



APEX MEETING WITH STEPHENSON COMMITTEE

APEX (Michel Smith, Nancy Premdas and Dal Hines) met with the Advisory Committee on Senior Level Retention and Compensation (“The Stephenson Committee”) on July 12, 2006. We saw this meeting as an opportunity to both “meet and greet” the reconstituted committee and inform their deliberations by providing vital information on the EX cadre in the federal public service. The Committee members are: Carol Stephenson (Chair), Gaétan Lussier, Sarah Raiss, Raymond Royer, Patrick O’Callaghan, and Jay Forbes.

Our presentation focused on executive compensation, the Performance Management Program (PMP), management of the EX cadre, and our upcoming Health Study.

On the issue of executive compensation, we indicated that we are hopeful the government will accept and implement the evidence-based recommendations of the Advisory Committee and that there is concern about the delays to pay increases. We also voiced our concern that executives are becoming increasingly frustrated about receiving, in some cases, lesser benefits than employees they supervise such as severance pay. Finally, we indicated our ongoing concern about the growing gap between public servants at the EX 02, EX03, EX 04 and EX05 levels and their counterparts in the external market.

On the issue of PMP, we shared preliminary results of our survey which indicate that the program continues to improve, particularly in the areas of improved communication between staff and colleagues, aligning performance objectives with business plans and corporate priorities, and the fact that the majority of executives report that their performance agreements include a personal learning plan.

We also highlighted, however, some of the continuing irritants associated with the PMP, specifically that there is an apparent lack of common understanding about the program, that there is a perception of inconsistent implementation, and rating quotas. APEX has started its analysis of the survey results and expects to release its report in the Fall.

On the issue of management of the EX cadre, we reminded the Committee of the *Montebello Consensus* (<http://www.apex.gc.ca/files/Full-Final-Eng.pdf>) and indicated our support for the work that PSHRMAC has undertaken, and plans to continue with. We stressed the importance of having a single-window approach for executive services.

Finally, we advised the Committee that we are in the planning stages for our next Health Survey of Executives, which will be launched in 2007. This next survey will be the 3rd of its kind, and is the only longitudinal survey of public service executives in the world. We indicated to the Committee that while the results will be important, the actions taken to address the results are even more important to us.

We feel the meeting went well, as all Committee members were engaged in the conversation, and each member posed questions to us. The Chair of the committee indicated strong interest in our upcoming Health Survey, and requested that we share our results with them.

Michel Smith
Executive Director