

Labour and Immigration

Travail et Immigration

**Annual Report
2014-2015**

**Rapport annuel
2014-2015**

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

Your Honour:

I have the privilege of submitting the Annual Report of the Department of Labour and Immigration covering the period from April 1, 2014 to March 31, 2015.

Respectfully submitted,

Original signed by

Erna Braun
Minister of Labour and Immigration



Deputy Minister of Labour and Immigration

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Honourable Erna Braun
Minister of Labour and Immigration

Minister:

I have the honour of presenting to you the Annual Report for the Department of Labour and Immigration for the fiscal year ending March 31, 2015.

The Department of Labour and Immigration played an important role in contributing to Manitoba's growth and development by protecting the rights of workers, promoting harmonious labour relations, ensuring public safety, and by working to increase immigration, attracting investments by immigrant entrepreneurs and providing effective social and economic integration services to newcomers.

In 2014/15, Manitoba Labour and Immigration continued the effective delivery of programs and services pertaining to workplace safety and health, employment standards, labour relations, pension plans and public safety. It also continued to develop and foster Manitoba's immigration strategy which remains a key pillar of our province's economic growth strategy and continues to promote labour market growth, economic investment and dynamic communities in every region of Manitoba.

I would like to recognize the excellent work of all our employees who provide high quality services and the work of the external advisory boards and committees that provide government with constructive recommendations.

Respectfully submitted,

Original signed by

Dave Dyson
A/Deputy Minister of Labour and Immigration

Overview of 2014/15 Achievements

The Department of Labour and Immigration continued to successfully implement Manitoba's *Growing through Immigration* strategy as a key pillar of our province's economic development strategy, contributing to the vitality and diversity of our communities and workplaces.

The Department contributed to the arrival of 16,222 immigrants to Manitoba in 2014, the highest number of newcomers received in a single year since the start of modern record keeping in 1946.

The Manitoba Provincial Nominee Program (MPNP) increased annual nominations to 5,000 in 2014 from 200 in 1998. MPNP landings accounted for 75 per cent of total provincial landings in 2014. The Department engaged employers and communities in the MPNP Strategic Recruitment Initiatives through strategies such as the Southern Europe Immigration Initiative and the Francophone Immigration Strategy, and strengthened the province's ability to attract quality entrepreneurs to Manitoba by enhancing MPNP for Business criteria and processes. In 2014/15, there were 104 businesses started and over \$25.7 million invested in the province.

In partnership with the not-for-profit sector, the Department continued to deliver the Manitoba Start Program, a nationally-recognized best practice which provides centralized registration and referral services to all immigrant newcomers arriving in Manitoba, career coaching and employment supports, including assistance in qualifications recognition, job-matching services, and employment standards education. Manitoba Start provided services to about 6,000 new immigrants in 2014.

The Department continued to support the microloans program called Recognition Counts. The program is helping skilled newcomers put their international education and experience to better use by offering loans to help them meet Canada's re-accreditation and training requirements.

The Department contributed to Manitoba's established immigrants having the second lowest unemployment rate in Canada in 2014 and the third highest participation and employment rates for newcomers. Manitoba also achieved high rates of retention (87%) for immigrants.

In 2014/15, the Department continued its leadership in international qualifications recognition led by the Office of the Manitoba Fairness Commissioner and their work with Regulators to ensure our internationally-experienced workers can achieve faster and fairer certification in their chosen occupations.

The Worker Recruitment and Protection Act (WRAPA) was the topic of discussion at the International Labour Organization and the United Nations forums, as a model for the ethical recruitment and protection of immigrant workers. In 2014/15, Manitoba approved 1,877 employer registration certificates.

The Department worked with other government departments to coordinate services and improve supports for newcomer integration, through the interdepartmental Growth Strategy.

Manitoba's labour relations climate remained relatively stable in 2014. The number of person-days lost to labour disputes was less than one-tenth of the average number of days lost during the 1990s, with only one work stoppage in 2014.

The Department continued to implement *Manitoba's Five-Year Plan for Workplace Injury and Illness Prevention* to improve the time-loss injury rate for Manitoba workplaces, which was reduced slightly to 3.1 per 100 workers following a plateau of 3.2 per 100 workers. An Incident Response Unit was created to respond to workplace incidents, conduct investigations more efficiently, and determine whether to recommend prosecution. The new unit contributed to 24 convictions in 2014/15 (compared with one during the previous fiscal year).

In April 2014, amendments to *The Workplace Safety and Health Act* took effect, improving existing compliance tools and addressing legislative gaps including stronger administrative penalty provisions, expanding authority to issue orders to stop unsafe work, clarifying requirements for safety and health committees and outlining requirements for the Chief Preventative Officer position.

The Office of the Fire Commissioner (OFC) supported Manitoba employers and clients in implementing the new Manitoba Energy Code for Buildings, as part of Manitoba's energy efficiency strategy, and led the Provincial Fire Safety Task Force to make recommendations to enhance Manitoba Building and Fire Codes requirements for facilities housing vulnerable Manitobans. *The Technical Safety Act*, which will consolidate and modernize safety standards for various types of equipment, was introduced in the Legislature.

The Manitoba Emergency Services College renewed accreditation of its Primary Care Paramedic Program and 35 fire and rescue training programs, and the OFC delivered the first session of the new Firefighter Pre-Cadet Program, which provides the youth of northern Manitoba with exposure to career opportunities in the emergency services.

As part of Manitoba's four-year fire protection plan, the OFC continued working with municipalities, fire departments and fire chiefs to improve training, emergency response and strategic planning across the province. The OFC liaised with the Ontario Office of the Fire Marshal to explore redeveloping Manitoba's Youth Fire Stop (YFS) program, which is a key component of the provincial fire prevention strategy.

The general minimum wage in Manitoba was increased by 25 cents to \$10.70 per hour, and a four per cent increase to Manitoba's construction wage rates in the Industrial, Commercial and Institutional (ICI) sector was implemented.

Changes were made to *The Labour Relations Act* and the Manitoba Labour Board Rules of Procedures to ensure rights under labour legislation are not unduly impacted by delays in proceedings before the Manitoba Labour Board.

The Manitoba Labour Board also hosted the National Canadian Labour Board Seminar in June 2014, and contracted to provide free interpreter services for board hearings. To streamline and improve information services for the labour relations community, the Board started providing electronic documents in response to information requests.

Aperçu des réalisations pour l'exercice 2014-2015

Le ministère du Travail et de l'Immigration a continué de mettre en œuvre avec succès la Stratégie de croissance grâce à l'immigration, un élément essentiel de la stratégie de développement économique de notre province qui contribue à la vitalité et à la diversité de nos collectivités et de nos lieux de travail.

Le ministère a favorisé l'arrivée au Manitoba de 16 222 immigrants en 2014. Ce nombre de nouveaux arrivants sur un an est le plus élevé depuis la mise en place du système moderne de consignment des données en 1946.

Le nombre de candidats admis annuellement au programme Candidats du Manitoba est passé de 200 en 1998 à 5 000 en 2014. En 2014, le Manitoba a reçu 75 % des arrivants issus des programmes des candidats des provinces. Le ministère a fait participer des employeurs et des collectivités aux Initiatives de recrutement stratégique du programme Candidats du Manitoba, dans le cadre de stratégies telles que l'initiative visant l'immigration venant du sud de l'Europe et la Stratégie de promotion de l'immigration francophone du Manitoba, et a renforcé la capacité de la province à attirer des entrepreneurs de qualité au Manitoba en améliorant les critères et les processus du programme Candidats du Manitoba pour les gens d'affaires. En 2014-2015, 104 entreprises ont été lancées et plus de 25,7 millions de dollars investis dans la province.

En partenariat avec le secteur sans but lucratif, le ministère a continué d'offrir le programme Manitoba START, un exemple de pratiques exemplaires reconnu à l'échelle nationale, qui fournit des services centralisés d'inscription et d'aiguillage à tous les nouveaux arrivants du Manitoba, de l'assistance professionnelle et de l'aide à l'emploi, y compris du soutien ayant trait à la reconnaissance des qualifications, des services de jumelage emploi-travailleur et de la formation sur les normes d'emploi. Manitoba START a fourni des services à environ 6 000 nouveaux immigrants en 2014.

Le ministère a continué d'appuyer le programme de microprêts *Recognition Counts*. Le programme offre des prêts aux nouveaux arrivants qualifiés afin de leur permettre de satisfaire aux exigences de formation et d'agrément du Canada et, ainsi, de mieux exploiter leur éducation et leurs expériences internationales.

Grâce au ministère notamment, le taux de chômage chez les immigrants du Manitoba a été le deuxième taux de chômage le plus bas du pays en 2014. Le taux d'emploi chez les nouveaux arrivants de la province s'est classé au troisième rang des taux les plus élevés. De plus, le Manitoba a obtenu un taux de rétention des immigrants élevé (87%).

En 2014-2015, le ministère a poursuivi son rôle de chef de file en matière de reconnaissance des compétences acquises à l'étranger par l'intermédiaire du Bureau du commissaire à l'équité du Manitoba. Il a également continué son travail en collaboration avec les organismes de réglementation afin que les travailleurs formés à l'étranger puissent obtenir une accréditation dans leur profession plus rapidement et de manière plus juste.

Dans le cadre de plusieurs forums de l'Organisation internationale du Travail et des Nations Unies, la Loi sur le recrutement et la protection des travailleurs a été discutée et présentée comme un exemple d'initiative de recrutement éthique et de protection des travailleurs immigrants. En 2014-2015, le Manitoba a approuvé 1 877 certificats d'inscription d'employeurs.

Le ministère a travaillé avec d'autres ministères afin de coordonner les services et d'améliorer l'appui à l'intégration des nouveaux arrivants, grâce à la Stratégie de croissance interministérielle.

En 2014, le Manitoba a maintenu un climat de relations de travail relativement stable. Le nombre de jours-personnes perdus en raison de conflits de travail au Manitoba a représenté moins d'un dixième du nombre moyen de jours perdus dans les années 1990, avec un seul arrêt de travail en 2014.

Le ministère a poursuivi la mise en œuvre du Plan quinquennal du Manitoba visant à prévenir les accidents du travail et les maladies professionnelles en vue d'améliorer le taux d'accidents avec perte de temps dans les lieux de travail du Manitoba, un taux qui s'est légèrement réduit à 3,1 pour 100 travailleurs, après avoir été maintenu à 3,2 pour 100 travailleurs. Un service d'intervention a été mis en place pour répondre aux incidents sur les lieux de travail, mener des enquêtes plus efficacement et

déterminer s'il faut recommander des poursuites. Le nouveau service a finalisé 24 condamnations en 2104-2015 (il n'y en avait eu qu'une seule lors de l'exercice précédent).

En avril 2014, les *Modifications apportées à la Loi sur la sécurité et l'hygiène du travail* sont entrées en vigueur, renforçant les outils de conformité et comblant les lacunes des mesures législatives. Ces changements ont compris la mise en place de dispositions plus fermes concernant les sanctions administratives, l'accroissement de l'autorité permettant de délivrer des ordres d'arrêt de travail lorsque les conditions sont dangereuses, la clarification des exigences pour les comités de sécurité et d'hygiène et une proposition d'exigences pour le poste de directeur général de la prévention.

Le Bureau du commissaire aux incendies a appuyé les employeurs et clients manitobains dans la mise en œuvre du nouveau *Code de l'énergie pour les bâtiments du Manitoba* dans le cadre de la stratégie manitobaine d'efficacité énergétique, et a mené le groupe de travail provincial sur la prévention des incendies à présenter des recommandations pour améliorer les exigences du *Code du bâtiment* et du *Code de prévention des incendies du Manitoba* dans les établissements où résident des personnes vulnérables. La *Loi sur la sécurité technique*, qui modernisera les normes de sécurité tout en offrant davantage de flexibilité et d'uniformité dans les mécanismes d'application de la loi, d'appel et de consultation, a été introduit à l'Assemblée législative.

Le Collège de formation des secouristes du Manitoba a renouvelé l'accréditation de son programme de formation en soins primaires pour le personnel paramédical et de 35 programmes de formation pour pompiers et secouristes. Le Bureau du commissaire aux incendies a offert la première session du nouveau programme de pré-cadets du service de lutte contre les incendies, qui permet d'exposer les jeunes des régions nord du Manitoba aux possibilités de carrière dans les services d'urgence.

Dans le cadre du programme quadriennal manitobain de prévention des incendies, le Bureau du commissaire aux incendies a continué à travailler avec les municipalités, les services de lutte contre les incendies et les chefs de pompiers afin d'améliorer formation, intervention d'urgence et planification stratégique dans l'ensemble de la province. Le Bureau du commissaire aux incendies s'est concerté avec le Bureau du commissaire des incendies de l'Ontario pour explorer la restructuration du programme manitobain sur la prévention des incendies causés par les jeunes, qui est un élément clé de la stratégie provinciale de prévention des incendies.

Le salaire minimum général de la province a augmenté de 25 cents, pour atteindre 10,70 \$ l'heure, et une hausse de 4 % des taux salariaux manitobains dans le secteur industriel, commercial et institutionnel de l'industrie de la construction a aussi été appliquée.

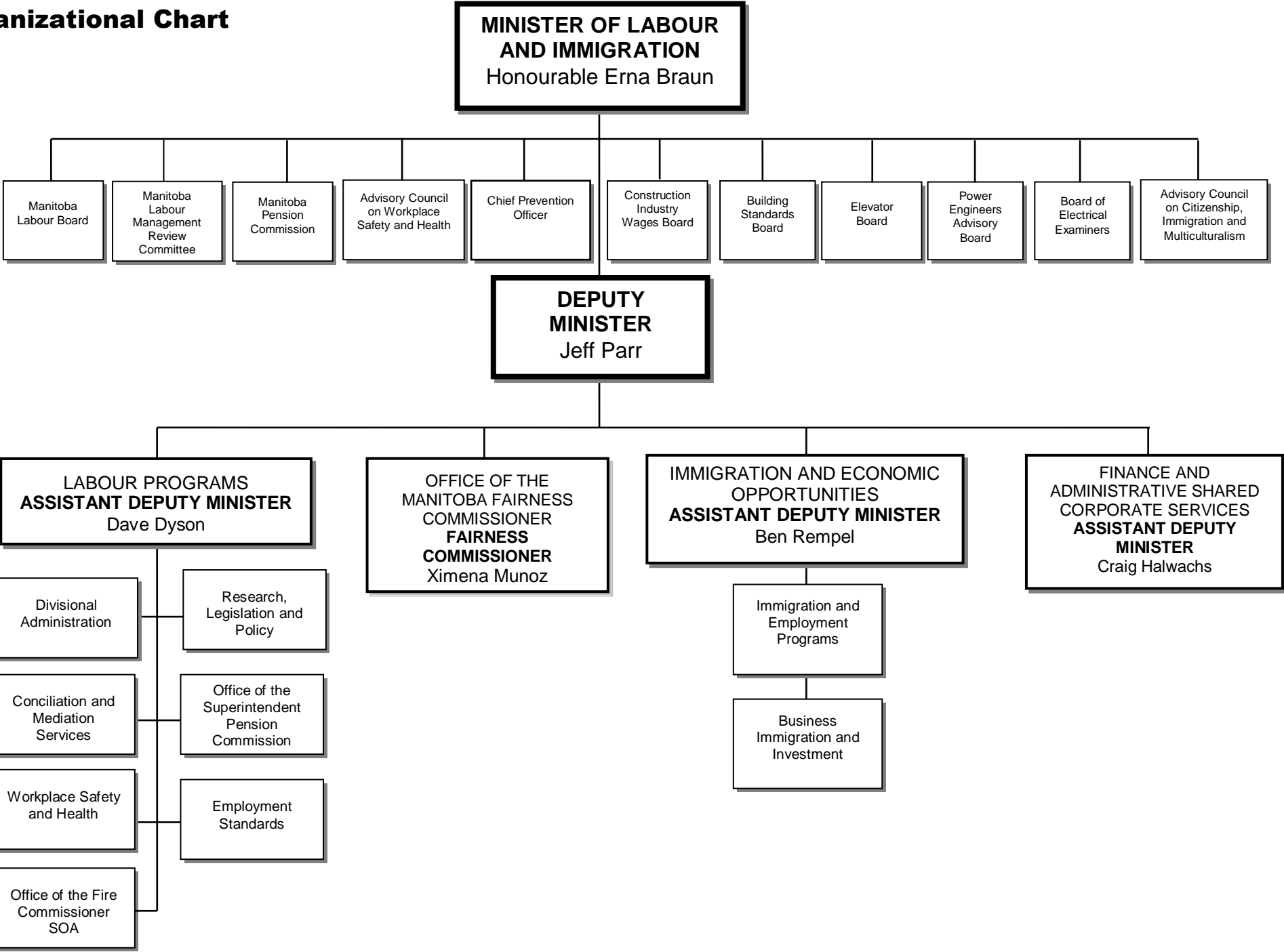
Des modifications ont été apportées à la *Loi sur les relations du travail* et aux *Règlement sur les règles de procédure de la Commission du travail* afin d'éviter toute atteinte aux droits établis dans les mesures législatives concernant le travail en raison de délais dans les procédures de la Commission du travail du Manitoba.

La Commission du travail du Manitoba a également organisé le séminaire national des commissions canadiennes du travail en juin 2014, et a retenu des services gratuits d'interprétation pour les audiences de la Commission. Pour simplifier et améliorer les services d'information offert dans la communauté des relations du travail, la Commission a commencé à fournir des documents électroniques en réponse aux demandes de renseignements.

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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, 2015. 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 of the Minister of Labour and Immigration

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 Act¹
The Labour Administration Act [as it relates to immigration services]

¹ The Manitoba Immigration Council Act is repealed upon proclamation of The Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism Act.

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

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 June 1-7, 2014, 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 6,477 litres to the overall provincial fuel savings in 2014.

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 replaced four fleet vehicles with more efficient models in 2014/15, and is scheduled to replace the remaining stock of less efficient models within two years.

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.

Minister and Executive Support

Minister's Salary

This appropriation provides for the Minister's salary entitlement as a member of Executive Council.

11-1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	37	1.00	37	-

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(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	272	4.00	260	12
Total Other Expenditures	44		74	(30)
Total Expenditures	316	4.00	334	(18)

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 *Growing through 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; 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;
 - immigration-related policy analysis and legislative development;
 - immigration-related federal/provincial relations; and
 - immigration-related planning, program supports, research, reporting and evaluation.

Immigration and Employment Programs

Key Results Achieved

During 2014/15, the Immigration and Economic Opportunities Division continued to successfully implement Manitoba's *Growing through 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 2014/15 included the following:

- Contributed to 16,222 immigrants landing in Manitoba in 2014 from 3,725 in 1999, representing the highest number of newcomers received in a single year since the start of modern record keeping in 1946.
- Delivered the Manitoba Provincial Nominee Program (MPNP), which contributed to the successful landing of 12,187 MPNP newcomers in 2014, accounting for 75 per cent of all immigration to Manitoba.
- Facilitated the submission of 10,455 MPNP applications in 2014 through the MPNP online application system.
- Approved 4,836 skilled worker applications and 164 Provincial Nominee Program for Business applicants in 2014, representing approximately 12,000 individuals planning to move to Manitoba.
- Continued development of strategies to recruit and retain prospective francophone immigrants, resulting in 407 French-speaking immigrants settling in Manitoba in 2014.
- Supported employer and community involvement in the recruitment of skilled workers through overseas missions such as the Southern Europe Immigration Initiative and the Francophone Immigration Strategy.
- Developed and prepared to launch an Express Entry skilled worker sub-stream to begin using some of the additional nomination spaces allocated to the Province for 2015 through the federal Express Entry system.
- Developed and prepared to launch a new inventory management system called “Expression of Interest” in order to improve processing times, as well as the alignment of provincial nominees with clear labour market requirements.
- Continued to assist employers in the ethical recruitment of immigrant workers under *The Worker Recruitment and Protection Act* (WRAPA), including the issuance of 1,877 employer registration certificates, representing 4,254 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 about 6,000 new immigrants in 2014.
- 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 and trends including participation in the Manitoba Settlement and Integration Summit.
- 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 27 Manitoba workplaces, reaching over 400 employees.
- Continued negotiations with CIC towards a new bilateral immigration agreement to strengthen Manitoba's *Growing through 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.
- Provided financial and accounting services, including advice and 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 about 2 million page views per month during 2014/15.
- 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 92 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 the provincial co-chair responsibilities of the Foreign Qualifications Recognition Working Group to implement the First Ministers' Pan-Canadian Framework on the Assessment and Recognition of Foreign Qualifications.

- 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 2014/15 \$(000s)	Estimate 2014/15 FTE	\$ (000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	4,223	61.00	4,208	15	
Total Other Expenditures	1,585		1,583	2	
Total Financial Assistance	3,055		3,060	(5)	
Total Expenditures	8,863	61.00	8,851	12	

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

- Prepared a 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.
- Continued implementation of data collection and reporting processes used by regulators to report on applicants, as required by the Act. This work included providing support to regulatory bodies to ensure accurate reporting for 2014.
- Held regular business meetings with regulators, including capacity development sessions through a Best Practices Series, 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.
- Completed curricula for Professional Practice seminars to support delivery for internationally educated professionals in the accounting, engineering, nursing, technicians and technologists, and allied health professions. Twenty-six facilitators were trained so that regulators will continue to deliver the seminars to applicants.
- Continued distribution of materials developed to support qualifications recognition in Manitoba, including: *Steps to Registration and Document Checklists* in 10 professions and audio presentations in 9 professions.
- 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.

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

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE	\$ (000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	260	3.00	254	6	
Total Other Expenditures	66		82	(16)	
Total Financial Assistance	335		390	(55)	
Total Expenditures	661	3.00	726	(65)	

Business Immigration and Investment

As part of the Immigration and Employment 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 *Growing through 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 104 initial business investments by MPNP business immigrants of over \$25.7 million and creating or maintaining 258 jobs in the province.
- Through recruitment mission activities in various countries such as South Africa, Vietnam, India and China, increased awareness of Manitoba as an immigration destination for foreign business immigrants through the MPNP.
- Assisted with the administration of the Manitoba Opportunities Fund, in support of the *Growing through Immigration* strategy and economic development projects.

11-2(c) Business Immigration and Investment

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	318	12.00	318	-	
Total Other Expenditures	69		69	-	
Total Expenditures	387	12.00	387	-	

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.

Divisional Administration

Divisional Administration for Labour Programs consists of two units: the Assistant Deputy Minister's office and Financial and Administrative Services. The Assistant Deputy Minister's office provides advice and support to the Minister, Deputy Minister and Department and leadership and overall direction for the Labour Programs Division. The Financial and Administrative Services Unit provides centralized support, coordination and other services to the Labour Programs Division in the areas of finance and administration, reporting, planning, comptrollership and accountability.

Objectives

- To provide effective leadership, coordination, direction, and support for the Division's program areas.
- To ensure consistency, accuracy, effectiveness and timeliness with respect to divisional activities by providing centralized support, coordination and other services in the following areas:
 - finance and administration; and
 - reporting, planning, comptrollership and accountability.

Key Results Achieved

- Provided input on joint comptrollership activities in conjunction with Finance and Administrative Shared Corporate Services of Jobs and the Economy and Mineral Resources.
- Provided input on the development of a strengthened comptrollership framework within the OFC.
- Chaired the OFC Audit Committee, which provides oversight to the agency's planning, reporting, internal control and external audit functions.
- Oversaw the final stages of the transition of prevention staff from Workplace Safety and Health to the new consolidated prevention entity, SAFE Work Manitoba.
- Acted as the key contact point for dialogue with major stakeholders and ensured any concerns were addressed appropriately.
- Provided support for the Department's new Operational Excellence program to build an environment of continuous improvement, innovation, accountability and client-centred services.

11-3(a) Divisional Administration

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	398	7.50	402 (4)	
Total Other Expenditures	111		130 (19)	
Total Expenditures	509	7.50	532 (23)	

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 148 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 new Operational Excellence program for continuous improvement, and partnered with other government and non-government agencies to share information and best practices.

11-3(b) Research, Legislation and Policy

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	259	7.00	434	(175)	
Total Other Expenditures	35		51	(16)	
Total Grants	75		75	-	
Total Expenditures	369	7.00	560	(191)	

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 153 conciliation assignments under *The Labour Relations Act* and disposed of 74 assignments during the reporting year, 98 per cent of which were finalized without a work stoppage (see Table 1).
- Managed 343 active joint grievance mediation files and settled 97 per cent.
- Processed 23 expedited grievance mediation files and settled 94 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, 2014 - March 31, 2015

Assignments in process during reporting year	
Assignments carried over from previous year	88
Assignments received during the reporting year	47
Assignments received for First Collective Agreement	11
Assignments received for Interest Based Negotiations	2
Assignments received for Preventive Mediation	5
Assignments received related to <i>The Public Schools Act</i>	0
Total	153
Assignments disposed of during reporting year	
Settled in conciliation without work stoppage	69
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	4
Total	74
Assignments still active at end of reporting year	79
Percentage of assignments finalized without stoppages	98%

Table 2
Statistics Relating to Mediation Services
April 1, 2014 - March 31, 2015

Under Section 129(1) (Joint Application)	
Cases carried forward	143
Cases assigned	200
Total	343
Settled	166
Not settled	5
Awaiting mediation	172
Percentage of settlements achieved	97%
Under Section 130(8) (Expedited Application)	
Cases carried forward	4
Cases assigned	19
Total	23
Settled	17
Not settled	2
Proceeding directly to arbitration	0
Awaiting mediation	4
Percentage of settlements achieved	94%

11-3(c) Conciliation and Mediation Services

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	643	7.00	640	3	
Total Other Expenditures	104		129	(25)	
Total Expenditures	747	7.00	769	(22)	

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 203 pension plan amendments, two plan registrations, 13 full plan windups and seven partial windups.
- Reviewed for compliance 382 Annual Information Returns, which detail the contributions and membership changes under a pension plan over its fiscal year, and 131 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 1,607 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 four 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), including preparations for remaining jurisdictions to join Ontario and Quebec as signatories to a new multi-lateral agreement to provide clear legal framework for regulating multi-jurisdictional pension plans.

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

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	483	5.00	430	53
Total Other Expenditures	92		114	(22)
Total Expenditures	575	5.00	544	31

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 300 applications and carried forward 124 files under the following Acts:

<i>The Workplace Safety and Health Act</i>	9
<i>The Employment Standards Code</i>	26
<i>The Labour Relations Act</i>	265
Total filed in reporting year	300
<u>Cases carried forward (from 2013/14)</u>	<u>124</u>
Total applications before the Board*	424

*The total number of applications before the Board decreased 17 per cent over the previous year's total of 512.

- Disposed of/closed 359 of 424 cases (85 per cent).
- Scheduled 118 applications for hearing and appointed arbitrators for 87 expedited arbitration applications where Board hearings were not required to be set.
- Resolved or narrowed the issues before the Board in 57 per cent of cases where a board officer was formally appointed or assisted the parties informally through the dispute mediation process.
- Conducted 25 votes: seven votes within the legislated time frames of the certification process; five votes under extended limits for which the Board was satisfied exceptional circumstances existed; and 13 votes were without timeframes stipulated under *The Labour Relations Act*.
- Processed applications with a median processing time of 100 calendar days under *The Employment Standards Code* and 69 calendar days under *The Labour Relations Act* (LRA), representing a decrease from the previous year of 23 days and an increase from the previous year of 9 days respectively (in the 2013/14 Labour and Immigration Annual Report, the processing time for

applications under the *LRA* was reported as 67 days; due to clerical error, the statistic was later adjusted to 60 days).

- 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(e) Manitoba Labour Board

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	1,365	16.50	1,388	(23)	
Total Other Expenditures	417		443	(26)	
Total Expenditures	1,782	16.50	1,831	(49)	

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 3.1 per 100 full-time workers in the 2014 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 45 per cent since 2000.
- Conducted over 12,000 workplace inspections, resulting in 6,526 improvement orders and 618 stop work orders.
- Conducted workplace investigations of complaints, serious incidents, right to refuse and discriminatory actions.
- Issued 17 administrative penalties for failing to comply with an improvement order, with fines ranging from \$1,000 to \$2,500, and obtained 24 convictions for contraventions under *The Workplace Safety and Health Act* (compared with one in 2013/14).
- Created an Incident Response Unit to respond to workplace incidents, conduct investigations more efficiently, and make recommendations for prosecution.
- Conducted occupational hygiene inspections and assessments to detect hazardous occupational exposures and ensure legislative compliance.
- Reviewed contraventions to the legislation to determine whether an administrative penalty was warranted.
- Conducted investigations into situations involving a worker's right to refuse, to ensure appropriate measures were in place to protect the worker's safety and health; and allegations of discriminatory action, to 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.
- Enforced requirements for effective workplace safety and health programs and committees.
- Provided information to clients and internal staff regarding safety engineering and ergonomic and occupational hygiene.

- Prepared specialized reports on hazards and risk control strategies.
- Prepared and delivered select presentations to workers and employers on legislative requirements and Branch activities.

Performance Indicators: Workplace Safety and Health Branch

Effectiveness Measures	Planned Target 2014/15	Actual Result 2014/15	Expl. No.
Time-loss injury rate	3.1	3.1 (year 2014)	1
Number of training courses (and participants)	300 (5,000)	300+ (5,000+)	2
Number of inspections conducted	10,000	12,031	3

1. Manitoba's Five-Year Plan for Workplace Injury and Illness Prevention was developed to address the 2010-2013 plateau in the time-loss injury rate.
2. Training courses have transitioned to the new prevention entity known as SAFE Work Manitoba. The total number of training courses and participants exceeded the planned target, based on the information WSH has received to date. This figure will not be reported in 2015-16 due to the transition to SAFE Work Manitoba.
3. Though Workplace Safety and Health planned for fewer inspections than in recent years due to operational changes, there was an increased focus on inspections in high hazard workplaces and inspections of repeat and wilful non-compliance.

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 throughout Manitoba meets regulatory requirements;
 - develop occupational safety and health publications relating to legislative compliance, including printed and audio-visual materials; 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 2014 amendments to *The Workplace Safety and Health Act* and continued to provide employers and workers with information and resources.
- Continued to foster partnerships and collaborative initiatives with Government, labour and industry stakeholders on matters relating to safety and health and legislative compliance.

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 reports 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.
- Consulted with the Manitoba Employers' Council, Manitoba Federation of Labour and various technical and professional organizations to renew and appoint 11 representatives whose terms expired on September 30, 2014, to ensure the necessary technical expertise to meet the Council's mandate.
- Reviewed Occupational Exposure Limits for four substances (Silica, Manganese, Hydrogen Sulphide, and Nitrogen Dioxide) and provided recommendations to the Minister.
- Reviewed and recommended approval of nine proposals, submitted by Manitoba schools to the SAFE Schools grant program to encourage innovation, education and awareness of SAFE Work, and recommended expansion of the program.
- Reviewed nominations and recommended recognition, through the SAFE work safety awards program, for employers, workers, safety educators/professionals and safety and health committees or groups who have developed positive or innovative safety and health practices.

11-3(f) Workplace Safety and Health

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	6,631	94.00	7,552	(921)	
Total Other Expenditures	2,107		2,305	(198)	
Total Grants	183		185	(2)	
Total Expenditures	8,921	94.00	10,042	(1,121)	

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

- Initiated 2,168 claim-based investigations and recovered \$1.4 million in wages.
- Responded to approximately 40,000 telephone and e-mail inquiries and 5,000 walk-in inquiries.
- Worked with parties to resolve 90 per cent of all claims without a formal order being issued by an Employment Standards Officer.
- Resolved 59 per cent of all claims through the Quick Resolution process without need for a field investigation, in an average of 34 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 386 proactive investigations to advance labour standards rights and obligations in the workplace and to increase compliance with the legislation, with a focus this year on investigating information and tips from the public about individual workplaces, contractor compliance on major capital works projects, and ethical recruitment of foreign workers.
- Issued 272 formal Notices to Comply to employers, resulting in 18 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 74 licence applications, 33 child performer permit applications and 1,763 employer business registration applications under *The Worker Recruitment and Protection Act*, and processed 2,160 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, 2014 to March 31, 2015**

Claim Resolution Method	Percentage of Finalized Claims
Quick Resolution Process	59
Field Investigation	37
Alternate Dispute Resolution	2
Manitoba Labour Board	1
Judgement and Collections	1

11-3(g) Employment Standards

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	2,656	43.60	2,921	(265)
Total Other Expenditures	546		537	9
Total Expenditures	3,202	43.60	3,458	(256)

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, assist, and where appropriate, represent injured workers and their dependants helping them understand the operations of the WCB and 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 2,712 individuals.
- Concluded 89 per cent of inquiries by providing advice only.
- Closed 274 files; 148 (54 per cent) following an appeal and 126 (46 per cent) as no basis for appeal.

11-3(h) Worker Advisor Office

Expenditures by Sub-Appropriation	Actual 2014/15 \$(000s)	Estimate 2014/15 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	657	9.00	700	(43)
Total Other Expenditures	145		160	(15)
Total Expenditures	802	9.00	860	(58)

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 effective and efficient fire control throughout the province by providing technical support to fire departments and municipal councils.
- To reduce the effects of fire through the delivery of fire investigation, inspection, and public education programs.
- To minimize the adverse effects of human-made and natural disasters by providing education and training in disaster management and emergency response.

Key Results Achieved

- Provided guidance on implementing *The Manitoba Energy Code for Buildings*, which came into effect December 1, 2014.
- Completed the development of regulatory changes to *The Manitoba Building Code* as a result of amendments to Section 9.36 of the Code, which come into effect April 1, 2016, to improve energy efficiency in houses and small commercial buildings.
- Worked with the OFC Audit Committee to complete a formal Comptrollership Plan to continue to strengthen OFC's comptrollership and risk management framework for financial accountability.
- Completed drafting for Bill 69, *The Technical Safety Act*, which was introduced in the Legislature in May 2014, and initiated development of new technical safety regulations to bring existing legislation under one modern statute.
- Began implementing 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 Fire Fighters Burn Fund and Red River Mutual Insurance to provide the Manitoba Fire Service with four additional Fire and Life Safety Education trailers, which offer valuable fire prevention information for use at events around the province.
- Endorsed the FireSmart Canada community recognition 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 5-10) 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.
- Partnered with the Frontier School Division and the Community of Cranberry Portage to host the delivery of a new Pre-Cadet program at the Frontier Collegiate Institute campus in Cranberry Portage, Manitoba.
- Received accreditation of 35 Manitoba Emergency Services College (MESC) programs through the National Board of Fire Service Professional Qualifications in June of 2014 and accreditation of the Primary Care Paramedic program through the Canadian Medical Association in February 2015.
- Continued to invest in the development of training programs for the MESC, and sought advice and recommendations from the MESC Advisory Committee to ensure Manitoba Fire Service's training needs are met.

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>.

Department of Labour and Immigration

Reconciliation Statement (\$000)

<u>Details</u>	<u>2014/15 Estimates</u>
Printed Main Estimates of Expenditure 2014/15	\$25,427
Main Estimates Authority Transferred From: - Enabling Appropriation	3,838
<u>Estimates of Expenditure 2014/15 (Adjusted)</u>	<u>\$29,265</u>

Department of Labour and Immigration

Expenditure Summary (\$000)

for fiscal year ending March 31, 2015 with comparative figures for the previous fiscal year

Estimate 2014/15	Appropriation	Actual 2014/15	Actual 2013/14 ^{a)}	Increase (Decrease)	Expl. No.
11-1 EXECUTIVE SUPPORT					
\$ 37	a) Minister's Salary	\$ 37	\$ 37	\$ -	
	b) Executive Support				
260	1. Salaries	272	295	(23)	
74	2. Other Expenditures	44	41	3	
\$ 371	Total 11-1	\$ 353	\$ 373	\$ (20)	
11-2 IMMIGRATION AND ECONOMIC OPPORTUNITIES					
	a) Immigration and Employment Programs				
\$ 4,208	1. Salaries	\$ 4,223	\$ 4,707	\$ (484)	
1,583	2. Other Expenditures	1,585	1,529	56	
3,060	3. Financial Assistance and Grants	3,055	7,934	(4,879)	1
	b) Office of the Manitoba Fairness Commissioner				
254	1. Salaries	260	255	5	
82	2. Other Expenditures	66	67	(1)	
390	3. Financial Assistance and Grants	335	900	(565)	
	c) Business Immigration and Investment				
318	1. Salaries	318	318	-	
69	2. Other Expenditures	69	69	-	
\$ 9,964	Total 11-2	\$ 9,911	\$ 15,779	\$ (5,868)	
11-3 LABOUR PROGRAMS					
	a) Divisional Administration				
\$ 402	1. Salaries	\$ 398	\$ 406	\$ (8)	
130	2. Other Expenditures	111	112	(1)	
	b) Research, Legislation and Policy				
434	1. Salaries	259	343	(84)	
51	2. Other Expenditures	35	40	(5)	
75	3. Financial Assistance and Grants	75	75	-	

Estimate 2014/15	Appropriation	Actual 2014/15	Actual 2013/14	Increase (Decrease)	Expl. No.
	c) Conciliation and Mediation Services				
640	1. Salaries	643	661	(18)	
129	2. Other Expenditures	104	113	(9)	
	d) Office of the Superintendent-Pension Commission				
430	1. Salaries	483	431	52	
114	2. Other Expenditures	92	97	(5)	
	e) Manitoba Labour Board				
1,338	1. Salaries	1,365	1,315	50	
443	2. Other Expenditures	417	428	(11)	
	f) Workplace Safety and Health				
7,552	1. Salaries	6,631	6,944	(313)	
2,305	2. Other Expenditures	2,107	2,070	37	
185	3. Financial Assistance and Grants	183	185	(2)	
	g) Employment Standards				
2,921	1. Salaries	2,656	2,677	(21)	
537	2. Other Expenditures	546	511	35	
	h) Worker Advisor Office				
700	1. Salaries	657	615	42	
160	2. Other Expenditures	145	137	8	
\$ 18,596	Total 11-3	\$ 16,907	\$ 17,160	\$ (253)	
	11-4 AMORTIZATION OF CAPITAL ASSETS				
\$ 334	Amortization of Capital Assets	\$ 333	\$ 481	\$ (148)	
\$ 334	Total 11-4	\$ 333	\$ 481	\$ (148)	
\$ 29,265	TOTAL EXPENDITURES	\$ 27,504	\$ 33,732	\$ (6,228)	

Explanation Numbers:

1. The decrease reflects the termination of the Canada-Manitoba Immigration Agreement Settlement Annex effective March 31, 2013, partially offset by non-recurring transitional funding received from CIC under Order in Council Contribution Agreements to deliver Settlement Services in 2014/15.

NOTES:

- a) The 2013/14 data has been reorganized to reflect the 2014/15 appropriation structure.

Department of Labour and Immigration

Revenue Summary by Source (\$000)

for fiscal year ending March 31, 2015 with comparative figures for the previous fiscal year

Actual 2013/14	Actual 2014/15	Increase (Decrease)	Expl. No.	Source	Actual 2014/15	Estimate 2014/15	Variance	Expl. No.
Other Revenue:								
(a) Cost Recovery from Workers Compensation								
\$ 9,952	\$ 10,216	\$ 264		Board	\$ 10,216	\$ 10,902	\$ (686)	4
\$ 610	\$ 660	\$ 50		(b) Fees	\$ 660	\$ 620	\$ 40	
\$ 460	\$ 481	\$ 21		(c) Sundry	\$ 481	\$ 447	\$ 34	
\$ 11,022	\$ 11,357	\$ 335		Sub-Total	\$ 11,357	\$ 11,969	\$ (612)	
Government of Canada:								
\$ 185	\$ 185	\$ -		(a) Flin Flon Inspection Agreement	\$ 185	\$ 185	\$ -	
\$ 130	\$ -	\$ (130)	1	(b) Canada-Manitoba Immigration Agreement	\$ -	\$ -	\$ -	
\$ 5,186	\$ -	\$ (5,186)	2	(c) CIC Settlement Program Contribution Agreement	\$ -	\$ -	\$ -	
\$ 900	\$ 436	\$ (464)	3	(d) Foreign Credentials Recognition Program Contribution Agreement	\$ 436	\$ 301	\$ 135	
\$ 6,401	\$ 621	\$ (5,780)		Sub-Total	\$ 621	\$ 486	\$ 135	
\$ 17,423	\$ 11,978	\$ (5,445)		Total Revenue	\$ 11,978	\$ 12,455	\$ (477)	

Explanation Numbers:

1. The decrease reflects the termination of Immigrant Settlement Services funding from Citizenship and Immigration Canada (CIC) under the Canada-Manitoba Immigration Agreement.
2. The decrease is due to non-recurring transitional funding received from CIC under Order in Council Contribution Agreements to deliver Settlement Services in 2013/14.
3. 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.
4. The variance is due to a reduction in total expenditures eligible for cost recovery.

Department of Labour and Immigration

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

for years ending March 31, 2011 - March 31, 2015

Appropriation	Actual/Adjusted Expenditures*									
	2010/11		2011/12		2012/13		2013/14		2014/15	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$
11-1 Executive	5.00	344	5.00	329	5.00	306	5.00	314	5.00	353
11-2 Immigration and Economic Opportunities	90.15	37,936	93.15	40,789	93.65	41,087	82.65	15,779	76.00	9,911
11-3 Labour Programs	193.10	16,658	193.10	16,939	193.10	17,395	189.60	17,160	190.60	16,907
11-4 Costs Related to Capital Assets	-	540	-	520	-	501	-	481	-	333
Total	288.25	55,478	291.25	58,577	291.75	59,289	277.25	33,734	271.60	27,504

* 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 2014/15 reporting year.

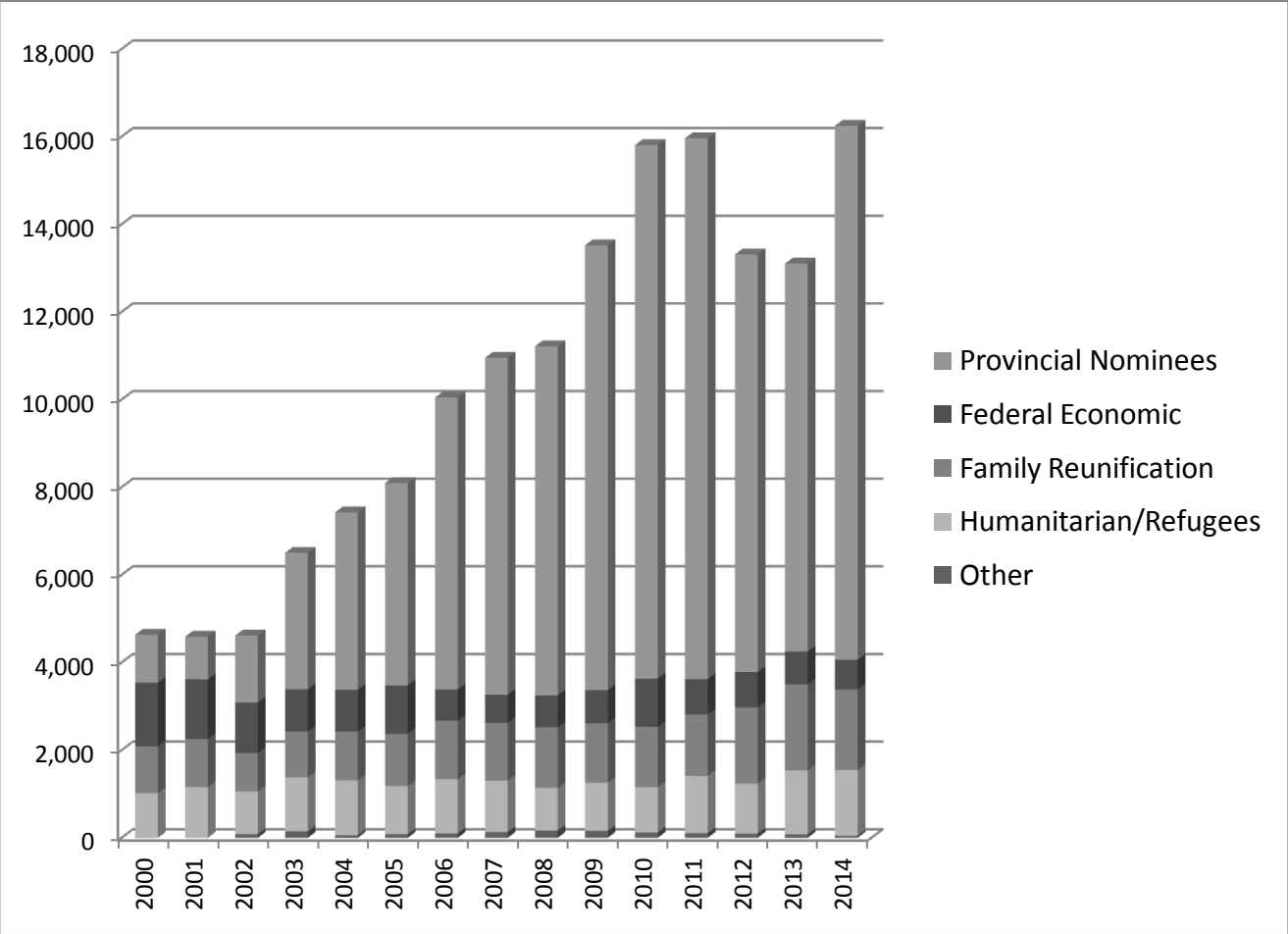
Performance indicators in departmental Annual Reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities, and their effect on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit www.manitoba.ca/performance. 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 2014/15 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 16,222 landings in 2014, the highest number of newcomers received in a single year since the start of modern record keeping in 1946, exceeding the previous record set in 2011 (15,963).</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 2014.</p>	<p>Total immigration in 2014 was the highest level ever recorded. 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 2014, the MPNP accounted for 75% of Manitoba's arrivals. Since 2002, MPNP landings have increased almost eight-fold and Manitoba received the largest share (26%) of all PNP landings in Canada in 2014.</p> <p>In 2014, about 16% of Provincial Nominees settled outside of Winnipeg, with Brandon, Neepawa and Winkler 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</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 2014/15 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
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Manitoba Immigrant Landings 2000-2014



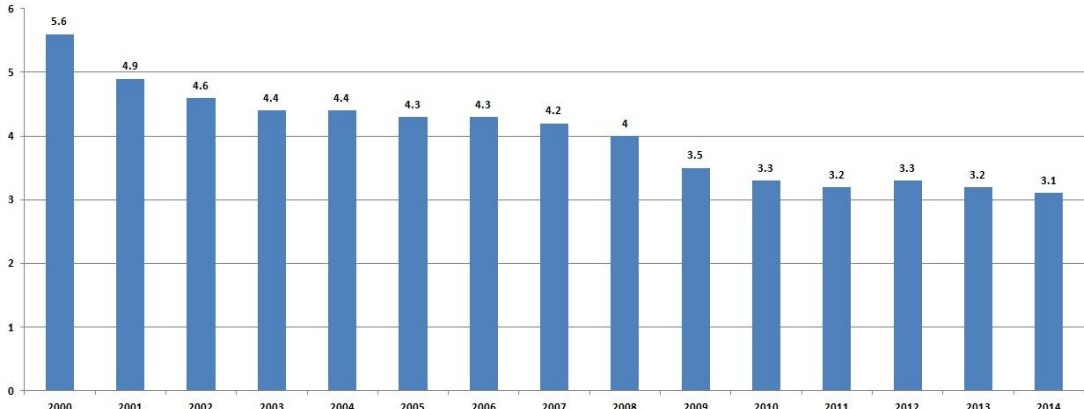
has a role in determining provincial nominees, while Canada retains statutory responsibilities such as medical, criminal checks and visa issuance.

Since 2010, the federal government has placed a cap on the Manitoba Provincial Nominee Program. In 2014, the cap was 5,000 provincial nominations by Manitoba.

Citizenship and Immigration Canada (CIC) 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 2014/15 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 2014, 4,836 applications from skilled workers were approved by the MPNP. An additional 164 business applicants were approved by the MPNP for Business.</p> <p>In 2014/15, Manitoba Start achieved a job placement rate of 75% for immigrant newcomers.</p>	<p>From 2001 to 2014, the number of approved applications from skilled workers under the PNP increased more than six-fold from 758 to 4,836.</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 second lowest unemployment rate and Manitoba's immigrants had the third highest participation and employment rates in Canada in 2014, among all jurisdictions.</p>	<p>Over the last five 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 2014/15 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 2014/15, there were 104 initial business starts and \$25.7 million in FDI.</p> <p>For 2013/14, there were 86 initial business starts and \$19.4 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 23 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 5.6 time-loss injuries per 100 workers in 1999/00.</p>	<p>The time-loss injury rate was 3.1 per 100 workers in the 2014 calendar year.</p>	<p>The time-loss injury rate has declined by approximately 45%, from 5.6 in 1999/00 to 3.1 in 2014.</p>	<p>Rates are based on lost-time claims for workers covered by workers compensation. While the overall injury rate has substantially decreased since 2000, enforcement and education activities will continue to be increased, especially in those areas needing special attention.</p> <p>For more information, see pages 33-34 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 2014/15 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 2000-2014</p>  <table border="1" data-bbox="262 462 1339 868"> <caption>Time-Loss Injury Rate per 100 Workers (2000-2014)</caption> <thead> <tr> <th>Year</th> <th>Rate</th> </tr> </thead> <tbody> <tr><td>2000</td><td>5.6</td></tr> <tr><td>2001</td><td>4.9</td></tr> <tr><td>2002</td><td>4.6</td></tr> <tr><td>2003</td><td>4.4</td></tr> <tr><td>2004</td><td>4.4</td></tr> <tr><td>2005</td><td>4.3</td></tr> <tr><td>2006</td><td>4.3</td></tr> <tr><td>2007</td><td>4.2</td></tr> <tr><td>2008</td><td>4.0</td></tr> <tr><td>2009</td><td>3.5</td></tr> <tr><td>2010</td><td>3.3</td></tr> <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> </tbody> </table>						Year	Rate	2000	5.6	2001	4.9	2002	4.6	2003	4.4	2004	4.4	2005	4.3	2006	4.3	2007	4.2	2008	4.0	2009	3.5	2010	3.3	2011	3.2	2012	3.3	2013	3.2	2014	3.1
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<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 1,600 workplace inspections were conducted in 1999/00.</p>	<p>In 2014/15, there were 12,031 workplace inspections conducted, resulting in 6,526 improvement orders and 618 stop work orders.</p>	<p>The number of workplace inspections has increased tremendously, from approximately 1,600 in 1999/00 to over 12,000 in 2014/15.</p>	<p>Factors contributing to the long-term increase in the number of workplace inspections include increased safety and health officer staffing, divisional efforts to maximize administrative efficiencies, and the prioritizing of workplace safety and health by the Manitoba Government.</p> <p>There was a decrease in the number of inspections in 2014/15 in comparison to the previous year. This was a result of an increased focus on rural and regional inspections.</p> <p>For more information, see pages 33-34 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 2014/15 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 1999/00, 7,199 person-days were lost per month.	In 2014/15, the average number of person-days lost per month was 8.	The number of person-days lost to labour disputes has dropped steadily since 1999/00.	During 2014/15, Conciliation and Mediation Services completed 98% of its conciliation assignments without a work stoppage. The Branch also had a 97% success rate on its joint grievance mediation assignments and a 94% success rate on its expedited grievance mediation cases. For more information, see page 26 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 1999/00, the average number of days to resolve a complaint through the formal process was 175 days.	In 2014/15, the average number of days to resolve a complaint through the formal process was 109 days.	The average number of days to resolve a claim decreased steadily from 175 days in 1999/00 to a low of 97 days in 2008/09, and has been near that level since.	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 2014/15, 59% were resolved in an average of 34 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 2014/15 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
The annual number of fire-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.	2012 is being used as the baseline year, when there were 227 injuries and 23 fatalities due to fires.	In 2014, there were 129 injuries and 9 fatalities due to fires.	Fire-related injuries and fatalities have dropped significantly in the last two years after being fairly stable in the previous four years.	For more information, see the Office of the Fire Commissioner's 2014/15 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 2014-2015:

Information Required Annually (per Section 18 of The Act)	Fiscal Year 2014-2015
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