

The request:

Please provide a report like the one provided in A-2022-01611 for every fiscal year from 2014-15 to the current fiscal year to date - basically the same table, for each year, including executive and non executive headcount totals, amount that got bonuses that year, and costs of said bonuses.

Performance pay paid out to federal public service employees for the fiscal year 2014-15 (paid in 2015-16)							
Population	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	\$79,835,299	5,154	5,736	\$22,078,951	3,566	189,829	\$101,914,251
Separate agencies	\$20,667,516	1,309	1,402	\$15,313,664	3,744	60,067	\$35,981,180
Total	\$100,502,816	6,463	7,138	\$37,392,615	7,310	249,896	\$137,895,430

Performance pay paid out to federal public service employees for the fiscal year 2015-16 (paid in 2016-17)							
Population	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	\$82,130,726	5,195	5,774	\$21,705,626	3,421	191,580	\$103,836,352
Separate agencies	\$21,971,274	1,313	1,407	\$15,078,034	3,703	60,218	\$37,049,308
Total	\$104,102,000	6,508	7,181	\$36,783,660	7,124	251,798	\$140,885,660

Performance pay paid out to federal public service employees for the fiscal year 2016-17 (paid in 2017-18)							
Population	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	\$83,856,444	5,209	5,798	\$22,428,147	3,443	193,893	\$106,284,591
Separate agencies	\$21,601,851	1,316	1,411	\$15,928,507	3,700	61,594	\$37,530,358
Total	\$105,458,295	6,525	7,209	\$38,356,654	7,143	255,487	\$143,814,949

Performance pay paid out to federal public service employees for the fiscal year 2017-18 (paid in 2018-19)							
Population	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	\$88,490,332	5,436	6,027	\$26,987,620	3,796	202,285	\$115,477,953
Separate agencies	\$22,082,018	1,321	1,411	\$17,144,992	4,326	63,848	\$39,227,011
Total	\$110,572,350	6,757	7,438	\$44,132,613	8,122	266,133	\$154,704,963

Performance pay paid out to federal public service employees for the fiscal year 2018-19 (paid in 2019-20)							
Population	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	\$97,182,516	5,698	6,392	\$20,705,629	3,147	213,923	\$117,888,145
Separate agencies	\$24,831,032	1,376	1,471	\$18,177,059	4,034	66,197	\$43,008,092
Total	\$122,013,549	7,074	7,863	\$38,882,688	7,181	280,120	\$160,896,237

Performance pay paid out to federal public service employees for the fiscal year 2019-20 (paid in 2020-21)							
Population	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	\$105,367,912	6,049	6,722	\$23,800,625	3,522	224,454	\$129,168,537
Separate agencies	\$23,275,588	1,258	1,480	\$19,143,177	4,235	67,794	\$42,418,765
Total	\$128,643,500	7,307	8,202	\$42,943,802	7,757	292,248	\$171,587,303

Performance pay paid out to federal public service employees for the fiscal year 2020-21 (paid in 2021-22)							
Population	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	\$116,069,316	6,502	7,255	\$26,076,827	3,554	238,484	\$142,146,144
Separate agencies	\$26,168,698	1,340	1,582	\$22,422,525	4,674	72,280	\$48,591,223
Total	\$142,238,014	7,842	8,837	\$48,499,353	8,228	310,764	\$190,737,367

Performance pay paid out to federal public service employees for the fiscal year 2021-22 (paid in 2022-23)							
Population	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	\$121,618,911	6,904	7,704	\$26,728,450	3,684	246,605	\$148,347,361
Separate agencies	\$30,387,216	1,424	1,667	\$22,259,739	4,761	79,981	\$53,646,955
Total	\$152,006,127	8,328	9,371	\$49,988,189	8,445	326,586	\$201,994,316

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 work done in a particular fiscal year is usually disbursed in the following fiscal year. For example, the performance pay for 2021-22 is being disbursed now, in the 2022-23 fiscal year.
- The table for 2021-22 above captures performance pay for 2021-22 paid in 2022-23 as of February 2023. 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 of the fiscal year during which the work was done. For example, the number of officials for fiscal year 2021-22 is 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 inactive on March 31 are not included in the data.
- Some employees who are not eligible for performance pay in their March 31 position classification could have received payments due to past acting appointments in classifications eligible for these 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>. The information published is different than what is being presented here for several reasons, principal among them is the following: The data on the website pertains to substantive executives in the EX occupation group and non-executives temporarily appointed to executive positions in the EX occupation group of 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 in 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.