



OCT 31 2013

Mr. Jean-Denis Fréchette
Parliamentary Budget Officer
Office of the Parliamentary Budget Officer
Ottawa, ON
K1A 0A9

Re: IR0129 Proposed Modernization of Sick Leave Benefits

Dear Mr. Fréchette,

I am writing to you in response to your letter dated September 9, 2013 to Mr. Morris Rosenberg, then Deputy Minister of Foreign Affairs, in which you requested data covering the last 10 years for all sick leave codes tracked by Foreign Affairs and International Trade (DFAIT).

As requested, the attached spreadsheet depicts this information for the period of April 1, 2003 to March 31, 2013 respectively. The methodology used to provide these averages is the same as that used by Treasury Board. Please note that the data excludes persons appointed by the Governor in Council, Ministerial Staff, Census-takers, Investigators, Federal Judges, and Deputy Ministers.

Should you require any additional information or clarification of this information please do not hesitate contact me.

Yours sincerely,

Nadir Patel
Assistant Deputy Minister and Chief Financial Officer
Corporate Planning, Finance & Human Resources

Attachment

DFAIT - Sick leave usage

Fiscal Year	Population*	Sick Leave Uncertified (Code 210)	Sick Leave Certified (Code 220)	Injury on Duty (Code 660)	Unpaid Sick Leave (Code 230 and LOA/Illness and Disability)	Management Sick Leave (Code 205)	Executive Sick Leave (Code 206)	Total**
2003-2004	3820	13187	12998	59	13337	4	0	10.4
2004-2005	3889	13919	16597	20	18113	6	0	12.5
2005-2006	3921	15000	16062	194	22827	12	0	13.8
2006-2007	3867	16530	15199	134	23275	101	0	14.3
2007-2008	4095	18163	16303	122	26594	19	4	14.9
2008-2009	4516	18931	14938	132	23475	54	0	12.7
2009-2010	4645	20092	15713	111	19873	9	0	12.0
2010-2011	4738	21254	14634	1313	20310	2	0	12.1
2011-2012	4634	21455	14895	633	19789	10	0	12.3
2012-2013	4577	19853	16233	189	22038	0	111	12.8

Methodology Notes:

HRMS data includes sick leave for all indeterminate and term employees > 3 months, at HQ, Abroad, and at Regional Offices
 Sick leave data excludes: secondments-in, interchange-in, students, casuals and terms < 3 months

Also excluded from data: Persons appointed by the Governor in Council, ministerial staff, census-takers, investigators, federal judges, deputy ministers.
 Unpaid sick leave includes short-term sick days (230 in Base Benefits) and leave without pay due to illness and Disability (LOA/C from HRMS Workforce Administration)

Leave Codes columns are defined as number of days
 Leave Data for Codes 205, 206, 210, 220 and 660 prepared by HSB (24 Sept 2013)

Leave Data for Code 230 and LOA/Illness and Disability prepared by SHSP

*Population is defined as Indeterminate and term employees > 3 months on the 31st March (Excludes Employees on LWOP)

**Total Column is the sum of all leave categories (excluding Management and Executive Sick Leave Codes 205 and 206) that contribute to absenteeism (average by employee)