

# Overview of the Workforce Adjustment Process

Before a Workforce Adjustment Situation is announced and all through the process

Joint Union-Management WFA Committee

*Learning, training and skills development*

*Discuss how merit will be assessed*

*Advocate for good jobs*

*Provide information to affected & surplus workers*

*Help surplus workers find new jobs*

*Succession planning*

A WFA situation occurs when there is:

A lack of work

A discontinuance of a function

The relocation of the work unit

The closure of an office or work location

An alternate delivery initiative (ADI)

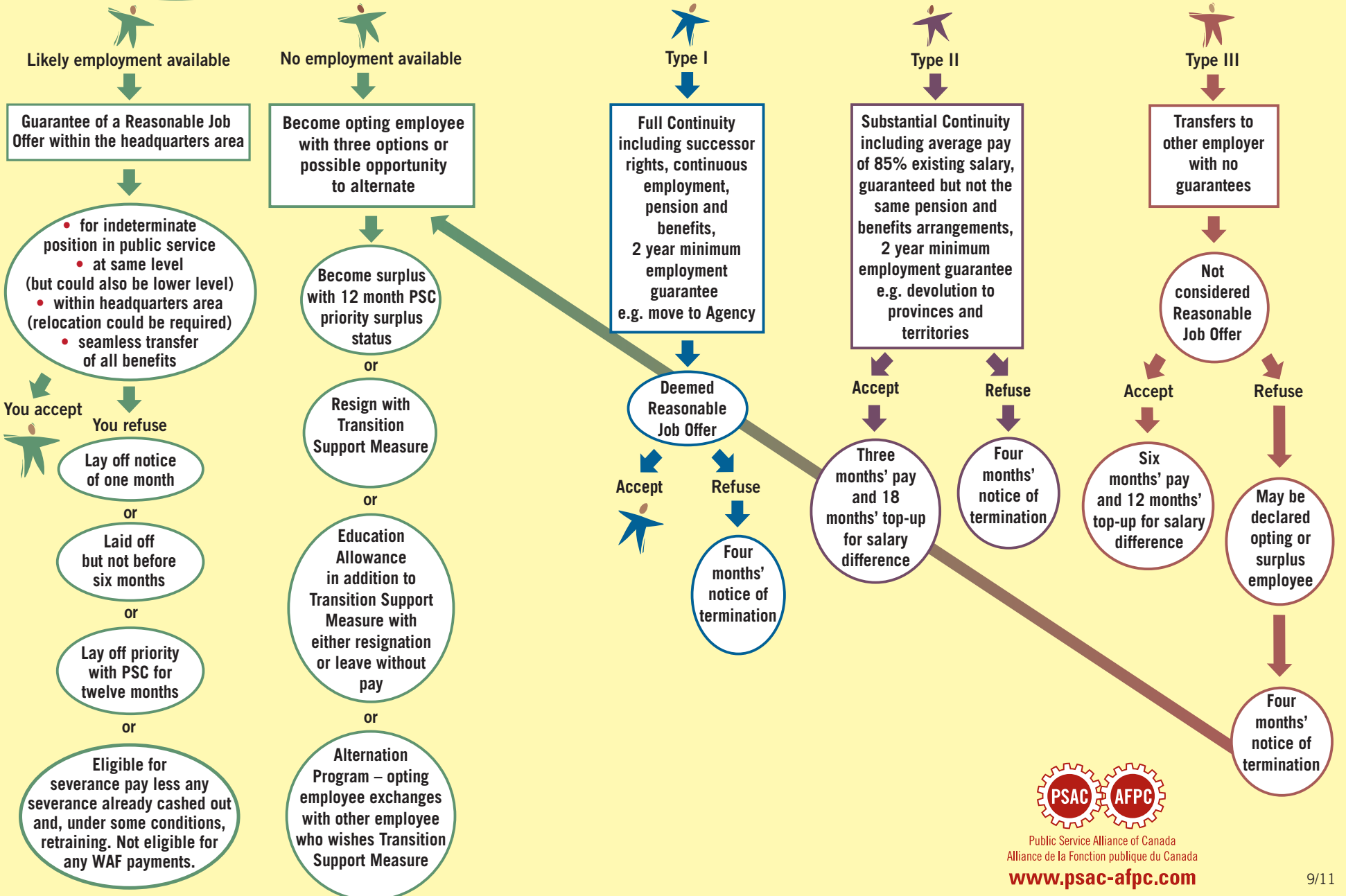
When a WFA is declared

Core Public Service (TBS)

Outside Core Public Service (Separate Agency, privatization)



Merit assessment to identify who will be declared surplus. No merit assessment in cases of office closures or ADI



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