



# Quarterly Financial Report

For the quarter ended June 30, 2024 (unaudited)



# PUBLIC SERVICE COMMISSION OF CANADA

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For the quarter ended June 30, 2024

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## 1. Introduction

This quarterly financial report should be read in conjunction with the Main Estimates and Supplementary Estimates for fiscal year 2024 to 2025. It has been prepared by management, as required by section 65.1 of the *Financial Administration Act* and in the form and manner prescribed by the Directive on Accounting Standards, GC 4400 Departmental Quarterly Financial Report. It has been reviewed by the Internal Audit Committee of the Public Service Commission of Canada.

This quarterly report has not been subject to an external audit or review.

### 1.1 Authority and objectives

The Public Service Commission of Canada (the agency) is an independent agency established under the *Public Service Employment Act* and listed in schedules I.1 and IV of the *Financial Administration Act*.

A summary description of the agency's programs can be found in its [2024 to 2025 departmental plan](#).

### 1.2 Basis of presentation

This quarterly report has been prepared by management using an expenditure basis of accounting. The accompanying Statement of Authorities includes the agency's spending authorities granted by Parliament and those used by the agency consistent with the Main Estimates for the 2024 to 2025 fiscal year. This quarterly report has been prepared using a special purpose financial reporting framework designed to meet financial information needs with respect to the use of spending authorities.

The authority of Parliament is required before money can be spent by the government. Approvals are given in the form of annually approved limits through appropriation acts or through legislation in the form of statutory spending authority for specific purposes.

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The agency uses the full accrual method of accounting to prepare and present its annual departmental financial statements that are part of the departmental results reporting process. However, the spending authorities voted by Parliament remain on an expenditure basis.

### 1.3 Financial structure

The agency has a financial structure comprised of voted budgetary authorities for program expenditures and statutory authorities for contributions to employee benefit plans.

In addition, the agency has the authority to re-spend certain revenues received from other government departments and agencies in a fiscal year to offset expenditures incurred in that same year, for the provision of assessment and counselling products and services.

## 2. Highlights of fiscal quarter and fiscal year-to-date results

This section highlights the significant items that contributed to the change in resources available for the current year and in the actual expenditures for the quarter ended June 30, 2024.

The following graph provides a comparison of the net budgetary authorities available for spending and the expenditures for the quarters ended June 30, 2024, and June 30, 2023, for the agency's combined Vote 1 – Program Expenditures and Statutory Authorities.

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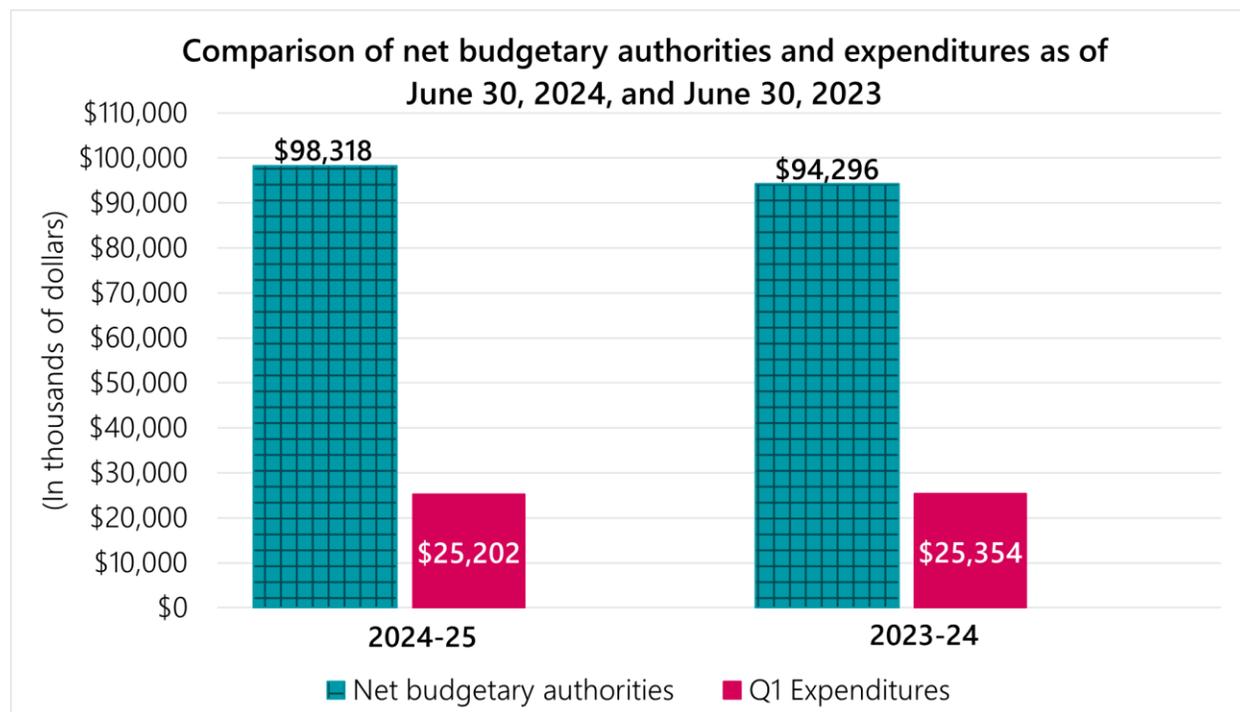


Figure 1: Budgetary authorities and expenditures: 2024 to 2025 and 2023 to 2024

Year	Net budgetary authorities	Q1 Expenditures
2024-25	\$98,318	\$25,202
2023-24	\$94,296	\$25,354

### 2.1 Significant changes to authorities

As shown in Section 6: Statement of Authorities, at June 30, 2024, there was an increase of \$4,021,000 in authorities available for use in the current year, as compared to the previous year.

The variance is due mainly to the following:

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- a \$4,302,000 increase in funding from the Treasury Board of Canada Secretariat to cover higher current salary rates following the implementation of collective agreements in previous year
- a \$281,000 decrease in funding for statutory employer contributions due to lower rates attributed to employee benefit plans

### 2.2 Significant variances in net expenditures from prior year

As shown in Section 7: Budgetary expenditures by standard object, total net budgetary expenditures during the quarter decreased from \$25,354,000 in 2023 to 2024 to \$25,202,000 in 2024 to 2025, a variance of \$152,000 or 0.6%.

The variance is due mainly to the following:

- a decrease of \$426,000 in personnel, mainly resulting from a reduced workforce
- an increase of \$139,000 in operating and maintenance spending, resulting from the following:
  - an increase of \$424,000 mainly due to a one-time cost for transition licences required to modernize the current IT infrastructure
  - a decrease of \$141,000 in professional and special services, resulting mainly from a reduction in management consulting services
  - a decrease of \$ 84,000 in acquisition of machinery and equipment, mainly resulting from reduced purchases of client software and office furniture and furnishing
  - a decrease of \$33,000 in transportation and telecommunications, mainly resulting from a decrease in travel and relocation
  - a decrease of \$27,000 in miscellaneous expenses
- a decrease of \$135,000 in revenues netted against expenditures, due to services rendered but not yet invoiced during the first quarter following the reorganization of billing services

### 3. Risks and uncertainties

The agency is evolving in a dynamic, complex and fast-changing environment that requires it to be efficient, flexible and innovative to support more inclusive, non-partisan

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and merit-based hiring in federal departments and agencies across Canada. As part of its departmental planning and reporting cycle, the agency reviews its organizational risks annually and conducts quarterly monitoring. This monitoring includes strategic oversight of changes in external risk factors and internal vulnerabilities that may have an impact on the agency's results.

The agency's risks can be found in its [2024 to 2025 departmental plan](#), which also includes a link to the operating context.

Amendments to the agency's enabling legislation, the *Public Service Employment Act*, have been implemented, and the agency has developed tools to guide departments and agencies to eliminate or reduce biases and barriers that disadvantage members of equity-seeking groups in the hiring process. The agency will continue to work with departments and agencies in examining a wider range of socio-demographic and intersecting identity factors to remove or reduce barriers and biases in the staffing system. The examination will extend beyond the 4 designated employment equity groups (women, Indigenous Peoples, persons with disabilities and members of visible minorities).

#### 4. Significant changes in relation to operations, personnel and programs

There were no significant changes to programs or activities in the agency during the first quarter, which ended on June 30, 2024.

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## 5. Approved by senior officials

Approved by:

Marie-Chantal Girard

President

Farhat Khan, CPA

Chief Financial Officer

Gatineau, Canada

August 29, 2024

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### 6. Statement of authorities (unaudited)

Fiscal year 2024 to 2025 (in thousands of dollars)	-	-	-
-	<b>Total available for use for the year ending March 31, 2025<sup>1</sup></b>	<b>Used during the quarter ended June 30, 2024</b>	<b>Year-to-date used at quarter-end</b>
Vote 1 – Program Expenditures	86,342	22,208	22,208
Statutory – Refund of Previous Year Revenue	0	0	0
Statutory – Employer Contributions to Employee Benefit Plans	11,976	2,994	2,994
<b>Total Budgetary Authorities</b>	<b>98,318</b>	<b>25,202</b>	<b>25,202</b>

1. Includes only authorities available for use and granted by Parliament at quarter-end.



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### 6. Statement of authorities (unaudited) (continued)

Fiscal year 2023 to 2024 (in thousands of dollars)	-	-	-
-	<b>Total available for use for the year ending March 31, 2024<sup>1</sup></b>	<b>Used during the quarter ended June 30, 2023</b>	<b>Year-to-date used at quarter-end</b>
Vote 1 – Program Expenditures	82,040	22,290	22,290
Statutory – Refund of Previous Year Revenue	0	0	0
Statutory – Employer Contributions to Employee Benefit Plans	12,256	3,064	3,064
<b>Total Budgetary Authorities</b>	<b>94,296</b>	<b>25,354</b>	<b>25,354</b>

1. Includes only authorities available for use and granted by Parliament at quarter-end.

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### 7. Budgetary expenditures by standard object (unaudited)

Fiscal year 2024 to 2025 (in thousands of dollars)	-	-	-
-	Planned expenditures for the year ending March 31, 2025	Expended during the quarter ended June 30, 2024	Year-to-date used at quarter-end
Personnel	96,274	23,129	23,129
Transportation and telecommunications	114	9	9
Information	235	7	7
Professional and special services	13,153	545	545
Rentals	1,388	1,537	1,537
Repair and maintenance	61	1	1
Utilities, materials and supplies	112	15	15
Acquisition of machinery and equipment	1,123	37	37
Other subsidies and payments	110	119	119
<b>Total gross budgetary expenditures</b>	<b>112,570</b>	<b>25,399</b>	<b>25,399</b>
<b>Less: Revenues netted against expenditures</b>	<b>(14,252)</b>	<b>(197)</b>	<b>(197)</b>
<b>Total net budgetary expenditures</b>	<b>98,318</b>	<b>25,202</b>	<b>25,202</b>

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### 7. Budgetary expenditures by standard object (unaudited) (continued)

Fiscal year 2023 to 2024 (in thousands of dollars)	-	-	-
-	Planned expenditures for the year ending March 31, 2024	Expended during the quarter ended June 30, 2023	Year-to-date used at quarter-end
Personnel	91,712	23,555	23,555
Transportation and telecommunications	108	43	43
Information	217	18	18
Professional and special services	13,686	686	686
Rentals	1,358	1,113	1,113
Repair and maintenance	60	3	3
Utilities, materials and supplies	118	30	30
Acquisition of machinery and equipment	1,171	121	121
Other subsidies and payments	118	117	117
<b>Total gross budgetary expenditures</b>	<b>108,548</b>	<b>25,686</b>	<b>25,686</b>
<b>Less: Revenues netted against expenditures</b>	<b>(14,252)</b>	<b>(332)</b>	<b>(332)</b>
<b>Total net budgetary expenditures</b>	<b>94,296</b>	<b>25,354</b>	<b>25,354</b>