

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

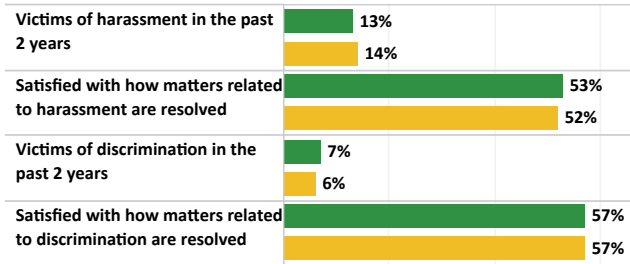
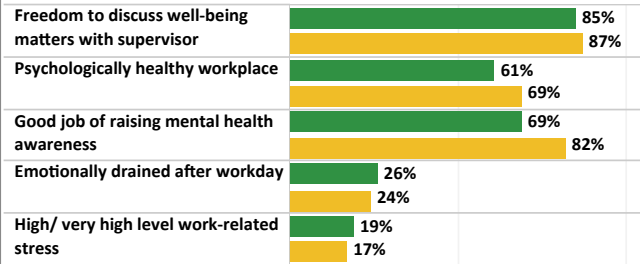
The following indicators represent the branch's measured performance on ECCC's People Management Priorities and Commitments

Workplace Wellness

EPB respondents of PSES 2017:

Mental Health

Harassment & Discrimination



■ ECCC ■ EPB

Data as of April 27, 2018

5 EPB employees are on leave for illness and disability

EPB employees took on average **3.8** 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

21 accidents/incidents in the workplace were reported in EPB in FY 2017-2018

Data as of October 1, 2018

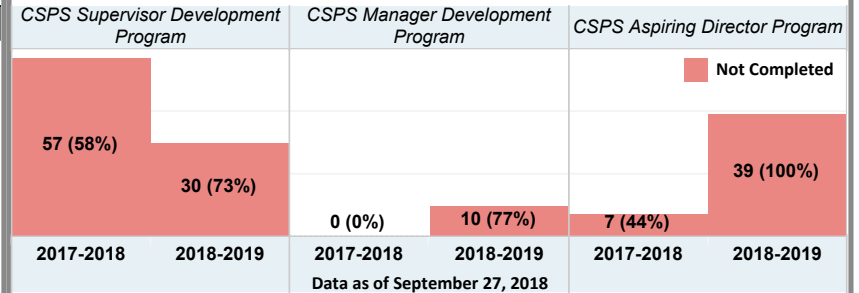
Workload Management/Overtime

EPB respondents of PSES 2017:

	ECCC	EPB
I can complete my assigned workload during my regular working hours	70%	77%
I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I work	58%	62%
Overall, not enough employees to do the work is one of the factors that causes me stress at work	35%	25%
Overall, overtime or long work hours of work is one of the factors that causes me stress at work	12%	10%
Overall, the heavy workload is one of the factors that causes me stress at work	29%	25%

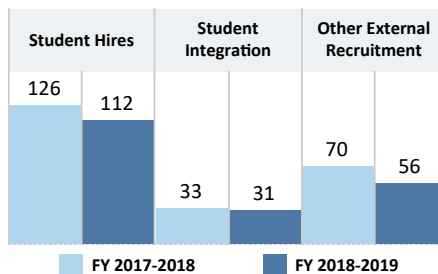
Data as of April 27, 2018

ECCC Middle Management Training



Students

EPB Historical external recruitment



Data as of October 3, 2018

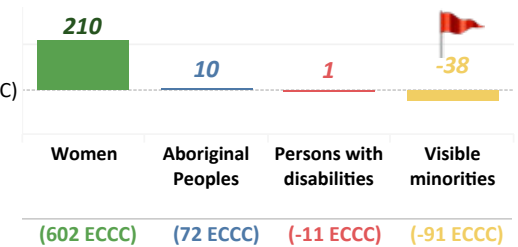
Diversity and Inclusion

EPB respondents of PSES 2017:

- 81%** feel their department or agency implements activities and practices that support a diverse workplace (77% ECCC)
- 85%** feel their department or agency treats them with respect (84% ECCC)
- 84%** feel that every individual is accepted as an equal member of the team (77% ECCC)
- 89%** feel that individuals behave in a respectful manner (85% ECCC)

Data as of April 27, 2018

EPB Employment Equity Representation Gaps



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

Data as of September 30, 2018

Fact sheet on EPB's Workplace and Workforce 2018-2019

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

