

Workforce Adjustment

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Politics

Julian Fantino out as veterans affairs minister

Durham MP Erin O'Toole, former RCAF officer, takes helm of embattled ministry

CBC News · Posted: Jan 05, 2015 12:49 PM EST | Last Updated: January 5, 2015



Julian Fantino is out as veterans affairs minister, replaced by Erin O'Toole

Article 23: job security

23.01 Subject to the willingness and capacity of individual employees to accept relocation and retraining, the Employer will make **every reasonable effort to ensure that any reduction in the workforce will be accomplished through attrition.**

WFAA Objectives

It is the policy of the Employer to **maximize employment opportunities for indeterminate employees** affected by workforce adjustment situations, primarily through ensuring that, wherever possible, alternative employment opportunities are provided to them. This should not be construed as the continuation of a specific position or job but rather as continued employment.

What is workforce adjustment?

A situation that occurs when a deputy head decides that the services of one or more indeterminate employees will no longer be required beyond a specified date because of:

- a lack of work,
- the discontinuance of a function,
- a relocation in which the employee does not wish to participate, or
- an alternative delivery initiative.

Key concepts

Affected

- Employee must be advised in writing that their services may no longer be required and the reason for WFA. The employee becomes “affected”.

Reasonable Job Offer (RJO)

- An indeterminate position normally at an equivalent level, but which could include lower levels with salary protection.

Surplus

- An indeterminate employee who has been formally declared surplus, in writing, by their deputy head.

Guarantee of a Reasonable Job Offer (GRJO)

- A guarantee of an offer of indeterminate employment within the core public service.



Voluntary Departure Programs

- Employees wishing to leave the public service voluntarily may choose:
 - **Option B: Transition Support Measure (TSM) and resignation**
 - **Option C(i): Education allowance, TSM and resignation**
 - **Option C(ii): Education allowance and TSM and up to 2 years of leave without pay**
- Required for 5 or more affected employees at the same group and level and in the same work unit
- Pension waiver available for eligible members choosing option B

Selection of Employees for Retention and Layoff (SERLO)



Essential qualifications (including language requirements)

Asset qualifications

Current or future operational requirements or needs of the organization

Opting employee

Options (6.4)

- a. Surplus priority status period in which to find a RJO;
- b. Transition Support measure which is a lump sum based on your years of service, plus may qualify a pension waiver if you wish to retire; or
- c. Transition Support Measure and access to education up to a value of \$17,000 with receipts.
 - 120 days to decide (6.1.2)
 - \$1200 for counselling services to support potential re-employment or retirement (6.4.6)

Alternation

- Opting and surplus priority employees may alternate (switch jobs) with a non-affected employee who wants to leave
- Between employees in the same group and level, or when the positions are considered equivalent (6% pay differential)
- Affected employee must meet the qualifications for the position they want to alternate into, including language requirements
- Non-affected employee chooses:
 - **Option B: Transition Support Measure (TSM) and resignation with pension waiver, if eligible**
 - **Option C(i): Education allowance, TSM and resignation**

Pension Waiver

Removes the normal reduction to an annual allowance that would otherwise be applied because the individual, at termination, did not meet the age and service thresholds to receive an immediate annuity.

- Indeterminate Employee
- Involuntary Termination due to WFA (certified by Deputy Head)
- Age 55 to 59 (Group 1: hired on or before December 31, 2012) or 60 to 64 (Group 2: hired on or after January 1, 2013)
- At least 10 years of public service employment
- Has not received the education allowance, a GRJO or RJO

Joint WFA Committees

- Department or agency shall establish WFA committees, where appropriate, to manage the WFA situations (1.1.3)
- Essential operational mechanism for discussing and trying to reach consensus on the implementation of the WFAA
- At all levels of the organization where they will assist in ensuring a fair and transparent process (local, regional, national)
- Earlier the better
- WFA-related issues not in the collective agreement
- Review use of temp agencies, contractors and consultants (1.1.27)

Current WFA problems

Transport Canada

- Refusal to declare WFA and accord employees their rights

IRCC

- Not offering VDPs and narrow definition of a work unit

Justice

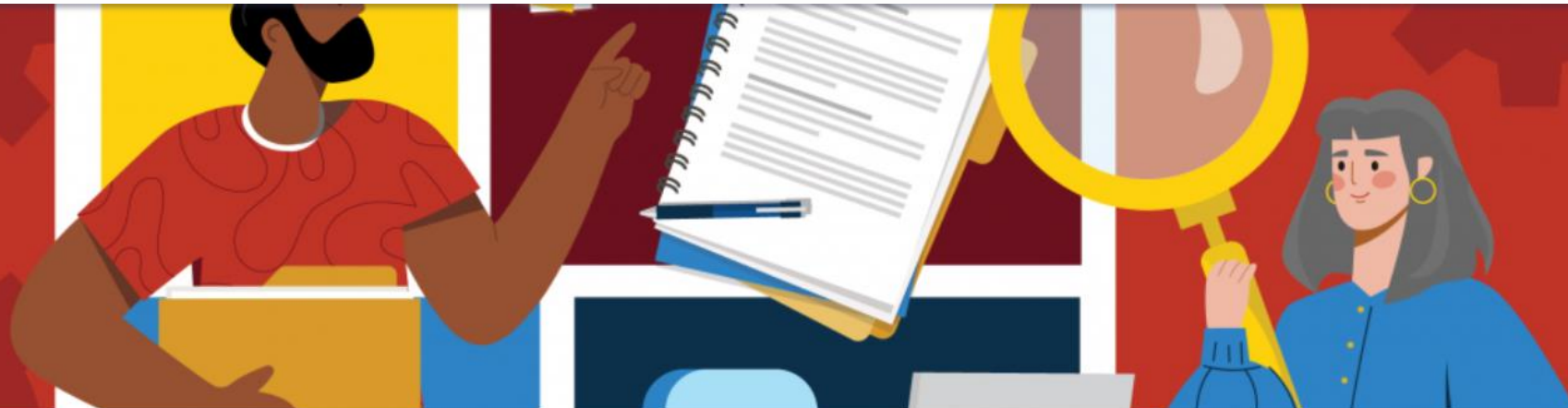
- Priority placement outside of WFAA processes

CBSA

- Lack of participation in Alternation



Workforce Adjustment



Alternation

A platform to help connect members interested in alternation.

[Read More](#) →



Members' guide

A resource to help you navigate the workforce adjustment process.

[Read More](#) →



Frequently asked questions

Answers to the common questions about workforce adjustment.

[Read More](#) →



Resources

Additional resources to support you through workforce adjustment.

[Read More](#) →



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psacunion.ca/workforce-adjustment