

# Disclaimer

## Attention

The information presented in this fact sheet is restricted to senior managers and human resources professionals, and is to be accessed by its intended users only.

The information found in this fact sheet supports senior managers in the conduct of integrated business and human resources planning as well as succession planning. The information is also used to provide reports to management regarding the status of employees and employment in the department. These reports are provided regularly for information and/or decision-making.

The data contained in the fact sheet reflects My GCHR data available as of the date of extraction. Please note that the information contained may be impacted by a delay in the transactions in My GCHR.

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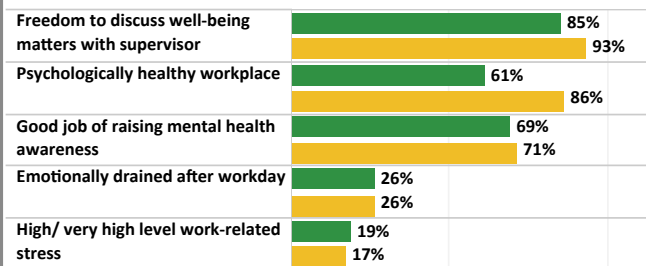
# PCFIO's Fact Sheet Related to ECCC's People Management Priorities 2018-2019

The following indicators represent the branch's measured performance on ECCC's People Management Priorities and Commitments

## Workplace Wellness

PCFIO respondents of PSES 2017:

### Mental Health

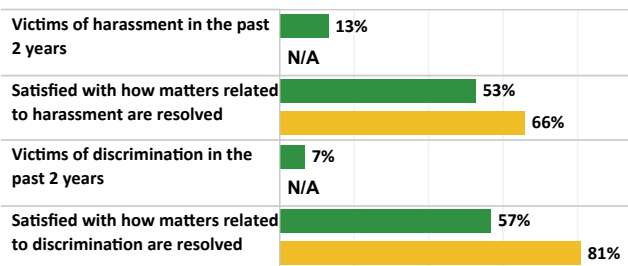


ECCC

PCFIO

Data as of April 27, 2018

### Harassment & Discrimination



**0** PCFIO employees are on leave for illness and disability

PCFIO employees took on average **0** paid sick days per FTE in FY 2018-2019

ECCC employees took on average **3.6** paid sick days per FTE in FY 2018-2019

There is no reported data for accidents/incidents in the workplace in **PCFIO** in FY 2017-2018

Data as of October 1, 2018

## Workload Management/Overtime

PCFIO respondents of PSES 2017:

|  | ECCC | PCFIO |
|--|------|-------|
| I can complete my assigned workload during my regular working hours                                | 70%  | 45%   |
| I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I work | 58%  | 64%   |
| Overall, not enough employees to do the work is one of the factors that causes me stress at work   | 35%  | 31%   |
| Overall, overtime or long work hours of work is one of the factors that causes me stress at work   | 12%  | 28%   |
| Overall, the heavy workload is one of the factors that causes me stress at work                    | 29%  | 31%   |

Data as of April 27, 2018

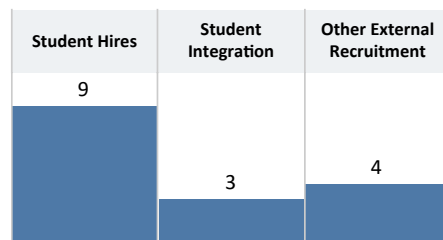
## ECCC Middle Management Training

| CSPS Supervisor Development Program | CSPS Manager Development Program | CSPS Aspiring Director Program        |
|-------------------------------------|----------------------------------|---------------------------------------|
| <p>57 (58%)</p> <p>30 (73%)</p>     | <p>0 (0%)</p> <p>10 (77%)</p>    | <p>Not Completed</p> <p>39 (100%)</p> |
| 2017-2018    2018-2019              | 2017-2018    2018-2019           | 2017-2018    2018-2019                |

Data as of September 27, 2018

## Students

### PCFIO Historical external recruitment



Note: No data for FY 2017-2018  
Data as of October 3, 2018

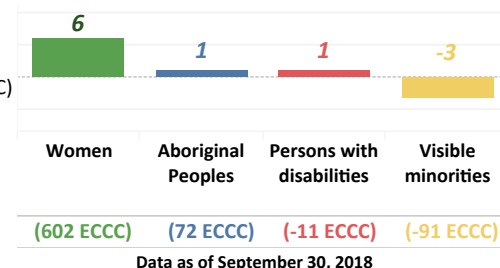
## Diversity and Inclusion

PCFIO respondents of PSES 2017:

- 92%** feel their department or agency implements activities and practices that support a diverse workplace (77% ECCC)
- 88%** feel their department or agency treats them with respect (84% ECCC)
- 95%** feel that every individual is accepted as an equal member of the team (77% ECCC)
- 98%** feel that individuals behave in a respectful manner (85% ECCC)

Data as of April 27, 2018

### PCFIO Employment Equity Representation Gaps

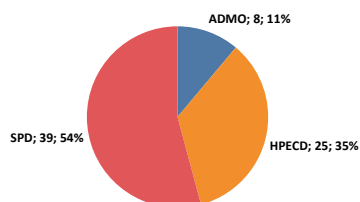


Data as of September 30, 2018

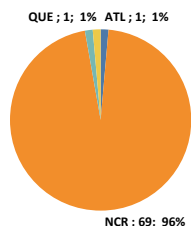
# Fact sheet on PCFIO's Workplace and Workforce 2018-2019

The following indicators represent the branch's measured performance on ECCC's People Management Priorities and Commitments

## Branch Workforce



## Workforce by Region

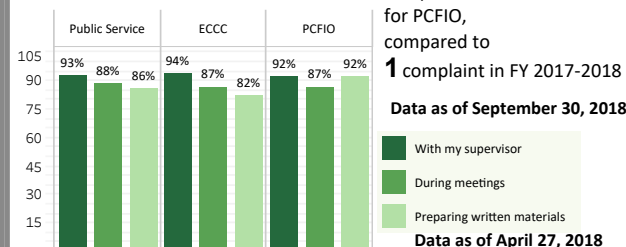


PCFIO has a workforce comprised of **72** persons which represents **1%** of ECCC workforce (7,413 ECCC); **78%** of which are indeterminate (85% ECCC), and **4%** are determinate (5% ECCC)

There is no PCFIO separation rate data (3.6% ECCC)

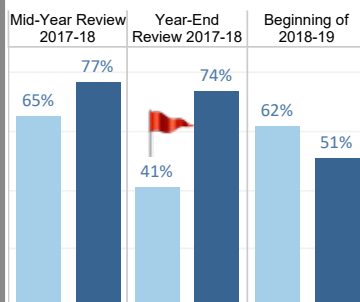
Data as of September 30, 2018

## Use of Official Language of Choice (PSES 2017)



## Performance Management

### Performance Agreements Completed in a Timely Fashion (%)\*



\* Based on standard deadlines

**87%** of PCFIO employees have a Learning and Development Plan in their 2018-2019 Performance Agreement

Data as of September 30, 2018

### PCFIO Respondents of PSES 2017:

**82%** feel they receive useful feedback from their immediate supervisor on their job performance (77% ECCC)

**N/A** feel they receive the support they need from senior management to address unsatisfactory performance issues in their work unit (62% ECCC)

Data as of April 27, 2018

## Bilingual Capacity

**57%** of PCFIO employees in bilingual positions meet their position language requirements, **35%** of which have expired SLE results

**12** supervisory positions impacted by the Office of the Commissioner to the Official Languages recommendation are within PCFIO (384 in ECCC)

**75%** (9) of which are encumbered

**7** of PCFIO supervisors who occupy an impacted position do not meet the CBC level

**60%** of PCFIO Executives have valid SLE results (60% ECCC)

Data as of September 30, 2018

## Building an Inclusive Workplace

### PCFIO Respondents of PSES 2017:

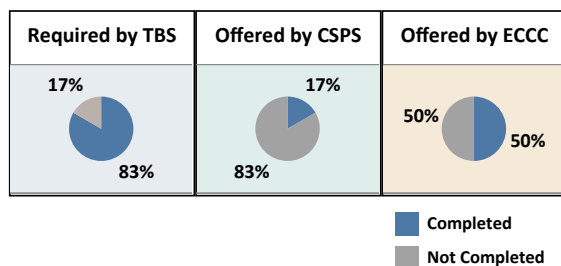
**91%** feel encouraged to be innovative or to take initiative in their work (72% ECCC)

**90%** believe they would be supported if they proposed a new idea, even though it might not work (62% ECCC)

**98%** know how their work contributes to the achievement of the departmental goals (82% ECCC)

Data as of April 27, 2018

## PCFIO Completed EX Mandatory Training



Data as of October 4, 2018

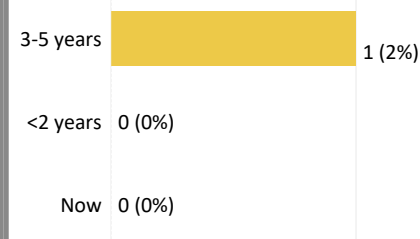
## PCFIO Vacancy Management



There are no positions have been vacant for a period greater than two years

Data as of September 30, 2018

## PCFIO Employees Eligible to Retire



Data as of September 30, 2018