



DATE 6 November 1975

TO Heads of Research Sections
A Herzberg Institute of Astrophysics

THIS COPY FOR: Dr. G. Herzberg

I wish to make you aware of actions which have taken place since the formation of the Institute last April which have had the effect of reducing the number of positions available for our activities.

In June, the Treasury Board ordered a 1% reduction to the man-year control figure for NRC (in fact, for the entire Public Service) to take effect immediately. The reduction was applied uniformly throughout the NRC. The effect on the HIA was an immediate loss of two positions.

In July, the Treasury Board ordered a further cut, to be applied to the 1976-77 control figures. This reduction, also applied across-the-board, resulted in the loss of one more position.

In October, in its "Attack on Inflation", the government decided to limit the growth of the public service, from 1975-76 to 1976-77, to no more than 1.5 percent. With this restraint, certain priority requirements had still to be accommodated - additional man-years approved for economic measures, law and order measures and the expansion of certain essential services. Since the man-year requirements for these priority items are greater than the allowable increase in the public service as a whole, a reduction was applied in other areas. As a result the NRC man-year allotment for 1976-77 was decreased by a further 1.5 percent (approx.). This reduction, also applied across-the-board, has meant the loss of three more positions from the HIA.

The effect of these three actions is a reduction of six positions in the HIA staff allotment (approx. 3%).

The staff strength of the Council, as a whole, must be below the revised TB allotment by 1 April, 1976. The target is to be reached, however, without lay-offs to permanent employees. To give him the flexibility to ensure this, and also to be in a position to reassign manpower to priority program areas, the Vice-President (Operations) has decided to reclaim the positions of all staff members who retire (but not those who resign) before 31 March 1976. While we would hope to be able to argue effectively to get back some, if not all, of the

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positions of HIA staff members who retire before 31 March, there is no assurance that we will be successful. Thus we stand to lose still more positions.

I have felt it necessary to make you aware of the difficult situation facing us. For the foreseeable future, it means that any new lines of research envisaged for our fledgling institute will have to be launched with existing (or even reduced) manpower. It will be necessary, therefore, for us to re-assess existing programmes and, I would ask you, as a first step, to review the activities in your own section with this in mind.



J.L. Locke
Director