

MEMBER'S STATEMENT – GREAT SLAVE – JUNE 2, 2008

PERFORMANCE BONUSES FOR SENIOR GNWT MANAGERS

Thank you Mr. Speaker.

In February I asked the Minister of Human Resources some specific questions on bonuses paid to Deputy Heads, Senior Managers, and Excluded Employees of the GNWT. At that time I was informed that approximately \$1.65 million is paid out annually to these employees. Further, Approximately \$550,000 was paid out annually to senior managers and staff of the NWT Power Corporation. This is over \$2 million per year.

Given current fiscal realities, it's definitely time to reconsider how this government awards its bonuses to senior managers. Currently, virtually every senior public official gets a bonus. It's time that Senior Management earn their fat bonuses. When bonuses are expected rather than earned it breeds meritocracy. It even encourages senior managers to keep their mouths shut about problems and does not encourage thinking outside of the box, which would have been incredibly useful during the budget process we are currently going through.

We can't afford to reward Senior Managers who are technically gifted but are lousy people-managers and run over everyone to get results.

Recently, the Federal Government developed a more rigorous assessment process for their performance pay. With their new plan and process fewer than 20 per cent of their Senior Executives will receive bonuses.

Under the Federal program Senior Managers are assessed based on performance targets and a 360 degree review which includes input from fellow senior managers, colleagues, ministers, and others.

Implementing a process similar to the Federal government's will ensure that when bonuses are earned they will be paid and, when they aren't earned they will not be paid. This ensures that we can remain competitive with the private sector by providing our high quality performers with financial incentives, which encourage their continued commitment to the GNWT as opposed to jumping ship, and seeking employment with the Private Sector.

It's time to review how bonuses are paid. It's time to ensure that staff are rewarded for outstanding performance -- performance that is above and beyond expectations -- for thinking outside of the box, for streamlining government through increased efficiencies and better use of resources rather than cutting jobs (the easy solution).

Mr. Speaker, at the appropriate time I will be asking the Premier some questions concerning bonuses in the GNWT.

Thank you, Mr. Speaker.

