

About Senior Officials' Pay for Performance

Eligibility

Executive Council determines which employees are eligible for pay for performance under the Pay for Performance for Senior Officials Policy. The policy is published in the Government of Nova Scotia management manuals. The list includes deputy ministers, assistant deputy ministers, and Chief Executive Officers of specific government agencies.

Policy and Criteria

The Pay for Performance for Senior Officials policy (Chapter 4.5 of the management manuals) establishes the criteria and process for Senior Officials' PFP: there is a component for individual performance, department performance, and government performance.

Assessment Process

The Deputy Minister to the Premier sets performance objectives for each senior official at the start of the year, and assesses results achieved at the end of the year. The Premier is briefed on the results.

Evaluation of the Secretary to The Council of Atlantic Premiers was conducted by the Deputy Minister of Intergovernmental Affairs, in conjunction with counterparts in other provinces.

Components of Performance Pay

The total amount of performance pay for each senior official will be some combination of the following:

- salary increase: for those who have room to move up their salary scale, and/or
- at-risk, re-earnable performance pay: this is a lump-sum payment that does not go into the base salary. It applies to those who are at the top of their salary scale and are therefore ineligible for a salary increase.

Protection of Privacy

Senior officials provided consent for release of this personal information. This information is normally considered confidential between the employer and the employee, and the employer will not be commenting on any individual amount.

Factors Affecting Amounts Provided

While performance is one component of the amount provided, the variation in the amounts may be due to other factors, including:

- amount of time worked in the fiscal year. Amounts may be affected if someone worked eight months compared to 12, for example.
- contract arrangements - PFP amounts may be subject to individual contractual arrangements, as approved by Cabinet.