

QUESTIONS AND ANSWERS

Workforce Adjustment (WFA): Introduction

Many employees of EAITC will be affected by the transfer of programs from EAITC to other organizations. The impact of the transfers on continued employment will be minimal however because arrangements have been made to ensure that, to the extent possible, EAITC employees will be offered equivalent positions with the receiving organizations. The Workforce Adjustment (WFA) policy ensures that every indeterminate employee will be given a reasonable offer of employment within the Public Service. Indeed, no indeterminate employee will be laid off until he/she refuses to accept a reasonable job offer within the Public Service. A reasonable job offer is normally one at an equivalent level but may on occasion be at a higher or lower level.

Q.1 To whom does the WFA policy apply?

A. The WFA policy will apply to the following three (3) groups of employees affected by the program transfers:

1. All FS Social Affairs officers from FS-1D to EX/FS-02;
2. All indeterminate non-rotational employees whose substantive (pay) positions are located in areas from which programs are being transferred to another organization;
3. All indeterminate non-rotational employees who are presently working in an affected program but who no longer own any substantive (pay) position.

The WFA policy does not apply to rotational administrative/support employees nor to Trade and P/E FS officers working in affected areas and nor to non-rotational employees who still own a substantive position in an area not affected by the program transfers. All of these employees will simply be reabsorbed by EAITC.