



NOVA SCOTIA
Attorney General
Justice
Office of the Minister

PO Box 7, Halifax, Nova Scotia, Canada B3J 1T0 • Telephone 902 424-4030 • JustMin@novascotia.ca

February 27, 2026

Dear Chief Administrative Officer,

Re: RCMP Retroactive Pay Liability – Provincial Position on Cost Recovery

I am writing to formally update you on the matter of retroactive salary obligations arising from the first collective agreement concluded between the Government of Canada and the National Police Federation, and to confirm the Province of Nova Scotia's position regarding municipal cost implications under the Provincial Police Service Agreement (PPSA).

The RCMP collective agreement introduced retroactive salary adjustments spanning the 2017–18 through 2020–21 fiscal years. These adjustments have resulted in significant financial implications for jurisdictions policed under the PPSA. The Province recognizes the challenges associated with liabilities extending across multiple fiscal years.

From the outset, Nova Scotia has maintained that the retroactive compensation obligations flowing from the federal collective bargaining process for the first collective agreement are the responsibility of the Government of Canada. This position has been consistently communicated to Public Safety Canada through both ministerial and departmental correspondence and continues to guide the Province's engagement with the federal government.

Accordingly, I wish to formally advise that the Province of Nova Scotia will not recover any additional funds from municipalities in relation to retroactive RCMP salary obligations arising from the first collective agreement. No further invoices, adjustments, or charges will be issued to municipalities with respect to these retroactive costs. Amounts previously recovered from municipalities through earlier cost-sharing assessments remain reflected in provincial financial reporting and are not recoverable.

The Province continues to assert unequivocally that it did not have a meaningful role in negotiating the first RCMP collective agreement and should not be expected to assume financial responsibility for obligations arising solely from federal decision-making undertaken without meaningful inclusion of contract partners. The imposition of retroactive salary costs on PPSA partners is inconsistent with both the purpose and operational structure of the agreement. Nova Scotia has invoked the dispute resolution mechanism under the PPSA and continues to seek a formal and definitive response from Public Safety Canada acknowledging federal responsibility for the

financial consequences of its collective bargaining processes.

The Province will continue to advance Nova Scotia's position with the federal government concerning retroactive compensation and will advise municipal partners of any material developments. We are committed to ensuring that communication remains coordinated and transparent. Recognizing the importance of financial predictability for municipalities, we trust this confirmation provides the clarity necessary to support ongoing fiscal and operational planning.

Concurrently, the Province is advancing broader police modernization initiatives, including the development of a new funding arrangement for provincial police services delivered under the PPSA. This work is focused on establishing a modernized billing mechanism that more accurately reflects the needs of municipalities and the Province. Given the complexity of this initiative, the Minister has recommended further engagement to ensure all considerations, potential impacts, and operational challenges are fully understood prior to implementation. The Minister remains committed to a collaborative approach that results in a billing model that is fair, transparent, and responsive to the needs of Nova Scotian communities.

We will be following up in the near future to arrange a discussion regarding the forthcoming changes to the billing mechanism and to ensure municipalities have meaningful opportunities to provide input throughout this process.

The Province values the essential role municipalities play in delivering effective policing services across Nova Scotia. We appreciate your continued professionalism and collaboration as we work toward meaningful change in support of public safety.

Should you require further information, please contact Hayley Crichton, Executive Director, Public Safety and Security Division, at Hayley.Crichton@novascotia.ca or 902-225-0416.

Sincerely,

A handwritten signature in cursive script that reads "Scott Armstrong".

Honourable Scott Armstrong
Attorney General and Minister of Justice