

Ministry of Labour

2026/27 – 2028/29
Service Plan

February 2026



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Published by the Ministry of Labour

Minister's Accountability Statement



The Ministry of Labour 2026/27 – 2028/29 Service Plan was prepared under my direction in accordance with the Budget Transparency and Accountability Act. I am accountable for the basis on which the plan has been prepared.

A handwritten signature in black ink, which appears to read "J. Whiteside".

Honourable Jennifer Whiteside
Minister of Labour

February 4, 2026

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Strategic Direction

In 2026/27, the Government of British Columbia will prioritize support for people by taking action to make life better for everyone.

Despite a challenging fiscal environment due to global uncertainty, trade relationship reordering, and low resource prices, over the past year Government made significant progress on efforts to reduce costs for British Columbians, hire more doctors and nurses, and build more homes, hospitals and schools, faster. Government will continue to advance these key priorities even as tariffs, trade policies, and instability outside of the province's borders continue to put pressure on the province's finances.

Ongoing fiscal pressure means all parts of Government must continue to do their part to maximize efficiencies and make sure every dollar counts.

To respond to these extraordinary times, Government will focus on expanding trade and investment both within Canada and abroad and delivering major projects that offer good jobs and opportunities for people and communities. This focus on economic growth and prosperity is critical to delivering the revenue needed to provide services and infrastructure.

Good relationships and mutually beneficial partnerships with First Nations are critical to building a better future for everyone in British Columbia. Government will continue working diligently to implement the Declaration on the Rights of Indigenous Peoples Act Action Plan. Through collaboration and open dialogue, we aim to foster trust, stability and certainty for all.

This 2026/27 service plan outlines how the Ministry of Labour will support the Government's priorities and selected action items identified in the Minister's most recent [Mandate Letter](#).

Purpose of the Ministry

To build a better British Columbia, the [Ministry of Labour](#) promotes fair, healthy and safe labour and employment relationships in support of a strong, sustainable and inclusive economy.

In this context, the Ministry has overall responsibility for British Columbia's labour and employment statutes – including the Labour Relations Code, the Employment Standards Act, the Workers Compensation Act and the Temporary Foreign Worker Protection Act – and for the effective administration and enforcement of those statutes. The Ministry houses the [Employment Standards Branch](#), the [Workers' Advisers Office](#), and the [Employers' Advisers Office](#). The Ministry has legislative responsibility for [WorkSafeBC](#), and for the Ministry's three tribunals: the [Labour Relations Board](#), the [Employment Standards Tribunal](#), and the [Workers' Compensation Appeal Tribunal](#).

The Employment Standards Branch and the Ministry's three administrative tribunals manage complaints and issues that have been brought before them. The Workers' Advisers Office and the Employers' Advisers Office provide advice and advocacy for workers and employers with

respect to issues under the Workers Compensation Act. In all cases, timely and accurate disposition of those complaints or issues is an essential component of a fair and balanced system of labour and employment laws that is readily accessible to all stakeholders.

For more information about the Ministry's areas of responsibility and key initiatives, visit the [Ministry of Labour](#) website.

Economic Statement

B.C.'s economy saw mixed performance among sectors in 2025 amid U.S. tariffs and related global economic uncertainty and declining B.C. population growth. Consumer spending was strong through the first half of the year, supported by front-loaded spending ahead of U.S. tariffs (particularly for automobiles), lower inflation and interest rates, but spending has slowed in recent months. Residential construction remained above average in 2025 despite declining from the high levels of activity seen in recent years, and home sales were subdued in 2025. Meanwhile other investment indicators (such as public sector investment and commercial building permits) saw steady growth despite headwinds from economic uncertainty. B.C.'s exports have been resilient amid U.S. tariffs. The value of international exports was unchanged as lower forestry exports and coal prices offset higher values of natural gas and copper exports.

The Economic Forecast Council (EFC) estimates that B.C. real GDP grew by 1.5 per cent in 2025. In the near-term, the EFC expects B.C.'s economy to also grow by 1.5 per cent in 2026 and by 1.9 per cent in 2027, similar to the national average. For Canada, the EFC estimates growth of 1.6 per cent in 2025 and projects national real GDP growth of 1.3 per cent in 2026 and 1.9 per cent in 2027.

A volatile global trade conflict as well as immigration and population fluctuations are the main risks to the outlook. Other risks include commodity price instability, renewed inflationary pressures leading to elevated interest rates, prolonged housing market weakness, and climate change impacts.

Performance Planning

Goal 1: Strong and fair labour laws and standards

Performance Measures

Performance Measure	2024/25 Baseline	2025/26 Forecast	2026/27 Target	2027/28 Target	2028/29 Target
[1] Percentage of Employment Standards Branch complaints resolved within 180 days	32%	39%	80%	80%	80%

Data source: Ministry of Labour Employment Standards Branch internal data.

Objective 1.1: Update and modernize B.C. labour laws.

Goal 2: Ensure that the labour laws are communicated and enforced through effective, client-centered service delivery

Performance Measures

Performance Measure	2024/25 Baseline	2025/26 Forecast	2026/27 Target	2027/28 Target	2028/29 Target
[2a] Number of representations completed by Workers' Adviser's Office (WAO) Advisers ¹	3,437	4,750	Maintain or increase	Maintain or increase	Maintain or increase
[2b] Number of educational outreach sessions conducted annually by the Employers' Advisers Office (EAO). ²	316	300	Maintain or improve	Maintain or improve	Maintain or improve

Data source:

¹Ministry of Labour, Workers' Advisers Office internal data. Representation is offered after determining that the issue has merit, i.e. a logical argument with a reasonable chance of success on appeal. Representation may consist of written or verbal submissions to the Review Division of WorkSafeBC or Workers' Compensation Administration Tribunal.

²Ministry of Labour, Employers' Advisers Office internal data.

Objective 2.1: Continue to implement new/updated processes to improve service delivery.

Objective 2.2: Maintain an effective B.C. Temporary Foreign Worker Protection (TFWPA) Regime.

Discussion of Changes

The increase in the Workers' Advisers Office (WAO) 2025/26 forecast compared to the 2024/25 actuals is attributable to the WAO's new Case Management and Reporting System, which requires Workers' Advisers to log their representations against each issue and decision on a worker's claim file, providing better reporting capabilities.

Financial Summary

(\$000s)	2025/26	2026/27	2027/28	2028/29
	Restated Estimates ¹	Estimates	Plan	Plan
Operating Expenses				
Labour Programs	22,852	22,348	22,348	22,348
Executive and Support Services	1,349	1,324	1,324	1,324
Total	24,201	23,672	23,672	23,672
Capital Expenditures				
Labour Programs	3	3	3	3
Total	3	3	3	3

¹ For comparative purposes, amounts shown for 2025/26 have been restated to be consistent with the presentation of the 2026/27 Estimates.

* Further information on program funding and vote recoveries is available in the [Estimates and Supplement to the Estimates](#).

Appendix A: Public Sector Organizations

As of February 2026, the Minister of Labour is responsible and accountable for the following organizations:

WorkSafeBC

WorkSafeBC is an agency established under the Workers Compensation Act with the mandate to oversee a no-fault insurance system for workplace injuries, illnesses and fatalities. WorkSafeBC partners with employers and workers in B.C. to: promote the prevention of workplace injury and illness; rehabilitate those who are injured and provide timely return to work; provide fair compensation to replace workers' loss of wages while recovering from injuries; and, ensure sound financial management for a viable workers' compensation system.

The Workers' Compensation Appeal Tribunal

The Workers' Compensation Appeal Tribunal is the final level of appeal in the workers' compensation system of B.C. and is independent of WorkSafeBC. The Tribunal is established under the Workers Compensation Act.

The Labour Relations Board

The Labour Relations Board is an independent, administrative tribunal established under the Labour Relations Code with the mandate to mediate and adjudicate employment and labour relations matters related to unionization and unionized workplaces.

The Employment Standards Tribunal

The B.C. Employment Standards Tribunal is an administrative tribunal established under the Employment Standards Act. The Tribunal conducts appeals of determinations issued by the Director of Employment Standards under the Employment Standards Act and under the Temporary Foreign Worker Protection Act.

Appendix B: Minister Mandate Letter



January 16, 2025

Honourable Jennifer Whiteside
Minister of Labour
Parliament Buildings
Victoria, BC V8V 1X4

Dear Minister Whiteside:

Congratulations on your appointment as Minister of Labour at a critical time for our province. Serving as a member of the executive council is a privilege and responsibility which I am confident you will fulfill with integrity and a commitment to the people of our province.

British Columbians have trusted us with a mandate to deliver for them in ways that make a tangible difference in their daily lives. They expect us to listen and learn from people of different perspectives – and work together to make things better for everyone.

Specifically, we will tackle the challenges people worry about at the kitchen table:

- **Grow the economy by creating good jobs across British Columbia.** We will collaborate with businesses, workers, and communities to attract investments in both new and traditional sectors as well as emerging sectors of the economy. This approach will bring certainty for business, security for workers, and generate the wealth needed to support the essential services British Columbians rely on.
- **Reduce costs for families** including by helping people access homes they can afford through support for first-time homebuyers, increasing the supply of rental housing stock, and stronger measures to crack down on housing speculation.

.../2

- **Strengthen health care** by expanding access to family doctors and recruiting and training more health professionals, ensuring that every British Columbian can access the care they need, no matter where they live. We will also increase access to addictions treatment and provide help for people whose struggles require intensive supports.
- **Make our neighbourhoods and communities safer** by working with law enforcement and social agencies to address street disorder, crack down on organized crime, and do all we can to ensure repeat offenders stay behind bars.

Our commitment to take action on climate change remains foundational and will be key to a healthy and prosperous BC for future generations.

Underlying all this work is our partnership with Indigenous peoples. Advancing reconciliation, implementing the *Declaration on the Rights of Indigenous Peoples Act* and working in partnership with First Nations rights-holders to advance shared interests is the responsibility of every Minister.

Over this mandate I expect you to prioritize making progress on the following:

- In order to protect key services that British Columbians rely on, work with the Minister of Finance to review all existing Ministry of Labour programs and initiatives, to ensure our programs remain relevant, are efficient, protect employees and their families, grow the economy, and help keep costs low for British Columbians. This is important in the context of current Provincial budget constraints; the realities faced by provincial employers in relation to access to capital, global inflation and interest rates; and the threat of American tariffs.
- Support workers facing domestic abuse, life threatening illness, or significant risk of exploitation due to precarious status, by ensuring provincial programs and protections are responsive to their particular needs.
- Consider particular categories of workers who face higher rates of workplace illness or exploitation as a result of their conditions of work and ensure that they are supported appropriately.
- Continue to work with WorkSafe BC on the prevention of workplace injury or illness, the promotion of safe workplaces to ensure robust compliance and enforcement, and ensure meaningful programs are in place to support the return of injured workers to their workplaces.
- Support the Minister of Health to ensure that trades workers, who are disproportionately affected by the toxic drug crisis, have treatment options and programs available that are responsive to their particular needs.

- Review the implementation of gig worker protections to ensure they are delivering meaningful and intended outcomes to gig workers. Refine or replace any regulations that are not achieving the intended outcomes.
- Work to ensure our labour laws are keeping up with modern workplaces through the continued review of the *Labour Relations Code*, providing stable labour relations and supporting the exercise of collective bargaining rights.

To assist you in meeting the commitments we have made to British Columbians, you are assigned a Parliamentary Secretary for Labour whose focus will be to:

- Support development and maintenance of relationships with organized labour to ensure their feedback is considered in policy development.

You will work closely together and ensure your Parliamentary Secretary receives appropriate support to deliver on this work.

As you are aware, we have established an accord with the BC Green Caucus that supports our shared commitment to ensuring stable governance focused on delivering progress and tangible outcomes for British Columbians. The commitments in that accord complement the direction in these mandate letters.

As a Cabinet, we will uphold the highest standards of ethics, collaboration, and good conduct in service of the public, and as a Minister of the Crown, you are expected to review, understand, and act according to the *Members' Conflict of Interest Act*. You will establish a collaborative working relationship with your Deputy Minister and the public servants under their direction, who provide the professional, non-partisan advice that is fundamental to delivering on our government's priorities. Your Minister's Office must meet the highest standards for integrity and provide a respectful, rewarding environment for all staff.

The work we have ahead takes place in a profoundly challenging geopolitical environment. Close friends and neighbours to our south are contemplating imposing draconian tariffs on our products that would hurt both Americans and Canadians. Our allies internationally face governmental instability. Hate and racism are on the rise around the world. Artificial intelligence breakthroughs with unclear implications and astonishing potential are announced daily. Global inflation, snarled supply chains, and war are threatening global economic growth and prosperity as well as the transition to a low-carbon economy.

We have an obligation to protect and defend British Columbians, as well as seize opportunities, in these uncertain times.

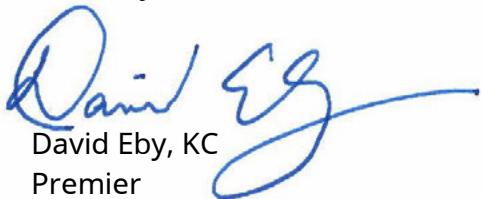
The good news is that we have everything we need to succeed, and we will succeed. British Columbia's people – our workers, entrepreneurs, business leaders, artists, and

innovators – are among the most talented in the world. We are home to world-class educational institutions and public services. Our natural beauty is unmatched, we have internationally envied resources, and we are one of the most diverse places on the planet. Your job is to help us leverage these advantages in perilous times.

Use this mandate letter to guide your work, and do not be afraid to challenge assumptions, or be innovative, bold and aggressive in achieving the goals set out for you and your Ministry by the people of this province.

Thank you for joining me in the work ahead.

Sincerely,

A handwritten signature in blue ink, appearing to read "David Eby".

David Eby, KC
Premier

cc: Darlene Ratchford, MLA
Parliamentary Secretary for Labour