



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, 2012.

The Government of Saskatchewan is committed to a secure and prosperous Saskatchewan, where the safety and rights of workers are protected.

In 2011-12, the Ministry made significant progress towards its goals by:

- encouraging healthy, safe and productive workplaces by setting, promoting and enforcing employment and occupational health and safety standards;
- fostering a positive labour environment by working with entrepreneurs, employers, employees, unions, and labour organizations to promote the use of best practices; and,
- working in partnership with organized labour, the private sector, public sector and relevant community-based partners to reduce incidence and severity of workplace injuries.

For more information on the Ministry's results, please see the Ministry's 2011-12 Annual Report, or visit the Ministry's website.

*The Honourable Don Morgan
Minister of Labour Relations and Workplace Safety*

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.



Ministry of Labour Relations and Workplace Safety

The Saskatchewan Advantage



Photo Credit: Tourism Saskatchewan/Greg Huszar Photography

Ministry Overview

Over the past year, 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 delivers key programs and services that support, encourage, promote and enforce safe work practices and employment standards and foster an employment and labour relations 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 Ministry consists of five divisions: Central Services, Labour Relations and Mediation, Labour Standards, Occupational Health and Safety and Office of the Workers' Advocate.

The initiatives pursued in 2011-12, 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 Saskatchewan lead the country in economic and population growth, while providing a high quality of life for all the people of our province.



For more information on the Ministry, see 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 completed 4,578 onsite inspections of workplaces, issued 6,806 notices of contravention including 431 stop work orders. In addition, it provided 5,215 requests for technical services to assist workplaces in addressing health hazards to improve workers' health.
- Labour Standards' Education Services delivered 52 workshops to 969 attendees. Seven of the workshops were full day classes delivered to a total of 135 employers.
- The Labour Standards Webinar series (six podcasts created in February 2011) has been viewed 1,832 times since March, 2011. Each webinar pertained to a particular section of *The Labour Standards Act*.
- 4,837 Young Worker Readiness Certificates were issued. Since the program was launched in 2010, 9,038 certificates have been issued.
- The Office of the Workers' Advocate (OWA) responded to 1,679 inquiries from injured workers on the workers' compensation system and the role of OWA. Of the injured workers OWA assisted in 2011- 12, successful appeals resulted in \$2.09M being awarded in back pay alone.



Financial Summary

2011-12 Revised Budget (000s)	2011-12 Actual (000s)	Variance (000s)
\$17,389	\$16,948	\$(441)

Actual FTEs: 147.3

VISION

A secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing a high quality of life for all.



Photo Credit: Tourism Saskatchewan/Greg Huszar Photography

Our 2011-12 Significant Achievements

Sustaining Economic Growth....

- The Ministry ensured Saskatchewan's employment and occupational health and safety regulatory regime is competitive through legislative review, and by working with stakeholders and jurisdictional counterparts.
- In April 2011, the Ministry commenced consultations with stakeholders on *The Occupational Health and Safety Act, 1993*. Stakeholders were asked to provide feedback on the Occupational Health and Safety Council's 2006 report as well as other matters that have arisen since the 2007 consultations. The Government introduced Bill 23, an Act to amend *The Occupational Health and Safety Act, 1993*, in December 2011.
- As well in 2011, *The Minimum Wage Regulations* were amended to increase the minimum wage by \$0.25 per hour as of Sept. 1, 2011. The minimum wage increased from \$9.25 to \$9.50.

Securing Saskatchewan...

- The Ministry is continuing to work toward WorkSafe Saskatchewan's mission of reducing the number of workplace related injuries and illnesses to zero.
- The Provincial Auditor of Saskatchewan concluded its audit of the Occupational Health and Safety (OHS) Division's processes to address workplace non-compliance with *The Occupational Health and Safety Act, 1993* and related regulations. The Auditor made five recommendations which will assist the Division in making further improvements in its process.
- The Ministry provided support and assistance to the development of an occupational health and safety program within executive government to ensure compliance with the 2010 Health and Safety Leadership Charter. The Public Service Commission is leading development of this program.
- Supported efforts to educate injured workers about the workers' compensation system and the role of the Office of the Workers' Advocate (OWA). In 2011-12, OWA was able to achieve an average wait time for the services of an advocate of 4.3 weeks.

Keeping Promises...

- In November 2010, an Order in Council appointed members to the Workers' Compensation Act Committee of Review (COR). Members were selected from a range of business and organized labour groups in Saskatchewan.
- Following its consultations, COR developed a list of recommended changes to workers' compensation in Saskatchewan and its report was released in December 2011.



Photo Credit: Tourism Saskatchewan/Kevin Hogarth Photography