

July 20, 2017

Colin Craig


Dear Colin Craig:

Subject: Freedom of Information and Protection of Privacy Request #: 2017-G-0080

The Public Service Commission (PSC) is responding to your request under the *Freedom of Information and Protection of Privacy Act* (FOIP Act) for a copy of:

...documentation with any estimates or forecast as to the number of provincial civil servants who will be eligible to retire in the future. Note: The governments of Manitoba and Ontario both release reports with estimates showing the number of employees eligible to retire in five years and in the next ten years. Here's an example of a report from the Manitoba government (see page 5):
http://www.gov.mb.ca/csc/publications/annrpt/pdf/2015-16_annualrpt_en-fr.pdf

...eliminate drafts, duplicates and email records.

Time period of the records: January 1, 2016 to June 19, 2017

PSC does not have the type of report you provided as an example in your request. However, PSC staff conducted a thorough search and located some records that include “estimates or forecasts as to the number of provincial civil servants who will be eligible to retire in the future.” As such, we consider those portions of the records to be responsive to your request. The records consist of a document that was proposed for publication, but was never published, and ‘Key Facts Sheets.’


PSC has decided to grant you access to part of the information you requested. However, some of this information is excepted (protected) from disclosure by 24(1)(a) [Advice from Officials] of the FOIP Act. We have removed the protected and non-responsive information so we can provide you access to the remainder of the records (copy enclosed). We have also enclosed a list of the pages of records which were withheld in their entirety. For your information, the entire FOIP Act is available online at, www.qp.alberta.ca

You may ask for a review of this decision by the Commissioner. You have 60 days from the date of this notification to request a review by sending a completed Request for Review/Complaint form to: Office of the Information and Privacy Commissioner, 410, 9925-109 Street, Edmonton, Alberta T5K 2J8. The form is available under “Forms” at www.oipc.ab.ca or by calling 1-888-878-4044.

Please note that nothing in this correspondence (or its attachments) constitutes a waiver of any privilege.

If you have any questions, please call Shalene Williams, FOIP Advisor at (780) 641-9774.

Yours truly,

A handwritten signature in black ink, appearing to be 'V. Chodak', written over a horizontal line.

Veronica Chodak
FOIP Coordinator for the Public Service Commission

Enclosure

Retirements

- The average rate of retirements (retirements per APS population) over the past five years is roughly 3%. Retirements have risen gradually over the past five years.
- In 2015, the average age of retirement for APS employees was 61. Retirees had an average of 29 years of service. Age is a reliable indicator of potential retirement (Nationally - the average age was 60).
- Across the APS, 14% of employees are eligible for an unreduced pension as of January 31, 2016 (Nationally, the average is 27).
- Across the APS, 11% of all employees may retire in the next one to two years based on a retirement age of 62.

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2016 Key Facts Sheet

As of February/March/April 2016





June 30, 2016

- Across the APS, about 17% of employees are eligible for an unreduced pension as of June 30, 2016 (2013/14 National average – 27%).
- About 11% of all employees may retire in the next one to two years based on a retirement age of 62.

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Alberta Public Service

Key

Facts

Confidential reporting to Corporate Human Resources



Retirements

- The average rate of retirements (retirements per APS population) over the past five years was roughly 3%. Retirements have risen by 0.4% gradually over the past five years.
- In 2015/16, the retirement rate was 2.9%, 0.1% lower than in 2014/15.
- In 2015/16, the average age of retirement for APS employees was 62. Retirees had an average of 29 years of service (2013/14 National average age – 60).

VOLUNTARY DEPARTURES

24(1)(a)

24(1)(a)

In contrast, retirement departure rates remain relatively constant, suggesting an opportunity for ongoing succession planning and forecasting of anticipated retirements in key roles across the APS.

24(1)(a)

RETIREMENTS

APS retirement is assessed by reviewing an employee's eligibility for an unreduced pension, which is based on a combination of age and years of service. In the management category, employees must obtain a combined age and years of service factor of 80. For all others (bargaining unit, opted out, excluded and exempt), a factor of 85 is required. With the average age of retirement at 62 years, employees who are at or over the age of 62 with a full 80/85 factor are considered to be more likely to retire and most likely to depart from the APS within the next several years.

As of March 31, 2016, 35 per cent of Deputy Ministers and Assistant Deputy Ministers were over the age of 62 or met the 80/85 factor.

As of March 31, 2016, 16.9 per cent of all APS employees are eligible for retirement. About five per cent are over the age of 62 and are eligible for an unreduced pension. Proactively identifying employees who may be more likely to retire is part of ensuring succession plans and career conversations are in place to assist with knowledge transfer, ensure continuity and allow time for targeted professional development strategies.

| Retirements by Job Type as of March 31, 2016 | | | | |
|--|--------------------------------------|-----------------------------------|---------------------------------------|-------|
| | Age over 62 and 80/85 Factor not Met | Age under 62 and 80/85 Factor Met | Both Age over 62 and 80/85 Factor Met | Total |
| Administrative | 3.6% | 11.7% | 5.9% | 21.1% |
| Professional/Technical | 2.3% | 7.3% | 3.9% | 13.6% |
| Management | 2.0% | 15.9% | 5.1% | 23.0% |
| Total | 2.6% | 9.8% | 4.6% | 16.9% |



2016/17 Quarter 2

Alberta Public Service

Key Facts

Confidential reporting to Corporate Human Resources



Retirements

- The average rate of retirements (retirements per APS population) over the past five years was roughly 3%. Retirements have risen by 0.4% gradually over the past five years.
- In 2015/16, the retirement rate was 2.9%, 0.1% lower than in 2014/15.
- In 2015/16, the average age of retirement for APS employees was 62. Retirees had an average of 29 years of service (2013/14 National average age – 60).
- As of September 30, 2016, about 17% of employees are eligible for an unreduced pension (2013/14 National average – 27%), which is a factor contributing to current retirement rates.
- About 11% of all employees may retire in the next one to two years based on a retirement age of 62.

2016/17 Quarter 3 Update

Alberta Public Service

Key Facts

*Confidential reporting to the Public Service Commission
Data as of December 31, 2016 unless specified*



- **Retirements**
- The average rate of retirements (retirements per APS population) over the past five years was 2.7%. Retirements have risen by 0.4% gradually over the past five years.
- In 2015/16, the retirement rate was 2.9%, 0.1% lower than in 2014/15.
- In 2015/16, the average age of retirement for APS employees was 62. Retirees had an average of 29 years of service (2013/14 National average age – 60).
- Based on a retirement age of 62, 12% of all employees may retire in the next one to two years.
- 17% of employees are eligible for an unreduced pension (2013/14 National average – 27%).

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