SUMMARY

The mission of the Ministry of Labour is to contribute to the prosperity of Ontario by advancing health, safety, fairness and productive relationships in the workplace and the broader community. The Ministry's core businesses are: Occupational Health and Safety, Employment Rights and Responsibilities and Labour Relations. In this context, the Ministry provides advice and information to the government on labour and workplace issues; sets standards and develops policies; enforces standards and legislation; carries out investigations; inspects workplaces needing further help in developing self-reliance; works with others to ensure that effective mechanisms are in place for providing information and workplace training; informs employers and workers about their workplace rights and responsibilities; ensures the provision of assistance in negotiating collective agreements and establishing arbitration boards; assists in building cooperative workplace relationships; and administers, interprets, and applies relevant labour legislation.

Accrual 2003-04 Estimates	PROGRAMS	Cash 2002-03 Estimates	Cash 2001-02 Actual
\$		\$	\$
OPERATING			
19,793,846	Ministry Administration Program ¹	19,787,040	18,313,472
4,442,500	Pay Equity Commission Program ²	4,198,100	4,530,441
21,027,100	Labour Relations Program ^{3,4}	21,164,500	20,834,490
51,502,400	Occupational Health and Safety Program ⁵	50,743,800	48,392,276
22,551,100	Employment Rights and Responsibilities Program ⁶	22,710,700	22,352,055
318,100	Economics and Business Cluster Information Technology Program	183,000	-
119,635,046	Ministry Total Operating	118,787,140	114,422,734
84,015,900	Less: Special Warrants	68,490,800	-
48,246	Less: Statutory Appropriations	46,840	45,477
35,570,900	< TOTAL OPERATING TO BE VOTED	50,249,500	114,377,257
119,635,046	Ministry Total Operating		
119,635,046	TOTAL INCLUDING CONSOLIDATION AND OTHER ADJUSTMENTS		

NOTE: Commencing in 2003-04, Estimates are presented on the accrual basis of accounting. Information for 2002-03 and earlier years is presented on the modified cash basis, and therefore comparison between 2003-04 and earlier year figures may not be meaningful. Differences between cash and accrual relate to adjustments such as timing of transfer payments and provisions for bad debts, that would increase or decrease the 2002-03 amounts had they been presented on the accrual basis.

RECONCILIATION OF 2002-03 ESTIMATES FROM CASH TO ACCRUAL

VOTE and item		Cash 2002-03 Estimates	Adjustments from Cash to Accrual	2002-03 Estimates Presented as Accrual	2003-04 Estimates on Accrual Basis	Change from 2002-03 Estimates on Accrual Basis
OBEE	RATING	\$ millions	\$ millions	\$ millions	\$ millions	\$ millions
1601	Ministry Administration Program					
1	Ministry Administration ¹	19.7	(0.5)	19.3	19.7	0.5
S	Minister's Salary, the Executive Council Act	-	-	-	-	-
S	Parliamentary Assistant's Salary, the Executive					
	Council Act					
		19.8	(0.5)	19.3	19.8	0.5
1602	Pay Equity Commission Program					
1	Pay Equity Office ²	3.2	(0.1)	3.0	3.4	0.4
2	Pay Equity Hearings Tribunal	1.0	-	1.0	1.0	-
	, , , ,	4.2	(0.1)	4.1	4.4	0.4
1603	Labour Relations Program		(011)			
1	Labour Relations Board ³	11.8	(0.4)	11.4	11.7	0.3
2	Public Service Appeal Boards	1.3	-	1.3	1.3	-
3	Labour Management Services ⁴	8.1	(0.3)	7.8	8.1	0.3
		21.2	(0.7)	20.5	21.0	0.6
1604	Occupational Health and Safety Program					
1	Occupational Health and Safety ⁵	50.7	(3.0)	47.8	51.5	3.7
2	Workplace Safety and Insurance Advisory Program Administration		_		_	_
3	Office of Worker Adviser	_	_	_	_	_
4	Office of Employer Adviser	_	_	_	_	_
•	Ciliod of Employer Advices	50.7	(3.0)	47.8	51.5	3.7
1605	Employment Rights and Responsibilities Program		(0.0)	47.0	01.0	<u> </u>
1	Employment Standards ⁶	22.7	(1.0)	21.7	22.6	0.8
•	Employment Standards	22.7	(1.0)	21.7	22.6	0.8
1606	Economics and Business Cluster Information Technology Program		(1.0)	21.7	22.0	0.0
1	Economics and Business Cluster Information					
	Technology	0.2	_	0.2	0.3	0.1
		0.2		0.2	0.3	0.1
		<u> </u>				
	Ministry Total Operating	118.8	(5.2)	113.6	119.6	6.1

Note: Amounts are rounded to the nearest one hundred thousand dollars and amounts less than fifty thousand dollars are shown as zero.

Totals may not add due to this rounding.

Adjustments from Cash to Accrual - Commencing in 2003-04, Estimates are prepared on the accrual basis of accounting. Information for 2002-03 and earlier years was prepared in the Estimates on the modified-cash basis. Information is provided in the following notes on the adjustments that increase or decrease the 2002-03 amounts to present them on the accrual basis in this reconciliation. The accrual presentation of the 2002-03 Estimates is not an official restatement; it is an approximation reflecting only the significant accrual adjustments as required to allow for a comparison between the 2003-04 and the 2002-03 Estimates on a consistent basis of accounting. (Note: adjustments of less than \$0.05 million are not shown)

\$ millions

- (0.5) adjustment to remove the pension costs related to ministry employees because, commencing in 2003-04, the cost
 to the Province of all pension benefits earned by employees is reflected in the Estimates for Management Board
 Secretariat
- (0.1) adjustment to remove the pension costs related to ministry employees because, commencing in 2003-04, the cost
 to the Province of all pension benefits earned by employees is reflected in the Estimates for Management Board
 Secretariat

RECONCILIATION OF 2002-03 ESTIMATES FROM CASH TO ACCRUAL

- (0.4) adjustment to remove the pension costs related to ministry employees because, commencing in 2003-04, the cost
 to the Province of all pension benefits earned by employees is reflected in the Estimates for Management Board
 Secretariat
- (0.3) adjustment to remove the pension costs related to ministry employees because, commencing in 2003-04, the cost
 to the Province of all pension benefits earned by employees is reflected in the Estimates for Management Board
 Secretariat
- (3.0) adjustment to remove the pension costs related to ministry employees because, commencing in 2003-04, the cost
 to the Province of all pension benefits earned by employees is reflected in the Estimates for Management Board
 Secretariat
- (1.0) adjustment to remove the pension costs related to ministry employees because, commencing in 2003-04, the cost
 to the Province of all pension benefits earned by employees is reflected in the Estimates for Management Board
 Secretariat
 - (5.2) << Total Adjustments

MINISTRY ADMINISTRATION PROGRAM:

This program coordinates the decision making processes of the Ministry and provides technical and professional services to support the design, implementation and effective delivery of Ministry programs. The program consists of the Minister's Office; Deputy Minister's Office, Legal Services, Communications, Finance and Administration, Human Resources, Audit Services and Information Technology Services. In addition, the program provides administrative and financial support services to the Economics and Business Cluster.

VOTE and item	Accrual 2003-04 Estimates	PROGRAM AND ACTIVITIES	Cash 2002-03 Estimates	Cash 2001-02 Actual
	\$		\$	\$
1601		MINISTRY ADMINISTRATION PROGRAM		
OPERATING				
1	19,745,600	Ministry Administration ¹	19,740,200	18,267,995
S	36,057	Minister's Salary, the Executive Council Act	35,006	33,987
S	12,189	Parliamentary Assistant's Salary, the Executive Council Act	11,834	11,490
_	19,793,846	Total Operating	19,787,040	18,313,472
	13,787,600	Less: Special Warrants	12,178,100	-
	48,246	Less: Statutory Appropriations	46,840	45,477
_	5,958,000	Amount to be Voted	7,562,100	18,267,995

- NOTES -

NOTE: Commencing in 2003-04, Estimates are presented on the accrual basis of accounting. Information for 2002-03 and earlier years is presented on the modified cash basis, and therefore comparison between 2003-04 and earlier year figures may not be meaningful. Differences between cash and accrual relate to adjustments such as timing of transfer payments and provisions for bad debts, that would increase or decrease the 2002-03 amounts had they been presented on the accrual basis.

STANDARD ACCOUNTS CLASSIFICATION

OPERATING		
Ministry Administration (10	601-1)	\$
Salaries and wages	on	7,072,100 913,100 554,500 10,850,300 355,600 19,745,600
Main Office	\$	
Salaries and wages Employee benefits Transportation and	1,903,000 360,000	
communication	89,200 1,186,300 57,500	
	_	3,596,000
Financial and Administrative Services	\$	
Salaries and wages Employee benefits Transportation and	1,831,700 201,200	
communication	74,800 1,610,600 43,000	
		3,761,300
Human Resources	\$	
Salaries and wages Employee benefits Transportation and	1,506,100 167,700	
communication	49,200 322,600 17,800	
		2,063,400

1		
Communications Services	\$	\$
Salaries and wages	1,662,300	
Employee benefits	175,900	
Transportation and	, , , , , ,	
communication	101,300	
Services	217,500	
Supplies and equipment	137,300	
	_	2,294,300
Legal Services	\$	
Salaries and wages	169,000	
Employee benefits	8,300	
Transportation and	2,222	
communication	240,000	
Services	4,028,400	
Supplies and equipment	100,000	
		4,545,700
Audit Services	\$	
Services	262,100	
	202,100	262,100
Information Systems	\$	
Services	3,222,800	
		3,222,800
Statutory Appropriatio	ns	
Minister's Salary, the Executive (Parliamentary Assistant's Salary		36,057
l <u> </u>		12,189
	_	48,246
Total Operating for Ministry A		19,793,846
	Program =	

PAY EQUITY COMMISSION PROGRAM:

The Pay Equity Office is responsible for administering the *Pay Equity Act* to ensure the achievement and maintenance of pay equity in Ontario, both in the private and public sectors, through a self-reliant process supported by education, policy and research, and dispute resolution.

The Pay Equity Hearings Tribunal, a quasi-judicial tri-partite administrative tribunal, is responsible for adjudicating disputes arising under the *Pay Equity Act*. In addition, the program provides administrative and financial support services to the Human Rights Tribunal of Ontario.

VOTE and item	Accrual 2003-04 Estimates	PROGRAM AND ACTIVITIES	Cash 2002-03 Estimates	Cash 2001-02 Actual
1602	\$	PAY EQUITY COMMISSION PROGRAM	\$	\$
OPERATING				
1	3,399,800	Pay Equity Office ²	3,154,100	3,716,438
2	1,042,700	Pay Equity Hearings Tribunal	1,044,000	814,003
_	4,442,500	Total Operating	4,198,100	4,530,441
	3,107,000	Less: Special Warrants	1,538,100	-
_	1,335,500	Amount to be Voted	2,660,000	4,530,441

- NOTES -

NOTE: Commencing in 2003-04, Estimates are presented on the accrual basis of accounting. Information for 2002-03 and earlier years is presented on the modified cash basis, and therefore comparison between 2003-04 and earlier year figures may not be meaningful. Differences between cash and accrual relate to adjustments such as timing of transfer payments and provisions for bad debts, that would increase or decrease the 2002-03 amounts had they been presented on the accrual basis.

STANDARD ACCOUNTS CLASSIFICATION

OPERATING

Pay Equity Office (1602-1)	\$
Salaries and wages	
Employee benefits	
Transportation and communication	208,400
Services	
Supplies and equipment	55,800
	3,399,800

Pay Equity Hearings Tribunal (1602-2)	\$
Salaries and wages	1,376,400
Employee benefits	143,900
Transportation and communication	115,500
Services	253,100
Supplies and equipment	45,000
	1,933,900
Less: Recoveries	891,200
_	1,042,700
Total Operating for Pay Equity Commission	4,442,500
Program =	-

LABOUR RELATIONS PROGRAM:

The role of Labour Relations is to promote a stable labour relations climate and harmonious workplace relationships in the Province.

The Ontario Labour Relations Board (OLRB) is an independent, quasi-judicial tribunal which mediates and adjudicates a variety of employment and labour relation-related matters under various Ontario statutes. The OLRB is responsible for, amongst other things: certification of trade unions, termination of bargaining rights, unfair labour practice applications, sale of business related employer applications, illegal strikes and lock-outs, both in the construction and non-construction sectors. The OLRB also generally ensures minimum workplace standards through the review of decisions of employment standards officers and occupational health and safety inspectors, as well as mediating and arbitrating other labour and employment disputes with a view to promoting safe, fair and harmonious conditions in Ontario's workplaces.

The two statutory tribunals comprising the Public Service Appeal Boards are independent quasi-judicial tribunals that oversee the labour relations of Ontario Crown employees. They include the Crown Employees Grievance Settlement Board and the Public Service Grievance Board.

The Labour Management Services program provides neutral, third party assistance to trade unions and employers through collective agreement conciliation and mediation, appointment of arbitrators and collective bargaining information.

VOTE and item	Accrual 2003-04 Estimates	PROGRAM AND ACTIVITIES	Cash 2002-03 Estimates	Cash 2001-02 Actual
	\$		\$	\$
1603		LABOUR RELATIONS PROGRAM		
OPERATING				
1	11,665,700	Labour Relations Board ³	11,795,000	12,010,579
2	1,267,500	Public Service Appeal Boards	1,254,900	872,911
3	8,093,900	Labour Management Services ⁴	8,114,600	7,951,000
-	21,027,100	Total Operating	21,164,500	20,834,490
	14,606,300	Less: Special Warrants	7,579,500	-
- -	6,420,800	Amount to be Voted	13,585,000	20,834,490
=				

- NOTES -

NOTE: Commencing in 2003-04, Estimates are presented on the accrual basis of accounting. Information for 2002-03 and earlier years is presented on the modified cash basis, and therefore comparison between 2003-04 and earlier year figures may not be meaningful. Differences between cash and accrual relate to adjustments such as timing of transfer payments and provisions for bad debts, that would increase or decrease the 2002-03 amounts had they been presented on the accrual basis.

STANDARD ACCOUNTS CLASSIFICATION

OPERATING

Labour Relations Board (1603-1)	\$
Salaries and wages	7,849,500
Employee benefits	675,300
Transportation and communication	916,600
Services	
Supplies and equipment	49,000
_	11,665,700
Public Service Appeal Boards (1603-2)	
Salaries and wages	455,800
Employee benefits	101,900
Transportation and communication	160,400
Services	1,574,900
Supplies and equipment	15,000
	2,308,000
Less: Recoveries	1,040,500
	1.267.500

Labour Management Services (1603-3)	\$
Salaries and wages	5,625,900
Employee benefits	601,700
Transportation and communication	695,000
Services	1,148,400
Supplies and equipment	122,900
	8,193,900
Less: Recoveries	100,000
	8,093,900
Total Operating for Labour Relations Program	21,027,100

OCCUPATIONAL HEALTH AND SAFETY PROGRAM:

Occupational Health and Safety's primary mandate is the setting, communicating and enforcing of the occupational health and safety laws and regulations to reduce or eliminate workplace injury or illness.

The Occupational Health and Safety program secures compliance with the Occupational Health and Safety Act (the Act), and assists in securing a healthful and safe working environment. Through the administration and enforcement of the Act and regulations, it encourages employers and workers to cooperatively identify and control health and safety hazards.

The Office of the Worker Adviser and the Office of the Employer Adviser provide advisory and educational services to non-unionized injured workers and smaller employers with less than 100 employees (respectively), and represent them before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal.

VOTE and item	Accrual 2003-04 Estimates	PROGRAM AND ACTIVITIES	Cash 2002-03 Estimates	Cash 2001-02 Actual
	\$		\$	\$
1604		OCCUPATIONAL HEALTH AND SAFETY PROGRAM		
OPERATING				
1	51,499,400	Occupational Health and Safety ⁵	50,740,800	48,392,276
2	1,000	Workplace Safety and Insurance Advisory Program		
		Administration	1,000	-
3	1,000	Office of Worker Adviser	1,000	-
4	1,000	Office of Employer Adviser	1,000	-
_	51,502,400	Total Operating	50,743,800	48,392,276
	36,734,700	Less: Special Warrants	32,769,600	-
_	14,767,700	Amount to be Voted	17,974,200	48,392,276

- NOTES -

NOTE: Commencing in 2003-04, Estimates are presented on the accrual basis of accounting. Information for 2002-03 and earlier years is presented on the modified cash basis, and therefore comparison between 2003-04 and earlier year figures may not be meaningful. Differences between cash and accrual relate to adjustments such as timing of transfer payments and provisions for bad debts, that would increase or decrease the 2002-03 amounts had they been presented on the accrual basis.

STANDARD ACCOUNTS CLASSIFICATION

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Office of Worker Adviser (1604-3)	\$
Office of Worker Adviser (1004-5)	Ψ
Salaries and wages	5,624,800
Employee benefits	1,051,700
Transportation and communication	440,000
Services	1,265,500
Supplies and equipment	138,500
Transfer payments	
Workplace Safety and Insurance Advisory	
Program Training Initiative	225,000
	8,745,500
Less: Recoveries	
-	1,000
·	.,,,,,,
Office of Employer Adviser (1604-4)	
Salaries and wages	2,069,100
Employee benefits	398,600
Transportation and communication	215,700
Services	344,900
Supplies and equipment	133,600
-	3,161,900
Less: Recoveries	3,160,900
-	1,000
Total Operating for Occupational Health and	51,502,400
Safety Program	<u> </u>

EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM:

This program is responsible for the administration and enforcement of the *Employment Standards Act*, 2000 and its regulations.

The Employment Standards program ensures that Ontario workers are protected by minimum standards of employment covering wages and working conditions. It encourages self-reliance with these standards through prevention efforts and secures compliance through inspections, investigations and enforcement initiatives.

VOTE and item	Accrual 2003-04 Estimates	PROGRAM AND ACTIVITIES	Cash 2002-03 Estimates	Cash 2001-02 Actual
	\$		\$	\$
1605		EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM		
OPERATING	3			
1	22,551,100	Employment Standards ⁶	22,710,700	22,352,055
	22,551,100	Total Operating	22,710,700	22,352,055
	15,780,300	Less: Special Warrants	14,363,400	-
	6,770,800	Amount to be Voted	8,347,300	22,352,055

- NOTES -

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING	ì
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Employment Standards (1605-1)	\$
Salaries and wages	15,302,100
Employee benefits	1,831,000
Transportation and communication	942,400
Services	4,196,200
Supplies and equipment	377,400
Transfer payments	
Grants to promote improved employment	
practices	2,000
	22,651,100
Less: Recoveries	100,000
_	22,551,100
Total Operating for Employment Rights and Responsibilities Program =	22,551,100
Responsibilities Program -	

ECONOMICS AND BUSINESS CLUSTER INFORMATION TECHNOLOGY PROGRAM:

The Economics and Business Information Technology Cluster program is responsible for the provision of information management and information technology services for the Ministries of Consumer and Business Services; Enterprise, Opportunity and Innovation; Energy and, Labour. The cluster organization provides timely and cost-effective support to its client Ministries in helping them achieve common and individual objectives for promoting e-business and e-government as a means of enhancing government services.

VOTE and item	Accrual 2003-04 Estimates	PROGRAM AND ACTIVITIES	Cash 2002-03 Estimates	Cash 2001-02 Actual
	\$		\$	\$
1606		ECONOMICS AND BUSINESS CLUSTER INFORMATION TECHNOLOGY PROGRAM		
PERATING				
1	318,100	Economics and Business Cluster Information Technology	183,000	-
_	318,100	Total Operating	183,000	-
	-	Less: Special Warrants	62,100	-
_	318 100	Amount to be Voted	120,900	-

- NOTES -

NOTE: Commencing in 2003-04, Estimates are presented on the accrual basis of accounting. Information for 2002-03 and earlier years is presented on the modified cash basis, and therefore comparison between 2003-04 and earlier year figures may not be meaningful. Differences between cash and accrual relate to adjustments such as timing of transfer payments and provisions for bad debts, that would increase or decrease the 2002-03 amounts had they been presented on the accrual basis.

STANDARD ACCOUNTS CLASSIFICATION

OPERATING

Economics and Business Cluster Information Technology (1606-1)	\$
Salaries and wages Employee benefits Transportation and communication Services	1,399,400 553,600 17,379,800
Supplies and equipment	26,745,600
Less: Recoveries	318,100
Total Operating for Economics and Business Cluster Information Technology Program	318,100