

MERGER OF THE PERSONNEL AND CORPORATE MANAGEMENT BRANCHES

QUESTIONS AND ANSWERS

What's the point of merging these two branches?

This initiative is part of a government-wide effort to streamline administration and operations. It is also part of an on-going process in the Department to improve services in personnel, financial and other administrative matters.

More specifically, we are trying to eliminate overlapping and duplication, to improve the use of financial and human resources, as well as available technologies, and to simplify and accelerate the delivery of services to employees.

When does this merger happen?

It becomes effective August 1, 1994. But, that isn't the end of the process. Work will continue beyond that date to find additional ways of improving the organizational structure and services.

Is this just an underhanded way to cut jobs?

No. Employees affected by these changes will, for the most part, be redeployed in the new branch. However, there will be one less ADM and a smaller management team.

Are we going to save any money?

We don't have any precise figures, but one thing is sure: by eliminating duplication and overlap and improving the use of time-saving technologies, the Department will save money over the next few years.

What difference will this merger make to how we get personnel, financial and other services?

As things stand today, employees must go to a variety of different offices to obtain the full range of services they need. This can be very time-consuming and frustrating. To turn this situation around, we will be setting up a storefront operation that will be simpler and faster for employees to use. For example, the new Client Services Bureau will provide in one place the financial and personnel services employees need.

Will this affect us in the posting season?

No. The branches will continue to provide all the services that are required by employees during the posting season.