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EXECUTIVE COMMUNITY OVERVIEW

As of March 31, 2024





Demographics Information and Definitions

- The most recent information available is provided. It is data as of **March 31, 2024**, unless otherwise specified.
- The information provided was obtained through requests to the People Information Management Automated Request Tracker (PIMART), at the Treasury Board of Canada Secretariat, unless another source is specified.

CPA: The *Core public administration* means departments named in Schedule I and the other portions of the federal public administration named in Schedule IV of the Financial Administration Act.

SA: *Separate agencies.* A separate agency is defined in the Public Service Employment Act as “an organization named in Schedule V to the Financial Administration Act”.

FPS: Where we refer to the *Federal Public Service*, we mean the core public administration plus separate agencies.



The Executive Population

Federal Public Service Population

Number of employees	March 2018	March 2019	March 2020	March 2021	March 2022	March 2023	March 2024
All employees	273,571	287,983	300,450	319,601	335,957	357,247	367,772
Executives	6,678	7,070	7,376	7,972	8,506	9,069	9,155
% of total	2.44%	2.46%	2.45%	2.49%	2.53%	2.54%	2.49%

2020-21 saw the largest increase in executives (8.08%) and 2023-2024 the lowest (0.95%).

- ❑ In 2023-2024 the federal public service population increased by 2.95% (10K+) while the executive population grew by less than 1% (less than 100).
- ❑ Organizations with the highest ratio of EX to all employees* are the Office of the Auditor General of Canada (20.69%), the Department of Finance Canada (17.94%), the Office of the Superintendent of Financial Institutions Canada (16.48%) and the Treasury Board of Canada Secretariat (10.32%).
- ❑ Among larger organizations**, those with the lowest ratio of EX to all employees are the Canada Revenue Agency (0.87%), Correctional Service Canada (1.01%), National Defence (1.02%), Public Prosecution Service of Canada (1.1%), Canada Border Services Agency (1.39%), Immigration and Refugee Board of Canada (1.59%), Canadian Food Inspection Agency (1.74%) and Employment and Social Development Canada (1.97%).

* Organisations with less than 50 employees were excluded. ** Over 1000 employees.



The Executive Population

Breakdown on March 31, 2024

Population	EX 01	EX 02	EX 03	EX 04	EX 05	Total
Core Public Administration	3,823	1,884	1,290	295	124	7,320
Separate Agencies	769	562	271	87	50	1,739
Total (FPS)	4,592	2,446	1,561	382	174	9,155
Percentage by level	50.16%	26.72%	17.05%	4.17%	1.90%	100%

Combined, EX 01s and EX 02s represent almost 77% of the executive community

- ❑ In the **FPS**, the largest % of increase over 2023 was at the EX 04 level (9.46%).
- ❑ The **CPA** saw significant increases at the EX 04 (9.26%) and the EX 05 (5.98%) levels.
- ❑ In **SAs**, there was an important % increase at the EX 04 level (10.13%) and significant reductions at the EX 03 (-7.82%) and EX 05 (-5.66%) levels.
- ❑ Four organizations have more than 500 EXs: Public Services and Procurement Canada (507), the Canada Revenue Agency (517), Global Affairs Canada (622) and Employment and Social Development Canada (769).



Major Feeder Groups to EX positions* – CPA 2018-2019 to 2023-2024

Rank		Previous Classification	Appointments		Rank		Previous Classification	Appointments	
6-year total	2023-2024		6-year total	2023-2024	6-year total	2023-2024		6-year total	2023-2024
1	1	EC 07	1050	191	10	14	FS 04	102	9
2	6	CS 05 / IT 05	415	34	11	4	FS 03	101	37
3	3	AS 07	358	60	12	8	CO 03	93	17
4	2	PM 06	344	77	13	10	EC 06	75	14
5	5	EC 08	249	35	14	17	ENG 05	72	5
6	11	FI 04	217	12	15	13	PG 06	66	10
7	7	PE 06	150	22	16	12	FB 08	64	11
8	9	IS 06	139	16	17	15	CS 04 / IT 04	76	8
9	16	ENG 06	109	6	18	18	AS 06	55	4

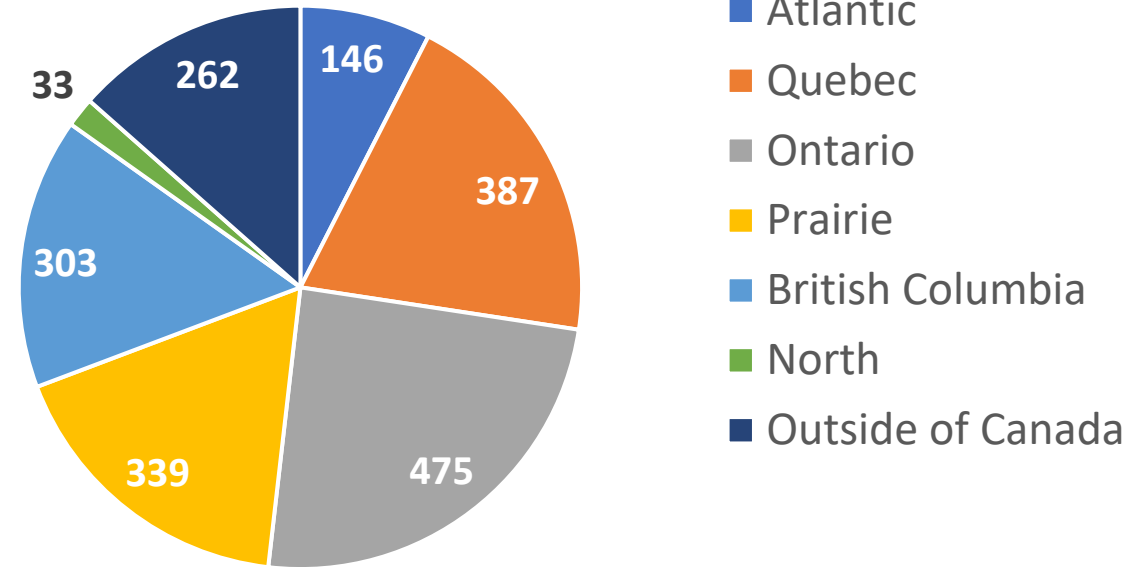
* Appointments to indeterminate EX positions in the core public administration, from indeterminate positions in other classification groups.



Regional Distribution¹ for the Federal Public Service - March 31, 2024

- 3 of every 4 EX positions in the federal public service are in the National Capital Region.
- Yet 57% of non-EX positions are outside the NCR.
- Almost 3% of EX positions are outside of Canada.
- Over 80% of EX 03 and EX 04 positions are in the NCR, and 92% of EX 05 positions.

Executives outside the NCR²



¹ Assuming those with unknown location (332) are distributed evenly.

² Does not take into account those with unknown location.



CPA Demographics for Executives¹ by Level, as of March 31, 2023

Many Voices One Mind indicates that when compared to other EE groups, Indigenous executives participate in the fewest formal acting opportunities.

Levels	Number	Women	Indigenous Peoples	Persons with disabilities	Members of visible minorities
Overall executive workforce availability estimates²		48.0%	5.4%	5.3%	10.8%
EX 01	3,935	56.6%	5.8%	8.1%	16.2%
EX 02	1,986	51.8%	4.6%	7.6%	14.5%
EX 03	1,323	51.7%	4.2%	7.1%	13.9%
EX 04	269	51.7%	4.8%	5.2%	15.2%
EX 05	61	46.9%	4.6%	5.4%	11.5%
% of executives		54.2%	5.2%	7.7%	11.5%
Number of Executives	7,643	4,139	397	586	1,165

¹ Includes the Law Management (LC) group.

² Workforce availability estimates (WAE) are based on information from the 2016 Census of Canada and the 2017 Canadian Survey on Disability and include Canadian citizens and permanent residents in those occupations in the Canadian workforce that correspond to occupations in the core public administration. New WAE are expected with the 2024 data.

Source: [Distribution of public service of Canada executive employees by designated group and level with workforce availability estimates](#), 2023 dataset

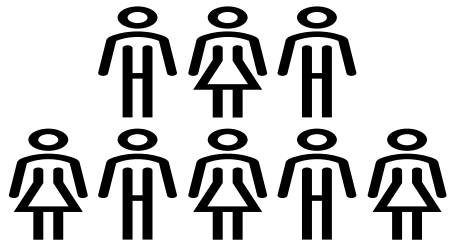


First official language & male/female distribution

First Official Language Distribution*, Federal Public Service, on March 31, 2024

Language	EX01	EX02	EX03	EX04	EX05	EX Total
English	65.86%	65.91%	69.45%	73.02%	65.88%	66.78%
French	34.14%	34.09%	30.55%	26.98%	34.12%	33.22%

One in three EXs has French as first official language



Male/Female Distribution*, Federal Public Service, on March 31, 2024

	EX01	EX02	EX03	EX04	EX05	EX Total
Female	57.43%	51.96%	49.52%	55.24%	49.43%	54.37% ⁸
Male	42.57%	48.04%	50.48%	44.76%	50.57%	45.63%

- ❑ The percentage of female executives has increased by less than 1% overall in 2023-2024, but there was a jump of almost 3 percentage points at the EX04 level.
- ❑ Since 2020, the percentage of female executives has always represented at least 50% of the overall executive community.
- ❑ At least one EX identifies as non-binary.

* Excludes those with unknown first official language or not identified as male or female.



Age of executives FPS

Age band	EX01	EX02	EX03	EX04	EX05
25-29	*	*			
30-34	*	*			
35-39	389	92	*	*	
40-44	924	347	146	*	*
45-49	1,276	704	409	89	34
50-54	1,145	693	521	141	61
55-59	564	434	345	90	49
60-64	191	126	93	26	17
65+	37	41	*	10	*



* Counts of 1 to 5 have been suppressed for privacy. Additionally, to avoid residual disclosure, other data points may also be suppressed.



Age of Executives at retirement (2023-2024)

In 2023-2024, 409 EXs retired from the federal public service.

	Core Public Administration		Separate Agencies		Federal Public Service	
Level	Count	Average Age	Count	Average Age	Count	Average Age
EX01	114	59.8	24	58.9	138	59.6
EX02	104	59.8	28	59.5	132	59.8
EX03	75	59.0	28	58.4	103	58.8
EX04	18	59.9	3	61.2	21	60.1
EX05	8	58.4	7	58.8	15	58.6
Non-EX	5696	61.1	1936	61.4	7632	61.2
Grand Total	6015	61.0	2026	61.2	8041	61.1