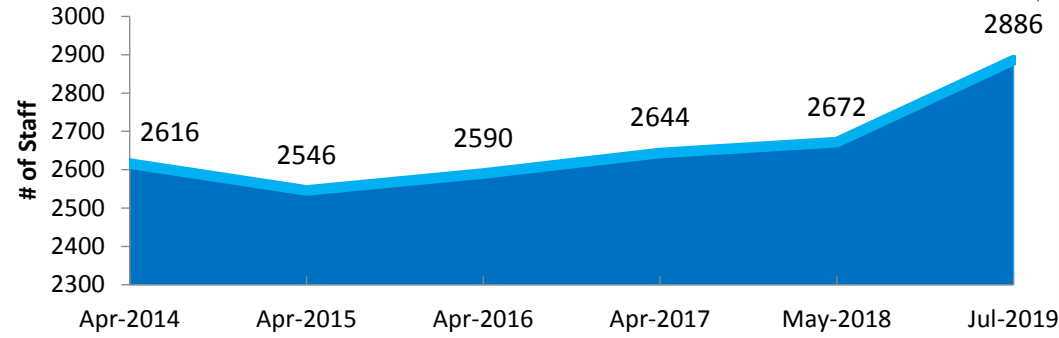


# FNIHB 2019 Analytics Dashboard

## Workforce Population



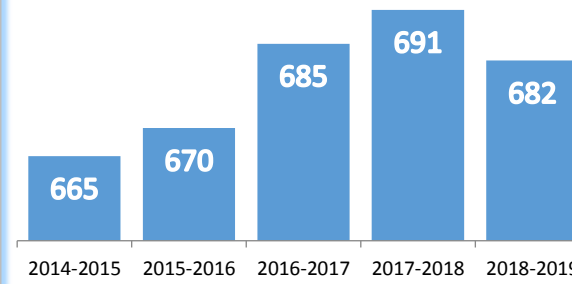
### Summary of What We've Seen:

Overall, the Branch's workforce population has increased 8.01% from July 2019 from the beginning of FY 2018-19 and has steadily grown at 5% over 3 years. In terms of composition, the proportion of middle-aged employees (40-54 age range) within FNIHB is the highest employee group; while the proportion of younger FNIHB employees has noticeably continued to increase over the last year. Indeterminate employees still hold the largest composition (at 80.7%) with student hiring higher this year (at 1.63%) as compared to prior years.

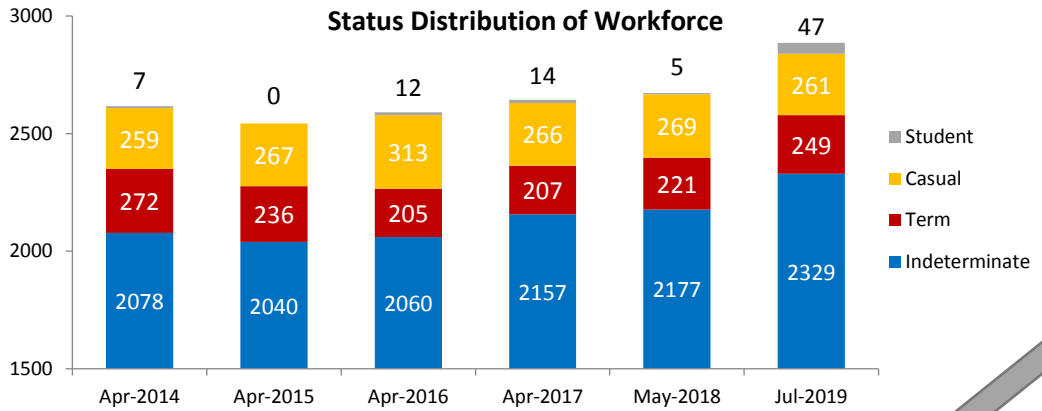
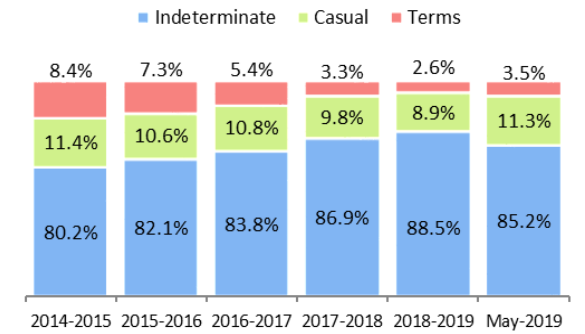
The NU (nurses) represent the largest job classification group representing approximately 24% of the overall Branch with 96% of FNIHB nurses working in regions. EC's are the highest functional group seen in HQ (at 36%) followed by CR's (at 28%).

As of July 2019, the top reasons for taking LWOP is Family leave (38%), Illness and Disability (30%), Leave with Income Averaging (3%) and other (29%). While there is no clear indication as to the precise rationale behind the LWOP, it should be taken into account that the higher focus in the workplace on mental health and work-life balance could be playing a role in encouraging a healthier, more self-aware workforce, trying to avoid burnout due to a heavy workload (repeatedly reported through the PSES). Evidence based information received through the exit process should also help to confirm rationales for all types of leave.

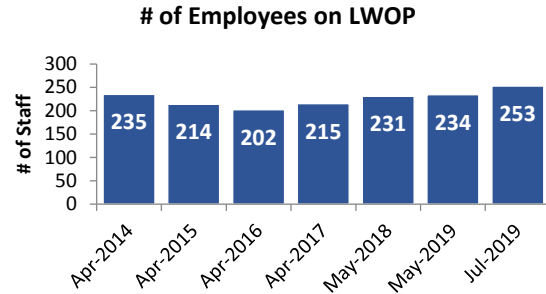
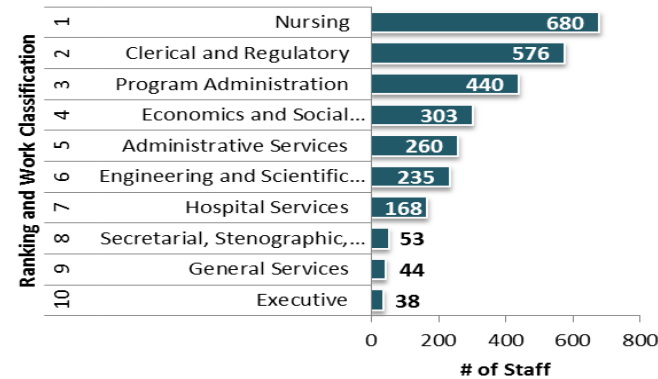
## Full Time Nurse Workforce



## Status Distribution of FNIHB Nurse Workforce



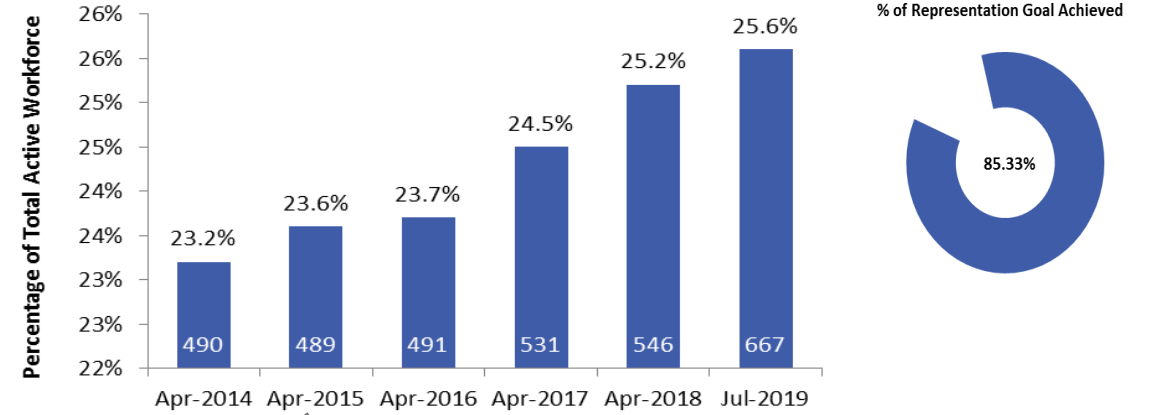
## Top 10 Job Classifications July 2019



From 2014 to 2019, the average number of employees on LWOP is 222 (# of employees on LWOP/ 6 years).

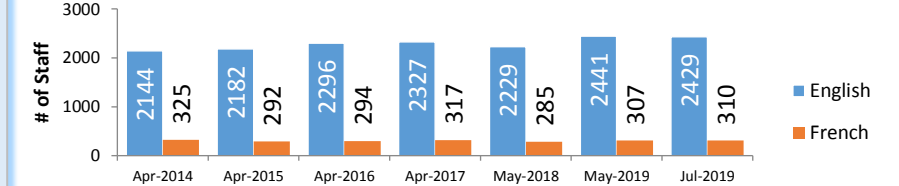
2019 has the highest number of staff on LWOP at 253 employees while 2016 showed the lowest at 202.

## Indigenous Representation



While the Branch has not yet met its 30% goal, it's staffed higher than LMA; APEP has helped with achieving steady staffing increases over the last 5 years, (reaching 85% of its goal); and Branch targeted recruitment strategies has also helped to increase Indigenous hiring.

## Number of Employees by Official Language Preference



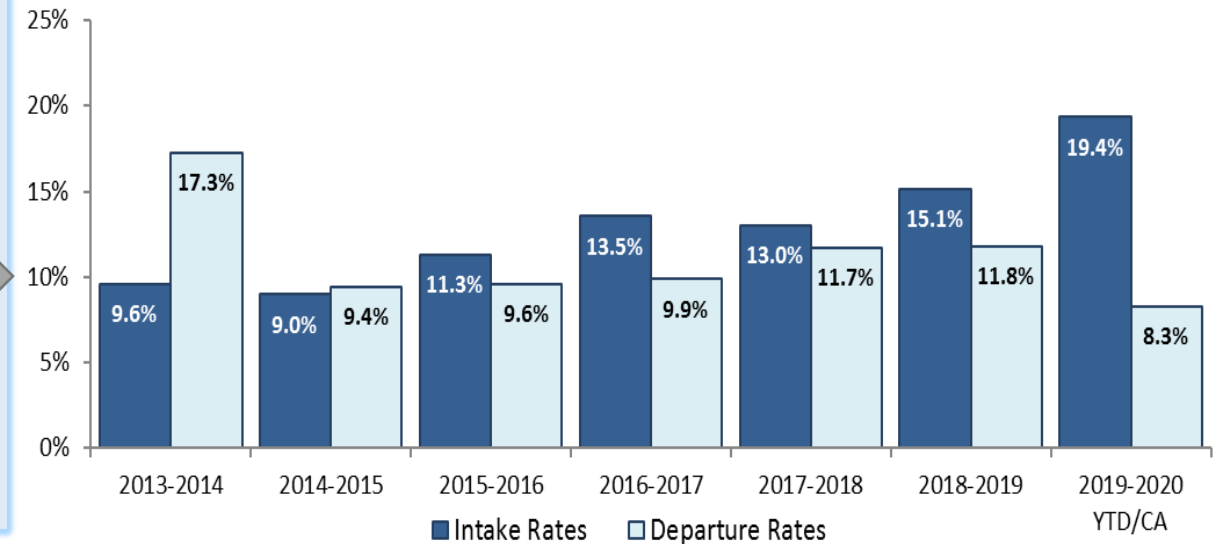
When comparing official language populations, English speaking employees have increased by 13.29% since 2014, however, the population for French speaking employees has decreased by 4.62%, during the same period. Regardless of this change, the ratio of English to French speakers remains fairly consistent, year over year at about 88%.

Employment Equity											
Branch	Region & NCR	Employee Pop	Visible Minority Pop	Visible Minority Expected	Visible Minority Gap	PWD Pop	PWD Expected	PWD Gap	Pop of Women	Expected Women	Gap for Women
FNIHB	National Office	519	85	79	6	36	21	15	374	352	22
FNIHB National Office Total		519	85	79	6	36	21	15	374	352	22
FNIH Regional Operations	Alberta Region	279	52	38	14	18	12	6	214	209	5
	Atlantic Region	121	8	8	0	8	5	3	89	88	1
	Manitoba Region	508	46	50	-4	16	23	-7	400	404	-4
	Northern Region	60	4	6	-2	3	3	0	46	44	2
	Ontario Region	381	45	49	-4	13	17	-4	308	268	40
	Quebec Region	140	26	16	10	0	6	-6	105	103	2
FNIH Regional Operations Total		1,726	204	189	15	73	76	-3	1,353	1,298	55
Grand Total		2,245	289	268	21	109	97	12	1,727	1,650	77

FNIHB continues to demonstrate an equitable distribution under the *Employment Equity Act*: for Women, Persons with disabilities and Visible Minorities. Statistics show the Branch representation for these groups are **above** Labour Market Availability (LMA) and have increased in 2018-19 in comparison to 2017-18.

FNIHB's total departure rate has remained relatively stable around 11.8% between 2018-19 and 2017-18; the mobility ratio over the last 5 years clearly shows more employee intakes were initiated compared to staff departing the Branch.

## Intake and Departure Rates - First Nations and Inuit Health



# FNIHB 2019 Analytics Dashboard