Crown Agency Salary and Benefits Practices

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Why Is This Important?

- Salary and benefits expenses for Crown agencies we examined comprised over $2 billion in 2019
- Salary and benefits expenses can make up to 75% of total expenses for Crown agencies
- Providing information on salary and benefits practices increases comparability, transparency and accountability amongst Crown agencies

Overall Conclusions

- Salary and benefits practices for certain Crown agencies are not consistent with central government or amongst Crown agencies
- Memoranda of Understanding with some Crown agencies need to be updated to clearly define what government expects for salary and benefits practices for non-bargaining employees

What We Found

Crown Agencies had Notable Differences in Salary and Benefit Practices

- NB Power: *CEO earned $560,000 in 2019* which was higher than deputy ministers, judges and the medical officers of the Department of Health
- NB Power: senior executives generally *earn $101,000 more* than Deputy Ministers
- NB Power: Provides its senior executives with *extra pension benefits – no other Crown agencies offer this benefit.*
- ONB: *CEO earned $291,000 in 2019* which is approximately $100,000 higher than Deputy Ministers' salaries.
- RPC: *paid $29,000 in bonuses to its CEO in 2019* based on performance objectives and RPC fiscal performance.
- NB Liquor: *paid $20,000 in bonuses to its CEO in 2019* based on fiscal performance.

Some Crown Agencies' Salary and Benefits Practices Differed Compared to Government

- Bonuses
- Merit increases (raises)
- Health and wellness spending
- Vacation entitlements
- Employer share of health and dental benefits
- Sick leave benefits

Finance and Treasury Board (FTB)

- A government salary policy regarding merit increases is out of date
- It is important to government for Crown agencies' salary and benefits practices to remain consistent with similar staff in Crown agencies and government, where applicable