



Council Decision Note

Item: Classification of OIC Appointee Per Diem Remuneration

Public Interest Rationale: Increasing per diems reflects the need for qualified individuals with the necessary expertise within the new governance structure. This ensures effective governance and oversight and enhances the quality of decision-making and accountability within the College, ultimately benefiting the public it serves.

Strategic Alignment: N/A

Submitted By: Linda Lacroix, Registrar and Chief Executive Officer

Issue

In 2011, Council directed staff to request to the Minister a per diem increase for all appointed members. Given the passage of time, legislative changes that transformed the College's governance structure in 2022, and the introduction of competency-based appointments, the College is seeking Council's approval to resubmit a request that the Minister change the classification of remuneration for OIC appointees to Level 2, enabling increased per diem rates for Council, Committee, and Roster members.

Background

Public appointees of Ontario's agencies, boards and commissions are often provided with per diems to recognize the public service nature of their roles. The Ministry responsible for appointing public members, along with the Management Board of Cabinet, determines the classification level of the College. The Management Board of Cabinet establishes such rates and no organization is permitted to exceed the established limits. There are two different levels of per diems for public appointees as follows:

Level 1 – applied to Colleges and other professional self-regulatory organizations
The standard rate of remuneration for Colleges and other professional self-regulatory organizations in Ontario is at level 1, which allows for a maximum of \$150 per diem for members and a maximum of \$225 for Chairs.

Per diem rates at level 1 are applied to general public appointees of agencies, boards and commissions that meet periodically, including the vast majority of professional self-regulatory organizations in Ontario.

Level 2 – specialized expertise

Per diem rates at level 2 are reserved for agencies, boards and commissions that require specialized expertise of their public appointees as defined in the legislation and are reserved for agencies, boards and commissions that meet at frequent intervals.



The rate of remuneration for level 2 allows for a maximum of \$200 per day for members and a maximum of \$350 for Chairs.

Given the legislative governance change in 2022, and the requirement for competency-based appointments, the College is seeking Council's approval to request that the Minister change the College's remuneration rate to Level 2. The Minister responsible for appointing public members, along with the Management Board of Cabinet, determines the classification level of the College.

This change would allow the College to increase the overall per diem rates for all Council, Committee and Roster members.

Based on the previous four year's average an increase in per diem rates to level 2 would result in an approximate increase of \$110,000.

Equity, Diversity, and Inclusion Impact

The College is committed to equally compensating Council, Committee, and Roster members to promote equity and inclusion within its governance model. This request to move to Level 2 would affect all governance positions and allow the Council to revise the remuneration policy to increase per diem rates accordingly.

Decision Sought

- 1. That Council request that the Minister of Education reclassify the OIC remuneration to Level 2 – specialized expertise.**

Next Steps

Should Council approve this request, the College will move forward with the request to the Minister to change the per diem remuneration to Level 2.