

Ministry of Education

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2017: B01

MEMORANDUM TO: Directors of Education
Secretary/Treasurers of School Authorities

FROM: Joshua Paul
Assistant Deputy Minister (Acting)
Financial Policy and Business Division

DATE: February 7, 2017

SUBJECT: BPS Executive Compensation Framework – approval
of non-Canadian public/BPS comparators form and
compliance directive posted online

As you are aware, the Broader Public Sector Executive Compensation Framework regulation (O. Reg. 304/16) came into force on September 6, 2016 under the Broader Public Sector Executive Compensation Act, 2014 (BPSECA). The regulation sets out requirements that all designated employers must follow when establishing executive compensation programs.

Treasury Board Secretariat (TBS) has now issued two additional materials for designated employer to use in complying with these requirements.

1. The Executive Compensation Framework Compliance Report Directive requires all designated employers to submit reports concerning compliance with O. Reg. 304/16 and BPSECA. Each compliance report must include an attestation from the board's chair or highest ranking officer stating that the employer is compliant.
2. The Request for Approval to Use Private Sector and/or International Comparators Form must be submitted by employers who wish to use organizations from outside the Canadian public sector/BPS to calculate maximum salary and performance-related pay for their executives.

Both the compliance directive and the comparator request form have been made available online on the [BPS Accountability website](#). Your completed compliance reports and any request forms should be submitted to me as necessary.

Further information will be provided regarding annual compliance attestations in the coming months. Should you have any questions please contact Med Ahmadoun, Director, Financial Analysis and Accountability Branch at (416) 326-0999 or Med.Ahmadoun@ontario.ca.

Sincerely,

Original signed by:

Joshua Paul
Assistant Deputy Minister (Acting)
Financial Policy and Business Division

cc: Senior Business Officials

Trustee Associations

Med Ahmadoun, Director, Financial Analysis and Accountability Branch, Ministry of Education