

HALIFAX

Annual Workforce Report

2022-2023

October 17, 2023

Annual Workforce Report

- Human Resources produces an annual report profiling the workforce over the fiscal year
- In 22/23, a motion from Regional Council requested additional information be provided in future reports



Annual Report Updates in 22/23:

- Demographics by business unit
- Update to Talent Management
- Training Activities
- Absenteeism
- Worker's Compensation Claims
- Voluntary Turnover
- Overtime

Turnover 2018/19 to 2022/23

	2018/19	2019/20	2020/21	2021/22	2022/23
Employee Resignations	80	77	50	126	206
Turnover Percentage - Resignations Only	2.35%	2.23%	1.43%	3.53%	5.68%
Employee Retirements	104	113	98	119	131
Turnover Percentage - Retirements Only	3.06%	3.28%	2.81%	3.33%	3.61%
Total Voluntary Turnover Percentage	5.41%	5.51%	4.24%	6.86%	9.29%
Employee Involuntary Departures	20	25	19	18	21
Involuntary Turnover Percentage	0.59%	0.73%	0.54%	0.50%	0.58%

Turnover by Business Unit

Departures	Employee Resignations	Turnover Percentage - Resignations Only	Employee Retirements	Turnover Percentage – Retirements Only	Total Voluntary Turnover Percentage	Involuntary Turnover Percentage
Chief Administrative Office	7	16.67%	1	2.38%	19.05%	2.38%
Finance & Asset Management	7	3.26%	9	4.19%	7.44%	0.47%
Fire & Emergency Services	2	0.37%	18	3.33%	3.70%	0.00%
Human Resources & Corporate Communications	12	14.63%	3	3.66%	18.29%	1.22%
Halifax Transit Services	114	12.50%	43	4.71%	17.21%	1.75%
Information Technology	6	5.04%	4	3.36%	8.40%	0.00%
Legal & Legislative Services	4	6.45%	1	1.61%	8.06%	0.00%
Parks & Recreation	4	1.73%	7	3.03%	4.76%	0.00%
Property, Fleet & Environment	9	4.89%	8	4.35%	9.24%	0.00%
Planning & Development	3	1.47%	3	1.47%	2.94%	0.00%
Halifax Regional Police	24	3.45%	23	3.30%	6.75%	0.00%
Public Works	14	4.15%	11	3.26%	7.42%	0.59%
HRM	206	5.68%	131	3.61%	9.29%	0.58%

HALIFAX

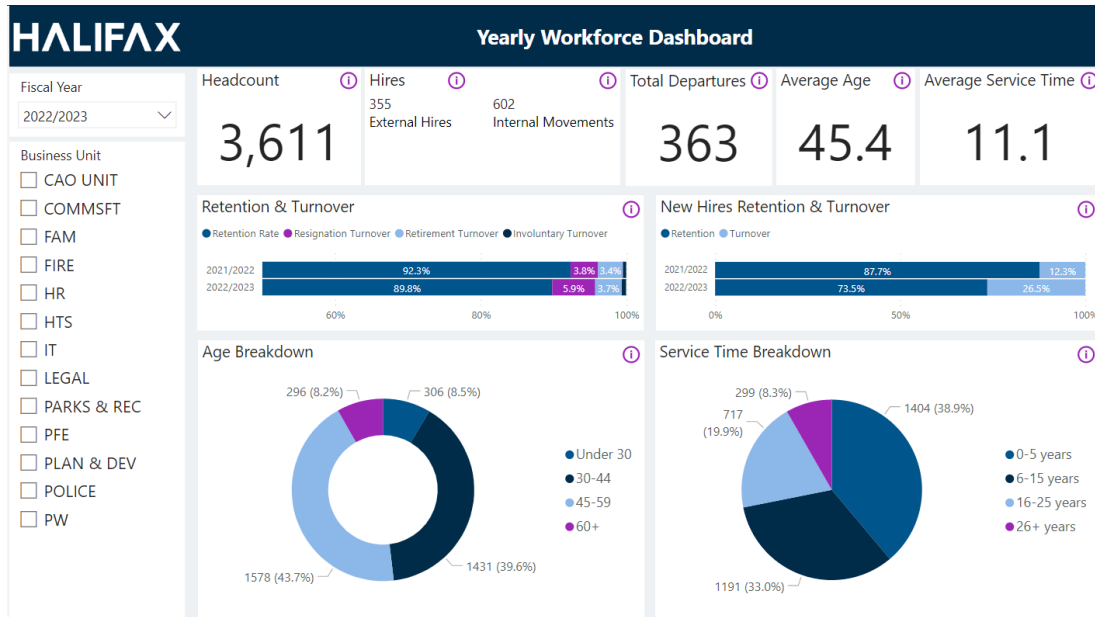
Internal Movements 22/23

Employment Status	Other	Permanent Employees
Acting Assignment	4	40
Developmental Assignment	2	19
Duty to Accommodate		1
Filling Vacant Position Perm		131
Filling Vacant Position Temp	59	104
Job Change	13	65
Lateral Movement	5	55
Promotion	6	181
Grand Total	89	596

External Hires & Rehires 22/23

Employment Status	Other	Permanent Employees
Casual Position	21	
Filling Vacant Position Perm	0	354
Filling Vacant Position Temp	193	1
Recall to Work	49	
Seasonal	207	
Student Position	15	
Grand Total	485	355

Workforce Dashboard



- Located on the intranet: [Workforce Reporting - Power BI Report Server \(halifax.ca\)](#)
- Fiscal and Quarterly stats for Organization and by BU

Questions?