

*I acted by the Member
of Finance
2017-05-11*

**Tabling of Documents – Position Eliminations and Position Creations Associated
with Changes to Management Structure
May 11, 2017**

Mr. Speaker, as per my commitment in this House, today I am tabling a list of positions eliminated, as well as a list of positions created, as a result of changes to the management structure announced in February. This information reflects actions taken as of May 8, 2017. There are a number of items I wish to highlight, and these are noted as footnotes in the materials I am tabling.

The term “actioned,” for the purpose of this report, means that the department has notified any impacted employees. In all but 16 cases, the position has been vacated and is ready to be eliminated. The 16 positions have employees attached to them and these employees have been notified that the position will be abolished at a later date. Therefore, the net reduction is 292 positions, reflecting actions taken as of May 8th.

With respect to position creations, there are some positions yet to be created but because that action has not occurred yet, these are not included in the list.

Impact To Date to Positions Resulting from Flatter Leaner Management Review

Department	Abolishments Actioned to Date					Created to Date				
	Director	Manager	Exec Support	Grand Total	Director	Manager	Bargaining Unit	Grand Total	Net Reduction	
AESL	3	25	2	30				0	30	
BTCRD	17	11	1	29	4	8		12	17	
BTCRD - The Rooms		2		2				0	2	
CSSD	10	10	3	23	4			4	19	
EC - CPEB		5	1	6				0	6	
EC - Government Renewal		1		1				0	1	
EC - HRS	1	20	1	22	1	3		4	18	
EC - IGA	1			1				0	1	
EC - LAAO		2	0	2				0	2	
EC - OCIO	1	8		9				0	9	
EC - PIAO	1	2		3				0	3	
EC - Protocol Office	1	1		2				0	2	
EC - WPO	1			1		1		1	0	
EC - Cab Sec and Climate Change		1		1	1			1	0	
EC - Government House		1		1		1		1	0	
ECC	4	14	1	19				0	19	
EECD	9	7	1	17	3	3		6	11	
FFA	12	24	3	39	4	4		8	31	
FIN	4	21	2	27				0	27	
HCS	4	5		9	1			1	8	
JPS	4	19	1	24	1	1		2	22	
MA	3	9	5	17	1	4		5	12	
NR	3	8	2	13	1			1	12	
PSC	1	1		2		1		1	1	
Service NL	1	4	1	6				0	6	
TW	14	25		39	1	5		6	33	
Grand Total	95	226	24	345	22	31	0	53	292	

Implementation as of May 8

FLM Position Eliminations Actioned¹ as of May 8, 2017

DEPARTMENT NAME	POSITION TITLE
AESL	Manager, Financial Operations
AESL	Director of Policy & Planning
AESL	Director of Quality Management
AESL	Program & Policy Development Specialist
AESL	Sr. Manager of Evaluation & Applications
AESL	Secretary to Assistant Deputy Minister
AESL	Secretary to Deputy Minister
AESL	Manager of Adult Literacy & Learning
AESL	Manager, Financial Operations
AESL	Client Services Manager
AESL	Regional Manager Employment Services
AESL	Program & Policy Development Specialist
AESL	Program & Policy Development Specialist
AESL	Program & Policy Development Specialist
AESL	Program & Policy Development Specialist
AESL	Program Development Specialist
AESL	Supervisor of Emp Services
AESL	Sr. Program & Policy Development Specialist
AESL	Client Services Manager
AESL	Client Services Manager
AESL	Client Services Manager
AESL	District Social Service manager
AESL	Manager, Corp Services
AESL	Manager, Income & Social Support
AESL	Regional Manager, Employment Services
AESL	Regional Mgr. Empl. Services
AESL	Industrial Relations Specialist
AESL	Director of Skills & Labour Market Research
AESL	Program & Policy Development Specialist
AESL	Program & Policy Development Specialist
BTCRD	Regional Director, Avalon
BTCRD	Industrial Development Officer
BTCRD	Director, Fisheries Adjustment
BTCRD	Director, Business Development
BTCRD	Industrial Development Officer
BTCRD	Contract Director, Marketing
BTCRD	Director, Marketing and Enterprise Outreach
BTCRD	Industrial Development Officer
BTCRD	Manager of Communications
BTCRD	Manager, International Trade Negotiations
BTCRD	Director, Policy and Strategic Planning
BTCRD	Provincial Executive Coordinator
BTCRD	Sr. Program and Policy Dev Specialist
BTCRD	ADM Secretary
BTCRD	Director, Information Services
BTCRD	Director, Innovation Research and Advanced
BTCRD	Director, Ocean Technology
BTCRD	Senior Analyst, Ocean Technology
BTCRD	Director, Business Development
BTCRD	Manager, Industrial Benefits
BTCRD	Regional Director
BTCRD	Regional Director
BTCRD	Regional Director
BTCRD	Regional Director
BTCRD	Director of Arts
BTCRD	Director of Heritage
BTCRD	Director, Strategic Tourism Product Development
BTCRD	Senior Policy Analyst
BTCRD	Tourism Program Mgr
BTCRD - The Rooms	Manager Education & Public Programming

BTCRD - The Rooms	Manager Tech Services
CSSD	ADM Secretary
CSSD	Manager of BMS
CSSD	Regional Director
CSSD	Regional Administrator
CSSD	Clinical Program Supervisor
CSSD	Clinical Program Supervisor
CSSD	Regional Manager (Central)
CSSD	Director
CSSD	Director
CSSD	Director, Policy and Strategic Planning
CSSD	Director, Policy and Strategic Planning
CSSD	Program and Policy Development Specialist
CSSD	Program and Policy Development Specialist
CSSD	Deputy Ministers Secretary
CSSD	Ministers Secretary
CSSD	Manager Leg Review
CSSD	Director
CSSD	Manager Spec Projects
CSSD	Director of Adult Protection
CSSD	Director
CSSD	Program & Policy Develop Splst
CSSD	Program & Policy Develop Splst
CSSD	Director of Youth Corrections
EC - CPEB	Program & Policy Development Specialist
EC - CPEB	Regional Partnership Planner
EC - CPEB	Regional Partnership Planner
EC - CPEB	Regional Partnership Planner
EC - CPEB	Secretary to the Deputy Minister
EC - CPEB	Senior Program and Policy Development Specialist
EC - Government Renewal	Contract - Senior Policy Advisor
EC - HRS	Human Resource Consultant
EC - HRS	Contractual
EC - HRS	Contractual
EC - HRS	Financial Systems Analyst
EC - HRS	Mgr, HRMS Policy & Compliance
EC - HRS	Manager of HR Planning
EC - HRS	Dir of Strategic HR Mgmt
EC - HRS	Manager of HR Planning
EC - HRS	Manager of HR Planning
EC - HRS	Secretary to Asst Deputy Min
EC - HRS	Classification & Comp Analyst
EC - HRS	Contractual
EC - HRS	Business Systems Analyst
EC - HRS	Personnel Policy Analyst
EC - HRS	Personnel Policy Analyst
EC - HRS	Contractual
EC - HRS	Contractual
EC - HRS	Manager of Corporate Org Dev
EC - HRS	Manager of Corporate Org Dev
EC - HRS	Manager of Organizational Dev
EC - HRS	Manager of Organizational Dev
EC - HRS	Manager of Organizational Dev
EC - IGA	Director of Regional Development Programs
EC - LAAO	Intergovernmental Affairs Analyst
EC - LAAO	Policy Analyst
EC - OCIO	Manager, Information Services
EC - OCIO	Manager, Information Technology
EC - OCIO	Information Systems Consultant
EC - OCIO	Information Systems Consultant
EC - OCIO	Manager, Information Technology
EC - OCIO	Director of Enterprise Architecture
EC - OCIO	Information Systems Consultant
EC - OCIO	Manager of Operations
EC - OCIO	Manager, Information Technology

EC - PIAO	Director, Policy and Evaluation
EC - PIAO	Sr Program and Policy Development Specialist
EC - PIAO	Sr Program and Policy Development Specialist
EC - Protocol Office	Director of Protocol
EC - Protocol Office	Protocol Officer
EC - WPO	Dir. Violence Prevention
EC- Cab Sec	Contract - Cabinet Officer
EC- Government House	Residence Manager
ECC	Dept'l Secretary to Minister
ECC	Executive Director
ECC	Director of Policy & Planning
ECC	Director, Government Relations
ECC	Program & Policy Develop Splst
ECC	Director Research & Analysis
ECC	Senior Manager Wildlife
ECC	Senior Wildlife Biologist
ECC	Senior Wildlife Biologist
ECC	Senior Wildlife Biologist
ECC	Senior Wildlife Biologist
ECC	Mgr Environment Science & Mon
ECC	Mgr Waste Management
ECC	Mgr Resource Prog Develop
ECC	Water Resources Mgmt Engineer
ECC	Water Resources Mgmt Engineer ⁴
ECC	Senior Manager Wildlife
ECC	Senior Manager Wildlife
ECC	Senior Wildlife Biologist
EECD	Director Design and Construction
EECD	Manager School Construction and Facilities
EECD	Secretary to ADM
EECD	Manager Finance and General Operations
EECD	Supervisor School Transport and Grants
EECD	Director of Information Management
EECD	Director of Policy and Planning
EECD	Human Resource Consultant
EECD	Director of CDLI
EECD	Director of Child and Family Development
EECD	Manager, Child Care Services
EECD	Program and Policy Development Specialist
EECD	Manager of Bilingual Programs
EECD	Director of Early Childhood Learning
EECD	Director of Instruction
EECD	Director of School Services
EECD	Director of Special Education Services
FFA	Contractual
FFA	Manager Animal Health Programs
FFA	Mgr Agricultural Extention Svs
FFA	Dir Land Resource Stewardship
FFA	Manager Soils & Mapping Svs
FFA	Manager of Market Development
FFA	Secretary to Asst Deputy Min
FFA	Secretary to Asst Deputy Min
FFA	Secretary to Deputy Minister
FFA	Director of Policy & Planning
FFA	Dir of Regional Services
FFA	Dir of Regional Services
FFA	Dir of Regional Services
FFA	Dir Fish Innov & Devel
FFA	Director of Fisheries Planning Services
FFA	Svsr, Insect & Disease Control
FFA	District Ecosystem Manager
FFA	District Ecosystem Manager
FFA	Ecosystem Ecologist
FFA	Ecosystem Ecologist
FFA	Ecosystems Planner

FFA	Manager of Admin
FFA	Regional Ecosystem Director
FFA	Regional Compliance Manager
FFA	Contractual
FFA	Contractual
FFA	Contractual
FFA	Dir Ecosystem Sustain & Rsch
FFA	Sup Forest Fire Mgmt & Coord
FFA	Dir of Compliance & Enfor
FFA	Ecosystem Ecologist
FFA	Ecosystem Ecologist
FFA	District Ecosystem Manager
FFA	Manager of Admin
FFA	Regional Compliance Manager
FFA	Regional Ecosystem Director
FFA	Dir of Legislation & Comp
FFA	District Ecosystem Manager
FFA	District Ecosystem Manager
FIN	Director
FIN	Economist
FIN	Director
FIN	Contractual
FIN	Mgr Data Dissemination
FIN	Mgr Financial Analysis
FIN	Secretary to Asst Deputy Min
FIN	Secretary to Asst Deputy Min
FIN	Contractual
FIN	Contractual
FIN	Director
FIN	Mgr Debt Servicing & Fin Risk
FIN	Contractual
FIN	Mgr Pension Benefits & Sys
FIN	Mgr Pensions Investments
FIN	Director of Corporate Financial Services
FIN	Financial Systems Analyst
FIN	FMS Support & Plan. Splst
FIN	Mgr Accts Recv & Revenue
FIN	Mgr of Pre Audit
FIN	Accounting Policy Analyst
FIN	Financial Systems Analyst
FIN	Financial Systems Analyst
FIN	Manager, Financial Ops
FIN	Sr Internal Audit Officer
FIN	Mgr of Tax Collections
FIN	Tax Audit Mgr
HCS	Medical Claims Edit Supervisor
HCS	Budget Analyst
HCS	Budget Officer
HCS	Contractual
HCS	Director of Health HR Planning
HCS	Director of Policy and Strategic Planning
HCS	Management Analyst
HCS	Director of Policy Development and Legislative Affairs
HCS	Director of Long Term Care and Community Support
JPS	Dir Family Justice Services
JPS	Manager Provincial Court Fines
JPS	Estates/Trust Administrator
JPS	Secretary to Assistant Deputy Minister
JPS	Director of Information Mgmt
JPS	Administrative Officer
JPS	Captain Adult Corrections (St. John's)
JPS	Dir Correct & Community Sys
JPS	Lieutenant Adult Corrections
JPS	Lieutenant Adult Corrections
JPS	Lieutenant Adult Corrections

JPS	Lieutenant Adult Corrections (Stephenville)
JPS	Manager Resident Programs
JPS	Standards & Compliance Auditor
JPS	Dir of Inland Fish Enforcement
JPS	Contractual
JPS	High Sheriff
JPS	Manger of Financial Operations
JPS	Contractual
JPS	Contractual (RCMP Contract)
JPS	Police Insp. - Training
JPS	Police Inspector (Corner Brook)
JPS	Police Superintendent (St. John's)
JPS	Manager of Support Enforcement
MA	Secretary to ADM
MA	Secretary to Asst Deputy Min
MA	Secretary to Deputy Minister
MA	Mgr Finance, Budget & Gen Ops
MA	Media Relations Manager
MA	Dir Pol & Strategic Planning
MA	Manager Finance Budget and General Operations
MA	Secretary to ADM
MA	Secretary to Deputy Minister ⁴
MA	Land Supervisor
MA	Dir of Land Management
MA	Planning Operations Manager
MA	Manager, Financial Operations
MA	Regional Director
MA	Manager, Municipal Planning and Design
MA	Manager of Employment Support
MA	Regional Manager Local Government
NR	Director Policy, Planning & Coordination
NR	PPDS
NR	Contract
NR	PPDS
NR	ADM Secretary
NR	ADM Secretary
NR	Geologist
NR	Geologist
NR	Contract
NR	Director of Benefits
NR	Director of Energy Economics
NR	Manager Negotiation & Industry Liaison
NR	Petroleum Projects Royalty Advisor
PSC	Director of Appeals & Investigations
PSC	Employee Services Officer
Service NL	ADM Sec
Service NL	Regional Director
Service NL	Deputy/Regist/MRD
Service NL	Administrative Officer
Service NL	Manager Mediation
Service NL	Manager Offshore Programs
TW	Maintenance Supervisor ²
TW	Director Ferry Operations
TW	Regional Marine Service Manager
TW	Regional Marine Service Manager
TW	Assistant Marine Superintendent
TW	Director, Marine Engineering
TW	Director Vessel Renewal
TW	Director of Corporate Safety
TW	OHS Consultant
TW	Safety Manager
TW	Policy Manager
TW	Director of Transportation Policy
TW	Manager of Mail Services
TW	Materials Inspection Supervisor

TW	District Manager
TW	Operations Supervisor
TW	Operations Supervisor
TW	Regional Administrator
TW	District Manager
TW	Operations Supervisor
TW	Operations Supervisor
TW	Area Manager
TW	Regional Director
TW	Transport Traffic Engineer
TW	Regional Director
TW	Regional Administrator
TW	District Engineer (Gander)
TW	Director Realty Services
TW	District Manager
TW	Operations Supervisor
TW	Operations Supervisor
TW	Regional Director
TW	Area Manager
TW	Building Manager
TW	Building Manager
TW	Director, Design and Construction
TW	Building Manager
TW	Director of Security
TW	Building Manager

Notes:

1. "Actioned", for the purpose of this report, means that the Department has notified any impacted employees. In most cases, it also means that the position has been vacated and is ready to be eliminated. However, 16 of the positions above still have employees attached and will be abolished at a later date.

2. The three positions marked above were not on the original list of positions to eliminate but were added after further analysis:

- A. Water Resource Management Engineer in ECC was traded off and a new Water Resource Management Engineer created;
- B. Secretary to DM in MA was identified as a duplicate and therefore available to eliminate; and
- C. Maintenance Supervisor in TW was traded off to create an OH&S Consultant

3. Three positions originally identified for elimination have been removed from the list after further analysis. Incumbents were not notified.

4. Three position elimination decisions had later effective dates and these have not yet been actioned.

FLM Approved Positions Created as of May 8, 2017

DEPARTMENT NAME	POSITION TITLE
BTCRD	Director, Accelerated Growth
BTCRD	Manager of Internationalization
BTCRD	Manager, Business Growth
BTCRD	Manager, Major Investment Projects
BTCRD	Regional Manager, Field Operations (Eastern)
BTCRD	Regional Manager, Field Operations (Western and Labrador)
BTCRD	Director, Sector Diversification
BTCRD	Manager Regional Innovation Systems
BTCRD	Director, Arts and Heritage ¹
BTCRD	Manager, Culture
BTCRD	Director, Corporate Services
BTCRD	Program and Policy Development Specialist
CSSD	Director of Healthy Living, Sport and Recreation
CSSD	Director of Policy and Strategic Planning
CSSD	Director of Adoptions and In Care
CSSD	Director of Children and Youth
EC - HRS	Director of Executive Client and Consulting
EC - HRS	Manager of Business Systems
EC - HRS	Manager of Compliance and Data Integrity
EC - HRS	Harassment-Free Workplace Manager
EC - WPO	Senior Program & Policy Development Specialist
EC-Climate Change	Director, Research, Analysis and Gov Relations
EC-Government House	Manager of Protocol and General Operations
EECD	Manager of Finance and Busing
EECD	Director of Policy and Information Management
EECD	Manager of Information Management
EECD	Director of Early Childhood Learning and Development
EECD	Director of Programs and Services
EECD	Manager of Special Education Services
FFA	Director, Lands Management
FFA	Director, Compliance
FFA	Director, Enforcement
FFA	Manager Media Relations
FFA	Supervisor, Disease and Fire Control
FFA	Director, Research
FFA	Manager of Research
FFA	District Ecosystem Manager
HCS	Director of Policy, Planning and Performance Monitoring
JPS	High Sheriff
JPS	Manager of RNC Training Services
MA	Manager of Environmental Science and Waste Mgt
MA	Water Resources Mgmt Engineer ²
MA	Director, Legislative Renewal
MA	Manager of Infrastructure and Waste Management
MA	Manager, Financial Operations and Employment Support
NR	Director of Economics and Benefits
PSC	Staffing Officer
TW	Stakeholder Relations Manager
TW	Director, Policy and Support Services
TW	Manager, Corporate Safety
TW	Manager, Information Management
TW	OH&S Consultant ³
TW	Manager, Security Services

notes:

1. The Director of Arts and Heritage was added after February 22. It was considered part of the original change but missed on original list.
2. This Water Resource Management Engineer was added after February 22 as a new trade-off requirement.
3. This OH&S Consultant was added after February 22 as part of a newly identified trade-off requirement.
4. FFA has one additional position approved that is not yet created as restructuring is still in progress.
5. HCS has one position approved that is not yet created.
6. TW has 10 additional positions approved that will not be required until the later position eliminations occur.