



FEB 14 2013

Mr. Kevin Page
Parliamentary Budget Officer
Library of Parliament
Parliament Buildings
Ottawa, Ontario
K1A 0R9

Dear ^{Kevin} Mr. Page:

This is in reply to your January 22nd and January 28th, 2013 requests for information regarding continuous and cumulative tenure in the Federal Public Service (FPS) together with the highest educational attainment of employees (Information Request IR0103), as well as data on the average age of employees for selected occupational groups.

In the circumstances of the present request, without regard to the PBO's legislative mandate, we are complying with the request as what is requested could be made available to the public. Attached please find:

- *Table 1a: Average Continuous Years of Service by Substantive Classification* presents a snapshot of the average number of years of continuous service at the end of each fiscal year for indeterminate employees (including employees on leave without pay), by substantive classification. Continuous service refers to an unbroken period of Public Service employment. Continuous service is broken when employment ceases between two periods of Public Service employment for at least one compensation day.
- *Table 1b: Average Months of Continuous Service by Substantive Classification* presents a snapshot of the average number of months of continuous service at the end of each fiscal year for indeterminate employees (including employees on leave without pay), by substantive classification. Figures are based on annual data provided in *Table 1a*, converted into months.

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- *Table 2a: Average Pensionable Years of Service by Substantive Classification* presents a snapshot of average number of pensionable years (used as a proxy for cumulative tenure in the FPS), at the end of each fiscal year for indeterminate employees (including employees on leave without pay), by substantive classification. Pensionable service refers to the complete or partial years of service credited to an employee at retirement. Total pensionable service is the sum of periods of current service, service that has been bought back and service transferred through a Pension Transfer Agreement.
- *Table 2b: Average Months of Pensionable Service by Substantive Classification* presents a snapshot of average number of pensionable months, used as a proxy for cumulative tenure in the FPS. Figures are based on annual data provided in *Table 2a*, converted into months.
- *Table 3: Average Age by Substantive Classification.*

The Treasury Board Secretariat does not have data on the highest educational attainment for the selected occupational groups.

Yours sincerely,



Yaprak Baltacıoğlu

Attachment (1) – HR Demographics Report for PBO (IR0103)

PBO FPS Demographic Information Request (IR0103)
 Prepared by the Office of the Chief Human Resources Officer, Treasury Board Secretariat of Canada

Table 1a: Average Continuous Years of Service by Substantive Classification

Date	EX	EC-CRA	MG	AS	FI	EN-ENG	EN-SUR	GL-EIM	GL-ELE	GL-MAM	GL-MDO
March 31st 2000	22.5			17.8	15.7	15.8	15.7	16.0	16.4	15.1	15.1
March 31st 2001	22.7			17.7	15.1	16.0	16.1	16.3	16.4	15.2	15.1
March 31st 2002	22.8			17.1	14.2	15.3	15.8	16.3	15.7	14.8	14.8
March 31st 2003	22.8			16.6	13.8	14.6	16.2	16.2	14.5	14.6	14.7
March 31st 2004	22.7			16.3	13.5	14.1	16.1	15.7	13.0	14.6	14.4
March 31st 2005	22.9		22.6	16.2	13.6	14.1	16.7	15.7	13.4	14.8	14.2
March 31st 2006	22.8		25.0	16.0	13.4	13.7	16.7	15.3	12.3	15.2	13.6
March 31st 2007	22.2		22.4	15.7	13.0	13.4	17.0	15.3	11.1	14.9	13.3
March 31st 2008	21.6		25.2	14.9	12.4	13.0	17.4	14.8	10.8	14.7	13.1
March 31st 2009	21.0		28.2	14.1	11.7	12.3	17.3	13.8	9.0	13.9	12.3
March 31st 2010	20.5		23.8	13.4	11.2	11.4	17.4	13.3	8.6	13.2	12.1
March 31st 2011	20.3		23.5	13.1	11.2	11.3	17.8	12.7	9.9	12.8	12.3
March 31st 2012	20.3		23.8	13.1	11.4	11.5	17.8	12.9	10.4	12.7	12.0

Table 1b: Average Months of Continuous Service by Substantive Classification

Date	EX	EC-CRA	MG	AS	FI	EN-ENG	EN-SUR	GL-EIM	GL-ELE	GL-MAM	GL-MDO
March 31st 2000	270.6			214.0	188.9	189.7	188.4	192.4	196.4	180.9	180.8
March 31st 2001	272.9			212.0	180.8	191.5	193.5	195.8	197.1	181.9	180.9
March 31st 2002	273.9			205.3	170.5	183.0	190.1	195.8	188.2	178.1	177.9
March 31st 2003	273.2			199.6	165.7	174.9	194.3	194.7	173.5	175.6	176.1
March 31st 2004	272.7			195.4	162.6	169.4	193.8	188.0	155.5	174.7	172.5
March 31st 2005	274.4		271.1	194.7	163.3	168.7	200.5	188.0	160.9	177.2	170.5
March 31st 2006	273.3		300.0	192.2	160.8	163.8	200.4	183.2	147.3	182.1	163.1
March 31st 2007	266.7		268.7	188.3	155.6	160.7	204.0	183.1	133.6	179.3	160.1
March 31st 2008	259.8		269.9	178.7	149.1	156.3	209.1	177.0	129.7	175.8	157.2
March 31st 2009	251.7		337.9	169.3	140.3	147.6	207.9	166.0	108.2	166.7	148.0
March 31st 2010	246.2		285.1	161.1	134.5	137.4	208.6	160.0	102.9	158.5	145.6
March 31st 2011	243.1		281.8	156.7	134.1	135.9	213.5	152.1	119.3	154.1	147.3
March 31st 2012	243.9		285.7	157.0	136.2	138.3	214.0	155.2	125.2	152.9	144.5

Table 2a: Average Pensionable Years of Service by Substantive Classification

Date	EX	EC-CRA	MG	AS	FI	EN-ENG	EN-SUR	GL-EIM	GL-ELE	GL-MAM	GL-MDO
March 31st 2000	23.6			18.4	16.2	17.4	16.1	16.5	17.1	15.7	18.2
March 31st 2001	23.8			18.2	15.6	17.5	16.5	16.9	16.9	16.1	18.6
March 31st 2002	23.8			17.7	14.7	16.7	16.2	16.9	16.3	15.8	18.6
March 31st 2003	23.9			17.2	14.3	16.0	16.5	17.0	14.9	15.5	18.7
March 31st 2004	23.9			17.0	14.0	15.8	16.5	16.4	14.0	15.8	18.7
March 31st 2005	24.0		22.7	17.0	14.1	15.8	17.1	16.4	14.4	16.2	18.6
March 31st 2006	23.9	25.6	21.5	16.9	14.0	15.6	17.2	16.1	13.7	17.0	18.8
March 31st 2007	23.5	25.8	22.5	16.7	13.7	15.5	17.5	16.1	12.6	16.8	18.4
March 31st 2008	23.1	25.6	22.5	16.0	13.2	15.5	18.1	15.9	12.7	17.0	18.8
March 31st 2009	22.4	24.2	29.8	15.3	12.5	14.9	18.1	14.9	10.8	16.5	19.0
March 31st 2010	22.0	24.6		14.7	12.0	14.2	18.1	14.5	10.1	16.1	19.1
March 31st 2011	21.8	24.3		14.3	12.0	14.1	18.5	13.8	11.8	15.6	19.7
March 31st 2012	21.9	24.6		14.4	12.3	14.3	18.6	14.0	12.4	15.3	19.3

Table 2b: Average Months of Pensionable Service by Substantive Classification

Date	EX	EC-CRA	MG	AS	FI	EN-ENG	EN-SUR	GL-EIM	GL-ELE	GL-MAM	GL-MDO
March 31st 2000	282.8			220.2	193.9	209.1	192.8	198.2	205.8	188.5	218.0
March 31st 2001	285.4			218.7	187.1	210.3	197.9	202.7	202.9	193.3	222.7
March 31st 2002	285.9			212.0	176.5	200.5	194.1	202.4	196.1	189.9	223.5
March 31st 2003	286.4			206.6	171.3	192.3	198.4	203.4	178.4	186.6	224.0
March 31st 2004	286.4			203.8	168.1	189.3	198.0	196.5	189.2	189.2	223.9
March 31st 2005	288.6		272.8	204.3	169.6	189.6	205.7	196.8	173.1	194.4	222.9
March 31st 2006	287.4	307.0	258.3	203.0	168.1	187.1	205.8	193.4	164.9	203.9	225.6
March 31st 2007	282.3	309.2	269.8	200.3	164.0	186.3	210.3	193.4	150.7	201.9	220.6
March 31st 2008	277.4	307.5	269.9	192.3	157.8	185.8	217.4	191.3	152.2	203.7	225.7
March 31st 2009	269.3	290.9	357.0	183.7	149.9	178.9	216.7	178.6	129.4	198.0	228.0
March 31st 2010	264.5	295.3		176.2	144.5	170.6	217.4	173.7	121.4	193.0	229.4
March 31st 2011	261.9	292.0		172.0	144.4	169.5	222.4	166.1	141.1	187.7	236.5
March 31st 2012	262.6	295.7		172.2	147.2	172.1	223.5	168.5	149.0	183.9	231.7

Table 3: Average Age by Substantive Classification

Date	EX	EC-CRA	MG	AS	FI	EN-ENG	EN-SUR	GL-EIM	GL-ELE	GL-MAW	GL-MDO
March 31st 2000	50.4			44.9	42.9	47.1	43.8	48.7	46.1	46.9	49.1
March 31st 2001	50.7			45.1	42.6	47.5	44.2	49.3	47.0	47.6	49.8
March 31st 2002	50.9			45.1	42.1	47.0	44.6	49.8	46.8	48.0	50.2
March 31st 2003	51.0			45.2	42.0	46.7	45.1	50.2	46.1	48.4	50.6
March 31st 2004	51.1			45.3	41.8	46.5	45.4	50.0	45.7	49.0	50.6
March 31st 2005	51.2		47.0	45.5	42.0	46.7	46.2	50.3	47.1	49.6	50.7
March 31st 2006	51.2	50.9	45.6	45.6	41.9	46.7	46.3	50.2	46.5	50.3	50.8
March 31st 2007	51.0	51.1	46.4	45.7	41.7	46.6	47.0	50.5	46.3	50.6	51.0
March 31st 2008	50.7	51.1	47.4	45.4	41.5	46.5	47.6	50.6	46.4	51.3	51.2
March 31st 2009	50.3	51.5	54.8	45.0	41.1	46.2	47.7	50.1	43.8	50.8	51.4
March 31st 2010	50.1	51.6		44.7	40.9	45.7	48.1	49.7	43.5	50.5	51.8
March 31st 2011	50.0	51.8		44.5	41.0	45.7	48.5	48.6	46.7	50.3	52.4
March 31st 2012	50.1	52.1		44.7	41.1	46.0	48.7	48.7	47.5	50.6	52.5

Notes on Data:

Figures include only indeterminate Core Public Administration employees (except for EC's at Revenue Canada), active and on leave without pay.

Those without a valid pensionable service date or continuous employment data were excluded.

EX occupational group includes GX (General Executive).

Notes on Tables:

Table 1a: Average Continuous Years of Service by Substantive Classification presents a snapshot of the average number of years of continuous service at the end of each fiscal year, by substantive classification. Continuous service refers to an unbroken period of Public Service employment. Continuous service is broken when employment ceases between two periods of Public Service employment for at least one compensation day.

Table 1b: Average Months of Continuous Service by Substantive Classification presents a snapshot of the average number of months of continuous service at the end of each fiscal year, by substantive classification. Figures are based on annual data provided in Table 1a, converted into months.

Table 2a: Average Pensionable Years of Service by Substantive Classification presents a snapshot of average number of pensionable years (used as a proxy for cumulative tenure in the FPS), at the end of each fiscal year, by substantive classification. Pensionable service refers to the complete or partial years of service credited to an employee at retirement. Total pensionable service is the sum of periods of current service, service that has been bought back and service transferred through a Pension Transfer Agreement.

Table 2b: Average Months of Pensionable Service by Substantive Classification presents a snapshot of average number of pensionable months, used as a proxy for cumulative tenure in the FPS. Figures are based on annual data provided in Table 2a, converted into months.

Table 3: Average Age by Substantive Classification presents a snapshot of the average age of employees in selected occupational groups at the end of fiscal year (March 31st).