

PROVINCE OF SASKATCHEWAN



07-08

ANNUAL REPORT

**MINISTRY OF FIRST NATIONS
AND MÉTIS RELATIONS**

Table of Contents

Letters of Transmittal	3
Introduction.....	4
Ministry Overview	5
Mandate	5
Organizational Changes	5
Key Programs and Services	5
Organizational Chart.....	7
Progress in 2007-08.....	8
2007-08 Financial Overview.....	26
2007-08 Summary of Financial Results.....	26
Schedule of Revenue	27
Schedule of Expense.....	28
Third Party Funding	30
For More Information	33
Appendix A – Legislation.....	34
Appendix B – Listing of Acronyms	35

This annual report is also available in electronic format on the Ministry's website at www.fnmr.gov.sk.ca

Letters of Transmittal

July 2008



His Honour the Honourable Dr. Gordon L. Barnhart
Lieutenant Governor of Saskatchewan

May it Please Your Honour:

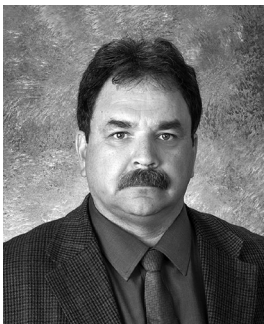
I respectfully submit the Annual Report of the Ministry of First Nations and Métis Relations for the fiscal year ending March 31, 2008.

Since the election in November 2007, this government has been building on its values of growth, security, and promises. During this time, government has been deliberating on how to strategically invest in Saskatchewan to ensure the momentum translates into long-term, sustained economic prosperity, and to make certain that the benefits of the growing economy are felt by everyone who calls Saskatchewan home.

We are committed to accountability and to ensuring that we deliver on our commitments. A significant number of commitments have already been made to Saskatchewan people in 2007-08 in the election platform, the Speech from the Throne and in the public Ministers' Mandate letters. This report will provide progress on those commitments as they relate to this Ministry as of March 31, 2008. We look forward to furthering our commitment to improved accountability as 2008-09 progresses.

A handwritten signature in cursive script, reading "June Draude".

The Honourable June Draude
Minister of First Nations and Métis Relations
Minister Responsible for Northern Affairs



The Honourable June Draude
Minister of First Nations and Métis Relations
Minister Responsible for Northern Affairs

Dear Madam:

I have the honour of submitting the Annual Report of the Ministry of First Nations and Métis Relations for the fiscal year ending March 31, 2008.

A handwritten signature in cursive script, reading "Ron Crowe".

Ron Crowe
Acting Deputy Minister of First Nations and Métis Relations

Introduction

Since the election of a new government in November 2007, government undertook a reorganization that has specifically affected the Ministry of First Nations and Métis Relations (FNMR) by combining the former Northern Affairs department with FNMR. This report is being prepared during a time of transition to a new government's agenda and will provide reporting on key public commitments made during 2007-08 with a greater focus on commitments made by the new government since November 2007.

For the purposes of this report, progress will be reported on key commitments aligned with FNMR's organizational structure as of March 31, 2008. This will include key actions and performance measures that were published through the 2007-08 Performance Plan and budget documents, but will also include the new government's commitments since November, including the Minister's Mandate letter, Throne Speech and other key public commitments. Progress will be reported as of March 31, 2008, on all of these actions and commitments.

Ministry Overview

Mandate

The Ministry strengthens relationships between First Nations and non-First Nations people in the spirit of the Treaties and ensures that First Nations and Métis peoples are consulted on provincial legislation and policies that may impact their legal rights and their interests. The Ministry works with and beside First Nations, Métis and northern peoples, colleague ministries, the federal government, local governments, and business to ensure that Saskatchewan First Nations and Métis people and northerners have opportunities to participate in and benefit from economic and social development.

Organizational Changes

On November 21, 2007, the former Departments of First Nations and Métis Relations and Northern Affairs were merged into the single Ministry of First Nations and Métis Relations.

By creating this Ministry, Government has brought together two former Departments with mandates to improve the social and economic outcomes of First Nations and Métis people and northerners. With First Nations and Métis people making up 15% of the overall population and 85% of the northern population, a single Ministry provides the Government with a focused approach to common issues and opportunities.

The Ministry has retained all key program areas and services delivered by the two former Departments, and centralized communications, financial administration, and planning functions.

The Ministry currently has four major areas:

- First Nations and Métis Affairs Division;
- Northern Affairs Division;
- Communications; and
- Finance, Accountability and Corporate Services.

FNMR's organization chart provides more details on page 7.

The Ministry will continue to play a major role in helping to co-ordinate widely-varied public and private sector interests, initiatives to advance Saskatchewan First Nations and Métis peoples, 'non-First Nations' and northerners' full participation in, and benefits from, the growth of Saskatchewan's economy.

Key Programs and Services

The Ministry works with First Nations, Métis and northern people and communities to support and increase their participation in the social and economic life of Saskatchewan. The Ministry's key areas of focus are related to strengthening Government's relationships with First Nations, Métis and northern people and communities.

The Ministry of FNMR fulfills its mandate in the following ways:

- Co-ordinates the development of consultation policy to address the Province's duty to consult with First Nations and Métis people.
- Through Aboriginal Employment Development, helps to increase employment and training opportunities through partnerships involving First Nations and Métis organizations, unions and public and private sector employers.
- Administers Saskatchewan's legal obligations with respect to the distributions of casino gaming profits to the First Nations Trust, Community Development Corporations and Métis Development Fund, pursuant to legislative requirements.
- Administers Saskatchewan's legal obligations pursuant to the Treaty Land Entitlement (TLE) Settlement Agreements.
- Through the First Nations and Métis Economic Development Program, provides financial assistance to First Nations and Métis business initiatives involved in growth sectors of the Province's economy.

- Participates in self-government negotiations involving the federal government and Meadow Lake First Nations.
- Works with the new Métis Nation – Saskatchewan (MNS) Executive to rebuild the MNS-provincial relationship.
- Through the Aboriginal Grants Initiative, provides grants to organizations in support of preserving, celebrating and promoting First Nations and Métis history and culture, as well as capacity building for First Nations and Métis organizations.
- Provides business and development services to northern businesses, co-operatives, local and regional development entities and entrepreneurs.
- Through the Northern Development Fund, delivers loans and grants designed to support northern businesses, entrepreneurs, industries, and regional development corporations (RDCs).
- Provides funding support to the commercial fishing industry in northern Saskatchewan through a freight subsidy and a limited price support mechanism.
- Administers government's mineral surface lease agreements and monitors mining developments in the North.
- Facilitates creation and maintenance of relationships with stakeholders in support of northern economic and sector development.
- Chairs the Northern Mines Monitoring Secretariat, which supports the work of the Northern Saskatchewan Environmental Quality Committee.
- Plans and leads the delivery of investments under the Northern Development Agreement (NDA) on behalf of the provincial government, in partnership with the federal government and the Northern Development Board Corporation.

- Conducts research, identifies, analyzes, and develops strategies and policies, and programs to encourage northern business and employment and create viable northern economic regions.

To carry out these programs and services, the Ministry employs 74 staff in permanent offices in Regina and La Ronge, as well as two field offices in Buffalo Narrows and Creighton.

Minister's Mandate

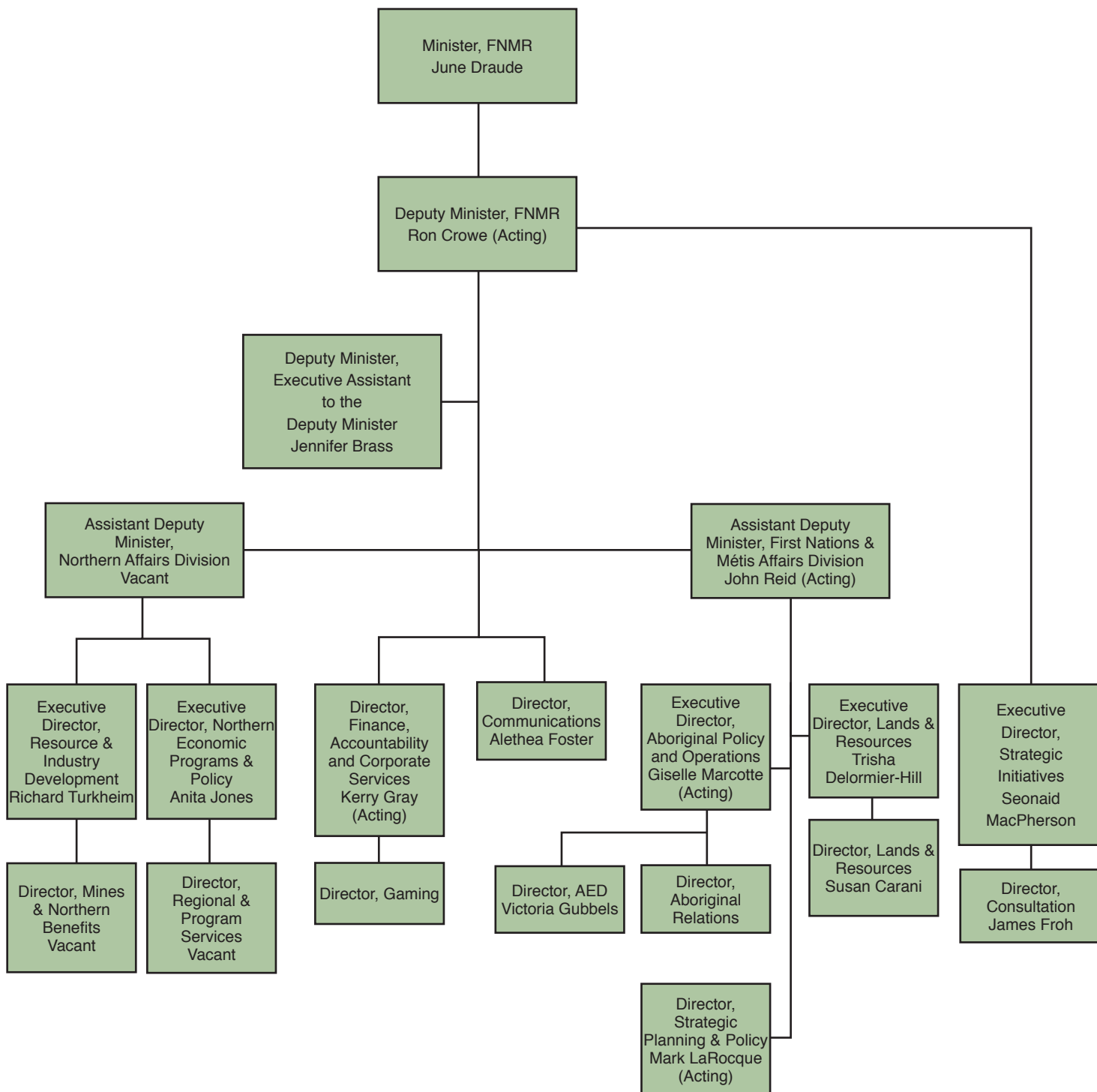
In November 2007, the new Minister of First Nations and Métis Relations and Minister Responsible for Northern Affairs was given a mandate to accomplish progress over four years in the following areas:

- Work to strengthen the partnership between First Nations and non-First Nations people in the spirit of the Treaties.
- Honour and support the Bilateral Protocol between the FSIN and the Province of Saskatchewan.
- Work with First Nations and Métis peoples to develop a protocol that will protect their rights and interests and ensure the provincial government fulfills its duty to consult and accommodate.
- Consult with First Nations and Métis peoples in the development and implementation of all provincial legislation and policy that impacts or has the potential to impact their jurisdiction.
- Work with First Nations' leadership and Elders to encourage the federal government to provide funding for a map of traditional First Nations land in Saskatchewan.
- Work with the federal government and First Nations to establish a First Nations' cultural centre that will serve as a "keeping house" for important, sacred and ceremonial artifacts.

A link to this letter can be found at <http://www.gov.sk.ca/cabinet/draude/>.

Ministry of First Nations and Métis Relations

Organizational Chart as of March 31, 2008



Progress in 2007-2008

The key actions and performance measures that were published in the 2007-08 Performance Plans for the former Departments of Northern Affairs and First Nations and Métis Relations are listed below along with actual results achieved in 2007-08. Performance results are also being reported for all 2007-08 commitments made in the Minister's Mandate letter and the December Speech from the Throne as they relate to the Ministry of First Nations and Métis Relations.

A New Government Direction – Growth, Security and Promises

This report provides results related to the new government's strategic priorities since the November 2007 election: growth, security, and promises as presented in the Minister's Mandate letter, the December Speech from the Throne, and other key government commitments.

Minister's Mandate Letter, November 2007

Work to strengthen the partnership between First Nations and non-First Nations people in the spirit of the Treaties.

- Participated as an observer with the federal government, Federation of Saskatchewan Indian Nations (FSIN) and First Nations through the Office of the Treaty Commissioner at the Exploratory Treaty Table.
- Promoted and supported First Nations and Métis misconception training in workplaces through the Aboriginal Employment Development initiative.
- Continued to meet the province's commitments to Treaty Land Entitlements under the federal land claims process.
- Participated in self-government negotiations with the federal government and Meadow Lake First Nations.

Honour and Support the Bilateral Protocol between the FSIN and the Province of Saskatchewan.

- Strongly supported the Bilateral Protocol as a means of ensuring open communication and a joint effort to address the many opportunities and challenges facing First Nations.
- Met with the Chief and members of the FSIN Executive several times. Formal bilateral meetings are planned for next fiscal year.

Work with First Nations and Métis Peoples to develop a protocol that will protect their rights and interests and ensure the provincial government fulfills its duty to consult and accommodate.

- The Government of Saskatchewan announced a historic Roundtable Conference on First Nations and Métis Consultation and Accommodation to take place in May 2008, aimed at developing new policy with respect to consulting and accommodating First Nations and the Métis Nation that will result in successful relationships.
- Began work with First Nations, Métis, Industry and Government to plan, develop and launch the Roundtable.
- Following the Roundtable, the Ministry will lead the development of a new consultation policy and protocol.
- Until such time as a new consultation policy has been implemented, the Province will continue to meet its legal obligations to consult with First Nations and Métis based on the Government of Saskatchewan Interim Guide for Consultation with First Nations and Métis People, January 2008.

Consult with First Nations and Métis peoples in the development and implementation of all provincial legislation and policy that impacts or has the potential to impact their jurisdiction.

- Established the First Nations and Métis Consultation Branch in October 2007.

- Coordinated and advised on consultation across government to assist in preparation and implementation of meaningful relationships with First Nations and Métis people.
- Provided \$1.341M through the First Nations and Métis Consultation Capacity Fund to assist First Nations and Métis to participate in consultations where government activities, decisions or actions may potentially impact Treaty or Aboriginal rights. The funds supported communication, outreach and education, traditional land use and participation costs, including information interpretation and translation, related to government consultations.

Work with First Nations' leadership and Elders to encourage the federal government to provide funding for a map of traditional First Nations lands in Saskatchewan.

- Began discussions with the federal government for a collaborative approach to this initiative.

Work with the federal government and First Nations to establish a First Nations' cultural centre that will serve as a "keeping house" for important, sacred and ceremonial artifacts.

- Discussed the concept of a keeping house, through a collaborative approach, with FSIN, Saskatchewan Indian Cultural Centre, and the federal government.

December 2007 Speech from the Throne

A shortcut to the Throne Speech can be found at <http://www.gov.sk.ca/>.

"Addressing Saskatchewan's current labour shortage is key to securing the future. Solving this shortage requires much greater participation by our First Nations and Métis people..."

- Delivered the Aboriginal Employment Development initiative through a partnership approach with employers, training institutions and First Nations and Métis people.

- Under the Northern Development Agreement \$4.9M was approved for 10 training or employment placement programs for northerners entering the labour market.
- Negotiated and administered northern mineral surface lease agreements with industry that require mining companies to enhance training and employment benefits for northerners.
- Continued to work with industry, stakeholders, and other Ministries to identify employment growth opportunities in key northern industry sectors.

"Treaty education is an important part of forging new ties. There must be an appreciation in the minds of the general public that Treaties are living, breathing documents that continue to bind us to promises made generations ago."

- Supported the Ministry of Education in its efforts to implement mandatory Treaty education in Saskatchewan schools.
- Continued to endorse the Office of the Treaty Commissioner and promoted the importance of Treaty education in schools and in the broader Saskatchewan population.

"My government will work with First Nations and Métis to develop a protocol for protecting their rights and interests by ensuring that the duty to consult and accommodate is fully honoured."

- Began work with First Nations, Métis and industry to plan, develop and launch a historic Roundtable Conference on First Nations and Métis Consultation and Accommodation.
- Provided \$150K to the FSIN and \$150K to the MNS to assist them in preparing for the Roundtable Conference.

A plan for lasting and permanent economic growth in Saskatchewan.

- Encouraged business development in northern Saskatchewan by working with partners (including industry) and providing business support to northern entrepreneurs.

Progress by Key Initiative

Aboriginal Employment Development

Through the Aboriginal Employment Development (AED) Branch, the Ministry helps to increase employment and training opportunities through partnerships involving First Nations and Métis organizations, unions and public and private sector employers.

Key Actions

Implement the Representative Workforce Strategy [2007-08 planned result].

- Assisted employer organizations with addressing possible barriers to First Nations and Métis employment and business opportunities, and enhancing human resource policies and practices to recruit, hire, and retain First Nations and Métis people in the workplace.
- Continued to work with the Saskatchewan Federation of Labour to enhance organized labour's participation in a comprehensive approach to First Nations and Métis employment development.
- Reviewed the evaluation conducted on AED partnerships and the Representative Workforce Strategy. The evaluation identified gaps and areas of best practice, assessed the implementation of the Strategy and made recommendations.

Through the AED initiative, support the Provincial Aboriginal Representative Workforce Council (PARWC) to develop mechanisms for First Nations and Métis labour force attachment [2007-08 planned result].

- Led a renewal process for PARWC to become more strategic in its structure, and focus

its agenda on the supply and demand side aspects of First Nations and Métis employment development. A new Terms of Reference was developed to clarify the goals and objectives of the Council.

Promote and support First Nations and Métis cultural awareness education in Saskatchewan workplaces [2007-08 planned result].

- Provided leadership on how partner organizations can prepare their workplaces to become an employer of choice for First Nations and Métis people. This included initiatives such as workplace training to address myths and misconceptions about First Nations and Métis people.

Measurement Results

To measure the performance of the AED initiative, the Ministry asks partners to complete and submit data on key actions for the partnership. The measurement results are a cumulative total of all partnerships. FNMR is dependent on the ability of its partners to voluntarily submit the information to the Ministry, which assembles the data. Factors affecting the timeliness of reporting are the ability of third parties to provide the data and the ability of the Ministry to collect and assemble the data.

Number of Aboriginal Employment Development partnership agreements.

FNMR enters into voluntary partnership agreements with private and public sector employers on the demand side of the labour market, as well as education and training institutes, and First Nations and Métis organizations on the supply side.

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008
62	69	77	84

Source: FNMR-AED data from information provided by partner employer organizations.

- Seven new partnership agreements were signed in 2007-08.

- AED partnerships now have an impact on more than 84,500 jobs in Saskatchewan.

Number of Aboriginal people hired in AED partnership employer organizations.

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008
2,291	2,950	3,700	n/a

Source: FNMR-AED data from information provided by partner employer organizations.

- As of March 31, 2007, 3,700 First Nations and Métis people have been hired by partners. Results for 2007-08 will be provided to the Ministry by partner employers in the summer of 2008.¹

Number of Aboriginal people hired by AED partnership employer organizations who receive work-based training.

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008
1,199	1,507	1,874	n/a

Source: FNMR-AED data from information provided by partner employer organizations.

- As of March 31, 2007, 1,874 First Nations and Métis people had received work-based training. Results for 2007-08 will be provided to the Ministry by partner employers in the summer of 2008.²

Number of people in AED partnership employer organizations who receive misconception training.

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008
12,447	20,602	27,938	n/a

Source: FNMR-AED data from information provided by partner employer organizations.

¹ FNMR's reporting on this measurement will be consistently one year behind because results by partner employers are provided to FNMR annually each summer.

² *Ibid.*

- As of March 31, 2007, 27,938 people in AED partner organizations had received misconception training, an increase of 35.6 per cent over the previous year. Results for 2007-08 will be provided to the Ministry by partner employers in the summer of 2008.³

Consultation

Consultation must take place before any activity is undertaken that could adversely affect Treaty or Aboriginal rights. The Ministry co-ordinates the development of consultation policy to address this obligation and to further the Province's desire for relationships with First Nations and Métis groups aimed at jointly addressing matters of mutual interest.

Key Actions

Develop a consultation policy framework that allows for enhanced communication and consultation and more productive relationships between government and First Nations and Métis [2007-08 planned result].

- See page 5. Results of this key action are the same as those listed under "Work with First Nations and Métis Peoples to develop a protocol that will protect their rights and interests and ensure the provincial government fulfills its duty to consult and accommodate."

Ensure government communicates and consults with First Nations and Métis peoples on an on-going basis to understand their goals, positions and concerns [2007-08 planned result].

- See page 5 and 6. Results of this key action are the same as those listed under "Consult with First Nations and Métis peoples in the development and implementation of all provincial legislation and policy that impacts or has the potential to impact their jurisdiction."

Co-ordinate the implementation across government of the *Government of Saskatchewan Guidelines for Consultation with First Nations and Métis People: A Guide for Decision-Makers* [2007-08 planned result].

³ *Ibid.*

- Established the First Nations and Métis Consultation Branch in October 2007.
- The Government announced the *Interim Guide for Consultation with First Nations and Métis People* in January 2008, replacing the former 2006 guidelines. This guide set out the approach to be used by Government of Saskatchewan employees in circumstances where action contemplated by Government may adversely affect Treaty or Aboriginal rights until the Government has a new legal duty to consult policy.

Measurement Results

Progress on developing a broad First Nations and Métis consultation policy framework.

- Planning for the Roundtable Conference on Consultation and Accommodation was well underway by the end of the fiscal year.

Progress on disseminating information from the Government of Saskatchewan Guidelines for Consultation with First Nations and Métis People: A Guide for Decision-Makers.

- The Government announced the *Interim Guide for Consultation with First Nations and Métis People* in January 2008, replacing the former 2006 guidelines.

Gaming

The Ministry administers Saskatchewan's legal obligations with respect to the distributions of casino gaming profits to the First Nations Trust, Community Development Corporations and Métis Development Fund, pursuant to the requirements of *The Saskatchewan Gaming Corporation Act*, and the 2002 Gaming Framework Agreement (GFA) signed between the Province and the FSIN.

A five-year review of the GFA was completed and amendments were made to the profit sharing formula which resulted in an increased distribution of the profits from First Nations run casinos going to the First Nations Trust from 37.5% to 50%.

Key Actions

Monitor and manage the Province's obligations under the First Nations Gaming Agreement with respect to the First Nations Trust and Community Development Corporations (CDC) [2007-08 planned result].

- Distributed \$35.5M to the First Nations Trust, representing 25% of the annual net profits of the two casinos operated by the Saskatchewan Gaming Corporation and 50% of the annual net profits of the five on-reserve casinos operated by the Saskatchewan Indian Gaming Authority.
- Distributed \$11.9M to five Community Development Corporations, representing 25% of the annual net profits earned by the on-reserve casinos.

Monitor and manage the Province's obligations under the *Saskatchewan Gaming Corporation Act* and the agreement between the Province and Métis Nation – Saskatchewan with respect to the Métis Development Fund (Clarence Campeau Development Fund) [2007-08 planned result].

- Distributed \$2.0M to the Clarence Campeau Development Fund (CCDF) for the delivery of the Métis Development Fund (MDF), designed to support business and community development and management skills for Métis-owned businesses and entrepreneurs.

Treaty Land Entitlements

FNMR serves as a single window into the provincial government for land claim issues. The Ministry works with colleague ministries, Crown corporations and the federal government to ensure that all land selections and issues are handled in a timely manner in the reserve creation process. FNMR does this by co-ordinating provincial reviews of First Nations' requests to purchase Crown land and minerals as well as the provincial reviews of private lands purchased by First Nations.

Key Actions

Co-ordinate the implementation of the Province's obligations arising from the Treaty Land Entitlement Settlement Agreements [2007-08 planned result].

- Assisted with the transfer of 20,782 acres to reserve status.

Negotiate new Treaty Land Entitlement Agreements as necessary [2007-08 planned result].

- Concluded two TLE Settlement Agreements with Sturgeon Lake First Nation and Muskoday First Nation.
- Completed negotiations with Canada and two other TLE First Nations. TLE Settlement Agreements will soon be finalized.
- Continued discussions with one additional First Nation on its TLE claim.

Co-ordinate the implementation of the Province's obligations arising from the Memorandum of Agreement on the Facilitation of the Implementation of Specific Claims Settlements [2007-08 planned result].

- Facilitated reserve creation by reviewing all land selections for third party interests and concerns.
- Held meetings to ensure Provincial interests were addressed.
- Developed a draft surface access agreement template with Justice Canada and First Nations.

Co-ordinate the Province's obligations under the Amended Cost-Share Agreement [2007-08 planned result].

- Made a financial payment to Canada in accordance with the Amended Cost Sharing Agreement (ACSA).
- Continued compiling information to ensure provincial obligations associated with the ACSA would be met and began a reconciliation of the data.

Measurement Results

These measures fulfill the terms of the 1992 Saskatchewan Treaty Land Entitlement Framework Agreement and subsequent TLE Settlement Agreements.

Number of TLE Agreements signed.

Two new TLE Settlement Agreements were signed in 2007-08. TLE Settlement Agreements have now been signed with 31 First Nations.

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008
29	29	29	31

Source: FNMR-TLE tracking system, based on schedules provided by Indian and Northern Affairs Canada (INAC).

Number of acres attaining reserve status under TLE Agreements.

20,782 acres were transferred to reserve status in 2007-08.

As reserves increase in size, First Nations have more opportunities to initiate economic development projects, which lead to increased economic viability for First Nations members.

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008
634,563	665,629	703,166	723,948

Source: FNMR-TLE tracking system, based on schedules provided by INAC.

Number of First Nations achieving shortfall acres.

Three Entitlement First Nations acquired their shortfall acres in 2007-08.

Under the terms of the 31 TLE Settlement Agreements, First Nations must acquire and transfer to reserve status the amount of land they should have received (shortfall acres) if all First Nations people were counted at the time of the original survey. A total of 24 First Nations have acquired their shortfall acres.

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008
21	21	21	24

Source: FNMR-TLE tracking system, based on schedules provided by INAC.

First Nations and Métis Economic Development

The First Nations and Métis Economic Development Program provides financial assistance to support First Nations and Métis business initiatives in growth sectors of the Province's economy. Funding can be used to establish new businesses or expand existing businesses. The program is designed to create more First Nations and Métis businesses and create jobs for First Nations and Métis people.

Key Actions

Continue to administer the Saskatchewan First Nations and Métis Economic Development Program [2007-08 planned result].

- Provided \$1.13M in grant funding to First Nations and Métis entrepreneurs and businesses operating in the key strategic growth sectors of the province: energy, mining, forestry, value-added agriculture, manufacturing, and Aboriginal-themed tourism.

Use the outcomes from the First Nations and Métis Economic Development symposium held in January 2007, to develop further policy and programs to stimulate Aboriginal involvement in the economy [2007-08 planned result].

- Continued to support First Nations and Métis economic development through the First Nations and Métis Economic Development Program.
- The Government of Saskatchewan recognizes First Nations and Métis have a key role in the province's economy. First Nations and Métis issues and opportunities will be a key aspect of government's Enterprise Saskatchewan, ensuring First Nations and Métis people are part of the province's growth.

Measurement Results

Number of First Nations and Métis businesses supported/expanded through partial funding from the Saskatchewan First Nations and Métis Economic Development Program.

- In 2007-08, \$1.13M was disbursed out of the Program in support of 62 applications.
- Out of the 62 applications, 20 business start-ups, and 3 business expansions were funded, creating and maintaining approximately 303 employment opportunities.
- The remaining 39 applications were from First Nations and Métis communities and organizations to support community capacity, feasibility studies, business planning and other related initiatives.
- Since the program became operational in February 2006, 152 grants, totaling \$3.06M, have been provided to First Nations and Métis businesses and communities.

First Nations Self-Government

The Province recognizes the inherent right to self-government for First Nations people. Saskatchewan is involved in negotiating a self-government agreement with the Meadow Lake First Nations and the Government of Canada, and was an active observer of the discussions involving the Office of the Treaty Commissioner and the FSIN to explore governance models.

Key Actions

Negotiate an on-reserve self-government agreement with Meadow Lake First Nations (MLFN) and the Government of Canada for the mutual benefit of all Saskatchewan people [2007-08 planned result].

- Negotiations continue to move forward.

Continue to negotiate a draft framework agreement respecting traditional territories and a draft framework agreement respecting non-resident citizens between MLFN and Canada [2007-08 planned result].

- Advanced negotiations on the draft Framework Agreement on Lands, Resources and Economic Development (traditional territories); however, negotiations on a draft framework agreement for non-resident citizens will not proceed due to Canada's decision not to participate in the process at this time.

Measurement Results

Progress on draft agreements between Meadow Lake First Nations, the Federal Government and the Provincial Government on First Nations governance.

- Continued negotiations and made progress on the draft governance agreements.
- The Financial Agreement (FA) between Canada and the MLFNs has progressed toward a final agreement.
- Will continue to work with Canada and MLFNs toward negotiating a Framework Agreement on Lands, Resources and Economic Development.

Relationships with First Nations and Métis and Northern Communities and Organizations

A key activity for FNMR is building and maintaining relationships with First Nations and Métis organizations, communities and leadership. These relationships ensure First Nations and Métis people have a window into government and government decision makers have an avenue to discuss important issues facing the province.

Ensuring equitable outcomes for First Nations and Métis people requires government to understand the issues and concerns of First Nations and Métis people. This involves support for First Nations and Métis organizations in their efforts to voice positions and concerns, and share information among Ministries, agencies and Crown corporations.

The Ministry continued its work with urban First Nations and Métis community-based organizations and First Nations and Métis Women's organizations in 2007-08 to provide them with the capacity to respond to government initiatives and to articulate their concerns to government.

Key Actions

Provide support to provincial, regional and community-level First Nations and Métis organizations so that they have the capacity to co-operate and consult with government on policies, programs and plans that impact their interests and rights [2007-08 planned result].

- Delivered the Aboriginal Urban Management Authorities Program (AUMAP). The AUMAP assists First Nations and Métis community service delivery organizations to develop their own community-based services and integrative approaches in urban areas, such as cultural programs, training and employment opportunities and youth initiatives.
- Through AUMAP, provided funding of \$25,000 to three Tribal Councils and one Métis urban service delivery organization. The remaining \$50,000 was used to support a large variety of First Nations and Métis cultural events and initiatives throughout the province.
- Through the Aboriginal Grants Initiative, provided funding of \$270,000 to organizations in support of preserving, celebrating and promoting First Nations and Métis history and culture, as well as capacity building for First Nations and Métis organizations.
- FNMR provided funding support to provincial First Nations and Métis women's organizations to assist in projects and policy development activities.

Develop a new relationship with the FSIN that will establish new mechanisms for on-going communications and consultation and address mutual priorities to close the socio-economic gap between First Nations and non-Aboriginal people in Saskatchewan [2007-08 planned result].

- Worked to re-invigorate the FSIN-Saskatchewan Bilateral Protocol as the basis of the on-going relationship between the Province and FSIN. Following the provincial election, commitment to the Protocol was affirmed by the Ministry of FNMR and the FSIN. The Protocol is a three tier structure involving political and senior officials in government and the FSIN who meet to discuss mutual concerns, opportunities, and to set priorities for action on important social and economic issues.

Provide information and material on government policies, programs and services to First Nations and Métis people [2007-08 planned result].

- Continually provided information on government policies, programs and services to First Nations and Métis people through established relationships with First Nations and Métis women and urban organizations, employment and economic development programs, and Treaty Land Entitlement processes.

Continue to communicate government policies, mandates, and programs in interactions and negotiations with First Nations and Métis groups [2007-08 planned result].

- Communicated information on provincial policy and mandates to First Nations and Métis organizations, including the FSIN Bilateral Protocol, the MNS bilateral relationship, and Meadow Lake First Nations self-government negotiations.

Publish and distribute a newsletter outlining the activities and accomplishments of FNMR and other government ministries [2007-08 planned result].

- Published and distributed the Ministry's second newsletter in June 2007, covering items of interest to First Nations, Métis and non-First Nations and Métis people in Saskatchewan. The newsletter is available on the Ministry's website.

In collaboration with Saskatchewan Justice and other government Ministries, develop and implement a strategy to address racism in Saskatchewan [2007-08 planned result].

- Undertook consultations with external stakeholders and colleague Ministries and Crown corporations. The feedback received may be used to shape an approach to address racism.

Work with First Nations and Métis individuals and organizations to facilitate the development of a directory of Aboriginal awareness training in response to a recommendation of the Justice Commission on First Nations and Métis Peoples and Justice Reform [2007-08 planned result].

- Completed the *Directory of Aboriginal Awareness Trainers*, which will be available on the Ministry of First Nations and Métis Relations' website in 2008-09.

Facilitate processes leading up to and holding a fair and democratic Métis election [2007-08 planned result].

- Worked with the Federal Government, the Independent Oversight Committee (IOC), and the Chief Electoral Officer (CEO) to facilitate a fair and democratic MNS election that was held in June 2007.
- The IOC and CEO submitted final reports, which the MNS will utilize in renewing its governance and electoral structures.
- While relations with the MNS ceased when its 2004 election was deemed unreliable, the Government of Saskatchewan continued to support Métis people through work with MNS Affiliate organizations and other Métis groups during the interruption of relations.

Renew relationships with a fair and democratically elected Métis executive [2007-08 planned result].

- FNMR and the Federal Government continued to re-establish relations with the elected Métis executive through collaboration and resourcing.

Measurement Results

Establishment of a new productive working relationship with the Métis Nation – Saskatchewan.

- The Province has a new relationship with the MNS and is moving forward on achieving productive outcomes through joint work.

Inter-ministerial Support and Direction

Just as First Nations and Métis people utilize all government services, all government Ministries must be part of the response to issues. FNMR provides the leadership for those responses by both maintaining provincial level relationships with organizations and promoting the development of direct relationships between Ministries and First Nations and Métis people on specific issues.

Key Results

Develop First Nations and Métis policy and processes in co-operation with Executive Council and other government Ministries and Crown corporations as required [2007-08 planned result].

- Advanced First Nations and Métis policy issues through inter-ministerial committees and executive steering committees, such as:
 - The Province's duty to consult and accommodate, and preparation for the May 2008 Consultation Roundtable;
 - Re-invigorating the Province's relationship with the FSIN;
 - Re-building the Province's relationship with the MNS;
 - TLE Settlement Agreement negotiations; and
 - Self-government negotiations with Canada and the Meadow Lake First Nations.

Provide advice and input into the development of other Ministries' policy initiatives that impact First Nations and Métis people [2007-08 planned result].

- Contributed to numerous ministries' policy papers and inter-ministerial committees related to justice, children, rural economy, and human rights to ensure a First Nations and Métis perspective is appropriately reflected in government policy development.

Co-ordinate and support provincial Ministries' First Nations and Métis capacity development efforts [2007-08 planned result].

- Participated on various inter-ministerial committees related to initiatives and issues affecting First Nations and Métis people
- Encouraged relationship building between Ministries and First Nations and Métis organizations.

Undertake co-operative initiatives with the federal government to address the needs of off-reserve First Nations people and Métis people [2007-08 planned result].

- Worked with the federal government and community representatives to implement the renewed federal Urban Aboriginal Strategy announced in May 2007.

Work with the federal government, other provincial and territorial governments and national Aboriginal organizations through intergovernmental processes [2007-08 planned result].

- Through working groups and other means, Provinces, Territories and the federal government discussed common issues affecting First Nations and Métis peoples.

Improve services to clients by implementing organizational improvements [2007-08 planned result].

- On November 21, 2007, the former Departments of FNMR and Northern Affairs were merged into a single Ministry.

- Restructured the new Ministry's northern programs and services into two branches: 1) Northern Resource and Industry Development; and 2) Northern Economic Programs and Policy.

Northern Economic Programs and Policy

Provides business and employment development services throughout northern Saskatchewan, and assesses policy decisions of the Government of Saskatchewan and their impact on the development of northern Saskatchewan. It also administers financial support programs, including the Northern Development Fund (NDF) for northern fishers, trappers, businesses, entrepreneurs and RDCs.

a) Regional and Program Services

Provides business and development services to businesses, co-operatives, local and regional development entities and entrepreneurs. These services include assisting clients to identify and evaluate business opportunities and develop business plans, and advising clients on management and related organizational development matters.

Key Actions

Provide business and management consulting advice to potential NDF clients to support their business initiatives and to help them acquire financing [2007-08 planned result].

- Provided business and management consulting advice to clients seeking financing from the NDF loan and grant program, or other sources.
- Assisted northern clients with business plans, board training, strategic planning, and marketing initiatives.
- Delivered workshops to various northern organizations, such as enterprise workshops, Ready to Work Program, tendering workshop for potential abandoned uranium mine clean-up project, Regional Strategic Planning Forum, youth workshops, and board training.

Create, maintain, and make available an inventory of relevant financial programs and instruments that are available to northern business and employment development interests [2007-08 planned result].

- Compiled the *Economic Development Programs Directory*, listing economic development programs delivered by the provincial and federal governments and other agencies, and forums and training in the North. The directory is available online: <http://www.northern.gov.sk.ca> (follow the short cut at the bottom of the page entitled Directory of Economic Development Programs.)

Update, maintain, and make available a Northern Business Registry [2007-08 planned result].

- Updated the Northern Business Directory. One of the directory's purposes is to establish business relationships between goods and services buyers and northern companies, enabling northern companies to grow and produce more employment opportunities for northerners. The directory is available on Keewatin Career Development Corporation's website <http://career.kcdc.ca/bus/title.php>.

b) Northern Development Agreement

The Ministry plans and leads the delivery of investments under the NDA on behalf of the provincial government, in partnership with the federal government and the Northern Development Board Corporation. The NDA represents the first federal-provincial funding initiative established under the Northern Development Accord. Both the Agreement and Accord were signed in October 2002. As part of the Agreement, the Province and the federal government (through Western Diversification) committed \$10M each over five years in support of capacity building and the development of economic infrastructure in the Northern Administrative District (NAD).

Key Actions

Work with the federal government, the Northern Development Board, and colleague ministries to negotiate a new tripartite Northern Development Agreement [2007-08 planned result].

- In the year under report, a final \$5.61M was approved for twelve projects and Northern Development Board Corporation core funding, thereby fulfilling federal and provincial governments' funding commitments under the Agreement.
- Held discussions with colleague ministries, the federal government, and the Northern Development Board relating to interest and opportunities for advancing northern economic development through existing and new agreements and programs.

c) Northern Development Fund

The Northern Development Fund (NDF) promotes business development and associated employment growth in the North through: commercial loans; loans to primary producers (fishing, trapping, and wild rice harvesting); grants for marketing, research, business training and youth entrepreneurship; and basic operating funding for RDCs.

Key Actions

Provide financial assistance in the form of NDF loans and grants to northern businesses, individuals, First Nations Bands, and primary producers (fishing, trapping, wild rice) to stimulate business and employment development in the NAD [2007-08 planned result].

- Approved two commercial loans for a total of \$330,000, and 30 primary production loans for a total of \$188,528.
- Approved 36 NDF grants totaling \$214,771 - representing \$117,997 for marketing, promotion and research, \$11,994 for youth entrepreneurship, and \$84,780 for business skill and organizational development projects – and disbursed \$186,700.

- Provided \$171,400 to three Regional Development Corporations.
- Supported the establishment of a new Regional Development Corporation in northwest Saskatchewan.

Provide proactive “after care service” to NDF loan clients to increase the long-term success of NDF-funded business ventures [2007-08 planned result].

- Provided after care services to loan clients, including contacting the client on a regular basis, providing financial advice, assisting with problem resolution, and visiting clients in communities.

d) Northern Commercial Fish Transportation Subsidy

The Northern Commercial Fish Transportation Subsidy supports the commercial fishing industry in northern Saskatchewan through a freight subsidy and a price support mechanism. The freight subsidy helps equalize transportation costs for fishers from different regions throughout the North. The price support mechanism partially compensates for reduced market prices or increased operating costs and applies to one species – mullet (suckers).

- Disbursed \$199,700, which includes a \$15,000 administration fee to the federal Freshwater Fish Marketing Corporation in Winnipeg.

e) Economic Policy and Program Support

Conducts research, identifies, analyzes, and develops strategies, policies, and programs to encourage northern business and employment, and the creation of viable northern economic regions. Also advances perspectives and interests within government decision-making processes.

Key Results

Work with our partners to implement the Primrose Lake Community Economic Development Fund, and continue to support the establishment of the Primrose Lake Economic Development Corporation [2007-08 planned result].

- Signed the Saskatchewan-Primrose Lake Community Economic Development Agreement on July 31, 2007.
- Provided \$4.5M toward the establishment of a \$19.5M Primrose Lake Economic Development Trust Fund.
- Assisted the Primrose Lake Economic Development Corporation with policy and program development related to a \$2.0M Elders Economic Initiative.
- Provided advice to the Board of Directors regarding governance, financial management, and policy development.

Complete the NDF loan program review, and implement regulatory, policy, and operational changes to better meet clients' needs and circumstances, thus improving client service [2007-08 planned result].

- Completed consultations with many northern stakeholders.
- Evaluated the NDF loan program and identified alternatives to improve the program's effectiveness. The results of this review will be taken into consideration during 2008-09.

Complete the Regional Development Corporation program evaluation, and implement regulatory, policy, and operational changes to enhance local capacity to support business and employment development [2007-08 planned result].

- Completed consultations with many northern stakeholders.
- Evaluated the Regional Development Corporation program and identified alternatives to improve the program's effectiveness. The results of this review will be taken into consideration during 2008-09.

Complete, maintain, and make available a compendium of northern community and regional profiles [2007-08 planned result].

- Completed profiles for four northern regions (Athabasca, Central, East, and West). Information will be updated as necessary.

- Commenced the development of community profiles (phase 1) for northern Saskatchewan communities.

Other Northern Outcomes

- Government Ministries (led by the Ministries of Justice and FNMR – Northern Affairs Division, and the Northern Human Services Partnership) worked with community leaders to develop and implement specific initiatives and community-based plans in Sandy Bay. As well, FNMR provided a grant for a community development worker, and funding for a community facilitator.
- Northern Affairs Division participated on the Northern Development Ministers' forum Senior Officials' Working Group, and on three sub-committees (Consultation and Accommodation, Maximizing the Economic and Social Impacts of Major Projects in the North, and Tourism).

Measurement Results

The number of business start-ups and expansions, and the number of people employed by businesses increased from the last reporting period. However, fewer people are employed by businesses compared to 10 years ago when significant uranium mining developments (two new mines and one mill) were being undertaken.

Number of business start-ups (in the NAD)

Calendar Year	Number of Start ups
2004	56
2005	85
2006	67
2007	73

Source: Saskatchewan Justice, Corporations Branch

Number of business expansions (in the NAD)

Calendar Year	Number of Expansions
2006	5
2007	12

Source: Saskatchewan Justice, Corporations Branch

***Number of people employed by businesses
(in the NAD)***

Calendar Year	Number of People Employed by Business
1991	2,460
1996	3,300
2001	3,045
2006*	3,095

Sources: Census in Northern Saskatchewan Regional Training Needs Assessment Report; *Statistics Canada, 2006 Census of Canada, Publication 97-559-XCB2006024

The increase in business start-ups and expansions and the number of people employed by businesses may be attributed to northern Saskatchewan's strong economy, and the demand for the region's natural resources.

The Northern Affairs Division contributes to such results by providing financing, business advice, and aftercare services, and by working with partners to help maximize spin-off benefits for northern businesses. However, risks impact performance results. For example, it is difficult to find and compete for skilled workers, which may result in business closures.

Northern Resource and Industry Development

Administers government's mineral surface lease agreements and monitors mining developments in the North. It also facilitates the creation and maintenance of relationships with/among varying stakeholders/groups in support of general economic development and specific sector initiatives. Relationship building work is undertaken through Branch leadership roles in such forums as: the Northern Mines Monitoring Secretariat (NMMS), Northern Labour Market Committee (NLMC), Saskatchewan Co-operative Fisheries Ltd. (SCFL), and Northern Saskatchewan Tourism Inc.

a) Northern Economic and Sector Development

Advances both modern and traditional industries, as well as other sector development opportunities in northern Saskatchewan. Works with colleagues and stakeholders to help identify and advance new or expanded development opportunities for northern businesses.

Key Results

Work with colleague ministries, industry, and stakeholders to examine employment growth opportunities in key industry sectors [2007-08 planned result].

- Continued work with the Saskatchewan Tourism Education Council to deliver Ready to Work training programs in five northern communities, including Pinehouse, Cumberland House, La Ronge, Canoe Lake, and La Loche.
- Helped the Meadow Lake Tribal Council to initiate and fund a review of tourism opportunities in Meadow Lake First Nations' communities.

Commercial Fishing

- Continued to provide financial support and technical assistance to Saskatchewan Co-operative Fisheries Limited (representing over 600 fishers and 30 co-operatives) for its operations and the completion of a comprehensive feasibility assessment in pursuit of the establishment of renewed fish processing and marketing capacity in northern Saskatchewan to strengthen the future of Saskatchewan's commercial fishing industry.
- Supported sector representatives' inputs into ongoing multi-party Provincial Fisheries Advisory Committee deliberations on updating and improving Saskatchewan's overall fisheries management policies.

Mining

- Co-ordinated industry and government representatives' consultations with Peter Ballantyne Cree Nation leadership regarding development plans and job/economic opportunities associated with future Seabee gold mine operations.

Regional Economic and Land Use Planning

- Continued to co-lead with Ministry of Environment an inter-ministerial effort to engage communities in the Clearwater-La Loche region in an integrated regional economic and land use planning initiative, to prepare the region (and its residents) to effectively respond to new development pressures and opportunities related to heightened interest and investment in Saskatchewan's northwest tied to oil sands exploration and potential development.

Work with Saskatchewan Energy and Resources, Saskatchewan Research Council, private industry, northern stakeholders, and other ministries to maximize employment and business opportunities associated with the abandoned uranium mines clean-up project, and to support related education/skills development, as required [2007-08 planned result].

- Advised/supported Saskatchewan Research Council efforts to update and consult Athabasca Basin communities regarding forward plans and possible timelines for the clean-up of legacy uranium mine sites in the Athabasca Region.
- Advised/supported Energy and Resources' strategy to successfully secure an agreement with EnCana Corporation to cover the estimated cost of fully decommissioning and reclaiming their former Lorado uranium mine and mill site in the Athabasca region.

Work with the Ministry of Highways and Infrastructure and northern stakeholders to maximize local business and employment opportunities associated with northern road infrastructure improvements [2007-08 planned result].

- Provided office space and support services to the Ministry of Highways Northern Development Business Coordinator, and worked with the Coordinator and northern communities to increase awareness of business and employment opportunities associated with northern road infrastructure improvements.

b) Mineral Surface Lease Agreements

Administers 13 surface leases that cover operating mine sites, as well as those in planning, construction, or decommissioning and reclamation phases. The agreements address socio-economic benefits, environmental protection, and occupational health and safety, as well as project land tenure requirements.

Key Actions

Negotiate and administer northern mineral surface lease agreements with industry to: 1) support northern benefits associated with the development of northern mines; 2) continue effective, efficient and co-ordinated government support for future development of the northern mineral sector; and 3) reinforce provincial regulatory control in the areas of environmental protection and occupational health and safety of workers [2007-08 planned result].

- Co-ordinated industry/government representatives' consultations with Peter Ballantyne Cree Nation leaders to fulfill Government's duty to consult concerning potential implications of expanded Seabee gold mine operations on Aboriginal and Treaty rights.
- Negotiated and received regulatory approval for the new Seabee Surface Lease Agreement 2007, a Claude Resources Inc. gold mine site northeast of La Ronge.
- Co-ordinated provincial agencies' input into, and received approval for, the release of the Assignment of the Konuto Surface Lease Agreement as Collateral Security.
- Provided feedback on northern resource development project proposals (oil sands exploration, Midwest mine operations, natural gas service to La Ronge, and natural gas exploration on the Air Weapons Range), thereby providing early identification of opportunities for northern benefits.

a) Northern Saskatchewan Environmental Quality Committee / Northern Mines Monitoring Secretariat and Community Liaison

The Northern Saskatchewan Environmental Quality Committee (NSEQC) provides effective northern community participation in monitoring the uranium industry and influencing decision-making within the industry. The NSEQC also facilitates communications among northerners, industry, and government. Thirty-two communities (municipal and First Nations) are represented on the NSEQC. The Northern Mines Monitoring Secretariat (NMMS) provides technical support and advice to the NSEQC. Key service delivery partners are the member provincial and federal government ministries and agencies of the NMMS, along with the member communities of the NSEQC.

Key Actions

Support the EQC by: 1) co-ordinating and facilitating public consultations on proposed uranium mining developments and project operating approvals; and 2) arranging EQC information sessions to increase their understanding of the continually-evolving uranium mining requirements [2007-08 planned result].

- Co-ordinated six site visits (McArthur River, abandoned uranium mines in the Athabasca region, Cigar Lake, Rabbit Lake, Cluff Lake, and Beaverlodge).
- NSEQC representatives participated in one Canadian Nuclear Safety Commission hearing on Cigar Lake; one presentation at Baker Lake, Nunavut, with the community and Nunavut Planning Commission. As well, NSEQC co-chairs met with the Deputy Minister of the former Department of Northern Affairs to discuss Cigar Lake.
- Detailed information can be found in the *Northern Saskatchewan Environmental Quality Committee: 2007 Report to Communities*.

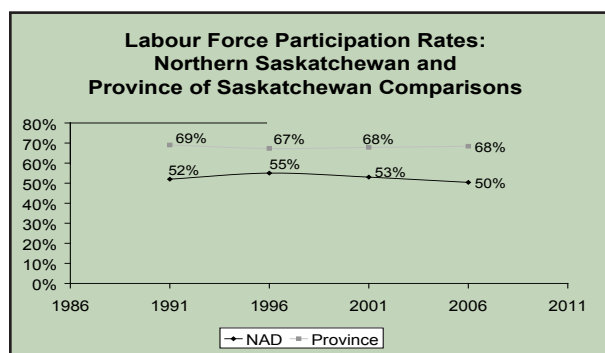
Publish the Northern Saskatchewan Environmental Quality Committee (NSEQC) News insert in the business periodical, *Opportunity North*, to increase northerners'

awareness of the uranium sector's operating requirements, challenges, and future outlook [2007-08 planned result].

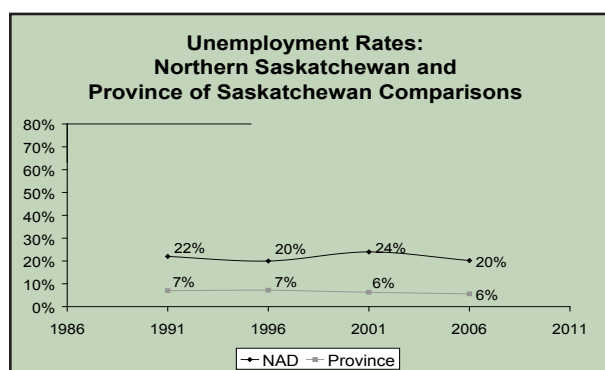
- Continued to publish the NSEQC News in *Opportunity North*. The northern periodical is distributed five times per year to all households (approximately 9,500) in the NAD.

Measurement Results

The labour force participation and unemployment rates have decreased slightly since 2001. There is a disparity between northern Saskatchewan and the province as a whole, with statistics showing lower participation rates, and higher unemployment in the North.



Source: Census in Northern Saskatchewan Regional Training Needs Assessment Report



Source: Census in Northern Saskatchewan Regional Training Needs Assessment Report

FNMR, Northern Affairs Division, works collaboratively with colleague ministries, industry and northern partners to influence this measure by: 1) creating an environment for northerners to participate in economic growth; 2) supporting the development of northern economic sectors; and 3) helping northerners identify and qualify for job opportunities. However, global and national economic trends also influence the results.

The number of jobs (overall, by sector and job classification) in northern Saskatchewan has increased since 2001. More specifically, there are more jobs in six of nine job classifications as identified below.

Number of jobs/people employed by sector

	Census 2001	Census 2006
Mineral Sector - Mining	>1,600*	1,800*
Forestry Sector (province)	6,000*	No update
Construction and Trades Sector	600	660
Commercial Services Sector	3,045	3,095
Public and Non-Commercial Services Sector	4,400	4,500

Sources: Census 2001; Statistics Canada, 2006 Census of Canada, Publication 97-559-XCB2006024; *Regional Training Needs Assessment Reports.

Note: Mineral Sector - Mining and Forestry Sector (province) are not necessarily results from the Census year.

Employment by job classification

	Census 1996	Census 2001	Census 2006
Management occupations	670	810	755
Business, finance and administration occupations	1,055	1,045	1,110
Natural and applied sciences occupations	305	330	370
Health occupations	295	335	395
Social science, education, and government service	1,275	1,665	1,690
Sales, service, and recreation occupations	2,765	2,580	2,975
Trades, transport and equipment operator occupations	1,815	1,635	1,745
Primary industry (mining, forestry, oil) occupations	1,195	925	865
Processing, manufacturing and utilities occupations	370	445	310

Source: Census 1996, 2001, 2006

Measuring jobs by sector and job classification makes it possible to gauge where employment growth is taking place. Since these measures, for the most part, can only be updated every five years, the measure monitors long term trends.

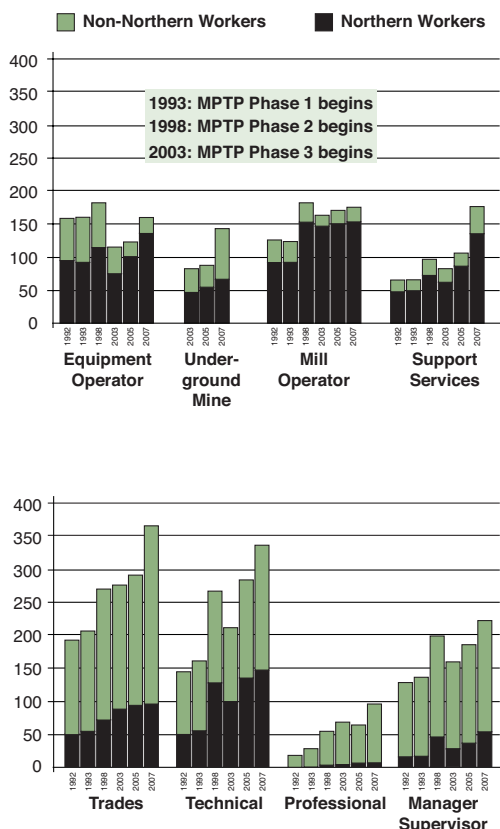
The Ministry has minimal influence over these employment outcomes through its involvement in the Northern Labour Market Committee, and working with industry, provincial ministries, and northern communities, to help create an environment that supports employment growth.

Global, national, and regional market trends are key drivers influencing these employment outcomes.

Employment by category in the uranium industry

Overall, the number of employment opportunities has increased for all skill categories.

Growing number of employment opportunities
at all skill levels for Residents of Saskatchewan's North
-since Multi-Party Training Plan began 1993-2007



Source: Ministry of Advanced Education, Employment and Labour, La Ronge Yearly averages of company employees and "Residents of Saskatchewan's North" from Quarterly Reports from Mine Companies. May 1, 2008. Company employees only - does not include contractors.

This measure shows the number of northerners and non-northerners who work in the uranium industry for a number of skill categories. This measure helps assess trends within occupational categories and demonstrates the success of the Multi-Party Training Plan (an ongoing co-operative training-to-employment initiative for the mineral sector).

The Ministry can influence this measure by working along side provincial ministries, industry, northern partners, and the Northern Labour Market Committee to help identify jobs, training, and work experience opportunities for northerners. As well, the Ministry indirectly influences this measure through its negotiation of mineral surface lease agreements for northern mining operations.

Education and training levels attained by northerners living in the North

The education and training levels in northern Saskatchewan appear to be decreasing. However, reporting changes for Census 2006 possibly account for the differences.

	Census 1996	Census 2001	Census 2006*
Less than a high school graduation certificate	58.2%	48.5%	58.4%
High school graduation certificate and/or some post-secondary	17.2%	18.7%	15.6%
Trades or post-secondary certificate / diploma, or university degree	24.6%	32.8%	26%

Source: Census 1996, 2001, 2006

*Note: There were reporting changes for Census 2006. Categories used in this chart: 1) no certificate, diploma, or degree; 2) high school certificate or equivalent; 3) Trades or post-secondary certificate, diploma, or university degree.

As education increases, northerners will be better positioned to qualify and compete for jobs. This will contribute to increased labour market participation, and maximized employment opportunities.

The Ministry can contribute to the results by participating on the Northern Labour Market Committee, and can work with provincial ministries to identify ways to help northerners receive training and to qualify for jobs. Ministries and organizations with an education and training mandate also have influence over these outcomes.

2007-08 Financial Overview

Results at a Glance – Summary of Financial Results

The 2007-08 actual financial results are reported on for the period April 1, 2007, through to March 31, 2008. The budget for the Ministry was \$57.7M. Actual expenses came in at \$71.0M or \$13.3M above the original budget.

The Ministry reported revenues totaling \$720K for the fiscal year ending March 31, 2008.

This over-expenditure was a result of the following:

- An additional \$12.5M in funding was required for the First Nations Trust (FNT) and Community Development Corporations as a result of higher audited net casino profits for the 2006-07 fiscal year, increases in 2007-08 revenue forecast and changes to the 2002 GFA which included a 12.5% increase in revenue sharing to the FNT from Saskatchewan Indian Gaming Authority (SIGA) run casinos. This funding is a flow through from the point of view of the Province's General Revenue Fund (GRF), as these increased payments are directly offset by increased casino profits paid into the GRF by the Saskatchewan Liquor and Gaming Authority.
- \$4.5M was required to complete the Saskatchewan - Primrose Lake Community Economic Development Agreement.
- The over-expenditures noted above were offset with savings of \$1.0M on TLE Settlement Agreement payments because the Ministry budgeted to enter into four new TLE Settlement Agreements during the fiscal year and, due to circumstances beyond the Province's control, only two were actually signed prior to March 31, 2008.
- A savings of \$800K in spending on the Tax Loss Compensation requirements under TLE obligations.
- Operational savings of approximately \$1.4M as a result of vacant positions within the former Departments of Northern Affairs and First Nations and Métis Relations.
- Under-expenditure of \$466K in grants provided through Support for Aboriginal Organizations and Issues.

2007-08 Financial Results

FIRST NATIONS AND MÉTIS RELATIONS FINANCIAL OVERVIEW 2007-08 Schedule of Revenue				
Program Subprogram	2007-08 Estimates \$000s	2007-08 Actuals \$000s	Variances: Over/(Under) \$000s	Notes
Revenue				
Loan Interest Revenue	304	275	(29)	1
Transfer from the Federal Government	-	364	364	2
Refunds – Previous Years Expenditure	2	85	83	3
Casual Revenue	6	-4	10	4
Department Revenue Total	312	720	374	

Explanations of Major Revenue Variances:

- 1) Loan portfolio balances were less than estimated.
- 2) Federal government transfer was for their portion of MNS election expenses.
- 3) Result of refunds under federal-provincial agreements.
- 4) Variance represents error corrections due to posting errors.

FIRST NATIONS AND MÉTIS RELATIONS FINANCIAL OVERVIEW 2007-08 Schedule of Expense				
Subvote Subprogram	2007-08 Estimates \$000s	2007-08 Actuals \$000s	Variances: Over/(Under) \$000s	Notes
Central Management and Services (FN01 and NA01)				
Executive Management	1,949	1,742	(207)	1
Central Services	1,432	1,078	(354)	2
Accommodation Services	481	438	(43)	3
Policy Coordination and Support for Aboriginal Organizations (FN02)				
Policy and Coordination FNMR Division	2,897	2,813	(84)	
Support for Aboriginal Organizations and Issues	1,758	2,235	477	4
First Nations and Métis Consultation Capacity Fund	2,000	1,342	(658)	5
First Nations and Métis Business Development Program	1,500	1,169	(331)	6
Policy Planning and Research (NA03)				
Policy and Planning NA Division	491	354	(137)	7
Regional Planning & Sector Development	402	386	(16)	
Gaming Agreements (FN03)				
First Nations Gaming Agreements	34,882	47,355	12,473	8
Métis Development Fund	2,000	2,000	-	
Treaty Land Entitlements (FN04)				
Treaty Land Entitlements	4,660	2,869	(1,791)	9
Regional Operations and Financial Programs (NA04)				
Regional and Program Services	1,168	5,943	4,775	10
Northern Development Agreement	300	250	(50)	11
Northern Development Fund	512	363	(149)	12
NDF – Loan Loss Provision	500	148	(352)	13
Northern Commercial Fish Subsidy	385	200	(185)	14
Northern Mines Monitoring Secretariat (NA06)				
Mine Monitoring & Community Liaison	149	108	(41)	15
Northern Saskatchewan Environmental Quality Committee	259	165	(94)	16
Amortization (NA05)	7	7	-	
Expense Sub-Total	57,732	70,965	13,233	
Supplementary Estimates and Special Warrant Funding	17,723	-	(17,723)	17
Statutory Adjustment	-	-	-	
Department Expense Total	75,455	70,965	(4,490)	

The above table outlines information on actual and budgeted expenses by sub-vote and subprogram. Variance explanations are provided for all variances that are greater than 5% and \$100K.

Explanations of Major Expenditure Variances:

- 1) The under-expenditure in the Executive Management sub-program was a result of staff vacancies.
- 2) Due to staff vacancies expenses were less than budget by \$354K.
- 3) A credit was issued by Saskatchewan Property Management, which reflected lower than expected natural gas and electricity charges.
- 4) The over-expenditure of \$477K was a combination of an over-expenditure of \$747K to the MNS, \$362K provided for MNS elections which represents the federal government's commitment to this process; which has been repaid to the Province and \$385K provided to support the MNS new administration, an under-expenditure of \$203K in Aboriginal Employment and Development and \$67K in Indian & Métis Management Authority and First Nation self government negotiations.
- 5) An under-expenditure of \$658K from the First Nation Consultation Fund; this branch was only in operation for one half of 2007-08,
- 6) An under-expenditure of \$366K in the Economic Development Program was due to the number of eligible applicants being less than anticipated;
- 7) Reflects savings due to staff vacancies in this branch.
- 8) Additional funding provided to the First Nations Trust and Community Development Corporations was necessary as the actual amount of this funding is formula driven based on the profits of the Saskatchewan Indian Gaming Authority (SIGA) and Saskatchewan Gaming Corporation (SGC) casinos. The actual profits for 2006-07 and forecast profits for 2007-08 were higher than originally estimated. In addition, amendments to the 2002 GFA included an increase of 12.5% in amounts received from SIGA run casinos for the First Nations Trust.
- 9) The Province expected to enter into four TLE settlement agreements during 2007-08. However, due to reasons beyond the Province's control, only two agreements were completed. Also, the amount of land that was transferred to Reserve status was lower than expected and as a result less funding was needed for tax loss compensation payments.
- 10) Over-expenditures are a result of providing \$4.5M to complete the Saskatchewan - Primrose Lake Community Economic Development Agreement combined with payment of severance to a senior employee and the completion of an Interchange Agreement with the federal government.
- 11) Contracts completed under the NDA were less than anticipated.
- 12) Reflects decreased demand of the RDC and NDF grant programs.
- 13) Actual loan loss allowances were less than estimated.
- 14) Reflects decreased demand for the fish subsidy program due to declining commercial fishing efforts.
- 15) Reflects savings due to staff vacancies in this branch.
- 16) Reflects savings due to staff vacancies.
- 17) The Ministry received Supplementary Estimates and Special Warrant funding in 2007-08 for:
 - \$12.47M in additional gaming funding that was required as per the formula and due to GFA amendments.
 - \$750K for the Federal Government's contribution to a new Métis Nation –Saskatchewan election and to re-establish funding for the new MNS administration.
 - \$4.50M was required as the provinces contribution to complete the Saskatchewan - Primrose Lake Community Economic Development Agreement.

Third Party Funding

FNMR provided third party funding for the following purposes in 2007-08:

SUPPORT FOR ABORIGINAL ORGANIZATIONS (\$4.79M)

- Consultation Capacity Fund - \$1.34M. FNMR co-ordinates the development of consultation policy to address the Province's obligation to consult with First Nations and Métis people and its desire to build relations with Aboriginal groups to jointly address matters of mutual interest.
- First Nations and Métis Economic Development Program - \$1.13M. This program provides financial assistance to support First Nations and Métis business initiatives in growth sectors of the Province's economy. Funding can be used to start-up new businesses or expand existing businesses. The program is designed to create more First Nations and Métis businesses and create jobs for First Nations and Métis people.
- MNS - \$1.13M. This year, the Government supported both a MNS election and provided funding to support the MNS. The MNS is the representative organization for Saskatchewan Métis people in ongoing relations with the Government of Saskatchewan on issues of mutual interest, such as programs and services, the government's duty to consult with Métis communities, and Métis Aboriginal rights to hunt and fish.
- Aboriginal Employment Development Program - \$620K. Through the Aboriginal Employment Development (AED) initiative, the Ministry helps to increase employment and training opportunities through partnerships involving First Nations and Métis organizations, unions and public and private sector employers.
- Aboriginal Grants Initiative - \$270K. Provides grants to organizations in support of preserving, celebrating and promoting First Nations and Métis history and culture, as well as capacity building for First Nations and Métis organizations.
- FSIN - \$125K. This funding supports the Bilateral Protocol with the FSIN that provides a formal process for consultations between the Premier, Cabinet, and senior provincial officials and the Chief, Vice-Chiefs and Federation of Saskatchewan Indian Nations officials on issues of mutual interest. The Government of Saskatchewan – FSIN Bilateral Protocol was originally signed in 2003.
- Aboriginal Urban Management Authorities Program - \$100K. Ensuring equitable outcomes for First Nations and Métis people requires government to understand the issues and concerns of Aboriginal people. This involves support for First Nations and Métis organizations in their efforts to voice positions and concerns, and share information among ministries, agencies and Crown corporations.
- Women's Initiative - \$70K. Work done by First Nations and Métis women's groups is important to First Nations and Métis people and the social and economic development of the province as 11 development; community infrastructure development and maintenance; health initiatives; governance activities; Treaty protection; and charitable purposes.

- Community Development Corporations (CDCs) - \$11.87M. Funding was provided to the CDCs for the purposes of economic development; social development; justice initiatives; educational development; recreational facilities operation and development; senior and youth programs; cultural development; community infrastructure development and maintenance; health initiatives; governance activities; Treaty protection; and charitable purposes. The CDCs that were funded in 2007-08 were:
 - Bear Claw Community Development Incorporated \$233K
 - BATC Community Development Corporation \$2.30M
 - Northern Lights Community Development Corporation \$6.38M
 - Painted Hand Community Development Corporation \$1.91M
 - Dakota Dunes Community Development Corporation \$454K

In addition \$600K is payable under the 2002 GFA. However, these funds are being held until legal issues surrounding the change in Host Tribal Council for the Gold Eagle Casino can be resolved.

- Clarence Campeau Development Fund/Métis Society of Saskatchewan - \$2M. In accordance with section 25.5 of the *Saskatchewan Gaming Corporation Act*, the Government of Saskatchewan made payments to the Clarence Campeau Development Fund for the purposes of economic development; the achievement of full Métis representation in the provincial economy; to maximize economic opportunity for Métis people; to facilitate business ventures that lead to further employment; and to contribute to the success of Métis people and communities in Saskatchewan.

TREATY LAND ENTITLEMENTS (\$2.87M)

- Treaty Land Entitlement is a process whereby the federal and provincial governments are fulfilling commitments to resolve Treaty Land Entitlement claims with First Nations. The TLE process exists because many First Nations did not receive the full land entitlement that was promised to them in the Treaties. The Government of Saskatchewan has a constitutional obligation to work in partnership with the Government of Canada and First Nations to provide land, as stipulated in the Natural Resources Transfer Agreement, 1930.

REGIONAL OPERATIONS AND FINANCIAL PROGRAMS (\$5.32M)

- Primrose Lake Economic Development Trust - \$4.50M. On July 31, 2007, the Province delivered \$4.5M to the Primrose Lake Economic Development Trust Fund. The funding will be used to assist and promote economic development in four communities (Beauval, Ile a la Crosse, Jans Bay, Cole Bay) impacted by the establishment of the Primrose Lake Air Weapons Range (in 1953), and enhancing the long-term economic viability and sustainability of the communities.
- Northern Development Fund - \$187K for grant program; \$171K for RDCs. The Northern Development Fund was established to stimulate and support economic and business development in northern Saskatchewan, and to encourage diversification and job creation. The grant component provides grants for marketing, research and development; organizational development and business skills training; financial support to northern youth entrepreneurs for business skill development; and grants to support northern RDCs.
- Northern Development Agreement - \$138K in grants; \$125K to Northern Development Board Corporation. Agreement to promote and support sustainable economic development for northern Saskatchewan and encourage the full participation of northerners in the Saskatchewan economy. The Agreement, which ended on March 31, 2008, included funding of \$20M over a five-year period, cost shared equally by the governments of Canada and Saskatchewan.

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- Northern Commercial Fish Transportation Subsidy Program - \$200K⁴. Provides financial support for the commercial fishing industry in northern Saskatchewan through two components: a freight subsidy and a price support mechanism. The freight subsidy helps equalize transportation costs for fishers from different regions throughout the North. The price support mechanism compensates for reduced market prices or increased operating costs related to the harvest of mullet (suckers).

⁴ Includes \$15K administration fee to Freshwater Fish Marketing Corporation

For More Information

Additional information about FNMR is available on the Ministry's website, viewable on the internet at <http://www.fnmr.gov.sk.ca>.

The website includes both general and more detailed information about the Ministry, its programs and services, and legislation for which the Ministry is responsible.

For further information about First Nations and Métis Relations or to provide feedback about the Ministry's 2007-08 Annual Report or its performance results, please contact us:

Phone: (306) 787-6250

Email: webmaster@fnmr.gov.sk.ca

Mailing Address

First Nations and Métis Relations
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Appendix A – Legislation

The Ministry of First Nations and Métis Relations is responsible for the following legislation:

- *The Indian and Native Affairs Act*
- *The Métis Act*
- *The Saskatchewan Gaming Corporation Act, Parts III and III.1*
- *Northern Affairs Act*
- *Northern Saskatchewan Economic Development Act*
- *The Saskatchewan Natural Resources Transfer Agreement (Treaty Land Entitlement) Act*
- *The Treaty Land Entitlement Implementation Act*
- Ministry of First Nations and Métis Relations Regulations (under *The Government Organization Act*)
- Northern Economic Development Regulations (Under *The Economic and Development Act*)
- Commercial Fishing Production Incentive Regulations (Under *The Natural Resources Act*)

Appendix B – Listing of Acronyms

ACSA - Amended Cost Sharing Agreement
AED - Aboriginal Employment Development
AUMAP - Aboriginal Urban Management Authorities Program
CCDF - Clarence Campeau Development Fund
CDC - Community Development Corporations
FNMR - First Nations and Métis Relations
FNT - First Nations Trust
FSIN - Federation of Saskatchewan Indian Nations
GFA - Gaming Framework Agreement
GRF - General Revenue Fund
MDF - Métis Development Fund
MLFN - Meadow Lake First Nations
MNS - Métis Nation - Saskatchewan
NA - Northern Affairs
NAD - Northern Administration District
NDA - Northern Development Agreement
NDF - Northern Development Fund
NLMC - Northern Labour Market Committee
NMMS - Northern Mines Monitoring Secretariat
NSEQC - Northern Saskatchewan Environmental Quality Committee
OTC - Office of the Treaty Commissioner
PARWC - Provincial Aboriginal Representative Workforce Council
RDCs - Regional Development Corporations
SCFL - Saskatchewan Co-operative Fisheries Limited
SGC - Saskatchewan Gaming Corporation
SIGA - Saskatchewan Indian Gaming Authority
TLE - Treaty Land Entitlement