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3rd SESSION, 67th GENERAL ASSEMBLY  
Province of Prince Edward Island  
4 CHARLES III, 2026

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**(Bill No. 22)**

**Public Sector Pay Disclosure Act**

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Hon. Jill Burridge  
Minister of Finance and Affordability

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GOVERNMENT BILL

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Andrea MacRae  
Acting King's Printer  
Charlottetown, Prince Edward Island





## PUBLIC SECTOR PAY DISCLOSURE ACT

BILL NO. 22

2026

BE IT ENACTED by the Lieutenant Governor and the Legislative Assembly of the Province of Prince Edward Island as follows:

### 1. Definitions

In this Act,

- (a) “**classification level**” means the classification level assigned to a position based on its duties and responsibilities;
- (b) “**contract employee**” means an employee who is employed by means of a contract authorized by a public body on a temporary basis for a fixed term of one year or more and who is subject to payroll source deductions;
- (c) “**full-time equivalent**” refers to the proportion of full-time hours an employee is regularly scheduled to work in the employee’s position;
- (d) “**Minister**” means the Minister of Finance and Affordability;
- (e) “**operating budget**” means the province’s annual operating estimates tabled for a fiscal year;
- (f) “**pay range**” means the salary range established for a job classification or position under a public body’s applicable union collective agreement or, where a collective agreement does not exist or apply, the compensation framework of the public body, the Terms and Conditions of Employment for Excluded Employees of the Province of Prince Edward Island, the Province of Prince Edward Island’s Senior Compensation Plan, and the Physician Services Agreement;
- (g) “**public body**” means an entity listed in Schedule A, B, C or D of the *Financial Administration Act* R.S.P.E.I. 1988, Cap. F-9;
- (h) “**publish**” and “**publication**” mean to make information available to the public electronically without charge.

### 2. Purpose

The purpose of this Act is to

- (a) enhance transparency and accountability for public-sector salary expenditures by requiring the publication of annual, anonymized job positions and the pay range for each position; and
- (b) standardize government-wide disclosure of public-sector salaries by each public body.

**3. Application**

- (1) This Act applies to all public bodies listed in Schedules A to D of the *Financial Administration Act*, excluding the Legislative Assembly and its independent offices and the Office of the Auditor General.

**Application to permanent positions, contract employees**

- (2) This Act applies to the disclosure of the classification levels, salary ranges and other information listed in subsection 4(1) in respect of a public body's created and budgeted permanent positions and contract employees.

**Application to executive division**

- (3) For greater certainty, this Act applies to the disclosure of the classification levels, salary ranges and other information listed in subsection 4(1) in respect of positions in the executive division as set out in subsection 8(1) of the *Civil Service Act* R.S.P.E.I. 1988, Cap. C-8.

**Not applicable**

- (4) For greater certainty, this Act does not apply to casual relief, temporary or student positions as set out in the *Civil Service Act* or the Legislative Assembly and its independent offices or the Office of the Auditor General.

**4. Annual disclosure**

- (1) Each public body shall provide the following information, based on a fiscal year, for every created and budgeted permanent position and each contract employee, if applicable, in the form and manner approved by the Minister, to the Treasury Board Secretariat in accordance with section 7:
- (a) the position title;
  - (b) the classification level;
  - (c) the name of a union, pay group or professional association that represents the holder of the position;
  - (d) the salary range for the position;
  - (e) the organizational division or section to which the position belongs;
  - (f) the full-time equivalent for the position.

**Prohibited information**

- (2) The information provided under subsection (1) shall not include the names of employees or individualized salaries.

**5. Timing of disclosure**

- (1) The information required to be published by this Act shall be published within 15 sitting days after the operating budget is tabled in the Legislative Assembly for the fiscal year.

**Electronic publication**

- (2) All information required to be published by this Act shall be published electronically in an easily accessible form and manner that the Minister considers appropriate, without charge.

**Archives accessible**

- (3) The Minister shall ensure that a publicly accessible archive of lists published in prior years is published and maintained in an easily accessible form and manner that the Minister considers appropriate, without charge.

**6. Role of Treasury Board Secretariat**

- (1) The Treasury Board Secretariat shall collect and publish the information required to be disclosed under this Act for all public bodies.

**Responsibility of each public body**

- (2) Each public body shall, as part of the annual budget process, provide the information necessary to the Treasury Board Secretariat to meet the publication requirements of this Act.

**7. No contravention**

The disclosure of information by a public body that is required or authorized under this Act is deemed not to contravene any other enactment or agreement.

**8. Commencement**

This Act comes into force on a date that may be fixed by proclamation of the Lieutenant Governor in Council.

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(Bill No. 22)

**Public Sector Pay Disclosure Act**

<i>STAGE:</i>	<i>DATE:</i>
<i>1st Reading:</i>	April 28, 2026
<i>2nd Reading:</i>	
<i>To Committee:</i>	
<i>Reported:</i>	
<i>3rd Reading and Pass:</i>	
<i>Assent:</i>	

**SIGNATURES:**

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Honourable Dr. Wassim Salamoun, Lieutenant Governor

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Honourable Brad Trivers, Speaker

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Joseph Jeffrey, Clerk

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Hon. Jill Burridge  
Minister of Finance and Affordability

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