

2.4. Career Development

4.e. Interchanges/Loans

Interchanges enable departmental employees to work for a fixed period in private industry, provincial government departments and educational institutions.

	AS	CO	CR	CS	ES	EX 1-2	EX 3+	FI	FS	PE	PM
Number of Employees	2		0			1	12		10		

4.f. Leave Without Pay (discretionary/non-discretionary)

Non-rotational employees and LES who wish to apply for leave without pay can do so by requesting such leave directly from their managers. In the case of rotational employees, requests are submitted to a Leave Without Pay committee chaired by the Director General of the Personnel Management Bureau. The committee meets as needed to consider applications for discretionary LWOP - new or extensions - for periods exceeding six months. In recent practice, the committee has approved almost all applications.

The majority of employees on LWOP have made applications under non-discretionary category - maternity, care and nurturing, relocation of spouse, etc. While collective agreements recognize that some of these may still be subject to operational requirements, in practice they are all granted.

Reasons for LWOP	1997	1998	1999	2000
Care and Nurturing	5	8	10	12
Education	0	0	0	1
Maternity	7	14	5	15
Parental/Adoption	3	0	2	3
Relocation of Spouse	5	9	8	12
Total	20	26	23	43