

# 2021-2022 **ANNUAL REPORT**



## Environment and Climate Change





## MESSAGE FROM THE MINISTER

As Minister of Environment and Climate Change, I am pleased to present the 2021-22 annual performance report as per the requirements of the **Transparency and Accountability Act** as a category 1 government entity.

In April 2021, reorganization of Provincial Government Departments was undertaken. The new Department of Environment and Climate Change comprises all of those functions formerly within the Department of Environment, Climate Change and Municipalities that relate to Water Resources Management, Pollution Prevention, Environmental Assessment, Climate Change, Policy, Planning, and Natural Areas. In my capacity as Minister Responsible for Labour, the Department now includes Labour Relations and Labour Standards.

This annual report provides details on the indicators and objectives for the fiscal year of April 1, 2021, to March 31, 2022, which is the first year of the current two-year planning period (2021-2023) and includes information on the lines of business that fell within the Department during that period.

The continued efforts and work of the Department's staff is critical to the successes achieved. I would also recognize that the support of community partners is key to the development and implementation of the various initiatives outlined. By signing below, I undertake the necessary accountability for the outcomes reported in support of the Department's stated goals.

Sincerely,

A stylized, handwritten signature in black ink, appearing to be 'BD' followed by a long horizontal stroke.

Hon. Bernard Davis

Minister of Environment and Climate Change



# Table of Contents

<b>Departmental Overview .....</b>	<b>2</b>
Organizational Structure .....	2
Staff and Budget .....	2
Vision .....	3
Mandate .....	3
Lines of Business .....	4
Reporting Entities .....	4
<b>Highlights and Partnerships .....</b>	<b>5</b>
Highlights .....	5
Partnerships .....	7
Report on Performance .....	10
Issue 1: Advancing Environmental Sustainability .....	10
Goal .....	10
2021-22 Objective .....	10
Discussion of Results .....	14
Issue 2: Promoting Labour Relations and Labour Standards .....	16
Goal .....	16
2021-22 Objective .....	16
Discussion of Results .....	17
<b>Opportunities and Challenges .....</b>	<b>18</b>
<b>Financial Information .....</b>	<b>19</b>



## Departmental Overview

### Organizational Structure

The Department of Environment and Climate Change (the Department) is a category 1 government entity under the **Transparency and Accountability Act** that is responsible for the protection and enhancement of the environment through the implementation of water resource and pollution prevention regulations and policies, as well as coordinating environmental impact assessments of proposed development projects, managing impacted sites and ecological reserves, and considering pathways for new protected areas. As of March 31, 2022, the Department of Environment and Climate Change was organized into two branches:

- **Environment and Labour Branch** is responsible for the divisions of Water Resources Management, Pollution Prevention, Environmental Assessment, Labour Relations and Labour Standards.
- **Climate Change Branch** is responsible for the divisions of Climate Change and Policy, Planning and Natural Areas.

### Staff and Budget

As of March 31, 2022, the Department had 165 positions (109 permanent, 42 temporary, seven seasonal, and seven contractual), of which 139 were staffed as of March 31, 2022. The Department headquarters are in St. John's (132 positions) with additional positions located at Trepassey (10), St. Mary's (4), Winterland (1), Grand Falls-Windsor (4), Corner Brook (12), and Happy Valley-Goose Bay (2).

The Department's gross expenditure budget for 2021-22 was \$20,510,241 with planned related revenue of approximately \$6,890,170 for a net planned expenditure of \$13,620,071. Please refer to financial information (p. 17) for a summary of expenditures and related revenue.



Division	# of Employees	Budget
Executive Support	11	917,200
Pollution Prevention	31	7,208,600
Environmental Assessment	10	502,000
Water Resources Management	37	3,016,900
Policy, Planning and Natural Areas	32	1,820,900
Climate Change	4	1,867,000
Labour Relations	5	531,200
Labour Standards	9	670,800

## Vision

The vision of the Department of Environment and Climate Change is a clean, sustainable and protected environment supported through effective stewardship as well as a province where employees and employers are supported to achieve a healthy, safe, and productive workplace.

## Mandate

The mandate of the Department of Environment and Climate Change is to protect, enhance and conserve the province's natural environment including its water, air, and



soil quality. In supporting the Minister Responsible for Labour, the Department takes a lead role in ensuring effective relationships between employers and employees through the administration and enforcement of applicable legislation.

## Lines of Business

A number of key cross-departmental initiatives are led by the Department, including the Provincial Waste Management Strategy, Drinking Water Safety Initiative, and Climate Change Action Plan. In addition, the Department leads horizontal initiatives related to maintaining environmental health including the Interdepartmental Drinking Water Technical Working Group and the Impacted Sites Liability Assessment Program.

For more information on the Department's vision, mandate and lines of business, please visit us online at [www.gov.nl.ca/ecc](http://www.gov.nl.ca/ecc).

## Reporting Entities

Under the **Transparency and Accountability Act**, a number of government entities also prepare plans and annual reports. Entities which reported to the Minister as of the end of the reporting period included:

- Labour Relations Board
- Multi-Materials Stewardship Board
- Standing Fish Price-Setting Panel
- Wilderness and Ecological Reserve Advisory Council
- WorkplaceNL
- Workplace Health, Safety and Compensation Review Division

## Highlights and Partnerships

### Highlights

#### **Establishing a Net-Zero Advisory Council**

In December 2021, an eight-member Council was formed to provide advice to the Provincial Government on how to achieve the 2030 and net-zero greenhouse gas reduction targets. The Council focuses on identifying near term and foundational actions the Government can take to set the province on a strong path to achieve net-zero, grow the green economy and consider a just transition and affordability for all residents of Newfoundland and Labrador. The Council further advises on global trends to reduce greenhouse gas emissions and the importance and use of carbon sinks.

#### **Monitoring COVID in Wastewater**

The COVID-19 Wastewater Surveillance initiative was launched during the reporting period. This initiative monitors municipal wastewater for the virus that causes COVID-19 and allows for the detection of the virus in a large population which can provide an early warning of cases of COVID-19 in the community and possible outbreaks. Coordination and guidance for waste water sampling and analysis of 18 sewer outfalls in Newfoundland and Labrador communities is under the provincial COVID-19 Wastewater Surveillance Sub-Group.

A [website and dashboard](#) is now available to provide information from the COVID-19 Wastewater Surveillance initiative. Timely information provided through the dashboard informs appropriate public health response plans to curb transmission.

#### **Electric Vehicle Rebate Program**

In Budget 2021, the Provincial Government announced \$500,000 in funding to provide a \$2,500 rebate to people who purchase or lease a new or purchase a used electric vehicle. Administered by Newfoundland and Labrador Hydro, the Electric Vehicle Rebate Program makes electric vehicles more affordable for Newfoundlanders and

Labradorians. Increasing the number of electric vehicles on the roads that are powered by clean, renewable energy, reduces carbon emissions and helps slow the pace of climate change in the province. The program was renewed and expanded in 2022. Rebates are available to eligible individuals, businesses, not-for-profit organizations, and municipalities in the province. Completed applications will be accepted until March 15, 2023.

### **Oil to Electric Rebate Program**

In Budget 2021, the Provincial Government announced \$1,000,000 in funding to provide a \$2,500 rebate to people who replace their fuel oil home heating system with an electric home heating system. Administered by Newfoundland and Labrador Hydro, the Oil to Electric Rebate Program makes reducing the greenhouse gas emissions from heating our homes more affordable. The program was renewed and expanded in 2022 to provide homeowners with a \$5,000 rebate. Completed applications will be accepted until March 15, 2023.

### **Low Carbon Economy Leadership Fund**

The Low Carbon Economy Leadership Fund (LCELF) is a six-year, \$89.4 million cost shared federal-provincial initiative ending March 31, 2024. Approximately \$38 million has been allocated to upgrade 47 provincial government buildings, schools, post-secondary buildings, hospitals, and other medical facilities, primarily fuel switching to electricity. Another \$39 million has been allocated to the Climate Change Challenge Fund, to support private, non-profit, and municipal projects that reduce greenhouse gas emissions, primarily fuel switching to electricity. The remaining funding is being spent on improving the energy efficiency of fuel oil heated homes and multi-unit residential buildings, as well as for climate change adaptation projects.

## Partnerships

### Municipality Energy Efficiency Projects

The Provincial Government, through LCELF, collaborated with a variety of municipalities in support of energy efficiency projects including:

- Town of Gander: The Provincial Government contributed over \$794,000 to redesign the Steele Community Centre ice plant while installing a thermal solar wall in the Community Centre and heat pumps at the Public Works Depot.
- Town of Grand Falls–Windsor: The Provincial Government contributed over \$253,000 towards various energy-efficiency upgrades, including heat recovery at two ice plants, the replacement of oil heaters with heat pumps at the Joe Byrne stadium; upgrades to the municipal building energy controls; and the installation of a solar wall at the Public Works Depot.
- Gander International Airport Authority: The Airport received approximately \$926,000 from the Provincial Government for energy-efficiency upgrades and fuel switching. Improvements include the installation of a geothermal heat pump system, replacement of a steam boiler and a steam heat exchanger for a hot-water system, retrofits to the heat exchanger controls, and an upgrade to the perimeter of the heating controls.
- Port Saunders Project: Approximately \$81,800 was allocated in cost-shared funding to support the town's Energy-Efficiency and Fuel Switching Project. The project enables the town to replace the oil furnace with an electrical heat pump system in their town council office. The project will reduce greenhouse gas emissions by 135 tonnes annually.
- Corner Brook Housing Project: Approximately \$153,000 was allocated in cost-shared funding to support a Furnace Replacement Project in 35 Newfoundland and Labrador Housing Corporation units in Corner Brook with more energy efficient or electric models.
- The City of Mount Pearl: Approximately \$213,000 in cost-shared funding was allocated to support the City's Energy Efficiency and Fuel Switching Project. This

project includes the retrofit of the public works parks maintenance building by replacing the oil furnace with electric heat pumps as well as upgrades of the City's vehicles with the installation of technology which will improve the efficiency of the municipal fleet and mobile equipment.

### **Drinking and Wastewater Joint Projects in Central Newfoundland**

In May 2021, federal-provincial funding was announced for drinking water and wastewater projects in 21 communities in Central Newfoundland. As an example, Grand Falls-Windsor will be supported with the construction of a new ultraviolet disinfection building. This new infrastructure will benefit the community by increasing its capacity to treat and manage wastewater while meeting the provincial effluent quality requirements. Residents of 10 other municipalities will also benefit from upgrades to their wastewater infrastructure including new and improved lift stations, and water and sewer main replacements. In addition, 12 municipalities will see improvements to their drinking water systems which include the rehabilitation and expansion of water supply mains and connections, new hydrants for improved fire safety, a new pump house building in the Town of Jackson's Cove-Langdon's Cove-Silverdale, and a new chlorination system in the Town of La Scie.

### **Investment in Regional Water and Wastewater Operator Program**

In March 2022, \$240,000 was announced to support the Regional Water and Wastewater Operator Program in Newfoundland and Labrador. The program is focused on building local capacity and knowledge for the delivery of water services. Under the program, regional operators work with communities to address challenges associated with operating and monitoring modern drinking water and wastewater systems.

### **Burin Peninsula Regional Service Board's Dewatering System Project:**

The Burin Peninsula Regional Service Board's Dewatering System Project aims to reduce energy used to process and divert organic waste from residential and industrial wastewater. This advanced system requires less energy and reduces greenhouse gas emissions, while moving our province forward both environmentally and economically.

### **Training for Journeyman and First Responders**

The growing number of electric vehicles on Newfoundland and Labrador roadways is generating demand for a new type of skilled professional for service and maintenance. The Department, along with the Department of Immigration, Population Growth and Skills, reached an agreement with the College of the North Atlantic to support the development of electric vehicle specialized training for journeypersons and first responders. This will provide vital skills development for post-secondary graduates and align with efforts to reduce greenhouse gas emissions and achieve net-zero by 2050.

### **Statutory Review of Workers' Compensation System**

The workers' compensation system review process provided a valuable opportunity to focus on workers' compensation matters, with the goal of improving the overall system for both workers and employers. The report, entitled *Striving for Balance and Compromise*, was released in June 2021 and included 48 recommendations focused on efficiencies in the review process, balance in the provision of benefits, and financial sustainability. The recommendations were informed by a province-wide public consultation process and a series of roundtable discussions with stakeholder groups, including employer and worker representatives. The Department is undertaking a thorough analysis of the recommendations with a view to ensuring improvements and a robust workers' compensation system for the province.

## Report on Performance

This document reports on the strategic goals and annual objectives for the first year of the Department's 2021-23 Strategic Plan. The sections below identify the key issues in the Department's plan, as well as the corresponding goals and results.

### Issue 1: Advancing Environmental Sustainability

To advance environmental sustainability in the province, the Department will continue to work collaboratively with local communities, other levels of government, industry, business, academia, and citizens. These relationships create a network of stakeholders who implement cohesive strategic approaches to preserve, protect, and improve the quality of land, air, and water to provide a bright future for current and future generations. Advancing environmental sustainability will support Government's strategic direction of better living and a brighter future for all residents of the province.

#### Goal

By March 31, 2023, the Department of Environment and Climate Change will have advanced environmental sustainability.

#### 2021-22 Objective

By March 31, 2022, the Department of Environment and Climate Change will have continued to build on its efforts towards enhancing environmental sustainability.

Planned Indicator	Actual Results
Consulted on the development of a drinking water quality action plan.	During the 2021-22 reporting period, the Water Resource Management Division completed consultations on the drinking



	water quality action plan. The input from the consultation has been reviewed and compiled. The draft drinking water safety plan is being updated to reflect the input from the consultations.
Continued support of the Regional Water and Waste Water Pilot Program.	Program funding is extended until March 31, 2023 while the program continues to build local capacity in the area of clean and safe drinking water for small rural communities.
Continued assessment and development of mitigation activities for impacted sites.	The Department continues to work with the federal Department of National Defence towards securing a formal cost-sharing agreement for the remediation of former U.S. military sites in Labrador. The Department is currently in the process of forming stakeholder working groups to solicit further Indigenous feedback and to help further develop the remediation strategies where appropriate. The Department has further engaged an environmental consulting firm to provide additional expert technical support to advance the consultation process.
Continued flood risk mapping to better anticipate and respond to possible flooding events and adapt to the impacts of climate change.	To help climate change adaptation, flood risk mapping studies are being updated, while new studies are being undertaken using climate change projections.
Continued flood forecasting services to the Town of Badger, Humber Valley	The flood forecasting services remain ongoing with continued monitoring and

communities, and Lower Churchill River communities.	forecasted water levels for areas where the potential for significant flooding exists.
Operated a hurricane alert system to forecast hurricanes path and associated precipitation.	The Hurricane Season Flood Alert System remains a key climate change adaptation and public safety tool used to help communities in the province prepare for storms.
Continued review of the provincial Environmental Assessment process and legislation to reflect changes to federal Impact Assessment Act.	Drafting of amendments to the <b>Environmental Protection Act</b> and the <b>Environmental Assessment Regulations</b> is in progress.
Continued development of a Natural Areas System Plan and engage in further consultation.	In May 2021, on behalf of the Wilderness and Ecological Reserves Advisory Council (WERAC), the Minister released the What We Heard Report and Summary following Phase 1 public consultations on a proposed Protected Areas Plan for the Island of Newfoundland. WERAC provided a Recommendations Report to the Minister detailing 15 recommendations on the proposed Protected Areas Plan for the Island of Newfoundland. The Minister is reviewing these recommendations for continued development and implementation of a Natural Areas System Plan. WERAC also submitted recommendations for the Protected Areas Plan implementation priorities to the Minister on August 2021.

Collaborated with all levels of government to work with industry, community, and Indigenous stakeholders on Climate Change Action Plan initiatives.	Of the 45 action items in the 2019 Climate Change Action Plan, 30 have been completed and progress has been made on the remaining 15 action items. A mid-term report on the status of the action plan was made publicly available in December 2021.
Identified new initiatives to reduce greenhouse gas emissions by 30 percent below 2005 levels by 2030 and to achieve net-zero greenhouse gas emissions by 2050.	New action items subsequent to the 45 actions items in the 2019 Plan include the establishment of a net-zero 2050 greenhouse gas reduction commitment, a new Net-Zero Advisory Council, and provincial rebate programs for electric vehicles and residential fuel oil to electricity switching.
Advanced climate adaptation and mitigation measures through collaborative efforts with stakeholders.	The Climate Change Branch coordinates provincial engagement on a new National Adaptation Strategy. Completed in March 2022, Phase 1 developed the framework of the Strategy which is expected to be released in Fall 2022.
Supported sustainable business opportunities and green transition projects.	The Department is implementing the \$89.4 million Low Carbon Economy Leadership Fund. The Department is implementing two new initiatives, which commenced in Budget 2021—a transitioning from oil to electric heating rebate and an electric vehicle rebate.
Promoted development of resources while reducing greenhouse gas emissions	Preliminary modelling work has started on the net-zero policy commitment, and a

and achieving net-zero greenhouse gas emissions by 2050.	Net-Zero Advisory Council was established in December 2021.
Supported the work of the provincial Net-Zero Advisory Council.	The first meeting of the Council occurred in February 2022. The Department's Climate Change Branch serves as the secretariat for the Council while providing logistic support.
Explored additional electrification opportunities, growth in the low carbon economy, and expanded home energy savings and energy efficiency supports.	Through the LCEF, \$39 million has been allocated to support electrification projects. Government provided \$10.5 million for an electrification project for Memorial University's heating system. Government provided \$6.8 million through the Investing in Canada Infrastructure Program toward the construction of a transmission line to electrify operations at the Tata Steel mine in Schefferville. The Department's Climate Change Branch is implementing two new initiatives, which commenced in Budget 2021—a transitioning from oil to electric heating rebate and an electric vehicle rebate.

## Discussion of Results

In 2021-22 the Department continued to advance climate change adaptation and mitigation measures through strategic investments in green technologies, energy efficiency, municipal infrastructure, and evidence-based decision making tools. This progress was made possible due to the increased support and collaboration with all levels of governments, Indigenous groups, businesses, academia, and communities

over the past year. These initiatives guide the province in its commitment to reducing greenhouse gas emissions, reaching net-zero by 2050, protecting the environment and building more resilient communities.

By March 31, 2023, the Department of Environment and Climate Change will have continued to build on its efforts towards enhancing environmental sustainability.

**Indicators:**

- Continued support of the Regional Water and Waste Water Pilot Program.
- Continued assessment and development of mitigation activities for impacted sites.
- Continued flood risk mapping to better anticipate and respond to possible flooding events and adapt to the impacts of climate change.
- Continued flood forecasting services to the Town of Badger, Humber Valley communities, and Lower Churchill River communities.
- Operated a hurricane alert system to forecast hurricanes path and associated precipitation.
- Continued review of the provincial Environmental Assessment process and legislation to reflect changes to federal Impact Assessment Act.
- Continued development of a Natural Areas System Plan and engage in further consultation.
- Collaborated with all levels of government to work with industry, community, and Indigenous stakeholders on Climate Change Action Plan initiatives.
- Identified new initiatives to reduce greenhouse gas emissions by 30 percent below 2005 levels by 2030 and to achieve net-zero greenhouse gas emissions by 2050.
- Advanced climate adaptation and mitigation measures through collaborative efforts with stakeholders.
- Supported sustainable business opportunities and green transition projects.
- Promoted development of resources while reducing greenhouse gas emissions and achieving net-zero greenhouse gas emissions by 2050.
- Supported the work of the provincial Net-Zero Advisory Council.

- Explored additional electrification opportunities, growth in the low carbon economy, and expanded home energy savings and energy efficiency supports.

## Issue 2: Promoting Labour Relations and Labour Standards

The Department will work with employers, employees and unions to foster a positive employment relations climate in the province. By promoting these effective standards and relations, the Department adheres to Government's strategic direction of a better economy, better living and a bright future.

### Goal

By March 31, 2023, the Department of Environment and Climate Change will have worked to advance discussions with employer and labour organization on issues of importance, and taken action to ensure increases to minimum wage are in line with consumer price index.

### 2021-22 Objective

By March 31, 2022, the Department will commence initiatives to increase the minimum wage and coordinate discussions with labour organizations on matters of importance.

Planned Indicator	Actual Results
Appointed a Minimum Wage Review committee.	In January 2022, the establishment of the five-member Minimum Wage Review Committee was announced. This committee was tasked with reviewing input solicited from targeted stakeholders on the minimum wage and to report to the Department with observations, findings, and recommendations on the current

	process for setting the minimum wage and the wage rate. The Committee reported its findings and recommendations to the Minister Responsible for Labour in May 2022.
Engaged Atlantic Provinces on possibility of establishing a harmonized minimum wage.	The Department has begun preliminary discussions with the Atlantic Provinces and is currently evaluating the potential impacts of establishing a path to a harmonized minimum wage in the Atlantic Provinces.
Held a Labour Summit bringing together labour organizations to discuss and share Ideas to foster improved labour relations.	Planning for the Summit was impacted by the COVID-19 pandemic. The preliminary planning work for a Labour Summit for the 2022-23 fiscal year is ongoing.

## Discussion of Results

In 2021-22 the Department prepared for advancing discussions with labour organizations on matters of importance, particularly increasing the minimum wage, through its appointment of the Minimum Wage Review Committee.

In response to the final report of the Minimum Wage Review Committee, in May 2022 government announced a schedule of increases to the minimum wage until April 2023, as well as a transitional support program for smaller businesses that employ minimum wage earners. The committee's recommendations will continue to inform the Department on opportunities and challenges related to the minimum wage rate. Engagement opportunities with Atlantic Provinces and labour organizations are in preparation and planned for the 2022-23 fiscal year. By March 31, 2023, the



Department will commence initiatives to increase the minimum wage and coordinate discussions with labour organizations on matters of importance.

**Indicators:**

- Engaged Atlantic Provinces on possibility of establishing a harmonized minimum wage.
- Held a Labour Summit bringing together labour organizations to discuss and share Ideas to foster improved labour relations.

## **Opportunities and Challenges**

As the province continues to emerge from the COVID-19 pandemic, delivery of services, programs, and policies will remain a key priority for the Department. Fostering a sustainable environment that also creates new opportunities for the province is a main focus of the Department. Expanding infrastructure and supporting capacity through strategic investment in areas including drinking and waste water, waste management, and electric vehicles will aid in the transition to more sustainable systems long-term. The development of academic and training courses to provide individuals working with newer, green technology will provide the proper skills and knowledge necessary for maintaining such systems and technology.

Climate change continues to be a priority area while a focus on collaborative partnerships is critical to improving energy efficiency and reducing emissions. The Department will continue to implement the Climate Change Action Plan while identifying new initiatives to support Government's greenhouse gas reduction commitments. Federal-Provincial funded projects with municipalities and other stakeholders work to support mitigation and adaptation and make our communities safer and more resilient.

In 2022-23, the Department will continue to work towards:

- Advancing environmental sustainability; and
- Promoting labour relations and standards.

## Financial Information

### Department of Environment and Climate Change

	<b>2021-22 Budget</b>	<b>2021-22 Expenditures</b>
<b>1.1.01 - Minister's Office</b>	248,000	196,144
<b>1.2.01 - Executive Support</b>	660,900	602,155
Revenue	-	(35,500)
	660,900	566,655
<b>Total Executive &amp; Support Services</b>	908,900	762,799
<b>2.1.01 - Pollution Prevention</b>	9,533,600	2,941,632
Revenue	(2,325,000)	(217,458)
	7,208,600	2,724,174
<b>2.2.01 - Water Resources Management</b>	4,324,700	5,359,527
Revenue	(1,524,400)	(1,186,029)
	2,800,300	4,173,498
<b>2.2.02 - Water Quality Agreement</b>	1,381,300	1,320,198
Revenue	(1,164,700)	(829,300)
	216,600	490,898
<b>2.3.01 - Environmental Assessment and Sustainable Development</b>	726,000	654,029
Revenue	(224,000)	(64,064)
	502,000	589,965
<b>Total Environment</b>	10,727,500	7,978,535
<b>3.1.01 - Climate Change</b>	1,867,000	1,086,736
<b>3.1.02 - Low Carbon Economy Fund</b>	20,328,700	3,493,795
Revenue	(11,035,100)	(2,979,347)
	9,293,600	514,448
<b>3.2.01 - Policy, Planning and Natural Areas</b>	1,930,800	1,849,034
Revenue	(198,000)	(240,100)
	1,732,800	1,608,934

## ANNUAL REPORT 2021-2022

<b>Total Climate Change</b>	12,893,400	3,210,118
<b>4.1.01 - Labour Relations</b>	531,200	457,318
<b>4.1.02 - Standing Fish Price Setting Panel</b>	205,400	232,926
<b>4.1.03 - Labour Standards</b>	679,200	628,660
Revenue	<u>(170,000)</u>	<u>(178,575)</u>
	509,200	450,085
<b>Total Labour</b>	1,245,800	1,140,329
<b>5.1.01 - Labour Relations Board</b>	670,800	599,383
<b>Total Labour Relations Board</b>	670,800	599,383
<b>6.1.01 - Workplace, Health, Safety and Compensation Review</b>	1,410,900	1,088,704
Revenue	<u>(1,410,900)</u>	<u>(1,159,797)</u>
	-	(71,093)
<b>Total Workplace, Health, Safety and Compensation Review</b>	-	(71,093)
<b>Total Department</b>	26,446,400	13,620,071
<b>Total Gross Expenditures</b>	<b>44,498,500</b>	<b>20,510,241</b>
<b>Total Gross Revenues</b>	<b><u>(18,052,100)</u></b>	<b><u>(6,890,170)</u></b>
<b>Total Net</b>	<b>26,446,400</b>	<b>13,620,071</b>

