



Treasury Board of Canada  
Secretariat

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Canada

# **Forward Regulatory Plan: 2026 to 2028, Treasury Board of Canada Secretariat**

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# Forward Regulatory Plan: 2026 to 2028, Treasury Board of Canada Secretariat

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## Spending oversight

There are no regulations currently associated with the Treasury Board of Canada Secretariat's (TBS's) spending oversight core responsibility.

## Administrative leadership

### Harmonized Procurement Regulations (new)

Title or working title of regulatory initiative

## Harmonized Procurement Regulations

### **Enabling act(s)**

*Financial Administration Act*

### **Description**

Federal procurement is subject to legal requirements under the following:

- *Government Contracts Regulations*
- *Canadian International Trade Tribunal Procurement Inquiry Regulations*
- 11 international trade agreements
- one domestic trade agreement
- common law

For government and suppliers alike, this current regulatory regime can be complex and difficult to navigate. There is a need to simplify the rules while continuing to ensure that federal procurement remains fair, open and transparent, both for Canadian suppliers and, where applicable, the suppliers of Canada's trade partners.

As outlined in the *Treasury Board of Canada Secretariat Red Tape Review Progress Report* published on September 8, 2025, TBS and Public Services and Procurement Canada are now developing Harmonized Procurement Regulations, which will consolidate all procurement obligations from common law, trade agreements and the *Government Contracts Regulations* into one procurement regulation.

### **Key objective(s)**

Implementing Canada's procurement obligations through a single set of harmonized procurement regulations will simplify the procurement framework, reduce risk and facilitate the achievement of procurement-

related mandate commitments. Key objectives for this work include:

- reducing the administrative compliance burden on contracting authorities across the federal government, as well as suppliers across Canada who bid on and participate in federal procurements
- better positioning federal procurement to advance the national interest and key policy objectives (for example, prioritizing suppliers from Canada and from our reliable trading partners that provide reciprocal access to suppliers from Canada) by providing clarity and certainty on what is permitted
- clarifying legal rights and obligations with respect to procurement for departments and suppliers alike

## **Regulatory cooperation efforts (domestic and international)**

This initiative seeks to make the federal procurement regulatory regime easier to navigate by consolidating federal procurement obligations into one set of regulations. Regulatory cooperation with other governments is not applicable as the regulations will integrate Canada's existing domestic and international commitments regarding federal procurement as established in trade agreements.

## **Potential impacts on Canadians, including businesses**

The Harmonized Procurement Regulations are expected to positively impact Canadian businesses by clarifying federal obligations for procurement.

## **Consultations**

Statutory consultations will be held with stakeholders and the general public via the pre-publication of the proposed regulations in the *Canada Gazette*, Part I, targeting spring or summer 2026.

Consultations will be held with internal and external stakeholders as appropriate.

Final publication of the regulations in the *Canada Gazette*, Part II, is anticipated to occur in winter 2027.

## Links to additional information

- [\*Government Contracts Regulations\*](#)
- [\*Canadian Free Trade Agreement\*](#)
- [\*Canada's international trade and investment agreements\*](#)
- [\*Treasury Board of Canada Secretariat Red Tape Review Progress Report\*](#)

## Departmental contact information

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## For more information

Consult TBS's [Acts and Regulations](#) web page for:

- a list of acts and regulations administered by TBS
- further information on TBS's implementation of government-wide regulatory management initiatives

Consult the following for links to the *Cabinet Directive on Regulation* and supporting policies and guidance, and for information on government-wide regulatory initiatives implemented by departments and agencies across the Government of Canada:

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- [Regulatory cooperation in Canada](#)

To learn about upcoming or ongoing consultations on proposed federal regulations, visit:

- [Consulting with Canadians](#)
- [Canada Gazette](#)

## **Amending financial management regulations to reduce red tape (new)**

### **Title or working title of regulatory initiative**

Amending financial management regulations to reduce red tape

### **Enabling act(s)**

[\*Financial Administration Act\*](#)

### **Description**

TBS oversees 17 regulations under the *Financial Administration Act* and related statutes that govern financial management processes such as fee administration, debt recovery and financial oversight.

As outlined in the [\*Treasury Board of Canada Secretariat Red Tape Review Progress Report\*](#), TBS is working to amend financial management regulations to reduce red tape. To target outward-facing regulations that

burden the public, businesses or the economy, or that are outdated and contribute to regulatory clutter, several financial management regulations have been identified as priorities for red tape reduction initiatives, including the following:

- *Low-value Amounts Regulations*
- *Interest and Administrative Charges Regulations*
- *Debt Write-off Regulations, 1994*
- *Garnishment and Attachment Regulations*

Regulatory amendments are being developed to:

- update terminology and legal references
- clarify provisions
- modernize interest rate references
- adjust thresholds based on economic data
- align provisions with current digital and financial management practices

Additionally, guidance for the *Low-materiality Fees Regulations* will be updated to clarify its interpretation and application, and the repeal of the *Security for Debts Due to Her Majesty Regulations* may be proposed if it is determined that they are obsolete. As part of this red tape reduction initiative, the *Public Officers Guarantee Regulations* were found obsolete and rescinded in 2025.

## **Key objective(s)**

To reduce unnecessary administrative burden and update regulations that are outdated or contribute to regulatory clutter.

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not applicable as this initiative is internal to the management of the federal government.

## Potential impacts on Canadians, including businesses

This initiative is expected to modernize internal financial management regulations and reduce administrative burden within federal departments while maintaining appropriate oversight.

## Consultations

TBS has initiated consultations with implicated departments, including the Department of Finance Canada, Public Services and Procurement Canada, and the Department of Justice Canada.

Consultations may be held via pre-publication of proposed regulations in the *Canada Gazette*, Part I, as appropriate.

## Links to additional information

- [Low-value Amounts Regulations](#)
- [Low-materiality Fees Regulations](#)
- [Interest and Administrative Charges Regulations](#)
- [Debt Write-off Regulations, 1994](#)
- [Garnishment and Attachment Regulations](#)
- [Security for Debts Due to Her Majesty Regulations](#)
- [Treasury Board of Canada Secretariat Red Tape Review Progress Report](#)

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## **Amending the *Crown Corporation General Regulations, 1995* (new)**

### **Title or working title of regulatory initiative**

Amending the *Crown Corporation General Regulations, 1995*

### **Enabling act(s)**

[\*Financial Administration Act\*](#)

### **Description**

As outlined in the *Treasury Board of Canada Secretariat Red Tape Review Progress Report*, TBS will seek an amendment to the *Crown Corporation General Regulations, 1995* to provide authority for agent Crown corporations to enter low-risk, low-value leases as required for their operations without Governor in Council (GIC) approval.

This amendment would align regulatory requirements with amendments made to the *Financial Administration Act* in 2009, which added the authority to lease, either in accordance with the regulations or by authorization of the GIC, to the agent Crown corporation authorities to “sell or otherwise dispose of” property.

Without a regulatory amendment, the unintended consequence of the 2009 legislation change is that any of the 27 agent Crown corporations that wish to offer lease arrangements of their property, regardless of value, must have each lease approved by the GIC.

Processing these individual lease approvals, in addition to what is already presented in the corporate plans and approved annually by Treasury Board ministers, is duplicative and burdensome for the corporations, their customers, central agencies and portfolio departments.

Modernizing the regulations to correspond to the legislation will allow agent Crown corporations, particularly those with seasonal operations, to better serve their customers by providing flexibility to adapt the needs of their clients in acquiring low-value, short-term lease arrangements.

## **Key objective(s)**

Eliminating the requirement for agent Crown corporations to obtain GIC approval of each individual lease would:

- provide the necessary operational flexibility for agent Crown corporations to offer timely, predictable services to their customers

- without compromising accountability or transparency
- provide efficiencies and confidence for the businesses seeking to enter low-value, low-risk lease agreements with agent Crown corporations
- improve government efficiency by reducing duplication and burden for central agencies and portfolio departments in reviewing submissions for these approvals
- allow ministers to instead focus on higher-risk proposals

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not applicable as this initiative is internal to the management of federal Crown corporations.

## **Potential impacts on Canadians, including businesses**

This initiative is expected to positively impact businesses seeking to enter low-value, low-risk lease agreements with agent Crown corporations by reducing unnecessary administrative burden.

## **Consultations**

TBS has initiated consultations with other departments, including portfolio departments with responsibilities for agent Crown corporations, to ensure that any regulatory amendment would align with:

- broader public policy objectives
- the administrative policy requirements of the core public service
- corresponding legal and governance implications

Statutory consultations will be held with stakeholders and the general public via the pre-publication of the proposed regulations in the *Canada Gazette*, Part I, targeting spring or summer 2026.

## Links to additional information

- [\*Crown Corporation General Regulations, 1995\*](#)
- [\*Treasury Board of Canada Secretariat Red Tape Review Progress Report\*](#)

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# Employer

**Regulations respecting the use of electronic means to deal with a document or information for the purposes of the *Public Service Superannuation Act***

## **Title or working title of regulatory initiative**

Regulations respecting the use of electronic means to deal with a document or information for the purposes of the *Public Service Superannuation Act*

## **Enabling act(s)**

*Public Service Superannuation Act*

## **Description**

The Government of Canada is continuing to modernize the administration of the public service pension plan. Expanding the plan's digital service delivery will:

- reduce paper-based forms
- refine or eliminate associated manual processes
- improve plan members' online experience by automating where possible

To support this modernization, the government is continuing efforts to upgrade and streamline its strategy and suite of policies, standards and guidelines on digital services.

As outlined in the *Treasury Board of Canada Secretariat Red Tape Review Progress Report*, regulations may be required to support the ongoing modernization of the administration of the public service pension plan. This may include ensuring that the electronic administration of the plan mirrors paper-based administrative processes in terms of requirements for:

- proper identity authentication
- non-repudiation
- document integrity
- confidentiality and privacy

## **Key objective(s)**

To determine whether regulations are required to establish the parameters that define electronic service delivery in the administration of the public service pension plan.

To adapt processes, documents and forms to mitigate any electronic service delivery risks that might exist.

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not required as this initiative is internal to the management of the public service pension plan.

## **Potential impacts on Canadians, including businesses**

The objective of this work is to support the continued improvement of service delivery for public service pension plan members. There are no expected impacts on the Canadian general public, including businesses, as this issue is internal to the management of the public service pension plan.

## **Consultations**

Consultations will be held with the Public Service Pension Advisory Committee, which is comprised of employer, employee, and retiree representatives, and is mandated to review matters respecting the administration of the public service pension plan.

Public consultations are not applicable as this issue is internal to the management of the public service pension plan.

## Links to additional information

- [Public Service Superannuation Regulations \(C.R.C., c. 1358\)](#)
- [Treasury Board of Canada Secretariat Red Tape Review Progress Report](#)

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2019 to 2021* and was updated in the *Forward Regulatory Plan: 2025 to 2027*.

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## **Amending the *Public Service Superannuation Regulations* (medical requirements) (new)**

### **Title or working title of regulatory initiative**

Amending the *Public Service Superannuation Regulations* (medical requirements)

### **Enabling act(s)**

[\*Public Service Superannuation Act\*](#)

### **Description**

Currently, only physicians can complete medical forms for the purpose of a service buyback and retirement on medical grounds, and all medical exams need to be reviewed by Health Canada. This creates a burden on the health care system and makes it difficult for plan members to access benefits under the plan.

As outlined in the *Treasury Board of Canada Secretariat Red Tape Review Progress Report*, TBS will seek amendments to the *Public Service Superannuation Regulations* to allow medical exams and forms to be completed by nurse practitioners and to possibly remove the requirement for Health Canada to review medical exams for service buybacks.

## **Key objective(s)**

To streamline the process to be medically assessed for a buyback and a retirement on medical grounds for plan members and the administration, and to make it less burdensome for the health care system and Health Canada

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not required as this initiative is internal to the management of the public service pension plan.

## **Potential impacts on Canadians, including businesses**

This initiative is expected to positively impact Canadians by reducing unnecessary administrative burden on the health care system.

## **Consultations**

The Public Service Pension Advisory Committee, which is comprised of employer, employee, and retiree representatives, and is mandated to review matters respecting the administration of the public service pension plan, has been consulted on this initiative.

Public consultations are not applicable as this issue is internal to the management of the public service pension plan.

## Links to additional information

- [Public Service Superannuation Regulations \(C.R.C., c. 1358\)](#)
- [Treasury Board of Canada Secretariat Red Tape Review Progress Report](#)

## Departmental contact information

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# Amending the *Pension Benefits Division Regulations* (Reserve Force Pension Plan)

## Title or working title of regulatory initiative

Amending the *Pension Benefits Division Regulations* (Reserve Force Pension Plan)

## Enabling act(s)

*Pension Benefits Division Act*

## Description

The *Pension Benefits Division Act* applies to legislated federal public sector pension plans and provides a mechanism for the division of pension benefits upon marriage or common-law relationship breakdown. Regulations made under the *Pension Benefits Division Act* provide operational details, including:

- form and manner of division applications
- the calculation of the maximum transferable amount
- the adjustment of the member's pension benefit after a division has been made

The Reserve Force Pension Plan was established following the coming into force of *Pension Benefits Division Regulations*. Amendments to these regulations are required to provide direction with respect to the Reserve Force Pension Plan.

## Key objective(s)

To expand the provisions of *Pension Benefits Division Regulations* to cover pension benefits accrued under the Reserve Force Pension Plan.

This regulatory initiative is associated with the department's *Regulatory Stock Review Plan: 2026 to 2036*.

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not required as this initiative is internal to the management of the Reserve Force Pension Plan.

## **Potential impacts on Canadians, including businesses**

There are no expected impacts on Canadians, including businesses, as these issues are internal to the government and would apply only to the affected members of the Reserve Force Pension Plan whose circumstances would be described in the amendments.

## **Consultations**

Draft regulatory amendments will be pre-published in the *Canada Gazette*, Part I, to provide an opportunity for public comment on proposed amendments.

## **Links to additional information**

- [Pension Benefits Division Regulations \(SOR/94-612\)](#).

## **Departmental contact information**

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2015 to 2017* and was updated in the *Forward Regulatory Plan: 2022 to 2024*.

## For more information

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## Amending the *Public Service Superannuation Regulations* (optional survivor benefit)

### Title or working title of regulatory initiative

Amending the *Public Service Superannuation Regulations* (optional survivor benefit)

### Enabling act(s)

## **Description**

As outlined in the Treasury Board of Canada Secretariat Red Tape Review Progress Report, amendments to the *Public Service Superannuation Regulations* are being proposed to allow options for common-law spouses. Amendments are necessary as the regulations deal only with an election for the optional survivor benefit in respect of a legally married spouse. Statutory amendments to expand this optional survivor benefit election opportunity to common-law relationships were enacted in 2012, but the supporting regulations have not been made. Amendments are also required to the provisions respecting the evidence required to establish proof of age.

## **Key objective(s)**

To deal with the operational details for an optional survivor benefit election in a common-law relationship situation.

To modernize and simplify the regulatory requirements to provide proof of age.

This regulatory initiative is associated with the department's *Regulatory Stock Review Plan: 2026 to 2036*.

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not required as this initiative is internal to the management of the public service pension plan.

## **Potential impacts on Canadians, including businesses**

This initiative is expected to simplify the optional survivor benefit option for public service pension plan members and make it easier for plan members to establish their age, which in turn would:

- decrease administrative burden on plan members and staff
- shorten processing times
- reduce frustration or delays caused by archaic requirements

There are no expected impacts on the Canadian general public, including businesses, as this issue is internal to the management of the public service pension plan.

## Consultations

The Public Service Pension Advisory Committee, comprised of employer, employee and retiree representatives, has been consulted on this initiative.

Public consultations are not applicable as this issue is internal to the management of the public service pension plan.

## Links to additional information

- [Survivor benefit](#)
- [Public Service Superannuation Regulations \(C.R.C., c. 1358\)](#)
- [Treasury Board of Canada Secretariat Red Tape Review Progress Report](#)

## Departmental contact information

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2015 to 2017* and was updated in the *Forward Regulatory Plan: 2025 to 2027*.

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## **Amending the *Public Service Superannuation Regulations* (adaptations for part-time service)**

### **Title or working title of regulatory initiative**

Amending the *Public Service Superannuation Regulations* (adaptations for part-time service)

### **Enabling act(s)**

## **Description**

Amendments to the *Public Service Superannuation Regulations* are necessary to modernize the treatment of part-time service under the public service pension plan.

## **Key objective(s)**

To amend the treatment of part-time service under the pension plan, including:

- updating the method of calculation of the 35 years of pensionable service maximum to account for the pension benefit adjustments related to such service
- providing for an optional additional pension treatment for part-time workers who accrue benefits during a temporary period of reduced pay

This regulatory initiative is associated with the department's *Regulatory Stock Review Plan: 2026 to 2036*.

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not required as this initiative is internal to the management of the public service pension plan.

## **Potential impacts on Canadians, including businesses**

There are no expected impacts on Canadians, including businesses, as this issue is internal to the management of the public service pension plan.

## **Consultations**

The Public Service Pension Advisory Committee, which is comprised of employer, employee, and retiree representatives, and is mandated to review matters respecting the administration of the public service pension plan, has been consulted on this initiative.

Public consultations are not applicable as this issue is internal to the management of the public service pension plan.

## Links to additional information

- *Public Service Superannuation Regulations (C.R.C., c. 1358)*

## Departmental contact information

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2015 to 2017* and was updated in the *Forward Regulatory Plan: 2025 to 2027*.

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## **Amending the *Public Service Superannuation Regulations* (Transfer Value, No. 2) (updated)**

### **Title or working title of regulatory initiative**

Amending the *Public Service Superannuation Regulations* (Transfer Value, No. 2)

### **Enabling act(s)**

[\*Public Service Superannuation Act\*](#)

### **Description**

Under the existing regulations, the valuation date used to calculate transfer values is prescribed as the date the transfer value is paid out.

As outlined in the [\*Treasury Board of Canada Secretariat Red Tape Review Progress Report\*](#), TBS is proposing amendments to change the valuation date, from the date of payment to the date of ceasing to be employed, in order to stabilize transfer value amounts and align with industry standards for the calculation of transfer values.

## Key objective(s)

To amend the valuation date of transfer values to stabilize transfer value calculations.

## Regulatory cooperation efforts (domestic and international)

Regulatory cooperation is not required as this initiative is internal to the management of the public service pension plan.

## Potential impacts on Canadians, including businesses

There are no expected impacts on Canadians, including businesses, as the issue is internal to the management of the public service pension plan.

## Consultations

The Public Service Pension Advisory Committee, which is comprised of employer, employee, and retiree representatives, and is mandated to review matters respecting the administration of the public service pension plan, has been consulted on this initiative.

Public consultations are not applicable as this issue is internal to the management of the public service pension plan.

## Links to additional information

- [Public Service Superannuation Regulations \(C.R.C., c. 1358\)](#)
- [Transfer value](#)
- [Treasury Board of Canada Secretariat Red Tape Review Progress Report](#)

## Departmental contact information

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2024 to 2026* and was updated in the *Forward Regulatory Plan: 2025 to 2027*.

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- [Canada Gazette](#)

# **Amending operational service provisions under the *Public Service Superannuation Regulations* and amendments to the *Retirement Compensation Arrangements Regulations*, No. 1 (updated)**

## **Title or working title of regulatory initiative**

Amending operational service provisions under the *Public Service Superannuation Regulations* and amendments to the *Retirement Compensation Arrangements Regulations*, No. 1 (updated)

## **Enabling act(s)**

- *Public Service Superannuation Act*
- *Special Retirement Arrangements Act*

## **Description**

*Budget 2025 Implementation Act. No. 1* amended the *Public Service Superannuation Act* to, among other things, expand the eligibility for the operational service early retirement program. Amendments to operational service provisions under the *Public Service Superannuation Regulations* are required to modernize them, ensure their alignment with the *Public Service Superannuation Act*, improve consistency within the operational service provisions, and expand the operational retirement program to newly eligible public safety occupational groups. Amendments to the *Retirement Compensation Arrangements Regulations No. 1* are also required as part of the expansion of early retirement eligibility to additional occupational groups.

## **Key objective(s)**

To ensure the operational service provisions under the *Public Service Superannuation Regulations* are well aligned with the *Public Service Superannuation Act*, extended to additional occupational groups, updated to reflect the needs of the modern workplace, and in compliance with the limits for registered pension plans under the *Income Tax Act*.

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not required as this initiative is internal to the management of the public service pension plan.

## **Potential impacts on Canadians, including businesses**

There are no expected impacts on Canadians, including businesses, as this issue is internal to the management of the public service pension plan.

## **Consultations**

Ongoing consultations will continue with the Public Service Pension Advisory Committee, which is comprised of employer, employee, and retiree representatives, and is mandated to review matters respecting the administration of the public service pension plan.

Consultations were completed with employing organizations covered by the *Public Service Superannuation Act*, as appropriate.

Public consultations are not applicable as this issue is internal to the management of the public service pension plan.

## **Links to additional information**

- [Operational service provisions](#)

- [Update on the Expansion of the Operational Service Early Retirement Program](#)
- [Public Service Superannuation Regulations \(C.R.C., c 1358\)](#)
- [Retirement Compensation Arrangements Regulations, No. 1](#)

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2021 to 2023* and was updated in the *Forward Regulatory Plan: 2025 to 2027*.

## For more information

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## **Regulations deeming basic pay (salary) for the purposes of the *Public Service Superannuation Act***

### **Title or working title of regulatory initiative**

Regulations deeming basic pay (salary) for the purposes of the *Public Service Superannuation Act*

### **Enabling act(s)**

*Public Service Superannuation Act*

### **Description**

As outlined in the *Treasury Board of Canada Secretariat Red Tape Review Progress Report*, amendments to the *Public Service Superannuation Regulations* are being proposed to strengthen service delivery and enhance the predictability and clarity of administrative decisions regarding “pensionable” payments.

The definition of salary under the *Public Service Superannuation Act* has evolved over time and was last amended in 1975 to encompass the basic pay received for the performance of the regular duties of a position or office, exclusive of any amount received as allowances, special remuneration, payment for overtime, other compensation or gratuities, unless that amount is deemed to be or to have been included in that person’s basic pay pursuant to regulation. No regulations have been made in this regard. Given that basic pay has evolved over time, a regulatory

framework is now required to standardize the forms of remuneration that are considered to constitute basic pay and to modernize pension plan provisions accordingly.

## **Key objective(s)**

To introduce regulations deeming certain forms of remuneration to form part of basic pay (pensionable salary) for the purposes of the public service pension plan, thereby providing greater clarity, standardization of application and ease of administration.

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not required as this initiative is internal to the management of the public service pension plan.

## **Potential impacts on Canadians, including businesses**

There are no expected impacts on Canadians, including businesses, as this issue is internal to the management of the public service pension plan.

## **Consultations**

The Public Service Pension Advisory Committee, which is comprised of employer, employee, and retiree representatives, and is mandated to review matters respecting the administration of the public service pension plan, has been consulted on this initiative.

Public consultations are not applicable as this issue is internal to the management of the public service pension plan.

## **Links to additional information**

- *Public Service Superannuation Regulations (C.R.C., c. 1358)*
- *Treasury Board of Canada Secretariat Red Tape Review Progress Report*

## Departmental contact information

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2021 to 2023* and was updated in the *Forward Regulatory Plan: 2023 to 2025*.

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- Canada Gazette

## **Amending Schedule I to the *Public Service Superannuation Act***

### **Title or working title of regulatory initiative**

Order to amend Schedule I to the *Public Service Superannuation Act*

### **Enabling act(s)**

*Public Service Superannuation Act*

### **Description**

The definition of public service under the *Public Service Superannuation Act* is supplemented by a list of participating organizations on Schedule I. Since organizations are established and dissolved as government priorities change, an order-in-council will be required to:

- update the list of organizations listed in Schedule I
- ensure that it accurately reflects the organizations that form part of the public service for the purposes of the *Public Service Superannuation Act*

This regulatory change will not affect the status of any organizations under the *Public Service Superannuation Act*.

### **Key objective(s)**

To update Schedule I of the *Public Service Superannuation Act* to include all actively participating organizations not otherwise included in the definition of public service thereby providing greater clarity and ease of administration when determining which organizations participate in the public service pension plan.

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not required as this initiative is internal to the management of the public service pension plan.

## **Potential impacts on Canadians, including businesses**

There are no expected impacts on Canadians, including businesses, as this issue is internal to the management of the public service pension plan.

## **Consultations**

Consultations will be initiated with the Public Service Pension Advisory Committee, which is comprised of employer, employee, and retiree representatives, and is mandated to review matters respecting the administration of the public service pension plan.

Consultations with other departments and agencies will be initiated as required to collect information necessary to prepare the proposed regulatory change.

Public consultations are not applicable as this issue is internal to the management of the public service pension plan.

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## ***Amending the Regulations Establishing Periods of Probation and Periods of Notice of Termination of Employment During Probation***

### **Title or working title of regulatory initiative**

*Amending the Regulations Establishing Periods of Probation and Periods of Notice of Termination of Employment During Probation*

### **Enabling act(s)**

*Public Service Employment Act*

## Description

Amendments to the *Regulations Establishing Periods of Probation and Periods of Notice of Termination of Employment During Probation* are necessary to:

- reflect decisions by the Federal Public Sector Labour Relations Board with regard to leave without pay
- align with the *Accessible Canada Act*, jurisprudence, and the government priority to provide a work environment that is healthy, safe, barrier-free, respectful, fair and modern

The regulations are under the *Public Service Employment Act* and establish periods of probation and periods of notice of termination of employment during probation.

## Key objective(s)

To amend the provisions related to leave without pay to ensure that all types of unpaid leave are excluded from the probationary period.

To amend the regulations so that they apply to all employees who require accommodation.

This regulatory initiative is associated with the department's *Regulatory Stock Review Plan: 2026 to 2036*.

## Regulatory cooperation efforts (domestic and international)

Regulatory cooperation is not applicable in regard to this regulatory initiative as it is internal to the management of the public service.

## Potential impacts on Canadians, including businesses

There are no expected impacts on Canadians, including businesses, as they relate to TBS's role as an employer.

## Consultations

Consultations may be held with employee representatives.

Public consultations are not applicable as this issue is internal to the management of the public service.

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2016 to 2018* and was updated in the *Forward Regulatory Plan: 2020 to 2022*.

## For more information

Consult TBS's [Acts and Regulations](#) web page for:

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## **Official Languages (Advancement of Equality of Status and Use of English and French) Regulations (updated)**

### **Title or working title of regulatory initiative**

Official Languages (Advancement of Equality of Status and Use of English and French) Regulations

### **Enabling act(s)**

[Official Languages Act](#)

### **Description**

The draft regulations on Part VII of the *Official Languages Act* are part of the process of modernizing the *Official Languages Act* and Canada's language regime announced by the federal government in 2021. This modernization was intended to:

- better reflect the changing linguistic realities in Canada
- respond to the challenges facing English and French in different regions of the country
- address certain gaps

The modernized *Official Languages Act*, which received royal assent in June 2023, gives the Treasury Board the authority to develop, in consultation with the Minister of Canadian Heritage, regulations for the application of

Part VII. Part VII of the *Official Languages Act* sets out the Government of Canada's commitments and obligations with respect to the advancement of equality of status and use of English and French, including:

- positive measures to enhance the vitality of official language minority communities and to foster the full recognition of English and French
- the protection and promotion of the French language and the advancement of opportunities for official language minority communities to pursue quality lifelong learning in their own language
- measures to promote the inclusion of official languages provisions in agreements with provincial and territorial governments

## **Key objective(s)**

The regulations will provide guidance and instructions to federal institutions to increase consistency and uniformity in the implementation of Part VII of the *Official Languages Act*. They will also provide guidelines that the Treasury Board can use in its enhanced compliance and monitoring role.

## **Regulatory cooperation efforts (domestic and international)**

Regulatory cooperation is not required as this initiative is internal to the management of the *Official Languages Act*.

## **Potential impacts on Canadians, including businesses**

It is expected that the new regulations will have a positive impact on English-speaking and French-speaking minority communities in Canada and on all Canadians. The new regulations will provide federal institutions

with a more precise framework to support the development of official-language minority communities and foster the recognition and use of English and French, among other things.

Work began on the development of regulatory options and a Regulatory Impact Analysis Statement in 2024 to enable the identification of, and early engagement with, stakeholder groups and sectors that may be affected by the new regulations.

Given the targeted focus of the regulations, significant impacts on international trade or investment are not expected.

## **Consultations**

Statutory consultations were held in 2024–25 with Anglophone and Francophone minority communities and other key stakeholders on the regulatory options. Following these consultations, draft regulations were tabled in the House of Commons and the Senate on December 9, 2025, for consideration by parliamentarians for a period of 30 sitting days.

Statutory consultations with stakeholders and the general public will take place via the publication of the proposed regulations and Regulatory Impact Analysis Statement in the *Canada Gazette*, Part I, targeting spring and summer 2026.

Final publication of the regulations in the *Canada Gazette*, Part II, is anticipated to occur in fall 2026.

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2024 to 2026* and was updated in the *Forward Regulatory Plan: 2025 to 2027*.

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# Regulatory oversight

## Amending the *Red Tape Reduction Regulations* (updated)

### Title or working title of regulatory initiative

Amending the *Red Tape Reduction Regulations*

## Enabling act(s)

### Red Tape Reduction Act

## Description

The *Red Tape Reduction Act*, enacted in 2015, sets out requirements for federal departments and agencies to control the growth of administrative burden on business when developing regulations (that is, the one-for-one rule). The *Red Tape Reduction Regulations* set out the requirements for calculating administrative burden, reconciliation timelines, exemptions and public reporting. TBS expects to bring forward several changes to the *Red Tape Reduction Regulations*.

First, proposed non-substantive technical amendments would include updating the price year used to calculate administrative costs when applying the rule; the regulations currently use 2012 as the reference year. As well, the reference in the regulations to the Statistics Canada table that sets out the Consumer Price Index would be updated to reflect its new title.

Second, proposed amendments are expected to be advanced to support regulatory cooperation objectives. In 2018, through the Budget Implementation Act, changes were made to the *Red Tape Reduction Act* for the one-for-one rule to take into account regulatory cooperation between the Government of Canada and other jurisdictions. However, the amendment to the *Red Tape Reduction Act* must be brought into force, and the *Red Tape Reduction Regulations* must be updated to reflect these changes.

Proposed amendments to the *Red Tape Reduction Regulations* would allow Canadian regulators to bank or offset administrative burden reductions resulting from other jurisdictions' regulatory amendments (for example, amendments to a regulation in the United States) if those reductions are a

result of regulatory cooperation undertaken by the Canadian regulator. Additionally, the Treasury Board would be granted the authority to exempt, on a case-by-case basis, new regulatory proposals brought forward as a result of a formal regulatory cooperation initiative from the one-for-one rule.

Third, as part of the Government of Canada's 2025 60-day Red Tape Review process, TBS committed to:

- undertake a review of existing policy tools to reduce red tape
- help ensure that the regulatory system remains current
- supports effort to eliminate outdated regulations, reduce duplication and deliver better services

These activities will include a review of the *Red Tape Reduction Act* and the corresponding *Red Tape Reduction Regulations*. This may result in proposed updates to the regulations following the review.

## **Key objective(s)**

The key objectives of these proposed changes are to:

1. make minor technical changes aiming to, for instance, bring the calculation references up to date so that the values presented by the rule are more relevant to the current year
2. encourage Canadian regulators to pursue formal domestic and international regulatory cooperation arrangements to the benefit of Canadians and Canadian business; it is also to reflect and recognize the cost savings that are a result of these arrangements, when applying the one-for-one rule
3. support the Government of Canada's red tape reduction objectives

## **Regulatory cooperation efforts (domestic and international)**

The proposed changes relate to advancing and recognizing regulatory cooperation across the federal government.

## **Potential impacts on Canadians, including businesses**

The *Red Tape Reduction Regulations* set out requirements to apply the one-for-one rule. As this regulation is internally facing to federal regulators, the changes are not expected to have direct impacts on Canadians or Canadian businesses. However, regulatory cooperation activities ultimately have a positive impact on businesses and consumers. Businesses benefit from cost savings and increased efficiencies as regulatory cooperation activities aim to eliminate duplicative requirements, streamline processes, and adopt common standards across jurisdictions. Regulatory cooperation also increases consumer choice while maintaining or enhancing standards for environmental protection, public health, and safety.

The planned technical changes are non-substantive as they relate to how regulators express the estimated cost of administrative burden on business. The amendments would have no impact on Canadians or Canadian businesses.

## **Consultations**

Once proposed regulatory changes are determined, stakeholders will be invited to provide comments.

## **Links to additional information**

- [Developing and improving federal regulations](#)
- [Red Tape Reduction Act](#)

- [Treasury Board of Canada Secretariat Red Tape Review Progress Report](#)
- [Changes to the Red Tape Reduction Act amended by Parliament](#)
- [Annual Report for the 2024 to 2025 Fiscal Year: Federal Regulatory Management Initiatives](#)

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This regulatory initiative was first included in the *Forward Regulatory Plan: 2018 to 2020* and was updated in the *Forward Regulatory Plan: 2024 to 2026*.

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- [Regulatory cooperation in Canada](#)

To learn about upcoming or ongoing consultations on proposed federal regulations, or on initiatives seeking to improve Canada's regulatory system, visit:

- [Consulting with Canadians](#)
- [Canada Gazette](#)
- [Red Tape Reduction Office](#)

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