

FOIPOP Request Detail:

Request for Records - 2026-01879-PSC

Request Text:

"Please provide records showing the total number of Government employees who received an increase in their rate of pay during the 2025-26 fiscal year (April 1, 2025 to March 31, 2026). If possible, please provide a breakdown of these employees by the reason for the increase, including: General or across-the-board wage increases, including increases resulting from collective agreements Step or increment increases Promotions Reclassifications Merit or performance-based increases Other increases or adjustments to an employee's rate of pay Please also provide the total number of Government employees during the 2025-26 fiscal year for comparison purposes."

Response:

- I. **12,778** government employees^a received an increase in their rate of pay during the 2025-26 fiscal year (April 1, 2025 to March 31, 2026). The breakdown of these employees by the reason is shown below:

Reasons for Change of Pay	Number of Government Employees^b
Economic Increase ^c	12,202
Salary Increment ^d	2,290
Reclassification	187
Series Progression ^e	84

*Note:

^aGovernment employees refer to individuals employed by provincial government departments. These include central departments and offices responsible for policy development, regulatory oversight, program administration, financial management, communications, and operational support etc. Employees include full-time, part-time, casual, relief, seasonal and temporary.

^bAn employee may have more than one type of pay change during the fiscal year. For example, an employee who receives both an economic and a step increase will be counted once in each category. However, multiple pay changes within the same category are counted only once. As a result, the sum of employees across pay change categories may exceed the distinct number of employees who received a pay increase during the fiscal year.

^cEconomic increase, sometimes referred to as wage increases or pay plan adjustments, are across-the-board changes to employee pay plans, for example, those negotiated through collective bargaining.

^dSalary Increment The Employer, on the recommendation of the Head of the Department, may grant an increment for meritorious service after an employee has served for a period of twelve (12) months following the first day of the month established in Article 38.05 or twelve (12) months following the date of a change in their rate of compensation as established in Articles 38.02, 38.03, or 38.04.

*Series progression is used to process an employee's movement within a job classification. This is a change of pay grade within a job classification family. For example, a Program Admin Officer 1 (PR 6), based on their experience and education, may progress to Program Admin Officer 2 (PR 10) after two years of employment.

- II. **14,895** government employees were recorded during the 2025-26 fiscal year. This represents the distinct count of employee personnel numbers for the fiscal year under review.