



WFA Committees

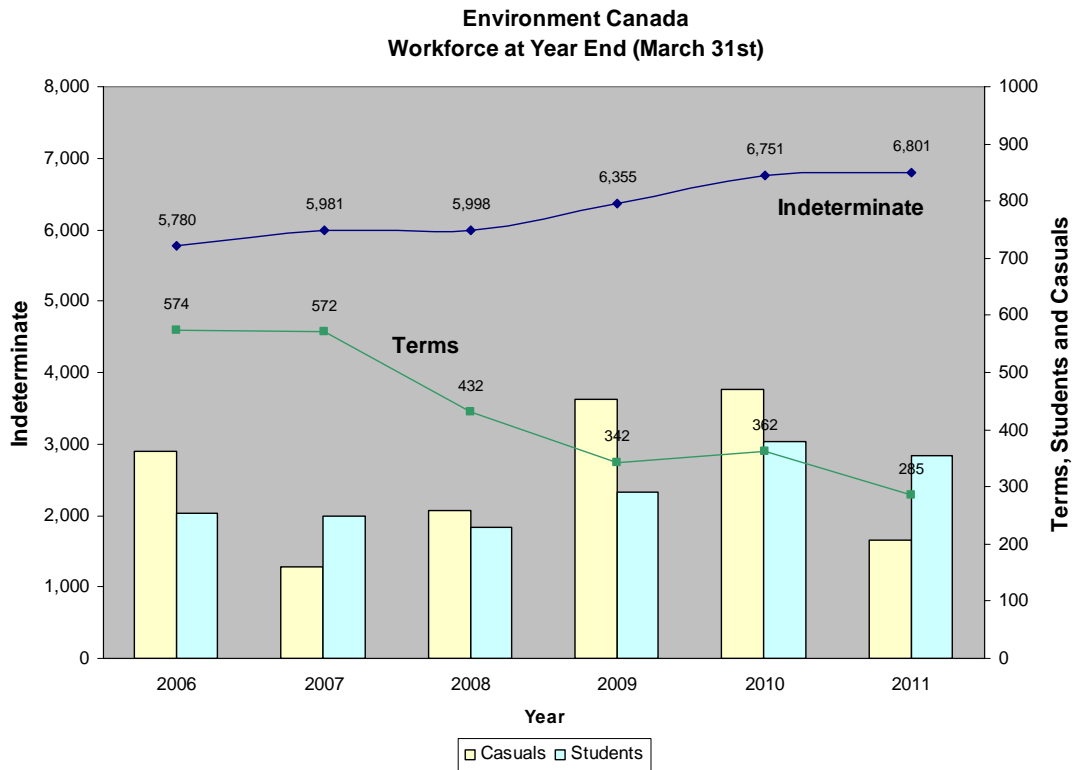
Workforce and Workforce Adjustment Report

December 31st, 2011

Human Resources Branch
Performance, Planning, Reporting
and Systems Directorate

Workforce Summary as on 31 December 2011

Chart 1 – Historical Workforce at year-end (March 31)

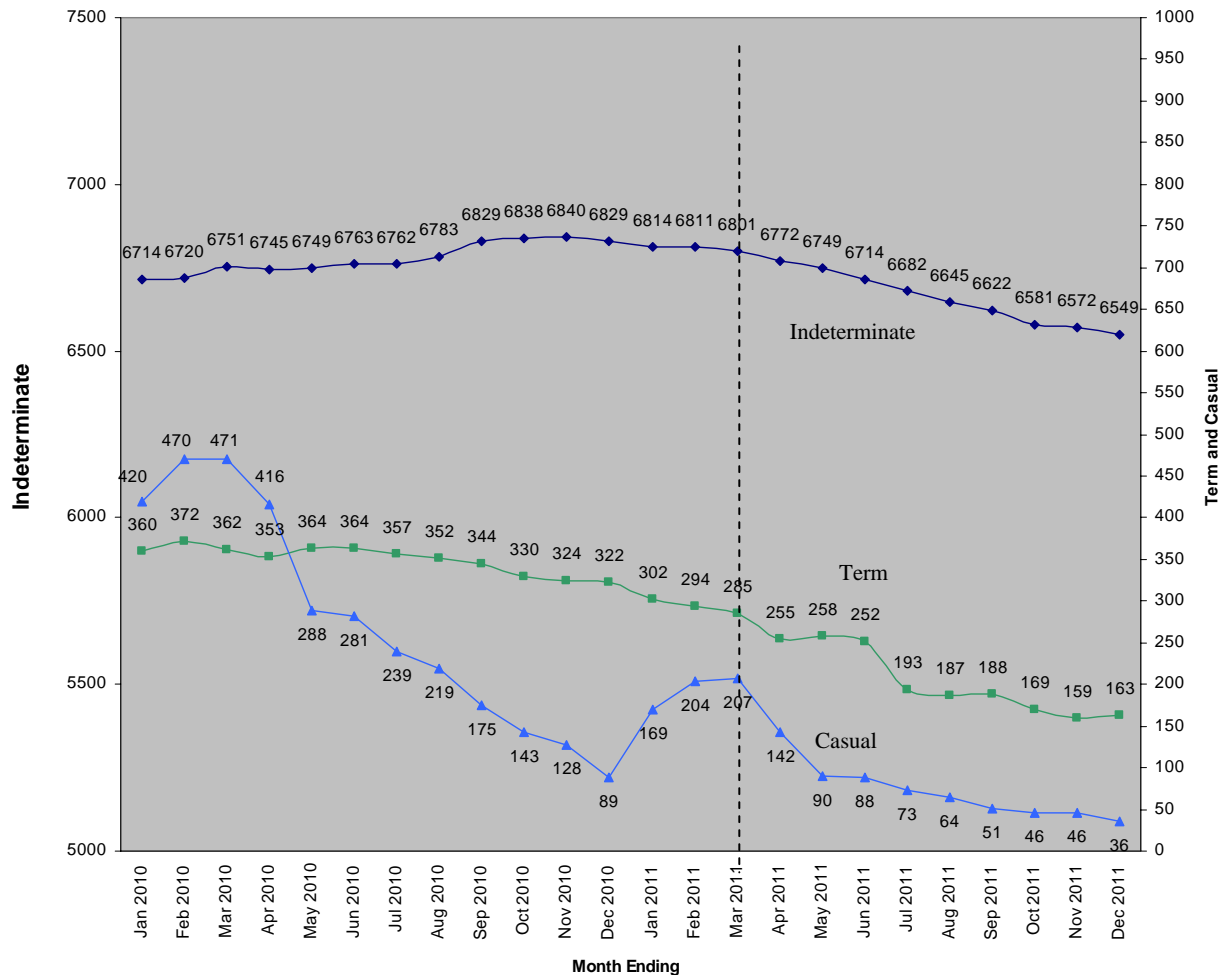


March 31st	2006	2007	2008	2009	2010	2011
Indeterminate	5,780	5,981	5,998	6,355	6,751	6,801
Terms	574	572	432	342	362	285
Seasonal	15	17	19	17	14	13
Casuals	361	161	258	453	471	207
Sub-Total	6,730	6,731	6,707	7,167	7,598	7,306
Students	254	249	229	291	379	354
Grand Total	6,984	6,980	6,936	7,458	7,977	7,660

Note: Workforce population includes active employees and employees on leaves of absence in their substantive positions at year end and excludes those employees who are at Environment Canada on secondment in or assignment in.

Workforce Summary as on 31 December 2011

Chart 2 – Departmental workforce at month end



Note: Workforce population includes active employees and employees on leaves of absence (N=467) in their substantive positions at month end and excludes those employees who are at Environment Canada on secondment in (N=22) or assignment in.

- Indeterminate population = 6,549 (down to the same level as Sep 2009)
- Term population = 163 (steady decline since high of 372 in Feb 2010)
- Casual employment = 36 (steady decline since high of 471 in Mar 2010)
- Student population = 126 (student population following a normal cyclical employment pattern)
- Since January 2010, the number of indeterminate and term employees in the regions has decreased in the NCR (-195), Ontario (-142), PNR (-62), QUE (-65), ATL (-34), and PYR (-30). As a percentage the regions have decreased in Ontario (-10.5%), Atlantic (-6.9%), PNR (-7.5%), QUE (-6.7%), and PYR (-5.2%).
- The indeterminate and term populations by Branch have decreased the most in HR (-15.6%), Comm (-14.9%), and S&T (-9.4%) from Dec 2010 to Dec 2011.
- The three occupational groups with the largest absolute decreases in terms of their indeterminate and term populations between Dec 2010 and Dec 2011 are the EG (-114), PC (-111) and CR (-78) groups.

Workforce Summary as on 31 December 2011

Summary:

- Affected employees = 369 as on 31 Dec 2011. Since the beginning of August 2011, 256 affected employees have been reconfirmed into their substantive positions, i.e. their affected status has been rescinded.
- Surplus employees = 71*as on 31 Dec 2011.
- The most affected Branches by percentage of the indeterminate employee population affected are Communications (73.8%), Human Resources (16.6%), and Corporate Secretariat (13.3%). Overall, 6.7% of the indeterminate employee population, as on 31 Dec 2011, is affected or on surplus.
- The three most affected Regions are Ontario (9.1%), NCR (7.6%) and PYR (6.8%). The remaining regions are affected equally at ATL (4.6%), QUE (4.5%) and PNR (3.4%).
- The top ten most affected occupational groups in terms of the absolute number of affected employees are the IS, PC, AS, CR, CS, EG, ENG, SE-RES, PE and MT occupational groups. They represent approximately 88% of the total number of affected employees.
- Of the number of affected employees, one third is found in Program Branches (ESB, MSC and S&T) and two thirds are in Enabling Branches.

Changes in the number of affected employees since August 8, 2011 by union affiliation

Union Affiliation	Original List 2011-08-08	Removed from original list	Rescind	Affected employees added to the original list	App't in Dept	App't in PS	Struck Off Strength	Retirement	Declared Surplus	Affected employees on 30 Nov 2011
PSAC	469	8	178	12	23	14	3		40	215
PIPSC	229	10	51	8	28	2			16	130
CAPE	16		2	2	2				8	6
ACFO	14		11					1	1	1
IBEW	1									1
Non-affiliated	47	4	14	2	7	2			6	16
Total	776	22	256	24	60	18	3	1	71	369

Affected and Surplus Employees as on 31 December 2011

Affected & Surplus employees as on December 31, 2011

Branch	Indeterminate population on 31 Dec 2011	Affected employees	Surplus employees	Affected & Surplus employees as a % of the indeterminate population
Audit and Evaluation	30		1	3.3%
Communications	149	110		73.8%
Corporate Secretariat	75	6	4	13.3%
Corporate Services	866	49	31	9.2%
Deputy Minister, Assoc DM & Mackenzie Gas Project Office	12		2	16.7%
Enforcement	419			0.0%
Environmental Stewardship	1437	40	5	3.1%
Finance	264	5	19	9.1%
Human Resources	277	40	6	16.6%
International Affairs	81			0.0%
Legal Services	14			0.0%
Meteorological Service of Canada	1288	11	2	1.0%
Science and Technology	1285	90		7.0%
Strategic Policy	173	7		4.0%
Regional Directors General	181	11	1	6.6%
Total	6549	369	71*	6.7%

Region	Indeterminate population on 31 Dec 2011	Affected employees	Surplus employees	Affected employees as a % of the indeterminate population
ATL	460	17	4	4.6%
QUÉ	852	32	6	4.5%
NCR	2730	171	37	7.6%
ONT	1204	97	13	9.1%
PNR	760	22	4	3.4%
PYR	543	30	7	6.8%
Total	6549	369	71*	6.7%

* Includes 3 employees with surplus status at Environment Canada prior to 1 April 2011.

Note: Indeterminate population includes active employees and employees on leaves of absence in their substantive positions at month end and excludes those employees who are at Environment Canada on secondment or assignment in.