

MINISTRY OF LABOUR

The Ministry's key activities are: Occupational Health and Safety Enforcement and Prevention, Employment Rights and Responsibilities and Labour Relations. In this context, the Ministry provides advice and information to the government on labour and workplace issues; establishes and implements a provincial occupational health and safety strategy to ensure the alignment of health and safety activities across all system partners; designates, funds and maintains oversight over Health and Safety Associations; establishes standards for training programs, training providers, as well as training and other requirements for certification of joint health and safety committee members; develops policies; sets and enforces standards and legislation; carries out investigations; 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.

MINISTRY PROGRAM SUMMARY

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VOTE PROGRAM	Estimates 2012-13	Estimates 2011-12	Difference Between 2012-13 and 2011-12	Actual 2010-11
OPERATING EXPENSE				
1601 Ministry Administration Program	23,068,600	22,681,100	387,500	22,124,201
1602 Pay Equity Commission Program	4,217,000	4,326,100	(109,100)	3,582,623
1603 Labour Relations Program	24,157,000	22,936,800	1,220,200	21,923,065
1604 Occupational Health and Safety Program	197,778,900	86,353,600	111,425,300	85,166,702
1605 Employment Rights and Responsibilities Program	33,452,400	38,221,600	(4,769,200)	39,031,685
TOTAL OPERATING EXPENSE TO BE VOTED	282,673,900	174,519,200	108,154,700	171,828,276
Statutory Appropriations	81,187	65,014	16,173	66,291
Ministry Total Operating Expense	282,755,087	174,584,214	108,170,873	171,894,567
Operating Expense Adjustment	16,310,000	15,747,900	562,100	15,099,641
Total Including Consolidation & Other Adjustments	299,065,087	190,332,114	108,732,973	186,994,208

MINISTRY PROGRAM SUMMARY

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VOTE PROGRAM	Estimates 2012-13	Estimates 2011-12	Difference Between 2012-13 and 2011-12	Actual 2010-11
CAPITAL EXPENSE				
1601 Ministry Administration Program	1,000	1,000	-	-
1604 Occupational Health and Safety Program	595,000	1,000	594,000	-
TOTAL CAPITAL EXPENSE TO BE VOTED	596,000	2,000	594,000	-
Statutory Appropriations	2,000	448,500	(446,500)	34,752
Ministry Total Capital Expense	598,000	450,500	147,500	34,752
CAPITAL ASSETS				
1601 Ministry Administration Program	1,000	1,000	-	-
1604 Occupational Health and Safety Program	1,000	4,611,400	(4,610,400)	2,217,178
TOTAL CAPITAL ASSETS TO BE VOTED	2,000	4,612,400	(4,610,400)	2,217,178
Ministry Total Capital Assets	2,000	4,612,400	(4,610,400)	2,217,178
Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)	299,663,087	190,782,614	108,880,473	187,028,960

MINISTRY ADMINISTRATION PROGRAM - VOTE 1601

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 includes the Minister's Office, Parliamentary Assistant's Office and Deputy Minister's Office.

VOTE SUMMARY

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ITEM #	ITEM	Estimates 2012-13	Estimates 2011-12	Difference Between 2012-13 and 2011-12	Actual 2010-11
OPERATING EXPENSE					
1	Ministry Administration	23,068,600	22,681,100	387,500	22,124,201
TOTAL OPERATING EXPENSE TO BE VOTED		23,068,600	22,681,100	387,500	22,124,201
S	Minister's Salary, the <i>Executive Council Act</i>	47,841	47,841	-	49,301
S	Parliamentary Assistants' Salaries, the <i>Executive Council Act</i>	32,346	16,173	16,173	16,667
S	Bad Debt Expense, the <i>Financial Administration Act</i>	1,000	1,000	-	323
Total Statutory Appropriations		81,187	65,014	16,173	66,291
Total Operating Expense		23,149,787	22,746,114	403,673	22,190,492
CAPITAL EXPENSE					
3	Ministry Administration	1,000	1,000	-	-
TOTAL CAPITAL EXPENSE TO BE VOTED		1,000	1,000	-	-
S	Amortization, the <i>Financial Administration Act</i>	1,000	1,000	-	-
Total Statutory Appropriations		1,000	1,000	-	-
Total Capital Expense		2,000	2,000	-	-
CAPITAL ASSETS					
2	Ministry Administration	1,000	1,000	-	-
TOTAL CAPITAL ASSETS TO BE VOTED		1,000	1,000	-	-
Total Capital Assets		1,000	1,000	-	-

MINISTRY ADMINISTRATION PROGRAM - VOTE 1601, cont'd

STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
OPERATING EXPENSE			
1601-1	Ministry Administration		
	Salaries and wages		8,250,100
	Employee benefits		1,003,900
	Transportation and communication		766,400
	Services		12,695,800
	Supplies and equipment		352,400
	Total Operating Expense to be Voted		23,068,600
<i>Sub-Items:</i>			
<i>Main Office</i>			
	Salaries and wages	2,807,600	
	Employee benefits	344,700	
	Transportation and communication	101,500	
	Services	1,769,400	
	Supplies and equipment	66,000	5,089,200
<i>Financial and Administrative Services</i>			
	Salaries and wages	1,887,300	
	Employee benefits	221,600	
	Transportation and communication	60,400	
	Services	708,100	
	Supplies and equipment	36,700	2,914,100
<i>Organizational Effectiveness</i>			
	Salaries and wages	981,900	
	Employee benefits	127,600	
	Transportation and communication	27,500	
	Services	224,900	
	Supplies and equipment	20,600	1,382,500
<i>Communications Services</i>			
	Salaries and wages	2,510,500	
	Employee benefits	300,100	
	Transportation and communication	69,500	
	Services	304,600	
	Supplies and equipment	59,100	3,243,800

MINISTRY ADMINISTRATION PROGRAM - VOTE 1601, cont'd

STANDARD ACCOUNTS CLASSIFICATION, cont'd

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
OPERATING EXPENSE			
	<i>Legal Services</i>		
	Salaries and wages	62,800	
	Employee benefits	9,900	
	Transportation and communication	507,500	
	Services	7,391,300	
	Supplies and equipment	170,000	8,141,500
	<i>Audit Services</i>		
	Services	252,100	252,100
	<i>Information Systems</i>		
	Services	2,045,400	2,045,400
	Total Operating Expense to be Voted		23,068,600
Statutory Appropriations			
S	Minister's Salary, the <i>Executive Council Act</i>		47,841
S	Parliamentary Assistants' Salaries, the <i>Executive Council Act</i>		32,346
	Other transactions		
S	Bad Debt Expense, the <i>Financial Administration Act</i>		1,000
	Total Operating Expense for Ministry Administration Program		23,149,787
CAPITAL EXPENSE			
1601-3	Ministry Administration		
	Other transactions		1,000
	Total Capital Expense to be Voted		1,000
Statutory Appropriations			
	Other transactions		
S	Amortization, the <i>Financial Administration Act</i>		1,000
	Total Capital Expense for Ministry Administration Program		2,000

MINISTRY ADMINISTRATION PROGRAM - VOTE 1601, cont'd

STANDARD ACCOUNTS CLASSIFICATION, cont'd

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
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CAPITAL ASSETS

1601-2 Ministry Administration

Land and marine fleet

1,000

Total Capital Assets to be Voted**1,000**

Total Capital Assets for Ministry Administration Program**1,000**

PAY EQUITY COMMISSION PROGRAM - VOTE 1602

The mandate of the Pay Equity Office (PEO) is to administer and enforce Ontario's *Pay Equity Act*, which is intended to eliminate systemic gender discrimination in the compensation of work primarily performed by women. To carry out this mandate, the PEO provides education and advice to employers, employees and bargaining agents in the public and private sectors to achieve and maintain pay equity in their workplaces. The PEO also investigates complaints, monitors workplaces for compliance, attempts to effect settlements of pay equity issues between the parties and issues Orders for compliance where necessary.

The Pay Equity Hearings Tribunal, a quasi-judicial tri-partite administrative tribunal, is responsible for adjudicating disputes arising under the *Pay Equity Act*.

VOTE SUMMARY

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ITEM #	ITEM	Estimates 2012-13	Estimates 2011-12	Difference Between 2012-13 and 2011-12	Actual 2010-11
OPERATING EXPENSE					
1	Pay Equity Office	3,438,200	3,550,500	(112,300)	3,000,884
2	Pay Equity Hearings Tribunal	778,800	775,600	3,200	581,739
TOTAL OPERATING EXPENSE TO BE VOTED		4,217,000	4,326,100	(109,100)	3,582,623
Total Operating Expense		4,217,000	4,326,100	(109,100)	3,582,623

PAY EQUITY COMMISSION PROGRAM - VOTE 1602, cont'd

STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
	OPERATING EXPENSE	
1602-1	Pay Equity Office	
	Salaries and wages	2,559,000
	Employee benefits	291,900
	Transportation and communication	127,400
	Services	419,900
	Supplies and equipment	40,000
	Total Operating Expense to be Voted	3,438,200
1602-2	Pay Equity Hearings Tribunal	
	Salaries and wages	592,900
	Employee benefits	75,400
	Transportation and communication	21,300
	Services	84,000
	Supplies and equipment	5,200
	Total Operating Expense to be Voted	778,800
	Total Operating Expense for Pay Equity Commission Program	4,217,000

LABOUR RELATIONS PROGRAM - VOTE 1603

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 relations-related matters under various Ontario statutes including appeals of decisions of employment standards officers and occupational health and safety inspectors.

The Crown Employees Grievance Settlement Board (GSB) is an independent quasi-judicial tribunal that mediates and adjudicates the labour relations disputes of Ontario Crown Employees. The GSB also provides financial and administrative services to the Public Service Grievance Board, an agency of the Ministry of Government Services.

Dispute Resolution Services provides neutral, third-party assistance to trade unions and employers through collective agreement conciliation and mediation, appointment of arbitrators and collective bargaining information.

VOTE SUMMARY

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ITEM #	ITEM	Estimates 2012-13	Estimates 2011-12	Difference Between 2012-13 and 2011-12	Actual 2010-11
OPERATING EXPENSE					
1	Ontario Labour Relations Board	13,840,700	12,896,600	944,100	12,296,109
2	Grievance Settlement Board	1,515,500	1,476,800	38,700	1,264,140
3	Dispute Resolution Services	8,800,800	8,563,400	237,400	8,362,816
TOTAL OPERATING EXPENSE TO BE VOTED		24,157,000	22,936,800	1,220,200	21,923,065
Total Operating Expense		24,157,000	22,936,800	1,220,200	21,923,065

LABOUR RELATIONS PROGRAM - VOTE 1603, cont'd

STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
	OPERATING EXPENSE	
1603-1	Ontario Labour Relations Board	
	Salaries and wages	8,839,400
	Employee benefits	1,053,200
	Transportation and communication	542,900
	Services	3,288,800
	Supplies and equipment	116,400
	Total Operating Expense to be Voted	13,840,700
1603-2	Grievance Settlement Board	
	Salaries and wages	426,800
	Employee benefits	63,500
	Transportation and communication	176,400
	Services	2,096,700
	Supplies and equipment	23,200
	Subtotal	2,786,600
	Less: Recoveries	1,271,100
	Total Operating Expense to be Voted	1,515,500
1603-3	Dispute Resolution Services	
	Salaries and wages	6,264,100
	Employee benefits	763,400
	Transportation and communication	558,300
	Services	1,546,100
	Supplies and equipment	68,900
	Subtotal	9,200,800
	Less: Recoveries	400,000
	Total Operating Expense to be Voted	8,800,800
	Total Operating Expense for Labour Relations Program	24,157,000

OCCUPATIONAL HEALTH AND SAFETY PROGRAM - VOTE 1604

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

The Occupational Health and Safety Program ensures compliance with the *Occupational Health and Safety Act* (the Act), and assists workplace parties in securing a healthy and safe working environment. Through the administration and enforcement of the Act and its regulations, it encourages employers and workers to cooperatively identify and control health and safety hazards.

The Prevention Office coordinates Ontario's injury and illness prevention system including health and safety education and promotion by establishing and implementing a provincial occupational health and safety strategy to ensure the alignment of health and safety activities across all system partners; designating, providing operating and capital funding, and maintaining oversight over Health and Safety Associations through transfer payment agreements; establishing standards for, and approval of training programs and providers; establishing requirements for certification of joint health and safety committee members; and, supporting funding decisions for prevention research and prevention grants to recipients who meet specific eligibility criteria.

The Office of the Worker Adviser provides advisory, representation and educational services to non-unionized injured workers and survivors, and represents them before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal. The OWA also provides representation services to workers at the Ontario Labour Relations Board in reprisal complaint cases under Section 50 of the *Occupational Health and Safety Act*.

The Office of the Employer Adviser provides advisory and educational services to all Ontario employers and representation services primarily to smaller employers, with fewer than 100 employees, with regard to workplace safety insurance matters before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal. The OEA also provides representation services to workers at the Ontario Labour Relations Board in reprisal complaint cases under Section 50 of the *Occupational Health and Safety Act*.

VOTE SUMMARY

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ITEM #	ITEM	Estimates 2012-13	Estimates 2011-12	Difference Between 2012-13 and 2011-12	Actual 2010-11
OPERATING EXPENSE					
1	Occupational Health and Safety	89,575,300	86,350,600	3,224,700	85,166,402
2	Workplace Safety and Insurance Advisory Program Administration	1,000	1,000	-	100
3	Office of the Worker Adviser	1,000	1,000	-	100
4	Office of the Employer Adviser	1,000	1,000	-	100
7	Prevention Office	108,200,600	-	108,200,600	-
TOTAL OPERATING EXPENSE TO BE VOTED		197,778,900	86,353,600	111,425,300	85,166,702
Total Operating Expense		197,778,900	86,353,600	111,425,300	85,166,702

VOTE SUMMARY
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ITEM #	ITEM	Estimates 2012-13	Estimates 2011-12	Difference Between 2012-13 and 2011-12	Actual 2010-11
CAPITAL EXPENSE					
6	Occupational Health and Safety	1,000	1,000	-	-
8	Prevention Office Capital	594,000	-	594,000	-
TOTAL CAPITAL EXPENSE TO BE VOTED		595,000	1,000	594,000	-
S	Amortization, the <i>Financial Administration Act</i>	1,000	447,500	(446,500)	34,752
Total Statutory Appropriations		1,000	447,500	(446,500)	34,752
Total Capital Expense		596,000	448,500	147,500	34,752
CAPITAL ASSETS					
5	Occupational Health and Safety	1,000	4,611,400	(4,610,400)	2,217,178
TOTAL CAPITAL ASSETS TO BE VOTED		1,000	4,611,400	(4,610,400)	2,217,178
Total Capital Assets		1,000	4,611,400	(4,610,400)	2,217,178

OCCUPATIONAL HEALTH AND SAFETY PROGRAM - VOTE 1604, cont'd

STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
	OPERATING EXPENSE		
1604-1	Occupational Health and Safety		
	Salaries and wages		59,896,900
	Employee benefits		8,936,000
	Transportation and communication		4,521,600
	Services		13,780,800
	Supplies and equipment		2,399,000
	Transfer payments		
	Grants to Radiation Safety Institute of Canada	40,000	
	Grants to promote improved health and safety practices	1,000	41,000
	Total Operating Expense to be Voted		89,575,300
1604-2	Workplace Safety and Insurance Advisory Program Administration		
	Salaries and wages		506,200
	Employee benefits		75,900
	Transportation and communication		8,200
	Services		5,600
	Supplies and equipment		10,400
	Subtotal		606,300
	Less: Recoveries		605,300
	Total Operating Expense to be Voted		1,000
1604-3	Office of the Worker Adviser		
	Salaries and wages		7,778,900
	Employee benefits		1,773,500
	Transportation and communication		310,700
	Services		1,429,900
	Supplies and equipment		108,600
	Subtotal		11,401,600
	Less: Recoveries		11,400,600
	Total Operating Expense to be Voted		1,000

OCCUPATIONAL HEALTH AND SAFETY PROGRAM - VOTE 1604, cont'd

STANDARD ACCOUNTS CLASSIFICATION, cont'd

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
OPERATING EXPENSE			
1604-4	Office of the Employer Adviser		
	Salaries and wages		2,594,700
	Employee benefits		596,800
	Transportation and communication		154,200
	Services		407,100
	Supplies and equipment		92,300
	Subtotal		3,845,100
	Less: Recoveries		3,844,100
	Total Operating Expense to be Voted		1,000
1604-7	Prevention Office		
	Salaries and wages		6,892,000
	Employee benefits		896,000
	Transportation and communication		394,600
	Services		3,811,400
	Supplies and equipment		275,600
	Transfer payments		
	Health and Safety Associations	90,906,000	
	Prevention Research	4,600,000	
	Prevention Grants	425,000	95,931,000
	Total Operating Expense to be Voted		108,200,600
	Total Operating Expense for Occupational Health and Safety Program		197,778,900
CAPITAL EXPENSE			
1604-6	Occupational Health and Safety		
	Other transactions		1,000
	Total Capital Expense to be Voted		1,000
Statutory Appropriations			
S	Amortization, the <i>Financial Administration Act</i>		
	Other transactions		1,000

OCCUPATIONAL HEALTH AND SAFETY PROGRAM - VOTE 1604, cont'd

STANDARD ACCOUNTS CLASSIFICATION, cont'd

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
CAPITAL EXPENSE		
1604-8	Prevention Office Capital	
	Transfer payments	
	Health and Safety Associations Capital	594,000
	Total Capital Expense to be Voted	594,000
	Total Capital Expense for Occupational Health and Safety Program	596,000
CAPITAL ASSETS		
1604-5	Occupational Health and Safety	
	Land and marine fleet	1,000
	Total Capital Assets to be Voted	1,000
	Total Capital Assets for Occupational Health and Safety Program	1,000

EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM - VOTE 1605

The Employment Rights and Responsibilities Program (ERRP) is responsible for the administration and enforcement of the *Employment Standards Act, 2000* and its regulations.

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

VOTE SUMMARY

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ITEM #	ITEM	Estimates 2012-13	Estimates 2011-12	Difference Between 2012-13 and 2011-12	Actual 2010-11
OPERATING EXPENSE					
1	Employment Standards	33,452,400	38,221,600	(4,769,200)	39,031,685
TOTAL OPERATING EXPENSE TO BE VOTED		33,452,400	38,221,600	(4,769,200)	39,031,685
Total Operating Expense		33,452,400	38,221,600	(4,769,200)	39,031,685

EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM - VOTE 1605, cont'd

STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
	OPERATING EXPENSE	
1605-1	Employment Standards	
	Salaries and wages	21,617,400
	Employee benefits	3,216,600
	Transportation and communication	1,100,300
	Services	7,277,900
	Supplies and equipment	338,200
	Transfer payments	
	Grants to promote improved employment practices	2,000
	Subtotal	33,552,400
	Less: Recoveries	100,000
	Total Operating Expense to be Voted	33,452,400
	Total Operating Expense for Employment Rights and Responsibilities Program	33,452,400