



Copyright Board
Canada

Commission du droit
d'auteur Canada

Copyright Board of Canada

2024-25 Departmental Results Report

The Honourable Melanie Joly, P.C., M.P.

Minister of Industry and Minister responsible for
Canada Economic Development for Quebec Regions

Canada 

© His Majesty the King in Right of Canada, as represented by the Minister of Industry and Minister responsible for Canada Economic Development for Quebec Regions, 2025

Catalogue Number: lu121-5E-PDF

ISSN: 2561-2638

Aussi disponible en français sous le titre : Rapport sur les résultats ministériels 2024-2025

Copyright Board of Canada's 2024-25 Departmental results report

Contents:

- [At a glance](#)
- [From the Institutional Head](#)
- [Results – what we achieved](#)
 - [Core responsibility 1: Copyright Tariffs and Licences](#)
 - [Internal services](#)
- [Spending and human resources](#)
 - [Spending](#)
 - [Funding](#)
 - [Financial statement highlights](#)
 - [Human resources](#)
- [Supplementary information tables](#)
- [Federal tax expenditures](#)
- [Corporate information](#)
- [Definitions](#)

At a glance

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

- [Vision, Mandate, jurisdiction & role and Governance](#)

Key priorities

The Copyright Board identified the following key priorities for 2024-25:

- Grow the Board's capacity as a marketplace facilitator
- Continue the sound management of the Board's case inventory
- Maintain healthy organizational practices

Highlights for the Copyright Board of Canada in 2024-25

- Total actual spending (including internal services): \$5,073,306
- Total full-time equivalent staff (including internal services):26

For complete information on the Copyright Board'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: Copyright Tariffs and Licences

Actual spending: \$4,062,309

Actual full-time equivalent staff: 21

In 2024–25, the Copyright Board:

- Issued 9 decisions, resolving 43 proposed tariffs;
- Processed 32 applications and issued 8 licences for works with unlocatable copyright owners;
- Received 34 new proposed tariffs;
- Established a new Advisory Group to provide early feedback on Board procedures;
- Joined the Canadian Digital Regulators Forum;
- Updated several tools, including a new user guide for tariff proceedings and guidance related to the unlocatable copyright owners program; and
- Renovated its offices to align with modern accessibility, safety, and security standards

For more information on the Copyright Board’s [Copyright Tariffs and Licences](#) read the ‘Results – what we achieved’ section of its departmental results report.

From the Institutional Head



Drew Olsen
Vice-Chair and CEO
Copyright Board of Canada

It is my pleasure to present the 2024-25 Departmental Results Report for the Copyright Board of Canada (the Board).

The Copyright Board plays a vital role in Canada's cultural, economic, innovation and justice sectors. As an independent tribunal and economic regulator, the Board ensures the remuneration of copyright owners while promoting access to and use of copyrighted works. Through its work, the Board helps foster the growth of Canada's creative industries and supports competitive market conditions both domestically and globally.

Reflecting on the past year, I am proud of the progress we have achieved. Our ongoing commitment to the public interest and to improving access to justice remains at the core of our actions. We continue to prioritize transparency and operational efficiency, positioning the organization to meet future challenges with confidence.

I am especially pleased to highlight our growing collaboration with external partners - an essential step for a small organization like ours to draw on broader expertise. These partnerships strengthen our ability to serve Canadians and stakeholders more effectively, while enhancing our capacity to respond to the evolving complexities of the copyright landscape.

I invite you to read this report to learn more about how the Copyright Board is working with Canadians to support a fair, accessible, and efficient copyright system that reflects the needs of our evolving society.

Results – what we achieved

Core responsibilities and internal services

- [Core responsibility 1: Copyright Tariffs and Licences](#)
- [Internal services](#)

Core responsibility 1: Copyright Tariffs and Licences

In this section

- [Description](#)
- [Quality of life impacts](#)
- [Progress on results](#)
- [Details on results](#)
- [Resources required to achieve results](#)
- [Program inventory](#)

Description

The Board is an independent administrative tribunal and economic regulatory body empowered to establish the tariffs which set the royalties to be paid for the use of copyrighted works, when the copyright in such works is administered collectively by a society. The Board also issues licences which set the royalties to be paid for the use of copyrighted works when the copyright owner cannot be located. By issuing fair and equitable tariffs and licences, the Board ensures that rights owners are remunerated in a timely manner, while supporting prosperity and innovation in the Canadian economy. Its work also promotes confidence in Canada’s tariff and licensing processes.

Quality of life impacts

The Board’s core responsibility contributes to the “Prosperity” domain of the Quality of Life Framework for Canada and, more specifically, “Gross domestic product (GDP) per capita” and “Productivity,” through all of the activities mentioned in the core responsibility description.

The Board’s core responsibility also contributes to the “Good Governance” domain of the Quality of Life Framework for Canada and, more specifically, “Access to fair and equal justice (civil and criminal)” and “Confidence in institutions”, through all of the activities mentioned in the core responsibility description.

You can find more information on this framework including the domains and indicators on the [Quality of Life Framework for Canada](#) website.

Progress on results

This section details the department’s performance against its targets for each departmental result under Core responsibility 1: Copyright Tariffs and Licences.

Table 1: Efficient and Transparent Issuance of Tariffs and Licences

Table 1 shows the target, the date to achieve the target and the actual result for each indicator under Efficient and Transparent Issuance of Tariffs and Licences in the last three fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Percentage of tariff decisions rendered in accordance with legislative and regulatory requirements	At least 80%	March 31, 2025	2022–23: 100% 2023–24: 100% 2024–25: 100%
Percentage of decisions related to works where copyright owner is unlocatable that are issued within the Board’s service standards	At least 80%	March 31, 2025	2022–23: 50% 2023–24: 92% 2024–25: 75%
Number of decisions overturned during judicial reviews on procedural fairness grounds	0	March 31, 2025	2022–23: 0 2023–24: 0 2024–25: 0
Percentage of parties involved in proceedings (for approval of tariffs) who agree that Board processes are transparent*	Not available*	Not available*	Not available*
Percentage of parties involved in tariff proceedings who agree that the Board processes are efficient*	Not available*	Not available*	Not available*

* Note: Despite significant efforts, the Board was unable to collect sufficient data to assess two of the indicators introduced in 2023-24. As a result, the Board is unable to set a target and report on these indicators. The Board intends to adjust these indicators in the next Departmental Results Framework amendment cycle to address these difficulties. Updated indicators will be reflected in the Board’s 2026-27 Departmental Plan.

The [Results section of the Infographic for the Copyright Board 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 Copyright Tariffs and Licences in 2024–25 compared with the planned results set out in the Copyright Board’s departmental plan for the year.

Efficient and Transparent Issuance of Tariffs and Licences

Results achieved

Since 2019, the Copyright Board has undertaken significant operational reforms to enhance the efficiency and transparency of its processes, reduce its case inventory, and ensure the sound stewardship of its resources. In 2024–25, the Board established a two-year strategic plan to solidify the transformational changes implemented. The key priorities are to:

1. Grow the Board’s capacity as a marketplace facilitator;
2. Continue the sound management of the Board’s case inventory; and
3. Maintain healthy organizational practices

Below are highlights of key achievements in 2024–25 for each priority area.

1. Grow the Board’s capacity as a marketplace facilitator

The Board continues to serve as a pivotal actor in Canada’s copyright marketplace. A primary focus for 2024–26 is to increase accessibility and efficiency in its facilitative role.

In 2024-25, the Board:

- ✓ Launched a new Advisory Group to provide a forum for stakeholder engagement, fostering early feedback on Board procedures and operational practices;
- ✓ Reviewed and updated guidance and tools for those seeking licences to use copyright-protected works whose rights holders are unlocatable;
- ✓ Joined the Canadian Digital Regulators Forum, participating in the 2024 Canada’s Competition Summit panel and contributing a chapter to the CDRF publication on synthetic media;

2. Continue the sound management of the Board’s case inventory

The Board remains committed to reducing its inventory of retroactive cases by enhancing procedural clarity and predictability.

In 2024-25, it:

- ✓ Released a new user guide in collaboration with the Canadian Institute for the Administration of Justice (CIAJ), issued new and updated practice notices—including one clarifying confidentiality order requirements—and launched case detail pages for all ongoing proceedings, significantly improving procedural transparency and public access in both official languages;
- ✓ Published guidelines on calculating inflation, increasing the transparency and predictability of its proceedings, and providing a framework for accelerating case resolution;
- ✓ Continued to prioritize written hearings and streamlined processes for cases that do not require hearings;
- ✓ Expanded the use of case management to efficiently address procedural issues;
- ✓ Deepened our regular, informal consultations with stakeholders to set priorities and reduce inventory.

3. Maintain healthy organizational practices

As an independent federal administrative tribunal with less than 30 employees, the Board is committed to innovation and sound resource stewardship in fulfilling its mandate.

In 2024-25, the Board:

- ✓ Renovated its offices to meet updated accessibility, safety, and security standards;
- ✓ Conducted consultations on proposed revisions to its information management practices concerning legacy commercial information previously deemed sensitive, confidential or highly confidential; and

- ✓ Refreshed its human resources stabilization and retention strategy, focusing on collaboration, professional development, diversity and inclusion, wellness, and accessibility.

Board Operations in 2024-25

In addition to meeting our planned objectives, the following presents an overview of the Copyright Board’s 2024-25 operational results.

Tariff Approval

In 2024-25, the Copyright Board rendered 9 decisions, including one interim tariff decision. When the Board renders a decision—approving a tariff or accepting the withdrawal of a proposed tariff—it will often decide on several proposed tariffs at once. Overall, these 9 decisions considered 43 proposed tariffs. The list of decisions rendered in 2024-25 can be found on the Board’s [website](#).

Proposed Tariffs Received

A total of 34 proposed tariffs were filed by various collective societies in October 2024. The list of the proposed tariffs filed in 2024-25 can be found on the Board’s [website](#).

Settlement of Individual Cases

In 2024-25, the Board did not receive any applications to set royalty rates and related terms and conditions pursuant to section 71 of the *Copyright Act*. However, it continued its consideration of the 2023 application filed by Totem Medias Inc. involving CONNECT Music Licensing Service Inc.

Unlocatable Copyright Owners

Pursuant to section 77 of the *Copyright Act*, the Board may issue licences authorizing the use of published works, fixed performances, published sound recordings and fixed communication signals if the copyright owner is unlocatable. In 2024-25, the Board rendered 8 licences. An additional 24 files were closed for various reasons. In most cases, rights owners were located; other applications were withdrawn, for example, because a licence was deemed unnecessary, or the applicant’s project did not move forward. The list of decisions rendered can be found on the Board’s [website](#).

Resources required to achieve results

Table 2: Snapshot of resources required for Copyright Tariffs and Licences

Table 2 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	\$3,564,988	\$4,062,309
Full-time equivalents	21	21

[The Finances section of the Infographic for the Copyright Board on GC Infobase page](#) and the [People section of the Infographic for the Copyright Board 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.

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

Although it is a micro-organization with a very small carbon footprint, the Copyright Board makes it a priority to fully adhere to the principles of the United Nations 2030 Agenda for Sustainable Development, the UN Sustainable Development Goals, and Canada's 2030 Agenda National Strategy. Three U.N. Sustainable Development Goals (SDGs) relate to the Board's core program: Goal 10–Reduced Inequalities; Goal 12–Responsible Consumption and Production; and Goal 13–Climate Action. In 2024-25, the Board reported on its first year results as per the objectives of its Departmental Sustainable Development Strategy (DSDS).

More information on the Copyright Board'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

Copyright Tariffs and Licences is supported by the following programs:

- Copyright Tariff Setting and Issuance of Licences

Additional information related to the program inventory for Copyright Tariffs and Licences 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.

The Board's management of its corporate obligations and requirements is critical to the realization of its mandate and objectives. Internal services, namely finance, human resources, information management and information technology, are supplemented in part through service agreements with some larger departments, including Innovation, Science and Economic Development Canada (ISED) and Public Services and Procurement Canada (PSPC), so that the Board has efficient and affordable access to the tools and expertise required for the sound management of its resources.

In 2024-25, the Board reviewed and amended these service agreements to meet its needs and ensure they remain aligned with evolving Government of Canada policies, regulations, directives, and best practices.

Resources required to achieve results

Table 3: Resources required to achieve results for internal services this year

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

Resource	Planned	Actual
Spending	\$891,247	\$1,010,998
Full-time equivalents	5	5

[The Finances section of the Infographic for the Copyright Board on GC Infobase](#) and the [People section of the Infographic for the Copyright Board 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.

As a micro-organization that receives many internal services from other departments, the Board awards few contracts, and the contracts it awards are often not of significant value. Historically, the Board has awarded contracts to Indigenous businesses as often as possible.

Copyright Board of Canada results for 2024-25:

Table 4: Total value of contracts awarded to Indigenous businesses¹

As shown in Table 4, the Copyright Board of Canada awarded 22% 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 ² (A)	\$140,794
Total value of contracts awarded to Indigenous and non-Indigenous businesses ³ (B)	\$647,155
Value of exceptions approved by deputy head (C)	\$0
Proportion of contracts awarded to Indigenous businesses [A / (B-C) × 100]	22%
<ul style="list-style-type: none"> - ¹ “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. - ² 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"> o owned and operated by Elders, band and tribal councils o registered in the Indigenous Business Directory o registered on a modern treaty beneficiary business list. 	

In its 2025–26 Departmental Plan, the Copyright Board estimated that it would award 10% of the total value of its contracts to Indigenous businesses by the end of 2024–25. This year’s results show the Board’s commitment to supporting Indigenous businesses whenever it can.

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

While not officially part of this spending reduction exercise, to respect the spirit of this exercise, the Copyright Board undertook the following measures in 2024-25.

- The Board reduced its use of external financial specialists and brought the reconciliation of operating expenditures in-house, resulting in significant savings on professional services.

Budgetary performance summary

Table 5: Actual three-year spending on core responsibilities and internal services (dollars)

Table 5 shows the money that the Copyright Board 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)
Copyright Tariffs and Licences	\$3,564,988	\$4,147,035	<ul style="list-style-type: none"> • 2022–23: \$3,196,630 • 2023–24: \$3,259,894 • 2024–25: \$4,062,309
Internal services	\$891,247	\$1,036,759	<ul style="list-style-type: none"> • 2022–23: \$799,157 • 2023–24: \$814,955 • 2024–25: \$1,010,998
Total	\$4,456,235	\$5,183,794	<ul style="list-style-type: none"> • 2022-23: \$3,995,787 • 2023-24: \$4,074,849 • 2024-25: \$5,073,306

Analysis of the past three years of spending

Typically, as a micro-organization, the Board’s planned spending may not be fully realized for a number of reasons. For example, staff shortages or unanticipated changes in proceeding schedules or workloads can have a significant impact on planned expenditures and may shift financial forecasts. The Board’s efforts to increase its medium and long-term financial planning capacity have already helped alleviate some of these risks and should continue to yield positive results.

In 2024–25, the Board’s actual expenditures totalled just over \$5 million, an increase of \$998,457 compared to the previous year. This increase is primarily due to the implementation of new collective agreements and expanded staffing efforts. As an organization of 26 FTEs, the Board is particularly impacted by salary adjustments and retroactive payments stemming from collective agreements.

Throughout 2024-25, the Board monitored closely its expenditures, strengthened its internal capacity for medium and long-term financial forecasting and expanded its financial planning practices.

The [Finances section of the Infographic for the Copyright Board on GC Infobase](#) offers more financial information from previous years.

Table 6: Planned three-year spending on core responsibilities and internal services (dollars)

Table 6 shows the Copyright Board’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
Copyright Tariffs and Licences	\$3,784,463	\$3,787,392	\$3,787,392

Core responsibilities and internal services	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Internal services	\$946,116	\$946,848	\$946,848
Total	\$4,730,579	\$4,734,240	\$4,734,240

Analysis of the next three years of spending

Over the next three years, the Board’s expenditures are expected to remain relatively stable, with the majority of spending allocated to salaries. As a micro-organization, the Board’s operations are primarily driven by its personnel. Salary-related costs, including ongoing adjustments from collective agreements, will continue to account for the largest share of its budget.

The remaining portion of the Board’s budget supports operating and maintenance (O&M) expenditures. These include interdepartmental agreements for shared services, investments in information management and information technology (IM/IT) and professional services required to fulfill the Board’s mandate. These planned expenditures reflect the Board’s ongoing commitment to maintaining operational efficiency and supporting strategic priorities through sound financial planning.

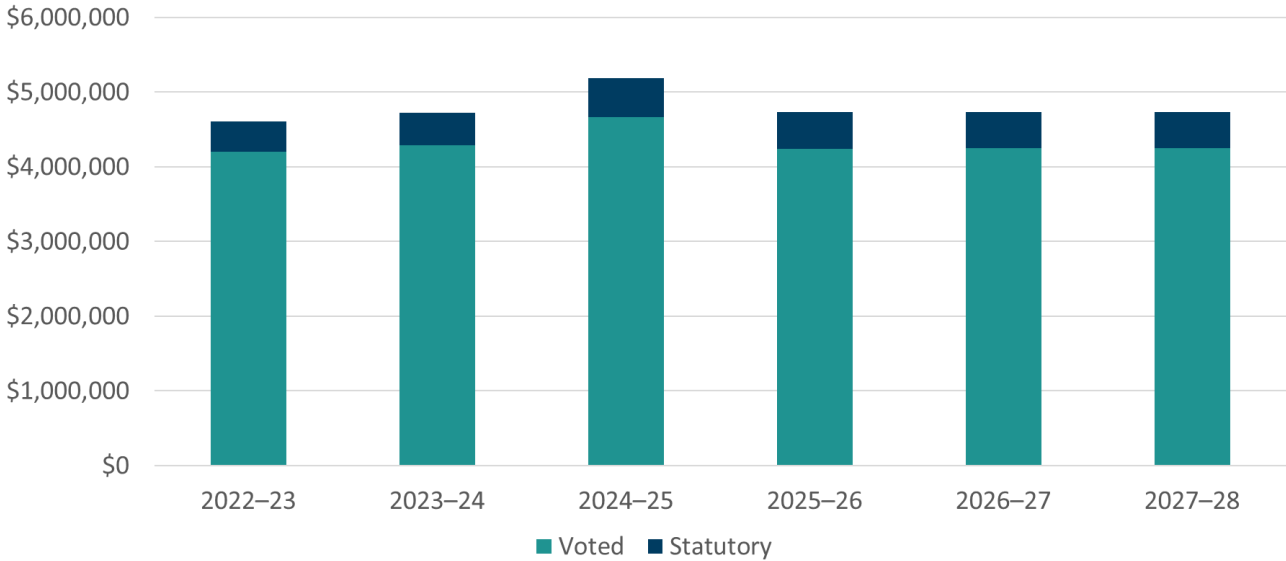
[The Finances section of the Infographic for the Copyright Board](#) on GC Infobase offers more detailed financial information related to future years.

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.



Text version of graph 1

Graph 1 includes the following information in a bar graph:

Fiscal year	Statutory	Voted	Total
2022-23	\$404,480	\$4,199,965	\$4,604,445
2023-24	\$433,636	\$4,292,789	\$4,726,425
2024-25	\$516,174	\$4,667,620	\$5,183,794
2025-26	\$486,318	\$4,244,261	\$4,730,579
2026-27	\$486,804	\$4,247,436	\$4,734,240
2027-28	\$486,804	\$4,247,436	\$4,734,240

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

The Board's overall funding remains stable over time, due to the absence of additional or alternative revenue streams, the limited scope of its operations and its size. Variations in funding levels are primarily attributable to salary adjustments resulting from the implementation of new collective agreements.

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

Financial statement highlights

The [Copyright Board's Financial Statements \(Unaudited\)](#) for the Year Ended March 31, 2025.

Table 7: Condensed Statement of Operations (unaudited) for the year ended March 31, 2025 (dollars)

Table 7 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	\$5,073,306	\$5,035,754	\$37,552
Total revenues	-	-	-
Net cost of operations before government funding and transfers	\$5,073,306	\$5,035,754	\$37,552

Analysis of expenses and revenues for 2024-25

In 2024–25, the Board's actual expenses were very close to planned spending, with only a small variance of less than 1%. As a micro-organization with a stable mandate, the Board's funding remains relatively stable over time, and it does not generate external revenues.

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

Table 8: Condensed Statement of Operations (unaudited) for 2023-24 and 2024-25 (dollars)
 Table 8 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	\$5,073,306	\$4,074,849	\$998,457
Total revenues	-	-	-
Net cost of operations before government funding and transfers	\$5,073,306	\$4,074,849	\$998,457

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

In 2024–25, the Board’s actual expenditures totalled just over \$5 million, an increase of \$998,457 compared to the previous year. This increase is primarily attributable to the implementation of new collective agreements and expanded staffing efforts. As a micro organization, the Board is particularly affected by salary adjustments and retroactive payments stemming from these agreements. The Board does not generate revenue and relies entirely on parliamentary appropriations to fund its operations.

Table 9: Condensed Statement of Financial Position (unaudited) as at March 31, 2025 (dollars)
 Table 9 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	\$703,874	\$535,628	\$168,246
Total net financial assets	\$433,143	\$269,358	\$163,785
Departmental net debt	\$270,731	\$266,270	\$4,461
Total non-financial assets	\$36,889	\$58,522	(\$21,633)
Departmental net financial position	(\$233,842)	(\$207,748)	(\$26,094)

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

As a micro-organization and administrative tribunal with a very specific mandate, the Board’s overall assets and liabilities remain relatively stable over time.

Human resources

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

Table 10: Actual human resources for core responsibilities and internal services

Table 10 shows a summary in full-time equivalents of human resources for the Copyright Board’s core responsibilities and for its internal services for the previous three fiscal years.

Core responsibilities and internal services	2022–23 actual full-time equivalents	2023–24 actual full-time equivalents	2024–25 actual full-time equivalents
Copyright Tariffs and Licences	20	21	21
Internal services	4	4	5
Total	24	25	26

Analysis of human resources for the last three years

As a micro-organization with very stable planned spending and activities, the Board has very little variation in its number of Full-Time Equivalents (FTEs) over time. Between 2022-23 and 2024-25, the Board saw an increase of 2 FTEs as it increased its capacity in both its core responsibility and internal services teams.

Table 11: Human resources planning summary for core responsibilities and internal services

Table 11 shows the planned full-time equivalents for the Copyright Board’s core responsibility 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 full-time equivalents	2026–27 planned full-time equivalents	2027–28 planned full-time equivalents
Copyright Tariffs and Licences	21	21	21
Internal services	5	5	5
Total	26	26	26

Analysis of human resources for the next three years

There is no planned change in the Board’s resources or core responsibility in the future. As a result, planned FTEs are stable over the upcoming years.

Supplementary information tables

The following supplementary information tables are available on the Copyright Board’s website:

- [Gender-based Analysis Plus](#)

Information on the Copyright Board’s departmental sustainable development strategy can be found on its [website](#).

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:

The Honourable Mélanie Joly, P.C., M.P.
Minister of Industry and Minister responsible for
Canada Economic Development for Quebec Regions

Institutional head:

Drew Olsen, Vice-Chair and Chief Executive Office

Ministerial portfolio:

Innovation, Science and Economic Development

Enabling instrument(s):

[Copyright Act](#)

Year of incorporation / commencement:

1989

Departmental contact information

Mailing address:

Copyright Board of Canada
Suite 800 – 56 Sparks Street
Ottawa, Ontario K1A 0C9

Telephone: 613-952-8621

Toll Free: 1-833-860-7131

TTY: 1-833-369-0369

Fax: 613-952-8630

Email: secretariat@cb-cda.gc.ca

Website: <https://cb-cda.gc.ca/en>

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 workweek 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 autochtone)

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.