



BC Public Service Agency

2025/26 Estimates (May 2025)

**Honourable Brenda Bailey
Minister of Finance**

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Resource Summary

Core Business Area	2024/25 Estimates	2025/26 Estimates	2026/27 Plan	2027/28 Plan
Operating Expenses (\$000)				
BC Public Service Agency	70,491	71,872	71,872	71,872
Benefits and Other Employment Costs	1	1	1	1
Long Term Disability Fund Special Account	29,470	26,066	26,066	26,066
Total	99,962	97,939	97,939	97,939
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 2023/24	2024/25	2025/26	2026/27
Human Resources Operations	17,925	18,306	18,306	18,306
Strategy, Policy and Partnerships	10,824	10,952	10,952	10,952
Communications, Learning and Engagement	2,033	2,207	2,207	2,207
Employee Relations	5,654	5,841	5,841	5,841
Corporate Services	34,055	34,566	34,566	34,566
Total	70,491	71,872	71,872	71,872

**BC PUBLIC SERVICE AGENCY
Agency Operations Vote (Vote 28)
IMPLICATIONS OF 2025/26 FUNDING**

Compared to the 2024/25 budget of \$70.491M, the 2025/26 budget for the BC Public Service Agency (Vote 28) increased by \$1.381M or 1.96% to \$71.872M (see Resource Summary per Estimates).

Highlights of changes include:

Agency expenditures increase by:

- \$1.381M for Schedule A and Management Classification and Compensation Framework (MCCF) wage increases

Employee Benefits Chargeback Rate remains unchanged at 25.4%.

CRF Capital Budget

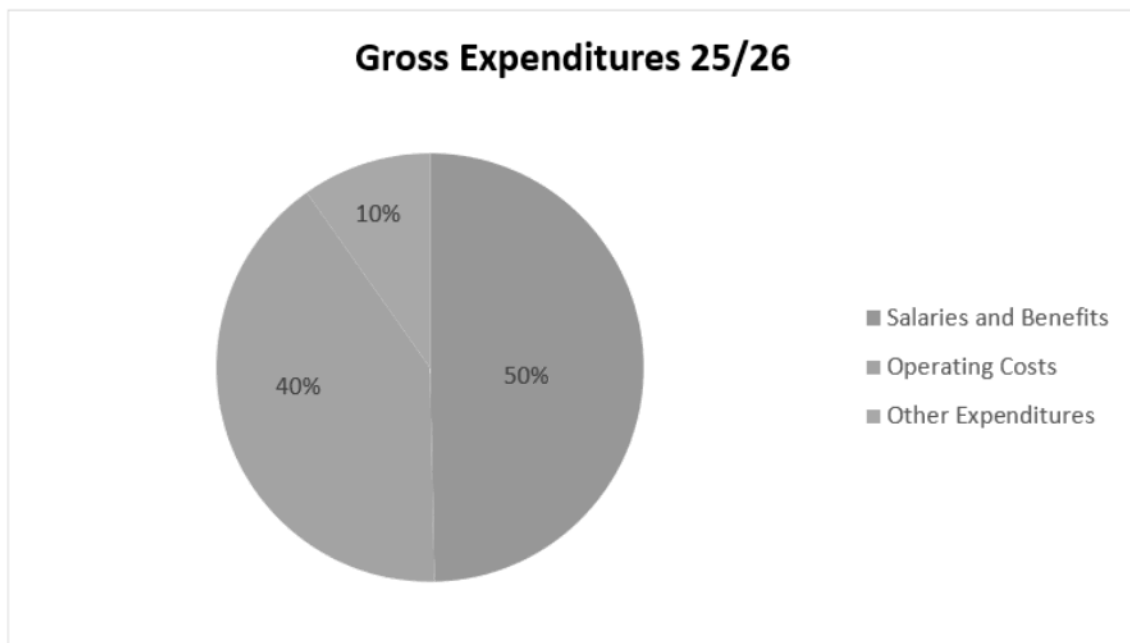
Compared to the 2024/25 budget, the capital budget in 2025/26 is unchanged at \$0.010M. The capital budget is for minor capital equipment needs in technology under the Workplace Health & Safety program and audio-video equipment used by the Agency to support the Premier's Awards ceremonies.

Reductions/Increases for 2026/27 and 2027/28

Compared to the 2025/26 budget of \$71.872M, the 2026/27 and 2027/28 budgets remain the same at \$71.872M.

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

	2024/25 Estimates \$000	2025/26 Estimates \$000	Increase (Decrease) \$000	Increase (Decrease) \$000
Salaries and Benefits	44,591	45,972	1,381	3.10%
Operating Costs	37,547	37,547	-	0.00%
Government Transfers	-	-	-	-
Other Expenditures	9,060	9,060	-	0.00%
Expenses Sub-Total	91,198	92,579	1,381	1.51%
Transfer to LTD Special Account	-	-	-	-
Recoveries from LTD Special Account	(450)	(450)	-	0.00%
Special Account Transfer Sub-Total	(450)	(450)	-	0.00%
Recoveries Internal to CRF	(16,237)	(16,237)	-	0.00%
Recoveries External to CRF	(4,020)	(4,020)	-	0.00%
Recoveries Sub-Total	(20,257)	(20,257)	-	0.00%
Total	70,491	71,872	1,381	1.96%
Capital	10	10	-	0.00%



Appendix 1 – Schedule A Employees

Schedule A Employees

The Agency has 281 Schedule A employees, 251 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 2024/25	2025/26	2026/27	2027/28
Pension Contributions & Retirement Benefits	491,241	511,118	512,369	512,502
Employer Health Tax	60,126	67,826	67,826	67,826
Employee Health Benefits	169,995	167,783	169,033	169,166
Long Term Disability	52,668	49,099	49,099	49,099
Other Benefits	9,082	9,079	9,079	9,079
Benefits Administration	11,542	11,970	11,970	11,970
Recoveries	(794,653)	(816,874)	(819,375)	(819,641)
Total	1	1	1	1

BC PUBLIC SERVICE AGENCY
Benefits and Other Employment Costs (Vote 29)
IMPLICATIONS OF 2025/26 FUNDING

The 2025/26 net budget for the Benefits Vote (Vote 29) increased by \$22.221M or 2.8% to \$816.875M compared to the 2024/25 budget of \$794.654M (see Resource Summary per Estimates).

The 2025/26 gross budget for the Benefits Vote (Vote 29) increased by \$29.693M or 3.39% to \$906.688M compared to the 2024/25 budget of \$876.995M (see Supplement to the Estimates by STOB below).

Highlights of changes include:

- \$22.221M increase in internal recoveries (benefits chargeback) to cover the projected benefits costs.
- \$19.877M increase in Pension Contributions and Retirement Benefits attributed to a higher salary base.
- \$7.7M increase in Employer Health Tax attributed to a higher salary base.
- \$0.428M increase in Benefits Administration due to increased costs to manage the plan.
- \$3.569M decrease in Long Term Disability costs primarily due to the revision of the contribution rate.
- \$2.212M decrease in Employee Health Benefits driven by Treasury Board adjustments to the Benefits Vote in order to balance STOB 5298 expenses in all ministries with the recoveries chargeback in the Benefits Vote.

CRF Capital Budget

Compared to the 2024/25 budget, there is no change to the capital budget in 2025/26. There is no capital budget for the Benefits Vote.

Reductions/Increases for 2026/27 and 2027/28

In terms of net expenditures, the 2026/27 budget for the Benefits Vote (Vote 29) is \$819.376M (an increase of \$2.501M or 0.31% compared to the 2024/25 budget of \$816.875M).

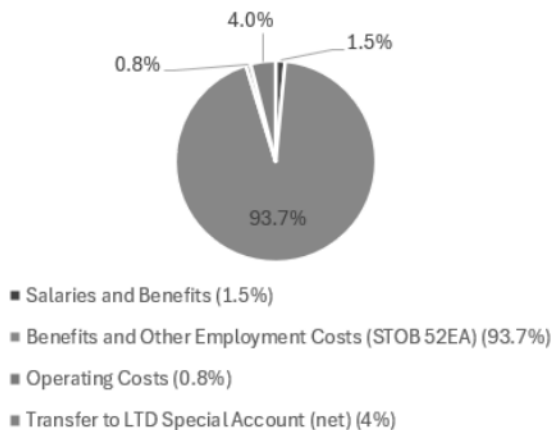
The 2027/28 budget is \$819.642M (an increase of \$2.767M or 0.34% compared to the 2024/25 budget of \$816.875M)

In terms of gross expenditures, the 2026/27 budget for the Benefits Vote (Vote 29) is \$909.189M (an increase of \$2.501M or 0.28% compared to the 2024/25 budget of \$906.688M). The 2027/28 budget is \$909.455M (an increase of \$2.767M or 0.31% compared to the 2024/25 budget of \$906.688M).

BC PUBLIC SERVICE AGENCY
Benefits Vote (Vote 29)
Supplement to the Estimates by STOB

	2024/25 Estimates \$000	2025/26 Estimates \$000	Variance \$000	Variance \$000
Salaries and Benefits	13,282	13,848	566	4.26%
Benefits and Other Employment Costs (STOB 52EA)	816,567	849,401	32,834	4.02%
Operating Costs	6,422	6,422	-	0.00%
Government Transfers	350	350	-	0.00%
Other Expenditures	201	201	-	0.00%
Expenses Sub-Total	836,822	870,222	33,400	3.99%
Transfer to LTD Special Account	53,999	50,430	(3,569)	(6.61)%
Recoveries from LTD Special Account	(13,826)	(13,964)	(138)	1.00%
Special Account Transfer Sub-Total	40,173	36,466	(3,707)	(9.23)%
Recoveries Internal to CRF (Benefits Chargeback)	(794,653)	(816,874)	(22,221)	2.80%
Recoveries Internal to CRF (Benefits admin)	(83)	(83)	-	0%
Recoveries External to CRF	(82,258)	(89,730)	(7,472)	9.08%
Recoveries Sub-Total	(876,994)	(906,687)	(29,693)	3.39%
Total	1	1	-	0.00%

Gross Expenditures 2025/26



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). The 2025/26 employee benefits chargeback rate will stay at 25.4% as in fiscal year 2024/25.

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. Agency 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 (TB) staff compiles information regarding estimated salary budgets for ministries and agencies receiving benefits.
3. Finally, TB staff calculates and sets the chargeback rate for the coming fiscal year by dividing the estimated total costs into the estimated salaries.

Example:

Estimated benefits cost	\$ 875,000,000 (divided by)
Estimated salary base	\$3,442,000,000 (equals)
Employee benefits chargeback rate	25.4%

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 Agency respectively.

Schedule A Employees

The Agency has 281 Schedule A employees, 30 of whom are paid through the Benefits Vote.

Tab 3.3 Benefits Vote by Benefits Type.xlsx

in 000's	FY25/26 Net Budget	Benefits Chargeback Allocation %
Pension Contributions & Retirement Benefits		
Provincial Pension	279,383	8.69%
Miscellaneous Statutory Items	1,269	0.04%
CPP	164,131	5.10%
Death & Retiring Allowances	19,683	0.61%
EI	46,653	1.45%
Pension Contributions & Retirement Benefits Total	511,118	15.89%
Employee Health Benefits		
Ext Health & Dental	122,746	3.82%
Group Life Insurance	4,217	0.13%
Gen Flex Credit	0	0.00%
WCB	36,352	1.13%
EFAP	3,299	0.10%
Cold and Flu	489	0.02%
Workplace Health and Productivity Strategy	680	0.02%
Employee Health Benefits Total	167,783	5.22%
Employer Health Tax		
Employer Health Tax	67,826	2.11%
Employer Health Tax Total	67,826	2.11%
Long Term Disability		
EE Long Term Disability Benefit	49,099	1.53%
Long Term Disability Total	49,099	1.53%
Miscellaneous Benefits		
Group Aviation	48	0.00%
Severance	2,320	0.07%
Leave Liability	3,441	0.11%
Legal Services	3,270	0.10%
Miscellaneous Benefits Total	9,079	0.28%
Benefits Administration		
Benefits Administration	11,970	0.37%
Benefits Administration Total	11,970	0.37%
Internal Chargebacks Recoveries		
Internal Chargebacks Recoveries	(816,874)	
Internal Chargebacks Recoveries Total	(816,874)	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	Estimates 2024/25	Estimates 2025/26	Plan 2026/27	Plan 2027/28
LTD Fund Special Account	29,470	26,066	26,066	26,066
Total	29,470	26,066	26,066	26,066

**BC PUBLIC SERVICE AGENCY
LTD Fund Special Account
IMPLICATIONS OF 2025/26 FUNDING**

Compared to the 2024/25 budget of \$29.470M, the 2025/26 budget for the LTD Fund Special Account (LTDSA) decreased by \$3.404M or 11.55% to \$26.066M (see Resource Summary per Estimates).

Highlights of changes include:

- Decrease of \$9.362M in benefit expenses due to the revision of actuarial liability (\$10.000M), partially offset by higher claims and administration costs.
- Decrease of \$3.569M in transfer from Benefits Vote due to the reduction in the contribution rate.
- Decrease of \$2.389M in external entities recoveries, based on reduced contribution rates.

CRF Capital Budget

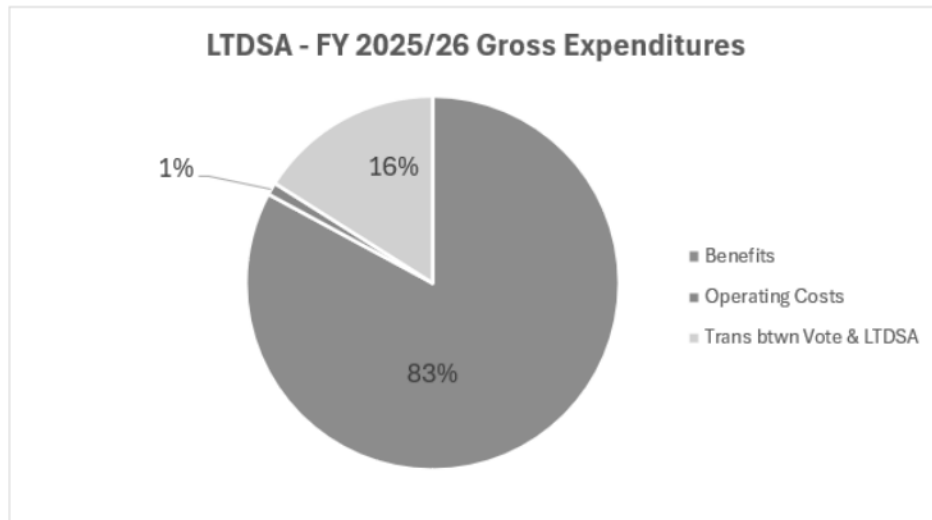
Compared to the 2024/25 restated budget, there is no change to the capital budget in 2025/26. There is no capital budget for the LTDSA.

Reductions/Increases for 2026/27 and 2027/28

Compared to the 2025/26 budget of \$26.066M, the 2026/27 and 2027/28 budgets remain the same at \$26.066M.

BC PUBLIC SERVICE AGENCY
Long Term Disability Fund Special Account
Supplement to the Estimates by STOB

	2024/25 Estimates \$000	2025/26 Estimates \$000	Variance \$000	Variance
Benefits	84,000	74,500	(9,500)	(11.31%)
Operating Costs	971	971	-	0.00%
Trans btwn Vote & LTDSA	14,276	14,414	138	0.97%
Expenses Subtotal	99,247	89,885	(9,362)	(9.43%)
Transfer from Benefits Vote	(53,999)	(50,430)	3,569	(6.61%)
Special Account Transfer Subtotal	(53,999)	(50,430)	3,569	(6.61%)
Recoveries Internal to CRF	(652)	(705)	(53)	8.13%
Recoveries External to CRF	(15,126)	(12,684)	2,442	(16.14%)
Recoveries Subtotal	(15,778)	(13,389)	2,389	(15.14%)
Total	29,470	26,066	(3,404)	(11.55%)
Capital	-	-	-	-



MINISTER ADVISORY NOTE

AS OF JANUARY 31, 2025

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, and 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, the Liquor Distribution Branch and various crown corporations, agencies, boards and commissions. There are currently 20 outside organizations who have all signed participation agreements with the Province. As of January 31, 2025, there were 44,210 employees covered by the LTD Plan.

CURRENT STATUS:

- At January 31, 2025 there were 1,649 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: STEVEN EMERY, ADM CORPORATE SERVICES

PHONE: 250 217-8823

MINISTRY OF FINANCE

VOTE DESCRIPTIONS

(\$000)

Estimates
2024/25Estimates
2025/26

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 Operations.....	17,925	18,306
Strategy, Policy and Partnerships.....	10,824	10,952
Communications, Learning and Engagement.....	2,033	2,207
Employee Relations.....	5,654	5,841
Corporate Services.....	34,055	34,566
	<u>70,491</u>	<u>71,872</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 diversity and inclusion, compensation and classification, payroll, learning services, performance management, development, 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

70,491

71,872

MINISTRY OF FINANCE

VOTE DESCRIPTIONS

(\$000)

Estimates
2024/25Estimates
2025/26

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.....	491,241	511,118
Employer Health Tax.....	60,126	67,826
Employee Health Benefits.....	169,995	167,783
Long Term Disability.....	52,668	49,099
Other Benefits.....	9,082	9,079
Benefits Administration.....	11,542	11,970
Recoveries.....	(794,653)	(816,874)
	<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 2024/25	Estimates 2025/26
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	896,035	917,636
OPERATING TRANSACTIONS		
Revenue.....	51,071	53,762
Expense.....	(99,247)	(89,885)
Internal and External Recoveries.....	15,778	13,389
Transfer from Ministry Operations Vote.....	53,999	50,430
Net Revenue (Expense).....	21,601	27,696
FINANCING TRANSACTIONS		
Receipts.....	—	—
Disbursements.....	—	—
Capital Expenditures.....	—	—
Net Cash Source (Requirement).....	—	—
PROJECTED SPENDING AUTHORITY AVAILABLE AT THE END OF THE FISCAL YEAR ²	917,636	945,332

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 2024/25 is based on the 2023/24 *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
(\$000)

VOTE 28 BC Public Service Agency

Description	Total 2024/25 Operating Expenses	50	51	52	54	Total Salaries and Benefits	55	57	59	60	63	65	67	68	69
BC Public Service Agency	70,491	36,489	212	9,271	—	45,972	—	1,032	307	1,853	29,535	3,452	780	—	—
Human Resources Operations	17,925	13,593	120	3,453	—	17,166	—	164	—	29	108	389	780	—	—
Strategy, Policy and Partnerships	10,824	7,593	63	1,929	—	9,585	—	410	—	1,306	134	1,220	—	—	—
Communications, Learning and Engagement	2,033	4,349	10	1,105	—	5,464	—	89	—	378	82	1,431	—	—	—
Employee Relations	5,654	4,473	1	1,136	—	5,610	—	265	246	—	45	125	—	—	—
Corporate Services	34,055	6,481	18	1,648	—	8,147	—	104	61	140	29,166	287	—	—	—
Total	70,491	36,489	212	9,271	—	45,972	—	1,032	307	1,853	29,535	3,452	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 2025/26 Operating Expenses
—	—	495	93	37,547	—	—	—	—	—	—	9,060	9,060	(450)	(16,237)	(16,687)	(2,215)	(1,805)	(4,020)	71,872
—	—	—	—	1,470	—	—	—	—	—	—	45	45	—	(325)	(325)	(25)	(25)	(50)	18,306
—	—	—	83	3,153	—	—	—	—	—	—	—	—	—	(1,782)	(1,782)	—	(4)	(4)	10,952
—	—	—	—	1,980	—	—	—	—	—	—	8,049	8,049	—	(13,286)	(13,286)	—	—	—	2,207
—	—	—	—	681	—	—	—	—	—	—	9	9	(450)	(3)	(453)	—	(6)	(6)	5,841
—	—	495	10	30,263	—	—	—	—	—	—	957	957	—	(841)	(841)	(2,190)	(1,770)	(3,960)	34,566
—	—	495	93	37,547	—	—	—	—	—	—	9,060	9,060	(450)	(16,237)	(16,687)	(2,215)	(1,805)	(4,020)	71,872

MINISTRY OF FINANCE

(\$000)

VOTE 29 Benefits and Other Employment Costs

Description	Total 2024/25 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	11,044	—	852,205	—	863,249	—	187	3,457	1,241	1,097	440	—	—	—
Pension Contribution and Retirement Benefits	491,241	—	—	525,037	—	525,037	—	—	—	—	—	—	—	—	—
Employer Health Tax	60,126	—	—	70,000	—	70,000	—	—	—	—	—	—	—	—	—
Employee Health Benefits	169,995	—	—	248,422	—	248,422	—	—	—	—	—	—	—	—	—
Long Term Disability	52,668	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Other Benefits	9,082	—	—	5,942	—	5,942	—	—	3,457	250	—	—	—	—	—
Benefits Administration	11,542	11,044	—	2,804	—	13,848	—	187	—	991	1,097	440	—	—	—
Recoveries	(794,653)	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	1	11,044	—	852,205	—	863,249	—	187	3,457	1,241	1,097	440	—	—	—

Statutory Appropriations

Description	Total 2024/25 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	83,469	—	—	74,500	—	74,500	—	—	—	901	—	—	—	—	—
		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	1,209,646	5,632	5	75,930	—	81,567	—	100	1,070	1,920	518	162	—	—	—

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 2025/26 Operating Expenses
—	—	—	—	6,422	—	—	350	350	50,430	—	201	50,631	(13,964)	(816,957)	(830,921)	(14,091)	(75,639)	(89,730)	1
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	(4,695)	(9,224)	(13,919)	511,118
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	(2,174)	(2,174)	67,826
—	—	—	—	—	—	—	—	—	—	—	—	—	(10,767)	—	(10,767)	(8,688)	(61,184)	(69,872)	167,783
—	—	—	—	—	—	—	—	—	50,430	—	—	50,430	—	—	—	(336)	(995)	(1,331)	49,099
—	—	—	—	3,707	—	—	—	—	—	—	—	—	(12)	—	(12)	(68)	(490)	(558)	9,079
—	—	—	—	2,715	—	—	350	350	—	—	201	201	(3,185)	(83)	(3,268)	(304)	(1,572)	(1,876)	11,970
—	—	—	—	—	—	—	—	—	—	—	—	—	—	(816,874)	(816,874)	—	—	—	(816,874)
—	—	—	—	6,422	—	—	350	350	50,430	—	201	50,631	(13,964)	(816,957)	(830,921)	(14,091)	(75,639)	(89,730)	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 2025/26 Operating Expenses
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	901	—	—	—	—	14,414	—	70	14,484	—	(705)	(705)	(1,923)	(10,761)	(12,684)	76,496
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

**MINISTER ADVISORY NOTE
AS OF APRIL 22, 2025**

ISSUE: FLEXIBLE WORK IN THE BC PUBLIC SERVICE

ADVICE AND RECOMMENDED RESPONSE:

- **Flexible work provides employees with the opportunity to work in a variety of locations across B.C., allowing for diverse candidates and employees to better reflect the communities they serve.**
- **The BC Public Service approach to flexible work is supported through a well-defined process that recognizes service to British Columbians as the highest priority.**

SECONDARY MESSAGES

- **Public service employees can deliver high-quality service to the public regardless of where they work.**

CURRENT STATUS:

- Any BC Public Service employee wishing to engage in remote work is required to have an approved telework agreement in place. Telework is a voluntary privilege, not an entitlement or a term of employment.
- As of February 24, 2025, 65% of BC Public Service employees have approved telework agreements in place.
- The default for all job postings is to be open to any B.C. community where the hiring ministry has an office available.
- Effective February 2025, employees opting to work remotely more than one day a week will be required to forgo their dedicated desk or workspace.
- The BC Public Service Agency, in consultation with the Ministry of Citizens' Services, is continuing to work on additional policy refinements and supports to expand the adoption of flexible and regional work options.

KEY FACTS REGARDING THE ISSUE:

- The BC Public Service has had policies in place to support flexible working for more than a decade, with increased adoption during the pandemic.

- Flexible work is supported on a voluntary basis up to and including full-time remote work where operationally feasible and supported by both the employee and their supervisor.
- In the summer of 2021, additional refinements to the existing policy framework were introduced, including a requirement for completion of mandatory training.
- While the corporate policy framework allows flexible working up to and including full time, ministries have discretion to determine the extent of adoption they will support in their unique operational contexts.
- The Ministry of Citizens' Services will continue to implement its hybrid workplace strategy. This includes optimizing government office space to ensure the highest and best use of government real estate in a way that promotes cost effectiveness.

CONTACT: Melissa Thickens, Assistant Deputy Minister, Leadership, Learning and Culture
PHONE: 250-213-5194

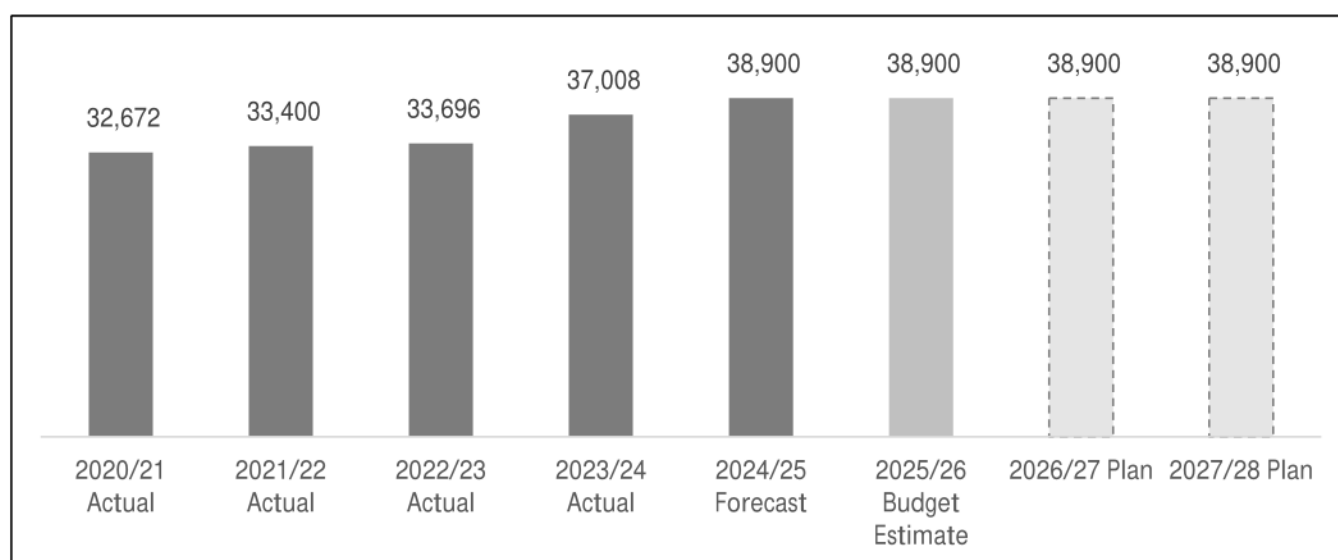
MINISTER ADVISORY NOTE
AS OF APRIL 23, 2025

ISSUE: FULL-TIME EQUIVALENTS GROWTH IN THE BC PUBLIC SERVICE

ADVICE AND RECOMMENDED RESPONSE:

- Full-time equivalent (FTE) staff utilization for government ministries remains unchanged since the last quarterly report forecast of 38,900 FTEs in 2024/25.

Public Service Full-Time Equivalents (FTE) Evolution: # of FTEs, FY20-24 Actuals, FY25-28 Projections¹



DATA SOURCE: HISTORICAL FTE DATA, BC PUBLIC SERVICE AGENCY; FORECAST DATA, TREASURY BOARD.

NOTE:

1. **FULL-TIME EQUIVALENTS (FTEs)** ARE A MEASURE OF STAFF EMPLOYMENT. THIS DOES NOT EQUATE TO THE PHYSICAL NUMBER OF EMPLOYEES (HEADCOUNT). FOR EXAMPLE, TWO HALF-TIME EMPLOYEES WOULD EQUAL ONE FTE. THEREFORE, BCPS HEADCOUNT WILL ALWAYS BE HIGHER THAN FTE COUNT. THE TABLE ABOVE SUMMARIZES WHAT WAS REPORTED IN THE BUDGET AND FISCAL PLAN ON BUDGET DAY, MARCH 4, 2025.

CURRENT STATUS:

- The projections above are expected to hold steady at 38,900 FTEs through fiscal year 2027/28.
- *Budget 2025* forecasts 38,900 FTEs across the fiscal plan, this forecast remains unchanged from the *Fall 2024 Economic and Fiscal Update*.
- Given new restrictions on hiring, this projection remains flat over the three years of the fiscal plan.

- The current hiring pause means that all current and future hiring requests require approval by the Head of the Public Sector and Deputy Minister to the Premier. To be **approved**, positions must be clearly essential to delivering core government programs and services.
- Internship programs that support reconciliation, equity, diversity and inclusion are exempt from the hiring pause (i.e. Indigenous Youth Internship Program, Work-Able, Co-op and Youth Employment programs).
- While some areas of government, such as health and children and family services, may see increased FTEs to address growing demand for government services, it is expected that the overall size of the BC Public Service will not change materially.
- Government will continue to monitor actual and forecasted FTE utilization and will report any updates through quarterly reports.
- Any adjustments to planned projections in 2026/27 or 2027/28 will be based on future fiscal circumstances.

MINISTER ADVISORY NOTE

KEY FACTS REGARDING THE ISSUE:

- The table below summarizes what was reported in the Budget and Fiscal Plan on Budget Day 2025.

BC PUBLIC SERVICE FULL-TIME EQUIVALENTS (FTE) FORECAST

Table A13 in the Budget and Fiscal Plan shows the following FTE forecast:

Table A13 Full-Time Equivalents (FTEs) – 2018/19 to 2027/28 ¹

	Actual 2018/19	Actual 2019/20	Actual 2020/21	Actual 2021/22	Actual 2022/23	Actual 2023/24	Forecast 2024/25	Budget Estimate 2025/26	Plan 2026/27	Plan 2027/28	Average annual change
Taxpayer-supported programs and agencies:											(per cent)
Ministries and special offices (CRF)	30,891	31,774	32,672	33,400	33,696	37,008	38,900	38,900	38,900	38,900	2.6
Service delivery agencies ²	5,258	5,985	6,042	6,767	7,746	8,666	9,195	9,486	9,129	7,936	4.7
Total FTEs	36,149	37,759	38,714	40,167	41,442	45,674	48,095	48,386	48,029	46,836	2.9
Growth rates (per cent):											
Ministries and special offices (CRF)	5.5	2.9	2.8	2.2	0.9	9.8	5.1	0.0	0.0	0.0	2.9
Service delivery agencies	3.6	13.8	1.0	12.0	14.5	11.9	6.1	3.2	-3.8	-16.3	4.6
Population per FTE: ³											
Total FTEs	138.9	135.4	133.7	130.1	129.3	121.1	118.5	118.0	118.5	122.5	-1.4

DATA SOURCE: HISTORICAL FTE DATA, BC PUBLIC SERVICE AGENCY; FORECAST DATA, TREASURY BOARD.

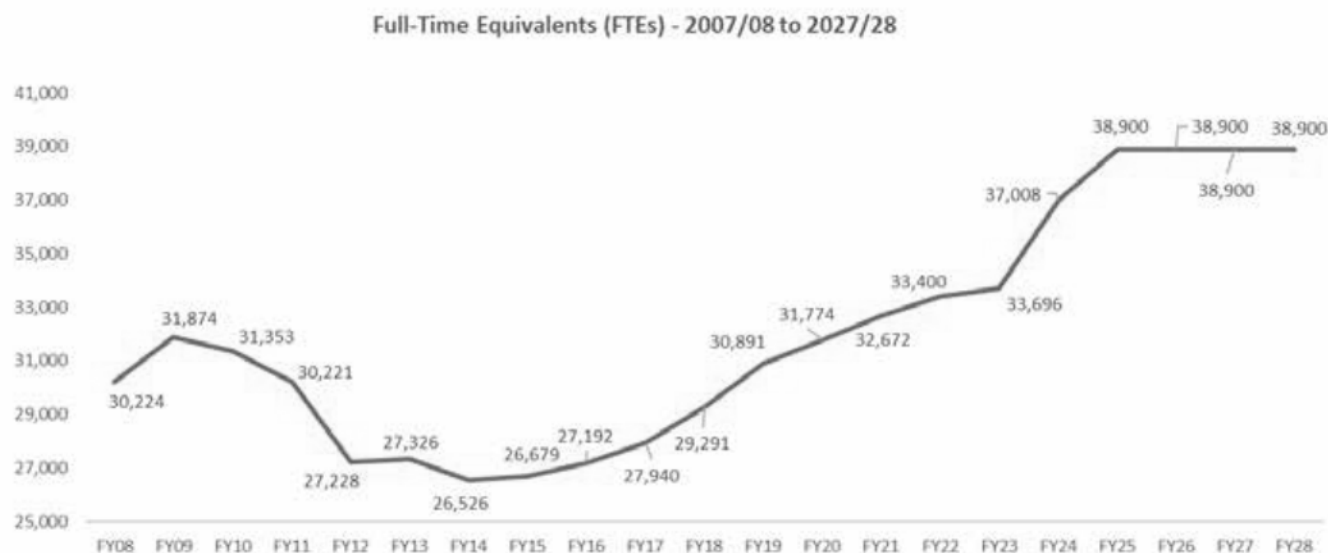
NOTES:

1. **FULL-TIME EQUIVALENTS (FTEs)** ARE A MEASURE OF STAFF EMPLOYMENT. THIS DOES NOT EQUATE TO THE PHYSICAL NUMBER OF EMPLOYEES (HEADCOUNT). FOR EXAMPLE, TWO HALF-TIME EMPLOYEES WOULD EQUAL ONE FTE. THEREFORE, BCPS HEADCOUNT WILL ALWAYS BE HIGHER THAN FTE COUNT. THE TABLE ABOVE SUMMARIZES WHAT WAS REPORTED IN THE BUDGET AND FISCAL PLAN ON BUDGET DAY, MARCH 4, 2025.
2. SERVICE DELIVERY AGENCY FTE AMOUNTS DO NOT INCLUDE EDUCATION AND HEALTH SECTOR ORGANIZATIONS (SUCH SECTOR) STAFF EMPLOYMENT, PER REQUIREMENTS OF THE BUDGET TRANSPARENCY AND ACCOUNTABILITY ACT. FINANCIAL REPORTING ENTITY DEFINITIONS CAN BE FOUND IN THE ESTIMATES DOCUMENTATION. LINK: [HTTPS://WWW.BCBUDGET.GOV.BC.CA/2024/PDF/2024_ESTIMATES.PDF](https://www.bcbudget.gov.bc.ca/2024/pdf/2024_estimates.pdf).
3. POPULATION PER FTE IS CALCULATED USING JULY 1 POPULATION (E.G. POPULATION ON JULY 1, 2025 DIVIDED BY 2025/26 FTEs)

CONTACT: KEVENA HALL – ADM, TRANSFORMATION AND TECHNOLOGY, PSA
PHONE: 778 974-5557

Appendix A:

BC PUBLIC SERVICE FULL-TIME EQUIVALENTS, 2007/08 – 2027/28¹

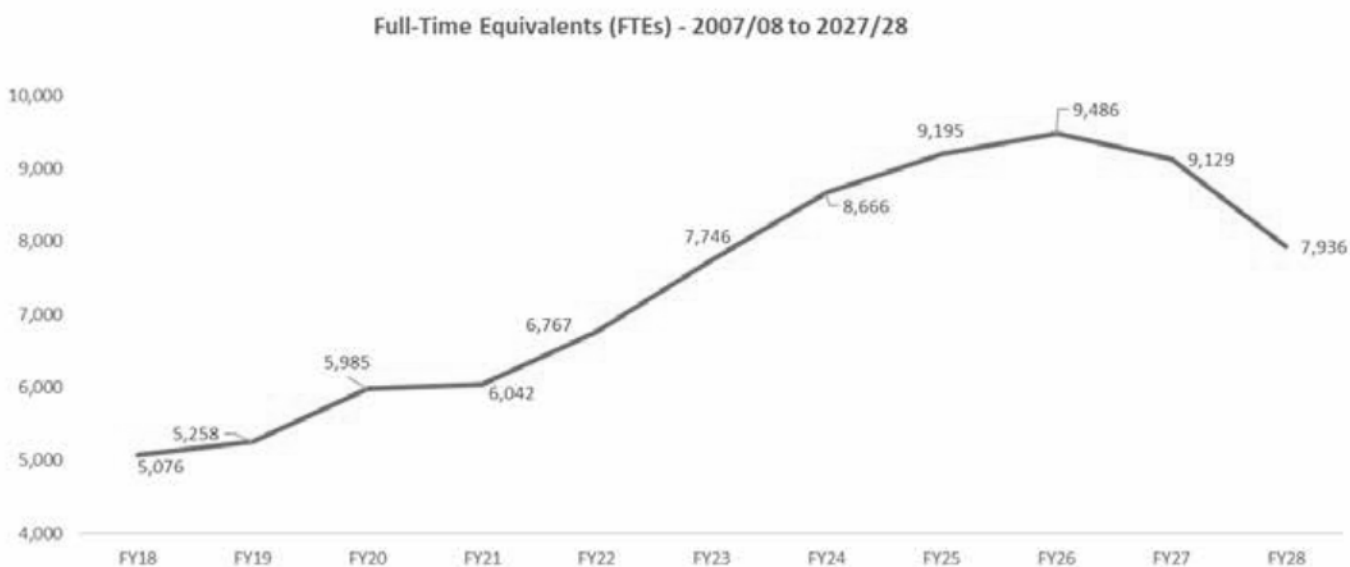


Note: FY08-FY24 are Actuals published in the Public Accounts. FY25-FY28 are forecasts from the Budget and Fiscal Plan.

Note:

A LIST OF THE FINANCIAL REPORTING ENTITIES INCLUDED IN THE BC PUBLIC SERVICE FOR ESTIMATES PURPOSES CAN BE FOUND ONLINE. LINK: [HTTPS://WWW.BCBUDGET.GOV.BC.CA/2024/PDF/2024_ESTIMATES.PDF](https://www.bcbudget.gov.bc.ca/2024/pdf/2024_estimates.pdf)

SERVICE DELIVERY AGENCIES FULL-TIME EQUIVALENTS, 2017/18 – 2027/28¹



Note: FY18-FY24 are Actuals published in the Public Accounts. FY25-FY28 are forecasts from the Budget and Fiscal Plan.

NOTE:

SERVICE DELIVERY AGENCY FTE AMOUNTS DO NOT INCLUDE EDUCATION AND HEALTH SECTOR ORGANIZATIONS (SUCH SECTOR) STAFF EMPLOYMENT, PER REQUIREMENTS OF THE BUDGET TRANSPARENCY AND ACCOUNTABILITY ACT. A LIST OF THE FINANCIAL REPORTING ENTITIES INCLUDED IN THE BC PUBLIC SERVICE FOR ESTIMATES PURPOSES CAN BE FOUND ONLINE. LINK: [HTTPS://WWW.BCBUDGET.GOV.BC.CA/2024/PDF/2024_ESTIMATES.PDF](https://www.bcbudget.gov.bc.ca/2024/pdf/2024_estimates.pdf)

MINISTER ADVISORY NOTE

APRIL 24, 2025

ISSUE: EXECUTIVE COMPENSATION

ADVICE AND RECOMMENDED RESPONSE:

- **Salaries for all public service executive positions reflect a combination of the role and the and the individual appointee.**
- **The scope, impact and complexity of the role determines the level assignment and therefore the salary band for the position. The performance of an individual, their experience, and any unique skills they may bring to the job determines their salary level within the salary band.**
- **All executive compensation decisions must be managed through the BC Public Service Agency (PSA) and require the recommendation of the Deputy Minister, PSA and approval by the Deputy Minister to the Premier.**
- **The general unionized wage pattern for fiscal year 2025/26 has not yet been established through public sector bargaining. In addition, government is navigating a challenging and unpredictable fiscal and economic environment. As such, the Public Sector Employers' Council Secretariat (PSEC) has directed all public sector employers including the Public Service to refrain from providing in-range performance-based increases. The pause on performance-based increases is effective immediately and applies to executives, managers and non-union employees. This direction applies to all sectors, including health, universities and post-secondary institutions, K-12, and crown corporations.**
- **In other Canadian jurisdictions, the maximum of the salary range is fully utilized with most executives compensated at or near the top of the range. In contrast, very few executive positions in the BC Public Service are compensated at the maximum of the salary range.**

SECONDARY MESSAGES:

- **Executive positions include Executive Leads, Assistance Deputy Ministers, Associate Deputy Ministers, Deputy Ministers and the Deputy Minister to the Premier, Cabinet Secretary and Head of the Public Service.**

- **Individual executives are typically eligible for performance-based, in-range salary increases on an annual basis within the fiscal period. However, in-range increases are currently paused pending any further direction from PSEC.**
- **The performance assessment for Executive Leads, Assistant Deputy Ministers, and where appropriate, Associate Deputy Ministers is presented by the supervising Deputy Minister to a review panel chaired and facilitated by the Deputy Minister to the Premier and the Deputy Minister, PSA. The Deputy Minister to the Premier conducts the performance assessments of Deputy Ministers and, where appropriate, Associate Deputy Ministers.**
- **All increases are reported to PSEC and advance approval will be obtained where necessary.**
- **An exceptional rating may apply when either a significant mandate expansion occurs or an extraordinary event takes place during the fiscal year, and an exceptional level of performance is demonstrated by the executive member. Application of this rating category must be supported and approved by the Deputy Minister to the Premier.**

CURRENT STATUS:

- The executive salary ranges were adjusted by no more than 3% effective April 1, 2024.
- PSEC has directed all provincial public sector employers including the Public Service to refrain from providing 2025 in-range, performance-based increases until further notice. This direction applies to all sectors, including health, universities and post-secondary institutions, K-12, and crown corporations. The pause on performance-based increases is effective immediately and applies to executives, managers and non-union employees. PSEC will issue subsequent communication to advise of any changes to this direction.
- The PSA continues to monitor any potential issues related to executive compensation.

KEY FACTS REGARDING THE ISSUE:

- Compensation planning for excluded and executive employees within the B.C. public sector, including the public service, must comply with the direction provided by PSEC.
- Compensation planning includes the types of compensation offered, the way the compensation is paid, and when employees would be eligible to receive salary increases and performance pay.

MINISTER ADVISORY NOTE

- The Executive Compensation Plan is comprised of 8 bands. This includes one Executive Lead band, two Assistant Deputy Minister bands, one Associate Deputy Minister band, three Deputy Minister bands and one band for the position of Deputy Minister to the Premier, Cabinet Secretary and Head of the Public Service. The current maximum achievable salaries (effective April 1, 2024) for executives in the BC Public Service are:

Deputy Minister to the Premier and Cabinet Secretary	\$407,800
Deputy Minister 3	\$349,200
Deputy Minister 2	\$333,100
Deputy Minister 1	\$309,309
Associate Deputy Minister	\$273,600
Assistant Deputy Minister 2	\$243,800
Assistant Deputy Minister 1	\$220,100
Executive Lead	\$173,500

- The average executive salaries (excluding acting pay or stipends) as of January 21, 2025 are:

Deputy Minister to the Premier and Cabinet Secretary	\$357,300
Deputy Minister 3	\$326,394
Deputy Minister 2	\$299,152
Deputy Minister 1	\$266,808
Associate Deputy Minister	\$234,769
Assistant Deputy Minister 2	\$211,917
Assistant Deputy Minister 1	\$190,134
Executive Lead	\$165,225

CONTACT: ALYSON BLACKSTOCK, ADM, EMPLOYEE AND LABOUR RELATIONS
PHONE: 778-698-7912

MINISTER ADVISORY NOTE
AS OF APRIL 24, 2025

ISSUE: EXECUTIVE SEVERANCE

ADVICE AND RECOMMENDED RESPONSE:

- During the 2024/25 fiscal year, 9 executives departed the public service and received severance.
- Total cost of executive severance paid in 2024/25 (as of April 24, 2025): \$3.32M
- Severance amounts for senior executives, i.e. Deputy Ministers and Associate Deputy Ministers, are specifically set out in the Employment Termination Standards Regulation of the *Public Sector Employers Act*.
- Also as provided in the Employment Termination Standards Regulation, severances for all other public service employees, including Assistant Deputy Ministers, are determined based on common law factors, including age and years of service, up to a maximum of 18 months.

CURRENT STATUS:

- In 2024/25 (as of April 24, 2025), total excluded severance costs across government, including for executive, were \$8.21M.

KEY FACTS REGARDING THE ISSUE:

- “Executives” as referenced above refers to those at the Executive Lead, Assistant Deputy Minister, Associate Deputy Minister or Deputy Minister level.
- The table below outlines the costs of executive severance paid during the fiscal year 2024/25 (as of April 24, 2025):

Name	Total Severance Paid	Details
Shannon Baskerville Deputy Minister Ministry of Energy, Mines and Low Carbon Innovation	\$ 535,514	Personal Information

Sandeepinder Singh Dhaliwal Assistant Deputy Minister Ministry of Citizen's Services	\$ 271,989	Personal Information
Grant Holly Executive Lead Ministry of Mental Health and Addictions	\$ 168,344*	
Neilane Mayhew Deputy Minister Ministry of Tourism, Arts, Culture and Sport	\$ 488,584	
Carol J. Ritchie Associate Deputy Minister Ministry of Citizens' Services	\$ 426,727	
Matthew Graham Smith Chief of Staff Premier's Office	\$ 278,629	
Kelly Uyeno Assistant Deputy Minister Ministry of Health	\$293,524	
Bindi Sawchuk Assistant Deputy Minister Ministry of Housing	\$ 328,594	
Okenge Yuma Morisho Deputy Minister Intergovernmental Relations Secretariat	\$533,351	
TOTAL	\$ 3,325,256	

*subject to potential change

CONTACT: ALYSON BLACKSTOCK, ADM, EMPLOYEE AND LABOUR RELATIONS
PHONE: 778-698-7912

**MINISTER ADVISORY NOTE
AS OF FEBRUARY 25, 2025**

ISSUE: BC PUBLIC SERVICE RECRUITMENT AND HIRING ACTIONS

ADVICE AND RECOMMENDED RESPONSE:

- **Given ongoing fiscal constraints and external economic pressures, all hiring in the BC Public Service is paused, including all in-progress hiring competitions.**
- **Only positions deemed essential to delivering core government programs and services will be considered for approval.**
- **The hiring pause aligns with the government's broader efforts to manage fiscal constraints and mitigate potential economic impacts, including U.S. tariffs.**

SECONDARY MESSAGES:

- **Internship programs supporting reconciliation, equity, diversity, and inclusion (Indigenous Youth Internship Program, Work-Able, Co-op, as well as Youth Employment programs) are exempt from these measures.**
- **A temporary external hiring pause was first announced in December 2024, followed by a structured review of hiring processes in January 2025.**
- **The BC Public Service Agency has coordinated with ministries to establish clear guidelines for hiring exemptions.**
- **Hiring requests must be approved by the Ministry Deputy Minister in addition to the Head of the BC Public Service before proceeding.**

CURRENT STATUS:

- **The BC Public Service Agency has implemented standardized criteria and processes for evaluating hiring requests.**
- **Ministries are reviewing their staffing needs under the new approval process.**

KEY FACTS REGARDING THE ISSUE:

- **The BC Public Service is taking immediate action to respond to ongoing fiscal constraints and the threat of US tariffs through the implementation of a public service wide hiring pause.**
- **The hiring pause is a proactive measure to ensure fiscal responsibility while maintaining the delivery of essential government services.**

- The process for evaluating hiring requests will prioritize positions essential to core government functions.

CONTACT: ALISON SPILSBURY, A/ADM

PHONE: 250-508-0417

MINISTER ADVISORY NOTE
As of April 24, 2025

ISSUE: MCCF AND IN-RANGE MOVEMENT

ADVICE AND RECOMMENDED RESPONSE:

- **The Management Compensation and Classification Framework (MCCF) provides guidelines to assign appropriate bands or salary ranges to excluded management positions.**
- **These guidelines are consistent with the BC Public Sector common compensation philosophy which provides a standard foundation for compensation decisions across broader public sector organizations with four shared principles of: performance, differentiation, transparency and accountability.**
- **Annual performance-based, in-range increases are typically effective July 1 of each year and are provided only to employees who demonstrate good performance and are within their salary range.**
- **The general unionized wage pattern for fiscal year 2025/26 has not yet been established through public sector bargaining. In addition, government is navigating a challenging and unpredictable fiscal and economic environment. As such, the Public Sector Employers' Council Secretariat (PSEC) has directed all public sector employers including the Public Service to refrain from providing in-range performance-based increases.**
- **The pause on performance-based increases is effective immediately and applies to executives, managers and non-union employees. This direction applies to all sectors, including health, universities and post-secondary institutions, K-12, and crown corporations.**

SECONDARY MESSAGES:

- **With the current maximum of the management band 6 salary at \$173,500, BC ranks 9th in comparison to the other 14 public service jurisdictions (ahead of QC, NL, PEI, NB, MB).**

CURRENT STATUS:

- **Management salary ranges were adjusted by no more than 3% effective April 1, 2024.**

- PSEC has directed all provincial public sector employers including the Public Service to refrain from providing 2025 in-range, performance-based increases until further notice. This direction applies to all sectors, including health, universities and post-secondary institutions, K-12, and crown corporations. The pause on performance-based increases is effective immediately and applies to executives, managers and non-union employees. PSEC will issue subsequent communication to advise of any changes to this direction.
- The PSA continues to monitor any potential issues related to management compensation.

KEY FACTS REGARDING THE ISSUE:

- Government Financial Information
- When the current MCCF was implemented, it was intended that excluded employees would move through their position's salary range via the annual performance-based pay progression. Due to fiscal restraint, salary range progression for excluded managers has stalled. The lack of movement within the salary range has created issues including salary compression, salary inversion and inequities amongst peers.
- The compensation provisions for included bargaining unit employees, such as overtime and general wage increases, have resulted in reduced interest for included employees to move into excluded management roles. It is not uncommon for excluded managers to experience salary compression or salary inversion with their included subordinates.
- Compensation levels for excluded managers in the public service still lag most other provincial and territorial jurisdictions. Continual monitoring of the salary ranges against the BC Public Sector will be necessary to ensure continued adherence to the management compensation philosophy.

CONTACT: ALYSON BLACKSTOCK, ADM, EMPLOYEE AND LABOUR RELATIONS
PHONE: 778-698-7912

MINISTER ADVISORY NOTE

AS OF APRIL 23, 2025

ISSUE: COLLECTIVE BARGAINING

ADVICE AND RECOMMENDED RESPONSE:

- The BC Public Service Agency (PSA) has been either bargaining or preparing for collective bargaining of our public service collective agreements that either have or will expire in 2025.
- This includes the agreements with the BC General Employees' Union (BCGEU), the Professional Employees Association (PEA), the BC Nurses Union (BCNU) and Unifor (Kings Printer).
- The PSA and BCGEU began collective bargaining on January 13, 2025, for the five component agreements. Main agreement collective bargaining began on January 22 with 26 dates scheduled to the end of April. Seven additional dates have also been set for June.
- The PSA and PEA are scheduled to start collective bargaining May 27, 2025 with 5 dates scheduled between May 27 and June 05, 2025.

- Government Financial Information

Government Financial Information

The

provisions of that agreement remain in place.

- Negotiations with the the BCGEU and PEA are taking place under the Province's 2025 bargaining mandate.

SECONDARY MESSAGES:

- We value our province's public sector workers, including the many Public Service employees in communities across B.C.
- We all depend on the vital services provided by the unionized workforce.
- At the same time, it's my responsibility to balance the costs of providing sustainable public services with other spending commitments that will improve the economic future for everyone, particularly when B.C. is navigating a challenging fiscal environment, further complicated by tariffs and other threats from President Donald Trump.
- Negotiations are best left to the parties at the table.

CURRENT STATUS:

- The following table provides a summary of the bargaining status for each of the five BC Public Service collective agreements:

Union/ Association	Contract Expiry	Negotiation Status	Employee Headcount
BCGEU	Mar 31, 2025	Government Financial Information	33,931
PEA	Mar 31, 2025		1772
BCCCA	Mar 31, 2019		600
BCNU	Mar 31, 2025		104
Unifor (King's Printer)	June 30, 2025		19

*Data as at April 15, 2025 from the Public Service Agency's Standard Report and Compensation Establishment Report

KEY FACTS REGARDING THE ISSUE:

- There are three bargaining units within the BC Public Service defined by s. 4 of the Public Service Labour Relations Act (PSLRA):
 - o British Columbia General Employees' Union (BCGEU),
 - o Professional Employees Association (PEA) and
 - o British Columbia Nurses Union (BCNU).
- The Public Service Labour Relations Amendment Act 2023 ("Bill 5") came into force on July 14, 2023. As a result, most government civil lawyers and articling students in the Public Service have been determined to be members of the PEA. On November 13, 2024, the PSA and PEA reached a transition agreement to implement the transition of these lawyers and articling students.
- Two other bargaining units exist within the BC Public Service outside of the PSLRA:
 - o British Columbia Crown Counsel Association (BCCCA) and
 - o Unifor (King's Printer).

CONTACT: ALYSON BLACKSTOCK, ADM, EMPLOYEE AND LABOUR RELATIONS
PHONE: 778-698-7912

MINISTER ADVISORY NOTE

AS OF FEBRUARY 27, 2025

ISSUE: POLITICAL STAFF STANDARDS OF CONDUCT

ADVICE AND RECOMMENDED RESPONSE:

- **Political staff are appointees who serve as advisors and assistants and who share the governing party's political commitment.**
- **Political staff must comply with Standards of Conduct for Political Staff as a condition of employment. These Standards closely resemble the Standards of Conduct applicable to regular employees in the BC Public Service but recognize the unique partisan role played by political staff.**
- **The Standards of Conduct for Political Staff provide guidance on how political staff may exercise their partisan duties while also respecting the non-partisan role of employees in the BC Public Service.**
- **Those who fail to comply may be subject to disciplinary action, up to and including dismissal.**

CURRENT STATUS:

- Currently, the job titles deemed political staff include, but are not limited to, Executive Assistants to a Minister and Ministerial Assistants.
- The Standards of Conduct for Political Staff (in tandem with the Political Staff Oath) ensure there is no conflict between the obligation of political staff to provide partisan advice as part of their job duties, and the obligation under the Standards of Conduct for all other public service employees to act objectively and impartially.

KEY FACTS REGARDING THE ISSUE:

- Political staff are defined as: persons appointed under section 15(1)(a) of the Public Service Act who report through to the Chief of Staff to the Premier or provide support to a Minister, and who are not assigned job duties primarily of an administrative, technical or communications nature.
- Most appointees working in the Office of the Premier and supporting a Minister's office are political staff (e.g., Ministerial Assistants and Executive Assistants).
- Appointees to Government Communications and Public Engagement are not political

staff.

- The Political Staff Oath and Standards of Conduct for Political Staff remove the obligation for political staff to act impartially and to base recommendations and decisions on objective evidence. A section is also included regarding appropriate interactions between political staff and members of the permanent public service. Compliance is a condition of employment.
- The Chief of Staff to the Premier is assigned responsibility for advising political staff and ensuring they have information and training.
- The Chief of Staff to the Premier is also responsible for addressing breaches of the Standards of Conflict for Political Staff.

CONTACT: MELISSA THICKENS, ADM, LEADERSHIP, LEARNING AND CULTURE
PHONE: 250-250-213-5194

MINISTER ADVISORY NOTE
AS OF MARCH 03, 2025

ISSUE: STRATEGIC VENDOR – TELUS

ADVICE AND RECOMMENDED RESPONSE:

- **The Province has partnered with TELUS since 2004 to provide payroll and human resource (HR) technology services. This partnership has been largely successful, with value and efficiencies returned to the Province over the term.**
- **The current direct award agreement with TELUS was signed in October 2023 and will expire in October 2026.**
- **The three-year direct award to TELUS allows sufficient time to complete work to modernize technology and re-evaluate sourcing strategies.**

CURRENT STATUS:

- This agreement supports the continued and uninterrupted provision of core payroll, leave management and other essential HR systems and supports.
- The agreement includes vendor commitments to improve service delivery and lays the groundwork for a major modernization of core HR systems over the next three years to ensure the BC Public Service can effectively and efficiently deliver on its obligations to employees.
- The three-year agreement with TELUS provides continuity and stability of existing systems and services while the PSA works to modernize its core HR systems.

Government Financial Information

-
- In addition to delivering services for core government, the contract also enables these services to be provided to certain broader public sector organizations.

KEY FACTS REGARDING THE ISSUE:

- The PSA manages the agreement. The total value of this contract for FY24 - FY27 will be approximately ^{Government}_{ent} The deal will expire in October 2026 with no option to renew outside a 12-month extension period.
- The contract cost is, on average, approximately ^{Government Financial}_{Information} and delivers payroll and HR technology services for the core BC Public Service. The table in Appendix B shows a breakdown of fees for FY2025.

CONTACT: STEVEN EMERY, ADM, CORPORATE SERVICES

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Withheld pursuant to/removed as
Government Financial Information

APPENDIX C:

Fiscal Year 2025 HRMS Fees

Government Financial Information

MINISTER ADVISORY NOTE
AS OF MARCH 25, 2025

ISSUE: PROCUREMENT

ADVICE AND RECOMMENDED RESPONSE:

- **The Province outsources payroll and human resource (HR) technology services to TELUS. A three-year Human Resource Management Services Master Services Agreement (HRMS MSA) was directly awarded to TELUS and has been in effect since October 28, 2023.**
- **The current contract with TELUS provides continuity and stability for existing systems and services while the PSA works to modernize its core HR systems.**
- **The agreement expires on October 28, 2026.**

Government Financial Information

Government Financial Information

CURRENT STATUS:

- The PSA is undergoing modernization of core HR systems to ensure the BC Public Service can effectively and efficiently deliver on its obligations to employees.
- The PSA is in the process of planning for the next generation contract in a phased approach to ensure a smooth continuation of services and uninterrupted completion of system modernization.

Cabinet Confidences; Government Financial Information

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KEY FACTS REGARDING THE ISSUE:

- Advice/Recommendations
- The HRMS contract currently supports approximately 44,000 government employees, 56 organizations (Ministries and Broader Public Sector) and 16 applications (e.g. PeopleSoft, Hiring System, Time Management).

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MINISTER ADVISORY NOTE

AS OF MARCH 3, 2025

ISSUE: EQUITY, DIVERSITY AND INCLUSION IN THE BC PUBLIC SERVICE

ADVICE AND RECOMMENDED RESPONSE:

- **The BC Public Service (BCPS) is committed to ensuring its workforce is reflective of the diversity of this province and the people we serve.**
- **That is why we released Where We All Belong, the equity, diversity and inclusion strategy for the BCPS, in 2021, holding ministries and individuals accountable for building and supporting diverse and inclusive workplaces.**
- **Where We All Belong is being refreshed in 2025 to reflect legislation and action plans related to anti-racism, accessibility, reconciliation and pay transparency that have been released since the previous iteration.**

CURRENT STATUS:

- Where We All Belong has twenty objectives. These are now complete, and a report is scheduled to be released in 2025. Highlights include:
 - Held corporate executive accountable for inclusive workplaces through the addition of a diversity-and-inclusion-focused competency, performance feedback exercises, training on anti-racism and inclusion, and clear expectations in deputy minister mandate letters.
 - Launched new corporate learning courses and resources for all employees that include learning on anti-racism, accessibility, supports for members of the 2SLGBTQ+ community, and inclusive hiring, which are available through a new equity, diversity (EDI) and inclusion resource centre to centralize tools and supports.
 - Refreshed the Supporting Transgender and Gender Diverse Employees in the Workplace guide.
 - Worked with ministry partners on process improvements in accommodations for employees with disabilities, with respect to the provision of appropriate information management/information technology and furniture.
 - Enhanced benefit plans for employees, such as introducing cultural leave for Indigenous employees
 - Removed regional restrictions on job postings.

- A key focus of the refreshed strategy will be to ensure alignment of corporate human resource initiatives that advance EDI with legislative commitments, including: the Accessible B.C. Act, the Anti-Racism Act, the Anti-Racism Data Act, the Declaration on the Rights of Indigenous Peoples Act and the Pay Transparency Act.
- The BC Public Service Agency (PSA) currently provides corporate employment programs to advance reconciliation and to support accessibility and disability inclusion.
 - Established in 2007, the Indigenous Youth Internship Program coordinates 12-month paid positions across the public service for young Indigenous professionals and emphasizes leadership development opportunities.
 - Established in 2015, the Work-Able Program coordinates 12-month paid positions across the public service for post-secondary graduates with disabilities.

KEY FACTS REGARDING THE ISSUE:

- The 2024 workforce profile for BCPS provides self-reported data on the diversity of the public service. Of those who responded to the survey:
 - Almost a quarter of BCPS employees identify as having a disability (24.4%).
 - There continues to be underrepresentation of Indigenous and racialized employees in executive leadership.
 - Individuals with multiple Indigenous identities continue to be underrepresented throughout the BCPS.
 - Individuals in many racialized groups, including Arab, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, Southeast Asian, and West Asian continue to be underrepresented in the BCPS.
 - White individuals are represented in the BC Public Service at a rate similar to their share of the B.C. labour force and population.

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MINISTER ADVISORY NOTE

AS OF APRIL 24, 2025

ISSUE: Reconciliation and the *Declaration on the Rights of Indigenous Peoples Act* Action Plan

ADVICE AND RECOMMENDED RESPONSE:

- **The Declaration on the Rights of Indigenous Peoples Act (Declaration Act) Action Plan includes 89 commitments with an annual report out in June each year. The PSA is the designated lead for three of the 89 commitments:**
 - **3.1 Develop essential training in partnership with Indigenous organizations, and deliver to the BC Public Service, public institutions and corporations that aims to build foundational understanding and competence about the history and rights of Indigenous Peoples, treaty process, rights and title, the UN Declaration, the BC Declaration Act, the dynamics of proper and respectful relations, Indigenous-specific racism, and meaningful reconciliation.**
 - **3.2 Establish an operational approach to set and achieve targets for equitable recruitment and retention of Indigenous Peoples across the public sector, including at senior levels.**
 - **4.44 Review, evaluate, and improve BC's Indigenous Youth Internship Program.**

SECONDARY MESSAGES:

- **The BC Public Service Agency (PSA) leads six programs to support Indigenous employee development and to increase capacity of BC Public Service (BCPS) employees to advance reconciliation.**
- **The Ministry of Finance – Crown Agencies and Board Resourcing Office is the co-lead for implementation of action 3.1 for public institutions and corporations.**
- **Co-development of essentials training with Indigenous partners to fulfil action 3.1 of the Declaration Act Action Plan has been in progress since February 2023 and will include three levels. The first level will be a mandatory e-learning course called Indigenous Crown Relations Essentials.**
- **The Ministry of Indigenous Relations and Reconciliation will assist the PSA in implementation of Declaration Act Action Plan item 3.2.**

- **The Public Sector Employers' Council Secretariat is co-lead for action 3.2. and has a role in facilitating further work on this action with the provincial public sector.**
- **MNP has been secured to complete the evaluation of the Indigenous Youth Internship Program to fulfill action 4.44 of the Declaration Act Action Plan.**

CURRENT STATUS:

- The House of Indigenous Learning was established in 2018 in response to the Truth and Reconciliation Commission Call to Action 57. The program is responsible for the development and delivery of corporate, reconciliation-related learning.
- The Indigenous Applicant Advisory Service has been in place since 2020 and assists Indigenous applicants to navigate the BCPS hiring process and advises hiring managers on the identification of systemic barriers that applicants face.
- The Indigenous Leadership and Mentorship Program is entering its fourth program year with 20 mentor/protégé pairs with the goal to increase Indigenous representation in the BCPS by providing career and leadership development.
- The First Nations Government Exchange program is in pilot stage and aims to facilitate temporary exchanges of staff between First Nation Governments in B.C. and the BCPS.
- The Indigenous Youth Internship Program is in its 18th year of operation with 30 interns working in 16 ministries. There are more than 375 program alumni.
- The Indigenous Coaching Service launched in March 2025 and is intended to increase retention of Indigenous employees including at senior levels in the BCPS.

KEY FACTS REGARDING THE ISSUE:

- Indigenous people represent 5.5% of the available workforce in B.C.
- The 2024 workforce profile for the BCPS provides self-reported data on the diversity of the public service. 4.6% of employees identified as Indigenous and 3.8% of Executive leadership identified as Indigenous.

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**MINISTER ADVISORY NOTE
AS OF FEBRUARY 18, 2025**

ISSUE: PAY TRANSPARENCY ANNUAL REPORT

ADVICE AND RECOMMENDED RESPONSE:

- **As part of the Province's efforts towards closing the pay gap, the Pay Transparency Act was passed in May 2023. The first BC Public Service Pay Transparency Report was released in November 2023.**
- **This second annual report was released in November 2024 and shows the BC Public Service has a gender pay gap of 6% (median) for hourly pay. This is just over 1/3 of the gap for the overall provincial workforce gap (17%).**
- **While there is still room to improve, this pay transparency report for the BC Public Service highlights the progress made over the years to establish the public service as a leader in advancing equity.**
- **The BC Public Service Agency continues to take action to reduce the gender pay gap, such as increasing some lower salary grids to higher ranges during the last round of bargaining with the BCGEU.**
- **The report also shows that a higher percentage of women than men occupy the highest paying jobs in the BC Public Service.**
- **These results reflect the BC Public Service's long-standing and ongoing commitment to advancing pay equity through collective agreement provisions for unionized staff and to developing and advancing women in leadership roles.**

CURRENT STATUS:

- The next BC Public Service Pay Transparency Report will be released in November 2025.
- Gender data is collected on a voluntary basis through employee surveys. This includes the 2024 Work Environment Survey completed by 75% of employees From January 25 to February 16, 2024, and the New Job Survey to capture data from employees newly hired into the public service.

KEY FACTS REGARDING THE ISSUE:

- B.C.'s overall labour force has one of the highest gender pay gaps in Canada, with women earning 17% less (median) than men in 2022.
- Because gender identity information is collected on a voluntary basis through the employee surveys, there is a significant portion of employees (24%) whose gender could not be determined. These are employees who may have declined to complete the demographic portion of the surveys, chosen not to take part in the surveys, or who were hired within the reporting period but after the surveys were administered. Of the BC Public Service employee population whose gender is identified, 47% identify as women, 28% as men, and 1% as non-binary.
- This percentage of unknown gender is not unique to the BCPS. Many of the reporting Crowns are experiencing similar or higher gaps in their gender data.
- The BC Public Service Agency has refined data collection and analysis methods from last year and made several improvements. Changes in the pay gap seen between 2023 and 2024 could be due to these improvements and not necessarily to an underlying shift in gender-based pay differences. For this reason, year-over-year comparisons of results are not advised.

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MINISTER ADVISORY NOTE
AS OF APRIL 25, 2025

ISSUE: PUBLIC SERVICE RENEWAL FUND

ADVICE AND RECOMMENDED RESPONSE:

- **The Public Service Renewal Fund is an established approach for sharing the cost of corporate initiatives that support public service renewal and ensure the BC Public Service remains a competitive employer able to meet the needs of British Columbians.**
- **The fund is administered by the Public Service Agency and all ministries contribute to the fund annually on a per-FTE basis.**
- **The fund supports initiatives like corporate recruitment marketing and the Pacific Leaders Loan Forgiveness Program that forgives BC student loans for employees after three years of service, helping us attract new young talent from BC post-secondary programs.**
- **It also supports corporate recognition programs like the Premier's Innovation and Excellence Awards and the Long Service Awards to recognize the commitment and excellence of the BC Public Service employees across the province.**
- **The fund supports corporate onboarding, including onboarding to a people leader role, and corporate leadership development for all employees from aspiring leader to executive leadership.**

CURRENT STATUS:

- **The Public Service Renewal (PSR) Fund is overseen by the Deputy Ministers' Committee on Public Service Renewal (DMCPSR), a sub-committee of the Deputy Ministers' Council chaired by the Deputy Minister to the Premier.**
- **Proposed allocations from the fund for fiscal 2025/26 have yet to be confirmed by DMCPSR.**
- **The current forecast for fiscal 24/25 totals \$15.038M, representing a \$750,000**

increase over the last fiscal year's budget.

- This increase is driven by two major factors:
 - \$500,000 increase in the forecast for loan forgiveness.
 - \$250,000 to cover the costs of the Coordinated Operation Response in Emergencies (CORE) Concept Paper.

KEY FACTS REGARDING THE ISSUE:

- The PSR Fund is administered by the BC Public Service Agency as a mechanism to fund corporate initiatives that support the goals of the BC Public Service as an employer.
- Currently funded programs and initiatives include:
 - Pacific Leaders Loan Forgiveness and Scholarship for Children of BC Public Service Employees programs
 - Corporate Onboarding and oath of employment for new and transitioning employees and new-to-role supervisors
 - Leadership development initiatives, including Supervising in the BC Public Service, senior leader learning series, and executive learning
 - The Work Environment Survey and related employee engagement research projects
 - Corporate recruitment marketing and advertising
 - Corporate internal communications and engagement initiatives, including the Premier's Innovation and Excellence Awards.

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MINISTER ADVISORY NOTE
AS OF MARCH 31, 2025

ISSUE: BC PUBLIC SERVICE AGENCY - TRAVEL

ADVICE AND RECOMMENDED RESPONSE:

- The BC Public Service Agency (PSA) plays a pivotal role in supporting public service employees throughout the province by providing comprehensive support in areas such as workplace health and safety, labour relations, and training, and it fosters strong partnerships with ministries.
- For fiscal year 2024/25, PSA's total travel as of March 31, 2025 was \$705,900, an increase of \$78,274 (12.5%) compared to March 31, 2024.
- This amount is approximately 70% of pre-pandemic travel expenses, which in fiscal years 2019/20 and 2018/19 were approximately \$1 million per year.
- Travel expenditure continues to increase after relaxation of Covid-19 travel restrictions and return to in-person activities as required.

BCPSA staff incurring the highest travel expenses as of March 31, 2025 were:

Name	Title	Amount	Reason for Travel
Inderjit Randhawa	Assistant Deputy Minister	\$28,024	Executive and vendor meetings
Korina Tsui	Executive Director, Labour Relations & Total Compensation	\$22,720	Bargaining
Ryan Varga	Videographer	\$21,601	Premier's awards filming & other AVO services
Kimberley Rosa	Coordinator, House of Indigenous Learning	\$19,413	A journey of understanding - cohort training sessions
Dean Gamblewest	Manager, Safety Learning and Engagement	\$15,555	OHS Facilitation & meetings with BCGEU

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**MINISTER ADVISORY NOTE
AS OF DECEMBER 31, 2024**

ISSUE: BC PUBLIC SERVICE AGENCY – PROCUREMENT OF SERVICES

ADVICE AND RECOMMENDED RESPONSE:

- The BC Public Service Agency’s procurement decisions are consistent with government procurement guiding principles.
- BCPSA is following fiscal 2025/26 procurement directives and ending contracts with US suppliers where viable.

Background:

BC Public Service Agency procurement follows Government’s Procurement Principles:

- Procurement decisions are consistent with government policy and processes.
- Vendors have fair access to information on procurement opportunities, processes, and results.
- Solicitation and contract award processes are managed in a unbiased, non-discriminatory, open and transparent manner.
- Government receives the best value for money spent.
- Government buying power is leveraged through corporate supply arrangements (CSAs), where available.
- Careful consideration is made for what process (competitive or non-competitive) is appropriate for specific circumstances.

Summary of contracts awarded from April 1, 2024 to December 31, 2024:

Procurement Type	FY 25-26 (Apr-Dec 2024)		FY24/25 Contract Value
	Number of Contracts	Total Amount Awarded	
100 - Open Competitive process posted on BC Bid	50	\$ 734,235.75	\$29,610,543.15
101 - Another competitive selection process used	2	\$ 27,640.00	95,000.00
200 - Direct Award - Public sector organization	0	\$ -	4,500.00
201 - Direct Award - Sole source	17	\$ 796,267.70	72,540,599.00
Grand Total	69	\$ 1,558,143.45	\$102,250,642.15

MINISTER ADVISORY NOTE

- Service contracts directly awarded by the BCPSA as of December 31, 2024, totaled \$0.8M. This includes Royal Roads University \$100K, LinkedIn Corp. \$357K, Fulcrum (ThoughtExchange Software) \$159K and Fierce Inc \$83K.
- Excluding the above, directly awarded contracts total \$97K or less than 6% of the value of total contracts awarded.
- The Benefits Vote has a further \$170M in claims or fee-based contracts which were procured through an open competitive process.

Fiscal 2025/26 Procurement Directives

- As at April 16, 2025, BCPSA had previously negotiated active direct contracts or agreements with six US suppliers for a value of approximately \$39K.
- These contracts were categorized as regular contracts or Software as a Service (SaaS) contracts.
- Program areas are actively pursuing alternative options and three of six contracts have been ended.
- Where alternatives cannot be identified, BCPSA is following the exception process as outlined by Procurement Services, Ministry of Citizen Services.

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