

Manitoba Labour and Immigration

Travail et Immigration Manitoba

Annual Report Rapport annuel

For the year ended March 31, 2023
Pour l'exercice terminé le 31 mars 2023

2023

Indigenous Land Acknowledgement

We recognize that Manitoba is on the Treaty Territories and ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk peoples.

We acknowledge Manitoba is located on the Homeland of the Red River Métis.

We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

Reconnaissance du territoire

Nous reconnaissons que le Manitoba se trouve sur les territoires visés par un traité et sur les terres ancestrales des peuples anishinaabe, anishinewuk, dakota oyate, denesuline et nehethowuk.

Nous reconnaissons que le Manitoba se situe sur le territoire des Métis de la Rivière-Rouge.

Nous reconnaissons que le nord du Manitoba comprend des terres qui étaient et sont toujours les terres ancestrales des Inuits.

Nous respectons l'esprit et l'objectif des traités et de la conclusion de ces derniers. Nous restons déterminés à travailler en partenariat avec les Premières Nations, les Inuits et les Métis dans un esprit de vérité, de réconciliation et de collaboration.

Labour and Immigration

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**MINISTER
OF LABOUR AND IMMIGRATION**

Room 156
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

August 29, 2023

Her Honour, the Honourable Anita R. Neville

Lieutenant-Governor of Manitoba

Room 235 Legislative Building

Winnipeg, MB R3C 0V8

May it Please Your Honour:

I have the privilege of presenting, for the information of Your Honour, the Annual Report of Manitoba Labour and Immigration, for the fiscal year ending March 31, 2023.

Respectfully submitted,

Original Signed By

Honourable Jon Reyes

Minister of Labour and Immigration





**MINISTRE
DU TRAVAIL ET DE L'IMMIGRATION**

Bureau 156
Palais législatif
Winnipeg (Manitoba) R3C 0V8
CANADA

29 Août 2023

Son Honneur l'honorable Anita R. Neville
Lieutenant-gouverneure du Manitoba
Palais législatif, bureau 235
Winnipeg (Manitoba) R3C 0V8

J'ai l'honneur de vous présenter, à titre d'information, le rapport annuel du ministère du Travail et de l'Immigration pour l'exercice qui a pris fin le 31 mars 2023.

Le tout respectueusement soumis,

Original signé par

Jon Reyes
Ministre du Travail et Immigration





Labour and Immigration

Office of the Deputy Minister

Room 160

Legislative Building

The Honourable Jon Reyes

Minister of Labour and Immigration

Room 156 Legislative Building

Winnipeg, MB R3C 0V8

Sir/Madam:

I am pleased to present for your approval the 2022/23 Annual Report of the Department of Labour and Immigration.

Respectfully submitted,

Original Signed By



Catherine Gates

Deputy Minister of Labour and Immigration



Travail et immigration

Sous-ministre

Bureau 160

Palais législatif

Winnipeg MB R3C 0V8

Monsieur le ministre Jon Reyes

Ministre du Travail et Immigration Palais législatif, bureau 156

Winnipeg (Manitoba) R3C 0V8

Monsieur le Ministre,

J'ai le plaisir de soumettre à votre approbation le rapport annuel du ministère du Travail et de l'Immigration pour l'exercice 2022-2023.

Le tout respectueusement soumis,

La sous-ministre du Travail et de l'Immigration,



Original signé par

Catherine Gates

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Introduction/Introduction (French)

This Annual Report is organized in accordance with departments' appropriation structure as at March 31, 2023, which reflects the authorized appropriations approved by the Legislative Assembly.

Consistent with the Main Estimates Supplement, the annual report includes Balanced Scorecards to foster operational improvements by reinforcing transparency, urgency, alignment and accountability. As Balanced Scorecards have now been implemented by all departments, the previous Performance Reporting in the appendix has been discontinued.

The Annual Report includes information on the department and its Other Reporting Entities (OREs), summary financial results, provides a more detailed breakdown on any changes to its voted budget, and also reports on the department's progress of achieving diversity milestones. The tradition of providing the financial results with any associated variance explanations continues to be provided at the sub-appropriation level. Overall, the new annual report is intended to provide a more comprehensive picture of the department's financial performance.

Le présent rapport annuel est présenté conformément à la structure des postes budgétaires du ministère au 31 mars 2023, qui tient compte des crédits autorisés approuvés par l'Assemblée législative.

En cohérence avec le budget complémentaire, le rapport annuel comprend des tableaux de bord équilibrés qui favorisent l'amélioration sur le plan opérationnel en mettant l'accent sur la transparence, l'urgence, l'uniformité et l'obligation redditionnelle. Ces tableaux de bord ayant été mis en œuvre par tous les ministères, les rapports antérieurs sur la performance qui étaient inclus en annexe ont été abandonnés.

Le rapport annuel contient les résultats financiers sommaires du ministère et de ses autres entités comptables, fournit une ventilation plus détaillée des changements apportés au budget des crédits votés et rend compte des progrès du ministère en matière de diversité. Il continue de fournir les résultats financiers accompagnés d'explications sur les écarts au niveau des postes secondaires. Dans l'ensemble, le nouveau rapport annuel vise à offrir un portrait plus global de la performance financière du ministère.

Department At a Glance – 2022/23 Results

Department Name & Description	The Department of Labour and Immigration contributes to Manitoba’s economic growth by supporting safe and thriving workplaces and communities, and promoting Manitoba as a destination of choice to live, work and set roots.
Minister	Honourable Jon Reyes
Deputy Minister	Catherine Gates

Other Reporting Entities	0	
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Summary Expenditure (\$M)	
\$28	\$26
Authority	Actual

Core Expenditure (\$M)		Core Staffing
\$28	\$26	262.70
Authority	Actual	Authority

Coup d'œil sur le ministère – Résultats en 2022-2023

Nom et description du ministère	Le ministère du Travail et de l'Immigration contribue à la croissance économique du Manitoba en protégeant les droits des travailleurs, en veillant à la sécurité du public et en faisant la promotion du Manitoba comme destination de choix où vivre, travailler et s'établir.
Ministre	Honorable Jon Reyes
Sous-ministre	Catherine Gates

Autres entités comptables	0	
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Dépenses globales (en millions de dollars)	
28\$	26\$
Dépenses autorisées	Dépenses réelles

Dépenses ministérielles (en millions de dollars)		Personnel ministériel
28\$	26\$	262.70
Dépenses autorisées	Dépenses réelles	Dépenses autorisées

Departmental Responsibilities

Manitoba Labour and Immigration is responsible for implementing the government's policy and programing priorities related to labour and immigration.

The overall responsibilities of the minister and Labour and Immigration include:

- Ensuring the effective delivery of programs and services pertaining to workplace safety and health, employment standards and technical safety standards for municipalities and industry.
- Providing advice, compliance and enforcement on matters relating to Manitoba's labour laws.
- Creating immigration pathways to attract skilled workers and business investors.
- Working with stakeholders, and administering funded programming, to reduce barriers to employment and ensure the successful settlement and integration of newcomers to Manitoba.
- Leading the design, management, evaluation and implementation of the Manitoba Provincial Nominee Program.
- Overseeing legislation under the responsibility of the Minister (see Appendix).

The Minister is also responsible for:

- The Manitoba Labour Board is an independent and autonomous specialist tribunal responsible for fair and efficient administration and adjudication of responsibilities assigned to it under various statutes from which it derives its jurisdiction. The Board resolves applications and appeals, assists parties in resolving disputes and provides information to parties and the public on the Board's operations.

Department Shared Services

Finance and Corporate Services Shared Division

- Labour and Immigration receives shared services through the Finance and Corporate Services Division under Economic Development, Investment and Trade. The division is responsible for ensuring appropriate management, coordination and alignment of client departments' finance and information technology services as well as support for strategic initiatives.

Responsabilités ministérielles

Le ministère du Travail et de l'Immigration est responsable de la mise en œuvre des priorités gouvernementales en matière de politiques et de programmes liés au travail et à l'immigration.

Les responsabilités générales du ministre et du ministère du Travail et de l'Immigration sont les suivantes :

- Voir à la prestation efficace de programmes et de services liés à la sécurité et à la santé au travail, aux normes d'emploi et à la sécurité publique.
- Formuler des conseils, surveiller la conformité et veiller à l'application de la loi dans les dossiers ayant trait au droit du travail du Manitoba.
- Créer des voies d'immigration pour attirer des travailleurs qualifiés et des investisseurs commerciaux.
- Travailler avec les intervenants pour réduire les obstacles à l'emploi et veiller à la réussite de l'établissement et de l'intégration des nouveaux arrivants au Manitoba.
- Administrer des programmes de financement pour aider les nouveaux arrivants à obtenir des résultats positifs.
- Concevoir, gérer, évaluer et mettre en œuvre le Programme des candidats du Manitoba.
- Faire appliquer les lois qui relèvent du ministre et dont la liste est fournie en annexe.

Le ministre est également responsable :

- A Commission du travail du Manitoba, un tribunal spécialiste indépendant et autonome chargé d'administrer et d'assumer de façon juste et efficiente les responsabilités qui lui sont confiées en vertu des diverses lois qui relèvent de sa compétence, qui résout les demandes et les appels, aide les parties à régler leurs différends et fournit des renseignements aux parties et au public sur ses activités.

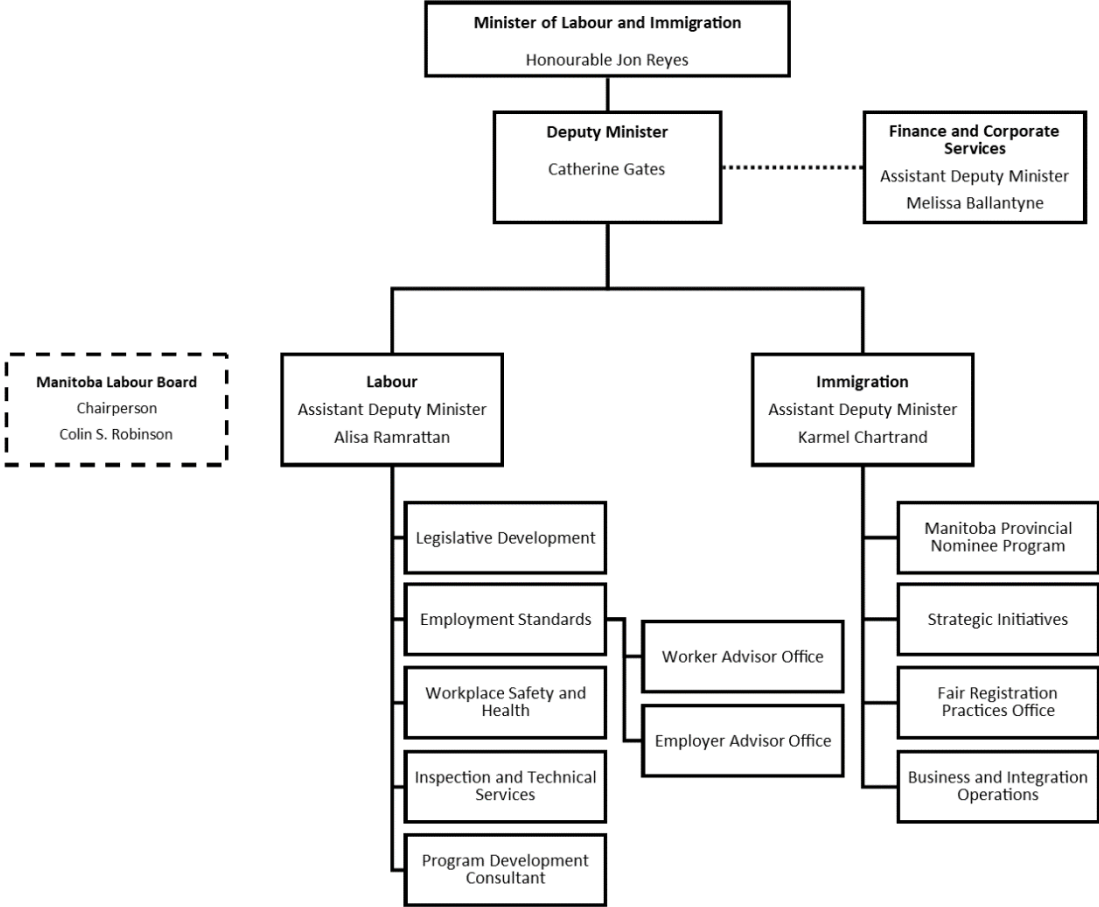
Services partagés du ministère

Division des finances et des services ministériels

- Le ministère du Travail et de l'Immigration reçoit des services partagés par l'entremise de la Division des finances et des services ministériels, qui relève du ministère du Développement économique, de l'Investissement et du Commerce. La Division est chargée d'assurer une gestion, une coordination et une harmonisation appropriées des services financiers et informatiques offerts aux ministères clients ainsi que de soutenir les initiatives stratégiques.

Organizational Structure

Department of Labour and Immigration as at March 31, 2023



2022/23 Key Achievement Highlights

During the fiscal year, the Department of Labour and Immigration accomplished the following:

- The Manitoba Labour Board continued to see increased activity with a 14% increase in matters in front of the Board; additionally, there was an increase of 7% in new applications and referrals occurring over this period. This was aided through continued consultation with the Labour Relations community for its input on new tools to streamline services while enhancing access to justice, including enhanced electronic communication and video-conferencing that now ensures clients have input into the way their cases are heard. This better addresses individual accommodation needs of clients.
- In order to help make life more affordable for low-income Manitobans, on June 1, 2022, the Employment Standards Code was amended to allow minimum wage to be increased by an additional amount above the legislated inflation tied formula. This legislative change allowed minimum wage to be increased incrementally, to \$13.50 on October 1, 2022 on its way to \$15.30 per hour, starting October 1, 2023.
- Manitoba signed the first amendment to the 2021 Pan-Canadian Occupational Health and Safety Reconciliation Agreement which commits to recognizing common standards pertaining to first aid training and certification in order to facilitate consistency of workplace first aid across Canada.
- The legislated, five-year review of the Workplace Safety and Health Act and its three associated regulations was launched in August 2022 with three months of public consultation. A Review Committee consisting of labour, employer and technical representatives was appointed to ensure robust stakeholder participation and the inclusion of diverse perspectives on the Act. The Review Committee was tasked with reviewing the public submissions throughout 2023/24, and providing the Minister with a report of its recommendations.
- In February 2023, the Immigration Advisory Council delivered its final report in support of its mandate with recommendations on attracting immigrants to Manitoba, streamlining the Manitoba Provincial Nominee Program (MPNP), and enhancing settlement services. The report contains 70 recommendations to improve the entire immigration process in Manitoba, in support of the Skills, Talent and Knowledge Strategy.
- In 2022, 6,367 immigrants from over 115 countries were nominated through the MPNP. Approximately 85 per cent of all nominees were already working or had job offers from Manitoba employers at the time of nomination.
- 21,685 immigrants (permanent residents) settled in Manitoba in 2022. This marks an increase of more than 30 per cent from the 16,575 admissions seen in 2021, and is the largest number of annual permanent resident landings since the MPNP was established in 1998.

- The Newcomer Community Integration Supports program was created to strengthen retention among newcomers and maximize limited resources through collaboration across departments and key stakeholders. It includes three streams dedicated to the following:
 - \$3.0 million for Manitoba Start to support employment services for newcomers, and to connect immigrants to settlement, information, orientation, language and other services in Manitoba;
 - \$120.0 thousand for Supporting Employment and Economic Development Winnipeg Inc. (SEED) to support its Recognition Counts program. The program provides micro-loans to skilled immigrants to cover costs associated with foreign credential recognition processes and gap training;
 - \$2.0 million through the newly introduced Newcomer Community Connection Stream, to support 13 local service provider organizations to provide settlement services to temporary residents who are not eligible for federally funded settlement and resettlement programs. These include asylum claimants, international students, and foreign workers.
- The Fair Registration Practices Office improved the accessibility of its online information for internationally educated professionals and the general public through web redesign and the use of infographics. Important information on Manitoba’s regulated professions, foreign qualification recognition processes, costs of licensing, language proficiency requirements, where to get information, and more is now presented on the website in a visually appealing, plain language format. Web users can now link directly from the Fair Registration Practices Office website to regulator web pages specific to internationally educated professionals.

Principales réalisations en 2022-2023

Au cours de l'exercice, le ministère du Travail et de l'Immigration a accompli les réalisations suivantes.

- L'augmentation des activités de la Commission du travail du Manitoba s'est poursuivie en 2022-2023 en raison d'une hausse de 14 % des nouvelles demandes reçues et des renvois au cours des deux dernières années. Ce travail a été facilité par la tenue de consultations en continu avec les groupes des relations de travail, qui ont fourni des commentaires au sujet des nouveaux outils destinés à rationaliser les services tout en facilitant l'accès à la justice, notamment au moyen de services améliorés de communication électronique et de vidéoconférence qui permettent maintenant aux clients de s'exprimer quant à la façon dont leurs affaires sont entendues. Ces changements répondent mieux aux besoins particuliers de la clientèle en matière d'accessibilité.
- Dans le but d'aider les personnes qui vivent des difficultés financières exceptionnelles, le Code des normes d'emploi a été modifié le 1^{er} juin 2022 afin que le salaire minimum puisse être augmenté d'un montant supérieur à celui calculé au moyen de la formule prévue par la loi, qui repose sur le taux d'inflation. Cette modification législative a permis de porter le salaire horaire minimum à 13,50 \$ le 1^{er} octobre 2022 afin qu'il puisse atteindre, à terme, un taux de 15,30 \$ le 1^{er} octobre 2023. Cette mesure rendra la vie plus abordable pour les membres de la population manitobaine.
- L'Accord de libre-échange canadien a mis sur pied la Table de conciliation et de coopération en matière de réglementation chargée de s'attaquer aux obstacles transfrontaliers qui nuisent au commerce et à la mobilité de la main-d'œuvre. En 2022-2023, le Manitoba a signé la première modification apportée à l'Entente d'harmonisation pancanadienne en matière de santé et de sécurité au travail de 2021, par laquelle les parties s'engagent à convenir de normes communes relatives à la formation et à la certification en secourisme afin de faciliter l'uniformité des premiers soins offerts en milieu de travail d'un bout à l'autre du Canada.
- L'examen quinquennal prévu par la loi de la Loi sur la sécurité et l'hygiène du travail et de ses trois règlements a été lancé en août 2022 et s'est accompagné de trois mois de consultation publique. Un comité d'examen composé de représentants syndicaux, patronaux et techniques a été nommé, l'objectif étant d'assurer une forte participation des parties prenantes et l'inclusion de divers points de vue au sujet de la Loi. Ce comité a été chargé de passer en revue les observations reçues du public tout au long de 2023-2024 et de présenter au ministre un rapport contenant ses recommandations.
- En février 2023, conformément au mandat qui lui a été confié, le Conseil consultatif de l'immigration a présenté son rapport final accompagné de recommandations concernant les divers moyens d'attirer des immigrants au Manitoba, de rationaliser le Programme des candidats du Manitoba et d'améliorer les services d'établissement. Le rapport contient 70 recommandations destinées à améliorer l'ensemble des formalités d'immigration au Manitoba, à l'appui de la Stratégie relative aux compétences, au talent et aux connaissances.
- En 2022, 6 367 immigrants venant de plus de 115 pays ont été désignés dans le cadre du Programme des candidats du Manitoba. Environ 85 % de tous les candidats travaillaient déjà ou avaient reçu des offres d'emploi d'employeurs manitobains au moment de leur désignation.
- En 2022, 21 685 immigrants (résidents permanents) se sont établis au Manitoba. Ce chiffre représente une augmentation de plus de 30 % comparativement aux 16 575 immigrants que le Manitoba avait accueillis en 2021 ainsi que le plus grand nombre de débarquements annuels de résidents permanents depuis la création du Programme des candidats du Manitoba en 1998.

- L'objectif du Programme de soutien à l'intégration communautaire des nouveaux arrivants est de mieux retenir les nouveaux arrivants et d'optimiser l'utilisation des ressources limitées grâce à la collaboration entre les ministères et les principales parties prenantes. Ce programme comprend trois volets de financement :
 - tout d'abord, un financement de 3 millions de dollars pour permettre à Manitoba Start d'offrir des services d'emploi aux nouveaux arrivants et d'assurer la liaison entre les immigrants et les services d'établissement, d'information et d'orientation, les services linguistiques ainsi que d'autres services offerts au Manitoba;
 - ensuite, un financement de 120 000 \$ pour le programme Recognition Counts de Supporting Employment and Economic Development Winnipeg Inc. (SEED), un programme qui offre des microprêts aux immigrants qualifiés pour couvrir les coûts associés à la reconnaissance des diplômes étrangers et à la formation d'appoint;
 - enfin, un financement de 2 millions de dollars (volet Réseau communautaire des nouveaux arrivants) pour aider 13 organisations locales de fournisseurs de services à offrir des services d'établissement aux résidents temporaires qui ne sont pas admissibles aux programmes d'établissement et de réinstallation financés par le gouvernement fédéral. Parmi les clients de ces organismes figurent notamment des demandeurs d'asile ainsi que des étudiants et travailleurs étrangers.
- Le Bureau des pratiques d'inscription équitables a refondu son site Web et conçu des infographies pour rendre plus accessibles les informations qu'il diffuse en ligne à l'intention des professionnels formés à l'étranger et du grand public. Des renseignements importants concernant les professions réglementées au Manitoba, la reconnaissance des titres de compétences étrangers, les coûts des licences, les exigences en matière de compétences linguistiques, des sources d'information et bien d'autres sont maintenant présentés sur le site Web de façon visuellement attrayante et en langage clair et simple. Les internautes peuvent désormais suivre des liens publiés dans le site Web du Bureau pour accéder directement aux pages d'organismes de réglementation qui s'adressent expressément aux professionnels formés à l'étranger.

Department Strategy Map

The Department of Labour and Immigration was officially formed on January 30, 2023. As a result, the department did not produce its own 2022/23 Supplement to the Estimates of Expenditure (SEE). Where possible, performance measures that were similar for each division in their previous departments, such as staff training, have been combined to report progress for the newly formed Labour and Immigration.

The department did produce content for the 2023/24 SEE which is reflected in the Strategy Map. The department strategy map lists the four Government priority areas: Quality of Life, Working Smarter, Public Service and Value for Money, with the department's objectives listed under each priority.

Vision

A diverse, skilled and thriving Manitoba.

Mission

To create diverse and vibrant communities and provide safe, thriving workplaces that contribute to our economy and the well-being of all Manitobans.

Values

At Labour and Immigration we:

- Act with integrity, skill and dedication to deliver impartial, reliable and open services
- Value diversity and act in an ethical, professional and inclusive manner
- Foster innovation, creative problem solving and are agile and adaptable to change
- Support health and wellness within workplaces in Manitoba
- Embrace transparency and accountability

Department Balanced Scorecards Priorities and Objectives

Quality of Life – Improving Outcomes for Manitobans

1. Growing Manitoba's Labour Market
2. Advance Truth and Reconciliation*
3. Protect the Public

Working Smarter – Delivering Client-Centred Services

4. Transform the Way We Work
5. Reduce Red Tape

Public Service – Delivering Client-Service Excellence

6. Invest in Our People
7. Advance Inclusion
8. Strengthen Respect in Our Workplaces

Value For Money – Protecting Manitoba’s Bottom Line

9. Provide Value for Money
10. Balance the Budget
11. Strengthen Our Financial Comptrollership and Accountability

* “Truth” has been added to the original objective titled “Advance Reconciliation”.

“There is no Reconciliation without the Truth. If you ever see Reconciliation on its own without Truth, let people know that they need the Truth before there is Reconciliation.”

- As told to Helen Robinson-Settee by the Late Dr. Donald Robertson, Elder, Indigenous Inclusion Directorate Advisory Council, Manitoba Education and Early Childhood Learning.

Schéma stratégique ministériel

Le ministère du Travail et de l'Immigration a été officiellement constitué le 30 janvier 2023. En conséquence, le ministère n'a pas produit son propre budget complémentaire pour 2022-2023. Lorsque c'était possible, le nouveau ministère a combiné les mesures de rendement de nature similaire qui sont utilisées par chaque division des ministères antérieurs qui le composent, par exemple les mesures relatives à la formation du personnel, pour rendre compte des progrès accomplis.

Le ministère a produit du contenu aux fins de l'établissement du budget complémentaire de l'exercice 2023-2024, dont les éléments ont été ajoutés au schéma stratégique ministériel. Ce schéma dresse la liste des quatre domaines prioritaires du gouvernement (qualité de vie, gestion plus ingénieuse, fonction publique, optimisation des ressources), les objectifs du ministère étant répertoriés sous chacune de ces priorités.

Vision

Un Manitoba axé sur la diversité, les compétences et la prospérité.

Mission

Créer des collectivités diversifiées et vigoureuses et offrir des milieux de travail sécuritaires et dynamiques qui contribuent à notre économie et au bien-être de tous les Manitobains.

Valeurs

Au ministère du Travail et de l'Immigration, nous :

- travaillons avec intégrité, compétence et dévouement pour fournir nos services de manière impartiale, fiable et transparente;
- valorisons la diversité et agissons de manière éthique, professionnelle et inclusive;
- encourageons l'innovation, la résolution créative de problèmes ainsi que la souplesse et l'adaptabilité face au changement;
- soutenons la santé et le bien-être dans les milieux de travail au Manitoba;
- favorisons la transparence et l'obligation redditionnelle.

Priorités et objectifs des tableaux de bord équilibrés ministériels

Qualité de vie – Améliorer les résultats pour les Manitobains

1. Faire croître le marché du travail au Manitoba
2. Faire progresser la vérité et la réconciliation*
3. Protéger le public

Gestion plus ingénieuse – Fournir des services axés sur le client

4. Transformer notre façon de travailler
5. Réduire la bureaucratie

Fonction publique – Offrir un service à la clientèle d'excellence

6. Investir dans nos gens
7. Favoriser l'inclusion
8. Renforcer le respect dans nos milieux de travail

Optimisation des ressources – Protéger les résultats financiers du Manitoba

9. Dépenser judicieusement
10. Équilibrer le budget
11. Renforcer notre fonction de contrôleur financier et notre responsabilisation

* Ajout de « vérité » à l'objectif original intitulé « Faire progresser la réconciliation.

« Sans la vérité, il n'y a pas de réconciliation possible. S'il est question de réconciliation seulement sans la vérité, dites qu'il faut connaître la vérité avant de parler de réconciliation. »

- Propos confiés à Helen Robinson-Settee par le regretté Donald Robertson, Aîné, Conseil consultatif de la Direction générale de l'inclusion des Autochtones, Éducation et Apprentissage de la petite enfance Manitoba.

Department Balanced Scorecards Priorities and Objectives - Details

The following section provides information on key performance measures for Labour and Immigration for the 2022/2023 reporting year. All Manitoba government departments include a performance measurement section in a standardized format in their annual reports.

Performance indicators in Manitoba government annual reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

Quality of Life – Improving Outcomes for Manitobans

1. Growing Manitoba's Labour Market

Key Initiatives

- **Ukraine Response:** Worked closely with Immigration, Refugees and Citizenship Canada to implement enhanced measures for Ukrainian citizens to facilitate the movement of Ukrainians who want to leave their country temporarily or permanently.
- **Increased the Minimum Wage:** Amended the Employment Standards Code to allow minimum wage to be increased by an additional amount above the legislated inflation tied formula. This legislative change allowed minimum wage to be increased by \$1.15 in October 2022 to \$13.50 per hour from the previous \$11.65 on its way to \$15.30 per hour starting October 1, 2023. Increases to the minimum wage continue to help make life more affordable for Manitobans.
- **Newcomer Community Integration Supports Program:** Developed and delivered the Newcomer Community Integration Supports Program through a \$5.1 million investment to support the attraction and retention of newcomers, assist with foreign credential recognition, and connect newcomers to the labour market.
- **Manitoba Provincial Nominee Program:** In 2022, 6,367 immigrants from over 115 countries were nominated through the MPNP. Approximately 85 per cent of all nominees were already working or had job offers from Manitoba employers at the time of nomination.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
1.a Utilize 100% of the nomination allocation provided annually by Immigration, Refugees and Citizenship Canada	100%	-	100%	100%

1.a Utilize 100% of the nomination allocation provided annually by Immigration, Refugees and Citizenship Canada: The Immigration division will measure the utilization of the nomination allocation agreed upon annually by Immigration, Refugees and Citizenship Canada and the Province of Manitoba. This allocation is used to nominate skilled workers and business investors that can contribute to the labour market and the economy of Manitoba. Immigration helps address gaps in the labour market, and utilizing the entire nomination allocation provides a mechanism for maximum immigration into Manitoba and contribution to the labour market and economy. This measure was introduced in 2022/23 to collect data to establish a baseline and evaluate the target.

In 2022/23, the department met its target percentage of utilizing the nomination allocation, demonstrating our commitment to growing both Manitoba’s labour market and its diverse communities. This performance measure was previously listed in the former department of Advanced Education, Skills and Immigration.

2. Advance Truth and Reconciliation

Key Initiatives

- **Reconciliation Training:** Acting in the spirit of Truth and Reconciliation Commission (TRC) of Canada: Call to Action (CTA) 57, staff were provided with opportunities to enhance their knowledge and understanding of the history of Indigenous peoples across Canada to enhance relationships and partnerships with the Indigenous community.
- **Learning from our Partners:** In addition to staff taking the introductory course “The Path to Reconciliation: a Historic and Contemporary Overview,” the Department worked with Clear Directions, an organization that recognizes the imbalance in relationships between Indigenous and non-Indigenous peoples and communities in Canada. Clear Directions facilitated a workshop for the department on Advancing Reconciliation to help bridge this gap.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
2.a Increase the percentage of staff who have taken reconciliation-related training	11%	-	-	11%

2.a Increase the percentage of staff who have taken reconciliation-related training: The department will measure the percentage of department staff who participated in reconciliation related OSD training compared to the total number of staff in the department. The department was created on January 30, 2023 and, as a result, did not have a target. This measure was introduced in 2022/23 to collect data to establish a baseline and evaluate the target. Data for this measure is from March 31, 2023 and may not reflect the current department composition.

The department is committed to ensuring staff receive truth and reconciliation training and divisions undertook a variety of reconciliation related activities. Staff who have taken reconciliation training will be better equipped to advance reconciliation within their work.

This is the final year for this performance measure. To be consistent across Manitoba's Public Service, the department will now measure Advance Truth and Reconciliation through "Percent completion of reconciliation training".

3. Protect the Public

Key Initiatives

- **Improved compliance to reduce workplace fatalities, serious injuries and illnesses:** Workplace Safety and Health Branch inspections are conducted throughout the province using a data-driven approach that adjusts as needed to target workplaces at increased risk and remain responsive to emerging issues.
 - In 2022/23, the branch responded to over 7,900 tips and queries, and conducted 5,898 inspections, exceeding its inspection target by over 6%.
 - Approximately 56% of inspections identified compliance concerns, with over 9,800 improvement orders, 275 stop work orders and 16 administrative penalties issued, and five court convictions finalized.
- **Protected workers through a proactive auditing process:** The Employment Standards Branch completed 95 Director's Own Accord investigations, proactive audits of business' compliance with The Employment Standards Code, The Construction Industry Wages Act and other legislation administered by the Employment Standards Branch. Investigations focused on low-skilled/low-pay workplaces and workplaces with vulnerable workers such as young workers, foreign workers or any other workers who may be less likely to come forward to file a claim on their own. The 95 investigations represent a 12% increase from the previous fiscal year.

- **Pan-Canadian Occupational Health and Safety Reconciliation Agreement:** In 2022/23 Manitoba signed the first amendment to the 2021 Pan-Canadian Occupational Health and Safety Reconciliation Agreement which commits to recognizing common standards pertaining to first aid training and certification in order to facilitate consistency of workplace first aid across Canada. This is the third agreement signed to advance occupational safety and health harmonization, and Manitoba met its obligations under all three agreements.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
3.a Percentage of investigations completed that are compliance-related	-	-	-	-

3.a Percentage of investigations completed that are compliance-related: This measure was introduced in 2022/23 to collect data to establish a baseline and evaluate the target. This measure is intended to allow the department to measure compliance and enforcement of regulatory requirements. This performance measure was previously listed in the former department of Labour, Consumer Protection and Government Services.

This measure was retired mid-year and no data was collected, as the measure was overly complex, involving multiple branches within different departments. The department will continue to measure the objective Protect the Public through “number of inspections completed” and “number of completed Director’s Own Accord Investigations” as outlined in the 2023/24 Supplement to the Estimates of Expenditure. In 2022/23, there were 5,898 inspections completed by Workplace Safety and Health and 95 completed Director’s Own Accord investigations.

Working Smarter – Delivering Client-Centred Services

4. Transform the Way We Work

Key Initiatives

- Operational changes at the Manitoba Labour Board:** Progressive changes made in response to pandemic restrictions have been incorporated on a permanent basis. Permanent measures now include enhanced electronic communication and the use of video conferencing equipment, to provide opportunities for applicants and respondents to have input on the manner in which their cases will be heard, as well as address a variety of accommodation and operational needs.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
4.a Process all Immigration applications in less than six months	82%	-	100%	82%
4.b Increase the percentage of staff with Innovation and Continuous Improvement skills	10%	-	-	10%
4.c Number of days to contact clients regarding incomplete service requests	-	-	-	-

4.a Process all Immigration applications in less than six months: The Immigration division will address application processing times for both Skilled Workers and Business Investors. Applications are reviewed against screening criteria and those individuals with potential to establish themselves economically and contribute to the labour market and Manitoba economy are nominated. Completing this process in a timely manner will ensure our part of the immigration process is continuing the flow of skilled workers immigrating to Manitoba to contribute to the labour market. Applications under investigation for potential misrepresentation or fraud will not count toward the annual target. This measure was introduced in 2022/23 to collect data to establish a baseline and evaluate the target.

The department fell short of its 2022/23 target due to applications that were incomplete, and required additional verification, or presented integrity concerns. This performance measure was previously listed in the former department of Advanced Education, Skills and Immigration.

4.b Increase the percentage of staff with Innovation and Continuous Improvement skills: The department will measure a percentage point increase in the number of staff with formal, informal or experiential training and/or certification from a variety of innovation and continuous improvement methodologies (Lean, Human Centred Design, Innovation Engineering, Design Thinking, etc.). By growing this capacity, the department will be well positioned to improve processes and successfully transform and modernize our policies, programs and services, while providing continued opportunities for the growth and development of our staff. This measure was introduced in 2022/23 to collect data to establish a baseline and evaluate the target; the measure was previously listed in the Departments of Advanced Education and Skills and Immigration and Labour, Consumer Protection and Government Services. As the department of Labour and Immigration was created on January 30, 2023, there is no applicable target. The 2022/23 actual represents the current configuration of the department.

This is the final year for reporting on this performance measure as the department focuses its efforts on external service-level measures such as “per cent of Immigration applications processed in less than six months”.

4.c Number of days to contact clients regarding incomplete service requests: Achieving a service standard to issue or deny a service request such as a permit will result in a faster time identifying and communicating a permit decision to clients. For example, expediting permit application processing time expedites building development, improvement, and safety initiative/project timelines. Ultimately, this measure will track the number of working days from when a service request or permit application is received to the time of issuing or denying a permit, or initiating the implementation of the service request. This measure was introduced in 2022/23 to collect data to establish a baseline and evaluate the target. This performance measure was previously listed in the former department of Labour, Consumer Protection and Government Services.

This is the final year for reporting on this performance measure as the department focuses its efforts on external service-level measures such as “per cent of business areas with client-feedback mechanisms in place”.

5. Reduce Red Tape

Key Initiatives

- **Red Tape Reduction:** Red tape reduction aims to remove regulatory requirements that are no longer achieving desired outcomes, or are doing so in an inefficient manner. Regulatory requirements that result in red tape may be unclear, overly prescriptive, poorly designed, redundant, contradictory or antiquated. Not all regulatory requirements create red tape.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
5.a Achieve percentage reduction of regulatory requirements	0.0%	-	2.5%	0.0%

5.a Achieve percentage reduction of regulatory requirements: This measure accounts for the per cent reduction of regulatory requirements undertaken by the department in a fiscal year. In the fiscal year 2022/23, the department achieved a reduction of 0.00 percent. The total number of regulatory requirements accounted for by the department at the end of 2022/23 was 72,806. The baseline resets to zero at the beginning of every fiscal year, and the target of a 2.5 percent reduction is applied. See Regulatory Accountability and Red Tape Reduction in this report for further detail.

The department was unable to meet the 2022/23 target; a number of new projects aimed at reducing regulatory requirements were introduced with reductions expected to occur in 2023/24.

Public Service – Delivering Client-Service Excellence

6. Invest in Our People

Key Initiatives

- **A renewed focus on training at the Labour Board:** The Manitoba Labour Board focused on community and member engagement to bring together new and returning Board members for orientation and training.

As Labour and Immigration is a new department, there were no measures in place to evaluate the success of this priority in 2022/23.

7. Advance Inclusion

Key Initiatives

- **Redesigned online services to meet accessibility standards:** The Fair Registration Practices Office improved the accessibility of its online information for internationally educated professionals and the general public through web redesign and the use of infographics. Important information on Manitoba’s regulated professions, foreign qualification recognition processes, costs of licensing, language proficiency requirements, where to get information, and more is now presented on the office’s website in a visually appealing, plain language format. Web users can now link directly from the website to regulator web pages specific to Internationally Educated Professionals.
- **Fostered a Diverse and Inclusive Work Environment:** Encouraged and provided opportunities for staff to participate in learning opportunities to improve their awareness of inclusion principles and help foster an inclusive and diverse work culture where all employees have the supports and encouragement to develop and advance in their careers.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
7.a Achieve the annual target percentage of department employees who have completed mandatory diversity and inclusion training	94.1%	-	90%	94.1%

7.a Achieve the annual target percentage of department employees who have completed mandatory diversity and inclusion training: This measure will capture the percentage of department employees that have taken mandatory diversity and inclusion training offered through the Public Service Commission. It is assumed that employees will implement course learning through their work, supporting inclusive workplaces. A 90% completion rate was identified as a reasonable target for this measure. This measure was introduced in 2022/23 to collect data to establish a baseline and evaluate the target. Data for this measure is from March 31, 2023 and may not reflect the current department composition.

The department exceeded its 2022/23 target demonstrating our commitment to advancing inclusion.

8. Strengthen Respect in Our Workplaces

Key Initiatives

- Fostered and grew a respectful environment:** Reinforced a culture of mutual respect in the workplace through training and leadership to create an environment that recognizes the importance of respect and safety. Encouraging an environment free from harassment and bullying enables a diverse range of voices and talents to contribute to a better public service.
- Employee engagement:** Divisional Safety and Health Committee tracked and provided input on improvements to resolve concerns raised by staff. Additional staff feedback led to the creation of initiatives that strengthen respect in our workplace, including more formal staff recognition and potluck lunches throughout the year where senior leaders and staff had the opportunity to learn from each other.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
8.a Achieve the annual target percentage of department employees who have completed mandatory respectful workplace training	94.1%	-	90%	94.1%

8.a Achieve the annual target percentage of department employees who have completed mandatory respectful workplace training: This measure will capture the percentage of department employees that have completed the mandatory respectful workplace training offered through the Public Service Commission. Completion of the training is now an annual requirement. It is assumed that employees will implement course learning through their work, supporting inclusive and respectful workplaces. A 90% completion rate was identified as a reasonable target for this measure. This measure was introduced in 2022/23 to collect data to establish a baseline and evaluate the target. Data for this measure is from March 31, 2023 and may not reflect the current department composition.

The department exceeded its 2022/23 target demonstrating our commitment to strengthening respect in our workplace.

Value for Money – Protecting Manitoba’s Bottom Line

9. Provide Value for Money

Key Initiatives

- Established program criteria and targets to ensure funding decisions demonstrate value for money:** The Newcomer Community Connections Stream (NCCS) of the Newcomer Community Integration Support (NCIS) Program established new criteria designed to maximize the impact of provincial funding and avoid duplication of services. A Call for Applications was utilized to select project proposals that met the NCCS mandate and which complement Manitoba’s existing newcomer service network. The Immigration Division also developed a logic model to guide measurement of outcomes of NCCS funded projects.
- Reduced Paper Consumption:** A shift towards digital file keeping resulted in a 13% reduction in paper costs at the Employment Standards Branch.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
9.a Achieve the annual target percentage of newcomer integration projects meeting intended outcomes.	84.6%	-	75%	84.6%

9.a Achieve the annual target percentage of newcomer integration projects meeting intended outcomes: The Immigration division administers funding to projects and programs that prepare new Manitobans for successful economic and social integration. At the beginning of each project, expected outcomes will be established, and at project close evaluated whether or not each outcome was achieved. By increasing the percentage of funded projects that meet their intended outcomes, the division is ensuring fiscal responsibility and subsequently providing greater value for money. This measure was introduced in 2022/23 to collect data to establish a baseline and evaluate the target. This performance measure was previously listed in the former department of Advanced Education, Skills and Immigration.

The department demonstrated its commitment to maximizing impact to supporting newcomers in 2022/23 and exceeded its target.

10. Balance the Budget

Key Initiatives

- Manage Resources:** Financial and Corporate Services continued to work directly with each division to provide financial analysis and advice. Ongoing monitoring of expenses in ensured through quarterly financial reporting.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual (\$M)
10.a Work within Operating Budgets	-	-	-	26,188

10.a Work within Operating Budgets: This measure records the department's and Other Reporting Entities' actual operational spending versus the annual summary operating budget. By working within the operating budget, the department will facilitate Government to balance the legislated budget.

As the department of Labour and Immigration was created on January 30, 2023, there is no applicable target. The 2022/23 actual represents the current configuration of the department.

11. Strengthen Our Financial Comptrollership and Accountability

Key Initiatives

- **Comptrollership training:** Staff are encouraged to take part in comptrollership training; this cultivates an environment of financial accountability in the stewardship of public funds.

Performance Measures

Measure	Baseline	2021/22 Actual	2022/23 Target	2022/23 Actual
11.a Increase the percentage of staff completing comptrollership training	8%	-	-	8%

11.a Increase the percentage of staff completing comptrollership training: This measure will reflect the percentage of department staff who have successfully completed the required comptrollership training for their position. The department believes that everyone has a role to play in comptrollership, as part of strengthening financial accountability. As a result, all departmental staff will be required to take introductory training at the very least. This measure was introduced in 2022/23 to collect data to establish a baseline. Data for this measure is from March 31, 2023 and may not reflect the current department composition.

As the department of Labour and Immigration was created on January 30, 2023, there is no applicable target.

FINANCIAL DETAILS

Consolidated Actual Expenditures

This table includes the expenditures of the department and aligns to the Summary Budget.

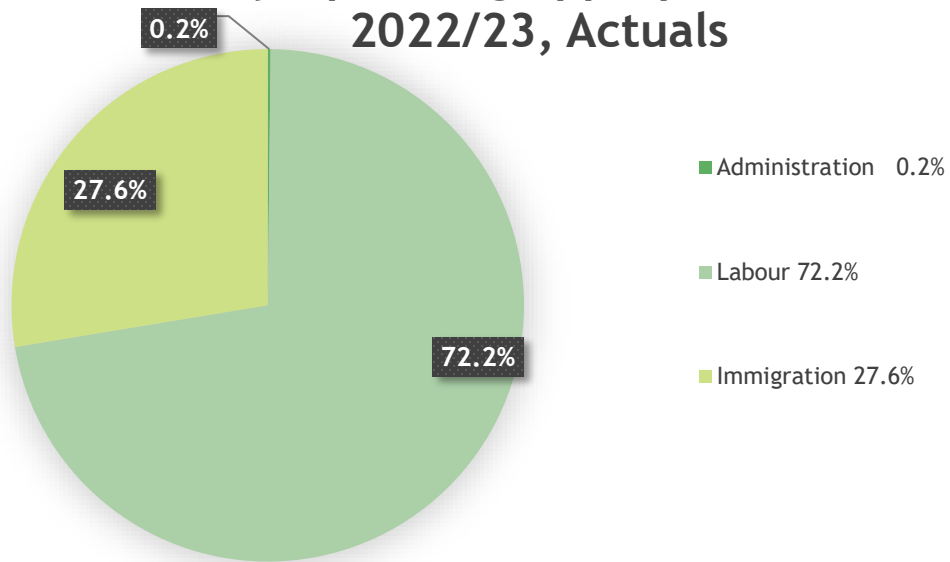
Consolidated Actual Expenditures

For the fiscal year ended March 31, 2023 with comparative figures for the previous fiscal year \$(000s)

Main Appropriations	Part A - Operating	Other Reporting Entities	Consolidation and Other Adjustments	2022/23 Actual	2021/22 Actual
Administration	47			47	-
Labour	18,917			18,917	18,088
Immigration	7,224			7,224	4,282
TOTAL	26,188	-	-	26,188	22,370

NV – Non-Voted

Percentage Distribution of Consolidated Actual Expenditures by Operating Appropriation, 2022/23, Actuals



Summary of Authority

Part A – Operating	2022/23 Authority \$(000s)
2022/23 MAIN ESTIMATES – PART A	
Allocation of funds from:	-
Sub-total	-
In-year re-organization from:	
Department of Internal Services	7
Department of Labour, Consumer Protection and Government Services	20,745
Advanced Education and Training	7,060
Sub-total	27,812
2022/23 Authority	27,812

Detailed Summary of Authority by Appropriation \$(000s)

Detailed Summary of Authority	2022/23 Printed Estimates	In-Year Re-organization	Virement	Enabling Authority	Authority 2022/23	Supplementary Estimates
Part A – OPERATING (Sums to be Voted)						
Administration	-	7	61	-	68	-
Labour		20,745	(261)		20,484	
Immigration		7,060	200		7,260	
Subtotal	-	27,812	-	-	27,812	
Part A – OPERATING (NV)						-
TOTAL PART A - OPERATING	-	27,812	-	-	27,812	-

NV – Non-Voted

Part A: Expenditure Summary by Appropriation

Departmental Actual Expenditures

For the fiscal year ended March 31, 2023 with comparative figures for the previous fiscal year \$(000s)

Authority 2022/23	Appropriation	Actual 2022/23	Actual 2021/22	Increase (Decrease)	Expl No.
	11-				
	1 Administration				
7	(a) Minister's Salary	11	-	11	1
	(b) Executive Support				
46	(1) Salaries and Employee Benefits	23	-	23	1
15	(2) Other Expenditures	13	-	13	1
68	Subtotal 11-1	47	-	47	

Authority 2022/23	Appropriation	Actual 2022/23	Actual 2021/22	Increase (Decrease)	Expl No.
	11-				
	2 Labour				
	(a) Workplace Safety and Health				
6,558	(1) Salaries and Employee Benefits	6,401	6,196	205	
1,890	(2) Other Expenditures	1,486	928	558	
	(b) Manitoba Labour Board				
1,317	(1) Salaries and Employee Benefits	1,385	1,303	82	
190	(2) Other Expenditures	135	156	(21)	
	(c) Employment Standards				
2,829	(1) Salaries and Employee Benefits	2,297	2,399	(102)	
362	(2) Other Expenditures	219	206	13	
	(d) Advisor Office				
607	(1) Salaries and Employee Benefits	722	603	119	
50	(2) Other Expenditures	67	47	20	
	(e) Inspection and Technical Services				
5,045	(1) Salaries and Employee Benefits	5,005	5,228	(223)	
1,215	(2) Other Expenditures	1,077	870	207	
	(f) Legislative Development				
396	(1) Salaries and Employee Benefits	110	152	(42)	
25	(2) Other Expenditures	13	-	13	
20,484	Subtotal 11-2	18,917	18,088	829	

Authority 2022/23	Appropriation	Actual 2022/23	Actual 2021/22	Increase (Decrease)	Expl No.
	11-				
	3 Immigration				
	(a) Immigration				
3,995	(1) Salaries and Employee Benefits	3,989	3,176	813	
777	(2) Other Expenditures	782	616	166	
5,080	(3) Financial Assistance	4,720	-	4,720	2
(3,080)	(4) Financial Assistance	(2,755)	-	(2,755)	2
	(b) Fair Registration Practices Office				
438	(1) Salaries and Employee Benefits	447	452	(5)	
50	(2) Other Expenditures	41	38	3	
7,260	Subtotal 11-3	7,224	4,282	2,942	

Explanation(s):

1. The increase reflects the creation of the department in January 2023.
2. Creation of the Newcomer Community Integration Supports Program.

Revenue Summary by Source

Departmental Actual Revenue

For the fiscal year ended March 31, 2023 with comparative figures for the previous fiscal year \$ (000s)

Actual 2021/22	Actual 2022/23	Increase (Decrease)	Expl. No.	Source	Actual 2022/23	Est 2022/23	Variance Over/ (Under)	Expl No.	
Taxation									
-	-	-							
					Subtotal	-	-	-	
Other Revenue									
12,035	9,512	(2,523)	a	Fees and Cost Recovery	9,512	11,648	(2,136)	1	
				Cost Recovery from Workers					
8,701	8,475	(226)		Compensation Board	8,475	9,576	(1,101)	2	
324	87	(237)		Sundry	87	41	46		
21,060	18,074	(2,986)			Subtotal	18,074	21,265	(3,191)	
Government of Canada									
171	243	72		Flin Flon Inspection Agreement	243	185	58		
171	243	72			Subtotal	243	185	58	
					Total Rev	18,317	21,450	(3,133)	

Explanations:

- a. Decrease in application fees as a result of waiving fee for Ukrainian refugees.
- 1. Lower licensing renewals as a result of farm building permit authority being transferred to municipalities.
- 2. Reduced cost recoveries from Workers Compensation Board as a result of lower operating costs.

Departmental Program and Financial Operating Information

Administration (Res. No. 11.1)

Main Appropriation Description

Provides corporate leadership and strategic planning to support the department achieve its mandate.

Sub-appropriations	2022/23 Actual	2022/23 Authority	
	\$(000s)	FTEs	\$(000s)
Minister's Salary	11	1.00	7
Executive Support	36	7.00	61
TOTAL	47	8.00	68

Administration

Sub-Appropriation Description

Minister's Salary: Provides additional compensation to which individuals appointed to the Executive Council are entitled.

Executive Support: Oversees the development and implementation of departmental policies and programs that are designed to achieve the goals set out in the department's mandate.

11-1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2022/2023	Authority 2022/23		Variance Over/(Under)	Expl. No.
	\$(000s)	FTEs	\$(000s)	\$(000s)	
Salaries and Employee Benefits	11	1.00	7	4	
Total Sub-Appropriation	11	1.00	7	4	

11-1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2022/2023	Authority 2022/23		Variance Over/(Under)	Expl. No.
	\$(000s)	FTEs	\$(000s)	\$(000s)	
Salaries and Employee Benefits	23	7.00	46	(23)	
Other Expenditures	13		15	(2)	
Total Sub-Appropriation	36	7.00	61	(25)	

Labour (Res. No. 11.2)

Main Appropriation Description

Protects citizens by providing programs and services in areas such as workplace safety and health, employment standards, and inspection and technical services. Enforces statutes governing occupational safety and health employment standards, worker recruitment, labour relations, and building safety. Oversees safety standards for technical equipment such as elevators, gas burning equipment, and steam and pressure equipment.

Sub-appropriations	2022/23 Actual	2022/23 Authority	
	\$(000s)	FTEs	\$(000s)
Workplace Safety and Health	7,887	75.60	8,448
Manitoba Labour Board	1,520	14.50	1,507
Employment Standards	2,516	38.60	3,191
Advisor Office	789	8.00	657
Inspection and Technical Services	6,082	60.00	6,260
Legislative Development	123	4.00	421
TOTAL	18,917	200.70	20,484

Workplace Safety and Health

Sub-Appropriation Description

Enforcement, inspection and investigation activity focuses on improving legislative compliance through the use of strategic enforcement approaches that target high-risk hazards in order to prevent serious workplace injuries, illnesses and fatalities.

Key Results Achieved

- The legislated, five year review of the Workplace Safety and Health Act and its three associated regulations was launched in August 2022 with three months of public consultation. The review mandate included ensuring strong protections that reflect modern workplaces, improving harmonization with other jurisdictions, enhancing clarity and meeting obligations under the Regulatory Accountability Act. A total of 62 submissions were received containing 197 unique comments and proposals. A Review Committee, consisting of labour, employer and technical representatives was established to review the submissions throughout 2023/24 and provide its recommendations to the Minister.
- In 2022/23, WSH responded to over 7,900 tips and queries, and conducted 5,898 inspections, exceeding its inspection target by over 6%. Approximately 56% of WSH's inspections identified compliance concerns, with over 9,800 improvement orders, 275 stop work orders and 16 administrative penalties issued, and five court convictions finalized.

- As required by The Workplace Safety and Health Regulation, the Department sought feedback on occupational exposure limits for chemicals in workplaces. The consultation targeted Manitoba's technical community over a three month period at the end of 2022/23 and will be used to inform future work in the area of chemical exposures.
- In 2022/23 Manitoba signed the first amendment to the 2021 Pan-Canadian Occupational Health and Safety Reconciliation Agreement which commits to recognizing common standards pertaining to first aid training and certification in order to facilitate consistency of workplace first aid across Canada. This is the third agreement signed to advance occupational safety and health harmonization, and Manitoba met its obligations under all three agreements.

11-2(a) Workplace Safety and Health

Expenditures by Sub-Appropriation	Actual 2022/2023 \$(000s)	Authority 2022/23 FTEs		Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	6,401	75.60	6,558	(157)	
Other Expenditures	1,486		1,890	(404)	
Total Sub-Appropriation	7,887	75.60	8,448	(561)	

Manitoba Labour Board

Sub-Appropriation Description

Independent and autonomous specialist tribunal responsible for fair and efficient administration and adjudication of responsibilities assigned to it under various statutes from which it derives its jurisdiction. Resolves applications and appeals, assists parties in resolving disputes and provides information to parties and the public on the Board's operations.

Key Results Achieved

- Operational changes at the Manitoba Labour Board made in response to pandemic restrictions were incorporated on a permanent basis to include enhanced electronic communication and the use of video conferencing equipment that provides opportunities for applicants and respondents to have input on the manner in which their cases will be heard, while addressing a variety of accommodation and operational needs.

11-2(b) Manitoba Labour Board

Expenditures by Sub-Appropriation	Actual 2022/2023 \$(000s)	Authority 2022/23 FTEs		Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	1,385	14.50	1,317	68	
Other Expenditures	135		190	(55)	
Total Sub-Appropriation	1,520	14.50	1,507	13	

Employment Standards

Sub-Appropriation Description

Seeks to promote compliance with employment legislation and protect vulnerable workers. It connects with employers experiencing business closures and layoffs to ensure compliance with employment legislation and to connect employers with workforce adjustment services available through the province.

Key Results Achieved

- The Employment Standards Code was amended to allow minimum wage to be increased by an additional amount above the legislated inflation tied formula. This legislative change allowed minimum wage to be increased by \$1.15 in October 2022 to \$13.50 per hour, from the previous \$11.65, on its way to \$15.30 per hour starting October 1, 2023. Increases to the minimum wage continue to help make life more affordable for Manitobans.
- The Employment Standards Branch completed 95 Director's Own Accord investigations, proactive audits of business' compliance with The Employment Standards Code, The Construction Industry Wages Act and other legislation administered by the Employment Standards Branch. This represents a 12% increase from the previous fiscal year.
- Employment Standards responded to over 21,000 telephone general inquiry calls, resolved 1,545 claim-based investigations and recovered \$646,000 in wages. The branch worked with parties to resolve 85% of all claims without a formal order being issued by Employment Standards, while 59% of claims were resolved within 30 days.

11-2(c) Employment Standards

Expenditures by Sub-Appropriation	Actual 2022/2023 \$(000s)	Authority 2022/23 FTEs	\$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	2,297	38.60	2,829	(532)	
Other Expenditures	219		362	(143)	
Total Sub-Appropriation	2,516	38.60	3,191	(675)	

Advisor Office

Sub-Appropriation Description

Provides professional and timely service to employers, workers and their dependents who require assistance with their workers compensation claims.

Key Results Achieved

- The Advisor Office assisted 224 injured workers and their families through the process of disputing claim decisions by the WCB and helped facilitate fair resolutions.
- The office also represented clients at various levels of the workers' compensation process in 168 cases.

11-2(d) Advisor Office

Expenditures by Sub-Appropriation	Actual 2022/2023 \$(000s)	Authority 2022/23 FTEs	Authority 2022/23 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	722	8.00	607	115	
Other Expenditures	67		50	17	
Total Sub-Appropriation	789	8.00	657	132	

Inspection and Technical Services

Sub-Appropriation Description

Delivers technical safety programs to communities and industry by enforcing safety standards through permitting, engineering reviews, inspection examinations, certifications, and licencing services.

Key Results Achieved

- In 2022/23, the Inspection and Technical Services Branch worked to reduce red tape and address gaps in Manitoba's regulatory framework through a series of public consultations on several initiatives to address gaps in Manitoba's regulatory framework. Introducing service standards for building and electrical permitting processes and an independent technical adjudicative process for building and electrical permitting disputes in Manitoba reflects modern best practices.
- Reduced red tape and addressed gaps in Manitoba's building and electrical permitting processes regulatory framework. In 2022/23, the Inspection and Technical Services Branch consulted stakeholders and conducted policy development that worked to modernized adjudicative process for building and electrical permitting disputes, introduce service standards for building and electrical permitting processes, and align with the national Regulatory Reconciliation and Cooperation Table construction codes agreement.
- Implemented a risk-assessed inspection model that allows for each piece of equipment to be assigned inspection intervals based on a number of criteria to address the current backlog of boiler, pressure vessel, refrigeration equipment, and elevating device inspections and further reduce red tape and administrative compliance burden to the industry over time.

11-2(e) Inspection and Technical Services

Expenditures by Sub-Appropriation	Actual 2022/2023 \$(000s)	Authority 2022/23 FTEs	Authority 2022/23 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	5,005	60.00	5,045	(40)	
Other Expenditures	1,077		1,215	(138)	
Total Sub-Appropriation	6,082	60.00	6,260	(178)	

Legislative Development

Sub-Appropriation Description

Provides support to Labour by conducting research and analysis, supporting policy development, coordinating legislative initiatives, supporting services to a number of advisory boards and committees, and co-ordinating responsibilities under The Regulatory Accountability Act.

Key Results Achieved

- Led divisional statutory and regulatory development initiatives, coordinated compliance with The Regulatory Accountability Act and prepared approval documents for appointments to the agencies, boards and commissions.
- Through the federal, provincial, territorial Canadian Association of Administrators of Labour Legislation and regulation, liaised with unions, labour management, the general public, and government on matters relating to the International Labour Organization and shared information and best practices.

11-2(f) Legislative Development

Expenditures by Sub-Appropriation	Actual 2022/2023 \$(000s)	Authority 2022/23 FTEs	Authority 2022/23 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	110	4.00	396	(286)	
Other Expenditures	13		25	(12)	
Total Sub-Appropriation	123	4.00	421	(298)	

Immigration (Res. No. 11.3)

Main Appropriation Description

The Immigration division contributes to economic growth and strong communities through the Manitoba Provincial Nominee Program and working with partners to promote the province as a destination of choice for international talent to study, work, and live. The division also works with regulators through the Fair Registration Practices Office to reduce barriers to employment.

Sub-appropriations	2022/23 Actual	2022/23 Authority	
	\$(000s)	FTEs	\$(000s)
Immigration	6,736	49.00	6,772
Fair Registration Practices Office	488	5.00	488
TOTAL	7,224	54.00	7,260

Immigration

Sub-Appropriation Description

Immigration coordinates with other levels of government and local stakeholders to administer economic immigration programs focused on the skills and talent needs of Manitoba's employers. The division is responsible for Manitoba's Provincial Nominee Program and works with partners to promote the province as a destination of choice for international talent.

Key Results Achieved

- The Newcomer Community Connection Stream of the Newcomer Community Integration Support Program was developed to ensure newcomers are able to participate fully in the community and contribute to a growing economy. This also addresses recommendations of the Report of the Immigration Advisory Council to enhance the social and economic integration of the growing numbers of newcomers to Manitoba.
- Through the MPNP, 21,685 immigrants (permanent residents) settled in Manitoba in 2022 - the largest number of annual permanent resident landings since the MPNP was established in 1998. These newcomers will address labour market needs and skill shortages across the province, but especially in the top regional destinations of Neepawa, Brandon, Steinbach, Morden, Winkler and Thompson.
- The Immigration Division supported the Immigration Advisory Council (IAC), conducting extensive engagement over three months, including 14 town halls in various communities across the province, with over 400 attendees providing input, and an online survey with 388 responses. This contributed to the release of a final report by the IAC with 70 recommendations on how to attract immigrants to Manitoba, streamline the Manitoba's Provincial Nominee Program (MPNP), and enhance settlement services. The recommendations will be implemented in 2023/24 with guidance from the new Advisory Council on Economic Immigration and Settlement.

- Provided support for Ukraine refugees through the Manitoba Provincial Nominee Program (MPNP) by:
 - Conducting special draws for candidates affected by Russia’s invasion of Ukraine. Candidates are selected based on MPNP criteria and their intent to reside in Manitoba over the long term.
 - Waiving the application fees for Ukrainian citizens and prioritizing assessment of their applications in support of this initiative.
 - Nominating 126 Ukrainian citizens to help those affected by the events in Ukraine settle permanently in Manitoba with their families.
 - Providing dedicated staff to attend the Ukraine Reception Centre once per week throughout 2022/23 to share information on the MPNP and other immigration services available to Ukrainians.

11-3(a) Immigration

Expenditures by Sub-Appropriation	Actual	Authority 2022/23		Variance	Expl. No.
	2022/2023 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	3,989	49.00	3,995	(6)	
Other Expenditures	782		777	5	
Financial Assistance	4,720		5,080	(360)	
Financial Assistance - Recovery	(2,755)		(3,080)	325	
Total Sub-Appropriation	6,736	49.00	6,772	(36)	

Fair Registration Practices Office

Sub-Appropriation Description

The Fair Registration Practices Office implements The Fair Registration Practices in Regulated Professions Act to ensure registration practices are transparent, objective, impartial and fair.

Key Results Achieved

- The Fair Registration Practices Office (FRPO) completed registration reviews for 20 of Manitoba’s 31 regulated professions under the Fair Registration Practices in Regulated Professions Act for compliance with duties introduced through legislative amendments in December 2021. The majority of recommendations to regulators were focused on labour mobility compliance. In response, Manitoba regulators made commitments to remove practice hours requirements for mobility applicants, streamline documentation requirements, and improve registration information. The 11 remaining regulated professions will be reviewed by FRPO in 2023/24.

11-3(b) Fair Registration Practices Office

Expenditures by Sub-Appropriation	Actual 2022/2023 \$(000s)	Authority 2022/23 FTEs	Authority 2022/23 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	447	5.00	438	9	
Other Expenditures	41		50	(9)	
Total Sub-Appropriation	488	5.00	488	-	

Other Key Reporting

Departmental Risk

Labour and Immigration worked to provide leadership in risk analysis through creating a risk management culture that facilitates the assessment and management of risk. Risk is managed for policy, operations, human resources, financial, legal, health and safety, environment and reputation within a legislative environment, both in regards to the probability of occurrence and degree of damage and strategies for mitigating or minimizing potential situations.

Labour and Immigration was created on January 30, 2023 and has undertaken risk and mitigation planning for 2023/24 to create a continuous, proactive, and systematic process to ensure that decisions support the achievement of organizational corporate objectives. This enterprise approach ensures that accidents and unexpected losses are minimized.

Regulatory Accountability and Red Tape Reduction

Regulatory requirements

	April 1, 2022	March 31, 2023
Total number of regulatory requirements	0	71,048
Net change		-4
Percentage change		0.00%

- 'Total number of regulatory requirements' includes transfers of regulatory requirements in and out of the department in 2022/23.
- 'Net change' includes the changes (sum of decreases and increases) in regulatory requirements undertaken by the department in 2022/23 and is net of transfers of regulatory requirements in and out of the department.
- 'Percentage change' includes percentage changes in regulatory requirements undertaken by the department in 2022/23 and is net of transfers of regulatory requirements in and out of the department.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007 and amended in 2018 gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and protects employees who make those disclosures 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 29.1.

The following is a summary of disclosures received by Manitoba Labour and Immigration for fiscal year 2022/2023.

Information Required Annually (per section 29.1 of PIDA)	Fiscal Year 2022/2023
The number of disclosures received, and the number acted on and not acted on. Subsection 29.1(2)(a)	Nil
The number of investigations commenced as a result of a disclosure. Subsection 29.1 (2)(b)	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. Subsection 29.1(2)(c)	Nil

Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population of Manitoba at all levels of the organization, including senior management. Employment equity status is self-identified on a voluntary basis when individuals are hired into a position or at any time during their employment with Manitoba's public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities. This measure will capture diversity in Manitoba's public service and in senior management.

Equity Group	Benchmarks	% Total Employees as at March 31, 2023
Women	50%	48.6%
Indigenous Peoples	16%	8.6%
Visible Minorities	13%	29.3%
Persons with Disabilities	9%	7.2%

Appendices

Appendix A - Statutory Responsibilities

Any statutes that are not assigned to a particular Minister are the responsibility of the Minister of Justice, as are any amendments to Acts. The department of Labour and Immigration operates under the authority of the following acts of the Continuing Consolidation of the Statutes of Manitoba:

LABOUR*

- The Amusements Act [Part II] A 70
- The Buildings and Mobile Homes Act B 93
- The Construction Industry Wages Act C 190
- The Electricians' Licence Act E 50
- The Elevator Act E 60
- The Employment Standards Code E 110
- The Firefighters and Paramedics Arbitration Act..... F 60
- The Gas and Oil Burner Act G 30
- The International Labour Cooperation Agreements Implementation Act I 65
- The Labour Relations Act L 10
- The Labour Administration Act L 20
- The Pay Equity Act P 13
- The Permit Dispute Resolution Act P 32.5
- The Power Engineers Act P 95
- The Public Sector Construction Projects (Tendering) Act P 267
- The Remembrance Day Act R 80
- The Steam and Pressure Plants Act S 210
- The Technical Safety Act T 35
- The Worker Recruitment and Protection Act W 197
- The Workplace Safety and Health Act W 210

* Designated as "labour Acts" for the purpose of section 1 of The Labour Administration Act

IMMIGRATION

- The Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism Act..... A 6.4
- The Fair Registration Practices in Regulated Professions Act F 12
- The Labour Mobility Act..... L 5

OTHER

- The Workers Compensation Act W 200

In addition, policies specific to departmental programs are documented in the General Manual of Administration and various Manitoba government catalogues and publications.

Glossary

Alignment – The process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal, or vision.

Appropriation – amount voted by the Legislative Assembly approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – the total amount of each resolution passed by the Legislative Assembly as reported in the printed estimates of expenditure.

Sub Appropriation – the total amounts applicable to the various breakdowns of the main appropriations in the printed estimates of expenditure.

Authority – In the financial tables throughout this report, represents the authorized votes approved by the Legislative Assembly in the Estimates of Expenditure (budget) as well as any changes (if applicable) as a result of government reorganizations, allocations from Enabling Appropriations, or and virement transfers between Main appropriations within the department. For a full reconciliation of the Printed Estimates of Expenditure to the Authority please see the Expense Summary by Appropriation report in the Report on the Estimates of Expenditure and Supplementary Information.

Balanced Scorecard – is an established integrated strategic planning and performance measurement framework. Implementation of Balanced Scorecards in the Manitoba government is a major initiative that is intended to strengthen the alignment of department level work with government priorities, improve accountability and transparency, and to deliver better outcomes for Manitobans.

Baseline - The starting data point for the performance measure.

Borrowings – Borrowings are securities issued in the name of the province to capital markets investors. Securities include debentures, treasury bills, promissory notes, medium-term notes and Manitoba Savings Bonds.

Full-Time Equivalent (FTE) – A measurement for number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (ex.: term, departmental, seasonal, contract) are measured in proportional equivalents, ex: a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-one-half years (or 78 weeks) of employment (ex: 6 staff for 3 months (13 weeks) each; 2 staff for 9 months (39 weeks) each; 1 full-time and 1 half-time staff for 1 year; 3 half-time staff for 1 year; etc.).

Government Reporting Entity (GRE) – Includes core government and Crown organizations, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges.

Grants – Public money provided to an individual, organization or another government to assist in attaining their objectives and for which the government does not receive a good or service.

Gross Domestic Product (GDP) – Represents the total market value of all final goods and services produced in the Manitoba economy.

Guarantees – The province, in the normal course of business, may provide a guarantee to honour the repayment of debt or loans of an organization, primarily GBEs. Such a guarantee is provided on the Manitoba Hydro Savings Bonds.

Interfund Activity – Public Sector Accounting Standards adjustments including Health and Education Levy and Employee Pension and Other Contributions, attributed to the entire department.

Key Initiatives – These are the specific programs, activities, projects, or actions an organization will undertake to meet performance targets. Initiatives are often projects or events that aim to improve a process or an outcome in one of the four perspectives.

Measure – A measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages, and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

Mission Statement – A mission statement defines the core purpose of the organization — why it exists, and reflects employees’ motivations for engaging in the organization’s work. Effective missions are inspiring, long-term in nature, and easily understood and communicated.

Objective – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with an action verb such as increase, reduce, improve, or achieve. Strategy Maps are comprised entirely of objectives. “Strengthen respect in our workplace” is an example of an objective.

Other Reporting Entity (ORE) – Reporting organizations in the GRE such as Crown corporations, government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges that are directly or indirectly controlled by the government, as prescribed by Public Sector Accounting Board – excludes core government.

Perspective – In balanced scorecard language, perspective refers to a category of performance objectives. The standard four perspectives are: Quality of Life, Working Smarter, Public Service and Value for Money.

Special Operating Agencies (SOA) – Service operations within departments granted more direct responsibility for results and increased management flexibility needed to reach new levels of performance. SOAs embrace market disciplines of the private sector while adhering to the public policy imperatives of government. Annual business plans define financial goals and performance targets. SOAs have the ability to raise capital outside of the Consolidated Fund.

Strategy – This represents the broad priorities adopted by an organization in recognition of its operating environment and in pursuit of its mission. Situated at the centre of the balanced scorecard system, all performance objectives and measures should align with the organization’s strategy.

Strategy Map – The strategy map is a one-page visual representation of what must be done well to execute strategy. Strategy maps reflect performance objectives spanning the four perspectives, combining to tell the organization’s strategic story.

Target – The target presents the desired result of a performance measure. They provide organizations with feedback about performance.

Values – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization’s values make an open proclamation about how it expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

Virement – Refers to a transfer of authority between operating expenditure appropriations within a department.

Vision – The vision serves as the guiding statement for the work being done. A powerful vision provides everyone in the organization with a shared image of the desired future. It should answer why the work being done is important and what success looks like.