

*Employment Equity in
the Office of the Auditor
General of Canada*

Annual Report 2008–09



Office of the Auditor General of Canada

**Employment Equity
in the
Office of the Auditor General
of Canada**

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To:
**President of the Treasury Board
of Canada Secretariat**

Pursuant to section 21 of the *Employment Equity Act*, I am pleased to submit to Parliament, through your Office, the Annual Report on Employment Equity in the Office of the Auditor General of Canada for 2008–09.

Sincerely,

Sheila Fraser, FCA
Auditor General of Canada

Table of Contents

Introduction	1
Employment Equity Environment	1
Enabling legislation.....	1
Independence from government.....	1
Application of the <i>Employment Equity Act</i>.....	1
Our work	1
Our organization	1
Our values	1
Our vision	1
Our structure.....	2
Implementation of the Employment Equity Program.....	2
Implementation of legislation	2
Employment equity records	2
Recruitment strategy	3
Activities and events.....	3
Succession planning.....	3
Employment Equity Plan	3
Communication and consultation	4
Numerical goals.....	4
Employment Equity Numbers	4
Representation in designated groups—highlights	4
Women	5
Aboriginal peoples	5
Persons with disabilities	5
Persons in a visible minority	5
Representation in hirings, promotions, and separations	6
Hiring as a percentage of workforce availability	6
Promotions	6
Separations	6
Appendix—Statistics	7
Report coverage	7
Data on people in the designated groups.....	7
List of Tables	8

Introduction

This Annual Report on Employment Equity at the Office of the Auditor General of Canada (OAG) highlights employment equity activities during the period from 1 April 2008 to 31 March 2009.

It also presents information on the representation of designated groups as of 31 March 2009.

Employment Equity Environment

Enabling legislation

The *Auditor General Act*, the *Financial Administration Act*, and a variety of other acts and orders-in-council set out the duties of the Auditor General as they relate to legislative auditing and monitoring of federal departments and agencies, Crown corporations, and other national and international organizations.

Independence from government

We differ from government departments and agencies through our independence from the government of the day and our reporting relationship to Parliament. Our independence is assured by a broad legislative mandate, freedom from certain controls over our budget and staff, and a ten-year term for the Auditor General.

Application of the *Employment Equity Act*

The Office of the Auditor General of Canada falls under section 4(1)(c) of the *Employment Equity Act* as a portion of the federal public administration—set out in Part V of the *Financial Administration Act*.

Our work

The principal activity of the Office is legislative auditing—providing reliable, relevant, and timely assurance and other information on financial and

program performance to help legislators hold government accountable.

Our organization

The Office is organized into three branches—Audit Practices, Audit Services, and the Executive—along with the Office of the Commissioner of the Environment and Sustainable Development. Most of the staff work from the head office in Ottawa. Regional offices are located in Vancouver, Edmonton, Montréal, and Halifax.

We have a specialized workforce, with 79.5 percent of our employees (519 of 653) at the middle management and audit professional levels.

Our values

We have six values that define how we conduct our work and ourselves. These values, articulated in our Strategic Plan, are

- serving the public interest,
- independence and objectivity,
- commitment to excellence,
- trust and integrity,
- leading by example, and
- respectful workplace.

Employment equity is considered an integral part of a respectful workplace.

Our vision

An independent audit office serving Parliament, widely respected for the quality and impact of our work.

We promote

- accountable government,
- an ethical and effective federal public service,
- good governance,
- sustainable development, and
- the protection of Canada's legacy and heritage.

We do this by

- conducting independent audits and studies that provide objective information, advice, and assurance to Parliament, government, and Canadians;
- working collaboratively with legislative auditors, federal and territorial governments, and professional organizations; and
- providing a respectful workplace in which our diverse workforce can strive for excellence and realize their full career potential.

We are committed to providing a work environment in which all are treated with dignity and respect, and all are supported as they work toward their full career potential. We encourage open and honest communication to create a climate of trust and teamwork. We value one another's talent and diversity and we support learning and quality-of-life endeavours.

Staff members are expected to demonstrate personal integrity and ethics and to adhere to Office values, standards, and codes of conduct. People management competencies and behaviours are evaluated during recruitment and annual performance appraisals.

Our structure

Our first Employment Equity Plan was presented in 1998 to identify under-represented groups and to meet Office goals. This plan was incorporated into our Human Resources Corporate Plan. That year, we also created the Human Resources Committee to monitor the implementation of both our Human Resources Corporate Plan and our Employment Equity Plan.

In addition, an Employment Equity Committee was formed with sub-committees that represent four designated groups, to promote awareness and understanding of employment equity and diversity issues in the workplace. The four designated groups comprise women, Aboriginal people, persons with disabilities, and persons in a visible minority.

The Chair of the Employment Equity Committee is a member of the Human Resources Committee.

The Chair provides input on all policies and issues that may affect employment equity.

The Auditor General and two members of senior management serve as employment equity champions to increase the profile of employment equity and diversity issues in the Office.

Implementation of the Employment Equity Program

Implementation of legislation

Our first step in implementing the requirements of the legislation was to organize and complete a self-identification survey. We then did a workforce analysis to determine the degree of under-representation of members of the designated groups in each occupational group.

This analysis is updated annually, and the results as of 31 March 2009 are presented in this report.

Employment equity records

We have implemented procedures for maintaining orderly and accurate employment equity records. We have also developed information vehicles and practices to keep our employees up to date on employment equity matters. For example, our INTRANet provides all employees with easy access to current employment equity information.

All new employees are asked to complete a self-identification questionnaire before their first day at the Office, and notices are sent periodically to remind all employees of their right to self identify at any time.

In January 2009, for the first time since the inception of the Employment Equity Program at the OAG, all employees with more than five years of service were contacted and asked to complete a new self-identification questionnaire. The purpose of this project is to ensure that the OAG holds the most accurate data possible on its workforce. At the end of March 2009, the project was about 50 percent complete and we expect that it will be completed by the end of next fiscal year.

Recruitment strategy

Audit professionals are in high demand within government. Our challenge is to enlist and retain them.

The Human Resources Group has developed a recruitment strategy to meet the immediate and future staffing needs of the Office. For example, our student recruitment program includes outreach directed at specific university campuses across Canada. Student bridging is a commonly used staffing option provided to managers to help integrate students into the federal public service after they finish their education. The Office uses student bridging to hire new auditors. It is important that we increase hiring of the designated groups into student positions as this is a key component of our recruiting strategy and a way to address gaps in representation of the designated groups.

Activities and events

The Office participates in several activities throughout the year to promote a corporate environment that supports employment equity values and ideals, including

- Aboriginal Awareness Week,
- International Day for Persons With Disabilities,
- International Day for the Elimination of Racial Discrimination,
- International Women's Day,
- Interdepartmental Forum for Persons With Disabilities, and
- Women's History Month.

A new event, the OAG Cultural Festival to celebrate Canadian Multicultural Day was added this past year.

In addition, the Office continues to actively support awareness and fundraising campaigns for causes that affect designated group members. These include

- Breast Cancer Research—Denim Day;
- Canadian National Institute for the Blind—Crocus sale;

- National Day of Remembrance and Action on Violence Against Women; and
- Terry Fox Run.

Finally, the Office promotes the principles of workplace respect and understanding, during staff orientation and through ongoing in-house training programs. The following courses are offered to all managers and staff:

- Working in a Diverse Workforce,
- Creating a Respectful Environment,
- Understanding Differences,
- Elements of Supervision, and
- Public Service Values and Ethics.

Succession planning

In September 1999, the Office began succession planning in anticipation of the number of senior-level retirements expected between 2003 and 2008.

The number of forecast retirements continues to be monitored. The Office continues to ensure that it gives due consideration to all designated group members who are involved in annual rotation and promotion processes through education of hiring managers and representative selection committees.

Over time, these sustained efforts should result in improved opportunities for promotion for more designated group members.

Employment Equity Plan

Historically, the Office developed an employment equity plan that outlined activities and initiatives that were intended to increase awareness of equity and diversity issues and to improve opportunities in the workplace for all employees.

In 1997, in response to specific requirements in section 10 of the *Employment Equity Act*, the Office developed its first Employment Equity Plan. The Office's subsequent plans have covered three-year periods and have included specific

goals for improving representation of designated group members.

Since 1997, the Employment Equity Committee has formalized the Office's activities and initiatives that are meant to increase awareness of equity and diversity issues and enhance employment and promotion opportunities for all groups.

In 2003, the Canadian Human Rights Commission audited our employment equity practices and performance. In 2004, it announced that our Office fully complied with the *Employment Equity Act*. Since that time, corporate Employment Equity and Workplace Accommodation policies have come into force and a mandatory diversity training program has come into effect.

The tri-annual Employment Equity Plan covering 2008–11 that was drafted in 2008 was finalized and approved by senior management in March 2009.

Communication and consultation

Ongoing communication is a critical factor in the success of our employment equity initiative. Our Office undertakes a number of communication activities to support its equity and diversity programs.

- We offer a range of equity and diversity courses to staff annually.
- We post equity and diversity-related communication materials in areas within the Office where staff gather.
- We make information on the *Employment Equity Act* and related organizational plans and policies available on the Office INTRANet site.
- We keep employees informed of the Office's progress on achieving representation objectives.
- We keep staff, management, and our local union representatives engaged in meaningful dialogue to help us overcome remaining recruitment and retention challenges.

- We reach out to and partner with educational institutions and professional associations to assist us in achieving our goals.
- We consult with a union-management committee before policies and plans such as the tri-annual Employment Equity Plan are finalized.

Numerical goals

We are committed to employment equity ideals and work diligently to ensure that these ideals are reflected in our workforce and our workplace.

The Office's Human Resources and Executive committees establish goals to improve representation of the designated groups for each occupational group that is identified as being under-represented. The success of our efforts is monitored by the Human Resources Committee and reported to Parliament annually.

Employment Equity Numbers

Our employment equity numbers are prepared according to the National Occupational Classification (NOC) system (Exhibit 1), which was developed by Human Resources Development Canada (now Human Resources and Skills Development Canada). This system comprises 14 Employment Equity Occupational Groups (EEOG)—as defined in Schedule II of the Employment Equity Regulations—and 520 NOC unit groups (Exhibit 2).

Classifying our employees under this system shows that we have a specialized workforce:

- The 653 employees in our Office represent 7 of the 14 EEOGs.
- Most of our employees (79.5 percent) are concentrated in 2 NOC unit groups—Middle Managers and Auditors.

Representation in designated groups—highlights

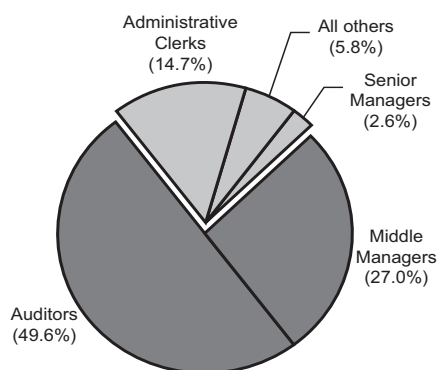
We compared our representation in each designated group with the most recent workforce

availability figures provided by Human Resources and Skills Development Canada in the Employment Equity Data Report. We have used national figures for this comparison in most areas, with the exception of administrative and senior clerical personnel and clerical personnel, for whom we used data for the national capital area.

Exhibit 1— Classification of Office employees under the National Occupational Classification

Employment Equity Occupational Group (EEOG)	Major National Occupation Classification (NOC) unit group
1 – Senior Managers	0012 – Senior Managers
2 – Middle and Other Managers	0414 – Middle Managers 1111 – Auditors
3 – Professionals	1221 – Administrative Officers
4 – Semi-Professionals and Technicians	1441 – Administrative Clerks
5 – Supervisors	
7 – Administrative and Senior Clerical Personnel	
10– Clerical Personnel	

Exhibit 2—Distribution of employees by major National Occupation Classification unit groups



Women

As of 31 March 2009, women represent 61.6 percent of the Office's workforce, which surpasses the workforce availability of 52 percent. We have surpassed workforce availability in five of the seven occupational groups.

In the past year, the number of women in the senior manager group has increased to 23.5 percent, mostly as a result of internal promotions. While we have not yet achieved full representation at this level yet, we are confident that further improvements will be achieved in the coming years through a combination of promotions and attrition (Table 4).

Aboriginal peoples

The number of Aboriginal employees has decreased slightly since our last report. However, overall, the OAG is still representative in this area. The decrease is mainly due to a number of retirements. The OAG intends to monitor our progress in this area to ensure that the organization remains representative (Table 5).

Persons with disabilities

Overall representation of persons with disabilities in the Office has increased significantly in the past year from 3.4 percent to 4.3 percent, for the most part, now surpassing workforce availability. We believe that this positive change in our numbers is mainly due to the re-canvassing of our current employees to ensure up-to-date data (Table 6).

Persons in a visible minority

For the second year in a row, representation as a percentage of workforce availability among persons in a visible minority group has increased. This year, the representation increased from 71.1 percent to 73.6 percent, this due mainly to increased recruitment. While our hiring rate is very strong for persons in a visible minority, we are concerned about the number of separations in this category. We will review and monitor all separations over the next year to ensure that there are no significant retention issues (Table 10). We have surpassed workforce availability in one group—senior managers—where representation as a percentage of workforce availability has surpassed 100 percent. We are pleased with the increase in representation in the professional category, where we have seen a rise from 74.4 percent to 78.8 percent of availability (Table 7).

Representation in hirings, promotions, and separations

This annual report includes an analysis of the numbers of employees hired, promoted, and terminated, and the degree of representation in those numbers of persons who are members of each designated group.

Hiring as a percentage of workforce availability

In the past year, 112 people joined the Office. The percentage of women, persons with disabilities, and persons in a visible minority hired far exceeded workforce availability, while the hiring for Aboriginal peoples (47.9 percent) was below workforce availability (Table 8).

Promotions

In 2008–09, 82 (12.5 percent) Office employees were promoted. With the exception of Aboriginal

peoples, three of the four designated groups were represented and more than half (69.5 percent) of those promoted were women (Table 9).

Separations

In 2008–09, 79 employees left the Office—an attrition rate of 12.7 percent, which included 11.2 percent women and 31.9 percent persons in a visible minority. We were pleased to find that the rate of attrition dropped by 70 percent when compared to 2007–08. Unfortunately, a number of planned retirements has resulted in 28.6 percent of our Aboriginal peoples leaving the Office (Table 10).

Retention of all represented groups is addressed in the new tri-annual Employment Equity Plan.

Appendix—Statistics

Report coverage

This report contains information on our indeterminate employees and term employees of three months or more as of 31 March 2009. Employees who were on secondment to other organizations are also included in our numbers.

Employees who were on leave without pay from our Office as of 31 March 2009 are not included in the population. Because of the rapid turnover of students and casual employees, no information is reported on them.

Data on people in the designated groups

All data, other than that for women, was obtained through self-identification, the process by which people identify themselves as being from one of the other three designated groups. The data on women was obtained from other human resources information.

The completeness and accuracy of employment equity data depend on employees being willing to self-identify and being given the opportunity to do so.

Our self-identification process began in April 1997. All new employees who join the Office are provided with a questionnaire at the time of hiring. In addition, at any time during the year, any employee may complete or revise a self-identification questionnaire, available from our Human Resources Group.

In tables 4 to 7, we show our representation as a percentage of workforce availability, with comparative figures for the prior year. We believe this is the best measure of how well we are progressing toward our goal of achieving a representative workforce.

We provide information by Employment Equity Occupational Group (EEOG). In tables 4 to 7, we also provide information for the two National Occupational Classification (NOC) unit groups that comprise the majority of our employees—middle managers (NOC Unit 0414), which is part of EEOG 2 (middle and other managers), and auditors (NOC Unit 1111), included in EEOG 3 (professionals).

List of Tables

Table 1—Representation of designated groups in the Office of the Auditor General of Canada

Table 2—Distribution of employees by designated group and region of work

Table 3—Representation of designated groups by Employment Equity Occupational Group

Table 4—Representation of women by Employment Equity Occupational Group and the two largest National Occupational Classification unit groups

Table 5—Representation of Aboriginal peoples by Employment Equity Occupational Group and the two largest National Occupational Classification unit groups

Table 6—Representation of persons with disabilities by Employment Equity Occupational Group and the two largest National Occupational Classification unit groups

Table 7—Representation of persons in a visible minority by Employment Equity Occupational Group and the two largest National Occupational Classification unit groups

Table 8—Hiring by designated group and Employment Equity Occupational Group

Table 9—Promotions by designated group and Employment Equity Occupational Group

Table 10—Separations by designated group and Employment Equity Occupational Group

Table 11—Distribution of employees by designated group and salary band

Table 1**Representation of designated groups in the Office of the Auditor General of Canada**

As at 31 March 2009

	All employees		Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
	653		402	61.6	12	1.8	28	4.3	51	7.8
Workforce availability				52.1		1.9		3.6		10.6

Table 2**Distribution of employees by designated group and region of work**

As at 31 March 2009

Region of work	All employees		Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
National Capital Region	593		368	62.1	11	1.9	26	4.4	43	7.3
All other regions	60		34	56.7	1	1.7	2	3.3	8	15.0
Total	653		402	61.6	12	1.8	28	4.3	51	7.8

Table 3**Representation of designated groups by Employment Equity Occupational Group**

As at 31 March 2009

Employment Equity Occupational Group	All employees	Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
All occupations	653	402	61.6	12	1.8	28	4.3	51	7.8
Senior Managers	17	4	23.5	0	0.0	0	0.0	1	5.9
Middle and Other Managers	178	88	49.4	4	2.2	6	3.4	5	2.8
Professionals	324	210	64.8	5	1.5	16	4.9	40	12.3
Semi-Professionals and Technicians	19	7	36.8	1	5.3	0	0.0	1	5.3
Supervisors	3	2	66.7	0	0.0	0	0.0	0	0.0
Administrative and Senior Clerical Personnel	16	9	56.3	0	0.0	0	0.0	0	0.0
Clerical Personnel	96	82	85.4	2	2.1	6	6.3	4	4.2

Table 4

Representation of women by Employment Equity Occupational Group and two largest National Occupational Classification unit groups

As at 31 March 2009

Employment Equity Occupational Group	All employees	Women		Workforce availability (WFA)	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2009	March 2008
All occupations	653	402	61.6	52.1	100+	100+
Senior Managers	17	4	23.5	39.2	60.0	56.6
Middle and Other Managers	178	88	49.4	41.7	100+	100+
Professionals	324	210	64.8	52.4	100+	100+
Semi-Professionals and Technicians	19	7	36.8	32.2	100+	100+
Supervisors	3	2	66.7	62.5	100+	100+
Administrative and Senior Clerical Personnel	16	9	56.3	75.5	82.8	100+
Clerical Personnel	96	82	85.4	74.6	100+	100+

National Occupational Classification unit group	All employees	Women		Workforce availability	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2009	March 2008
Middle Managers (0414)	155	79	51.0	40.9	100+	100+
Auditors (1111)	262	164	62.6	52.5	100+	100+

Table 5

Representation of Aboriginal peoples by Employment Equity Occupational Group and two largest National Occupational Classification unit groups

As at 31 March 2009

Employment Equity Occupational Group	All employees	Aboriginal peoples		Workforce availability (WFA)	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2009	March 2008
All occupations	653	12	1.8	1.9	94.7	100+
Senior Managers	17	0	0.0	5.6	0.0	0.0
Middle and Other Managers	178	4	2.2	2.9	75.9	82.8
Professionals	324	5	1.5	1.0	100+	100+
Semi-Professionals and Technicians	19	1	5.3	1.0	100+	100+
Supervisors	3	0	0.0	N/A	N/A	N/A
Administrative and Senior Clerical Personnel	16	0	0.0	1.8	0.0	0.0
Clerical Personnel	96	2	2.1	2.3	91.3	95.7

National Occupational Classification unit group	All employees	Aboriginal peoples		Workforce availability	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2009	March 2008
Middle Managers (0414)	155	3	1.9	3.1	61.3	67.7
Auditors (1111)	262	2	0.8	0.9	84.4	100+

Table 6

Representation of persons with disabilities by Employment Equity Occupational Group and two largest National Occupational Classification unit groups

As at 31 March 2009

Employment Equity Occupational Group	All employees	Persons with disabilities		Workforce availability (WFA)	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2009	March 2008
All occupations	653	28	4.3	3.6	100+	94.4
Senior Managers	17	0	0.0	2.1	0.0	0.0
Middle and Other Managers	178	6	3.4	2.5	100+	100+
Professionals	324	16	4.9	4.1	100+	73.2
Semi-Professionals and Technicians	19	0	0.0	3.9	0.0	100+
Supervisors	3	0	0.0	2.0	0.0	0.0
Administrative and Senior Clerical Personnel	16	0	0.0	4.0	0.0	0.0
Clerical Personnel	96	6	6.3	4.4	100+	100.0

National Occupational Classification unit group	All employees	Persons with disabilities		Workforce availability	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2009	March 2008
Middle Managers (0414)	155	5	3.2	2.5	100+	100+
Auditors (1111)	262	11	4.2	4.1	100+	51.2

Table 7

Representation of persons in a visible minority by Employment Equity Occupational Group and two largest National Occupational Classification unit groups

As at 31 March 2009

Employment Equity Occupational Group	All employees	Persons in a visible minority		Workforce availability (WFA)	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2009	March 2008
All occupations	653	51	7.8	10.6	73.6	71.7
Senior Managers	17	1	5.9	4.5	100+	100+
Middle and Other Managers	178	5	2.8	5.7	49.1	42.1
Professionals	324	40	12.3	15.6	78.8	74.4
Semi-Professionals and Technicians	19	1	5.3	9.8	54.1	100+
Supervisors	3	0	0.0	5.9	0.0	0.0
Administrative and Senior Clerical Personnel	16	0	0.0	5.4	0.0	0.0
Clerical Personnel	96	4	4.2	6.4	65.6	86.0

National Occupational Classification unit group	All employees	Persons in a visible minority		Workforce availability	Representation as a percentage of WFA	
	Number	Number	Percentage	Percentage	March 2009	March 2008
Middle Managers (0414)	155	4	2.6	5.1	51.0	41.2
Auditors (1111)	262	36	13.7	16.6	82.5	79.5

Table 8

Hirings by designated group and Employment Equity Occupational Group*

1 April 2008 to 31 March 2009

Employment Equity Occupational Group	All employees		Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
All occupations	112		69	61.6	1	0.9	7	6.3	16	14.3
Senior Managers	1		0	0.0	0	0.0	0	0.0	0	0.0
Middle and Other Managers	16		10	62.5	0	0.0	1	6.3	1	6.3
Professionals	72		43	59.7	0	0.0	5	6.9	15	20.8
Semi-Professionals and Technicians	4		0	0.0	0	0.0	0	0.0	0	0.0
Supervisors	0		0	0.0	0	0.0	0	0.0	0	0.0
Administrative and Senior Clerical Personnel	3		1	33.3	0	0.0	0	0.0	0	0.0
Clerical Personnel	16		15	93.8	1	6.3	1	6.3	0	0.0

*Includes employees hired into term positions (three months or more) and indeterminate positions.

Hirings as a percentage of workforce availability	All employees		Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
All occupations	112		69	61.6	1	0.9	7	6.3	16	14.3
Workforce availability				52.1		1.9		3.6		10.6
Hirings as a percentage of workforce availability				118.2		47.4		175.0		134.9

Table 9**Promotions by designated group and Employment Equity Occupational Group***

1 April 2008 to 31 March 2009

Employment Equity Occupational Group	All employees	Women	Aboriginal peoples	Persons with disabilities	Persons in a visible minority
All occupations	82	57	0	2	7
Senior Managers	0	0	0	0	0
Middle and Other Managers	26	18	0	1	1
Professionals	50	36	0	1	5
Semi-Professionals and Technicians	0	0	0	0	0
Supervisor	0	0	0	0	0
Administrative and Senior Clerical Personnel	2	1	0	0	0
Clerical Personnel	4	2	0	0	1

*Includes promotions and reclassifications.

Promotion rate	All employees	Women	Aboriginal peoples	Persons with disabilities	Persons in a visible minority
Number	82	57	0	2	7
Promotion rate (percentage)	13.2	15.2	0.0	9.5	14.9

Table 10

Separations by designated group and Employment Equity Occupational Group

1 April 2008 to 31 March 2009

Employment Equity Occupational Group	All employees	Women	Aboriginal peoples	Persons with disabilities	Persons in a visible minority
All occupations	79	42	4	5	15
Senior Managers	2	0	0	0	0
Middle and Other Managers	22	10	0	3	2
Professionals	39	23	2	1	11
Semi-Professionals and Technicians	5	1	0	1	1
Supervisors	0	0	0	0	0
Administrative and Senior Clerical Personnel	2	2	0	0	0
Clerical Personnel	9	6	2	0	1

Attrition rate	All employees	Women	Aboriginal peoples	Persons with disabilities	Persons in a visible minority
Number	79	42	4	5	15
Attrition rate (percentage)	12.7	11.2	28.6	23.8	31.9

Table 11**Distribution of employees by designated group and salary band**

As of 31 March 2009

Salary band (\$)	All employees		Women		Aboriginal peoples		Persons with disabilities		Persons in a visible minority	
	Number	Cumulative percentage	Number	Cumulative percentage	Number	Cumulative percentage	Number	Cumulative percentage	Number	Cumulative percentage
35,000–39,999	5	0.8%	3	0.8%	1	8.3%	1	3.6%	0	0.0%
40,000–44,999	28	5.1%	17	5.0%	0	8.3%	3	14.3%	4	7.8%
45,000–49,999	76	16.7%	50	17.5%	0	8.3%	1	17.9%	9	25.5%
50,000–54,999	29	21.1%	23	23.3%	0	8.3%	0	17.9%	3	31.4%
55,000–59,999	66	31.2%	51	36.0%	1	16.7%	3	28.6%	5	41.2%
60,000–64,999	46	38.3%	34	44.5%	3	41.7%	2	35.7%	4	49.0%
65,000–69,999	36	43.8%	21	49.8%	3	66.7%	2	42.9%	4	56.9%
70,000–74,999	63	53.4%	43	60.5%	1	75.0%	5	60.7%	7	70.6%
75,000–79,999	30	58.0%	20	65.5%	0	75.0%	1	64.3%	1	72.5%
80,000–89,999	85	71.1%	48	77.5%	0	75.0%	3	75.0%	9	90.2%
90,000–99,999	24	74.7%	15	81.3%	0	75.0%	1	78.6%	1	92.2%
100,000–109,999	23	78.3%	15	85.0%	1	83.3%	0	78.6%	1	94.1%
110,000–119,999	60	87.4%	33	93.3%	0	83.3%	4	92.9%	2	98.0%
120,000 +	82	100.0%	27	100.0%	2	100.0%	2	100.0%	1	100.0%
Total	653	100.0%	400	100.0%	12	100.0%	28	100.0%	51	100.0%

