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## NEWS RELEASE

For Immediate Release  
2006FIN0040-000325  
March 31, 2006

Ministry of Finance

### **COMPENSATION PLAN FOR NON-UNION PUBLIC SECTOR EMPLOYEES**

VICTORIA – Finance Minister Carole Taylor announced today a new compensation plan for British Columbia’s 42,000 non-union public sector employees. This plan includes incentive and compensation increases similar to those being offered to unionized employees as part of the ongoing labour negotiations.

“There is no doubt that all public sector workers played a crucial role in revitalizing B.C.’s economy and balancing the budget,” Taylor stated. “So a share of the Negotiating Framework \$1-billion incentive and a fair wage increase is available to union and non-union employees alike. We want to recognize everyone’s contribution toward strengthening the provincial economy and helping to get B.C.’s fiscal house in order.”

There are about 300,000 employees in B.C.’s entire public sector who are eligible to receive compensation increases and incentives. That group includes approximately 258,000 union and 42,000 non-union employees.

The non-union component is made up of 36,300 employees in Crown Corporations, K-12 and Post Secondary Education, and the Health Sector and 5,700 direct public service employees.

The compensation envelope for non-union employees will be no more than 3 per cent per year over four years. Individual wage decisions will be based upon labour market factors.

Most non-union employees will also receive an incentive payment. As with union agreements, the average of \$3,300 per employee will be allocated with flexibility in each sector.

Deputy Ministers, and Chief Executive Officers of public sector organizations, who are eligible for performance incentives, are not entitled to this one-time lump sum payment.

“Four-year compensation allocations provide certainty and stability for the B.C. economy and for taxpayers,” stated Taylor, “We are asking everyone in the public sector to help us achieve our financial targets. If we do so, they should all share in the benefits they helped create.”

In early 2010, an incentive of up to \$300 million is also being offered to unions for four-year agreements if the Province outperforms the \$150-million surplus forecast for that fiscal year. That could amount to about \$1,000 per employee. This incentive will also be available to non-union employees.

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