

Table of Contents

Chapter	Page
I. Introduction	2
II. Current Compensation	4
III. Considerations	9
IV. Conclusions and Recommendations	13
Appendices	
A. Terms of Reference	22
B. Salaries and Allowances for Provincial Legislators	23
C. Salaries for International Legislators	23
D. Salaries for Federal Deputy Ministers and Executives, for full time Governor-in-Council Appointments and Presidents and CEOs of Crown Corporations	24
E. Salaries for Federal Judges	26
F. Union Officials	27
G. Rural Electoral Districts Receiving Additional Incidental Expense Allowances	28

Chapter I

Introduction

The mandate of this Commission, like that of its predecessors, has been to determine if Members of Parliament¹ are compensated adequately and, if it is found that they are not, to make recommendations for change.

Determining compensation for any job, in any field of endeavour, is a complex undertaking. Considerations such as required skills, experience and amount of responsibility must be taken into account, as must the availability of qualified candidates. Establishing a level of compensation for Members of Parliament is many times more complex because what they do is unique and without peer comparison.

During its consultations and deliberations, the Commission heard opinions from many Canadians. Although expressed in different ways, the Commission was struck by the recurrence of certain principles that Canadians felt were important in establishing compensation for their Members of Parliament. These principles, particularly fairness, transparency, accountability, simplicity and integrity, have guided the Commission in its deliberations and recommendations.

Parliamentarians' salaries are important, not just to the Members of Parliament themselves, but to all citizens; certainly, how we compensate Members of Parliament can influence the ability to attract good candidates. Our democracy is based on Parliament's ability to mirror society's basic values and to respond to the needs of Canadians. In turn, Canadians ought to understand that Parliamentarians

¹ Throughout this report, "Members of Parliament" is used as a collective term for members of both the Senate and the House of Commons.

need to be compensated fairly. A good day's work deserves a fair wage, and there is no reason that this should not apply to those who commit to public service. The principles of accountability and integrity are cornerstones of democratic government and public service. By definition, they must guide the manner in which compensation is paid to those who represent the public.

The principle of transparency is long overdue in the area of Members of Parliament's compensation and is closely tied to the notion of simplicity. A straightforward system is more likely to be one that is fair and accountable. One of the challenges faced by the Commission is attempting to create a compensation system that is simple for a job that is anything but.

The life of a Member of Parliament is not an easy one; it has no comparison and no other occupation comes under such intense scrutiny. The heavy workload, frequent travel, separation from family, stress upon personal health and lack of job security are often underestimated or not recognized. In part, this is because much of a Member's work takes place well away from the public eye. The broad responsibilities of Parliament translate into a myriad of activities: Members participate in debates in the chamber or in committee; enact legislation, convey their constituents' views and advocate on their behalf; act as ombudsman, providing information to constituents and resolving problems; develop specialized knowledge in many policy areas; work with other Members of Parliament to develop legislation on subjects ranging from health care to foreign policy; and represent the government at home and abroad.

The Commission's recommendations take into account the multi-faceted nature of this most distinctive of jobs, but always with an eye toward ensuring that the compensation system will meet the previously mentioned principles which

Canadians have identified. Canadians must be satisfied that change is not being suggested merely for the material advantage of Members of Parliament. Any change should be driven not only by the need to ensure that the job of governing attracts, motivates and retains the best and the brightest, but also that it is respectful of taxpayers and the costs they must bear.

The excellent research and analysis of the six previous commissions on the issue of compensation for Parliamentarians is gratefully acknowledged. This Commission, the seventh, has relied heavily on this comprehensive work, largely restricting its own research to validating and updating the information contained in previous reports.

The Commission notes that in its consultations, with both Parliamentarians and other interested parties, it heard frequently that changes are needed in how Parliament functions and, particularly, in respect of the role that Members of Parliament play. It is not within the mandate of this Commission to make recommendations on such matters; that is for Parliament. The Commission has been mindful, however, that its mandate and report are inextricably linked to the maintenance and future of good governance.

While the Commission's recommendations cannot address issues concerning Parliamentary reform *per se*, they can, by making the compensation of Parliamentarians more open, understandable and fair, enhance the respect Canadians have for Parliament. In a small way, our recommendations may also facilitate or complement reforms that might subsequently be made to how Parliament functions.

Chapter II

Current Compensation

The *Parliament of Canada Act* sets out the compensation for Members of Parliament and the process for its periodic review. This compensation, as provided for under the *Act*, can be divided into three categories:

- a. Basic salary
 - Sessional Indemnity
 - Incidental Expense Allowance;
- b. Salaries for additional responsibilities; and
- c. A pension plan.

Although most of the components of the Members' Office Budget are not relevant to the Commission's mandate, there are certain provisions that do affect the compensation of Members of Parliament and have, accordingly, been examined.

1. Basic Salary

Essentially, the basic salary of all Members of the House of Commons is \$109,500; for Senators, it is \$88,200. These figures are arrived at by adding together the value of the sessional indemnity and the equivalent, taxable value of the incidental expense allowance.

- a) *The Sessional Indemnity* – For Members of both Houses, the sessional indemnity is currently \$69,100. Every Member of Parliament is paid at the end of each month based on this annual amount.
- b) *Incidental Expense Allowance* - Members of the House of Commons receive an incidental expense allowance of \$22,800. This is often referred to as the “tax-free” allowance. The equivalent taxable amount is \$40,400. Twenty-five MPs receive a larger amount, due to the size and/or remoteness of their electoral districts.
The “tax-free” allowance for Members of the Senate is \$10,800. The equivalent taxable amount is \$19,100.

Although the allowance is officially classified as a reimbursement for expenses and, as a result, not subject to income tax, it is paid monthly to Members of Parliament without requiring receipts. The Commission is of the view that the allowance constitutes part of a Member of Parliament's remuneration and, accordingly, has included the equivalent taxable value in the basic salary.

Table 2.1
House of Commons and Senate
Basic Salary
(Sessional Indemnity and Incidental Expense Allowance)
2001

	Members of the House of Commons	Members of the Senate
Sessional Indemnity	\$69,100	\$69,100
Incidental (tax-free) Expense Allowance (\$22,800 for Members of House of Commons*; \$10,800 for Senators), converted to an equivalent taxable amount)	\$40,400	\$19,100
Equivalent Taxable Basic Salary	\$109,500	\$88,200

* Twenty-two Members of Parliament representing large and/or rural constituencies receive \$28,000; the three Members of Parliament representing the northern constituencies of the Northwest Territories, the Yukon and Nunavut each receive \$30,100.

2. Salaries for Additional Responsibilities

Members of Parliament with additional responsibilities, including the Prime Minister, Members of the Cabinet, party leaders, and holders of various Parliamentary positions, receive additional indemnities to reflect their increased workload.

Table 2.2
House of Commons
Salaries for Additional Responsibilities 2001

Position	Additional Salary
Prime Minister	\$75,100
Speaker	\$52,700
Leader of the Official Opposition	\$52,700
Cabinet Ministers	\$50,000
Ministers of State	\$50,000
Secretaries of State	\$37,500
Leaders of Other Opposition Parties	\$31,600
Deputy Speaker	\$27,500
House Leader of the Official Opposition	\$25,300
Chief Whips of the Government and the Official Opposition	\$13,900
Parliamentary Secretaries	\$11,200
Deputy Chair (Committee of the Whole)	\$11,200
Assistant Deputy Chair (Committee of the Whole)	\$11,200
House Leaders of the Other Opposition Parties	\$10,800
Chief Whips of the Other Opposition Parties	\$ 7,900
Deputy Whips of the Government and the Official Opposition	\$ 7,900

Table 2.3
The Senate
Salaries for Additional Responsibilities
2001

Position	Additional Salary
Leader of the Government	\$50,000
Speaker	\$38,600
Leader of the Opposition	\$25,300
Deputy Leader of the Government	\$15,900
Deputy Leader of the Opposition	\$15,900
Government Whip	\$ 7,900
Opposition Whip	\$ 4,800

The *Parliament of Canada Act* provides for annual increases to the salaries of Parliamentarians to partially compensate for inflation. This increase is the lesser amount of two calculations; one being the change in the industrial aggregate, minus one percent and the other being the change in the consumer price index, also minus one percent. This annual increase, which applies to both the basic salary and the salaries for additional responsibilities, was suspended between 1991 and 1997 when Members of Parliament's salaries were frozen.

3. Pension

After serving a minimum of six years in either the Senate or the House of Commons, Members of Parliament are eligible for a pension at age 55. The accrual rate for Members of the House of Commons is 4% and 3% for Senators. The contribution rate for Members of the House of Commons is 9%, while Senators contribute at a rate of 7%, with an option to contribute at a higher rate (up to 9%) on additional indemnities received by certain officers of the Senate.

A Member of the House of Commons must serve for approximately 19 years to receive the maximum pension of \$51,825. To receive the maximum pension of the same amount in the Senate, a Senator must serve 25 years.

4. Members' Office Budget

Members of Parliament are also entitled to additional allowances under the Members' Office Budget (MOB) to help them represent their constituents effectively. Set by the Senate and House of Commons Boards of Internal Economy, the total amount of the MOB varies depending on the number of constituents a Member represents and the size of the electoral district. For the purpose of this report, the MOB was not examined in detail, as, for the most part, its provisions pertain to the funding of offices, staff and travel related to a Members' duties and, as such, cannot be considered as part of his or her compensation. The MOB was, however, examined to determine how its provisions impact on the personal well-being of Members of Parliament.

One such provision is the living allowance. The allowance helps to defray the cost to Parliamentarians of maintaining a second residence in Ottawa. The allowance for Members of the House of Commons, which was revised earlier this year, is \$15,000 per annum, while Senators' maximum reimbursement is \$12,000.

Chapter III

Considerations

The Commission began its mandate by inviting interested Canadians, both those directly involved in the institution of Parliament and those outside of it, to provide their views on Members of Parliament's compensation. We have heard from many, including Parliamentarians and organizations knowledgeable in public policy.

This information, together with numerous individual conversations that Commissioners have had with interested Canadians, provided an important backdrop for their considerations.

1. The Duties of a Member of Parliament

The purpose of a Member of Parliament is to help shape the national policies that govern the country, while representing the interests of his or her constituents. This dual role suggests the complexity and the magnitude of the job but only hints at its strategic importance. Members of Parliament must deal with a diverse range of issues of great significance to the nation.

Our system depends on the contribution and vigilance of those who hold elected office. They combine personal, local, national and international perspectives. They embody the cooperation and the competition that make the system work. They defend both individual and collective rights and freedoms and maintain a balance between state and private interests. Canadians rely on the watchfulness of Members of Parliament, individually and as a group, to protect the parliamentary system and guard against the arbitrary use of power.

Canada has a stable system of government because of its ability to reconcile conflicting or competing points of view and bring them into functional harmony. The capacity to do this is, in no small part, due to the activities of Parliamentarians.

The popular image of Parliamentarians is often at variance with this reality. This is understandable inasmuch as most Canadians' impression of what Members of Parliament do is derived from the televised proceedings of the House of Commons' question period. This raucous and adversarial component of the parliamentary workday is not representative of the role MPs play. A more accurate reflection of what MPs do as Parliamentarians is formed by considering their activities in committees, in debate, in private representation and, perhaps most underrated, in their respective caucuses.

As noted in Chapter I, a Member's job is unlike any other in the country. MPs work significantly more hours than the average Canadian. By the very nature of the job, Parliamentarians face daunting pressure and exhausting schedules. They regularly work 60 to 80 hour weeks, travel incessantly and have little privacy. On top of their parliamentary duties, there are demands from constituents, interest groups and political parties, all of which makes a normal life very difficult. In fact, Members of Parliament are on duty, day and night, seven days a week.

2. Compensation in the Private and Public Sectors

The work of previous Commissions in this area was reviewed and updated. This included compensation for provincial and international legislators, senior federal government officials, members of the judiciary, various positions in the private sector and organized labour officials.

The Commission's reference point was, of course, the compensation of Parliamentarians themselves. The absolute value of Members of the House of Commons' compensation, as identified in Chapter II, is \$109,500; for Senators it is \$88,200. Over the past 10 years, from 1991 to 2000, Parliamentarians' salaries have increased by only 6.0%. Expressed another way, the average annual increase in Members' pay has been much less than 1% over the 10 year period.

Parliamentarians have not fared well in comparison to any of the other groups examined and documented in Appendices B through F.

Provincial legislators have received substantially greater increases than Parliamentarians in recent years, as have federal government officials and members of the judiciary. Also noteworthy is the fact that the salaries of virtually all positions within the federal public service, at federal agencies and at Crown Corporations, with all of whom Members of Parliament interact, are substantially higher than those of Parliamentarians. The same can be said for the judiciary and officials from organized labour.

Most striking, however, are the comparisons to the private sector and the consumer price index. According to the Conference Board of Canada's annual survey of all sectors of the economy, the overall cumulative wage increase in Canada from 1991 to 2000 was 31.9%; the average annual increase was 2.8%. Similarly, the increases in the consumer price index, the average industrial wage and overall public and private wage settlements have all been significantly higher than those experienced by Parliamentarians. The figures are summarized below.

Table 3.1
Compensation Indices Since 1991

Year	Members of Parliament	Consumer Price Index	Average Industrial Wage	General Wage Settlements		Conference Board Survey
				Public Sector	Private Sector	
1991	0%	5.6%	4.6%	3.4%	4.3%	5.0%
1992	0%	1.5%	3.5%	2.0%	2.5%	3.5%
1993	0%	1.8%	1.8%	0.6%	0.8%	2.5%
1994	0%	0.2%	1.8%	0.0%	1.2%	2.0%
1995	0%	2.2%	1.0%	0.7%	1.4%	2.1%
1996	0%	1.6%	2.1%	0.5%	1.8%	2.5%
1997	0%	1.6%	2.1%	1.1%	1.8%	3.0%
1998	1.9%	0.9%	1.4%	1.6%	1.8%	3.2%
1999	2.0%	1.7%	0.7%	1.9%	2.6%	2.0%
2000	1.9%	2.7%	2.5%	2.5%	2.3%	2.3%
Total '91-'00	6.0%	21.6%	23.6%	15.2%	22.4%	31.9%
Average Annual Increase	0.58%	1.98%	2.15%	1.43%	2.08%	2.81%

Chapter IV

Conclusions and Recommendations

1. The Incidental (tax-free) Expense Allowance

Recommendation #1

As stated in Chapter II, it is the Commission's view that the incidental expense allowance is, in fact, a component of Members of Parliament's basic salary. In the interest of transparency, the value of the allowance should be added to Members of Parliament's salaries and taxes paid on the entire amount.

The Commission recommends the elimination of the incidental expense allowance for both the House and the Senate. An equivalent, taxable amount should be added to the sessional indemnity and the total amount be clearly identified as a Member's salary. This salary would be taxable at prevailing federal and provincial income tax rates.

Implementing this recommendation will not change the total value of compensation for Members of either chamber: \$109,500 for Members of the House of Commons and \$88,200 for Members of the Senate.

Recommendation #2

While the majority of Members of Parliament receive an incidental expense allowance of \$22,800, 22 Members of Parliament representing the rural constituencies listed in Appendix G receive \$28,000 and the three Members of Parliament from the Yukon, Northwest Territories and Nunavut each receive \$30,100.

It should be noted that most Members of the House also receive supplements in the Members' Office Budget ranging from \$6,630 to \$39,850. These supplements relate to the increased cost of travel in large ridings (over 8,000 square kilometres) and/or the increased costs associated with having a riding in which the number of electors is especially large (over 70,000). Receipts are required for reimbursement from this account.

The Commission recommends that the additional tax-free allowance currently provided to 22 rural and the three northern Members of Parliament be abolished (\$5,200 for the rural MPs and \$7,300 for the northern MPs). Amounts equal to the abolished additional incidental expense allowances for these Members of Parliament should be added to the geographical supplements provided in the Members' Office Budgets.

2. Increase in Members of Parliament's Salaries

Recommendation #3

All the relevant information the Commission examined concerning compensation of Parliamentarians suggests they are significantly underpaid. In comparison to the private sector, senior federal public servants, union leaders, members of the judiciary and federal appointments to crown corporations and agencies, Members of Parliament's salaries are low. Moreover, increases over the past 10 years have been significantly lower for Parliamentarians than for other Canadians. Parliamentarians are not only paid less than comparable groups, their salaries have fallen further behind.

The Commission recommends that Members of Parliament receive a 20% increase in salary. In the case of Members of the House of Commons, the salary would increase from the current equivalent, taxable amount of \$109,500 to \$131,400. For Senators, the salary would rise from \$88,200 to \$105,840.

Recommendation #4

The Commission recommends that, generally, indemnities for additional responsibilities for Members of Parliament of both chambers also be increased by 20%.

This recommendation is, however, subject to certain other adjustments in respect of the indemnities provided for particular responsibilities. (These adjustments are reflected in Table 4.1, which summarizes the recommended salaries for all Parliamentarians.)

Recommendation #5

The Commission was impressed by the representations from both public and private interests regarding the importance of the role of committees in the parliamentary process. This view was reflected in the recommendations of the McGrath report on parliamentary reform. One means of recognizing the value of committee work would be to provide remuneration to those most directly responsible for the conduct of the committees.

The Commission recommends that Chairs of House and Senate Committees should receive a salary for additional responsibilities of \$9,480. The Commission further recommends that Vice Chairs should receive an additional salary of \$5,000. These salaries for additional responsibilities should not apply to the Chairs and Vice Chairs of the Standing Joint Committee on the Library of Parliament and the Liaison Committee of the House of Commons.

Recommendation #6

The position of Prime Minister in a parliamentary democracy is of paramount importance. The Prime Minister's role is crucial in both the legislative and executive branches of government. In effect, the Prime Minister functions as the chief executive officer of the government of Canada. While no amount of compensation can adequately reflect the responsibilities of this office, the Prime Minister's salary should be closer to that of the government's most senior officers.

The Commission recommends that the Prime Minister earn the equivalent of the Chief Justice of the Supreme Court of Canada, \$262,988 a year.

**Table 4.1
Compensation for Members of the House of Commons and The Senate**

	Current		Proposed	
	Indemnities for Additional Responsibilities	Total Equivalent, Taxable Salary*	Salaries for Additional Responsibilities	Total Salary
House of Commons				
Member of Parliament		\$109,500		\$131,400
Prime Minister	\$75,100	\$184,600		\$262,988
Speaker	\$52,700	\$162,200	\$63,240	\$194,640
Leader of Official Opposition	\$52,700	\$162,200		
Cabinet Minister	\$50,000	\$159,500		
Minister of State	\$50,000	\$159,500		
Secretaries of State	\$37,500	\$147,000	\$45,000	\$176,320
Leaders of Other Opposition Parties	\$31,600	\$141,100		
Deputy Speaker	\$27,500	\$137,000	\$33,000	\$164,400
House Leader of the Official Opposition	\$25,300	\$134,800		
Chief Whips of the Government and the Official Opposition	\$13,900	\$123,400	\$24,000	\$155,400
Parliamentary Secretaries	\$11,200	\$120,700	\$13,440	\$144,840
Deputy Chair (Committee of the Whole)	\$11,200	\$120,700		
Assistant Deputy Chair (Committee of the Whole)	\$11,200	\$120,700		
House Leaders of the Other Opposition Parties	\$10,800	\$120,300		

*sessional indemnity plus taxable equivalent of the incidental expense allowance plus indemnity for additional responsibilities

Table 4.1 (Continued)
Compensation for Members of the House of Commons and The Senate

	Current		Proposed	
	Indemnities for Additional Responsibilities	Total Equivalent Taxable Salary*	Salaries for Additional Responsibilities	Total Salary
Chief Whips of the Other Opposition Parties	\$7,900	\$117,400	\$9,480	\$140,880
Deputy Whips of the Government and the Official Opposition	\$7,900	\$117,400		
House Committee Chairs		\$109,500		
House Committee Vice-chairs		\$109,500	\$5,000	\$136,400
Senate				
Senators		\$88,200		\$105,840
Leader of the Government	\$50,000	\$138,200	\$63,240	\$168,080
Speaker	\$38,600	\$126,800	\$46,320	\$152,160
Leader of the Opposition	\$25,300	\$113,500	\$30,360	\$136,200
Deputy Leader of the Government	\$15,900	\$104,100		
Deputy Leader of the Opposition	\$15,900	\$104,100	\$19,080	\$124,920
Government Whip	\$7,900	\$96,100	\$9,480	\$115,320
Senate Committee Chairs		\$88,200		
Opposition Whip	\$4,800	\$93,000	\$5,760	\$111,600
Senate Committee Vice-chairs		\$88,200	\$5,000	\$110,840

*sessional indemnity plus taxable equivalent of the incidental expense allowance plus indemnity for additional responsibilities

As reflected in Table 4.1, the adjustments to the salaries for additional responsibilities have, as per recommendation #4, been adjusted upward by 20%, with the following exceptions.

- Cabinet Ministers' (including the Government Leader in the Senate) and Ministers of State's salaries have been brought into line with the salaries of the Speaker of the House of Commons and the Leader of the Opposition;
- The Official Opposition House Leader's salary has been brought into line with the salary of the Deputy Speaker;
- The House Leaders' of the other Opposition Parties salaries have been brought into line with the salaries of Parliamentary Secretaries, the Deputy Chair (Committee of the Whole) and the Assistant Deputy Chair (Committee of the Whole);
- Salaries for Senate and House Committee Chairs and Vice Chairs have been introduced;
- The Salary for the Deputy Leader of the Government in the Senate has been set at the same level as that of the Leader of the Opposition in the Senate.

3. Future Revisions to Compensation

Recommendation #7

The Commission recommends that the provisions of the Parliament of Canada Act providing for the annual revision of Parliamentarians' salaries to partially offset increases in the cost of living be repealed. The Commission further recommends that the Annual Adjustment of Salary provision in the Judges Act apply to Members of Parliament for the purpose of offsetting cost of living increases.

Recommendation #8

The Commission recommends that the Prime Minister's salary remain equal to that of the Chief Justice of the Supreme Court.

The Commission further recommends that all future increases to the basic salary and to the salaries for additional responsibilities for all other Members of Parliament be of the same percentage as that of the Prime Minister.

4. Pension

Recommendation #9

As a result of the recommendation to abolish the incidental expense allowance and replace it with an increase in Parliamentarians' salaries, there will be consequential changes to the pension plan.

The Commission recommends that these changes not result in any material impact, either positive or negative, to the benefits that Parliamentarians receive from the pension plan.

The increase in total compensation, from \$109,500 to \$131,400 for the House and from \$88,200 to \$105,840 for the Senate, as recommended by the Commission, will have a commensurate impact on the pension.

Appendices

Appendix A

Minister Boudria Announces Commission to Review Compensation of Parliamentarians

Ottawa - Friday, January 12, 2001 – The Honourable Don Boudria, Minister of State and Leader of the Government in the House of Commons, today announced the establishment of a three-member Commission to review compensation paid to Members of Parliament and Senators, which is required under the *Parliament of Canada Act*. The Commission will be chaired by the Honourable Edward C. Lumley, P.C. The other two members of the Commission are the Honourable Arthur Jake Epp, P.C. and Huguette Labelle.

These three prominent individuals bring a wealth of expertise, knowledge, judgement and independence of mind to this task" said Minister Boudria. I am pleased they have accepted to take on this role, and look forward to their recommendations.

Under the *Parliament of Canada Act*, the Governor in Council is required to appoint a Commission to review Parliamentarians compensation within two months after each general election. The Commission's mandate is to independently assess and review parliamentary allowances payable to Members of the Senate and House of Commons, and to report to the Governor in Council within six months of its appointment. The Commission's report must then be tabled in Parliament within 15 sitting days. This is the seventh Commission which has been established since the requirement was added to the Act in 1976.

Appendix B
Salaries and Allowances for Provincial Legislators
2000

Legislature	Indemnity	Incidental Expense Allowance
Alberta	\$39,720	\$19,860
British Columbia*	\$71,000	
Manitoba*	\$61,519	
New Brunswick	\$38,076	\$18,230
Newfoundland	\$40,356	\$20,178
Nova Scotia	\$31,965	\$15,982
Ontario*	\$78,007	
Prince Edward Island	\$33,155	\$10,050
Quebec	\$71,714	\$12,789
Saskatchewan	\$58,432	\$ 4,781
Canada	\$69,100	\$22,800

* Manitoba, Ontario and British Columbia abolished their incidental expense allowance and gave their Members an increase in the base salary.

Appendix C
Salaries for International Legislators*
2000

Country	Indemnities	Indemnities in Canadian \$
United States	\$136,700 US	\$212,117
France	399,672 fr	\$81,015
Germany	158,400 dm	\$107,687
England	48,371 pounds sterling	\$106,521
Australia	\$90,000 Aus.	\$72,277
Norway	490,000 pr	\$81,977
New Zealand	\$85,000 nz	\$55,422
Canada	\$69,100 cdn	
Sweden	480,000 kr	\$70,816

*Figures include salaries only; expense allowances and other benefits, common to many of the legislatures, are not included. Exchange rate for the Canadian equivalents are valid on May 24, 2001.

Appendix D.1
Salaries for Federal Deputy Ministers and Executives
2001

Level	Salary Range
DM-4	\$209,300- \$246,300
DM-3	\$186,800- \$219,800
DM-2	\$166,800-\$196,300
DM-1	\$145,000-\$170,700
EX- 5	\$129,500-\$152,400
EX- 4	\$115,600-\$136,100
EX- 3	\$100,600-\$118,400
EX- 2	\$ 89,900 -\$105,800
EX- 1	\$ 80,200 - \$ 94,400

Appendix D.2
Salaries for Full-Time Governor-in-Council Appointments
2001

Level	Salary Range
GIC- 11	\$186,900-\$219,800
GIC-10	\$166,800-\$196,300
GIC- 9	\$145,100-\$170,700
GIC- 8	\$129,500-\$152,400
GIC- 7	\$115,700-\$136,700
GIC- 6	\$100,700-\$118,400
GIC- 5	\$ 90,300 -\$106,200
GIC- 4	\$ 82,600 -\$ 97,100
GIC- 3	\$ 69,700 -\$ 82,000
GIC- 2	\$ 59,300 -\$ 69,800
GIC- 1	\$ 51,200 -\$ 60,300

Appendix D.3
Salaries For Presidents and Chief Executive Officers of Crown Corporations²
2001

Level	Salary Range
GRP- 10	\$314,700-\$370,200
GRP- 9	\$262,200-\$308,500
GRP- 8	\$218,500-\$257,100
GRP - 7	\$190,100-\$223,600
GRP - 6	\$165,200-\$194,400
GRP - 5	\$143,700-\$169,000
GRP - 4	\$128,300-\$150,900
GRP - 3	\$114,500-\$134,700
GRP - 2	\$102,300-\$120,300
GRP - 1	\$ 91,300 -\$107,400

² New category based on recommendations of third report of Advisory Committee on Senior level retention and Compensation effective April 1, 2000.

Appendix E
Federal Judges Compensation and Allowances for Incidental, Non-Accountable
and Representational Expenses as proposed for 2001 under
Bill C-12*

Appointment	Salary under C-12	Incidental Expenses	Non-Accountable Expenses	Representational Expenses Under Bill C-12
Supreme Court of Canada Chief Justice of Canada	\$262,988	\$5,000		\$18,750
Supreme Court of Canada Puisne judges	\$243,545	\$5,000		\$10,000
Federal Court Chief Justice and Associate Chief Justice	\$224,307	\$5,000	\$2,000	\$12,500-Chief \$10,000-Assoc
Federal Court Puisne judges	\$204,660	\$5,000	\$2,000	
Courts of Appeal Chief Justice and Associate Chief Justice	\$224,307	\$5,000		\$12,500-Chief \$10,000-Assoc
Courts of Appeal Puisne Judges	\$204,660	\$5,000		
Queen's Bench Courts Chief Justice and Associate Chief Justice	\$224,307	\$5,000		\$12,500-Chief \$10,000-Assoc
Queen's Bench Courts Puisne Judges	\$204,660	\$5,000		

* Bill C-12 is at Report Stage in the Senate, having earlier passed the House of Commons. The salaries indicated above will be retroactive to April 1, 2001, once the legislation is proclaimed.

Appendix F

Salaries of Union Officials

Under the Ontario government's *Labour Relations Act*, salaries and taxable benefits paid to trade union officials of more than \$100,000 per year must be disclosed.

Over 200 Ontario union officials earned in excess of \$100,000 in 2000. The salaries (including taxable benefits) for these union employees ranged between \$100,084 for the President of the Ontario English Catholic Teachers' Association and \$161, 611.20 for the Director of Canadian Affairs at the Sheet Metal Workers' International Association.

Appendix G

List of Rural Electoral Districts Receiving Additional Incidental Expense Allowances (\$28,000)

Ontario

Algoma—Manitoulin
Kenora—Rainy River
Thunder Bay—Superior North
Timiskaming—Cochrane
Timmins—James Bay

Quebec

Abitibi—Baie-James—Nunavik
Manicouagan

British Columbia

Cariboo—Chilcotin
Prince George—Bulkley Valley
Prince George—Peace River
Skeena
Vancouver Island North

Saskatchewan

Churchill River

Alberta

Athabasca
Peace River
Yellowhead

Newfoundland

Bonavista—Trinity—Conception
Burin—St. George's
Gander—Grand Falls
Humber—St. Barbe—Baie Verte
Labrador

Manitoba

Churchill

The three Members of Parliament
from the Yukon, Northwest
Territories and Nunavut receive
\$30,100 each.