

1. Departmental Demographics/ Employees by Personnel System

Rigorous demographic analysis and forecasting provide the base for strategic human resource management planning. Provided below are two sets of detailed demographic statistics comparing figures from December 31, 2000 to those from December 31, 1999. Beginning with a global overview, this information is presented according to category (locally engaged, non-rotational, rotational), indeterminate and term status, and, in the case of locally engaged staff, the number of employees at each level.

1. Employees by Personnel Systems

One of the unique challenges facing this department is the fact that we administer three distinct staffing systems: rotational, non-rotational and locally engaged. The largest of these system encompasses locally engaged staff (LES) who work only at missions abroad. As of December 31, 2000 there were 4,789 indeterminate LES employees who supported both program delivery, such as international business development, public affairs and cultural affairs as well as mission administration. All LES are employees of DFAIT, although many support the programs of our portfolio partners, especially the immigration program.

As of December 31, 2000, the Canada-based segment of the DFAIT family included 1933 indeterminate rotational employees and 1219 indeterminate non-rotational employees. This last group plays an essential role by specialist skills which cannot be supplied by rotational groups and by ensuring continuity where required.

Term employees are hired by the department for fixed periods of time. Although we aim to regularize staffing through efforts to marry recruitment with expected vacancies, the requirement for short-term expertise provided by term employees will continue to be an important element in staffing both LES and non-rotational positions. As of March 31, 2000, there were 202 term Canada-based employees and 76 term locally engaged staff. The department values its term employees for their important contribution to the department and especially for the diverse skills they bring with them.