Salary Restraint Regulation

The Government of Alberta has made a regulatory change to require public agencies to restrain salaries until March 31, 2021—the same as core public service employees.

Background

- A salary restraint was put in place for non-union members of the core public service on April 1, 2016. Since that time, public agencies governed by the Alberta Public Agencies Governance Act (APAGA) have been asked to refrain from compensation increases and grid movement for all non-union staff.
- The Reform of Agencies, Boards and Commissions Compensation Act (RABCCA) authorizes the Lieutenant Governor, acting on the advice of Cabinet, to establish compensation frameworks for public agencies that fall under APAGA.
- The Salary Restraint Regulation establishes a compensation framework under RABCCA that formalizes the current salary restraint measures for APAGA agencies.

Application of the Compensation Regulation

- The Salary Restraint Regulation applies to all APAGA agencies that have their own non-union staff.
  - Agencies whose employees are subject to the Public Service Act are already subject to the Alberta Public Service salary restraint, and are therefore not covered by the Salary Restraint Regulation.
- The regulation was originally in effect from April 1, 2018 until September 30, 2019, and has been extended to March 31, 2021.

Key Provisions in the Regulation

Salary Restraint

- Public agencies are prohibited from increasing the base salaries of their non-union staff members during the restraint period of April 1, 2018 to March 31, 2021.
  - This includes, but is not limited to, general increases, cost of living increases, merit increases, performance increases and any form of grid movement.
- The Salary Restraint Regulation is in addition to section 6 of the Reform of Agencies, Boards and Commissions Compensation Regulation which continues to apply to specific agencies.

Permitted Adjustments

- A base salary increase is only permitted in the following circumstances and only in accordance with the public agency’s existing policies:
  - Promotions
  - To correct salary inversion (a situation in which the base salary of an employee is greater than the base salary of the employee’s supervisor)
  - To correct salary compression (a situation in which the difference in base salary between employees is too small to be equitable)

If you have any questions, please contact the Public Agency Secretariat at PASInfo@gov.ab.ca.