



Treasury Board of Canada  
Secretariat

Secrétariat du Conseil du Trésor  
du Canada

Secretary of the Treasury Board

Secrétaire du Conseil du Trésor

Ottawa, Canada  
K1A 0R5

Mr. Yves Giroux  
Parliamentary Budget Officer  
Office of the Parliamentary Budget Officer  
99 Bank St., 9th Floor  
Ottawa ON  
K1A 0A9

Dear Mr. Giroux:

Thank you for your letter dated April 1, 2021, addressed to the Honourable Jean-Yves Duclos, President of the Treasury Board, regarding Information Request IR0589. Thank you for granting the extension to reply to this request.

Officials from the Treasury Board of Canada Secretariat (TBS) and from your office held a call on April 15, 2021, to clarify the request, including a few methodology matters. Further to this meeting, and as confirmed in your officials' email reply on April 16, 2021, TBS is providing the total number of full-time equivalent employees and total salaries paid by gender, by effective classification, and by department as of March 31, 2021, March 31, 2020, and March 31, 2019. TBS is supplying data on the maximum annual salary and average annual amounts paid for allowances and premiums admissible under the *Pay Equity Act*, which are more closely aligned with how compensation is measured under the *Act*.

The attached document contains population and salary data – presented by department, occupational group, effective classification and gender – in separate tabs for each employment area (core public administration, separate agency, Royal Canadian Mounted Police (RCMP)) and year (2018-19, 2019-20, 2020-21). To protect sensitive information, data are suppressed where representing five or fewer employees. However, to ensure the most complete information possible, data are also provided at a more aggregate level for each employment area in three additional tables.

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During the April 15 call, TBS brought to your officials' attention areas in which TBS has no or incomplete data: only one year of data for the RCMP is available to TBS, the data for separate agencies is incomplete, and TBS has no disaggregated pay data for the Canadian Armed Forces. As such, TBS would recommend, should the PBO require accurate and up to date data, that these organizations be engaged directly.

Lastly, I have noted that, after discussion amongst the officials, your office is no longer seeking the level point-rating boundaries found in the job evaluation standards for the occupational groups.

I am pleased to provide you with this data set, which you will find attached as an Excel file. A completed reply form is also attached, as requested.

TBS officials are available to review the attached information with your office if further clarification is required. Please do not hesitate to contact Renée Caron at (613) 897-8466 or by email at [Renee.Caron@tbs-sct.gc.ca](mailto:Renee.Caron@tbs-sct.gc.ca) if your office needs additional information.

Sincerely,

Peter Wallace

Enclosures

c.c.: Christine Donoghue, Chief Human Resources Officer, Treasury Board Secretariat