



National Defence

Défense nationale

Deputy Minister

Sous-ministre

National Defence Headquarters  
Ottawa, Ontario  
K1A 0K2

Quartier général de la Défense nationale  
Ottawa (Ontario)  
K1A 0K2

NOV 23 2012



Mr. Kevin Page  
Parliamentary Budget Officer  
Library of Parliament  
Ottawa, Ontario  
K1A 0A9

Dear Mr. Page:

I am writing in response to your request IR0076-D for information regarding the “staffing groups”. Enclosed are two charts setting out the data for both the civilian employees and military members within the Canadian Forces (CF) and the Department of National Defence (DND).

The data we are providing you for the CF covers the years 1989 to 2012. The civilian data is available for the years 1992 to 2012 and is expressed as Full-Time Equivalents (FTEs). Civilian data is expressed as Full-Time Equivalents and are calculated using incumbent files from Treasury Board. While incumbent files are available from 1989 to 2012, earlier files (from 1989-1991) do not have the fields indicating classification so it is not possible to determine FTEs for EXs. Therefore, civilian data is given solely for the years 1992-2012.

DND does have a range of occupations that merits the same pay level as Executives; however, the term “EX equivalents” is not a defined group.

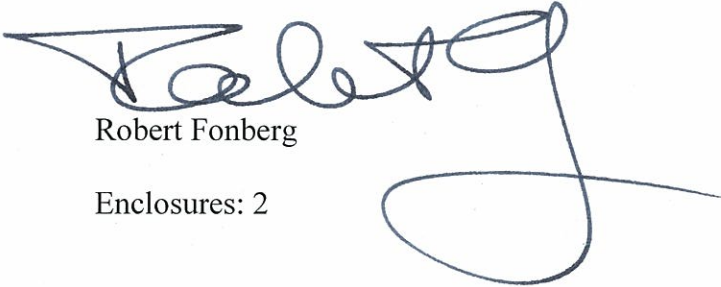
A few general points on the change in the workforce at DND: From 2004 to 2012, the DND civilian workforce grew by 30%. Seventy-nine percent of the civilian workforce growth occurred in military-led organizations; it was particularly a function of Budget growth, which was directly related to Canada’s engagement in Afghanistan and major procurement initiatives. In 2006, our budget was \$15B, and we had 21,556 FTEs. In 2012, our budget is \$21B, and we have approximately 26,750 FTEs.

Canada 

In March 1992, DND's EX to civilian FTE ratio was 1:310 and the military senior officer to regular force ratio was 1:162. As of March 2012, DND's EX to civilian FTE ratio is 1:183, and the military senior officer to regular force member was 1:156. The combined ratios of military and civilian for 1992 and 2012 were 1:186 and 1:163, respectively. Military Generals, Flag Officers and Colonels declined dramatically from 1992 to 2012. Concurrently, civilian executive members increased, largely to carry out the suite of managerial duties formerly executed by the above-mentioned CF Officers.

If you have any questions or concerns regarding this information please do not hesitate to contact Ms. Cynthia Binnington, Assistant Deputy Minister of Human Resources-Civilian, by phone at 613-971 0245 or by e-mail at [Cynthia.Binnington@forces.gc.ca](mailto:Cynthia.Binnington@forces.gc.ca). For questions regarding the CF figures, please contact Brigadier-General M.K. Overton, by phone at 613-996-0347 or by email at [Matthew.Overton2@forces.gc.ca](mailto:Matthew.Overton2@forces.gc.ca).

Sincerely,

A handwritten signature in blue ink, appearing to read 'Robert Fonberg', with a large, stylized flourish extending downwards and to the right.

Robert Fonberg

Enclosures: 2