

Manitoba Growth, Enterprise and Trade

Croissance, Entreprise et Commerce Manitoba

**Annual Report
2018-2019**

**Rapport annuel
2018-2019**



**MINISTER
OF GROWTH, ENTERPRISE AND TRADE**

Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

Her Honour The Honourable Janice C. Filmon, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235 Legislative Building
Winnipeg, Manitoba R3C 0V8

May it please Your Honour:

I have the privilege of presenting, for the information of Your Honor, The Annual Report of Manitoba Growth, Enterprise and Trade, for the fiscal year ending March 31, 2019.

Respectfully submitted,

Original signed by

Blaine Pedersen
Minister of Manitoba Growth, Enterprise and Trade





**MINISTRE
DE LA CROISSANCE, DE L'ENTREPRISE ET DU COMMERCE**

Palais législatif
Winnipeg (Manitoba) R3C 0V8
CANADA

Son Honneur l'honorable Janice C. Filmon, C.M., O.M.
Lieutenant-Gouverneure du Manitoba
Palais législatif, bureau 235
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenant-Gouverneure,

J'ai le privilège de présenter à Votre Honneur le rapport annuel du ministère de la Croissance, de l'Entreprise et du Commerce pour l'exercice terminé le 31 mars 2019.

Le tout respectueusement soumis,

Original signé par

Blaine Pedersen
Ministre de la Croissance, de l'Entreprise et du Commerce





Deputy Minister Growth, Enterprise and Trade

Room 352, Legislative Building
Winnipeg, Manitoba, Canada R3C 0V8
T 204-945-5600

The Honourable Blaine Pedersen
Minister of Growth, Enterprise and Trade
Room 358, Legislative Building
Winnipeg MB R3C 0V8

Minister:

I am pleased to present for your approval the 2018/19 Annual Report of the Department of Growth, Enterprise and Trade.

Respectfully submitted,

Original signed by

Dave Dyson
Deputy Minister of Growth, Enterprise and Trade





Sous-ministre de la Croissance, de l'Entreprise et du Commerce

Palais législatif, bureau 352
Winnipeg (Manitoba) R3C 0V8, CANADA
Tél. : 204 945-5600

Monsieur Blaine Pedersen
Ministre de la Croissance, de l'Entreprise et du Commerce
Palais législatif, bureau 358
Winnipeg (Manitoba) R3C 0V8

Monsieur le Ministre,

J'ai l'honneur de vous présenter le Rapport annuel 2018-2019 du ministère de la Croissance, de l'Entreprise et du Commerce.

Le tout respectueusement soumis.

Original signé par

Dave Dyson
Sous-ministre de la Croissance, de l'Entreprise et du Commerce



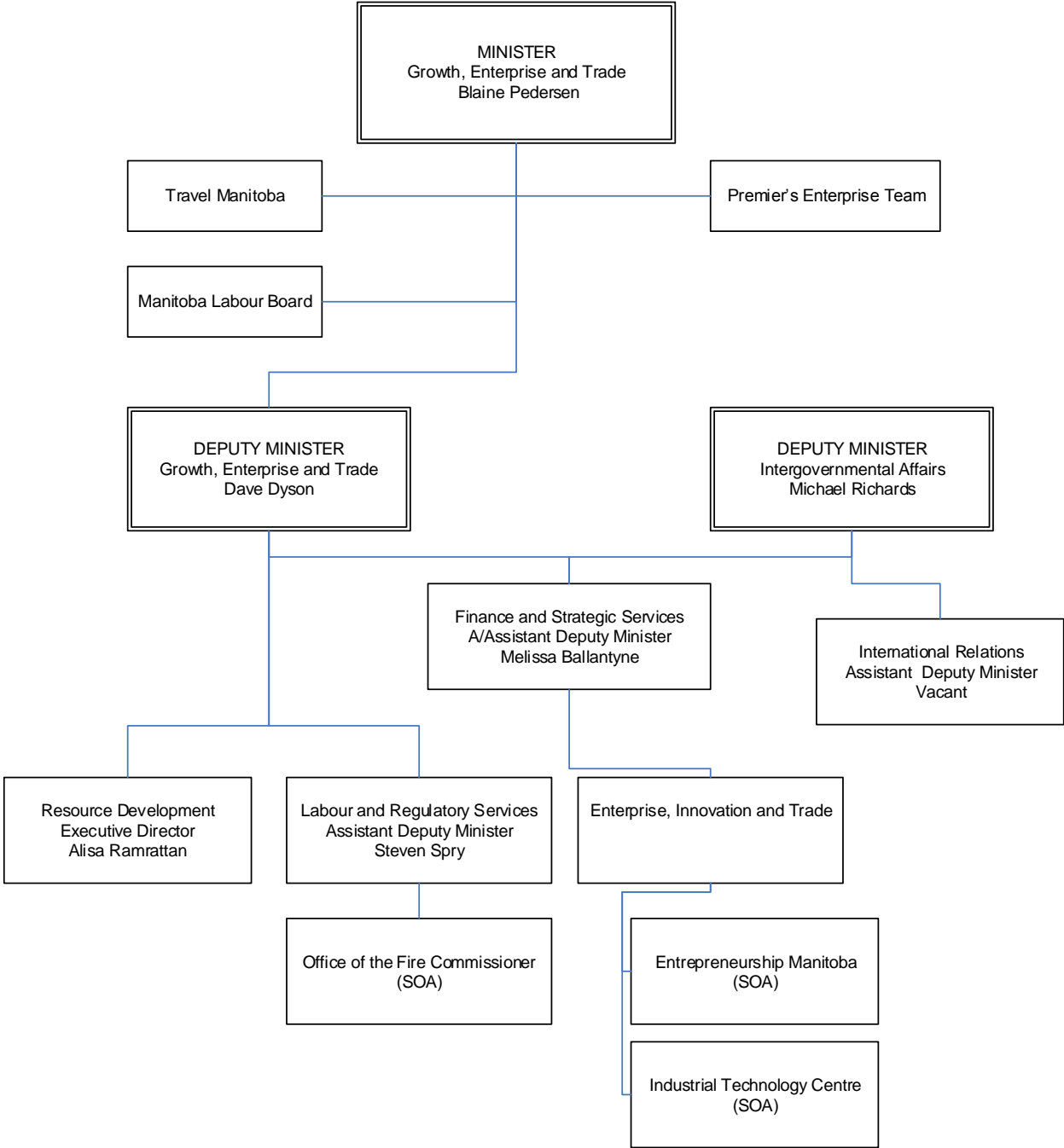
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MANITOBA GROWTH, ENTERPRISE AND TRADE
As at March 31, 2019



PREFACE

REPORT STRUCTURE

The Annual Report is organized in accordance with the departmental appropriation structure and the Main Estimates of Expenditure for the Province. The report includes financial performance and variance information at the main and sub-appropriation levels and information relating to the department's objectives and results at the sub-appropriation level. The Report also includes information about associated agencies, business assistance, revenue and expenditures, and a five-year comparison of expenditures.

ORGANIZATION

The department's 2018/19 organizational structure is illustrated in the Organizational Chart. The mission, core principles, roles, responsibilities, and staffing are outlined in the following information.

MISSION

The Department of Manitoba Growth, Enterprise and Trade is committed to increasing prosperity for Manitobans by partnering with entrepreneurs and community leaders to develop and implement initiatives that will strengthen Manitoba's economy and create jobs. With this in mind, the department's mission is:

Increased prosperity for all Manitobans.

CORE PRINCIPLES

Based on this mission, the department's core principles are:

- Agile
- Client-centred
- Collaborative
- Outcome-driven
- Performance-measured

HIGHLIGHTS

Economic Growth Strategy

Barb Gamey and Dave Angus, who were appointed to lead development of an economic growth strategy in December 2017, led an extensive public and stakeholder consultation process, gathering input from over 500 representatives of business, industry, economic development organizations, academia and Indigenous organizations. They synthesized the feedback received into a comprehensive report identifying strategic priorities and making recommendations for action. The *Growing Manitoba's Economy* report was released to the public in December 2018.

Manitoba responded with its Economic Growth Action Plan. Work undertaken in 2018/19 included identifying regional and strategic economic development partners, formalizing their mandates and funding model, and restructuring the department to better deliver on the Economic Growth Action Plan. An Economic Development Office and an Economic Growth Committee of Cabinet were established to lead a coordinated, whole-of government approach to growing the provincial economy.

This new Team Manitoba approach was piloted on a number of economic development files including the establishment of a silica sand extraction project by Canadian Premium Sands, Inc., and efforts to attract Amazon's second corporate headquarters to Winnipeg.

Look North

Look North was initiated in 2016 with a commitment to work with northerners to develop a long-term, sustainable approach to grow the economy in northern Manitoba. Lead by Co-chairs, Onekanew Christian Sinclair and Chuck Davidson, in 2018/19 the Look North Steering Committee provided recommendations to the Minister of Growth, Enterprise and Trade to enable implementation of the Look North Report and Action Plan. Following these recommendations, government identified Communities Economic Development Fund (CEDF), as the province's regional partner in northern Manitoba to co-ordinate economic development programming in northern Manitoba and lead Look North.

The department also partnered with the federal government, the Rural Development Institute at Brandon University and other organizations on the Indigenous Economy project, which aims at quantifying the contributions of indigenous and First nations people to the provincial economy.

Mineral Development Protocol

Manitoba has released a new mineral development protocol to serve as a template for consultation with First Nations on mining and exploration projects that will create certainty in order to advance projects in a timely way and include Indigenous participation in the mining economy. The government has appointed a Ministerial advisory committee to advise on resource development potential for the province to build on our Economic Growth Action Plan and commitment to Look North initiatives.

Tourism

Leveraging increased funding through the provincial 96/4 tourism investment program, Travel Manitoba, the province's Crown agency responsible for tourism marketing and development, has been working to increase the province's profile as a global tourism destination. That work was offered a significant boost in 2018, when travel media giant *Lonely Planet* named Manitoba as one of the *Top 10 Regions to Visit in 2019*. Throughout the year, the agency also conducted significant strategic development work to continue to guide its future direction and investments. An industry-led steering committee consulted with businesses, organizations and individuals across the province through five regional workshops and 35 interviews to inform the first provincial tourism strategy – a joint effort with the Manitoba Chambers of Commerce and the Manitoba government. Travel Manitoba also led the development of several new initiatives that will drive tourism growth and serve as a catalyst for economic development, including Indigenous Tourism, Northern Tourism and Francophone and Metis Tourism. Industry engagement and partnerships is foundational to the agency's work and in 2018-19, it worked with 200 industry partners, securing an additional \$1.1 million in partner marketing initiatives.

Promoting Trade

The department worked to improve Manitoba companies' access to national and international markets by representing Manitoba at free trade negotiations, including on the Canada United States Mexico Agreement (CUSMA), further enhancing the Canadian Free Trade Agreement (CFTA), and implementing international and domestic trade agreements, including the Canada European Union Comprehensive Economic Trade

Agreement (CETA), the Comprehensive and Progressive Trans Pacific Partnership (CPTPP), the CFTA and the New West Partnership Trade Agreement (NWPTA).

The department worked to improve Manitoba companies' access to national and international markets by representing Manitoba at free trade negotiations, including on the North America Free Trade Agreement (NAFTA), and implementing new trade agreements, including the Comprehensive and Progressive Trans Pacific Partnership (CPTPP), the Canadian Free Trade Agreement (CFTA) and the New West Partnership Trade Agreement (NWPTA).

Cannabis

Manitoba's four original retailers, selected through a competitive Request for Proposal (RFP) process, began opening their stand-alone non-medical cannabis stores on October 17, 2018. As of March 31, 2019, 22 of the 38 stores Phase 1 stores were open to the public.

In July 2018, a Request for Pre-Qualifications (RFPQ) posted on MERX resulted in a list of 89 retailers wanting to enter a Selection Draw for additional licensing opportunities. In March 2019, Manitoba announced 7 additional communities where licenses will be issued based on this randomized selection process.

Reducing Red Tape

In 2018/19, the department reduced its red tape count by 27, 903 from 2017/18, a decrease of 20%.

The Employment Standards Branch saw 63% of claims filed in 2018/19 resolved in approximately 30 days using its Quick Resolution process. This process is designed to improve compliance and resolve claims voluntarily in short timeframes and with low administrative costs.

The Office of the Fire Commissioner completed amendments to The Gas and Oil Burner Regulation with amendments to the Regulation formally being adopted. These amendments included adopting the 2015 edition of gas and oil burning equipment codes, providing clarity for stakeholders on how to appeal orders, and reducing duplication of inspection processes. Additionally, the Office of the Fire Commissioner worked on streamlining and improving the process for approving Grain Dryers. Grain dryers must be inspected and certified they are up safely before they can be used. The Agency has worked with Manitoba Hydro to establish a central booking process to streamline the scheduling of inspections and expanded the availability of inspectors throughout the harvest season.

The Office of the Fire Commissioner also completed amendments to the Steam and Pressure Plants Act that will result in reduced inspection frequencies for various types of boilers and pressure vessels. This includes reforms to the pressure welding licensing program and the implementation of risk-based inspections in the boiler and pressure vessel unit.

PRÉFACE

STRUCTURE DU RAPPORT

Le présent rapport annuel est organisé en fonction de la structure des crédits budgétaires du ministère de la Croissance, de l'Entreprise et du Commerce et conformément au Budget des dépenses principales de la Province. L'information qu'il contient porte sur les rendements et les écarts financiers relatifs aux crédits budgétaires principaux et de moindre importance ainsi que sur les objectifs et les résultats du Ministère relatifs aux crédits budgétaires de moins importance. Y sont également présentés des renseignements sur les organismes associés, l'aide aux entreprises, les revenus et les dépenses ainsi qu'une comparaison des dépenses sur cinq ans.

ORGANISATION

La structure organisationnelle du Ministère pour l'exercice 2018-2019 est présentée dans l'organigramme. L'information qui suit porte sur la mission, les principes fondamentaux, le rôle et les responsabilités du Ministère ainsi que sa dotation en personnel.

MISSION

Le ministère de la Croissance, de l'Entreprise et du Commerce s'engage à accroître la prospérité des Manitobains en collaborant avec des entrepreneurs et des chefs de file communautaires à l'élaboration et à la mise en œuvre d'initiatives qui renforceront l'économie du Manitoba et créeront des emplois. Dans cette perspective, la mission du Ministère consiste à :

accroître la prospérité pour tous les Manitobains.

PRINCIPES DE BASE

Compte tenu de cette mission, les principes fondamentaux du Ministère sont les suivants :

- Souplesse
- Priorité accordée aux clients
- Collaboration
- Recherche de résultats
- Mesure du rendement

FAITS SAILLANTS

Stratégie de croissance économique

Barb Gamey et Dave Angus, désignés pour diriger l'élaboration d'une stratégie de croissance économique en décembre 2017, ont mené une vaste consultation auprès du public et de groupes d'intervenants, laquelle a permis de recueillir les commentaires de plus de 500 représentants d'entreprises, de l'industrie, d'organismes de développement économique, d'universités et d'organismes autochtones. Un résumé de la rétroaction reçue est présenté dans un rapport exhaustif renfermant des priorités stratégiques et des recommandations pour un plan d'action. Le rapport *Growing Manitoba's Economy* (faire croître l'économie du Manitoba) (en anglais seulement) a été rendu public en décembre 2018.

Dans la foulée de ce rapport, le Manitoba a présenté son Plan d'action pour la croissance économique. Les efforts déployés en 2018-2019 ont notamment consisté à trouver des partenaires de développement économique stratégique et régional, à officialiser le mandat et le modèle de financement des partenaires désignés ainsi qu'à restructurer le Ministère afin de mieux assurer la mise en œuvre du Plan d'action pour la croissance économique du Manitoba. Un Bureau de développement économique et un Comité du Cabinet chargé de la croissance économique ont été mis en place pour diriger l'élaboration d'une approche pangouvernementale concertée visant à faire croître l'économie de la province.

Cette nouvelle approche de l'Équipe Manitoba a été mise à l'essai dans le cadre d'un certain nombre de dossiers de développement économique, y compris le projet d'extraction de sable siliceux par Canadian Premium Sands Inc. et les efforts consentis pour attirer le deuxième siège social d'Amazon à Winnipeg.

Stratégie Objectif Nord

Lancée en 2016, la stratégie Objectif Nord repose sur l'engagement de travailler avec les gens du Nord à l'élaboration d'une approche durable à long terme pour faire croître l'économie du nord du Manitoba. En 2018-2019, sous la direction de ses coprésidents, Onekanew Christian Sinclair et Chuck Davidson, le comité directeur d'Objectif Nord a remis au ministre de la Croissance, de l'Entreprise et du Commerce des recommandations axées sur la mise en œuvre du rapport et du plan d'action d'Objectif Nord. Pour donner suite à ces recommandations, le gouvernement a désigné un partenaire régional dans le nord du Manitoba, le Fonds de développement économique local (FDEL), qu'il a chargé de coordonner les programmes de développement économique dans le nord du Manitoba et de diriger l'Objectif Nord.

Le Ministère s'est également associé au gouvernement fédéral, à l'Institut de développement rural de l'Université de Brandon et à d'autres organismes dans le cadre du projet de recherche Indigenous Contributions to the Manitoba Economy (en anglais seulement) qui vise à quantifier la contribution des Autochtones et des Premières Nations à l'économie manitobaine.

Protocole de développement des ressources minières

Le Manitoba a lancé un nouveau protocole de développement des ressources minières qui servira de modèle pour les consultations avec les Premières nations dans le cadre des projets d'exploitation et d'exploration minières. Ce protocole aura pour effet de créer un climat de certitude qui permettra de faire avancer les projets rapidement et de faire participer les Autochtones à l'économie minière. Le gouvernement a désigné un comité consultatif ministériel qu'il a chargé d'examiner le potentiel de développement des ressources de la province à l'appui de notre Plan d'action pour la croissance économique et de notre engagement à l'égard des initiatives de la stratégie Objectif Nord.

Tourisme

Tirant parti des fonds accrus qu'il s'est vu attribuer dans le cadre du programme de financement du tourisme appelé Plan 96/4, Voyage Manitoba, l'organisme d'État provincial chargé du marketing et du développement du tourisme, s'est employé à renforcer le profil de la province en tant que destination

touristique mondiale. Le travail de Voyage Manitoba a reçu un élan considérable en 2018, lorsque le géant des médias touristiques, la société *Lonely Planet*, a classé le Manitoba sur la liste des dix plus beaux endroits à découvrir en 2019. Tout au long de l'année, l'organisme a également effectué un travail de développement stratégique considérable afin de pouvoir continuer à définir ses objectifs et investissements futurs. Un comité directeur dirigé par l'industrie a consulté des entreprises, des organismes et des particuliers de toute la province dans le cadre de cinq ateliers régionaux et de 35 entrevues en vue d'orienter l'élaboration de la première stratégie touristique provinciale – une initiative conjointe de la Manitoba Chambers of Commerce et du gouvernement du Manitoba. Voyage Manitoba a également dirigé l'élaboration de plusieurs nouvelles initiatives qui stimuleront la croissance du tourisme et serviront de catalyseur du développement économique, y compris des initiatives axées sur le tourisme autochtone, le tourisme nordique et le tourisme francophone et Métis. L'engagement et la collaboration de l'industrie sont essentiels au travail de l'organisme. En 2018-2019, Voyage Manitoba a travaillé avec 200 partenaires de l'industrie et a pu obtenir 1,1 million de dollars supplémentaires pour le financement d'initiatives de partenariat de marketing.

Promotion du commerce

Le Ministère s'est efforcé d'améliorer l'accès des entreprises manitobaines aux marchés nationaux et internationaux en représentant le Manitoba lors de négociations en matière de libre-échange, y compris dans le cadre de l'Accord Canada–États-Unis–Mexique (ACEUM), en renforçant davantage l'Accord de libre-échange canadien (ALEC) et en mettant en œuvre des accords commerciaux internationaux et nationaux, y compris l'Accord économique et commercial global (AECG) entre le Canada et l'Union européenne, l'Accord de partenariat transpacifique global et progressiste (PTPGP), l'Accord de libre-échange canadien (ALEC) et le New West Partnership Trade Agreement (NWPTA).

Le Ministère s'est employé à améliorer l'accès des entreprises manitobaines aux marchés nationaux et internationaux en représentant le Manitoba lors de négociations sur le libre-échange, y compris dans le cadre de l'Accord de libre-échange nord-américain (ALENA), et en mettant en œuvre de nouveaux accords commerciaux, y compris le Partenariat transpacifique global et progressiste (PTPGP), l'Accord de libre-échange canadien (ALEC) et le New West Partnership Trade Agreement (NWPTA).

Cannabis

Les quatre détaillants du Manitoba sélectionnés initialement au terme d'un processus de demande de propositions (DDP) concurrentiel ont commencé à ouvrir leur magasin indépendant de vente de cannabis récréatif le 17 octobre 2018. Au 31 mars 2019, 22 des 38 magasins prévus à la phase 1 étaient ouverts au public.

En juillet 2018, une demande de présélection publiée sur MERX a permis d'établir une liste de 89 détaillants souhaitant participer à un tirage au sort pour avoir droit à des possibilités de licences supplémentaires. En mars 2019, le Manitoba a annoncé que des licences seraient attribuées dans sept autres collectivités en vertu de ce processus de sélection aléatoire.

Réduction de la bureaucratie

En 2018-2019, le Ministère a réduit de 27 903 le nombre de ses formalités administratives comparativement au nombre enregistré durant l'exercice 2017-2018, soit une diminution de 20 %.

À la Direction des normes d'emploi, 63 % des réclamations présentées en 2018-2019 ont été réglées en environ 30 jours grâce au processus de résolution rapide. Ce processus est conçu pour améliorer la conformité et régler les réclamations de façon volontaire, rapidement et au moindre coût administratif.

Le Bureau du Commissaire aux incendies a achevé les modifications au Règlement sur les brûleurs à gaz et à mazout et celles-ci ont été officiellement adoptées. Parmi ces modifications, mentionnons l'adoption de l'édition 2015 des codes relatifs aux brûleurs à gaz et à mazout, l'ajout de précisions sur la procédure pour interjeter appel d'une ordonnance et, enfin, la réduction du dédoublement des procédures

d'inspection. De plus, le Bureau du commissaire aux incendies a travaillé à la rationalisation et à l'amélioration du processus d'approbation des séchoirs à céréales. Les séchoirs à céréales doivent être inspectés et certifiés comme étant conformes aux normes de sécurité avant de pouvoir être utilisés. L'organisme a créé, en collaboration avec Manitoba Hydro, un processus de réservation centralisé visant à simplifier la planification des inspections. Il a aussi accru le nombre des inspecteurs disponibles tout au long de la saison des récoltes.

Enfin, le Bureau du commissaire aux incendies a achevé les modifications à la Loi sur les appareils sous pression et à vapeur qui se traduiront par une réduction des fréquences d'inspection pour divers types de chaudières et d'appareils sous pression. Parmi ces modifications, mentionnons la réforme du programme d'attribution de permis pour la soudure d'appareils sous pression et la mise en place d'inspections fondées sur le risque pour les chaudières et appareils sous pression.

STATUTORY RESPONSIBILITIES

The Amusements Act [Part II]*	A 70
The Buildings and Mobile Homes Act*.....	B 93
The Business Names Registration Act.....	B 110
The Communities Economic Development Act	C 155
The Community Development Bonds Act	C 160
The Construction Industry Wages Act	C 190
The Co-operative Associations Loans and Loans Guarantee Act	C 220
The Cooperative Promotion Trust Act.....	C 224
The Corporations Act [except Part XXIV]	C 225
The Crocus Investment Fund Act (except section 11)	C 308
The Design Institute Act	D 40
The Manitoba Development Corporation Act.....	D 60
The Electricians' Licence Act*	E 50
The Electronic Commerce and Information Act	E 55
The Elevator Act*	E 60
The Employment Standards Code*	E 110
The Manitoba Evidence Act [Part II and Part III].....	E 150
The Firefighters and Paramedics Arbitration Act*	F 60
The Fires Prevention and Emergency Response Act*	F 80
The Franchises Act	F 156
The Gas and Oil Burner Act*	G 30
The Greater Winnipeg Gas Distribution Act (S.M. 1988-89, c. 40).....	-
The Income Tax Act [sections 7.13 to 7.16, 10.5 and 11.8 to 11.21]	I 10
The Innovation Funding Act	I 37
The International Labour Cooperation Agreements Implementation Act*	I 65
The Labour Mobility Act	L 5
The Labour Relations Act.....	L 10
The Labour-Sponsored Ventured Capital Corporations Act [Part 2, and sections 16 to 18 as they relate to Part 2].....	L 12
The Labour Administration Act*	L 20
The Mines and Minerals Act.....	M 162
The Mining and Metallurgy Compensation Act	M 190
The Oil and Gas Act.....	O 34
The Oil and Gas Production Tax Act	O 37
The Pay Equity Act*	P 13
The Partnership Act	L 30
The Peatlands Stewardship Act [Part 7]	P 31
The Personal Information Protection and Identity Theft Prevention Act	P 33.7
The Power Engineers Act*	P 95
The Property Tax and Insulation Assistance Act [Part V, and section 1 and Part VI as they relate to subjects covered under Part V].....	P 143
The Religious Societies' Lands Act	R 70
The Remembrance Day Act*	R 80
The Research Manitoba Act.....	R 118
The Retail Businesses Holiday Closing Act*	R 120
The Steam and Pressure Plants Act*	S 210
The Surface Rights Act	S 235
The Technical Safety Act*	T 35
The Thompson Nickel Belt Sustainability Act	T 58
The Travel Manitoba Act.....	T 150
The Worker Recruitment and Protection Act*	W 197
The Workers Compensation Act	W 200
The Workplace, Safety and Health Act*.....	W 210

* Designated as a "Labour Act" for the purpose of section 1 of *The Labour Administration Act*

As per Schedule "G" referred to in Order-In-Council No. 192/2016 and amended by Orders in Council 227/2017, 232/2018 and 1/2019

ADMINISTRATION AND FINANCE

The Administration and Finance Division provides corporate leadership and coordination in strategic planning, financial and information technology services to support the department and related agencies in achieving their mandate.

MINISTER'S SALARY AND EXECUTIVE SUPPORT

The 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. The branch ensures the policy decisions of the government are performed and manages the activities of the department.

10-1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2018/19	Estimate 2018/19		Variance Over (Under)	Expl. No.
	\$(000's)	FTE	\$(000's)	\$(000's)	
Minister's Salary	42	1.00	42		
Total Sub-Appropriation	42	1.00	42		

10-1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2018/19	Estimate 2018/19		Variance Over (Under)	Expl. No.
	\$(000's)	FTE's	\$(000's)	\$(000's)	
Salaries and Employee Benefits	647	8.00	655	(8)	
Other Expenditures	69		73	(4)	
Total Sub-Appropriation	716	8.00	728	(12)	

FINANCE AND STRATEGIC SERVICES

OBJECTIVES

Finance and Strategic Services supports the department in the development and implementation of corporate transformational strategy improvements. It also supports the department and related agencies on corporate policy matters, access to information, issues management, strategic planning and organizational reviews and the implementation of policies, standards and best practices.

KEY RESULTS ACHIEVED

Worked with central government to coordinate and manage corporate policy and requests for access to information.

Led departmental strategic planning both centrally and divisionally and was responsible for the development and coordination of performance measurement systems.

Provided leadership and support of strategic planning, comptrollership and effective use of information technology resources for the department.

Conducted divisional program and policy reviews and evaluations and developed recommendations and implementation plans for the Deputy Minister's office and other central agencies.

Recorded revenue and expenditures, monitored and controlled expenditures, prepared financial reports and provided financial analysis and advice.

Developed and applied appropriate administrative, financial and information communications technology standards, policies and procedures including the sustainment and updating of business continuity plans.

Prepared departmental estimates, supplementary information for Legislative Review and annual reports.

10-1(c) Finance and Strategic Services

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	2,189	28.00	2,190	(1)	
Other Expenditures	323		407	(84)	
Total Sub-Appropriation	2,512	28.00	2,597	(85)	

ENTERPRISE, INNOVATION AND TRADE

Enterprise, Innovation and Trade provides services and financial support to create new companies and assist existing firms to expand, grow and innovate. Appropriate supports are provided to companies tailored to their stage in the business life cycle, ensuring that companies receive fair, consistent and accountable responses to their requests for economic development assistance.

ENTERPRISE

OBJECTIVES

The Enterprise Branch provided services and financial support to create new companies and assist existing firms to expand, grow and innovate.

KEY RESULTS ACHIEVED

The Branch delivered several programs that provided financial assistance to businesses, provided administration to related crown corporations and provided business analysis and financial expertise in support of a Team Manitoba approach to economic development.

Through three equity tax credits (the Small Business Venture Capital Tax Credit, the Community Enterprise Development Tax Credit and the Employee Share Purchase Tax Credit), access to equity capital for business was improved within Manitoba by providing a 45% Provincial tax credit to Manitoba investors supplying cash equity to eligible Manitoba businesses. During the 2018 taxation year, \$23.9 million in equity was raised from more than 425 Manitoba investors.

The Branch provided administrative support to the Manitoba Development Corporation and the Manitoba Opportunities Fund. Detailed information is available in the 2018/19 Manitoba Development Corporation annual report and the Manitoba Opportunities Fund annual report

10-2(a) Enterprise

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	1,346	17.00	1,586	(240)	1
Other Expenditures	128		288	(160)	
Program Delivery:					
Business Financial Support	2,629		6,603	(3,974)	2
Less: Interest Recovery	(2,729)		(4,356)	1,627	2
Commercialization Support for Business	-		2,148	(2,148)	3
Research Manitoba	12,113		12,113	-	
Total Sub-Appropriation	13,487	17.00	18,382	(4,895)	

1. Salary savings due to vacant positions.

2. Reduced loan portfolio.

3. Program was under review.

COOPERATIVE DEVELOPMENT

OBJECTIVES

The objective of the Cooperative Development Branch was to encourage the formation and maintenance of new and existing cooperatives by providing information and advisory services.

KEY RESULTS ACHIEVED

Provided information, advisory services to new and existing cooperatives.

Provided administrative support to two Boards:

The Co-operative Loans and Loans Guarantee Board provided loans and loan guarantees to cooperatives. Financial information can be obtained in the 2018/19 Annual Report of The Cooperative Loans and Loans Guarantee Board.

The Cooperative Promotion Board provided grants and promoted education and information sharing related to cooperatives. The *Cooperative Promotion Trust Act* was repealed and the Cooperative Promotion Board eliminated in June 2018.

10-2(b) Cooperative Development

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	207	3.00	316	(109)	1
Other Expenditures	22		44	(22)	2
Total Sub-Appropriation	229	3.00	360	(131)	

1. Salary savings due to vacant positions.
2. Variance due to rationalization of operating expenses.

MARKETING AND SECTOR INTELLIGENCE

OBJECTIVES

The role of Marketing and Sector Intelligence is to coordinate and facilitate the implementation of economic growth strategies and policies that foster growth and competitiveness within the provincial economy.

KEY RESULTS ACHIEVED

The Marketing and Sector Intelligence branch continued work on two economic development strategies in 2018/19 – Look North and the Manitoba Economic Growth Action Plan.

Look North was initiated in 2016 with a commitment to work with northerners to develop a long-term, sustainable approach to grow the economy in northern Manitoba. Led by Co-chairs, Onekanew Christian Sinclair and Chuck Davidson, in 2018/19 the Look North Steering Committee provided recommendations to the Minister of Growth, Enterprise and Trade to enable implementation of the Look North Report and Action Plan. Following these recommendations, government identified Communities Economic Development Fund (CEDF), as the province's regional partner in northern Manitoba to co-ordinate economic development programming in northern Manitoba and lead Look North.

The branch partnered with the federal government, the Rural Development Institute at Brandon University and other organizations on the Indigenous Economy project, which aims at quantifying the contributions of Indigenous and First Nations people to the provincial economy.

Barb Gamey and Dave Angus, who were appointed to lead development of an economic growth strategy in December 2017, led an extensive public and stakeholder consultation process, gathering input from over 500 representatives of business, industry, economic development organizations, academia and Indigenous organizations. They synthesized the feedback received into a comprehensive report identifying strategic priorities and making recommendations for action. The *Growing Manitoba's Economy* report was released to the public in December 2018.

Manitoba responded with its Economic Growth Action Plan. Work undertaken in 2018/19 included identifying regional and strategic economic development partners, formalizing their mandates and funding model, and restructuring the department to better deliver on the Economic Growth Action Plan. An Economic Development Office and an Economic Growth Committee of Cabinet were established to lead a coordinated, whole-of-government approach to growing the provincial economy.

Throughout the year, the branch worked closely with Travel Manitoba to develop a provincial tourism strategy - the first sector strategy under the Economic Growth Action Plan.

The branch piloted a Team Manitoba approach and collaborated with agencies and other provincial departments on a number of economic development files including the establishment of a silica sand extraction project by Canadian Premium Sands, Inc., and efforts to attract Amazon's second corporate headquarters to Winnipeg.

The branch streamlined web contents to improve the user experience and created a dedicated website for contents related to the Economic Growth Action Plan.

Marketing and Sector Intelligence also played an important role in implementing Manitoba's Retail Framework for non-medical cannabis throughout the fiscal year. Manitoba's four original retailers, selected through a competitive Request for Proposal (RFP) process, began opening their stand-alone non-medical cannabis stores on October 17, 2018. As of March 31, 2019, 22 of the 38 stores Phase 1 stores were open to the public.

In July 2018, a Request for Pre-Qualifications (RFPQ) posted on MERX resulted in a list of 89 retailers wanting to enter a Selection Draw for additional licensing opportunities. In March 2019, Manitoba announced seven additional communities where licenses will be issued based on this randomized selection process.

10-2(c) Marketing and Sector Intelligence

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	2,054	22.00	2,159	(105)	
Other Expenditures	282		678	(396)	1
Total Sub-Appropriation	2,336	22.00	2,837	(501)	

1. Variance due to the timing of the implementation of the Economic Growth Action Plan.

TRAVEL MANITOBA

Travel Manitoba is a Crown Agency under *The Travel Manitoba Act* that fosters development, growth, and diversity in the tourism industry in Manitoba. Travel Manitoba is responsible for marketing Manitoba as a desirable tourist destination, providing appropriate visitor and information services, stimulating the growth and competitiveness of the tourism industry and enhancing public awareness of the importance of the tourism industry. Complete information can be obtained in the 2018/19 Annual Report of Travel Manitoba.

10-2(d) Travel Manitoba

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Grant Assistance	12,069	-	12,069	-	
Total Sub-Appropriation	12,069	-	12,069	-	

INTERNATIONAL RELATIONS

International Relations is a branch within the Department of Intergovernmental Affairs. It provides strategic policy advice and support for the international activities of the Premier, the Minister of Growth, Enterprise and Trade, and other representatives of the Government of Manitoba. The branch also helps coordinate the government's involvement in international development projects and supports access of Manitoba firms to international development work.

OBJECTIVES

International Relations continued to focus on three main objectives in 2018/19:

1. Providing support and advice to the Premier and Ministers regarding international activities and meetings with international delegations and diplomatic representatives, as part of a coordinated approach to Manitoba's interests and relationships abroad.
2. Providing strategic and operational advice to support the international activities of government departments, including the coordination of international advocacy and advice on international agreements and negotiations.
3. Building strategic relationships with international government officials, Canadian High Commissions, Embassies, and other diplomatic posts abroad, and those involved with international activities within Manitoba and Canada, to enable Manitoba to effectively identify and pursue its international interests.

KEY RESULTS ACHIEVED

Supported US advocacy with Governors and Members of Congress, diplomatic representatives, and senior representatives from the US Administration and the Canadian Government. This included advice and support on a number of key policy areas, such as the preservation of US market access for Manitoba sectors, Canada-US work on border issues and regulatory cooperation, trans-boundary water issues, and continuing efforts to ensure market access for Canadian energy resources.

Developed and maintained relationships with officials from the US and abroad, both on a bilateral basis with national and subnational partners, and through organizations such as the National Governors' Association, the Western Governors' Association, the Midwestern Governors' Association, the Midwestern Legislative Conference, the International Legislators' Forum, and the North American Strategy for Competitiveness (NASCO). This included support for the Premier, Ministers and MLAs in their advocacy efforts through attendance at international events, participation in the above-mentioned organizations, and meetings with diplomatic representatives. This also included support for a Premier's and Minister's Mission to New York City.

Continued to support Manitoba's engagement on international development projects, notably by supporting Manitoba companies' access to international development work by participating in the World Bank's Private Sector Liaison Officer Network and acting as the point of contact between the Manitoba Government, Manitoba businesses, and the World Bank. The International Relations branch organized and hosted multiple events raising the profile of Manitoba businesses and international development funding with the Federal Government and the World Bank.

10-2(e) International Relations

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	585	7.00	697	(112)	1
Other Expenditures	81		164	(83)	2
Total Sub-Appropriation	666	7.00	861	(195)	

1. Salary savings due to vacant positions.
2. Variance due to the rationalization of operating expenses.

MANITOBA TRADE

OBJECTIVES

Manitoba Trade and Investment manages Manitoba's internal and international trade agreements and negotiations, including oversight of domestic and international trade disputes. The branch also works with Manitoba companies and organizations to assist companies become first-time exporters, enter new markets and expand within existing markets.

KEY RESULTS ACHIEVED

Worked to improve Manitoba companies' access to international markets by representing Manitoba at free trade negotiations, including at the North America Free Trade Agreement (NAFTA) negotiations which concluded with the signing on November 30, 2018. The Comprehensive and Progress Agreement for Trans Pacific Partnership came into force on December 30, 2018. Manitoba businesses are now benefitting from improved access to markets in Japan, Australia, New Zealand, Mexico, Singapore and Vietnam.

Worked with other Canadian governments to implement the new Canadian Free Trade Agreement (CFTA), which came into effect on July 1, 2017, including a new national regulatory reconciliation and cooperation process that is helping to address barriers to trade that companies may experience when doing business across provincial and territorial borders.

Continued work on implementation of the New West Partnership Trade Agreement, providing Manitoba businesses with opportunities in other western provinces.

Worked with Manitoba companies, industry stakeholders and federal/provincial partners to coordinate and lead inbound/outbound trade missions, as well as deliver information events, seminars and roundtables.

Manitoba's domestic exports to international markets in 2018 totaled \$15.5 billion. Manitoba's Top Export Destinations in 2018 included the United States of America (\$11.0 billion), China (\$1.2 billion), Japan (\$826.2 million), Mexico (\$411.8 million) and Indonesia (\$137.3 million).

10-2(f) Manitoba Trade

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	2,168	24.00	2,314	(146)	1
Other Expenditures	304		909	(605)	2
Total Sub-Appropriation	2,472	24.00	3,223	(751)	

1. Salary savings due to vacant positions.
2. Variance is due to the rationalization of operating expenses.

PARTNERSHIPS FOR ECONOMIC GROWTH

OBJECTIVES

Partnerships for Economic Growth (PEG) provides grant funding through a single window delivery model to not-for-profit economic development partners that provide services to Manitoba companies to build business capacity in Manitoba.

KEY RESULTS ACHIEVED

In 2018/19, Manitoba began to refocus funding under PEG to ensure alignment with the Economic Growth Action plan. A total of \$25.4 million was provided to 14 organizations that support economic development.

10-2(g) Partnerships for Economic Growth					
Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's \$ (000's)	Variance Over (Under) \$(000's)	Expl. No.	
Grant Assistance	25,415	18,571	6,844	1	
Total Sub-Appropriation	25,415	18,571	6,844		

1. Variance is due to increased grant funding approved.

COMMUNITIES ECONOMIC DEVELOPMENT FUND

The Communities Economic Development Fund (CEDF) is a Crown Corporation. In December 2018, CEDF was announced as the regional partner mandated to coordinate economic development programming in northern Manitoba under the Economic Growth Action Plan. As a Crown Corporation, CEDF tables its own annual report separately with the Manitoba Legislature.

10-2(h) Communities Economic Development Fund

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's \$ (000's)	Variance Over (Under) \$(000's)	Expl. No.
Grant Assistance	1,000	1,000	-	
Total Sub-Appropriation	1,000	1,000	-	

INTERACTIVE DIGITAL MEDIA TAX CREDIT

OBJECTIVES

The Interactive Digital Media Tax Credit (IDMTC) stimulates investment and job creation in Manitoba's interactive digital media industry. The IDMTC provides up to a 40% fully refundable corporate income tax credit on qualifying labour and certain marketing and distribution costs for companies that develop eligible interactive digital media products within the province.

To qualify for a 40% tax credit, a company must be a taxable Canadian corporation with a permanent establishment in Manitoba and pay 25% of its company salaries and wages to Manitoba residents. A company that pays less than 25% of its salaries and wages to Manitoba residents may qualify for a 35% tax credit if they incur at least \$1 million in qualifying Manitoba labour expenses annually.

KEY RESULTS ACHIEVED

Since its launch in 2008, Manitoba's IDMTC has approved approximately 160 interactive digital media projects into the program and has returned over \$8.5 million in tax credits to Manitoba companies.

In 2018/19, ten new projects received Certificates of Eligibility, signalling their entrance into the program. The development of these new projects is projected to result in over \$1.9 million in eligible labour expenditures within the industry.

A total of twenty-two projects received tax certificates in 2018/19, benefiting 12 companies.

10-2(i) Interactive Digital Media Tax Credit

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over Under) \$(000's)	Expl. No.
Other Expenditures	927		1,300	(373)	1
Total Sub-Appropriation	927		1,300	(373)	

1. Variance is due to the timing of claims.

INDUSTRIAL TECHNOLOGY CENTRE

The Industrial Technology Centre (ITC) is a special operating agency of the Department of Growth, Enterprise and Trade of which the department provides financial assistance. ITC tables its own annual report separately with the Manitoba Legislature.

10-2(k) Industrial Technology Centre

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Other Expenditures	337	337	-	
Total Sub-Appropriation	337	337	-	

ENTREPRENEURSHIP MANITOBA

Entrepreneurship Manitoba is a special operating agency of Growth, Enterprise and Trade. Entrepreneurship Manitoba provides services that support the growth of Manitoba's entrepreneurial and business community. Entrepreneurship Manitoba tables its own annual report separately with the Manitoba Legislature.

LABOUR AND REGULATORY SERVICES

Labour and Regulatory Services contributes to Manitoba's growth and development by ensuring public safety, creating safe and healthy workplaces, balanced employment practices and harmonious labour/management relations.

RESEARCH, LEGISLATION AND POLICY

OBJECTIVES

Research, Legislation and Policy Branch provides centralized support to the Department of Growth, Enterprise and Trade by conducting research and analysis, supporting policy development, coordinating the Department's legislative initiatives, and providing support services to a number of advisory boards and committees. The branch also coordinates the Department's responsibilities under The Regulatory Accountability Act. The objective of the branch is to provide effective and timely support to Departmental branches and to the Deputy Minister and Minister's offices in order to help the Department achieve its policy objectives.

KEY RESULTS ACHIEVED

Lead the Department's statutory and regulatory development initiatives.

Coordinated the Department's compliance with The Regulatory Accountability Act.

Prepared approval documents for appointments to the Department's agencies, boards and commissions.

Provided administrative support, research, and analysis to the Labour Management Review Committee.

Responded in a timely manner to requests for information by unions, management, labour relations practitioners, the general public, the Minister, and internal and external government branches, including requests from the federal government on matters relating to the International Labour Organization.

Exchanged information and shared best practices regarding current and emerging labour trends with counterparts in other Canadian jurisdictions through the Canadian Association of Administrators of Labour Legislation.

10-3(a) Research, Legislation and Policy

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000s)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	387	7.00	472	(85)	1
Other Expenditures	14		27	(13)	2
Total Sub-Appropriation	401	7.00	499	(98)	

1. Salary savings due to vacant positions.
2. Variance due to rationalization of operating expenses.

CONCILIATION AND MEDIATION SERVICES

OBJECTIVES

Conciliation and Mediation Services promotes and maintains harmonious labour-management relations in Manitoba by providing conciliation services to organized labour and management. The branch objectives include:

Administering *The Labour Relations Act* as it pertains to conciliation services in bargaining related situations.

Providing competent, well-trained conciliators to assist organized labour and management in collective bargaining in order to resolve impasses in negotiations and thereby minimize work stoppages.

Assisting public school teachers and school boards in collective bargaining as provided under *The Labour Relations Act*.

KEY RESULTS ACHIEVED

Assisted in 54 conciliation assignments under *The Labour Relations Act* and disposed of 38 assignments during the reporting year, 97% of which were finalized without a work stoppage.

Managed 195 active joint grievance mediation files and settled 40.5%.

Processed 20 expedited grievance mediation files and settled 92%.

10-3(b) Conciliation and Mediation Services

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000s)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	250	4.00	368	(118)	1
Other Expenditures	26		63	(37)	2
Total Sub-Appropriation	276	4.00	431	(155)	

1. Salary savings due to vacant positions.
2. Variance due to rationalization of operating expenses.

THE MANITOBA LABOUR BOARD

OBJECTIVES

The Manitoba Labour Board is an independent and autonomous specialist tribunal comprised of a full-time chairperson, 7 part-time vice-chairpersons, and 30 Board members. The Board, through the appointment of Board Representatives, facilitates a mediation process to assist parties in resolving disputes without the need to proceed to the formal adjudicative process.

The objectives of the Board include:

To resolve applications and appeals in a fair and reasonable manner, including the expeditious issuance of appropriate orders.

To assist parties in resolving disputes without the need of the formal adjudicative process.

To provide information to parties and the public on their dealings with the board and the board's operations.

KEY RESULTS ACHIEVED

Received 240 applications and carried forward 80 files under the following Acts:

<i>The Public Interest Disclosure (Whistleblower Protection) Act</i>	2
<i>The Workplace Safety and Health Act</i>	10
<i>The Employment Standards Code</i>	19
<i>The Labour Relations Act</i>	209
Total filed in reporting year	240
Cases carried forward (from 2016/17)	80
Total applications before the Board*	320

*The total number of applications before the board decreased 14% over the previous year's total of 372.

Disposed of/closed 240 of 320 cases (75%).

Scheduled 122 applications and appeals for hearing and appointed arbitrators for 51 expedited arbitration applications.

Resolved or narrowed the issues before the board in 87% of cases where a board officer was formally appointed or assisted the parties informally through the dispute mediation process. This represents an increase of 1% from the previous fiscal year.

Conducted 29 votes: 24 votes within the legislated time frames of the certification process; 5 votes under extended limits for which the Board was satisfied exceptional circumstances existed; and 5 votes were not subject to timeframes stipulated under *The Labour Relations Act*.

Processed applications and appeals with a median processing time of 118 calendar days under *The Employment Standards Code* and 51 calendar days under *The Labour Relations Act* (LRA).

Conducted a review of the application for certification process significantly reducing administrative processes, resulting in a more timely service of applications.

Conducted a review of data collection in the Board's new case management system to improve and produce more timely and accurate information, reports and statistics.

10-3(c) Manitoba Labour Board

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000s)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	1,316	14.50	1,451	(135)	1
Other Expenditures	168		200	(32)	2
Total Sub-Appropriation	1,484	14.50	1,651	(167)	

1. Salary savings due to vacant positions.
2. Variance due to rationalization of operating expenses.

WORKPLACE SAFETY AND HEALTH

OBJECTIVES

Workplace Safety and Health (WSH) enforces *The Workplace Safety and Health Act* and its three associated regulations – the Workplace Safety and Health Regulation, Operation of Mines Regulation, and Administrative Penalty Regulation. Inspection and investigation activity focuses on improving legislative compliance through the use of strategic enforcement approaches that target high-risk hazards in order to prevent serious workplace injuries, illnesses and fatalities.

KEY RESULTS ACHIEVED

Continued to work towards reducing the number of work-related fatalities and serious injuries and illnesses and collaborated with the Workers Compensation Board and SAFE Work Manitoba in an effort to reduce the number and severity of workplace related injuries and illnesses in Manitoba.

Through this collaboration, Manitoba achieved a time-loss injury rate of 2.6 per 100 full-time workers in the 2018 calendar year, which is the lowest rate on record. This represents a reduction in the time loss injury rate of almost 19% in the last five years.

Answered and triaged over 8,200 calls and responded to nearly 1,300 safety and health tips.

Conducted over 5,200 inspections that resulted in 8,803 improvement orders and 582 stop work orders.

Employed a targeted enforcement strategy that resulted in 57% of inspections having identified high-risk contraventions, indicating the approach was effective at identifying workplaces with compliance issues. Prior to implementing focused enforcement, approximately 33% of inspections resulted in orders issued.

Received notification of 1,185 serious incidents, of which over 40% were responded to. WSH completed 14 full investigation files while maintaining investigation timeframes that are among the fastest in Canada.

Responded to 41 allegations of discriminatory action and confirmed that unlawful reprisals had occurred in two cases.

Issued 14 administrative penalties, with fines ranging from \$1,000 to \$2,500. Fines were issued to a wider range of industries and contravention types than in previous years.

Initiated a technology renewal project to replace existing case management software. The new technology system will allow for easier and more in depth analysis of information in order to inform and focus future enforcement strategies. The new system is also anticipated to facilitate timely reporting on key performance indicators as well as information-sharing with stakeholders.

Performance Indicators: Workplace Safety and Health Branch:

Effectiveness Measures	Planned Target 2018/19	Actual Result 2018/19	Expl. No.
Number of Inspections Conducted	4,300	5,190	1

¹ Due to the reallocation of resources and enhanced output reporting, the target was surpassed by nearly 20%.

10-3(d) Workplace Safety and Health

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000s)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	6,104	78.60	6,529	(425)	1
Other Expenditures	1,609		3,298	(1,689)	2
Total Sub-Appropriation	7,713	78.60	9,827	(2,114)	

1. Salary savings due to vacant positions.

2. Variance due to delay in implementaion of IT system and rationalization of operating expenses.

EMPLOYMENT STANDARDS

OBJECTIVES

Employment Standards seeks to promote compliance with employment legislation and protect vulnerable workers. It offers labour adjustment services to assist employers find solutions to potential business closures or layoffs while supporting workforce adjustment committees to develop retraining and re-employment strategies for employees. The objectives of the branch include:

- Achieving a high level of voluntary compliance with employment standards legislation for timely resolution for employees and employers, and cost-effective use of government resources.
- Enforcing minimum standards, when necessary, to ensure payment of wage entitlements for employees and a level playing field for employers.
- Streamlining administrative processes, reducing unnecessary burdens on employers and employees and improving efficiency in the branch.
- Providing services to employers and employees to help respond to business closures and lay-offs, and facilitate timely re-entry into the workforce of affected employees.

KEY RESULTS ACHIEVED

Legislation was passed to modernize *The Employment Standards Code* and eliminate the licensing requirements for employment agency, businesses and temporary help agencies in *The Worker Recruitment and Protection Act*.

Responded to approximately 25,000 telephone calls and over 4,400 e-mail inquiries.

Resolved 1,601 claim-based investigations and recovered \$1.1 million in wages.

Worked with parties to resolve 88% of all claims without a formal order being issued by an employment standards officer.

Voluntarily resolved 62% of all claims in an average of 30 days using an education-based Quick Resolution process, eliminating the need in these cases for field investigations or formal orders.

Issued 9 Administrative Penalty Orders related to repeated non-compliance with minimum standards legislation.

Provided employer-only public education sessions to promote understanding of the legislation.

Evaluated 55 employment agency business licence applications, 40 temporary help agency licence applications under *The Worker Recruitment and Protection Act* from April 1 – November 8, 2018, prior to these licenses being eliminated.

Processed 1,760 Child Employment Permit applications under *The Employment Standards Code* from April 1 – November 26, 2018, prior to the Young Worker Readiness Certificate Course replacing this requirement.

Performance Indicators: Client-Initiated Services

April 1, 2018 to March 31, 2019

Claim Resolution Method	Percentage of Finalized Claims
Quick Resolution Process	63
Field Investigation	32
Alternate Dispute Resolution	1
Manitoba Labour Board	1
Judgement and Collections	1

*Note: Numbers have been rounded and approximate 100%

10-3(e) Employment Standards

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000s)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	2,655	37.60	2,964	(309)	1
Other Expenditures	247		383	(136)	2
Total Sub-Appropriation	2,902	37.60	3,347	(445)	

1. Salary savings due to vacant positions.
2. Variance due to rationalization of operating expenses.

WORKER ADVISOR OFFICE

OBJECTIVES

The Worker Advisor Office, established under Section 108 of *The Workers Compensation Act*, is independent of the Workers Compensation Board (WCB), and provides professional and timely service to workers and their dependants who require assistance with their workers compensation claims.

Advises workers and their dependants on the interpretation of *The Workers Compensation Act*, its regulations and WCB policies.

Assists workers in understanding WCB processes in general, and specific decisions that affect their entitlement to benefits.

Advises, assists, and where appropriate, represents injured workers in appeals to obtain benefits to which they are entitled under *The Workers Compensation Act* in a fair, compassionate and timely manner.

KEY RESULTS ACHIEVED

Opened 203 new files to assist injured workers dispute a claim decision by the WCB and facilitate a fair resolution.

Closed a total of 225 files.

Provided informal advice and assistance in 84 cases.

Represented workers at various levels of the workers compensation process in 138 cases, comprising:

- 17 at case management/adjudication
- 73 at Review Office
- 51 at Appeal Commission.

10-3(f) Worker Advisor Office

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000s)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000s)	Variance Over/(Under) \$(000s)	Expl. No.
Salaries and Employee Benefits	570	8.00	662	(92)	1
Other Expenditures	55		54	1	
Total Sub-Appropriation	625	8.00	716	(91)	

1. Salary savings due to vacant positions.

OFFICE OF THE FIRE COMMISSIONER

The Office of the Fire Commissioner (OFC) is a special operating agency of the Department of Growth, Enterprise and Trade. The Office of the Fire Commissioner (OFC) is a special operating agency of the Department of Growth, Enterprise and Trade. The Office of the Fire Commissioner performs a key role in supporting Manitoba's Public Safety Network. For more information, please refer to the Office of the Fire Commissioner – Special Operating Agency Annual Report.

RESOURCE DEVELOPMENT

Resource Development promotes the economic wealth and general prosperity of all Manitobans through the efficient regulation of mineral, oil and gas and quarry tenure and the promotion of mineral opportunities in Manitoba. When required, the division also facilitates and resolves disputes between surface and sub-surface rights holders.

MANITOBA GEOLOGICAL SURVEY

OBJECTIVES

The Manitoba Geological Survey (MGS) collects, analyzes and disseminates authoritative geoscience information relating to the geology and mineral potential of Manitoba with the objective of informing exploration investment decisions, Indigenous consultation, land-use and infrastructure planning, policy development and environmental protection.

KEY RESULTS ACHIEVED

The 2018/19 fieldwork focused primarily on satisfying existing commitments to collaborators and partners including:

- Ongoing analysis and provision of geological information to support resource development, Crown Indigenous Consultation, regulatory compliance, municipal and infrastructure planning, aggregate resource extraction and site remediation or rehabilitation.
- Management of the online GIS Map Gallery and information systems supporting the reporting of petroleum and mineral resource tenure and extraction.
- Maintained the Provincial core sample storage facilities.
- Collaborated with private industry, academia, and other levels of government on geoscience projects in the areas of Flin Flon, Thompson, Lynn Lake, Hudson Bay Lowland, and other areas of Northern Manitoba.

10-4(a) Manitoba Geological Survey

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's \$(000's)		Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	2,869	38.10	3,307	(438)	1
Other Expenditures	1,302		713	589	2
Total Sub-Appropriation	4,171	38.10	4,020	151	

1. Salary savings due to vacant positions.
2. Crown-Indigenous Consultation expenditures.

MINES

OBJECTIVES

The Mines branch administers legislation governing the disposition of mineral rights (permits, claims, and leases), exploration, development and production of the province's non-fuel mineral resources, and mine and quarry rehabilitation.

As required by legislation, the Mines Branch processes applications and maintains up-to-date records of mineral dispositions and leases and all related legal transactions.

Responsible for monitoring mining activities in Manitoba, the Mines Branch works to ensure compliance with requirements under The Mines and Minerals Act (including licenses, registrations, permits, leases, closure plan submissions, royalty/levy charges on production, and environmental operation standards).

The Mines Branch also supports the management of Crown Lands and resources, including land use planning in cooperation with other departments with responsibility for Indigenous relations, municipal relations, sustainable development and the environment, and strategic infrastructure.

KEY RESULTS ACHEIVED

The Mines Branch reports the following results in 2018/19:

- \$3.5 million total revenue collected
- 752 mining claims and 34 mineral exploration licenses recorded
- 983 Quarry leases are in good standing
- 792 casual quarry permits and 740 registration certificates for private pits and quarries issued

Under the Orphaned and Abandoned Mine Site Rehabilitation Program, remediation work progressed on the remaining two high hazard sites.

The Mines Branch led the Crown Aboriginal Consultation process for several mineral resource projects, including a new silica sand quarry development in eastern Manitoba projected to begin operating in 2019/20. The Branch also supported the stakeholder consultation process for the introduction of a Manitoba Mineral Development Protocol with First Nations, expected to be launched in 2019/20.

After 2018/19, mining and quarrying activity will be reported under the sections of Land Use and Resource Tenure Branch and Regulatory Services Branch.

10-4(b) Mines

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	1,224	22.50	1,228	(4)	
Other Expenditures	4,765		2,019	2,746	1
Total Sub-Appropriation	5,989	22.50	3,247	2,742	

1. Increased adjustment to Liabilities for Contaminated Orphaned and Abandoned Mines Sites.

PETROLEUM

OBJECTIVE

The Petroleum Branch provides for and encourages the safe, sustainable and efficient development of Manitoba's oil and gas resources.

KEY RESULTS ACHIEVED

In 2018/19, Manitoba's oil and gas sector, situated primarily in the southwestern part of the province, produced over 2.2 million cubic metres or 13.8 million barrels of oil (6,027 metres of oil per day or 37,912 barrels of oil per day), with a total value of \$1.0 billion.

In 2018, the petroleum industry spent \$442.2 million on exploration and development of oil and gas resources, drilling 276 new wells and operating 6,096 producing and support wells. Royalties, production taxes and revenue from the administration of Crown owned oil and gas rights, fees and sundry accounted for \$22.6 million.

The Office of the Registrar under The *Oil and Gas Act* recorded no audits for 2018.

Four Crown oil and gas lease sales were held in 2018/19, 78 Crown Leases covering 6,424 hectares sold for total revenue of \$995.5 thousand.

As of December 31, 2018, 66,691.78 hectares of Crown Oil and Gas Rights were under disposition.

Land activities in 2018 included processing 109 lease renewals; 15 lease extensions; 93 lease surrenders; 82 transfers of dispositions; 24 oil and gas lease agent renewals and registrations; 69 new Crown Oil & Gas Leases issuances; 10 private sale leases issuances and 21 name changes conducted.

As of December 31, 2018, there were 6,096 non-abandoned wells in Manitoba requiring data collection into the Manitoba Oil and Gas Well Information System.

In 2018/19, 211 wells earned an average holiday oil volume of 8,000 cubic metres, bringing the total number of wells that earned a holiday oil volume in the program to 5,654 as of March 31, 2019.

During 2018/19, the Tax and Royalties section collected \$22.6 million from the petroleum industry. This revenue comprised \$11.8 million in Crown oil royalties, \$9.3 million in freehold oil taxes and \$1.5 million from administration of Crown Oil and Gas Rights, well licences fees, battery operating permits, geophysical licences and oil and gas lease agent registration and publication sales. In 2018/19, approximately \$5 million in cash, term deposits and letters of credit were administered.

Abandonment Fund Reserve Account

The Abandonment Fund Reserve Account is established under *The Oil and Gas Act*. Non-refundable levies on geophysical and well transfer of well licenses, battery operating permits and inactive wells are deposited in the account. The account is used as a source of funds to operate or abandon a well or facility in non-compliance with the Act. The account can be used to rehabilitate the site of an abandoned well or facility or to address any adverse effect on property caused by a well or facility. Any expenditure from the account on behalf of a licensee automatically creates a debt of the licensee to the Crown, recoverable in court.

Opening Balance (April 1, 2018)	\$2,356,096
Deposits	
Licenses, Permits and Transfers	86,350
Interest	19,166

Inactive Well Levy	362,688
Other	5,000
Expenses	(8,000)
Closing Balance (March 31, 2019)	\$2,821,300

In 2018/19, Engineering and inspection activities included:

- 123 oil and gas facilities inspected,
- 171 abandoned well/battery site visits
- 29 service rigs and 3 other drilling rigs inspected,
- 242 non-compliance orders issued for wells and oil and gas facilities
- 536 flow line applications processed
- 26 pipelines inspected (crossing drinking water supplies, one infraction recorded)
- 123 certificates of abandonment issued (allowing for the release of wells from performance deposit requirements)
- 43 new spill sites inspected
- rehabilitated 30 spill sites
- 291 drilling licences and 4 geophysical licences were issued.
- 411 technical well operations applications were processed and eight water-flood enhanced oil recovery projects processed/approved.

MINISTER'S AND DIRECTOR'S APPROVAL

Under The *Oil and Gas Act*, the Minister and the Director of Petroleum have authority to issue orders relating to drilling, production, storage and transportation of oil and gas. In 2018/19 there were seven Ministerial Orders made by the Director of Petroleum on behalf of the Minister.

Petroleum Industry Overview

	2018	2017	2016
New wells drilled	276	240	81
Oil Production	2,200,000 M ³ (13.8 Million bbls)	2,241,525 M ³ (14.1 Million bbls)	2,336,310 m ³ (14.7 million bbls)
Value of oil sales (\$ million)	\$1,002	\$867	\$750
Average selling price	\$441.27/ m ³ (\$70.15/bbl)	\$390.77/ m ³ (\$62.13/bbl)	\$321.18/ m ³ (\$51.04/bbl)
Wells producing - December	3706	3814	3,903
Estimated Industry Expenditures (\$ million)	\$442	\$373	\$270

10-4(c) Petroleum

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	1,494	21.50	1,554	(60)	
Other Expenditures	641		2,395	(1,754)	1
Total Sub-Appropriation	2,315	21.50	3,949	(1,814)	

1. *Delay in the implementation of the Petrinex System.*

BOARDS AND COMMISSIONS

OBJECTIVES

The Boards and Commissions Branch provides for the efficient and just resolution of disputes between surface rights holders, mineral rights, and oil and gas rights holders with respect to accessing minerals, oil, and gas.

The Mining Board functions in the arbitration of disputes between surface rights holders and mineral rights holders with respect to accessing of minerals other than oil and gas. The Board can also hear and resolve disputes between holders of mineral dispositions and between holders and officers of the department.

The Surface Rights Act establishes a quasi-judicial process for resolving land access and development disputes between oil and gas development proponents and surface rights holders.

KEY RESULTS ACHIEVED

The Mining Board received 1 application to the Board. Established under The Mines and Minerals Act.

The Surface Rights Board received 19 applications, including one application for an interim Order and one board hearing.

10-4(d) Boards and Commissions

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Salaries and Employee Benefits	8	31	(23)	1
Other Expenditures	8	16	(8)	1
Total Sub-Appropriation	16	47	(31)	

1. Decrease in the number of board meetings and hearings conducted in 2018/19.

MINERAL INDUSTRY SUPPORT PROGRAMS

The department continues to support the development of minerals, oil and gas, and aggregate production, including the establishment of a new mineral development protocol framework for Manitoba. Manitoba continues to support interest in the further development of resources, such as potash, where there is industry activity and interest.

10-4(e) Mineral Industry Support Programs

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's	Estimate 2018/19 \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Manitoba Potash Project	115		97	18	1
Total Sub-Appropriation	115		97	18	

1. *Rising interest rates.*

COSTS RELATED TO CAPITAL ASSETS

Commencing in 1999/2000, it is the policy of the Province of Manitoba to record in the accounts of the Province, the tangible capital assets owned and used by the Province along with appropriate amortization costs. The Provincial Comptroller establishes standard asset classes along with capitalization thresholds and corresponding amortization rates.

Consistent with this policy, the department records:

- the amortization of departmental and government assets; and
- the interest related to the assets.

10-5(a) Costs Related to Capital Assets

Expenditures by Sub-Appropriation	Actual 2018/19 \$(000's)	Estimate 2018/19 FTE's \$(000's)	Variance Over (Under) \$(000's)	Expl. No.
Amortization Expense	1,095	1,093	2	
Interest Expense	461	462	(1)	
Total Sub-Appropriation	1,556	1,555	1	

**PART A – OPERATING EXPENDITURES
GROWTH, ENTERPRISE AND TRADE
Reconciliation Statement
\$(000s)**

EXPENDITURE DETAILS	
2018/2019 MAIN ESTIMATES	\$78,909
ALLOCATION OF FUNDS FROM: <ul style="list-style-type: none"> - Enabling Appropriations - Internal Service Adjustments 	12,784
2018/2019 ESTIMATE	\$91,693

**Growth, Enterprise and Trade
Expenditure Summary (\$000)
For Fiscal Year Ended March 31, 2019
(with comparative figures for the previous year)**

Estimate 2018/19 \$(000's)		Appropriation	Actual 2018/19 \$(000's)	Actual 2017/18 \$(000's)	Increase (Decrease) \$(000's)	Expl. No.
	10-1	Administration and Finance				
42	(a)	Minister's Salary	42	41	1	
	(b)	Executive Support				
655		(1) Salaries and Employee Benefits	647	695	(48)	
73		(2) Other Expenditures	69	71	(2)	
	(c)	Finance and Strategic Services				
2,190		(1) Salaries and Employee Benefits	2,189	2,226	(37)	
407		(2) Other Expenditures	323	263	60	
3,367		Total 10-1	3,270	3,296	(26)	
	10-2	Enterprise, Innovation and Trade				
	(a)	Enterprise				
		1. Enterprise				
1,586		(1) Salaries and Employee Benefits	1,346	1,331	15	
288		(2) Other Expenditures	128	229	(101)	1
6,603		(3) Business Financial Support	2,629	2,908	(279)	
(4,356)		(4) Less: Interest Recovery	(2,729)	(2,610)	(119)	
2,148		2. Commercialization Support for Business	-	601	(601)	2
12,113		3. Research Manitoba	12,113	15,116	(3,003)	3
	(b)	Cooperative Development				
316		(1) Salaries and Employee Benefits	207	205	2	
44		(2) Other Expenditures	22	34	(12)	
	(c)	Marketing and Sector Intelligence				
2,159		(1) Salaries and Employee Benefits	2,054	2,007	47	
678		(2) Other Expenditures	282	678	(396)	1
12,069	(d)	Travel Manitoba	12,069	12,069	-	

Estimate 2018/19 \$(000's)		Appropriation	Actual 2018/19 \$(000's)	Actual 2017/18 \$(000's)	Increase (Decrease) \$(000's)	Expl. No.
	(e)	International Relations				
697		(1) Salaries and Employee Benefits	585	575	10	
164		(2) Other Expenditures	81	105	(24)	
	(f)	Manitoba Trade				
2,314		(1) Salaries and Employee Benefits	2,168	2,409	(241)	
909		(2) Other Expenditures	304	697	(393)	1
18,571	(g)	Partnerships for Economic Growth	25,415	6,578	18,837	4
1,000	(h)	Communities Economic Development Fund	1,000	1,430	(430)	3
1,300	(i)	Interactive Digital Media Tax Credit	927	1,732	(805)	5
337	(k)	Industrial Technology Centre	337	730	(393)	3
-	(l)	Entrepreneurship Manitoba	-	-	-	
58,940		Total 10-2	58,938	46,824	12,114	

Estimate 2018/19 \$(000's)	Appropriation	Actual 2018/19 \$(000's)	Actual 2017/18 \$(000's)	Increase (Decrease) \$(000's)	Expl. No.
10-3	Labour and Regulatory Services				
	(a) Research, Legislation and Policy				
472	(1) Salaries and Employee Benefits	387	318	69	
27	(2) Other Expenditures	14	147	(133)	6
	(b) Conciliation and Mediation Services				
368	(1) Salaries and Employee Benefits	250	520	(270)	7
63	(2) Other Expenditures	26	54	(28)	8
	(c) Manitoba Labour Board				
1,451	(1) Salaries and Employee Benefits	1,316	1,328	(12)	
200	(2) Other Expenditures	168	194	(26)	
	(d) Workplace, Safety and Health				
6,529	(1) Salaries and Employee Benefits	6,104	6,012	92	
3,298	(2) Other Expenditures	1,609	1,229	380	9
	(e) Employment Standards				
2,964	(1) Salaries and Employee Benefits	2,655	2,765	(110)	
383	(2) Other Expenditures	247	336	(89)	
	(f) Worker Advisor Office				
662	(1) Salaries and Employee Benefits	570	560	10	
54	(2) Other Expenditures	55	52	3	
16,471	Total 10-3	13,401	13,515	(114)	

Estimate 2018/19 \$(000's)	Appropriation	Actual 2018/19 \$(000's)	Actual 2017/18 \$(000's)	Increase (Decrease) \$(000's)	Expl. No.
	10-4 Resource Development				
	(a) Manitoba Geological Survey				
3,307	(1) Salaries and Employee Benefits	2,869	3,542	(673)	7
713	(2) Other Expenditures	1,302	1,436	(134)	8
	(b) Mines				
1,228	(1) Salaries and Employee Benefits	1,224	1,456	(232)	
2,019	(2) Other Expenditures	4,765	4,402	363	10
	(c) Petroleum				
1,554	(1) Salaries and Employee Benefits	1,494	1,735	(241)	
2,395	(2) Other Expenditures	641	3,545	(2,904)	11
	(d) Boards and Commissions				
31	(1) Salaries and Employee Benefits	8	4	4	12
16	(2) Other Expenditures	8	5	3	12
	(e) Mineral Industry Support Program				
-	(1) Mineral Exploration Assistance Program	-	-	-	
-	(2) Prospector's Assistance Program	-	-	-	
97	(3) Manitoba Potash Project	115	89	26	
11,360	Total 10-4	12,426	16,214	(3,788)	
	10-5 Costs Related to Capital Assets				
1,093	(a) Amortization Expense	1,095	1,150	(55)	
462	(b) Interest Expense	461	518	(57)	
1,555	Total 10-5	1,556	1,668	(112)	
91,693	TOTAL GROWTH, ENTERPRISE AND TRADE	89,591	81,517	8,074	

Explanations:

1. *The variance is due to the timing of the implementation of the Economic Growth Action Plan.*
2. *The variance is due to the program being under review for part of 17/18 and all of 18/19.*
3. *The variance is due to a decrease in grant assistance.*
4. *The variance is due to increased grant funding approved.*
5. *The variance is due to the timing of claims.*
6. *The variance is due to a decrease in grant assistance authorized in Budget 2018.*
7. *The variance is due to vacancies in 2018/19.*
8. *The variance is due to rationalization of operating expenses in 2018/19.*
9. *The variance is due to IT system expenditures authorized in Budget 2018.*
10. *The variance is due to an accrual of a liability for the orphaned and abandoned mine sites.*
11. *The variance is due to an accrual of a liability for oil and gas production tax and royalty overpayments.*
12. *The variance is due to an increase in board meetings.*

**Growth, Enterprise and Trade
Revenue Summary (\$000's)
For Fiscal Year Ended March 31, 2019
(with comparative figures for the previous year)**

Actual 2017/18 \$(000's)	Actual 2018/19 \$(000's)	Increase (Decrease) \$(000's)	Expl. No.	Source	Actual 2018/19 \$(000's)	Estimate 2018/19 \$(000's)	Increase (Decrease) \$(000's)	Expl. No.
Taxation								
7,912	9,252	1,340	1	Oil and Natural Gas	9,252	6,941	2,311	1
7,912	9,252	1,340		Sub-Total	9,252	6,941	2,311	
Government of Canada								
147	157	10		Flin Flon Inspection Agreement	157	185	(28)	
321	0	(321)		Soldier Settlement Board Mineral Rights	0	0	0	
468	157	(311)		Sub-Total	157	185	(28)	
Other Revenue								
8,170	8,598	428		Cost Recovery from Workers Compensation Board	8,598	10,812	(2,214)	2
23	14	(9)		Fees	14	7	7	
3,550	3,403	(147)		Mineral Royalties and Fees	3,403	4,100	(697)	3
11,759	13,315	1,556	2	Petroleum Royalties and Fees	13,315	8,626	4,689	4
4,503	3,469	(1,034)	3	Sundry	3,469	5,211	(1,742)	5
28,005	28,799	794		Sub-Total	28,799	28,756	43	
36,385	38,208	1,823		TOTAL REVENUE	38,208	35,882	2,326	

Explanations:

Comparison to Previous Year

1. The variance is due to increased production volume and tax rate.
2. The variance is primarily due to increased production volume, tax rate and increased leasing of crown mineral rights.
3. The variance is primarily due to a reduction in revenue recoverable from the Manitoba Development Corporation.

Comparison to Estimate

1. The variance is due to increased production, tax rate and higher oil prices.
2. The variance is primarily due to timing delay in implementation of IT system and rationalization of expenditures.
3. The variance is due to decreased forfeitures of cash payment in lieu of work on mining claims and decreased forfeitures of cash deposit on mineral exploration licenses.
4. The variance is due to increased production, tax rate and higher oil prices.
5. The variance is due to the decreased recoveries from Manitoba Development Corporation and Manitoba Opportunities Fund relating to various immigration initiatives.

FIVE YEAR HISTORY
Growth, Enterprise and Trade
Five-Year Expenditure and Staffing Summary by Appropriation (\$000s)
For Five Years Ended March 31, 2019

Appropriation	Actual/* Adjusted Expenditures									
	2014-2015		2015-2016		2016-2017		2017-2018		2018-2019	
	FTE's	\$(000's)	FTE's	\$(000's)	FTE's	\$(000's)	FTE's	\$(000's)	FTE's	\$(000's)
Administration and Finance	43.00	3,794	43.00	3,703	40.00	3,607	37.00	3,168	37.00	3,270
Enterprise, Innovation & Trade	79.00	53,521	78.00	53,893	77.00	53,379	74.00	45,186	73.00	58,938
Labour and Regulatory Services	165.50	15,151	156.70	14,636	156.70	14,300	151.70	13,549	149.70	13,401
Resource Development	102.10	8,660	101.10	8,789	101.10	8,917	82.10	16,214	82.10	17,426
Costs Related to Capital Assets		2,288		2,007		1,782		1,668		1,556
TOTAL OPERATING	389.60	83,414	378.80	83,028	374.80	81,985	344.80	75,788	342.00	94,591
Expenditures Related to Capital Investment		149		-		-		-		24
TOTAL	389.60	83,563	378.80	83,028	374.80	81,985	344.80	75,788	342.00	94,615

* Adjusted figures reflect historical data on a comparable basis in those appropriations affected by reorganizations during the five years.

GROWTH, ENTERPRISE AND TRADE

PERFORMANCE MEASURES

The following section provides information on key performance measures for the department for the 2018/19 reporting year. All Government of Manitoba departments include performance measures in their Annual Reports to complement the financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit <http://www.gov.mb.ca/finance/publications/performance.html>

Your comments on performance measures are valuable to us. You can send comments or questions to mbperformance@gov.mb.ca

Business Development Indicators

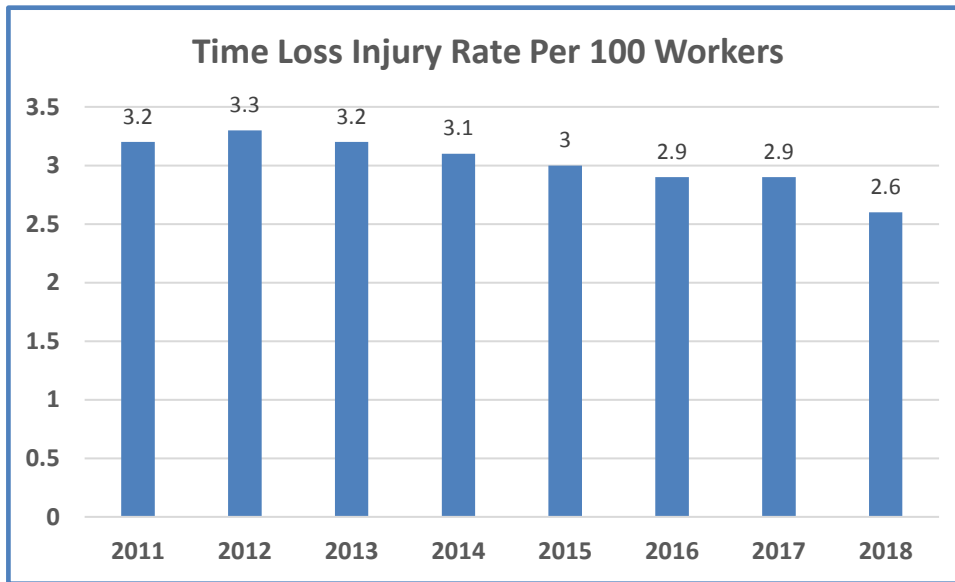
<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
<p>Manitoba's Retail Cannabis Framework –</p> <p>Manitoba has set a goal to provide 90 percent of Manitobans access to non-medical cannabis at a retail store within a 30 minute drive within 3 years of legalization.</p>	<p>Manitoba is implementing retail sales on non-medical cannabis in a phased approach, with a desired end state that includes a competitive mix of large and small retailers providing customers with a choice among existing/new brand affiliations and operators in an open, licensed market.</p> <p>Access to legal, non-medical cannabis helps accomplish Manitoba's goal to eliminate the illicit market for cannabis.</p> <p>Access to legal product within a reasonable distance from potential customers is expected to steer Manitobans away from illicit products towards the legal cannabis market and helps the province accomplish overarching goals throughout the legalization process, to keep product out of the hands of vulnerable populations and to ensure public health and safety.</p>	<p>Before October 17, 2018, the date of legalization, non-medical cannabis was not available to Manitobans through legal sources.</p>	<p>As of March 31, 2019, the existing retail network in Manitoba provides access to a physical cannabis store within a 30 minute drive to 87 percent of Manitobans.</p>	<p>The original four retailers are not planning any further stores in communities not yet covered and are not expected to contribute to an increase in coverage. Plans are in place to select additional retailers for seven currently underserved communities in early 2019/20 and once they have established stores in those communities, the coverage goal will have been achieved.</p>	<p>An RFPQ was issued in July 2018 seeking retailers prepared to enter into a Selection Draw for additional licensing opportunities in underserved communities.</p> <p>89 retailers were pre-qualified, additional communities were identified in March 2019 and a selection draw will take place early in the new fiscal year.</p>

What is being measured and how?	Why is it important to measure this?	Where are we starting from? (baseline measurement)	What is the most recent available value for this indicator?	What is the trend over time for this indicator?	Comments/recent actions/report links
<p><i>Venture capital available to Manitoba companies.</i></p> <p>Small Business Venture Capital Tax Credit – provides a mechanism to improve the access to equity capital for small businesses within Manitoba. Individual and corporate investors supplying cash equity to small businesses are entitled to apply a 45% Provincial tax credit against their Manitoba taxes payable.</p>	<p>Access to venture capital in Manitoba is directly related to the province's ability to attract, maintain and build business in Manitoba.</p> <p>The availability of venture capital impacts job creation, growth and the ability to attract professional and knowledge based workers to Manitoba.</p> <p>Supply of venture capital is linked to improved performance of small and medium-sized businesses.</p>	<p>In 2015, 24 new companies were approved under the tax credit program and a total of \$10.4 million in equity was raised from 135 eligible investors.</p>	<p>In 2018, 30 new companies were approved under the tax credit program and a total of \$20.3 million in equity was raised from 290 eligible investors.</p> <p>From 2008/9 through 2018/19, 150 applications have been approved and raised \$93.7 million in cash equity under the tax credit program.</p>	<p>Since the tax credit rate increased mid-2014, interest in the program has increased.</p> <p>Since the size and type of companies eligible for the tax credit were broadened in 2015, the number of companies accessing the tax credit has increased and the program almost reached the \$22 million equity cap in 2017 and 2018.</p>	<p>Private venture capital financing, which makes up a significant segment of this market, is limited to publicly available information.</p> <p>The tax credit program was established in 2008.</p>
<p>Interactive Digital Media Tax Credit (IDMTC), supports the labour and certain marketing and distribution costs associated with developing eligible interactive digital media projects in Manitoba.</p>	<p>Jobs in Manitoba's interactive digital media industry are considered high quality positions that attract youth.</p>	<p>In 2008/09, \$0.1M in tax credits were issued for 5 projects.</p>	<p>In 2018/19 ten new projects were approved into the program to result in over \$1.9 million in eligible labour expenditures within the industry.</p>	<p>The number of projects and the value of tax credits issued has been growing since 2008.</p>	<p>Enhancements were made in Budgets 2016 and 2017 to attract larger digital media companies to Manitoba.</p>

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
<p>Community Enterprise Development Tax Credit - provides a mechanism to improve the access to equity capital for community based businesses within Manitoba. Individual and corporate investors supplying cash equity to small businesses are entitled to apply a 45% Provincial tax credit against their Manitoba taxes payable.</p> <p><i>Support for small and medium-sized Manitoba business and entrepreneurs.</i></p>	<p>Small and medium-sized enterprises provide over 90% of private employment in Canada.</p>	<p>In 2014, one project was approved under the CED tax credit worth \$0.1 million in private investments.</p> <p>In 2015, two projects were approved to help raise \$0.1 million</p>	<p>During 2018, three organizations raised in aggregate \$0.8 million from 103 Manitoba investors.</p> <p>From 2004/05 through 2018/19, 34 applications have been approved and raised \$6.8 million in cash equity from 1,127 Manitoba Investors under the tax credit program.</p>	<p>Interest in the program has increased since the program was transferred to Growth, Enterprise and Trade in 2016.</p>	<p>In Budget 2018, regulations were amended to clarify that Cooperatives can access the program.</p>
<p>Employee Share Purchase Tax Credit - provides a mechanism to support employee's to own a portion of their Manitoba employer.</p> <p>Individual investors are entitled to apply a 45% Provincial tax credit against their Manitoba taxes payable.</p> <p>Support for small and medium-sized Manitoba business and entrepreneurs.</p>	<p>Small and medium-sized enterprises provide over 90% of private employment in Canada.</p>	<p>In 2015, two projects were approved to help raise \$0.5 million</p>	<p>During 2018, eight organizations raised in aggregate \$2.8 million from 34 investors.</p> <p>From 2015/16 through 2018/19, 23 applications have been approved and raised \$6.6 million in cash equity</p>	<p>Interest in the program has been increasing since 2015.</p>	<p>In January 2019, responsibility for administration of this program was transferred from Finance to Growth, Enterprise and Trade.</p>

Labour and Regulatory Services Indicators

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the most recent available value for this indicator?	What is the trend over time?	Comments/Recent Actions/ Report Links
The effectiveness of injury and illness prevention, including workplace safety and health enforcement, by measuring the time-loss injury rate.	This is a global measure that indicates the effectiveness of injury and illness prevention. Time-loss injuries result in personal suffering for Manitobans, as well as and lower productivity and higher insurance costs for industry.	We are starting from a baseline of 3.2 time-loss injuries per 100 workers in 2011.	The time-loss injury rate remained 2.6 per 100 full-time (estimated) workers in the 2018 calendar year.	The time-loss injury rate has declined by 9%, from 3.2 2011 to 2.9 in 2016 & 2017.	Rates are based on lost-time claims for workers covered by workers compensation. To help make further progress in reducing injuries, enforcement and education activities will continue to be increased, especially in those areas needing special attention.



What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the most recent available value for this indicator?	What is the trend over time?	Comments/Recent Actions/ Report Links
The effectiveness of targeted enforcement strategies, by the number of severe injuries resulting in significant time away from work.	Severe injuries significantly alter individual's lives and result in high healthcare and insurance costs, as well as decreased productivity.	We are starting from a baseline of 2,814 severe injuries in 2012/13 (the first year for which data is available).	The number of severe injuries in 2018 was 2,329 (estimated).	The number of severe injuries has declined by 7%, from 2,814 in 2012 to 2,329 in 2018.	Severe injury statistics inform WSH's targeted enforcement strategies to ensure enforcement is strategic, efficient and effective.
The stability of the labour relations climate, indicated by the annual number of person-days lost per month through strikes and lockouts.	Person-days lost through strikes and lockouts disrupt the economy and may discourage investment in the province.	In 2011, an average of 2,335 person-days were lost per month.	In 2018, the average number of person-days lost per month was 168.	The number of person-days lost to labour disputes decreased in 2018 compared to the previous years and was still lower than in 2011.	During 2017/18, Conciliation and Mediation Services completed 97% of its conciliation assignments without a work stoppage. The branch also had a 41% success rate on its joint grievance mediation assignments and an 92% success rate on its expedited grievance mediation cases.
The number of Employment Standards claims voluntary resolved in 30 days.	Resolving claims in a short timeframe significantly reduces costs and administrative requirements, while maintaining the ability to monitor compliance.	In 2007/08, 40% of claims were resolved in approximately 30 days.	In 2018/19, 63% of claims were resolved in approximately 30 days.	Over the course of the past decade, Employment Standards has increased the number of files resolved voluntarily in 30 days by almost 25%.	Employment Standards uses a Quick Resolution (QR) to achieve this level of voluntary compliance. In cases of repeated non-compliance, Employment Standards can adopt progressively stronger enforcement mechanisms.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the most recent available value for this indicator?	What is the trend over time?	Comments/Recent Actions/ Report Links
The annual number of fires, the property loss statistics, and related injuries and fatalities.	Safeguarding both persons and property from fire and life safety hazards is one of the prime goals of the Office of the Fire Commissioner.	2011 is being used as the baseline year, when there were 5,042 fires in Manitoba, resulting in \$136 million in property loss, 251 injuries, and 22 fatalities.	In 2018, there were 14 fire-related fatalities. Data on fires, property loss, and injuries is not yet available. See the Office of the Fire Commissioner's 2018/19 Annual Report for more information.	Fire occurrence, property loss and fire-related injuries and fatalities have decreased since 2011/12. Note: Property loss is subject to fluctuation due to construction costs or individual fires that may spike replacement in one year.	For more information, see the Office of the Fire Commissioner's 2018/19 Annual Report.

Resource Development Indicators

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
Total Crown land under mineral disposition.	Number of mineral dispositions and area of Crown land under mineral disposition.	Due to the cost of holding dispositions, this reflects trends in exploration and development investment. 5 year baseline: 2014 mineral tenure 10,151 dispositions 1,394,511 hectares	2018 Mineral tenure 2,382,550 hectares (30.6% increase over previous year) 9,636 dispositions (3.8% increase over previous year)	2005 Mineral tenure (<i>recent maximum</i>) 5,640,203 hectares 10,090 dispositions	2018 mineral tenure increase is likely due to mineral exploration licenses representing a fraction (0.5%) of total count, over 50% of total area. Compared to the recent maximum, 2018 saw a 4.5% decline in the number of dispositions (improved from 8% decline in 2017), and a 57% decline in area (improved over 68% decline from 2017)
Annual mineral exploration expenditures.	Annual mineral exploration expenditures are the most direct indicator of the level of mineral exploration in the province.	Exploration expenditures provide a baseline re: levels of investment in the sector. 5 year baseline: 2014 Mineral exploration: \$28 million	Mineral exploration and deposit appraisal and % of total Canadian expenditures (spending intentions): 2018: \$54.7 million (2.4%)	2011 mineral exploration: (<i>recent maximum</i>) \$140 million A declining trend due to global market fluctuation since 2008 is a reflection of the sector's cyclical nature, low commodity prices and a slow recovery.	Manitoba's mineral exploration expenditures fluctuate with commodity prices and global economic conditions. The estimated forecast for exploration expenditures for 2018 is \$54.7 million, an increase of 42% from 2017 exploration expenditures of \$38.5 million.

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
Annual petroleum industry exploration and development capital expenditures.	Annual petroleum industry expenditures are the most direct indicator of the level of investment in Manitoba's petroleum resources.	5 year baseline: 2014 Petroleum exploration and development capital expenditures: \$1 billion	Exploration and development capital expenditures 2018: \$442.2 million	Petroleum exploration and development capital expenditures has seen decline of 66% since 2013, (ongoing slow recovery for 2018/19): 2018: \$442 million (18% increase over 2017).	2018/19 oil and gas extraction subsector (production volume) was down 1.8%. However the increased benefits of capital expenditure have not been fully realized.
The number of reports, maps and other geoscience-related publications produced each year.	The division tracks the number of publications produced each year. A primary role of Geological Services is to provide authoritative geoscience information to support/facilitate mineral exploration.	2012/13 publications: 4 Open Files 7 Preliminary Maps Annual Report of Activities 6 Data Repository Items 4 Geoscientific Reports 4 Geoscientific Maps 1 Stratigraphic Map	2018/19 publications: 4 Open Files 2 Preliminary Maps Annual Report of Activities 4 Data Repository Items 7 Manitoba Mineral Commodities brochures 1 Manitoba Mineral Development and Geoscience brochure	N/A	The number and type of publications produced by the division continues to evolve in an effort to consistently meet client needs. To meet increasing client demand, there has been an ongoing effort towards the digitization and re-release of older geological reports and maps. The ability to produce publications is a function of staffing levels and operating budgets.

SUSTAINABLE DEVELOPMENT

The department is committed to the Principles and Guidelines set out in The Sustainable Development Act and works to have them incorporated into departmental activities, programs, and business practices. Sustainable development initiatives undertaken within the operation of the department's programs are: minimizing waste through the efficient use of office supplies and recycling; increased utilization of the internet to communicate and disseminate information to our internal and external clients; delivery of a variety of workshops, seminars, business counselling sessions and research assistance suitable for use by businesses involved with the production/delivery of environmental products and services; and participation on various sustainable development committees and working groups such as the Code of Practice; Financial Management and Sustainability Reporting teams.

The Principles and Guidelines of Sustainable Development are:

1. Integration of Environmental and Economic Decisions
2. Stewardship
3. Shared Responsibility and Understanding
4. Prevention
5. Conservation and Enhancement
6. Global Responsibility
7. Efficient Uses of Resources
8. Public Participation
9. Access to Information
10. Integrated Decision-Making and Planning
11. Waste Minimization and Substitution
12. Research and Innovation

The Sustainable Development Procurement Goals are:

2. Education, Training, and Awareness
3. Pollution Prevention and Human Health Protection
4. Reduction of Fossil Fuel Emissions
5. Resource Conservation
6. Community Economic Development

Regulatory Accountability and Red Tape Reduction

Growth, Enterprise and Trade department is committed to implementing the principles of regulatory accountability as set out in *The Regulatory Accountability Act*. The department works to achieve balance with regulatory requirements, identify the best options for them, assess their impact and incorporate them in department activities, programs and in the development of all regulatory instruments.

A regulatory requirement is a requirement in a regulatory instrument for a person to take an action in order to:

- access a program or service offered by the government or a government agency
- carry on business
- participate in a regulated activity

Regulator accountability provides a framework to create a transparent, efficient and effective regulatory system. Red tape reduction aims to remove the regulatory requirements that are unclear, overly prescriptive, poorly designed, redundant, contradictory or antiquated. Not all regulatory requirements create red tape.

Regulatory Requirements

	Baseline (April 1, 2016)	2016/17 (March 31, 2017)	2017/18 (March 31, 2018)	2018/19 (March 31, 2019)
Total number of regulatory requirements	138,772	138,990	139,131	111,228

	2018/19 from 2017/18	2018/19 from baseline
Net change in total number of regulatory requirements	-27,903	-27,544
% change	-20.1%	-19.8%

Notes:

- The information in the tables above includes that of any Special Operating Agencies (SOAs) or other agencies that report to the Minister.
- 2018/19 data includes Program transfers and other adjustments.
- The transition from a manual data collection system to an automatic one in 2018/19 may have impacted statistics reported in previous periods.
- For additional information, please see the Manitoba Regulatory Accountability Report at www.manitoba.ca/reduceredtape

Achievements

In 2018/19, the Department's achievements in reducing regulatory requirements and eliminating red tape included:

- Amendments to The Steam and Pressure Plants Act were passed that will result in reduced inspection frequencies for various types of boilers and pressure vessels.

- Amendments to The Buildings and Mobile Homes Act and the Fires Prevention and Emergency Response Act were passed that will allow independent contractors to perform building and fire safety inspections on behalf of municipalities (currently they must directly employ their inspectors).
- Amendments to The Worker Recruitment and Protection Act were passed to eliminate licensing requirements for employment agency businesses temporary help agencies.
- Amendments to The *Oil and Gas Act* were introduced that would eliminate the requirement to use a registered lease agent when acquiring oil and gas interests.
- Amendments to the The Retail Businesses Holiday Closing Act were introduced to fix a legislative quirk requiring retail businesses to be closed on July 2 when July 1 falls on a Sunday. Retailers will now be closed on July 1 when most Canadians are celebrating Canada Day, but will be allowed to open on Monday when most workers have the day off and are likely to want to shop.
- Amendments to the Gas and Oil Burner Regulation were made to and reduce duplication of inspection activities between the Office of the Fire Commissioner and Manitoba Hydro and improve services for stakeholders.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service and strengthens protection 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 18 of the Act.

The following is a summary of disclosures received by Manitoba Growth, Enterprise and Trade for fiscal year 2018/2019:

Information Required Annually (per Section 18 of The Act)	Fiscal Year 2018/2019
The number of disclosures received, and the number acted on and not acted on. <i>Subsection 18(2)(a)</i>	NIL
The number of investigations commenced as a result of a disclosure. <i>Subsection 18(2)(b)</i>	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. <i>Subsection 18(2)(c)</i>	NIL