Ontario

Pay Equity Office

Business Plan 2019–22

Title: Pay Equity Office Business Plan 2019–22

Ce document est disponible en français

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1. Mandate and Key Activities

1.1 Mandate

The Pay Equity Commission (the Commission) was established by section 27 of the *Pay Equity Act*, R.S.O, 1990, c.P.7. Its purpose is to redress gender discrimination in the compensation of employees employed in female job classes in Ontario.

The Commission consists of two separate and independent parts: the Pay Equity Office (PEO), headed by the Commissioner, and the Pay Equity Hearings Tribunal (the Tribunal), headed by the Chair. Both the Commissioner and the Chair are appointed by the Lieutenant Governor in Council.

The Minister of Labour represents the PEO and the Tribunal in Cabinet and its Committees, in the Legislative Assembly and before Committees of the Legislature. The Minister is accountable to the Legislature for the PEO's and the Tribunal's fulfillment of their mandates and their compliance with statutes and government administrative policies. The Minister is also responsible for the review and approval of their Business Plans and Annual Reports. This Business Plan has been prepared in accordance with the *Agencies and Appointments Directive* and the *Guide to Developing Business Plans for Provincial Agencies, June 2016.*

1.2 Key Activities

In 2019-20, the PEO will continue to carry out its core statutory mandate of enforcing the Act by responding to complaints (see Section 3.0 for Performance Measures). To carry out its enforcement mandate, the PEO will continue to investigate pay equity complaints, monitor implementation and maintenance of pay equity, attempt to resolve disputes, and make such orders as are necessary to effect compliance.

The PEO will continue to provide educational resources and general advice to assist employers, employees and bargaining agents achieve and maintain pay equity in their workplaces.

In addition, the PEO will undertake a new three-year strategic planning process in 2019–20.

2. Financial and Human Resources

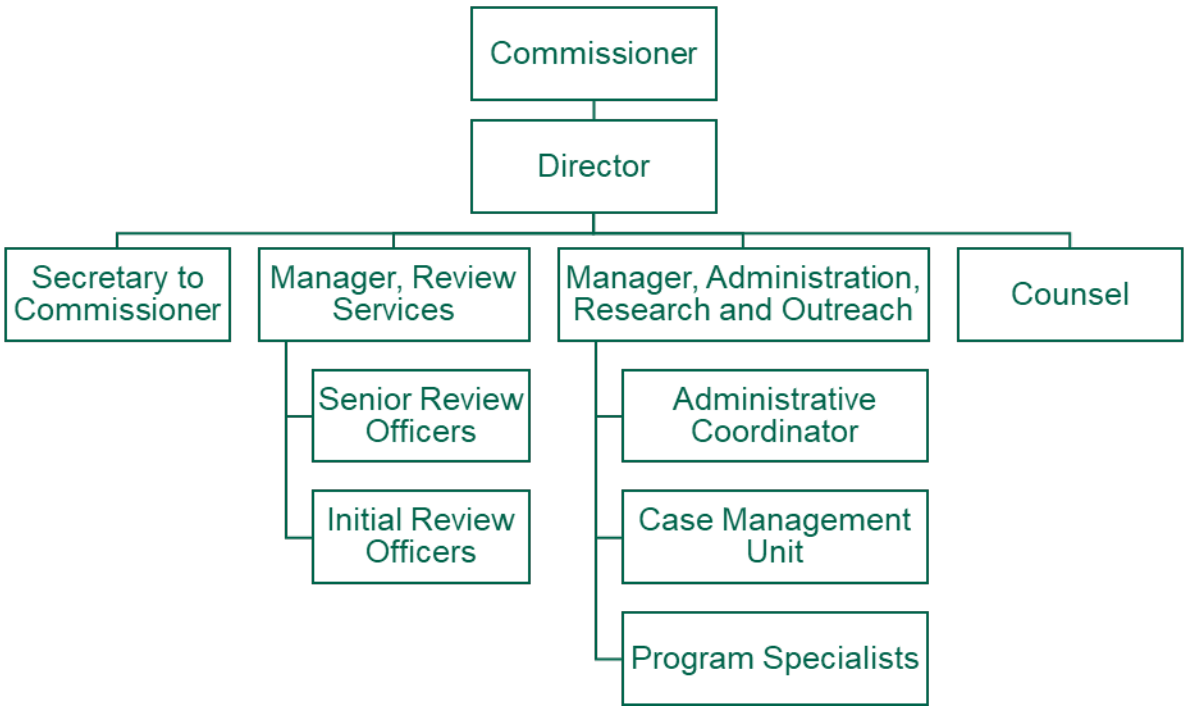
2.1 Three-Year Budget

The PEO's annual operating budget is part of the Ministry of Labour's Estimates and reports quarterly on its expenditures and planned commitments.

Standard Account	2019–20 Expenditure Estimates	2020–21 Preliminary Planning Base	2021–22 Preliminary Planning Base
Salaries & Wages	2,347,100	2,347,100	2,347,100
Benefits	266,100	266,100	266,100
ODOE: Transportation & Communication	50,000	50,000	50,000
Services (Including Lease)	358,000	358,000	358,000
Supplies & Equipment	20,000	20,000	20,000
Total ODOE	**428,000**	**428,000**	**428,000**
Grand Total	**3,041,200**	**3,041,200**	**3,041,200**

2.2 Human Resources

The PEO consists of 25 Full Time Equivalents (FTEs). The Commissioner is the sole Order-in-Council appointee.



3. Performance Measures and Targets

In 2019–20, the PEO will continue to report on its core Key Performance Indicators:

	Outcome	Measure	2019–20 Target	2020–21 Target	2021–22 Target
Efficiency	The PEO strives to ensure timely closure of files, taking into consideration the reality that pay equity matters often require analysis of large volumes of information.	Per cent cases resolved within 24 months	80%	80%	80%
Effectiveness	The PEO is able to facilitate consensus resolution that comply with the Act. Consensus resolution means that employers and employees are able to work together constructively, rather than adversarially.	Per cent cases resolved without an Order	85%	85%	85%

These performance measures will be reviewed as part of the three-year strategic planning refresh.