

Amendments to *The Saskatchewan Employment (Part III) Act* Come into Force

Introduction

The legislation that governs employers and employees needs to meet the changing workplace if we are to ensure we are creating an environment that is fair and balanced, improves health and safety in workplaces and sets a path forward for economic growth. Amendments have been passed and are in force to Part III, occupational health and safety provisions, of *The Saskatchewan Employment Act* that will help achieve these goals.

Definition of a worker:

- The definition of a worker has been clarified to include secondary and post-secondary students.
- This amendment will ensure that students who are permitted to work or who are being trained by an employer are covered by the provisions in Part III of the Act (section 3-1).

Harassment investigations by employers:

- This amendment clarifies the employers' duty to ensure that incidents of harassment are investigated (section 3-21.1).

Violence policy: (will come into force one year from the date of the passing of the legislation)

- All workplaces are required to have a violence policy in place by May 17, 2024 that will also apply to students, volunteers and contract workers.
- All workplaces will also be required to have a violence prevention plan and investigate all incidents of violence in the workplace (sections 3-8 to 3-10 and 3-21).
- Sample policies and guidelines are available on [saskatchewan.ca](https://www.saskatchewan.ca).

Photos and recordings during a workplace inspection:

- We clarified the authority of occupational health officers to take photographs or recordings during a workplace inspection. This will ensure transparency around the activity and brings Saskatchewan in line with other jurisdictions in Canada.
- Officers must ensure that privacy of information, materials, and individuals are maintained (section 3-63).

Nominees in an investigation interview:

- Officers now have the authority when conducting an investigation interview to exclude a nominee if there is a perceived conflict. The person being interviewed would be able to select another nominee to be present (section 3-67).
- This will ensure the investigation process is not influenced by third parties.

Housekeeping and general amendments:

- There is now alignment with the changes made to the Canadian *Hazardous Materials Information Review Act* (division 7).
- The director of occupational health and safety is able to defer action on the appeal of an officer's decision if there is another proceeding underway (section 3-53).
- The practice of reducing the amount of money owed to a worker by the amount of money earned in an alternate employment will be discontinued (sections 3-36, 3-37 and 3-58). This will ensure that workers who suffered a discriminatory action receive the full amount of wages that a worker would have earned.