

Population under the *Public Service Employment Act*: Supporting Documentation

UPDATES

Date	Dataset	Note
31/03/2017	CFPPSC_AR2C	Revision of dataset.
31/03/2017	CFPPSC_AR2D	Addition of dataset.

BACKGROUND INFORMATION

Population data refers to the number of active employees in organizations under the exclusive appointment authority of the Public Service Commission (PSC) (employees of organizations named in the *Financial Administration Act* — Schedule I, most of Schedule IV and some agencies in Schedule V). This differs from numbers reported by the Treasury Board Secretariat (TBS) that reflect employment in organizations under the *Public Service Staff Relations Act*. In addition, a number of separate agencies are subject to Part 7 of the *Public Service Employment Act* (PSEA), which administers the political activities of public servants. The population count represents the number of active employees at a specific point in time.

Population data are derived from the TBS Incumbent File. This file is extracted from the Public Services and Procurement Canada (PSPC) pay system.

DATASET DOCUMENTATION

*Regarding “**Notes**,” for each entry the content in brackets refers to a variable within the dataset.

Public Service Employment Act population, by year and tenure (CFPPSC_AR2A)

- **Source:** PSC population files
- **Note:** The decrease in 2013 was partly offset by the transfer to Shared Services Canada of approximately 850 employees previously employed in non-PSEA organizations
- **Note:** The increase in 2015 resulted in part from the transfer of approximately 200 individuals previously employed outside the PSEA to the Administrative Tribunals Support Service of Canada and to the Police Operations Support group at the Royal Canadian Mounted Police

Proportion of indeterminate employees aged less than 35 to indeterminate population under the *Public Service Employment Act*, by year (CFPPSC_AR2B)

- **Source:** PSC population files

Public Service Employment Act population by organization (CFPPSC_AR2C)

- **Source:** PSC population files
- **Note:** The difference between the number of active organizations identified in this table and the number of organizations who were under an Appointment Delegation and Accountability Instrument at the end of 2015-2016 is related to organizations that do not

show as separate entities in the Public Services and Procurement Canada (PSPC) pay system. For these organizations, the PSC cannot identify population. The population counts are taken from the incumbent file. The incumbent file, which comes from Treasury Board Secretariat, is an extract from the PSPC pay system and may vary from counts maintained in organizational human resources systems.

- **Note:** In 2015-2016, Statistics Canada hired a large number of specified term employees to work on Census and National Household Survey operations under the *Statistics Canada Census and Survey Related Term Employment Exclusion Approval Order*, inflating specified term hires in the National Capital Region and in the Clerical and Regulatory group in particular.
- **Note:** Data by organization for 2016-2017 is not currently available and will be published at a later date.

Public Service Employment Act population by organization and geographic area (CFPPSC_AR2D)

- **Source:** PSC population files
- **Note:** Data for 2016-2017 was not available at the time of publishing
- **Note (Unknown):** Due to the implementation of the Phoenix pay system, some records in 2015-2016 and 2016-2017 were missing a regional indicator.
- **Note:** The difference between the number of active organizations identified in this table and the number of organizations who were under an Appointment Delegation and Accountability Instrument at the end of 2015-2016 is related to organizations that do not show as separate entities in the Public Services and Procurement Canada (PSPC) pay system. For these organizations, the PSC cannot identify population. The population counts are taken from the incumbent file. The incumbent file, which comes from Treasury Board Secretariat (TBS), is an extract from the PSPC pay system and may vary from counts maintained in organizational human resources systems.
- **Note:** In 2015-2016, Statistics Canada hired a large number of specified term employees to work on Census and National Household Survey operations under the *Statistics Canada Census and Survey Related Term Employment Exclusion Approval Order*, inflating specified term hires in the National Capital Region and in the Clerical and Regulatory group in particular.
- **Note:** The population counts are taken from the incumbent file. The incumbent file, which comes from TBS, is an extract from the PSPC pay system and may vary from counts maintained in organizational human resources systems.
- **Note:** Data by organization for 2016-2017 is not currently available and will be published at a later date.

GLOSSARY

Attribute Name	Defined Attribute Name
description_e	Description of count/percentage (English)
description_f	Description of count/percentage (French)
fiscal_year	Fiscal year
month_year_e	Month and year (English)
month_year_f	Month and year (French)
n	Count/Percentage
organization_e	Federal government organizations (English)
organization_f	Federal government organizations (French)

tenure_e	Employee tenure (English)
tenure_f	Employee tenure (French)