

Undertaking #1

MPI to provide the average merit performance pay provided to out-of-scope staff for the last fiscal year, how many got it, and total amount.

RESPONSE:

Further to the response provided to *PUB (MPI) 1-72*, in-scope staff at MPI are paid based on a step progression. The pay plan within the collective agreement includes 6 steps for every pay range. Each year, on their increment date, staff members progress to the next step, until they reach the maximum of the range. Each step (or increment) is worth 3.5%.

In contrast, out-of-scope staff members are paid based on a pay for performance program, rather than a step progression. Annual merit pay for out-of-scope staff is determined considering the performance rating and the placement of the salary within the salary range. Those who are the maximum of the salary range are eligible for a merit paid in lump sum should they receive a high enough performance rating.

The average merit increase provided to out-of-scope staff in fiscal year 22-23 was 2.45%. 366 out-of-scope employees were eligible for merit pay. The total amount paid in merit pay was \$ 863,368.

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