

## MINISTRY OF LABOUR

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

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.

Adjustments for this Ministry, if any, are indicated by superscripted references above and are explained on the page following the Ministry Summary - Reconciliation of 2002-03 Estimates from Cash to Accrual.

**MINISTRY OF LABOUR**  
**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
	\$ millions	\$ millions	\$ millions	\$ millions	\$ millions
<b>OPERATING</b>					
<b>1601</b>	Ministry Administration Program				
1	19.7	(0.5)	19.3	19.7	0.5
S	-	-	-	-	-
S	-	-	-	-	-
	<u>19.8</u>	<u>(0.5)</u>	<u>19.3</u>	<u>19.8</u>	<u>0.5</u>
<b>1602</b>	Pay Equity Commission Program				
1	3.2	(0.1)	3.0	3.4	0.4
2	1.0	-	1.0	1.0	-
	<u>4.2</u>	<u>(0.1)</u>	<u>4.1</u>	<u>4.4</u>	<u>0.4</u>
<b>1603</b>	Labour Relations Program				
1	11.8	(0.4)	11.4	11.7	0.3
2	1.3	-	1.3	1.3	-
3	8.1	(0.3)	7.8	8.1	0.3
	<u>21.2</u>	<u>(0.7)</u>	<u>20.5</u>	<u>21.0</u>	<u>0.6</u>
<b>1604</b>	Occupational Health and Safety Program				
1	50.7	(3.0)	47.8	51.5	3.7
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
	<u>50.7</u>	<u>(3.0)</u>	<u>47.8</u>	<u>51.5</u>	<u>3.7</u>
<b>1605</b>	Employment Rights and Responsibilities Program				
1	22.7	(1.0)	21.7	22.6	0.8
	<u>22.7</u>	<u>(1.0)</u>	<u>21.7</u>	<u>22.6</u>	<u>0.8</u>
<b>1606</b>	Economics and Business Cluster Information Technology Program				
1	0.2	-	0.2	0.3	0.1
	<u>0.2</u>	<u>-</u>	<u>0.2</u>	<u>0.3</u>	<u>0.1</u>
	<b>118.8</b>	<b>(5.2)</b>	<b>113.6</b>	<b>119.6</b>	<b>6.1</b>

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

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**MINISTRY OF LABOUR**  
**RECONCILIATION OF 2002-03 ESTIMATES FROM CASH TO ACCRUAL**

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3. (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
4. (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
5. (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
6. (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 OF LABOUR

**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
	\$		\$	\$
<b>1601</b>		<b>MINISTRY ADMINISTRATION PROGRAM</b>		
<b>OPERATING</b>				
1	19,745,600	Ministry Administration <sup>1</sup> .....	19,740,200	18,267,995
S	36,057	Minister's Salary, the <i>Executive Council Act</i> .....	35,006	33,987
S	12,189	Parliamentary Assistant's Salary, the <i>Executive Council Act</i> ..	11,834	11,490
	<u>19,793,846</u>	Total Operating .....	<u>19,787,040</u>	<u>18,313,472</u>
	13,787,600	Less: Special Warrants .....	12,178,100	-
	48,246	Less: Statutory Appropriations .....	46,840	45,477
	<u>5,958,000</u>	<b>Amount to be Voted</b> .....	<u>7,562,100</u>	<u>18,267,995</u>

- NOTES -

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MINISTRY OF LABOUR

STANDARD ACCOUNTS CLASSIFICATION

<b>OPERATING</b>				
<b>Ministry Administration (1601-1)</b>		\$		
Salaries and wages .....		7,072,100		
Employee benefits .....		913,100		
Transportation and communication .....		554,500		
Services .....		10,850,300		
Supplies and equipment .....		355,600		
		<u>19,745,600</u>		
 <i>Main Office</i>		 \$		
Salaries and wages .....	1,903,000			
Employee benefits .....	360,000			
Transportation and communication .....	89,200			
Services .....	1,186,300			
Supplies and equipment .....	57,500			
		<u>3,596,000</u>		
 <i>Financial and Administrative Services</i>		 \$		
Salaries and wages .....	1,831,700			
Employee benefits .....	201,200			
Transportation and communication .....	74,800			
Services .....	1,610,600			
Supplies and equipment .....	43,000			
		<u>3,761,300</u>		
 <i>Human Resources</i>		 \$		
Salaries and wages .....	1,506,100			
Employee benefits .....	167,700			
Transportation and communication .....	49,200			
Services .....	322,600			
Supplies and equipment .....	17,800			
		<u>2,063,400</u>		
			\$	\$
<i>Communications Services</i>				
Salaries and wages .....		1,662,300		
Employee benefits .....		175,900		
Transportation and communication .....		101,300		
Services .....		217,500		
Supplies and equipment .....		137,300		
				<u>2,294,300</u>
 <i>Legal Services</i>				
Salaries and wages .....		169,000		
Employee benefits .....		8,300		
Transportation and communication .....		240,000		
Services .....		4,028,400		
Supplies and equipment .....		100,000		
				<u>4,545,700</u>
 <i>Audit Services</i>				
Services .....		262,100		
				<u>262,100</u>
 <i>Information Systems</i>				
Services .....		3,222,800		
				<u>3,222,800</u>
 <i>Statutory Appropriations</i>				
Minister's Salary, the <i>Executive Council Act</i> ..			36,057	
Parliamentary Assistant's Salary, the <i>Executive Council Act</i> .....			12,189	
			<u>48,246</u>	
 Total Operating for Ministry Administration Program				<u><u>19,793,846</u></u>

## MINISTRY OF LABOUR

**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
	\$		\$	\$
<b>1602</b>		<b>PAY EQUITY COMMISSION PROGRAM</b>		
<b>OPERATING</b>				
1	3,399,800	Pay Equity Office <sup>2</sup> .....	3,154,100	3,716,438
2	1,042,700	Pay Equity Hearings Tribunal .....	1,044,000	814,003
	<u>4,442,500</u>	Total Operating .....	<u>4,198,100</u>	<u>4,530,441</u>
	3,107,000	Less: Special Warrants .....	1,538,100	-
	<u>1,335,500</u>	<b>Amount to be Voted</b> .....	<u>2,660,000</u>	<u>4,530,441</u>

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## MINISTRY OF LABOUR

## STANDARD ACCOUNTS CLASSIFICATION

<b>OPERATING</b>			
Pay Equity Office (1602-1)	\$	Pay Equity Hearings Tribunal (1602-2)	\$
Salaries and wages .....	2,505,500	Salaries and wages .....	1,376,400
Employee benefits .....	258,000	Employee benefits .....	143,900
Transportation and communication .....	208,400	Transportation and communication .....	115,500
Services .....	372,100	Services .....	253,100
Supplies and equipment .....	55,800	Supplies and equipment .....	45,000
	<u>3,399,800</u>		<u>1,933,900</u>
		Less: Recoveries .....	<u>891,200</u>
			<u>1,042,700</u>
		Total Operating for Pay Equity Commission Program	<u><u>4,442,500</u></u>

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**MINISTRY OF LABOUR**


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**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
	\$		\$	\$
<b>1603</b>		<b>LABOUR RELATIONS PROGRAM</b>		
<b>OPERATING</b>				
1	11,665,700	Labour Relations Board <sup>3</sup> .....	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 <sup>4</sup> .....	8,114,600	7,951,000
	<u>21,027,100</u>	Total Operating .....	<u>21,164,500</u>	<u>20,834,490</u>
	14,606,300	Less: Special Warrants .....	7,579,500	-
	<u><u>6,420,800</u></u>	<b>Amount to be Voted</b> .....	<u><u>13,585,000</u></u>	<u><u>20,834,490</u></u>

**- NOTES -**

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## MINISTRY OF LABOUR

## STANDARD ACCOUNTS CLASSIFICATION

## OPERATING

Labour Relations Board (1603-1)	\$	Labour Management Services (1603-3)	\$
Salaries and wages .....	7,849,500	Salaries and wages .....	5,625,900
Employee benefits .....	675,300	Employee benefits .....	601,700
Transportation and communication .....	916,600	Transportation and communication .....	695,000
Services .....	2,175,300	Services .....	1,148,400
Supplies and equipment .....	49,000	Supplies and equipment .....	122,900
	<u>11,665,700</u>		<u>8,193,900</u>
		Less: Recoveries .....	<u>100,000</u>
			<u>8,093,900</u>
Public Service Appeal Boards (1603-2)		Total Operating for Labour Relations Program	<u><u>21,027,100</u></u>
Salaries and wages .....	455,800		
Employee benefits .....	101,900		
Transportation and communication .....	160,400		
Services .....	1,574,900		
Supplies and equipment .....	15,000		
	<u>2,308,000</u>		
Less: Recoveries .....	<u>1,040,500</u>		
	<u>1,267,500</u>		

## MINISTRY OF LABOUR

**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
	\$		\$	\$
<b>1604</b>		<b>OCCUPATIONAL HEALTH AND SAFETY PROGRAM</b>		
<b>OPERATING</b>				
1	51,499,400	Occupational Health and Safety <sup>5</sup> .....	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	-
	<u>51,502,400</u>	Total Operating .....	<u>50,743,800</u>	<u>48,392,276</u>
	<u>36,734,700</u>	Less: Special Warrants .....	<u>32,769,600</u>	<u>-</u>
	<u>14,767,700</u>	<b>Amount to be Voted</b> .....	<u>17,974,200</u>	<u>48,392,276</u>

**- NOTES -**

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MINISTRY OF LABOUR

STANDARD ACCOUNTS CLASSIFICATION

<b>OPERATING</b>					
Occupational Health and Safety (1604-1)		\$		Office of Worker Adviser (1604-3)	\$
Salaries and wages .....	35,939,200			Salaries and wages .....	5,624,800
Employee benefits .....	3,046,800			Employee benefits .....	1,051,700
Transportation and communication .....	3,302,800			Transportation and communication .....	440,000
Services .....	7,672,600			Services .....	1,265,500
Supplies and equipment .....	1,597,000			Supplies and equipment .....	138,500
Transfer payments	\$			Transfer payments	
Grants to Radiation Safety				Workplace Safety and Insurance Advisory	
Institute of Canada .....	40,000			Program Training Initiative .....	225,000
Grants to promote					8,745,500
improved health and safety				Less: Recoveries .....	8,744,500
practices .....	1,000				<u>1,000</u>
	<u>41,000</u>				
	51,599,400			Office of Employer Adviser (1604-4)	
Less: Recoveries .....	100,000			Salaries and wages .....	2,069,100
	<u>51,499,400</u>			Employee benefits .....	398,600
				Transportation and communication .....	215,700
Workplace Safety and Insurance Advisory				Services .....	344,900
Program Administration (1604-2)				Supplies and equipment .....	133,600
Salaries and wages .....	453,900				3,161,900
Employee benefits .....	71,000			Less: Recoveries .....	3,160,900
Transportation and communication .....	8,200				<u>1,000</u>
Services .....	5,600				
Supplies and equipment .....	10,400			Total Operating for Occupational Health and	51,502,400
	549,100			Safety Program	<u><u>51,502,400</u></u>
Less: Recoveries .....	548,100				
	<u>1,000</u>				

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**MINISTRY OF LABOUR**


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**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
	\$		\$	\$
<b>1605</b>		<b>EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM</b>		
<b>OPERATING</b>				
1	22,551,100	Employment Standards <sup>6</sup> .....	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	-
	<u>6,770,800</u>	<b>Amount to be Voted</b> .....	<u>8,347,300</u>	<u>22,352,055</u>

- NOTES -

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## STANDARD ACCOUNTS CLASSIFICATION

**OPERATING**

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
	<u>22,651,100</u>
Less: Recoveries .....	100,000
	<u>22,551,100</u>
Total Operating for Employment Rights and Responsibilities Program	<u><u>22,551,100</u></u>

## MINISTRY OF LABOUR

**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
	\$		\$	\$
<b>1606</b>		<b>ECONOMICS AND BUSINESS CLUSTER INFORMATION TECHNOLOGY PROGRAM</b>		
<b>OPERATING</b>				
1	318,100	Economics and Business Cluster Information Technology ...	183,000	-
	318,100	Total Operating .....	183,000	-
	-	Less: Special Warrants .....	62,100	-
	<u>318,100</u>	<b>Amount to be Voted</b> .....	<u>120,900</u>	<u>-</u>

- NOTES -

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## STANDARD ACCOUNTS CLASSIFICATION

**OPERATING**

Economics and Business Cluster Information Technology (1606-1)	\$
Salaries and wages .....	7,196,900
Employee benefits .....	1,399,400
Transportation and communication .....	553,600
Services .....	17,379,800
Supplies and equipment .....	215,900
	<u>26,745,600</u>
Less: Recoveries .....	<u>26,427,500</u>
	<u>318,100</u>
Total Operating for Economics and Business Cluster Information Technology Program	<u><u>318,100</u></u>

