



Mr. Yves Giroux  
Parliamentary Budget Officer  
Office of the Parliamentary Officer  
99 Bank Street, 9<sup>th</sup> Floor  
Ottawa, Ontario  
K1A 0A9

Dear Mr. Giroux:

Thank you for your letter dated February 26, 2020, addressed to the Honourable Jean-Yves Duclos, President of the Treasury Board, regarding Information Request IR0452. Thank you for your understanding of the delay in responding.

Officials from the Office of the Chief Human Resources Officer (OCHRO) and your office had a productive initial meeting on March 4, 2020. As noted then, proactive pay equity implementation will be a shared responsibility between TBS, the Labour Program at ESDC, and organizations in the portfolio of the Minister of Justice. As such, TBS officials have shared your correspondence with Justice Canada and the Labour Program, for their consideration of the portions of the Information Request under their purview.

The information request relates broadly to two categories of costing information:

- (1) the administrative costs of proactive pay equity, and
- (2) the wage bill impacts for the federal public service.

I am pleased to provide you with part of the information requested relating to TBS's administrative costs of proactive pay equity, which you will find in the attached document. Regarding the request related to the wage bill impacts, that information is a confidence of the Queen's Privy Council for Canada, as defined in subsection 39(2) of the *Canada Evidence Act*, and cannot be disclosed.

../2

A completed reply form is attached, as requested.

TBS officials are available to review the information attached with your office if further clarifications are needed. Please do not hesitate to contact Renée Caron at (613) 907-5121 or by email at [Renee.Caron@tbs-sct.gc.ca](mailto:Renee.Caron@tbs-sct.gc.ca) if your office requires any additional information.

Sincerely,

[ORIGINAL SIGNED BY]

Nancy Chahwan  
Chief Human Resources Officer

Enclosure

c.c.: Nathalie G. Drouin, Deputy Minister of Justice and Deputy Attorney  
General of Canada  
Chantal Maheu, Deputy Minister of Labour  
Peter Wallace, Secretary of the Treasury Board of Canada