

# 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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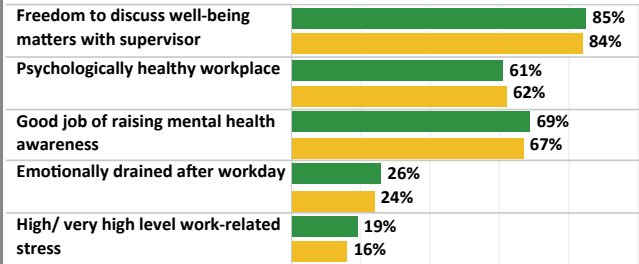
# S&T's Fact Sheet Related to ECCC's People Management Priorities 2018-2019

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

## Workplace Wellness

S&T respondents of PSES 2017:

### Mental Health

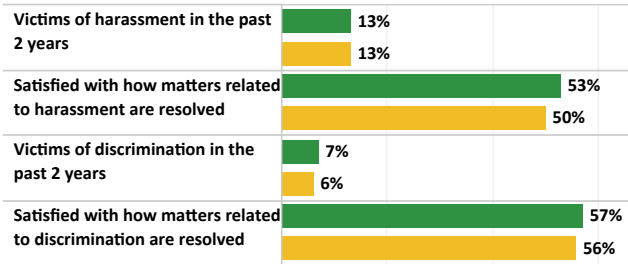


ECCC

S&T

Data as of April 27, 2018

### Harassment & Discrimination



**4 S&T** employees are on leave for illness and disability

**S&T** employees took on average **3.1** 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

**48** accidents/incidents in the workplace were reported in **S&T** in FY 2017-2018

Data as of October 1, 2018

## Workload Management/Overtime

S&T respondents of PSES 2017:

	ECCC	S&T
I can complete my assigned workload during my regular working hours	70%	71%
I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I work	58%	53%
Overall, not enough employees to do the work is one of the factors that causes me stress at work	35%	32%
Overall, overtime or long work hours of work is one of the factors that causes me stress at work	12%	9%
Overall, the heavy workload is one of the factors that causes me stress at work	29%	25%

Data as of April 27, 2018

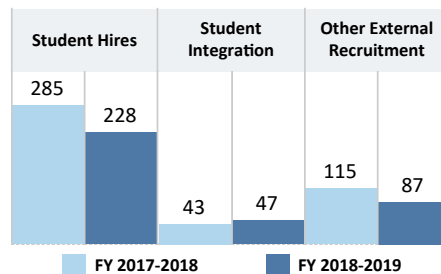
## ECCC Middle Management Training

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

Data as of September 27, 2018

## Students

### S&T Historical external recruitment



Data as of October 3, 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 (77% ECCC)

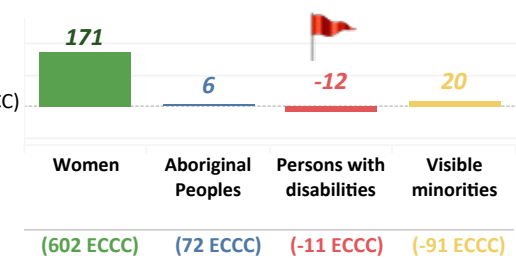
**83%** feel their department or agency treats them with respect (84% ECCC)

**72%** feel that every individual is accepted as an equal member of the team (77% ECCC)

**85%** feel that individuals behave in a respectful manner (85% ECCC)

Data as of April 27, 2018

### S&T Employment Equity Representation Gaps



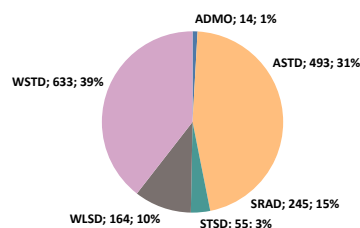
(602 ECCC) (72 ECCC) (-11 ECCC) (-91 ECCC)

Data as of September 30, 2018

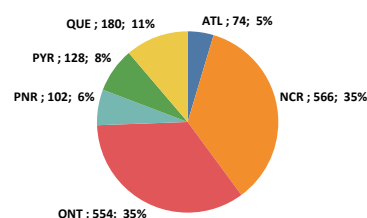
# Fact sheet on S&T's Workplace and Workforce 2018-2019

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

## Branch Workforce



## Workforce by Region

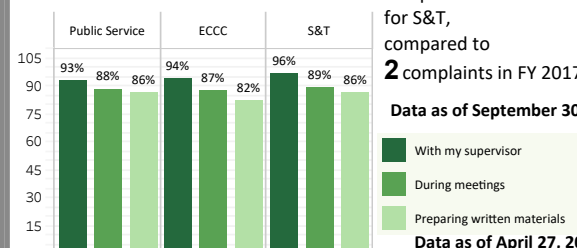


S&T has a workforce comprised of **1,604** persons which represents **22%** of ECCC workforce (7,413 ECCC); **82%** of which are indeterminate (85% ECCC), and **6%** are determinate (5% ECCC)

Separation rate for S&T is **2.9%** (3.6% ECCC)

Data as of September 30, 2018

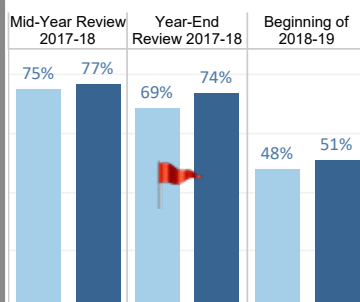
## Use of Official Language of Choice (PSES 2017)



**0** Official language complaints in FY 2018-2019 for S&T, compared to **2** complaints in FY 2017-2018  
Data as of September 30, 2018

## Performance Management

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



### 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

\* Based on standard deadlines

**86%** of S&T employees have a Learning and Development Plan in their 2018-2019 Performance Agreement

Data as of September 30, 2018

## Bilingual Capacity

**78%** of S&T employees in bilingual positions meet their position language requirements, **54%** of which have expired SLE results

**106** supervisory positions impacted by the Office of the Commissioner to the Official Languages recommendation are within S&T (384 in ECCC)

**84%** (89) of which are encumbered

**59** of S&T supervisors who occupy an impacted position do not meet the CBC level

**42%** of S&T Executives have valid SLE results (60% ECCC)

Data as of September 30, 2018

## Building an Inclusive Workplace

### S&T Respondents of PSES 2017:

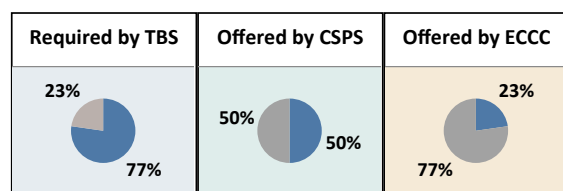
**75%** feel encouraged to be innovative or to take initiative in their work (72% ECCC)

**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

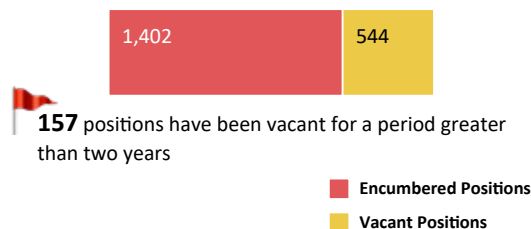
## S&T Completed EX Mandatory Training



Completed  
Not Completed

Data as of October 4, 2018

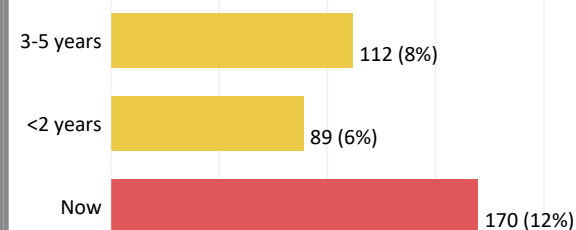
## S&T Vacancy Management



**157** positions have been vacant for a period greater than two years

Data as of September 30, 2018

## S&T Employees Eligible to Retire



Data as of September 30, 2018