
Annual Report 2008 - 2009

Labour and Immigration

For the period ending March 31, 2009

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Minister of Labour and Immigration

Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

His Honour the Honourable Philip S. Lee, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235, Legislative Building
Winnipeg, Manitoba
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, 2008 to March 31, 2009, which includes the Annual Reports of the Multiculturalism Secretariat, the Manitoba Ethnocultural Advisory and Advocacy Council, the Manitoba Immigration Council and the Manitoba Women's Advisory Council.

Respectfully submitted,

Nancy Allan
Minister of Labour and Immigration





Deputy Minister of Labour and Immigration

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Honourable Nancy Allan
Minister of Labour and Immigration

Minister:

I have the privilege of submitting the Annual Report of the Department of Labour and Immigration covering the period from April 1, 2008 to March 31, 2009, which includes the Annual Reports of the Multiculturalism Secretariat, the Manitoba Ethnocultural Advisory and Advocacy Council, the Manitoba Immigration Council and the Manitoba Women's Advisory Council.

The Department is responsible for a wide array of programs and services affecting most of the citizens of the province. It focused its efforts on a number of key priorities and commitments during the reporting period. This included increasing immigration, improving the integration of newcomers into our communities and labour market, protecting vulnerable workers and improving employment standards. The Department initiatives resulted in Manitoba welcoming over 11,000 immigrants, the highest level since 1957. The Department also implemented procedures for the administration and enforcement of *The Worker Recruitment and Protection Act*, legislation that will protect foreign workers and children from exploitation. Manitoba's minimum wage and wages in the construction industry were increased during this period. In addition, after 50 years without change, minimum employment standards for the agricultural sector were implemented.

In meeting these priorities and continuing to deliver its mandated services, the Department makes a significant contribution to Manitoba's growth and development, and the social well-being of its citizens. I would like to commend the dedication, commitment and excellent work of our employees who provide quality services and the external advisory committees that provide government with expert and constructive advice.

Respectfully submitted,

Jeff Parr
Deputy Minister of Labour and Immigration

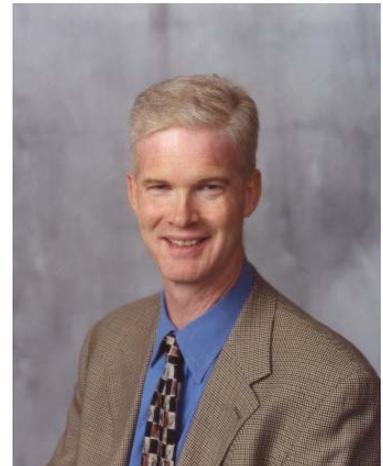
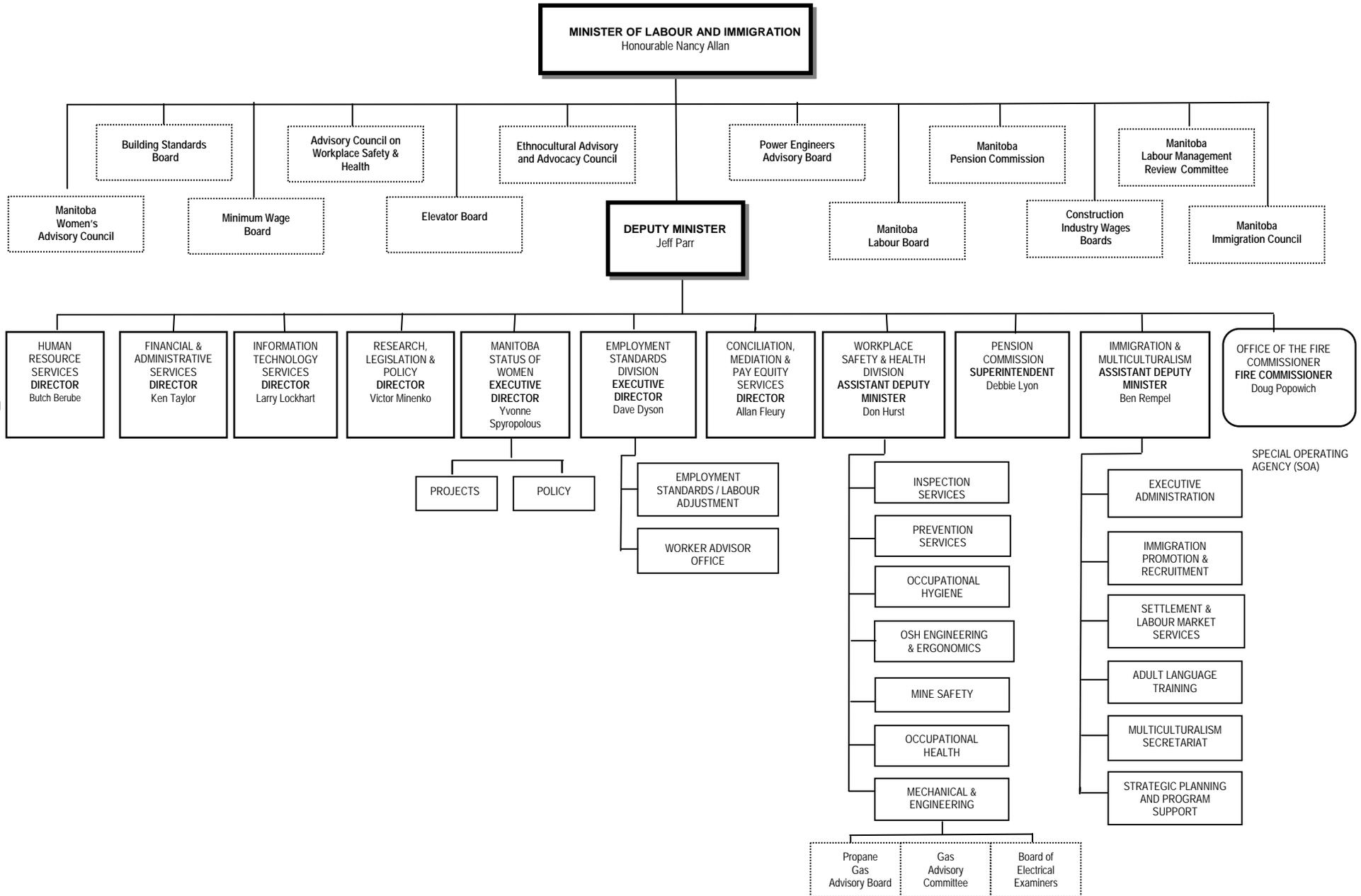


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MANITOBA LABOUR AND IMMIGRATION



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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. 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.

Vision

To create diverse and vibrant communities, safe and healthy workplaces, balanced employment practices, harmonious labour/management relations, and social, economic and political equality for women, all of which contribute to the social, economic and cultural well-being of all Manitobans.

Mission

To promote appropriate standards and quality services with respect to workplace safety and health, employment relations, pension plan benefits and public safety as well as further the growth of immigration, multiculturalism, and the social, economic and political equality of women.

Guiding Principles

- Serve the Manitoba public efficiently, courteously and effectively.
- Develop and pursue preventive and public education strategies towards achieving our mission.
- 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 settlement and integration of newcomers.
- Work in cooperation with women and women's organizations towards improving the status of women and giving voice to their concerns.
- Assume a leadership role in promoting partnerships, innovation and change, along with our external stakeholders, including all levels of government and community groups.
- 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.
- Be accountable and responsible in the use of public funds.

Overview of 2008/09 Achievements

The stability achieved in Manitoba's labour relations climate continues to be maintained. The number of person days lost to work stoppages was 18 per 1,000 workers in 2008, the fourth lowest level of work stoppage in Canada.

Conciliation, Mediation and Pay Equity Services assisted in 116 conciliation assignments under *The Labour Relations Act*, disposing of 56 assignments during the reporting year with 90 per cent (50) finalized without a work stoppage. This office also assisted with 351 joint grievance mediation files, and settled 100 per cent of the 160 grievances mediated during the year.

The time-loss injury rate in Manitoba workplaces has been reduced to 4.0 per 1,000 workers, a 29 per cent reduction since 1999/00.

Workplace Safety and Health Officers conducted 9,134 workplace inspections (a 55 per cent increase over 2007/08), investigated 1,007 complaints regarding unsafe work conditions or legislative violations (a 9 per cent increase over 2007/08) and conducted 1,084 serious incident investigations (a 24 per cent increase over 2007/08).

The Workplace Safety and Health Division continued working with the Workers Compensation Board (WCB) on awareness and education initiatives to strengthen the culture of safety and health in Manitoba. This included the provincial workplace safety and health public awareness campaign, built around the SAFE work methodology (Spot the hazard, Assess the risk, Find a safer way, Everyday), and featuring television and print advertisements.

The Department developed the following Acts and Regulations, which were passed:

- *The International Labour Cooperation Agreements Implementation Act (Part 2)*
- *The Worker Recruitment and Protection Act*
- Construction Industry Minimum Wage Regulation
- Pension Benefits Regulation
- Employment Standards Regulation (increases to minimum wage)
- Property Insurance Assessment Regulation
- Special Payments Relief Regulation (pension plan solvency)
- International Labour Cooperation Agreements Implementation Regulation
- Worker Recruitment and Protection Regulation

Manitoba's minimum wage was increased for the eighth consecutive year and wage increases in the construction industry took effect in June 2008, reflecting recommendations from a joint industry-labour panel.

The Employment Standards Branch received 2,625 claims and recovered \$1.3 million in wages.

The Employment Standards Division developed procedures for the administration and enforcement of *The Worker Recruitment and Protection Act* including the establishment of strong information sharing partnerships with law enforcement, child protection agencies, border security and other government and non-government agencies.

Regulatory changes under the Employment Standards Code for the agriculture industry took effect in 2008, after 50 years without a change. Minimum standards under the Code will now apply to this industry.

The staff of the Manitoba Women's Advisory Council and the Women's Directorate co-located to form the Manitoba Status of Women office. This re-organization has ensured a more efficient use of resources and enhanced service delivery.

Manitoba Status of Women increased the number of Training for Tomorrow Educational Awards from 50 to 80 recipients and increased their value from \$1,000 to \$1,250.

Developed and distributed over 15,000 copies of the *4 Girls Only! Guide* to school counsellors, after-school programs and teen clinics.

The Office of the Fire Commissioner, through partnership with Aboriginal and Northern Affairs, continued a fire protection strategy to enhance fire protection services in northern and remote communities through training and education of over 119 local personnel in 14 Aboriginal and northern communities.

The Immigration and Multiculturalism Division contributed to 11,221 immigrants landing in Manitoba in 2008, a 2.4 per cent increase over 2007 and the highest immigration level since 1957.

The Immigration and Multiculturalism Division also:

- implemented an international agreement between the Government of Manitoba and the Government of the Philippines to streamline immigration processing and build stronger connections between Manitoba employers and workers from the Philippines.
- in partnership with Manitoba's regional authorities, the College of Registered Nurses of Manitoba and Manitoba Health, developed a framework for the ethical and safe recruitment of internationally educated nurses and in November 2008 conducted the Philippines Nursing Recruitment Initiative, resulting in 131 employment offers by the Assiniboine, Brandon, Central and Parklands Regional Health Authorities.
- provided over \$23.3 million in funding to 176 service providers under the Manitoba Immigrant Integration Program (MIIP) for the delivery of settlement services and adult EAL programming supporting labour market integration.
- provided support for the implementation of *The Fair Registration Practices in Regulated Professions Act* to help ensure that registration practices of regulatory bodies are transparent, objective, impartial and fair.

The Office of the Manitoba Fairness Commissioner was established, including the physical premises, staffing, and administrative and financial procedures. Policies and procedures for implementation of *The Fair Registration Practices in Regulated Professions Act* were developed.

The Manitoba Labour Board improved efficiency in program delivery to clients through office enhancements including sound systems and internet access in hearing rooms, ergonomic furnishings, additional meeting rooms, improved security measures and by posting written reasons and substantive orders issued by the Board to the Board's website.

Sustainable Development

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

Through internal operations and procurement practices, the Department continued to play an integral role in promoting environmental sustainability and awareness within the Department and among vendors, and continued expanding the knowledge and skills of procurement practitioners and end-users.

The Department continued to promote a culture of sustainability and strives to achieve the goals set out in the Sustainable Development Action Plan.

DEPARTMENT OF LABOUR AND IMMIGRATION SERVICE AREAS OVERVIEW

SERVICE AREAS	DIVISION/BRANCH	ACTS ADMINISTERED
General	Department of Labour and Immigration	The Department of Labour and Immigration Act
Safety and Health	Workplace Safety and Health Division	The Workplace Safety and Health Act*
Fair and Equitable Treatment in the Workplace	Employment Standards Division	The Construction Industry Wages Act* The Employment Standards Code* The Employment Services Act The Remembrance Day Act* The Retail Businesses Holiday Closing Act
	Manitoba Pension Commission	The Pension Benefits Act
	Worker Advisor Office	The Workers Compensation Act (Section 108)
	Manitoba Women's Advisory Council	The Manitoba Women's Advisory Council Act
Public Safety	Mechanical and Engineering	The Amusements Act (Part II) The Electricians' Licence Act The Elevator Act The Gas and Oil Burner Act The Power Engineers Act The Steam and Pressure Plants Act
	Office of the Fire Commissioner	The Buildings and Mobile Homes Act The Fires Prevention and Emergency Response Act
Labour Relations	Manitoba Labour Board	The Labour Relations Act*
	Conciliation, Mediation and Pay Equity Services	The Labour Relations Act* The Firefighters and Paramedics Arbitration Act The Pay Equity Act*
Immigration and Multiculturalism	Immigration and Multiculturalism Division	The Manitoba Multiculturalism Act The Holocaust Memorial Day Act The Manitoba Ethnocultural Advisory and Advocacy Council Act The Manitoba Immigration Council Act

Note: *Denotes Acts on which the Manitoba Labour Board adjudicates

Labour Executive

Minister's Salary

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

1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	45	1.00	45	-

Executive Support

Executive Support includes the Offices of the Minister and the Deputy Minister.

The Executive Offices provide the overall policy direction for departmental programs. The Deputy Minister is the chairperson of the Departmental Executive Committee, which includes the senior managers from each of the Department's divisions.

1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	693	10.00	693	-
Total Other Expenditures	70		71	(1)
Total Expenditures	763	10.00	764	(1)

Management Services

The Management Services Division provides centralized financial, administrative and program support services including working with the Amalgamated Human Resource Services to coordinate a range of human resource services. This includes developing and administering corporate financial policy, coordinating financial planning and reporting, providing centralized accounting, maintaining the Department's information management system and coordinating information technology services. The Division also leads the departmental planning process, conducts research and analysis, supports policy development, coordinates the Department's legislative initiatives, manages corporate communications and provides support services to a number of the Department's advisory boards and committees. The Division administers the Department's responsibilities under *The Freedom of Information and Protection of Privacy Act*.

Objectives

- To ensure consistency, accuracy, effectiveness and timeliness with respect to Departmental activities by providing centralized support, coordination and other services in the following areas:
 - research, policy analysis and legislative development;
 - financial, administrative and human resources;
 - planning, reporting, comptrollership and accountability; and
 - information and communications technology.

Summary of Performance

In 2008/09 the Management Services Division:

- provided assistance in the development and passage of the following Acts and Regulations:
 - *The International Labour Cooperation Agreements Implementation Act (Part 2)*
 - *The Worker Recruitment and Protection Act*
 - Construction Industry Minimum Wage Regulation
 - Pension Benefits Regulation
 - Employment Standards Regulation (increases to minimum wage)
 - Property Insurance Assessment Regulation
 - Special Payments Relief Regulation
 - International Labour Cooperation Agreements Implementation Regulation
 - Worker Recruitment and Protection Regulation;
- conducted research and analysis, and coordinated stakeholder consultations undertaken by a sub-committee of the Labour Management Review Committee (LMRC) regarding collective bargaining in the construction industry;
- collected, developed and disseminated statistical data and other information in areas such as work stoppages, provisions of collective agreements, labour organizations, union membership, negotiated settlements and wage rates;
- responded in a timely manner to requests for information by unions, management, labour relations practitioners, the general public, the Minister, Departmental Executive, and other branches, departments and governments, including requests from the federal government on matters relating to the International Labour Organization;
- responded to 118 applications for access to records under *FIPPA*;

- participated in meetings and discussions of the Canadian Association of Administrators of Labour Legislation (CAALL) to exchange information and share best practices regarding current and emerging labour trends with counterparts in other Canadian jurisdictions;
- coordinated and prepared the 2009/10 Priorities and Strategies Overview, the 2009/10 Estimates materials and the 2007/08 Annual Report;
- examined the potential implementation of debit card, credit card and electronic funds transfer processing options, as well as potential single window services (one-stop shopping) delivery options in consultation with other divisions and departments;
- due to a reprioritization of central information technology initiatives, delayed implementation of a new point-of-sale system in compliance with MySAP First policy for the issuance of certificates, licences, permits, examinations, annual returns and inspection fees;
- worked with the Comptrollership Unit of Education Shared Services to carry out performance of statistical sampling of transactions for year end compliance and verification of year end reconciliation;
- continued the ongoing implementation of the system for signing authorities, the central physical assets inventory with a related employee inventory, the grant accountability framework and the contract management system;
- continued implementation of standard, centralized systems and organizational structure for financial reporting including contract management, branch salary and operating budgets within the Immigration and Multiculturalism Division for completion by December 31, 2009;
- conducted a preliminary review of the internal reporting system within the Workplace Safety and Health Division;
- commenced quarterly meetings of Audit Committee to oversee compliance with internal and external audit and financial reporting requirements and/or recommendations;
- continued centralization of corporate administrative services under the Administrative Services Unit of the Financial and Administrative Services Branch;
- undertook a number of application development projects at the request of departmental areas, including the Manitoba Labour Board, the Pension Commission, the Mechanical and Engineering Branch and the Office of the Fire Commissioner;
- performed application program fixes, enhancements and tests to existing computer code;
- provided training to the technology community both inside and outside of Government;
- maintained all systems in operational status during working hours and provided coverage for those systems on a 7-day, 24-hour basis, including on-call provisions;
- assisted with the development and implementation of the corporate initiatives of Government, including the Desktop Management program and the ICT Restructuring Initiative;
- developed the 2009/10 and multi-year information technology plans;
- increased the accessibility of departmental program information through web development;
- continued the creation of a Department-based mid-range computing environment with advanced storage and backup capabilities;

- continued to work on the consolidation of small, stand-alone applications within the program areas;
- completed 20 employment competitions and 32 job classifications;
- dealt with nine grievances;
- processed 15 retirements through Pay and Benefits;
- provided 31 employees with orientation through Pay and Benefits;
- processed 10 Workers Compensation Board claims through Pay and Benefits;
- facilitated the attendance of 17 employees at Employment Equity/Aboriginal Awareness sessions;
- facilitated the hiring of 4 Aboriginal and 14 Visible Minority employees and 3 persons with disabilities; and
- provided various forms of support to the Department's efforts to meet its Employment Equity targets.

2(a) Management Services

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	1,176	17.25	1,156	20
Total Other Expenditures	270		303	(33)
Total Expenditures	1,446	17.25	1,459	(13)

Explanation Number:

1. *Over-expenditure reflects severance and vacation payouts to the estate of a long service employee, hiring a term employee to replace an employee on leave without pay, hiring of summer students and General Salary Increases. These over-expenditures were partially offset by implementation of vacancy management strategies, which included an employee on leave without pay, net staff turnover costs, secondment of an employee to Competitiveness, Training and Trade and savings due to the voluntary reduced work week program.*
2. *Under-expenditure reflects efficiencies realized through rationalization of administrative functions, and implementation of expenditure management strategies which resulted in reductions in training costs, office equipment rentals, computer related charges and liability insurance costs partially offset by scheduled replacement of furniture and increases in computer hardware and software purchases, legal fees, office supplies and other rentals.*

Conciliation, Mediation and Pay Equity Services

Conciliation, Mediation and Pay Equity Services works to promote and maintain 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 employers, bargaining agents and employees in the administration of *The Pay Equity Act*.
- To assist public school teachers and school boards in collective bargaining and grievance mediation as provided under *The Labour Relations Act*.

Summary of Performance

In 2008/09 Conciliation, Mediation and Pay Equity Services:

- assisted in 116 conciliation assignments under *The Labour Relations Act* and disposed of 56 assignments during the reporting year, 90 per cent (50) of which were finalized without a work stoppage (see Table 1);
- had 49 expedited grievance mediation files, settling 91 per cent of the files mediated;
- assisted with 351 joint grievance mediation files, and settled 100 per cent of the 160 grievances mediated during the year (see Table 2);
- was involved in 5 work stoppages involving 897 bargaining unit workers;
- provided Interest Based Negotiation training and services to three bargaining units; and
- continued to participate in the Canadian Association of Administrators of Labour Legislation conferences, to 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, 2008 - March 31, 2009

Assignments in process during reporting year	
Assignments carried over from previous year	56
Assignments received during the reporting year	44
Assignments received for First Collective Agreement	7
Assignments received for Interest Based Negotiations	3
Assignments received for Preventive Mediation	2
Assignments received related to <i>The Public Schools Act</i>	4
Total	116
Assignments disposed of during reporting year	
Settled in conciliation without work stoppage	50
Settled following work stoppage	5
Proceeded to Arbitration under <i>The Public Schools Act</i>	0
Imposed by Manitoba Labour Board for first collective agreement	1
Total	56
Assignments still active at end of reporting year	60
Percentage of assignments finalized without stoppages	90%

Table 2
Statistics Relating to Mediation Services
April 1, 2008 - March 31, 2009

Under Section 129(1) (Joint Application)	
Cases carried forward	151
Cases assigned	200
Total	351
Settled	160
Not settled	0
Awaiting mediation	191
Percentage of settlements achieved	100%
Under Section 130(8) (Expedited Application)	
Cases carried forward	10
Cases assigned	39
Total	49
Settled	21
Not settled	2
Proceeding directly to arbitration	1
Awaiting mediation	25
Percentage of settlements achieved	91%

2(c) Conciliation, Mediation and Pay Equity Services

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	\$ (000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	566	7.00	571	(5)	
Total Other Expenditures	166		142	24	1
Total Expenditures	732	7.00	713	19	

Explanation Number:

1. *Over-expenditure reflects renovation costs of a meeting room for clients and increased training costs for Conciliation Officers partially offset by decreased third party conciliation and mediation costs.*

Pension Commission

The mandate of the Pension Commission is to safeguard 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 to safeguard the rights of employees to benefits promised under employment pension plans registered under the Act.
- To promote the establishment, extension and improvement of employment pension plans registered under the Act.

Summary of Performance

In 2008/09 the Pension Commission:

- processed over 1,200 requests for statements of satisfaction concerning one-time transfers;
- issued over 500 pieces of correspondence related to compliance;
- reviewed over 100 pension plan amendments, and 48 Locked-in Retirement Account/Life Income Fund/Locked-in Retirement Income Fund contracts for compliance;
- reviewed 7 plan registrations, 9 full plan windups, 11 partial plan windups, 2 mergers and 1 plan conversion;
- reviewed for compliance, 356 Annual Information Returns (AIRs), which detail the contributions made to and membership changes under a pension plan over its fiscal year;
- reviewed for compliance, 18 actuarial valuation reports, which detail the funded and solvency position of a defined benefit pension plan and the contribution requirements over the next 3 years;
- approved one surplus refund request;
- conducted four Pension Administration Reviews to assess whether the administrative systems and practices of pension plans were sufficient to produce legislative compliance, and monitored progress on the issues identified in the Reviews' reports;
- responded to approximately 5,000 telephone inquiries relating to pension legislation;
- participated in, as a presenter, four public education sessions for organizations involved with pension plans, dealing with various aspects of existing and proposed legislation and general industry information;
- implemented one regulation under *The Pension Benefits Act*, and
- participated in, through the Superintendent of Pensions, the activities of the Canada Association of Pension Supervisory Authorities (CAPSA), a national association of pension supervisory authorities whose mission is to facilitate an efficient and effective pension regulatory system in Canada.

2(d) Pension Commission

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	\$ (000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	367	5.00	364	3	
Total Other Expenditures	108		121	(13)	1
Total Expenditures	475	5.00	485	(10)	

Explanation Number:

1. *Under-expenditure reflects a delay in public information sessions for the implementation of regulations under The Pension Benefits Act partially offset by increased training costs.*

The Manitoba Labour Board

The Manitoba Labour Board is an independent and autonomous specialist tribunal which administers and adjudicates responsibilities assigned to it under *The Labour Relations Act* and sections of:

- *The Employment Standards Code*
- *The Workplace Safety and Health Act*
- *The Public Schools Act*
- *The Construction Industry Wages Act*
- *The Remembrance Day Act*
- *The Pay Equity Act*
- *The Essential Services Act*
- *The Elections Act*
- *The Victims Bill of Rights*
- *The Public Interest Disclosure (Whistleblower Protection) Act*

During the reporting period, the Board was composed of a full time Chairperson, one full time Vice-Chairperson, six part time Vice-Chairpersons, and 28 Board members representing equal representation of employees and employers.

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 general public pertaining to their dealings with the Board or about the Board's operations.

Summary of Performance

In 2008/09 the Manitoba Labour Board:

- received 317 applications and carried forward 198 files under the following Acts:

<i>The Workplace Safety and Health Act</i>	2
<i>The Employment Standards Code</i>	49
<i>The Labour Relations Act</i>	<u>266</u>
Total filed in reporting year	317
Cases carried forward (2007/08)	<u>198</u>
Total*	515

* Total applications filed reflects a 23 per cent decrease from the previous year's actual of 666 attributable in part to an amendment to *The Employment Standards Code* which came into effect April 30, 2007 transferring the responsibility for processing hours of work variance applications from the Board to the Employment Standards Division.

- disposed of/closed 398, or 77 per cent of 515 cases;
- scheduled 157 applications for hearing;
- resolved 83 per cent of disputes through the mediation process in cases where a board officer was formally appointed or assisted the parties informally in reaching a settlement;

- issued 21 Substantive Orders and 8 Written Reasons for Decision;
- distributed updates for the “Index of Written Reasons for Decision” to subscribers;
- conducted 12 votes within time frames ordered by the Board;
- continued to partner with the Department’s Information and Technology Services Branch to develop a comprehensive automated case management system scheduled for implementation in 2009;
- successfully completed the relocation to 175 Hargrave Street, Winnipeg, improving efficiency in program delivery to clients through office enhancements including sound systems and internet access in hearing rooms, ergonomic furnishings, additional meeting rooms and improved security measures;
- conducted or participated in various training and development opportunities for Board members and staff as identified under their individual learning plans including attendance of Board Officers at a mediation training program conducted by the Canada Industrial Relations Board and attendance of senior staff at the Annual Conference of Labour Board Chairs and Administrators; and
- promoted sustainable development through various activities including recycling, paper management, use of environmentally preferable products and duplex copying.

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

2(e) Manitoba Labour Board

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	1,212	16.50	1,331 (119)	1
Total Other Expenditures	440		481 (41)	2
Total Expenditures	1,652	16.50	1,812 (160)	

Explanation Number:

1. *Under-expenditure reflects implementation of vacancy management strategies, which included net staff turnover costs, Board member per diems, maintaining a staff vacancy and savings due to the voluntary reduced work week program partially offset by severance and vacation payouts for two employees who retired or resigned, hiring of summer students and General Salary Increases.*
2. *Under-expenditure reflects reductions in legal fees due to fewer appeals, website development performed internally and decreased travel costs of Board members and officers. These under-expenditures were partially offset by one-time costs related to the relocation to new premises, use of temporary employment services and increased computer related charges.*

Workplace Safety and Health Division

The Workplace Safety and Health Division (WSHD) administers seven acts and associated regulations dealing with the health and safety of workers, protection of the public from mechanical, electrical and fuel-burning equipment, and the licensing of tradespersons. It also provides technical and administrative support to the Minister's Advisory Council on Workplace Safety and Health. The Division emphasizes a preventive focus to control workplace and public hazards through education and training, combined with administration and enforcement of relevant acts and regulations.

Workplace Safety and Health

Objectives

- To administer *The Workplace Safety and Health Act* and Regulations in order to identify and control workplace safety and health hazards, thereby preventing fatalities, reducing workplace injuries and illnesses, and contributing to a dynamic provincial economy and improved quality of life for Manitobans.

Summary of Performance

In 2008/09 Workplace Safety and Health:

- coordinated the development and implementation of prevention and enforcement activities that contributed to a 29 per cent reduction in the time-loss injury rate since 2000;
- continued implementing the long-term plan to improve safety and health in Manitoba workplaces as outlined by the government's response to the 2002 Report of the Workplace Safety and Health Review Committee. Actions taken included the introduction of new program and policy initiatives, a review of the *Operation of Mines Regulation*, and a mandatory review of *The Workplace Safety and Health Act* and its administration;
- continued to act on the recommendations contained in the Report of the Auditor General of Manitoba to strengthen the Division's performance and support sustainable improvements in workplace safety and health outcomes in Manitoba. The activities included: measuring and reporting on program effectiveness, training staff on policy and procedures to address enforcement issues, and distributing an annual schedule of educational sessions to workplace safety and health committees in the province which is made available on the SAFE Manitoba website;
- began implementing the new five-year joint workplace injury and illness prevention plan that was developed with the Workers Compensation Board (WCB). The plan aims to significantly reduce the number of serious injuries and fatalities in the province; and
- continued working with the WCB on awareness and education initiatives to strengthen the culture of safety and health in Manitoba including the provincial workplace safety and health public awareness campaign commenced in June 2003 built around the SAFE methodology (Spot the hazard, Assess the risk, Find a safer way, Everyday), and featuring television and print advertisements.

Inspection Activities

Objectives

- To ensure that hazards in all Manitoba workplaces, including mines, are identified and corrective action is taken, including those related to safety engineering, ergonomic risks, or chemical, biological and physical agents.
- To promote the internal responsibility system as stipulated in *The Workplace Safety and Health Act*, whereby employers and workers undertake their individual and shared responsibility for preventing occupational illness and injury based on the extent of their control over the workplace.
- To ensure engineering designs and construction plans in mining workplaces meet safety specifications.
- To consult with safety and health professionals, workers and employers on safety engineering and ergonomic issues.
- To support the development of safe and healthy work programs and practices by consulting with safety and health professionals, workers, and employers on occupational hygiene issues.

Summary of Performance

In 2008/09 Inspection activities:

- conducted 9,134 workplace inspections (a 55% increase over 2007/08) and issued orders as necessary;
- conducted workplace investigations of complaints, serious incidents, rights to refuse and discriminatory actions;
- provided consultative safety engineering, ergonomic and occupational hygiene assistance to clients and internal staff;
- prepared specialized reports on hazards and risk control strategies;
- conducted pre-development reviews of new projects, installations and processes; and
- prepared and delivered specialized technical training programs to workers and employers.

Table 1
Performance Indicators, Inspection Services and Mine Safety
April 1, 2008 to March 31, 2009

	Inspection Services	Mine Safety	Total
Inspections conducted	8,508	626	9,134
Orders written	8,818	516	9,334
Complaints investigated	1,007	38	1,045
Serious incident investigations	1,084	108	1,192
Designs and plans assessed	N/A	67	67
Operational approvals	N/A	208	208

Prevention Activities

Objectives

- To promote occupational safety and health in workplaces and the community at large through public awareness, education, training, and the development of preventive partnerships.
- To work with priority sectors in establishing and maintaining effective safety and health management systems to prevent injuries and illnesses.
- To promote the establishment and maintenance of effective safety and health committees and safety and health programs in workplaces.
- To promote health in Manitoba workplaces by:
 - assisting Division staff in the investigation of health concerns affecting workers and employers, and recommending preventive or corrective action;
 - developing and reviewing policies, procedures and regulations relating to prevention and encouraging Manitoba workplaces to adopt preventive practices; and
 - consulting with health professionals, representatives, workers, and employers on occupational health issues.

Summary of Performance

In 2008/09 Prevention activities:

- continued joint planning with the WCB to encourage the growth of a strong network of prevention organizations and promote the occupational health and well-being of workers, including participation in implementing the ongoing workplace safety and health public awareness campaign built around the SAFE methodology;
- provided a variety of informational material such as newsletters, bulletins, guidelines, website material and audiovisual materials to assist in safety and health training and communication, and developed publications for the new workplace safety and health regulations that took effect on February 1, 2007;
- helped launch the new SAFE Manitoba website, which incorporates all of WSHD's publications, resource and contact information. Efforts continue to make this website the workplace safety and health internet destination for Manitobans;
- delivered 26 presentations on the new regulatory requirements to stakeholder groups;
- provided consultation services to industry clients to assist with the effective, ongoing function of existing safety and health committees and encourage the formation of new committees;
- provided education, training, and assistance with application maintenance of the Labour Information Network (LINK), which tracks investigations, inspections, safety and health committee minutes, and the registration/certification process of the Mechanical and Engineering Branch;
- continued to address young worker safety and health issues at the secondary and post-secondary level and in youth training facilities by developing and delivering youth-targeted programming;
- continued to address farm safety issues through collaboration with governmental and non-governmental organizations and the delivery of education to agricultural producer organizations;

- collaborated with various government departments and agencies to address emerging issues such as pandemic influenza planning and agriculture related safety and health concerns; and
- conducted occupational-related health surveillance on such matters as blood lead and heavy metal levels, hearing conservation and pesticides, and initiated a consultation with stakeholders regarding screening procedures for exposure to fibrogenic dust.

Table 2
Performance Indicators, Prevention Services
April 1, 2008 to March 31, 2009

Effectiveness Measures

Number of safety and health committee interventions/training	2,270
Number of training courses	198
Number of training course participants	2,933

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 (Advisory Council) reports directly to the Minister of Labour and Immigration concerning general workplace safety and health issues, protection of workers in specific situations, and appointment of consultants and advisors. The Advisory Council reviews *The Workplace Safety and Health Act* and its administration at least once every five years or when requested to do so by the Minister, and advises on any other matter concerning workplace safety and health at the Minister's request.

The Lieutenant Governor in Council appoints council members, with equal representation from workers, employers, and technical/professional organizations. The WSHD provides technical, administrative and financial support to the Advisory Council. Members receive remuneration in the form of an honorarium and payment for out-of-pocket expenses.

Where appropriate, the Advisory Council establishes committees to advise the Council on specific matters dealing with workplace safety and health.

Summary of Performance

In 2008/09 the Advisory Council on Workplace Safety and Health:

- completed a review of *The Workplace Safety and Health Act* and its administration and submitted a report of its findings and recommendations to the Minister in the fall of 2008. Legislative changes recommended by the Advisory Council included: increasing fines for offences under the Act; requiring training of all members of workplace safety and health committees; defining "training" to include a requirement for competency evaluation; and requiring safety and health committees to inspect the workplace prior to committee meetings;
- established a new standing committee for workplace safety and health matters relating to construction; and
- through the Standing Committee for the Review of the Mines Regulation (a sub-committee of the Minister's Advisory Council on Workplace Safety and Health) conducted a comprehensive review of the Mines Regulation, and the recommendations from the Steven Ryan Ewing Inquest report. The Standing Committee's report with recommendations is anticipated in May 2009.

2(f) Inspection Services

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	4,833	72.50	4,911	(78)	1
Total Other Expenditures	1,688		1,781	(93)	2
Total Expenditures	6,521	72.50	6,692	(171)	

Explanation Number:

- Under-expenditure reflects implementation of vacancy management strategies, which included net staff turnover costs, delayed hiring of ten newly established Workplace Safety and Health Officer positions and one Administrative Assistant, savings due to the voluntary reduced work week program, an employee on maternity leave, lower than expected per diems for the Advisory Council on Workplace Safety and Health and lower than expected remoteness allowance costs. These under-expenditures were partially offset by additional severance and vacation payouts for two employees who retired, General Salary Increases, hiring of summer students and casual employees, an employee seconded from the Workers Compensation Board, two term employees hired for succession planning, workers compensation claims, overtime/standby costs and acting status payouts.*
- Under-expenditure reflects lower costs for production of bulletins, guides and codes, reduced legal fees for appeals, reduced real estate rentals and renovation costs due to delayed expansion of space, website development performed internally, reduced training, fewer incident investigations than expected and rationalization of travel costs. These under-expenditures were partially offset by purchase of computer workstations and computer equipment for new staff, legal, consulting and travel costs related to the Hudson Bay Mining and Smelting Inquest, increased telephone charges and mailing costs.*

2(g) Occupational Health

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	307	3.00	312	(5)	
Total Other Expenditures	22		29	(7)	1
Total Expenditures	329	3.00	341	(12)	

Explanation Number:

- Under-expenditure reflects implementation of expenditure management strategies, which resulted in reductions in travel costs, telephone charges, computer related charges, physical asset purchases and publications purchases.*

2(h) Mine Safety

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	741	10.20	763	(22)	1
Total Other Expenditures	202		202	-	
Total Expenditures	943	10.20	965	(22)	

Explanation Number:

1. *Under-expenditure reflects implementation of vacancy management strategies, which included maintaining a staff vacancy and savings due to the voluntary reduced work week program partially offset by severance and vacation payouts for an employee who retired, an employee hired under the Career Gateway Program, increased work hours for an employee and General Salary Increases.*

Mechanical and Engineering Branch

The Mechanical and Engineering Branch conducts inspections of and issues permits for mechanical or electrical equipment, examines and reviews facility and equipment designs, and conducts examinations and issues licences to qualified tradespeople.

Objectives

- To ensure that Manitobans are not exposed to hazardous situations related to any mechanical or electrical equipment covered by legislation, including boilers, pressure vessels, refrigeration systems, gas and oil burning equipment, amusement rides and elevators.
- To examine and license or certify electricians, power engineers, gas fitters, boilermakers, welders and pipefitters, thereby ensuring tradespersons operating in regulated fields are fully qualified.
- To promote safety and safety awareness throughout Manitoba.

Summary of Performance

In 2008/09 the Mechanical and Engineering Branch:

- examined and registered 653 engineering designs to ensure conformity with the appropriate codes;
- registered 90 Manufacturers' Affidavits for certified pressure equipment entering the province;
- registered 33 new welding procedures for pressure equipment and pressure piping;
- audited 48 companies for Quality Control Certificate validations;
- conducted inspections of amusement rides, electrical equipment and installations, elevators, gas and oil burners, and steam and pressure plants and issued compliance orders where appropriate; and
- examined and issued licences to tradespersons under *The Power Engineers Act*, *The Electricians' Licence Act*, and *The Gas and Oil Burner Act*.

Table 3
Performance Indicators, Mechanical and Engineering Branch
April 1, 2008 to March 31, 2009

Inspections			
Amusement Rides			
Inspections		125	
Orders written		8	
Electrical			
Special Acceptance inspections		1,128	
Spot checks inspections		62	
Elevators			
Inspections		2,023	
Orders written		96	
Plans approved		82	
Gas and Oil Burners			
Inspections		1,805	
Incident investigations		35	
Plans examined		162	
Special Acceptance inspections		165	
Permits issued		26,211	
Steam and Pressure Plants			
Inspections		6,671	
Orders written		963	
Tradespersons Examinations and Licensing		Examinations	Licenses/Renewals Issued
Power Engineers		701	264
Electricians		229	7,741
Gas and Oil Burner Technicians		185	200
Welders		666	605

2(b) Mechanical and Engineering

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	\$ (000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	2,095	32.00	2,126	(31)	1
Total Other Expenditures	605		618	(13)	2
Total Expenditures	2,700	32.00	2,744	(44)	

Explanation Number:

- 1. Under-expenditure reflects implementation of vacancy management strategies which included net staff turnover costs, maintaining two vacant Boiler Inspector positions and savings due to the voluntary reduced work week program partially offset by severance and vacation payouts for three employees who retired, hiring summer students, worker compensation claims and General Salary Increases.*
- 2. Under-expenditure reflects implementation of expenditure management strategies which resulted in decreased travel costs of inspectors, reduced training, computer related enhancements and maintenance charges for the boiler and elevator software less than planned and decreased out of province travel costs. These under-expenditures were partially offset by purchase of online Canadian Standards Association software, renovations to the welder testing centre to address the recommendations of a workplace safety and health review and increased operating supplies and equipment purchases for inspectors and the welder testing centre.*

Employment Standards

The Employment Standards Division is composed of the Employment Standards Branch (which includes the Labour Adjustment Unit) and the Worker Advisor Office. The Division provides a comprehensive program of client-initiated services, proactive services, labour adjustment services, as well as advocacy services in the case of the Worker Advisor Office.

Employment Standards

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 modeling and talent industry, and to protect foreign workers and employers through the regulation of recruiters.
- To increase compliance with the legislation.
- 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 potential business closures or layoffs and support workforce adjustment committees in developing re-training and re-employment strategies for workers whose jobs have disappeared or changed.

Summary of Performance

In 2008/09 the Employment Standards Branch:

- received 2,625 claims and recovered \$1.3 million in wages;
- finalized 1,073 claims (40 per cent of total) using the Quick Resolution process in an average of 29 days thus avoiding the need for time-consuming field investigation;
- conducted field investigations of 1,552 claims, facilitating a voluntary resolution in approximately 90 per cent of cases and issuing formal orders for the remaining 10 per cent;
- facilitated resolution of all 37 of the cases that undertook the Alternative Dispute Resolution process, thus reducing the number of appeals to the Manitoba Labour Board for resolution;
- implemented regulatory changes for the agriculture industry for the first time in more than 50 years;
- implemented one of a series of minimum wage increases for the construction industry, which will lead to greater use of the apprenticeship training system and enhance the province's ability to attract and retain skilled workers;
- passed regulatory changes for *The Worker Recruitment and Protection Act* with an in force date of April 1, 2009 and evaluated 99 licence applications and 73 child performer permit applications in preparation for full implementation;
- processed nearly 3,600 Child Employment Permit applications and worked with industries to expand the streamlined process for applications with standardized job tasks that regularly employ children;

- continued a targeted public education strategy to protect vulnerable workers through partnerships with education and skill providers for youth and newcomers to the province such as Entry Program, Safe Workers of Tomorrow, Employment Projects of Winnipeg, Success Skills Centre, and Employment Solutions for Immigrant Youth;
- identified 327 employers for potential non-compliance and used proactive enforcement strategies to advance labour standards rights and obligations in the workplace and to increase compliance with the legislation;
- established strong information sharing partnerships with law enforcement, child protection agencies, border security and other government and non-government agencies for the administration and enforcement of *The Worker Recruitment and Protection Act*;
- continued to participate in a process with other branches to protect the rights of apprentices and ensure their safety, health and well being through the enforcement of compulsory trade ratios;
- responded to group layoff and adjustment situations within five days of notification to the Labour Adjustment Unit which allowed opportunities to explore alternate avenues to mitigate the effects of the layoff prior to public knowledge;
- dealt with approximately 50,000 telephone calls and 5,000 walk-ins, providing 24-hour, 7-day response to the most common questions; and
- recorded 234,200 unique visits to the Employment Standards website with visitors accessing more than 8.6 million website pages.

Performance Indicators, Client-Initiated Services

April 1, 2008 to March 31, 2009

Claim Resolution Category	Percentage Finalized
Early Resolution Level	40
Field Investigation Level	57
Alternate Dispute Resolution Level	1
Manitoba Labour Board Level	2
Judgement and Collections Level	1

2(I) Employment Standards

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	\$ (000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	2,480	41.80	2,701	(221)	1
Total Other Expenditures	813		736	77	2
Total Expenditures	3,293	41.80	3,437	(144)	

Explanation Number:

- Under-expenditure reflects implementation of vacancy management strategies to offset operating over-expenditures, which included, net staff turnover costs, recovery from Competitiveness, Training and Trade - Apprenticeship Branch for enforcement services, employees granted leave without pay, an employee on maternity leave and savings due to the voluntary reduced work week program. These under-expenditures were partially offset by severance and vacation payouts for two employees who retired, hiring a term employee to replace an employee on leave without pay, reclassification of two positions and General Salary Increases.*
- Over-expenditure reflects enhancements to the Claims Tracking System, scheduled replacement of computer workstations, purchase of investigative computer software, costs related to Louis Riel Day Ad and Agricultural Workers Ad, costs related to hosting the CAALL conference and increases in computer related charges, travel and training costs of Employment Standards Officers, on-line searches fees, office supplies and mailing costs. These over-expenditures are partially offset by implementation of expenditure management strategies, which included the delay of telephone answering service charges, renovation costs less than planned due to delayed expansion of space, delay of the Minimum Wage Ad and costs related to the Remembrance Day Ad and Construction Industry Wages Ad less than planned.*

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. The Office advises, assists and when appropriate represents claimants who have cause to disagree with decisions of the WCB.

Objectives

- To assist injured workers and their dependants in understanding the operations of the WCB and in obtaining benefits to which they are entitled under *The Workers Compensation Act* in a fair, compassionate and timely manner.

Summary of Performance

In 2008/09 Worker Advisor Office:

- provided services to over 1,524 individuals;
- concluded 70 per cent of inquiries by providing advice only;
- opened and reviewed 453 claims of which 231 (51 per cent) were closed as there was no basis for appeal and three (one per cent) were closed as the claimant chose not to proceed; and

- resolved 219 claims (49 per cent of total claims) through the WCB appeal system, 17 per cent were resolved at the case management level, 52 per cent at the Review Office level, and 30 per cent at the Appeal Commission level.

2(j) Worker Advisor Office

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	690	10.00	683	7	1
Total Other Expenditures	108		146	(38)	2
Total Expenditures	798	10.00	829	(31)	

Explanation Number:

- Over-expenditure reflects severance and vacation payouts for two employees who retired, workers compensation claims, acting status payouts and General Salary Increases partially offset by implementation of vacancy management strategies, which included net staff turnover costs, remoteness allowance and an employee granted leave without pay.
- Under-expenditure reflects renovations to the client intake area less than planned and expenditure management strategies, which resulted in the rationalization of travel costs, computer related charges, telephone charges, real estate rentals and reductions in the amount of medical tests for clients.

Manitoba Status of Women

The Manitoba Status of Women Division identifies the needs and concerns of Manitoba women; raises awareness of issues affecting women; partners with community organizations and other government departments to promote gender equality; and brings the concerns and aspirations of women to the provincial government to ensure they are integrated into government programs, policies and legislation.

Objectives

- To promote gender equality and the equal participation of all women in society.
- To improve the economic, social, legal and health status of women.
- To contribute to ending exploitation and violence against women.

Summary of Performance

In 2008/09 the Manitoba Status of Women Division:

- completed the integration of the staff of the Manitoba Women's Advisory Council and the Women's Directorate;
- increased the number of Training for Tomorrow Educational Awards from 50 to 80 recipients and increased their value from \$1,000 to \$1,250;
- created and distributed over 2,000 copies of *Taking the Lead* to recognize the contributions of Manitoba women;
- organized the Government's celebration of Women's History Month which honoured five women who have advocated for changes to improve the quality of life for women of Manitoba;
- organized the Government's reception in honour of International Women's Day, which focused on celebrating the accomplishments of immigrant women;
- participated with Federal/Provincial/Territorial counterparts on the Economic Security Working Group, the Aboriginal Women Working Group and the Violence Against Women Working Group;
- participated on the Gender-Diversity Analysis (GDA) Steering Committee of Treasury Board, to provide GDA training workshops and increase knowledge of GDA across government;
- collaborated with Aboriginal and Northern Affairs and the Community Economic Development Committee of Cabinet to host an Aboriginal women's gathering in The Pas;
- collaborated with the Departments of Family Services and Housing and Justice to develop a family violence toolkit which offers practical information and resources to help employers recognize and respond to employees affected by family violence;
- participated on the Human Trafficking Response Team to develop a coordinated response in the event that victims of human trafficking are identified in Manitoba;
- participated on a Domestic Violence Death Review pilot committee and attended a national think tank in Ontario in this regard;

- produced new brochures and posters about Manitoba Status of Women and the Manitoba Women's Advisory Council;
- developed a new, interactive Divisional website;
- provided approximately \$10,000 in grants to assist women's organizations to help raise awareness of women's issues and to conduct community events; and
- provided advice to government on issues affecting women and made recommendations for future projects that will enhance the quality of women's lives in Manitoba.

Manitoba Women's Advisory Council

The Manitoba Women's Advisory Council works within the Manitoba Status of Women Division to represent the issues and concerns of Manitoba women. The council focuses on issues that have a social, legal or economic impact on the lives of women and their families.

The Manitoba Women's Advisory Council was established through an Order in Council in 1980. Since 1987, the function and operation of the Council has been governed by The Manitoba Women's Advisory Council Act (the Act).

The council has a chair and several community members appointed by the provincial government. Members reflect the cultural diversity of Manitoba women and come from rural, urban and northern communities.

The advisory council reports to the Minister responsible for the Status of Women.

Summary of Performance

In 2008/09 the Manitoba Women's Advisory Council:

- held 6 meetings as required by legislation;
- held ten community information sessions for approximately 500 individuals on topics including aging, poverty, abortion, housing, Muslim women, voices of women at the United Nations, victims advocacy, family violence services, men's programming and *The Worker Recruitment and Protection Act*;
- attended the annual meeting of the Coalition of Provincial and Territorial Advisory Councils on the Status of Women;
- facilitated and hosted a forum with women's organizations for the exchange of information on new initiatives in Manitoba;
- collaborated with community organizations to organize the annual Take Back the Night march to acknowledge violence and improve safety for women;
- organized the 12th Annual Sunrise Memorial to mark the anniversary date of the Montreal Massacre and to raise public awareness about violence against women and girls;
- developed and distributed over 15,000 copies of the *4 Girls Only! Guide* to school counsellors, after-school programs and teen clinics;
- compiled and distributed the bi-monthly events calendar and information sheet, *Council Currents*, to over 300 women's organizations;

- distributed approximately 1,000 copies of *Parenting on Your Own – A Handbook for One-Parent Families* to single parents and service providers;
- collaborated with Manitoba Health and the Women’s Health Clinic to conduct 10 community consultations throughout the province to inform a new women’s health strategy;
- increased collaboration with women’s organizations, representatives from women’s groups, and other government departments to heighten awareness of the Council and its role;
- assisted women’s organizations with research support and on-site administrative support, including photocopying, fax and mail services;
- developed a new orientation manual for Council members, and;
- provided advice to government on issues affecting women.

2(I) Manitoba Status of Women

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	593	10.00	684	(91)	1
Total Other Expenditures	337		343	(6)	
Total Grants	72		100	(28)	2
Total Expenditures	1,002	10.00	1,127	(125)	

Explanation Number:

1. *Under-expenditure reflects implementation of vacancy management strategies, which included an employee on secondment to Seniors and Healthy Aging, an employee on secondment to Health and Healthy Living and later to Family Services and Housing, net staff turnover costs, savings due to the voluntary reduced work week program and not hiring a summer student. These under-expenditures were partially offset by a term employee hired to replace an employee on secondment and vacation payouts for an employee who resigned.*
2. *Under-expenditure reflects the transition to the revised Training for Tomorrow Educational Awards.*

Immigration and Multiculturalism Division

The Immigration and Multiculturalism Division develops and implements policies and programs related to immigration selection as well as the settlement and integration of immigrants and refugees into the social and economic life of Manitoba. The Division identifies and addresses issues which affect the multicultural community, fosters partnerships between government and ethnocultural communities, and implements *The Manitoba Multiculturalism Act*, *The Manitoba Ethnocultural Advisory and Advocacy Council Act*, and *The Manitoba Immigration Council Act*.

Immigration and Settlement

Objectives

- To increase immigration levels through innovative approaches that support Manitoba's demographic, social, cultural and economic development.
- To maximize the economic benefits of immigration.
- To facilitate the settlement and integration of immigrants and refugees in Manitoba.
- To promote regional immigration and long-term integration to support the economic growth and cultural diversity of Manitoba communities.

Summary of Performance

In 2008/09 Immigration and Settlement:

- contributed to 11,221 immigrants landing in Manitoba in 2008, a 2.4 per cent increase over 2007 and the highest level received since 1957;
- entered into negotiations with the federal government to renew and expand the Canada-Manitoba Immigration Agreement;
- implemented the first international agreement between the Government of Manitoba and the Government of the Philippines to streamline immigration processing and build stronger connections between Manitoba employers and workers from the Philippines;
- developed a Memorandum of Understanding on Labour Cooperation between the Government of Manitoba and the Government of Iceland to assist Manitoba employers to recruit highly skilled unemployed Icelandic workers;
- in partnership with Manitoba's regional authorities, the College of Registered Nurses of Manitoba and Manitoba Health, developed a framework for the ethical and safe recruitment of internationally educated nurses and in November 2008 conducted the Philippines Nursing Recruitment Initiative, resulting in 131 employment offers by the Assiniboine, Brandon, Central and Parklands Regional Health Authorities;
- provided leadership and guidance in the implementation of major divisional initiatives including temporary foreign worker (TFW) recruitment, protection and retention strategies and the passage of *The Worker Recruitment and Protection Act*;
- developed website information and other communication's tools to attract prospective immigrants to Manitoba and to assist with positive pre- and post-arrival experiences for newcomers;

- organized presentations and workshops with communities, academics and policy developers;
- conducted an evaluation of Manitoba provincial nominees and funded research on temporary foreign workers and ethnocultural communities and organizations in rural Manitoba; and
- participated in numerous Federal/Provincial/Territorial (FPT) activities, including the Immigration Ministers', Deputy Ministers' and Assistant Deputy Ministers' Tables, the Immigration Planning Table and the Foreign Qualifications Recognition Working Group, and coordinated immigration levels planning consultations.

Immigration Activities

Objectives

- To assist the province in meeting immigration targets as specified by the economic development strategy by nominating skilled worker and entrepreneurial immigrants for permanent residence through the Manitoba Provincial Nominee Program (MPNP).
- To deliver a quality provincial immigration program that meets the requirements of the Canada-Manitoba Immigration Agreement and is responsive to Manitoba's current and future labour market and economic development needs.
- To strengthen partnerships with Manitoba communities, businesses, educational and professional organizations, and government jurisdictions to attract skilled immigrants to the province in coordination with strategic labour market initiatives.
- To continue to promote Manitoba as an immigration destination of choice in Canada by communicating Manitoba's unique benefits as a desirable place to live, work and raise a family through targeted international recruitment activities.

Summary of Performance

In 2008/09 Immigration activities:

- contributed to the successful landing of 7,968 MPNP newcomers in 2008 representing a 3.6 per cent increase over 2007 (7,689) and representing 71 per cent of all immigration (11,221) to Manitoba;
- continued to promote immigration to regions outside of Winnipeg with these areas receiving approximately 28 per cent of all newcomers to Manitoba and 34 per cent of provincial nominees;
- completed more than 50 per cent of MPNP applications under priority streams within 4 months;
- approved 3,614 skilled worker applications, representing over 6,500 individuals planning to move to Manitoba;
- assisted in administering the business component of the MPNP with Competitiveness, Training and Trade (CTT) resulting in 233 Provincial Nominee Program for Business (PNP-B) applicants being approved and nominated for permanent residence in 2008;
- coordinated Manitoba's participation at Canada Job Fairs 2008 in Essen and Magdeburg, Germany, which facilitated addressing Manitoba labour market shortages through offshore recruitment of temporary workers and the active involvement of five Manitoba employers seeking to recruit skilled trades people directly for 89 positions;

- continued development of strategies and materials to promote Manitoba as a destination of choice for prospective francophone immigrants resulting in 260 French-speaking immigrants settling in 2008, with 23 per cent choosing rural destinations;
- in cooperation with Citizenship and Immigration Canada (CIC), provincial counterparts and community representatives, participated in promotion and recruitment activities in France and Belgium; and
- held weekly public information sessions on the MPNP, monthly information sessions for international students, and specialized information sessions for sector councils, employers, educational institutions, regions, ethnocultural communities and neighbourhood organizations regarding immigration promotion and recruitment activities.

Settlement Activities

Objectives

- To ensure that settlement services effectively respond to the economic and social integration needs of Manitoba newcomers.
- To enhance the accessibility, quality and standards of settlement services for immigrants.
- To facilitate the settlement and integration of newcomers through enhanced centralized orientation and individualized information, assessment and referral guidance.
- To address settlement and integration barriers by actively seeking input from newcomers and relevant stakeholders in the development of new programs and initiatives.
- To coordinate and enhance labour market services and improve skills recognition and labour market integration of immigrants.
- To work with Manitoba's business sector to recruit, train and retain immigrant employees.
- To meet the needs of vulnerable and special needs groups through the development and coordination of focused, specialized services in cooperation with other agencies and departments.
- To coordinate and fund the delivery of accessible, flexible and effective adult English as an Additional Language (EAL) instruction in school and college-based programs, community-based language training, English at Work, English for Specific Purposes, and regional adult EAL programming to the maximum number of immigrant learners throughout Manitoba.
- To promote successful learning outcomes for immigrants in academic, vocational and workplace environments.
- To strengthen Manitoba's ability to work with the federal government and other stakeholders to advance Manitoba's labour market service delivery, including qualifications recognition strategies.
- To ensure that the regulatory practices of Manitoba's regulated professions and occupations are transparent, objective, impartial and fair.

Summary of Performance

In 2008/09 Settlement activities:

- supported the integration of newcomers settling in Manitoba through the Settlement Strategy and continued to administer the Manitoba Immigrant Integration Program (MIIP) which combines federal and provincial funds to support settlement and language training services for newcomers and provided over \$9.7 million in funding to 72 service providers under the MIIP;
- increased newcomer access to the centralized orientation program (ENTRY) and expanded the employment component to enhance entry into the labour market, with approximately 2,700 newcomers participating;
- continued to implement and develop an Employment Supports model to facilitate labour market integration of immigrants, providing assessment, career development planning, employment counselling and placement assistance to over 2,580 newcomers;
- coordinated additional regional supports to approximately 4,100 newcomers outside of Winnipeg, including those in Winkler, Steinbach, Brandon, Parklands, Portage la Prairie, Thompson and the Interlake;
- assisted approximately 448 highly skilled immigrants with the costs of assessments and examination fees, courses and materials needed to achieve accreditation, provided 229 academic credentials assessments for internationally educated residents of Manitoba, and continued to lead the development of a Qualifications Recognition (QR) Strategy to address qualifications recognition of internationally educated and trained immigrants;
- continued to work closely in the development of projects involving regulators, post secondary institutions, employers and government to facilitate and fast-track the recognition and labour market integration of internationally educated and trained individuals;
- continued to work with Manitoba Health and other key stakeholders on the Internationally Educated Health Professional Initiative to improve procedures for licensing internationally educated health professionals, including pharmacists, nurses and physicians;
- provided support for the implementation of *The Fair Registration Practices in Regulated Professions Act* to help ensure that registration practices of regulatory bodies are transparent, objective, impartial and fair;
- established the Office of the Manitoba Fairness Commissioner, including the physical premises; staffing; administrative and financial procedures; and policies and procedures for implementation of the new Act; developed and established a website for the Office of the Manitoba Fairness Commissioner.
- provided \$13.6 million in funding as well as coordination and support to 104 service providers under the MIIP for the delivery of adult EAL programming in the following priority areas: ENTRY; adult EAL in Schools and Colleges; Community-Based Language Training; English at Work; Enhanced Language Training (ELT); Regional Programs; and Resources and Special Projects;
- supported classes for 14,000 adult immigrants;
- delivered English at Work classes in Winnipeg, Pembina Valley and Steinbach areas for 28 Manitoba businesses with 542 participants;

- expanded regional programming from 12 programs and 1,713 students in 2007/08 to 18 programs and 2,714 students in 2008/09;
- supported the development and delivery of 10 occupation-specific language training programs;
- opened a Language Assessment and Referral Centre in Brandon, trained seven new adult language assessors for work in Winnipeg, Brandon and Winkler, and provided ongoing professional development for previously trained assessors;
- developed web-based resource materials and delivered workshops for the professional development of adult EAL instructors;
- launched a new adult EAL curriculum framework at a professional development event attended by 280 teachers from across the province;
- partnered with the Employment Standards Division to produce an adult EAL curriculum resource tool on Manitoba Employment Standards based on the Canadian Language Benchmarks;
- contributed to the Welcoming Communities Initiative by continuing the development and delivery of an intercultural specialist training program and a joint initiative with the Manitoba Museum;
- administered the fourth and final year of a \$3.1 million contribution agreement with Human Resources and Social Development Canada in support of the Labour Market Strategy for Immigrants; and
- coordinated the development and implementation of 11 cross-departmental projects supported by over \$900,000 focused on developing resources and processes to enhance labour market outcomes for immigrants, including:
 - developing an industry-specific approach to facilitate immigrant hiring in the Information and Communication Technology (ICT) sector;
 - partnering with the Winnipeg Chamber of Commerce to hold a job fair to connect employers with immigrant job seekers;
 - developing and distributing the *“Employers’ Guide to Hiring Newcomers”* and *“Seven Tips for Hiring Newcomers to Canada”*;
 - coordinating a work internship pilot program to assist 23 internationally educated immigrants to obtain work-related gap training and Canadian work experience and to support 18 Manitoba companies to successfully integrate immigrants into their workforce utilizing a mentorship approach;
 - building on a pilot project to assist 15 immigrant women with literacy, essential skills and EAL needs to transition into the workforce;
 - developing and piloting a settlement orientation curriculum for temporary foreign workers;
 - researching and developing recommendations to facilitate bridge/gap training programs for skilled immigrants accessing training in Manitoba colleges and universities, while developing and testing a seamless, comprehensive evaluation system for these programs;
 - piloting the Internationally Educated Nurses Assessment and Bridging Program to assess nursing competencies and provide individually tailored programs to address specific learning needs; and
 - conducting a Coordinated Immigrant Skills Job Matching project to identify available services, opportunities for streamlining processes, systems enhancements and improved communications;

Manitoba Immigration Council

The Manitoba Immigration Council (MIC) was created in June 2004 by *The Manitoba Immigration Council Act*. The Act provides for the appointment of a 12-member commission with representation from business, labour, regional, educational and multicultural sectors.

The objective of the Manitoba Immigration Council is to provide the Minister responsible for Immigration with information and advice regarding measures to attract immigrants, services for new immigrants, and initiatives that should be developed and promoted by government and others to ensure that immigrants remain in Manitoba.

Summary of Performance

- The current MIC was inaugurated on March 20, 2008. In 2008/09 the Council met six times on May 1, June 3, November 19, December 17, 2008 and January 21 and March 5, 2009;
- In addition to information on Manitoba's immigration policy and programs, presentations to the MIC included *The Worker Recruitment and Protection Act*, qualifications recognition and *The Fair Registration Practices in Regulated Professions Act* and Federal Bill C-50, *An Act to Amend the Immigration and Refugee Protection Act*;
- The Council members also attended external sessions/consultations to provide input into immigration and settlement issues, including the federal government's consultation on Bill C-50 in Winnipeg in June 2008;
- Based on the presentations and information acquired, the Council developed Terms of Reference for the Minister's approval and identified priority activity areas for 2009/10; and
- The Council established two sub-committees to work on the priority areas: Sub-Committee on Immigration and Integration and Sub-Committee on Employer Engagement.

3(a) Immigration

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE		Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	4,101	62.00	3,857	244	1
Total Other Expenditures	1,982		1,780	202	2
Total Financial Assistance	25,350		21,801	3,549	3
Total Expenditures	31,433	62.00	27,438	3,995	4

Explanation Number:

1. *Over-expenditure reflects net Provincial Nominee Program – Business (PNP-B) related expenditures used to fund internal departmental programming in support of the Growing Through Immigration Strategy including implementation of the Worker Recruitment and Protection Act (WRAPA), severance and vacation payouts for four employees who retired or resigned, acting status payouts, General Salary Increases, workers compensation claims and other salary over-expenditures. These over-expenditures were partially offset by the early termination of secondment agreements of two employees (Director and Administrative Assistant from CTT) to fill the Labour Market Strategy for Immigrants (LMSI) staff positions per the Foreign Credential Recognition Program Agreement with Human Resources and Social Development Canada (HRSDC) and savings due to the voluntary reduced work week program.*
2. *Over-expenditure reflects increased costs related to the Manitoba Immigration Portal/Web Development (funded by Citizenship and Immigration Canada (CIC)), net PNP-B related expenditures including start up costs for the Office of the Manitoba Fairness Commissioner and implementation of WRAPA, increased operating costs for LMSI and operating costs more than planned for the Francophone Initiative (funded by CIC). These over-expenditures are partially offset by decreased professional fees related to fee-for-service contracts, delayed advertising and printing costs, costs of the Manitoba Immigration Council less than planned and rationalization of international travel and other operating costs.*
3. *Over-expenditure reflects additional funding announced by CIC under the Canada-Manitoba Immigration Agreement for immigrant settlement services and increased professional fees paid to third parties for services delivery under the LMSI.*
4. *Please note that the Department received increased supplementary funding expenditure authority which was offset by the additional funding announced by CIC.*

Multiculturalism Secretariat

The Multiculturalism Secretariat coordinates the implementation of *The Manitoba Multiculturalism Act* and multicultural policy. The Secretariat identifies and addresses issues which affect the multicultural community and identifies priorities for action throughout government departments and agencies that promote diversity and multiculturalism. The Secretariat also supports initiatives within the ethnocultural community by offering training and skills development initiatives and through the administration of the Ethnocultural Community Support Program (ECSP). The Secretariat advises and assists the Minister and senior Departmental management on multiculturalism issues and provides administrative support to the Manitoba Ethnocultural Advisory and Advocacy Council (MEAAC).

Objectives

- To promote and support diversity and multiculturalism in Manitoba.
- To ensure the accessibility, quality and sensitivity of government services as appropriate for a multicultural society.
- To assist ethnocultural communities to fully participate in and contribute to Manitoba's economic, social and civic development.

Summary of Performance

In 2008/09 the Multiculturalism Secretariat:

- provided support, training and skills development services to many of Manitoba's 500 ethnocultural community organizations;
- supported SEED Winnipeg Inc., through MIIP funding, to deliver a coordinated learning strategy on community economic development to ethnocultural organizations, involving 26 participating organizations and assisting 5 other groups develop social enterprises;
- coordinated an educational opportunity for departmental staff to recognize the annual International Day for the Elimination of Racial Discrimination by commemorating Manitoba Chinatown's centennial year, in collaboration with the Winnipeg Chinese Cultural and Community Centre;
- coordinated and hosted 2 Citizenship Courts to welcome a total of 60 new Canadian Citizens;
- developed and distributed materials on racism, citizenship and multiculturalism to schools and other organizations;
- developed the first phase of the Welcoming Communities website, showcasing Manitoba as a welcoming community and highlighting the role of multiculturalism in the successful integration of newcomers in the province;
- developed Phase 1 of the Diversity Awareness Module for Newcomers to provide information to newcomers soon after arrival about Manitoba's multiculturalism;
- initiated and funded a pilot program to assist four ethnocultural organizations in website development;
- implemented administrative changes to MEAAC's operations including the development of new guidelines/policies and a new structure for community groups to nominate and appoint members;

- assisted in the development of the Manitoba Education, Citizenship and Youth Ethnocultural Plan Diversity website to increase content related to diversity/equity;
- assisted in the coordination and development of a roundtable session at the National Metropolis Conference to discuss emerging issues and challenges surrounding multiculturalism and to share best practices;
- coordinated the Welcoming Communities Manitoba Initiative and provided financial support to 15 anti-racism/diversity projects (through CIC's Welcoming Communities Initiative Fund) designed to promote and strengthen participation of new immigrants in civil society, to foster inclusive and welcoming communities for new immigrants and to promote multiculturalism in Manitoba;
- partnered with Volunteer Manitoba and Citizenship and Immigration Canada-Multiculturalism Program to offer financial management and board governance training and skills development opportunities to members of Manitoba's ethnocultural community organizations, delivering 2 sessions to 18 participants from 9 ethnocultural organizations; and
- reviewed grant requests under the ECSP and provided advice and recommendations to the Government of Manitoba on the distribution of lottery funds to multicultural communities, processing 91 grant requests and approving 81 for a total of \$207,500 in cash and \$305,400 in bingos (through the Manitoba Lotteries Corporation).

Manitoba Ethnocultural Advisory and Advocacy Council

The Manitoba Ethnocultural Advisory and Advocacy Council (MEAAC), established under *The Manitoba Ethnocultural Advisory and Advocacy Act*, advocates on behalf of Manitoba's ethnocultural communities and provides advice to the government on issues of importance to ethnocultural communities. There are twenty-one Council members, sixteen elected by ethnocultural organizations and five appointed by the Minister. In addition, MEAAC has established six Standing Committees to oversee issues related to Anti-Racism, Education, Immigration and Employment, Cultural and Linguistic Diversity, Outreach, and Youth.

The objective of the MEAAC is to provide advice to the government on issues of importance to the ethnocultural community.

Summary of Performance

In 2008/09 the Manitoba Ethnocultural Advisory and Advocacy Council:

- participated in a number of consultations and roundtable discussions, including consultation on Federal Bill C-50, an *Act to Amend the Immigration and Refugee Protection Act* and a discussion hosted by CIC on immigration levels;
- fostered collaboration and information sharing with the City of Winnipeg's Citizen Equity Committee on issues related to multiculturalism and Winnipeg's ethnocultural community organizations;
- fostered linkages and communication between ethnocultural organizations by participating in 29 community events and meeting with the Board of Directors of ethnocultural organizations as part of regular business during MEAAC meetings; and
- coordinated a re-design of MEAAC's website and brochure to develop name recognition, visibility and increased access and information on matters of ethnocultural importance.

3(b) Multiculturalism Secretariat

Expenditures by Sub-Appropriation	Actual 2008/09 \$(000s)	Estimate 2008/09 FTE	\$ (000s)	Variance Over/(Under) \$(000s)	Expl. No.
Total Salaries	207	4.00	259	(52)	1
Total Other Expenditures	115		116	(1)	
Total Financial Assistance	448		339	109	2
Total Expenditures	770	4.00	714	56	3

Explanation Number:

1. *Under-expenditure reflects net staff turnover costs and an employee on acting status in the Immigration Branch partially offset by an employee hired under the Career Gateway Program and General Salary Increases.*
2. *Over-expenditure reflects additional funding from Citizenship and Immigration Canada (CIC) for the delivery of anti-racism activities through the Welcoming Communities Initiative related to the five-year Federal Action Plan to Combat Racism.*
3. *Please note that the Department received increased supplementary funding expenditure authority which was offset by the additional funding announced by CIC.*

Office of the Fire Commissioner

Operating as a Special Operating Agency, the Office of the Fire Commissioner (OFC) provides a critical role in maintaining Manitoba's public safety network. The Agency provides education and training, public safety consultation, codes administration, fire investigation and emergency responses to incidents that are too large, technical or complex for municipalities to handle. The main objective of the OFC is to provide the citizens of Manitoba with a variety of public safety services which meet the current and emerging needs of the province. The OFC provides these services under the auspices of three Acts: *The Fires Prevention and Emergency Response Act*, *The Buildings and Mobile Homes Act* and *The Department of Labour and Immigration Act*.

Objectives

- To promote effective and efficient fire control throughout the province by providing technical and administrative assistance to fire departments and municipal councils.
- To minimize the adverse effects of fire disasters by providing education and training in disaster management and emergency response.
- To ensure public safety by enforcing compliance with all building codes and standards.
- To safeguard the public by providing emergency response throughout the province for incidents that are too large or complex for local emergency response resources to handle.

Summary of Performance

In 2008/09, the Office of the Fire Commissioner:

- provided technical assistance to all municipal fire departments through an integrated network of Emergency Services Officers;
- responded to 29 provincial emergencies and search incidents;
- provided quality training through the Emergency Services College in programs such as Fire Fighting Practices, Emergency Services Instruction, Fire Investigation, Public Safety and Building Standards.
- provided over 4,534 certifications in disaster management and emergency response through the Manitoba Emergency Services College in Brandon;
- through partnership with Aboriginal and Northern Affairs, developed a fire protection strategy to enhance fire protection services in northern and remote communities through training and education of over 119 local personnel in 14 Aboriginal and northern communities;
- reviewed building plans, issued building permits, and conducted enforcement and consultative services on various codes; and
- established and continued to support the development of highly specialized teams in the areas of Urban Search and Rescue, Hazardous Materials Response, Ground Search and Rescue, Assisted Policing Authorities with Illegal Drug Operations, and Wildland Fire Support.

For more information, please refer to the Office of the Fire Commissioner – Special Operating Agency – Annual Report.

Department of Labour and Immigration

Reconciliation Statement (\$000)

Details	2008/09 Estimates
Printed Main Estimates of Expenditure 2008/09	\$49,047
Main Estimates Authority Transferred From:	
- Internal Reform, Workforce Adjustment and General Salary Increases	17
- Enabling Vote	1,612
Estimates of Expenditure 2008/09 (Adjusted)	\$50,676

Department of Labour and Immigration

Expenditure Summary (\$000)

for fiscal year ending March 31, 2009 with comparative figures for the previous fiscal year

Estimate 2008/09	Appropriation	Actual 2008/09	Actual 2007/08	Increase (Decrease)	Expl. No.
11-1 LABOUR EXECUTIVE					
\$ 45	a) Minister's Salary	\$ 45	\$ 42	\$ 3	
	b) Executive Support				
693	1. Salaries	693	657	36	1., 2.
71	2. Other Expenditures	70	73	(3)	
\$ 809	Total 11-1	\$ 808	\$ 772	\$ 36	
11-2 LABOUR PROGRAMS					
\$ 1,156	a) Management Services	\$ 1,176	\$ 1,091	\$ 85	1., 3.
303	1. Salaries	270	304	(34)	4.
	2. Other Expenditures				
	b) Mechanical and Engineering				
2,126	1. Salaries	2,095	2,040	55	1., 5.
618	2. Other Expenditures	605	669	(64)	6.
	c) Conciliation, Mediation and Pay Equity Services				
571	1. Salaries	566	546	20	1.
142	2. Other Expenditures	166	116	50	7.
	d) Pension Commission				
364	1. Salaries	367	353	14	1.,
121	2. Other Expenditures	108	196	(88)	8.
	e) Manitoba Labour Board				
1,331	1. Salaries	1,212	1,189	23	1., 9.
481	2. Other Expenditures	440	558	(118)	10.
	f) Workplace Safety and Health				
4,911	1. Salaries	4,833	4,032	801	1., 11.
1,781	2. Other Expenditures	1,688	1,524	164	12.
	g) Occupational Health				
312	1. Salaries	307	301	6	1.
29	2. Other Expenditures	22	24	(2)	

Estimate 2008/09	Appropriation	Actual 2008/09	Actual 2007/08	Increase (Decrease)	Expl. No.
	h) Mine Safety				
763	1. Salaries	741	680	61	1., 13.
202	2. Other Expenditures	202	191	11	
	i) Employment Standards				
2,701	1. Salaries	2,480	2,243	237	1., 14.
736	2. Other Expenditures	813	743	70	15.
	j) Worker Advisor Office				
683	1. Salaries	690	708	(18)	1.
146	2. Other Expenditures	108	125	(17)	
400	k) Office of the Fire Commissioner	400	-	400	16.
	l) Manitoba Status of Women				
684	1. Salaries	593	604	(11)	1.
343	2. Other Expenditures	337	294	43	17.
100	3. Grants	72	46	26	18.
\$ 21,004	Total 11-2	\$ 20,291	\$ 18,577	\$ 1,714	
	11-3 IMMIGRATION AND MULTICULTURALISM				
	a) Immigration				
\$ 3,857	1. Salaries	\$ 4,101	\$ 3,558	\$ 543	1., 19.
1,780	2. Other Expenditures	1,982	1,574	408	20.
21,801	3. Financial Assistance and Grants	25,350	18,574	6,776	21.
	b) Multiculturalism Secretariat				
259	1. Salaries	207	272	(65)	1., 22.
116	2. Other Expenditures	115	106	9	
339	3. Financial Assistance and Grants	448	304	144	23.
\$ 28,152	Total 11-3	\$ 32,203	\$ 24,388	\$ 7,815	
	11-4 AMORTIZATION OF CAPITAL ASSETS				
\$ 711	Amortization of Capital Assets	\$ 662	\$ 754	\$ (92)	24.
\$ 711	Total 11-4	\$ 662	\$ 754	\$ (92)	
\$ 50,676	TOTAL EXPENDITURES	\$ 53,964	\$ 44,491	\$ 9,473	

Explanation Numbers:

1. *The variance reflects the General Salary Increases related to the collective bargaining agreement with the Manitoba Government Employees' Union and normal salary adjustments.*
2. *The increase reflects net severance and vacation payouts on retirement and other salary increases.*
3. *The increase reflects net staff turnover costs, central recovery for salaries paid to Science, Technology, Energy and Mines (STEM) for information and communication technology services in 2007/08, a Business Analyst hired on term, internal reallocation of a Financial Clerk as part of rationalization of financial functions from Mechanical and Engineering and net severance and vacation payouts to the estate of a long service employee partially offset by central recovery of communication costs and decreased costs for summer students.*
4. *The decrease reflects rationalization of administrative functions and reductions in training costs partially offset by increases in other rentals and scheduled replacement of furniture.*
5. *The increase reflects increased costs for summer students partially offset by net severance and vacation payouts on retirements, net staff turnover costs and internal reallocation of a Financial Clerk as part of rationalization of financial functions to Management Services.*
6. *The decrease reflects the purchase of welder testing and boiler pressure vessel design software in 2007/08, enhancements to boiler and elevator software in 2007/08, operating supplies and equipment purchases for inspectors and welder testing centre and travel costs for inspectors partially offset by increases in mailing costs and renovations to the welder testing centre to address the recommendations of a workplace safety and health review.*
7. *The increase reflects renovation costs of a meeting room for clients, increased travel costs for Conciliation Officers to Northern Manitoba and costs for a federal mediator.*
8. *The decrease reflects actuary fees, legal fees, court reporter transcript services and travel costs of Pension Commission members related to the hearing of an appeal of an order of the superintendent in 2007/08.*
9. *The increase reflects net severance and vacation payouts on retirements and resignations partially offset by net staff turnover costs and reduced Board Member per diems.*
10. *The decrease reflects costs related to the relocation to a new premises in 2007/08, costs related to hosting the biennial Manitoba Labour Board Seminar in 2007/08, reduced legal fees and lower travel costs of Board Officers partially offset by increased real estate rentals for new premises and using a temporary employment service.*
11. *The increase reflects the establishment of ten Workplace Safety and Health Officers and one Administrative Secretary in 2008/09, annualization of four new Workplace Safety and Health Officer positions hired in 2007/08, net staff turnover costs and increased costs for summer students partially offset by net severance and vacation payouts on retirements, net salary savings due to the voluntary reduced work week program and workers compensation costs.*
12. *The increase reflects costs related to the Hudson Bay Mining and Smelting Inquest, operating costs for new positions, increased legal fees mainly due to more appeals, costs for production of bulletins, guides and codes and pilot and customization of online safety and health program. These increases are partially offset by decreased billing of information and communication technology services from STEM and decreased purchases of inspection and testing equipment.*
13. *The increase reflects net staff turnover costs and increased hours for an Administrative Assistant position partially offset by net severance and vacation payouts on retirements.*
14. *The increase reflects net severance and vacation payouts on retirements, establishment of one Employment Standards Officer through realignment of internal resources from Worker Advisor Office, net staff turnover costs, a term employee hired to replace an employee on leave without pay and an employee on maternity leave in 2007/08 partially offset by two employees granted leave without pay and net salary savings due to the voluntary reduced work week program.*

15. *The increase reflects enhancements to the Claims Tracking System, purchase of investigative computer software, costs related to hosting the CAALL conference and increases in computer related charges, training costs of Employment Standards Officers and legal fees. These increases are partially offset by printing and advertising costs related to public education of new legislation, regulations and wage schedules related to The Employment Standards Code in 2007/08, reduced advertising costs related to Louis Riel Day, delay of the Minimum Wage Ad and reduced renovation costs.*
16. *The increase reflects funding received from Enabling Vote 26-1 for the Office of the Fire Commissioner for expenditures related to the Advancing Green Building Through Codes and Other Market Mechanisms.*
17. *The increase reflects costs related to the "4 Girls Only! Guide", costs related to the Immigrant Women's Handbook and increased hospitality grants partially offset by costs related to Power Up due to review of the program.*
18. *The increase reflects the revised Training for Tomorrow Educational Awards.*
19. *The increase reflects employees hired under the Career Gateway Program, term employees hired to replace employees on maternity leave, net Provincial Nominee Program – Business (PNP-B) related expenditures used to fund internal departmental programming in support of the Growing Through Immigration Strategy, increased costs for summer students and net staff turnover costs. These increases were partially offset by the early termination of secondment agreements of two employees (Director and Administrative Assistant from Competitiveness, Training and Trade) to fill the Labour Market Strategy for Immigrants (LMSI) staff positions.*
20. *The increase reflects increased costs related to the Manitoba Immigration Portal/Web Development (funded by Citizenship and Immigration Canada (CIC)), increased real estate rentals due to additional space requirements, increased billing of information and communication technology services from STEM, operating costs for LMSI and operating costs more than planned for the Francophone Initiative (funded by CIC). These increases were partially offset by net PNP-B related expenditures including start up costs for the Office of the Manitoba Fairness Commissioner and implementation of The Worker Recruitment and Protection Act.*
21. *The increase reflects the base funding allocation from CIC available under the Canada/Manitoba Immigration Agreement, net Manitoba Opportunities Fund (MOF) related expenditures for approved economic development projects under the Growing Through Immigration Strategy and an increase in payments to employers/employees under the Credentials Recognition Program (CRP) for costs of assessment and examination fees, courses and material to achieve accreditation and also wage assistance for permanent placement of immigrants partially offset by decreased professional fees paid to third parties for delivery of services under LMSI.*
22. *The decrease reflects net severance and vacation payouts on retirements, an employee on acting status in the Immigration Branch and net staff turnover costs partially offset by an employee hired under the Career Gateway Program.*
23. *The increase reflects additional funding from CIC for anti-racism activities under the Welcoming Communities Initiative Fund.*
24. *The decrease reflects the government-wide write off of Desktop assets as of March 31, 2008.*

Department of Labour and Immigration

Revenue Summary by Source (\$000)

for fiscal year ending March 31, 2009 with comparative figures for the previous fiscal year

Actual 2007/08	Actual 2008/09	Increase (Decrease)	Source	2008/09 Actual	2008/09 Estimate	Variance	Expl. No.
Other Revenue:							
\$ 7,828	\$ 8,682	\$ 854	(a) Workers Compensation Board	\$ 8,682	\$ 8,832	\$ (150)	1.
\$ 3,840	\$ 4,489	\$ 649	(b) Fees	\$ 4,489	\$ 4,141	\$ 348	2.
\$ 85	\$ 61	\$ (24)	(c) Sundry	\$ 61	\$ 80	\$ (19)	
\$ 11,753	\$ 13,232	\$ 1,479	Sub-Total	\$ 13,232	\$ 13,053	\$ 179	
Government of Canada:							
\$ 89	\$ 89	\$ -	(a) Boilers and Elevators Inspections	\$ 89	\$ 92	\$ (3)	
\$ 185	\$ 185	\$ -	(b) Flin Flon Inspection Agreement	\$ 185	\$ 197	\$ (12)	
\$ 16,741	\$ 25,387	\$ 8,646	(c) Immigrant Settlement Services	\$ 25,387	\$ 21,351	\$ 4,036	3.
\$ 1,410	\$ 922	\$ (488)	(d) Foreign Credentials Recognition Program	\$ 922	\$ 920	\$ 2	4.
\$ 18,425	\$ 26,583	\$ 8,158	Sub-Total	\$ 26,583	\$ 22,560	\$ 4,023	
\$ 30,178	\$ 39,815	\$ 9,637	Total Revenue	\$ 39,815	\$ 35,613	\$ 4,202	

Explanation Numbers:

1. Workers Compensation Board (WCB)

- The year-over-year increase reflects an increased allocation amount from the WCB to support the comprehensive five-year workplace injury and illness prevention plan with the WCB to reduce the time-loss injury rate. The allocation covers 100 per cent of actual eligible expenditures.
- The variance from Estimate reflects adjustment for prior year's actual eligible expenditures.

2. Fees

- The year-over-year increase reflects the net effect of the renewals for the various four-year licences for electricians in 2008/09, increased volumes of gas and oil permits and increased volumes of boiler, pressure valves and refrigeration inspections due to implementation of strategy to increase number of inspections. These increases are partially offset by renewals of various classes of four-year power engineers' licences in 2007/08.
- The variance from Estimate reflects the under-projection of volumes for: gas and oil permits, the renewals for the various four-year licences for electricians, elevator permits due to hiring more inspectors and implementation of strategy to increase number of inspections, power engineers' licences, design registrations and shop inspections and pensions registrations and annual returns. The variance was partially offset by over-projected volume for boiler, pressure valves and refrigeration inspections due to two vacant Boiler Inspector positions.

3. *Government of Canada - Immigrant Settlement Services*

- *The year-over-year increase reflects Citizenship and Immigration Canada (CIC) announcing additional funding for 2008/09 under the Canada-Manitoba Immigration Agreement (CMIA) which resulted in the recognition of increased federal cost-shared revenues that were received and directly offset by related expenditures as follows: \$8,158 for the delivery of settlement services, \$334 for the Manitoba Immigration Portal/Web Development, \$143 for anti-racism activities under the Welcoming Communities Initiative Fund and \$11 for the Francophone Initiative.*
- *The variance from Estimate reflects the announcement of additional funding from CIC under the CMIA as follows: \$3,756 for the delivery of settlement services, \$160 for the Manitoba Immigration Portal/Web Development, \$109 for anti-racism activities under the Welcoming Communities Initiative Fund and \$11 for the Francophone Initiative.*

4. *Government of Canada – Labour Market Strategy for Immigrants*

- *The year-over-year decrease reflects decreased federal cost-shared revenues from Human Resources and Social Development Canada (HRSDC) for implementation of the Labour Market Strategy for Immigrants (LMSI) under the Foreign Credentials Recognition Program Contribution Agreement (which expired March 31, 2009) to improve service, skill recognition and labour market integration of immigrants.*

Department of Labour and Immigration

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

for years ending March 31, 2005 - March 31, 2009

Appropriation	Actual/Adjusted Expenditures*									
	2004/05		2005/06		2006/07		2007/08		2008/09	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$
11-1 Labour Executive	11.00	694	11.00	709	11.00	743	11.00	772	11.00	808
11-2 Labour Programs	216.25	16,527	212.25	17,379	210.25	17,586	214.25	18,577	225.25	20,291
Immigration and 11-3 Multiculturalism	47.00	11,964	48.00	13,265	50.00	18,354	58.00	24,388	66.00	32,203
Amortization of - 11-4 Capital Assets	-	833	-	804	-	776	-	754	-	662
Total	274.25	\$ 30,018	271.25	32,157	271.25	37,459	283.25	44,491	302.25	53,964

* Adjusted figures reflect historical data on a comparable basis in those appropriations affected by a reorganization during the years under review.

NOTES:

1. As of April 2004, responsibility for Status of Women was transferred to the Department of Labour and Immigration.
2. As of April 2006, the \$15.0 grant to the Community Unemployed Help Centre was transferred to the Department of Family Services and Housing; the \$0.3 annual contribution to support the Triple P-Positive Parenting Program was transferred to Healthy Child Manitoba and 1.00 FTE was transferred to the Department of Science, Technology, Energy and Mines as part of the government-wide information and Communications Technology Restructuring. Figures for previous years have been adjusted to reflect these changes.
3. As of April 2007, 1.00 FTE was transferred to the Department of Health and 2.00 FTEs were transferred from Management Services to the Immigration Branch. Figures for previous years have been adjusted to reflect this change.
4. As of April 2008, 7.00 regular FTEs were established as a result of the transfer of positions from the Manitoba Development Corporation. Figures for previous years have been adjusted to reflect these changes.

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 2008-09 reporting year. All Government of Manitoba departments include performance measures in their Annual Reports to complement the financial results and provide Manitobans with meaningful and useful information about government activities and their impact 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 2008/09 result (current year) or most recent available data?	What is the trend over time?	Comments/Recent Actions/ Report Links
1. Manitoba's success in attracting immigrants, by measuring annual immigrant landings.	Immigration is a key component of our government's approach to labour market and economic development and is integral to Manitoba's population growth and prosperity. It is also important to track progress in meeting the target set by government in 2007 to reach 20,000 immigrants	The baseline measurement is from 1998 when Manitoba received 3,014 immigrants and assumed responsibility to attract and nominate immigrants through the Manitoba Provincial Nominee Program (MPNP).	Manitoba received 11,221 landings in 2008.	From 1998 to 2008, the number of immigrants to Manitoba more than tripled, from 3,014 to 11,221.	Total immigration in 2008 was the highest since 1957. 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 2008, the MPNP accounted for over 70 per cent of Manitoba's arrivals. MPNP landings have increased five-fold since 2002 and Manitoba receives the largest share (35.5 per cent) of all PNP landings in Canada. In 2008, 34 per cent of Provincial Nominees settled outside of Winnipeg, with Brandon, Winkler, and Steinbach being the top regional destinations.

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	annually by 2016.				<p>This trend runs counter to the general tendency across Canada towards concentration of immigrants in larger urban centres.</p> <p>Meeting future targets relies on cooperation by the federal government, which has responsibility through <i>The Immigration and Refugee Protection Act</i> for setting immigration levels for Canada in consultation with provinces and for the final selection of the immigrants that land in Manitoba. Through the Canada-Manitoba Immigration Agreement, Manitoba has a role in determining provincial nominees, while Canada retains statutory responsibilities such as medical, criminal checks and visa issuance.</p> <p>For more information, see pages 38-40 of the Annual Report.</p>																																																								
<div style="text-align: center;"> <p>Manitoba Immigration 2002 to 2008</p> <table border="1"> <caption>Estimated Data for Manitoba Immigration 2002 to 2008</caption> <thead> <tr> <th>Year</th> <th>Other</th> <th>Family Class</th> <th>Refugees</th> <th>Federal Economic Class</th> <th>Provincial Nominees</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>2002</td> <td>1,500</td> <td>1,000</td> <td>1,000</td> <td>1,000</td> <td>500</td> <td>5,000</td> </tr> <tr> <td>2003</td> <td>1,500</td> <td>1,000</td> <td>1,000</td> <td>1,500</td> <td>1,000</td> <td>6,000</td> </tr> <tr> <td>2004</td> <td>1,500</td> <td>1,000</td> <td>1,000</td> <td>2,000</td> <td>1,500</td> <td>7,000</td> </tr> <tr> <td>2005</td> <td>1,500</td> <td>1,000</td> <td>1,000</td> <td>2,500</td> <td>2,000</td> <td>8,000</td> </tr> <tr> <td>2006</td> <td>1,500</td> <td>1,000</td> <td>1,000</td> <td>3,000</td> <td>2,500</td> <td>9,000</td> </tr> <tr> <td>2007</td> <td>1,500</td> <td>1,000</td> <td>1,000</td> <td>3,500</td> <td>3,000</td> <td>10,000</td> </tr> <tr> <td>2008</td> <td>1,500</td> <td>1,000</td> <td>1,000</td> <td>4,000</td> <td>3,500</td> <td>11,000</td> </tr> </tbody> </table> </div>						Year	Other	Family Class	Refugees	Federal Economic Class	Provincial Nominees	Total	2002	1,500	1,000	1,000	1,000	500	5,000	2003	1,500	1,000	1,000	1,500	1,000	6,000	2004	1,500	1,000	1,000	2,000	1,500	7,000	2005	1,500	1,000	1,000	2,500	2,000	8,000	2006	1,500	1,000	1,000	3,000	2,500	9,000	2007	1,500	1,000	1,000	3,500	3,000	10,000	2008	1,500	1,000	1,000	4,000	3,500	11,000
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<p>2. The level of activity to promote compliance with workplace safety and health legislative and regulatory requirements.</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>We are starting from approximately 1,600 workplace inspections conducted in 1999/00.</p>	<p>In 2008/09 there were 9,134 workplace inspections conducted.</p>	<p>The number of workplace inspections has increased over five-fold, from approximately 1,600 in 1999/00 to over 9,000 in 2008/09.</p>	<p>Factors contributing to the 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>In recent years, inspections have been focused on individual sectors and groups of workers that exhibit higher than normal risk for workplace injury.</p> <p>For more information, see pages 23–25 of the Annual Report.</p>
<p>3. The effectiveness of our workplace safety and health 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 4.0 per 100 workers in 2008/09.</p>	<p>The time-loss injury rate has declined by approximately 29 per cent from 5.6 in 1999/00 to 4.0 in 2008/09.</p>	<p>Rates are based on lost-time claims for workers covered by workers compensation. While the overall injury rate has substantially decreased, we remain committed to further improvement. Enforcement and education activities will be stepped up, especially in those areas needing special attention, and Government's recent commitment to continue increasing the number of Workplace Safety and Health Officers in the 2009/10 budget year will assist in this effort.</p> <p>For more information, see pages 23-25 of the Annual Report.</p>

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<p>Time Loss Injury Rate Per 100 Workers 2000-2008</p>  <table border="1" data-bbox="306 370 1388 930"> <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> </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
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<p>4. The stability of the labour relations climate, by measuring the annual number of person-days lost per month through strikes and lockouts.</p>	<p>Person-days lost through strikes and lockouts disrupt the economy, and may discourage investment in the province.</p>	<p>We are starting from a rate of an average of 7,199 person-days lost per month in 1999.</p>	<p>In 2008 the average number of person-days lost per month was 800.</p>	<p>Over the past eight years, the monthly average of person-days lost to work stoppages has declined by approximately 85 per cent, and the level of work stoppages in Manitoba is the fourth lowest in Canada.</p>	<p>During 2008/09, the Conciliation, Mediation and Pay Equity Services completed 90 per cent of its conciliation assignments without a work stoppage. The Branch also had a 100 per cent success rate on its joint grievance mediation assignments and a 91 per cent success rate on its expedited grievance mediation cases.</p> <p>For more information, see pages 16-18 of the Annual Report.</p>																				

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<p>5. The timeliness of our system for dealing with employment standards claims, by tracking the average number of days required for formal resolution of a claim.</p>	<p>Timely resolution is important in protecting the rights of employees, particularly vulnerable workers, and to ensuring the Division conducts effective and efficient investigations.</p>	<p>We are starting from an average of 175 days to resolve a claim through the formal resolution process in 1999/00.</p>	<p>The average time to resolve a claim through the formal resolution process in 2008/09 was 97 days.</p>	<p>The average number of days to resolve a claim has decreased steadily over the last several years, from 175 in 1999/00, to 110 in 2002/03, and to 97 in the last two fiscal years.</p>	<p>In addition to the improvement in the average time to resolve a claim through the formal resolution process, there has been an increase in the number of claims being resolved through the voluntary quick resolution process (from 37 per cent in 1999/00 to the current 40 per cent) and a reduction in the average time to resolve a claim through this process (from 34 days in 1999/00 to the current 29 days).</p> <p>For more information, see pages 31-32 of the Annual Report.</p>

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 counseling 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 2008 – 2009:

Information Required Annually (per Section 18 of The Act)	Fiscal Year 2008 – 2009
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