

3 February 1983

J.K. Pulfer

HIA Staff Targets

We have been assessing the effects of the latest reduction in our staff target and struggling with ways to cope with it. It is not easy.

Based on known terminations, attrition, even with no rehiring whatever, will not get us down to the new target figure until November 1983. The 16 positions lost in reducing staff from 227 to 211 would be distributed as follows:

Continuing positions	8
Divisional VRO's	1
RA's	7
	<u>16</u>

The number of RA and VRO positions lost under these circumstances represents about half of the total number we have struggled to keep over the past few years. In the face of the recommendations of our Review Committees I cannot passively submit to such a drastic reduction of our RA programs. I propose, therefore, the following for your approval:

- a) that the deadline for the Institute to reach the new target figure be 1 April 1984
- b) that the Institute be allowed to retain seven of the nine positions currently occupied by RA's whose terms will expire before 1 April 1984
- c) that the Institute be given back one of the continuing positions already lost through retirement at the DAO (as per my memo of 26 January).

The resulting effect, as of 1 April 1984, will be:

	<u>Known terminations</u>	<u>Proposed staff reductions</u>
Continuing staff	9	8
VRO's	2	2
RA's	9	2
	<u>20</u>	<u>12</u>

The plan predicts four reductions too few. However, it can be expected that there will be three or four additional, unforeseen, terminations among the continuing staff during the period of time under consideration. If more than four occur, we may have some latitude to re-establish divisional priorities.

I sincerely hope that the PY restrictions which HIA has endured for some time will eventually be eased. At the present time we are so understaffed, particularly in support of our national facilities and space science commitments, that we may soon have to consider more drastic action, such as the termination of an entire program with attendant layoffs. Within HIA there are not many possibilities for such action. However, if the refurbishing of the telescope does not go ahead, ARO is a potential candidate. Recognizing the needs of other, more productive, areas of the Institute, continuation of ARO would then be difficult to justify in terms of its scientific return and service to the scientific community.

Original signed by  
J. L. LOCKE

J.L. Locke

JLL:mjs

cc: Dr. I.B. McDiarmid

(nioo): Dr. G. Herzberg (for information) ✓  
Mr. M. Storr