

**Annual Report**

**2023-24**

**Labour and Immigration**

**Rapport annuel**

**2023-2024**

**Travail et Immigration**

**Manitoba Labour and Immigration**

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**MINISTER  
OF LABOUR AND IMMIGRATION**

Room 156  
Legislative Building  
Winnipeg, Manitoba R3C 0V8  
CANADA

Her Honour the Honourable Anita R. Neville, P.C., O.M.  
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, 2024.

Respectfully submitted,

*Original Signed By*

Honourable Malaya Marcelino  
Minister of Labour and Immigration





## MINISTRE DU TRAVAIL ET DE L'IMMIGRATION

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

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

Madame la Lieutenante-Gouverneure,

J'ai le privilège de présenter à Votre Honneur, à titre de documentation, le rapport annuel du ministère du Travail et de l'Immigration pour l'exercice se terminant le 31 mars 2024.

Le tout respectueusement soumis,

*Original signé par*

Malaya Marcelino  
Ministre du Travail et de l'Immigration





**Labour and Immigration**

Office of the Deputy Minister

Room 160

Legislative Building

Winnipeg MB R3C 0V8

The Honourable Malaya Marcelino  
Minister of Labour and Immigration  
Room 156 Legislative Building  
Winnipeg, MB R3C 0V8

Madam Minister:

I am pleased to present for your approval the 2023-24 Annual Report of the Department of Labour and Immigration.

Respectfully submitted,

*Original Signed By*

Bernadette Preun  
Deputy Minister of Labour and Immigration





**Travail et immigration**

Cabinet du sous-ministre

Salle 160

Édifice de l'Assemblée législative

Winnipeg (Manitoba) R3C 0V8

Malaya Marcelino  
Ministre du Travail et de l'Immigration  
Palais législatif, bureau 156  
Winnipeg (Manitoba) R3C 0V8

Madame la Ministre,

J'ai le plaisir de soumettre à votre approbation le rapport annuel du ministère du Travail et de l'Immigration pour l'exercice 2023-2024.

Le tout respectueusement soumis,

*Original signé par*

Bernadette Preun  
Sous-ministre du Travail et de l'Immigration



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# Introduction/Introduction (French)

This Annual Report fulfills the department reporting requirements described in the Financial Administration Act. The Annual Report is organized in accordance with departments' appropriation structure as of March 31, 2024, which reflects the authorized appropriations approved by the Legislative Assembly.

Consistent with the Supplement to the Estimates of Expenditure, the Annual Report includes the Manitoba Government Performance Measurement Framework to foster operational improvements by reinforcing transparency, urgency, alignment, and accountability. Performance Measurement aligns the departments' work to the government's mandate and strategic priorities. Departments then create operating plans that further translate strategy into day-to-day operations.

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 financial results and associated variance explanations continue to be provided at the sub-appropriation level. The Annual Report provides a comprehensive picture of the department's financial performance.

Le présent rapport annuel répond aux exigences ministérielles en matière de rapports qui sont décrites dans la Loi sur la gestion des finances publiques. Il est présenté conformément à la structure des postes budgétaires du ministère au 31 mars 2024, qui tient compte des crédits autorisés ayant été approuvés par l'Assemblée législative.

En cohérence avec le budget complémentaire, le rapport annuel comprend le cadre de mesure de la performance du gouvernement du Manitoba, qui favorise l'amélioration sur le plan opérationnel en mettant l'accent sur la transparence, l'urgence, l'uniformité et la reddition de comptes. La mesure de la performance permet d'harmoniser les travaux des ministères avec le mandat et les priorités stratégiques du gouvernement. Les ministères élaborent ensuite des plans opérationnels qui intègrent ces thèmes aux activités quotidiennes.

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. Le rapport annuel fournit un portrait global de la performance financière du ministère.



# Department At a Glance – 2023-24 Results

<b>Department Name &amp; Description</b>	The Department of Labour and Immigration contributes to Manitoba’s economic growth by protecting the rights of workers, ensuring public safety, and promoting Manitoba as a destination of choice to live, work and set roots.
<b>Minister</b>	Malaya Marcelino
<b>Deputy Minister</b>	Bernadette Preun

<b>Other Reporting Entities</b>	<b>0</b>	
---------------------------------	----------	--

<b>Summary Expenditure (\$M)</b>	
<b>33</b>	<b>32</b>
<b>Authority</b>	<b>Actual</b>

<b>Core Expenditure (\$M)</b>		<b>Core Staffing</b>
<b>32</b>	<b>31</b>	<b>268.70</b>
<b>Authority</b>	<b>Actual</b>	<b>Authority</b>

# Coup d'œil sur le ministère – Résultats en 2023-2024

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	Malaya Marcelino
Sous-ministre	Bernadette Preun

Autres entités comptables	<b>0</b>	
---------------------------	----------	--

Dépenses globales (en millions de dollars)	
<b>33</b>	<b>32</b>
Dépenses autorisées	Dépenses réelles

Dépenses ministérielles (en millions de dollars)		Personnel ministériel
<b>32</b>	<b>31</b>	<b>268,70</b>
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 to reduce barriers to employment and ensure the successful settlement and integration of newcomers to Manitoba.
- Administering funding programs to support successful outcomes of newcomers.
- Leading the design, management, evaluation and implementation of the Manitoba Provincial Nominee Program.
- Administering and enforcing legislation under the responsibility of the Minister (see Appendix A).

## The Minister is also responsible for:

- **The Manitoba Labour Board:** The Manitoba Labour Board is an independent specialist tribunal with responsibilities under The Labour Relation Act, The Employment Standards Code, The Workplace Safety and Health Act, and 11 other statutes. The Board responds to applications, appeals and referrals, and assists parties to resolve disputes informally through mediation or formally by making final decisions often after conducting a hearing.
- **The Pension Commission:** The Office of the Superintendent – Pension Commission manages the day- to-day administration of The Pension Benefits Act of Manitoba. This act governs Manitoba's workplace or registered pension plans run by employers, groups of employers or unions for their employees or members. The Pension Commission ensures that employers or unions who sponsor plans understand and follow the act, registers new plans, monitors all existing plans, explains to plan members how the act affects them and their plan, and ensures that financial institutions that administer locked-in retirement accounts and life income funds understand and comply with the act.

## Department Shared Services

Labour and Immigration receives shared services through the Finance and Shared Services Division under Environment and Climate Change. The division is comprised of the Process Improvement and Technology unit, Shared Services and Risk Management unit, and Financial Services branch. Together, this group provides information technology and business analysis services, risk management services, and financial and administrative leadership to the department. Prior to the Order-in-Council on October 18, 2023, Labour and Immigration shared services with the former department of Economic Development, Investment and Trade.

# 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 de la 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 aux normes de sécurité technique pour les municipalités et l'industrie.
- Fournir 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 de la ministre et dont la liste figure à l'annexe A.

## La ministre est aussi responsable de ce qui suit :

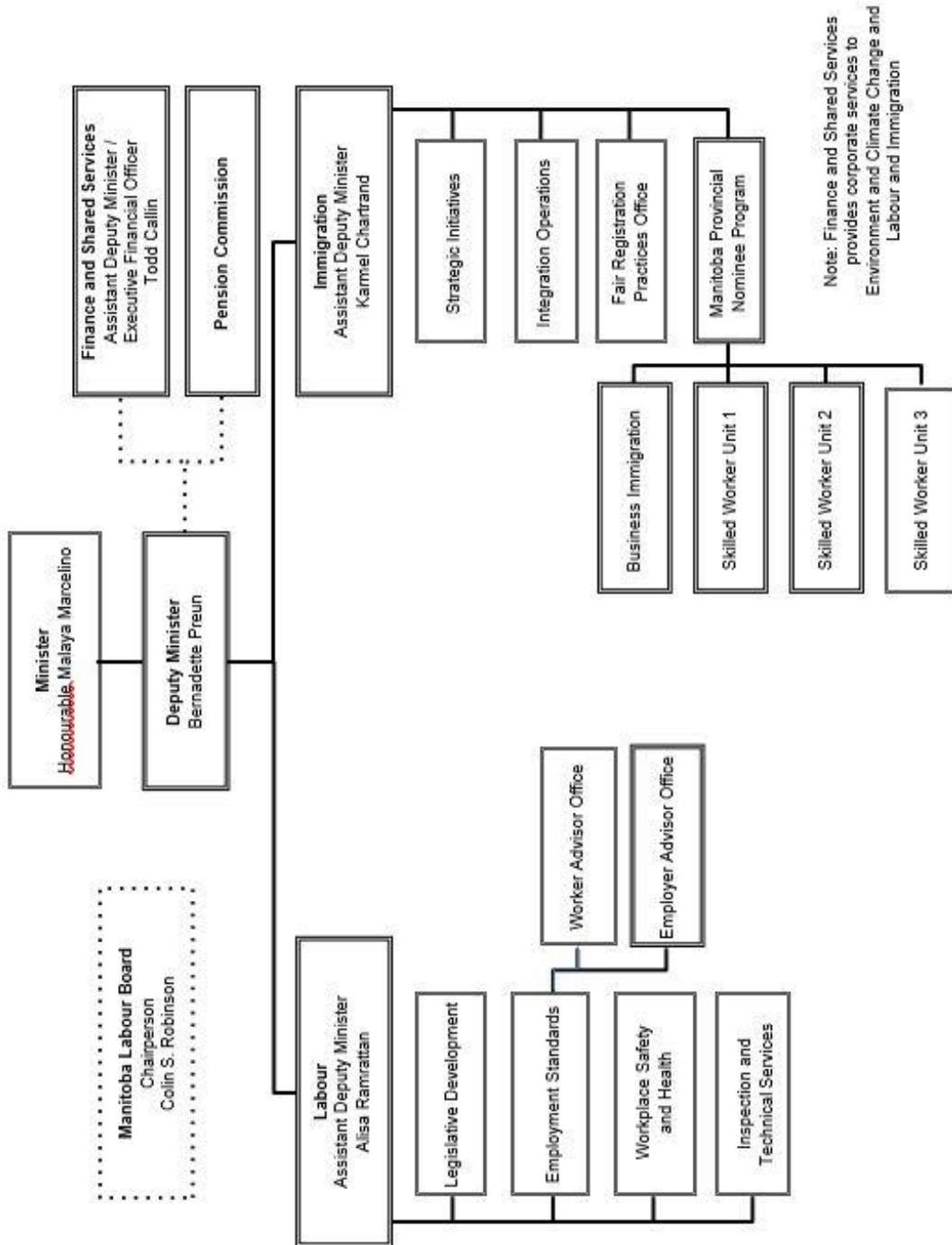
- **Commission du travail du Manitoba** : La Commission du travail du Manitoba est un tribunal spécialiste indépendant investi de responsabilités en vertu de la Loi sur les relations du travail, le Code des normes d'emploi, la Loi sur la sécurité et l'hygiène du travail et 11 autres lois. La Commission répond aux demandes, aux appels et aux renvois et aide les parties à régler les différends de façon informelle par la médiation ou de façon formelle en prenant des décisions finales, souvent après avoir tenu une audience.
- **Commission des pensions** : Le surintendant des pensions de la Commission manitobaine des pensions assume l'administration quotidienne de la Loi sur les prestations de pension du Manitoba. Cette loi régit les lieux de travail et les régimes de retraite enregistrés que les employeurs, les groupes d'employeurs ou les syndicats offrent à leurs employés ou leurs membres dans la province. La Commission des pensions veille à ce que les promoteurs de régimes de retraite que sont les employeurs et les syndicats comprennent et respectent la Loi; enregistre les nouveaux régimes; surveille tous les régimes existants; explique aux participants à un régime les incidences de la Loi sur eux et leur régime; et veille à ce que les institutions financières qui administrent les comptes de retraite immobilisés et les fonds de revenu viager comprennent et respectent la Loi.

## **Services partagés du Ministère**

Le ministère du Travail et de l'Immigration reçoit des services partagés par l'entremise de la Division des finances et des services partagés, qui relève du ministère de l'Environnement et du Changement climatique. La Division est composée de la Section de l'amélioration du processus et des technologies, de la Section des services partagés et de la gestion des risques et de la Direction des services financiers. L'ensemble de ce groupe fournit des services de technologie de l'information et d'analyse opérationnelle, des services de gestion des risques et une direction financière et administrative au ministère. Avant l'entrée en vigueur du décret du 18 octobre 2023, le ministère du Travail et de l'Immigration recevait des services partagés par l'entremise de l'ancien ministère du Développement économique, de l'Investissement et du Commerce.

# Organizational Structure

Labour and Immigration as of March 31, 2024



# 2023-24 Key Achievement Highlights

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

- The Manitoba Provincial Nominee Program (MPNP) nominated a record 7,348 individuals and their families to apply for Canadian permanent residence in 2023. The Business Immigration Stream of the MPNP achieved significant growth with 70% more nominations issued in 2023 than in 2022.
- Provincial Nominees comprised over 62% of overall new permanent resident landings in Manitoba across all immigration categories, driven by the MPNP. In 2023, Manitoba welcomed nearly 25,000 new permanent residents, the largest number of arrivals since the implementation of the MPNP.
- Provided support for Ukrainian refugees through the MPNP by nominating 615 Ukrainian citizens to settle permanently in Manitoba with their families and delivered short-term culturally and linguistically appropriate settlement supports to them. Between April 2022 and March 2024, approximately 30,230 Ukrainian nationals visited the Ukraine Reception Centre.
- A \$2.0 million increase was provided to the Newcomer Community Integration Support (NCIS) program to ensure the provision of robust settlement and integration services.
- Multi-year funding was secured for a select number of projects to minimize service interruption and ensure a baseline of core settlement services are provided to newcomers on an ongoing basis. The NCIS program saw a year-to-year increase of 2.4% in projects meeting intended outcomes.
- The Fair Registration Practices Office submitted its biennial report on the effectiveness and implementation of The Fair Registration Practices in Regulated Professions Act. The report focused on 2021 legislative amendments, the current state of compliance among the 31 Manitoba regulators subject to the law, and their recent progress in improving fair registration practice for internationally educated applicants.
- The Pension Commission signed the 2023 Amending Agreement effective July 1, 2023 to join the Agreement Respecting Multi-Jurisdictional Pension Plans (2020 Agreement), which provides all jurisdictions in Canada a legal framework for the administration and regulation of all multi-jurisdictional pension plans.
- Employment Standards worked with parties to resolve 89% of all employment standards claims without a formal order being issued with 62% of all claims resolved within 30 days. Actions resulting in the recovery of approximately \$1M in wages owed to workers.
- September 30 was designated as a statutory holiday in Manitoba as Orange Shirt Day (National Day for Truth and Reconciliation) under The Employment Standards Code.
- Updated Unpaid Bereavement Leave provisions under The Employment Standards Code to allow eligible employees up to five days off (previously three days) for death of a family member and for loss of a pregnancy.
- The Permit Dispute Resolution Act and regulation came into effect on March 1, 2024. The act modernizes the building permitting process with a new adjudication framework that facilitates the fair and efficient resolution of building permit disputes.

- Extended presumptive cancer and heart injury coverage to wildfire firefighters under The Workers Compensation Act and its regulations. Wildfire firefighters are no longer excluded from compensation coverage that had only been provided to urban firefighters.
- Introduced statutory amendments that will: enable public sector entities to specify unionized workers as a condition of tender or project labour agreement; extend unpaid protected sick leave from 17 weeks to 27 weeks to match federal employment insurance benefits period; and re-establish a Minister's Advisory Council on Workplace Safety and Health.



# Principales réalisations de 2023-2024

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

- Le Programme des candidats du Manitoba (PCM) a invité un nombre record de 7 348 personnes et membres de leur famille à présenter une demande de résidence permanente au Canada en 2023. Le volet Immigration des gens d'affaires du PCM a connu une croissance importante des candidats en 2023, soit de 70% par rapport à 2022.
- Les candidats du PCM représentaient plus de 62% de l'ensemble des nouveaux arrivants au Manitoba dans toutes les catégories d'immigration. En 2023, le Manitoba a accueilli près de 25 000 nouveaux résidents permanents, soit le plus grand nombre d'arrivées depuis la mise en œuvre du PCM.
- Le Ministère a épaulé des réfugiés ukrainiens par l'intermédiaire du PCM en proposant la candidature de 615 citoyens ukrainiens pour qu'ils s'établissent de façon permanente au Manitoba avec leur famille et en leur offrant un soutien à l'établissement à court terme adapté à leur culture et à leur langue. Entre avril 2022 et mars 2024, environ 30 230 ressortissants ukrainiens ont visité le centre d'accueil pour les réfugiés ukrainiens.
- Une augmentation de 2 millions de dollars a été accordée au Programme de soutien à l'intégration communautaire des nouveaux arrivants (PSICN) afin d'assurer la prestation de services d'établissement et d'intégration solides.
- Un financement pluriannuel a été obtenu pour un certain nombre de projets afin de réduire au minimum l'interruption de services et de garantir que des services d'établissement essentiels de base soient fournis aux nouveaux arrivants de façon continue. Le PSICN a connu une hausse sur 12 mois de 2,4 % des projets qui produisent les résultats escomptés.
- Le Bureau des pratiques d'inscription équitables a présenté son rapport biennal sur l'efficacité et la mise en œuvre de la Loi sur les pratiques d'inscription équitables dans les professions réglementées. Le rapport met l'accent sur les modifications législatives de 2021, l'état actuel de la conformité parmi les 31 organismes de réglementation du Manitoba assujettis à la Loi, et ses progrès récents dans l'amélioration des pratiques d'inscription équitables pour les demandeurs formés à l'étranger.
- La Commission des pensions a signé l'Entente de 2023, entrée en vigueur le 1<sup>er</sup> juillet 2023, pour adhérer à l'Entente de 2020 sur les régimes de retraite relevant de plus d'une autorité gouvernementale, qui fournit aux provinces et territoires du Canada un cadre juridique pour l'administration et la réglementation de tous les régimes de retraite relevant de plus d'une autorité gouvernementale.
- La Direction des normes d'emploi a collaboré avec les parties pour régler 89 % de toutes les demandes relatives aux normes d'emploi sans qu'une ordonnance officielle soit émise, 62 % de toutes les demandes ayant été réglées dans les 30 jours. Elle a permis le recouvrement d'environ 1 million de dollars en salaires dus aux travailleurs.
- Le 30 septembre a été désigné comme jour férié au Manitoba à titre de Journée du chandail orange (Journée nationale de la vérité et de la réconciliation) en vertu du Code des normes d'emploi.

- Les dispositions du Code des normes d'emploi sur le congé de décès non payé ont été révisées afin de permettre aux employés admissibles de prendre jusqu'à cinq jours de congé (auparavant trois jours) en cas de décès d'un membre de la famille et de perte d'une grossesse.
- La Loi sur la résolution des litiges en matière de permis et son règlement sont entrés en vigueur le 1<sup>er</sup> mars 2024. La Loi modernise le processus de délivrance de permis de construction grâce à un nouveau cadre d'arbitrage qui facilite la résolution juste et efficace des différends relatifs à ces permis.
- Le Ministère a étendu la couverture présumée pour les cancers et les lésions cardiaques aux pompiers en vertu de la Loi sur les accidents du travail et de ses règlements. Les pompiers affectés aux incendies échappés ne sont plus exclus du régime d'indemnisation qui n'était offert qu'aux pompiers en milieu urbain.
- Des modifications législatives ont été présentées qui permettront aux entités du secteur public d'exiger le recours à des travailleurs syndiqués comme condition d'un appel d'offres ou d'une entente syndicale s'appliquant à un projet; prolongeront les congés de maladie protégés non payés de 17 à 27 semaines, de sorte qu'ils correspondent à la période de prestations d'assurance-emploi fédérale; et rétabliront un conseil consultatif ministériel sur la sécurité et l'hygiène du travail.

# Department Performance Measurement

The departmental strategic objectives reflect the elected government priorities listed in the department mandate letters. The government identified five provincial themes: Lowering Costs for Families, Rebuilding Health Care, Growing Our Economy, Safer, Healthier Communities and A Government that Works for You, with the department's objectives listed under each of the themes.

## 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.

## Provincial Themes and Department Objectives

### Growing Our Economy

1. Improve the recognition of international credentials starting in health care (shared objective with four departments).
2. Work to increase the number of immigrants who come to and stay in Manitoba, with a focus on family reunification.

### Safer, Healthier Communities

3. Improve workplace safety and health.

### A Government that Works for You

4. Find efficiencies and enhance productivity to improve service delivery.

# Mesure de la performance du ministère

Les objectifs stratégiques ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Le gouvernement a désigné cinq thèmes provinciaux (réduire les coûts pour les familles, rebâtir le système de soins de santé, faire croître notre économie, des collectivités plus sûres et plus saines, et un gouvernement qui travaille pour vous) sous lesquels sont répertoriés les objectifs ministériels.

## 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 et Manitobaines.

## 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;
- faisons preuve de transparence et assumons nos responsabilités.

## Thèmes provinciaux et objectifs ministériels

### Faire croître notre économie

1. Améliorer la reconnaissance des diplômes internationaux en commençant par ceux décernés dans le domaine des soins de santé (objectif partagé avec quatre ministères).
2. Travailler à augmenter le nombre d'immigrants qui s'installent au Manitoba et qui décident d'y demeurer, en se concentrant en particulier sur la réunification des familles.

### Des collectivités plus sûres et plus saines

3. Améliorer la sécurité et l'hygiène du travail.

### Un gouvernement qui travaille pour vous

4. Trouver des gains d'efficacité et accroître la productivité pour améliorer la prestation de services.

# Department Performance Measurement – Details

The following section provides information on key performance measures for Labour and Immigration for the 2023-24 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.

## Growing Our Economy

### 1. Improve the recognition of international credentials starting in health care (shared objective with four departments).

#### Key Initiatives

- **Recognition of International Credentials:** This initiative seeks to develop a pathway(s) for internationally educated nurses and doctors who have resided in Manitoba for some time and are not yet licensed or employed in their chosen field, decrease barriers to accreditation, and increase numbers of internationally educated nurses and physicians entering the workforce while maintaining quality professional competence standards and preserving patient safety. This initiative is in progress.
- **International Recruitment Missions:** These missions aimed to attract and retain skilled workers to address Manitoba's most pressing labour shortages to grow our economy and revitalize communities. To help address labour shortages in the healthcare sector, Immigration Division participated in and provided support to the Philippines Healthcare Recruitment. The Manitoba Provincial Nominee Program issued 151 Invitations to Apply, which resulted into receipt of 102 applications, out of which 98 of the applications were approved. The Immigration Division continues to work in partnership with Shared Health, Manitoba Health and other partners involved in this recruitment to ensure the successful completion of this initiative.

### 2. Work to increase the number of immigrants who come to and stay in Manitoba, with a focus on family reunification.

#### Key Initiatives

- **Manitoba Provincial Nominee Program (MPNP):** The Immigration Division administers the MPNP to continue to support Manitoba's economy and address labour shortages. The MPNP witnessed a record number of candidate nominations in 2023 (7,348). The MPNP continues to conduct targeted Expression of Interest draws to retain skilled newcomers who are presently addressing labour market needs in occupations with anticipated skill shortages, as well as draws for skilled workers who have completed post-secondary studies in the province, and for those with a close relative connection to Manitoba.

- Newcomer Community Integration Support Program:** The Immigration Division increased and enhanced settlement services by providing a \$2.0 million increase to the Newcomer Community Integration Support (NCIS) program to ensure the provision of robust settlement and integration services. These increases led to double the number of service providers in Manitoba and an increase of 45% on service output. The increases also facilitated the implementation of a select number of pilot projects that explore increasing the reach and range of services, including a pilot for services in Northern Manitoba, a pilot in employment-related language training, and a pilot to attract bilingual workers to Manitoba.
- Ukraine Response:** Ukrainians residing in Manitoba benefited from settlement services offered across the province through provincial funding. As of March 26, 2024, a total of 25,884 Ukrainian nationals had registered with Manitoba Health for health coverage. Between April 19, 2022, and March 26, 2024, approximately 30,230 Ukrainian nationals visited the Ukraine Reception Centre. The department 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. Conducted special Expression of Interest draws for Ukrainians who demonstrate a strong connection to the province and are interested in applying to the MPNP.

## Performance Measures

Measure	Baseline	2022-23 Actual	2023-24 Target	2023-24 Actual
1.a Percent utilization of the nomination allocation	100%	100%	100%	92%

**1.a Percent utilization of the nomination allocation:** The Immigration Division measures the percent utilization of the nomination allocation, agreed upon annually by Immigration, Refugees and Citizenship Canada and the Province of Manitoba. Data for this measure is tracked by calendar year. This allocation is used to nominate skilled workers and business investors who can contribute to the labour market and the economy of Manitoba. In 2023, Manitoba received a nomination allocation of 9,500. Due to processing capacity limitations, the Immigration Division relinquished 1,500 nominations back to the federal government in November 2023, resulting in Manitoba’s actual 2023 allocation of 8,000. The MPNP issued 7,348 nominations and utilized 92% of the nomination allocation between January 1, 2023, and December 31, 2023. As a result, the Immigration Division did not achieve the 100% target set for this performance measure. The wording of this performance measure has been revised and replaced by a new measure titled “Percent of Manitoba Provincial Nominee Program applications processed against the total allocation (70-100%) quarterly”, to more accurately reflect the measure.

# Safer, Healthier Communities

## 3. Improve workplace safety and health.

### Key Initiatives

- Enforcement Strategy:** In 2023-24, the Workplace Safety and Health Branch (WSH) committed to updating its enforcement strategy and posting it online to foster compliance with the Workplace Safety and Health Act. The data driven enforcement strategy is responsive to the work environment in Manitoba and the updated information has been shared on the WSH website. This key initiative provides vital information on workplaces at highest risk for non-compliance and contributes to ensuring adherence with regulatory requirements and improving workplace safety.
- Director’s Own Accord Investigations:** In 2023-24, Employment Standards completed 40 Director’s Own Accord investigations. These investigations occur to improve workplaces by ensuring that businesses are in compliance with The Employment Standards Code, The Construction Industry Wages Act, and any other legislation that falls under the Employment Standards Branch’s purview. This key initiative has provided education to 40 businesses on how to comply with Employment Standards legislation.

### Performance Measures

Measure	Baseline	2022-23 Actual	2023-24 Target	2023-24 Actual
3.a Total number of Workplace Health and Safety inspections completed	6,449	5,898	5,700	6,021
3.b Number of completed Director’s Own Accord investigations	-	-	110	40

**3.a Total number of Workplace Health and Safety inspections completed:** This measure tracks the number of field inspections completed by Workplace Safety and Health (WSH). This includes both proactive and reactive inspections. WSH conducts targeted enforcement activities of workplaces and industries throughout the province to ensure high risk hazards are effectively managed. Enforcement strategies are intended to be responsive to the work environment in Manitoba and may change as required to ensure compliance and maximum effectiveness. When employers and workers collaborate to improve safety and health in the workplace, everyone benefits. The baseline reflects data from the 2021-22 fiscal year. In 2023-24, the target was exceeded by 321 inspections. WSH inspection targets are adjusted each year to reflect branch enforcement strategies and initiatives as well as resources. This measures title was updated from ‘Number of inspections completed’. In addition to this measure, new measures have been identified for 2024-25 related to workplace safety and health.

**3.b Number of completed Director’s Own Accord investigations:** This measure tracks the number of Director’s Own Accord investigations completed each year. These are proactive investigations that audit businesses to ensure they are in compliance with The Employment Standards Code, The Construction

Industry Wages Act and any other legislation that falls under the Branch's purview. Proactive investigations typically include potential non-compliance where jobs are low-skilled and low pay or 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. This was a new measure for 2023-24. The branch was unable to meet the target due to staffing resources. This is the final year for this performance measure and the branch will continue to investigate all complaints and undertake proactive investigations of higher risk workplaces as resources and staffing allows.

## A Government that Works for You

### 4. Find efficiencies and enhance productivity to improve service delivery.

#### Key Initiatives

- **Client Satisfaction Survey:** A pilot client satisfaction survey was launched in 2022-23 and was extended into 2023-24. The survey includes a link and/or QR code given to clients after service has been provided. The results informed client service standards and ensured clients are receiving the specific service and help that they require.
- **Enhanced Communications:** The Fair Registration Practices Office (FRPO) ensured internationally educated applicants had access to information and were aware of resources to support their success in professional assessment and registration processes. The FRPO worked with all 31 regulators under The Fair Registration Practices in Regulated Professions Act to ensure that internationally educated professionals are directed to various options available. In addition, the FPRO provided regular/ongoing information and presentations to newcomer serving organizations.
- **Competitive Processes:** The Newcomer Community Integration Support Program's Newcomer Community Connections Stream (NCCS) uses a 'call for application' process. This competitive process requires applicants to demonstrate successful outcomes for newcomers and ensures selected projects support developing community connections for newcomers. This helps facilitate building a network of support and a community of care to better assist newcomers as they integrate in Manitoba. In 2023-24, multi-year funding was secured for a select number of projects to minimize service interruption and ensure a baseline of core settlement services are provided to newcomers on an ongoing basis.
- **Manage Resources:** Expenditures were monitored quarterly, and budget adjustments were made where necessary to ensure the department's approved budget was utilized as outlined in the annual summary operating budget.
- **Comptrollership Training:** Designated staff were required to complete comptrollership courses to cultivate an environment of financial accountability in the stewardship of public funds, and to ensure staff understand their role in financial and program accountability.



## Performance Measures

Measure	Baseline	2022-23 Actual	2023-24 Target	2023-24 Actual
4.a Percent of business areas with client- feedback mechanisms in place	-	-	70%	<b>50%</b>
4.b Percent of Immigration applications processed in less than six months	90%	90%	100%	<b>63%</b>
9 .a Percent of newcomer integration projects meeting intended outcomes	84.6%	84.6%	75%	<b>87%</b>
10.a Work within Operating Budget	\$33,352	-	\$33,352	<b>\$32,018</b>
11.a Percent completion of comptrollership training	8%	8%	70%	<b>48%</b>

**4.a Percent of business areas with client-feedback mechanisms in place:** The measure encourages and promotes the behaviour of obtaining client feedback, moving towards a client-centric organization model. Client feedback guides improvements and can empower positive change in the department. This measure is calculated by looking at the number of divisions/branches that have established client-feedback mechanisms, for the first 1-2 years (short-term) of setting up as a new department. The intent is to later focus on business lines with client feedback mechanisms in the medium-term, and aspiration to move to capture client satisfaction ratings for programs and services in the long-term. This was a new measure in 2023-24 and this is the final year for this performance measure.

**4.b Percent of Immigration applications processed in less than six months:** The Immigration Division addressed application processing times for both Skilled Workers and Business Investors. Applications were reviewed against screening criteria and those individuals with potential to economically establish and contribute to the labour market and Manitoba economy were nominated. This measure represented the percentage of applications that were processed within six months. Data for this measure is tracked by calendar year. Applications under investigation for potential misrepresentation or fraud did not count toward the annual target. The baseline reflects data from the 2021 calendar year. The Immigration Division did not achieve its 100% target for 2023. To maintain sufficient processing inventory to support the large annual nomination allocation increase the MPNP was awarded for 2023, the MPNP issued over 16,000 Letters of Advice to apply in 2023. This resulted in a large application inventory and a slight increase in overall processing times. This is the final year for this performance measure. The Immigration Division has now increased its program capacity, improved immigration application assessment efficiencies and is therefore well positioned to increase its nomination output while maintaining the integrity of the MPNP.

**9.a Percent 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. Expected outcomes are established at the beginning of each project and measured at the end of each fiscal year. The NCIS program saw a year-to-year increase of 2.4% in projects meeting intended

outcomes in 2023-2024, and a nearly doubling of the number of organizations and onboarding many new organizations that provide service delivery. This demonstrates that the Immigration Division is ensuring fiscal responsibility and subsequently providing greater value for money. This is the final year for this performance measure. Performance based on the number of newcomer integration projects meeting intended outcomes will continue to be measured by the Manitoba Settlement Support Services stream of the NCIS.

**10.a Work within Operating Budget:** 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. The department of Labour and Immigration was formed on January 30, 2023. The department stayed within its operating budget, utilizing 96% of allocated funds. This is the final year for this performance measure. The department will continue to monitor spending quarterly and adjust spending as required to maintain fiscal oversight and a balanced budget.

**11.a Percent completion of comptrollership training:** This measure reflects the percent of department staff who have successfully completed "Module 1: Introduction to Manitoba's Comptrollership Framework." The department believes that everyone has a role to play in comptrollership, as part of strengthening financial accountability. As of March 31, 2024, 130 departmental staff took this introductory training, a year-to-year increase of about 40% but falling short of the 70% target. This was a new measure in 2023-24. This is the final year for this performance measure as the department has made this a required course for designated staff.

# FINANCIAL DETAILS

## Consolidated Actual Expenditures

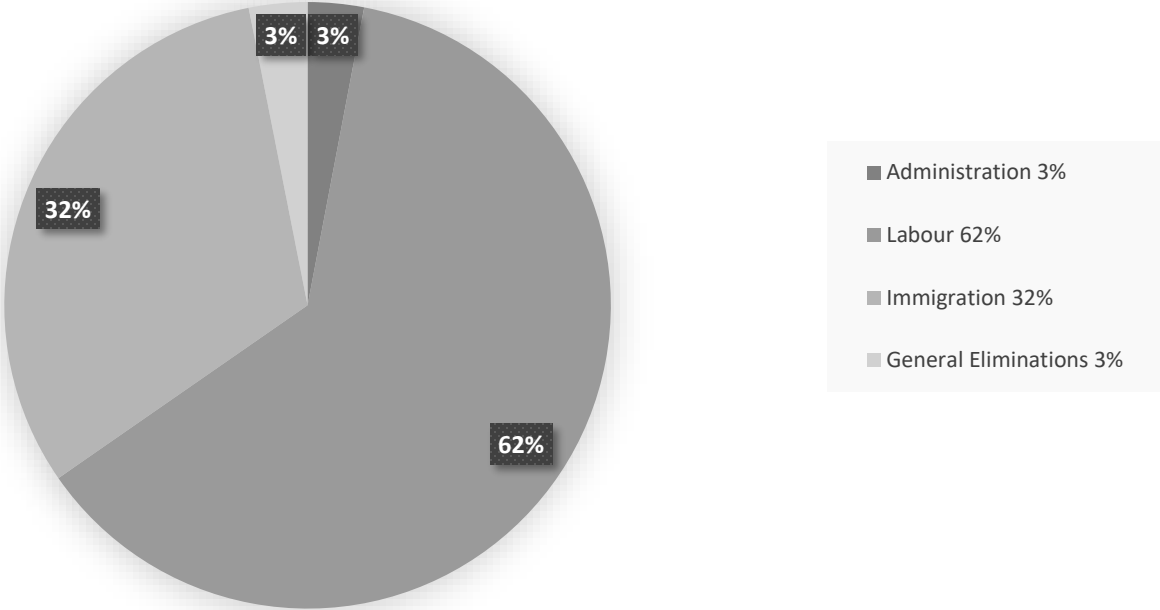
This table includes the expenditures of the department and Other Reporting Entities that are accountable to the minister and aligns to the Summary Budget.

### Consolidated Actual Expenditures

For the fiscal year ended March 31, 2024, with comparative figures for the previous fiscal year \$(000s)

	Part A - Operating	Other Reporting Entities	Consolidation and Other Adjustments	2023-24 Actual	2022-23 Actual
<b>Main Appropriations</b>					
Administration	961			961	47
Labour	20,027			20,027	18,917
Immigration	10,130			10,130	7,322
General Eliminations			900	900	-
<b>TOTAL</b>	<b>31,118</b>	<b>-</b>	<b>900</b>	<b>32,018</b>	<b>26,286</b>

**Percentage Distribution of Consolidated Actual Expenditures  
by Operating Appropriation,  
2023-24, Actuals**



# Summary of Authority

<b>Part A - Operating</b>		<b>2023-24 Authority \$(000s)</b>
<b>2023-24 MAIN ESTIMATES - PART A</b>		31,824
<b>Allocation of funds from:</b> Internal Service Adjustments		-
	<b>Subtotal</b>	-
<b>2023-24 Authority</b>		<b>31,824</b>

<b>Part B – Capital Investment</b>		<b>2023-24 Authority \$(000s)</b>
<b>2023-24 MAIN ESTIMATES – PART B</b>		NIL
<b>Allocation of funds from:</b>		
	<b>Subtotal</b>	-
<b>In-year re-organization from:</b>		
	<b>Subtotal</b>	-
<b>2023-24 Authority</b>		-

<b>Part C – Loans and Guarantees</b>		<b>2023-24 Authority \$(000s)</b>
<b>2023-24 MAIN ESTIMATES – PART C</b>		NIL
<b>In-year re-organization from:</b>		
	<b>Subtotal</b>	-
<b>2023-24 Authority</b>		-

**2023-24 Authority  
\$(000s)**

**Part D – Other Reporting Entities Capital Investment**

<b>2023-24 MAIN ESTIMATES – PART D</b>	NIL
<b>In-year re-organization from:</b>	
<b>Subtotal</b>	-
<b>2023-24 Authority</b>	-

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

Detailed Summary of Authority	Printed Estimates 2023-24	In-Year Re-organization	Virement	Enabling Authority	Authority 2023-24	Supplementary Estimates
<b>Part A – Operating (Sums to be Voted)</b>						
Administration	785		200		985	
Labour	21,628		(1,260)		20,368	
Immigration	9,411		1,060		10,471	
<b>Subtotal</b>	<b>31,824</b>	-	-	-	<b>31,824</b>	-
<b>Part A – Operating (NV)</b>						
<b>TOTAL Part A - Operating</b>	<b>31,824</b>	-	-	-	<b>31,824</b>	-
<b>Part B – Capital Investment</b>	-	-	-	-	-	-
<b>Part C – Loans and Guarantees</b>	-	-	-	-	-	-
<b>Part D – Other Reporting Entities Capital Investment</b>	-	-	-	-	-	-

NV – Non-Voted

## Part A: Expenditure Summary by Appropriation

### Departmental Actual Expenditures

For the fiscal year ended March 31, 2024, with comparative figures for the previous fiscal year \$(000s)

Authority 2023-24	Appropriation	Actual 2023-24	Actual 2022-23	Increase (Decrease)	Expl. No.
<b>11-1</b>	<b>Administration</b>				
(a)	Minister's Salary	50	11	39	1
(b)	Executive Support				
	(1) Salaries and Employee Benefits	845	23	822	1
	(2) Other Expenditures	66	13	53	1
	<b>Subtotal 11-1</b>	<b>961</b>	<b>47</b>	<b>914</b>	

Authority 2023-24	Appropriation	Actual 2023-24	Actual 2022-23	Increase (Decrease)	Expl. No.
<b>11-2</b>	<b>Labour</b>				
(a)	Workplace Safety and Health				
	(1) Salaries and Employee Benefits	7,013	6,401	612	
	(2) Other Expenditures	1,437	1,486	(49)	
(b)	Manitoba Labour Board				
	(1) Salaries and Employee Benefits	1,450	1,385	65	
	(2) Other Expenditures	144	135	9	
(c)	Employment Standards				
	(1) Salaries and Employee Benefits	2,612	2,297	315	
	(2) Other Expenditures	262	193	69	
(d)	Advisor Office				
	(1) Salaries and Employee Benefits	693	722	(29)	
	(2) Other Expenditures	61	93	(32)	
(e)	Inspection and Technical Services				
	(1) Salaries and Employee Benefits	5,002	5,005	(3)	
	(2) Other Expenditures	896	1,077	(181)	
(f)	Legislative Development				
	(1) Salaries and Employee Benefits	429	110	319	2
	(2) Other Expenditures	28	13	15	
	<b>Subtotal 11-2</b>	<b>20,027</b>	<b>18,917</b>	<b>1,110</b>	



<b>Authority 2023-24</b>	<b>Appropriation</b>	<b>Actual 2023-24</b>	<b>Actual 2022-23</b>	<b>Increase (Decrease)</b>	<b>Expl. No.</b>
<b>11-3</b>	<b>Immigration</b>				
<b>(a)</b>	Immigration				
	(1) Salaries and Employee Benefits	4,697	4,081	616	3
	(2) Other Expenditures	610	788	(178)	
	(3) Financial Assistance	7,210	4,720	2,490	4
	(4) Financial Assistance	(2,870)	(2,755)	(115)	
<b>(b)</b>	Fair Registration Practices Office				
	(1) Salaries and Employee Benefits	452	447	5	
	(2) Other Expenditures	31	41	(10)	
	<b>Subtotal 11-3</b>	<b>10,130</b>	<b>7,322</b>	<b>2,808</b>	
	<b>Total Expenditures</b>	<b>31,118</b>	<b>26,286</b>	<b>4,832</b>	

Explanation(s):

- 1 The increase reflects 2023-24 full year's expenditures as the Department was created in January 2023.
- 2 Vacancies filled in 2023-24.
- 3 The increase reflects new GEMA contract, Vacancies filled and Extended FTEs.
- 4 The increase reflects eleven new additional programs, including two Ukrainian Programs added in 2023-24.

## Revenue Summary by Source

### Departmental Actual Revenue

For the fiscal year ended March 31, 2024, with comparative figures for the previous fiscal year \$(000s)

Actual 2022-23	Actual 2023-24	Increase/ (Decrease)	Expl. No.	Source	Actual 2023-24	Estimate 2023-24	Variance Over/(Under)	Expl. No.
<b>Taxation</b>								
-	-	-		<b>Subtotal</b>	-	-	-	
<b>Other Revenue</b>								
9,152	11,963	2,451	a	Fees	11,693	10,882	1,081	
8,475	8,214	(261)		Cost Recovery from WCB	8,214	9,576	(1,362)	
87	358	271	b	Sundry	358	57	301	1
18,074	20,535	2,461		<b>Subtotal</b>	20,535	20,515	20	
<b>Government of Canada</b>								
243	185	(58)		Flin Flon Inspection Agreement	185	185	-	
<b>243</b>	<b>185</b>	<b>(58)</b>		<b>Subtotal</b>	<b>185</b>	<b>185</b>	<b>-</b>	
18,317	20,720	2,403		<b>Total Revenue</b>	20,720	20,700	20	

#### Explanation(s):

- a Increase in Revenue reflects 50% increase in nomination allocation from Federal government announced in February 2023.
- b Increase in Revenue mainly due to Pension Commission Reorg Revenue.
- 1 Increase in Revenue mainly due to Pension Commission Reorg Revenue and increase in employers' Wage Trust at Employment Standards.

# Departmental Program and Financial Operating Information

## Administration (11.1)

### Main Appropriation Description

Provides executive management of the department. Works across the department to develop strategic policy and co-ordinates legislation, reports and other briefing material for executive management.

Note: Corporate services, including financial, information technology and administrative support services, are shared services provided to Environment and Climate Change and Labour and Immigration. The shared service is budgeted in Environment and Climate Change.

Sub-Appropriations	2023-24 Actual	2023-24 Authority	
	\$(000s)	FTEs	\$(000s)
Minister's Salary	50	1.00	42
Executive Support	911	7.00	943
<b>TOTAL</b>	<b>961</b>	<b>8.00</b>	<b>985</b>

## 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 2023-24	Authority 2023-24		Variance	Expl. No.
	\$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	50	1.00	42	8	
<b>Total Sub-Appropriation</b>	<b>50</b>	<b>1.00</b>	<b>42</b>	<b>8</b>	

## 11.1(b) Executive Support

Expenditures by Sub-Appropriation	Actual	Authority 2023-24		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	845	7.00	843	2	
Other Expenditures	66		100	(34)	
<b>Total Sub-Appropriation</b>	<b>911</b>	<b>7.00</b>	<b>943</b>	<b>(32)</b>	

## Labour (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. The division enforces statutes governing occupational safety and health, employment standards, worker recruitment, labour relations, and building safety. It oversees safety standards for technical equipment such as elevators, gas burning equipment, and steam and pressure equipment.

<b>Sub-Appropriations</b>	<b>2023-24</b>	<b>2023-24 Authority</b>	
	<b>Actual</b>	<b>FTEs</b>	<b>\$(000s)</b>
	<b>\$(000s)</b>		
Workplace Safety and Health	8,450	75.60	8,439
Manitoba Labour Board	1,594	14.50	1,588
Employment Standards	2,874	37.60	3,022
Advisor Office	754	9.00	804
Inspection and Technical Services	5,898	60.00	6,057
Legislative Development	457	4.00	458
<b>TOTAL</b>	<b>20,027</b>	<b>200.70</b>	<b>20,368</b>

### Workplace Safety and Health

#### Sub-Appropriation Description

The Workplace Safety and Health Branch (WSH) enforces The Workplace Safety and Health Act and its three associated regulations to ensure Manitoba's workplaces are safe and healthy. Enforcement activities focus on improving legislative compliance to prevent serious workplace injuries, illnesses and fatalities.

#### Key Results Achieved

- WSH exceeded its inspection target by conducting 6,021 inspections with 62% resulting in orders. There were 11,888 improvement orders and 377 stop work orders issued along with 9 administrative penalties and 5 court convictions.
- Restored the Minister's Advisory Council on Workplace Safety and Health under The Workplace Safety and Health Act.
- The legislated five-year review of Manitoba's Workplace Safety and Health Act is ongoing in consultation with key stakeholders, with a report expected to be finalized by spring 2025.
- The Workplace Safety and Health Branch continued to be engaged in a software renewal process from LINK to Salesforce to improve WSH's enforcement efforts efficiency. The solution is expected to go live in spring 2025.

## 11.2(a) Workplace Safety and Health

Expenditures by Sub-Appropriation	Actual	Authority 2023-24		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	7,013	75.60	6,900	113	
Other Expenditures	1,437		1,539	(102)	
<b>Total Sub-Appropriation</b>	<b>8,450</b>	<b>75.60</b>	<b>8,439</b>	<b>11</b>	

### Manitoba Labour Board

#### Sub-Appropriation Description

The Manitoba Labour Board (MLB) is an independent specialist tribunal with responsibilities under The Labour Relation Act, The Employment Standards Code, The Workplace Safety and Health Act, and 11 other statutes. The Board responds to applications, appeals and referrals, and assists parties to resolve disputes informally through mediation or formally by making final decisions often after conducting a hearing.

#### Key Results Achieved

- MLB saw 23% increase in the number of certification and revocation votes, affecting 1,766 employees. There was a slight decrease (4%) in the overall number of cases. There was a 39% increase in the number of cases that were scheduled and proceeded to hearing.
- MLB has managed a similar caseload to the previous fiscal year while navigating a 60% turnover in administrative staff and 25% turnover in board officers. The MLB was also focused on preparing for a transition in leadership with the retirement of our long-standing chairperson in April 2024.
- MLB has continued to focus on access to justice by creating systems and procedures that ensure litigants are well-equipped in advance of hearings. Forms and templates available on our website are being updated to ensure accessibility, and MLB is transitioning to plain language in correspondence and documents, as well as increasing the board's French-language capacity.
- MLB hosted training and development opportunities through the year including a seminar for board members and officers, lunch and learn sessions, and orientation sessions for new members, arbitrators and vice-chairpersons. The board also offered informational sessions for employers, unions and legal counsel.

## 11.2(b) Manitoba Labour Board

Expenditures by Sub-Appropriation	Actual	Authority 2023-24		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,450	14.50	1,398	52	
Other Expenditures	144		190	(46)	
<b>Total Sub-Appropriation</b>	<b>1,594</b>	<b>14.50</b>	<b>1,588</b>	<b>6</b>	

### Employment Standards

#### Sub-Appropriation Description

Employment Standards 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

- Administered and enforced the requirements of The Employment Standards Code, The Construction Industry Wages Act, The Worker Recruitment and Protection Act and The Remembrance Day Act.
- The Employment Standards Code was amended to update Bereavement Leave, which now includes unpaid leave for death of a family member and unpaid leave for loss of a pregnancy. The leave now allows eligible employees to take up to five days off instead of the previous three days.
- Employment Standards responded to over 22,000 telephone general inquiry calls, resolved 1,862 claim-based investigations, and recovered \$1.018M in wages. The branch worked with parties to resolve 89% of all claims without a formal order being issued by Employment Standards. While 62% of claims were resolved within 30 days.
- The Employment Standards Branch completed 40 Director's Own Accord investigations, proactive audits of business' compliance with The Employment Standards Code, The Worker Recruitment and Protection Act, The Construction Industry Wages Act and other legislation administered by the Branch.

## 11.2(c) Employment Standards

Expenditures by Sub-Appropriation	Actual	Authority 2023-24		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,612	37.60	2,667	(55)	
Other Expenditures	262		355	(93)	
<b>Total Sub-Appropriation</b>	<b>2,874</b>	<b>37.60</b>	<b>3,022</b>	<b>(148)</b>	

### Advisor Office

#### Sub-Appropriation Description

The Advisor Offices provides professional and timely service to employers, workers and their dependents who require assistance with their workers compensation claims.

#### Key Results Achieved

- The Worker Advisor Office assisted 141 injured workers and their families through the process of disputing claim decisions by the Worker's Compensation Board and helped facilitate fair resolutions.
- The Worker Advisor Office also represented clients at various levels of the workers' compensation process in 113 cases.
- The Employer Advisor Office provided general advice to 145 employers.

## 11.2d Advisor Office

Expenditures by Sub-Appropriation	Actual	Authority 2023-24		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	693	9.00	742	(49)	
Other Expenditures	61		62	(1)	
<b>Total Sub-Appropriation</b>	<b>754</b>	<b>9.00</b>	<b>804</b>	<b>(50)</b>	



## Inspection and Technical Services

### Sub-Appropriation Description

Inspection and Technical Services provides professional inspection and technical services to clients to prevent and reduce injuries, deaths and property loss related to regulated equipment installation, operation, and building construction and maintenance practices.

### Key Results Achieved

- Delivered high-quality inspection and technical services to clients, including consultation advice, issuing permits, reviewing technical equipment designs, conducting examinations, and granting licenses to qualified tradespeople, in order to ensure safety and compliance.
- Administered and enforced the requirements of The Electricians' Licence Act, The Amusements Act, The Elevator Act, The Gas and Oil Burner Act, The Power Engineers Act, The Steam and Pressure Plants Act, The Buildings Act, and The Permit Dispute Resolution Act.
- Modernized building permitting requirements and addressed regulatory gaps through consultations, policy development, adoption of the 2020 national model construction codes, and the implementation of service standards.
- Passed The Permit Dispute Resolution Act and worked to develop and support the adjudication framework to facilitate the fair and efficient resolution of permit disputes.
- Made significant progress in advancing legislative projects to update Manitoba's technical safety acts to enhance the safety of regulated equipment, recognize technological advancements, and align practices with other jurisdictions.
- Continued to engage with the Federal Government to access the Codes Acceleration Fund and to support the adoption of higher energy efficiency standards in Manitoba.

### 11.2(e) Inspection and Technical Services

Expenditures by Sub-Appropriation	Actual	Authority 2023-24		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	5,002	60.00	5,102	(100)	
Other Expenditures	896		955	(59)	1
<b>Total Sub-Appropriation</b>	<b>5,898</b>	<b>60.00</b>	<b>6,057</b>	<b>(159)</b>	

#### Explanation(s):

- 1 Departmental reorganization on October 18, 2023 saw Pension Commission move from Finance to Labour and Immigration as per Order in Council 351/2023. For 2023-24, Pension Commission expenditures (including salaries) were charged to 11.2(e).

## Legislative Development

### Sub-Appropriation Description

The Legislative Development Branch provides centralized support to the Labour Division by conducting research and analysis, supporting policy development, coordinating legislative and strategic initiatives, and providing support services to agencies, boards and commissions.

### Key Results Achieved

- Led divisional statutory initiatives and policy analysis, that included:
  - Proclamation of September 30 as Orange Shirt Day (National Day for Truth and Reconciliation).
  - Updates pertaining to the renaming of the association of Engineers and Geoscientists Manitoba.
  - Extending presumptive cancer and heart injury coverage provisions to wildfire firefighters under The Workers Compensation Act and regulations.
  - Proposed repeal of The Public Sector Construction Projects (Tendering) Act.
  - Extending protected unpaid sick leave from 17 weeks to 27 weeks under The Employment Standards Code to match Federal Employment Insurance benefits.
  - Restoring the former Workplace Safety and Health Advisory Council.
- Led consultation with the Labour Management Review Committee on proposed amendments to The Labour Relations Act regarding essential services, restricting the use of replacement workers, and union certification at 50%.
- Supported the appointment of board members to the Manitoba Labour Board, Workers Compensation Board and the Pension Commission.

### 11.2(f) Legislative Development

Expenditures by Sub-Appropriation	Actual	Authority 2023-24		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	429	4.00	429	-	
Other Expenditures	28		29	(1)	
<b>Total Sub-Appropriation</b>	<b>457</b>	<b>4.00</b>	<b>458</b>	<b>(1)</b>	

## Immigration (11.3)

### Main Appropriation Description

The Immigration Division contributes to economic growth and strong communities through the Manitoba Provincial Nominee Program (MPNP) and working with partners to promote the province as a destination of choice for international talent to study, work and live. More specifically, the Immigration Division:

- Designs and administers the MPNP, an economic immigration program focused on the skills and talent needs of Manitoba's employers and communities, which cannot be filled domestically.
- Supports social and economic integration and career development of newcomers, through settlement supports and coordinated immigrant labour market services.

Sub-Appropriations	2023-24	2023-24 Authority	
	Actual \$(000s)	FTEs	\$(000s)
Immigration	9,647	55.00	9,968
Fair Registration Practices Office	483	5.00	503
<b>TOTAL</b>	<b>10,130</b>	<b>60.00</b>	<b>10,471</b>

### Immigration

#### Sub-Appropriation Description

Immigration coordinates with other levels of government and local stakeholders to administer economic immigration, settlement and integration programs focused on the skills and talent needs of Manitoba's employers and communities to bridge gaps that cannot be filled domestically, foster economic development and growth. The Immigration Division is responsible for the MPNP.

#### Key Results Achieved

- The MPNP nominated more Skilled Workers in 2023 than ever before, with 7,348 Skilled Workers and their families receiving a nomination from Manitoba to apply for Canadian permanent residence in 2023. The Business Immigration Stream of the MPNP achieved significant growth in the number of nominations, resulting in 70% more nominations issued in 2023 than in 2022.
- Permanent resident landings in Manitoba continue to be driven by the MPNP. Manitoba welcomed nearly 25,000 new permanent residents in 2023, the largest number of arrivals since the start of the MPNP. Of overall new permanent resident landings in Manitoba across all immigration categories, Provincial Nominees comprised over 62%.

- In 2023, the MPNP completed regular Expression of Interest draws. The MPNP also completed National Occupation Classification-specific Expression of Interest draws, as well as Special Immigration Measures draws for Ukrainian citizens seeking to settle as permanent residents in Manitoba.
- Provided support for Ukrainian nationals through the MPNP by:
  - Conducting special draws for candidates affected by Russia’s invasion of Ukraine. Candidates were selected based on MPNP criteria and their intent to reside in Manitoba over the long term.
  - Waiving the application fees for Ukrainian citizens and prioritized assessment of their applications in support of this initiative.
  - Nominating 615 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 2023-24 to share information on the MPNP and other immigration services available to Ukrainians.
  - Ukrainians residing in Manitoba benefited from settlement services offered across the province through provincial funding. Between April 19, 2022, and March 26, 2024, approximately 30,230 Ukrainian nationals visited the Ukraine Reception Centre.
- In 2023-2024, the Immigration Division increased and enhanced settlement services by providing a \$2.0 million increase to the NCIS program to ensure the provision of robust settlement and integration services.
- Multi-year funding for a select number of projects was secured to minimize service interruption and ensure a baseline of core settlement services are provided to newcomers on an ongoing basis. The NCIS program saw a year-to-year increase of 2.4% in projects meeting intended outcomes in 2023-2024.

### 11.3a Immigration

Expenditures by Sub-Appropriation	Actual	Authority 2023-24		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	4,697	55.00	4,735	(38)	
Other Expenditures	610		1,233	(623)	1
Financial Assistance	7,210		7,080	130	
Financial Assistance - Recovery	(2,870)		(3,080)	210	
<b>Total Sub-Appropriation</b>	<b>9,647</b>	<b>55.00</b>	<b>9,968</b>	<b>(321)</b>	

Explanation(s):

1 Decrease in Other Expenditure reflects Virement transfer from Labour.

## Fair Registration Practices Office

### Sub-Appropriation Description

The Fair Registration Practices Office (FRPO) implements The Fair Registration Practices in Regulated Professions Act. The act requires fair assessment and registration practice for 31 self-regulated professions in Manitoba, with particular attention drawn to the need to treat internationally educated applicants fairly. It contains a Fair Registration Practices Code stipulating a variety of duties regulators must comply with.

### Key Results Achieved

- The biennial report was submitted to the Minister on the effectiveness and implementation of The Fair Registration Practices in Regulated Professions Act. The report focused on the 2021 legislative amendments, the current state of compliance among the 31 Manitoba regulators subject to the law, and their recent progress in improving fair registration practice for internationally educated applicants. The report also provided 2018 to 2022 data regarding applicant registration outcomes and timelines.
- In 2023-24, 11 registration reviews were conducted with Manitoba professions, completing a review cycle that began in the previous fiscal year. Reviews examined compliance with the duty to collaborate with educators and employers on remedial opportunities for internationally educated applicants. In spring 2024, a report was provided to the Minister summarizing the review results, the state of compliance among Manitoba professions to the duty, and the commitments and actions made by regulators to improve compliance.
- Regulations for The Fair Registration Practices in Regulated Professions Act were drafted regarding domestic labour mobility application timelines and language proficiency testing requirements. Public consultations on the regulations were conducted through EngageMB. Enactment of the changes will occur in 2024-2025 fiscal year and will ensure prompt processing of labour mobility applications and streamlined language testing.

### 11.3b Fair Registration Practices Office

Expenditures by Sub-Appropriation	Actual	Authority 2023-24		Variance	Expl. No.
	2023-24 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	452	5.00	453	(1)	
Other Expenditures	31		50	(19)	
<b>Total Sub-Appropriation</b>	<b>483</b>	<b>5.00</b>	<b>503</b>	<b>(20)</b>	

# Other Key Reporting

## Departmental Risk

Labour and Immigration provides leadership in risk analysis through its comptrollership framework and by creating a risk management culture that facilitates 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 regard to the probability of occurrence and degree of damage. Risk is managed with strategies for mitigating or minimizing potential situations.

A continuous, proactive and systematic process is undertaken to ensure that decisions support the achievement of organizational corporate objectives. This enterprise approach ensures that accidents and unexpected losses are minimized.

The department manages its risks under the guidance of its comptrollership plan and all aspects of the central government Manitoba Risk Management Policy. The department must: a) emphasize loss prevention, loss reduction and risk transfer methods; b) identify risks thoroughly; c) identify strategies to mitigate or minimize risk; and d) receive appropriate approval. Specific activities are identified in the department comptrollership framework to meet risk management responsibilities, as follows:

- Conducting educational sessions with all staff on the importance of risk mitigation and management, including specific methods to reduce risks.
- Analyzing department activities to ensure risks are managed and reduced, including financial and non-financial risk
- Conducting audits and reviews of financial and non-financial activities to ensure risk management policies and procedures are being followed.
- Seeking opportunities to continuously improve risk mitigation and reduction frameworks and procedures, and implementing changes as needed.

Through fiscal year 2023-24, the department undertook the following specific activities toward managing its risks.

Risk	Activities taken to reduce / remove risk
Organizational culture including values and attitudes – risk of issues in this area includes low employee engagement, unmotivated employees, higher rates of absenteeism and high employee turnover.	The Deputy Minister communicates through emails with all staff to inform of the department’s mandate and priorities. Management and the executive team meet regularly to discuss departmental topics, priorities, and mandate of the department; exploring how branches can proactively collaborate. The Deputy Minister leads these gatherings to foster alignment and engagement.
Adherence to operational, financial, and human resource policies – risk of issues in this area includes	Management reviews work of employees to ensure accuracy. Independent staff in Finance and Shared Services Division conduct periodic audits of financial policies. New staff are trained on

employees not adhering to policies that could cause financial or reputational risk to government.

policies through on-the-job coaching from staff and mandatory comptrollership and general orientation training courses.

Clarity of roles, responsibilities and mandates - risk of issues in this area include staff not understanding their roles and responsibilities, duplication of efforts, inefficiencies in work, and stress on staff.

Written manuals are prepared, along with broader procedures, guidelines; and government-wide policies are published on the department and central government intranet sites. An organizational chart is made available on the intranet site to provide more detail on the department's structure.

Appropriate segregation of duties risk of issues in this area includes lack of segregation of duties which results in asset misappropriation, risk of fraud and errors

The Finance and Shared Services Division ensures SAP roles are provided to staff that fosters segregation of duties. Meetings of financial staff across the department help reinforce the importance of ensuring segregation of duties. Periodic audits by independent staff in Finance and Shared Services Division provide assurance of segregation of duties. Identified concerns help inform further education and remedial efforts.

# Regulatory Accountability and Red Tape Reduction

## Regulatory requirements

	April 1, 2023	March 31, 2024
Total Number of Regulatory Requirements	71,048 76,780*	71,048 76,780*
Net Change		N/A

\* regulatory requirements of the Department of Finance [see Order in Council 351/2023]

The 2023-24 figures do not reflect the changes made by the department in the fiscal year or as a result of government reorganization, as counting of regulatory requirements was discontinued in the fiscal year. The associated performance measure was concurrently discontinued. The obligation to report on regulatory requirements for the fiscal year is repealed upon the enactment of Bill 16, The Regulatory Accountability Reporting Act and Amendments to The Statutes and Regulations Act, as introduced in the First Session of the 43rd Legislature.



# The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007 and was amended in 2018. It 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 2023-24.

Information Required Annually (per section 29.1 of PIDA)	Fiscal Year 2023-24
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.

<b>Equity Group</b>	<b>Benchmarks</b>	<b>% Total Employees as at March 31, 2024</b>
Women	50%	53.2%
Indigenous Peoples	16%	7.6%
Visible Minorities	13%	31.6%
Persons with Disabilities	9%	8%

The percentage of total employees includes Manitoba Labour Board, but not the Pension Commission. Reconciliation of Pension Commission's move to the department did not occur until April 1, 2024.

# 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 those statutes. 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 .....A 70
- The Buildings 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 .....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

PENSIONS

The Pension Benefits Act.....P 32

The Pooled Registered Pension Plans (Manitoba) Act .....P 94.6

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.

**Annual Report** – Departmental annual reports are a supplement to the public accounts and provide variance explanations and background information to support the public accounts. Annual reports are either released (if the Legislature is not in session) or tabled in the Legislature (if in session) by Sept. 30, following the fiscal year end.

**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.

**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 (e.g., term, departmental, seasonal, contract) are measured in proportional equivalents. For example, 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 [e.g., 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.

**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.

**Mission** – 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, foster, reduce and improve.

**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.

**Performance 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.

**Special Operating Agencies (SOAs)** – 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 pursuit of its mission. All performance objectives and measures should align with the organization’s mandate and strategy.

**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** – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the future that lies ahead. This statement should contain a concrete picture of the desired state and provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.