

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 2013-14	Estimates 2012-13	Difference Between 2013-14 and 2012-13	Actual 2011-12
OPERATING EXPENSE				
1601 Ministry Administration Program	21,320,000	21,782,600	(462,600)	21,235,634
1602 Pay Equity Commission Program	4,199,700	4,217,000	(17,300)	3,691,395
1603 Labour Relations Program	24,058,700	24,007,300	51,400	22,726,716
1604 Occupational Health and Safety Program	204,032,100	197,778,900	6,253,200	84,360,113
1605 Employment Rights and Responsibilities Program	35,170,500	33,067,400	2,103,100	36,110,746
TOTAL OPERATING EXPENSE TO BE VOTED	288,781,000	280,853,200	7,927,800	168,124,604
Statutory Appropriations	65,014	81,187	(16,173)	87,106
Ministry Total Operating Expense	288,846,014	280,934,387	7,911,627	168,211,710
Operating Expense Adjustment	16,363,800	16,310,000	53,800	15,270,155
Total Including Consolidation & Other Adjustments	305,209,814	297,244,387	7,965,427	183,481,865

MINISTRY PROGRAM SUMMARY

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VOTE PROGRAM	Estimates 2013-14	Estimates 2012-13	Difference Between 2013-14 and 2012-13	Actual 2011-12
CAPITAL EXPENSE				
1601 Ministry Administration Program	1,000	1,000	-	-
1604 Occupational Health and Safety Program	491,000	595,000	(104,000)	-
TOTAL CAPITAL EXPENSE TO BE VOTED	492,000	596,000	(104,000)	-
Statutory Appropriations	2,000	2,000	-	361,905
Ministry Total Capital Expense	494,000	598,000	(104,000)	361,905
CAPITAL ASSETS				
1601 Ministry Administration Program	1,000	1,000	-	-
1604 Occupational Health and Safety Program	1,000	1,000	-	4,409,152
TOTAL CAPITAL ASSETS TO BE VOTED	2,000	2,000	-	4,409,152
Ministry Total Capital Assets	2,000	2,000	-	4,409,152
Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)	305,703,814	297,842,387	7,861,427	183,843,770

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 2013-14	Estimates 2012-13	Difference Between 2013-14 and 2012-13	Actual 2011-12
OPERATING EXPENSE					
1	Ministry Administration	21,320,000	21,782,600	(462,600)	21,235,634
TOTAL OPERATING EXPENSE TO BE VOTED		21,320,000	21,782,600	(462,600)	21,235,634
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>	16,173	32,346	(16,173)	23,241
S	Bad Debt Expense, the <i>Financial Administration Act</i>	1,000	1,000	-	14,564
Total Statutory Appropriations		65,014	81,187	(16,173)	87,106
Total Operating Expense		21,385,014	21,863,787	(478,773)	21,322,740
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		8,169,200
	Employee benefits		991,900
	Transportation and communication		752,900
	Services		11,058,800
	Supplies and equipment		347,200
	Total Operating Expense to be Voted		21,320,000
<i>Sub-Items:</i>			
<i>Main Office</i>			
	Salaries and wages	2,628,400	
	Employee benefits	328,400	
	Transportation and communication	98,000	
	Services	1,745,000	
	Supplies and equipment	63,100	4,862,900
<i>Financial and Administrative Services</i>			
	Salaries and wages	2,009,800	
	Employee benefits	229,000	
	Transportation and communication	62,700	
	Services	699,400	
	Supplies and equipment	38,800	3,039,700
<i>Organizational Effectiveness</i>			
	Salaries and wages	959,200	
	Employee benefits	124,700	
	Transportation and communication	26,900	
	Services	219,700	
	Supplies and equipment	20,100	1,350,600
<i>Communications Services</i>			
	Salaries and wages	2,510,500	
	Employee benefits	300,100	
	Transportation and communication	69,500	
	Services	304,500	
	Supplies and equipment	59,100	3,243,700

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	61,300	
	Employee benefits	9,700	
	Transportation and communication	495,800	
	Services	7,125,600	
	Supplies and equipment	166,100	7,858,500
	<i>Audit Services</i>		
	Services	252,100	252,100
	<i>Information Systems</i>		
	Services	712,500	712,500
	Total Operating Expense to be Voted		21,320,000
	Statutory Appropriations		
S	Minister's Salary, the <i>Executive Council Act</i>		47,841
S	Parliamentary Assistants' Salaries, the <i>Executive Council Act</i>		16,173
	Other transactions		
S	Bad Debt Expense, the <i>Financial Administration Act</i>		1,000
	Total Operating Expense for Ministry Administration Program		21,385,014
CAPITAL EXPENSE			
1601-3	Ministry Administration		
	Other transactions		1,000
	Total Capital Expense to be Voted		1,000

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	
	CAPITAL EXPENSE	
	Statutory Appropriations	
	Other transactions	
S	Amortization, the <i>Financial Administration Act</i>	1,000
	Total Capital Expense for Ministry Administration Program	2,000
	 CAPITAL ASSETS	
1601-2	Ministry Administration	
	Land and marine fleet - asset costs	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 2013-14	Estimates 2012-13	Difference Between 2013-14 and 2012-13	Actual 2011-12
OPERATING EXPENSE					
1	Pay Equity Office	3,438,100	3,438,200	(100)	3,163,474
2	Pay Equity Hearings Tribunal	761,600	778,800	(17,200)	527,921
TOTAL OPERATING EXPENSE TO BE VOTED		4,199,700	4,217,000	(17,300)	3,691,395
Total Operating Expense		4,199,700	4,217,000	(17,300)	3,691,395

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	419,800
	Supplies and equipment	40,000
	Total Operating Expense to be Voted	3,438,100
1602-2	Pay Equity Hearings Tribunal	
	Salaries and wages	579,200
	Employee benefits	73,700
	Transportation and communication	20,800
	Services	82,800
	Supplies and equipment	5,100
	Total Operating Expense to be Voted	761,600
	Total Operating Expense for Pay Equity Commission Program	4,199,700

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, collective bargaining information, relationship building and training.

VOTE SUMMARY

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ITEM #	ITEM	Estimates 2013-14	Estimates 2012-13	Difference Between 2013-14 and 2012-13	Actual 2011-12
OPERATING EXPENSE					
1	Ontario Labour Relations Board	14,012,900	13,691,000	321,900	13,079,227
2	Grievance Settlement Board	1,484,100	1,515,500	(31,400)	1,244,064
3	Dispute Resolution Services	8,561,700	8,800,800	(239,100)	8,403,425
TOTAL OPERATING EXPENSE TO BE VOTED		24,058,700	24,007,300	51,400	22,726,716
Total Operating Expense		24,058,700	24,007,300	51,400	22,726,716

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	8,412,200
	Employee benefits	1,014,700
	Transportation and communication	542,900
	Services	3,926,700
	Supplies and equipment	116,400
	Total Operating Expense to be Voted	14,012,900
1603-2	Grievance Settlement Board	
	Salaries and wages	426,800
	Employee benefits	63,500
	Transportation and communication	176,400
	Services	2,065,300
	Supplies and equipment	23,200
	Subtotal	2,755,200
	Less: Recoveries	1,271,100
	Total Operating Expense to be Voted	1,484,100
1603-3	Dispute Resolution Services	
	Salaries and wages	6,119,500
	Employee benefits	745,900
	Transportation and communication	545,400
	Services	1,533,600
	Supplies and equipment	67,300
	Subtotal	9,011,700
	Less: Recoveries	450,000
	Total Operating Expense to be Voted	8,561,700
	Total Operating Expense for Labour Relations Program	24,058,700

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 monitors 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 (OWA) 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 (OEA) 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 employers with fewer than 50 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 2013-14	Estimates 2012-13	Difference Between 2013-14 and 2012-13	Actual 2011-12
OPERATING EXPENSE					
1	Occupational Health and Safety	88,371,100	89,575,300	(1,204,200)	84,359,813
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	115,658,000	108,200,600	7,457,400	-
TOTAL OPERATING EXPENSE TO BE VOTED		204,032,100	197,778,900	6,253,200	84,360,113
Total Operating Expense		204,032,100	197,778,900	6,253,200	84,360,113

VOTE SUMMARY
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ITEM #	ITEM	Estimates 2013-14	Estimates 2012-13	Difference Between 2013-14 and 2012-13	Actual 2011-12
CAPITAL EXPENSE					
6	Occupational Health and Safety	1,000	1,000	-	-
8	Prevention Office Capital	490,000	594,000	(104,000)	-
TOTAL CAPITAL EXPENSE TO BE VOTED		491,000	595,000	(104,000)	-
S	Amortization, the <i>Financial Administration Act</i>	1,000	1,000	-	361,905
Total Statutory Appropriations		1,000	1,000	-	361,905
Total Capital Expense		492,000	596,000	(104,000)	361,905
CAPITAL ASSETS					
5	Occupational Health and Safety	1,000	1,000	-	4,409,152
TOTAL CAPITAL ASSETS TO BE VOTED		1,000	1,000	-	4,409,152
Total Capital Assets		1,000	1,000	-	4,409,152

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		59,767,000
	Employee benefits		8,937,500
	Transportation and communication		4,513,400
	Services		12,726,800
	Supplies and equipment		2,135,400
	Transfer payments		
	Grants to Radiation Safety Institute of Canada	40,000	
	Grants to promote improved health and safety practices	251,000	291,000
	Total Operating Expense to be Voted		88,371,100
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		7,783,100
	Employee benefits		1,774,500
	Transportation and communication		310,900
	Services		1,430,600
	Supplies and equipment		108,800
	Subtotal		11,407,900
	Less: Recoveries		11,406,900
	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		2,596,400
	Employee benefits		597,200
	Transportation and communication		154,300
	Services		407,300
	Supplies and equipment		92,400
	Subtotal		3,847,600
	Less: Recoveries		3,846,600
	Total Operating Expense to be Voted		1,000
1604-7	Prevention Office		
	Salaries and wages		8,348,300
	Employee benefits		1,085,400
	Transportation and communication		480,100
	Services		4,190,200
	Supplies and equipment		344,000
	Transfer payments		
	Health and Safety Associations	91,010,000	
	Prevention Research	8,500,000	
	Prevention Grants	1,700,000	101,210,000
	Total Operating Expense to be Voted		115,658,000
	Total Operating Expense for Occupational Health and Safety Program		204,032,100
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	490,000
	Total Capital Expense to be Voted	490,000
	Total Capital Expense for Occupational Health and Safety Program	492,000
CAPITAL ASSETS		
1604-5	Occupational Health and Safety	
	Land and marine fleet - asset costs	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 education, outreach and partnership efforts.

VOTE SUMMARY

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ITEM #	ITEM	Estimates 2013-14	Estimates 2012-13	Difference Between 2013-14 and 2012-13	Actual 2011-12
OPERATING EXPENSE					
1	Employment Standards	35,170,500	33,067,400	2,103,100	36,110,746
TOTAL OPERATING EXPENSE TO BE VOTED		35,170,500	33,067,400	2,103,100	36,110,746
Total Operating Expense		35,170,500	33,067,400	2,103,100	36,110,746

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	23,579,100
	Employee benefits	3,492,400
	Transportation and communication	1,190,500
	Services	6,659,400
	Supplies and equipment	347,100
	Transfer payments	
	Grants to promote improved employment practices	2,000
	Subtotal	35,270,500
	Less: Recoveries	100,000
	Total Operating Expense to be Voted	35,170,500
	Total Operating Expense for Employment Rights and Responsibilities Program	35,170,500

RECONCILIATION TO PREVIOUSLY PUBLISHED DATA

OPERATING EXPENSE	Estimates 2012-13 \$	Actual 2011-12 \$
Total Operating Expense previously published*	282,755,087	169,491,010
Government Reorganization		
Transfer of functions to other Ministries	(1,820,700)	(1,279,300)
Restated Total Operating Expense	280,934,387	168,211,710

*Total Operating Expense includes Statutory Appropriations, Special Warrants and total operating expense to be voted.