

# Public Service Commission's Staffing Dashboard: Supporting Documentation

If you have any questions, comments or specific feedback related to these datasets, please contact the Public Service Commission's [Open Government Secretariat](#).

## BACKGROUND INFORMATION

The Public Service Commission's (PSC) Staffing Dashboard provides timely and relevant data on staffing activities and trends that will give deputy heads, hiring managers and human resources specialists a broader understanding of staffing within their organizations and the public service as a whole. The Staffing Dashboard is an integral feature of the PSC's New Direction in Staffing (NDS), which includes the renewed Appointment Policy and delegation instrument, effective as of April 1, 2016.

The Staffing Dashboard contains information on organizations subject to the Public Service Employment Act only.

The purpose of the Staffing Dashboard is to share data available at the PSC with organizations. It is designed to allow organizations to have a snapshot of their staffing activities and to identify key data trends. It also provides the ability for organizations to compare their data with other organizations, including similar-sized or similarly mandated organizations, or to the public service as a whole.

The Staffing Dashboard is published on a quarterly basis. Data for a specific quarter may change over the course of the current fiscal year, as data are updated. The notes for each section will provide users with additional details.

Please visit the [Public Service Commission's Staffing Dashboard](#) to see the interactive visualisation tool that makes use of the datasets in this collection.

## Availability and Data Sources

The Staffing Dashboard currently contains the following data:

- Advertisements and applications
- Inflow to an organization
- Mobility within an organization
- Outflow from an organization
- Priority Administration
- Staffing demographics
- Use of advertised/non-advertised staffing processes
- Veterans Hiring Act information

Hiring and staffing activities data are derived from information received from the Treasury Board of Canada Secretariat Incumbent File. The Incumbent File is extracted from the Public Services and Procurement Canada's pay system. The data constitutes an estimate of hiring and staffing activities to and within organizations.

The data are not expected to match an organization's human resources data, due to methodology and timing differences. The added value of the Dashboard lies in the availability of comparable data across organizations.

## DATASET DOCUMENTATION

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

### Advertisement Types (2019\_2020\_Q4\_ADV\_TYPE)

- **Source:** Public Service Commission hiring and staffing activities files, Public Service Resourcing System (PSRS) and Priority Information Management System (PIMS)
- **Note:** Regular, alternate and inventory advertisements for organizations under the PSEA are included. Cancelled advertisements are excluded. Due to timing and data quality issues, the PSC is able to match approximately 80% of appointments to the public service and promotions, and approximately 60% of acting appointments, with the PSC administrative data sources.
- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons.

#### Legend:

- Micro - Average (Micro - Moyenne): Average number for micro organizations, whose size is less than 100 employees on average during the fiscal year.
- Small - Average (Petite - Moyenne): Average number for small organizations, whose size is between 100 and 500 employees, on average, during the fiscal year.
- Medium - Average (Moyenne - Moyenne): Average number for medium organizations, whose size is between 500 and 2000 employees on average during the fiscal year.
- Large - Average (Large - Moyenne): Average number for large organizations, whose size is bigger than 2000 employees on average during the fiscal year.

### Advertisements (2019\_2020\_Q4\_ADVS)

- **Source:** Public Service Resourcing System (PSRS)
- **Note:** Regular, alternate and inventory advertisements for organizations under the PSEA are included. Cancelled advertisements are excluded.
- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.

#### Legend:

- Micro - Average (Micro - Moyenne): Average number for micro organizations, whose size is less than 100 employees on average during the fiscal year.
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- Large - Average (Large - Moyenne): Average number for large organizations, whose size is bigger than 2000 employees on average during the fiscal year.
- **Note (Program):** These figures represent the number of unique applicants to each individual recruitment program. These numbers exclude applicants to cancelled advertisements.

Legend:

- **Research Affiliate Program (RAP):** This program is specifically designed to give post-secondary students experience in applied research (design, execution, evaluation), when they must attain such knowledge and skills in order to graduate. It is also designed to help the Government of Canada conduct research; retain possession of intellectual property and patents; control the use of information; and promote the transfer of scientific findings. Students are normally placed with ongoing research operations in federal government facilities. The research projects must be related to the student's current degree program and must help the student develop specific knowledge and research skills.
- **Federal Student Work Experience Program (FSWEP):** This program is the largest of all federal student programs and since 1990 has provided over 9,000 assignments each year to Canadian youth. It is designed to offer employment opportunities for students that will enrich their academic programs; help fund their education and encourage them to complete their studies; develop their employability skills and improve their ability to find good jobs after graduation; offer insights into future employment opportunities; and help them evaluate their career options within the federal Public Service. The assignments under this program need not be related to the student's field of study.
- **Recruitment of Policy Leaders (RPL) Program:** designed to give organizations the opportunity to attract and recruit exceptional leaders from across Canada, including Canadians living abroad, who have a proven track record as thinkers and self-starters and are passionate about getting involved in shaping public policy.
- **Post-Secondary Recruitment (PSR) Program:** The Government of Canada recruitment program to launch or further the careers of qualified post-secondary graduates.
- **Internal:** The intended audience for the jobs available includes internal employees of the public service.
- **Jobs open to the Public:** The intended audience for the jobs available includes both internal employees of the public service and members of the general public.

#### **Demographics Age (2019\_2020\_Q4\_DEMO\_AGE)**

- **Source:** Public Service Commission hiring and staffing activities files.
- **Note:** Students are excluded from this section as no classification data is available for students.

- **Note (hire\_e, hire\_f):** The period of employment.  
Legend:
  - **Casual employment (Emploi occasionnel):** The period of employment of a casual worker may not exceed 90 working days in one calendar year in any particular department or other organization.
  - **Indeterminate from other organization (Nomination indéterminée - autre organisation):** Employees from another PSEA organization, appointed for an indefinite period, part time or full time.
  - **New Indeterminate (Nouvelles nominations pour une période indéterminée):** Employees who have been appointed to a permanent position in the public service, part time or full time. New indeterminate includes indeterminate appointments from outside the public service and non-PSEA organizations.
  - **New Term (Nouveaux employés nommés pour une durée déterminée)** Employees who have been appointed to a position in the public service, ending on a specific date, part time or full time.
  - **Term from other organization (Employé nommé pour une durée déterminée - autre organisation):** New employees from another organization who are appointed to a position ending on a specific date, part time or full time.
  - **Term to Indeterminate (Conversion de déterminée à indéterminée):** The conversion of an employee from determinate status (which expires on a specific date) to indeterminate status (permanent employment), in the same position.
- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.  
Legend:
  - The "Public Service - Total" category includes inter and intra organizational mobility. The inter-mobility tenures are left blank for the "Public Service – Total" as these categories do not apply for the Public Service Total.
  - Micro - Average (Micro - Moyenne): Average number for micro organizations, whose size is less than 100 employees on average during the fiscal year.
  - Small - Average (Petite - Moyenne): Average number for small organizations, whose size is between 100 and 500 employees, on average, during the fiscal year.
  - Medium - Average (Moyenne - Moyenne): Average number for medium organizations, whose size is between 500 and 2000 employees on average during the fiscal year.
  - Large - Average (Large - Moyenne): Average number for large organizations, whose size is bigger than 2000 employees on average during the fiscal year.

#### **Demographics Employment Equity (2019\_2020\_Q4\_DEMO\_EE)**

- **Source:** Treasury Board of Canada Secretariat (TBS) Employment Equity Data Bank (EEDB) and Public Service Commission (PSC) hiring and staffing activities files
- **Note:** The figures for employment equity designated group appointments are extracted from the TBS Employment Equity Data Bank (EEDB) where a match was found in the PSC hiring and staffing activities files covering the same fiscal year.

- **Note:** Employment equity categories with small counts were suppressed for confidentiality reasons.
- **Note:** Employment equity information is unavailable for separate agencies.
- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.

Legend:

- Micro - Average (Micro - Moyenne): Average number for micro organizations, whose size is less than 100 employees on average during the fiscal year.
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#### **Demographics First Official Language (2019\_2020\_Q4\_DEMO\_FOL)**

- **Source:** Public Service Commission hiring and staffing activities files.
- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.

Legend:

- Micro - Average (Micro - Moyenne): Average number for micro organizations, whose size is less than 100 employees on average during the fiscal year.
- Small - Average (Petite - Moyenne): Average number for small organizations, whose size is between 100 and 500 employees, on average, during the fiscal year.
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#### **Demographics Group (2019\_2020\_Q4\_DEMO\_GROUP)**

- **Source:** Public Service Commission hiring and staffing activities files.
- **Note:** Students are excluded from this section as no classification data is available for students.
- **Note:** A full description of these classifications is available at [the Treasury Board's Occupational groups for the public service web page.](#)
- **Note (hire\_e, hire\_f):** The period of employment.

Legend:

- **Casual employment (Emploi occasionnel):** The period of employment of a casual worker may not exceed 90 working days in one calendar year in any particular department or other organization.
  - **Indeterminate from other organization (Nomination indéterminée - autre organisation):** Employees from another organization, appointed for an indefinite period, part time or full time.
  - **New Indeterminate (Nouvelles nominations pour une période indéterminée):** Employees who have been appointed to a permanent position in the public service, part time or full time. New indeterminate includes indeterminate appointments from outside the public service and non-PSEA organizations.
  - **New Term (Nouveaux employés nommés pour une durée déterminée):** Employees who have been appointed to a position in the public service, ending on a specific date, part time or full time.
  - **Term from other organization (Employé nommé pour une durée déterminée - autre organisation):** New employees from another PSEA organization who are appointed to a position ending on a specific date, part time or full time.
  - **Term to Indeterminate (Conversion de déterminée à indéterminée):** The conversion of an employee from determinate status (which expires on a specific date) to indeterminate status (permanent employment), in the same position.
  - **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.
- Legend:
- The "Public Service - Total" category includes inter and intra organizational mobility. The inter-mobility tenures are left blank for the "Public Service – Total" as these categories do not apply for the Public Service Total.
  - Micro - Average (Micro - Moyenne): Average number for micro organizations, whose size is less than 100 employees on average during the fiscal year.
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### **Demographics Region (2019\_2020\_Q4\_DEMO\_REGION)**

- **Source:** Public Service Commission hiring and staffing activities files.
  - Students are excluded from this section as no classification data is available for students.
  - **Note (hire\_e, hire\_f):** The period of employment. For example, specified period with specific starting and ending dates or indeterminate where there is no defined end date;
- Legend

- **Casual employment (Emploi occasionnel):** The period of employment of a casual worker may not exceed 90 working days in one calendar year in any particular department or other organization.
- **Indeterminate from other organization (Nomination indéterminée - autre organisation):** Employees from another PSEA organization, appointed for an indefinite period, part time or full time.
- **New Indeterminate (Nouvelles nominations pour une période indéterminée):** Employees who have been appointed to a permanent position in the public service, part time or full time. New indeterminate includes indeterminate appointments from outside the public service and non-PSEA organizations.
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- **Term from other organization (Employé nommé pour une durée déterminée - autre organisation):** New employees from another organization who are appointed to a position ending on a specific date, part time or full time.
- **Term to Indeterminate (Conversion de déterminée à indéterminée):** The conversion of an employee from determinate status (which expires on a specific date) to indeterminate status (permanent employment), in the same position.
- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.

Legend:

- The "Public Service - Total" category includes inter and intra organizational mobility. The inter-mobility tenures are left blank for the "Public Service – Total" as these categories do not apply for the Public Service Total.
- Micro - Average (Micro - Moyenne): Average number for micro organizations, whose size is less than 100 employees on average during the fiscal year.
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- **Note (region\_e, region\_f):**

Legend:

  - **Atlantic:** Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick
  - **Prairies:** Alberta, Saskatchewan, Manitoba
  - **British Columbia**
  - **National Capital Region**
  - **Ontario (except National Capital Region)**
  - **Outside Canada**
  - **Quebec (except National Capital Region)**
  - **Territories:** Yukon, Nunavut, Northwest Territories

### Inflow (2019\_2020\_Q4\_INFLOW)

- **Source:** Public Service Commission hiring and staffing activities files.
- **Note:** Inflow to an organization includes hiring from outside the public service and from other Public Service Employment Act (PSEA) organizations, as well as movements from non-PSEA organizations such as the Canada Revenue Agency.
- **Note (hire\_e, hire\_f):** The period of employment.

#### Legend

- **Casual employment (Emploi occasionnel):** The period of employment of a casual worker may not exceed 90 working days in one calendar year in any particular department or other organization.
- **Indeterminate from other organization (Nomination indéterminée - autre organisation):** Employees from another PSEA organization, appointed for an indefinite period, part time or full time.
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- **Term to Indeterminate (Conversion de déterminée à indéterminée):** The conversion of an employee from determinate status (which expires on a specific date) to indeterminate status (permanent employment), in the same position.
- **Student:** Federal Student Work Experience Program (FSWEP), Research Affiliate Program (RAP)
- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.

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- Large - Average (Large - Moyenne): Average number for large organizations, whose size is bigger than 2000 employees on average during the fiscal year.

#### **Internal Mobility (2019\_2020\_Q4\_INTERNAL\_MOB)**

- **Source:** Public Service Commission hiring and staffing activities files.

- **Note (mob\_type\_e, mob\_type\_f) :**

##### Legend:

- **Acting appointment:** Acting appointment means the temporary performance of the duties of another position by an employee, if the performance of those duties would have constituted a promotion had they been appointed to the position. Acting appointments of less than four months are excluded.
- **Lateral or downward:** Lateral and downward movements combine lateral or downward transfers and deployments. As no appointment process is available on the pay system, it is not possible to differentiate between lateral transfers and deployments. Lateral and downward movements within the organization include appointments of persons with a priority entitlement to indeterminate positions. Lateral and downward movements include deployments and appointments of persons with a reinstatement priority entitlement that does not end the priority entitlement.
- **Promotion:** "Promotion means the appointment where the maximum pay rate for the new position exceeds that for the substantive position by:
  - an amount equal to the lowest pay increment for the new position where there is a scale of rates; or
  - an amount equal to four per cent (4%) of the maximum rate of the new position (where there is only one rate);"
 Promotions within the organization include appointments of persons with a priority entitlement to indeterminate positions.

- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.

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### Outflow (2019\_2020\_Q4\_OUTFLOW)

- **Source:** Public Service Commission separation files.
- **Note (sep\_reason\_e, sep\_reason\_f):** Outflow of organization includes inter-organizational movements within the Public Service Employment Act (PSEA), movements to organizations outside the PSEA universe and separations from the public service. Separations from the public service include movements to outside the PSEA universe.

#### Legend:

- **Resignation:** Means the voluntary cessation of employment by an employee, other than at the end of a specified term. The employer must accept the resignation in order for it to be effective (Public Service Employment Act 26).
  - **Retirement:** Means the voluntary separation where the employee's entitlement is an immediate annuity or annual allowance occurring:
    - at age 60 or over with 2 or more years of pensionable service;
    - at age 55 with 30 or more years of pensionable service;
    - at age 50 with 2 or more years of pensionable service
    - on health grounds with 2 or more years of pensionable service;
  - **Promotion to other organization:** This is when the maximum rate of pay for the position to which a person is appointed in another organization, exceeds the current maximum rate of pay, according to the Treasury Board Secretariat standards.
  - **Other separation from public service:** Departures, other than lateral or downward movements or promotions to another organization, or resignations.
  - **Lateral or downward to other organization:** The departure of an employee from one organization to a different organization, for a job at the same group and level or a lower level
- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.

#### Legend:

- The "Public Service - Total" category includes inter and intra organizational mobility. The inter-mobility tenures are left blank for the "Public Service – Total" as these categories do not apply for the Public Service Total.
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### Priority (2019\_2020\_Q4\_PRIORITY)

- **Source:** Priority Information Management System (PIMS)
- **Note:** This report displays the active priority population available for referral to positions.

- **Note:** For more detailed and up-to-date information, please refer to Report 4 of the Priority Information Management System Report Section.
- **Note (class\_e, class\_f):** A full description of these classifications is available at the Treasury Board Secretariat's Occupational groups for the public service page.

Legend:

- F1-00 is the group and level used to register a "CAF Member Medically Released for Reasons Attributable to Service" priority.
- F2-00 is the group and level used to register a "CAF Member Released for Medical Reasons not Attributable to Service" priority.
- R3-00 is the group and level used to register a "RCMP Member Discharged for Medical Reasons" priority.
- SS-00 is the group and level used to register a "Surviving spouse or common-law partner" priority.

### **Reappointments (2019\_2020\_Q4\_REAPPOINTMENTS)**

- **Source:** Public Service Commission hiring and staffing activities files and Priority Information Management System (PIMS)
- **Note: Priority entitlement:** The right to be appointed to positions ahead of all other persons if the essential qualifications and conditions of employment are met. There are four types of statutory priorities under the Public Service Employment Act (CAF Members medically released for reasons attributable to service, surplus employees appointed within their own organization, employees on leave of absence whose positions have been backfilled indeterminately or their replacement, and persons laid off, in that order) and seven regulatory priorities under the Public Service Employment Regulations (in no particular order: surplus employees appointed outside their own organization; employees who become disabled; CAF members who are medically released for reasons not attributable to service; members of the Royal Canadian Mounted Police who are medically discharged; employees on approved leave to relocate with their spouse or common-law partner; employees with entitlement to be reinstated to their former group/level; and surviving spouses or common-law partners of employees, members of the Canadian Forces and members of the Royal Canadian Mounted Police whose death is attributable to the performance of duties).
- **Note:** Includes indeterminate appointments to the organization and promotions, and excludes lateral and downward movements and acting appointments.
- **Note (department\_e, department\_f):** Department means any portion of the federal public administration named in Schedule I, IV or V to the Financial Administration Act. For the purpose of this Dashboard, the term "organizations" refers to federal government departments and agencies subject to all or part of the Public Service Employment Act. Micro sized organizations were suppressed for data quality reasons. Averages include all organizations for each category.

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- Large - Average (Large - Moyenne): Average number for large organizations, whose size is bigger than 2000 employees on average during the fiscal year.

#### **Veterans Hiring Act 1 (2019\_2020\_Q4\_VHA\_1)**

- **Source:** Public Service Resourcing System, Priority Information Management, System, DND Master File.
- **Note:** The Veterans Hiring Act (VHA) came into effect on July 1st, 2015, as such data for the VHA specific entitlements were collected as of that date.
- **Note:** Amendments to previously released numbers are possible due to updates received following date snapshot was taken.
- **Note:** The Advertisements category under Mobility Provision only includes advertisements on which at least one veteran and/or CAF Member applied.
- **Note:** Advertisements include advertisements on which at least one veterans and/or CAF members applied.
- **Note (provision\_type\_e, provision\_type\_f):**
- Legend:
  - **Mobility Provision:** All CAF members with a minimum of three years of military service will be able to participate in all advertised internal appointment processes. For up to five years following their release, honourably released veterans with a minimum of three years of military service will also be able to participate in all advertised internal appointment processes. These persons must meet any employment equity area of selection criteria established for the position. The CAF member cannot already be indeterminately employed in the public service. Only includes processes with an advertisement type of at least indeterminate, specified period or acting and only includes applications to processes with an advertisement type of at least indeterminate, specified period or acting.
  - **Preference Provision:** For up to five years following their release, honourably released veterans with a minimum of three years of military service will have a preference for appointment when participating in advertised external appointment processes. A preference for appointment means that if these persons meet the essential qualifications, they must be appointed before others in advertised external appointment processes. The Veteran cannot already be indeterminately employed in the public service. Excludes Federal Student Work Experience Program (FSWEP) and Research Affiliate Program (RAP) processes.

#### **Veterans Hiring Act 2 (2019\_2020\_Q4\_VHA\_2)**

- **Source:** DND Master File.
- The Veterans Hiring Act (VHA) came into effect on July 1st, 2015, as such data for the VHA specific entitlements were collected as of that date.
- Information on registration on DND Master file represents a snapshot of total registrations up to the end of the month, net of any possible removals.
- Please note that amendments to previously released numbers are possible due to updates received following date snapshot was taken.

### **Veterans Hiring Act 3 (2019\_2020\_Q4\_VHA\_3)**

- **Source:** Public Service Resourcing System, Priority Information Management, System, DND Master File.
- **Note:** The Veterans Hiring Act (VHA) came into effect on July 1st, 2015, as such data for the VHA specific entitlements were collected as of that date.
- **Note:** Prior to July 2015 the entitlement was called "RCMP or CAF member released or discharged for medical reasons", and included both ex-CAF and ex-RCMP members. With the coming into force of VHA, this entitlement was dissolved and three new ones created in its place. As a transitional measure, all ex-CAF members registered in PIMS under the old entitlement in June 2015 were registered to the new regulatory entitlement for ex-CAF members, and so also appear as "new registrations" for the month of July 2015.
- **Note:** Amendments to previously released numbers are possible due to updates received following date snapshot was taken.
- **Note (eligibility\_reason\_e, eligibility\_reason\_f):**

#### Legend:

- **Regulatory Priority Entitlement:** The priority entitlements within the Public Service Employment Regulations (PSER) are referred to as "regulatory" priority entitlements. Persons with a regulatory priority entitlement are appointed after persons with a statutory priority entitlement, but in no relative order.
  - Surplus employees: Employees from other organizations who have been advised by their deputy head that their services are no longer required, but before any lay-off becomes effective (PSER, section 5);
  - Employees who become disabled: Employees who become disabled and who, as a result of the disability, are no longer able to carry out the duties of their position (PSER, section 7);
  - CAF members: Certain members released for medical reasons not attributable to service (PSER, section 8). Only members of the regular force, the special force, the reserve force on Class B Reserve Service of 180 days or more or on Class C Reserve Service are eligible;
  - RCMP members: Certain members discharged for medical reasons (PSER, section 7.1);
  - Relocation of spouse or common-law partner: Indeterminate employees who have been granted leave for such relocations, whose positions have not been staffed indeterminately (PSER, section 9);
  - Reinstatement: Certain persons with a priority entitlement who were appointed or deployed to a position in the public service at a lower level (PSER, section 10); and
  - Surviving spouse or common-law partner: Surviving spouses or common-law partners of public service employees, the CAF or the RCMP, whose death is attributable to the performance of duties (PSER, section 8.1)."
- **Statutory Priority Entitlement:** The priority entitlements within the Public Service Employment Act (PSEA) are referred to as "statutory" priority entitlements. Persons with a statutory priority entitlement are appointed ahead of all others, in the following order:
  1. CAF members released for medical reasons attributable to service (PSEA, sub-section 39.1(1)). All CAF members, including regular force, reserve force and special force are eligible.
  2. An organization's own surplus employees who have been informed by their deputy head that their services are no longer required, but before any lay-off becomes effective (PSEA, section 40);

3. Leave of absence: Employees on leave of absence, where their positions have been staffed indeterminately, or the employees who replaced them on an indeterminate basis if they are displaced when the employee returns from leave (PSEA, subsection 41(1)); and
4. Lay-offs: Persons who have been laid-off pursuant to subsection 64(1) of the PSEA, due to a lack of work, the discontinuance of a function or the transfer of work or a function outside the public service (PSEA, subsection 41(4))."

## GLOSSARY

Attribute Name	Defined Attribute Name
adv_e	Advertisement type (English)
adv_f	Advertisement type (French)
age_group_e	Age Group (English)
age_group_f	Age Group (French)
appl_submitted_mean	Mean – Applications submitted
appl_submitted_sum	Sum – Applications submitted
application_type_e	Application Type (English)
application_type_f	Application Type (French)
applications_count	Count – Applications
class_e	Classification group and level (English)
class_f	Classification group and level (French)
count	Count
days_cat_e	Days Category (English)
days_cat_f	Days Category (French)
department_e	Department (English)
department_f	Department (French)
ee_e	Employment Equity Self-Identification (English)
ee_f	Employment Equity Self-Identification (French)
eligibility_reason_f	Eligibility Reason (French)
eligibility_reason_e	Eligibility Reason (English)
fiscal_year	Fiscal year
fol_e	First official language (English)
fol_f	First official language (French)
hire_e	Hire Type (English)
hire_f	Hire Type (French)
mob_type_e	Mobility Type (English)
mob_type_f	Mobility Type (French)
n	Count/Percentage
pct_chg_appl_submitted_mean	Percent change Fiscal Year to Date (FYTD) – Mean for applications submitted for FYTD of latest fiscal year compared to same period in previous fiscal year
pct_chg_appl_submitted_sum	Percent change – Sum of applications submitted for FYTD of latest fiscal year

	compared to same period in previous fiscal year
pct_chg_qtr	Percent Change for FYTD of latest fiscal year compared to same period in previous fiscal year
priority_count	Count – priority appointments
program_e	Recruitment program (English)
program_f	Recruitment program (French)
province_e	Province or Territory name (English)
province_f	Province or Territory name (French)
provision_type_e	Veterans Hiring Act provision type (English)
provision_type_f	Veterans Hiring Act provision type (French)
qtr_appl_sumbitted_mean	Mean – Applications submitted specific for FYTD of latest fiscal year
qtr_appl_sumbitted_sum	Sum – Applications submitted for FYTD of latest fiscal year compared to same period in previous fiscal year
qtr_count	Count – specific quarter FYTD
reg_app_e	Registration or Appointment (English)
reg_app_f	Registration or Appointment (French)
region_e	Region (English)
region_f	Region (French)
sep_reason_e	Separation type (English)
sep_reason_f	Separation type (French)
total_external_adv_count	Count – external advertised processes
total_intenal_advertisements_count	Count – internal advertised processes
type_e	Type of appointment (English)
type_f	Type of appointment (French)