

PERFORMANCE INDICATORS

Table 1: Performance Indicators for DFAIT and the Public Service in 2006		
Performance indicators	DFAIT	Public Service
Indicators related to representation (indeterminate and term employees)		
Proportion of women	51.7%	53.9%
Proportion of men	48.3%	46.1%
Proportion of Aboriginal persons	1.7%	4.1%*
Proportion of persons with disabilities	3.7%	5.8%*
Proportion of members of visible minorities	8%	8.2%*
Proportion of Anglophones	65.5%	68.7%
Proportion of Francophones	34.5%	30.8%
Average age	44.2	44
Indicators related to retention (indeterminate employees only)		
Proportion of employees over 49 years of age	39.4%	35.9%
Proportion of employees who retired in 2005-2006	2.7%	3.0%
Proportion of employees eligible to retire as of March 31, 2006	13.4%	7.5%
Proportion of employees eligible to retire over the next five years	16.2%	18.2%
Proportion of projected retirements compared to the total workforce	3.1%	n/a
Indicators related to mobility (indeterminate employees only)		
Proportion of separations (other than retirement) in 2005-2006	4.7%	4.7%
Proportion of new employees (hires)	7.3%	n/a
Secondments, net (arrivals – exits)	+119	n/a
Proportion of acting appointments	21.5%	n/a
Proportion of promotions	4.9%	n/a
Turnover rate	5.7%	4.5%
Indicators related to organizational health (indeterminate and term employees)		
Total number of grievances	139	n/a
Total number of classification grievances	82	n/a
Total number of harassment complaints	18	n/a

* Data on equity groups was not available for 2005-2006 when this report was drafted. The percentages given are therefore those for 2004-2005.