Organizational Health Report as of March 31, 2006
Strategic Human Resources Planning (HSP)
Foreign Affairs and International Trade Canada (DFAIT)

| Groups | PR-COM | 1 | 0.4\% |  | 0\% | 1 (0.4\%) |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | STDNTOO (students) | 47 | 17.0\% | 0 | 0\% | 47 (17.0\%) |
|  | ST-SCY | 11 | 4.0\% | 10 | 3.6\% | 21 (7.6\%) |
|  | Total | 260 | 94.6\% | 15 | 5.4\% | 275 (100\%) |
| Workforce by | Breakdown | Non-rotational |  | Rotational |  | Total |
|  |  | \# | \% | \# | \% | Total (\%) |
| Age groups | <30 | 57 | 20.7\% | 1 | 0.4\% | 58 (21.1\%) |
|  | 30-34 | 20 | 7.3\% | 0 | 0\% | 20 (7.3\%) |
|  | 35-39 | 20 | 7.3\% | 0 | 0\% | 20 (7.3\%) |
|  | 40-44 | 26 | 9.5\% | 1 | 0.4\% | 27 (9.5\%) |
|  | 45-49 | 36 | 13.1\% | 3 | 1.1\% | 39 (14.2\%) |
|  | 50-54 | 40 | 14.5\% | 1 | 0.4\% | 41 (14.9\%) |
|  | 55-59 | 37 | 13.5\% | 5 | 1.8\% | 42 (15.3\%) |
|  | 60+ | 24 | 8.7\% | 4 | 1.5\% | 28 (10.2\%) |
|  | Total | 260 | 94.6\% | 15 | 5.4\% | 275 (100\%) |
| Appointments | From outside the PS | 5 | 20.8\% | 0 | 0\% | 5 (20.8\%) |
|  | From within the PS | 18 | 75.0\% | 1 | 4.2\% | 19 (79.2\%) |
|  | Total | 23 | 95.8\% | 1 | 4.2\% | 24 (100\%) |
| Separations | Resignation | 2 | 7.4\% | 0 | 0\% | 2 (7.4\%) |
|  | Retirement | 5 | 18.5\% | 3 | 11.1\% | 8 (29.6\%) |
|  | Other departments | 10 | 37.0\% | 0 | 0\% | 10 (37.0\%) |
|  | Other | 6 | 22.2\% | 1 | 3.8\% | 7 (26.0\%) |
|  | Total | 23 | 85.1\% | 4 | 14.9\% | 27 (100\%) |
| Official languages | French | 100 | 36.4\% | 4 | 1.4\% | 104 (37.8\%) |
|  | English | 160 | 58.2\% | 11 | 4.0\% | 171 (62.2\%) |
|  | Total | 260 | 94.6\% | 15 | 5.4\% | 275 (100\%) |
| Minimum language capabilities attained (indeterminate only) | BBB | 43 | 20.5\% | 2 | 1.0\% | 45 (21.5\%) |
|  | CBC | 5 | 2.3\% | 0 | 0\% | 5 (2.3\%) |
|  | $\geq \mathrm{CCC}$ | 72 | 34.3\% | 4 | 1.9\% | 76 (36.2\%) |
|  | Not tested | 54 | 25.7\% | 6 | 2.8\% | 60 (28.5\%) |
|  | Other (< BBB) | 22 | 10.5\% | 2 | 1.0\% | 24 (11.5\%) |
|  | Total | 196 | 93.3\% | 14 | 6.7\% | 210 (100\%) |
| Years of service in the PS (indeterminate only) | 0-4 | 60 | 28.6\% | 3 | 1.5\% | 63 (30.1\%) |
|  | 5-9 | 49 | 23.3\% | 0 | 0\% | 49 (23.3\%) |
|  | 10-14 | 12 | 5.7\% | 0 | 0\% | 12 (5.7\%) |
|  | 15-19 | 18 | 8.6\% | 1 | 0.4\% | 19 (9.0\%) |
|  | 20-24 | 15 | 7.1\% | 2 | 1.0\% | 17 (8.1\%) |
|  | 25-29 | 9 | 4.3\% | 5 | 2.3\% | 14 (6.6\%) |
|  | 30-34 | 26 | 12.4\% | 2 | 1.0\% | 27 (13.4\%) |
|  | 35+ | 7 | 3.3\% | 1 | 0.5\% | 10 (3.8\%) |
|  | Total | 196 | 93.3\% | 14 | 6.7\% | 210 (100\%) |

