



## Message from the Minister

I am pleased to submit the Annual Report of the Ministry of Labour Relations and Workplace Safety for the fiscal year ending March 31, 2013.

We have made significant progress this year in supporting the Government's direction through a

shared commitment with our partners and stakeholders to build safe, fair and productive workplaces. To this end, *The Saskatchewan Employment Act* was introduced which will modernize and simplify labour legislation, better protect workers, promote growth and increase accountability. Extensive consultations with individuals, labour and employer groups from across the province helped to identify areas where changes were needed and standards and benefits were maintained or enhanced.

We also introduced *The Workers' Compensation Act, 2012* that is more user-friendly and will improve benefits for injured workers.

Through Lean principles we have continued to improve our delivery of services especially with respect to timely resolution of labour standards complaints and Workers' Compensation Board claim appeals.

I am proud of the Ministry's achievements and look forward to making further progress in the year ahead.

For more information on the Ministry's results, please refer to the Ministry's 2012-13 Annual Report, or visit our website at [www.lrws.gov.sk.ca](http://www.lrws.gov.sk.ca).

*The Honourable Don Morgan, Q.C.*  
*Minister of Labour Relations and Workplace Safety*



Government  
of  
Saskatchewan

# Ministry of Labour Relations and Workplace Safety (LRWS) 2012-13 Annual Report Highlights

## Keeping the Saskatchewan Advantage



Photo Credit: Tourism Saskatchewan/Greg Huszar Photography

## Government's Vision

*...a strong and growing Saskatchewan, the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life..*



Photo Credit: Tourism Saskatchewan/Greg Huszar Photography

## Ministry Overview

Over the past year, the Ministry of Labour Relations and Workplace Safety (LRWS) has worked to develop strategies, involve stakeholders and deliver services that ensure a safe, fair and productive labour environment throughout the province.

LRWS achieves its desired outcomes by encouraging, promoting and enforcing safe work practices and employment standards and by fostering an employment/labour environment that respects the rights, duties and responsibilities of employees and employers.

LRWS is responsible for enforcing and promoting awareness of labour standards and occupational health and safety. The Ministry also provides mediation and conciliation services to help resolve workplace disputes as well as advocacy services on behalf of injured workers.

The initiatives pursued in 2012-13, and the results achieved, are shared with the Legislature and the people of Saskatchewan through the Annual Report. Not only is this report an important accountability document, it also helps to inform planning and resource allocation in the coming years. To this end, the Ministry will continue to build on its work to help the province sustain growth and opportunities for Saskatchewan people while delivering responsive and responsible government and improving our quality of life.

### Ministry Mission Statement:

The Ministry supports sustained economic growth and prosperity through the provision of a range of services that encourage, promote and enforce safe work practices and employment standards, which foster a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers, thereby ensuring healthy, safe and productive workplaces.



For more information on the Ministry, see  
[www.lrws.gov.sk.ca](http://www.lrws.gov.sk.ca) or call 306-787-9478



## The Ministry of Labour Relations and Workplace Safety: Providing Excellent Services to Stakeholders

Occupational Health and Safety Division (OHS) completed 4,620 onsite inspections of workplaces, issued 7,170 notices of contravention as well as 615 stop work orders. In addition, OHS provided 5,215 requests for technical services to assist workplaces in addressing health hazards to improve workers' health.

Labour Standards' Division completed more than 2,000 investigations and held 40 information sessions for employers and employees across the province.

The Ministry's Hosted Contact Centre received nearly 33,000 phone and over 800 web/email enquiries.

In 2012-13, 12,246 Young Workers Readiness certificates were issued. Total number of certificates issued since its launch in 2010 is over 23,000.

The Office of the Workers' Advocate recorded a 32 per cent increase in the number of files closed, and a 34 per cent increase in the number of representations at appeal hearings.



## Our 2012-13 Significant Achievements

### *Sustaining Growth and Opportunities...*

The Ministry consulted extensively with stakeholders to review and ensure a competitive employment and occupational health and safety regulatory regime.

On May 16, 2012, Bill 23 – aimed at strengthening safety provisions in *The Occupational Health and Safety Act, 2011* received Royal Assent and came into force on November 7, 2012.

In May 2012, the Government released a discussion paper on modernizing and simplifying labour legislation in the province and launched consultations with the public. The Ministry received over 3,800 submissions from individuals as well as labour, employer and other professional organizations. On December 4, 2012, Bill 85, *The Saskatchewan Employment Act*, was introduced and on May 15, 2013 received Royal Assent.

A consultation process took place in 2011, and on May 15, 2013, *The Workers' Compensation Act, 2012*, was introduced and received Royal Assent. This Act will serve to improve benefits for injured workers.

### *Improving Our Quality of Life...*

The Ministry continued its work within the WorkSafe partnership to strengthen relationships with industry associations with a common goal of reducing injury rates in Saskatchewan.

Information regarding OHS rule changes were shared through the LRWS website, provided in publications, as well as sent directly to the over 5,800 Occupational Health Committees in Saskatchewan.

In response to a recommendation from the Provincial Auditor, Occupational Health and Safety implemented a system that tracks non compliance of its notices and orders on a monthly basis.

Implemented a standardized incident reporting system for use by all executive government.

Successful appeals by the Office of the Workers' Advocate resulted in almost \$2M being awarded in back pay for injured workers.

### *Delivering Responsive and Responsible Government...*

Office of the Workers' Advocate recorded a 79 per cent success rate on appeals and maintained a 92 per cent client satisfaction rating.



### Financial Summary

2012-13 Budget (000s)	2012-13 Actual (000s)	Variance (000s)
\$18,014	\$17,036	\$(978)

Actual FTEs: 150.5



Photo Credit: Tourism Saskatchewan/Kevin Hogarth Photography