

# Canadian Nuclear Safety Commission 2025–26

## Departmental Plan

The Honourable Tim Hodgson, P.C., M.P.  
Minister of Energy and Natural Resources

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Pierre Tremblay  
President, CNSC

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Tim Hodgson  
Minister of Energy and Natural Resources

Canada 



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## Canadian Nuclear Safety Commission's 2025–26 Departmental Plan: At a glance

A departmental plan describes a department's priorities, plans, and associated costs for the upcoming three fiscal years.

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

### Key priorities

The Canadian Nuclear Safety Commission (CNSC) has [5 programs \(plus Internal Services\)](#) for delivering on its core responsibility of nuclear regulation, fulfilling its mandate, and achieving its departmental results for 2025–26 and beyond. These are articulated in this year's plan through 4 pillars: to be modern, trusted, global, and agile. The CNSC strives for regulatory efficiency in the fulfillment of its commitments – through ensuring that its regulations are risk-informed, flexible and fit for purpose, and by maintaining organizational regulatory readiness. The CNSC's key priorities for 2025–26 are as follows:

The CNSC is committed to a **modern** approach to nuclear regulation using science- and evidence-based decisions and risk-informed actions, and technically sound regulatory practices that consider scientific uncertainties and evolving expectations. In 2025–26, the CNSC will:

- review existing legislative and regulatory authorities under the [Nuclear Safety and Control Act](#) (NSCA) to support regulatory readiness and Indigenous reconciliation.
- develop funding transition plans for projects that continue to support new nuclear and small modular reactors (SMRs) in Canada, including SMR Readiness and the Indigenous and Stakeholder Capacity Fund.
- continue to address new nuclear technology and its implications for the regulation of SMRs and nuclear fusion, to ensure that it is fully prepared to regulate these new technologies through their entire lifecycle.
- continue to manage the Natural Science and Engineering Research Council of Canada's CNSC Small Modular Reactor Research Grant Initiative to grow research capacity related to SMRs.

The CNSC continuously strives to be a **trusted** regulator, recognized as independent, open and transparent, and as a credible source of scientific, technical and regulatory information. In 2025–26, the CNSC will:

- update and continue to implement the [Indigenous Reconciliation Strategy and Action Plan](#), in order to build trust and advance reconciliation by being a culturally sensitive and respectful organization that actively listens to and learns from Indigenous Nations and communities.
- support the implementation of the [United Nations Declaration on the Rights of Indigenous Peoples Act](#) (UNDA) and related Action Plan to advance reconciliation and to ensure that Canada is meeting its international commitments.

The CNSC leverages and influences **global** nuclear efforts, relevant to Canadian interests and activities, to enhance international nuclear safety, security and non-proliferation. In 2025–26, the CNSC will:

- assist select aspiring nuclear countries in the development of effective nuclear regulatory regimes through chairing the International Atomic Energy Agency's (IAEA) [Regulatory Cooperation Forum](#).
- support the CNSC Executive Vice-President and Chief Regulatory Operations Officer's presidency, as elected by the contracting parties, of the [8th Review Meeting of the Joint Convention on the Safety of Spent Fuel Management and on the Safety of Radioactive Waste Management](#), which, through a peer-review process with contracting parties, aims to achieve and maintain a high level of safety in spent fuel and radioactive waste management; protect individuals, society and the environment from ionizing radiation; and prevent accidents and, if necessary, mitigate their consequences.
- implement international agreements including safeguards agreements with the IAEA and Nuclear Cooperation Agreements with other states, to ensure the safe and peaceful use of Canadian nuclear material, equipment and technology and Canadian exports thereof.

The CNSC continues to progress towards being an **agile** organization – one that is flexible and inclusive, with an empowered and equipped workforce able to quickly adapt to an evolving operating environment. In 2025–26, the CNSC will:

- deliver organization-wide capabilities and implement modern information management and technology practices including the unification of regulatory data into one connected platform.
- implement the Government of Canada's GCworkplace vision to ensure that its hybrid work environment meets operational requirements and supports employee productivity and wellness.
- begin to implement its Strategic Workforce Plan to ensure that its employees maintain the necessary skills and capabilities to regulate the nuclear industry into the future.

### Highlights

In 2025–26, total planned spending (including internal services) for the CNSC is \$199,684,684 and total planned full-time equivalent staff (including internal services) is 1,067. For complete information on the CNSC's total planned spending and human resources, read the [planned spending and human resources section](#) of the full plan.

The following provides a summary of the CNSC's planned achievements for 2025–26, according to its approved Departmental Results Framework. A Departmental Results Framework consists of a department's core responsibilities, the results it plans to achieve, and the performance indicators that measure progress toward these results.

Core responsibility: Nuclear regulation

Planned spending: \$137,414,009

Planned human resources: 729

Departmental results:

- The environment is protected from releases from nuclear facilities and activities.
- Canadians are protected from radiation resulting from nuclear facilities and activities.
- Nuclear material and substances, facilities and activities are secure and used for peaceful purposes.

- Canadians, including Indigenous peoples, have meaningful information about, and the opportunity to participate in, the nuclear regulatory process.

The CNSC regulates the use of nuclear energy and materials to protect health, safety, security and the environment; to implement Canada's international commitments on the peaceful use of nuclear energy; and to disseminate objective scientific, technical and regulatory information to the public.

The CNSC maintains a regulatory framework and conducts licensing activities (including environmental protection reviews) and compliance verification and enforcement. It is committed to building and maintaining the confidence of the public and Indigenous Nations and communities through transparent, open and inclusive regulatory processes.

The CNSC reports to Parliament through the Minister of Energy and Natural Resources. The CNSC's arms-length governance structure, in particular the Commission's arms-length decision-making authority, ensures that the organization remains independent from government and licensees.

The Commission is a quasi-judicial administrative tribunal set up at arm's length from government, independent from any political, government or private sector influence. It makes decisions with respect to regulating nuclear safety, including licensing decisions.

More information about [nuclear regulation](#) can be found in the full plan.

# The Canadian Nuclear Safety Commission's 2025-26 Departmental Plan

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From the President



**Pierre Tremblay**  
President

As the President and Chief Executive Officer of the Canadian Nuclear Safety Commission (CNSC), it is my pleasure to present the CNSC's 2025–26 Departmental Plan, which outlines our commitments and the results we aim to achieve for the year ahead. I am inspired daily by the passion and expertise of our team, and I look forward to continuing to build meaningful connections with Canadians and communities as we advance this important work together.

Given all that is happening in Canada – in every aspect of the nuclear lifecycle – our domestic agenda remains the priority for the CNSC. Continued safe operation of the existing fleet is paramount. This means, ongoing oversight of the technology that is currently deployed, as well as ensuring readiness for

the deployment of new nuclear power reactors including small modular reactors (SMRs). The CNSC is adapting and modernizing our regulatory framework to ensure it reflects this new reality.

Ever mindful of the growing global energy demand and concerns about climate change, we have worked hard to ensure that we are ready for SMRs, and other advancements in the nuclear sector. It is clear that SMRs will have international implications as borders and boundaries become blurred through the deployment of these and other new technologies. While we recognize our international commitments and the important role we play on the world stage, our obligation is to Canadians first and foremost.

Adapting our regulatory framework to the advancements in Canada's nuclear sector also requires expanding our outreach to Canadians, Indigenous Nations and communities, and those in communities near licensed sites. We must always strive to instill confidence in our work – and in our ability to make good, risk-informed, science- and evidence-based decisions that ensure that the safety of Canadians and the environment is at the forefront of all that we do. Among our key priorities is fulfilling our commitment to reconciliation. We know we have work to do to continue building trust and long-term relationships with Indigenous Nations and communities, and we are eager to further these efforts. With this goal in mind, we will update and continue to implement the CNSC Indigenous Reconciliation Strategy and Action Plan, which supports long-term engagement with Indigenous Nations and communities. We are mindful of the need to be a culturally sensitive and respectful organization and will look to incorporate Indigenous Knowledge in our assessment and regulatory practices.

The CNSC will provide ongoing support to Indigenous Nations and communities through our Participant Funding Program and the Indigenous and Stakeholder Capacity Fund; these 2 programs help reduce financial and capacity barriers, support collaboration and assist intervenors throughout the regulatory process. In 2025–26, we will work on modernizing REGDOC-3.2.2, *Indigenous Engagement*, through formal consultations with Indigenous Nations and communities and industry. These efforts and more support our obligations under the *United Nations Declaration on the Rights of Indigenous Peoples Act* and its related action plan.

In the December 2024 Fall Economic Statement, the Government of Canada announced its intention to make amendments to the Physical Activities Regulations (Project List) under the *Impact Assessment Act*, which would remove some proposed nuclear projects currently designated in the Project List. Should these amendments be subsequently enacted, these projects would fall under the CNSC's authority under the *Nuclear Safety and Control Act* (NSCA). The CNSC has a robust relationship-based approach to engagement and consultation with Indigenous Nations and communities, which will allow it to lead the rigorous, transparent, inclusive, and efficient review of these projects. In anticipation of this work, the CNSC has committed to reviewing existing legislative and regulatory authorities under the NSCA and identifying any necessary changes to support regulatory readiness and Indigenous reconciliation.

In 2025–26, the Commission has a busy schedule. Along with being asked to decide whether to approve proposed regulations and regulatory amendments, the Commission will be asked to accept the updated regulatory documents and framework instruments that are planned as part of our modernization. In the spring, the Commission will consider an application from Ontario Power Generation (OPG) for an amendment to the Pickering Waste Management Facility licence for authorization to construct and operate a new storage structure. In June, the Commission will also consider an application from Nordion for the renewal of its operating licence for the continued manufacturing of sealed radiation sources used in cancer therapy and irradiation technologies. In 2025, the Commission will hold the second part

of the hearing on the application by OPG to renew the power reactor operating licence for the Darlington Nuclear Generating Station.

With all this work before us, the recruitment, retention and development of skilled and knowledgeable staff to regulate the nuclear sector remains a top priority. We will be focusing on building the capacity and resiliency of the organization and ensuring we are ready for what is to come. The CNSC's Strategic Workforce Plan plays an important role, as it outlines key initiatives to address anticipated workforce challenges and ensure the right people are in the right roles at the right time. This plan will empower employees to perform at their best, leveraging their skills, expertise and experiences to effectively deliver on the CNSC's mandate.

As we look ahead to another busy and ambitious year, I am confident the CNSC will continue to deliver exceptional results, as outlined in this Departmental Plan. Our highly skilled and professional staff are committed in their efforts to regulate Canada's nuclear industry and to keep the environment and Canadians safe. Their work, and their expert advice and recommendations to the Commission in its decision making, ensure that the CNSC achieves its mandate.

## Plans to deliver on core responsibilities and internal services

### Core responsibilities and internal services

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### Core responsibility: Nuclear regulation

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#### Description

The CNSC regulates the use of nuclear energy and materials to protect health, safety, security and the environment; to implement Canada's international commitments on the peaceful use of nuclear energy; and to disseminate objective scientific, technical and regulatory information to the public.

The CNSC maintains a regulatory framework and conducts licensing activities (including environmental protection reviews) and compliance verification and enforcement. It is committed to building and maintaining the confidence of the public and Indigenous Nations and communities through transparent, open and inclusive regulatory processes.

The CNSC reports to Parliament through the Minister of Energy and Natural Resources. The CNSC's arms-length governance structure, in particular the Commission's arms-length decision-making authority, ensures that the organization remains independent from government and licensees.

The Commission is a quasi-judicial administrative tribunal set up at arm's length from government, independent from any political, government or private sector influence. It makes decisions with respect to regulating nuclear safety, including licensing decisions.

Quality of life impacts

Nuclear regulation contributes to the “environment” domain of the [Quality of Life Framework for Canada](#) and, more specifically, to “natural disasters and emergencies” through all of the activities mentioned in the core responsibility description.

Indicators, results and targets

This section presents details on the department's indicators, the actual results from the three most recently reported fiscal years, the targets and target dates approved in 2025-26 for nuclear regulation. Details are presented by departmental result.

Table 1: The environment is protected from releases from nuclear facilities and activities

Table 1 provides a summary of the target and actual results for each indicator associated with the results under Nuclear Regulation.

Departmental Result Indicators	Actual Results	Target	Date to achieve target
Number of instances of radiological releases that exceeded regulatory limits	2021–22: 0 2022–23: 0 2023–24: 0	0	March 31, 2026
Number of instances of hazardous releases that exceeded regulatory limits	2021–22: 0 2022–23: 2 2023–24: 2	≤5	March 31, 2026
Percentage of Independent Environmental Monitoring samples (food, water, air, soil, sediment, sand and vegetation) that met guidelines	2021–22: 97% 2022–23: 98% 2023–24: 96%	≥95%	March 31, 2026

Table 2: Canadians are protected from radiation resulting from nuclear facilities and activities

Departmental Result Indicators	Actual Results	Target	Date to achieve target
Number of radiation doses to members of the public that exceeded regulatory limits	2021–22: 0 2022–23: 0 2023–24: 0	0	March 31, 2026
Number of radiation doses to workers that exceeded regulatory limits	2021–22: 0 2022–23: 0 2023–24: 0	0	March 31, 2026

Table 3: Nuclear material and substances, facilities and activities are secure and used for peaceful purposes

Departmental Result Indicators	Actual Results	Target	Date to achieve target
Number of instances of non-peaceful or malicious use of Canadian exports of nuclear substances, equipment and information	2021–22: 0 2022–23: 0 2023–24: 0	0	March 31, 2026
Number of lost or stolen radioactive sealed sources (Category 1 and Category 2 sealed sources)	2021–22: 0 2022–23: 0 2023–24: 0	≤2	March 31, 2026
Canada's international commitments to the IAEA with respect to nuclear safeguards and verification are met	2021–22: Met 2022–23: Met 2023–24: Met	IAEA broader conclusion	December 31, 2025

Table 4: Canadians and Indigenous peoples have meaningful information about, and the opportunity to participate in, the nuclear regulatory process.

Departmental Result Indicators	Actual Results	Target	Date to achieve target
Percentage of Commission proceedings that were accessible to members of the public and Indigenous peoples	2021–22: 92% 2022–23: 95% 2023–24: 100%	>90%	March 31, 2026
Percentage of Commission proceedings for which the Participant Funding Program was made available to members of the public and Indigenous peoples	2021–22: 100% 2022–23: 100% 2023–24: 100%	>90%	March 31, 2026
Percentage of Commission proceedings documents that were available in a timely manner on the CNSC website upon request by members of the public and Indigenous peoples	2021–22: 95% 2022–23: 95% 2023–24: 100%	>90%	March 31, 2026
Number of self-identified Indigenous Nations, communities and organizations who participated in CNSC proceedings	2021–22: 23 2022–23: 29 2023–24: 33	Stable or increasing trend	March 31, 2026

Additional information on the [detailed results and performance information](#) for the CNSC's program inventory is available on GC InfoBase.

Plans to achieve results

The following section describes the planned results for nuclear regulation in 2025-26.

Departmental result 1: The environment is protected from releases from nuclear facilities and activities

And...

Departmental result 2: Canadians are protected from radiation resulting from nuclear facilities and activities.

The CNSC will regulate nuclear facilities and activities to ensure that the environment is protected from radiological and hazardous releases and that Canadians are protected from radiation. The CNSC's regulatory framework is risk-based to ensure that resources are allocated to the facilities and activities of highest risk, bearing in mind that the primary responsibility for safety lies with the licensees. The CNSC ensures licensee compliance with its requirements, which are designed to protect the environment and the public. For the CNSC to achieve its planned results, risks must be identified, monitored and controlled across all nuclear facilities and activities by CNSC inspectors, who conduct compliance and licensing activities for nearly 1,650 licensees across various sectors.

Results we plan to achieve

- Conduct environmental reviews, licensing and oversight of uranium mine projects, new nuclear reactors, radioisotope projects, and waste projects
- Continue implementation of [REGDOC-2.2.3, Personnel Certification, Volume III: Certification of Reactor Facility Workers](#), and [REGDOC-2.2.1, Human Performance](#)
- Seek the Commission's acceptance for publication and use of an updated version of [REGDOC-2.10.1, Nuclear Emergency Preparedness and Response](#), which addresses technology-neutral requirements, and implement this document
- Improve clarity regarding how cumulative effects are considered part of the CNSC regulatory oversight

Departmental result 3: Nuclear material and substances, facilities and activities are secure and used for peaceful purposes.

Through the [Nuclear Safety and Control Act](#), the CNSC implements Canada's international commitments on the peaceful use of nuclear energy. The CNSC implements regulatory programs to ensure that CNSC licensees and Canada at large meet the obligations arising from Canada's international safeguards agreements with the IAEA. Safeguards conclusions drawn by the IAEA assure Canadians and the international community that all nuclear materials in Canada are used for peaceful purposes.

Results we plan to achieve

- Complete amendments to the [General Nuclear Safety and Control Regulations](#) and [Nuclear Non-proliferation Import and Export Controls Regulations](#) and associated updates to [REGDOC-2.13.1, Safeguards and Nuclear Material Accountancy](#), and [REGDOC-2.13.2, Import and Export](#)
- Implement the action plan addressing recommendations stemming from the 2022–23 Joint Audit and Evaluation Cyber Security Oversight of Licensees on its regulation of cyber security

and continue to update regulatory requirements and guidance to improve regulation of cyber security and protection of information for nuclear facilities and nuclear substance licensees

- Complete the update of the [Nuclear Security Regulations](#), which are a key regulatory instrument for the security of nuclear materials, nuclear facilities and nuclear substances in Canada

Departmental result 4: Canadians and Indigenous Nations and communities have meaningful information about, and the opportunity to participate in, the nuclear regulatory process.

The CNSC is a proactive regulator that supports participation of members of the public and Indigenous Nations and communities in its regulatory processes. Public hearings and meetings are open to the public, are sometimes held in the host community, and are always webcast live on the CNSC website. In addition, the CNSC offers funding through its [Participant Funding Program](#) to help support the participation of Indigenous Nations and communities, members of the public, and other interested parties in bringing valuable information to the Commission. This is recognized internationally as a best practice for regulators to emulate.

Results we plan to achieve

- Engage Canadians and share information about Nuclear Power Plant operations, new nuclear reactors, nuclear waste projects, and other CNSC-licensed activities through social media, consultation opportunities, community outreach, and Meet the Nuclear Regulator information sessions to learn about the CNSC
- Use [Open Government](#) platforms and the [Open Science and Data Platform](#) to increase accessibility and usability of scientific reports, documents and data
- Continue to implement the [Regional Information and Monitoring Network for the Ottawa River Watershed](#) (RIMNet) to improve information sharing, to better document the environmental aspects of past, current and proposed nuclear facilities and activities in the Ottawa River/Kichi Sibi watershed, and to build trust with Indigenous Nations and communities and the public
- Lead a comprehensive review of [REGDOC-3.2.1, Public Information and Disclosure](#), and prepare version 2 to support enhanced transparency and compliance so as to improve information sharing, to improve environmental documentation and to build trust with Indigenous Nations and communities and the public
- Conduct consultations on proposed updates to [REGDOC-3.2.2, Indigenous Engagement](#), in 2025–26; the new draft will modernize the document in line with current expectations and requirements for CNSC licensees on Indigenous engagement, including the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- Provide a [Participant Funding Program](#) and [Indigenous and Stakeholder Capacity Fund](#) to enhance regulatory readiness and collaboration for applicants and intervenors at Commission proceedings, to help Indigenous Nations and communities as well as stakeholders gain capacity to engage in CNSC regulatory processes prior to and throughout the lifecycle of nuclear facilities and activities in Canada
- Use digital channels to increase access to information and data, and present regulatory information to enhance accessibility and clarity for Canadians and Indigenous Nations and communities

- Develop a single digital door to enable seamless digital business with licensees, Indigenous Nations and communities, government and international partners, and the public in a way that supports secure communications and information exchange

#### Key risks

Risk management is a fundamental part of the CNSC's mission to protect health, safety, security and the environment; to implement Canada's international commitments on the peaceful use of nuclear energy; and to disseminate objective scientific, technical and regulatory information to the public. The CNSC has identified the following business risks as part of an annual exercise to identify risks and implement mitigation activities:

#### **Nuclear reactor accident**

Power reactors apply a defence-in-depth approach that anticipates and mitigates many potential challenges caused by both internal and external events. However, the possibility remains that an event can lead to an accident unless effectively mitigated. Through its robust compliance program, the CNSC ensures that licensees have programs and mitigation strategies to effectively mitigate these risks.

Activities carried out by the CNSC include:

- overseeing licensee emergency management plans and programs, including full-scale emergency exercises by the licensee that involve federal and provincial emergency management organizations
- maintaining its duty officer line and Emergency Operations Centre
- continued strengthening of risk-informed oversight at the facilities
- research projects, through the Research and Support program, to support science-based regulatory practices
- maintaining a robust compliance program

#### **Malevolent activities**

Canadian nuclear facilities and nuclear and radioactive substances (including waste) may be the target of a malevolent act. It is also possible for nuclear and/or radioactive substances, equipment or technologies to be diverted or stolen and used for non-peaceful or malevolent purposes. With increased cyber attacks worldwide and in all sectors, the CNSC must provide regulatory oversight to mitigate these risks and ensure adequacy of licensees' security measures. To reduce the risk, the CNSC:

- works closely with nuclear operators, law enforcement and intelligence agencies, international organizations and other government departments to ensure that nuclear materials and facilities are adequately protected as outlined in Canada's [Nuclear Security Regulations](#)
- implements risk frameworks and management plans to counter security threats
- implements export controls for nuclear material and substances, equipment, and technology to ensure their peaceful use

#### **Lost or stolen nuclear substances**

The use of nuclear substances results in a risk that they may be lost or stolen, whether by accident or due to the malicious intent of threat actors. To mitigate this risk, the CNSC:

- sets out the security requirements for licensees to prevent the loss, sabotage, illegal use, illegal possession, or illegal removal of sealed sources during their entire lifecycle, as per regulatory document [REGDOC-2.12.3, Security of Nuclear Substances: Sealed Sources](#)
- has a Response Coordinator in place to oversee the response to lost and stolen sources

### **Transportation accidents**

The responsibility for ensuring regulatory oversight of the safe transport of nuclear substances is shared between the CNSC via the [Packaging and Transport of Nuclear Substance Regulations, 2015](#) and Transport Canada, under the [Transportation of Dangerous Goods Regulations \(TDGR\)](#). While the transport of nuclear substances in Canada continues to remain a safe activity, there is always a risk that packages containing nuclear substances can be involved in motor vehicles accidents. To mitigate this risk, the CNSC:

- requires the use of packages that are designed according to the risk posed by the material being transported, with high-risk nuclear material requiring robust packaging that has been certified by the CNSC to withstand severe transport accidents
- provides guidance, including 3 regulatory documents in the [REGDOC-2.14, Packaging and Transport](#), series
- provides information support to first responders, who are trained in hazardous materials and use the North American Emergency Response Guide to respond to accidents involving nuclear substances. High-risk nuclear material in robust packages may also require an Emergency Response Assistance Program as per TC/TDGR requirements which ensure expert-level assistance or guidance in case of a shipping accident

### **Nuclear fuel cycle facility accident/event**

An accident or event could lead to accidental releases of radiological, industrial or chemical hazards. The NSCA and regulations impose strict controls to prevent accidents or events which are further minimized by CNSC's compliance programs and activities. To mitigate the risk of a nuclear fuel cycle facility accident or event, the CNSC:

- provides clear and structured licences and Licence Condition Handbooks (LCHs)
- shares best practices and information on significant events with other regulators and international peer review groups
- maintains a robust compliance program

### **Readiness for new technology**

The new and/or disruptive technologies being adopted or emerging in the nuclear sector pose a risk in that the CNSC may not have the expertise necessary to regulate such technologies. The CNSC's capacity, capability, and regulatory framework must be agile and flexible enough to keep pace with new technologies (including SMRs) as they apply to the nuclear sector in Canada, to ensure safety and security and avoid impeding innovation. To mitigate this risk, and to increase its readiness, the CNSC:

- has developed a strategy for readiness to regulate advanced reactor technologies
- is undertaking a strategic review of its regulatory framework, including regulations and regulatory documents

- is leveraging the Government of Canada’s \$50 million 2022–2027 budget allocation to support its ability to regulate advanced reactor technologies by building capacity to assess expected SMR licence applications
- has developed a Strategic Workforce Plan, hired new employees and assigned current employees to working groups and committees on readiness for SMRs
- consults with domestic and international regulatory partners to ensure the sharing of training resources and expertise
- formed an Innovation and Research Division to focus on key areas including:
  - continued management of the delivery and improvement of the Inspector Training Qualification Program suite of courses
  - training needs assessment for technical staff, in particular staff from the Technical Support and Regulatory Operations branches, identifying immediate and longer-term needs
  - development and delivery of training on advanced reactors
  - assessment, development and delivery of training to familiarize staff with emerging technologies (e.g., AI, drones)
  - providing guidance on AI from within the CNSC, including the Disruptive, Innovative and Emerging Technology Working Group

Planned resources to achieve results

Table 5: Planned resources to achieve results for nuclear regulation

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

Resource	Planned
Spending	137,414,009
Full-time equivalents	729

[Complete financial](#) and [human resources information](#) for the CNSC’s program inventory is available on GC InfoBase.

Related government priorities

Gender-based analysis plus

The CNSC will continue to integrate gender-based analysis plus (GBA Plus) into work-related areas where the Government of Canada has established GBA Plus requirements. These areas are:

- the development, implementation and review of regulations
- the conduct of evaluations
- the development of cabinet proposals (such as Treasury Board submissions and memoranda to Cabinet)

The CNSC expands the application of GBA Plus beyond the mandated areas to other activities where its application would be beneficial, such as policies that support a hybrid workforce, the regulatory framework, Indigenous engagement and communication activities. The decision to undertake a GBA Plus assessment on corporate projects is determined on a case-by-case basis.

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

The CNSC's policies and processes for consultation, engagement and collaboration with Indigenous Nations and communities, including its Indigenous Knowledge Policy Framework, support the Government of Canada's implementation of the United Nations Declaration on the Rights of Indigenous Peoples. The CNSC maintains a regulatory framework and is committed to building and maintaining the confidence of the public and Indigenous Nations and communities through transparent, open and inclusive regulatory processes. It conducts licensing activities (including environmental protection reviews) and verifies and enforces licensee compliance with regulatory requirements.

The CNSC is also committed to consulting and engaging with Indigenous Nations and communities, with a focus on advancing reconciliation. It continues to evolve its approach to consultation and engagement with Indigenous Nations and communities; this includes promoting participation in the Indigenous and Stakeholder Capacity Fund and establishing relationship terms of reference with communities.

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

Program inventory

Nuclear regulation is supported by the following programs:

- Nuclear Fuel Cycle
- Nuclear Reactors
- Nuclear Substances and Prescribed Equipment
- Nuclear Non-Proliferation
- Scientific, Regulatory and Public Information

Additional information related to the program inventory for nuclear regulation is available on the [Results page on GC InfoBase](#)

Summary of changes to reporting framework since last year

There were no changes to the reporting framework since last year.

Internal services

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- [Plans to achieve results](#)
- [Planned resources to achieve results](#)
- [Planning for contracts awarded to Indigenous businesses](#)

Description

Internal services are the services that are provided within a department so that it can meet its corporate obligations and deliver its programs. There are 10 categories of internal services:

- management and oversight services
- communications services

- legal services
- human resources management services
- financial management services
- information management services
- information technology services
- real property management services
- materiel management services
- acquisition management services

Plans to achieve results

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

In 2025–26, the CNSC’s internal services will enable it to deliver on its programs and achieve its departmental results by:

- implementing modern and flexible regulatory capabilities and building trust among the public and Indigenous Nations and communities through improved access to CNSC data and information
- improving the Operations Planning Process to further align and integrate human, financial and other resources
- implementing its Strategic Workforce Plan to ensure capacity and capability needed during a time of innovation and growth by:
  - Developing branch-level workforce plans.
  - Researching the application of alternate employment models and non-traditional recruitment avenues.
- developing and implementing activities under the Equity, Diversity and Inclusion Strategy to ensure a representative workforce, and an inclusive workplace free from harassment and discrimination, where employees can use and grow their skills, expertise and experience to deliver on the CNSC mandate

Planned resources to achieve results

Table 6: Planned resources to achieve results for internal services this year

Table 6 provides a summary of the planned spending and full-time equivalents required to achieve results.

Resource	Planned
Spending	62,270,675
Full-time equivalents	338

[Complete financial](#) and [human resources information](#) for the CNSC’s program inventory is available on GC InfoBase.

Planning for contracts awarded to Indigenous businesses

Government of Canada departments are to meet a target of awarding at least 5% of the total value of contracts to Indigenous businesses each year. This commitment is to be fully implemented by the end of 2024–25.

The CNSC strategy to meet the 5% annual target is:

- encourage CNSC Business Owners to set aside procurements under the *Procurement Strategy for Indigenous Business* by:
  - identifying where set-asides are feasible in the CNSC’s annual procurement plans
  - issuing direct contracts to Indigenous suppliers (non-competitive procurements)
  - using PSIB set-asides for commodities that have a good representation of Indigenous suppliers (competitive procurements)
  - inviting a minimum number of Indigenous suppliers when using common procurement tools to increase the probability of awarding a contract to an Indigenous supplier
- continued training and education of staff on the benefits and best practices
- track and report on progress quarterly

Table 7: Percentage of contracts planned and awarded to Indigenous businesses

Table 7 presents the current, actual results with forecasted and planned results for the total percentage of contracts the department awarded to Indigenous businesses.

5% Reporting Field	2023-24 Actual Result	2024-25 Forecasted Result	2025-26 Planned Result
<b>Total percentage of contracts with Indigenous businesses</b>	12.46%	13-18%	5%

### Planned spending and human resources

This section provides an overview of the CNSC’s planned spending and human resources for the next three fiscal years and compares planned spending for 2025-26 with actual spending from previous years.

In this section

- [Spending](#)
- [Funding](#)
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### Spending

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

Budgetary performance summary

Table 8 Three-year spending summary for core responsibilities and internal services (dollars)

Table 8 presents how much money the CNSC spent over the past 3 years to carry out its core responsibilities and for internal services. Amounts for the current fiscal year are forecasted based on spending to date.

Core responsibilities and internal services	2022–23 actual expenditures	2023–24 actual expenditures	2024–25 forecast spending
Nuclear regulation	102,591,286	112,048,849	138,131,753
<b>Subtotal(s)</b>	<b>102,591,286</b>	<b>112,048,849</b>	<b>138,131,753</b>
Internal services	50,374,879	57,995,740	64,704,889
<b>Total(s)</b>	<b>152,966,165</b>	<b>170,044,589</b>	<b>202,836,642</b>

Analysis of the past three years of spending

Actual expenditures increased from \$153.0 million in 2022–23 to \$170.0 million in 2023–24. The increase was mainly due to:

- a rise in full-time equivalents (FTEs) as a result of new industry projects
- an increase in salary rates for executives (including retroactive payments)
- an increase in transfer payments resulting from the establishment of a new grants and contribution program, the Indigenous and Stakeholder Capacity Fund
- increased expenditures for laboratory equipment and for software for cloud computing
- leasehold improvement costs incurred from converting leased office space to GC workplace design standards to facilitate a reduction in the portfolio of leased office space

The forecasted increase to \$202.8 million in 2024–25 is attributable to an increase in personnel costs for negotiated salary increases (largely owing to timing issues because of retroactive payments for 2022–23 and 2023–24), in addition to new industry projects.

More financial information from previous years is available on the [Finances section of GC Infobase](#).

Table 9 Planned three-year spending on core responsibilities and internal services (dollars)

Table 9 presents how much money the CNSC plans to spend over the next 3 years to carry out its core responsibilities and for internal services.

Core responsibilities and internal services	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Nuclear regulation	137,414,009	138,883,238	141,088,853
<b>Subtotal</b>	<b>137,414,009</b>	<b>138,883,238</b>	<b>141,088,853</b>
Internal services	62,270,675	63,866,013	64,880,275
<b>Total</b>	<b>199,684,684</b>	<b>202,749,251</b>	<b>205,969,128</b>

Analysis of the next three years of spending

Planned spending is forecasted to decrease from \$202.8 million in 2024–25 to \$199.7 million in 2025–26 as a result of the end of retroactive salary payments incurred in 2024–25 and because of budget reductions announced under the government-wide Refocusing Government Spending initiative. These decreases are partially offset by expected increases in both FTEs and cost of living (including salary and wages).

Planned spending is forecasted to increase from \$199.7 million in 2025–26 to \$202.7 million in 2026–27 because of projected increases in FTEs and cost of living (including salary and wages), partially offset by increasing yearly budget reductions related to the Refocusing Government Spending initiative.

Planned spending is forecasted to increase from \$202.7 million in 2026–27 to \$206.0 million in 2027–28 because of projected increases in FTEs and cost of living (including salary and wages), partially offset by a reduction in funding provided by the Treasury Board Secretariat for small modular reactor (SMR) activities.

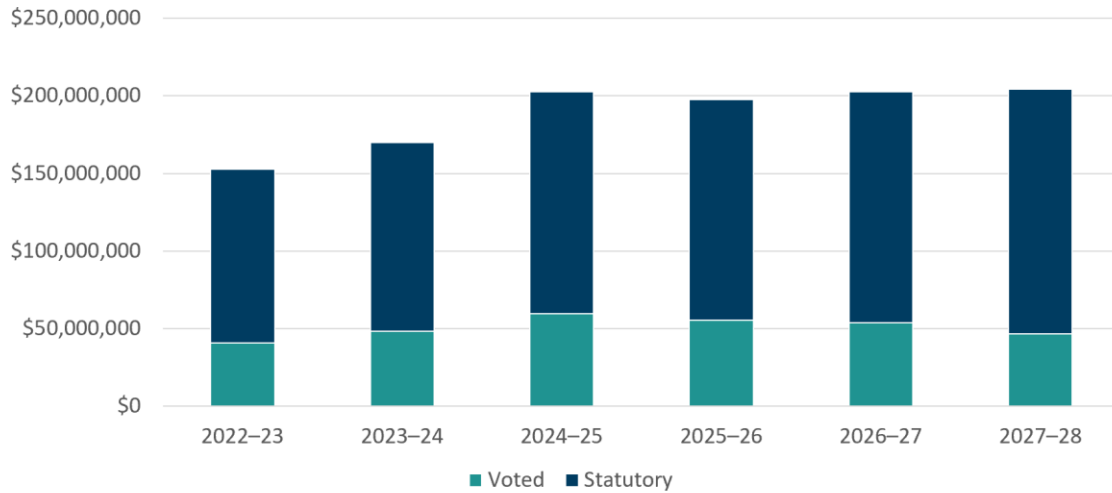
More [detailed financial information on planned spending](#) is available on the Finances section of GC Infobase.

#### Funding

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

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.



Year	2022–23	2023–24	2024–25	2025–26	2026–27	2027–28
<b>Statutory</b>	\$112,078,956	\$121,502,148	\$143,255,642	\$142,266,374	\$149,109,606	\$157,424,759
<b>Voted</b>	\$40,887,209	\$48,542,441	\$59,581,000	\$57,418,310	\$53,639,645	\$48,544,369
<b>Total</b>	\$152,966,165	\$170,044,589	\$202,836,642	\$199,684,684	\$202,749,251	\$205,969.128

Text description of Graph 1

Fiscal year	Total	Voted	Statutory
2022–23	152,966,165	40,887,209	112,078,956
2023–24	170,044,589	48,542,441	121,502,148
2024–25	202,836,642	59,581,000	143,255,642
2025–26	199,684,684	57,418,310	142,266,374
2026–27	202,749,251	53,639,645	149,109,606
2027–28	205,969,128	48,544,369	157,424,759

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

The CNSC is funded by the Government of Canada through voted parliamentary and statutory financial authorities. Included in the statutory appropriation is a revenue spending authority, which allows the CNSC to spend most licence-fee revenue, as well as the funding for contributions to employee benefit plans. The voted authority provides funding for fee-exempt activities (i.e., hospitals and universities) and activities relating to Canada’s international obligations (including non-proliferation activities), to public responsibilities, such as emergency management and public information programs, and to the updating of the *Nuclear Safety and Control Act* and its associated regulations.

The budgetary performance summary section provides variance explanations on year-to-year fluctuations in spending.

For further information on the CNSC’s departmental appropriations, consult the [2025–26 Main Estimates](#).

Future-oriented condensed statement of operations

The future-oriented condensed statement of operations provides an overview of the CNSC’s operations for 2024–25 to 2025–26.

Table 10 Future-oriented condensed statement of operations for the year ended March 31, 2026 (dollars)  
 Table 10 summarizes the expenses and revenues which net to the cost of operations before government funding and transfers for 2024–25 to 2025–26. The forecast and planned amounts in this statement of operations were prepared on an accrual basis. The forecast and planned amounts presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

Financial information	2024–25 forecast results	2025–26 planned results	Difference (planned results minus forecasted)
Total expenses	207,487,000	216,456,000	8,969,000
Total revenues	143,967,000	154,000,000	10,033,000
Net cost of operations before government funding and transfers	63,520,000	62,456,000	(1,064,000)

#### Analysis of forecasted and planned results

The CNSC’s 2025–26 net cost of operations of \$62.5 million reflects a decrease of \$1.1 million (or 1.7%) compared to the 2024–25 forecast results. The change is the result of an increase in total expenses of \$9.0 million (or 4.3%). This is primarily due to an expected increase in FTE use, resulting from new industry projects and cost-of-living increases, including salaries and wages. Total revenues are forecast to increase by \$10.0 million (or 7.0%). While regulatory-fee revenues fund most of the CNSC’s expenses, the increase in total revenue is mainly a result of the forecast increase in expenses.

A more detailed [Future-Oriented Statement of Operations and associated notes for 2025–26](#), including a reconciliation of the net cost of operations with the requested authorities, is available on the CNSC’s website.

#### Human resources

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

Table 11: Actual human resources for core responsibilities and internal services

Table 11 shows a summary of human resources, in full-time equivalents, for the CNSC’s core responsibilities and for its internal services for the previous 3 fiscal years. Human resources for the current fiscal year are forecasted based on year to date.

Core responsibilities and internal services	2022–23 actual full-time equivalents	2023–24 actual full-time equivalents	2024–25 forecasted full-time equivalents
Nuclear regulation	617	644	692
<b>Subtotal</b>	<b>617</b>	<b>644</b>	<b>692</b>
Internal services	291	324	323
<b>Total</b>	<b>908</b>	<b>968</b>	<b>1,015</b>

#### Analysis of human resources over the last three years

The increase to 968 FTEs in 2023–24 (from 908 in 2022–23) is due to SMR regulatory readiness and new industry projects, as well as to increased FTE usage in the areas of communications and Indigenous relations. The forecasted increase to 1,015 FTEs in 2024–25 (from 968 in 2023–24) is a result of the full-year impact of 2023–24 staffing actions, continued SMR regulatory readiness, and new industry projects.

Table 12 Human resources planning summary for core responsibilities and internal services

Table 12 shows information on human resources, in full-time equivalents, for each of the CNSC’s core responsibilities and for its internal services planned for the next 3 years.

Core responsibilities and internal services	2025–26 planned full-time equivalents	2026–27 planned full-time equivalents	2027–28 planned full-time equivalents
Nuclear regulation	729	760	762
<b>Subtotal</b>	<b>729</b>	<b>760</b>	<b>762</b>
Internal services	338	342	350
<b>Total</b>	<b>1,067</b>	<b>1,102</b>	<b>1,112</b>

Analysis of human resources for the next three years

The planned increases to 1,067 FTEs in 2025–26 (from 1,015 in 2024–25) and to 1,102 FTEs in 2026–27 (from 1,067 in 2025–26) are a result of new industry projects. The FTE forecast anticipates a marginal increase to 1,112 FTEs in 2027–28 (from 1,102 in 2026–27).

Corporate information

Departmental profile

Appropriate minister(s): Tim Hodgson

Institutional head: Pierre Tremblay

Ministerial portfolio: Energy and Natural Resources

Enabling instrument(s): [Nuclear Safety and Control Act](#)

Year of incorporation / commencement: 2000

Departmental contact information

Mailing address:

280 Slater St

PO Box 1045, Stn B

Ottawa ON K1P 5S9

Canada

Telephone: 613-995-5894

TTY: 1-800-926-9105

Fax: 613-995-5086

Email: [cnscccsn@nsc-ccsn.gc.ca](mailto:cnscccsn@nsc-ccsn.gc.ca)

Website(s): [www.cnscccsn.gc.ca](http://www.cnscccsn.gc.ca)

Supplementary information tables

The following supplementary information tables are available on the CNSC's website:

- Details on transfer payment programs
- Gender-based Analysis Plus

Information on the CNSC's departmental sustainable development strategy can be found on [the CNSC's website](#).

## Federal tax expenditures

The CNSC's Departmental Plan does not include information on 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 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.

## 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 performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

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

A report on the plans and expected performance of an appropriated department over a 3-year period. Departmental Plans are usually tabled in Parliament each spring.

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

A consequence or outcome that a department seeks to achieve. A departmental result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

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

A quantitative measure of progress on 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 on a department's actual accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

**full-time equivalent** (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. For a particular position, the full-time equivalent figure is the ratio of number of hours the person actually works divided by the standard number of hours set out in the person's collective agreement.

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

Is an analytical tool used to support the development of responsive and inclusive policies, programs, and other initiatives. GBA Plus is a process for understanding who is impacted by the issue or opportunity being addressed by the initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that 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.

Using GBA Plus involves taking a gender- and diversity-sensitive approach to our work. Considering all intersecting identity factors as part of GBA Plus, not only sex and gender, is a Government of Canada commitment.

**government priorities** (priorités gouvernementales)

For the purpose of the 2025-26 Departmental Plan, government priorities are the high-level themes outlining the government's agenda in the most recent Speech from the Throne.

**horizontal initiative** (initiative horizontale)

An initiative where two or more federal departments are given funding to pursue a shared outcome, often linked to a government priority.

**Indigenous business (entreprise autochtones)**

For the purpose of the Directive on the Management of Procurement Appendix E: Mandatory Procedures for Contracts Awarded to Indigenous Businesses and the Government of Canada's commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses, a department that meets the definition and requirements as defined by the [Indigenous Business Directory](#).

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

Non-budgetary authorities that comprise assets and liabilities transactions for loans, investments and advances, or specified purpose accounts, that have been established under specific statutes or under non-statutory authorities in the Estimates and elsewhere. Non-budgetary transactions are those

expenditures and receipts related to the government's financial claims on, and obligations to, outside parties. These consist of transactions in loans, investments and advances; in cash and accounts receivable; in public money received or collected for specified purposes; and in all other assets and liabilities. Other assets and liabilities, not specifically defined in G to P authority codes are to be recorded to an R authority code, which is the residual authority code for all other assets and liabilities.

**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 means of measuring an output or outcome, with the intention of gauging the performance of a department, program, policy or initiative respecting expected results.

**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 those amounts presented in Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

**program** (programme)

Individual or groups of services, activities or combinations thereof that are managed together within the department and focus on a specific set of outputs, outcomes or service levels.

**program inventory** (répertoire des programmes)

Identifies all the department's programs and describes how resources are organized to contribute to the department's core responsibilities and results.

**result** (résultat)

A consequence attributed, in part, to a department, policy, program or initiative. Results are not within the control of a single department, policy, program or initiative; instead they are within the area of the department's influence.

**statutory expenditures** (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

**target** (cible)

A measurable performance or success level that a department, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

**voted expenditures** (dépenses votées)

Expenditures that Parliament approves annually through an appropriation act. The vote wording becomes the governing conditions under which these expenditures may be made.