



BC Public Service Agency

2022/23 Estimates (May 2022)

Honourable Selina Robinson
Minister of Finance

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Resource Summary

Core Business Area	2021/22 Estimates	2022/23 Estimates	2023/24 Plan	2024/25 Plan
Operating Expenses (\$000)				
BC Public Service Agency	59,507	59,628	59,628	59,628
Benefits and Other Employment Costs	1	1	1	1
Long Term Disability Fund Special Account	24,763	23,985	23,985	23,985
Total	84,271	83,614	83,614	83,614
Ministry Capital Expenditures (Consolidated Revenue Fund) (\$000)				
BC Public Service Agency	10	10	10	10
Total	10	10	10	10

*Further information on program funding and vote recoveries is available in the Estimates and Supplement to the Estimates."

Resource Summary per Estimates

BC Public Service Agency				
Operations Vote				
Operating Expense (\$000's)				
Core Businesses	Budget 2021/22	2022/23	2023/24	2024/25
Human Resources Services and Solutions	15,841	15,841	15,841	15,841
People and Organizational Development	9,768	9,768	9,768	9,768
Policy, Innovation and Engagement	1,565	1,565	1,565	1,565
Employee Relations	4,675	4,796	4,796	4,796
Corporate Services	27,658	27,658	27,658	27,658
Total	59,507	59,628	59,628	59,628

**BC PUBLIC SERVICE AGENCY
PSA Operations Vote (Vote 28)
IMPLICATIONS OF 2022/23 FUNDING**

Compared to the 2021/22 budget of \$59.507M, the 2022/23 budget for the BC Public Service Agency (Vote 28) increased by \$0.121M or 0.20% to \$59.628M (see Resource Summary per Estimates).

Highlights of changes include:

- PSA expenditures increase by \$0.121M for increase in legal services.
- Employee Benefits Chargeback Rate remains unchanged at 25.4%.

CRF Capital Budget

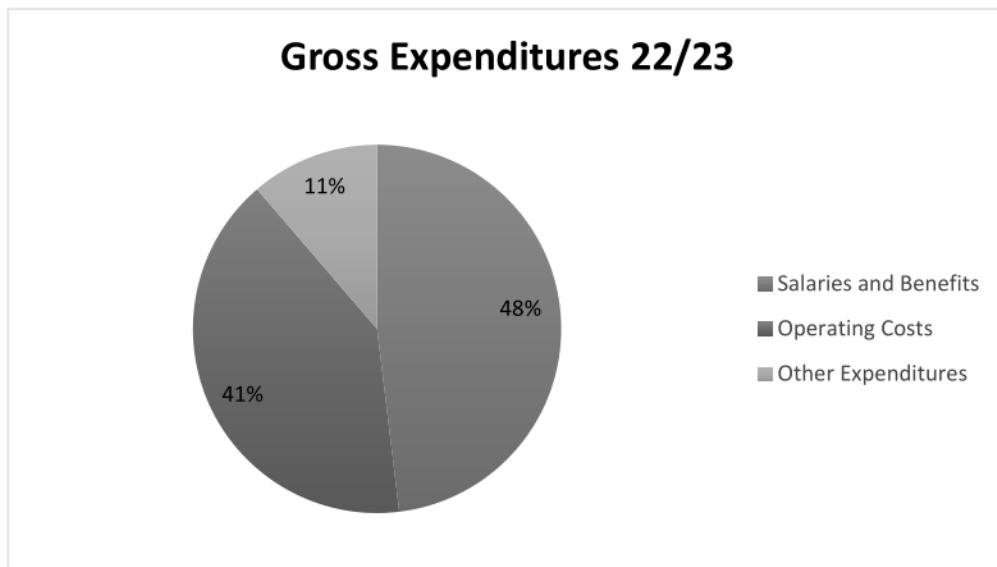
Compared to the 2021/22 budget, the capital budget in 2022/23 is unchanged at \$0.010M. The capital budget is for minor capital equipment needs in technology under the Workplace Health & Safety program and audio-video equipment used by the PSA to support the Premier's Awards ceremonies.

Reductions/Increases for 2023/24 and 2024/25

Compared to the 2022/23 budget of \$59.628M, the 2023/24 and 2024/25 budget remains the same.

**BC PUBLIC SERVICE AGENCY
Operations Vote (Vote 28)
Supplement to the Estimates by STOB**

	2021/22 Estimates \$000	2022/23 Estimates \$000	Increase (Decrease) \$000	Increase (Decrease) \$000
Salaries and Benefits	38,562	38,562	0	0.00%
Operating Costs	32,592	32,713	121	0.37%
Government Transfers	0	0	0	0.00%
Other Expenditures	9,060	9,060	0	0.00%
Expenses Sub-Total	80,214	80,335	121	0.15%
Transfer to LTD Special Account	0	0	0	0.00%
Recoveries from LTD Special Account	-450	-450	0	0.00%
Special Account Transfer Sub-Total	-450	-450	0	0.00%
Recoveries Internal to CRF	-16,237	-16,237	0	0.00%
Recoveries External to CRF	-4,020	-4,020	0	0.00%
Recoveries Sub-Total	-20,257	-20,257	0	0.00%
Total	59,507	59,628	121	0.20%
Capital	10	10	0	0.00%



Appendix 1 – Schedule A Employees

Schedule A Employees

The PSA has 219 Schedule A employees, 193 of whom are paid through the Operations Vote.

Resource Summary per Estimates

BC Public Service Agency				
Benefits and Other Employment Costs Vote				
Operating Expense (\$000's)				
Core Businesses	Budget 2021/22	2022/23	2023/24	2024/25
Pension Contributions & Retirement Benefits	376,268	409,533	413,282	415,190
Employer Health Tax	48,800	49,600	49,600	49,600
Employee Health Benefits	123,159	132,679	132,679	132,679
Long Term Disability	43,387	43,690	43,690	43,690
Other Benefits	8,522	9,025	9,025	9,025
Benefits Administration	9,993	10,193	10,193	10,193
Recoveries	(610,128)	(654,719)	(658,468)	(660,376)
Total	1	1	1	1

BC PUBLIC SERVICE AGENCY
Benefits and Other Employment Costs (Vote 29)
IMPLICATIONS OF 2022/23 FUNDING

The 2022/23 net budget for the Benefits Vote (Vote 29) increased by \$44.591M or 7.31% to \$654.720M compared to the 2021/22 budget of \$610.129M (see Resource Summary per Estimates).

The 2022/23 gross budget for the Benefits Vote (Vote 29) increased by \$45.182M or 6.59% to \$730.909M compared to the 2021/22 budget of \$685.727M (see Supplement to the Estimates by STOB below).

Highlights of changes include:

- \$41.412 increase in pension contributions and retirement benefits due to higher projected salary base offset by \$8.147M TBS adjustment to balance benefits chargeback across ministries.
- \$0.800M increase in Employer Health Tax due to higher salary base.
- \$9.520M increase in Employee Health Benefits mainly due to higher projected WCB claims and liability top up.
- \$0.503M increase due to procurement costs
- \$0.303M increase in Long Term Disability costs due to higher salary base.
- \$0.200M increase in Benefits Administration costs due to increase costs in Workplace Health and Safety.
- \$44.542M increase in internal recoveries (benefits chargeback) to cover projected costs.

CRF Capital Budget

Compared to the 2021/22 budget, there is no change to the capital budget in 2022/23. There is no capital budget for the Benefits Vote.

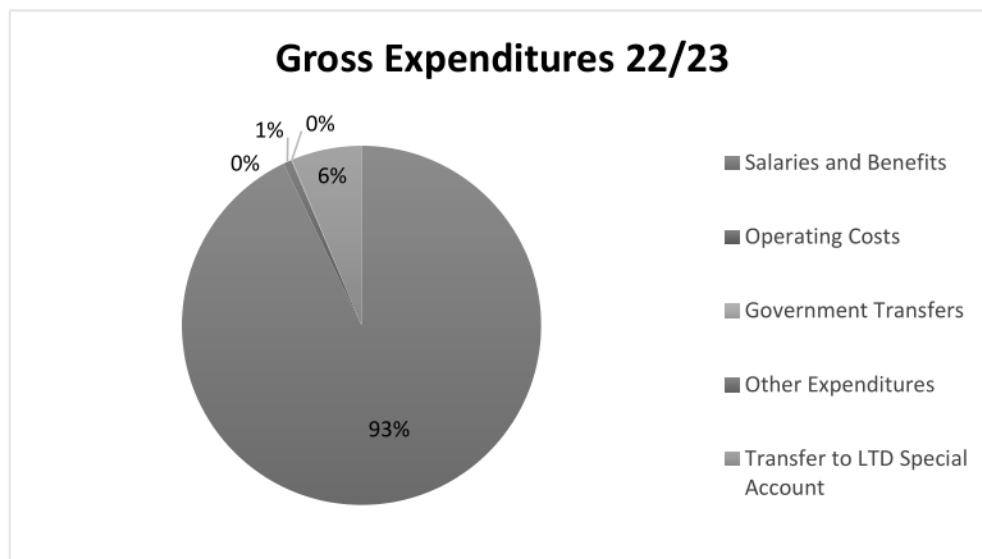
Reductions/Increases for 2023/24 and 2024/25

In terms of net expenditures, the 2023/24 budget for the Benefits Vote (Vote 29) will increase by \$3.749M or 0.57%, to \$658.469M, compared to the 2022/23 budget of \$654.720M and the 2024/25 budget will increase by \$5.657M or 0.86%, to \$660.377M, compared to the 2022/23 budget of \$654.720M.

In terms of gross expenditures, the 2023/24 budget for the Benefits Vote (Vote 29) will increase by \$3.749M or 0.51%, to \$734.658M, compared to the 2022/23 budget of \$730.909M and the 2024/25 budget will increase by \$5.657M or 0.77%, to \$736.566M, compared to the 2022/23 budget of \$730.909M.

BC PUBLIC SERVICE AGENCY
Benefits and Other Employment Costs (Vote 29)
Supplement to the Estimates by STOB

	2021/22 Estimates \$000	2022/23 Estimates \$000	Increase (Decrease) \$000	Increase (Decrease) %
Salaries and Benefits	648,071	692,247	44,176	6.82%
Operating Costs	5,719	6,422	703	12.29%
Government Transfers	350	350	0	0.00%
Other Expenditures	201	201	0	0.00%
Expenses Sub-Total	654,341	699,220	44,879	6.86%
Transfer to LTD Special Account	44,387	44,690	303	0.68%
Recoveries from LTD Special Account	-13,000	-13,000	0	0.00%
Special Account Transfer Sub-Total	31,387	31,690	303	0.97%
Recoveries Internal to CRF	-610,176	-654,767	-44,591	7.31%
Recoveries External to CRF	-75,551	-76,142	-591	0.78%
Recoveries Sub-Total	-685,727	-730,909	-45,182	6.59%
Total	1	1	0	0.00%
 Capital	 0	 0	 0	 0.00%



Appendix 1 – Employee Benefits Chargeback Rate

The Benefits Vote provides for the costs of employee benefits for the public service. In addition to the direct benefit plan costs there is an administrative component consisting of the costs of managing and administering the benefit plans on behalf of government.

The Vote is fully recoverable through a chargeback to all ministries, plus recoveries from a number of external entities participating in the benefits plans (e.g., Royal BC Museum, Pension Corporation of BC). The 2022/23 employee benefits chargeback rate will stay at 25.4% as in fiscal year 2021/22.

The chargeback rate is a function of the estimated benefits costs for a year in relationship to the salary base for government. The basic process is:

1. PSA gathers data on the estimated costs for provided benefits, including statutory rate/salary driven benefits (e.g., provincial pension, CPP, EI) usage driven benefits (e.g., extended health, dental, WorkSafe BC, Employer Health Tax) and other benefits (e.g., group aviation insurance, legal services).
2. Treasury Board Staff compiles information regarding estimated salary budgets for ministries and agencies receiving benefits.
3. Finally, Treasury Board Staff calculates the chargeback rate for the coming fiscal year by dividing the estimated total costs into the estimated salaries.

Example:

Estimated benefits cost	\$ 400,000,000 (divided by)
Estimated salary base	\$1,680,000,000 (equals)
Employee benefits chargeback rate	24%

4. The chargeback rate is applied automatically to public service salaries via the PeopleSoft payroll system, with charges and recoveries flowing through an interface to the general ledgers of the ministries and PSA respectively.

Schedule A Employees

The PSA has 219 Schedule A employees, 26 of whom are paid through the Benefits Vote.

in 000's	FY22/23 Net Budget	Benefits Chargeback Allocation %
Pension Contributions & Retirement Benefits		
Provincial Pension	240,561	9.33%
Miscellaneous Statutory Items	1,275	0.05%
CPP	115,749	4.49%
Death & Retiring Allowances	16,939	0.66%
EI	35,009	1.36%
Pension Contributions & Retirement Benefits Total	409,533	15.89%
Employer Health Tax		
Employer Health Tax	49,600	1.92%
Employer Health Tax Total	49,600	1.92%
Employee Health Benefits		
Ext Health & Dental	92,661	3.59%
Group Life Insurance	8,468	0.33%
Gen Flex Credit	0	0.00%
WCB	26,800	1.04%
EFAP	3,600	0.14%
Cold and Flu	466	0.02%
Workplace Health and Productivity Strategy	684	0.03%
Employee Health Benefits Total	132,679	5.15%
Long Term Disability		
EE Long Term Disability Benefit	43,690	1.69%
Long Term Disability Total	43,690	1.69%
Miscellaneous Benefits		
Group Aviation	61	0.00%
Severance	2,320	0.09%
Leave Liability	3,350	0.13%
Legal Services	3,294	0.13%
Miscellaneous Benefits Total	9,025	0.35%
Benefits Administration		
Benefits Administration	10,193	0.40%
Benefits Administration Total	10,193	0.40%
Internal Chargebacks Recoveries		
Internal Chargebacks Recoveries	(654,719)	-25.40%
Internal Chargebacks Recoveries Total	(654,719)	25.40%
Net	1	

* This is only an estimate of the costs and is not representative of actual spending.

Resource Summary per Estimates

BC Public Service Agency				
Long Term Disability Fund Special Account				
Operating Expense (\$000's)				
Core Businesses	Budget 2021/22	2022/23	2023/24	2024/25
LTD Fund Special Account	24,763	23,985	23,985	23,985
Total	24,763	23,985	23,985	23,985

**BC PUBLIC SERVICE AGENCY
LTD Fund Special Account
IMPLICATIONS OF 2022/23 FUNDING**

Compared to the 2021/22 budget of \$24.763M, the 2022/23 budget for the LTD Fund Special Account decreased by \$0.778M or 3.14% to \$23.985M (see Resource Summary per Estimates).

Highlights of changes include:

- Increase of \$0.475M in recoveries due to increase in entities contribution rates.
- Increase of \$0.303M in Transfer from Benefit Vote due to increased salary base for provincial government.

CRF Capital Budget

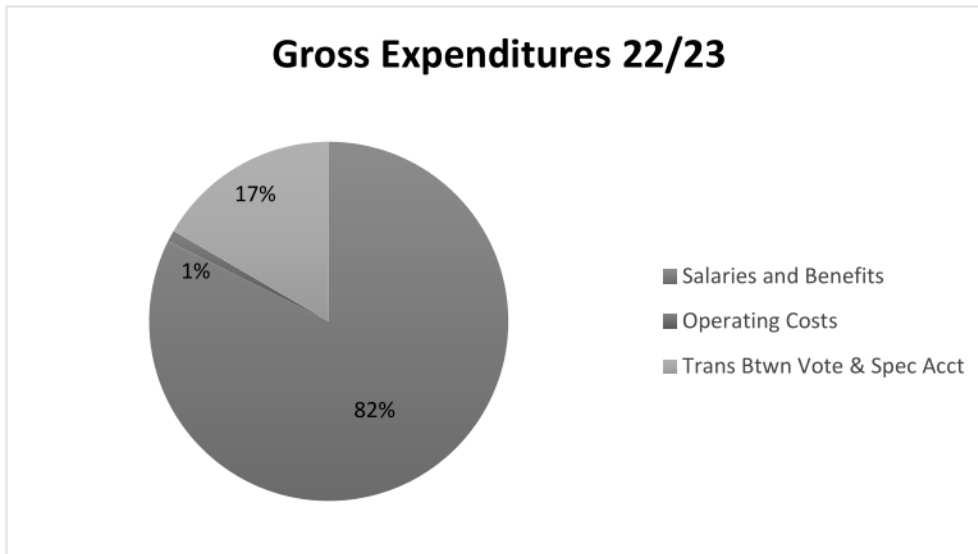
Compared to the 2021/22 restated budget, there is no change to the capital budget in 2022/23. There is no capital budget for the LTD Fund Special Account.

Reductions/Increases for 2023/24 and 2024/25

Compared to the 2022/23 budget of \$23.985M, the 2023/24 and 2024/25 budgets remain the same at \$23.985M.

**BC PUBLIC SERVICE AGENCY
LTD Fund Special Account
Supplement to the Estimates by STOB**

	2021/22 Estimates \$000	2022/23 Estimates \$000	Increase (Decrease) \$000	Increase (Decrease) \$000
Salaries and Benefits	65,700	65,700	0	0.00%
Operating Costs	840	840	0	0.00%
Trans Btwn Vote & Special Account	13,450	13,450	0	0.00%
Other Expenditures	70	70	0	0.00%
Expenses Sub-Total	80,060	80,060	0	0.00%
Recoveries Internal to CRF	-371	-392	-21	5.66%
Recoveries External to CRF	-10,539	-10,993	-454	4.31%
Transfer from Ministry Operations Vote	-44,387	-44,690	-303	0.68%
Recoveries Sub-Total	-55,297	-56,075	-778	1.41%
Total	24,763	23,985	-,778	-3.14%
Capital	0	0	0	0.00%



**MINISTER ADVISORY NOTE
AS OF FEBRUARY 28, 2022**

ISSUE: LONG TERM DISABILITY SPECIAL ACCOUNT HISTORY

ADVICE AND RECOMMENDED RESPONSE:

- **The LTD Plan provides members with income continuation in the event that an eligible employee becomes totally disabled due to illness or injury for a period of time greater than six months. The Plan also pays for services and costs associated in supporting individuals returning to work from LTD claims.**
- **The LTD Special Account was established in Budget 2016 to enable the transition from a Trust to a special account. This change was made to provide stability to the Plan, increase transparency, reduce taxpayer-supported debt, and administration costs. The change in structure was effective April 1, 2017. Consolidation of cash balances across government, including the LTD Plan investments, supported government's debt management strategy. Reduced taxpayer-supported debt-to-GDP ratio helps protect government's triple-A credit rating.**
- **The change did not impact beneficiaries or participating employers.**
- **The LTD Plan consists of government reporting entities such as ministries, offices of the legislature, Liquor Distribution Branch and various crown corporations, agencies, boards and commissions. There are currently 18 outside organizations who have all signed participation agreements with the Province. As of February 28, 2022, there were approximately 39,597 employees covered by the LTD Plan.**

CURRENT STATUS:

- **At February 28, 2022 there were 1794 employees on LTD.**

KEY FACTS REGARDING THE ISSUE:

- **The plan is governed by the Deputy Minister, BC Public Service Agency and supported by the Disability Benefits Administration Branch and the Financial Management Office of the PSA.**
- **The BC Public Service Agency is responsible for administering the LTD Plan. Canada Life is under contract to adjudicate LTD claims and manage claimants who are eligible for benefits.**
- **The BC Public Service Agency produces a Long Term Disability Annual Report for participating employers.**

CONTACT: DEAN SKINNER, ADM, CORPORATE SERVICES
PHONE: 250.217.5538

MINISTRY OF FINANCE

VOTE DESCRIPTIONS

(\$000)

Estimates
2021/22Estimates
2022/23**VOTE 28 — BC PUBLIC SERVICE AGENCY**

This vote provides for the programs, operations, and other activities described in the voted appropriations under the following core business: BC Public Service Agency.

BC PUBLIC SERVICE AGENCY**Voted Appropriations**

Human Resources Services and Solutions.....	15,841	15,841
People and Organizational Development.....	9,768	9,768
Policy, Innovation and Engagement.....	1,565	1,565
Employee Relations.....	4,675	4,796
Corporate Services.....	27,658	27,658
	<u>59,507</u>	<u>59,628</u>

Voted Appropriations Description: This sub-vote provides for the BC Public Service Agency programs and operations, including a full range of human resource services to assist clients in meeting their business goals, including consulting, compensation and classification, payroll, learning services, performance management, development, diversity, inclusiveness, recognition and engagement programs, succession management, hiring, and other human resource related programs. This sub-vote also provides for a full range of labour relations and employment services, including negotiation and administration of collective agreements, severance, and labour relations advice and dispute resolution. This sub-vote also provides for the executive direction of the BC Public Service Agency, including management services for the Benefits and Other Employment Costs Vote, along with administrative support services, policy and program development, financial services, communications, corporate human resource application management, strategic planning, and information systems. Costs may be recovered from special accounts, ministries, Crown agencies, boards and commissions, and other parties both internal and external to government for activities described within this sub-vote.

VOTE 28 — BC PUBLIC SERVICE AGENCY

59,507

59,628

MINISTRY OF FINANCE

VOTE DESCRIPTIONS

(\$000)

Estimates
2021/22Estimates
2022/23**VOTE 29 — BENEFITS AND OTHER EMPLOYMENT COSTS**

This vote provides for the programs, operations, and other activities described in the voted appropriations under the following core business: Benefits and Other Employment Costs.

BENEFITS AND OTHER EMPLOYMENT COSTS**Voted Appropriations**

Pension Contribution and Retirement Benefits.....	376,268	409,533
Employer Health Tax.....	48,800	49,600
Employee Health Benefits.....	123,159	132,679
Long Term Disability.....	43,387	43,690
Other Benefits.....	8,522	9,025
Benefits Administration.....	9,993	10,193
Recoveries.....	(610,128)	(654,719)
	<u>1</u>	<u>1</u>

Voted Appropriations Description: This sub-vote provides for services and payment of costs related to employment-related benefits, including pension, retirement, employer contributions to Canada Pension Plan and Employment Insurance, employee health benefits, workforce adjustment services and severance costs, and related policy, program development, and administration for these business lines. This sub-vote also provides for the payment of the Employer Health Tax. This sub-vote also provides for the delivery of Disability Management and Workplace Health and Safety Programs and the management of the Provincial Employees Community Services Fund. Costs may be recovered from special accounts, ministries, Crown agencies, boards and commissions, and other parties both internal and external to government for activities described within this sub-vote.

VOTE 29 — BENEFITS AND OTHER EMPLOYMENT COSTS

1

1

MINISTRY OF FINANCE

SPECIAL ACCOUNTS¹

(\$000)

	Estimates 2021/22	Estimates 2022/23
LONG TERM DISABILITY FUND SPECIAL ACCOUNT		
This account was established under the <i>Public Service Benefit Plan Act</i> in 2017 for the purpose of continuing the operations of the Long Term Disability Plan. Revenues and recoveries include premiums paid into the special account by participating employers and interest amounts credited to the special account balance as prescribed by regulation. Expenses of the special account include benefit payments, expenses relating to changes in the actuarial estimate of plan liabilities, and plan administrative costs.		
SPENDING AUTHORITY AVAILABLE AT THE BEGINNING OF THE FISCAL YEAR ².....	763,135	781,762
OPERATING TRANSACTIONS		
Revenue.....	43,390	45,788
Expense.....	(80,060)	(80,060)
Internal and External Recoveries.....	10,910	11,385
Transfer from Ministry Operations Vote.....	44,387	44,690
Net Revenue (Expense).....	<u>18,627</u>	<u>21,803</u>
FINANCING TRANSACTIONS		
Receipts.....	—	—
Disbursements.....	—	—
Capital Expenditures.....	—	—
Net Cash Source (Requirement).....	<u>—</u>	<u>—</u>
PROJECTED SPENDING AUTHORITY AVAILABLE AT THE END OF THE FISCAL YEAR ².....	<u>781,762</u>	<u>803,565</u>

NOTES

¹ A Special Account is an account in the General Fund where the authorization to spend money from the account is located in an Act other than the *Supply Act*.

² The Spending Authority Available at the Beginning of the Fiscal Year 2021/22 is based on the 2020/21 *Public Accounts*. The Projected Spending Authority Available at the End of the Fiscal Year represents the cash and temporary investments projected to be available at the end of each fiscal year.

MINISTRY OF FINANCE
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VOTE 28 BC Public Service Agency

Description	Total 2021/22 Operating Expenses	50	51	52	54	Total Salaries and Benefits	55	57	59	60	63	65	67	68	69
BC Public Service Agency	59,507	30,584	212	7,766	—	38,562	—	1,027	307	1,853	24,717	3,441	780	—	—
Human Resources Services and Solutions	15,841	11,628	120	2,953	—	14,701	—	164	—	29	108	389	780	—	—
People and Organizational Development	9,768	6,650	63	1,689	—	8,402	—	410	—	1,306	134	1,220	—	—	—
Policy, Innovation and Engagement	1,565	3,837	10	974	—	4,821	—	89	—	378	82	1,431	—	—	—
Employee Relations	4,675	3,640	1	924	—	4,565	—	265	246	—	45	125	—	—	—
Corporate Services	27,658	4,829	18	1,226	—	6,073	—	99	61	140	24,348	276	—	—	—
Total	59,507	30,584	212	7,766	—	38,562	—	1,027	307	1,853	24,717	3,441	780	—	—

70	72	73	75	Total Operating Costs	77	79	80	Total Govt Transfers	81	83	85	Total Other Expenses	86	88	Total Internal Recoveries	89	90	Total External Recoveries	Total 2022/23 Operating Expenses
—	—	495	93	32,713	—	—	—	—	—	—	9,060	9,060	(450)	(16,237)	(16,687)	(2,215)	(1,805)	(4,020)	59,628
—	—	—	—	1,470	—	—	—	—	—	—	45	45	—	(325)	(325)	(25)	(25)	(50)	15,841
—	—	—	83	3,153	—	—	—	—	—	—	5,697	5,697	—	(7,480)	(7,480)	—	(4)	(4)	9,768
—	—	—	—	1,980	—	—	—	—	—	—	2,352	2,352	—	(7,588)	(7,588)	—	—	—	1,565
—	—	—	—	681	—	—	—	—	—	—	9	9	(450)	(3)	(453)	—	(6)	(6)	4,796
—	—	495	10	25,429	—	—	—	—	—	—	957	957	—	(841)	(841)	(2,190)	(1,770)	(3,960)	27,658
—	—	495	93	32,713	—	—	—	—	—	—	9,060	9,060	(450)	(16,237)	(16,687)	(2,215)	(1,805)	(4,020)	59,628

MINISTRY OF FINANCE
(\$000)

VOTE 29 Benefits and Other Employment Costs

Description	Total 2021/22 Operating Expenses	50	51	52	54	Total Salaries and Benefits	55	57	59	60	63	65	67	68	69
Benefits and Other Employment Costs	1	9,017	—	683,230	—	692,247	—	187	3,457	1,241	1,097	440	—	—	—
Pension Contribution and Retirement Benefits	376,268	—	—	416,614	—	416,614	—	—	—	—	—	—	—	—	—
Employer Health Tax	48,800	—	—	51,000	—	51,000	—	—	—	—	—	—	—	—	—
Employee Health Benefits	123,159	—	—	207,517	—	207,517	—	—	—	—	—	—	—	—	—
Long Term Disability	43,387	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Other Benefits	8,522	—	—	5,809	—	5,809	—	—	3,457	250	—	—	—	—	—
Benefits Administration	9,993	9,017	—	2,290	—	11,307	—	187	—	991	1,097	440	—	—	—
Recoveries	(610,128)	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	1	9,017	—	683,230	—	692,247	—	187	3,457	1,241	1,097	440	—	—	—

Statutory Appropriations

Description	Total 2021/22 Operating Expenses	50	51	52	54	Total Salaries and Benefits	55	57	59	60	63	65	67	68	69
Long Term Disability Fund special account Provincial	69,150	—	—	65,700	—	65,700	—	—	—	840	—	—	—	—	—
Total															

70	72	73	75	Total Operating Costs	77	79	80	Total Govt Transfers	81	83	85	Total Other Expenses	86	88	Total Internal Recoveries	89	90	Total External Recoveries	Total 2022/23 Operating Expenses
—	—	—	—	6,422	—	—	350	350	44,690	—	201	44,891	(13,000)	(654,767)	(667,767)	(11,689)	(64,453)	(76,142)	1
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	(2,062)	(5,019)	(7,081)	409,533
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	(1,400)	(1,400)	49,600
—	—	—	—	—	—	—	—	—	—	—	—	—	(9,871)	—	(9,871)	(9,181)	(55,786)	(64,967)	132,679
—	—	—	—	—	—	—	—	—	44,690	—	—	44,690	—	—	—	(264)	(736)	(1,000)	43,690
—	—	—	—	3,707	—	—	—	—	—	—	—	—	(100)	—	(100)	(41)	(350)	(391)	9,025
—	—	—	—	2,715	—	—	350	350	—	—	201	201	(3,029)	(48)	(3,077)	(141)	(1,162)	(1,303)	10,193
—	—	—	—	—	—	—	—	—	—	—	—	—	—	(654,719)	(654,719)	—	—	—	(654,719)
—	—	—	—	6,422	—	—	350	350	44,690	—	201	44,891	(13,000)	(654,767)	(667,767)	(11,689)	(64,453)	(76,142)	1

70	72	73	75	Total Operating Costs	77	79	80	Total Govt Transfers	81	83	85	Total Other Expenses	86	88	Total Internal Recoveries	89	90	Total External Recoveries	Total 2022/23 Operating Expenses
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	840	—	—	—	—	13,450	—	70	13,520	—	(392)	(392)	(1,321)	(9,672)	(10,993)	68,675
—	—	—	—	—	—	—	—	—	—	—	10	10	—	—	—	—	—	—	10
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

MINISTER ADVISORY NOTE
As of March 31, 2022

**ISSUE: BC PUBLIC SERVICE AND COVID-19 WORKFORCE
MANAGEMENT**

ADVICE AND RECOMMENDED RESPONSE:

- **The BC Public Service operates in compliance with orders and guidance of the Provincial Health Officer (PHO), the BC Centre for Disease Control and WorkSafeBC in managing employee safety and health during the Provincial Health Emergency declared for COVID-19.**
- **The BC Public Service Agency (PSA) is committed to proactively protecting employees and minimizing the risk of spreading the novel coronavirus that causes COVID-19.**
- **The human resources response for the public service workforce, including health and safety for COVID-19, has been led by the PSA.**
- **Beginning in January 2022, the PSA has been supporting supervisors to prepare for a return to usual operational staffing levels April 4, 2022. Workplaces are equipped with updated safety plans and tools, communications, education, and support including mental health support for public service workers.**
- **BC government services are deemed essential services; the PSA response to COVID-19 has allowed public service workers to sustain operations to safely support BC citizens.**

CURRENT STATUS:

- As the province implements *BC's Restart Plan*, the Public Service Agency and Ministry for Citizens' Services are actively supporting the public service with guidance on workplace operations and supporting ministries in developing safe work procedures.
- Public services have been maintained through a mix of modified workplace practices and remote work arrangements that are designed to protect public service employees and clients from the spread of COVID-19.
- Through the planned repopulation of workplaces PSA is actively monitoring orders and guidance from the PHO and evidence and information from the BC Centre for Disease Control (BC CDC), Government of Canada and scientific journals, among others.
- PSA actively responds, advises and adjusts as necessary to new information and guidance and communicates this to public service workers via a unique page at MyHR.
- Public service leaders continue to support employee physical and mental health through services and resources as the workforce manages through the pandemic.
- The public service ministries do not collect information on diagnosed employee COVID-19 cases.

KEY FACTS REGARDING THE ISSUE:

- The BC Provincial Health Officer (PHO) declared a provincial health emergency in March 2020 in response to the presence in BC of the novel coronavirus (SARS-CoV-2) and the incidence of Coronavirus disease (COVID-19).
- High levels of community vaccination are significantly reducing the severity and impact of Coronavirus infection for British Columbians.
- The BC CDC says that the novel coronavirus is transmitted via liquid droplets generated when a person talks, coughs or sneezes.
- The coronavirus can enter a person through the eyes, nose or throat, particularly if the person is in close contact with an infected person.
- The PHO Workplace Safety Order is set to expire April 8, 2022. Following this date, Communicable Disease Prevention Plans or Exposure Control plans are in place across BC Public Service workplaces will guide common infection control practices.
- PSA regularly updates public service workforce guidance in line with Public Health updates.
- PSA works closely in supporting ministries with COVID-19 related operational questions.

**CONTACT: DR. WILLIAM LAKEY, MEDICAL DIRECTOR WORKPLACE HEALTH
AND SAFETY
PHONE: 604.660.2587**

**MINISTER ADVISORY NOTE
AS OF APRIL 29, 2022**

ISSUE: BC PUBLIC SERVICE COVID-19 VACCINATION POLICY

ADVICE AND RECOMMENDED RESPONSE:

- **The BC government supported the effort to increase vaccination rates across the province and acted to uphold its responsibilities as an employer by making vaccination a requirement for BC Public Service employees as of November 22, 2021.**
- **The COVID-19 Vaccination Policy balances the privacy and human rights issues of employees with the requirements to maintain a safe work environment for employees and to protect the public in providing services.**
- **More than 98% of BC Public Service employees were fully vaccinated in compliance with the policy within the first three months of its implementation.**
- **Recognizing that the global pandemic is not over, the vaccination policy remains in place.**

SECONDARY MESSAGES:

- **The BC Public Service developed this policy with careful consideration of the context of B.C.'s pandemic, prevailing public health advice, the approach taken by other employers in B.C. and across Canada, and the potential legal issues and challenges to the policy.**
- **Compliance with the COVID-19 policy is a term and condition of employment under Regulation 284/2021 Public Service COVID-19 Vaccination Regulation of the *Public Service Act*.**

CURRENT STATUS:

- **Approximately 400 employees are either unvaccinated or refused to disclose their vaccination status, resulting in them being placed on leave without pay. Terminations for just cause are initiated three months after they were placed on leave without pay for those who have not requested an accommodation.**
- **The number of unvaccinated employees fluctuates over time due to several variables, including:**
 - Terminations being completed
 - Unvaccinated employees resigning
 - Employees returning from various long-term leaves, at which time they must disclose

their vaccination status

- Unvaccinated employees becoming vaccinated
 - Accommodation requests being denied, with those employees subsequently considered unvaccinated
- The PSA continues to process approximately 385 accommodation requests made under protected grounds of the Human Rights Code (BC), most of which are on either medical or religious grounds.
 - A small group of excluded employees initiated legal action seeking a judicial review of the vaccination policy. Their initial request for an injunction preventing their termination pending that review was denied, and the judicial review hearing is currently scheduled for mid-July.

KEY FACTS REGARDING THE ISSUE:

- The COVID-19 Vaccination policy was brought into effect on November 1, 2021 and will be in effect until general public health concerns regarding COVID are reduced to a level, prescribed by government, to enable workplaces to operate without COVID-related restrictions.
- Changes to the Occupational Safety and Health policy applied the vaccination requirement to contractors and other persons entering a public service worksite.
- The COVID-19 vaccination policy does not apply to members of the public receiving a government service.
- Costs for this fiscal and next fiscal have been budgeted for legal, contract, and salary costs related to processing exemption requests under protected areas of the Human Rights Code (BC), legal reviews, and legal challenges to the policy.

**CONTACT: RUEBEN BRONEE, ADM, POLICY, INNOVATION AND ENGAGEMENT
PHONE: 250.213.6614**

**MINISTER ADVISORY NOTE
AS OF APRIL 28, 2022**

ISSUE: COVID-19 TERMINATIONS

ADVICE AND RECOMMENDED RESPONSE:

- On November 1, 2021, the BC Public Service implemented *HR Policy 25: COVID-19 Vaccination* (“HR Policy 25”), making it mandatory for BC Public Service Employees to be fully vaccinated against COVID-19.
- Active employees who confirmed they were unvaccinated or refused to disclose their vaccination status by November 22, 2021 were placed on leave without pay for a period of three months after which they were advised their employment may be terminated.
- On November 19, 2021, government established a regulation to the Public Service Act which made HR Policy 25 a term and condition of employment for BC Public Service employees and that if an employee were terminated under HR Policy 25, the employee would be deemed to have been dismissed for just cause.
- Employees can request an exemption from the policy on a protected ground under the *Human Rights Code*.
- On February 24, 2022, the BC Public Service began terminating employees who were in non-compliance with HR Policy 25 and had completed a minimum of three months on leave without pay.

SECONDARY MESSAGES:

- As of April 25, 2022, 367 employees were on three-month leave without pay leading to termination; 299 had completed a minimum of three months on leave without pay; and 33 terminations had been completed.
- Of the 400 total employees due to be terminated for non-compliance with HR Policy 25, *including* those that have already been processed: 379 are union and 21 are non-union who live in the following regions: Lower Mainland (118), Vancouver Island (123), Interior (112), North (47).
- Because these terminations are for just cause, no severance is paid to employees when they are dismissed under HR Policy 25.

CURRENT STATUS:

- As of April 25, 2022, 33 terminations under HR Policy 25 had been completed.
- The BC Public Service Agency's (PSA) Employee Relations Team continues to work with ministries across government to process pending HR Policy 25 terminations, which must be reviewed and approved on an individualized basis.
- As of April 25, 403 employees have requested an accommodation under a ground protected under the *Human Rights Code*. Nearly all requests of a medical nature have been processed and resolved. The assessment of the majority of non-medical requests remains in-progress and are either pending decision or awaiting additional information from the employee or the supervisor/manager before a final determination can be made.

KEY FACTS REGARDING THE ISSUE:

- The BC Public Service implemented HR Policy 25: COVID-19 Vaccination on November 1, 2021, and on November 19, 2021, Regulation 284/2021 – Public Service Covid-19 Vaccination Regulation established that the Policy is a term and condition of employment for BC Public Service employees.
- HR Policy 25 applies regardless of whether an employee works onsite at a BC Public Service worksite or remotely and includes those employees working under telework arrangements.
- Human Resource Policy 23 – Termination for Just Cause, Excluded and Included Employees was updated on February 3, 2022, to align with HR Policy 25 and the regulation. A definition of “just cause” specific to HR Policy 25 was added; as well, a new “Administrative Due Process Checklist” was added that is specific to the COVID-19 policy and regulation, to ensure due process is clearly laid out for the HR Policy 25 terminations.
- Legal Information
- Prior to implementation of HR Policy 25, the employer provided multiple communications to BC Public Service employees to ensure awareness of the policy.
- While employees are on leave without pay prior to termination, the Employer has continued to provide their employer-paid basic benefit coverage (such as health, dental and employee basic life insurance). The Employee and Family Assistance Program has also remained available to them while on leave without pay.
- As of April 25, 403 employees have requested an accommodation under a ground protected under the *Human Rights Code*. Each request is assessed on an individual basis and considered on its own merits.
- In most ministries, between one and five employees are or will be eligible for termination. Six ministries had 25 or more such employees: Attorney General and Housing; Children and Family Development; Forests, Lands, Natural Resource Operations and Rural Development; Public Safety & Solicitor General; the Ministry of Finance (specifically, the Liquor Distribution Branch); and the Ministry of Citizen's Services.

MINISTER ADVISORY NOTE

- Four excluded employees had filed a judicial review in B.C. Supreme Court in hopes of petitioning the court to overturn HR Policy 25 as unreasonable. Pending a judicial review of their case, the petitioners had sought an injunction to stop terminations from proceeding in the meantime, but a judge ruled the terminations could proceed.

**CONTACT: ALYSON BLACKSTOCK, ADM, EMPLOYEE RELATIONS
PHONE: 778.698.7912**

**MINISTER ADVISORY NOTE
AS OF MAY 10, 2022**

ISSUE: BC PUBLIC SERVICE REMOTE WORK DURING PANDEMIC

ADVICE AND RECOMMENDED RESPONSE:

- **The BC Public Service has supported remote work options for many years. As a result, we had the necessary policies and resources in place to support a shift to remote work at the onset of the pandemic aligned with the recommendations of the Provincial Health Officer.**
- **It is a testament to the commitment of the public service that throughout the pandemic the services and programs British Columbians rely on continued to be delivered.**
- **Consistent with the easing of restrictions the Provincial Health Officer, effective April 4, 2022 any employee working remotely must have a formal telework agreement approved by their supervisor.**
- **Approximately 51% of BC Public Service employees now have telework agreements in place allowing them to continue working remotely on a part-time or full-time basis.**

SECONDARY MESSAGES:

- **Most employees working from home during the pandemic expressed a desire to continue remote working on at least a part-time basis.**
- **The BC Public Service acknowledges this preference and in Fall 2021 established an updated model for flexible work, balancing employee preferences, the responsibilities of the employer and our shared commitment to serving the public. This model is now implemented.**

CURRENT STATUS:

- **The updated flexible work model established by the employer has led to a significant increase in the number of public service employees with approved telework agreements. Approximately 51% of public service employees now have telework agreements in place in comparison to approximately 10% of employees prior to the onset of the pandemic. On average, these arrangements provide that an employee will attend their workplace at least two days per week. Almost 10% of the workforce have full-time remote work arrangements.**
- **Under the direction of the Deputy Ministers' Committee on Public Service Renewal, the PSA will continue to review and refine its approach to flexible work, with service to the public remaining the primary focus. Ministries retain significant discretion to tailor the flexible work model to their unique business context and provide flexible work options only where beneficial to both an employee and their work unit. But all flexible work arrangements must**

adhere to the corporate guidelines established by the PSA and use the prescribed telework agreement template.

KEY FACTS REGARDING THE ISSUE:

- While not widely adopted prior to the pandemic, the BC Public Service has had policies and supporting resources in place to enable remote working since at least 2012. These include telework agreements and training and other resources to support effective supervision, performance management, and employee health and safety for virtual workers. The existing provisions and updates made in 2021 were supported by the BCGEU and align with language included in the main collective agreement.
- With the onset of the pandemic in March 2020, the BC Public Service encouraged employees to work from home where operationally possible in accordance with the recommendations of the Provincial Health Officer. Corporate data is not available, however input from ministries indicates the majority of employees who were not operationally required to be in a particular workplace chose to work from home on at least a part-time basis with no substantive impact on service delivery.
- A February 2021 survey of a sample of employees found 83 per cent of those working from home would like to do so post-pandemic, but the majority of those only on a part-time basis. This is consistent with external research among other employers, which consistently finds a preference for long-term part-time remote work. It is anticipated that most private and public-sector employers will support increased part-time remote work – a so-called “hybrid model” – after the pandemic.
- In May 2021, the PSA initiated an employee and stakeholder engagement process to gather further perspectives on the benefits and challenges experienced working remotely. This and extensive research and stakeholder engagement informed a new long-term corporate approach to remote work focused on:
 1. Maintaining and enhancing effective service delivery to British Columbians.
 2. Upholding the BC Public Service’s accountabilities and priorities as an employer.
 3. Supporting employee engagement and maintaining the competitiveness of the BC Public Service as an employer.
- These efforts resulted in the launch of an updated model for flexible work in Fall 2021, including a modernized telework agreement, and supporting tools and resources for both employees and supervisors. Telework agreements established under this model took effect April 4, 2022.

**CONTACT: RUEBEN BRONEE, ADM, POLICY, INNOVATION AND ENGAGEMENT
PHONE: 250.213.6614**

**MINISTER ADVISORY NOTE
AS OF APRIL 29, 2022**

ISSUE: ESA SICK LEAVE FOR EMPLOYEES

ADVICE AND RECOMMENDED RESPONSE:

- **Amendments made to the Employment Standards Act (ESA) provide that, effective January 1, 2022, employees after 90 consecutive days of employment are entitled to 5 paid days of sick leave.**
- **Existing BC Public Service provisions already satisfied this requirement for the great majority of employees.**
- **Changes are required to sick leave plans for two groups of employees: regular employees who have not reached 6 months employment; and auxiliary employees with fewer than 1827 hours of service.**
- **These changes are being addressed to ensure the public service is supporting its employees consistent with the ESA.**

SECONDARY MESSAGES:

- **The additional cost of meeting the new sick leave requirement for excluded employees is estimated to be approximately \$375,000 annually.**
- **The additional cost of meeting the new sick leave requirement for included employees covered by the BCGEU Main Agreement is estimated to be approximately \$7 million annually.**
- **It was initially arguable that sick leave provided under collective agreements meets or exceeds the new sick leave requirement for all bargaining unit employees and, as a result, the ESA amendments did not have an impact on included employees. However, on March 31, 2022 the ESA was further amended to provide that the paid sick leave entitlement applied to all employees in British Columbia, regardless of the language in collective agreements.**

CURRENT STATUS:

The PSA is working with its service provider to update payroll and leave systems so that the new ESA sick leave provisions may be claimed. Changes to sick leave will be formalized via amendments to the Terms and Condition of Employment for Excluded Employees and the Collective Agreements for included employees.

KEY FACTS REGARDING THE ISSUE:

Sick leave is provided to regular employees in three stages:

- **Less than 3 months of service (Stage 1)**
Maximum of 6 days per calendar year at 75% regular rate of pay.
- **3 to 6 months of service (Stage 2)**
75% regular rate of pay for first 6 days, 66% for days thereafter for up to 15 weeks total.
- **6 months or more of service (Stage 3)**
Maximum 6 calendar months at 75% of regular rate of pay and for excluded an entitlement to annual 10.5 hours of supplementary credit for sick leave top-up which together provide 6 days sick leave at 100% pay.

Sick leave provided to excluded auxiliary employees under 1827 hours mirrors that provided to included auxiliaries under 1827 hours by Article 31.8 in the BCGEU Main Agreement. In sum, Article 31.8 provides that after a 7-day waiting period an auxiliary employee with 400 hours of seniority receives 60% of salary for up to 15 weeks of sick leave.

The sick leave plans outlined above do not align with the new ESA requirement as it relates to regular employees under 6 months or auxiliary employees under 1827 hours. Changes required to sick leave for these two groups of employees are summarized in the tables below.

Regular Employees Under 6 Months	
Current	New
After 3 months receive 75% of pay for first 6 days of illness	After 90 calendar days receive 75% of pay for first 6 days of illness
No top-up available until 6 months employment	After 90 days excluded employees are entitled to supplementary top-up credit of 10.5 hours which in combination with the 75% of pay base benefit provides 6 full-pay sick days After 90 days included employees will be entitled to a supplementary top-up credit similarly.
After first 6 days receive 66% of pay for up to 15 weeks total sick leave	No change

Auxiliary Employees Under 1827 Hours	
Current	New
After 400 hours eligible for sick leave	After 90 calendar days eligible for sick leave
7-day waiting period in each instance of illness before sick leave provided	No waiting period
60% of pay for up to 15 weeks total sick leave	5 full-pay sick days , then 60% of pay for up to 15 weeks total sick leave

MINISTER ADVISORY NOTE

CONTACT:

**RUEBEN BRONEE, ADM, POLICY, INNOVATION AND ENGAGEMENT
PHONE: 250.213.6614**

**ALYSON BLACKSTOCK, ADM, EMPLOYEE RELATIONS
PHONE: 778-698-7912**

**MINISTER ADVISORY NOTE
AS OF MARCH 21, 2022**

ISSUE: FTEs IN THE BC PUBLIC SERVICE

ADVICE AND RECOMMENDED RESPONSE:

Advice/Recommendations

CURRENT STATUS:

The table below summarizes what was reported in the Budget and Fiscal Plan on Budget Day (February 22, 2022).

Table A13 Full-Time Equivalents (FTEs) – 2015/16 to 2024/2025 ¹

	Actual 2015/16	Actual 2016/17	Actual 2017/18	Actual 2018/19	Actual 2019/20	Actual 2020/21	Updated Forecast 2021/22	Budget Estimate 2022/23	Plan 2023/24	Plan 2024/25	Average annual change (per cent)
Taxpayer-supported programs and agencies:											
Ministries and special offices (CRF)	27,192	27,940	29,291	30,891	31,774	32,444	33,400	34,400	34,400	34,400	2.6
Service delivery agencies ²	4,803	4,850	5,076	5,258	5,985	6,042	6,698	8,108	8,670	8,194	6.1
Total FTEs	31,995	32,790	34,367	36,149	37,759	38,486	40,098	42,508	43,070	42,594	3.2
Growth rates (per cent):											
Ministries and special offices (CRF)	1.9	2.8	4.8	5.5	2.9	2.1	2.9	3.0	0.0	0.0	2.6
Service delivery agencies	0.1	1.0	4.7	3.6	13.8	1.0	10.9	21.1	6.9	-5.5	5.7
Population per FTE: ³											
Total FTEs	149.3	148.2	143.4	138.6	134.9	134.0	130.1	125.0	125.4	128.8	-1.6

¹ Full-time equivalents (FTEs) are a measure of staff employment. FTEs are calculated by dividing the total hours of employment paid for in a given period by the number of hours an individual, full-time person would normally work in that period. This does not equate to the physical number of employees. For example, two half-time employees would equal one FTE, or alternatively, three FTEs may represent two full-time employees who have worked sufficient overtime hours to equal an additional FTE.

² Service delivery agency FTE amounts do not include SUCH sector staff employment.

³ Population per FTE is calculated using July 1 population (e.g. population on July 1, 2022 divided by 2022/23 FTEs).

Note: There are other service delivery agencies with FTEs reported in the government fiscal plan that are not included here, such as Liquor Distribution Branch, BC Pension Corp., Destination BC, and Royal BC Museum.

CONTACT: DEAN SKINNER, ADM, CORPORATE SERVICES
PHONE: 250.217.5538

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Appendix A:

FTEs IN BC PUBLIC SERVICE, 2017/18 – 2021/22

Ministry	Actual 2017/18	Actual 2018/19	Actual 2019/20	Actual 2020/21	Forecast 2021/22	Year over Year Change - Increase (Decrease)				
						2017/18 vs 2018/19	2018/19 vs 2019/20	2019/20 vs 2020/21	2020/21 vs 2021/22	
Legislation	350	350	350	350	350	0	0	0	0	
Officers of the Legislature	339	364	385	418	444	25	21	33	26	
Office of the Premier	74	84	85	81	91	10	1	(4)	10	
Advanced Education	360	354	373	383	412	(6)	19	10	29	
Agriculture, Food and Fisheries	360	373	395	412	420	13	22	17	8	
Attorney General	3,988	4,206	4,452	4,563	4,590	219	246	111	27	
Children and Family Development	4,315	4,647	4,774	4,769	4,585	332	127	(5)	(184)	
Citizens' Services	1,636	1,791	1,932	2,006	2,156	155	141	74	150	
Education	359	377	392	385	394	18	16	(8)	9	
Energy, Mines & Low Carbon Innovation	315	329	382	410	425	15	52	28	15	
Environment & Climate Change Strategy	1,029	1,114	1,269	1,404	1,483	86	154	135	79	
Finance	1,635	1,723	1,639	1,551	1,690	88	(84)	(88)	139	
Forests, Lands & Natural Resource Operations	4,894	5,098	4,878	4,963	5,422	204	(219)	85	459	
Health	1,191	1,278	1,363	1,505	1,585	87	85	142	80	
Housing	130	161	164	163	159	31	3	(1)	(4)	
Indigenous Relations & Reconciliation	227	228	235	229	245	1	8	(6)	16	
International Trade	Rolled into Jobs, Economic Recovery and Innovation									
Jobs, Economic Recovery and Innovation	392	358	367	341	268	(33)	9	(27)	(73)	
Labour	281	284	330	346	360	4	46	16	14	
Mental Health & Addictions	21	54	60	69	81	33	7	8		
Municipal Affairs	244	242	242	263	329	(2)	0	21	66	
Natural Gas Development	Rolled into Energy, Mines & Low Carbon Innovation									
Public Safety and Solicitor General	3,280	3,452	3,558	3,728	3,942	172	106	169	214	
Public Service Agency	476	540	565	559	557	64	25	(5)	(2)	
Small Business and Red Tape Reduction	Parts moved to PSSG; Jobs, Economic Recovery and Innovation; Citizens' Services									
Social Development & Poverty Reduction	1,905	1,974	2,033	1,986	1,933	70	59	(47)	(53)	
Tourism, Arts, Culture and Sport	62	70	74	78	77	8	4	4		
Transportation and Infrastructure	1,412	1,419	1,456	1,463	1,477	7	38	7	14	
Other Appropriations	21	21	21	18	19	0	(0)	(2)	1	
TOTAL FTEs	29,291	30,891	31,774	32,444	33,400	1,600	883	670	956	

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FTEs IN SERVICE DELIVERY AGENCIES, BUDGET 2022

	Actual 2017/18	Actual 2018/19	Actual 2019/20	Actual 2020/21	Q3 Fcst 2021/22	Estimate 2022/23	Plan 2023/24	Plan 2024/25	Year over Year Change - Increase (Decrease)					
									2017/18 vs 2018/19	2018/19 vs 2019/20	2019/20 vs 2020/21	2020/21 vs 2021/22	2021/22 vs 2022/23	2022/23 vs 2023/24
Listed service delivery agencies														
B. C. Transportation Fin Auth	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TI Corp ¹	41	39	27	64	-	-	-	-	(2)	(12)	37	(64)	-	-
B. C. Transit	910	960	983	1,027	1,099	1,099	1,099	1,099	50	23	44	72	-	-
B. C. Housing	751	802	867	867	955	955	955	955	51	65	-	88	-	-
Community Living BC	524	558	592	617	640	678	682	687	34	34	25	23	38	4
Other taxpayer-supported Crown corporations														
B. C. Assessment Authority	734	710	716	680	675	641	609	609	(24)	6	(36)	(5)	(34)	(32)
B.C. Council for International Education	-	-	12	12	12	12	12	12	-	12	-	-	-	-
B.C. Financial Services Authority	-	-	147	167	264	325	323	323	-	147	20	97	61	(2)
B. C. Games Soc	10	9	8	8	10	10	10	10	(1)	(1)	-	2	-	-
InBC (formerly B. C. Immigrant Investment Fund Ltd)	-	-	-	-	4	16	23	23	-	-	-	4	12	7
B. C. Infrastructure Benefits Inc.	-	-	35	110	558	1,782	2,371	1,897	-	35	75	448	1,224	589
B.C. Family Maintenance Agency	-	-	188	189	201	201	201	201	-	188	1	12	-	-
B. C. Pavilion Corp	279	279	298	143	210	280	280	280	-	19	(155)	67	70	-
B. C. Securities Comm	222	245	262	266	282	290	276	274	23	17	4	16	8	(14)
Canadian Blood Services	307	304	305	310	307	307	307	307	(3)	1	5	(3)	-	-
Columbia Basin Trust	58	65	73	82	90	92	93	94	7	8	9	8	2	1
Destination BC	99	100	100	103	108	111	108	108	1	-	3	5	3	(3)
First Peoples' Heritage Language	12	30	44	46	47	47	47	47	18	14	2	1	-	-
Forest Enhancement Society of BC	5	5	6	6	6	6	6		-	1	-	-	-	-
Forestry Innovation Investment Ltd	46	46	49	54	55	55	55	55	-	3	5	1	-	-
Industry Training Authority	112	114	118	130	138	160	172	172	2	4	12	8	22	12
Innovate BC (formerly BC Innovation Council)	21	19	21	18	19	17	17	17	(2)	2	(3)	1	(2)	-
Knowledge Network Corp	48	48	45	44	44	46	46	46	-	(3)	(1)	-	2	-
Legal Services Soc	150	150	211	203	206	206	206	206	-	61	(8)	3	-	-
Oil and Gas Comm	259	267	270	278	279	279	279	279	8	3	8	1	-	-
Organized Crime Agency of B. C. Soc	68	70	114	82	82	82	82	82	2	44	(32)	-	-	-
Partnerships British Columbia Inc (Infra BC)	32	32	38	37	39	43	43	43	-	6	(1)	2	4	-
Real Estate Council	60	68	97	107					8	29	10	(107)	-	-
Real Estate Foundation	8	9	10	10	9	9	9	9	1	1	-	(1)	-	-
Royal BC Museum	114	113	124	136	150	150	150	150	(1)	11	12	14	-	-
Other Service Delivery Agencies	206	216	225	246	209	209	209	209	10	9	21	(37)	-	-
Total FTEs - SDAs	5,076	5,258	5,985	6,042	6,698	8,108	8,670	8,194	182	727	57	656	1,410	562