

## **APEX Responds to the Ninth Report of the Advisory Committee on Senior Level Retention and Compensation (Stephenson Committee)**

APEX welcomes the [Ninth Report of the Advisory Committee on Senior Level Retention and Compensation \(Stephenson Committee\)](#) that puts forward many excellent recommendations, mostly related to recruitment, which APEX agrees is an issue of paramount importance.

It is worth noting that retention of current, experienced executives is much more implied in this report than addressed, and seems to be mostly captured as part of the proposed Talent Management Strategy and streamlined human resources business practices. APEX would welcome and fully support any future component of renewal that recognizes the value of current executives who are not planning to retire for several years, and who can play a critically-important role in bridging from the current to a renewed PS by providing knowledge transfer, continuity, stability, and maintenance of current high standards of professionalism and management excellence. The committee's recommendation that "recruitment and retention at senior levels of high potential individuals be based on capacity, regardless of age and experience, with adequate supports such as a buddy system and capitalizing on the knowledge and experience of retired public and private sector executives" is especially encouraging.

The report recommends modernizing severance pay for executives, an issue APEX has championed with the Committee, so we are pleased to see the inclusion of this important issue. We also strongly support the Committee's recommendation on the development of tools that provide for procedural fairness in facilitating EX transitions out of the federal Public Service.

APEX is also pleased to see the Stephenson Committee highlight work-life balance in this report and in particular, the specific reference to APEX's Third Study on the Health and Well-Being of the Executives undertaken in the fall of 2007. That the Stephenson Committee "will consider making recommendations once the survey and research have been completed" is excellent news. APEX looks forward to sharing its survey results with the Committee, the executive community, and others later this year.