



ATLANTIC POLICY CONGRESS OF FIRST NATIONS CHIEFS SECRETARIAT

For Immediate Release

Independent Study Benchmarks Compensation Level of Atlantic Chiefs

October 13, 2011 (Halifax Nova Scotia) An independent study released today by the Atlantic Policy Congress of First Nations Chiefs (APC) has reviewed the compensation levels and provided competitive benchmarking of the positions of band Chiefs relative to a broad range of public and private sector organizations.

The study concluded that compensation for First Nation band Chiefs is positioned below market based on 3 groups of comparator organizations. A few highlights of the report include:

- Compensation is consistently below the median (middle of the market).
- Base salary is below the median of the markets in all cases, with many of the band chiefs below the 10th percentile (below 90% of the comparators).
- Band Chiefs generally donate up to 25% of their own personal income to support individual band members in their times of need. If this flow through of income were quantified, the positioning of the band Chiefs would weaken even more against all 3 comparator markets.
- Although not part of this review, the report noted that band Chiefs do not contribute to formal pension plans as many other public servants and Executives do. The band Chiefs put a significant value on the ability to build and contribute to a formal pension plan.

The study was conducted by HayGroup, an internationally recognized firm, with 86 offices in 48 countries, and over 7,000 public and private sector clients, across every major industry and sector. It is the first such study by First Nations communities in Canada. HayGroup was retained to review and assess existing compensation practices for First Nations.

“There is a general lack of understanding, and certainly many misconceptions, about the role of Chief and the important role they play in their communities,” said John Paul, Executive Director of APC. “Chiefs in our region have been working hard, collectively, and within their own communities, to provide leadership and approaches that offer transparency, good governance and accountability. This report is one of a number of initiatives that we hope will help to inform our discussions.”

A full copy of the report can be downloaded at.

www.apcfn.ca

Attached is an Executive Summary of the HayGroup report. Some modifications have been made from the report you received in your briefing binder on September 29th. This version more clearly explains the methodology and the comparative groups noted in the report. Below we have outlined some broad messages that you can use in speaking to media or community members.

Contextual Messages

The accountability of the leadership to the people of the First Nations is of paramount importance and issues related to Chiefs and Council compensation and it brought to light the need for more disclosure on Chief and Council compensation.

About APC

Atlantic Policy Congress of First Nations Chiefs Secretariat (APC) is a policy research organization that analyzes and develops culturally relevant alternatives to Federal policies that impact on the 38 Mi'kmaq, Maliseet, Innu and Passamaquoddy First Nation communities and peoples.

About Hay Group

Hay Group is a global consulting firm that works with leaders to turn strategies into reality. We develop talent, organize people to be more effective, and motivate them to perform at their best. With 86 offices in 48 countries, we work with over 7,000 clients across the world. Our clients are from the public and private sector, across every major industry, and represent diverse business challenges. Our focus is on making change happen and helping organizations realize their potential.

Contact:

John Paul, Executive Director
(902) 435-8021
john.paul@apcfn.ca

Christopher Chen
HayGroup Limited
1-800-722-9945 (ext. 6385)
Christopher.Chen@haygroup.com