

MAIN ESTIMATES

SUPPLEMENT

2021-2022

**Manitoba Agriculture and
Resource Development**

BUDGET

COMPLÉMENTAIRE

2021-2022

**Ministère de l'Agriculture
et du Développement des
ressources**

Minister's Message and Executive Summary

Manitoba Agriculture and Resource Development is positioned to be a single ministry that provides an integrated approach to developing agriculture and natural resources in a sustainable manner. We are committed to building a Manitoba where people and landscapes thrive in a vibrant economy. To achieve our mission and vision, the department seeks to focus on the land and the clients in our respective industries to reach the potential of our provincial resources for the benefit of all Manitobans. Specifically, we will support investment, job creation and economic development in Manitoba, and position Manitoba as the leading supplier of plant and animal-based protein and other agrifood products. We will enhance crown lands and natural resource management, and rehabilitate land affected by development. We will protect human health, property, and ecosystem including plants, animals and landscapes, and improve local environment health and watershed health. We will develop programs and products to manage risks, particularly those resulted from extreme events. We will also offer convenient and client-focused access to our programs and services, and modernize our service delivery to elevate client experience.

This document is produced by Manitoba Agriculture and Resource Development as a supplement to its Printed Estimates of Expenditure. This additional information will assist Members of the House in their review of the department's estimates.

The document will provide an overview of the department's strategic priorities, and program and financial information including staffing requirements and expenditure details. This program and financial section is organized based on existing main appropriations so that it will provide an easy cross reference to the Printed Estimates of Expenditure. This document also provides analyses of key risks and mitigation strategies. A list of statutory responsibilities, and a standard glossary of terms are also included at the end of the document.

Recently implemented across the Government of Manitoba, balanced scorecards foster operational improvements by reinforcing transparency, urgency, alignment and accountability. They have been added to the redesigned Supplement to identify key priorities for each department that staff will work towards, with appropriate performance measures.

With the Supplement redesigned to be a business plan that focuses on strategic priorities, departments can then take steps to create operating plans that further identify how strategic priorities will translate into day-to-day operations. The performance results of these operations will be shared at the end of the fiscal year in the department's annual report.

Honourable Blaine Pedersen

Original Signed by

Minister of Agriculture and Resource Development

Message du ministre et résumé

Agriculture et Développement des ressources Manitoba se positionne comme un ministère unique procurant une approche intégrée pour développer durablement l'agriculture et les ressources naturelles. Nous sommes résolus à faire du Manitoba un lieu où la population et les paysages s'épanouissent dans une économie florissante. Pour réaliser sa mission et sa vision, le ministère veut mettre l'accent sur la terre et les clients de nos industries respectives afin d'atteindre le potentiel de production de nos ressources provinciales dont profiteront les Manitobains. Nous allons plus particulièrement soutenir l'investissement, la création d'emplois et le développement économique dans la province et faire du Manitoba l'un des principaux fournisseurs de protéines végétales et animales et d'autres produits agroalimentaires. Nous allons améliorer la gestion des terres domaniales agricoles et des ressources naturelles, et remettre en état les terres affectées par le développement. Nous allons protéger la santé humaine, les propriétés et les écosystèmes (plantes, animaux et paysages) et améliorer la santé de l'environnement et des bassins hydrographiques à l'échelle locale. Nous allons créer des programmes et des produits afin de gérer les risques, en particulier ceux liés aux phénomènes extrêmes. Nous offrirons également un accès pratique à nos programmes et services axés sur le client et moderniserons notre prestation de services afin d'améliorer l'expérience des clients.

Ce document est produit par Agriculture et Développement des ressources Manitoba en complément du format imprimé de son Budget des dépenses. Ces renseignements supplémentaires aideront les députés pendant leur examen du Budget des dépenses du ministère.

Le document donne un aperçu des priorités, des objectifs, ainsi que des renseignements sur les programmes et les finances, y compris les besoins en personnel et le détail des dépenses. La partie sur les programmes et les finances est organisée en fonction des affectations budgétaires principales existantes, afin de permettre un renvoi facile au format imprimé du Budget des dépenses. Le document fournit également des analyses des principaux risques et des stratégies d'atténuation. Une liste des responsabilités législatives et un glossaire des termes normalisés se trouvent à la fin du document.

Les tableaux de bord équilibrés récemment mis en place dans l'ensemble du gouvernement du Manitoba contribuent à l'amélioration des activités en renforçant la transparence, le sentiment d'urgence, l'uniformité et la reddition de comptes. Ils ont été ajoutés au supplément révisé pour définir les grandes priorités de chaque ministère et les mesures de rendement correspondantes.

Le supplément a été revu de manière à servir de plan d'activités axé sur les priorités stratégiques. Les ministères peuvent prendre des mesures pour créer un plan de fonctionnement décrivant la façon dont ils adapteront leurs activités courantes à ces priorités. Les mesures de rendement de ces activités seront publiées à la fin de l'exercice dans le rapport annuel du ministère.

M. Blaine Pedersen

Original signé par

Ministre de l'Agriculture et du Développement des ressources

Table of Contents

Ministry Description	1
Organization Structure	3
Strategy Map.....	5
Strategic Priorities and Objectives	7
Staffing.....	11
Expenditure Summary	12
Expense by Type	13
Summary of Capital Investments and Loans.....	14
Program and Financial Operating Information – Part A.....	15
Risk Analysis.....	22
Appendices.....	23
Statutory Responsibilities of the Minister of Manitoba Agriculture	23
and Resource Development	
Glossary.....	25

Ministry Description

Vision

A Manitoba where people and landscapes thrive in a vibrant economy.

Mission

A single ministry providing an integrated approach to developing agriculture and natural resources in a sustainable manner.

Values

Guided by the foundation of our shared public service values:

- We value sustainable and responsible resource management and development.
- We value the public's trust.
- We value the participation of Indigenous peoples in the management and development of resources.
- We value each other's expertise, experience and leadership.
- We value science and evidence-based decision making.
- We value working together in partnership to find solutions to public policy challenges.
- We value innovation, growth and continuous improvement.
- We value open and transparent communication.
- We value a vibrant economy as an enabler of a healthy quality of life.

Description du ministère

Vision

Le Manitoba, un lieu où la population et les paysages s'épanouissent dans une économie florissante.

Mission

Un ministère unique procurant une approche intégrée pour développer durablement l'agriculture et les ressources naturelles.

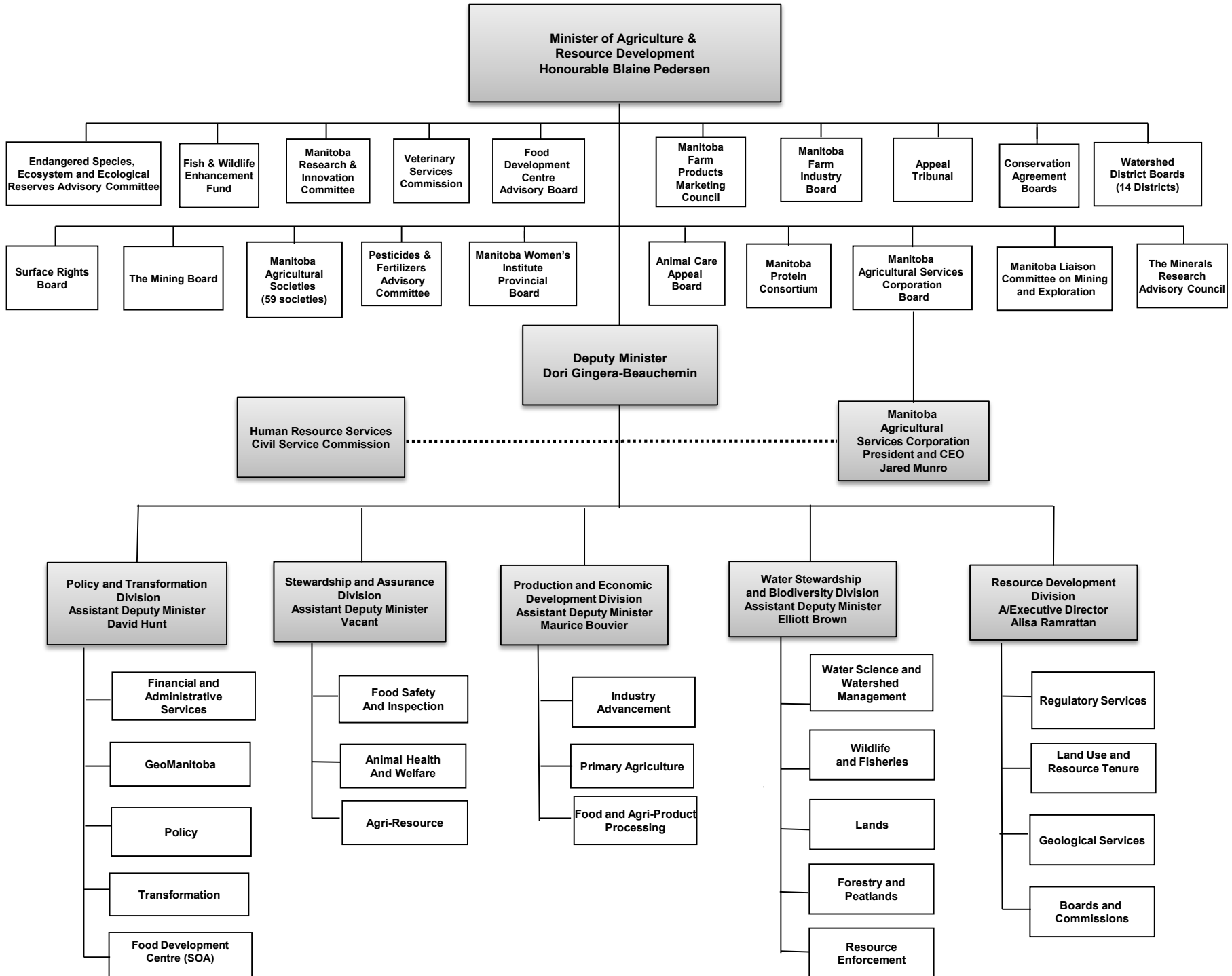
Valeurs

Guidés par le fondement de nos valeurs communes en matière de service public :

- nous attachons de l'importance à une gestion et un développement durables et responsables des ressources;
- nous attachons de l'importance à la confiance du public;
- nous attachons de l'importance à la participation des Autochtones à la gestion et au développement des ressources;
- nous attachons de l'importance à l'expertise, l'expérience et le leadership de chacun;
- nous attachons de l'importance à une prise de décision fondée sur des faits probants et des connaissances scientifiques;
- nous attachons de l'importance au travail en partenariat pour trouver des solutions aux défis de politique publique;
- nous attachons de l'importance à l'innovation, la croissance et l'amélioration continue;
- nous attachons de l'importance à une communication ouverte et transparente;
- nous attachons de l'importance à une économie florissante ouvrant la voie à une qualité de vie saine.

Manitoba Agriculture and Resource Development

(This organization chart depicts the structure of the department as of April 1, 2021)



Strategy Map

Agriculture and Resource Development

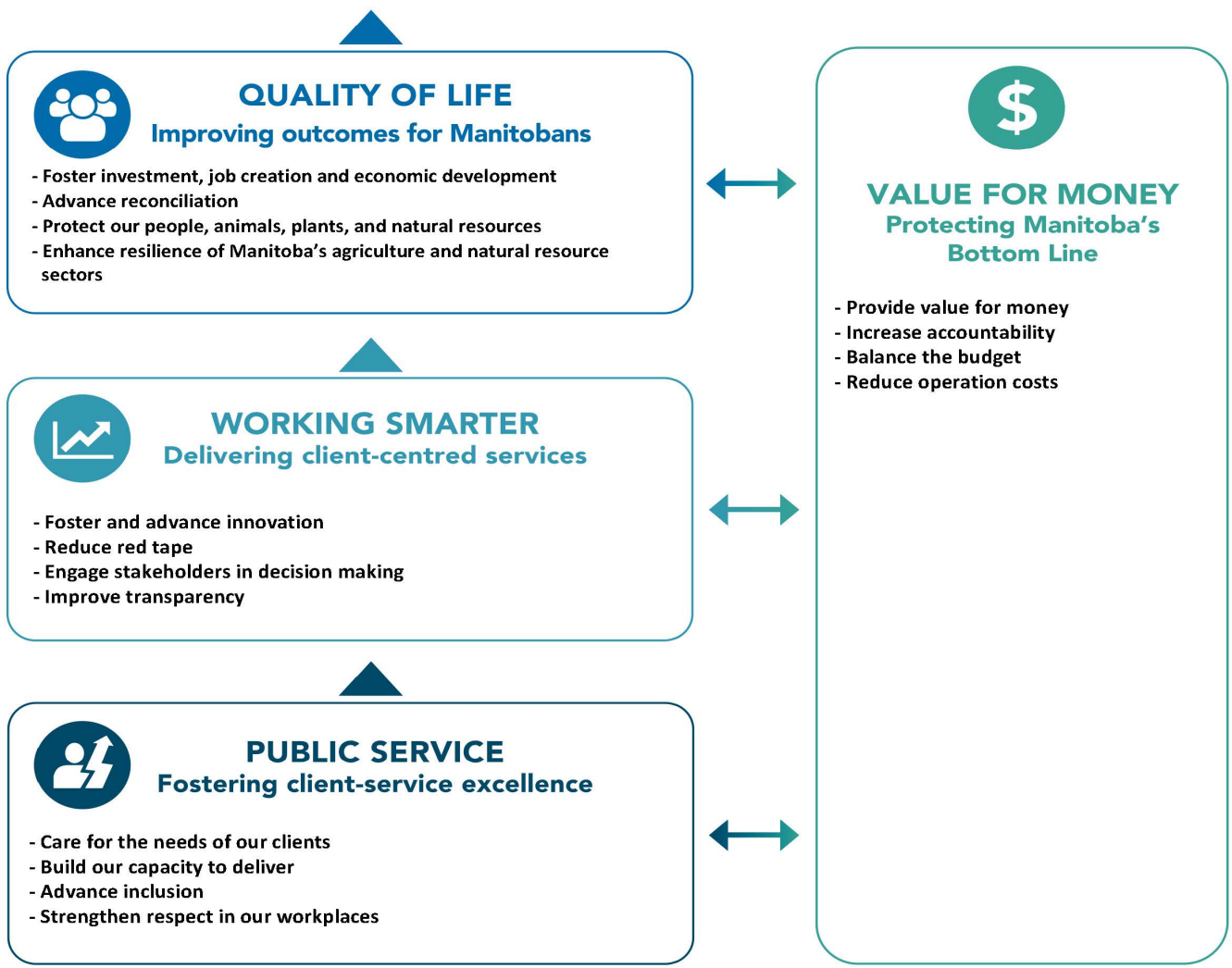
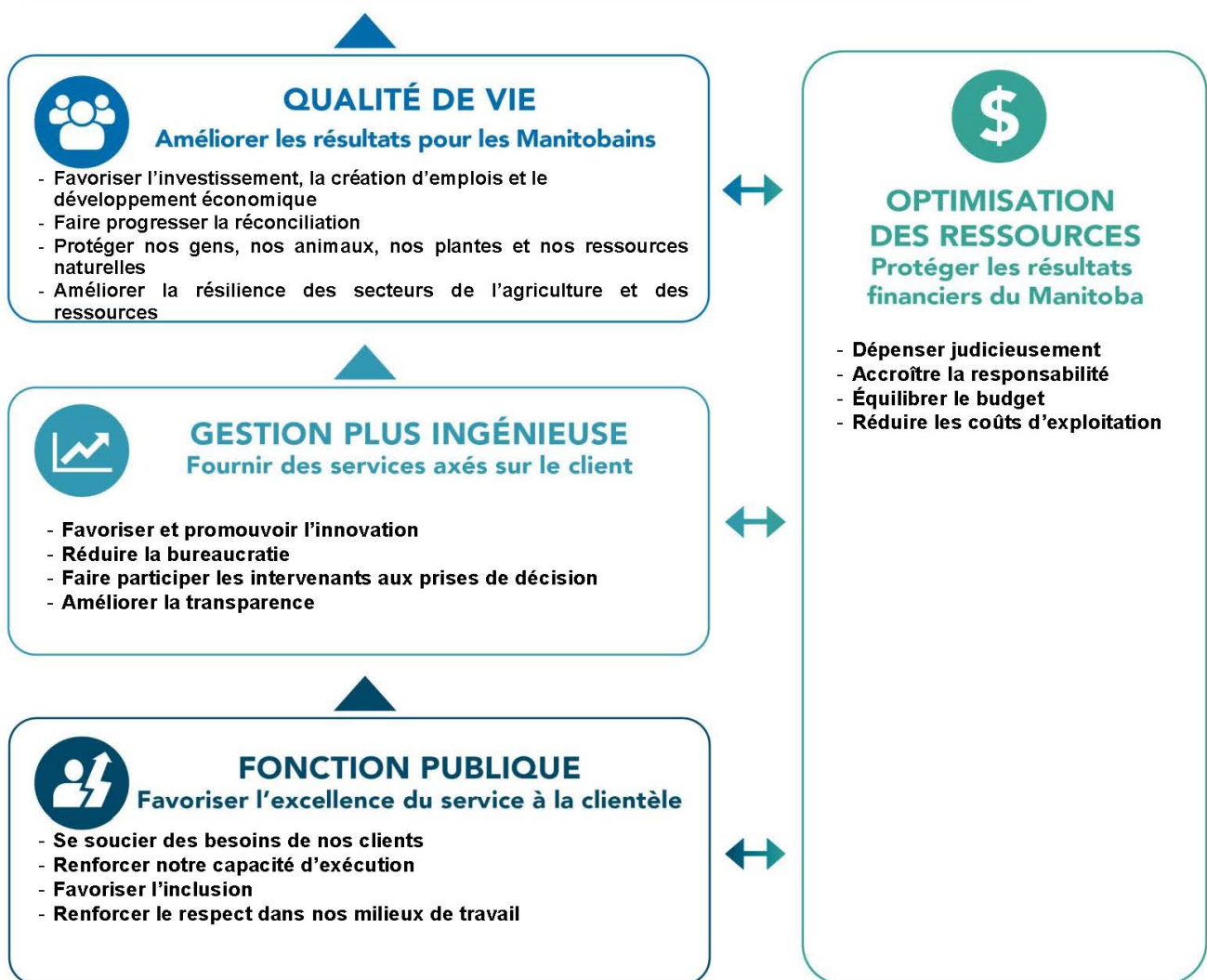


Schéma stratégique

Ministère de l'Agriculture et du Développement des ressources



Strategic Priorities and Objectives

Manitoba Objective: Advance Reconciliation

Departmental Objective: Advance Reconciliation

Performance measures

- Crowns Legal Duty to Consult. Consultations with Indigenous Peoples include the following department initiatives: Manitoba-First Nations Mineral Development Protocol; Indigenous-led forest development; Wildlife Amendment Act; and Indigenous Crown Lands.

Manitoba Objective: Sustain Manitoba's Unparalleled Natural Environment

Departmental Objective: Protect our People, Animals, Plants, and Natural Resources

Performance measures

- Green House Gas (GHG) Emissions in Agriculture and Natural Resources. Based on the National Inventory Report, this includes GHG emissions from energy used for petroleum refining industries, oil and gas extraction, mining and agriculture and forestry; energy used for off-road agriculture, forestry and pipeline transport; fugitive sources from coal mining, and oil and natural gas; and industrial processes for mineral products and agriculture.
- Water Quality. Water Quality Index between 0 and 100 is based on a combination of three factors, including the number of variables whose objectives are not met (scope), the frequency with which the objectives are not met (Frequency), and the amount by which the objectives are not met (Amplitude).

Manitoba Objective: Foster Private Investment for Economic Growth

Departmental Objective: Foster Investment, Job Creation and Economic Development

Performance measures

- Private Capital Investments in Agriculture and Natural Resources. Capital investments are actual expenditures made by business or government on machinery, equipment, buildings, infrastructure and other goods. They may include investment intentions in the upcoming year.
- Employment in Agriculture and Natural Resources. Total employment for Manitoba's agriculture and resource development sector accounts for employment for agriculture, food and beverage manufacturing, forestry, fisheries, hunting and trapping, oil and gas extraction, mining, and primary metal manufacturing.

- Real Gross Domestic Product (GDP) in Agriculture and Natural Resources. Real GDP is determined by adding up the value of all goods and services in the agriculture and resource sectors, using the expenditure, income of value-added methods.

Departmental Objective: Enhance Resilience

Performance measures

- Business Entrants and Exits in Agriculture and Natural Resources. Ratio of business entrants to exits is used as performance measurement for private sector business entrants, relative to exits in Manitoba's agriculture and natural resource sectors.

Manitoba Objective: Foster and Advance Innovation

Departmental Objective: Foster and Advance Innovation

Performance measures

- New Approaches to Service Delivery. This measure accounts for the total number of Idea Fund submissions and Bright Ideas implementations.

Manitoba Objective: Reduce Red Tape

Departmental Objective: Reduce Red Tape

Performance measures

- Regulatory Count Reduction. This measure accounts for the number of eliminated regulatory requirements, represented as a percentage of the number of department regulatory requirements reduced divided by the total department regulatory requirements.

Manitoba Objective: Involve Manitobans in Decision Making

Departmental Objective: Engage Stakeholders in Decision Making

Performance measures

- Public and Industry Engagement. This measure accounts for the total number of public engagement projects, based on the department's engagement tracker.

Manitoba Objective: Be Transparent

Departmental Objective: Improve Transparency

Performance measures

- Proactive Disclosure. The department tracks FIPPA requests, including the total number of days for completing a FIPPA request, the number of requests completed on time (i.e., within the legislated 30 days or approved extension period). This measure uses the rate of on-time

completion, which is the number of on-time completions divided by the total number of requests processed from the year.

Manitoba Objective: Enhance Client Services

Departmental Objective: Care for the Needs of Our Clients

Performance measures

- Client Connections. This measure accounts for the number of interactions with clients, including website visits, newsletter subscriptions, and twitter interactions.

Manitoba Objective: Build Our Capacity to Deliver

Departmental Objective: Build our Capacity to Deliver

Performance measures

- Capacity Index. This measure is determined by averaging percentages of positive responses to the following questions from the Employee Perspective Survey: “I have support at work to perform my job duties to the best of my ability” and “my department supports my work-related learning and development”.

Manitoba Objective: Advance Inclusion

Departmental Objective: Advance Inclusion

Performance measures

- Diversity and Inclusion Index. This measure is represented by the percentages of positive responses to the following question from the Employee Perspective Survey: “I feel included at my workplace”.

Manitoba Objective: Strengthen Respect in Our Workplaces

Departmental Objective: Strengthen Respect in our Workplace

Performance measures

- Respectful Workplace Index. This measure is determined by averaging percentages of positive responses to the following questions from the Employee Perspective Survey: “I am treated respectfully at work”, and “The Manitoba government provides access to respectful workplace resources and supports”.

Manitoba Objective: Provide Value for Money

Departmental Objective: Provide Value for Money

Performance measures

- Work within Capital Budget. This measure accounts for actual capital investment as published in the public accounts or annual reports, compared to published capital budget.

Departmental Objective: Increase Accountability

Performance measures

- Program and Service Review. This measure accounts for total number of program and service reviews completed.

Departmental Objective: Balance the Budget

Performance measures

- Work Within Operating Budget. This measure accounts for actual operating expenditures as published in the public account or annual report, compared to published operating budget.

Departmental Objective: Reduce Operation Costs

Performance measures

- Paper Reduction. This measure accounts for percent reduction in number of paper packages consumed by department annually.

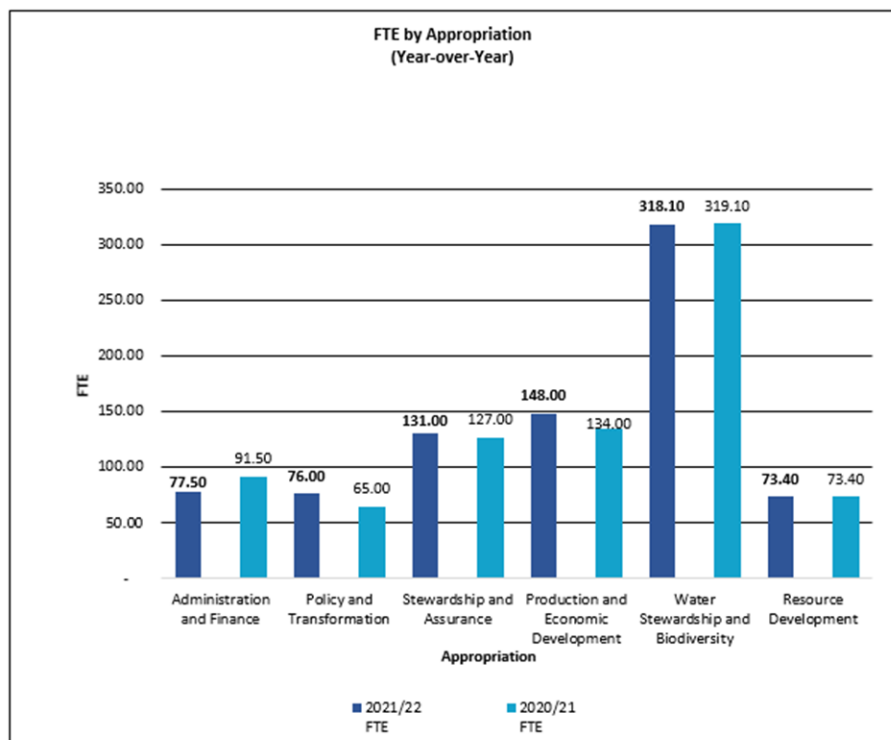
Staffing

Full Time Equivalent (FTE) by Appropriation

Agriculture and Resource Development

	<u>2021/22</u> FTE	<u>2020/21</u> FTE
Administration and Finance	77.50	91.50
Policy and Transformation	76.00	65.00
Stewardship and Assurance	131.00	127.00
Production and Economic Development	148.00	134.00
Water Stewardship and Biodiversity	318.10	319.10
Resource Development	73.40	73.40
	824.00 ^[1]	810.00

[1] The variance reflects the transition of the Food Development Centre from a Special Operating Agency to a unit within the department.

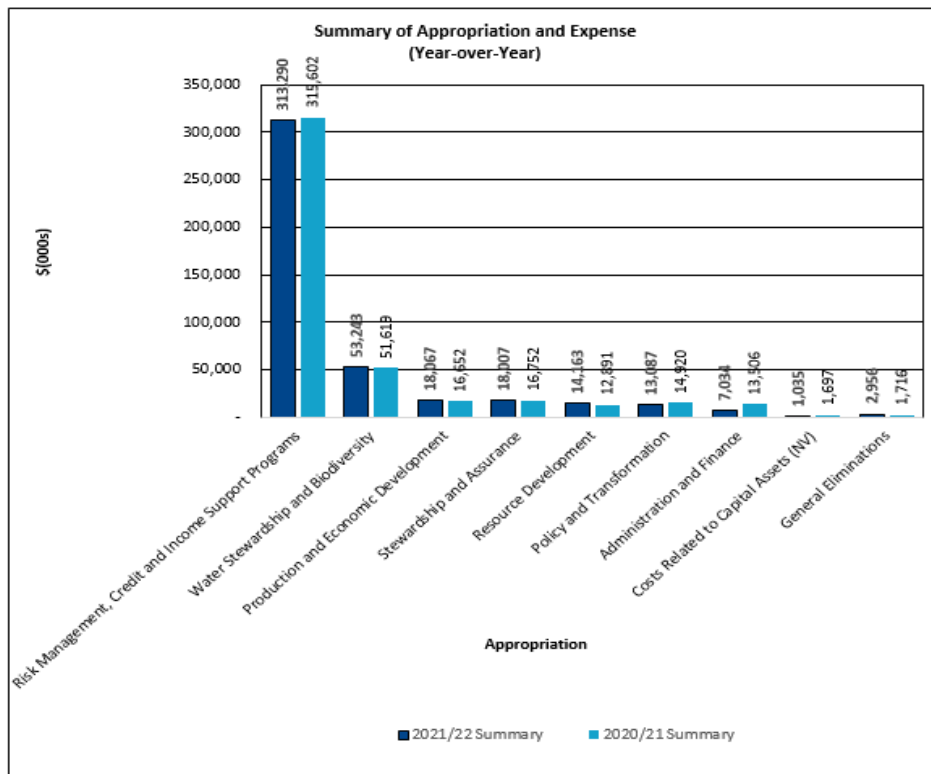


Expenditure Summary

Summary of Appropriation and Expense

Agriculture and Resource Development

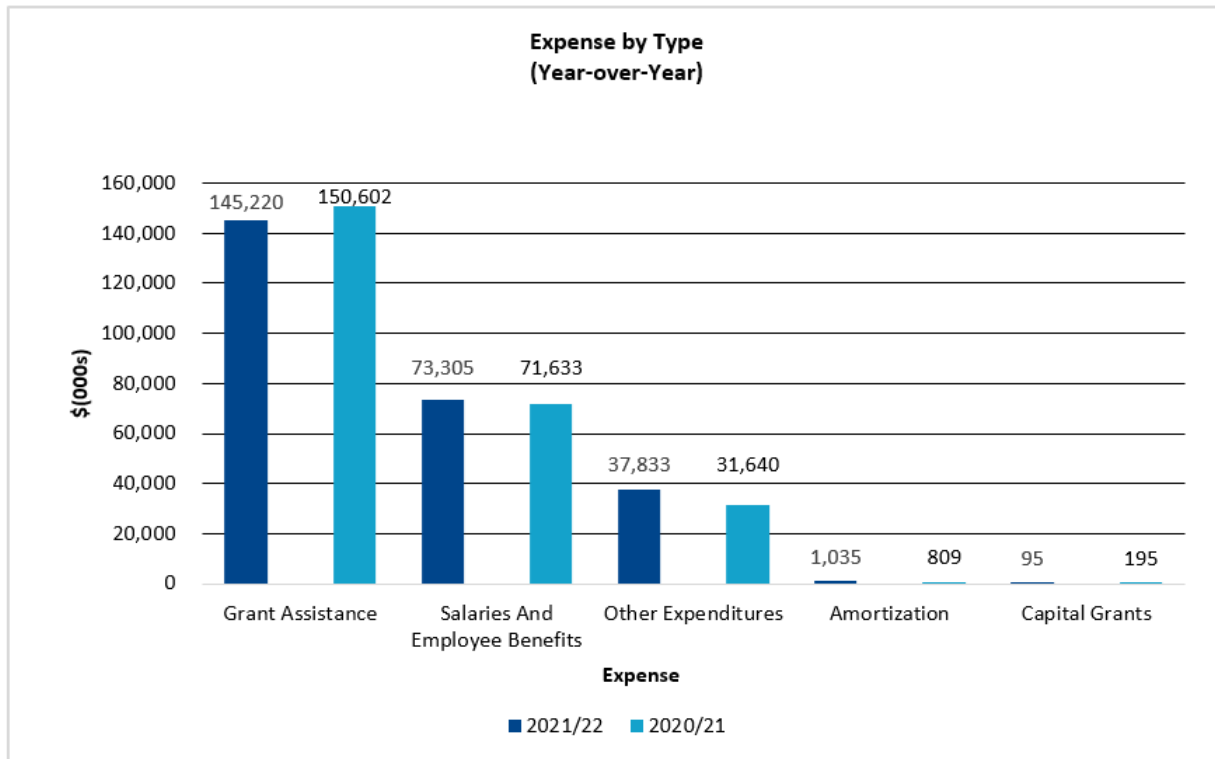
	Part A- Operating	Other Reporting Entities	Consolidation and Other Adjustments	2021/22 Summary	2020/21 Summary
Administration and Finance	7,034	-	-	7,034	13,506
Policy and Transformation	13,087	-	-	13,087	14,920
Risk Management, Credit and Income Support Programs	132,852	331,613	(151,175)	313,290	315,602
Stewardship and Assurance	18,007	-	-	18,007	16,752
Production and Economic Development	18,067	-	-	18,067	16,652
Water Stewardship and Biodiversity	53,243	-	-	53,243	51,619
Resource Development	14,163	-	-	14,163	12,891
Costs Related to Capital Assets (NV)	1,035	-	-	1,035	1,697
General Eliminations	-	-	2,956	2,956	1,716
	257,488	331,613	(148,219)	440,882	445,355



Expense by Type

Agriculture and Resource Development

	<u>2021/22</u> <u>\$ (000s)</u>	<u>2020/21</u> <u>\$ (000s)</u>
Salaries And Employee Benefits	73,305	71,633
Other Expenditures	37,833	31,640
Grant Assistance	145,220	150,602
Capital Grants	95	195
Amortization	1,035	809
	257,488	254,879



Summary of Capital Investments and Loans

	Part B - Capital Investment	Part C - Loans and Guarantees	Part D - Other Reporting Entities Capital Investment
General Assets	950	-	-
Manitoba Agricultural Services Corporation	-	243,100	-
Cottage Lots Program	-	-	-
	950	243,100	-

Program and Financial Operating Information - Part A

Agriculture and Resource Development

	2021/22 \$(000s)	2020/21 \$(000s)
	<hr/>	<hr/>
Administration and Finance (03.1)		
Provides executive planning, management and comptrollership of departmental policies, programs and resources.		
<i>Sub-Appropriations</i>		
Minister's Salary	42	42
Executive Support	863	857
Financial and Administrative Services	3,694	3,904
GeoManitoba	2,435	1,767
	<hr/>	<hr/>
	7,034	6,570
<i>Expense by Type</i>		
Salaries and Employee Benefits	5,770	6,725
Other Expenditures	1,264	(155)
	<hr/>	<hr/>
	7,034 ^[1]	6,570

^[1] The variance reflects the new service delivery model for the department.

	2021/22 \$(000s)	2020/21 \$(000s)
Policy and Transformation (03.2)		
Leads policy and program development and delivery that fosters an environment for competitiveness, adaptability and sustainability of Manitoba's agriculture and natural resource sectors.		
<i>Sub-Appropriations</i>		
Policy	6,901	5,247
Transformation	3,186	3,190
Food Development Centre	-	2,020
Grain Innovation Hub	3,000	3,000
	13,087	13,457
<i>Expense by Type</i>		
Salaries and Employee Benefits	6,698	5,990
Other Expenditures	2,224	1,282
Grant Assistance	4,165	6,185
	13,087 ^[1]	13,457

[1] The variance reflects the transition of the Food Development Centre from a Special Operating Agency to a unit within the department.

	2021/22 \$(000s)	2020/21 \$(000s)
Risk Management, Credit and Income Support Programs (03.3)		
Manitoba Agricultural Services Corporation (MASC): Supports the sustainability of agriculture in Manitoba by providing risk management solutions, targeted lending products and other land-based programs.		
Agricultural Income Stabilization: Provides Manitoba's share of assistance under stabilization programs, intended to help farmers to manage significant financial risks to their operations.		
Farmland School Tax Rebate: Provides rebates of the school taxes charged on farmland.		
Sub-Appropriations		
MASC Administration and Lending Costs	14,294	16,294
AgriInsurance	51,999	50,004
Wildlife Damage Compensation	4,118	3,544
Less Recoverable: Interest from Lending	(16,400)	(15,600)
AgriStability	16,693	19,688
AgriInvest	12,805	12,379
Farmland School Tax Rebate	48,843 ^[1]	49,304
Animal Health and Welfare: Emergency Response and Preparedness	500	500
	132,852	136,113
Expense by Type		
Other Expenditures	500	500
Grant Assistance	132,352	135,613
	132,852 ^[2]	136,113

^[1] The Farmland School Tax Rebate amount of \$48,843 is an estimate based on property values. The actual amount will be adjusted in accordance with the phase out of Education Property Taxes.

^[2] The variance reflects the anticipated Business Risk Management program requirements based on forecasts prepared by the federal government and normal updating for Manitoba Agricultural Services Corporation.

	2021/22 \$(000s)	2020/21 \$(000s)
Stewardship and Assurance (03.4)		
Creates the environment for achieving optimal health for people, animals and the environment through One Health collaborative efforts that advance public and industry interests.		
<i>Sub-Appropriations</i>		
Food Safety and Inspection	3,385	3,330
Animal Health and Welfare	9,479	8,455
Agri-Resource	5,143	4,967
Sustainable Agriculture Incentives Program	1,500	1,500
Less: Recoverable from other appropriations	(1,500)	(1,500)
	18,007	16,752
<i>Expense by Type</i>		
Salaries and Employee Benefits	12,216	11,765
Other Expenditures	5,627	4,973
Grant Assistance	164	14
	18,007 ^[1]	16,752

[1] The variance reflects the enhancement of the Animal Welfare Program.

	2021/22 \$(000s)	2020/21 \$(000s)
Production and Economic Development (03.5)		
Creates the environment that accelerates sustainable economic development in the agriculture, agri-food and agri-product value chain.		
<i>Sub-Appropriations</i>		
Industry Advancement	5,086	5,119
Primary Agriculture	8,222	8,180
Food and Agri-Product Processing	4,759	3,369
	18,067	16,668
<i>Expense by Type</i>		
Salaries and Employee Benefits	13,239	12,009
Other Expenditures	2,997	2,614
Grant Assistance	1,736	1,850
Capital Grants	95	195
	18,067 ^[1]	16,668

[1] The variance reflects the transition of the Food Development Centre from a Special Operating Agency to a unit within the department.

	2021/22 \$(000s)	2020/21 \$(000s)
Water Stewardship and Biodiversity (03.6)		
Creates the environment that accelerates sustainable economic development in Manitoba's water, lands, wildlife, fishery and forestry resources and ecosystems.		
<i>Sub-Appropriations</i>		
Division Administration	741	592
Water Science and Watershed Management	4,158	4,159
Wildlife and Fisheries	11,889	11,780
Lands	4,841	4,158
Conservation District and Watershed Assistance	5,873	5,520
Water Stewardship Initiatives	476	581
Forestry and Peatlands	8,601	8,489
Northern Fisherman's Freight Assistance	410	410
Forest Regeneration Stock	345	345
Resource Enforcement	15,909	15,585
	53,243	51,619
<i>Expense by Type</i>		
Salaries and Employee Benefits	29,058	29,022
Other Expenditures	17,782	16,057
Grant Assistance	6,403	6,540
	53,243 ^[1]	51,619

[1] The variance reflects an increase to grants-in-lieu of taxes requirements, support for the Night Hunting Initiative to prevent illegal hunting and the expansion of the Conservation District and Watershed Assistance Program.

	2021/22 \$(000s)	2020/21 \$(000s)
	<hr/>	<hr/>
Resource Development (03.7)		
Creates the environment that accelerates sustainable economic development in mineral, oil and gas and aggregate production in Manitoba.		
<i>Sub-Appropriations</i>		
Regulatory Services	6,440	6,350
Land Use and Resource Tenure	3,222	2,503
Geological Services	4,454	3,991
Boards and Commissions	47	47
	<hr/> 14,163	<hr/> 12,891
<i>Expense by Type</i>		
Salaries and Employee Benefits	6,324	6,122
Other Expenditures	7,439	6,369
Grant Assistance	400	400
	<hr/> 14,163 ^[1]	<hr/> 12,891

^[1] The variance reflects increased funding for Crown-Indigenous consultations and participation in Federal-Provincial collaborative geoscience initiatives.

Non-Appropriated Expense

Provides for costs related to capital assets which do not require an appropriation as the cash outflow was appropriated in a previous fiscal year.

Expense by Type

Amortization Expense	1,035	809
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Risk Analysis

Agriculture and Resource Development values sustainable and responsible resource management and development. Inherent in this is a strong commitment to developing a robust risk management culture supported by the comptrollership framework and dedicated leadership.

The department manages its risks under the guidance of its comptrollership plan and all aspects of the central government Manitoba Risk Management Policy. The department must: a) emphasize loss prevention, loss reduction and risk transfer methods; b) identify risks thoroughly; c) identify strategies to mitigate or minimize; and d) receive appropriate approval.

Responsible governance is key to risk management. Following departmental realignment, the department renews its commitment to leveraging resources towards a shared understanding of risk, and a culture of risk management.

Specific activities are identified in the department comptrollership framework to meet risk management responsibilities:

- Leverage the annual planning cycle of Internal Audit and Consulting Services to review departmental priorities and recommend areas of risk assessment.
- Mobilize the Departmental Audit Committee to oversee risk assessment, identification and mitigation.
- Coordinate the establishment of risk tolerance levels appropriate to every type of risk.
- Create a culture of risk management through regular, effective communication with staff.
- Monitor the substantial risk assessment and management elements built into the department's internal financial planning and comptrollership activities, and expenditure controls.
- Evaluate and assess risk issues as to the likelihood of occurrence and the potential impact.
- Ensure internal controls and processes are reviewed, documented, communicated and adopted in order to minimize identified risks.
- Establish protocols for reporting incidents of loss or damage.
- Review insurance risks and responsibilities and ensure consistent application of processes.
- Make and carry out timely decisions that would minimize the adverse effects of accidental or unforeseen losses upon the goals and objectives of the department.
- Review new processes/activities to identify risks and develop risk mitigation strategies.
- Embed processes and procedures to support governance and assist in managing identified risk issues.

As part of ongoing efforts towards stewardship and continuous improvement, the department's comptrollership plan is regularly reviewed and updated to reflect current risk environment.

Appendices

Statutory Responsibilities of the Minister of Manitoba Agriculture and Resource Development

Manitoba Agriculture and Resource Development is responsible for providing a wide range of central support services to government programs. Services fall under the general categories of central supply and property services.

The department operates under the authority of the following acts of the Consolidated Statutes of Manitoba:

The Agricultural Producers' Organization Funding Act

The Manitoba Agricultural Services Corporation Act

The Agricultural Societies Act

The Conservation Agreements Act (Anticipated to be transferred to the Minister during 2021)

The Conservation Officers Act (Anticipated to be transferred to the Minister during 2021)

The Department of Agriculture, Food and Rural Development Act (except section 9 insofar as it relates to Rural Opportunities 4 Growth, Infrastructure Grants or Rural Economic Development Initiatives)

The Agrologists Act

The Animal Care Act

The Animal Diseases Act

The Animal Liability Act

The Bee Act

The Cattle Producers Association Act

The Crown Lands Act

[section 1, 5 and 5.1, clause 7(1)(c), section 7.1.1, subsections 7.2(1) to (3), clause 7.3(2)(c), sections 7.4 to 7.6, section 8, subsections 12(2), 13(1) and (2), subsection 13.1(1), sections 19, 22, 27 to 29 and 35]

[section 4, clauses 5(1)(f), (k) and (l), subsection 5(4), sections 6 and 6.1, clauses 7(1) (a), (b), (d) and (e), subsections 7(2) to (6), section 7.1, subsections 7.3(1) and (3) to (5), section 10, subsection 13.1(1), sections 14, 16 to 18, 21, 22, subsection 23(3), section 24, subsections 25(1) and (2) and sections 26 to 35, but not including dispositions of Crown lands other than setting fees or rents or issuing work permits]

The Dairy Act

The Endangered Species and Ecosystems Act

The Family Farm Protection Act

The Farm and Food Awareness Act

The Farm Income Assurance Plans Act

The Farm Lands Ownership Act

The Farm Machinery and Equipment Act

The Farm Practices Protection Act

The Farm Products Marketing Act

The Fish and Wildlife Enhancement Fund Act

The Fisheries Act

The Fishermen's Assistance and Polluter's Liability Act (Anticipated to be transferred to the Minister during 2021)

The Food Safety Act (This Act is not yet in force. It is to come into force on a date to be fixed by proclamation)

The Forest Act

The Forest Health Protection Act

The Fruit and Vegetable Sales Act

The Groundwater and Water Well Act [except as it relates to the planning, construction or operation of provincial water control works] (Anticipated to be transferred to the Minister during 2021)

The Manitoba Habitat Heritage Reorganization Act

The Land Rehabilitation Act

The Livestock and Livestock Products Act

The Livestock Industry Diversification Act

The Milk Prices Review Act

The Mines and Minerals Act

The Mining and Metallurgy Compensation Act

The Manitoba Natural Resources Transfer Act

The Natural Resources Agreement Act, 1938

An Act to Ratify a Certain Agreement between the Government of the Dominion of Canada and the Government of the Province of Manitoba

The Manitoba Natural Resources Transfer Act Amendment Act

The Manitoba Natural Resources Transfer Act Amendment Act, 1963

The Noxious Weeds Act

The Oil and Gas Act

The Oil and Gas Production Tax Act

The Organic Agricultural Products Act

The Peatlands Stewardship Act

The Pesticides and Fertilizers Control Act

The Plant Pests and Diseases Act

The Polar Bear Protection Act (Anticipated to be transferred to the Minister during 2021)

The Property Tax and Insulation Assistance Act [Part III.1, and section 1 and Part VI as they relate to subjects covered under Part III.1]

The Surface Rights Act

The Surveys Act [Part II]

The Veterinary Medical Act

The Veterinary Science Scholarship Fund Act

The Veterinary Services Act

The Water Protection Act (Anticipated to be transferred to the Minister during 2021)

The Watershed Districts Act [formerly The Conservation Districts Act]

The Wildlife Act

The Wild Rice Act [except section 2, subsection 8(2), 10 to 13, 15, 16, 18 to 23, and clause 31(e)]

The Women's Institutes Act

In addition, policies specific to departmental programs are documented in the General Manual of Administration and various Manitoba government catalogues and publications.

Glossary

Alignment – The process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal, or vision.

Balanced Scorecard – A scorecard is a business tool that shows what an organization wants to achieve (its broad priorities), and includes actions it needs to focus on to be successful. It also includes visual updates, such as the use of the colours red, yellow and green, to easily communicate progress made in each priority area. Red means “not on target,” yellow means “near target,” and green means “on target.” The ‘balance’ in a balanced scorecard refers to broadening traditional performance measures to not only include financial measures, but also customer, employee and process measures, which all play a part in helping an organization progress towards achieving its priorities.

Cascading – This is the process of developing aligned scorecards throughout an organization. Each level of the organization will develop scorecards, based on the objectives and measures they can influence from the group to whom they report. Cascading allows every employee to demonstrate a contribution to overall organizational objectives.

Measure – A measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages, and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

Mission Statement – A mission statement defines the core purpose of the organization — why it exists, and reflects employees’ motivations for engaging in the organization’s work. Effective missions are inspiring, long-term in nature, and easily understood and communicated. The provincial Mission Statement is “Manitoba: Measuring Progress.”

Objective – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with an action verb such as increase, reduce, improve, or achieve. Strategy Maps are comprised entirely of objectives. “Strengthen respect in our workplace” is an example of an objective on the government Strategy Map.

Perspective – In balanced scorecard language, perspective refers to a category of performance objectives (the highest category of measures that sub-measures or key performance indicators tie into). The standard four perspectives are (Financial, Client, Internal Process, and Employee Learning and Growth).

Strategy – This represents the broad priorities adopted by an organization in recognition of its operating environment and in pursuit of its mission. Situated at the centre of the balanced scorecard system, all performance objectives and measures should align with the organization’s strategy.

Strategy Map – The strategy map is a one-page visual representation of what must be done well to execute strategy. Strategy maps reflect performance objectives spanning the four perspectives, combining to tell the organization’s strategic story.

Values – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization’s values make an open proclamation about how it expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

Vision – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the often abstract future that lies ahead. Effective visions provide a word picture of what the organization intends to ultimately become — which may be five, 10, or 15 years in the future. This statement should contain as concrete a picture of the desired state as possible, and also provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.