



Parole Board  
of Canada

Commission des libérations  
conditionnelles du Canada

# Parole Board of Canada

## 2024-25 Departmental Results Report

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The Honourable Gary Anandasangaree, P.C., M.P.

Minister of Public Safety

Canada

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# Parole Board of Canada's (PBC) 2024-25 Departmental Results Report

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## At a glance

This departmental results report details the PBC's actual accomplishments against the plans, priorities and expected results outlined in its [2024-25 Departmental Plan](#).

- [Vision, mission, raison d'être](#) and [operating context](#)

## Key priorities

The PBC identified the following key priorities for 2024-25:

- Enhance Board member, staff, organizational capacity, and strengthen the learning framework to support the consistent application of legislative requirements and relevant jurisprudence.
- Cultivate a people management and training approach that fosters diversity, equity and inclusion, recognizes the benefits of flexible work arrangements, and promotes a healthy, respectful, productive, and safe work environment.
- Enhance Information Management (IM)/Information Technology (IT) tools to improve program delivery and client services.
- Strengthen responsiveness to the needs of specific populations such as women, Indigenous Peoples, Black and other racialized people.

- Ensure and optimize the effective delivery of outreach through engagement activities to inform community partners, victims, applicants, offenders, and Canadians on the scope of the work of the PBC as an independent administrative tribunal.

### Highlights for the PBC in 2024-25

- Total actual spending (including internal services): \$76,929,830
- Total full-time equivalent staff (including internal services): 563

For complete information on PBC's total spending and human resources, read the [Spending and human resources section](#) of its full departmental results report.

### Summary of results

The following provides a summary of the results the department achieved in 2024-25 under its main areas of activity, called "core responsibilities".

Core responsibility 1: Conditional Release Decisions

Actual spending: \$45,270,212

Actual full-time equivalent staff: 344

The quality of conditional release decisions is reflected in conditional release outcomes. Over the last five fiscal years, 98% of parole supervision periods were completed without an offence, and 99% were completed without a violent offence. Similarly, 99% of offenders who completed their sentences on full parole have not been re-admitted after release because of a violent conviction (five-year post-warrant expiry).

For more information on PBC's [Conditional Release Decisions](#) read the "Results – what we achieved" section of its departmental results report.

Core responsibility 2: Conditional Release Openness and Accountability

Actual spending: \$5,459,411

Actual full-time equivalent staff: 53

The PBC delivered a total of 450 outreach activities across Canada in 2024-25. This is in line with the total number of activities delivered in 2023-24 (470). Of these, 231 were outreach and 219 were in-reach activities. Outreach outcomes reflect the Board's ongoing emphasis on reaching diverse audiences, including specific priority groups, such as women offenders as well as Indigenous and Black/marginalized offenders. Outreach and in-reach targeted to women comprised a total of 50 activities, a 20% increase over 2023-24. Of these, 28 activities were held with the incarcerated women population, a 12% increase over last year. The PBC participated in approximately 59 Indigenous-related outreach activities with community and government partners. Of these, 48 were in-reach activities with incarcerated Indigenous individuals (12 of which were with Indigenous women). Additionally, 10 in-reach activities were delivered to Correctional Service of Canada (CSC) staff on issues such as Indigenous initiatives and Culturally Responsive Hearings (CRHs).

The PBC participated in 37 outreach activities focused on marginalized offenders, communities and organizations. Of these, eight (8) were outreach activities with community and criminal justice partners, and 29 were in-reach activities with the incarcerated population.

In 2024-25, PBC staff supported the participation of more than 4,700 individuals in observing hearings, including victims and their support persons, members of the public, students, media representatives, and officials from other government departments. During the same period, the Board released over 8,600 decisions through its Registry of Decisions, representing an 11% increase compared to the previous fiscal year.

For more information on PBC's [Conditional Release Openness and Accountability](#) read the 'Results – what we achieved' section of its departmental results report.

Core responsibility 3: Record Suspension/Pardon and Expungement Decisions/Clemency  
Recommendations

Actual spending: \$11,396,735

Actual full-time equivalent staff: 83

In 2024-25, the PBC rendered 2,401 record suspension decisions, 9,163 pardon decisions and ordered 83 cannabis record suspensions. The PBC also assessed 30 requests for clemency ([Royal Prerogative of Mercy](#)).

For more information on PBC's [Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations](#) read the 'Results – what we achieved' section of its departmental results report.

## From the Institutional Head

As Chairperson of the Parole Board of Canada (PBC), I am pleased to present the 2024-25 Departmental Results Report (DRR). This report provides members of Parliament and Canadians with an overview of the PBC's performance for the fiscal year against its plans, priorities and expected results.

The PBC is an independent administrative tribunal. As part of the Canadian criminal justice system, the PBC contributes to the protection of society by facilitating, as appropriate, the timely reintegration of offenders and the sustained rehabilitation of individuals into society as law-abiding citizens. The PBC makes independent, quality conditional release, record suspension/pardon and expungement decisions, as well as clemency recommendations, in a transparent and accountable manner, while respecting diversity and the rights of victims and offenders, in accordance with its statutory responsibilities and authorities.

The 2024-25 DRR highlights the PBC's unwavering dedication to its goals and priorities, while adapting to a changing operational landscape. Throughout the year, the PBC effectively maintained its essential public safety mandate, fostering a safer and more secure Canada through these significant achievements:

- Strengthened Board member decision-making through training, harmonization, and expanded collaboration with Elders and Cultural Advisors from Indigenous and Black communities.
- Supported ongoing efforts to Openness and Accountability by continuing to engage with stakeholders and participating in outreach with Indigenous and other racialized communities, including a targeted increase in engagement with incarcerated women as well as Indigenous People and communities, and racialized/marginalized people and communities.
- Maintained work with international partners on the Board's Structured Decision-Making Framework (SDMF) and sharing of PBC legislation and policy for decision making.
- Completed approximately 14,700 conditional release reviews for federal and provincial/territorial offenders.
- Reviewed and processed approximately 12,000 record suspension/pardon applications, contributing to improved access to housing, employment opportunities, and the reduction of homelessness for Canadians.

I am incredibly proud of the PBC's accomplishments. I would like to formally acknowledge the diligence, determination, and dedication of our Board members and employees in delivering the PBC's public safety mandate.

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Joanne Blanchard  
Chairperson, Parole Board of Canada

## Results – what we achieved

Core responsibilities and internal services

- [Core responsibility 1: Conditional Release Decisions](#)
- [Core responsibility 2: Conditional Release Openness and Accountability](#)
- [Core responsibility 3: Record Suspension/Pardon and Expungement Decisions/Clemency Recommendation](#)
- [Internal services](#)

### Core responsibility 1: Conditional Release Decisions

In this section

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- [Quality of life impacts](#)
- [Progress on results](#)
- [Details on results](#)
- [Key risks](#)
- [Resources required to achieve results](#)
- [Related government priorities](#)
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Description

Conditional release is based on the principle and supported by research that community safety is enhanced by the timely and gradual release of offenders to the community under supervision. Quality conditional release decisions, based on the risk of re-offending in conjunction with effective programs and treatment, and effective community supervision all contribute to the release process. Through this core responsibility, the PBC provides timely, accurate information for Board member decision-making, and develops training and policies that are essential tools for risk assessment and decision-making that are in accordance with the law.

Quality of life impacts

This core responsibility contributes to the “Good Governance” domain of the [Quality of Life Framework for Canada](#), and more specifically to the confidence in institutions/confidence in access to fair and equal justice (criminal)

Progress on results

This section details the department’s performance against its targets for each departmental result under Core responsibility 1: Conditional Release Decisions.

Table 1: Conditional release decisions adhere to the law, the PBC's policies, and the principles of fundamental justice

Table 1 shows the target, the date to achieve the target and the actual result for each indicator under Conditional release decisions adhere to the law, the PBC's policies, and the principles of fundamental justice in the last three fiscal years.

Departmental Result Indicators	Target	Date to Achieve Target	Actual Results
The percentage of decisions that are affirmed by the Appeal Division.	≥85%	March 31, 2025	2022-23: 79% 2023-24: 79% 2024-25: 83%
The percentage of Appeal applications that are processed in 120 calendar days or less.	≥95%	March 31, 2025	2022-23: 74% 2023-24: 63% 2024-25: 53%

Table 2: Conditional release decisions contribute to keeping Canadians safe

Table 2 shows the target, the date to achieve the target and actual result for each indicator under Conditional release decisions contribute to keeping Canadians safe in the last three fiscal years.

Departmental Result Indicators	Target	Date to Achieve Target	Actual Results
The percentage of offenders <sup>1</sup> on parole who are not convicted of a violent offence during their supervision period.	≥98%	March 31, 2025	2022-23: 99% 2023-24: 99% 2024-25: 99%
The percentage of offenders <sup>2</sup> on parole who are not convicted of an offence prior to the end of their supervision period.	≥96%	March 31, 2025	2022-23: 98% 2023-24: 98% <sup>3</sup> 2024-25: 99%
The percentage of offenders who completed their sentences on full parole and who are not re-admitted after release because of a violent conviction (five-year post-warrant expiry).	≥98%	March 31, 2025	2022-23: 99% 2023-24: 99% 2024-25: 99% <sup>4</sup>

<sup>1</sup> Excluding offenders on full parole serving an indeterminate or life sentence.

<sup>2</sup> Excluding offenders on full parole serving an indeterminate or life sentence.

<sup>3</sup> This metric is not always static for previous fiscal years, as offenders can be charged with an offence that occurred during a supervision period and then subsequently convicted of the offence after the fiscal year end.

<sup>4</sup> This metric is not always static for previous fiscal years, as offenders can be charged with an offence that occurred during a supervision period and then subsequently convicted of the offence after the fiscal year end.

Departmental Result Indicators	Target	Date to Achieve Target	Actual Results
The percentage of post-suspension and detention decisions that are processed within the legislated timeframes without loss of jurisdiction.	≥98%	March 31, 2025	2022-23: 100% 2023-24: 100% 2024-25: 100% <sup>5</sup>

The [Results section of the PBC’s Infographic on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for Conditional Release Decisions in 2024-25 compared with the planned results set out in PBC’s departmental plan for the year.

Conditional release decisions adhere to the law, the PBC’s policies, and the principles of fundamental justice

Results achieved

The PBC operates under the authority of the [Corrections and Conditional Release Act \(CCRA\)](#). Board members are the decision-makers in conditional release decisions and are independent in their decision-making. They are required to make decisions that are consistent with the protection of society and that are limited to only what is necessary and proportionate to the purpose of conditional release. The Appeal Division contributes to the quality of the PBC’s decision-making process by ensuring that conditional release decisions adhere to the law, PBC’s policies, and the principles of fundamental justice.

- The PBC’s Appeal Division rendered 361 reviews, affirming 396 out of 476 decisions (83%). The current affirmation rate is below the departmental result target of 85%. The lower affirmation rate is largely due to the increased rigor and complexity of the legal criteria and standards applied by the Appeal Division. In 2024-25, the Board faced a shortage of Board members that required Appeal Division Board members to provide substantial and sustained voting support to the Conditional Release program. Simultaneously, over the same period, the Appeal Division managed the departure of one full-time and one part-time Board member, while training a newly appointed Board member. As a result, the PBC’s performance in meeting its target of processing 95% of appeal applications within 120 calendar days was significantly impacted even though some additional support was received from regional Board members trained with the Appeal Division throughout the year, with an actual result of 53%.
- The 2023-24 Annual Appeal Trends National Report was approved at PBC’s Executive Committee, and results were presented to all Board members by the Vice-Chairperson of the Appeal Division in late fall 2024 and early winter 2025.

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<sup>5</sup> There was one (1) loss of jurisdiction decision in 2023-24 and one (1) loss of jurisdiction decision in 2024-25, resulting in a percentage of 99.99%, which was rounded to 100%.

## Conditional release decisions contribute to keeping Canadians safe

### Results achieved

By law, Board members appointed to the PBC shall be sufficiently diverse in their backgrounds to be able to collectively represent community values and views in the work of the PBC. Upon appointment, all new Board members must complete the Board Member Orientation training as well as ongoing training during their tenure. This core training program imparts essential knowledge required for their roles and provides opportunities to practice critical skills in risk assessment, interviewing techniques, and decision writing. This is one of the many core and continuous learning activities designed to support and inform PBC decision-makers.

- Thirty-two (32) Governor in Council appointments/reappointments were made to the PBC through open, transparent and merit-based selection processes (18 appointments and 14 reappointments) in the reporting period. Based on self-reported data, among the 32 newly appointed and reappointed Board members, 6% of individuals identified as Indigenous, 59% as women, 9% as part of the 2SLGBTQIA+ group, 9% as a person with a disability, 22% as members of visible minority groups, and 38% are bilingual.
- The training of Board members was supported through the delivery of several sessions, both in-person and virtually, including multiple Board Member Orientation training sessions, a Board member continuous learning session on domestic violence, a Vice-Chairperson continuous training on Values and Ethics, Accessibility and Accommodations, and more.
- The Annual Training on Risk Assessment (ATRA) focused specifically on understanding offender diversity in the context of decision-making, and provided Board members with the opportunity for hands-on, practical training to deepen their knowledge and skills in applying the Structured Decision-Making Framework (SDMF) while using trauma and culturally informed approaches, under the lens of equity, diversity, and inclusion.
- A new edition of the SDMF User Guide for Board members was produced, reflecting updated research-supported considerations for weighing file information and rating criminal risk-related domain areas.
- The PBC continued to operationalize its Directive on Quality Assurance (QA) which supports Board members to achieve the highest quality decision-making. In September 2024, the PBC released its second QA Annual Report. Starting in 2026, this national report on quality assurance activities will be published every two years to provide better feedback on trends, as well as relevant and beneficial learning opportunities. QA is one of several tools used by the PBC to enhance accountability and transparency, and provides relevant information regarding potential gaps, best practices and informs training of Board members.

### Key risks

While the PBC has significant mitigation strategies in place, quality decision-making remains one of the PBC's key risks. Sub-risks include:

- Maintaining national consistency in the implementation of harmonized policy and procedures across the PBC.
- Enhancing Board member qualification and appointment process, competencies, and training.
- Responding to the complex and diverse profiles of the incarcerated population (recognizing that PBC does not influence the rates of incarceration of various groups).

Consistent with the provisions of the Acts that govern the PBC, the uniform application of decision-making across such a large geographical area is paramount. Comprehensive training is the foundation for quality decision-making, therefore the PBC will continue to deliver and update essential training resources, ensuring their timely availability to Board members and staff.

Resources required to achieve results

Table 3: Snapshot of resources required for Conditional Release Decisions

Table 3 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	46,247,091	45,270,212
Full-time equivalents	322	344

[The Finances section of the PBC’s Infographic on GC Infobase page](#) and the [People section of the PBC’s Infographic on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

Gender-based Analysis Plus

The PBC has implemented a Gender-Based Analysis Plus (GBA Plus) Framework to ensure that intersecting factors are considered in policy, programs, and initiatives under this core responsibility. For example, adapted hearing processes are available for Indigenous and Black individuals to contribute to understanding of systemic and background factors in decision-making.

As recommended by the Board Member Secretariat, following a review by the Quality Assurance Section in 2022-23 of women offender hearings, Vice-Chairpersons are encouraged to observe or listen to the audio-recording of a number of hearings for women offenders to assess whether a trauma and gender-informed lens was applied. To this end, the Board Member Assessment Process specifies, with the goal of quality decision-making, that Board members must adhere to guiding principles related to working with women in the parole process and apply gender and trauma-informed approaches to hearings and decisions. For Vice-Chairpersons, the annual Assessment Process specifies that they must monitor the application of trauma-informed and culturally appropriate approaches to members appointed in their region or division.

United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals  
 More information on PBC’s contributions to Canada’s Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Conditional Release Decisions are supported by the following programs:

- Conditional Release Decisions

Additional information related to the program inventory for Conditional Release Decisions is available on the [Results page on GC InfoBase](#).

## Core responsibility 2: Conditional Release Openness and Accountability

In this section

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Description

This core responsibility ensures that the PBC operates in an open and accountable manner, consistent with the provisions of the [Corrections and Conditional Release Act \(CCRA\)](#). It includes working with victims of crime, offenders, and the public by providing information about our policies and programs, including access to the PBC's registry of decisions, as well as providing assistance for observers at hearings. The core responsibility also includes working to encourage citizen engagement, enhancing public education and awareness, investigating incidents in the community (i.e., when a new offence occurs), monitoring the PBC's performance and reporting on conditional release results.

Quality of life impacts

This core responsibility contributes to the “Good Governance” domain of the [Quality of Life Framework for Canada](#), and more specifically to confidence and access to fair and equal justice (criminal).

Progress on results

This section details the department’s performance against its targets for each departmental result under Core responsibility 2: Conditional Release Openness and Accountability.

Table 4: The timely exchange of relevant information with victims, offenders, observers, other components of the criminal justice system, and the general public

Table 4 shows the target, the date to achieve the target and the actual result for each indicator under the timely exchange of relevant information with victims, offenders, observers, other components of the criminal justice system, and the general public in the last three fiscal years.

Departmental Result Indicators	Target	Date to Achieve Target	Actual Results
The percentage of individuals (i.e., observers and victims) that are satisfied with the quality of the service and timeliness of the information provided.	≥80%	PBC questionnaire conducted in 2022-23. The next questionnaire is planned for 2027-28.	2022-23: 81% 2023-24: 81% 2024-25: 81%
The percentage of requests for information through the Decision Registry that are responded to in a timely manner.	≥80%	March 31, 2025	2022-23: 97% 2023-24: 97% 2024-25: 98%

The [Results section of the PBC’s Infographic on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for Conditional Release Openness and Accountability in 2024-25 compared with the planned results set out in PBC’s departmental plan for the year.

The timely exchange of relevant information with victims, offenders, observers, other components of the criminal justice system, and the general public

Results achieved

The PBC is committed to informing victims during the conditional release process and ensuring their voices are heard and their rights under the [Canadian Victims Bill of Rights \(CVBR\)](#) are upheld. Victim participation can be observed through the rise in presentations made by victims at hearings in 2024-25, compared to the previous fiscal year (increase of 16%).

The PBC recognizes the important role that culture, community, and history play in the successful rehabilitation and reintegration of incarcerated individuals. The PBC has been offering culturally responsive hearings for Indigenous peoples and non-Indigenous people committed to an Indigenous way of life for 30 years.

Research at the PBC informs data-driven policies and practices to facilitate the timely reintegration of offenders into society, while respecting diversity and the rights of offenders and victims. Research plays a central role in the PBC’s ability to make quality conditional release and record suspension/pardon decisions.

- As part of the PBC’s research function, the Policy, Planning and Operations Division completed a research brief on *Victim Experiences with Victim Services and the Conditional Release Process*, which outlines results from a comprehensive survey regarding victim services completed in 2022. Results from the survey, available on the [PBC’s website](#), indicate that on average,

respondents were satisfied with victim services. Most respondents (over 80%) agreed that they were treated with courtesy, dignity, and respect and that their privacy and confidentiality were respected and that they were satisfied with the speed they received a decision from the Registry of Decisions.

- PBC staff accompanied more than 4,700 people to observe a PBC hearing in 2024-25 (including victims and their support persons, members of the public, students, the media, PBC staff, and other government officials).
- Of the total of victims and victim supports who attended PBC hearings, including in-person, 74% attended virtually.
- The [CCRA](#) permits, upon request, access to specific decisions and to decisions for research purposes through the PBC's Registry of Decisions. In 2024-25, the PBC released over 8,600 decisions from its Registry of Decisions, an increase of 11% from the previous fiscal year. Ninety-two percent (92%) of requests were responded to in 15 days or less and another six percent (6%) were responded to between 16 and 30 days. Victims and victim agents were the most frequent requesters of PBC decisions (40%), followed by other types of requesters (33%), and the media (27%).
- The use of Culturally Responsive Hearings (CRH) supported by Cultural Advisors from Black communities was launched in the Atlantic region in June 2022 and expanded nationally in January 2024. This followed a recommendation from the PBC Working Group on Diversity and Systemic Racism's in their report entitled [Moving Towards Diversity, Equity and Inclusion](#). In total, the PBC held 1,044 CRHs, either in person or remotely, up from 766 the year before. The PBC tried to secure funding in 2024-25 to make this national pilot initiative permanent, but was not successful.
- The PBC received a total of 17 victim complaints in 2024-25 under the [CVBR](#), of which seven (7) were deemed inadmissible, nine (9) were deemed unfounded, and one (1) was deemed founded in part.

#### Key risks

There is a risk that the exchange of relevant information with victims, offenders, observers, other components of the criminal justice system, and the general public does not occur in a timely fashion.

The PBC ensures that victims' rights under the [CVBR](#) and the [CCRA](#) are respected, and takes a collaborative approach to continually improve trauma-informed and culturally responsive services provided to victims, and to ensure that victims' rights continue to be considered in the delivery of the PBC's mandate.

The PBC will also ensure it continues to have access to a videoconferencing solution that can meet its evolving needs with respect to virtual hearings, with a focus on accommodating diverse hearing participants and observers and respecting privacy requirements (i.e., respecting the terms of hearing participation).

Resources required to achieve results

Table 5: Snapshot of resources required for Conditional Release Openness and Accountability

Table 5 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	5,232,835	5,459,411
Full-time equivalents	51	53

[The Finances section of the PBC's Infographic on GC Infobase page](#) and the [People section of the PBC's Infographic on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

Gender-based Analysis Plus

The PBC has implemented a GBA Plus Framework to ensure that intersecting factors are considered in policy, programs, and initiatives under this core responsibility. The PBC considers the unique needs and overrepresentation of certain incarcerated populations to identify training and target outreach activities.

In 2024-25, as part of the Federal-Provincial-Territorial (FPT) Working Group on Victims of Crime's subcommittee on data, the PBC worked with Justice Canada's Research and Statistics Division to enhance national data on victims, for evidence-based decision-making to support future research, policy, and program development aimed at improving victim participation and support. The PBC contributed to the publication [Victim Services in Canada](#).

United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals  
More information on PBC's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Conditional Release Openness and Accountability is supported by the following programs:

- Conditional Release Openness and Accountability

Additional information related to the program inventory for Conditional Release Openness and Accountability is available on the [Results page on GC InfoBase](#).

## Core responsibility 3: Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations

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Description

A record suspension/pardon is designed to support the sustained reintegration of an individual into society. It is an administrative act to remove the stigma of a criminal record for persons convicted of an offence under an Act of Parliament, who have completed their sentence, having met the criteria in the [Criminal Records Act \(CRA\)](#) and demonstrated law-abiding behaviour for a prescribed number of years. Record suspensions/pardons can be revoked or cease to have effect if a new offence is committed or a person is no longer found to be of good conduct. In meeting this core responsibility, the PBC screens applications for completeness and eligibility, collects information for Board member decision-making and develops policy to guide decision-making processes.

In addition, under the [Expungement Act](#), the PBC will order the expungement of records of convictions for eligible offences that would be lawful today. Persons convicted of an offence listed in the Schedule to the [Expungement Act](#) may apply, as well as authorized representatives in cases where the person is deceased. The difference between a record suspension/pardon and an expungement is that with a record suspension/pardon, the criminal record is held ‘separate and apart’ from other criminal records, while an expungement will completely destroy the record. The PBC is also accountable for assessing requests and providing recommendations under the [Royal Prerogative of Mercy](#) (i.e., clemency) and providing advice to the Minister of Public Safety and Emergency Preparedness on the merits of each case.

Quality of life impacts

This core responsibility contributes to the “Good Governance” domain of the [Quality of Life Framework for Canada](#), and more specifically to confidence in institutions and access to fair and equal justice as well as the “Prosperity” domain more specifically economic security and deprivation.

Progress on results

This section details the department’s performance against its targets for each departmental result under Core responsibility 3: Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations.

Table 6: Clemency recommendations are made in a fair and transparent manner

Table 6 shows the target, the date to achieve the target and the actual result for each indicator under Clemency recommendations are made in a fair and transparent manner in the last three fiscal years.

Departmental Result Indicator	Target	Date to Achieve Target	Actual Results
The percentage of clemency files submitted for the Minister's consideration that are considered complete.	≥95%	March 31, 2025	2022-23: 100% 2023-24: 100% 2024-25: 100%

Table 7: Record suspension/pardon applications are processed in a timely manner

Table 7 shows the target, the date to achieve the target and the actual result for each indicator under Record suspension/pardon applications are processed in a timely manner in the last three fiscal years.

Departmental Result Indicator	Target	Date to Achieve Target	Actual Results
The percentage of record suspension/pardon applications that are processed within the established timeframes.	≥95%	March 31, 2025	2022-23: 99% 2023-24: 96% 2024-25: 82%

Table 8: Record suspension/pardon decisions adhere to the law, the PBC's policies, and the principles of fundamental justice

Table 8 shows the target, the date to achieve the target and the actual result for each indicator under Record suspension/pardon decisions adhere to the law, the PBC's policies, and the principles of fundamental justice in the last three fiscal years.

Departmental Result Indicator	Target	Date to Achieve Target	Actual Results
The percentage of cases that do not require a new review by a panel following a Federal Court order.	≥95%	March 31, 2025	2022-23: 100% 2023-24: 99% 2024-25: 99%

Table 9: Record suspension/pardon decisions contribute to keeping Canadians safe

Table 9 shows the target, the date to achieve the target and the actual result for each indicator under Record suspension/pardon decisions contribute to keeping Canadians safe in the last three fiscal years.

Departmental Result Indicator	Target	Date to Achieve Target	Actual Results
The percentage of record suspension/pardon decisions that are not revoked or cease to have effect.	≥95%	March 31, 2025	2022-23: 95% 2023-24: 95% 2024-25: 95%

The [Results section of the PBC's Infographic on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations in 2024-25 compared with the planned results set out in PBC's departmental plan for the year.

Clemency recommendations are made in a fair and transparent manner

Results achieved

The [Royal Prerogative of Mercy \(RPM\)](#) is a monarch's prerogative exercised in Canada by the Governor General or the Governor in Council. Clemency is granted in exceptional circumstances in deserving cases involving federal offences, where no other remedy exists in law to reduce severe negative effects of criminal sanctions. Clemency can be requested for numerous reasons, including employment, perceived inequity, medical conditions, immigration to Canada, compassion and financial hardship. The Governor General or the Governor in Council grants clemency upon the recommendation of a Minister of the Crown. In most cases, it is the Minister of Public Safety who makes the recommendation.

- One hundred percent (100%) of clemency files submitted for the Minister's consideration were considered complete.
- In 2024-25, 55 requests for the [RPM](#) were received and 30 cases resulted in an outcome. There were 167 [RPM](#) cases at year-end.<sup>6</sup>

Record suspension/pardon applications are processed in a timely manner

Results achieved

The PBC continued to process record suspension/pardon applications according to the following processing times:

- Applications seeking a record suspension/pardon for (an) offence(s) tried summarily will be processed within 6 months of application acceptance.
- Applications seeking a record suspension/pardon for (an) offence(s) tried by indictment will be processed within 12 months of application acceptance.
- Applications in which the PBC is proposing to refuse to order a record suspension/deny a pardon may require up to 24 months after application acceptance to complete. The reason for this is that under the [CRA](#), the PBC must notify the applicant in writing of its proposal to refuse, and advise them that they are entitled to make, or have made on their behalf, any representations to the PBC that they believe relevant.

Although there are no legislated service standards attached to the \$50.00 application fee, the PBC will continue to process applications promptly and strive to meet the established processing times mentioned above:

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<sup>6</sup> An individual can make multiple requests that will be opened under the same application. However, the PBC reports on the individual requests (or cases) as each request must be considered by the Board and decided on by the Minister. The active cases do not include [CCRA](#) requests.

- Eighty-seven percent (87%) of applications with summary offences were processed within the 6-month standard.
- Seventy-four percent (74%) of applications with indictable offences were processed within the 12-month standard.
- Ninety-seven percent (97%) of applications subject to a propose to refuse/deny were processed within the 24-month standard.
- Overall, the PBC processed 82% of record suspension/pardon applications within the established timeframes.

Of note, the record suspension program was impacted by challenges with Board member capacity in 2024-25, which resulted in the PBC falling below its target for processing applications for summary and indictable offences within established timeframes.

Record suspension/pardon decisions adhere to the law, the PBC's policies, and the principles of fundamental justice

Results achieved

On March 19, 2020, the Federal Court declared the transitional provisions of amendments made in 2010 and 2012 to section 4 of the [CRA](#), namely, section 10 of the [Limiting Pardons for Serious Crimes Act](#) and section 161 of the [Safe Streets and Communities Act](#), unconstitutional. The Court concluded that these provisions infringed on subsections 11(h) and 11(i) of the [Canadian Charter of Rights and Freedoms](#). In light of this decision, the PBC no longer applies retrospectively legislative amendments made to the [CRA](#) in 2010 and 2012 (as it relates to eligibility periods and criteria) for all record suspension applicants who committed their first offence prior to the coming into force of these changes. Pursuant to this judgement, many of these applicants have their requests processed as pardon applications (rather than record suspensions) under the applicable version of the [CRA](#).

Under the [Expungement Act](#), which came into force in June 2018, the PBC is the sole federal agency responsible for ordering or refusing to order expungement of a conviction.

The [Expungement Act](#) put into place a process to expunge or destroy records of historically unjust convictions that would be lawful today. Convictions eligible for expungement include convictions for offences involving consensual sexual activity between same-sex partners, namely gross indecency, buggery and anal intercourse, as well as for specific offences related to bawdy houses and abortion.

- Ninety-nine percent (99%) of record suspension/pardon decisions did not require a new review by a panel following a Federal Court order. Of the 305 record suspensions/pardons that were refused/denied, only two (2) cases required a new review following a Federal Court order.
- The PBC received 11 applications for expungement, returned nine (9) as ineligible (i.e., outside the scope and eligibility criteria included in the [Expungement Act](#)) and two (2) applications had not yet been processed by the end of the reporting period.

Record suspension/pardon decisions contribute to keeping Canadians safe

Results achieved

Under the [CRA](#), the PBC may order, refuse to order, or revoke record suspensions (formerly pardons) for convictions under federal acts or regulations of Canada. A record suspension allows people who were convicted of a criminal offence, but have completed their sentence and demonstrated that they are law-

abiding citizens for a prescribed number of years, to have their criminal record kept separate and apart from other criminal records.

A record suspension has the effect of removing a person's criminal record from the Canadian Police Information Centre (CPIC) database. This means that a search of CPIC will not show that the individual has a criminal record or a record suspension. This helps them access employment and educational opportunities and to reintegrate into society.

The [CRA](#) applies only to records kept by federal organizations, but most provincial and municipal criminal justice agencies also restrict access to their records once they are told that a record suspension has been ordered.

- The PBC received 17,072 record suspension/pardon applications in 2024-25, which represents a 3% decrease from the 17,572 applications received in 2023-24. The PBC accepted 12,130 applications or 71% of those applications for processing during the same fiscal year. There were 1,383 applications received, but not yet processed (8%) at the end of the fiscal year. The program rendered 2,401 record suspension and 9,163 pardon decisions, not including record suspensions ordered for only simple possession of cannabis convictions.
- The PBC received 117 applications for simple possession of cannabis, returned 34 as ineligible, no jurisdiction, or incomplete, and ordered 80. The PBC also ordered three (3) record suspensions for simple possible of cannabis from applications that had been received in 2023-24.

#### Key risks

Processing applications within the established processing timeframes remains one of the PBC's key risks under this core responsibility. Moreover, the PBC continues to operate four legislative schemes, including cannabis record suspensions, which significantly increases program complexity as each legislative scheme varies in eligibility and decision-making criteria. Administering multiple schemes puts the integrity of the program at risk. Furthermore, the current case management system, implemented in 2000-01, has been modified several times to incorporate legislative and process changes. The system is not able to interface with any online application portal and applicants are not able to apply for a record suspension online at this time. The PBC is working to improve the Pardon and Record Suspension System's (PARSS) functionality and to transition the program's application process to become accessible online, whereby applicants can use a secure portal to submit applications, transmit documents digitally, and seek updates on the status of their application.

Thorough training is the foundation for decision-making. As such, the PBC will ensure core training and tools are up-to-date and made available in a timely manner for Board members and staff.

Resources required to achieve results

Table 10: Snapshot of resources required for Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations

Table 10 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	13,251,955	11,396,735
Full-time equivalents	83	83

[The Finances section of the PBC's Infographic on GC Infobase page](#) and the [People section of the PBC's Infographic on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

Gender-based Analysis Plus

The PBC has implemented a GBA Plus Framework to ensure that intersecting factors are considered in policy, programs, and initiatives under this core responsibility.

United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals

More information on PBC's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations is supported by the following programs:

- Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations

Additional information related to the program inventory for Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations is available on the [Results page on GC InfoBase](#).

## Internal services

In this section

- [Description](#)
- [Progress on results](#)
- [Resources required to achieve results](#)
- [Contracts awarded to Indigenous business](#)

Description

Internal services refer to the activities and resources that support a department in its work to meet its corporate obligations and deliver its programs. The 10 categories of internal services are:

- Management and Oversight Services
- Communications Services
- Legal Services
- Human Resources Management
- Financial Management
- Information Management
- Information Technology
- Real Property
- Materiel
- Acquisitions

Progress on results

This section presents details on how the department performed to achieve results and meet targets for internal services.

In March 2025, the PBC launched the Board Member Self-Identification Survey, available on the PBC's intranet webpage. This survey focuses on disabilities and allows Board members to self-identify at any point in time.

The PBC published its second annual 2024 Accessibility Progress Report, which outlines the progress made in 2024 towards improving accessibility at the PBC. The following list highlights some of the actions the PBC has completed in the past year to advance accessibility:

- Review of the PBC's workplace accommodation process.
- Promotion of a new process for individuals with diverse backgrounds, including individuals with disabilities, to participate in selection boards for employee staffing processes.
- Review of processes for requesting and receiving accommodations for people who interact with the PBC in relation to conditional release and record suspension/pardon programs, including recommendations for addressing barriers.
- Review of the PBC's practices on communicating with offenders' assistants.
- Communication of building evacuation plans to all Board members and employees, including a process for Board members and employees to request individualized emergency plans.
- Creation of a directive to ensure surveys and questionnaires include questions on accessibility.
- Creation of a process to request alternate formats of publications on the PBC website.

An internal consultation with Indigenous employees and employees belonging to a racialized group was launched in March 2025 to gather valuable input and insights. The results of this consultation will inform the development of the *2026-2029 Employment-Equity, Diversity and Inclusion (EEDI) Plan*.

In July 2024, the Board launched an Inventory of Diverse Assessment Board Members for Staffing Processes. The Inventory includes employees who have diverse backgrounds, experience, knowledge, and skill sets to offer their valuable perspectives on assessment boards for staffing processes. Mandatory training is required to be part of the Inventory. As of March 2025, the PBC had 17 active employees in its Inventory.

On September 9, 2024, the PBC implemented the revised [Directive on Prescribed Presence in the Workplace of the Government of Canada](#). In light of this new requirement, the PBC reviewed and updated its telework policy to align with the [common hybrid work model for the public service](#).

The PBC has established procedures for receiving, managing and dealing with disclosures of wrongdoing made under the *Public Servants Disclosure Protection Act (PSDPA)*. These procedures came into effect on March 18, 2025, and outline the steps for disclosing alleged wrongdoing, how disclosures are handled, the process for assessing and investigating alleged wrongdoing, as well as the assigned responsibilities and robust protections for the identity of all persons involved in the disclosure process.

The PBC took actions to further support the implementation of the Crisis Management Plan. A new channel in Microsoft Teams was created for the Crisis Management Team to facilitate information sharing during regular business periods, and to streamline communications during crisis situations. In addition, the PBC tested its Crisis Management Plan through the development of a scenario-based tabletop exercise for members of the Crisis Management Team.

The PBC continues to enhance Information Technology (IT) tools and mobile technology to support Board members and employees in a hybrid model. Ongoing work has been completed to improve the PBC’s Master Service Agreement (MSA) with CSC, as the organization’s service provider. The PBC also continues to work on the modernization and renewal of systems under the record suspension/pardon program to ensure optimal services are provided to applicants (i.e., web portal and new case management system).

Resources required to achieve results

Table 11: Resources required to achieve results for internal services this year

Table 11 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	13,851,811	14,803,472
Full-time equivalents	77	83

[The Finances section of the PBC’s Infographic on GC Infobase page](#) and the [People section of the PBC’s Infographic on GC Infobase](#) provide complete financial and human resources information related to its program inventory.

Contracts awarded to Indigenous businesses  
 Government of Canada departments are required to award at least 5% of the total value of contracts to Indigenous businesses every year.

**PBC results for 2024-25**

Table 12: Total value of contracts awarded to Indigenous businesses<sup>1</sup>  
 As shown in Table 12, the PBC awarded 17.86% of the total value of all contracts to Indigenous businesses for the fiscal year.

Contracting performance indicators	2024-25 Results
Total value of contracts awarded to Indigenous businesses <sup>2</sup> (A)	\$312,355
Total value of contracts awarded to Indigenous and non-Indigenous businesses <sup>3</sup> (B)	\$1,749,047
Value of exceptions approved by deputy head (C)	\$
Proportion of contracts awarded to Indigenous businesses $[A / (B-C) \times 100]$	17.86%
<p>Over the past 30 years, the PBC has been collaborating with Elders and Cultural Advisors to provide responsive hearings for Indigenous offenders. The contracts for services with Elders and Cultural Advisors represent the main part of the PBC’s plan to meet the mandatory minimum target of 5% of the total value of contracts awarded to Indigenous businesses annually. The PBC continues to develop strategies to enhance and maintain its list of suppliers that provide CRHs.</p> <p>In 2024-25, the PBC exceeded the 5% target with contracts awarded to Indigenous businesses compared to the overall spending on Professional and Special Services.</p> <ul style="list-style-type: none"> <li>- <sup>1</sup>“Contract” is a binding agreement for the procurement of a good, service, or construction and does not include real property leases. It includes contract amendments and contracts entered into by means of acquisition cards of more than \$10,000.00.</li> <li>- <sup>2</sup>For the purposes of the minimum 5% target, the data in this table reflects how Indigenous Services Canada (ISC) defines “Indigenous business” as either:               <ul style="list-style-type: none"> <li>o owned and operated by Elders, band and tribal councils</li> <li>o registered in the <a href="#">Indigenous Business Directory</a></li> <li>o registered on a modern treaty beneficiary business list</li> </ul> </li> </ul>	

In its 2025-26 Departmental Plan, the PBC estimated that it would award 15% of the total value of its contracts to Indigenous businesses by the end of 2024-25.

## Spending and human resources

In this section

- [Spending](#)
- [Funding](#)
- [Financial statement highlights](#)
- [Human resources](#)

Spending

This section presents an overview of the department's actual and planned expenditures from 2022-23 to 2027-28.

Refocusing Government Spending

In Budget 2023, the government committed to reducing spending by \$14.1 billion over five years, starting in 2023-24, and by \$4.1 billion annually after that.

As part of meeting this commitment, the PBC identified the following spending reductions.

- 2024-25: \$ 1,190,000
- 2025-26: \$ 1,794,000
- 2026-27 and after: \$ 2,621,000

During 2024-25, the PBC worked to realize these reductions through the following measures:

- Returning A-Base funding associated with the Canadian Drugs and Substance Strategy (CDSS) initiative.
- Finding efficiencies and/or design or administration cost-saving service delivery approaches while maintaining core program delivery with minimal operational impacts and residual risks.

Budgetary performance summary

Table 13: Actual three-year spending on core responsibilities and internal services (dollars)

Table 13 shows the money that the PBC spent in each of the past three years on its core responsibilities and on internal services.

Core responsibilities and internal services	2024-25 Main Estimates	2024-25 total authorities available for use	Actual spending over three years (authorities used)
Conditional Release Decisions	42,866,983	45,955,471	<ul style="list-style-type: none"> <li>• 2022-23: 42,264,222</li> <li>• 2023-24: 47,411,727</li> <li>• 2024-25: 45,270,212</li> </ul>
Conditional Release Openness and Accountability	5,177,172	5,490,191	<ul style="list-style-type: none"> <li>• 2022-23: 4,450,821</li> <li>• 2023-24: 5,663,027</li> <li>• 2024-25: 5,459,411</li> </ul>
Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations	11,753,392	12,267,314	<ul style="list-style-type: none"> <li>• 2022-23: 8,360,982</li> <li>• 2023-24: 9,814,399</li> <li>• 2024-25: 11,396,735</li> </ul>

Core responsibilities and internal services	2024-25 Main Estimates	2024-25 total authorities available for use	Actual spending over three years (authorities used)
<b>Subtotal</b>	<b>59,797,547</b>	<b>63,712,976</b>	<ul style="list-style-type: none"> <li>• 2022-23: 55,076,025</li> <li>• 2023-24: 62,889,153</li> <li>• 2024-25: 62,126,358</li> </ul>
Internal services	13,472,619	15,421,474	<ul style="list-style-type: none"> <li>• 2022-23: 13,700,453</li> <li>• 2023-24: 14,559,088</li> <li>• 2024-25: 14,803,472</li> </ul>
<b>Total</b>	<b>73,270,166</b>	<b>79,134,450</b>	<ul style="list-style-type: none"> <li>• 2022-23: 68,776,478</li> <li>• 2023-24: 77,448,241</li> <li>• 2024-25: 76,929,830</li> </ul>

Analysis of the past three years of spending

The actual spending increased over the fiscal years due to additional funding through Supplementary Estimates and negotiated salary increases.

[The Finances section of the PBC's Infographic on GC Infobase page](#) offers more financial information from previous years.

Table 14: Planned three-year spending on core responsibilities and internal services (dollars)

Table 14 shows PBC's planned spending for each of the next three years on its core responsibilities and on internal services.

Core responsibilities and internal services	2025-26 planned spending	2026-27 planned spending	2027-28 planned spending
Conditional Release Decisions	42,454,148	41,701,482	41,701,482
Conditional Release Openness and Accountability	5,204,173	5,209,865	5,209,865
Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations	10,444,610	10,593,878	10,593,878
<b>Subtotal</b>	<b>58,102,931</b>	<b>57,505,225</b>	<b>57,505,225</b>
Internal services	13,549,527	13,515,936	13,515,936
<b>Total</b>	<b>71,652,458</b>	<b>71,021,151</b>	<b>71,021,151</b>

Analysis of the next three years of spending

The reduction in planned spending for future years is in relation to the third and final year of the Government Refocusing Spending exercise stemming from Budget 2023.

[The Finances section of the PBC's Infographic on GC Infobase page](#) offers more [detailed financial information related to future years](#).

Table 15: Budgetary actual gross spending summary (dollars)

Table 15 reconciles gross planned spending with net spending for 2024-25.

Core responsibilities and internal services	2024-25 actual gross spending	2024-25 actual revenues netted against expenditures	2024-25 actual net spending (authorities used)
Conditional Release Decisions	45,270,212	-	45,270,212
Conditional Release Openness and Accountability	5,459,411	-	5,459,411
Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations	11,396,735	-	11,396,735
<b>Subtotal</b>	<b>62,126,356</b>	-	<b>62,126,358</b>
Internal services	14,921,487	(118,015)	14,803,472
<b>Total</b>	<b>77,047,845</b>	<b>(118,015)</b>	<b>76,929,830</b>

Analysis of budgetary actual gross spending summary

In 2022-23, PBC sought a Vote Netting Revenue authority to provide procurement services to other small departments and agencies. The PBC has the authority to provide these services on a cost recovery basis up to \$500,000.

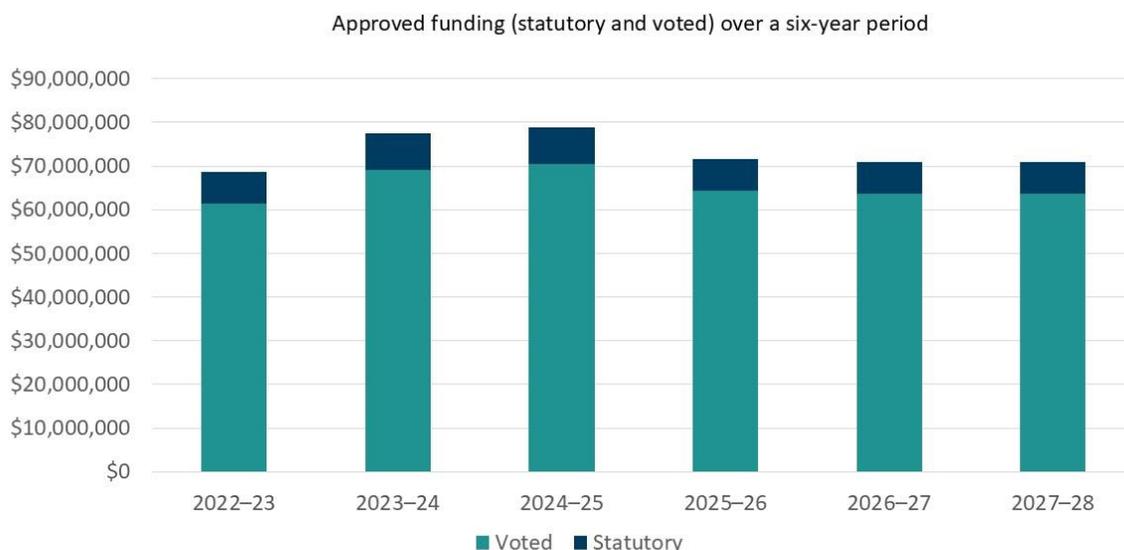
[The Finances section of the PBC's Infographic on GC Infobase page](#) offers information on the alignment of [PBC's spending with Government of Canada's spending and activities](#).

## Funding

This section provides an overview of the department's voted and statutory funding for its core responsibilities and for internal services. Consult the [Government of Canada budgets and expenditures](#) for further information on funding authorities.

Graph 1: Approved funding (statutory and voted) over a six-year period

Graph 1 summarizes the department's approved voted and statutory funding from 2022-23 to 2027-28.



Graph 1 includes the following information in a bar graph:

Fiscal year	Statutory	Voted	Total
2022-23	\$7,413,497	\$61,362,981	\$68,776,478
2023-24	\$8,431,512	\$69,016,729	\$77,448,241
2024-25	\$8,432,461	\$70,484,872	\$78,583,692
2025-26	\$7,315,886	\$64,336,572	\$71,652,458
2026-27	\$7,243,400	\$63,777,751	\$71,021,151
2027-28	\$7,243,400	\$63,777,751	\$71,021,151

Analysis of statutory and voted funding over a six-year period

The spending increases over the past fiscal years are due to additional funding through Supplementary Estimates and negotiated salary increases. The planned spending reductions over the next fiscal years are due to the last and final year of the planned capital investment of the PARSS in 2025-26 and the reductions due to the Government Refocusing Spending exercise announced in the Budget 2023.

Consult the [Public Accounts of Canada](#) for further information on PBC’s departmental voted and statutory expenditures.

Financial statement highlights

[PBC’s Financial Statements](#) (Unaudited) for the Year Ended March 31, 2025.

Table 16: Condensed Statement of Operations (unaudited) for the year ended March 31, 2025 (dollars)

Table 16 summarizes the expenses and revenues for 2024-25 which net to the cost of operations before government funding and transfers.

Financial information	2024–25 actual results	2024–25 planned results	Difference (actual results minus planned)
Total expenses	85,059,961	88,717,523	(3,657,562)
Total revenues	118,015	500,000	(381,985)
Net cost of operations before government funding and transfers	84,941,946	88,217,523	(3,275,577)

Analysis of expenses and revenues for 2024-25

The reductions in actual spending versus planned spending include delays in the planned investment of the PARSS. In the final quarter of 2024-25, expenditures were intentionally reduced to help the organization prepare for potential future budget reductions.

The 2024-25 planned results information is provided in PBC’s [Future-Oriented Statement of Operations and Notes 2024-25](#).

Table 17: Condensed Statement of Operations (unaudited) for 2023-24 and 2024-25 (dollars)

Table 17 summarizes actual expenses and revenues and shows the net cost of operations before government funding and transfers.

Financial information	2024–25 actual results	2023–24 actual results	Difference (2024-25 minus 2023-24)
Total expenses	85,059,961	86,992,816	(1,932,855)
Total revenues	118,015	153,300	(35,285)
Net cost of operations before government funding and transfers	84,941,946	86,839,516	(1,897,570)

Analysis of differences in expenses and revenues between 2023-24 and 2024-25

In 2024-25, revenues from providing Procurement Services to other small government departments decreased compared to the previous year, due to changes in the number of client departments served.

Table 18: Condensed Statement of Financial Position (unaudited) as of March 31, 2025 (dollars)

Table 18 provides a brief snapshot of the amounts the department owes or must spend (liabilities) and its available resources (assets), which helps to indicate its ability to carry out programs and services.

Financial information	Actual fiscal year (2024-25)	Previous fiscal year (2023-24)	Difference (2024-25 minus 2023-24)
Total net liabilities	8,314,074	11,632,259	(3,318,185)
Total net financial assets	4,992,326	7,964,690	(2,972,364)
Departmental net debt	3,321,748	3,667,569	(345,821)
Total non-financial assets	4,626,857	2,883,024	1,743,833
Departmental net financial position	1,305,109	(784,545)	2,089,564

Analysis of department’s liabilities and assets since last fiscal year

The reduction in liabilities is due to less payables at year end and the increase in non-financial assets is the cost associated to the software under development to replace the PARSS.

## Human resources

This section presents an overview of the department’s actual and planned human resources from 2022-23 to 2027-28.

Table 19: Actual human resources for core responsibilities and internal services

Table 19 shows a summary in full-time equivalents of human resources for PBC’s core responsibilities and for its internal services for the previous three fiscal years.

Core responsibilities and internal services	2022-23 actual FTEs	2023-24 actual FTEs	2024-25 actual FTEs
Conditional Release Decisions	329	345	344
Conditional Release Openness and Accountability	49	52	53
Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations	65	70	83
<b>Subtotal</b>	<b>443</b>	<b>467</b>	<b>480</b>
Internal services	76	82	83
<b>Total</b>	<b>519</b>	<b>549</b>	<b>563</b>

Analysis of human resources for the last three years

The planned FTEs spending increase over the fiscal years is due to additional funding received through Supplementary Estimates B in 2023-24.

Table 20: Human resources planning summary for core responsibilities and internal services  
 Table 20 shows the planned full-time equivalents for each of PBC’s core responsibilities and for its internal services for the next three years. Human resources for the current fiscal year are forecast based on year to date.

Core responsibilities and internal services	2025-26 planned FTEs	2026-27 planned FTEs	2027-28 planned FTEs
Conditional Release Decisions	317	314	314
Conditional Release Openness and Accountability	51	50	50
Record Suspension/Pardon and Expungement Decisions/Clemency Recommendations	83	82	82
<b>Subtotal</b>	<b>451</b>	<b>446</b>	<b>446</b>
Internal services	77	76	76
<b>Total</b>	<b>528</b>	<b>522</b>	<b>522</b>

Analysis of human resources for the next three years  
 The decrease in planned FTEs over the coming fiscal years is due to the Government Refocusing Spending exercise announced in Budget 2023.

### Supplementary information tables

The following supplementary information tables are available on [PBC’s website](#):

- [Gender-based Analysis Plus](#)
- [Response to Parliamentary committees and external audits](#)

### Federal tax expenditures

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance Canada publishes cost estimates and projections for these measures each year in the [Report on Federal Tax Expenditures](#). This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs as well as evaluations and GBA Plus of tax expenditures.

## Corporate information

Departmental profile

Appropriate minister(s): The Honourable Gary Anandasangaree, P.C., M.P.

Institutional head: Joanne Blanchard, Chairperson.

Ministerial portfolio: Minister of Public Safety Canada.

Enabling instrument(s): The legal authorities under which the PBC operates includes the [Corrections and Conditional Release Act](#) and its Regulations, the [Criminal Records Act](#) and its Regulations, the Letters Patent, the [Criminal Code](#), the [Canadian Charter of Rights and Freedoms](#), and other legislation.

Year of incorporation / commencement: 1959.

Other: The PBC contributes to the Government of Canada's outcome of a safe and secure Canada. The PBC contributes to this outcome by making timely conditional release, record suspension/pardon, and expungement decisions and clemency recommendations.

The PBC is headed by a Chairperson who reports to Parliament through the Minister of [Public Safety](#). The Minister, however, does not have statutory authority to give direction to the Chairperson or other Board members of the PBC in the exercise of their decision-making powers. This structure helps to ensure the impartiality and integrity of the PBC's decision-making process.

In making conditional release, record suspension/pardon and expungement decisions, as well as clemency recommendations, the PBC's primary objective is the protection of society. In rendering its decisions, the PBC is autonomous and independent. However, its decisions are open and transparent to the public upon request, consistent with its legislation and policies.

The PBC carries out its responsibilities through a national office in Ottawa, as well as six offices in five regions across the country (Atlantic, Quebec, Ontario, Prairie, and Pacific).

Departmental contact information

Mailing address: Public Affairs and Partnerships Division  
410 Laurier Avenue West  
Ottawa, Ontario  
K1A 0R1

Telephone: (613) 954-7474

Email: [info@PBC-CLCC.gc.ca](mailto:info@PBC-CLCC.gc.ca)

Website: [Canada.ca/Parole-Board-of-Canada](http://Canada.ca/Parole-Board-of-Canada)

## Definitions

### **appropriation** (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

### **budgetary expenditures** (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, departments or individuals; and payments to Crown corporations.

### **core responsibility** (responsabilité essentielle)

An enduring function or role of a department. The departmental results listed for a core responsibility reflect the outcomes that the department seeks to influence or achieve.

### **Departmental Plan** (plan ministériel)

A report that outlines the anticipated activities and expected performance of an appropriated department over a 3-year period. Departmental Plans are usually tabled in Parliament in spring.

### **departmental priority** (priorité)

A plan, project or activity that a department focuses and reports on during a specific planning period. Priorities represent the most important things to be done or those to be addressed first to help achieve the desired departmental results.

### **departmental result** (résultat ministériel)

A high-level outcome related to the core responsibilities of a department.

### **departmental result indicator** (indicateur de résultat ministériel)

A quantitative or qualitative measure that assesses progress toward a departmental result.

### **departmental results framework** (cadre ministériel des résultats)

A framework that connects the department's core responsibilities to its departmental results and departmental result indicators.

### **Departmental Results Report** (rapport sur les résultats ministériels)

A report outlining a department's accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

### **Full-time equivalent** (équivalent temps plein)

Measures the person years in a departmental budget. An employee's scheduled hours per week divided by the employer's hours for a full-time workweek calculates a full-time equivalent. For example, an employee who works 20 hours in a 40-hour standard work week represents a 0.5 full-time equivalent.

**Gender-based Analysis Plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])**

An analytical tool that helps to understand the ways diverse individuals experience policies, programs and other initiatives. Applying GBA Plus to policies, programs and other initiatives helps to identify the different needs of the people affected, the ways to be more responsive and inclusive, and the methods to anticipate and mitigate potential barriers to accessing or benefitting from the initiative. GBA Plus goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography (including rurality), language, race, religion, and sexual orientation.

**government priorities (priorités pangouvernementales)**

For the purpose of the 2024–25 Departmental Results Report, government priorities are the high-level themes outlining the government’s agenda as announced in the [2021 Speech from the Throne](#).

**horizontal initiative (initiative horizontale)**

A program, project or other initiative where two or more federal departments receive funding to work collaboratively on a shared outcome usually linked to a government priority, and where the ministers involved agree to designate it as horizontal. Specific reporting requirements apply, including that the lead department must report on combined expenditures and results.

**Indigenous business (entreprise autochtones)**

For the purposes of a Departmental Result Report, this includes any entity that meets the Indigenous Services Canada’s criteria of being owned and operated by Elders, band and tribal councils, registered in the [Indigenous Business Directory](#) or registered on a modern treaty beneficiary business list.

**non-budgetary expenditures (dépenses non budgétaires)**

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

**performance (rendement)**

What a department did with its resources to achieve its results, how well those results compare to what the department intended to achieve, and how well lessons learned have been identified.

**performance indicator (indicateur de rendement)**

A qualitative or quantitative measure that assesses progress toward a departmental-level or program-level result, or the expected outputs or outcomes of a program, policy or initiative.

**plan (plan)**

The articulation of strategic choices, which provides information on how a department intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead to the expected result.

**planned spending** (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to the amounts presented in Main Estimates. Departments must determine their planned spending and be able to defend the financial numbers presented in their Departmental Plans and Departmental Results Reports.

**program** (programme)

An Individual, group, or combination of services and activities managed together within a department and focused on a specific set of outputs, outcomes or service levels.

**program inventory** (répertoire des programmes)

A listing that identifies all the department's programs and the resources that contribute to delivering on the department's core responsibilities and achieving its results.

**result** (résultat)

An outcome or output related to the activities of a department, policy, program or initiative.

**statutory expenditures** (dépenses législatives)

Spending approved through legislation passed in Parliament, other than appropriation acts. The legislation sets out the purpose and the terms and conditions of the expenditures.

**target** (cible)

A quantitative or qualitative, measurable goal that a department, program or initiative plans to achieve within a specified time period.

**voted expenditures** (dépenses votées)

Spending approved annually through an appropriation act passed in Parliament. The vote also outlines the conditions that govern the spending.