



March 6, 2012

Mr. Colin Craig  
1881 Portage Avenue  
WINNIPEG MB R3J 3X7

Dear Mr. Craig:

**Re: Your Access to Information Request**  
**(LRWS File: 54/2011G; Public Service Commission File: PSC 1112-11G)**

Thank you for your access to information request received in this office on February 7, 2012, requesting access to "...documentation on projections related to retiring provincial government employees over the coming decade (or whatever time span calculations have been made for.)"

This is to inform you that your access request has been fully granted. Enclosed is a record containing a chart of projected retirements over the next 10 years in Saskatchewan's Executive government along with a description of the challenge this poses for the public service.

If you would like to exercise your right to request a review of this decision, you may do so by completing a "Request for Review" form and forwarding it to the Saskatchewan Information and Privacy Commissioner within one year of this notice. Your completed form can be sent to #503 – 1801 Hamilton Street, Regina, Saskatchewan S4P 4B4. This form is available at the same location which you applied for access or by contacting the Office of the Information and Privacy Commissioner at (306) 787-8350.

If you have any questions, please contact me at (306) 787-7568.

Sincerely,

Edie Slugoski  
Access Officer

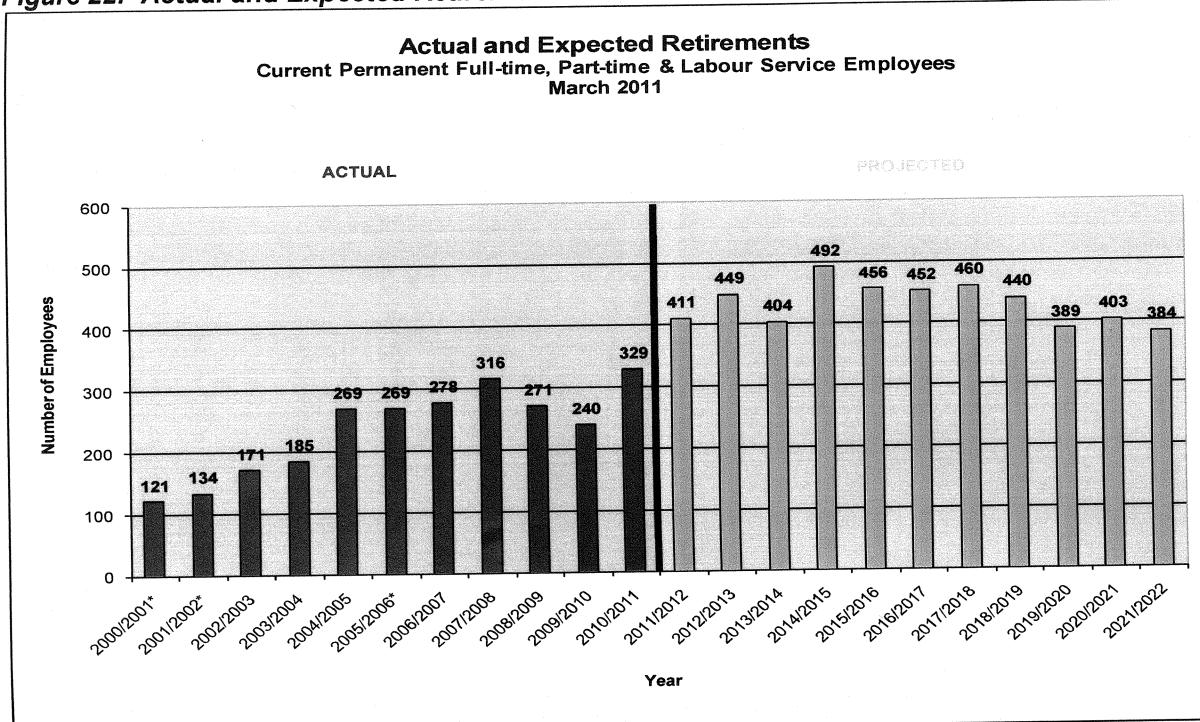
Enclosure

#### (iv) Actual and Projected Retirements

A huge challenge for the public service is the increasing number of retirements that have begun and are anticipated over the next decade, with a peak expected to occur in 2014-15 when close to 500 retirements could occur. Over the past year, actual retirements were not as high as projected (74 less); however, as the economy stabilizes and retirement investments increase, the impact from retirements in the next three to five years will be even more severe. The economic recession is increasing the size of the retirement 'bubble' along with its potential impact; as many baby boomers are being forced to remain in the workforce somewhat longer due to lost retirement savings.

Retirements assist government to achieve a smaller footprint by utilizing attrition driven reduction strategies. However, to ensure continuity in core programs and services provided to the public, while at the same time reducing the public service workforce by 15 per cent, it will be critical to leverage current and future employee skills, transition skills to priority areas, retain skilled labour, bridge the knowledge gap from one generation to another, and still remain an employer of choice.

**Figure 22: Actual and Expected Retirements**



Source: Government of Saskatchewan, Multi-Informational Database Application System (MIDAS), March 2011.

The 2010-11 average age of retirement by jurisdiction finds the weighted average of all jurisdictions to be 58.9, very close to Saskatchewan's average retirement age at 58.2 years, which has remained consistent over the past few years.