



OFFICE OF THE PARLIAMENTARY BUDGET OFFICER
BUREAU DU DIRECTEUR PARLEMENTAIRE DU BUDGET

February 26, 2020

The Honourable Jean-Yves Duclos, President
Treasury Board of Canada Secretariat
90 Elgin Street
Ottawa, ON
K1A 0R5

president@tbs-sct.gc.ca

Information Request: IR0452

Dear President Duclos:

As you are likely aware, the Parliamentary Budget Officer (PBO) provides independent and non-partisan analysis to the Senate and to the House of Commons about matters related to the nation's finances and the economy, the estimates, certain other documents government documents and the cost of proposals. In carrying out my mandate, I often require information held by government departments and Crown corporations and I am entitled to free and timely access – subject to limited exceptions – to such information under section 79.4 of the *Parliament of Canada Act*.

I am currently undertaking an analysis pursuant to paragraph 79.2(1)(a) of the *Parliament of Canada Act*, which mandates the PBO to prepare reports analyzing the following federal government documents: (i) a budget tabled by or on behalf of the Minister of Finance; (ii) an economic and fiscal update or statement issued by the Minister of Finance; (iii) a fiscal sustainability report issued by the Minister of Finance; (iv) the estimates of the government for a fiscal year.

For this analysis, I am requesting the following information regarding the plan to implement the recently passed *Pay Equity Act* included in the *Budget Implementation Act, 2018, No.2*. This includes:

- Methods and assumptions related to any initial and on-going costs:
 - a) to establish the Office of Pay Equity within in with the Canadian Human Rights Commission;
 - b) to support the Administrative Tribunals Support Service of Canada carry out its role; and
 - c) to complete any remaining legislative and implementation work.
- In addition, any information/data regarding the projected costs to implement a proactive pay equity regime with the federal public service, such as:
 - a) the length of time to fully implement the new pay equity regime;

b) the number of the federal public service employees impacted each year until the new pay regime is fully implemented;

c) the increase in wages and benefits for each federal public service employee that is attributed to the *Pay Equity Act*,

d) the number and cost for all federal public service employees impacted in each occupational group; and

e) additional costs to administer the *Pay Equity Act*.

In order to provide the analysis to parliamentarians in a timely manner, I ask the information to be provided to my office no later than **March 11, 2020**. If access to the requested information cannot be granted by that date, a response must be provided by you or your deputy minister as soon as possible.

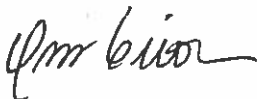
Should you or your staff have any questions about this information request, the analyst responsible, Robert Behrend can be contacted directly at Robert.Behrend@parl.gc.ca 613-294-2790.

Attached is a reply form. It too should be filled out and returned by March 11, 2020, whether or not you provide access to the requested information. Should you refuse to provide access to the requested information, you or your deputy minister must provide a written justification for the refusal as required under section 79.41 of the *Parliament of Canada Act*.

The response letter will be posted on the PBO website and, therefore, it should not be marked "confidential". As well, the requested information should be attached separately. If this information is confidential, please clearly mark it as such, either on the electronic spreadsheet or the hard copy version.

Providing timely and effective analysis to the Senate and House of Commons and promoting greater budget transparency and accountability are the PBO's primary objectives. The degree to which this is possible depends, to a large extent, on free and timely access to quality information held by government departments. In doing so, you are assisting us in better serving the Senate, the House of Commons, and their members.

Yours sincerely,



Yves Giroux
Parliamentary Budget Officer

c.c.: Antoine Brunelle-Côté, Privy Council Office, Assistant Secretary to the Cabinet,
Liaison Secretariat for Macroeconomic Policy
Peter Wallace, Secretary of the Treasury Board of Canada

Attachment: Reply form for IR0452