



Management and Executive Cadre Benefits

The CNSC strives to nurture managers who can foster and inspire other professionals, build great teams, and boost employee performance in order to generate outstanding service to Canadians. Some of the unique benefits we offer to support you include:

Banked Time

The CNSC offers you the opportunity to bank productive work time, with the approval of your manager. If you work in excess of your normal hours of work—whether on a normal work day, a day of rest, or a designated holiday—you can accumulate your extra hours take this time off at a later date.

Computer Allowance

As a member of the Management and Executive cadre, you are eligible to have the costs of purchasing personal computer hardware, software, and ancillary equipment reimbursed. This taxable benefit is subject to a limit over each four-year period.

Transportation Allowance

The CNSC pays a transportation allowance to employees in the Management and Executive cadre on a monthly basis for each month during which they worked at least for two (2) weeks.

Performance Pay

As a member of the Management and Executive cadre, you are eligible for an annual performance amount based on your performance throughout the year against your performance contract objectives.

Awards and Recognition

Our awards and recognition practices are designed to foster excellence and pride in your work and to encourage your individual and collective commitment to our organization's goals and objectives.

Learning

The CNSC is committed to supporting you in developing your skills and knowledge because this enhances the efficiency and effectiveness of our operations and builds a professional, competent, versatile, and motivated workforce.

Career Opportunities at the CNSC

The CNSC looks to its exceptional staff when career opportunities come up. Explore the many opportunities within our organization [here](#).



Management and Executive Cadre Benefits at a Glance

Annual Leave

- 20 days of entitlement for the 1st 9 years
- 1 additional day every 2 years to a maximum of 30 days

Annual Leave – Carry-over

- 2x current annual leave credits on March 31st

Banked Time

- 15 hours a month
- Maximum of 75 hours in a calendar year
- Maximum carry-over of 1 day

Bereavement Leave

- For immediate family members:
 - 5 working days; and
 - 3 working days to attend funeral
- For a near relative:
 - 1 working day to attend funeral

Care of Immediate Family (Leave without Pay)

- Minimum of 3 weeks
- Maximum of 5 years

Computer Allowance

- Reimbursed up to \$5,000 every 4 years

Designated Paid Holidays

- 11 days

Education Leave (Leave without Pay)

- Up to 3 years

Family-Related Leave

- Up to 5 days per fiscal year

Other Leave without Pay

- May be granted for any purpose not otherwise specified in the terms and conditions of employment



Marriage Leave

- 5 working days

Maternity/Parental Leave (Leave without Pay)

- Leave entitlement of 18 weeks maternity and 34 weeks parental for total of 52 weeks if in receipt of Employment Insurance (EI)

Personal Leave

- 2 days per fiscal year
- No restrictions on type of leave

Performance Pay

- Annual performance pay based on achievement of objectives

Public Service (PS)

Benefit Plans:

Death Benefit (Mandatory)

- Employee paid - 2x base salary

Dental Plan (Mandatory)

- Employer paid

Management Insurance (Optional)

- Employer paid 2x salary includes:
 - Basic life insurance
 - Accidental Death and Dismemberment (AD&D) maximum of \$250,000;
 - Dependant Life and AD&D – Spouse (\$5,000) and Dependents (\$2,500 each)
 - Post-Retirement Life Insurance
 - 1st year: 100% of adjusted final salary
 - 2nd year: 75% of adjusted final salary
 - 3rd year: 50% of adjusted final salary
 - 4th year: 25% of adjusted final salary
- Employee paid optional:
 - Supplementary life insurance (1 x salary)



Long Term Disability (Mandatory)

- Employer paid
- 70% of salary – 13 weeks waiting period or the expiration of paid sick leave

Health Care (Optional)

- Employer paid – level 3

Pension Plan (Mandatory)

- PS Superannuation Plan

Severance Pay

- Incapacity – maximum of 28 weeks
- Lay-off – maximum of 30 weeks
- In case of death – maximum of 30 weeks

Sick Leave

- 1.25 days per month for each calendar month in which they have received pay for at least 10 days.
- Accumulative

Transportation Allowance

- \$1,800 per year

Variable Pay

- One time lump sum payment for retention or recruitment
- Employee may choose to include payment as pensionable earnings
- Decision to grant payment to be determined by the employer
- Amount of payment to be defined by the employer
- May not exceed a one year period