agreement	2
Total	56
Assignments still active at end of reporting year	104
Percentage of assignments finalized without stoppages	98%

Table 2
Statistics Relating to Mediation Services
April 1, 2015 - March 31, 2016

Under Section 129(1) (Joint Application)	
Cases carried forward	172
Cases assigned	206
Total	378
Settled	149
Not settled	2
Awaiting mediation	227
Percentage of settlements achieved	99%
Under Section 130(8) (Expedited Application)	
Cases carried forward	4
Cases assigned	30
Total	34
Settled	21
Not settled	4
Proceeding directly to arbitration	3
Awaiting mediation	5
Percentage of settlements achieved	84%

11-3(b) Conciliation and Mediation Services

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	563	7.00	613	(50)	
Total Other Expenditures	85		81	4	
Total Expenditures	648	7.00	694	(46)	

Office of the Superintendent - Pension Commission

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

Objectives

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

Key Results Achieved

- Reviewed for compliance 484 pension plan amendments, four plan registrations, 10 full plan windups and seven partial windups.
- Reviewed for compliance 369 Annual Information Returns, which detail the contributions and membership changes under a pension plan over its fiscal year, and 58 actuarial valuation reports, which detail the funded and solvency positions of a defined benefit pension plan and the contribution requirements over the next three years.
- Processed 1,797 requests for written notice concerning one-time transfers.
- Responded to approximately 2,500 telephone inquiries and issued over 450 pieces of correspondence in response to inquiries that were received.
- Conducted six Pension Administration Reviews to assess whether the administrative systems and practices of pension plans were sufficient to meet legislative compliance, and monitored progress on the issues identified in the Reviews' reports.
- Updated one Policy Bulletins and maintained up-to-date information on the website.
- Worked with pension regulators from other jurisdictions on several new and continuing initiatives through the activities of the Canadian Association of Pension Supervisory Authorities (CAPSA).

11-3(c) Office of the Superintendent - Pension Commission

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	406	5.00	439	(33)
Total Other Expenditures	56		81	(25)
Total Expenditures	462	5.00	520	(58)

The Manitoba Labour Board

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

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

Objectives

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

Key Results Achieved

- Received 285 applications and carried forward 65 files under the following Acts:

<i>The Elections Act</i>	3
<i>The Workplace Safety and Health Act</i>	19
<i>The Employment Standards Code</i>	24
<i>The Labour Relations Act</i>	239
Total filed in reporting year	285
Cases carried forward (from 2014/15)	65
Total applications before the Board*	350

*The total number of applications before the Board decreased 17 per cent over the previous year's total of 424.

- Disposed of/closed 288 of 350 cases (82 per cent).
- Scheduled 113 applications for hearing and appointed arbitrators for 61 expedited arbitration applications where Board hearings were not required to be set.
- Resolved or narrowed the issues before the Board in 75 per cent of cases where a board officer was formally appointed or assisted the parties informally through the dispute mediation process. This represents an increase of 31.5% from the previous fiscal year.
- Conducted 14 votes: four votes within the legislated time frames of the certification process; one vote under extended limits for which the Board was satisfied exceptional circumstances existed; and 9 votes were without timeframes stipulated under *The Labour Relations Act*.
- Processed applications under *The Labour Relations Act* with a median processing time of 45 calendar days. This represents a decrease of 24 calendar days from the median processing time for these applications in 2014/15.

- Processed applications under *The Employment Standards Code* with a median processing time of 110 calendar days.
- Replaced paper mass mailings with e-mail mass mailings when communicating with legal counsel and members of the public.
- After a successful two-month pilot project, implemented an e-communications process for the acceptance of electronic filing of applications for most case types (with exception of certifications, revocations and termination of bargaining rights), and the acceptance of electronic correspondence for all case types.
- Continued to work toward implementing an automated information system to improve case management processes and produce more timely and accurate information, reports and statistics.

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

11-3(d) Manitoba Labour Board

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	\$ (000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	1,336	16.50	1,427	(91)	
Total Other Expenditures	215		200	15	
Total Expenditures	1,551	16.50	1,627	(76)	

Workplace Safety and Health

Workplace Safety and Health safeguards the rights of workers in Manitoba to a safe and healthy workplace through inspection and investigation activity focused on improving compliance with occupational safety and health laws.

Objectives

- To safeguard the rights of Manitobans to a safe and healthy workplace by conducting inspections and investigations that focus on unsafe workplace activities.
- To increase compliance with *The Workplace Safety and Health Act* and Regulations, and monitor the effectiveness of Branch enforcement activities.
- To prevent fatalities and reduce workplace injuries and illnesses, with the ultimate goal of reducing human suffering and social costs while increasing the economic capability of Manitoba workplaces through safe and productive operations.
- To inform the public on the consequences of not maintaining compliance.

Key Results Achieved

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

- Recorded a time-loss injury rate of 3.0 per 100 full-time workers in the 2015 calendar year, representing a slight reduction following a four year plateau in the time-loss injury rate of 3.3/3.2 per 100 full-time workers for the calendar years 2010-2013, and an overall decrease of over 45 per cent since 2000.
- Answered 10,900 calls from Manitobans including reports of serious incidents, unsafe work, and provided information about legislative requirements under *The Workplace Safety and Health Act* and associated regulations.
- Responded to over 1,500 complaints and 1,199 serious incidents, and conducted over 10,000 workplace inspections, resulting in 8,725 improvement orders and 423 stop work orders.
- Conducted occupational hygiene inspections and assessments to detect hazardous occupational exposures and ensure legislative compliance.
- Conducted oversight of occupational health surveillance programs to ensure industry compliance with health maintenance standards to eliminate or reduce the health effects of occupational exposures.
- Responded to serious workplace incidents in order to determine whether non-compliance contributed to the incident having occurred, and made appropriate recommendations for prosecution when warranted.
- Issued 20 administrative penalties, with fines ranging from \$1,000 to \$2,500, and obtained eight convictions for contraventions under *The Workplace Safety and Health Act*.
- Conducted investigations into work refusals to ensure appropriate measures were in place to protect the workers' safety and health; and allegations of discriminatory action, to ensure legislative compliance.
- Prepared specialized reports on hazards and risk control strategies.
- Prepared and delivered select presentations to workers and employers on legislative requirements and Branch activities.

- Promoted a safety and health culture and encouraged workers and employers to take more responsibility for their own workplace safety and health.
- Worked with the Workers Compensation Board and SAFE Work Manitoba to:
 - continue to implement Manitoba’s Five-Year Plan for Workplace Injury and Illness Prevention, released in 2013;
 - ensure safety and health training and resource material throughout Manitoba meets regulatory requirements; and,
 - ensure public awareness campaigns foster a positive workplace safety and health culture in Manitoba.
- Provided leadership to industry stakeholders in developing occupational safety and health standards to improve injury and illness prevention for workers and self-employed persons.
- Enforced *The Workplace Safety and Health Act* through targeted enforcement activity and continued to provide employers and workers with information and resources
- Improved transparency and accountability and promoted awareness of employer and worker safety and health rights and responsibilities by posting enforcement strategies online.
- Continued to foster partnerships and collaborative initiatives with Government, labour and industry stakeholders on matters relating to safety and health and legislative compliance.

Performance Indicators: Workplace Safety and Health Branch

Effectiveness Measures	Planned Target 2015/16	Actual Result 2015/16	Expl. No.
Number of inspections conducted	10,000	10,325	1

- WSH achieved the target number of inspections, which was decreased for 2015/16 in order to reflect operational changes, increased travel to rural areas, and targeted enforcement strategies.

Advisory Council on Workplace Safety and Health

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

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

Key Results Achieved

- Provided leadership to industry stakeholders in developing occupational safety and health standards to improve injury and illness prevention for workers and self-employed persons.
- Reviewed and provided feedback on the current process for the automatic adoption of ACGIH Threshold Limit Values as Occupational Exposure Limits in response to administrative issues and employer concerns regarding enforcement and compliance in Manitoba.
- Worked to improve communication of potential and confirmed limit changes to stakeholders and to address stakeholder concerns as they arise.

11-3(e) Workplace Safety and Health

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	6,405	87.20	7,101	(696)	
Total Other Expenditures	1,739		1,932	(193)	
Total Expenditures	8,144	87.20	9,033	(889)	

Employment Standards

Employment Standards provides a comprehensive program of client-initiated and proactive services to promote compliance with employment legislation and protect vulnerable workers, and offers labour adjustment services to assist employers find solutions to potential business closures or layoffs while supporting workforce adjustment committees to develop retraining and re-employment strategies for employees.

Objectives

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

Key Results Achieved

- Developed amendments to The Employment Standards Code, giving extended leave provisions to employees to provide care or support to a seriously ill family member, and granting new leaves for employees who are unable to work due to serious illness or injury, and for employees who are victims of domestic violence.
- Initiated 2,249 claim-based investigations and recovered \$1.7 million in wages.
- Responded to approximately 35,000 telephone calls and over 3,000 e-mail inquiries.
- Worked with parties to resolve 91 per cent of all claims without a formal order being issued by an Employment Standards Officer.
- Resolved 58 per cent of all claims through the Quick Resolution process without need for a field investigation, in an average of 31 days.
- Assessed employers for potential non-compliance using a variety of mechanisms, including analyzing business registrations, licence applications, database information, and tips; and applied a three-step enforcement model that strategically ramps up penalties for repeat offenders.
- Conducted 439 proactive investigations to advance labour standards rights and obligations in the workplace and to increase compliance with the legislation. The Unit strategically targeted over 200 workplaces employing vulnerable workers on which Employment Standards had received tips or information about possible wage violations. The remaining investigations involved the construction industry; restaurants; delivery drivers; child talent agencies; and foreign worker recruiters.
- Issued 223 formal Notices to Comply to employers, resulting in 12 Administrative Penalty Orders related to repeated non-compliance with minimum standards legislation.

- Protected vulnerable employees and raised public awareness by posting investigation and penalty information on the provincial website about employers who repeatedly violate employment legislation.
- Added employer-only public education sessions to existing initiatives to protect workers and continued to foster partnerships with education and skill providers for youth and newcomers to the province, such as the Entry Program, SAFE Workers of Tomorrow and Manitoba Start.
- Evaluated 22 licence applications, 124 child performer permit applications and 1,401 employer business registration applications under *The Worker Recruitment and Protection Act*, and processed 2,180 Child Employment Permit applications under *The Employment Standards Code*.
- Maintained strong information-sharing partnerships with law enforcement, child protection, border security and other government and non-government agencies for the administration and enforcement of *The Worker Recruitment and Protection Act*.
- Successfully responded to group layoff and worker adjustment situations within five days of notification.

**Performance Indicators: Client-Initiated Services
April 1, 2015 to March 31, 2016**

Claim Resolution Method	Percentage of Finalized Claims
Quick Resolution Process	58
Field Investigation	37
Alternate Dispute Resolution	1
Manitoba Labour Board	1
Judgement and Collections	1

*Note: Numbers have been rounded and approximate 100%

11-3(f) Employment Standards

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	2,807	41.60	3,081	(274)
Total Other Expenditures	326		401	(75)
Total Expenditures	3,133	41.60	3,482	(349)

Worker Advisor Office

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

Objectives

- To advise workers and their dependants on the interpretation of *The Workers Compensation Act*, its regulations and WCB policies.
- To assist workers in understanding WCB processes in general, as well as specific decisions that affect their entitlement to benefits.
- To advise, assist, and where appropriate, represent injured workers in appeals to obtain benefits to which they are entitled under *The Workers Compensation Act* in a fair, compassionate and timely manner.

Key Results Achieved

- Provided services to over 2,300 individuals.
- Opened new files for 292 individuals.
- Closed 281 files; 174 (52 per cent) following an appeal and 134 (48 per cent) without providing representation in an appeal where it was determined that there was insufficient supporting evidence.

11-3(g) Worker Advisor Office

Expenditures by Sub-Appropriation	Actual 2015/16 \$(000s)	Estimate 2015/16 FTE	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	647	9.00	703	(56)	
Total Other Expenditures	98		110	(12)	
Total Expenditures	745	9.00	813	(68)	

Office of the Fire Commissioner

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

Objectives

- To protect public safety by providing emergency response throughout the province for incidents that are too large or complex for local and regional emergency response resources to handle.
- To ensure public safety by enforcing compliance with all building, fire and technical safety codes and standards.
- To protect public safety by ensuring certain requirements are met in the design, construction, installation and operation of various types of technical safety equipment.
- To promote the delivery of effective and efficient fire and rescue services throughout the province by providing technical support and guidance to municipal councils and fire departments.
- To reduce the effects of fire through the delivery of fire investigations, fire and life safety inspections, and public education programs.
- To respond to the training needs of the Manitoba Fire Service by providing quality training programs in the areas of emergency response and disaster management.

Key Results Achieved

- Provided guidance on implementing *The Manitoba Energy Code for Buildings*, which came into effect December 1, 2014.
- Provided guidance to local authorities on implementing amendments to *The Manitoba Building Code* as a result of code changes related to energy efficiency in houses and small commercial buildings. These changes came into effect April 1, 2016.
- Implementation of a formal Comptrollership Plan to continue to strengthen OFC's comptrollership and risk management framework for financial accountability.
- Initiated development of new technical safety regulations to bring existing legislation under one modern statute. Bill 69, *The Technical Safety Act*, was introduced in the Legislature in May 2014, and was passed in June, 2015.
- Completed changes to the *Manitoba Building and Fire Codes* to support the recommendations of the Fire Safety Task Force, approved by the Manitoba Government, to improve the level of safety in hospitals, personal care homes and other facilities housing vulnerable Manitobans.
- Continued to invest in prevention and public education initiatives, and sought advice and recommendations from the Provincial Fire and Life Safety Advisory Committee and the Special Operating Agency Advisory Board on fire and life safety initiatives from provincial, regional and local perspectives.
- Partnered with the Manitoba Burn Fund, Red River Mutual Insurance and the Manitoba Association of Fire Chiefs to implement the "*Smoke Alarm For Every (SAFE) HOME*" Program. As a result of this successful partnership, over 2500 smoke alarms were purchased and installed in homes across Manitoba in 2015/16.

- Worked closely with Manitoba Fire Program to promote the national Fire-Smart Canada program, which provides community leaders living in wildfire prone areas with the knowledge and organizational means to significantly reduce their community's vulnerability to wildfire.
- Partnered with the school system and Manitoba Fire Fighters Burn Fund to offer a poster contest to promote Fire Prevention Week (October) and distribute fire and life safety curriculum materials.
- Continued to lead regular meetings of the Assembly of Manitoba Chiefs and Tribal Council Fire Safety Officers to explore common fire incident reporting processes and promote fire prevention and public education opportunities in first nation communities.
- Partnered with the Province of Ontario - Office of the Fire Marshal to implement a new Youth Fire Stop (YFS) program in Manitoba.
- Continued to invest in the development of training programs for the Manitoba Emergency Services College (MESC), and sought advice and recommendations from the MESC Advisory Committee to ensure the Manitoba Fire Service's training needs are met.
- Through the MESC, delivered the new on-line Fire Officer II training program, as well as the new Critical Incident Stress Management (CISM) Advanced program to first responders.

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

COSTS RELATED TO CAPITAL ASSETS

Commencing in 1999/2000, it is the policy of the Province of Manitoba to record in the accounts of the Province, the tangible capital assets owned and used by the Province along with appropriate amortization costs. The Provincial Comptroller establishes standard asset classes along with capitalization thresholds and corresponding amortization rates.

Consistent with this policy, the department records:

- the amortization of other departmental and government assets; and
- the interest related to the assets.

11-4(a) Costs Related to Capital Assets – Amortization Expense

Expenditures by Sub-Appropriation	Actual 2015/16 \$	Estimate 2015/16 FTE	\$	Variance Over (Under)	Expl. No.
Amortization Expense	200		201	(1)	
Total Expenditures	200		201	(1)	

11-4(b) Costs Related to Capital Assets - Interest Expense

Expenditures by Sub-Appropriation	Actual 2015/16 \$	Estimate 2015/16 FTE	\$	Variance Over (Under)	Expl. No.
Interest Expense	13		13	-	
Total Expenditures	13		13	-	

Department of Labour and Immigration

Reconciliation Statement \$(000s)

DETAILS	2015/16 ESTIMATES
2015/2016 PRINTED MAIN ESTIMATES	\$23,062
Allocation of funds from:	
- Enabling Appropriations	3,768
- Internal Service Adjustments	111
2015/2016 ESTIMATES (Adjusted)	\$26,941

Department of Labour and Immigration

Expenditure Summary (\$000)

for fiscal year ending March 31, 2016 with comparative figures for the previous fiscal year

Estimate 2015/16	Appropriation	Actual 2015/16	Actual 2014/15 ^{a)}	Increase (Decrease)	Expl. No.
11-1 ADMINISTRATION AND FINANCE					
\$ 37	a) Minister's Salary	\$ 37	\$ 37	\$ -	
	b) Executive Support				
421	1. Salaries	412	272	140	
54	2. Other Expenditures	54	44	10	
	c) Financial and Administrative Services				
250	1. Salaries	218	250	(32)	
52	2. Other Expenditures	31	31	-	
\$ 814	Total 11-1	\$ 752	\$ 634	\$ 118	
11-2 IMMIGRATION AND ECONOMIC OPPORTUNITIES					
	a) Immigration and Employment Programs				
\$ 4,261	1. Salaries	\$ 4,481	\$ 4,223	\$ 258	
4,124	2. Other Expenditures	3,904	4,098	(194)	
	b) Office of the Manitoba Fairness Commissioner				
257	1. Salaries	251	260	(9)	
51	2. Other Expenditures	42	38	4	
142	3. Financial Assistance and Grants	147	335	(188)	
	c) Business Immigration and Investment				
318	1. Salaries	328	318	10	
64	2. Other Expenditures	64	64	-	
\$ 9,217	Total 11-2	\$ 9,217	\$ 9,336	\$ (119)	
11-3 LABOUR PROGRAMS					
	a) Research, Legislation and Policy				
425	1. Salaries	364	259	105	
27	2. Other Expenditures	13	15	(2)	
75	3. Financial Assistance and Grants	75	75	-	

Estimate 2015/16	Appropriation	Actual 2015/16	Actual 2014/15	Increase (Decrease)	Expl. No.
	b) Conciliation and Mediation Services				
613	1. Salaries	563	643	(80)	
81	2. Other Expenditures	85	64	21	
	c) Office of the Superintendent-Pension Commission				
439	1. Salaries	406	483	(77)	
81	2. Other Expenditures	56	65	(9)	
	d) Manitoba Labour Board				
1,427	1. Salaries	1,336	1,365	(29)	
200	2. Other Expenditures	215	175	40	
	e) Workplace Safety and Health				
7,101	1. Salaries	6,405	6,836	(431)	
1,932	2. Other Expenditures	1,739	1,787	(48)	
185	3. Financial Assistance and Grants	-	183	(183)	1
	f) Employment Standards				
3,081	1. Salaries	2,807	2,656	151	
401	2. Other Expenditures	326	403	(77)	
	g) Worker Advisor Office				
703	1. Salaries	647	657	(10)	
110	2. Other Expenditures	98	97	1	
\$ 16,696	Total 11-3	\$ 15,135	\$ 15,763	\$ (628)	
	11-4 AMORTIZATION OF CAPITAL ASSETS				
\$ 214	Amortization of Capital Assets	\$ 213	\$ 333	\$ (120)	
\$ 214	Total 11-4	\$ 213	\$ 333	\$ (120)	
\$ 26,941	TOTAL EXPENDITURES	\$ 25,317	\$ 26,066	\$ (749)	

Explanation Numbers:

1. The decrease reflects the transfer of grants (SAFE Work Manitoba) to Workers Compensation Board in 2015/16.

NOTES:

- a) The 2014/15 data has been reorganized to reflect the 2015/16 appropriation structure.

Department of Labour and Immigration

Revenue Summary by Source (\$000)

for fiscal year ending March 31, 2016 with comparative figures for the previous fiscal year

Actual 2014/15	Actual 2015/16	Increase (Decrease)	Expl. No.	Source	Actual 2015/16	Estimate 2015/16	Variance	Expl. No.
Other Revenue:								
(a) Cost Recovery from Workers Compensation								
\$ 10,216	\$ 8,709	\$ (1,507)	1	Board	\$ 8,709	\$ 10,169	\$ (1,460)	3
\$ 660	\$ 650	\$ (10)		(b) Fees	\$ 650	\$ 618	\$ 32	
\$ 481	\$ 443	\$ (38)		(c) Sundry	\$ 443	\$ 443	\$ -	
\$ 11,357	\$ 9,802	\$ (1,555)		Sub-Total	\$ 9,802	\$ 11,230	\$ (1,428)	
Government of Canada:								
\$ 185	\$ 185	\$ -		(a) Flin Flon Inspection Agreement	\$ 185	\$ 185	\$ -	
\$ 436	\$ 70	\$ (366)	2	(d) Foreign Credentials Recognition Program Contribution Agreement	\$ 70	\$ 57	\$ 13	
\$ 621	\$ 255	\$ (366)		Sub-Total	\$ 255	\$ 242	\$ 13	
\$ 11,978	\$ 10,057	\$ (1,921)		Total Revenue	\$ 10,057	\$ 11,472	\$ (1,415)	

Explanation Numbers:

1. The decrease is due to the transfer of Prevention Unit to Safe Work Manitoba at Workers Compensation Board eliminating the recovery.
2. The decrease is due to declining funding received for the Foreign Qualification Recognition Supports and Post-Secondary Bridge Programming for Internationally Educated Professionals/Trades people project from Employment and Social Development Canada (ESDC) per the terms of the agreement.
3. The variance is due to a reduction in salaries (delay in hiring, vacancy management) and reduction in other operating expenditures eligible for cost recovery.

Department of Labour and Immigration

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

for years ending March 31, 2012 - March 31, 2016

Appropriation	Actual/Adjusted Expenditures*									
	2011/12		2012/13		2013/14		2014/15		2015/16	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$
11-1 Administration and Finance	13.50	867	13.50	892	13.50	696	13.50	634	11.00	752
11-2 Immigration and Economic Opportunities	93.15	38,449	93.65	38,813	82.65	15,203	76.00	9,336	76.00	9,217
11-3 Labour Programs	185.60	15,538	185.60	15,946	182.10	15,914	182.10	15,763	173.30	15,135
11-4 Costs Related to Capital Assets	-	459	-	440	-	420	-	333	-	213
Total	292.25	55,313	292.75	56,091	278.25	32,233	271.60	26,066	260.30	25,317

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

Department of Labour and Immigration

Performance Reporting: Measures of Performance or Progress

The following section provides information on key performance measures for the Department for the 2015/16 reporting year.

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

For more information on performance reporting and the Manitoba government, visit <http://www.gov.mb.ca/finance/publications/performance.html>

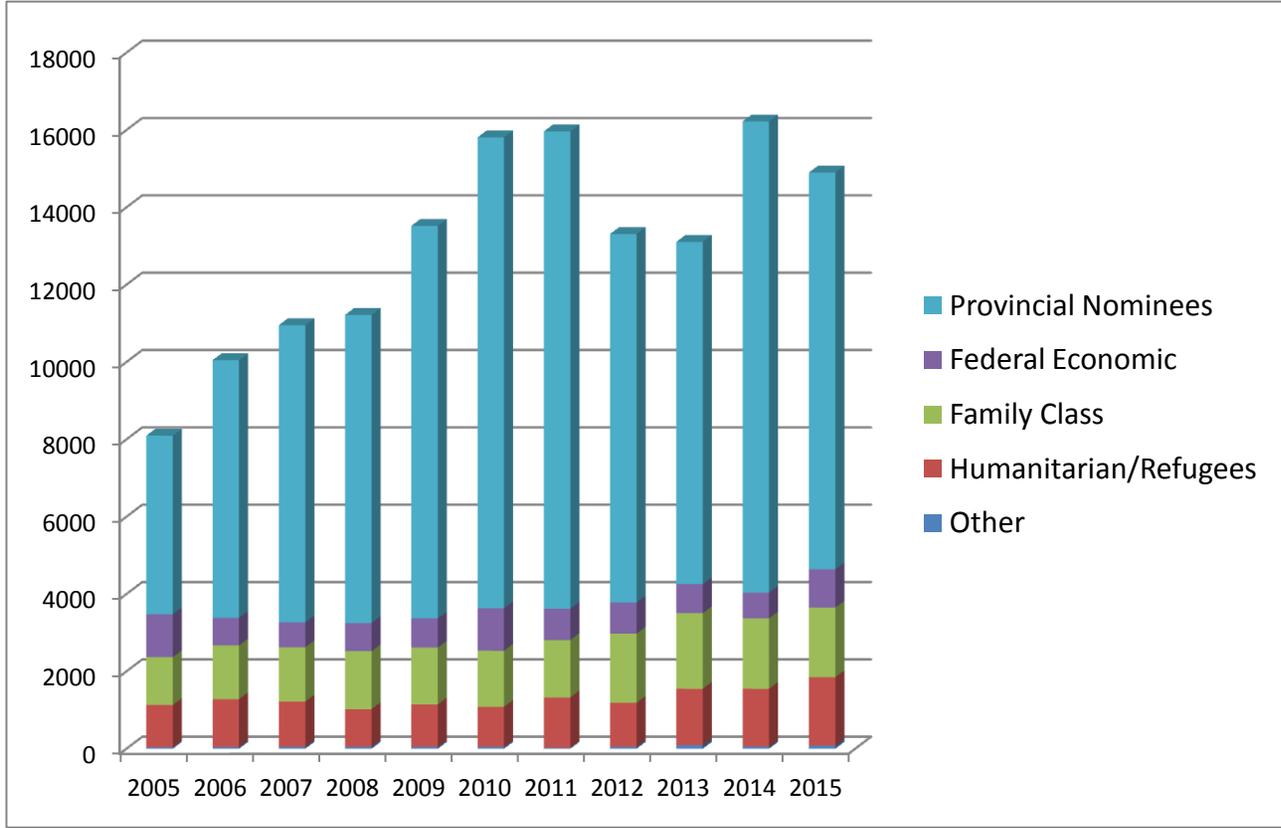
Your comments on performance measures are valuable to us. You can send comments or questions to mbperformance@gov.mb.ca.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2015/16 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
---	---	---	---	-------------------------------------	--

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2015/16 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
<p>Manitoba's success in attracting immigrants, by measuring annual immigrant landings and annual immigration levels plan outlining projected nominations, projected landings, and the number of international strategic recruitment initiatives required to meet targets.</p>	<p>Immigration is a key component of the government's approach to labour market and economic development, and is integral to Manitoba's population growth and prosperity.</p>	<p>The baseline measurement for landings and levels planning is from 1998, when Manitoba received 3,014 immigrants and assumed responsibility to attract and nominate immigrants through the Manitoba Provincial Nominee Program (MPNP).</p>	<p>Manitoba received 14,899 landings in 2015, including a significant portion of refugees from Syria resulting in the largest number of refugees received by Manitoba since 1990.</p>	<p>From 1998 to 2009, the number of immigrants to Manitoba increased more than four-fold, from 3,014 to 13,521. Since then, immigration landings have remained fairly stable averaging about 15,000 arrivals annually between 2010 and 2015.</p>	<p>The majority of Manitoba's immigration comes through the MPNP, under which the province nominates applicants for Permanent Resident Status based on the likelihood of them settling successfully as skilled workers or entrepreneurs. In 2015, the MPNP accounted for nearly 70% of Manitoba's arrivals. Since 2005, MPNP landings have increased more than 5 fold and in 2015 Manitoba received 23% of all PNP landings in Canada.</p> <p>In 2015, about 20% of Provincial Nominees settled outside of Winnipeg, with Brandon, Neepawa and Steinbach being the top regional destinations.</p> <p>Meeting future targets relies on cooperation by the federal government, which has responsibility through <i>The Immigration and Refugee Protection Act</i> for setting immigration levels for Canada in consultation with provinces and for the final selection of the immigrants that land in Manitoba. Through the Canada-Manitoba Immigration Agreement, Manitoba has a role in determining provincial nominees, while Canada retains statutory</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2015/16 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
--	--------------------------------------	--	--	------------------------------	---------------------------------------

Manitoba Immigrant Landings 2005-2015



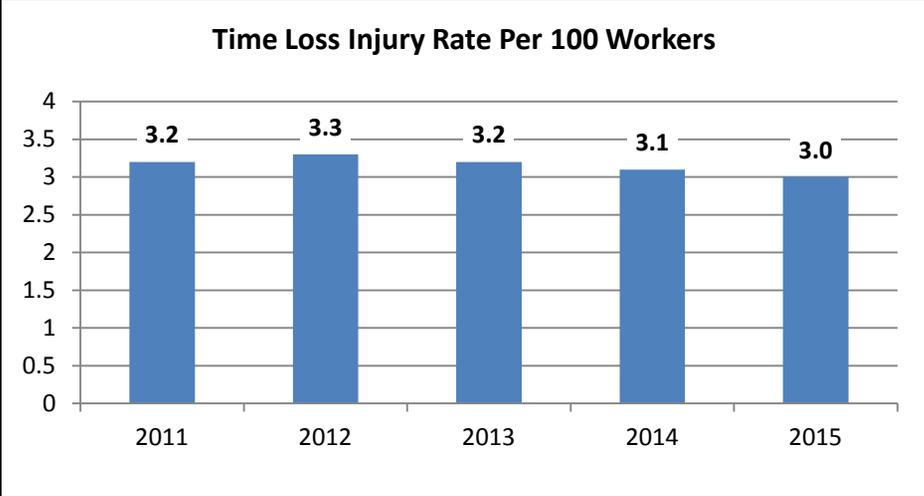
responsibilities such as medical, criminal checks and visa issuance.

Since 2010, the federal government has placed a cap on the Manitoba Provincial Nominee Program. In 2015, the cap was 5,000 provincial nominations by Manitoba.

Immigration, Refugees and Citizenship Canada (IRCC) accepted Manitoba's proposal for Manitoba to benefit from immigration levels' growth through the new federal Express Entry program by allocating 500 additional nominations in 2015.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2015/16 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
<p>Manitoba's success in meeting labour force needs by measuring:</p> <ul style="list-style-type: none"> • annual number of approved skilled worker MPNP applications • annual job placement rate for immigrant newcomers by Manitoba Start 	<p>The number of skilled workers migrating to the province and achieving positive employment outcomes is a good measure of our labour market growth and success in building our economy and communities.</p>	<p>The baseline measurement is from 2001 when 758 applications from skilled workers were approved under the MPNP and from 2012/13 when 75% of clients who completed Manitoba Start employment readiness workshops were successfully matched with employers.</p>	<p>In 2015, 4,909 applications from skilled workers were approved by the MPNP. An additional 108 business applicants were approved by the MPNP for Business.</p> <p>In 2015/16, Manitoba Start achieved a job placement rate of 75% for immigrant newcomers.</p>	<p>From 2001 to 2015, the number of approved applications from skilled workers under the PNP increased more than six-fold from 758 to 4,909.</p> <p>The job placement rate for Manitoba Start stayed the same as in 2012/13.</p>	<p>Manitoba Start has become more integrated with the Manitoba Provincial Nominee Program to ensure successful immigrant arrival and employer engagement through centralized registration, employment readiness and job matching services that connect job ready newcomers to employers' hiring needs.</p> <p>Manitoba has developed pre-arrival initiatives for Provincial Nominees and other immigrants destined to Manitoba so that they can begin planning for labour market success prior to arriving in Manitoba.</p>
<p>The labour market success of immigrants to Manitoba by measuring labour force indicators: participation, employment and unemployment rates of immigrants.</p>	<p>One of the program goals is to increase labour market success for new immigrants through Manitoba Start so that they can continue to meet the labour needs of Manitoba employers.</p>	<p>The baseline measurement is from 2006, the first year that detailed figures are available.</p>	<p>A labour force report shows that Manitoba's established immigrants had the lowest unemployment rate and Manitoba's immigrants had the third highest participation and employment rates in Canada in 2015, among all jurisdictions.</p>	<p>Over the last six years, the employment, unemployment, and participation rates have remained stable.</p>	

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2015/16 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
<p>The increase in the number of business start-ups in Manitoba through immigrant investment, by measuring the rate of business starts and net amount of foreign investment (FDI) in the province.</p>	<p>Immigrant investors support economic development through their direct contributions to the provincial population as well as their equally direct investment contributions to Manitoba's overall investment profile.</p>	<p>In 2000/01, there were no initial business starts and foreign investment (FDI), as this was the first year for the Manitoba Provincial Nominee Program for Business.</p>	<p>For 2015/16, there were 65 initial business starts and \$20.5 million in FDI.</p> <p>For 2014/15, there were 104 initial business starts and \$25.7 million in FDI.</p>	<p>The trend is variable. The time it takes for immigrant investors to land, settle and start a business is highly variable.</p>	<p>For more information, see page 12 of this Annual Report.</p>
<p>The effectiveness of workplace safety and health enforcement and prevention programs, by measuring the time-loss injury rate.</p>	<p>Time-loss injuries result in personal suffering for workers and their families and lower productivity for businesses.</p>	<p>We are starting from a baseline of 3.2 time-loss injuries per 100 workers in 2011.</p>	<p>The time-loss injury rate was 3.0 per 100 workers in the 2015 calendar year.</p>	<p>The time-loss injury rate has declined by 6%, from 3.2 2011 to 3.0 in 2015.</p>	<p>Rates are based on lost-time claims for workers covered by workers compensation. To help make further progress in reducing injuries, enforcement and education activities will continue to be increased, especially in those areas needing special attention.</p> <p>For more information, see pages 21-22 of this Annual Report.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2015/16 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links												
 <p>Time Loss Injury Rate Per 100 Workers</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>2011</td> <td>3.2</td> </tr> <tr> <td>2012</td> <td>3.3</td> </tr> <tr> <td>2013</td> <td>3.2</td> </tr> <tr> <td>2014</td> <td>3.1</td> </tr> <tr> <td>2015</td> <td>3.0</td> </tr> </tbody> </table>					Year	Rate	2011	3.2	2012	3.3	2013	3.2	2014	3.1	2015	3.0	
Year	Rate																
2011	3.2																
2012	3.3																
2013	3.2																
2014	3.1																
2015	3.0																
<p>The level of activity to promote compliance with workplace safety and health legislative and regulatory requirements, indicated by the number of workplace inspections.</p>	<p>Compliance is a key element in protecting the safety and health of workers, building a level playing field for employers, and promoting a safety and health culture in our workplaces.</p>	<p>Approximately 12,838 workplace inspections were conducted in 2011/12.</p>	<p>In 2015/16, there were 10,325 workplace inspections conducted, resulting in 8,725 improvement orders and 423 stop work orders.</p>	<p>As expected, the number of workplace inspections has declined as a result of operational changes, increased rural inspections and targeted enforcement strategies.</p>	<p>The number of annual inspections is expected to stabilize at 11,000, with focused inspection strategies and recent efforts to maximize administrative efficiencies.</p> <p>For more information, see pages 21-22 of this Annual Report.</p>												

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2015/16 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
The stability of the labour relations climate, indicated by the annual number of person-days lost per month through strikes and lockouts.	Person-days lost through strikes and lockouts disrupt the economy, and may discourage investment in the province.	In 2011, an average of 2,335 person-days were lost per month.	In 2015, the average number of person-days lost per month was 44.	The number of person-days lost to labour disputes has been quite low over the last four years, ranging from zero in 2012 to 260 in 2013.	During 2015/16, Conciliation and Mediation Services completed 95% of its conciliation assignments without a work stoppage. The Branch also had a 99% success rate on its joint grievance mediation assignments and a 84% success rate on its expedited grievance mediation cases. For more information, see page 15 of this Annual Report.
The timeliness of response for Employment Standards complaints, indicated by the average number of days required for formal resolution of a claim.	Timely resolution is important in protecting the rights of employees, particularly vulnerable workers, and ensuring the Division conducts effective and efficient investigations.	In 2011/12, the average number of days to resolve a complaint through the formal process was 117 days.	In 2015/16, the average number of days to resolve a complaint through the formal process was 96 days.	The average number of days to resolve a claim was fairly steady between 2011/12 and 2014/15, ranging from 109-117, before dropping to 96 in 2015/16.	Historically, about 40% of claims were resolved through the voluntary quick resolution process. In recent years, the Branch has increased the number of claims resolved at this early intervention level. In 2015/16, 58% were resolved in an average of 31 days.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2015/16 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
The annual number of fires, the property loss statistics, and related injuries and fatalities.	Safeguarding both persons and property from fire and life safety hazards is one of the prime goals of the Office of the Fire Commissioner.	2011 is being used as the baseline year, when there were 5,042 fires in Manitoba, resulting in \$136 M in property loss, 251 injuries, and 22 fatalities.	In 2015, there were 3,406 fires in Manitoba, resulting in \$128 M in property loss, 105 injuries, and 13 fatalities.	Fire occurrence, property loss and fire-related injuries and fatalities have continued to decrease since 2011/12. Note: Property loss is subject to fluctuation due to construction costs or individual fires that may spike replacement in one year.	For more information, see the Office of the Fire Commissioner's 2015/16 Annual Report.

The Public Interest Disclosure (Whistleblower Protection) Act

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

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

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in a department’s annual report in accordance with Section 18 of the Act.

The following is a summary of disclosures received by Manitoba Labour and Immigration and Office of the Fire Commissioner for fiscal year 2015-2016:

Information Required Annually (per Section 18 of The Act)	Fiscal Year 2015-2016
The number of disclosures received, and the number acted on and not acted on. <i>Subsection 18(2)(a)</i>	NIL
The number of investigations commenced as a result of a disclosure. <i>Subsection 18(2)(b)</i>	NIL
In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. <i>Subsection 18(2)(c)</i>	NIL

