

November 27th, 2002

COMMUNIQUÉ

INDIVIDUAL AND COLLECTIVE ACTIONS REQUIRED TO IMPROVE HEALTH OF THE EXECUTIVES IN THE PUBLIC SERVICE OF CANADA

Ottawa, Ontario - - The Association of Professional Executives of the Public Service of Canada (APEX) released today its second study on the “*Health Status of Executives in the Public Service of Canada*”. In releasing the Preliminary Report of the most recent APEX study on the Health Status of Executives in the Public Service of Canada, Bob Emond, APEX President, called upon the executive community and senior officials to seriously consider the implications of the results and to courageously and with determination take actions to change the situation. “The results of the study show that while the nature of work has changed, our work practices have not kept pace. Executive leaders have been significantly affected by our inability to adapt our expectations and behaviours. We will all need to engage in serious collective efforts to remedy this situation” has declared the APEX President.

Over the five years which have passed since the first APEX Study on the “*Working Habits, Working Conditions and Health Status of Executives*” in 1997, there has not been a significant improvement in their health status. The results are not attributable to age as the executive community is not significantly older than the one studied in 1997.

From these studies, APEX has identified the need for changes to the organizational culture to place as much emphasis on how people are managed as the focus on results management. Behavioural changes in both management styles and leadership practices are recommended at all levels.

Mr. Emond expressed his concern about how the factors influencing the health of executives may affect their performance and productivity as well as that of their middle managers and employees. He promised that APEX would take a leadership role in encouraging executives at all levels in the Public Service to take responsibility for both individual and collective changes in behaviours necessary to create healthier work environments.

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For information:

All documents related to this study are available on the APEX website www.apex.gc.ca.

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