

SECTION I - CONCLUSION

This report is a follow-up to the Department's strategic planning exercise. It is designed as a tool for senior managers and a way of facilitating communication with employees and other partners. It highlights the demographic situation in the Department at March 31, 2003. The main conclusions may be summarized as follows:

- The Department's overall strength has remained stable in the last year, despite some employee movement in the occupational groups.
- The Department has recruited enough people to offset retirements and other departures.
- Significant progress has been made in increasing the representation of employment equity designated groups. Overall, the internal representation for the four groups is about the same as, or in some cases, is slightly higher than external labour force availability. However, it is important to emphasize that these groups are under-represented in the Executive category and are heavily concentrated in certain occupational groups such as the CR, AS and SCY groups and at lower levels.
- The average age of Canada-based staff is slightly higher than that in the federal public service as a whole. The average age of rotational employees is higher than that of Canada-based staff.
- The retirement eligibility forecasts based on years of service show that many people, particularly in the EX category, will be retiring from the Department in the years ahead. However, the data show that most employees eligible to retire last year stayed on in the Department.
- The great majority of leave taken is short-term. However, the frequency of leave use varies from one occupational group to another. Non-rotational employees take leave on average slightly more often than rotational employees.
- Rotational employees get more days of training on average than non-rotational employees. However, a large portion of the training time is spent on language training.