S&T's Fact Sheet Related to ECCC's People Management Priorities 2018-2019
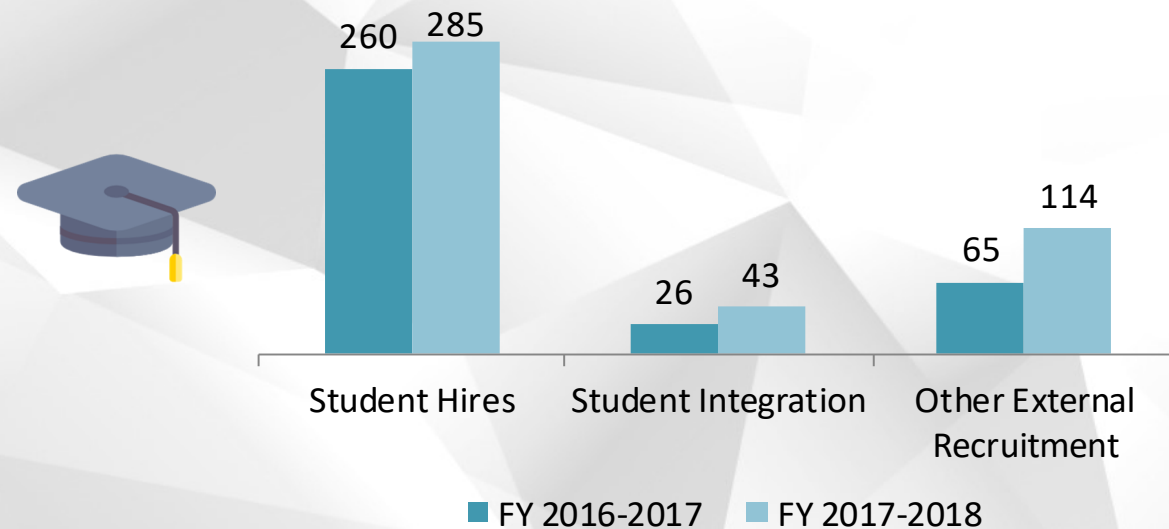
The following indicators represent the branch's measured performance on ECCC's People Management Priorities and Commitments

STUDENTS

S&T Historical student and former student hiring

	260	285	26	43	65	114
	Student Hires		Student Integration		Other External Recruitment	

■ FY 2016-2017   ■ FY 2017-2018

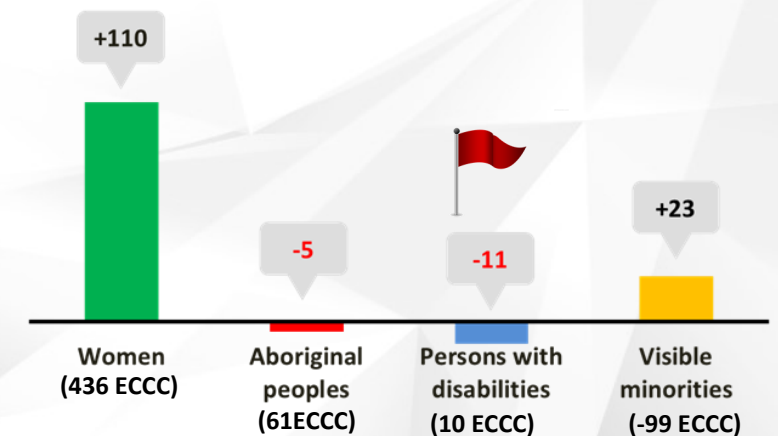Data as of March 31, 2018

DIVERSITY AND INCLUSION

S&T respondents of PSES 2017:

80% feel their department or agency implements activities and practices that support a diverse workplace (70% ECCC)

83% feel their department or agency treats them with respect (84% ECCC)

Data as of April 27, 2018
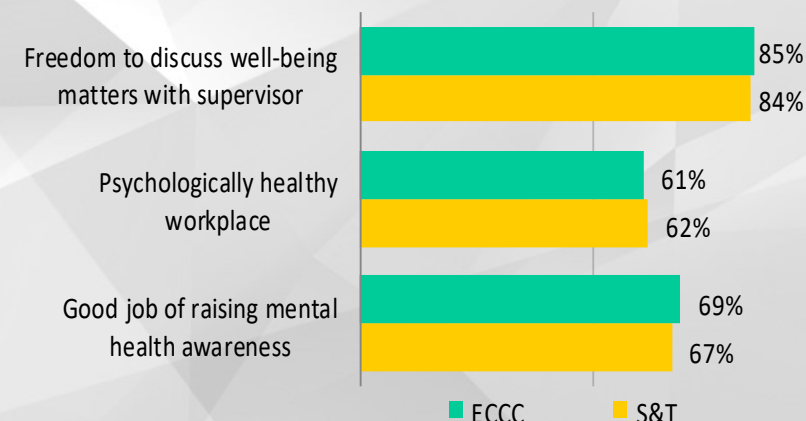
Employment equity representation gaps

+110	-5	-11	+23
Women (436 ECCC)	Aboriginal peoples (61 ECCC)	Persons with disabilities (10 ECCC)	Visible minorities (-99 ECCC)

Data as of March 31, 2018

WORKPLACE WELL-BEING

S&T respondents of PSES 2017:

Education, awareness and practices

	ECCC	S&T
Freedom to discuss well-being matters with supervisor	85%	84%
Psychologically healthy workplace	61%	62%
Good job of raising mental health awareness	69%	67%

■ ECCC   ■ S&T

Harassment, discrimination and mental health

	ECCC	S&T
Emotionally drained after workday	26%	24%
High/ very high level work-related stress	19%	16%
Victims of discrimination in the past 2 years	7%	6%
Victims of harassment in the past 2 years	13%	13%

■ ECCC   ■ S&T

Data as of April 27, 2018
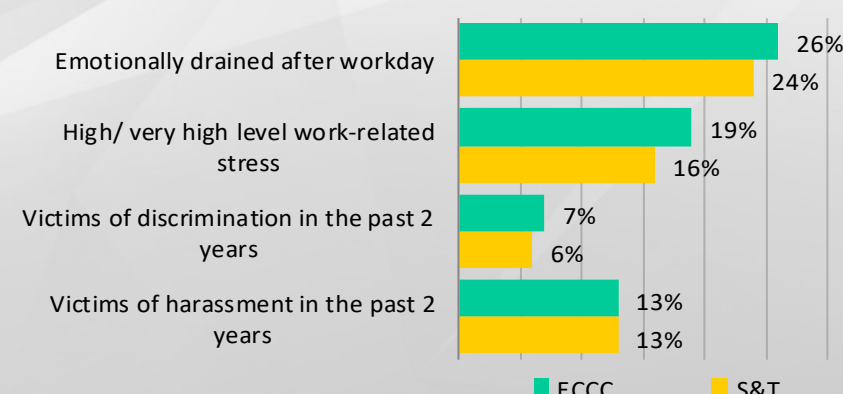
7 S&T employees are on leave for illness and disability

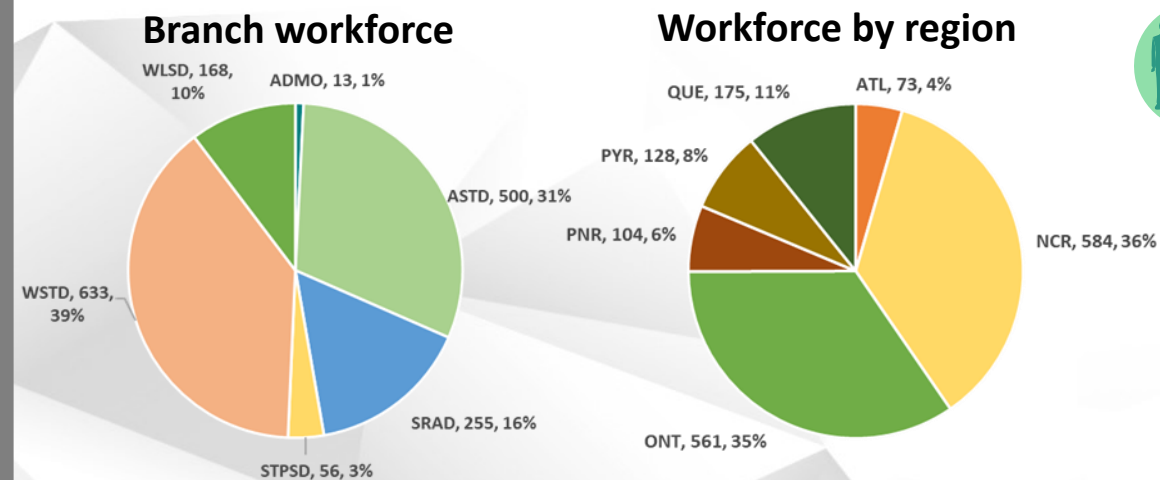S&T employees took on average **7.7** paid sick days per FTE in FY 2017-2018

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

48 accidents/incidents in the workplace were reported in **S&T** in FY 2017-18

Data as of March 31, 2018

Fact sheet on S&T'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

WLSD, 168, 10%
ADMO, 13, 1%
ASTD, 500, 31%
WSTD, 633, 39%
SRAD, 255, 16%
STPSD, 56, 3%

Workforce by region

QUE, 175, 11%
ATL, 73, 4%
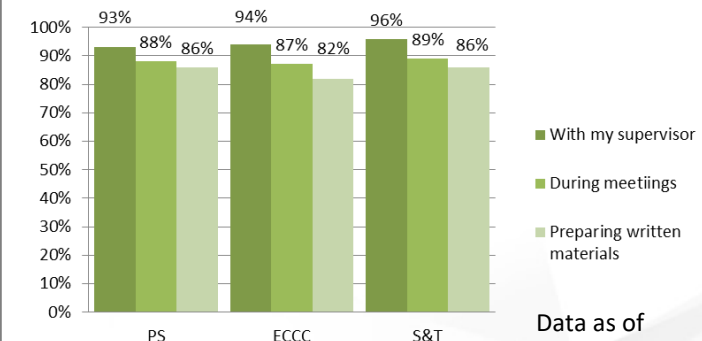PYR, 128, 8%
PNR, 104, 6%
NCR, 584, 36%
ONT, 561, 35%

S&T has a workforce comprised of **1625** persons which represents **22%** of ECCC workforce (7361 ECCC); **79%** of which are indeterminate (85% ECCC), and **6%** are determinate (5% ECCC)

Separation rate for S&T is **5.1 %** (5.3% ECCC)

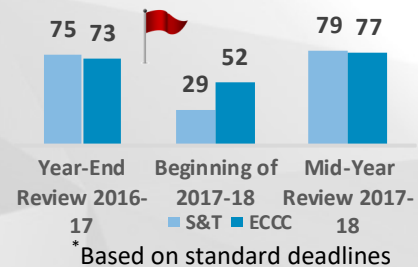Data as of March 31, 2018

Use of official language of choice

- With my supervisor: PS 93%, ECCC 94%, S&T 96%
- During meetiings: PS 88%, ECCC 87%, S&T 89%
- Preparing written materials: PS 86%, ECCC 82%, S&T 86%

0 Official language complaint in FY 2017-2018 for STB, compared to **1** 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: S&T 75, ECCC 73
- Beginning of 2017-18: S&T 29, ECCC 52
- Mid-Year Review 2017-18: S&T 79, ECCC 77

■ S&T ■ ECCC

*Based on standard deadlines

S&T Respondents of PSES 2017:

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

58% 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

92% of S&T employees have a Learning and Development Plan in their 2017-2018 Performance Agreement

Data as of November 1, 2017

Bilingual positions

83% of S&T employees in bilingual positions meet their position language requirements, **50%** of which have expired SLE results

24% (183) of supervisory positions impacted by the Office of the Commissioner to the Official Languages recommendation are within S&T, **80%** (147) of which are encumbered

69% (101) of S&T supervisors who occupy an impacted position do not meet the **CBC** level

50% of S&T Executives have valid SLE results (65% ECCC)

Data as of March 31, 2018

Building an Inclusive Workplace

S&T Respondents of PSES 2017 :

**75%** feel encouraged to be innovative or to take initiative in their work (72% ECCC)

61% believe they would be supported if they proposed a new idea, even though it might not work (62% ECCC)

86% know how their work contributes to the achievement of the departmental goals (82% ECCC)
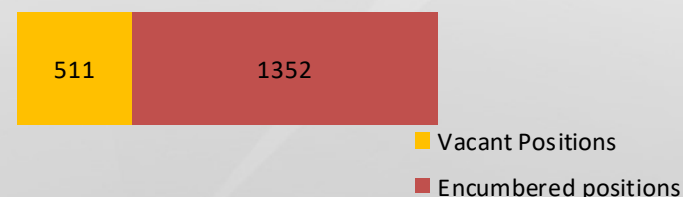
Data as of April 27, 2018
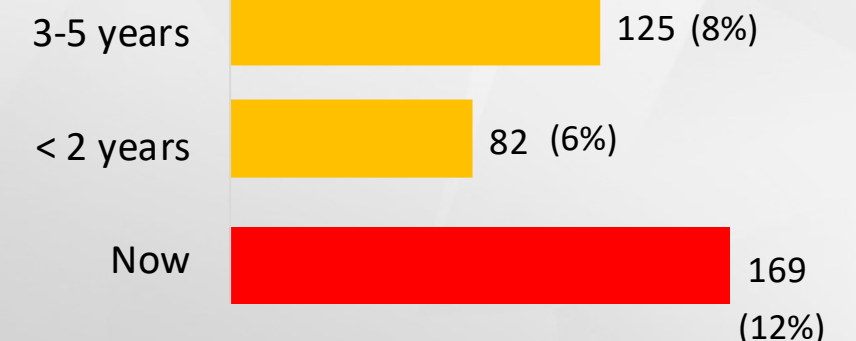
S&T completed EX mandatory training

- TBS: 64% — Required by
- CSPS: 40% — Offered by
- ECCC: 28%
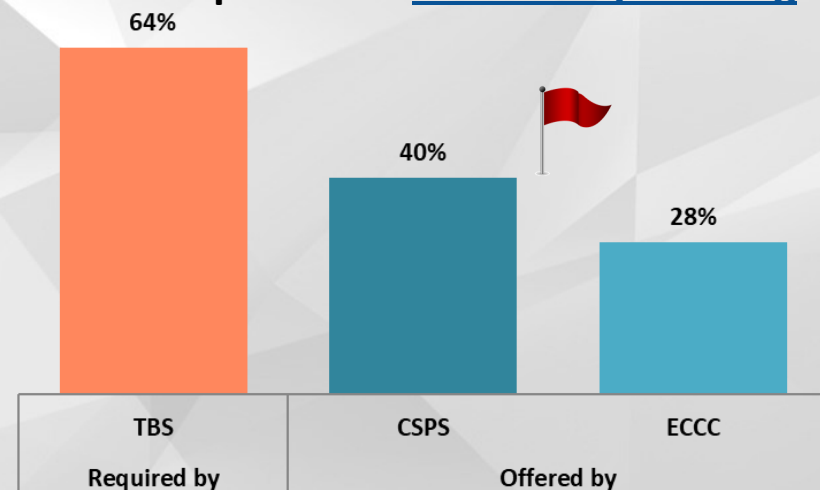
Data as of April 23, 2018

S&T vacancy management

511 | 1352

■ Vacant Positions
■ Encumbered positions

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

Data as of March 31, 2018

S&T employees eligible to retire

- 3-5 years: 125 (8%)
- < 2 years: 82 (6%)
- Now: 169 (12%)

Data as of March 31, 2018