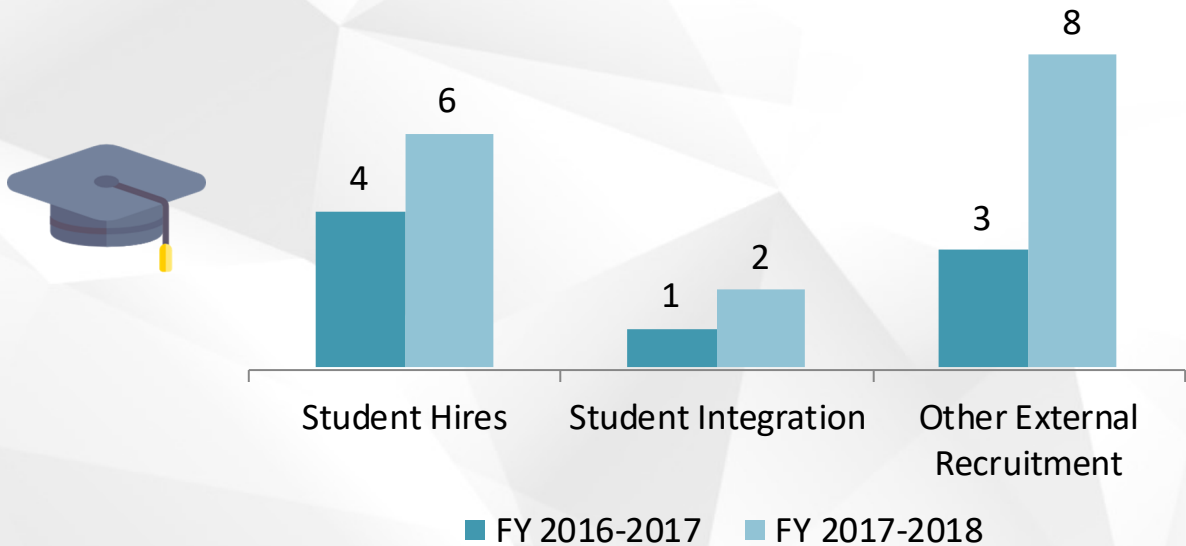# PCFIO's Fact Sheet Related to ECCC's People Management Priorities 2018-2019

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

STUDENTS

PCFIO Historical external recruitment

- Student Hires: 4, 6
- Student Integration: 1, 2
- Other External Recruitment: 3, 8

Legend: FY 2016-2017, FY 2017-2018

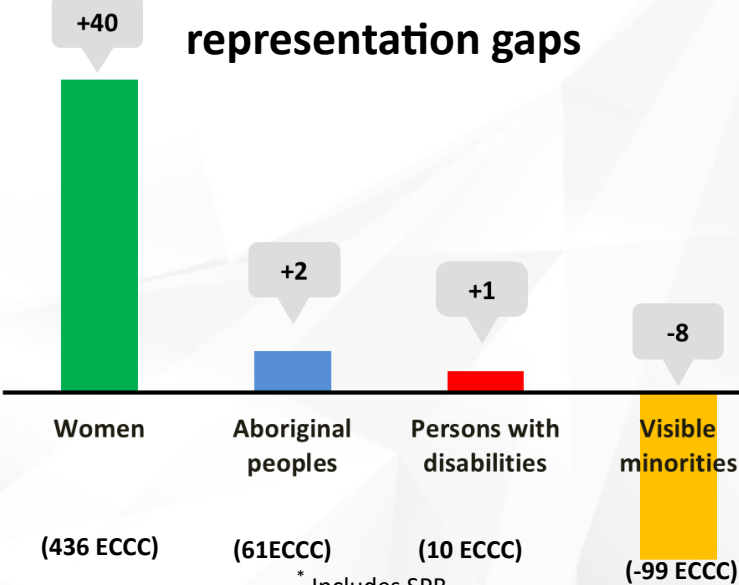Data as of March 31, 2018

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)

Data as of April 27, 2018

PCFIO* employment equity representation gaps

- Women: +40 (436 ECCC)
- Aboriginal peoples: +2 (61 ECCC)
- Persons with disabilities: +1 (10 ECCC)
- Visible minorities: -8 (-99 ECCC)

* Includes SPB

Data as of March 31, 2018

WORKPLACE WELL-BEING

PCFIO respondents of PSES 2017:

Education, awareness and practices

- Freedom to discuss well-being matters with supervisor: ECCC 85%
- Psychologically healthy workplace: ECCC 61%, PCFIO 86%
- Good job of raising mental health awareness: ECCC 69%, PCFIO 71%

Legend: ECCC, PCFIO
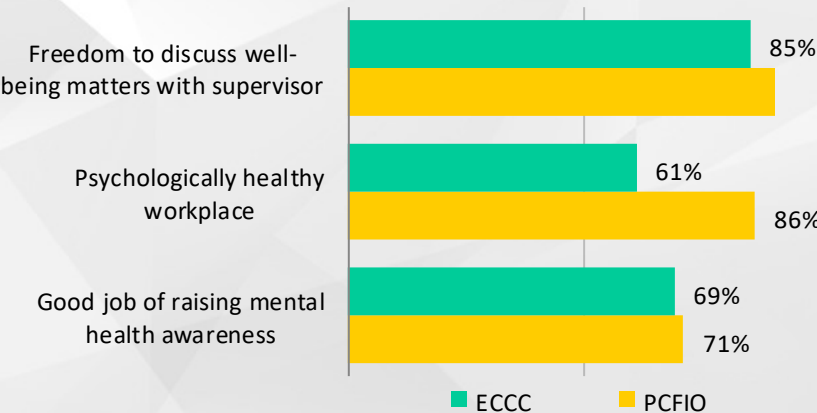
Harassment, discrimination and mental health

- Emotionally drained after workday: ECCC 26%, PCFIO 26%
- High/ very high level work-related stress: ECCC 19%, PCFIO 17%
- Victims of discrimination in the past 2 years: ECCC 7%, PCFIO N/A
- Victims of harassment in the past 2 years: ECCC 13%, PCFIO N/A

Legend: ECCC, PCFIO

Data as of April 27, 2018
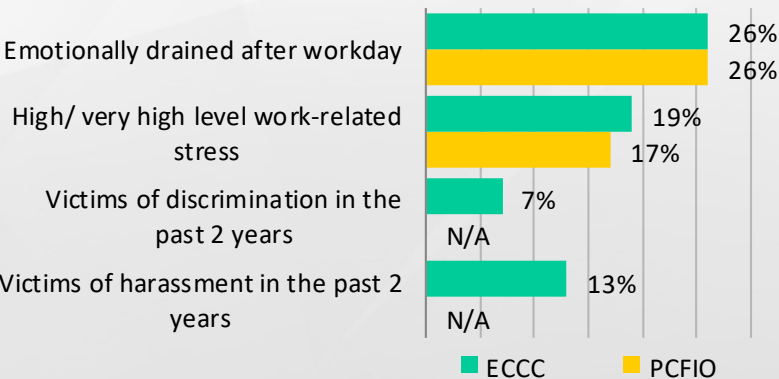
0 PCFIO employee is on leave for illness and disability

PCFIO employees took on average **0.1** paid sick days per FTE in FY 2017-2018

ECCC employees took on average **8.9** paid sick days per FTE in FY 2017-2018

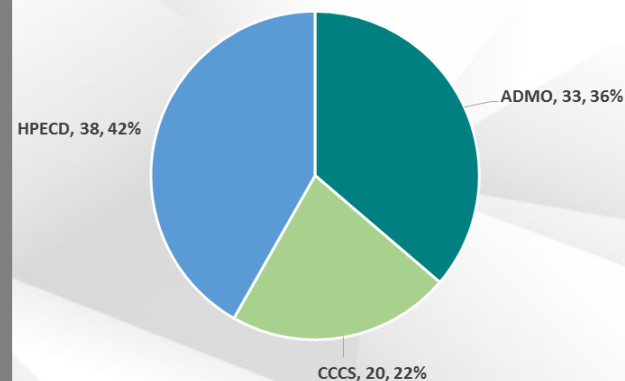**8** accidents/incidents in the workplace was reported in **PCFIO*** in FY 2017-18

* Includes SPB
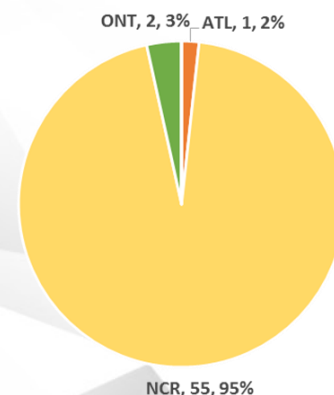
Data as of March 31, 2018

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

HPECD, 38, 42%
ADMO, 33, 36%
CCCS, 20, 22%

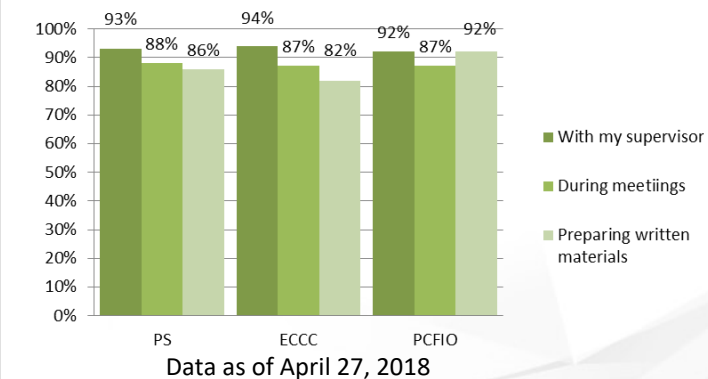### Workforce by region

ONT, 2, 3%   ATL, 1, 2%
NCR, 55, 95%

PCFIO has a workforce comprised of **91** persons which represents **1%** of ECCC workforce (7174 ECCC); **65%** of which are indeterminate (85% ECCC), and **7%** are determinate (5% ECCC)

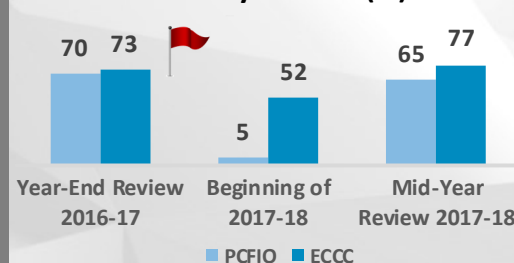Separation rate is **0%** for **PCFIO** (5.3% ECCC)

Data as of March 31, 2018

Use of official language of choice
PCFIO Respondents of PSES 2017

PS: 93%, 88%, 86%
ECCC: 94%, 87%, 82%
PCFIO: 92%, 87%, 92%

- With my supervisor
- During meetiings
- Preparing written materials

0 Official language complaints in FY 2017-2018 for PCFIO, compared to

0 complaints in FY 2016-2017

Data as of April 27, 2018

Performance Management

Performance agreements completed in a timely fashion (%)*

Year-End Review 2016-17: 70, 73
Beginning of 2017-18: 5, 52
Mid-Year Review 2017-18: 65, 77

- PCFIO
- ECCC

* Based on standard deadlines

100% of employees have a Learning and Development Plan in their 2017-2018 Performance Agreement

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

Data as of November 1, 2017

Bilingual positions

FR / EN

50% of PCFIO employees in bilingual positions meet their position language requirements, **0%** of which have expired SLE results

There are no PCFIO supervisory positions impacted by the Office of the Commissioner of Official Languages

75% of PCFIO Executives have valid SLE results (65% ECCC)

Data as of March 31, 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)
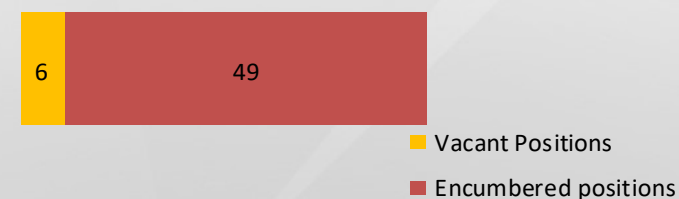
Data as of April 27, 2018

PCFIO completed EX mandatory training

TBS: 57%
CSPS: 0%
ECCC: 71%

Required by | Offered by

Data as of April 23, 2018

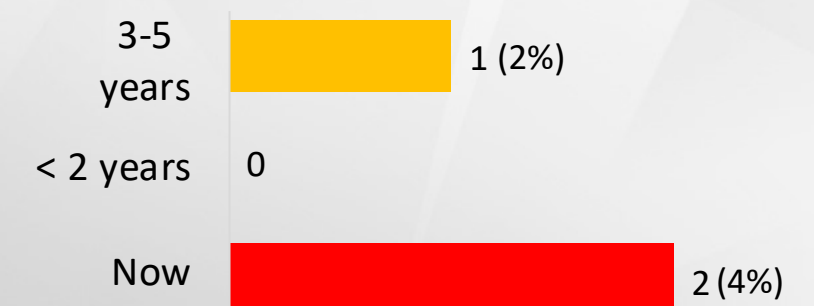### PCFIO vacancy management

Vacant Positions: 6
Encumbered positions: 49

0 positions have been vacant for a period greater than two years

Data as of March 31, 2018

PCFIO employees eligible to retire

3-5 years: 1 (2%)
< 2 years: 0
Now: 2 (4%)

Data as of March 31, 2018

Acronyms, glossary and methodology used for this Fact Sheet are available here

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