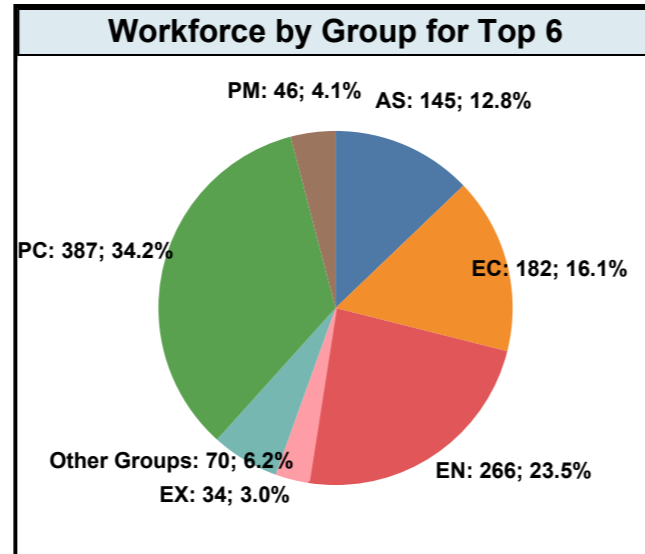
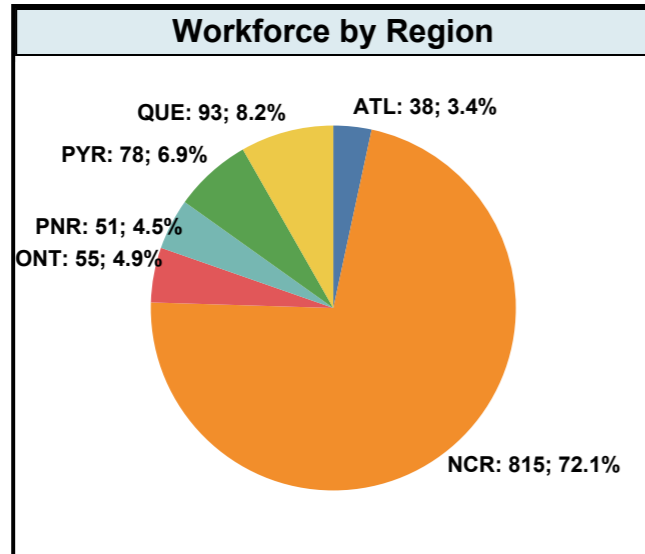
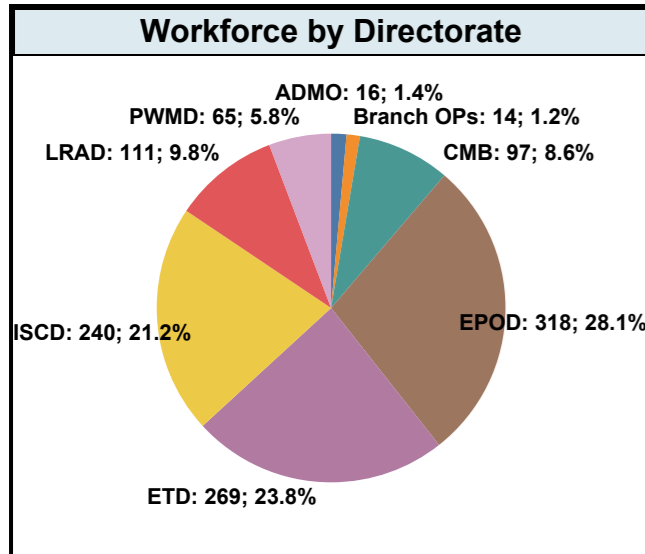


# Fact Sheet on EPB Workplace and Workforce FY 2021-2022 Q2

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

Data from My GCHR as of September 30, 2021 based on the current job (e.g. data reflects acting and assignments) It includes indeterminate, seasonal or term (>3 months) tenure, those on leave with or without pay and the non-employee population.



### Workforce Summary

EPB workforce comprises **1,130** individuals which represents **13.6%** of ECCC Workforce (8,302 ECCC).

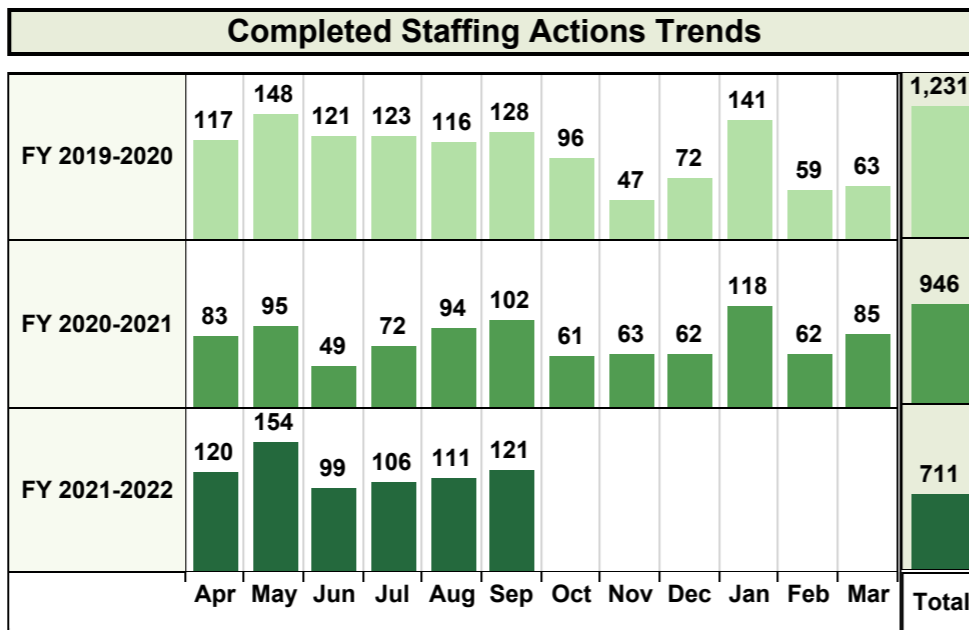
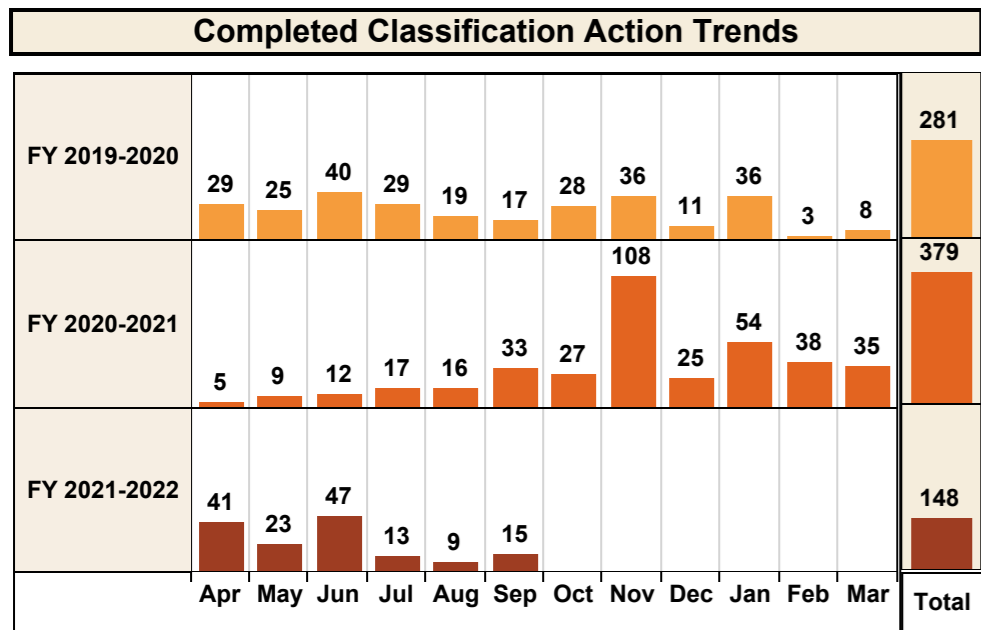
| Workforce by Tenure (EPB) | ECCC        |
|---------------------------|-------------|
| Indeterminate             | 991 (87.7%) |
| Term                      | 51 (4.5%)   |
| Seasonal                  |             |
| Casual                    | 28 (2.5%)   |
| Student                   | 60 (5.3%)   |

Data from My GCHR as of September 30, 2021.  
 The data includes indeterminate, terms ≥ 3 months, and seasonal employees, and excludes students, casuals, terms < 3 months, and employees on leave without pay (LWOP), as per the applicable Regulations.  
 Workforce availability estimates (WFA) provided by Treasury Board Secretariat (TBS) are based on 2016 National Household Survey and the 2017 Canadian Survey on Disability.  
 The Departmental gaps correspond to the difference between the Canadian workforce availability estimates (WFA) of employment equity members and the number of employees who identified, through the self-identification form, as belonging to a designated group at ECCC.  
 Branch level gaps are calculated from ECCC's departmental Workforce Availability Estimates (WFA) as WFA is not available at the Branch level; therefore, they do not provide a fully accurate picture of EE representation within the Branch.

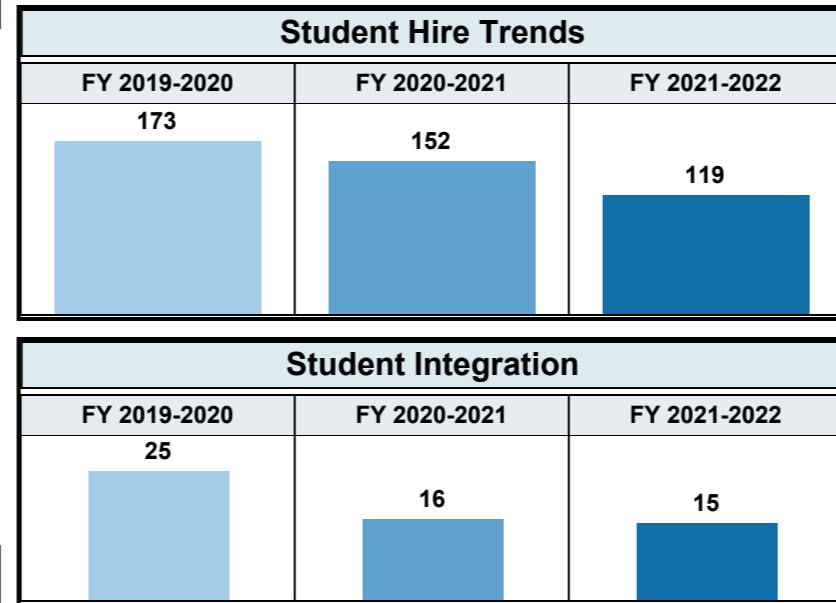
### EE gaps as of September 30, 2021

|  | Women | Indigenous People | Persons with Disabilities | Visible Minorities |
|--|-------|-------------------|---------------------------|--------------------|
| ECCC                                     | 686   | 39                | -152                      | 38                 |
| Variation at ECCC (Since September 2020) | 54    | 18                | 107                       | 89                 |
| EPB                                      | 244   | 2                 | -13                       | -7                 |

Data from My GCHR as of September 30, 2021



Data from My GCHR FY 2019-2020, FY 2020-2021, and FY 2021-2022 Q1&Q2 as of September 30, 2021



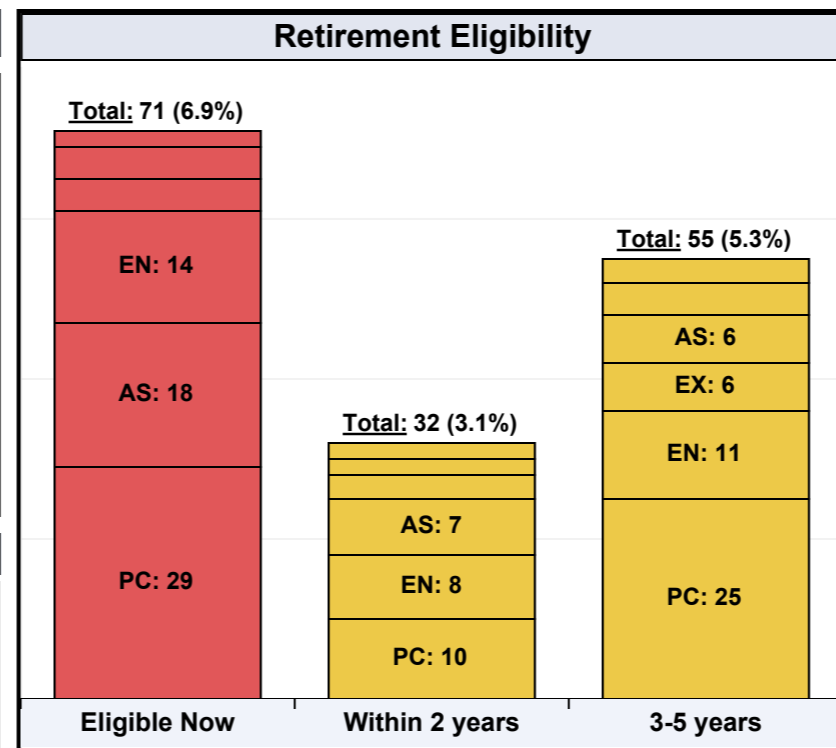
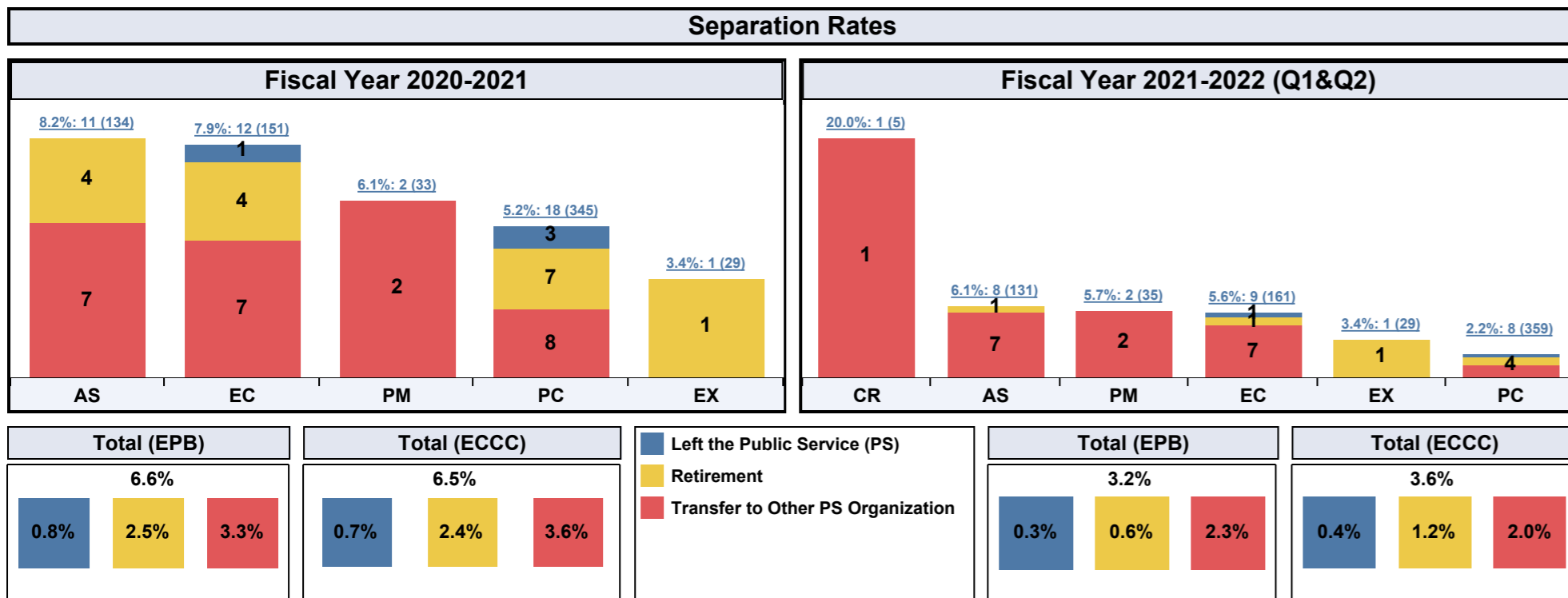
Data from My GCHR from September 30, 2020 to September 30, 2021.  
 The data includes indeterminate, terms ≥ 3 months, and seasonal employees, and excludes students, casuals, terms < 3 months, and employees on leave without pay (LWOP), as per the applicable Regulations.  
 Information for small numbers (<5) is suppressed and replaced by (#).  
 Data from employees who identified, through the self-identification form, as belonging to a designated group.

### EPB EE Movements from September 2020 to September 2021

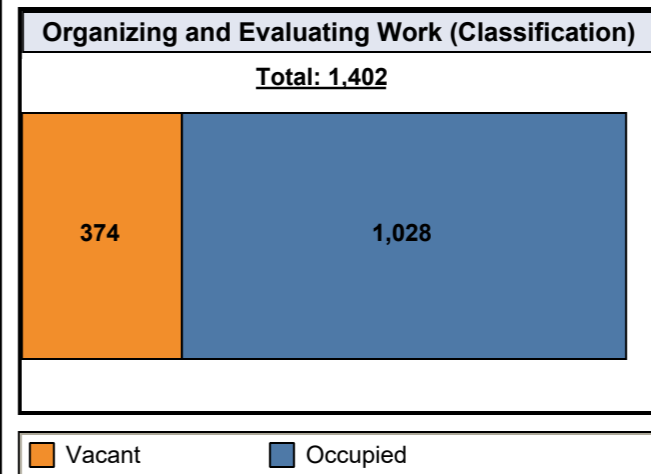
|                                    | Women | Indigenous People | Persons with Disabilities | Visible Minorities |
|------------------------------------|-------|-------------------|---------------------------|--------------------|
| Hirings                            | 213   | #                 | 15                        | 54                 |
| Separations                        | 165   | #                 | 16                        | 50                 |
| Promotions                         | 69    | #                 | 8                         | 18                 |
| Difference (Hirings - Separations) | 48    | 0                 | -1                        | 4                  |

Data from My GCHR for FY 2020-2021 and FY 2021-2022 Q1&Q2 as of September 30, 2021  
 Separation rate %: total number of substantive indeterminate separations / substantive indeterminate population as of Apr 1, 2020 & Apr 1, 2021

Data from My GCHR as of September 30, 2021  
 This report includes information on indeterminate, term (>3 months), and seasonal, based on their substantive positions.



Data from My GCHR as of October 13, 2021  
 The term "Vacant positions" means that no individual is linked to the position.

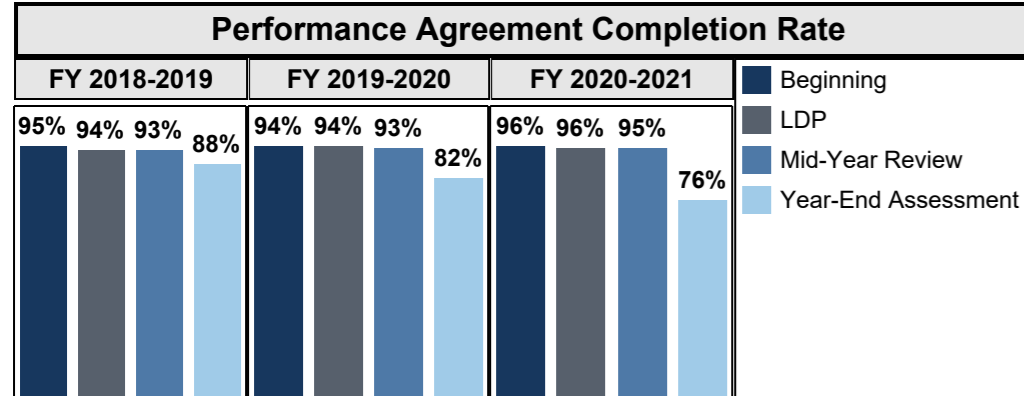


**1,324; 96.6%** non-EX positions, occupied and vacant, have a standardized job description (90.9% ECCC)  
**46; 3.4%** non-EX positions, occupied and vacant, have a job code review date greater than five years (7.6% ECCC)

# EPB Fact Sheet Related to ECCC's People Management Priorities FY 2021-2022 Q2

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

► Data from *Public Service Performance Management Application* as of July 28, 2021



**86%** of EPB employees have a Learning and Development Plan (LDP) in FY 2021-2022. (78% ECCC)

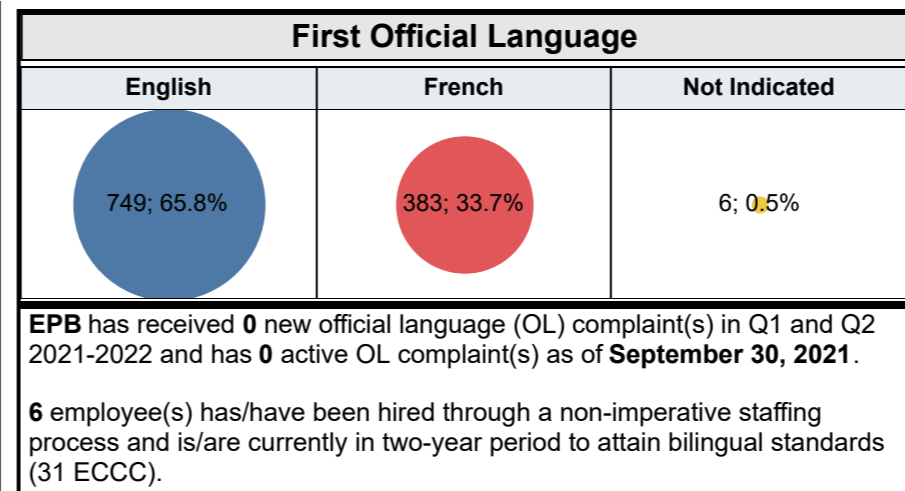
► Data from *My GCHR* as of September 30, 2021 based on the substantive job. It includes indeterminate, seasonal or term (>3 months) tenure, those on leave with or without pay and the non-employee population.  
 ► The Employees and Supervisors sections are based on SLE results from September 30, 2020 and don't reflect the Assessments by the Caron Centre as part of the Flexibility measure for the second language evaluations.

### Official Languages

**Employees**  
**519; 88%** of EPB employees in bilingual positions meet the language requirements of their position, (3009; 92% ECCC)  
**280; 48%** of them have expired Second Language Evaluation (SLE) results, (1207; 37% ECCC)

**Supervisors**  
**81** supervisory positions are impacted by the EMC decision on the Office of the Commissioner to the Official Languages (OCOL) recommendations  
**74; 91%** of them are occupied, (202; 94% ECCC)  
**71; 96%** of these occupied positions do not meet the CBC level, (181; 84% ECCC)

**Executives**  
**68%** of EPB Executives have valid SLE results, (69% ECCC)



### Use of Official Languages (2020 PSES)

|   | EPB | ECCC |
|---|-----|------|
| Senior managers in my department use both official languages in their interactions with employees.  | 76% | 78%  |
| The material and tools provided for my work, including software and other automated tools, are available in the official language of my choice. | 94% | 93%  |
| I feel that the information I receive from my department related to the COVID-19 pandemic is available in both official languages.              | 94% | 94%  |

► Data from the *2020 PSES Report*. 672 respondents from EPB answered the PSES survey. Estimate of Branch Response Rate is 54%. The estimate branch response rates refer to the maximum answer count of employees who answered the survey for each branch, divided by the total number of employees in each branch as of August 23, 2020.

### Mental Health (2020 PSES)

|  | EPB | ECCC |
|--|-----|------|
| After my workday, I feel emotionally drained.  | 29% | 29%  |
| My department or agency does a good job of raising awareness of mental health in the workplace.  | 89% | 87%  |
| I believe senior managers in my department take adequate steps to support the mental health of employees during the COVID-19 pandemic. | 77% | 73%  |
| I would describe my workplace as being psychologically healthy.  | 79% | 74%  |

### Harassment and Discrimination (2020 PSES)

|  | EPB | ECCC |
|--|-----|------|
| I am satisfied with how matters related to harassment are resolved in my department.     | 58% | 61%  |
| I am satisfied with how matters related to discrimination are resolved in my department. | 62% | 63%  |
| Have you been the victim of harassment on the job in the past 12 months?                 | 6%  | 7%   |
| Have you been the victim of discrimination on the job in the past 12 months?             | 5%  | 5%   |

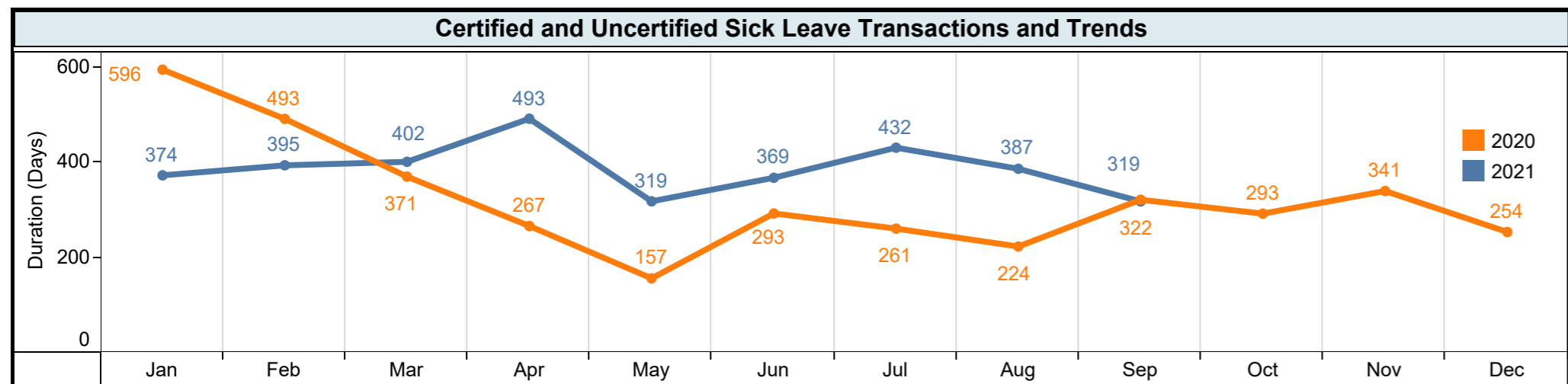
### Duty to accommodate / Adaptation (2020 PSES)

|   | EPB | ECCC |
|---|-----|------|
| I would feel comfortable requesting workplace accommodation measures from my immediate supervisor.  | 89% | 87%  |
| Have you requested workplace accommodation measures in the last two years?                          | 10% | 9%   |
| I am satisfied with the workplace accommodation measures that were implemented.                     | 79% | 84%  |
| Were any workplace accommodation measures implemented?  | 79% | 80%  |
| Did you have workplace accommodation measures before the COVID-19 pandemic which are no longer met? | 7%  | 7%   |

### Pay Related (2020 PSES)

|   | EPB | ECCC |
|---|-----|------|
| Have all your pay or other compensation issues been resolved?   | 31% | 34%  |
| I am satisfied with the support I received from the Pay Centre to help resolve my pay or other compensation issues. | 21% | 20%  |
| I am satisfied with the support I received from my department to help resolve my pay or other compensation issues.  | 29% | 30%  |
| In the last 12 months, has your pay or other compensation been affected by issues with the Phoenix pay system?      | 38% | 38%  |

► Data from *My GCHR* from January 1, 2020 to September 30, 2021.



|                   | Jan  | Feb  | Mar | Apr | May  | Jun | Jul | Aug | Sep |
|-------------------|------|------|-----|-----|------|-----|-----|-----|-----|
| Difference (Days) | -223 | -98  | 31  | 226 | 162  | 75  | 170 | 164 | -4  |
| 2020 VS 2021 (%)  | -37% | -20% | 8%  | 85% | 104% | 26% | 65% | 73% | -1% |

From April 1, 2020 to September 30, 2021, **21 EPB** employees were on leave for illness and disability

EPB employees took an average of **4.8** paid sick days in FY 2020-2021  
 ECCC employees took an average of **4.7** paid sick days in FY 2020-2021

**6** accident(s) / incident(s) in the workplace was / were reported in **EPB** in 2020-2021, compared to **17** accident(s) / incident(s) in 2019-2020 and **14** in 2018-2019

► Data from *Learning, Development and Recognition Team* as of September 1, 2021  
 ► Extraction from various database may affect the population and therefore the percentage.

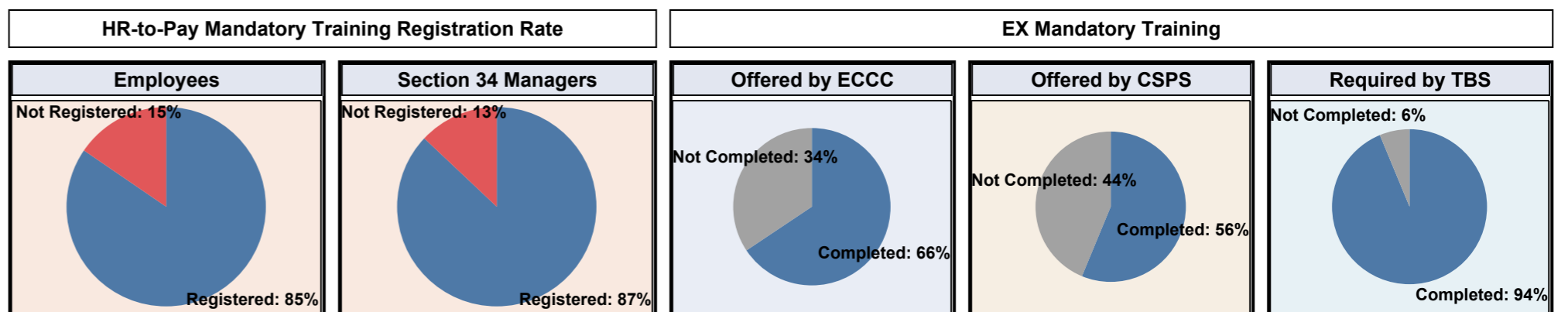
### Mandatory Training

EPB has **186 (16.7%)** individuals that have completed all mandatory training. (ECCC has **15.5%**)

| Not Completed | Creating a Respectful Workplace | Values and Ethics (ECCC) | Awareness Session on Conflict Management | Harassment and Violence Prevention for Employees | OHS for Employees | Harassment and Violence Prevention for Managers | OHS for Supervisors/Managers |
|---------------|---------------------------------|--------------------------|--|--|-------------------|---|------------------------------|
| Completed     | 581 (52%)                       | 243 (22%)                | 416 (37%)                                | 524 (47%)  | 307 (36%)         | 162 (60%)                                       | 172 (64%)                    |
|               | 531 (48%)                       | 869 (78%)                | 696 (63%)                                | 588 (53%)  | 537 (64%)         | 106 (40%)                                       | 96 (36%)                     |

► Data from *Treasury Board of Canada Secretariat* as of August 31, 2021

► Data from *Executive Group Services and Programs* as of November 17, 2021



**Disclaimer** ► The information found in this fact sheet is intended to support managers with integrated business and human resources planning as well as succession planning.  
 ► Most data contained in the fact sheet reflects My GCHR data available as of the date of extraction and may not be up to date due to Pay Center backlog.