

Public Disclosure of Salaries over \$100,000
Q & A's

Q. Is salary information private?

A. Employee compensation (i.e. "salary" and "discretionary benefits") is specifically excluded from protection under *The Freedom of Information and Protection of Privacy Act* (the "Act").

Q. Why are we posting salary information?

A. Although not required by provincial legislation, employee salaries above a threshold have been made publicly available in the University Library for many years. In the interest of additional transparency and in alignment with other publicly funded Saskatchewan organizations, the University of Regina made disclosure of employee salaries above \$100,000 publicly available on its website, beginning in summer 2018.

Q. Do other Universities publicly post salary information?

A. Public sector compensation disclosure practices vary across Canada. Depending on the jurisdiction, university compensation information is either found on provincial government-maintained lists or published on university websites.

Q. Will exemptions for salary disclosure be allowed?

A. Although employee compensation ("salary" and "benefits") is specifically excluded from protection under the Act, there are exemptions that would preclude the release of such information. These exemptions relate only to the following:

- i. Disclosure of these records could reasonably be expected to threaten the safety, or mental or physical health of that employee, or*
- ii. Disclosure of these records could reasonably be expected to threaten the safety, or mental or physical health of a member of that employee's family.*

The current process of application for exemption will continue. The Head of Access to Information and the Protection of Privacy for the University provides information annually to faculty and staff, prior to disclosure.

Q. When will salaries be posted?

A. The list is posted annually in April.