

PERFORMANCE BONUSES PAID OUT IN 2011-12 (FOR 2010-11)

Deputy Ministers/Associate Deputy Ministers¹

<u>Pay Range</u>	<u>Number Receiving Performance Bonus</u>
1. Less than \$5,000	0
2. \$5,000 - \$9,999	0
3. \$10,000 - \$19,999	7
4. \$20,000 - \$29,000	6
5. \$30,000 and up.	0

Assistant Deputy Ministers²

<u>Pay Range</u>	<u>Number Receiving Performance Bonus</u>
1. Less than \$5,000	1
2. \$5,000 - \$9,999	8
3. \$10,000 - \$19,999	2
4. \$20,000 - \$29,000	0
5. \$30,000 and up.	0

Senior Managers³

<u>Pay Range</u>	<u>Number Receiving Performance Bonus</u>
1. Less than \$5,000	54
2. \$5,000 - \$9,999	86
3. \$10,000 - \$19,999	7
4. \$20,000 - \$29,000	2
5. \$30,000 and up.	0

¹ Includes all bonuses paid to Senior Managers in positions with the title 'Deputy Minister' or 'Associate Deputy Minister'.

² Includes all bonuses paid to Senior Managers in positions with the title 'Assistant Deputy Minister'.

³ Includes all bonuses paid to all other Senior Managers other than Deputy Ministers, Associate Deputy Ministers, and Assistant Deputy Ministers.

**PERFORMANCE BONUSES PAID OUT IN 2011-12 (FOR 2010-11 PERFORMANCE)
BY DEPARTMENT, AGENCY AND CORPORATION**

Department/Agency	Total \$ Spent on Performance Bonuses	Total # of Eligible Senior Managers
Aboriginal Affairs and Intergovernmental Relations	40,670	6
Education Culture and Employment	78,585	13
Environment and Natural Resources	100,896	15
Executive	91,503	13
Finance	88,009	14
Health & Social Services	62,745	10
Human Resources	49,487	8
Industry Tourism and Investment	95,645	15
Justice	93,096	13
Legislative Assembly	28,178	4
Municipal and Community Affairs	78,301	12
Public Works and Services	62,763	10
Transportation	71,446	13
Aurora College	36,548	8
Business Development and Investment Corporation	28,971	3
NWT Housing Corporation	55,923	10
Workers' Safety and Compensation Commission	26,770	5
Divisional Boards of Education* *N.B., DBEs include the following: <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 	48,196	10
Health and Social Service Authorities* *N.B., HSSAs include the following: <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 	108,074	22
GRAND TOTAL	1,245,763	204

Senior Management Performance Bonuses: Tabled Documents Explanatory Notes

- Performance pay is granted for outstanding contributions during the previous fiscal year. The performance bonuses listed are for performance during fiscal year 2010-11.

- The following positions are included under each of the headings:
 - Deputy Minister/Associate Deputy Ministers:** this category captures positions with the title Deputy Minister or Associated Deputy Minister.

Positions include Deputy Ministers (Departments), Secretary to Cabinet as the DM of the Executive, Secretary to FMB as the Deputy Minister of Finance.

 - Assistant Deputy Ministers:** this category captures 11 Assistant Deputy Ministers (all within Departments).

 - Senior Managers:** this category captures all other senior managers.

- Recognition of satisfactory, exceptional and outstanding performance is a term and condition of employment in the Executive Managers' employment contract and the Senior Managers' Handbook.