Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada
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Archived: June 2, 2025 10:33:35 AM
From: [redacted] Représentants [redacted] ([redacted]
Sent: Tue, 25 Feb 2025 16:18:27
To:
Cc: Immigration Representatives / Représentants immigration (IRCC)
Subject: FW: Employer Compliance Job Offer, change of wage/conditions? - REP-2025-0156- Due 12-Feb-25
Importance: Normal
Sensitivity: None

Good day,

[redacted] **Immigration Representatives Mailbox**

Please note that this mailbox is intended for general guidance and does not provide responses to case-specific inquiries but have provided the following information as guidance. If you have case specific questions about a file, you are encouraged to submit the IRCC Web form.

Please see our response to your question.

Question:
What is the procedure if an employer wants to increase an hourly wage for an existing employee that they have submitted a job offer for? LMIA exempt under the Francophone stream?

For an LMIA application, one has to let ESDC know via email if the wages have increased, but there are no specific instructions for a wage increase for the portal job offer submissions (except if it is a new location/job title etc to provide a new job offer), but even then a worker will already be working for the employer on a valid work permit, so must a new WP then also be applied for indicating the SAME employer just with a new wage or a new location (or whatever is different from the initial condition on the WP or;
Will informing IRCC about the new wage or a different location be sufficient?

Answer:
[redacted] regarding the procedure for increasing the hourly wage of an existing employee under the Francophone Mobility Stream (C16) when the original job offer was submitted through the Employer Portal.
If the wage increase is substantial or accompanied by other significant changes (e.g., job location, job title, duties), a new job offer submission through the Employer Portal may be required.

1. 1. If only the wage is increasing, and all other employment conditions remain the same.
    - * A new work permit application is not required solely due to a wage increase.
    - * The employer may document the change internally to ensure compliance in the event of an employer compliance audit.
2. 2. If the job location, job title, or duties also change.
    - * A new job offer must be submitted via the Employer Portal to reflect the updated terms.
    - * In most cases, the foreign worker must apply for a new work permit to match the revised job offer.

While there is no formal process requiring employers to notify IRCC of a wage increase, maintaining clear records of the wage adjustment is advisable. If the employer submits a new job offer due to significant changes, the worker should apply for a new work permit to align with the updated conditions.
For further details, we recommend reviewing the International Mobility Program: Employer Compliance Requirements:

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https://www.canada.ca/en/employment-social-development/services/foreign-workers/employer-compliance.html
Hope this helps.

[redacted]

The Immigration Representatives Mailbox

De :
Envoyé : 15 janvier 2025 16:33
À : Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.[redacted]
Objet : Employer Compliance Job Offer, change of wage/conditions?

What is the procedure if an employer wants to increase an hourly wage for an existing employee that they have submitted a job offer for? LMIA exempt under the Francophone stream?

For an LMIA application, one has to let ESDC know via email if the wages have increased, but there are no specific instructions for a wage increase for the portal job offer submissions (except if it is a new location/job title etc to provide a new job offer), but even then a worker will already be working for the employer on a valid work permit, so must a new WP then also be applied for indicating the SAME employer just with a new wage or a new location (or whatever is different from the initial condition on the WP or;
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Kind regards,