



Northwest
Territories Minister of Human Resources

MR. ROBERT HAWKINS
MLA, YELLOWKNIFE CENTRE

FEB 0 5 2013

WQ12-17(3) – Senior Management Salary Ranges

This letter is in response to your written question regarding senior management salary ranges which you asked on October 23, 2012 during the 3rd Session of the 17th Legislative Assembly.

The attached table provides information on senior management positions by pay level/bands and ranges; senior management employees' salary by salary range; and total remuneration paid to senior managers by Department/Agency for the fiscal year 2011-12.

Please contact me if you have any further questions.

A handwritten signature in black ink, appearing to read 'Glen Abernethy'.

Glen Abernethy

Attachment

c. Clerk of the Legislative Assembly

Legislative Coordinator, Department of Executive

Ms. Sheila Bassi-Kellett, Deputy Minister
Department of Human Resources



SENIOR MANAGEMENT SALARY RANGES 2011-12 (as at March 31, 2012)

1(a): Senior Management Positions – Pay Levels/Bands and Ranges, Fiscal Year 2011-12

N.B., Information on the salary ranges of individual positions is not included; the response provides as much detailed information as possible without contravening privacy considerations as included in ATIPP. In consideration of the small size of the NWT population and its relatively sized public service, the disclosure of salary ranges of particular positions could result in identifying the compensation information of individual employees, which could be considered an invasion of personal privacy.

Executive Managers

Pay Level	Range	Positions at this Pay Level
1	\$162,034 - \$202,543	3
2	\$180,038 - \$225,048	8
3	\$198,042 - \$247,553	9

Senior Managers

Pay Band	Range	Positions at this Pay Band
6	\$100,874 - \$144,105	30
7	\$104,481 - \$149,253	32
8	\$108,284 - \$154,694	49
9	\$112,223 - \$160,310	16
10	\$116,240 - \$166,062	15
11	\$120,413 - \$172,029	23
12	\$124,722 - \$178,172	5
13	\$129,110 - \$184,451	6
14	\$133,653 - \$190,925	4
15	\$138,392 - \$197,711	7
16	\$143,306 - \$204,731	1

Notes:

- Executive Manager includes the following positions: Deputy Ministers, Associate Deputy Ministers, Secretary to Cabinet, Principal Secretary to the Premier, Secretary of the Financial Management Board, Clerk of the Legislative Assembly, Chief Executive Officer of the Stanton Territorial Health Authority, Chief Executive Officer of the Business and Investment Development Corporation, President of the NWT Housing Corporation, and President/CEO of the Workers' Safety and Compensation Commission.
- Senior Management includes all remaining management positions with a National Occupational Classification (NOC) code starting with 00 and typically includes all Directors, Superintendents, Assistant Deputy Ministers.
- This table counts the number of Senior Management positions (208) that existed on March 31, 2012.

1(b): Senior Management Employees' Salary by Range, 2011-12 (as at March 31, 2012)

Salary Range	Total Senior Management Employees
<\$100,000	1
\$100,000 - \$124,999	14
\$125,000 - \$149,999	87
\$150,000 - \$174,999	62
\$175,000 - \$199,999	22
>\$200,000	18
Grand Total	204

Notes

1. Senior Management Employees are those in positions with a National Occupational Classification (NOC) code starting with 00 and typically includes all Directors, Superintendents, Assistant Deputy Ministers.
2. This table counts the number of Senior Management Employees paid as at March 31, 2012; on March 31, 2012, there were 204 individuals employed as Senior Management.

2: Total Remuneration Paid to Senior Managers by Department/Agency

Department/Agency	Total \$ Remuneration ¹ Spent	Total # of Senior Manager Positions
Aboriginal Affairs and Intergovernmental Relations	958,525	5
Education Culture and Employment	2,333,277	15
Environment and Natural Resources	2,493,308	14
Executive	2,640,209	15
Finance	2,878,550	15
Health & Social Services	1,744,525	9
Human Resources	1,368,880	8
Industry Tourism and Investment	2,369,538	15
Justice	2,287,950	11
Legislative Assembly	770,274	4
Municipal and Community Affairs	2,239,368	15
Public Works and Services	1,834,089	10
Transportation	1,880,586	10
Aurora College	1,252,201	8
Business Development and Investment Corporation	502,861	3
NWT Housing Corporation	1,741,349	10
Workers' Safety and Compensation Commission	948,943	6
Divisional Boards of Education*	1,793,512*	9
<p>*N.B., DBEs include the following:</p> <ul style="list-style-type: none"> • Beaufort Delta Education Council • Commission Scolaire Francophone De Division • Sahtu Divisional Education Council • South Slave Divisional Education Council • Tlicho Community Services Agency • DehCho Divisional Education Council 		
<p>*NB this does not include the remuneration for most DBE Superintendents given that they are outside of the public service</p>		

Health and Social Service Authorities*	3,786,611	22
<p>*N.B., HSSAs include the following:</p> <ul style="list-style-type: none"> • Beaufort Delta Health and Social Services Authority • Deh Cho Health and Social Services Authority • Fort Smith Health and Social Services Authority • Sahtu Health and Social Services Authority • Stanton Territorial Health Authority • Yellowknife Health and Social Services Authority <p>Please note this does not include the Hay River Health and Social Services Authority</p>		
GRAND TOTAL	70,700,169	204

Notes:

1. Total Remuneration is total Senior Management salary, wages, allowances and bonuses. The total remuneration listed includes all remuneration to all employees who have occupied Senior Manager positions throughout fiscal year 2011-12, not just as at March 31, 2012. (Remuneration data is from PeopleSoft as at November 23, 2012. Additional information supplied by the Workers' Safety and Compensation Commission on December 18, 2012.)