

**The request:**

Provide the total costs of bonuses paid out for the 2021-2022 fiscal year, and the 2022-23 fiscal year to date. Provide the number of federal government employees who received bonuses as well. Break the numbers down into two categories: executives and non executives, and provide total employee numbers for each category so that percentage calculations can be done. Provide those numbers broken down by core public administration (CPA) and separate agencies (SA). If not possible to break down by CPA and SA, only provide for CPA. Search through electronic records only, and remove French versions if English exist.

Reference - this news article: <https://nationalpost.com/news/politics/federal-public-servants-paid-171m-in-bonuses-for-2019-20-despite-departments-meeting-less-than-half-of-performance-objectives#:~:text=In%20the%20documents%2C%20TBS%20noted,or%20just%20over%207%2C800%20individuals.>

**Performance pay paid out to federal public service employees for the fiscal year 2021-22**

	At or above the executive (EX) level (or equivalent)			Below the executive level (or equivalent)			Total amount paid out in performance pay
	Amount paid out in performance pay	Number of officials receiving performance pay	Total number of officials	Amount paid out in performance pay	Number of officials receiving performance pay	Total number of officials	
Core public administration	\$118,829,920	6,878	7,663	\$26,904,688	3,656	246,646	\$145,734,608
Separate agencies	\$28,245,502	1,345	1,589	\$24,642,996	4,759	80,059	\$52,888,498
<b>Total</b>	<b>\$147,075,422</b>	<b>8,223</b>	<b>9,252</b>	<b>\$51,547,684</b>	<b>8,415</b>	<b>326,705</b>	<b>\$198,623,105</b>

**NOTES:**

- Data pertain to employees working in departments and organizations of the core public administration (CPA) and separate agencies (SA) listed under the Financial Administration Act schedules I, IV and V.
- The performance pay for 2021-22 is being disbursed in the 2022-23 fiscal year. Likewise, the performance pay for 2022-23 will be disbursed in the 2023-24 fiscal year. Therefore, at this point, we can only provide information on performance pay for 2021-22.
- The table above presents requested information on performance pay for 2021-22 fiscal year paid out until December 2022. Since the fiscal year 2022-23 is not finished yet, some payments may occur after the production of this report. It is also possible that the figures include retroactive adjustments or late payments for previous performance cycles.
- Some employees hold both executive-level and below-executive-level positions within the same fiscal year. For example, an employee can be in an acting EX role for the first half of the fiscal year and then return to their substantive below-EX-level role in the second half or vice versa. To categorize employees into two distinct groups, (i) at or above the executive level (or equivalent) and (ii) below the executive level (or equivalent), the data are presented based on active employees' effective classification as of March 31, 2022. This approach also makes it possible to provide, as requested, a consistent total employee number for each category, so that percentage calculations can be done. It should be noted, however, that performance-related at-risk pay and bonus payments made to employees who were not active on March 31, 2022 are not included in the data.
- Some employees who are not eligible for performance pay in their March 31, 2022 position classification could have received such payments due to past acting appointments in classifications eligible for such entitlements. The performance bonus recipient count for non-executives includes such employees.
- Recipients of performance-related at-risk pay and bonuses include those who received a net positive amount of any of the following entitlement codes: 082 (performance awards non-management category), 171 (performance award), 1C8 (individual performance pay), and 179 (at-risk pay).
- Employees at or above the executive (EX) level in the core public administration include those in the EX, LC, DS-7A, DS-7B, DS-08, MD-MOF-04, MD-MOF-05, MD-MSP-03 and PMMCO-04 classifications and employees appointed by the Governor in Council (DM, OC). For separate agencies, employees in classifications equivalent to the EX and LC group, and employees appointed by the Governor in Council are included.
- Information on the performance pay of executive (EX) employees of the core public administration is published on the following website: <https://www.canada.ca/en/treasury-board-secretariat/services/performance-talent-management/performance-management-program-executives.html>. Even though 2021-22 information is not yet available on the website, the information published will be different than what is being presented here for several reasons, principal among them is the following: The data on the website pertains only to employees in the EX group in the core public administration who met the requirements of the Performance Management Program over the twelve months of the performance cycle. The data provided here capture information on the EX group and all other groups considered equivalent to or above the EX group as well as on groups below the EX level in the core public administration and separate agencies.