

PPSC HR Dashboard

2018-2019

Region/Directorate: National/Nationale

Workforce

Who are we?

956

100%
of PPSC

Indeterminate
Temporary

93%
7%

English

79%

FPS 71%

French

21%

FPS 29%



68%

WFA 53%



32%

WFA 47%

Aboriginal

5.8%

WFA 4.6%

Persons with
Disabilities

5.4%

WFA 4.2%

Visible Minorities

13.3%

WFA 12.5%

How old are we?

44

FPS 44.9



55+ 16%



45-54 31%



35-44 33%



<34 21%

Where are we?

HQ, 20%

Regions, 80%



What do we do?

Supervisor 12%

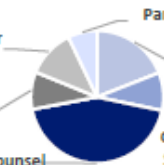
Admin 9%

Counsel 44%

Paralegal 7%

Legal Support 19%

Corporate Specialist 9%



Acquire



Number of
Staffing Actions

550

Advertised 100

Non-Adv 122

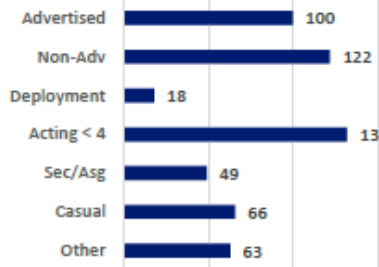
Deployment 18

Acting < 4 132

Sec/Asg 49

Casual 66

Other 63



Do employees feel that
staffing activities are
fair?

Positive

52%

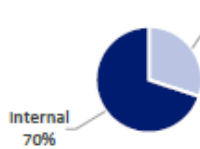
FPS 46%

Negative

31%

FPS 32%

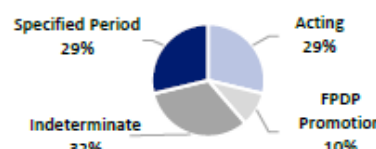
Area of Selection



Internal 70%

External 30%

Types of Non-Adv Actions



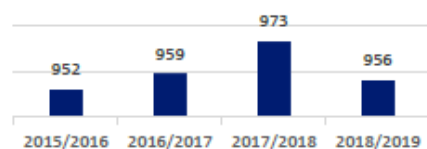
Specified Period 29%

Indeterminate 32%

Acting 29%

FPDP Promotion 10%

Growth of Workforce



Develop



Federal Prosecutors
Development Program

57

Articling Students

33

Talent Management
Plan (% accepted)

24%

Do employees feel that
PPSC supports career
development?

Positive

46%

FPS 53%

Negative

37%

FPS 28%

Training &
Development



Courses Taken

4061

Hours of Learning

17350

Unique Learners

914

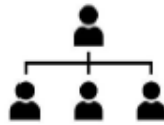
Diversity Awareness

437

(Unique Learners)

Lead

Supervisor /
Management
Positions



12% of
workforce

Do employees have
confidence in senior
management?

Positive	63%
	FPS 58%
Negative	23%
	FPS 24%

Are employees satisfied
with the supervision
they receive?

Positive	75%
	FPS 75%
Negative	14%
	FPS 13%

Engage

Use of Awards &
Recognition Program



Instant	66
Formal	16
Long Service	40

Do employees feel they
have opportunities to
provide input into decisions
that affect their work?

Positive	67%
	FPS 65%
Negative	21%
	FPS 21%

Committee
Engagement



EE & Diversity	28
Official Languages	11
Code of Conduct	19
Supervisor's Network	17
Wellness	11

Enable

Use of Employee
Assistance Program

5.6%



Reported as Victims of Harassment
and Discrimination

Harassment	16%
Discrimination	9%

Are employees satisfied with how
these issues are resolved?

Positive	45%	Negative	26%
	FPS 51%		FPS 17%

Do employees feel
that they can complete
their work during
regular hours?



Positive	54%
	FPS 70%
Negative	26%
	FPS 13%

Absenteeism Rate

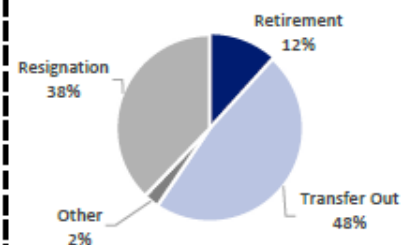
Sick	3%
Vacation	7%
Other	3%
Without Pay	6%



Do employees feel that
the PPSC implements
activities that support
a diverse workplace?

Positive	70%
	FPS 78%
Negative	13%
	FPS 7%

Turnover Rate **11%**



FPS = Federal Public Service WFA = Workforce Availability

Note - Although every effort has been made to validate this report,
there may be some discrepancies due to system-related issues. Data Source: PeopleSoft, PSES 2018