



Monday July 27, 2010

Mr. Milt Isaacs  
President,  
Association of Canadian Financial Officers  
400-2725 Queensview Drive  
Ottawa, Ontario K2B 0A1

Dear Mr. Isaacs,

As per your letter dated June 15, 2010, I am pleased to provide you with a synopsis of the occupational group structure (OGS) review that is currently underway. Essentially, this is the first step of a long term exercise designed to provide a more robust, enduring and business-based framework for organizing, classifying, compensating and managing work and the workforce within the core public administration (CPA).

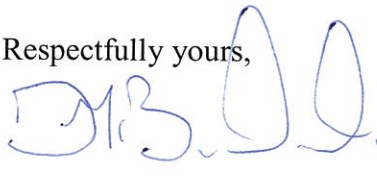
The premise behind the review of the OGS is that a thorough and holistic examination of the foundation of the classification system will ensure not only its ongoing relevance to the business of the Federal Government, but also guide valuable reform decisions that could result from the exercise. The approach that has been retained with respect to the OGS review will ensure that, to the extent possible, all issues pertaining to an occupational group, such as group definition, allocation, etc., will have been examined prior to any steps being taken on further reform activities. This is, as you can appreciate, a major undertaking and requires a significant investment in time resources. As such, the review work has been parcelled into three phases, each with its target occupational groups, and having been assigned a two year window. Phase I deals with the Program & Administrative Services (PA) Group and the Computer Systems (CS) Group. It is anticipated that the Financial Management (FI) Group will be addressed within Phase II and we expect to begin this work in calendar year 2012. Barring any unforeseen circumstances, we are confident we are on track for Phase I at this time.

The PA Group is the largest occupational group with positions in all departments and agencies across the CPA. In addition, the PA Group has the broadest range of work because it consists of the amalgamation of ten pre-1999 legacy groups, each with a variety of work streams. For these reasons, it was viewed as advantageous to begin with the PA Group because the review of this broad occupational group will generate important learning for the OGS exercise going forward.

For the entire OGS review, we have developed a comprehensive stakeholder engagement strategy that includes ongoing consultation with bargaining agents. As we move into Phase II and start the review of the FI Group, we will consult regularly with representatives of the Association of Canadian Financial Officers (ACFO) to share our methodological approach and lessons learned from Phase I. We will also listen and respond to your concerns as the review progresses.

Thank you for your interest in this exercise. We welcome your support. Please feel free to contact Liane Swanlund, Director, OGS Review, at 613-952-3278 or at [Liane.Swanlund@tbs-sct.gc.ca](mailto:Liane.Swanlund@tbs-sct.gc.ca) should you have any additional questions.

Respectfully yours,

*for*  A/ED SGM

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