
Comité d'orientation (Santé et Sécurité)

Procès-verbal

Réunion du 3 octobre 2006

**Montréal
Salle 2228-2230**

Présents

Direction		Syndicats	
Harry Phillips	Santé et Mieux-être organisationnels	David Isaac	GCM
Marcel Gauthier	Division immobilière	Claude Gagnon	GCM
Michel Comtois	Production technique, Design et Archives	Michel Paré	STARF
		Jacques Gobeil	SCFP

Observateurs/Invités

Direction		Syndicats	
Lyne Duplessis	Santé et Mieux-être organisationnels	Benoit Celestino	STARF
Guy Babineau	Santé et Mieux-être organisationnels		

Point	Sujet	Action	Échéance
17	<p><u>Le point sur le mieux-être et propositions de projets (09-2006)</u></p> <p>Guy Babineau donne un aperçu des activités de mieux-être.</p> <p>Santé au travail et gestion des invalidités : On a créé deux postes de chef des demandes d'indemnités et on y a pourvu pour mieux gérer les invalidités à court et à long terme, les absences liées au travail ainsi que les problèmes de santé qui touchent le rendement. Ces mêmes chefs s'occuperont du retour au travail sans égard à la cause des absences (ICD, ILD, CSPAAAT).</p> <p>La formation donnée aux Services français le sera maintenant aux Services anglais.</p> <p><u>Dossier clos</u></p>		

La séance est levée à 13 h 5.

La prochaine réunion aura lieu à **Toronto, le 11 décembre 2006.**

Policy Committee (Health and Safety)

Minutes

Meeting of October 3, 2006

**Montreal
Room 2228-2230**

Present

Management		Unions	
Harry Phillips	Organizational Health and Wellness	David Isaac	CMG
Marcel Gauthier	Real Estate Division	Claude Gagnon	CMG
Michel Comtois	Technical Production	Michel Paré	STARF
		Jacques Gobeil	SCFP

Observers/Guests

Management		Unions	
Lyne Duplessis	Organizational Health and Wellness	Benoit Celestino	STARF
Guy Babineau	Organizational Health and Wellness		

Item	Subject	Action	Due Date
17	<u>Wellness Update and Project Proposals (09-2006)</u> Guy Babineau provided an overview of the activity in Wellness Occupational health and disability management: Two new Claims Manager positions were created and staffed to better manage short-term, long-term and work-related absences as well as health problems impacting work performance. The same people will now manage return-to-work, regardless of the cause of the absence (STD, LTD, WCB). The training that was given in the French network is now going to be given in the English network. <u>Closed</u>		

The meeting adjourned at 1:05 p.m.

The next meeting will be held in **Toronto on December 11, 2006.**

Comité d'orientation (Santé et Sécurité)

Procès-verbal

Réunion du 9 juin 2006

**Toronto
Salle 3C304**

Présents

Direction		Syndicats	
Harry Phillips	Santé, Sécurité et Environnement	David Isaac	GCM
John McCarthy	Radio anglaise	Claude Gagnon	GCM
Marcel Gauthier	Division immobilière	Keith Maskell	GCM
		Michel Paré	STARF
		Mac Skelton	GCM

Observateurs/Invités

Direction		Syndicats	
Dennis Graham	Santé, Sécurité et Environnement	François Lewis	STARF

Point	Sujet	Action	Échéance
	<u>Le point sur le mieux-être (06-2006)</u> Deux personnes ont été engagées au poste coordonnatrice à la gestion des réclamations, l'une à Montréal et l'autre, Diana Gakov, à Toronto. Ce groupe s'occupera de toutes les absences à la suite d'un accident de travail ainsi que des absences qui ne surviennent pas à la suite d'un accident de travail. <u>Dossier clos.</u>		

La séance est levée à 12 h 15.

La prochaine réunion aura lieu à **Montréal, le 8 septembre 2006.**

Policy Committee (Health and Safety)

Minutes

Meeting of June 9, 2006

**Toronto
Room 3C304**

Present

Management		Unions	
Harry Phillips	Health, Safety and Environment	David Isaac	CMG
John McCarthy	English Radio	Claude Gagnon	CMG
Marcel Gauthier	Real Estate Division	Keith Maskell	CMG
		Michel Paré	STARF
		Mac Skelton	CMG

Observers/Guests

Management		Unions	
Dennis Graham	Health, Safety and Environment	François Lewis	STARF

Item	Subject	Action	Due Date
	<u>Update Wellness (06-2006)</u> Two disability claims managers have been hired, one in Montreal and Diana Gakov in Toronto and this group will be dealing with all workers' compensation related absences as well as non-work related absences. <u>Closed.</u>		

The meeting adjourned at 12:15 p.m.

The next meeting will be held in **Montreal on September 8th, 2006.**

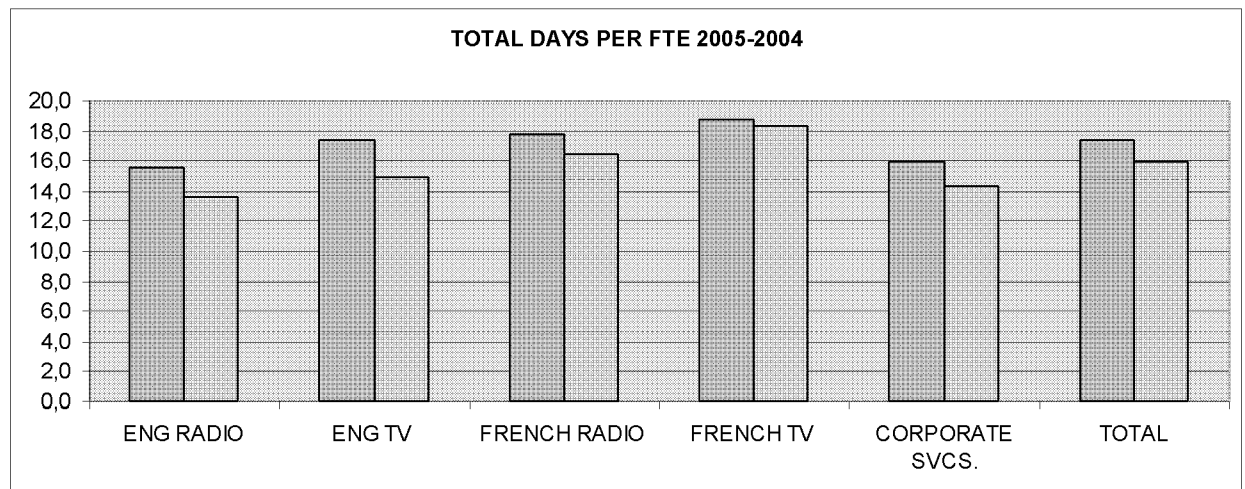
APPENDIX I

Attendance by Component 2005-2004

Short Term Sick Days, Special Leave and Long Term Disability (LTD)

	2005							2004						
	SHORT TERM SICK DAYS	SPECIAL LEAVE DAYS	LTD DAYS	AVG SICK DAYS / FTE	AVG SPCL DAYS / FTE	AVG LTD DAYS / FTE	TOTAL DAYS / FTE	SHORT TERM SICK DAYS	SPECIAL LEAVE DAYS	LTD DAYS	AVG SICK DAYS / FTE	AVG SPCL DAYS / FTE	AVG LTD DAYS / FTE	TOTAL DAYS / FTE
ENG RADIO	6372	698	9008	6,2	0,7	8,7	15,6	6 414	932	8 991	5,3	0,8	7,5	13,6
ENG TV	17934	1910	26917	6,7	0,7	10,0	17,4	17 245	2 060	27 189	5,5	0,7	8,7	15,0
FRENCH RADIO	7363	743	9325	7,5	0,8	9,5	17,8	8 822	784	7 306	8,6	0,8	7,1	16,5
FRENCH TV	27237	2145	23120	9,7	0,8	8,3	18,8	27 699	2 317	23 085	9,6	0,8	8,0	18,4
CORPORATE SVCS.	7964	1024	10498	6,5	0,8	8,6	15,9	7 742	1 130	9 485	6,1	0,9	7,4	14,4
TOTAL	66 871	6 520	78 868	7,7	0,7	9,0	17,4	67 923	7 224	76 066	7,1	0,8	8,0	15,9

	2005					2004				
	DAYS AVAIL. TO WORK	# OF STAFF WHO WORKED	COST S-T SICK DAYS	COST SPECIAL LEAVE DAYS	TOTAL COST	DAYS AVAIL. TO WORK	# OF STAFF WHO WORKED	COST S-T SICK DAYS	COST SPECIAL LEAVE DAYS	TOTAL COST
ENG RADIO	269 718	1284	\$ 1 418 260	\$155 388	\$1 573 648	313 321	1312	\$ 1 430 805	\$200 754	\$1 631 559
ENG TV	699 132	3316	\$ 4 002 624	\$429 027	\$ 4 431 651	811 545	3432	\$ 3 642 638	\$452 787	\$ 4 095 425
FRENCH RADIO	255 320	1108	\$ 1 632 031	\$165 662	\$ 1 797 693	267 298	1123	\$ 1 882 527	\$167 906	\$ 2 050 433
FRENCH TV	731 016	3082	\$ 5 409 456	\$446 365	\$ 5 855 821	755 089	3083	\$ 5 349 528	\$470 993	\$ 5 820 521
CORPORATE SVCS.	320 226	1 396	\$ 1 764 444	\$ 234 416	\$ 1 998 860	333 610	1 401	\$ 1 660 193	\$ 247 679	\$ 1 907 872
TOTAL	2 275 411	10 186	\$14 226 814	\$1 430 858	\$15 657 672	2 480 863	10 351	\$13 965 691	\$1 540 118	\$15 505 809



APPENDIX II

Long Term Disability (LTD) 2005-2004

Claims Distribution By Diagnosis

By Amount Charged to Plan

Diagnosis	2005		2004	
	Amount	%	Amount	%
Back	439 009 \$	5,0%	300 152 \$	3,8%
Circulatory System	509 130 \$	5,8%	462 757 \$	5,8%
Musculoskeletal**	650 342 \$	7,4%	692 695 \$	8,8%
Cancer	758 739 \$	8,7%	801 557 \$	10,2%
Nervous System	809 396 \$	9,3%	767 455 \$	9,7%
Psychiatric*	2 878 986 \$	33,1%	2 448 129 \$	31,2%
Other +	2 632 351 \$	30,3%	2 371 415 \$	30,2%
Total	8 677 956 \$	100,0%	7 844 163 \$	100,0%

By Number Of Open Claims In Period

Diagnosis	2005		2004	
	Number	%	Number	%
Back	21	4,8%	18	4,2%
Circulatory System	19	4,3%	19	4,4%
Musculoskeletal**	35	8,0%	37	8,6%
Cancer	45	10,3%	38	8,8%
Nervous System	31	7,1%	31	7,2%
Psychiatric*	157	36,0%	153	35,8%
Other +	127	29,1%	131	30,6%
Total	435	100,0%	427	100,0%

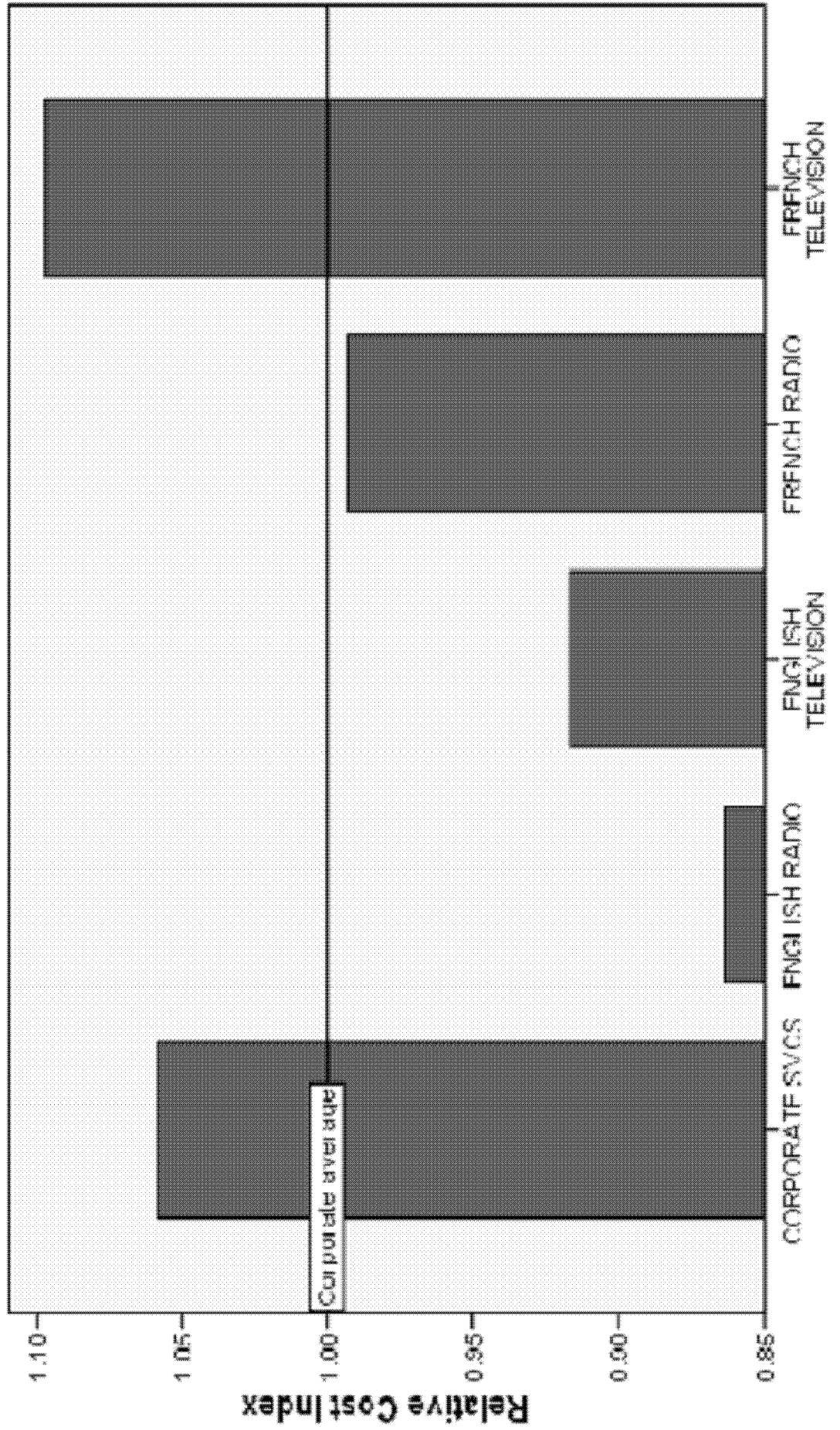
* Psychiatric excludes psychotic disorders

** Musculoskeletal excludes back disorders

+ Some diagnosis categories have been combined to ensure employee rights to confidentiality.

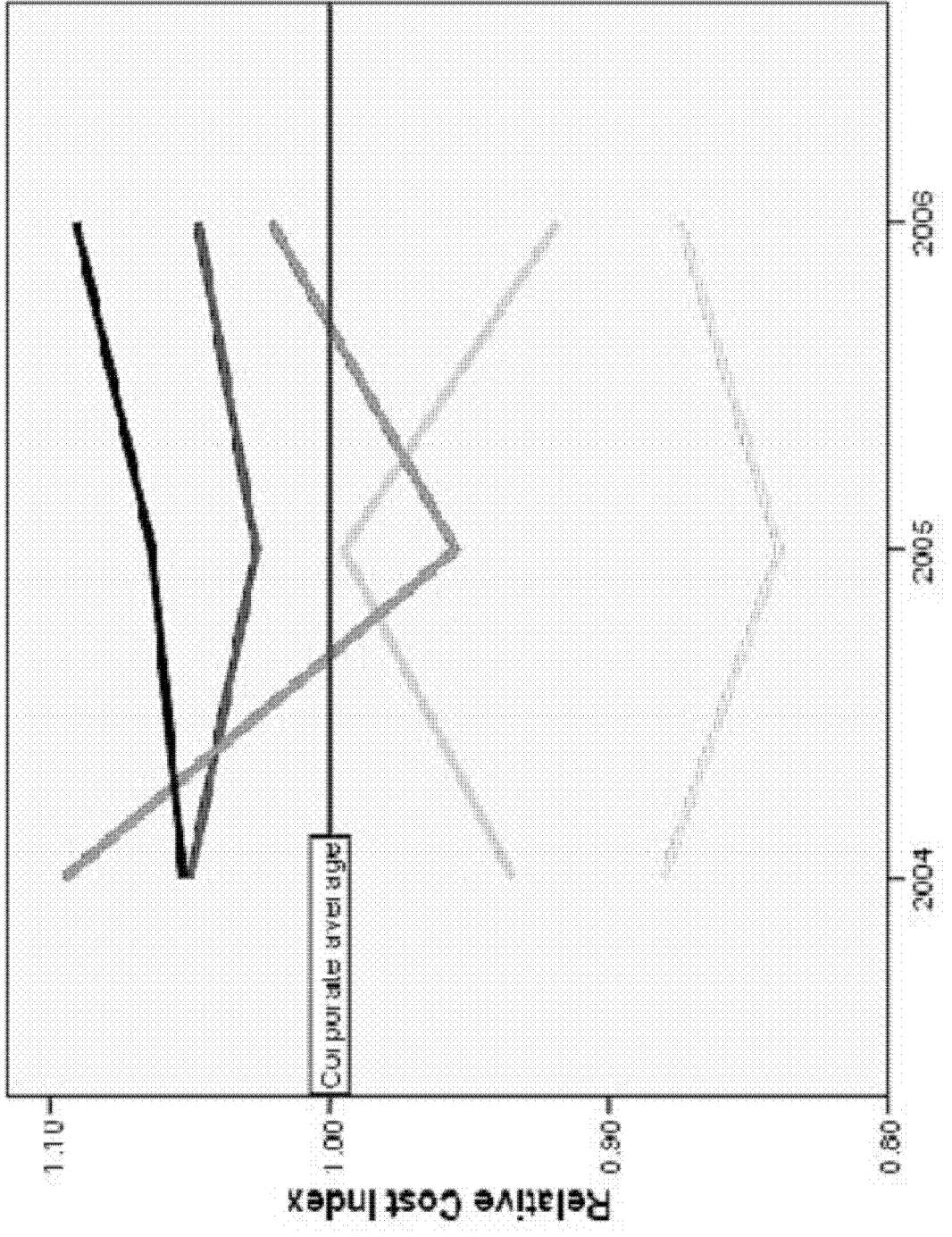
City	Year	Nb Ees	FTE	NbSick days	Nb Sick days / FTE
EDMONTON	2002	192		861	
EDMONTON	2003	198		925	
EDMONTON	2004	192	172	1041	6.07
EDMONTON	2005	190	149	773	5.18
EDMONTON	2006	186	166	826	4.96
OTTAWA	2002	734		4406	
OTTAWA	2003	740		4814	
OTTAWA	2004	746	679	4630	6.82
OTTAWA	2005	756	628	4970	7.91
OTTAWA	2006	791	701	5204	7.43
QUEBEC	2002	277		2279	
QUEBEC	2003	281		2627	
QUEBEC	2004	293	269	3100	11.54
QUEBEC	2005	291	261	2765	10.58
QUEBEC	2006	289	254	2649	10.43

**Group performance compared to corporate average
(Relative Cost Index)**

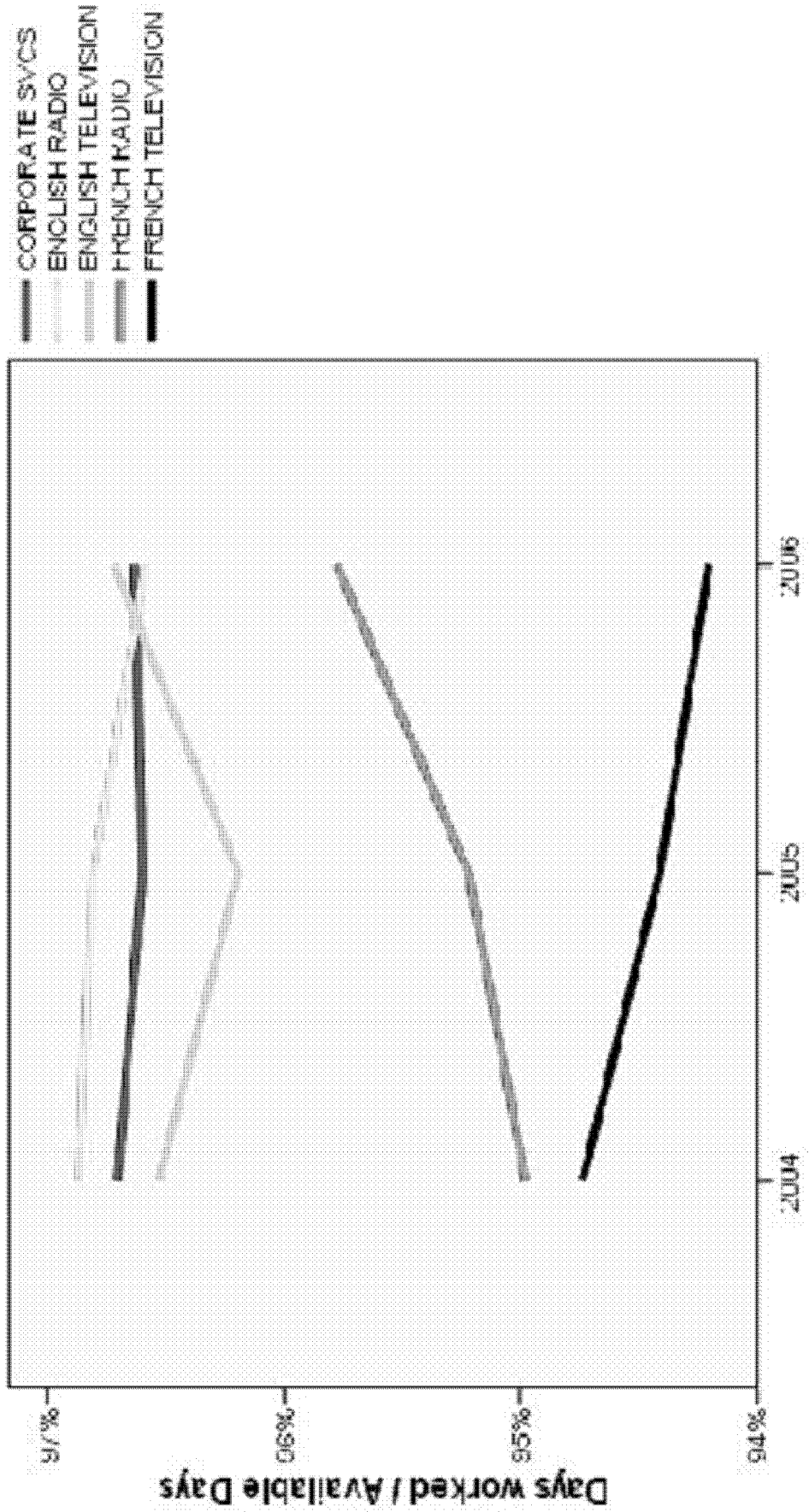


STD group performance compared to corporate average

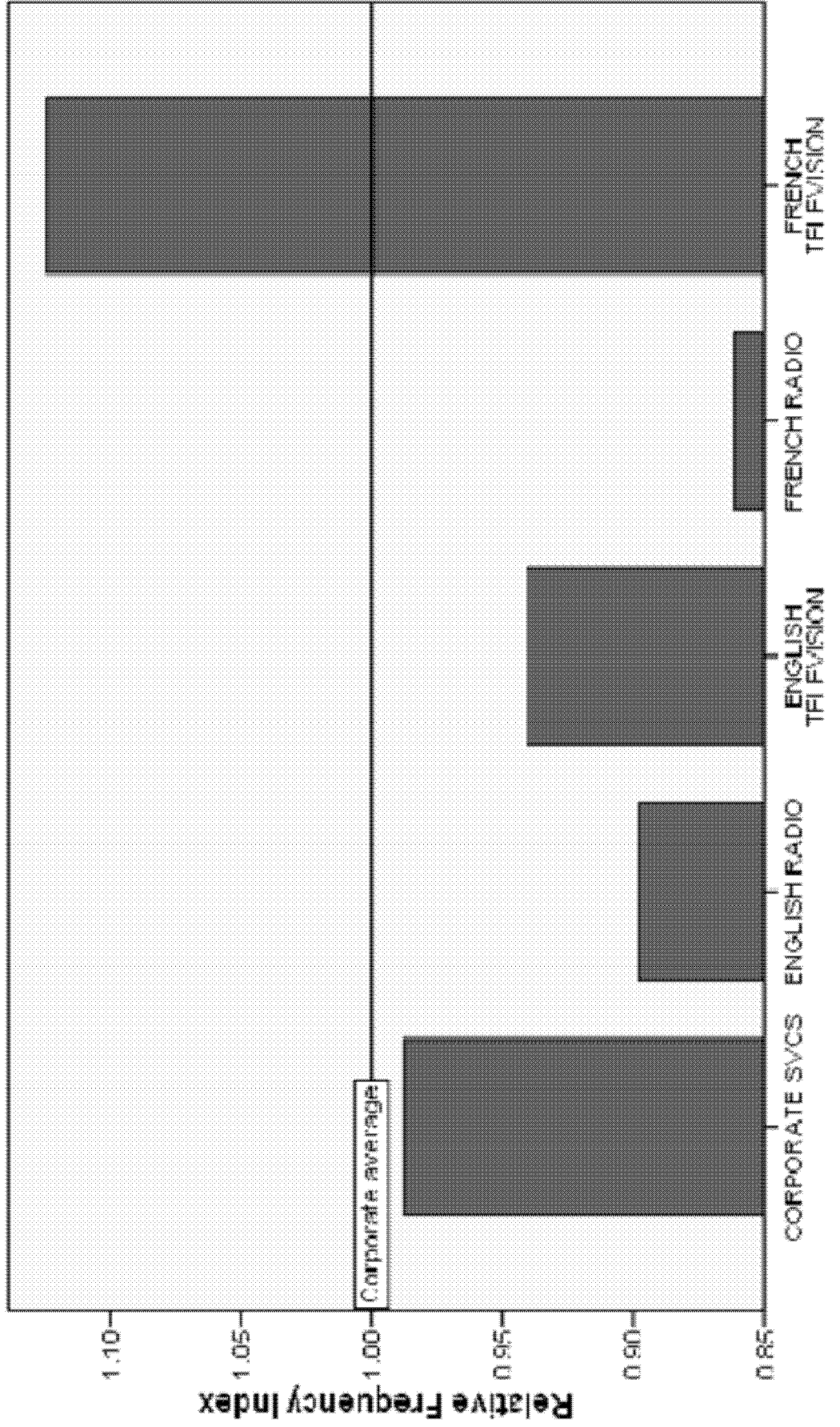
- CORPORATE SVCS
- ENGLISH RADIO
- ENGLISH TELEVISION
- FRENCH RADIO
- FRENCH TELEVISION



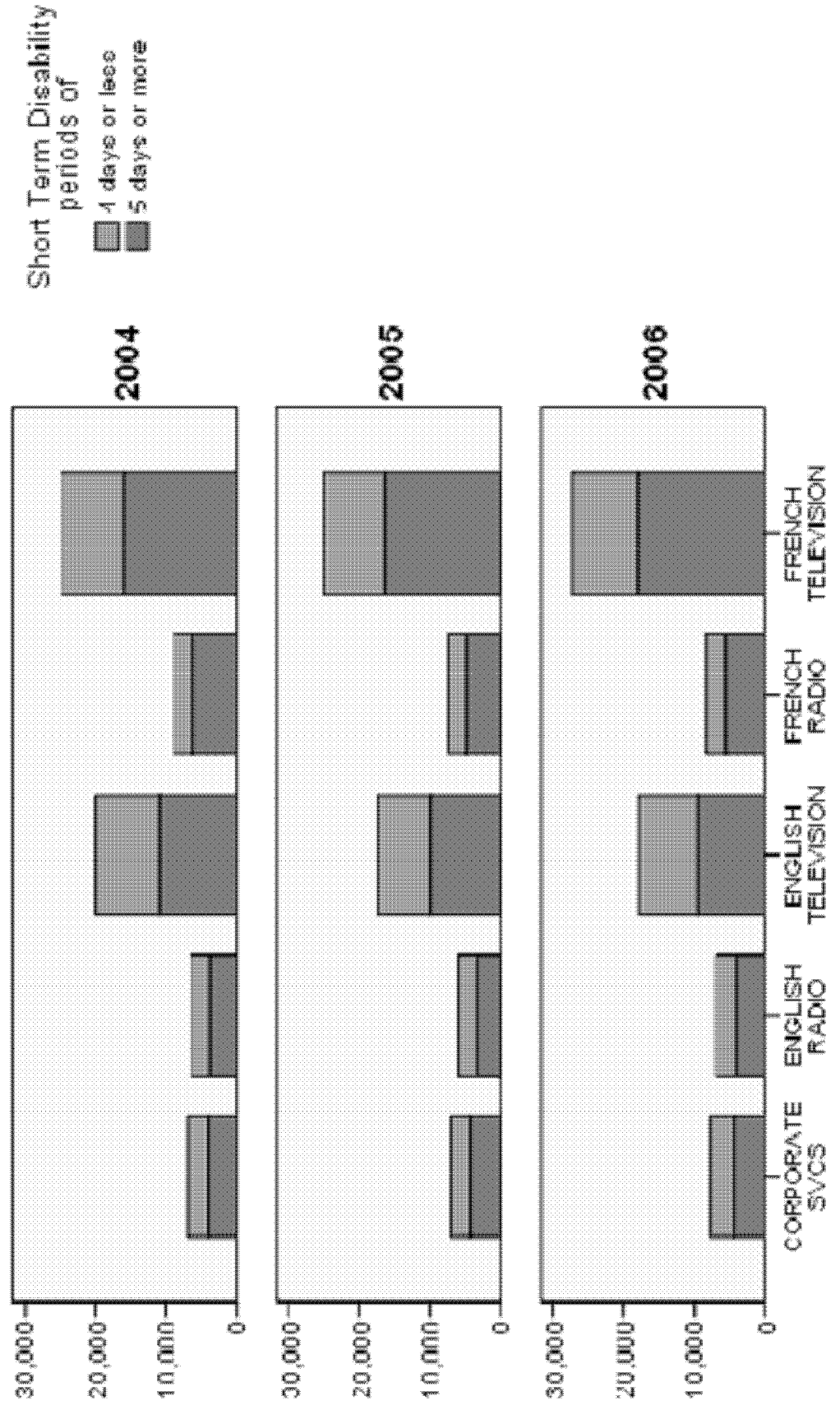
Actual percentage of days worked



**Group performance in days compared to corporate average
(Relative Frequency Index)**



Total days of absences (short STD vs. long STD)



Summary of Short Term Disability (Sick Leave) results

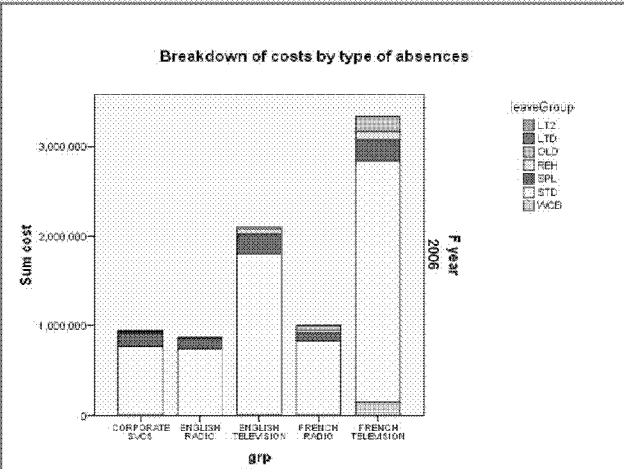
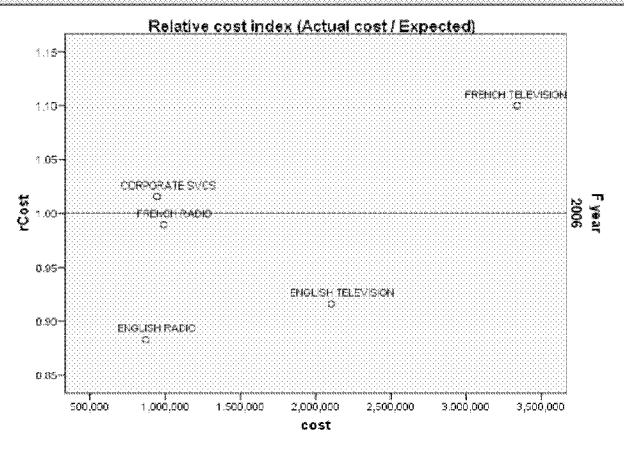
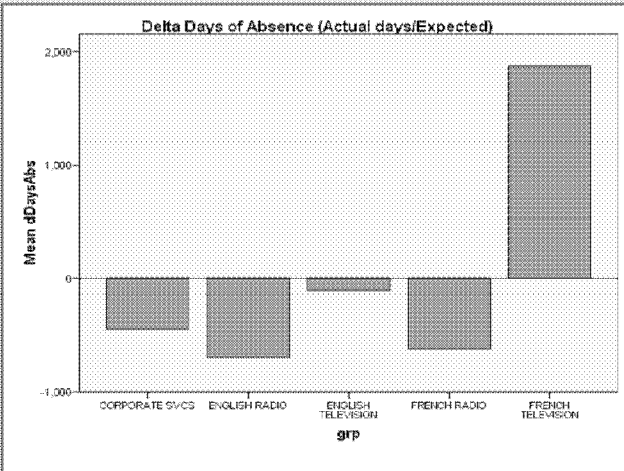
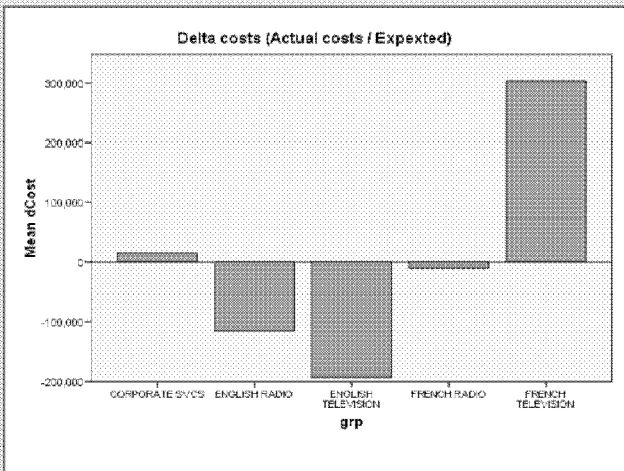
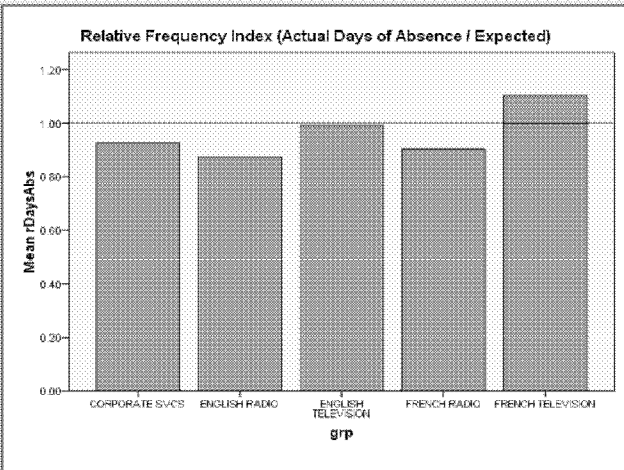
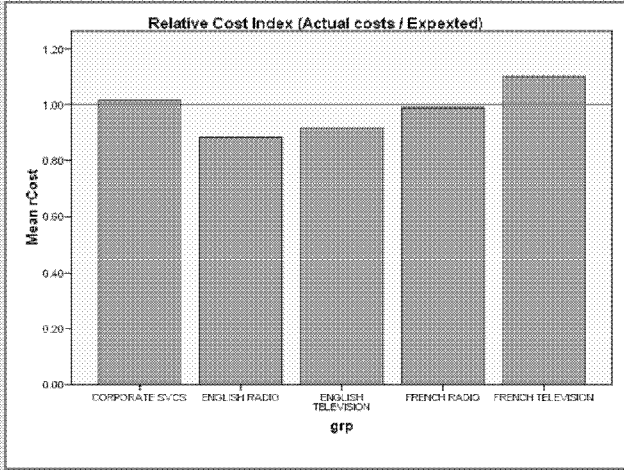
	2006				2005		2004	
	STD cost	STD eCost*	Difference	Cost in % of salary YTD	STD cost	Cost in % of total salary	STD cost	Cost in % of total salary
CORPORATE SVCS	\$1,771,967	\$1,691,986	\$79,982	2.26%	\$1,597,958	2.18%	\$1,530,210	2.24%
ENGLISH RADIO	\$1,694,133	\$1,936,606	-\$242,473	2.29%	\$1,337,854	2.15%	\$1,445,820	2.20%
ENGLISH TELEVISION	\$4,121,176	\$4,487,536	-\$366,359	2.21%	\$3,920,858	2.47%	\$4,245,053	2.31%
FRENCH RADIO	\$1,893,466	\$1,854,043	\$39,423	3.20%	\$1,631,448	2.93%	\$1,934,267	3.42%
FRENCH TELEVISION	\$5,876,227	\$5,386,800	\$489,427	3.73%	\$5,200,690	3.47%	\$5,058,312	3.38%
TOTAL	\$15,356,970	\$15,356,970	\$0	2.76%	\$13,688,809	2.74%	\$14,213,662	2.71%
	2006				2005		2004	
	STD days	STD eDays*	Difference	Days per FTE	STD days	Days per FTE	STD days	Days per FTE
CORPORATE SVCS	7814	7709	106	5.95	7165	5.66	6938	5.61
ENGLISH RADIO	6995	8130	-1134	5.95	5927	5.73	6454	5.61
ENGLISH TELEVISION	17796	18948	-1152	6.03	17332	6.58	19876	6.25
FRENCH RADIO	8252	8192	60	8.18	7476	7.59	8936	8.71
FRENCH TELEVISION	27196	25075	2121	9.71	24935	9.13	24818	8.92
TOTAL	68054	68054	0	7.36	62835	7.26	67023	7.15

* Note: STD eDays: Short Term Disability expected Days after normalisation

ATTENDANCE MANAGEMENT DASHBOARD GLOBAL RESULTS

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of September 31st 2006)



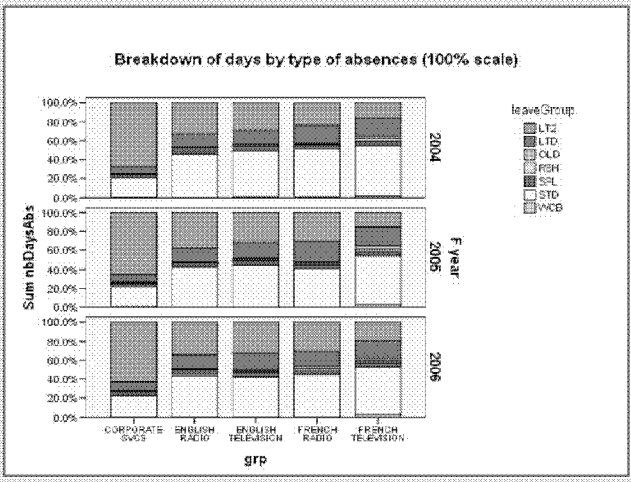
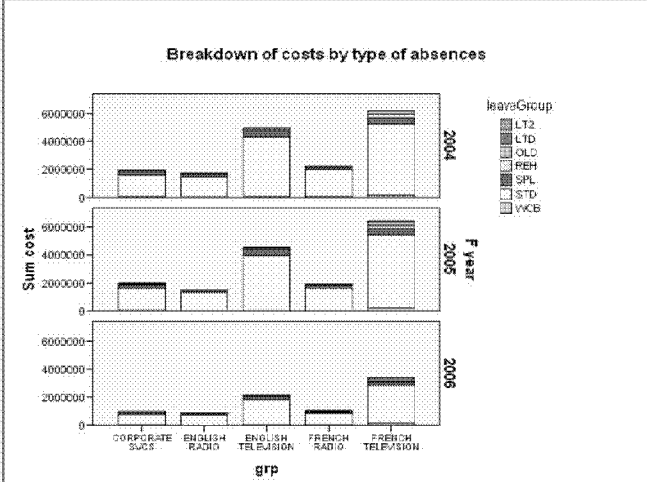
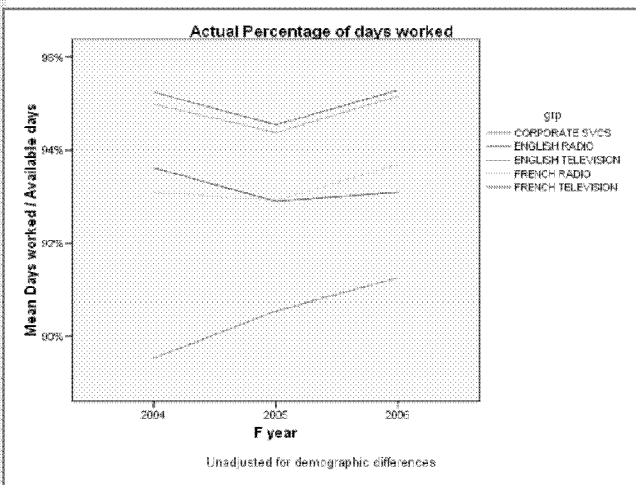
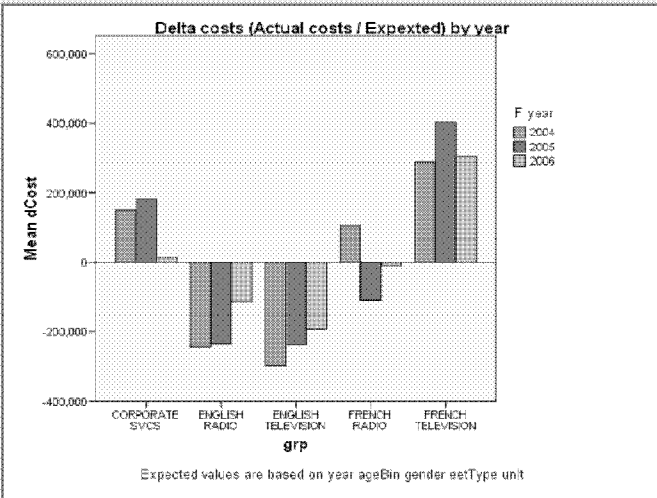
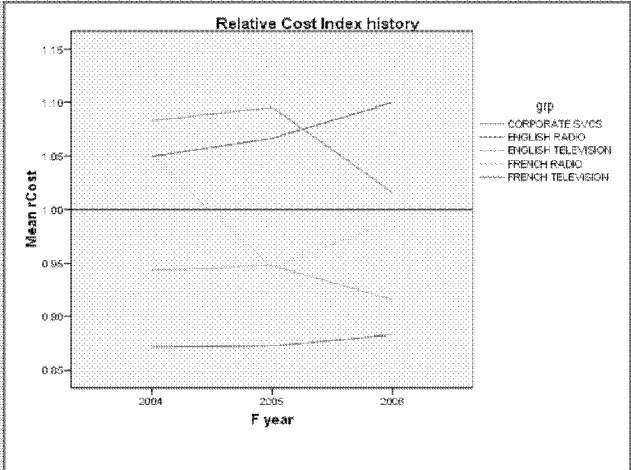
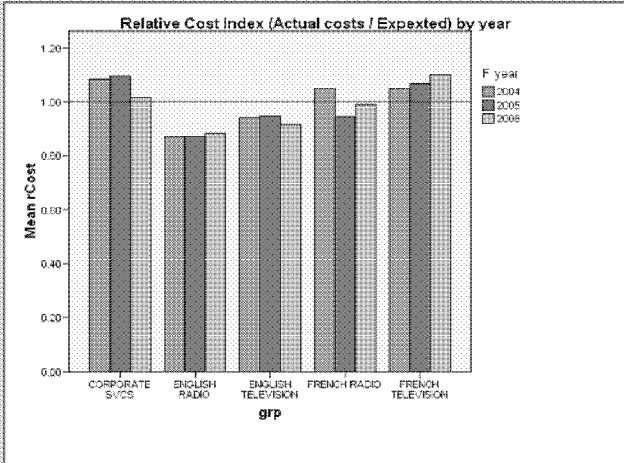
* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT DASHBOARD

GLOBAL RESULTS - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of September 31st 2006)



* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT DASHBOARD GLOBAL RESULTS - TREND 2004-2005 / 2006-2007

All Sick Leave data

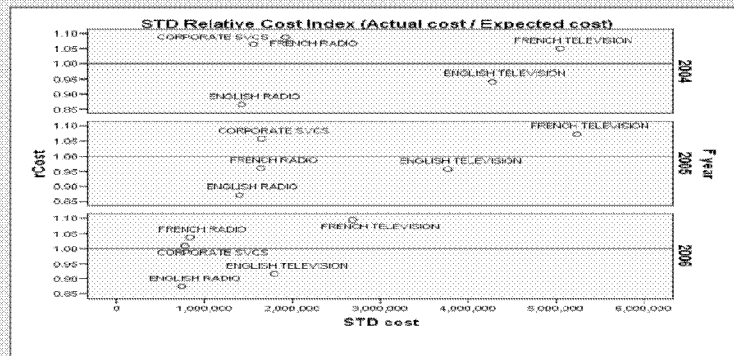
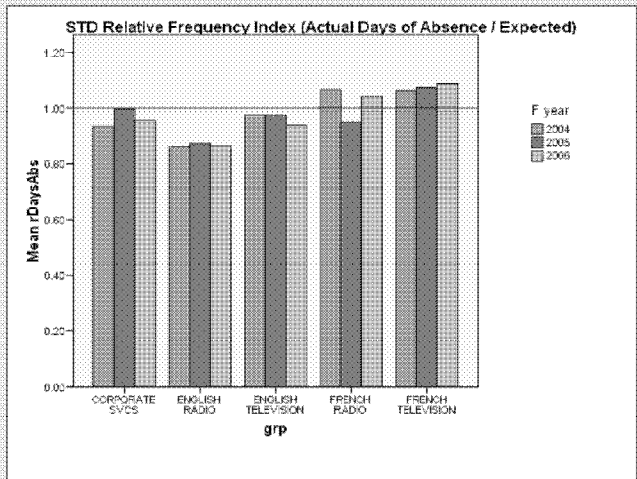
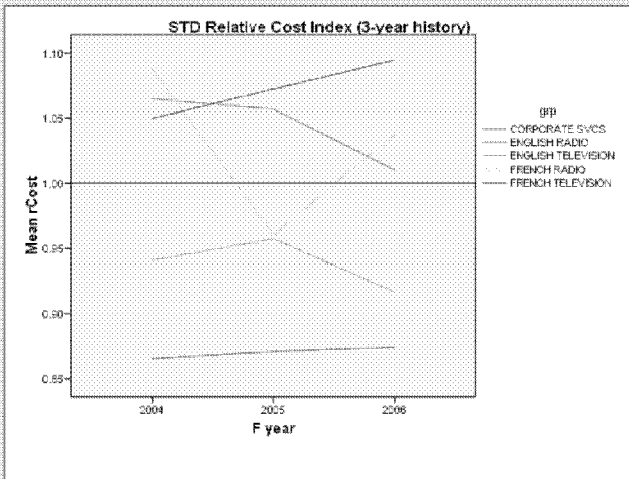
Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of September 31st 2006)

Summary of Short Term Disability (Sick Leave) results

	2006-2007			2005-2006			2004-2005		
	STD cost	STD eCost*	Difference	STD cost	STD eCost*	Difference	STD cost	STD eCost*	Difference
CORPORATE SVCS	773 730 \$	765 967 \$	7 763 \$	1 647 735 \$	1 559 025 \$	88 710 \$	1 554 648 \$	1 460 228 \$	94 420 \$
ENGLISH RADIO	742 347 \$	848 893 \$	(106 546) \$	1 396 181 \$	1 602 591 \$	(206 411) \$	1 421 479 \$	1 642 041 \$	(220 562) \$
ENGLISH TELEVISION	1 794 710 \$	1 957 967 \$	(163 257) \$	3 768 663 \$	3 936 383 \$	(167 720) \$	4 274 282 \$	4 542 519 \$	(268 237) \$
FRENCH RADIO	831 972 \$	801 742 \$	30 230 \$	1 639 995 \$	1 707 321 \$	(67 326) \$	1 919 966 \$	1 764 927 \$	155 039 \$
FRENCH TELEVISION	2 682 101 \$	2 450 291 \$	231 809 \$	5 236 236 \$	4 883 489 \$	352 747 \$	5 043 287 \$	4 803 946 \$	239 340 \$

* Note: STD e Costs: Short Term Disability expected cost

	2006-2007		2005-2006		2004-2005	
	STD cost	Cost in % of salary YTD	STD cost	Cost in % of total salary	STD cost	Cost in % of total salary
CORPORATE SVCS	773 730 \$	1,99%	1 647 735 \$	2,25%	1 554 648 \$	2,28%
ENGLISH RADIO	742 347 \$	2,02%	1 396 181 \$	2,25%	1 421 479 \$	2,16%
ENGLISH TELEVISION	1 794 710 \$	1,95%	3 768 663 \$	2,37%	4 274 282 \$	2,33%
FRENCH RADIO	831 972 \$	2,79%	1 639 995 \$	2,95%	1 919 966 \$	3,39%
FRENCH TELEVISION	2 682 101 \$	3,43%	5 236 236 \$	3,50%	5 043 287 \$	3,37%



* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT DASHBOARD
GLOBAL RESULTS - TREND 2004-2005 / 2006-2007
All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of September 31st 2006)

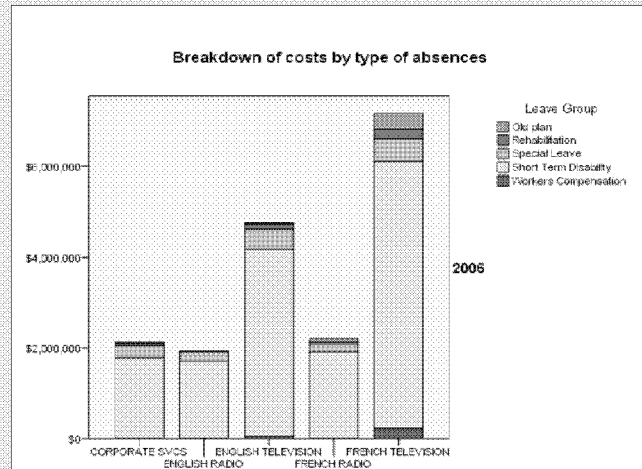
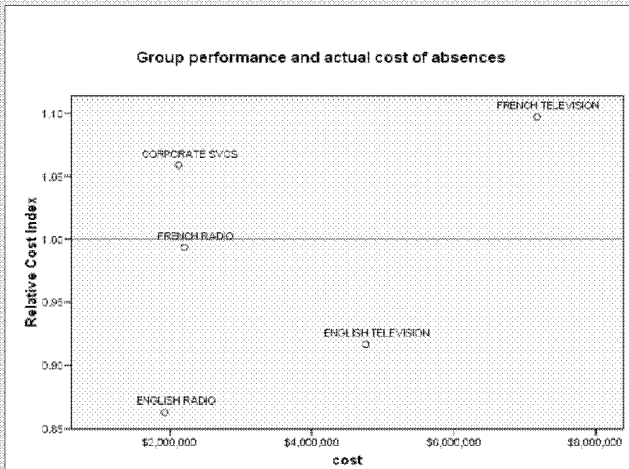
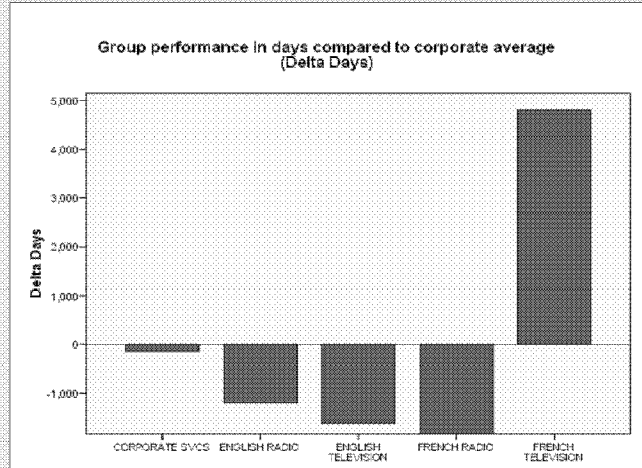
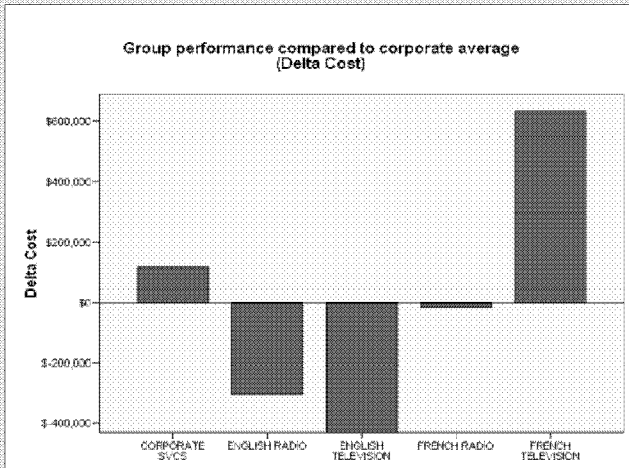
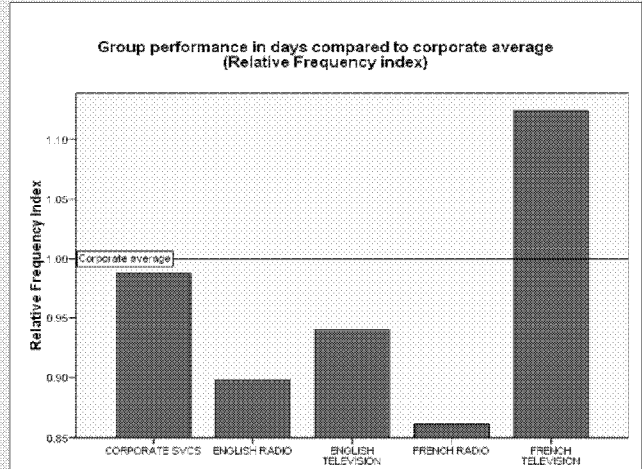
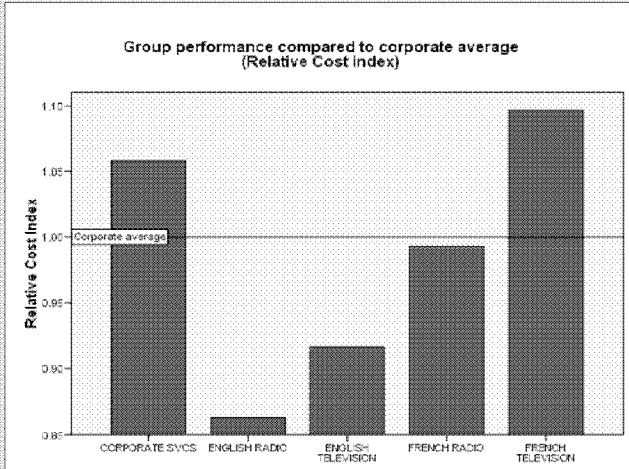
Notable Observation and trends

Action plan

ATTENDANCE MANAGEMENT SCOREBOARD GLOBAL RESULTS

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)



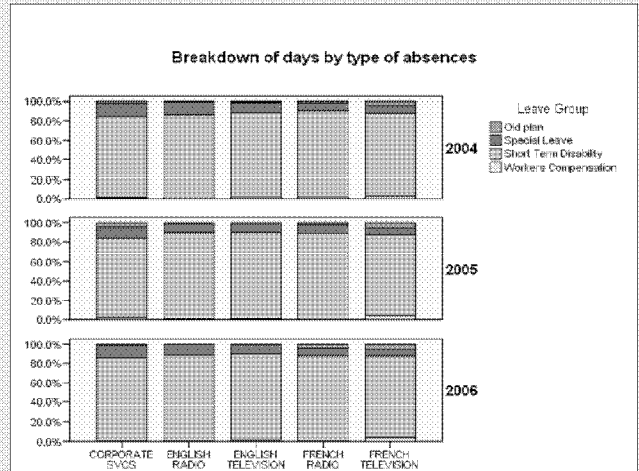
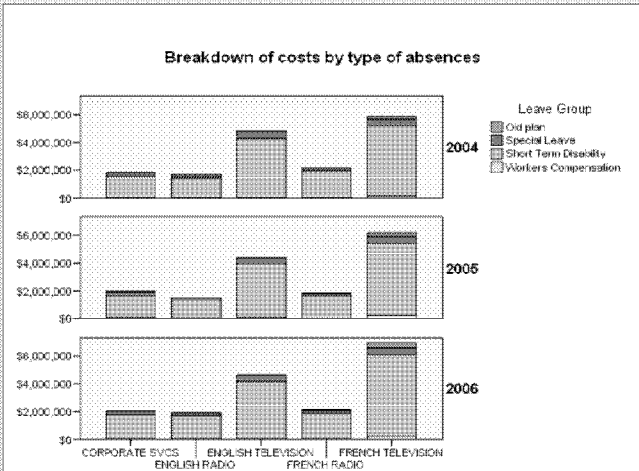
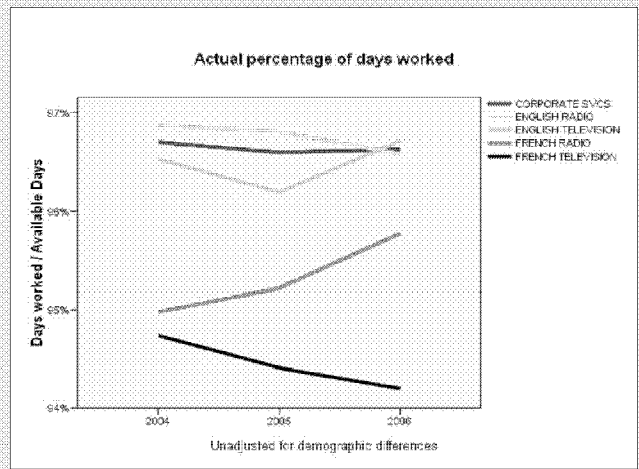
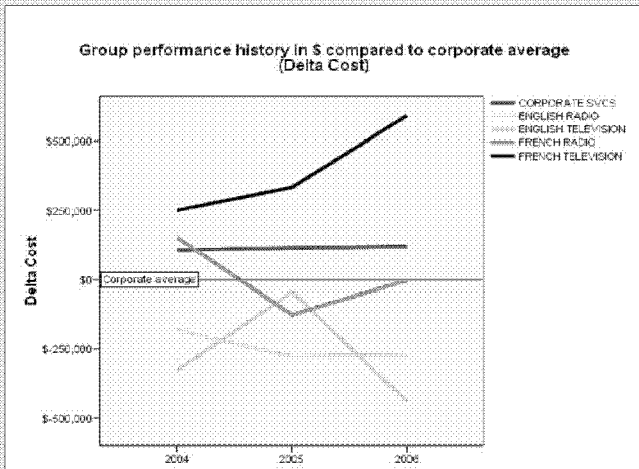
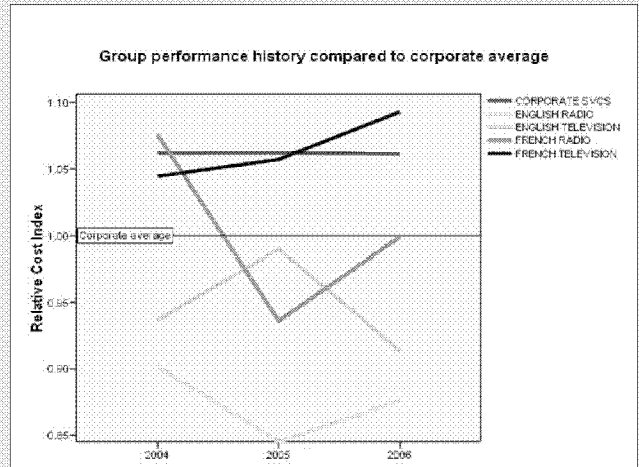
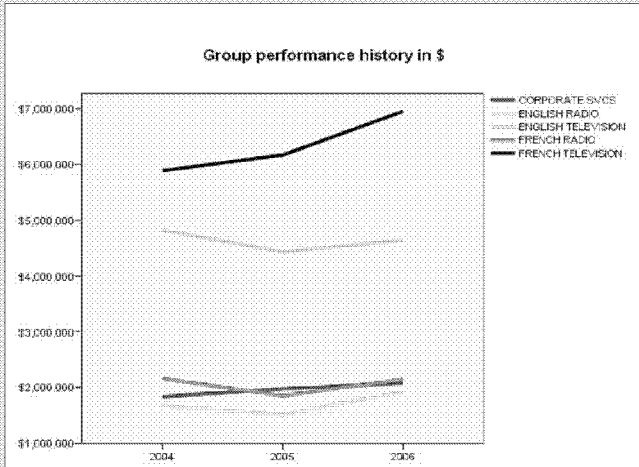
* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD

GLOBAL RESULTS - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)



* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

**ATTENDANCE MANAGEMENT SCOREBOARD
GLOBAL RESULTS - TREND 2004-2005 / 2006-2007**
All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)

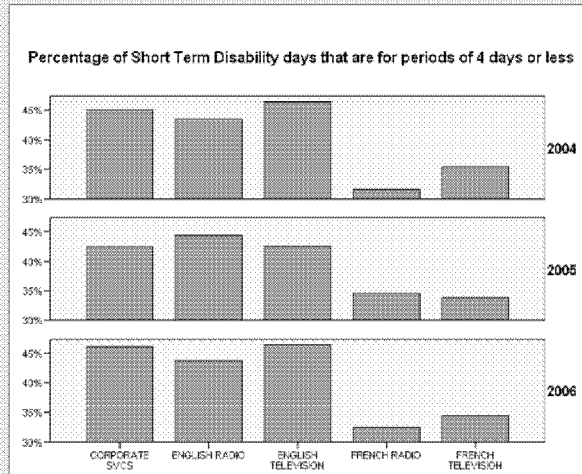
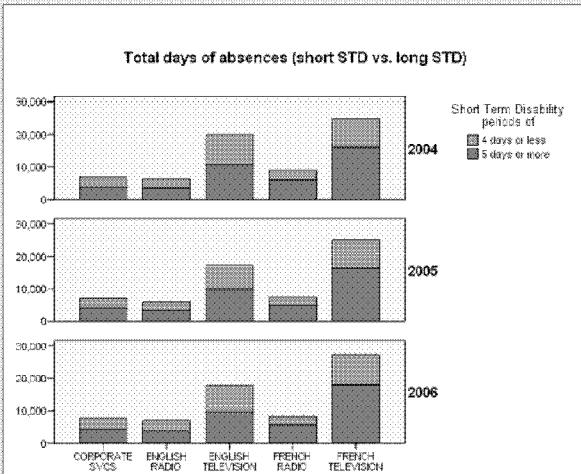
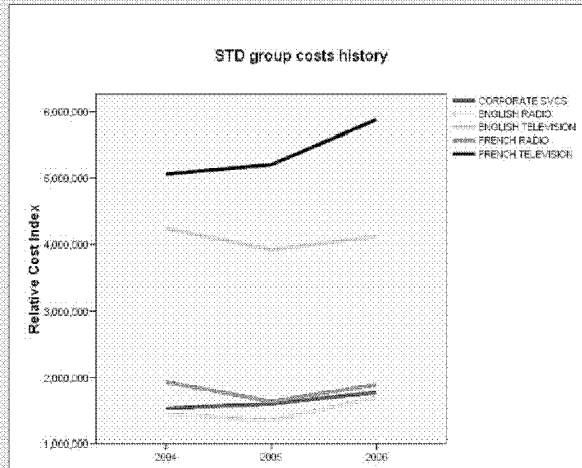
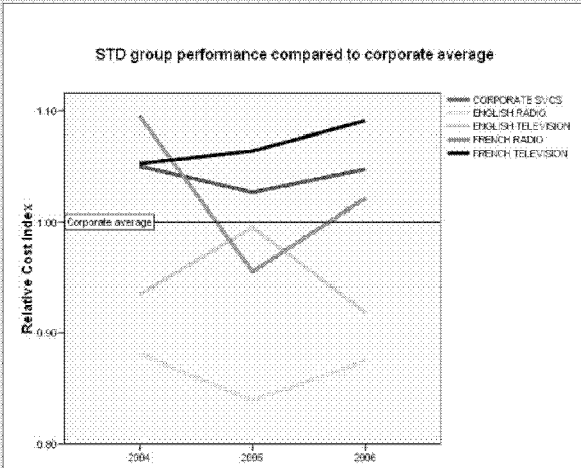
Summary of Short Term Disability (Sick Leave) results

	2006				2005		2004	
	STD cost	STD eCost*	Difference	Cost in % of salary YTD	STD cost	Cost in % of total salary	STD cost	Cost in % of total salary
CORPORATE SVCS	\$1,771,967	\$1,691,986	\$79,982	2.26%	\$1,597,958	2.18%	\$1,530,210	2.24%
ENGLISH RADIO	\$1,694,133	\$1,936,606	-\$242,473	2.29%	\$1,337,854	2.15%	\$1,445,820	2.20%
ENGLISH TELEVISION	\$4,121,176	\$4,487,536	-\$366,359	2.21%	\$3,920,858	2.47%	\$4,245,053	2.31%
FRENCH RADIO	\$1,893,466	\$1,854,043	\$39,423	3.20%	\$1,631,448	2.93%	\$1,934,267	3.42%
FRENCH TELEVISION	\$5,876,227	\$5,386,800	\$489,427	3.73%	\$5,200,690	3.47%	\$5,058,312	3.38%
TOTAL	\$15,356,970	\$15,356,970	\$0	2.76%	\$13,688,809	2.74%	\$14,213,662	2.71%

* Note: STD eCosts: Short Term Disability expected cost after normalisation

	2006				2005		2004	
	STD days	STD eDays*	Difference	Days per FTE	STD days	Days per FTE	STD days	Days per FTE
CORPORATE SVCS	7814	7709	106	5.95	7165	5.66	6938	5.61
ENGLISH RADIO	6995	8130	-1134	5.95	5927	5.73	6454	5.61
ENGLISH TELEVISION	17796	18948	-1152	6.03	17332	6.58	19876	6.25
FRENCH RADIO	8252	8192	60	8.18	7476	7.59	8936	8.71
FRENCH TELEVISION	27196	25075	2121	9.71	24935	9.13	24818	8.92
TOTAL	68054	68054	0	7.36	62835	7.26	67023	7.15

* Note: STD eDays: Short Term Disability expected Days after normalisation

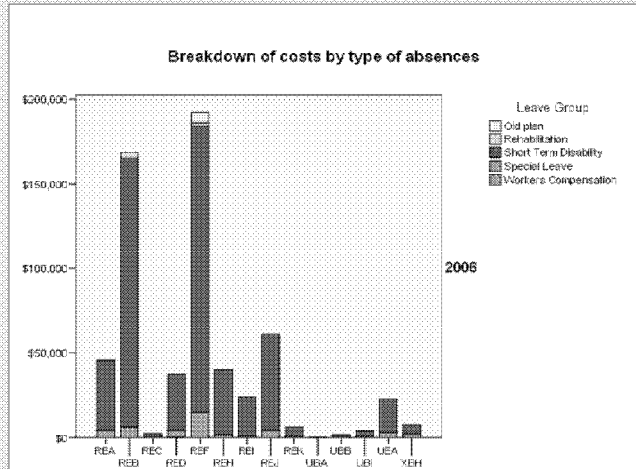
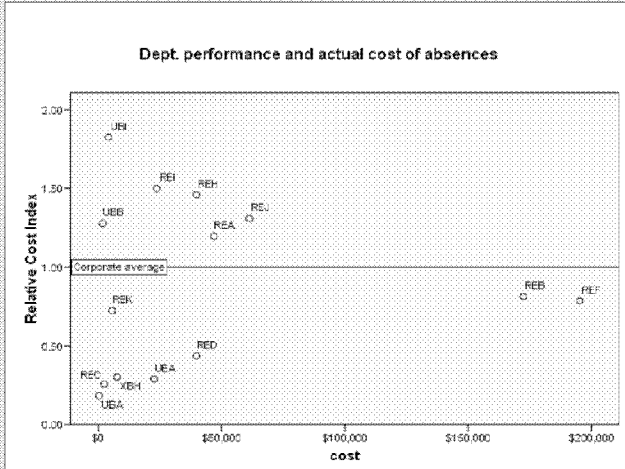
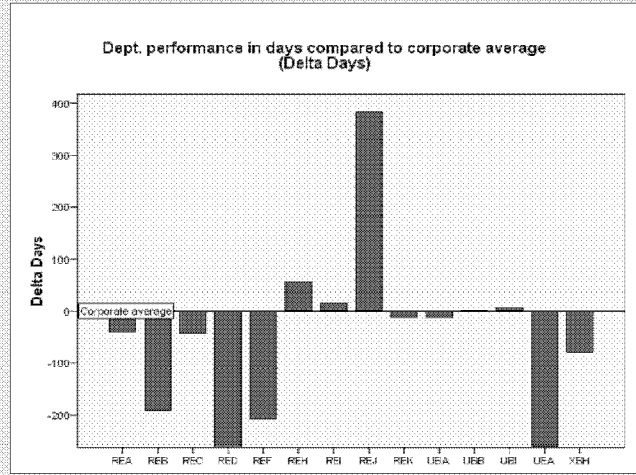
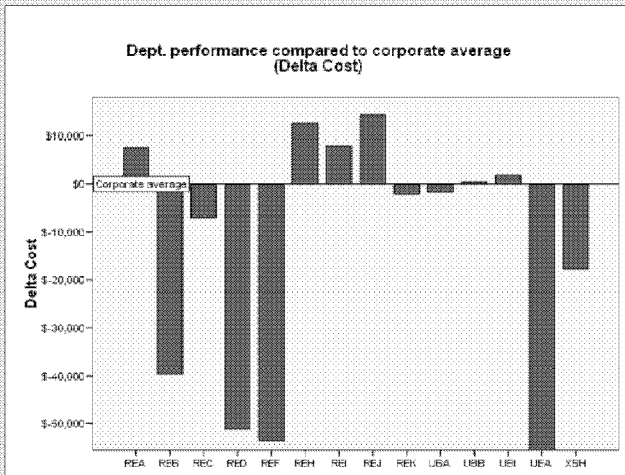
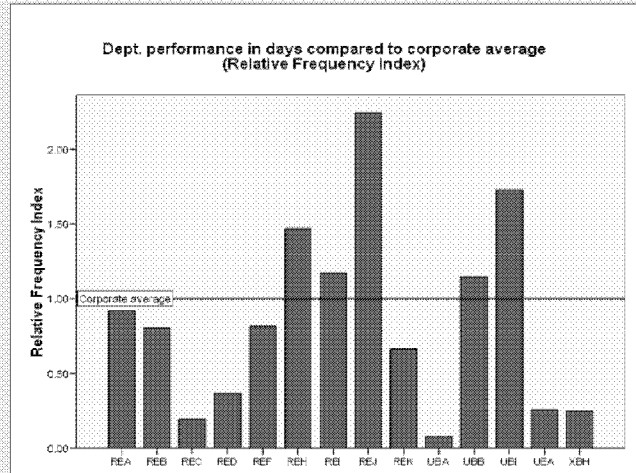
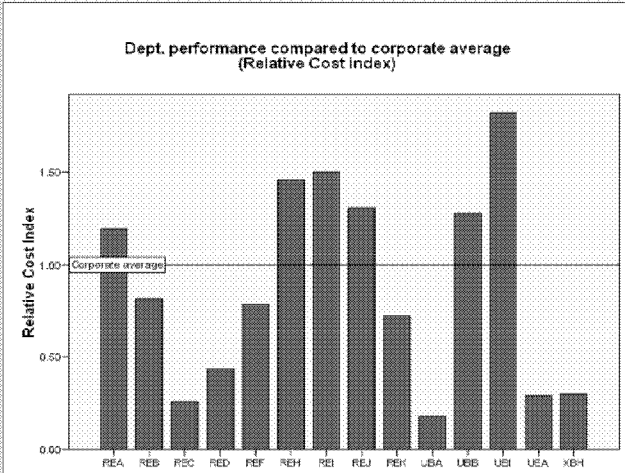


* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT SCOREBOARD RADIO ENGLISH - NETWORK

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)



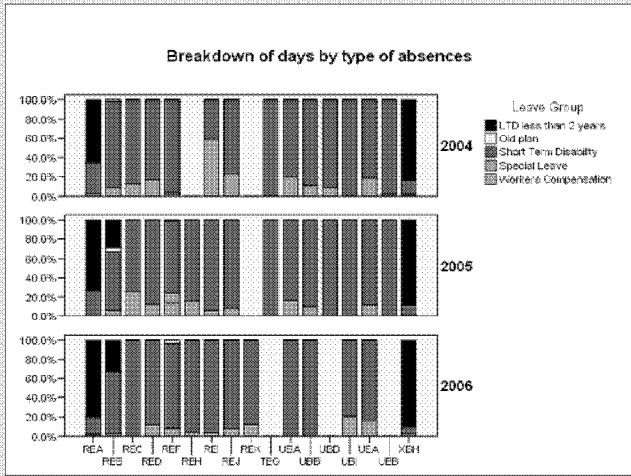
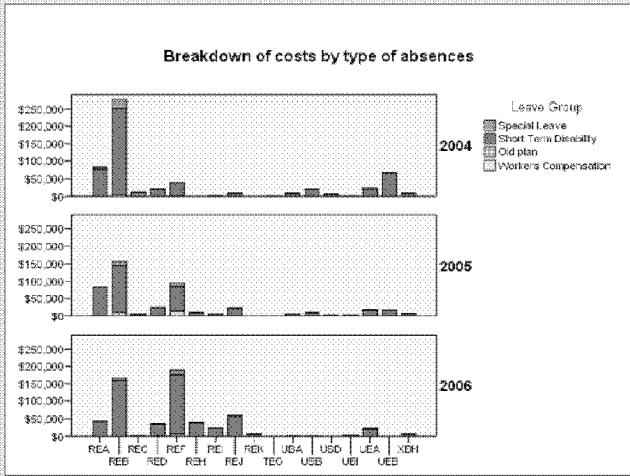
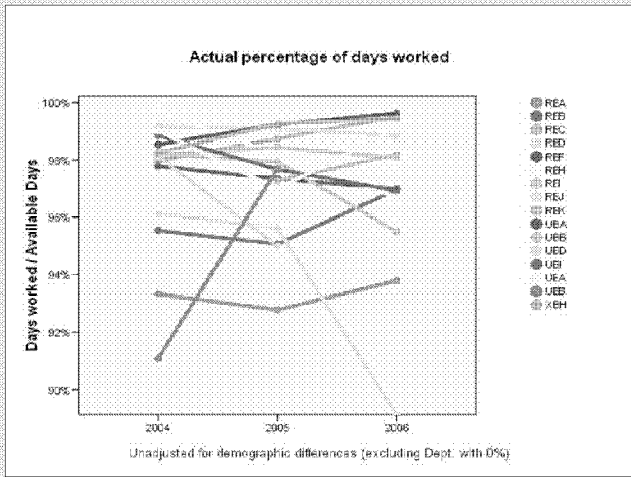
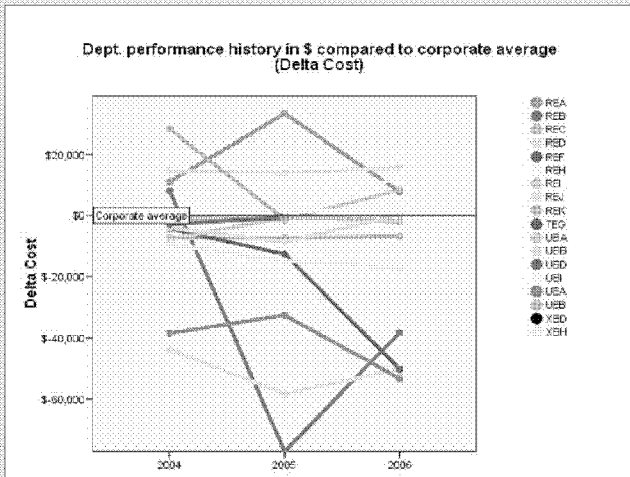
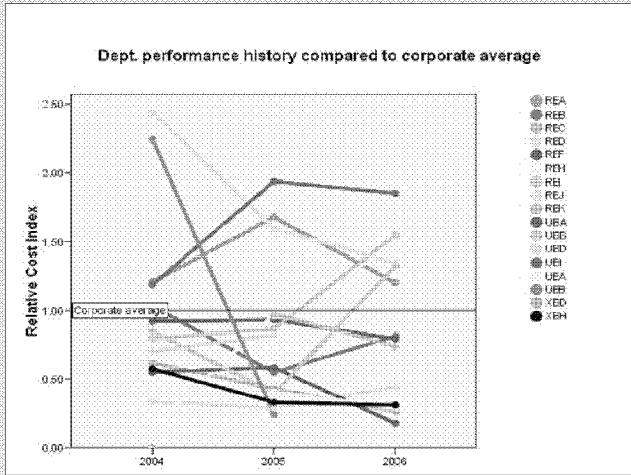
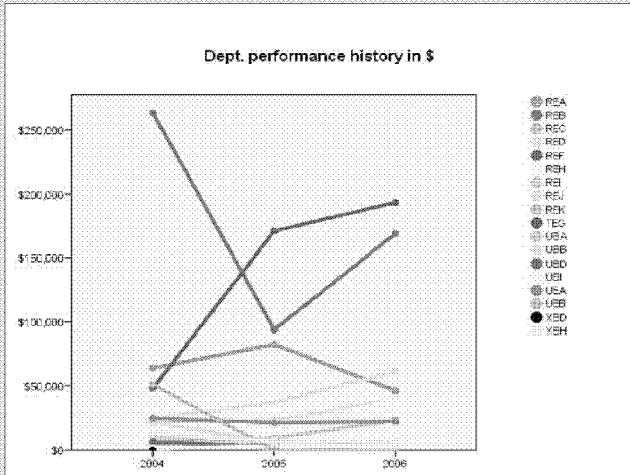
* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD

RADIO ENGLISH - NETWORK - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)



* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD
RADIO ENGLISH - NETWORK - TREND 2004-2005 / 2006-2007
 All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)

Summary of Short Term Disability (Sick Leave) results

	2006				2005		2004	
	STD cost	STD eCost*	Difference	Cost in % of salary YTD	STD cost	Cost in % of total salary	STD cost	Cost in % of total salary
REA	\$41,679	\$33,905	\$7,773	2.81%	\$81,970	6.72%	\$56,591	3.35%
REB	\$160,892	\$185,448	-\$24,556	2.38%	\$85,166	1.48%	\$234,989	2.40%
REC	\$2,433	\$7,947	-\$5,514	0.48%	\$3,584	0.78%	\$9,501	1.45%
RED	\$33,112	\$80,090	-\$46,977	0.90%	\$21,564	0.70%	\$18,566	0.64%
REF	\$172,656	\$216,984	-\$44,328	2.11%	\$127,754	1.99%	\$46,076	2.10%
REH	\$38,040	\$23,210	\$14,830	2.91%	\$13,681	1.60%	\$302	0.36%
REI	\$22,698	\$13,482	\$9,216	4.36%	\$9,360	2.07%	\$1,169	0.62%
REJ	\$56,807	\$35,981	\$20,826	4.87%	\$35,135	4.26%	\$22,263	4.51%
REK	\$5,642	\$6,928	-\$1,286	1.73%	\$7,070	2.31%	\$0	0.00%
TEG	\$0	\$0	\$0	0.00%	\$578	0.00%	\$0	0.00%
UBA	\$369	\$1,930	-\$1,561	0.39%	\$721	0.77%	\$7,450	1.27%
UBB	\$1,726	\$1,100	\$626	1.94%	\$4,271	1.24%	\$19,254	1.52%
UBD	\$0	\$0	\$0	0.00%	\$2,762	4.94%	\$5,764	1.42%
UBI	\$3,274	\$1,945	\$1,329	2.45%	\$3,045	2.33%	\$1,482	1.16%
UEA	\$20,429	\$68,326	-\$47,897	0.78%	\$19,512	0.98%	\$20,010	0.78%
UEB	\$0	\$0	\$0	0.00%	\$439	1.58%	\$50,446	7.73%
XBD	\$0	\$0	\$0	0.00%	\$0	0.00%	\$0	0.00%
XBH	\$5,528	\$21,019	-\$15,491	0.37%	\$6,720	0.53%	\$11,167	1.11%
TOTAL	\$565,285	\$698,295	-\$133,011	1.99%	\$423,331	1.82%	\$505,032	2.05%

* Note: STD eCosts: Short Term Disability expected cost after normalisation

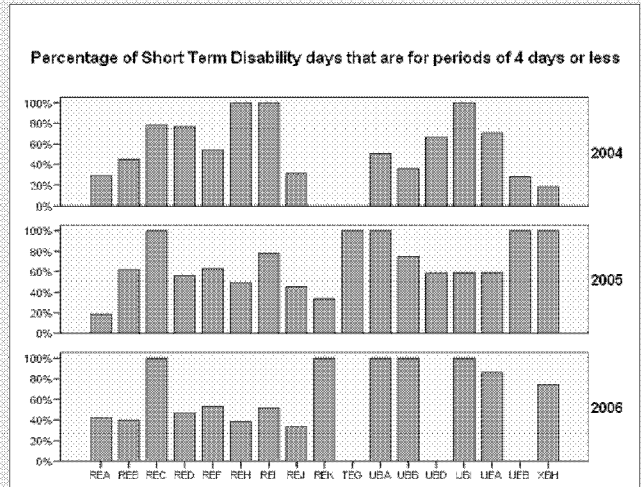
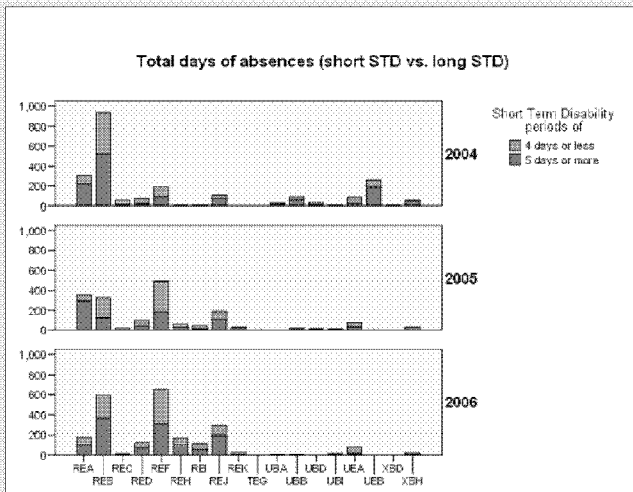
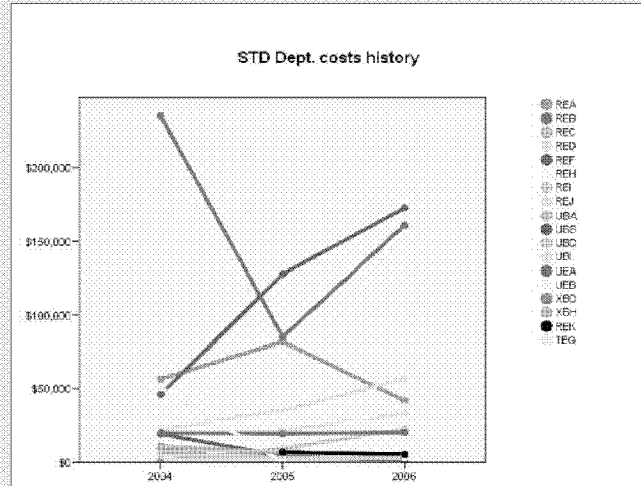
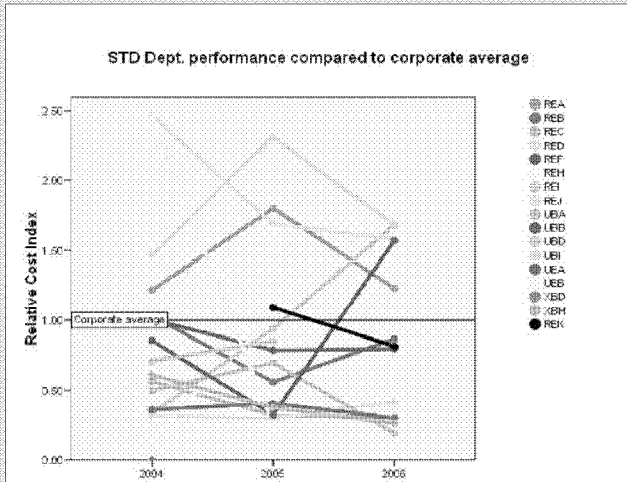
	2006				2005		2004	
	STD days	STD eDays*	Difference	Days per FTE	STD days	Days per FTE	STD days	Days per FTE
REA	177	154	22	356.63	233	14.02	307	8.81
REB	598	696	-98	326.91	625	3.67	939	6.10
REC	10	35	-25	17.48	49	2.46	53	4.60
RED	126	303	-177	96.00	263	2.20	76	1.82
REF	655	815	-160	491.55	635	5.19	192	5.54
REH	168	94	74	59.64	55	4.34	2	0.00
REI	111	69	42	46.32	54	5.22	7	1.70
REJ	295	207	88	190.97	118	10.83	107	8.89
REK	23	26	-3	30.26	24	0.00	0	0.00
TEG	0	0	0	3.00	0	0.00	0	0.00
UBA	1	6	-5	2.00	3	2.00	30	3.02
UBB	5	3	2	18.00	47	3.21	88	4.21
UBD	0	0	0	14.48	10	13.04	33	4.44
UBI	13	8	5	12.14	5	6.07	6	3.00
UEA	81	264	-184	77.92	196	2.54	86	2.08
UEB	0	0	0	3.00	6	6.17	257	17.95
XBD	0	0	0	0.00	0	0.00	0	0.00
XBH	19	72	-52	28.50	63	1.75	55	4.05
TOTAL	2282	2754	-471	1774.81	2385	4.97	2237	5.56

* Note: STD eDays: Short Term Disability expected Days after normalisation

* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT SCOREBOARD
RADIO ENGLISH - NETWORK - TREND 2004-2005 / 2006-2007
 All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)



* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT SCOREBOARD
RADIO ENGLISH - NETWORK - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)

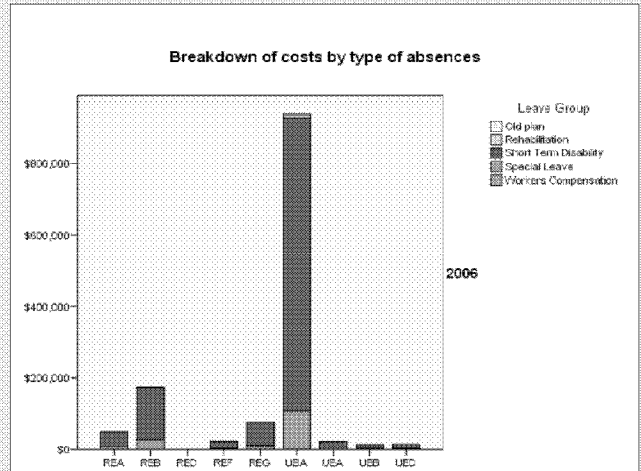
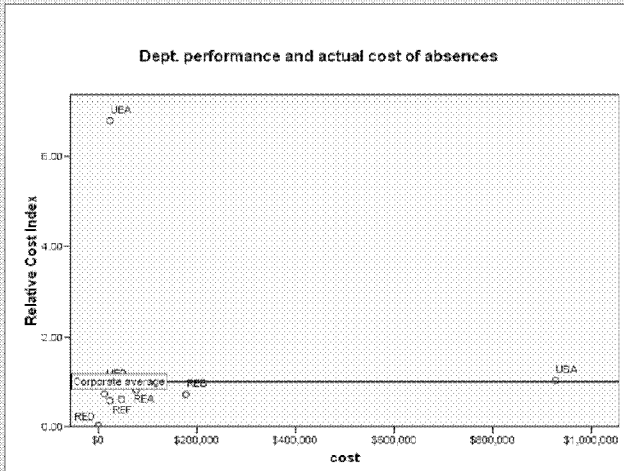
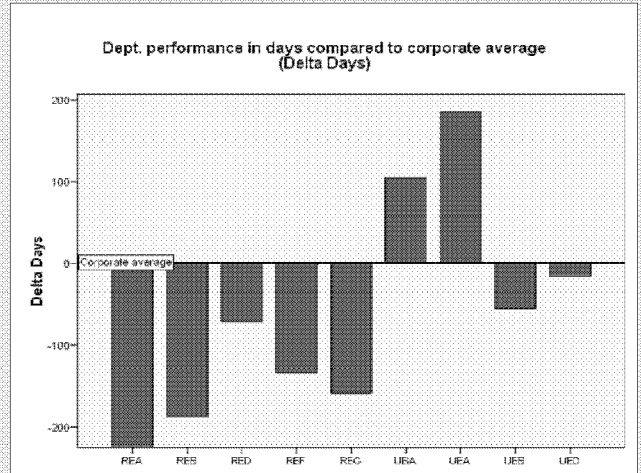
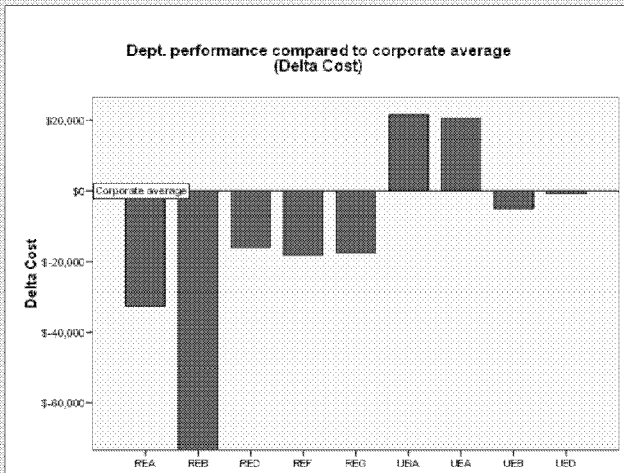
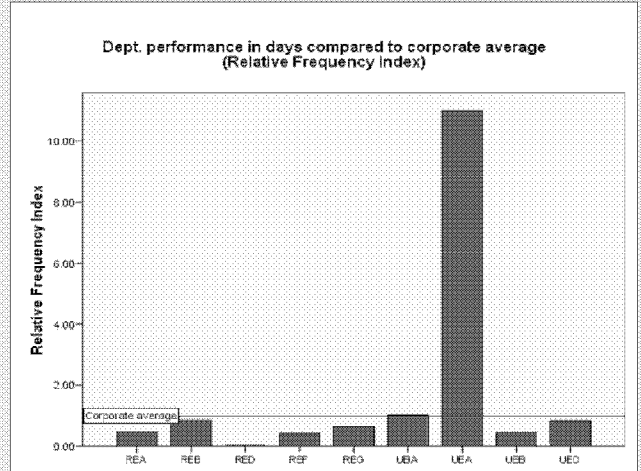
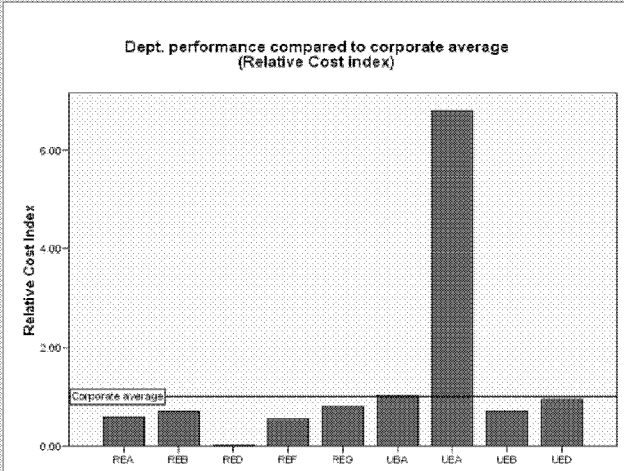
Notable Observation and trends

Action plan

ATTENDANCE MANAGEMENT SCOREBOARD RADIO ENGLISH - REGIONAL

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)



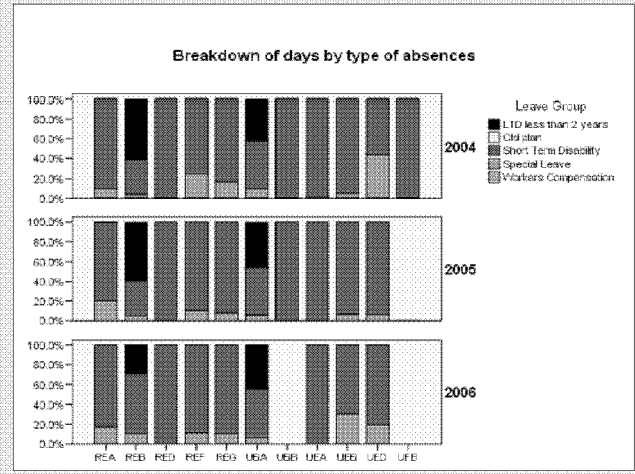
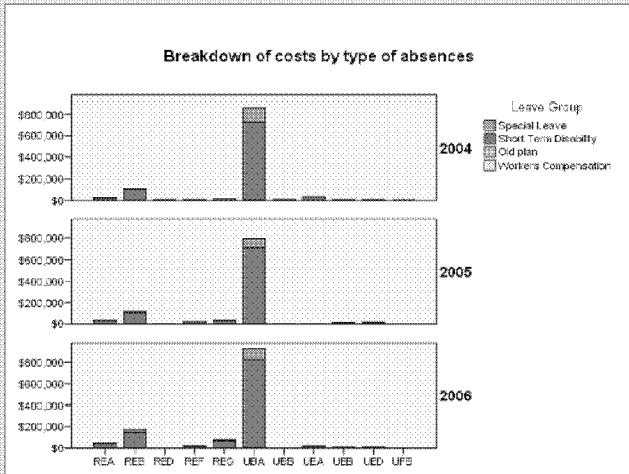
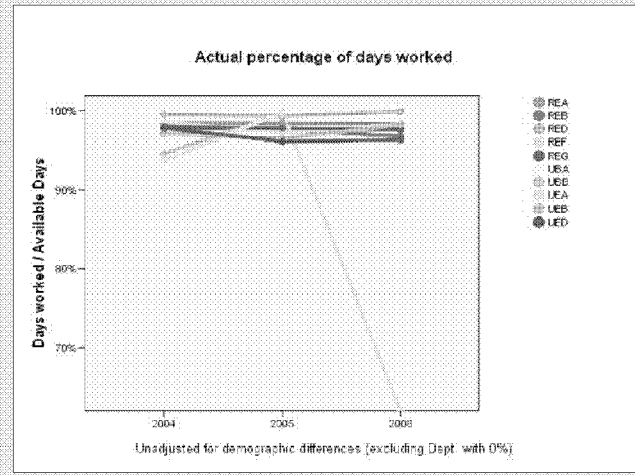
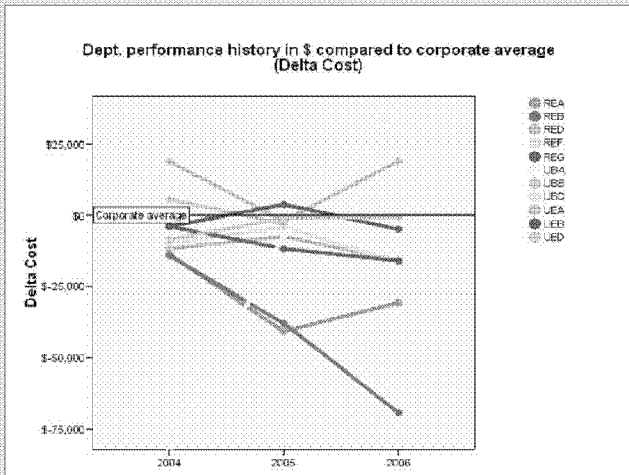
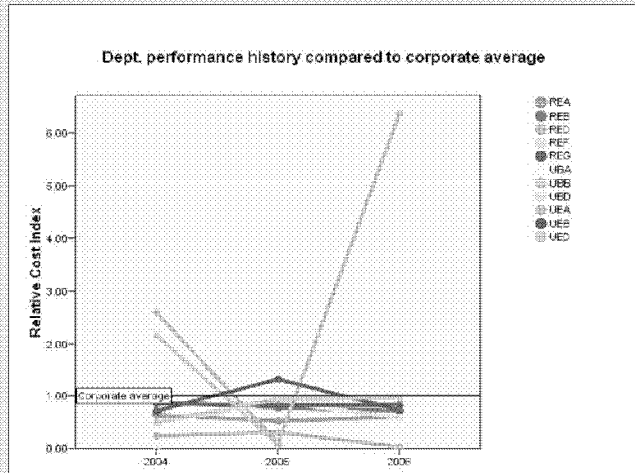
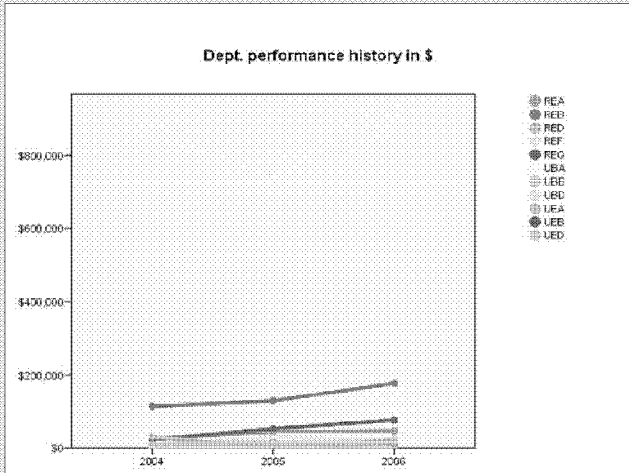
* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD

RADIO ENGLISH - REGIONAL - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)



* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD
RADIO ENGLISH - REGIONAL - TREND 2004-2005 / 2006-2007
 All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)

Summary of Short Term Disability (Sick Leave) results

	2006				2005		2004	
	STD cost	STD eCost*	Difference	Cost in % of salary YTD	STD cost	Cost in % of total salary	STD cost	Cost in % of total salary
REA	\$38,804	\$69,151	-\$30,347	1.42%	\$38,992	1.34%	\$23,186	1.56%
REB	\$152,149	\$219,100	-\$66,951	1.88%	\$118,223	1.95%	\$103,240	2.19%
RED	\$410	\$14,270	-\$13,859	0.07%	\$3,416	0.62%	\$3,700	0.51%
REF	\$19,321	\$35,950	-\$16,629	1.45%	\$26,938	2.28%	\$6,170	0.95%
REG	\$67,585	\$81,815	-\$14,231	2.24%	\$50,235	2.10%	\$19,019	1.57%
UBA	\$808,241	\$786,707	\$21,534	2.81%	\$649,593	2.63%	\$730,719	2.35%
UBB	\$0	\$0	\$0	0.00%	\$227	0.38%	\$10,178	7.31%
UBD	\$0	\$0	\$0	0.00%	\$0	0.00%	\$0	0.00%
UEA	\$22,549	\$3,153	\$19,395	20.68%	\$254	0.25%	\$30,580	7.50%
UEB	\$8,829	\$15,685	-\$6,856	1.38%	\$13,223	2.45%	\$8,767	2.44%
UED	\$10,960	\$12,479	-\$1,518	2.40%	\$13,424	3.34%	\$5,231	1.20%
TOTAL	\$1,128,849	\$1,238,311	-\$109,462	2.47%	\$914,523	2.35%	\$940,788	2.28%

* Note: STD eCosts: Short Term Disability expected cost after normalisation

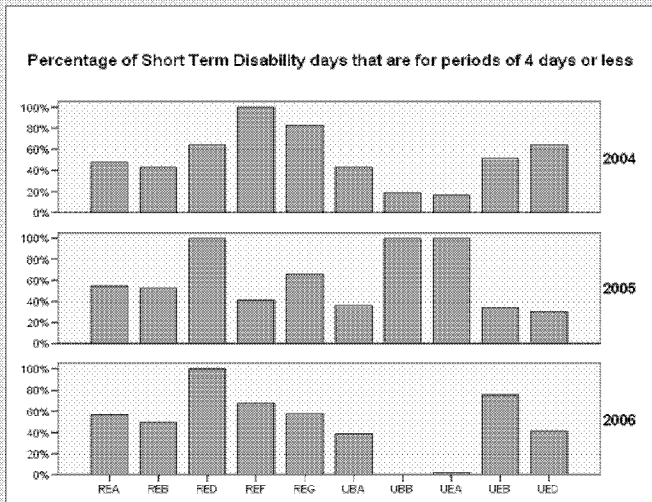
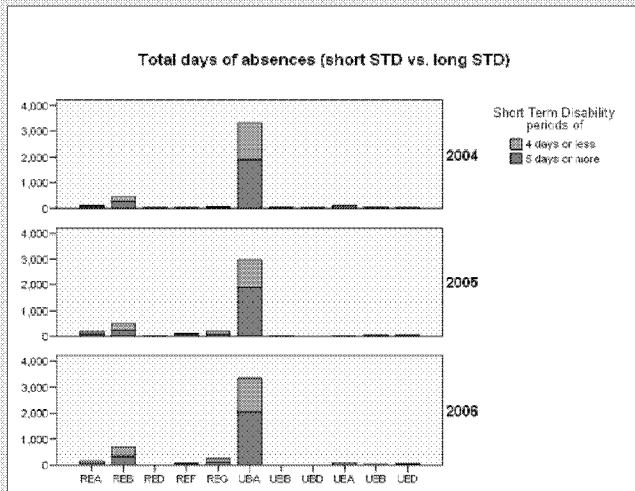
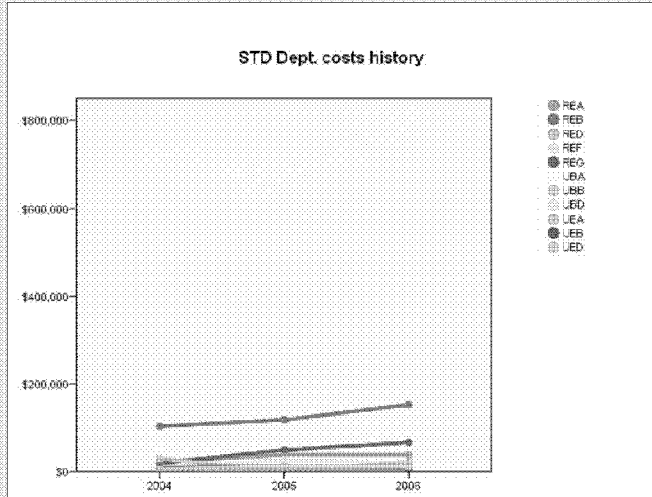
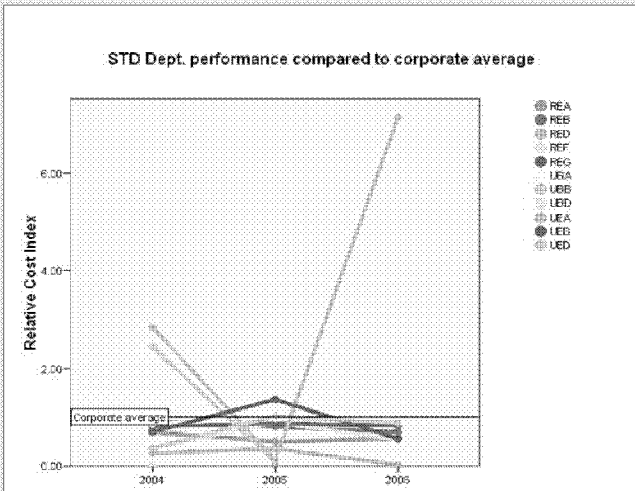
	2006				2005		2004	
	STD days	STD eDays*	Difference	Days per FTE	STD days	Days per FTE	STD days	Days per FTE
REA	168	303	-135	3.66	191	3.70	109	3.81
REB	669	923	-254	5.10	500	4.75	451	5.25
RED	2	55	-53	0.22	15	1.74	14	1.27
REF	84	160	-76	3.74	129	6.72	26	2.36
REG	261	333	-72	5.66	200	5.43	75	4.28
UBA	3346	3449	-104	6.94	2977	6.88	3319	5.86
UBB	0	0	0	0.00	1	1.00	42	14.92
UBD	0	0	0	0.00	0	0.00	0	0.00
UEA	89	14	75	44.50	1	0.56	112	16.40
UEB	31	69	-37	3.27	67	7.98	41	7.17
UED	63	70	-7	7.33	71	9.47	28	3.49
UFB	0	0	0	0.00	0	0.00	0	0.00
TOTAL	4713	5376	-663	6.22	4152	6.17	4217	5.67

* Note: STD eDays: Short Term Disability expected Days after normalisation

* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT SCOREBOARD
RADIO ENGLISH - REGIONAL - TREND 2004-2005 / 2006-2007
 All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)



* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT SCOREBOARD
RADIO ENGLISH - REGIONAL - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)

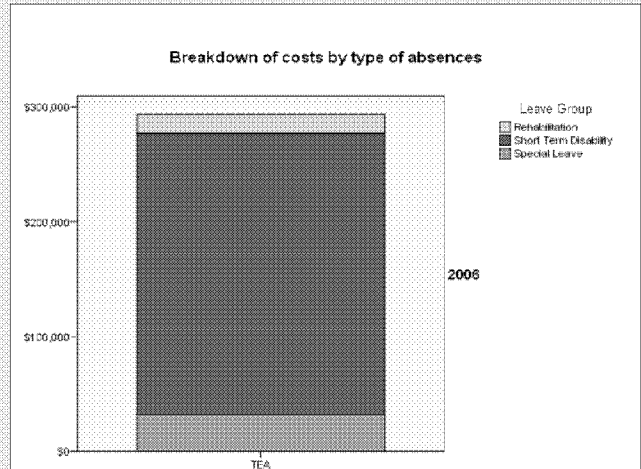
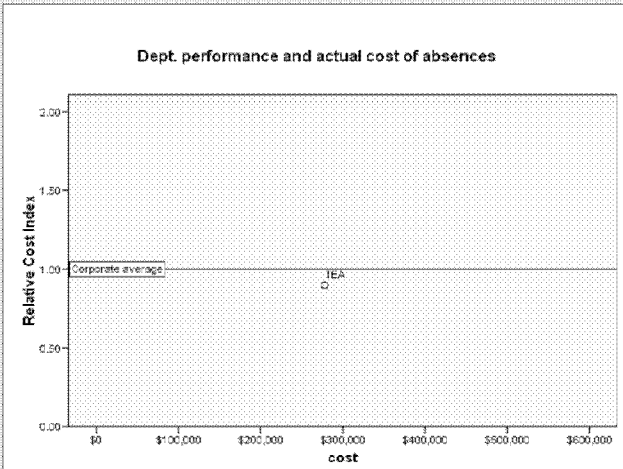
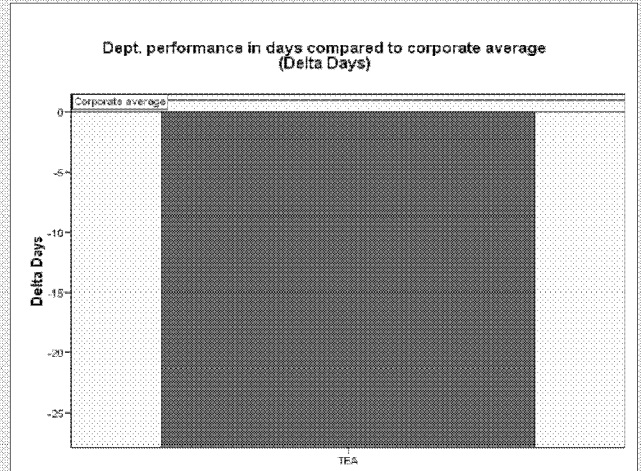
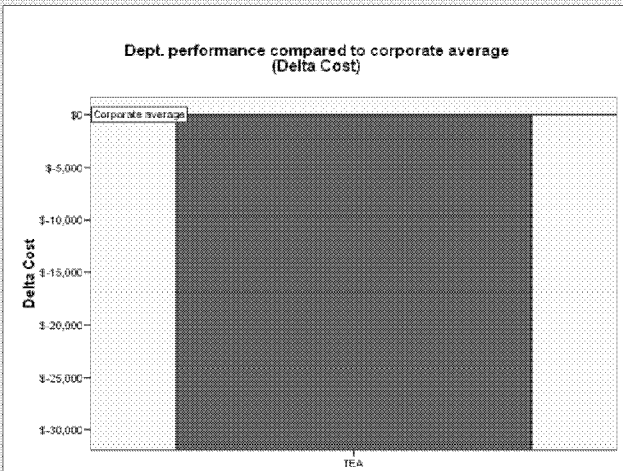
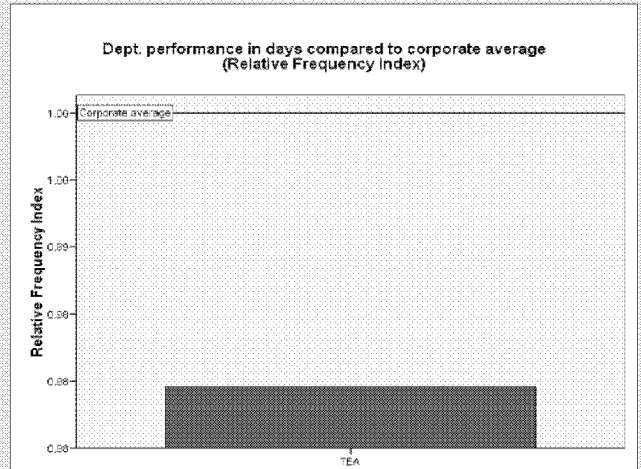
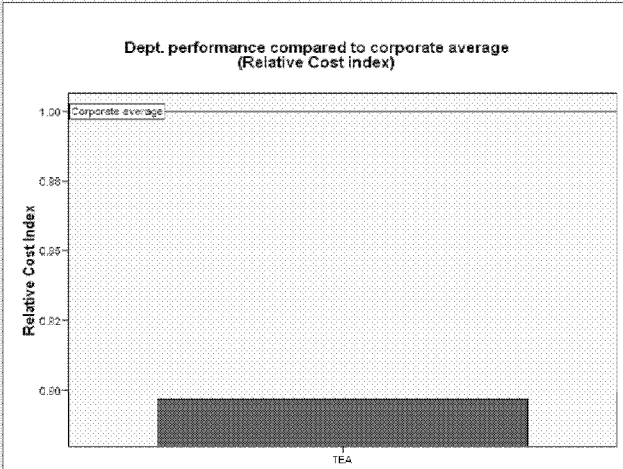
Notable Observation and trends

Action plan

ATTENDANCE MANAGEMENT SCOREBOARD NEWSWORLD

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)

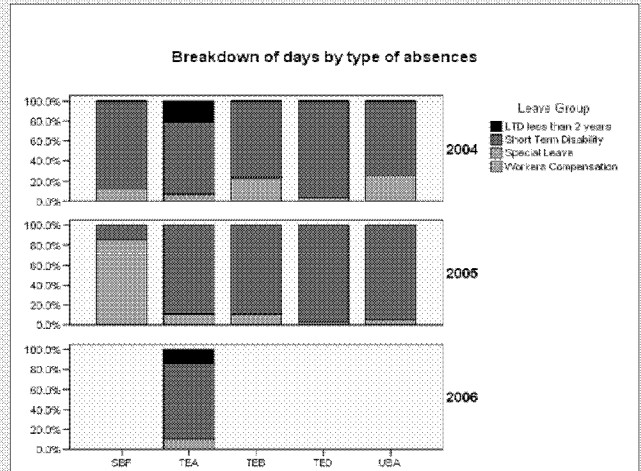
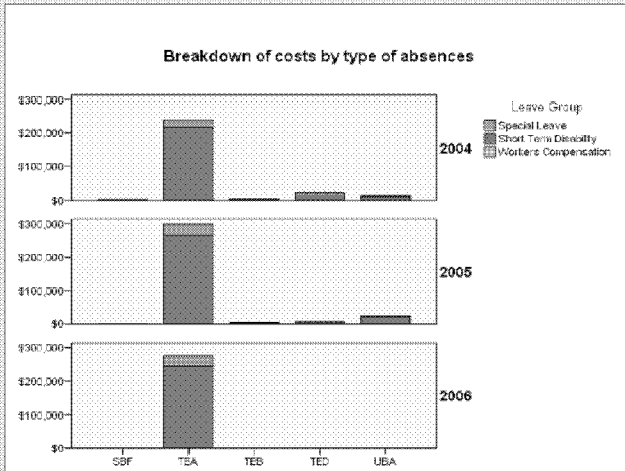
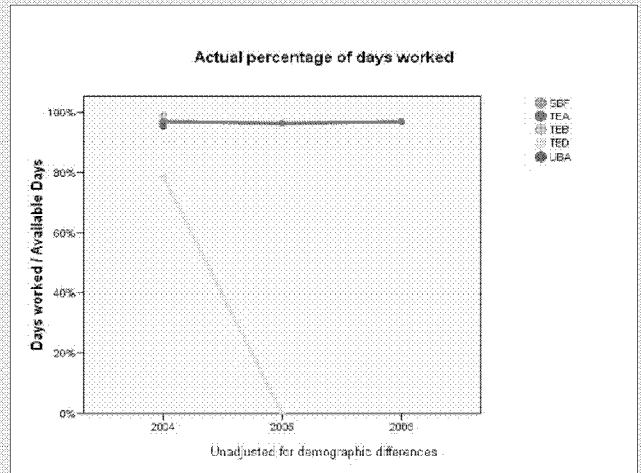
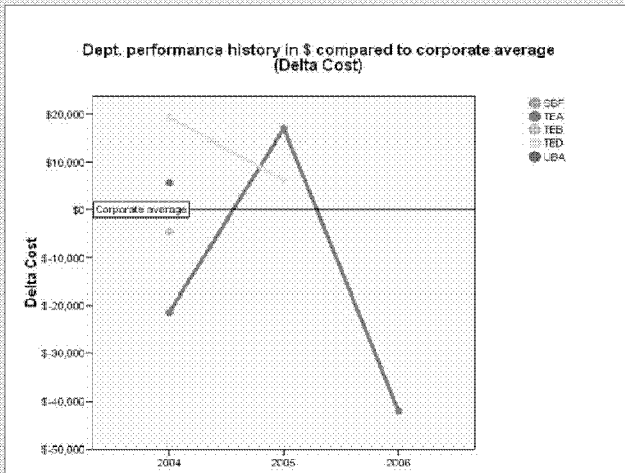
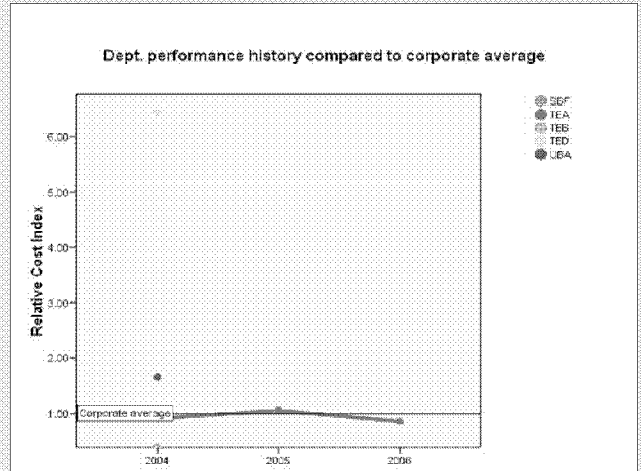
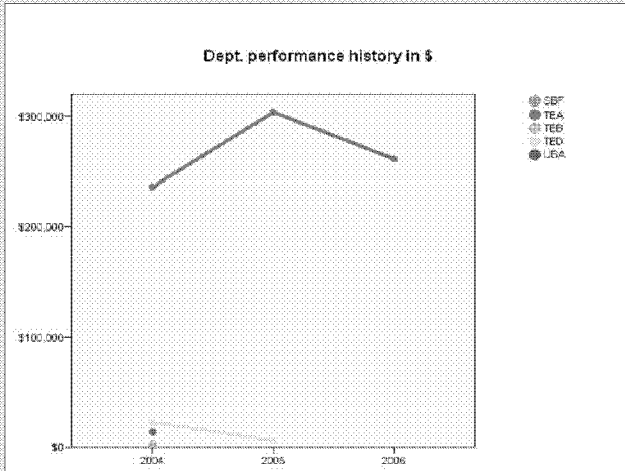


* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD NEWSWORLD - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)



* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

**ATTENDANCE MANAGEMENT SCOREBOARD
NEWSWORLD - TREND 2004-2005 / 2006-2007**
All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)

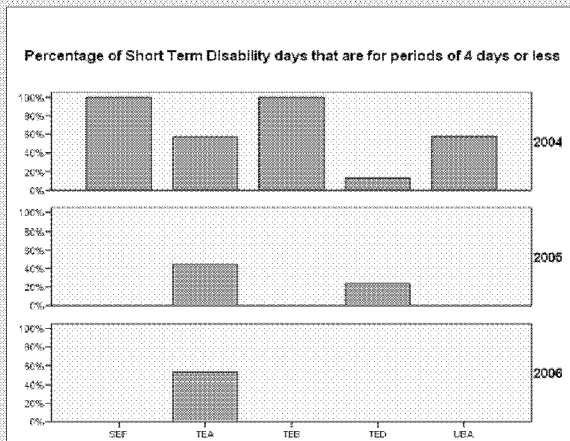
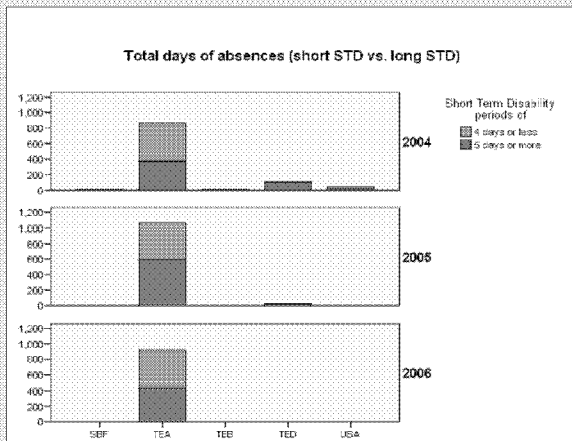
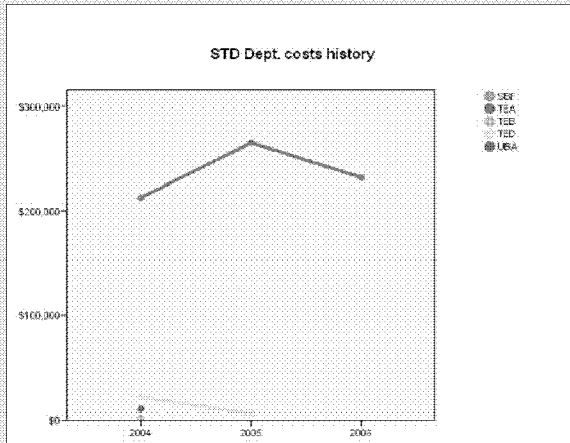
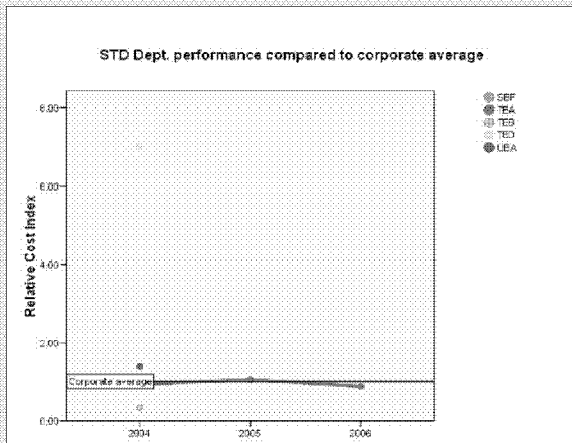
Summary of Short Term Disability (Sick Leave) results

	2006				2005		2004	
	STD cost	STD eCost*	Difference	Cost in % of salary YTD	STD cost	Cost in % of total salary	STD cost	Cost in % of total salary
SBF	\$0	\$0	\$0	0.00%	\$0	0.00%	\$1,133	2.82%
TEA	\$231,931	\$266,262	-\$34,332	2.17%	\$265,206	2.60%	\$212,634	2.18%
TEB	\$0	\$0	\$0	0.00%	\$0	0.00%	\$2,145	0.73%
TED	\$0	\$0	\$0	0.00%	\$5,989	0.00%	\$21,996	20.59%
UBA	\$0	\$0	\$0	0.00%	\$0	0.00%	\$10,725	3.35%
TOTAL	\$231,931	\$266,262	-\$34,332	2.17%	\$271,196	2.65%	\$248,634	2.37%

* Note: STD eCosts: Short Term Disability expected cost after normalisation

	2006				2005		2004	
	STD days	STD eDays*	Difference	Days per FTE	STD days	Days per FTE	STD days	Days per FTE
SBF	0	0	0	0.00	0	0.00	7	7.23
TEA	923	1005	-82	6.10	1068	7.01	866	5.75
TEB	0	0	0	0.00	0	0.00	8	1.99
TED	0	0	0	0.00	29	0.00	113	55.86
UBA	0	0	0	0.00	0	0.00	47	9.14
TOTAL	923	1005	-82	6.10	1097	7.20	1041	6.40

* Note: STD eDays: Short Term Disability expected Days after normalisation



* Data includes results for Short Term Disability

**ATTENDANCE MANAGEMENT SCOREBOARD
NEWSWORLD - TREND 2004-2005 / 2006-2007**

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)

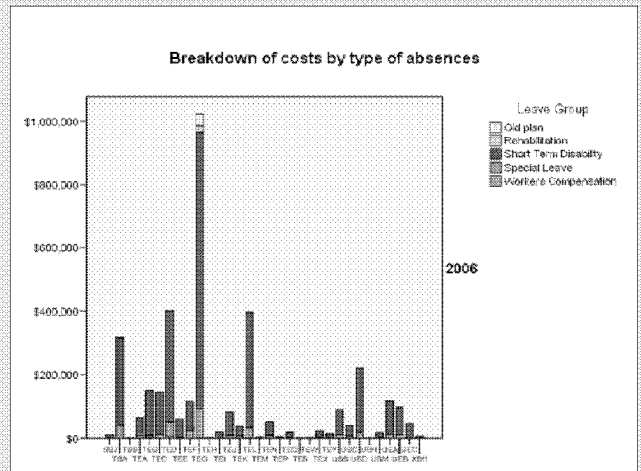
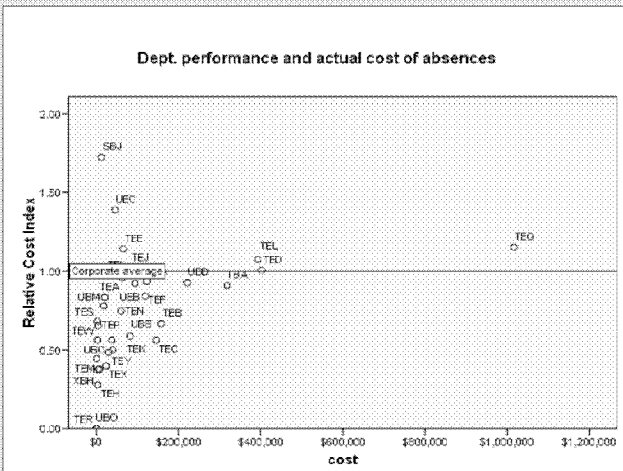
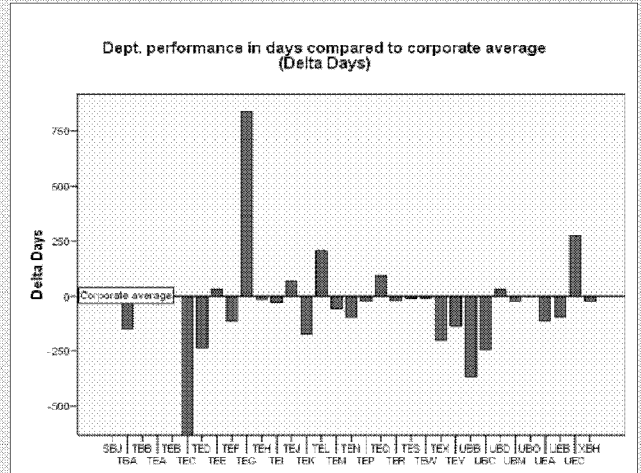
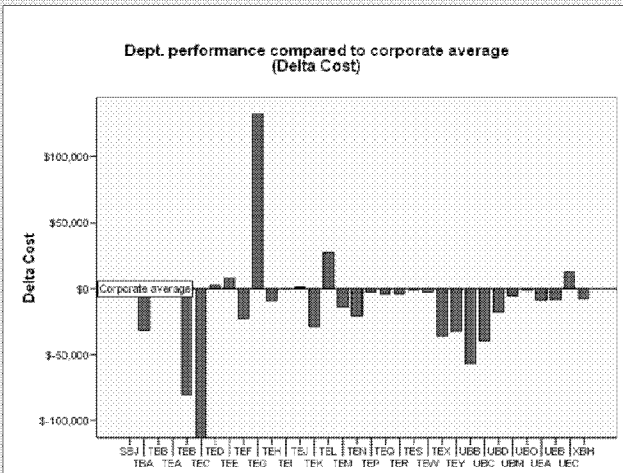
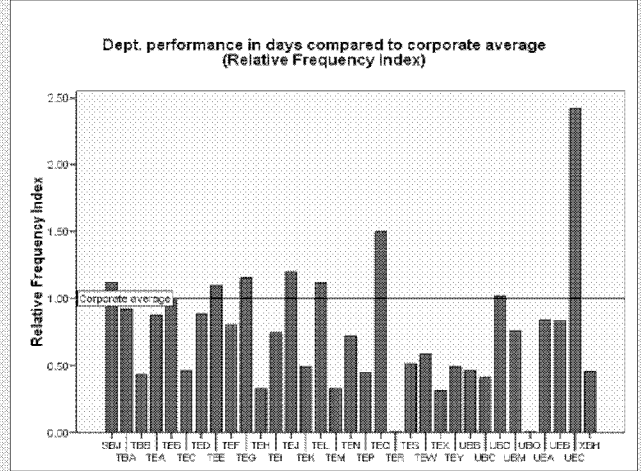
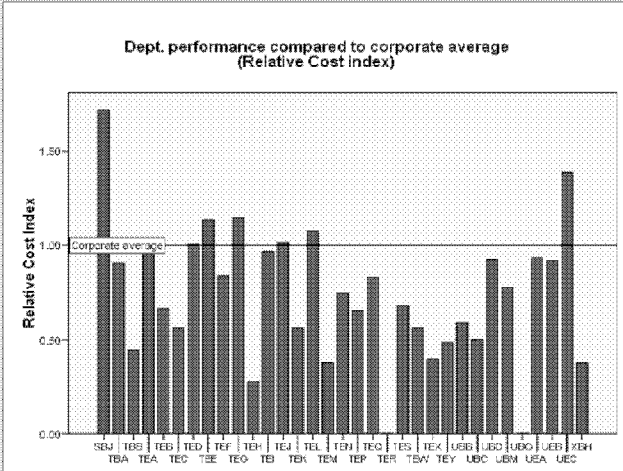
Notable Observation and trends

Action plan

ATTENDANCE MANAGEMENT SCOREBOARD TELEVISION ENGLISH - NETWORK

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)



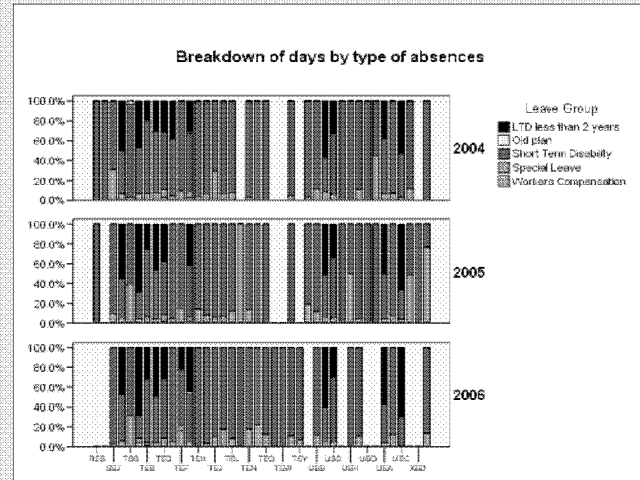
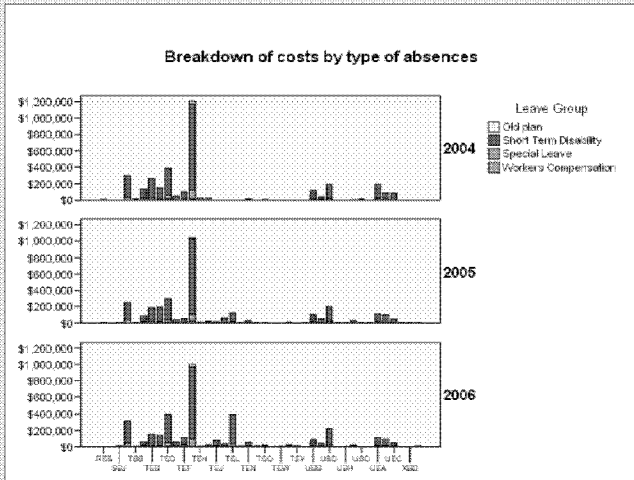
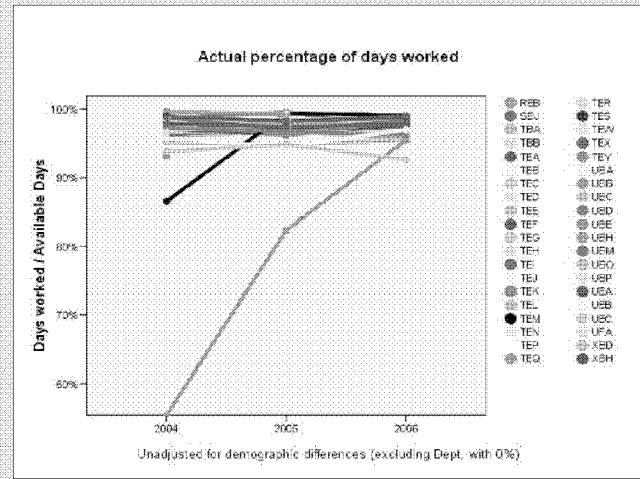
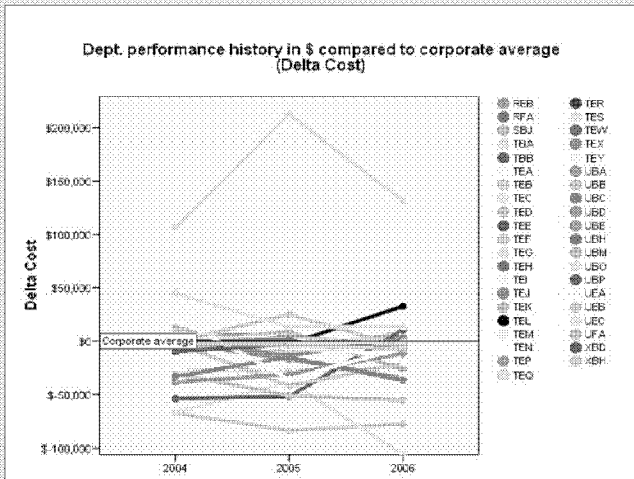
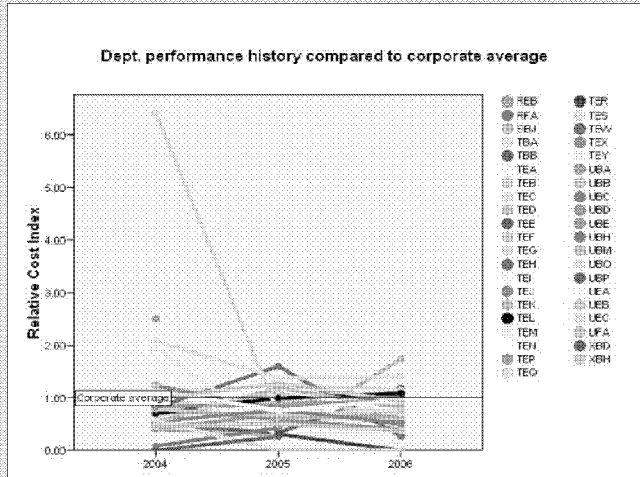
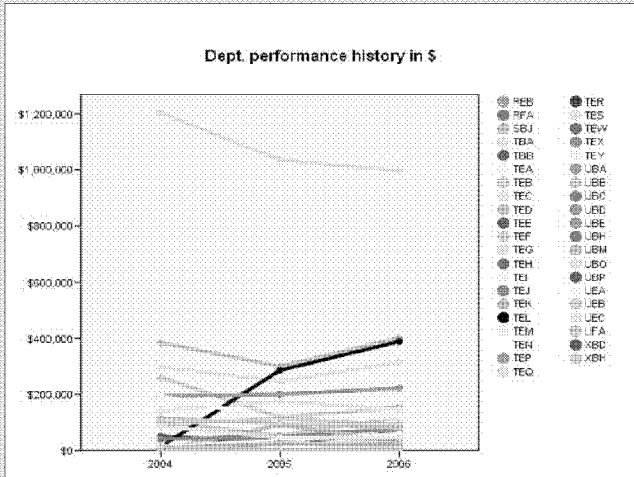
* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD

TELEVISION ENGLISH - NETWORK - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)



* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD
TELEVISION ENGLISH - NETWORK - TREND 2004-2005 / 2006-2007
 All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)

Summary of Short Term Disability (Sick Leave) results

	2006				2005		2004	
	STD cost	STD eCost*	Difference	Cost in % of salary YTD	STD cost	Cost in % of total salary	STD cost	Cost in % of total salary
REB	\$0	\$0	\$0	0.00%	\$5,788	0.00%	\$8,823	6.93%
RFA	\$0	\$0	\$0	0.00%	\$0	0.00%	\$0	0.00%
SBJ	\$12,135	\$6,081	\$6,053	2.94%	\$2,018	0.51%	\$1,716	0.68%
TBA	\$273,973	\$301,437	-\$27,464	2.19%	\$216,355	2.12%	\$256,454	2.36%
TBB	\$604	\$1,608	-\$1,005	0.94%	\$2,871	0.99%	\$7,358	1.77%
TEA	\$45,096	\$56,732	-\$11,636	1.68%	\$56,364	2.48%	\$123,430	1.76%
TEB	\$145,276	\$207,278	-\$62,001	1.70%	\$106,547	1.47%	\$234,730	1.88%
TEC	\$133,293	\$225,176	-\$91,883	1.61%	\$163,829	2.19%	\$132,422	1.64%
TED	\$352,109	\$348,727	\$3,382	2.65%	\$259,780	2.40%	\$323,905	2.72%
TEE	\$62,627	\$48,344	\$14,283	2.61%	\$24,415	0.85%	\$48,793	1.12%
TEF	\$86,239	\$123,726	-\$37,486	1.43%	\$45,047	0.99%	\$95,063	1.86%
TEG	\$866,747	\$761,463	\$105,284	2.80%	\$909,927	3.38%	\$1,050,362	3.26%
TEH	\$3,376	\$12,089	-\$8,713	0.93%	\$8,307	1.90%	\$25,833	1.94%
TEI	\$17,618	\$15,959	\$1,659	2.39%	\$17,431	1.98%	\$26,962	2.57%
TEJ	\$71,863	\$69,312	\$2,551	2.85%	\$44,421	1.96%	\$4,115	1.97%
TEK	\$31,205	\$55,992	-\$24,787	1.22%	\$85,853	3.68%	\$4,005	1.55%
TEL	\$359,096	\$317,585	\$41,512	3.19%	\$251,958	2.53%	\$11,696	1.26%
TEM	\$8,068	\$18,449	-\$10,381	0.81%	\$1,085	0.24%	\$11,823	11.72%
TEN	\$51,440	\$68,881	-\$17,441	1.38%	\$30,157	1.75%	\$14,339	1.64%
TEP	\$2,801	\$5,810	-\$3,010	1.30%	\$3,698	1.31%	\$841	1.26%
TEQ	\$15,711	\$21,478	-\$5,767	1.64%	\$2,359	1.21%	\$8,936	16.90%
TER	\$0	\$3,157	-\$3,157	0.00%	\$331	0.46%	\$0	0.00%
TES	\$1,927	\$3,259	-\$1,332	1.49%	\$0	0.00%	\$0	0.00%
TEW	\$3,123	\$5,121	-\$1,998	0.71%	\$0	0.00%	\$0	0.00%
TEX	\$19,728	\$51,336	-\$31,608	0.93%	\$24,896	1.54%	\$6,283	1.27%
TEY	\$27,357	\$54,518	-\$27,161	0.78%	\$0	0.00%	\$0	0.00%
UBA	\$0	\$0	\$0	0.00%	\$1,622	0.00%	\$6,493	1.42%
UBB	\$71,914	\$120,004	-\$48,090	1.45%	\$86,520	1.52%	\$101,293	1.49%
UBC	\$33,380	\$66,807	-\$33,426	1.06%	\$45,813	1.79%	\$29,984	1.13%
UBD	\$203,549	\$206,549	-\$3,001	2.30%	\$177,386	2.25%	\$173,804	2.13%
UBE	\$0	\$0	\$0	0.00%	\$191	0.00%	\$2,574	2.57%
UBH	\$0	\$0	\$0	0.00%	\$189	0.38%	\$186	0.39%
UBM	\$15,699	\$19,549	-\$3,850	1.46%	\$27,327	2.97%	\$7,001	0.99%
UBO	\$0	\$1,034	-\$1,034	0.00%	\$0	0.00%	\$3,276	1.03%
UBP	\$0	\$0	\$0	0.00%	\$585	0.00%	\$945	1.96%
UEA	\$108,880	\$113,151	-\$4,271	1.75%	\$101,489	1.44%	\$174,042	1.89%
UEB	\$83,199	\$88,599	-\$5,399	2.33%	\$108,402	3.02%	\$87,829	2.47%
UEC	\$44,480	\$28,567	\$15,913	3.76%	\$42,158	3.72%	\$81,616	6.51%
UFA	\$0	\$0	\$0	0.00%	\$0	0.00%	\$2,766	3.08%
XBD	\$0	\$0	\$0	0.00%	\$1,161	0.38%	\$0	0.00%
XBH	\$3,594	\$10,588	-\$6,994	0.63%	\$821	0.34%	\$2,172	0.84%
TOTAL	\$3,156,109	\$3,438,366	-\$282,257	2.18%	\$2,857,099	2.33%	\$3,071,870	2.32%

* Note: STD eCosts: Short Term Disability expected cost after normalisation

* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT SCOREBOARD
TELEVISION ENGLISH - NETWORK - TREND 2004-2005 / 2006-2007
 All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)

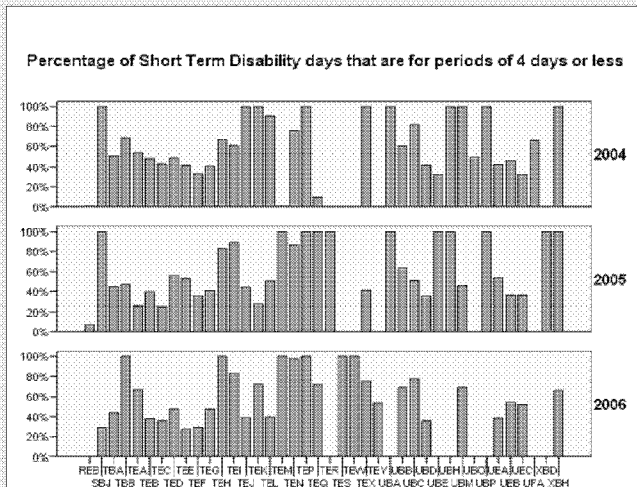
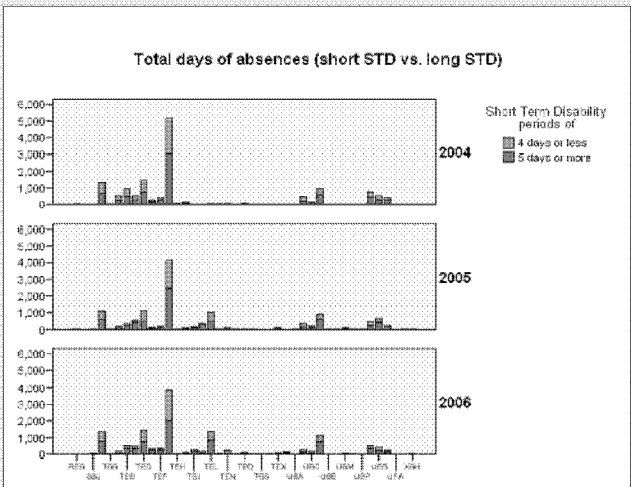
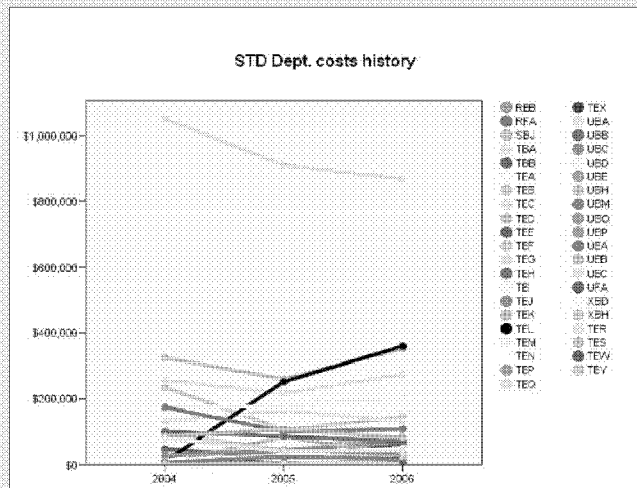
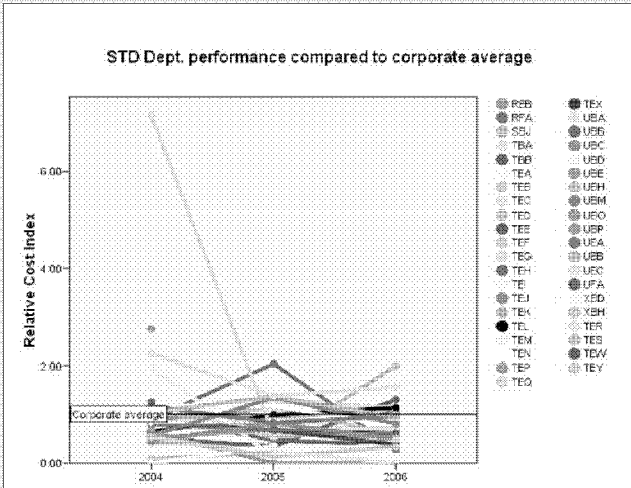
	2006				2005		2004	
	STD days	STD eDays*	Difference	Days per FTE	STD days	Days per FTE	STD days	Days per FTE
REB	0	0	0	0.00	13	0.00	30	17.93
RFA	0	0	0	0.00	0	0.00	0	0.00
SBF	0	0	0	0.00	0	0.00	0	0.00
SBJ	38	21	17	7.20	6	1.19	9	2.65
TBA	1380	1427	-47	6.25	1101	5.78	1336	6.27
TBB	3	8	-5	2.59	11	2.34	37	4.26
TEA	160	193	-32	4.50	188	5.73	523	5.05
TEB	531	683	-152	4.93	382	4.05	945	5.21
TEC	493	820	-327	4.25	537	4.88	525	4.16
TED	1428	1473	-45	6.72	1119	6.28	1459	6.98
TEE	317	216	101	8.14	130	2.95	274	3.76
TEF	336	434	-97	4.46	190	3.01	408	5.54
TEG	3872	3477	395	7.24	4138	8.44	5163	8.45
TEH	8	25	-17	2.60	30	7.06	97	4.86
TEI	83	84	0	5.61	95	5.57	172	7.80
TEJ	267	245	22	7.86	170	5.38	20	4.89
TEK	145	236	-90	3.72	374	9.56	18	4.48
TEL	1377	1245	131	8.30	1011	6.58	53	3.16
TEM	27	61	-34	2.27	4	0.00	35	0.00
TEN	219	285	-66	3.67	132	4.86	62	4.32
TEP	12	31	-19	2.78	19	3.54	4	3.47
TEQ	92	142	-51	4.10	14	2.50	89	39.08
TER	0	15	-15	0.00	2	0.00	0	0.00
TES	10	15	-6	3.84	0	0.00	0	0.00
TEW	13	19	-6	2.11	0	0.00	0	0.00
TEX	76	222	-146	2.10	119	4.98	27	3.14
TEY	121	218	-98	2.33	0	0.00	0	0.00
UBA	0	0	0	0.00	6	0.00	27	3.43
UBB	280	500	-219	3.58	370	4.12	481	4.16
UBC	146	287	-141	2.98	224	5.19	156	3.12
UBD	1134	977	157	7.54	934	6.68	956	6.24
UBE	0	0	0	0.00	1	0.00	14	6.99
UBH	0	0	0	0.00	1	1.00	1	1.00
UBM	67	73	-7	3.94	104	7.54	33	2.77
UBO	0	2	-2	0.00	0	0.00	12	2.99
UBP	0	0	0	0.00	3	0.00	5	5.00
UEA	534	526	8	5.44	470	4.04	757	4.88
UEB	426	419	7	7.02	652	9.82	546	7.94
UEC	220	146	75	9.01	237	9.73	430	14.85
UFA	0	0	0	0.00	0	0.00	15	7.96
XBD	0	0	0	0.00	2	1.00	0	0.00
XBH	15	28	-13	2.50	4	1.11	11	2.45
TOTAL	13830	14554	-724	6.06	12791	6.33	14732	6.39

* Note: STD eDays: Short Term Disability expected Days after normalisation

* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT SCOREBOARD
TELEVISION ENGLISH - NETWORK - TREND 2004-2005 / 2006-2007
 All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)



* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT SCOREBOARD

TELEVISION ENGLISH - NETWORK - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)

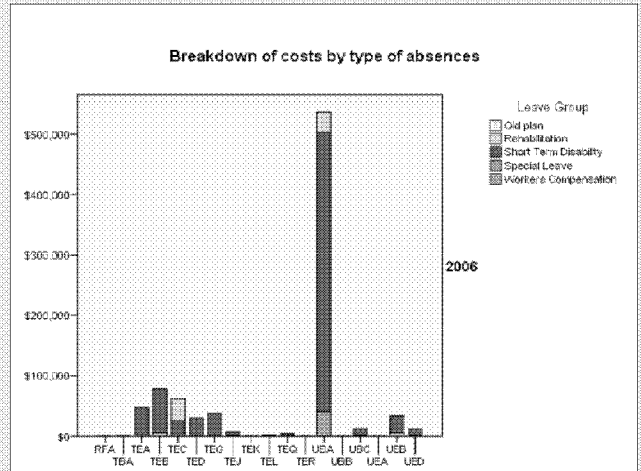
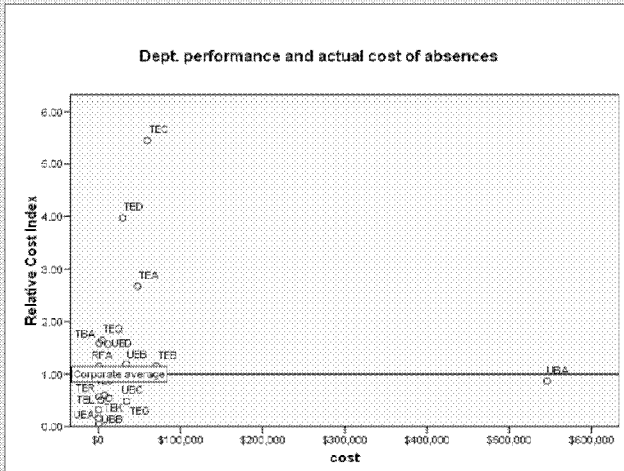
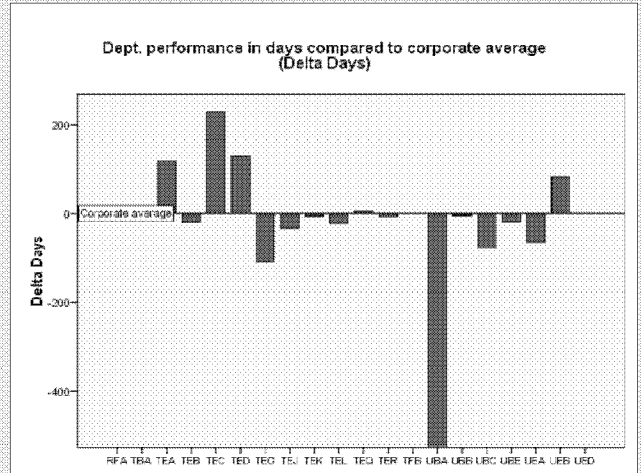
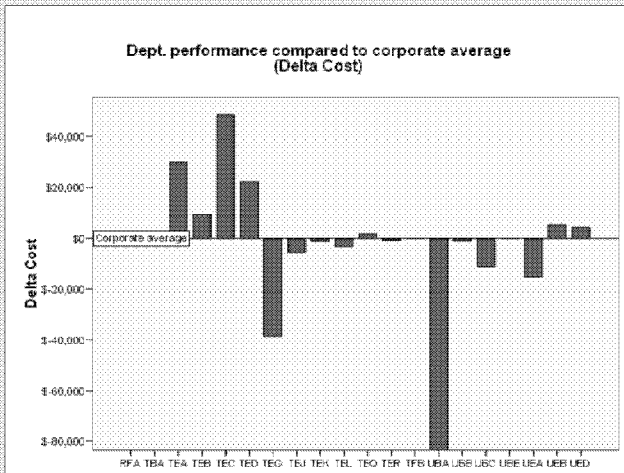
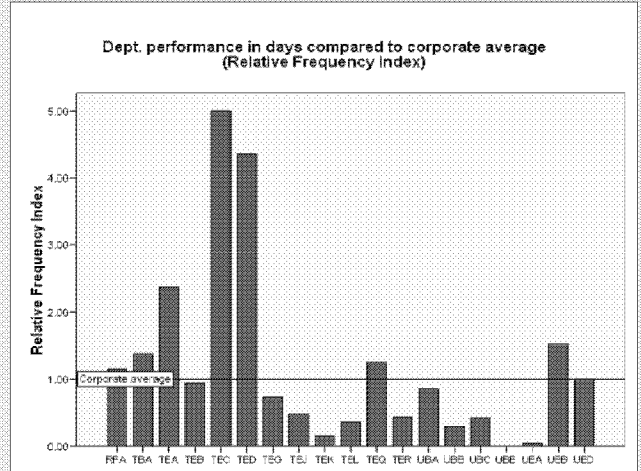
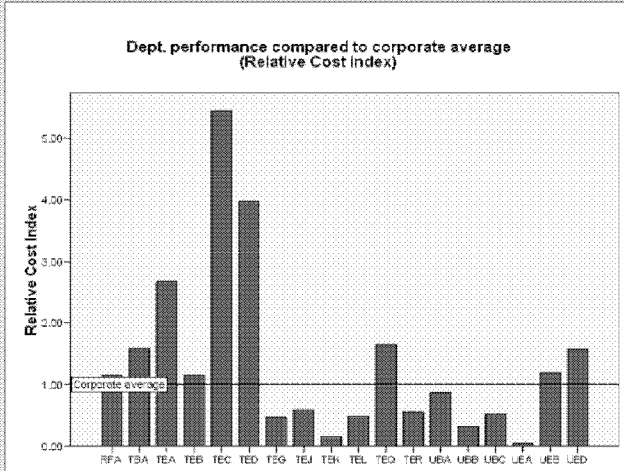
Notable Observation and trends

Action plan

ATTENDANCE MANAGEMENT SCOREBOARD TELEVISION ENGLISH - REGIONAL

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)



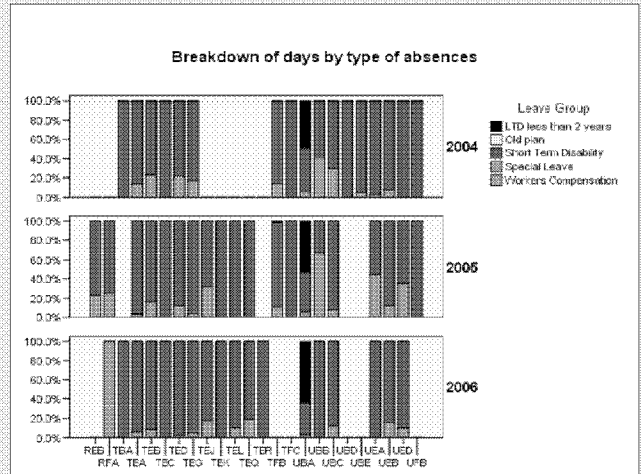
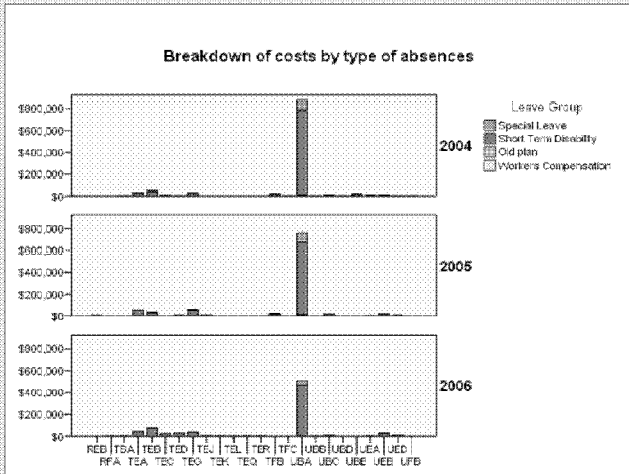
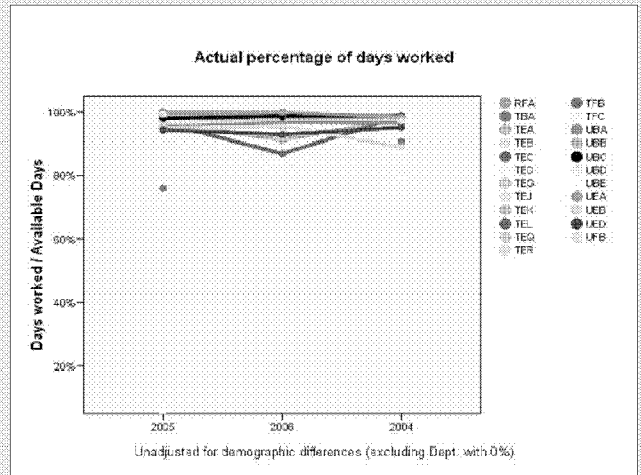
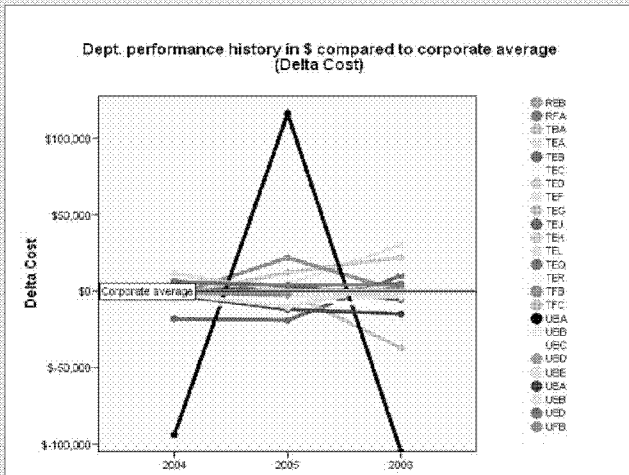
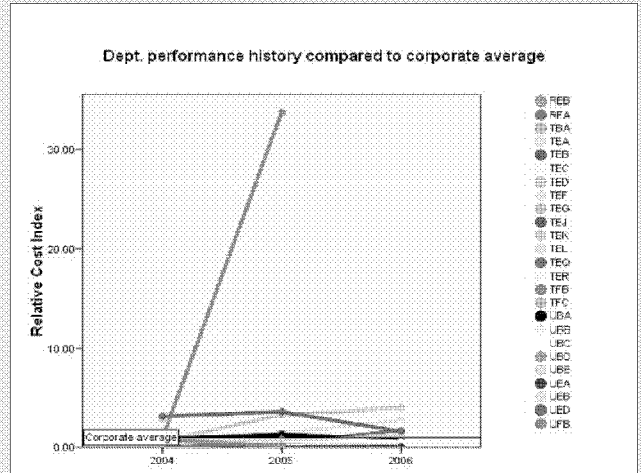
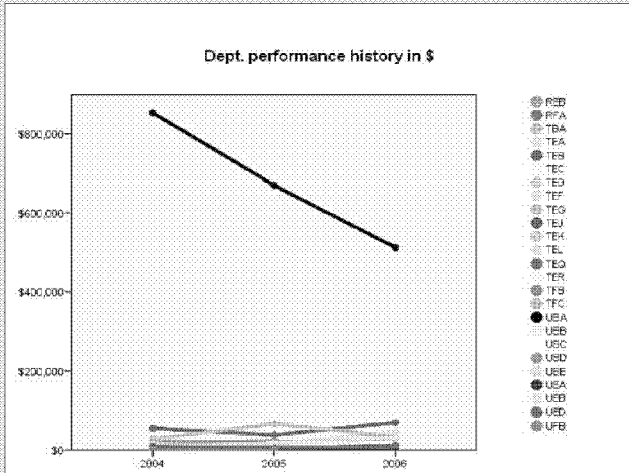
* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD

TELEVISION ENGLISH - REGIONAL - TREND 2004-2005 / 2006-2007

All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)



* Data includes results for Short Term Disability, Long term Disability, Special Leave, Workers Compensation and Old (banked) Sick Leave

ATTENDANCE MANAGEMENT SCOREBOARD
TELEVISION ENGLISH - REGIONAL - TREND 2004-2005 / 2006-2007
 All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)

Summary of Short Term Disability (Sick Leave) results

	2006				2005		2004	
	STD cost	STD eCost*	Difference	Cost in % of salary YTD	STD cost	Cost in % of total salary	STD cost	Cost in % of total salary
REB	\$0	\$0	\$0	0.00%	\$3,199	0.00%	\$0	0.00%
RFA	\$0	\$804	-\$804	0.00%	\$889	1.16%	\$0	0.00%
TBA	\$1,434	\$873	\$560	2.73%		0.00%	\$744	1.15%
TEA	\$45,641	\$15,430	\$30,212	8.03%	\$14,000	3.86%	\$20,969	1.88%
TEB	\$64,862	\$53,492	\$11,369	2.94%	\$29,392	1.49%	\$44,813	1.62%
TEC	\$24,043	\$9,424	\$14,618	7.54%	\$1,582	0.55%	\$9,649	1.85%
TED	\$29,113	\$6,530	\$22,583	12.25%	\$17,061	8.19%	\$3,926	1.65%
TEF	\$0	\$0	\$0	0.00%	\$0	0.00%	\$0	0.00%
TEG	\$32,642	\$64,150	-\$31,508	1.35%	\$63,803	2.69%	\$23,288	2.37%
TEJ	\$6,132	\$11,645	-\$5,513	1.25%	\$8,017	2.20%	\$0	0.00%
TEK	\$219	\$1,168	-\$949	0.39%	\$214	0.42%	\$0	0.00%
TEL	\$2,890	\$5,518	-\$2,628	0.98%	\$217	0.14%	\$0	0.00%
TEQ	\$3,736	\$2,354	\$1,382	4.28%	\$322	1.15%	\$0	0.00%
TER	\$1,034	\$1,598	-\$565	2.18%	\$173	0.46%	\$0	0.00%
TFB	\$0	\$0	\$0	0.00%	\$19,958	0.00%	\$16,101	2.20%
TFC	\$0	\$0	\$0	0.00%	\$0	0.00%	\$1,481	2.68%
UBA	\$470,878	\$544,878	-\$74,000	2.23%	\$599,906	3.47%	\$750,553	2.38%
UBB	\$434	\$1,207	-\$772	0.79%	\$400	0.44%	\$1,566	0.82%
UBC	\$11,204	\$19,479	-\$8,276	1.18%	\$15,707	1.74%	\$6,137	0.82%
UBD	\$0	\$0	\$0	0.00%	\$0	0.00%	\$436	2.38%
UBE	\$0	\$0	\$0	0.00%	\$0	0.00%	\$16,669	6.12%
UEA	\$786	\$14,012	-\$13,226	0.14%	\$0	0.00%	\$7,266	1.10%
UEB	\$27,625	\$23,913	\$3,712	2.03%	\$14,162	1.19%	\$10,097	1.84%
UED	\$10,465	\$6,431	\$4,033	5.42%	\$3,184	4.44%	\$9,103	5.71%
UFB	\$0	\$0	\$0	0.00%	\$376	0.73%	\$1,748	2.92%
TOTAL	\$733,137	\$782,907	-\$49,770	2.36%	\$792,563	3.04%	\$924,548	2.26%

* Note: STD eCosts: Short Term Disability expected cost after normalisation

	2006				2005		2004	
	STD days	STD eDays*	Difference	Days per FTE	STD days	Days per FTE	STD days	Days per FTE
REB	0	0	0	0.00	10	0.00	0	0.00
RFA	0	3	-3	0.00	3	3.00	0	0.00
TBA	6	4	2	7.00	0	0.00	3	3.00
TEA	158	63	95	17.72	52	7.94	86	4.94
TEB	252	218	34	7.41	126	4.08	197	4.21
TEC	88	40	48	17.67	6	1.33	37	4.29
TED	121	29	92	30.28	78	21.54	18	4.49
TEF	0	0	0	0.00	0	0.00	0	0.00
TEG	142	292	-150	3.46	339	8.21	112	6.32
TEJ	24	47	-23	3.34	37	6.13	0	0.00
TEK	1	5	-4	1.00	1	1.08	0	0.00
TEL	11	26	-15	2.24	1	0.29	0	0.00
TEQ	21	15	7	10.65	2	2.98	0	0.00
TER	6	9	-4	5.57	1	0.00	0	0.00
TFB	0	0	0	0.00	85	84.94	70	4.98
TFC	0	0	0	0.00	0	0.00	7	7.00
UBA	1973	2352	-380	5.60	2540	8.22	3313	6.01
UBB	2	5	-3	2.17	2	1.24	9	2.40
UBC	51	92	-41	3.34	69	4.65	34	2.57
UBD	0	0	0	0.00	0	0.00	2	6.00
UBE	0	0	0	0.00	0	0.00	79	15.69
UEA	3	52	-49	0.42	0	0.00	38	4.17
UEB	120	103	17	6.10	76	4.14	57	5.70
UED	64	33	31	16.98	14	10.01	33	13.05
UFB	0	0	0	0.00	2	1.90	9	7.47
TOTAL	3043	3389	-346	5.98	3444	7.65	4103	5.81

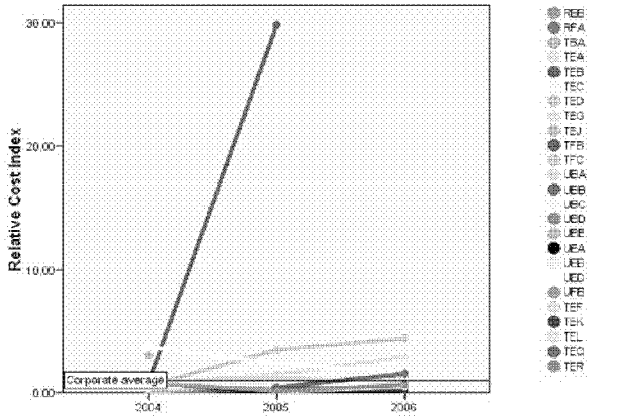
* Note: STD eDays: Short Term Disability expected Days after normalisation

* Data includes results for Short Term Disability

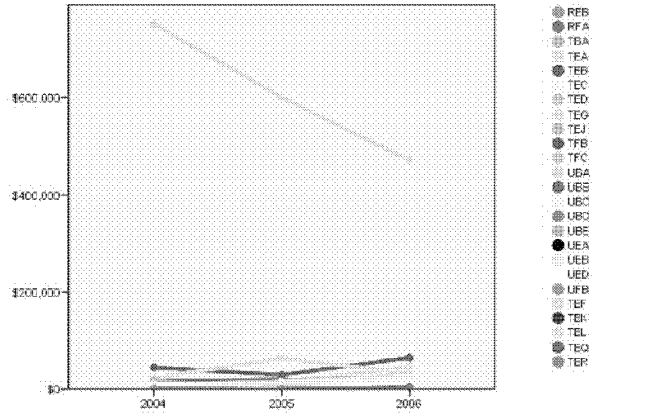
ATTENDANCE MANAGEMENT SCOREBOARD
TELEVISION ENGLISH - REGIONAL - TREND 2004-2005 / 2006-2007
 All Sick Leave data

Reporting period - Fiscal Year 2004-2005 to 2006-2007 (as of March 31st 2007)

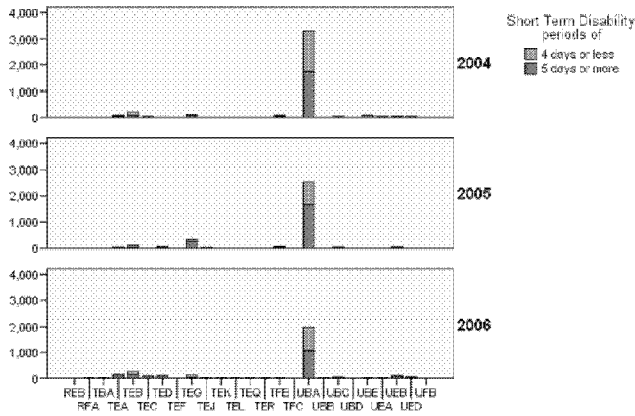
STD Dept. performance compared to corporate average



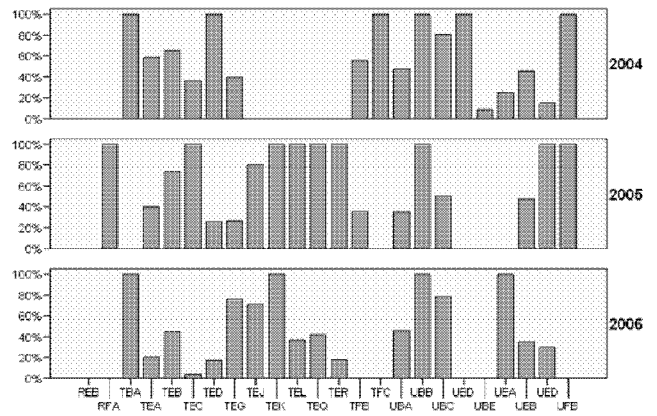
STD Dept. costs history



Total days of absences (short STD vs. long STD)



Percentage of Short Term Disability days that are for periods of 4 days or less



* Data includes results for Short Term Disability

ATTENDANCE MANAGEMENT SCOREBOARD
TELEVISION ENGLISH - REGIONAL - TREND 2004-2005 / 2006-2007
All absences reported for Sick Days, Special Leave, Workers Compensation Claims and LTD (less than 2 years)

Reporting period - Fiscal Year 2006-2007 (as of March 31st 2007)

Notable Observation and trends

Action plan

HEALTH, SAFETY AND ENVIRONMENT LEAD TEAM

BRIEFING NOTES – 17th May 2007

HEALTH, SAFETY AND ENVIRONMENT LEAD TEAM

BRIEFING NOTES – 17th May 2007

ON-GOING ITEMS

Attendance Report

BRIEFING NOTE – Information Only

ISSUE:

HSE is striving to present data that reflects the position of each Component vs. other, the Corporate average and outside industry; as well as trends and indications of areas of concern, measures and means to improve.

BACKGROUND:

- With assistance of HR Systems, Projects & Reporting and actuary specialists we have developed a first draft model of the Attendance Dashboard and have evaluated the best ways to extract data from the current systems databases to produced the envisioned results.

CURRENT STATUS:

- A process for product of raw data has been approved and put in place by IT. Data will be extracted on a quarterly basis four weeks after the end of a quarter to follows the pay process schedule.
- Initial presentation of the new tool, for fiscal year 2006-2007, will be made to selected business partners in June.

NEXT STEPS:

- Upon approval, the new dashboard will be presented to components and to this committee on a quarterly basis.

HEALTH, SAFETY AND ENVIRONMENT LEAD TEAM

BRIEFING NOTES – 17th May 2007

ON-GOING ITEMS

Health and Wellness Initiatives

BRIEFING NOTE – Information Only

ISSUE:

Stress / Mental Health is the fastest growing and # 1 cause of new long-term disability cases. This situation is a concern for the employees, the unions and management.

UPDATE:

- The CCSB Wellness Sub-Committee has granted additional funding for local wellness initiatives.
- A total of 16 French Services and 15 English Services facilitators received their training to lead the respect –in-the-workplace workshops. The first workshops were held in Montreal and Toronto for Human Resources staff.
- Until June 2007, these workshops will be rolled out in Moncton, Halifax, Winnipeg, Regina, Vancouver, Edmonton, Ottawa, Toronto, Windsor, Sudbury and Montreal.
- Sessions will then be held in Quebec City and the remaining regions.

HEALTH, SAFETY AND ENVIRONMENT LEAD TEAM

BRIEFING NOTES – 17th May 2007

HEALTH, SAFETY AND ENVIRONMENT LEAD TEAM

BRIEFING NOTES – 17th May 2007

Disability Management Subcommittee

MINUTES

SEPTEMBER 6, 2007 12:30 P.M.

MEETING CALLED BY	Martin Gélinas			
MEETING TYPE	Meeting – Ottawa, Room 333			
PRESENT	Jennifer Bain Martin Gélinas	English Television Health and Wellness	Benoit Celestino Gabriel Durocher Emilio D'Orazio Micheline Provost	STARF CMG APS SCRC

COMMITTEE – ADMINISTRATION

DISCUSSIONS		
The Committee welcomed new member Micheline Provost.		
Martin Gélinas informed Committee members that Brett Abram had left the Corporation. We would like to thank him for his involvement and participation in our group's work.		
The Committee agreed that progress must be made on the disability-management communications plan.		
Martin Gélinas indicated that though this is a joint initiative, the Corporation has final editorial control on any written or electronic material involving it that is to be circulated.		
CONCLUSIONS		
The key messages retained for the plan are as follows:		
<ol style="list-style-type: none"> 1) Confidentiality of medical information 2) Medical certificate 3) Disability management services (and the process) 		
Ron Ouellette will replace Mr. Abram as the representative for HR – English Services.		
The next meeting will follow the next CCSB one, on December 5, 2007.		
ACTIONS	IN CHARGE	DEADLINE
The STARF representative will produce a first draft.	Benoit Celestino	2007-10-01
This version will be discussed with Martin Gélinas.	Benoit Celestino and Martin Gélinas	2007-10-18
The proposed document will be sent to the Committee for comments.	Martin Gélinas	2007-11-09
The final draft will be adopted at the next meeting.	Committee	2007-12-05
The documents on Key Message 2 (medical certificate) will be exchanged in preparation for the December meeting.	Martin Gélinas	2007-11-09
OBSERVERS	N/A	
CONTACTS	Martin Gélinas – If these minutes do not represent what you said/heard at the meeting, please notify Martin Gélinas as soon as possible.	

Comité sur la gestion des invalidités

COMPTE RENDU 6 SEPTEMBRE 2007 12H30

RÉUNION CONVOQUÉE PAR	Martin Gélinas			
TYPE DE RÉUNION	Réunion – Ottawa, sale 333			
PRÉSENTS	Jennifer Bain Martin Gélinas	Télévision anglaise Santé et mieux-être	Benoit Celestino Gabriel Durocher Emilio D’Orazio Micheline Provost	STARF CMG APS SCRC

COMITÉ - ADMINISTRATION

DISCUSSIONS		
Le Comité souhaite la bienvenue à Micheline Provost au sein du comité.		
Martin Gélinas informe les membre du comité que Brett Abram a quitté la société. Nous tenons à le remercier pour son implication et sa participation aux travaux de notre groupe.		
Le comité convient qu’il faut faire des progrès au sujet du plan de communication sur la gestion des invalidités.		
Martin Gélinas indique que bien qu’il s’agit d’une initiative conjointe, la Société se réserve un droit de regard final sur toute publication écrite ou électronique qui l’engage.		
CONCLUSIONS		
Les thèmes retenus pour la communication sont :		
1) Confidentialité des renseignements médicaux		
2) Le certificat médical		
3) Les services (et le processus) de gestion d’invalidité		
Ron Ouellette remplacera M. Abram en tant que représentant des RH – services anglais.		
La prochaine réunion aura lieu à l’occasion du CCAS, le 5 décembre 2007, après la fin de la session du CCAS		
MESURES À PRENDRE	RESPONSABLE	ÉCHÉANCE
Le représentant du STARF produira une première ébauche	Benoit Celestino	2007-10-01
Cette version sera discutée avec Martin Gélinas	Benoit Celestino et Martin Gélinas	2007-10-18
Le texte proposé sera envoyé au comité pour commentaires	Martin Gélinas	2007-11-09
Le texte final sera adopté lors de la prochaine réunion	Le comité	2007-12-05
Le thème no. 2 (Le certificat médical) fera l’objet d’un échange de documents en préparation pour la rencontre de décembre	Martin Gélinas	2007-11-09
OBSERVATEURS	N/A	
PERSONNES-RESSOURCES	Martin Gélinas - Si ce compte rendu ne représente pas ce que vous avez dit ou entendu lors de la réunion, veuillez en aviser Martin Gélinas dans les meilleurs délais.	

ATTENDANCE REPORT PER COMPONENT

As of : 03/09/2006

Fiscal Year Starting April 1, 2006

Code	Component	# of Employees*	Leave Type	# Days Last Year to Date	# Days Year to Date	Average Days / FTE Year to Date	Cost Year to Date
R1	RADIO ENGLISH - NETWORK	421	Sick Leave	734.25	828.56	2.07	\$200,643.76
			LTD	1519.44	931.76	2.32	
			Special Leave	64.89	75.85	0.19	\$19,451.47
R2	RADIO ENGLISH - REGIONAL	805	Sick Leave	2069.47	1818.60	2.31	\$425,954.39
			LTD	3061.00	2582.15	3.28	
			Special Leave	214.74	294.75	0.37	\$67,126.37
R3	RADIO FRENCH - NETWORK	541	Sick Leave	1908.56	1699.62	3.22	\$353,106.57
			LTD	2520.21	1098.00	2.08	
			Special Leave	182.37	192.66	0.37	\$43,721.29
R4	RADIO FRENCH - REGIONAL	424	Sick Leave	1247.15	1415.38	3.47	\$330,813.24
			LTD	2145.00	1345.60	3.30	
			Special Leave	137.92	88.07	0.22	\$21,235.35
S1	NEWSWORLD	174	Sick Leave	374.90	344.24	1.99	\$88,979.55
			LTD	202.00	220.00	1.27	
			Special Leave	66.33	48.51	0.28	\$11,653.72
S2	RDI	140	Sick Leave	748.83	738.29	5.26	\$165,849.86
			LTD	397.00	210.00	1.50	
			Special Leave	44.99	50.46	0.36	\$10,943.27
S3	RCI	84	Sick Leave	165.00	246.21	3.00	\$53,749.16
			LTD	333.00	220.00	2.68	
			Special Leave	29.25	40.75	0.50	\$10,347.94

[Click here to view Attendance Graph](#)

* Number of employees as of 03/09/2006

ZZ - Other: Components with limited number of employees

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT

As of : 03/09/2006

Fiscal Year Starting April 1, 2006

Code	Component	# of Employees*	Leave Type	# Days Last Year to Date	# Days Year to Date	Average Days / FTE Year to Date	Cost Year to Date
T1	TELEVISION ENGLISH - NETWORK	2323	Sick Leave	6125.68	5028.28	2.19	\$1,112,728.45
			LTD	9750.93	7592.35	3.30	
			Special Leave	712.76	626.46	0.27	\$147,985.95
T2	TELEVISION ENGLISH - REGIONAL	508	Sick Leave	1649.82	1100.74	2.18	\$260,344.54
			LTD	3641.47	3240.59	6.42	
			Special Leave	148.97	88.54	0.18	\$20,874.35
T3	TELEVISION FRENCH - NETWORK	2225	Sick Leave	9104.94	8650.97	4.00	\$1,750,985.86
			LTD	10015.00	7556.09	3.49	
			Special Leave	812.61	656.99	0.30	\$138,702.51
T4	TELEVISION FRENCH - REGIONAL	554	Sick Leave	2398.13	2023.35	3.75	\$482,657.96
			LTD	1323.00	1607.72	2.98	
			Special Leave	232.46	180.93	0.34	\$41,121.80
XA	CEO / CHAIR OF BOARD	31	Sick Leave	111.91	58.10	2.31	\$14,985.57
			LTD				
			Special Leave	29.93	3.00	0.12	\$633.81
XB	HUMAN RESOURCES	179	Sick Leave	388.82	342.77	2.08	\$73,223.85
			LTD	1072.76	845.95	5.13	
			Special Leave	52.76	49.33	0.30	\$12,812.28
XC	FINANCE & ADMINISTRATION	200	Sick Leave	508.53	362.05	1.85	\$70,447.78
			LTD	886.00	870.00	4.46	
			Special Leave	77.91	96.38	0.49	\$24,302.47

[Click here to view Attendance Graph](#)

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ATTENDANCE REPORT PER COMPONENT

As of : 03/09/2006

Fiscal Year Starting April 1, 2006

Code	Component	# of Employees*	Leave Type	# Days Last Year to Date	# Days Year to Date	Average Days / FTE Year to Date	Cost Year to Date
XD	CTO	695	Sick Leave	2206.63	1420.10	2.05	\$338,645.40
			LTD	2281.93	2354.87	3.39	
			Special Leave	232.75	312.22	0.45	\$72,369.27
XE	STRATEGY & BUSINESS DVLP	69	Sick Leave	116.80	162.14	2.60	\$46,050.93
			LTD	131.00	110.00	1.77	
			Special Leave	18.00	9.69	0.16	\$2,004.02
XF	GEN. COUNSEL & CORP. SECRETAR.	39	Sick Leave	33.97	42.64	1.19	\$9,158.94
			LTD	262.00	249.00	6.93	
			Special Leave	23.50	21.33	0.59	\$5,277.14
XG	REAL ESTATE	74	Sick Leave	191.69	231.22	3.35	\$52,934.86
			LTD	524.00	220.00	3.19	
			Special Leave	44.25	18.44	0.27	\$4,537.67
XH	CORPORATE COMMUNICATIONS	35	Sick Leave	111.84	107.86	3.32	\$19,461.62
			LTD		69.00	2.13	
			Special Leave	7.50	21.00	0.65	\$4,806.70
XX	(HIST) CORPORATE	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
ZZ	OTHER	10	Sick Leave	17.50	7.50	0.92	\$1,402.92
			LTD	131.00			
			Special Leave	2.00	1.50	0.18	\$356.16

[Click here to view Attendance Graph](#)

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ATTENDANCE REPORT PER COMPONENT

As of : 03/09/2006

Fiscal Year Starting April 1, 2006

Code	Component	# of Employees*	Leave Type	# Days Last Year to Date	# Days Year to Date	Average Days / FTE Year to Date	Cost Year to Date
CORP	CORPORATE	9532	Sick Leave	30214.42	26628.62	2.86	\$5,852,125.21
			LTD	40196.74	31323.08	3.36	
			Special Leave	3135.89	2876.86	0.31	\$660,263.54

[Click here to view Attendance Graph](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XA - CEO / CHAIR OF BOARD

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBK	PENSION FUND	19	Sick Leave	10.08	5.49	2.19	\$11,129.08
			LTD				
			Special Leave	1.13	0.81	0.17	\$633.81
UFA	INFORMATION	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
XBA	CHAIR OF THE BOARD (OFFICE OF)	1	Sick Leave	2.05	1.04	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
XBB	PRESIDENT AND CEO (OFFICE OF)	6	Sick Leave	1.51	0.28	2.64	\$2,151.08
			LTD				
			Special Leave	4.24	3.90	0.00	\$0.00
XBF	OMBUDSMAN (OFFICE OF)	5	Sick Leave	14.78	2.48	3.69	\$1,705.41
			LTD				
			Special Leave	0.24	0.24	0.00	\$0.00
Component		31	Sick Leave	9.01	4.36	2.31	\$14,985.57
			LTD				
			Special Leave	1.43	1.17	0.12	\$633.81
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XA - CEO / CHAIR OF BOARD

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
Corporate		9532	LTD	9.08	4.83	3.36	\$660,263.54
			Special Leave	0.75	0.38	0.31	

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XF - GEN. COUNSEL & CORP. SECRETAR.

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBL	LEGAL & CORP SECRETARIAT	39	Sick Leave LTD Special Leave	6.16 16.55 1.14	1.10 8.49 0.76	1.19 6.93 0.59	\$9,158.94 \$5,277.14
Component		39	Sick Leave LTD Special Leave	6.16 16.55 1.14	1.10 8.49 0.76	1.19 6.93 0.59	\$9,158.94 \$5,277.14
Corporate		9532	Sick Leave LTD Special Leave	7.61 9.08 0.75	3.63 4.83 0.38	2.86 3.36 0.31	\$5,852,125.21 \$660,263.54

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XD - CTO

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBB	NEW MEDIA	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBD	COMMUNICATION & PUBLIC AFFAIRS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBP	CTO - TRANSMISSION	215	Sick Leave LTD Special Leave	5.88 13.74 0.60	3.48 6.62 0.25	1.96 5.49 0.47	\$100,514.95 \$22,992.08 \$42,553.76
UBQ	CTO - BROADCAST ENGINEERING	67	Sick Leave LTD Special Leave	7.71 0.53 7.06	3.27 0.26 3.63	2.77 2.62 0.13	\$2,050.18 \$123,652.32
UBR	CTO - INFORMATION TECHNOLOGY	304	Sick Leave LTD Special Leave	7.38 0.93 3.62	3.67 0.46 2.67	3.28 0.53 1.96	\$37,866.01 \$12,181.58
UBS	CTO - STRATEGY & PLANNING	28	Sick Leave LTD Special Leave	0.73 12.18	0.12 10.89	0.47 2.87	\$1,773.99 \$5,544.72
UBT	CTO - CAPITAL PLANNING	6	Sick Leave				

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XD - CTO

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBT	CTO - CAPITAL PLANNING	6	LTD	0.46	0.47	0.85	\$1,341.00
UBU	CTO - VISION	44	Sick Leave	4.26	1.60	2.84	\$37,864.91
			LTD	0.65	0.31	0.34	\$4,470.71
UBV	CTO - BROAD & TELECOM NETWORKS	28	Sick Leave	4.74	3.28	2.13	\$16,107.11
			LTD	1.02	0.63	0.26	\$1,875.30
XBH	OFFICE OF VP	3	Sick Leave	0.50	0.00	0.96	\$226.05
			LTD	2.81	0.31	0.00	\$0.00
XBI	SHARED SERVICES	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD	0.00	0.00	0.00	\$0.00
Component		695	Sick Leave	6.35	3.40	2.05	\$338,645.40
			LTD	7.39	3.52	3.39	
			Special Leave	0.77	0.36	0.45	\$72,369.27
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21
			LTD	9.08	4.83	3.36	

[Click here to view Graph1 - Leave Type](#)

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FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XD - CTO

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
Corporate		9532	Special Leave	0.75	0.38	0.31	\$660,263.54

[Click here to view Graph1 - Leave Type](#)

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FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XC - FINANCE & ADMINISTRATION

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
SBF	FINANCE OPERATIONS & REPORTING	27	Sick Leave	4.63	2.46	1.60	\$9,669.15
			LTD	20.12	9.79	9.16	
			Special Leave	1.45	0.69	0.50	\$2,951.23
SBG	SUPPLY MANAGEMENT (FIN)	20	Sick Leave	6.30	4.05	1.92	\$7,962.94
			LTD	12.22	6.36	5.51	
			Special Leave	0.12	0.07	0.10	\$378.16
SBH	STRAT INIT & RES PLAN (FIN)	10	Sick Leave	4.35	2.66	1.92	\$5,379.48
			LTD				
			Special Leave	0.19	0.10	2.86	\$10,166.42
UBA	REGIONAL OPERATIONS	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
UBC	FINANCE AND ADMIN (MEDIA)	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	20.95	10.43	0.00	\$0.00
XBH	OFFICE OF VP	5	Sick Leave	3.69	1.17	2.28	\$3,375.73
			LTD				
			Special Leave	2.18	0.84	0.63	\$597.06
XBI	SHARED SERVICES	138	Sick Leave	7.06	3.03	1.87	\$44,060.48

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XC - FINANCE & ADMINISTRATION

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
XBI	SHARED SERVICES	138	LTD	8.70	4.56	3.93	
			Special Leave	1.14	0.49	0.38	\$10,209.60
Component		200	Sick Leave	6.40	3.01	1.85	\$70,447.78
			LTD	10.09	5.24	4.46	
			Special Leave	1.03	0.46	0.49	\$24,302.47
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21
			LTD	9.08	4.83	3.36	
			Special Leave	0.75	0.38	0.31	\$660,263.54

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
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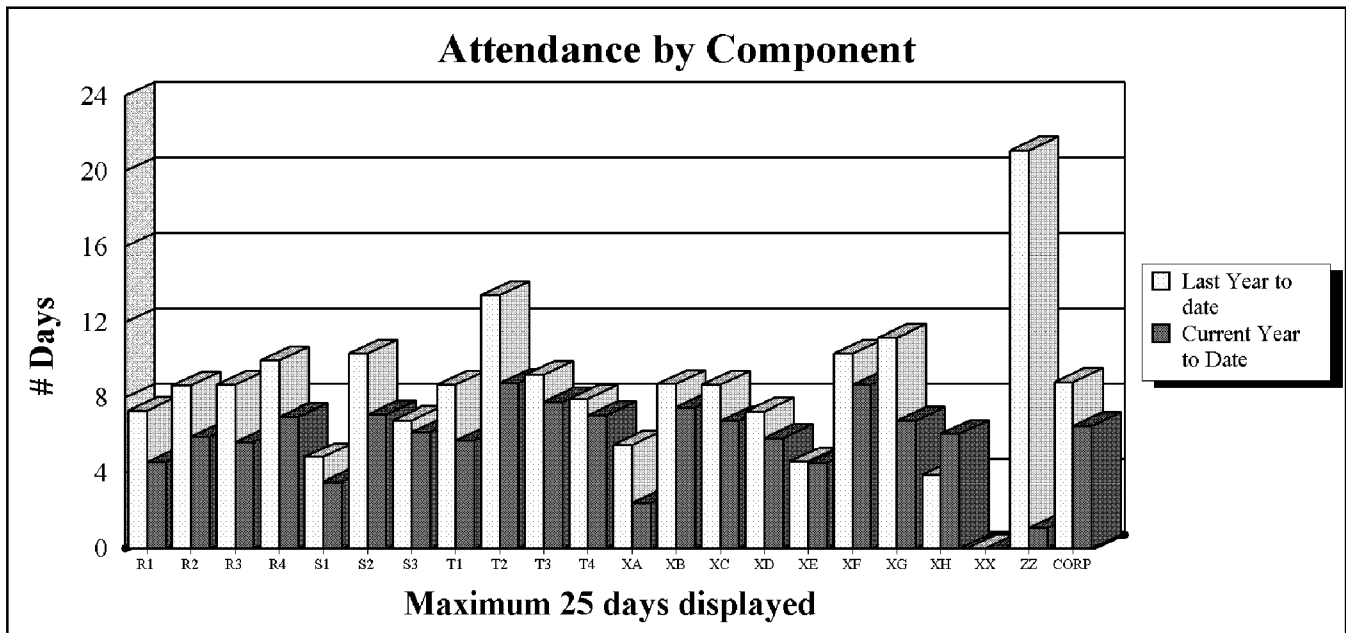
Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT

As of : 03/09/2006

Fiscal Year Starting April 1, 2006

Average Days per FTE				
Code	Component	Last Fiscal Year	Last Year to Date	Current Year to Date
R1	RADIO ENGLISH - NETWORK	14.02	7.31	4.58
R2	RADIO ENGLISH - REGIONAL	15.69	8.67	5.96
R3	RADIO FRENCH - NETWORK	17.56	8.71	5.67
R4	RADIO FRENCH - REGIONAL	17.9	9.98	6.99
S1	NEWSWORLD	10.13	4.86	3.54
S2	RDI	20.21	10.34	7.12
S3	RCI	16.4	6.82	6.18
T1	TELEVISION ENGLISH - NETWORK	16.16	8.69	5.76
T2	TELEVISION ENGLISH - REGIONAL	24.56	13.46	8.78
T3	TELEVISION FRENCH - NETWORK	19.64	9.22	7.79
T4	TELEVISION FRENCH - REGIONAL	16.58	7.95	7.07
XA	CEO / CHAIR OF BOARD	10.44	5.53	2.43
XB	HUMAN RESOURCES	18.66	8.73	7.51
XC	FINANCE & ADMINISTRATION	17.52	8.71	6.8
XD	CTO	14.51	7.28	5.89
XE	STRATEGY & BUSINESS DVLP	9.22	4.62	4.53
XF	GEN. COUNSEL & CORP. SECRETAR	23.85	10.35	8.71
XG	REAL ESTATE	23.43	11.19	6.81
XH	CORPORATE COMMUNICATIONS	14.13	3.91	6.1
XX	(HIST) CORPORATE	0	0	0
ZZ	OTHER	36.44	21.13	1.1



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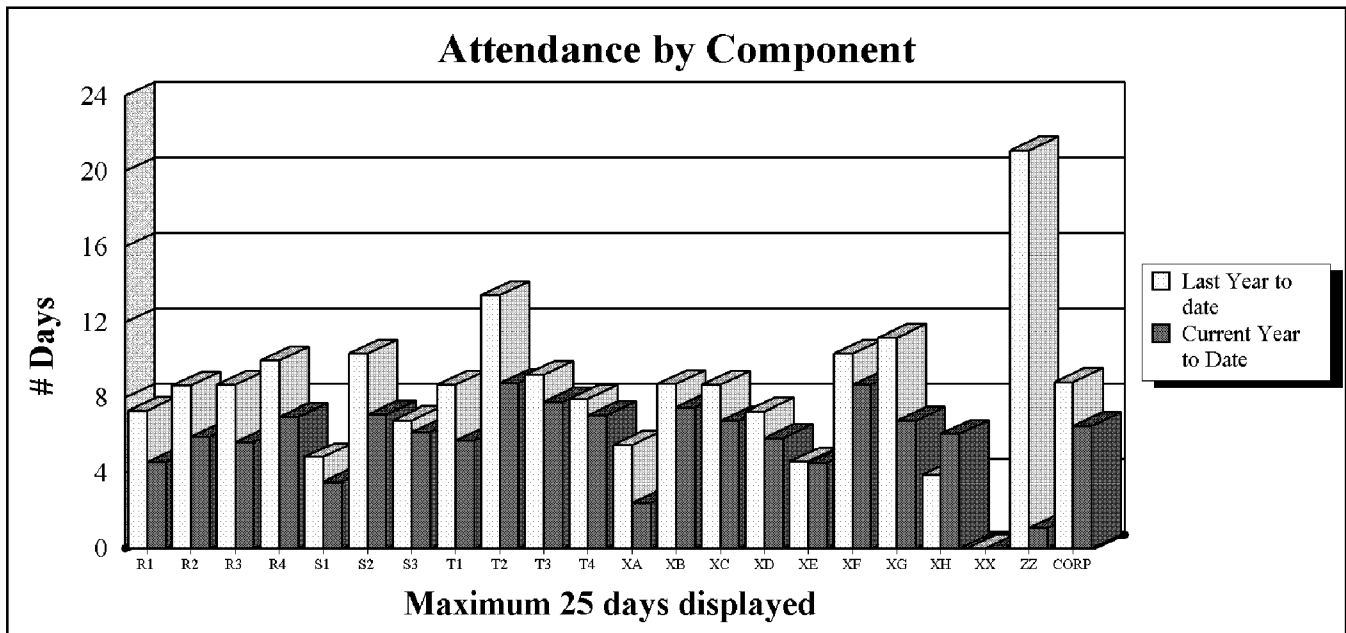
Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT

As of : 03/09/2006

Fiscal Year Starting April 1, 2006

Code	Component	Last Fiscal Year	Last Year to Date	Current Year to Date
CORP	CORPORATE	17.44	8.84	6.53



FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XB - HUMAN RESOURCES

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
RFB	RESSOURCES ET EXPLOITATIONS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBA	HR - ENGLISH NETWORK	74	Sick Leave LTD Special Leave	3.99 5.69 0.77	1.28 2.99 0.29	2.35 2.64 0.41	\$36,286.21 \$7,605.96 \$21,291.19
SBB	HR - FRENCH NETWORK	49	Sick Leave LTD Special Leave	6.18 11.67 0.75	3.01 6.12 0.27	2.67 2.46 0.19	\$21,291.19 \$1,813.13 \$0.00
SBC	(HIST) NAT COMP & HR PROCESSES	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBD	(HIST) ORGANIZATION & DEVLP	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBE	(HIST) PENSION BENEFITS ADMIN	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBI	(HIST) CORP HLTH-SAF-ENV SER	0	Sick Leave	4.58	2.28	0.00	\$0.00

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XB - HUMAN RESOURCES

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
SBI	(HIST) CORP HLTH-SAF-ENV SER	0	LTD	0.16	0.08	0.00	\$0.00
SBM	HR - EXPERTISE SERVICES	50	Special Leave	7.68	3.24	1.16	\$13,838.46
			LTD	27.45	13.38	12.22	
XBB	OFFICE OF VP	6	Special Leave	0.74	0.40	0.20	\$2,306.35
			LTD	1.92	0.51	1.30	\$1,807.99
Component		179	Special Leave	0.23	0.20	0.65	\$1,086.84
			LTD	5.46	2.24	2.08	\$73,223.85
Corporate		9532	Special Leave	12.46	6.19	5.13	\$12,812.28
			LTD	0.74	0.30	0.30	\$5,852,125.21
			Special Leave	7.61	3.63	2.86	\$660,263.54
			LTD	9.08	4.83	3.36	
			Special Leave	0.75	0.38	0.31	

[Click here to view Graph1 - Leave Type](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : S1 - NEWSWORLD

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
RFA	PROGRAMMES - PROGRAMMATION	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBF	FINANCE OPERATIONS & REPORTING	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TEA	NCAN (NEWSWORLD)	174	Sick Leave LTD Special Leave	6.82 2.45 0.86	2.83 1.53 0.50	1.99 1.27 0.28	\$88,979.55 \$11,653.72 \$0.00
TEB	NCAN (NEWS)	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TEC	NCAN (CURRENT AFFAIRS)	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TED	NCAN (PRODUCTION SERVICES)	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : S1 - NEWSWORLD

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TEE	NETWK PROGRAMMING & SCHEDULING	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
TEL	NCAN (NEWS GATHERING)	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
UBA	REGIONAL OPERATIONS	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
Component		174	Sick Leave	6.82	2.83	1.99	\$88,979.55
			LTD	2.45	1.53	1.27	
			Special Leave	0.86	0.50	0.28	\$11,653.72
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21
			LTD	9.08	4.83	3.36	
			Special Leave	0.75	0.38	0.31	\$660,263.54

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R1 - RADIO ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
REA	RADIO TECH & MAINTENANCE	27	Sick Leave LTD Special Leave	13.39 31.91 0.07	7.84 15.73 0.00	4.01 12.18 0.25	\$27,183.92 \$1,823.84
REB	INFO PROGRAM - CURRENT AFFAIRS	96	Sick Leave LTD Special Leave	3.10 5.13 0.45	1.14 3.36 0.27	1.46 0.80 0.13	\$35,125.49 \$3,242.56
REC	GLENN GOULD STUDIO	6	Sick Leave LTD Special Leave	1.49 1.12 2.15	0.41 0.00 0.42	0.17 0.00 1.27	\$173.06 \$0.00 \$15,273.37
RED	RADIO MUSIC	48	Sick Leave LTD Special Leave	0.19 6.39 11.85	0.08 2.93 6.65	0.11 2.01 2.95	\$1,494.54 \$64,410.36
REF	INFO PROGRAMMING - NEWS	124	Sick Leave LTD Special Leave	0.74 3.19 0.48	0.31 1.04 0.05	0.20 3.94 0.34	\$6,407.44 \$20,867.23 \$1,818.92
REH	RADIO 3	26	Sick Leave LTD Special Leave	6.59	0.00	3.02	\$6,401.76
REI	RADIO LIBRARY	11	Sick Leave				

[Click here to view Graph1 - Leave Type](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R1 - RADIO ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
REI	RADIO LIBRARY	11	LTD Special Leave	0.37 0.00	0.00 0.00	0.29	\$814.68
REJ	RADIO ARCHIVES	22	Sick Leave LTD Special Leave	10.13 0.68	0.00 0.00	6.78 2.99 0.20	\$25,567.30 \$717.36
REK	SATELLITE RADIO	5	Sick Leave LTD Special Leave	0.97 0.00	0.00 0.00	1.18 0.00	\$1,153.76 \$0.00
UBA	REGIONAL OPERATIONS	0	Sick Leave LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
UBB	NEW MEDIA	0	Sick Leave LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
UBD	COMMUNICATION & PUBLIC AFFAIRS	0	Sick Leave LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
UEA	A&E (ARTS & ENTERTAINMENT)	36	Sick Leave LTD	2.80 8.11	1.86 4.04	0.41	\$3,550.73

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R1 - RADIO ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UEA	A&E (ARTS & ENTERTAINMENT)	36	Special Leave	0.30	0.21	0.17	\$1,002.23
UEB	PROGRAM SERVICES	0	Sick Leave LTD Special Leave	7.37 1.59 0.42	3.81 1.01 0.26	0.00	\$0.00
XBH	OFFICE OF VP	20	Sick Leave LTD Special Leave	1.84 15.24 0.18	0.99 8.36 0.06	0.19 7.03 0.45	\$936.78
Component		421	Sick Leave LTD Special Leave	4.97 8.59 0.46	2.32 4.79 0.20	2.07 2.32 0.19	\$200,643.76
Corporate		9532	Sick Leave LTD Special Leave	7.61 9.08 0.75	3.63 4.83 0.38	2.86 3.36 0.31	\$5,852,125.21 \$660,263.54

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R2 - RADIO ENGLISH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
REA	RADIO TECH & MAINTENANCE	53	Sick Leave LTD Special Leave	4.76 10.06 0.53	2.10 7.86 0.28	1.29 5.83 0.36	\$15,888.02 \$4,392.00
REB	INFO PROGRAM - CURRENT AFFAIRS	136	Sick Leave	6.35	3.41	2.37	\$66,049.09
RED	RADIO MUSIC	10	LTD Special Leave Sick Leave LTD	4.75 0.59 1.91	3.56 0.26 1.19	0.93 0.38 0.21	\$11,739.81 \$397.62
REF	INFO PROGRAMMING - NEWS	22	Special Leave Sick Leave LTD	0.00 7.26	0.00 1.67	0.00 0.88	\$0.00 \$4,709.12
REG	CBL RADIO	46	Special Leave Sick Leave LTD	0.93 5.26	0.38 2.49	0.44 2.25	\$2,492.56 \$27,143.56
RFA	PROGRAMMES - PROGRAMMATION	0	Special Leave Sick Leave LTD	0.32 0.00	0.11 0.00	0.24 0.00	\$3,042.16 \$0.00
RFB	RESSOURCES ET EXPLOITATIONS	0	Special Leave Sick Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R2 - RADIO ENGLISH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
RFB	RESSOURCES ET EXPLOITATIONS	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
UBA	REGIONAL OPERATIONS	516	Sick Leave LTD Special Leave	6.70 10.64 0.77	3.45 5.77 0.35	2.50 4.26 0.37	\$299,478.84 \$41,247.71 \$0.00
UBB	NEW MEDIA	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBD	COMMUNICATION & PUBLIC AFFAIRS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UEA	A&E (ARTS & ENTERTAINMENT)	1	Sick Leave LTD Special Leave	2.38 0.00 0.00	3.14 0.00 0.00	13.84 0.00 0.00	\$8,372.66 \$0.00 \$0.00
UEB	PROGRAM SERVICES	11	Sick Leave LTD Special Leave	6.99 0.83 10.87	4.96 0.21 6.59	0.46 1.04 1.46	\$1,093.98 \$3,047.27 \$2,821.50
UED	CBC NORTH QUEBEC	10	Sick Leave LTD	1.52	1.08		

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R2 - RADIO ENGLISH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UJED	CBC NORTH QUEBEC	10	Special Leave	2.09	1.49	0.73	\$1,164.86
UFB	(HIST) SRC NORD QUÉBEC	0	Sick Leave LTD	0.00	0.00	0.00	\$0.00
Component		805	Special Leave Sick Leave LTD	0.00 6.46 8.51	0.00 3.36 4.96	0.00 2.31 3.28	\$0.00 \$425,954.39
Corporate		9532	Special Leave Sick Leave LTD Special Leave	0.72 7.61 9.08 0.75	0.35 3.63 4.83 0.38	0.37 2.86 3.36 0.31	\$67,126.37 \$5,852,125.21 \$660,263.54

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R3 - RADIO FRENCH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
REA	RADIO TECH & MAINTENANCE	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
REB	INFO PROGRAM - CURRENT AFFAIRS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
RED	RADIO MUSIC	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
RFA	PROGRAMMES - PROGRAMMATION	179	Sick Leave	6.88	2.88	1.94	\$73,432.28
RFB	RESSOURCES ET EXPLOITATIONS	146	Sick Leave LTD Special Leave	6.96 9.04 1.09	3.14 4.84 0.52	5.00 2.60 0.49	\$139,186.32 \$10,007.52 \$15,795.21
SBB	HR - FRENCH NETWORK	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TBB	SERVICE COMMERCIAL	0	Sick Leave	0.00	0.00	0.00	\$0.00

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R3 - RADIO FRENCH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TBB	SERVICE COMMERCIAL	0	LTD	0.00	0.00	0.00	\$0.00
TFE	SERVICE DE RÉFÉRENCES	0	Sick Leave	0.00	0.00	0.00	\$0.00
TFI	PRODUCTION TECH ET DESIGN TV	0	LTD	0.00	0.00	0.00	\$0.00
TFK	AFF INSTIT ET PLANIF STRAT	0	Sick Leave	22.37	0.00	5.54	\$550.20
UBA	REGIONAL OPERATIONS	0	LTD	0.00	0.00	0.00	\$0.00
UBB	NEW MEDIA	41	Sick Leave	9.26	4.80	1.49	\$10,464.22
UBD	COMMUNICATION & PUBLIC AFFAIRS	33	LTD	1.21	0.38	1.13	\$2,931.35
			Sick Leave	9.24	3.55	1.73	\$10,134.42
			LTD	10.77	4.12	0.81	

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R3 - RADIO FRENCH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBD	COMMUNICATION & PUBLIC AFFAIRS	33	Special Leave	0.27	0.06	0.27	\$1,485.39
UBE	(HIST) ENG & TECH SUPP SVCS	0	Sick Leave LTD	0.00	0.00	0.00	\$0.00
UBN	INTERNATIONAL RELATIONS	1	Sick Leave LTD	0.00	0.00	1.65	\$149.43
UFA	INFORMATION	139	Sick Leave LTD	9.46 10.49	4.91 5.94	3.82 2.45	\$116,000.25
XBD	(HIST) MEDIA V-P - OFFICE OF	0	Sick Leave LTD	0.00	0.00	0.00	\$0.00
XBH	OFFICE OF VP	2	Sick Leave LTD	4.73	0.55	3.36	\$3,189.45
Component		541	Special Leave	0.00	0.00	0.79	\$750.52
			Sick Leave LTD	7.84 8.90	3.61 4.76	3.22 2.08	\$353,106.57
			Special Leave	0.82	0.34	0.37	\$43,721.29

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R3 - RADIO FRENCH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21
			LTD	9.08	4.83	3.36	
			Special Leave	0.75	0.38	0.31	\$660,263.54

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R4 - RADIO FRENCH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
REA	RADIO TECH & MAINTENANCE	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
REB	INFO PROGRAM - CURRENT AFFAIRS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
REF	INFO PROGRAMMING - NEWS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
RFA	PROGRAMMES - PROGRAMMATION	261	Sick Leave	9.24	4.15	3.32	\$188,120.23
RFB	RESSOURCES ET EXPLOITATIONS	35	Sick Leave LTD Special Leave	7.29 5.57 0.45	3.42 4.68 0.04	8.20 4.13 0.22	\$63,627.99 \$1,704.29 \$0.00
SBB	HR - FRENCH NETWORK	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TEB	NCAN (NEWS)	0	Sick Leave	0.00	0.00	0.00	\$0.00

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R4 - RADIO FRENCH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TEB	NCAN (NEWS)	0	LTD Special Leave	0.00	0.00	0.00	\$0.00
TEG	PROD & RES TPC (PROD CENTER)	0	Sick Leave LTD Special Leave	0.00	0.00	0.00	\$0.00
TFC	TÉLÉVISION GÉNÉRALE	0	Sick Leave LTD Special Leave	10.24	5.10	0.00	\$0.00
TFE	SERVICE DE RÉFÉRENCES	0	Sick Leave LTD Special Leave	0.00	0.00	0.00	\$0.00
UBA	REGIONAL OPERATIONS	111	Sick Leave LTD Special Leave	4.03 8.29 0.68	2.13 4.51 0.44	2.94 2.96 0.07	\$76,529.95 \$1,517.84
UBB	NEW MEDIA	9	Sick Leave LTD Special Leave	4.59	2.52	0.58	\$1,003.45
UBD	COMMUNICATION & PUBLIC AFFAIRS	3	Sick Leave LTD	0.20 1.71	0.00 0.00	1.62 0.13	\$3,284.66 \$79.12

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : R4 - RADIO FRENCH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBD	COMMUNICATION & PUBLIC AFFAIRS	3	Special Leave	1.84	8.67	0.00	\$0.00
UEA	A&E (ARTS & ENTERTAINMENT)	0	Sick Leave LTD Special Leave	0.00	0.00	0.00	\$0.00
UFA	INFORMATION	5	Sick Leave LTD Special Leave	8.10	1.51	0.95	\$1,452.50
Component		424	Sick Leave LTD Special Leave	7.61 9.61 0.68	3.53 6.06 0.39	3.47 3.30 0.22	\$330,813.24 \$21,235.35
Corporate		9532	Sick Leave LTD Special Leave	7.61 9.08 0.75	3.63 4.83 0.38	2.86 3.36 0.31	\$5,852,125.21 \$660,263.54

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : S3 - RCI

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBE	(HIST) ENG & TECH SUPP SVCS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBF	RCI	84	Sick Leave LTD Special Leave	7.76 7.58 0.94	2.14 4.19 0.38	3.00 2.68 0.50	\$53,749.16 \$10,347.94 \$0.00
UBP	CTO - TRANSMISSION	0	Sick Leave LTD Special Leave	0.00 130.50 0.00	0.00 65.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UFA	INFORMATION	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
Component		84	Sick Leave LTD Special Leave	7.76 7.70 0.94	2.13 4.31 0.38	3.00 2.68 0.50	\$53,749.16 \$10,347.94 \$0.00
Corporate		9532	Sick Leave LTD Special Leave	7.61 9.08 0.75	3.63 4.83 0.38	2.86 3.36 0.31	\$5,852,125.21 \$660,263.54 \$0.00

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : S2 - RDI

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TFA	(HIST) PRODUCTION TECH ET ING	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TFB	(HIST) TÉLÉ RÉG ET AFF INST	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TFC	TÉLÉVISION GÉNÉRALE	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TFI	PRODUCTION TECH ET DESIGN TV	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TFK	AFF INSTIT ET PLANIF STRAT	2	Sick Leave LTD Special Leave	3.19 0.85 8.70	1.85 0.21 0.00	1.94 0.00 1.58	\$1,599.83 \$0.00 \$262.18
TFP	PRODUCTION ET RESSOURCES	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	1.58 0.00 0.00	\$262.18 \$0.00 \$0.00
TFR	TÉLÉVISION FRANÇAISE RÉGIONALE	0	Sick Leave	0.00	0.00	0.00	\$0.00

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : S2 - RDI

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TFR	TÉLÉVISION FRANÇAISE REGIONALE	0	LTD	0.00	0.00	0.00	\$0.00
UFA	INFORMATION	138	Sick Leave LTD Special Leave	13.38 6.49 0.99	6.71 3.60 0.40	5.35 1.54 0.36	\$163,987.85 \$10,681.09
Component		140	Sick Leave LTD Special Leave	12.99 6.24 0.98	6.50 3.45 0.39	5.26 1.50 0.36	\$165,849.86 \$10,943.27
Corporate		9532	Sick Leave LTD Special Leave	7.61 9.08 0.75	3.63 4.83 0.38	2.86 3.36 0.31	\$5,852,125.21 \$660,263.54

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XG - REAL ESTATE

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBJ	PROPERTY MANAGEMENT	74	Sick Leave	7.07	2.82	3.35	\$52,934.86
			LTD	15.33	7.72	3.19	
			Special Leave	1.03	0.65	0.27	\$4,537.67
Component		74	Sick Leave	7.07	2.82	3.35	\$52,934.86
			LTD	15.33	7.72	3.19	
			Special Leave	1.03	0.65	0.27	\$4,537.67
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21
			LTD	9.08	4.83	3.36	
			Special Leave	0.75	0.38	0.31	\$660,263.54

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XE - STRATEGY & BUSINESS DVLP

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
SBH	STRAT INIT & RES PLAN (FIN)	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBK	MERCHANDISING DIV	35	Sick Leave LTD Special Leave	4.88 0.43 0.00	2.98 0.08 0.00	1.33 0.16 0.00	\$6,869.30 \$1,022.39 \$0.00
UBD	COMMUNICATION & PUBLIC AFFAIRS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBM	AUDIENCE RESEARCH	10	Sick Leave LTD Special Leave	1.82 1.15 4.79	0.90 0.57 1.38	3.92 0.26 3.80	\$10,942.12 \$552.19 \$28,239.51
UBO	CORP PLANNING & BUSINESS DEV	24	LTD Special Leave	12.48 0.75	6.46 0.49	5.16 0.09	\$429.44
UBS	CTO - STRATEGY & PLANNING	0	Sick Leave LTD Special Leave	0.00 0.00 4.31	0.00 0.00 2.03	0.00 0.00 2.60	\$0.00 \$0.00 \$46,050.93
Component		69	Sick Leave				

[Click here to view Graph1 - Leave Type](#)

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FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : XE - STRATEGY & BUSINESS DVLP

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
Component		69	LTD	4.25	2.28	1.77	
			Special Leave	0.66	0.31	0.16	\$2,004.02
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21
			LTD	9.08	4.83	3.36	
			Special Leave	0.75	0.38	0.31	\$660,263.54

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T1 - TELEVISION ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
REB	INFO PROGRAM - CURRENT AFFAIRS	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
RFA	PROGRAMMES - PROGRAMMATION	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
SBD	(HIST) ORGANIZATION & DEVLP	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
SBF	FINANCE OPERATIONS & REPORTING	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
SBJ	COUNTRY CANADA CHANNEL	4	Sick Leave	1.39	1.18	0.46	\$395.71
			LTD				
			Special Leave	0.00	0.00	0.23	\$154.38
TBA	MEDIA SALES AND MARKETING	222	Sick Leave	5.67	2.99	1.96	\$91,317.34
			LTD	12.00	7.01	4.00	
			Special Leave	0.77	0.49	0.36	\$18,257.24

[Click here to view Graph1 - Leave Type](#)

[Click here to view Graph2 - Last and Current Year](#)

FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T1 - TELEVISION ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TBB	SERVICE COMMERCIAL	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TEA	NCAN (NEWSWORLD)	42	Sick Leave LTD Special Leave	6.34 68.50 0.82	3.21 31.83 0.35	1.48 17.96 0.36	\$12,781.03 \$3,485.85 \$29,868.99
TEB	NCAN (NEWS)	110	Sick Leave LTD Special Leave	3.40 0.48 4.65	1.58 0.28 3.17	1.13 0.04 0.67	\$942.83 \$20,069.29 \$7,386.87
TEC	NCAN (CURRENT AFFAIRS)	122	Sick Leave LTD Special Leave	7.31 0.38 6.14	4.38 0.22 3.11	2.58 0.22 2.11	\$106,818.25 \$16,364.48 \$21,747.70
TED	NCAN (PRODUCTION SERVICES)	214	Sick Leave LTD Special Leave	7.14 0.83 4.20	4.06 0.35 1.85	1.92 0.32 1.98	\$1,262.22 \$18,499.88
TEE	NETWK PROGRAMMING & SCHEDULING	35	Sick Leave LTD Special Leave	0.30 3.82	0.23 2.92	0.12 0.95	
TEF	SPORTS	74	Sick Leave				

[Click here to view Graph1 - Leave Type](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T1 - TELEVISION ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TEF	SPORTS	74	LTD Special Leave	6.40 0.52	3.93 0.28	1.50 0.16	\$2,770.58
TEG	PROD & RES TPC (PROD CENTER)	548	Sick Leave LTD Special Leave	8.43 15.11 0.77	4.14 8.04 0.40	3.10 5.82 0.34	\$385,165.20 \$45,859.01
TEH	(HIST) BROADCAST ENGINEERING	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00
TEI	INTERNATIONAL SALES	15	Sick Leave LTD Special Leave	3.71 14.61 0.45	1.56 7.51 0.23	2.05 6.83 0.06	\$6,721.89 \$195.39
TEJ	NCAN (CANADA NOW)	42	Sick Leave LTD Special Leave	6.68 1.72 0.87	4.67 1.87 0.59	1.74 0.25	\$19,400.30 \$2,415.22
TEK	NCAN (BUSINESS & ADMIN)	63	Sick Leave LTD Special Leave	6.99 4.66 0.56	3.27 2.75 0.18	2.28 1.73 0.28	\$30,910.74 \$4,911.63
TEL	NCAN (NEWS GATHERING)	184	Sick Leave LTD Special Leave	6.28 4.79 0.88	3.23 2.84 0.51	3.18 1.62 0.28	\$151,684.08 \$12,634.61

[Click here to view Graph1 - Leave Type](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T1 - TELEVISION ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TEM	DIGITAL PROGRAM & BUS DEVLPMT	13	Sick Leave LTD Special Leave	0.98 0.42 4.25	0.32 0.00 0.00	0.99 0.06 1.25	\$3,306.03 \$160.92 \$29,833.54
TEN	CBC CA	98	Sick Leave LTD Special Leave	1.00 1.31 0.00	0.00 0.00 0.00	0.41 0.75 0.88	\$9,568.81 \$1,455.79 \$1,788.86
TEP	DIGITAL ARCHIVES	7	Sick Leave LTD Special Leave	4.41 0.00 0.00	0.00 0.00 0.00	2.61 4.21 0.20	\$38,017.07 \$2,552.89 \$0.00
TEQ	PROD & RES LIBRARY ARCH & DOC	80	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 1.01	\$0.00 \$0.00 \$2,265.75
TER	PROD & RES MOBILE DIVISION	3	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.43	\$0.00 \$0.00 \$530.70
TEW	BUSINESS RIGHTS & CONTENT MGMT	16	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.43	\$0.00 \$0.00 \$530.70

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T1 - TELEVISION ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TEX	DOCUMENTARY PROGRAMMING	48	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.71 0.23	\$2,232.96 \$1,058.64
TEY	FACTUAL ENTERTAINMENT PROGR	11	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00	\$0.00
TFP	PRODUCTION ET RESSOURCES	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00	\$0.00
UBA	REGIONAL OPERATIONS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00	\$0.00
UBB	NEW MEDIA	37	Sick Leave LTD Special Leave	4.24 0.54	1.90 0.36	0.63 0.14	\$5,379.62 \$1,201.57
UBC	FINANCE AND ADMIN (MEDIA)	44	Sick Leave LTD Special Leave	4.35 11.37 0.65	2.17 6.20 0.43	0.87 2.58 0.13	\$7,407.94 \$1,326.18
UBD	COMMUNICATION & PUBLIC AFFAIRS	146	Sick Leave	6.83	3.76	3.07	\$72,385.37

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T1 - TELEVISION ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBD	COMMUNICATION & PUBLIC AFFAIRS	146	LTD	5.03	2.28	2.32	
UBF	RCI	0	Special Leave	0.62	0.34	0.20	\$5,875.99
			Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
UBM	AUDIENCE RESEARCH	18	Sick Leave	7.34	1.64	0.60	\$2,330.71
			LTD				
			Special Leave	0.35	0.14	0.33	\$1,742.12
UBO	CORP PLANNING & BUSINESS DEV	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
UBP	CTO - TRANSMISSION	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
UBQ	CTO - BROADCAST ENGINEERING	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
UBS	CTO - STRATEGY & PLANNING	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				

[Click here to view Graph1 - Leave Type](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T1 - TELEVISION ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBS	CTO - STRATEGY & PLANNING	0	Special Leave	0.00	0.00	0.00	\$0.00
UBT	CTO - CAPITAL PLANNING	0	Sick Leave LTD	0.00	0.00	0.00	\$0.00
UEA	A&E (ARTS & ENTERTAINMENT)	79	Special Leave	0.00	0.00	0.00	\$0.00
UEB	PROGRAM SERVICES	16	Sick Leave	3.76	1.54	1.93	\$35,621.38
			LTD	7.11	4.13	3.42	
			Special Leave	0.42	0.29	0.22	\$4,840.88
UEC	BUSINESS AFFAIRS	25	Sick Leave	9.43	5.23	0.35	\$1,335.18
			LTD	10.17	5.84	0.08	\$332.18
			Special Leave	0.68	0.41	0.08	
UFA	INFORMATION	0	Sick Leave	9.70	4.12	3.05	\$15,776.71
			LTD	23.79	13.46	12.05	
			Special Leave	1.15	0.42	0.00	\$0.00
XBH	OFFICE OF VP	7	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD	1.06	0.32	0.00	\$0.00
			Special Leave	3.38	1.63	0.40	\$365.90
Component		2323	Sick Leave	6.26	3.21	2.19	\$1,112,728.45

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T1 - TELEVISION ENGLISH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
Component		2323	LTD	9.22	5.11	3.30	\$147,985.95
			Special Leave	0.68	0.37	0.27	
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21
			LTD	9.08	4.83	3.36	
			Special Leave	0.75	0.38	0.31	\$660,263.54

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T2 - TELEVISION ENGLISH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
REB	INFO PROGRAM - CURRENT AFFAIRS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
RFA	PROGRAMMES - PROGRAMMATION	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TBA	MEDIA SALES AND MARKETING	1	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	1.91	\$346.84 \$0.00 \$0.00
TBB	SERVICE COMMERCIAL	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TEA	NCAN (NEWSWORLD)	8	Sick Leave LTD Special Leave	8.25 0.90 4.58	1.25 1.07 2.32	6.29 0.00 3.13	\$13,612.42 \$0.00 \$24,391.92
TEB	NCAN (NEWS)	33	Sick Leave LTD Special Leave	0.84 1.12	0.47 0.99	0.22 0.19	\$1,679.98 \$301.78
TEC	NCAN (CURRENT AFFAIRS)	6	Sick Leave	1.12	0.99	0.19	\$301.78

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T2 - TELEVISION ENGLISH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TEC	NCAN (CURRENT AFFAIRS)	6	LTD	58.30	32.50	21.13	
			Special Leave	0.00	0.00	0.00	\$0.00
TED	NCAN (PRODUCTION SERVICES)	4	Sick Leave	20.63	16.18	22.74	\$21,810.20
			LTD	0.00	0.00	0.00	
TEE	NETWK PROGRAMMING & SCHEDULING	0	Special Leave	0.00	0.00	0.75	\$704.28
			Sick Leave	0.00	0.00	0.00	\$0.00
TEF	SPORTS	1	LTD	0.00	0.00	0.00	\$0.00
			Special Leave	0.00	0.00	0.00	\$0.00
TEG	PROD & RES TPC (PROD CENTER)	46	Sick Leave	9.49	5.58	1.24	\$13,682.05
			LTD	18.01	9.28	6.94	
TEJ	NCAN (CANADA NOW)	7	Special Leave	0.47	0.28	0.06	\$586.14
			Sick Leave	4.78	0.76	1.00	\$1,893.16
TEK	NCAN (BUSINESS & ADMIN)	1	LTD	2.05	1.53	0.00	\$0.00
			Special Leave	1.08	0.00	0.00	\$0.00

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T2 - TELEVISION ENGLISH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TEK	NCAN (BUSINESS & ADMIN)	1	Special Leave	0.00	0.00	0.00	\$0.00
TEL	NCAN (NEWS GATHERING)	3	Sick Leave LTD	1.72	1.95	1.63	\$1,586.18
TEQ	PROD & RES LIBRARY ARCH & DOC	2	Special Leave Sick Leave LTD	0.00	0.00	0.27	\$272.18
TER	PROD & RES MOBILE DIVISION	4	Special Leave Sick Leave LTD	0.00	0.00	2.49	\$797.45
TES	PROD & RES DEPT EXEC DIRECTOR	1	Sick Leave LTD	0.00	0.00	0.00	\$0.00
TFA	(HIST) PRODUCTION TECH ET ING	0	Special Leave Sick Leave LTD	0.00	0.00	0.00	\$0.00
TFB	(HIST) TÉLÉ RÉG ET AFF INST	0	Special Leave Sick Leave LTD	0.00	0.00	0.00	\$0.00

[Click here to view Graph1 - Leave Type](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T2 - TELEVISION ENGLISH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TFC	TÉLÉVISION GÉNÉRALE	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TFR	TÉLÉVISION FRANÇAISE REGIONALE	0	Sick Leave LTD Special Leave	130.50 0.00 0.00	65.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBA	REGIONAL OPERATIONS	342	Sick Leave LTD Special Leave	7.47 19.47 0.76	4.40 10.48 0.36	1.97 7.46 0.14	\$161,191.77 \$11,938.94 \$0.00
UBB	NEW MEDIA	2	Sick Leave LTD Special Leave	2.34 0.00 0.00	1.37 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBC	FINANCE AND ADMIN (MEDIA)	19	Sick Leave LTD Special Leave	3.89 28.27 0.63	2.59 14.49 0.44	1.45 11.42 0.25	\$5,729.51 \$968.96 \$0.00
UBD	COMMUNICATION & PUBLIC AFFAIRS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBE	(HIST) ENG & TECH SUPP SVCS	0	Sick Leave	0.00	0.00	0.00	\$0.00

[Click here to view Graph1 - Leave Type](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T2 - TELEVISION ENGLISH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBE	(HIST) ENG & TECH SUPP SVCS	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
UBF	RCI	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
UEA	A&E (ARTS & ENTERTAINMENT)	5	LTD Special Leave	0.49 0.24	0.47 0.00	0.22 0.00	\$272.18 \$0.00
UEB	PROGRAM SERVICES	19	LTD Special Leave	4.96 4.76 0.67	2.12 3.29 0.13	4.04 2.79 0.37	\$13,125.02 \$1,382.98 \$1,903.18
UED	CBC NORTH QUEBEC	4	LTD Special Leave	5.43 3.86	3.22 2.01	2.88 0.56	\$447.08 \$0.00
UFA	INFORMATION	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
UFB	(HIST) SRC NORD QUÉBEC	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T2 - TELEVISION ENGLISH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
Component		508	Sick Leave	7.06	4.08	2.18	\$260,344.54
			LTD	16.77	9.01	6.42	
			Special Leave	0.73	0.37	0.18	\$20,874.35
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21
			LTD	9.08	4.83	3.36	
			Special Leave	0.75	0.38	0.31	\$660,263.54

[Click here to view Graph1 - Leave Type](#)

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Report includes all employees paid on National Payroll (excludes Performers and Casuals)

ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T3 - TELEVISION FRENCH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
REB	INFO PROGRAM - CURRENT AFFAIRS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
RFA	PROGRAMMES - PROGRAMMATION	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
RFB	RESSOURCES ET EXPLOITATIONS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBB	HR - FRENCH NETWORK	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBH	STRAT INIT & RES PLAN (FIN)	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBK	MERCHANDISING DIV	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBL	OTTAWA PROJECT	0	Sick Leave	0.00	0.00	0.00	\$0.00

[Click here to view Graph1 - Leave Type](#)

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FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
Sick Leave: Short-Term Disability (STD) - medical absence of 85 days and less	Special Leave: Authorized leave for special occasion (family emergency, bereavement, wedding ...)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T3 - TELEVISION FRENCH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
SBL	OTTAWA PROJECT	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
TBA	MEDIA SALES AND MARKETING	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
TBB	SERVICE COMMERCIAL	129	LTD Special Leave	9.85 4.89 0.62	5.15 1.25 0.35	2.57 3.35 0.13	\$64,507.79 \$3,649.28 \$0.00
TEB	NCAN (NEWS)	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
TEE	NETWK PROGRAMMING & SCHEDULING	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
TEF	SPORTS	0	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00
TFA	(HIST) PRODUCTION TECH ET ING	1	LTD Special Leave	0.00 0.00	0.00 0.00	0.00 0.00	\$0.00 \$0.00

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

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Fiscal Year Starting April 1, 2006

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				Previous Year	Previous Year to Date	Current Year to Date	
TFA	(HIST) PRODUCTION TECH ET ING	1	Special Leave	0.00	0.00	0.00	\$0.00
TFB	(HIST) TÉLÉ RÉG ET AFF INST	0	Sick Leave LTD Special Leave	18.98	9.45	0.00	\$0.00
TFC	TÉLÉVISION GÉNÉRALE	196	Sick Leave LTD Special Leave	7.09 10.45 0.49	2.54 4.96 0.27	3.56 4.58 0.19	\$155,698.73 \$8,124.74
TFD	SERVICES DE GESTION	1	Sick Leave LTD Special Leave	0.00 261.00 0.00	0.00 130.00 0.00	0.00 110.71 0.00	\$0.00
TFE	SERVICE DE RÉFÉRENCES	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00
TFF	TÉLÉ DES ARTS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00
TFG	(HIST) PLAN STR ET RECHERCHE	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T3 - TELEVISION FRENCH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TFH	SERVICE DOCUMENT ET ARCHIVES	136	Sick Leave	9.82	4.35	3.88	\$86,921.71
			LTD	16.46	8.03	5.76	
			Special Leave	0.92	0.50	0.44	\$10,553.05
TFI	PRODUCTION TECH ET DESIGN TV	931	Sick Leave	11.71	5.29	4.98	\$842,167.06
			LTD	5.86	2.91	1.78	
			Special Leave	0.82	0.40	0.32	\$58,079.37
TFJ	RECHERCHE - GRILLE & DIFFUSION	39	Sick Leave	8.32	3.26	3.05	\$19,535.29
			LTD				
			Special Leave	1.31	0.66	0.17	\$1,106.07
TFK	AFF INSTIT ET PLANIF STRAT	16	Sick Leave	6.47	1.89	2.98	\$10,179.55
			LTD	17.31	9.02	6.83	
			Special Leave	0.63	0.55	0.22	\$747.88
TFP	PRODUCTION ET RESSOURCES	145	Sick Leave	9.51	3.87	4.27	\$137,820.07
			LTD	17.92	9.70	6.25	
			Special Leave	0.85	0.27	0.30	\$10,221.06
TFR	TÉLÉVISION FRANÇAISE REGIONALE	0	Sick Leave	13.05	6.50	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00

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FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T3 - TELEVISION FRENCH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UBA	REGIONAL OPERATIONS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBB	NEW MEDIA	61	Sick Leave LTD Special Leave	6.73 6.03 0.65	3.38 2.29 0.48	1.33 2.86 0.77	\$16,493.55 \$10,155.82 \$30,721.35
UBC	FINANCE AND ADMIN (MEDIA)	116	Sick Leave LTD Special Leave	6.23 7.59 1.03	3.10 4.11 0.50	1.68 2.97 0.30	\$30,721.35 \$5,799.13 \$92,914.51
UBD	COMMUNICATION & PUBLIC AFFAIRS	95	Sick Leave LTD Special Leave	8.99 22.71 0.85	5.21 12.25 0.34	4.46 7.96 0.18	\$3,398.54 \$0.00 \$0.00
UBJ	PROPERTY MANAGEMENT	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UBM	AUDIENCE RESEARCH	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UEA	A&E (ARTS & ENTERTAINMENT)	0	Sick Leave	0.00	0.00	0.00	\$0.00

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FTE: Full Time Equivalent Employee	Long Term Disability (LTD): Medical absence more than 85 days
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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T3 - TELEVISION FRENCH - NETWORK

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
UEA	A&E (ARTS & ENTERTAINMENT)	0	LTD	0.00	0.00	0.00	\$0.00
UFA	INFORMATION	349	Sick Leave	7.05	2.82	3.44	\$292,251.87
			LTD	10.28	5.26	4.08	
			Special Leave	0.72	0.30	0.31	\$26,418.77
UFB	(HIST) SRC NORD QUÉBEC	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD	0.00	0.00	0.00	\$0.00
			Special Leave	0.00	0.00	0.00	\$0.00
XBD	(HIST) MEDIA V-P - OFFICE OF	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD	0.00	0.00	0.00	\$0.00
			Special Leave	0.00	0.00	0.00	\$0.00
XBH	OFFICE OF VP	10	Sick Leave	6.45	1.87	1.51	\$1,774.38
			LTD	35.87	11.24	15.82	
			Special Leave	1.01	0.70	0.29	\$448.80
Component		2225	Sick Leave	9.50	4.21	4.00	\$1,750,985.86
			LTD	9.35	4.63	3.49	
			Special Leave	0.79	0.38	0.30	\$138,702.51
Corporate		9532	Sick Leave	7.61	3.63	2.86	\$5,852,125.21
			LTD	9.08	4.83	3.36	
			Special Leave	0.75	0.38	0.31	\$660,263.54

[Click here to view Graph1 - Leave Type](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T4 - TELEVISION FRENCH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
REA	RADIO TECH & MAINTENANCE	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
RFA	PROGRAMMES - PROGRAMMATION	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 8.98 0.00	\$0.00 \$0.00 \$0.00
RFB	RESSOURCES ET EXPLOITATIONS	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
SBL	OTTAWA PROJECT	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TBA	MEDIA SALES AND MARKETING	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
TBB	SERVICE COMMERCIAL	3	Sick Leave LTD Special Leave	42.67 0.33 0.33	36.06 0.33 0.33	1.67 0.00 0.00	\$1,030.54 \$0.00 \$0.00
TEA	NCAN (NEWSWORLD)	0	Sick Leave	0.00	0.00	0.00	\$0.00

[Click here to view Graph1 - Leave Type](#)

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T4 - TELEVISION FRENCH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TEA	NCAN (NEWSWORLD)	0	LTD Special Leave	0.00	0.00	0.00	\$0.00
TFA	(HIST) PRODUCTION TECH ET ING	0	Sick Leave LTD Special Leave	0.00	0.00	0.00	\$0.00
TFB	(HIST) TÉLÉ RÉG ET AFF INST	0	Sick Leave LTD Special Leave	0.00	0.00	0.00	\$0.00
TFC	TÉLÉVISION GÉNÉRALE	13	Sick Leave LTD Special Leave	7.12	3.55	3.01	\$9,479.22
TFH	SERVICE DOCUMENT ET ARCHIVES	0	Sick Leave LTD Special Leave	0.00	0.00	0.14	\$271.90
TFI	PRODUCTION TECH ET DESIGN TV	0	Sick Leave LTD Special Leave	0.00	0.00	0.00	\$0.00
TFF	PRODUCTION ET RESSOURCES	5	Sick Leave LTD	0.00	0.00	0.52	\$340.96

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ATTENDANCE REPORT PER COMPONENT & DEPARTMENT

As of : 03/09/2006



Fiscal Year Starting April 1, 2006

COMPONENT : T4 - TELEVISION FRENCH - REGIONAL

Code	Department	# of Employees	Leave Type	Average Days / FTE			Cost Year to Date
				Previous Year	Previous Year to Date	Current Year to Date	
TFP	PRODUCTION ET RESSOURCES	5	Special Leave	0.00	0.00	1.81	\$1,422.40
TFR	TÉLÉVISION FRANÇAISE RÉGIONALE	421	Sick Leave	10.75	5.00	3.55	\$353,730.20
			LTD	5.81	3.01	3.20	
			Special Leave	0.88	0.49	0.32	\$31,467.08
UBA	REGIONAL OPERATIONS	57	Sick Leave	8.08	2.22	3.86	\$46,763.57
			LTD	6.99	4.35	3.68	
			Special Leave	0.81	0.51	0.22	\$2,109.20
UBB	NEW MEDIA	1	Sick Leave	2.87	0.00	3.02	\$615.60
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
UBC	FINANCE AND ADMIN (MEDIA)	3	Sick Leave	1.50	0.27	0.34	\$137.12
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00
UBD	COMMUNICATION & PUBLIC AFFAIRS	3	Sick Leave	10.61	7.86	1.22	\$776.08
			LTD				
			Special Leave	0.64	0.00	0.00	\$0.00
UBP	CTO - TRANSMISSION	0	Sick Leave	0.00	0.00	0.00	\$0.00
			LTD				
			Special Leave	0.00	0.00	0.00	\$0.00

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				Previous Year	Previous Year to Date	Current Year to Date	
UEB	PROGRAM SERVICES	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
UFA	INFORMATION	48	Sick Leave LTD Special Leave	11.47 0.06 1.08	4.17 0.06 0.46	6.47 1.98 0.56	\$69,784.67 \$5,851.22 \$0.00
UFB	(HIST) SRC NORD QUÉBEC	0	Sick Leave LTD Special Leave	0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.00 0.00	\$0.00 \$0.00 \$0.00
Component		554	Sick Leave LTD Special Leave	10.60 5.12 0.86	4.82 2.66 0.47	3.75 2.98 0.34	\$482,657.96 \$41,121.80 \$0.00
Corporate		9532	Sick Leave LTD Special Leave	7.61 9.08 0.75	3.63 4.83 0.38	2.86 3.36 0.31	\$5,852,125.21 \$660,263.54 \$0.00

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s.19(1)

LOC_EN	Données	Total
	Nombre de INDV_ID	5
	Somme de SICKDAYS	35
CBC -	Nombre de INDV_ID	53
	Somme de SICKDAYS	282.28
CBC -	Nombre de INDV_ID	60
	Somme de SICKDAYS	578.27
CBC -	Nombre de INDV_ID	33
	Somme de SICKDAYS	118.16
CBC	Nombre de INDV_ID	16
	Somme de SICKDAYS	89.46
CBC	Nombre de INDV_ID	1
	Somme de SICKDAYS	2
CBC	Nombre de INDV_ID	2
	Somme de SICKDAYS	0
CBC	Nombre de INDV_ID	1
	Somme de SICKDAYS	0
CBC	Nombre de INDV_ID	3
	Somme de SICKDAYS	4
CBC	Nombre de INDV_ID	10
	Somme de SICKDAYS	126.36
CBC	Nombre de INDV_ID	5
	Somme de SICKDAYS	2
CBC	Nombre de INDV_ID	1
	Somme de SICKDAYS	0
CBC	Nombre de INDV_ID	1
	Somme de SICKDAYS	0
CBC	Nombre de INDV_ID	2
	Somme de SICKDAYS	0
CBC	Nombre de INDV_ID	516
	Somme de SICKDAYS	3024.7
CBC	Nombre de INDV_ID	4
	Somme de SICKDAYS	7
CBC	Nombre de INDV_ID	1
	Somme de SICKDAYS	15
CBC	Nombre de INDV_ID	4
	Somme de SICKDAYS	7.61
CBC	Nombre de INDV_ID	169
	Somme de SICKDAYS	983.9
CBC	Nombre de INDV_ID	96
	Somme de SICKDAYS	575.36
CBC	Nombre de INDV_ID	45
	Somme de SICKDAYS	162.44
CBC	Nombre de INDV_ID	6
	Somme de SICKDAYS	16.67
CBC	Nombre de INDV_ID	1
	Somme de SICKDAYS	0
CBC	Nombre de INDV_ID	3
	Somme de SICKDAYS	5
CBC	Nombre de INDV_ID	570

s.19(1)

CBC		Somme de SICKDAYS	2856.54
CBC		Nombre de INDV_ID	5
		Somme de SICKDAYS	24.32
CBC		Nombre de INDV_ID	6
		Somme de SICKDAYS	0
CBC		Nombre de INDV_ID	3
		Somme de SICKDAYS	58.55
CBC		Nombre de INDV_ID	152
		Somme de SICKDAYS	926.12
CBC		Nombre de INDV_ID	24
		Somme de SICKDAYS	166.02
CBC		Nombre de INDV_ID	23
		Somme de SICKDAYS	223.62
CBC		Nombre de INDV_ID	6
		Somme de SICKDAYS	36
CBC		Nombre de INDV_ID	2
		Somme de SICKDAYS	14
CBC		Nombre de INDV_ID	811
		Somme de SICKDAYS	4134.4
CBC		Nombre de INDV_ID	27
		Somme de SICKDAYS	303.53
CBC		Nombre de INDV_ID	542
		Somme de SICKDAYS	2967.7
CBC		Nombre de INDV_ID	53
		Somme de SICKDAYS	555.91
CBC		Nombre de INDV_ID	19
		Somme de SICKDAYS	55.81
CBC		Nombre de INDV_ID	76
		Somme de SICKDAYS	569.74
CBC		Nombre de INDV_ID	1
		Somme de SICKDAYS	0
CBC		Nombre de INDV_ID	1
		Somme de SICKDAYS	0
CBC		Nombre de INDV_ID	9
		Somme de SICKDAYS	1
CBC		Nombre de INDV_ID	3
		Somme de SICKDAYS	1
CBC		Nombre de INDV_ID	5
		Somme de SICKDAYS	8
CBC		Nombre de INDV_ID	26
		Somme de SICKDAYS	69.61
CBC		Nombre de INDV_ID	20
		Somme de SICKDAYS	96.35
CBC		Nombre de INDV_ID	6
		Somme de SICKDAYS	17.58
CBC		Nombre de INDV_ID	3
		Somme de SICKDAYS	28
CBC		Nombre de INDV_ID	5
		Somme de SICKDAYS	8.48
CBC		Nombre de INDV_ID	18
		Somme de SICKDAYS	7
CBC		Nombre de INDV_ID	91

s.19(1)

CBC		Somme de SICKDAYS	661.53
CBC		Nombre de INDV_ID	1
		Somme de SICKDAYS	0
CBC		Nombre de INDV_ID	1
		Somme de SICKDAYS	0
CBC		Nombre de INDV_ID	15
		Somme de SICKDAYS	66.28
CBC		Nombre de INDV_ID	637
		Somme de SICKDAYS	4183.95
CBC		Nombre de INDV_ID	10315
		Somme de SICKDAYS	84631.23
CBC		Nombre de INDV_ID	14
		Somme de SICKDAYS	82.73
CBC		Nombre de INDV_ID	3
		Somme de SICKDAYS	15.2
CBC		Nombre de INDV_ID	4
		Somme de SICKDAYS	0
CBC		Nombre de INDV_ID	4
		Somme de SICKDAYS	0
CBC		Nombre de INDV_ID	3
		Somme de SICKDAYS	4
CBC		Nombre de INDV_ID	1
		Somme de SICKDAYS	2
CBC		Nombre de INDV_ID	1
		Somme de SICKDAYS	0
CBC		Nombre de INDV_ID	2
		Somme de SICKDAYS	0
CBC		Nombre de INDV_ID	441
		Somme de SICKDAYS	2942.08
CBC		Nombre de INDV_ID	110
		Somme de SICKDAYS	588.06
CBC		Nombre de INDV_ID	566
		Somme de SICKDAYS	4204.79
CBC		Nombre de INDV_ID	91
		Somme de SICKDAYS	830.92
CBC		Nombre de INDV_ID	320
		Somme de SICKDAYS	1546.76
CBC		Nombre de INDV_ID	95
		Somme de SICKDAYS	360.88
CBC		Nombre de INDV_ID	2
		Somme de SICKDAYS	4.72
CBC		Nombre de INDV_ID	10
		Somme de SICKDAYS	10
CBC		Nombre de INDV_ID	7
		Somme de SICKDAYS	8.47
CBC		Nombre de INDV_ID	21
		Somme de SICKDAYS	72.19
CBC		Nombre de INDV_ID	6
		Somme de SICKDAYS	26.6
CBC		Nombre de INDV_ID	847
		Somme de SICKDAYS	8137.3
CBC		Nombre de INDV_ID	3

s.19(1)

CBC		Somme de SICKDAYS	1
CBC		Nombre de INDV_ID	449
		Somme de SICKDAYS	1772.25
CBC		Nombre de INDV_ID	98
		Somme de SICKDAYS	671.72
CBC		Nombre de INDV_ID	3
		Somme de SICKDAYS	1
CBC		Nombre de INDV_ID	28
		Somme de SICKDAYS	242.08
CBC		Nombre de INDV_ID	60
		Somme de SICKDAYS	478.12
CBC		Nombre de INDV_ID	69
		Somme de SICKDAYS	317
CBC		Nombre de INDV_ID	87
		Somme de SICKDAYS	310.9
CBC		Nombre de INDV_ID	3
		Somme de SICKDAYS	22.61
CBC		Nombre de INDV_ID	89
		Somme de SICKDAYS	635.34
CBC		Nombre de INDV_ID	17
		Somme de SICKDAYS	236.42
CBC		Nombre de INDV_ID	397
		Somme de SICKDAYS	2081.26
CBC		Nombre de INDV_ID	4
		Somme de SICKDAYS	6.25
CBC		Nombre de INDV_ID	84
		Somme de SICKDAYS	576.1
CBC		Nombre de INDV_ID	91
		Somme de SICKDAYS	460.29
CBC		Nombre de INDV_ID	4
		Somme de SICKDAYS	8
CBC		Nombre de INDV_ID	73
		Somme de SICKDAYS	448.03
CBC		Nombre de INDV_ID	6
		Somme de SICKDAYS	23.48
CBC		Nombre de INDV_ID	11
		Somme de SICKDAYS	79.23
CBC		Nombre de INDV_ID	58
		Somme de SICKDAYS	124.42
CBC		Nombre de INDV_ID	5
		Somme de SICKDAYS	9.11
CBC		Nombre de INDV_ID	7
		Somme de SICKDAYS	126.63
CBC		Nombre de INDV_ID	9025
		Somme de SICKDAYS	47089.9
CBC		Nombre de INDV_ID	168
		Somme de SICKDAYS	768.21
CBC		Nombre de INDV_ID	8
		Somme de SICKDAYS	12.94
CBC		Nombre de INDV_ID	6
		Somme de SICKDAYS	6.33
CBC		Nombre de INDV_ID	1441

s.19(1)

CBC		Somme de SICKDAYS	5402.64
CBC		Nombre de INDV_ID	41
		Somme de SICKDAYS	277.51
CBC		Nombre de INDV_ID	5
		Somme de SICKDAYS	21
CBC		Nombre de INDV_ID	4
		Somme de SICKDAYS	2
CBC		Nombre de INDV_ID	91
		Somme de SICKDAYS	529.5
CBC		Nombre de INDV_ID	166
		Somme de SICKDAYS	845.28
CBC		Nombre de INDV_ID	33
		Somme de SICKDAYS	401.38
CBC		Nombre de INDV_ID	856
		Somme de SICKDAYS	3751.29
CBC		Nombre de INDV_ID	222
		Somme de SICKDAYS	1232.22
CBC		Nombre de INDV_ID	3
		Somme de SICKDAYS	6
Total Nombre de INDV_ID			30777
Total Somme de SICKDAYS			196521.62

ABSENTEEISM - SHORT TERM SICK LEAVE, SPECIAL LEAVE AND LONG TERM DISABILITY

Fiscal Year: 2005/06

Short Term Sick Leave	Days last FYR	Days 05/06 FYR	AVG DAYS / FTE	Cost
ENG RADIO	6,617	6,280	6.0	\$1,420,048
ENG TV	18,620	16,928	6.3	\$3,806,460
FRENCH RADIO	8,774	7,631	7.7	\$1,658,840
FRENCH TV	27,677	27,504	9.8	\$5,552,816
CORPORATE SVCS.	8,052	7,720	6.3	\$1,724,367
TOTAL	69,740	66,063	7.6	\$14,162,531

Special Leave	Days last FYR	Days 05/06 FYR	AVG DAYS / FTE	Cost
ENG RADIO	963	636	0.6	\$147,522
ENG TV	2,140	1,846	0.7	\$427,679
FRENCH RADIO	795	776.12	0.8	\$173,669
FRENCH TV	2,226	2,247	0.8	\$471,921
CORPORATE SVCS.	1,197	1,043	0.8	\$242,347
TOTAL	7,321	6,548	0.8	\$1,463,138

LTD	Days last FYR	Days 05/06 FYR	AVG DAYS / FTE
ENG RADIO	9,022	8,859	8.5
ENG TV	26,981	26,995	10.1
FRENCH RADIO	7,910	8,950	9.0
FRENCH TV	22,605	23,336	8.3
CORPORATE SVCS.	10,037	11,038	9.0
TOTAL	76,555	79,178	9.1

HRSMT - Ottawa

BRIEFING NOTES

MAY, 2ND 2007

OTTAWA- PRESS-CLUB

Sick leave - Continuation/Termination of benefits

FOR DECISION

30 MINUTES

MARTIN GÉLINAS

Following discussions, a decision is requested on the following :

Payment of sick leave benefits will be suspended when:

- Medical justification is requested and/or is required and not received by Disability Management before the 15th day after the first day of absence.
- The employee has not seen a Doctor before the end of the fourth day after the first day of absence.
- Employee does not show-up for a confirmed appointment with Disability Management or for an Independent Medical Examination.
- The employee is out of town/country and not available for treatment, medical follow-up, IME and/or Disability management/return-to-work process.
- Presence of a medical condition, but absence of appropriate treatment.
- Documentation indicates a medical condition that does not limit ability to perform duties
- Documentation indicates a medical condition but no functional limitation(s).
- Documentation is not submitted by a Doctor (MD); the Physician is not recognized by a College of Physicians or is not recognized surgeon dentist. E.g.: absences justified by psychologists, midwives, chiropractors.
- Document is incomplete; does not contain the required information.
- Independent Medical Examination concludes to the ability to work and no further supporting information has been received from the treating doctor.

CONCLUSIONS

Some changes have been made to the above mentioned element.

Consultation needs to take place within HR.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Consultation within HR	Cathy and Carl	May 9
Presentation to HR groups (with Elizabeth and Louise)	Martin	End of May
Presentation to Joint DM committee	Martin	June 4

SPECIAL NOTES

Others elements of the DM process would need to be communicated to HR, Management and Unions.

BACKGROUND INFORMATION:

HR POLICY 2.2.7: INCOME PROTECTION

According to HR Policy 2.2.7, In cases of illness or injury, employees must notify their supervisors in accordance with departmental or location procedures. Procedures contained in collective agreements are to be followed, as applicable. Upon request, employees will produce satisfactory evidence (submitted by a medical practitioner) of their inability to perform their duties. Failure on the employee's part to produce the required evidence may result in absence without pay for all of the period of absence.

HUMAN RESOURCES NOTEBOOK; Section 7.1

When an employee becomes disabled and is absent from work four and more consecutive working days, Disability Management should be advised so that the employee can be contacted regarding appropriate medical documentation to be completed by the employee's attending physician and returned to Disability Management. On occasion, an independent medical examination may be required by Disability Management.

CMG Collective Agreement; Article 82.2

In all cases of illness and disability in excess of three (3) days, the employee must, if required, produce satisfactory evidence (certified by a qualified medical practitioner) of inability to perform duties using either the medical absence form provided by the CBC or other satisfactory documentation.

STARF & SCFP Collective Agreements:

STARF and SCFP employees must justify their inability to work using certificate provided by the Corporation. The Corporate Medical Absence report indicates that the completed document must be returned no later than 15 calendar days to Disability management.

Current practice

The wording of the various Collective Agreements on justifying leaves for health reasons varies. Moreover, individual circumstances must be evaluated on a case-by-case basis. In general, for leaves of 4 or more consecutive days, employees must, upon request, produce acceptable proof that they cannot perform their duties.

Nonetheless, to ensure uniformity and sound management of the short-term disability plan, the general rule is:

For any leaves of 4 or more consecutive calendar days or in all cases where an employee has accumulated more than 9 (10) days of sick leave in the past 12 months, a Doctor's note or a Medical Absence Report is required.

However, managers must still assess each absence on a case-by-case basis, and apply the provisions of the Collective Agreements and corporate policies.

DISCUSSION Payment of short-term disability benefits.

To receive disability benefits, the employee must have a medical condition, or have incurred a non work-related disabling injury, as a result of which they are incapable of performing the normal duties of their job or of any other available and suitable modified duties.

Therefore, to qualify for disability benefits, any leave of 4 days or more must satisfy the following conditions:

- The employee must be incapacitated as a result of illness or injury; and
- The condition requires medical support; and
- The condition makes the employee incapable of performing the normal duties of his/her job or of any other similar position.

DISCUSSION **What constitute satisfactory medical evidence?**

According to Collective Agreements and Corporate Policy, to justify a medical leave, an employee must produce a medical certificate acceptable to the CBC, or, a doctor's letter acceptable to the CBC, confirming the employee's inability to do his/her regular job.

The following items are considered essential in processing the application for a leave:

- Employees identity
- Attending physician's identity
- Attending physician's signature
- Date of the doctor's visit
- Date of the next appointment, if applicable
- Starting date of the disability
- Expected end date of the disability
- Nature of the disability/illness and functional limitations
- Date of and details for an adapted return to work with details of restrictions, if applicable.

It is up to the employee to prove that he/she is medically incapable of carrying out the normal duties of his/her job.

The employee must therefore ensure that his/her doctor, when preparing the appropriate Medical Absence Report, states:

- The nature of the disability/illness and functional limitations
- How is the employee incapable of doing his/her normal job
- Considerations related to a gradual or adapted return to work

These three criteria consistently require that a medical opinion on the extent of the employees' incapacity be obtained from a licensed doctor and member of a College of Physicians.

DISCUSSION **Situations that should lead to suspension/termination of payments for Short Term Disability.**

- Medical justification have been requested or is required and not submitted by the employee 15 days after the first day of absence (see above mentioned elements).
- Employee does not show-up for a confirmed appointment with Disability Management or for an Independent medical examination.
- Disability Management is unable to contact the employee because he/she is out of town/country and did not inform his/her supervisor (Management)..
- Presence of a medical condition, but absence of appropriate treatment.
- Documentation indicate a medical condition that does not limit ability to perform duties
- Documentation indicate a medical condition but no functional limitations
- Documentation not submitted by a Doctor (MD); Physician recognized by a college of physician or recognized surgeon dentist. E.g.: absences justified by psychologists, midwives, chiropractors and cannot be accepted.
- Document is incomplete; does no contain the above mentioned information
- Independent Medical Examination concludes to the ability to work and no further info has been received for the treating doctor.

Board of Directors

March 2006

Subject matter

Health, Safety and Environment – Annual Report

Background

See previous annual reports

Information on the matter**Health** : Attendance Data, Mental Health, Integrated Attendance Management Health Activities.**Safety** : Training; Work-related injuries and illness with cost data; New regulation on injury prevention**Environment**: Species At Risk Act (SARA); Asbestos; PCB's; Halocarbons; Storage tanks; RF radiation; and Assessments**For decision****For information****X****Presented by**

Name: George C.B. Smith

Date: 15 March 2006

Management recommendation

N/A

Last discussed at the Board

Date: March 2005

Decision made: N/A

Next steps**Health**

- Support corporate employee wellness initiatives (training, committees, etc.)
- Ongoing support of health care costs containment and disability management.
- Implementation of adjustments to health care plan.
- Delivery of the Integrated Attendance Management Program
- Ongoing health promotion activities.

Safety

- More preventive work being conducted by Safety, training will again be a priority.

Environment

- Ongoing work at transmitter sites to resolve issues and meet applicable codes, regulations or standards.
- Continue assessment of impact of our land properties not meeting environmental standards.
- Training for Transmission Project and Business Managers on Environmental Assessment process.

Anticipated project completion date: N/A

(If contract, indicate date of expiry): _____

HEALTH, SAFETY AND ENVIRONMENT

ANNUAL REPORT – YEAR 2005

HEALTH

In 2005, costs for sick leave remained similar to 2004 and costs for special days decreased. Also, joint union/management initiatives began on addressing health care costs, disability management and wellness.

Unfortunately the relatively stable picture hides a reality where absences for mental health reasons continue to grow and bring longer duration of absences. This has an impact on average days of absence per employee and Long Term Disability costs.

COST OVERVIEW

COST OF ABSENCES FROM WORK AND COMPENSATION (\$)

	2003	2004	2005
STD	13,398,958	13,965,691	14,226,814
LTD (paid by employees)	7,504,632	7,844,163	8,677,956
Special Leave	1,588,540	1,540,118	1,430,858
Workers Compensation	1,121,420	900,982	(estimated) 834,000
Total	23,613,550	24,250,954	25,169,628

Globally, short-term disability - sick days data shows that the number of days are similar for years 2004 and 2005. Cost is also relatively stable in consideration of the number of employees and salary increases from one year to the other. Long-term disability absence indicates an increase of 3.5% in the number of employees who are eligible for benefits, resulting in a 10% increase in benefits paid to employees by the insurance carrier. These numbers show a reality that also affects other Canadian employers, which is the increase in mental health problems.

Mental Illness is the fastest growing category for days lost due to disability in Canada.

- 1 During active life, 1 in 5 will suffer from mental illness.
- 2 Depression increased by 36% between 1995 and 2000 in Canada.
- 3 Between 1996 and 2000, doctor's consultation for depression increased by 22%. 68% of these consultations were for women.
- 4 76% of these consultations led to medication prescriptions.
- 5 For a person with a mental illness, social exclusion is often the hardest barrier to overcome.

At CBC/Radio-Canada, as well as for other employers in Canada, psychological conditions including stress, anxiety and depression are the leading cause of absences from work. We are concerned about the growing prevalence of these conditions. Salary replacement paid to employees for short and long-term disability was \$7.5M in 2005. Considering costs for employee replacement, training, overtime, drug usage, psychologist's visits and productivity loss this can amount can be estimated at a cost of \$22.2M.

ATTENDANCE – CANADIAN WORKPLACES

Absence from work in the Canadian Industry Sectors¹. (Statistics Canada 2004)

	Days per employee
Canadian average	9.2
Federal Administration	13.1
Public Sector in Canada	12.0
Information, Culture and Recreation	7.8
CBC/Radio-Canada (2005)	17.4

In Canada, absences from work rose steadily from 7.4 days per employee in 1997 to 9.2 days in 2004. According to Statistics Canada, absence rates showed a steady rising trend in both work absence incidence and time lost for own illness or disability and personal reasons between 1997 and 2002 and stabilization thereafter.

Several factors accounted for the rising trend: notably, the aging of the workforce; the growing share of women in the workforce, especially mothers with young children; high stress among workers, and the increasing prevalence of generous sick and family-related leave at the workplace.

ATTENDANCE - SHORT-TERM DISABILITY SICK DAYS

As indicated in Appendix I, in 2005, the average absence is 7.7 days per employee. This represents a direct cost of \$14M for the Corporation. Analysis of the data indicates a trend more of absences that reach 85 days. This has an impact in the number of Long Term Disability cases. This is in line with the Canadian industry trend and with the increase in the number of absences for mental illness, as these conditions tend to lead to a longer absence period.

ATTENDANCE - LONG TERM DISABILITY

Long Term Disability data indicates an increase in the number of days lost from 8.0 in 2004 to 9.0 days in 2005 (Appendix I). This is also reflected in the number of claims presented to the insurer, which shows an increase of 2%. Benefits paid to employees increased by 10%. Psychological disorders remain the leading cause of Long Term Disability absences. This represents 36.0% of the total claims and 33.1% of the plan total costs (Appendix II).

MAJOR ACTIVITIES

Disability Management and the delivery of the Integrated Attendance Management program constitute the main activities accomplished in 2005. The main objectives were to make sure absences are appropriately managed and that return to work takes place on a timely fashion. The Attendance Management program, provides the manager with tools to access and manage attendance in their sector, is to make sure that stakeholders' roles and responsibilities are known and understood at all levels.

In the Fall of 2004, the Consultative Committee on Staff Benefits (CCSB) established a working group to review all aspects of employee health care with a goal of addressing root causes of health care issues and thereby addressing health care cost reduction.

¹ These numbers are in accordance with the Statistics Canada methodology, which includes absences due to illness, disability, personal or family responsibilities. Longer absences are also included while maternity leave is excluded.

The first major project to be launched was the comprehensive independent survey of employee wellness. We received the analysis results and the recommendations in January 2006. This was accomplished with financial support from the Corporation, the Unions and HRSDC. In order to address the musculo-skeletal risk factor, identified in the survey results, a corporate ergonomist has now been hired.

Immunization is recognized as the single most effective measure to minimize absences related to influenza. The Flu vaccination program was provided with success to employees again this year. Last fall, a total of 2,762 employees received the vaccine, which represents 27% of the total work force.

Since we have operations in the United States with vehicles weighing over 11,794 kg (26,001 lbs.), the corporation is subject to the United States Department of Transportation (DOT) regulation, which includes training for supervisors and drug and alcohol testing. As required, training on supervisory responsibilities took place. Testing for controlled substances and alcohol was conducted on a random basis as well as for employees joining the list of those driving in the U.S.

PLANS FOR THE FUTURE:

The main objective for 2006 is to support the corporate initiatives in employee wellness and health care costs containment. In accordance with the wellness survey results, priorities will be set and senior CBC/Radio-Canada management has committed to implementing those recommendations with the cooperation of employees and unions. In addition, adjustments to the health care plan, mostly related to the deductibles and per prescription drug costs have been agreed to and implemented as of January 1st, 2006.

As a result of these joint initiatives, a minimum savings of \$500,000 are expected in 2006.

Other initiatives regarding employee wellness and disability management are being planned. The overall goal is to create a healthier work environment. The challenges are significant but we believe that by working together, CBC/Radio-Canada and its unions can meet those challenges. We will continue to work on the number-one cause of absences – mental illness, and will continue with the delivery of the Integrated Attendance Management Program.

Health promotion activities such as Flu Vaccination, stress management course for managers, travel & health, post traumatic stress debriefing, and health information available on the intranet will continue to be a major activity for the Health Section.

SAFETY

It is estimated that a workers' compensation refund cheque for approx. **\$262,150.** will be issued by HRSDC to CBC/Radio-Canada in November 2006.

Lost time injuries and days lost are relatively low in comparison to Canadian industry. However, there was an inordinate amount of lost time injuries and days lost in Montreal during the year. This is being further investigated to determine the causes.

There was yet another regulation promulgated in December 2005 which will require additional work to be done in the area of hazard identification, assessment and control as well as record keeping.

OVERVIEW

Training was again the major focus of prevention activity during 2005. This was hampered somewhat, however, by the lockout in the English networks. Nevertheless, 40 managers and supervisors and 377 employees were trained in Risk Assessments, Part II of the Canada Labour Code, Workplace Inspections and Surviving Hostile Environments. In addition to this, training in other safety related subjects such as lifting and back care, driver safety, electrical safety and materials handling equipment was arranged and delivered by the various components.

Site safety and environment reviews in Edmonton and Ottawa were conducted during 2005. No major discrepancies were found.

A new federal hazard prevention regulation became effective in mid-December 2005. The Risk Assessment program, introduced at CBC/Radio-Canada in 2003, addresses a lot of the requirements of this new regulation; however work still needs to be done to address the identification, assessment and control of all potential hazards, as well as the extensive record keeping to be implemented.

OCCUPATIONAL INJURIES AND ILLNESSES

INJURIES AND ILLNESSES

In 2005, there were 111 occupational injuries sustained by CBC/Radio-Canada employees (not including those which required only first aid treatment). In addition to the 111 injuries, there were five (5) claims for hearing loss by retirees.

Of the 111 injuries, 64 resulted in time lost from work, and the other 47 resulted in the employee involved receiving medical treatment. The total injury frequency rate was 1.04 and the lost-time injury frequency rate was 0.60 (frequency rate indicates the number of injuries, per 100 employees).

	2002	2003	2004	2005
Total # injuries	124	136	108	111
Total injury frequency rate	1.32	1.47	1.09	1.04
# of Lost-Time injuries	57	69	53	64
Lost-Time injury frequency rate	0.61	0.74	0.53	0.60

An analysis of the 64 lost-time injuries indicates that they occurred in the following locations:

Montreal	37	Moncton	3	Ottawa	1
Quebec City	7	Calgary	1	Sackville	1
Toronto	7	Jonquiere	1	Saskatoon	1
Halifax	3	Mexico	1	Victoria	1

A large number of the lost-time injuries in Montreal was incurred by casual employees in the technical production, design and archives department and the workplace health and safety committee in Montreal is investigating this further.

Similarly, an analysis of the 47 medical aid claims reveals that they occurred in:

Montreal	13	Calgary	2	St. John's	1
Toronto	12	Edmonton	2	Windsor	1
Vancouver	4	Halifax	2	Winnipeg	1
Moncton	3	Ottawa	2		
Quebec City	3	Charlottetown	1		

DAYS LOST

The 64 lost-time injuries sustained in 2005 resulted in 1,171 days lost. In addition to these days lost, however, there were a further 302 days lost in 2005, as a result of 7 injuries sustained in prior years: for a total 1,473 days lost during 2005.

	2002	2003	2004	2005
Days Lost (from current year injuries)	808.5	932	558.5	1,171

An analysis of the 1,171 days lost due to injuries in 2005 indicates:

Montreal	808	Moncton	49	Saskatoon	10
Toronto	86	Victoria	47	Sackville	8
Quebec City	73	Halifax	15	Calgary	4
Mexico	53	Ottawa	15	Jonquiere	3

In Montreal, 471 of the 808 days lost were the result of two accidents: one in January and one in February from which the employees are still off work. A further 137 days were the result of another two accidents and it is believed that the remaining days lost are the result of the increase in the number of injuries incurred by casual employees in the technical production, design and archives department. This is being further investigated by the workplace health and safety committee in Montreal.

Of the 111 injuries sustained in 2005, 49.5% were strains/sprains and 35.1% were contusions/bruises. 3.6% of the injuries were classified as repetitive strain injuries.

45.9% of all injuries were the result of the individual either striking against something or being struck by something; 41.4% were the result of overexertion/strain and 21.6% were the result of slips/falls.

The most common part of the body injured was the back, accounting for 22.5% of all injuries, with the upper extremities (shoulder, arm hand and fingers) accounting for 39.6%.

COSTS

The latest available cost data for WCB claims in calendar year 2005 is from September 30th, however this allows us to forecast that the year-end figure will be approximately **\$574k**.

These costs reflect monies paid by the respective workers' compensation boards on behalf of CBC/Radio-Canada, including the administrative fees paid to the boards and to HRSDC. In order to understand the true cost of injuries, however, it is necessary to include the salary continuance paid to the absent employees by the Corporation, which amounted to an additional estimated **\$260k** (not including that which was paid for time lost due to injuries occurring prior to 2005), bringing the total to an estimated **\$834k**.

It is estimated that a refund cheque for approx. **\$262,150** will be issued to CBC/Radio-Canada in November 2006. We must bear in mind, however, that this refund is the result of the injury activity in 2004 and, because of the increase in the 2005 days lost, we will likely have a deficit to pay in November 2007

	2002	2003	2004	2005
Cost per employee	\$105.10	\$90.16	\$66.10	\$78.41

PLANS FOR THE FUTURE:

With the reorganization of the department into the new Wellness Organization, there will be a realignment of duties and responsibilities the intent of which will be to allow for more preventive work being conducted by the Safety section. Training will again be a priority, in order to provide individuals the tools necessary to conduct themselves in a safe and healthy manner.

It is anticipated that site safety and environment reviews will again be conducted at selected sites during 2006.

CBC/Radio-Canada was successful in receiving funding [\$20k] to assist with the study of Species At Risk at CBC/Radio-Canada sites in the Province of Quebec.

As part of ongoing responsible environmental risk management CBC/Radio-Canada conducted Phase I environmental assessments at 28 owned sites. Ten of these sites require further study [Phase II Environmental Assessments] to further study findings of the Phase I Environmental Assessments.

There were eight reportable releases of halocarbons into the environment due to defective equipment. These were all reported, as required, and the equipment has been repaired. There is new environmental legislation that will become effective in June 2006 on Environmental Assessments which will result in more work, training and record keeping.

SPECIES AT RISK ACT (SARA) – PROJECTS/FUNDING REQUEST

Work continued on the identification of species at risk on CBC/Radio-Canada properties in the province of Quebec. Funding [\$20,000] was acquired from Public Works Canada, Quebec Region. The final report was received from Public Works Canada in January 2006 and is being evaluated for next steps.

An additional request for funding for sites outside the province of Quebec was made to Environment Canada in December 2005 and a decision is expected at the end of February 2006.

ASBESTOS – REMEDIATION AND REPAIR

Remediation/repairs were carried out at 6 properties, at a cost of \$ 105,485. CBC/Radio-Canada Transmission Division conducted 15 asbestos surveys at transmission sites, which resulted in 3 remediation projects, included in the above figures.

The annual asbestos survey to assess existing properties was not conducted due to the work disruption in the English networks. This activity will recommence in 2006.

\$700,000 was transferred to the Vancouver project for asbestos removal and remediation costs associated with the project.

PCB REMOVAL

Components [capacitors] at four (4) transmitter sites containing PCBs were removed in 2005. Disposal was required due to the removal of equipment from service at a cost of \$6502.

FEDERAL HALOCARBON REGULATION- MANAGEMENT AND OZONE DEPLETING SUBSTANCES (ODS) – INCIDENTS REPORTED TO ENVIRONMENT CANADA

The national inventory of equipment at unmanned sites that contain CFC's was updated and sent to Environment Canada in June as part of the Federal Halocarbon Regulation (2003) requirements.

Reportable Incidents

During this period eight (8) releases of halocarbons between 10.8 - 45 kgs. occurred at our buildings and at 1 transmitter site, resulting in repairs to defective equipment. These were reported, as prescribed, to Environment Canada in the semi-annual reports covering the period of January 1 – June 30, 2005 and July 1 – December 31, 2005 respectively.

Halon Removal

Removal of Halon was undertaken at seven [7] transmission facilities. Halon is scheduled to be removed before the end of March 2006 at four more transmitter sites.

PETROLEUM PRODUCT AND ALLIED PETROLEUM PRODUCT TANKS

At the request of Environment Canada, an inventory of all Petroleum Product and Allied Petroleum Product Tanks was prepared and submitted for the CBC/Radio-Canada Transmission Division and English Networks. The Province of Quebec is yet to be completed.

The removal of diesel fuel storage tanks at four (4) transmitter sites was completed. The single wall tank in Matane was removed due to the site was being sold. A new tank was installed to service the relocated diesel generator from Matane at the Pointe-à-la-Garde, QC (Campbellton, NB) transmission facilities. The cost for the tank replacements in 2005 was \$110,000.

ENVIRONMENTAL SITE ASSESSMENTS

Environment Canada requested CBC/Radio-Canada certify that its lands meet environmental standards. As a good management practice in determining risk, Phase I Environmental Assessments were conducted at twenty-eight (28) sites across Canada. Based on the Phase I reports, ten (10) sites require Phase II Environmental Assessments. Phase II work began in January 2006 and risks, if any, will be reviewed upon the receipt of final reports.

Additional environmental assessments:

Three [3] Phase I environmental assessments were conducted at 3 transmitter sites in preparation for the sale of the properties.

One [1] Phase I environmental assessment and hazardous materials survey was conducted as part of the purchase of a new transmission facility.

An environmental impact screening was conducted at the West Carleton transmission facility, as required by the National Capital Commission, as part of the planning to build a national parts warehouse facility on the property. The report is expected in March 2006.

RF RADIATION LEVELS

Non-ionizing radiation/Safety Code 6 surveys were performed at 18 transmission facilities throughout the country. To date, demarcation signage has been installed at 3 of these sites. As a result of surveys performed in 2004, fencing was installed at 3 sites and demarcation signage at 8 sites. Total cost for the surveys, fencing and signage in 2005 was \$97,000.

PLANS FOR THE FUTURE:

Work will continue to undertake capital investment at transmitter sites to resolve issues and meet applicable codes, regulations or standards (strobe light and diesel fuel reservoir replacement, tower upgrade and replacement).

The need to assess the impact of our land properties not meeting environmental standards continues. A new federal regulation on Environmental Assessments will become effective in June 2006, which will necessitate training for Transmission Project and Business Managers on the Environmental Assessment process and the development of a guideline to help concerned staff in assessing the needs and requirements under the new Act.

Board of Directors

January 2007

Subject matter

Health, Safety and Environment – Annual Report

Background

The HR Committee Terms of Reference outlines the requirement for an Annual Report on Health, Safety and Environment. The reporting period has changed. In past years this has been reported at March meetings covering the reporting period January-December of the previous fiscal. This year the report was requested for the January meeting resulting in a reporting period of October 1, 2005 to September 30, 2006. This will result in a challenge when comparing the last two reporting periods' data however, going forward this issue of comparability will resolve itself.

Information on the matter

Disability Management, Health and Wellness: Attendance Data, Disability Management, Health and Wellness activities.

Health & Safety: Ergonomics, Training, Injury statistics, Miscellaneous.

Environment: Asbestos, Environmental Assessment Act, Environmental Site Assessments, Halocarbons, PCB's, Petroleum Storage Tanks, RF Radiation, Species At Risk Act (SARA).

For decision**For information****X****Presented by**

Name: George C.B. Smith

Date: January 2007

Management recommendation

N/A

Last discussed at the Board

Date: March 2006

Decision made: N/A

Next steps**Disability Management, Occupational Health and Wellness**

- Support corporate employee wellness objectives
- Ongoing support of health care costs containment and disability management
- Delivery of the Integrated Attendance Management Program
- Implementation of the Attendance Management Dashboard to help measure component units performance
- Ongoing health & wellness activities.

Health & Safety

- Increased Safety preventive work, including proactive delivery of further training.

Environment

- Continue review on existing Environmental Aspects and the Environment Management Process to ensure adherence with CBC/Radio-Canada Environment Policy.

Anticipated project completion date: N/A (If contract, indicate date of expiry):

HEALTH, SAFETY AND ENVIRONMENT
ANNUAL REPORT
October 1st 2005 to September 31st 2006

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EXECUTIVE SUMMARY

In 2005-2006, costs for **sick leave** remained similar to 2005, yet days lost per employees began to decrease as a result of changes in management process and **Attendance** Management training. CBC/Radio-Canada's joint union/management initiatives continued to address health care costs, disability management and wellness. Examples of these initiatives will be provided further in the report.

The relatively stable picture within data unfortunately masks the reality regarding absences for mental health reasons. These conditions continue to be prevalent resulting in more complex cases and longer duration of absences, having an impact on average days of absence per employee and costs. As a result:

- ✓ A decision was made to transform the Health, Safety and Environment department into the Organizational Health & Wellness department, where key activities have taken place over the last two years to improve our experience in these areas.
- ✓ A reinforced commitment in implementing the Integrated Attendance Management Model throughout the Corporation.
- ✓ The planning is well underway for a thoughtful framework around organizational health and wellness at CBC/Radio-Canada.
- ✓ The addition of resources in the **Disability** Management and Wellness areas has allowed for greater involvement and support to components. Disability case managers and Wellness Consultants were hired.

Key among the achievements has been the engagement (on a permanent basis) of an Ergonomist and two Organizational Health and Wellness Consultants – one embedded in each network.

Effective September 2006, the new Disability Management, Health and Wellness group has been responsible for the management of **Workers' Compensation claims**. The Disability Case Managers are now responsible for the management of Workers Compensation cases. This change resulted in a seamless process offer for employees and managers. Cases are managed by one resource-person whether their absence is work related or not.

COST OVERVIEW OF ABSENCES

	2004 (January 1- December 31)		2005 (January 1- December 31)		2005-2006 (October 1- September 31)	
	Total cost (\$)	Cost per employee (\$)	Total cost (\$)	Cost per employee (\$)	Total cost (\$)	Cost per employee (\$)
STD	13,965,691	1,469	14,226,814	1,632	15,002,237	1,626
LTD (paid by employees)	7,844,163	825	8,677,956	995	8,373,914	908
Special Leave	1,540,118	162	1,430,858	164	1,593,529	173
Workers Compensation	900,982	95	*834,000	*96	*834,000	*90
Total	24,250,954	2,551	25,169,628	2,887	25,803,680	2,797

*estimated amounts

Note: *Because of the change in reporting period, a comparison with previous calendar years' statistics may result to misleading conclusions.*

In past years this has been reported at March meetings covering the reporting period January-December of the previous fiscal. This year the report was requested for the January meeting resulting in a reporting period of October 1, 2005 to September 30, 2006. This will result in a challenge when comparing the last two reporting periods' data however, going forward this issue of comparability will resolve itself.

Globally, **short-term disability**, as measured by sick days data, shows a marginal reduction. It may appear that cost is increasing. In fact cost is relatively stable in consideration of the number of employees and salary increases from one year to the next. The number of sick days per **full-time equivalent employee**, decreased from 7.7 for calendar year 2005 to 7.5 for the current reporting period.

Mental Illness is the fastest growing category for days lost due to disability in Canada according to external reports.

At CBC/Radio-Canada, as well as for other employers in Canada, psychological conditions including stress, anxiety and depression are the leading cause of absences from work. This accounts for 31.7% of all absences causing growing concern regarding the prevalence of these conditions. Salary replacement alone paid to employees for short and **long-term disability** was \$7.4M for the reporting period ($[15,005,237 + 8,373,914] \times 31.7\%$).

ATTENDANCE – CANADIAN WORKPLACES

Absence from work in the Canadian Industry Sectors. (Statistics Canada 2005)

	Days per employee	
	2004	2005
Canadian average	9.2	9.6
Federal Administration	13.1	14.4
Public Sector in Canada	12.0	12.5
Information, Culture and Recreation	7.8	8.5
CBC/Radio-Canada ¹	*17.4	**16.6

* Reporting period: calendar year 2005

** Reporting period: September 2005 to October 2006

¹ These numbers are in accordance with the Statistic Canada methodology, which includes absences due to illness, disability, personal or family responsibilities. Longer absences are also included while maternity leave is excluded.

In Canadian organisations, absences from work rose steadily from 7.4 days per employee in 1997 to 9.2 days in 2004. According to Statistics Canada, absence rates showed a steady rising trend in both work absence incidences and time lost for illness or disability and personal reasons between 1997 and 2002, stabilization between 2002 and 2004, and once again a significant jump in 2005.

Several factors accounted for the rising trend of employee absences: notably, the aging workforce; the growing share of women in the workforce, especially mothers with young children; high stress among workers, and the increasing prevalence of generous sick and family-related leave provided by the employer.

ATTENDANCE AT CBC/RADIO-CANADA

Short-Term Disability sick days

During the reporting period, CBC/Radio-Canada's average absence was 7.5 days per employee representing a direct annual cost of \$15M to the Corporation. Data Analysis indicates an increasing trend resulting in more absences reaching the end of short-term disability and applications for long-term disability. This result is in line with the Canadian industry trend and with the prevalence of absences for mental illness, as these conditions tend to lead to a longer absence period.

With the addition of time spent in early involvement, rehabilitation and return to work planning. This will ensure more proactive case management.

Long Term Disability

Long Term Disability data for this reporting period indicates:

- ✓ The number of days lost per employee was 8.3 during the reporting period compared to 9.0 during previous reporting period.
- ✓ Psychological disorders remain the leading cause of Long Term Disability absences.
- ✓ 35.4% of the total claims and 31.7% of the plan total costs.

SIGNIFICANT ACHIEVEMENTS

Disability Management

Disability Management and the delivery of the Integrated Attendance Management program constitute the main activities accomplished during this reporting period. The main objectives are to make sure absences are appropriately managed and return to work takes place in a timely fashion. Compilation of evaluation from participants and client implementation post mortems indicate satisfaction and positive return on investment.

Two new claims managers joined the Disability Management section. Managers continue to be provided with enhanced tools to allow for cost containment and reduction in the number of disability cases.

The Attendance Management training program, provides the manager with tools to access and manage attendance in their sector and to make sure stakeholders' roles and responsibilities are known and understood at all levels.

A joint report on Disability Management was approved by **CCSB** members, which recommended the establishment of a Joint Disability Management Committee with four union and four management representatives.

A Corporate Attendance Management performance indicator (dashboard) is being developed. This new tool will present more meaningful data to be provided to components on a quarterly basis and more pertinent corporate information here next year.

Occupational Health

As a proactive measure, work has been initiated with French news services to have “medically prepared” crews for quick deployment in the event of news coverage for catastrophic events such as hurricanes, tsunamis, flooding etc. When required, employees receive medical consultation, vaccines and medications.

Because CBC/Radio-Canada has operations in the United States with vehicles weighing over 11,794 kg (26,001 lbs.), the corporation is subject to the United States Department of Transportation (DOT) regulations requiring drug and alcohol testing training for supervisors. As required, training on supervisory responsibilities has taken place and continues. Testing for controlled substances and alcohol is conducted on a random basis in addition to testing of new drivers.

As a mean of prevention and information, 8,000 brochures on hand washing and infection prevention along with instant hand sanitizer bottles were distributed to employees. Also continued to lead a Pandemic Preparedness Group formed of representatives from major Canadian organisations to monitor best practices and create synergies. Information from this working group is being made available to the National Pandemic Preparedness Committee.

Immunization is recognized as the single most effective measure to minimize absences related to influenza according to Health Canada. The Flu Vaccination program was again successfully delivered to 2,762 employees, which represents 27% of the total work force.

Wellness initiatives

Human Resources has made organizational health and wellness matters a priority. It aims to put in place wide-reaching, integrated and proactive strategies to promote the health and well-being of employees and the organization as a whole and to provide a framework for safety- and environment-related activities.

Conscious of the need to compile hard data on health questions, the Corporation conducted a Survey on Employee Wellness in June 2005. Recommendations were provided in January 2006 addressing work-related health problems, safety issues and risk factors for mental illness. Union and Management, with Professor Brun’s help, identified the following six key areas, to be addressed:

- ✓ Employee Recognition
- ✓ Respect in the Workplace
- ✓ Participation in Decision Making
- ✓ Relations with Supervisors
- ✓ Workload
- ✓ Work/Life balance.

The findings led to a number of concrete measures where management, unions and employees worked hand in hand to resolve problems facing employees. In light of these findings, the Corporation demonstrated its commitment to taking concrete steps to reduce and/or eliminate the effect of these risk factors by putting in place a Corporate Wellness Program. Several sub-committees were launched to study solutions addressing the identified risk factors.

Workshops on Respect and on Recognition were developed in collaboration with HR Learning & Organizational Development and union representatives. The Respect workshop content was approved by a joint Working Group in September with roll out to all employees planned in 2007.

Also, with the financial support of the unions, a variety of local initiatives were initiated including lunch and learn sessions, walking club, yoga, mental health awareness seminars, etc.

PLANS FOR THE FUTURE

The main objective for 2006-2007 is to support corporate initiatives in employee wellness and health care costs containment. In accordance with the wellness survey results and corporate priorities, work will be completed to implement resulting recommendations with the cooperation of employees and unions.

Organizational Health and Wellness will focus on the following priorities for 2007:

- ✓ Rollout of the respect workshop in 2007 followed by recognition workshop in 2008.
- ✓ Continue work on the number-one cause of absences – mental illness.
- ✓ Continue with the delivery of the Integrated Attendance Management Program.
- ✓ Continue monitoring changes to the health care plan that were agreed to and implemented as of January 1st, 2006. Expected minimum savings of \$500,000 in 2007.
- ✓ Educate managers to better understand their responsibilities in building a healthy work environment for employees.
- ✓ Build credibility and establish a relationship of trust with unions, local EAP Committees and employees.
- ✓ Implement self-assessment/help tools for employees (physical, mental health and lifestyle).
- ✓ Exploit Intranet capabilities to enhance employee awareness and access to tools.

Other Health & wellness activities such as Flu Vaccination, stress management programs, local wellness initiatives, travel & health support, post traumatic and stress debriefing will continue to be delivered.

In November 2005, a Workers' Compensation refund cheque in the amount of \$324,858 was received from HRSDC, in recognition of the lower frequency of claims during 2004. This compares to CBC/Radio-Canada having to pay an additional \$58,791 the previous year.

EXECUTIVE SUMMARY

With the reorganization of Health, Safety and Environment into the Organizational Health & Wellness department, Workers' Compensation Claims Management was transferred to Disability Management, enabling further resource allocations for preventive program development.

With the addition of an Ergonomist, 114 ergonomic assessments of individual workstations were completed as well as three 'virtual assessments'. Also collaborated with the Real Estate Division on the Vancouver and St. John's projects to optimize workstation layouts with the goal of proactively minimizing future ergonomic concerns.

A significant portion of the Safety training budget continued to be allocated to the Surviving Hostile Environment training. This program is offered to those whose work takes them to war risk, civil disturbance, or natural disaster areas.

SIGNIFICANT ACHIEVEMENTS

- ✓ Revised the Indoor Air Quality guideline to reflect the latest edition of the American Conference of Governmental Industrial Hygienists (ACGIH) handbook.
- ✓ Completed the development of the contractors' safety program and passed it to the Real Estate Division for review.
- ✓ Completed and delivered a guideline restricting the hours of driving for drivers of non-regulated vehicles.
- ✓ Completed and delivered a guideline to prevent the spread of the Hantavirus.
- ✓ Participated in a greater-Toronto industry-wide ad-hoc committee to study the safety implications of Satellite News Gathering vehicles. A basic set of safety rules was agreed and they will be developed into a corporate guideline in 2007.
- ✓ Preliminary work has begun on a Hearing Conservation Program.

OCCUPATIONAL INJURIES AND ILLNESSES

Injuries and Illnesses

During the measurement period, there were 135 occupational injuries sustained by CBC/Radio-Canada employees (not including those which required only first aid treatment).

Of the 135 injuries,

- ✓ 77 resulted in time lost from work, and the other 58 resulted in the employee involved receiving medical treatment with no time lost from work.
- ✓ The total injury frequency rate was 1.34 per 100 employees.
- ✓ The lost-time injury frequency rate was 0.57 per 100 employees.

1 Oct – 30 Sept	2004-2005	2005-2006
Total # injuries	133	135
Total injury frequency rate *	1.25	1.36
# of Lost-Time injuries	56	77
Lost-Time injury frequency rate *	0.53	0.77

* per 100 employees

Note: *Because of the change in reporting period, a comparison with previous calendar years' statistics is not meaningful. However, the number of injuries occurring during the similar time frame the previous year has been calculated.*

An analysis of the 77 lost-time injuries indicates that they occurred in the following locations:

Calgary	3	Quebec City	3
Edmonton	2	Regina	1
Moncton	2	Sackville	1
Montreal	40	Toronto	19
Ottawa	2	Vancouver	4

Similarly, an analysis of the 58 medical treatment claims reveals that they occurred in:

Calgary	1	Regina	1	Vancouver	4
Chicoutimi	1	Saskatoon	1	Victoria	1
Edmonton	1	St. John's	2	Windsor	2
Halifax	3	Thompson MB	1	Winnipeg	4
Montreal	16	Thunder Bay	1		
Ottawa	5	Toronto	14		

It is to be expected that Montreal and Toronto – being the two largest centres – would have the majority of injuries; however the large discrepancy between the two was found to be an unusual number of injuries to staff in the design department at La Maison. These were investigated by the local health and safety committee and it was found that the majority of injuries were to casual employees, who had not received proper training or safety orientation. The number of injuries to employees in Toronto is not considered to be excessive.

Days Lost

The 77 lost-time injuries sustained during the period in question resulted in 969 days lost.

An analysis of the 969 days lost due to injuries indicates:

Calgary	4	Regina	8
Montreal	772	Toronto	105
Ottawa	9	Vancouver	18
Quebec City	25		

In Montreal, 603 of the 772 days lost were the result of seven accidents, six of which involved employees from Technical Production. These absences were all challenged and all of the employees are now returned to work.

Of the 135 injuries sustained during this period

- ✓ 43% were strains/sprains
- ✓ 25% were contusions/bruises
- ✓ 9 of the injuries (7%) were fractures.

The three most common incident types are:

- ✓ 35% overexertion/strain
- ✓ 27% individual either striking against something or being struck by something
- ✓ 23% slips/falls.

The most common part of the body injured were:

- ✓ 29%, back
- ✓ 33%, upper extremities (shoulder, arm, hand and fingers)
- ✓ 31%, lower extremities (leg, knee, ankle and foot)

PLANS FOR THE FUTURE

Subject to funding approval, the implementation of the hearing conservation program will be completed. This will include audiometric screening of approximately 2000 employees to determine if there has been a threshold shift in hearing capabilities due to elevated sound levels.

The Hazard Prevention Program, required by the Canada Occupational Health & Safety regulations, will be developed and the Contractors' Safety Program and will be finalized.

For other health & safety training, the possibility of converting some to e-learning will be studied so that employees may access the training at times convenient to them.

Subject to funding approval, Safety and Environmental site reviews will again be conducted at selected locations during 2007.

EXECUTIVE SUMMARY

CBC/Radio-Canada was successful in receiving funding [\$20k] to assist with the study of Species At Risk at CBC/Radio-Canada for owned transmitter sites outside the Province of Quebec. An additional \$40k is being sought to complete Phase II of this project.

As part of ongoing environmental risk management, CBC/Radio-Canada conducted 28 **Environmental Site Assessments** ranging from **Phase I-III ESAs** and Hazardous Materials Surveys. Three of the **Phase II ESAs** and one **Phase III ESA** have recommendations that will require further monitoring.

There were three reportable releases of halocarbons into the environment due to defective equipment. Two of these were reported, as required, and one will be reported in January 2007 as prescribed. All the equipment has been repaired. There was no requirement to report the other releases.

CBC/Radio-Canada Environment is working with the Legal Department to further understand the environmental legislative requirements.

Work will continue to review existing Environmental Aspects and the Environmental Management Process to ensure adherence with the CBC/Radio-Canada Environment Policy.

There are proposed changes to two existing regulations [Petroleum Storage Tanks and PCBs]. The impacts of these on operations will need to be evaluated.

SIGNIFICANT ACHIEVEMENTS RELATED TO LAWS AND REGULATIONS

Asbestos – Remediation and Repair

- ✓ 25 remediation/repair projects conducted at 15 properties.
- ✓ \$60,000 requested for asbestos removal and remediation for the St. John's project.
- ✓ Removal of asbestos continues as part of the Vancouver project.

Environmental Assessment Act

Effective June 11, 2006, CBC/Radio-Canada became subject to the Environmental Assessment Act, which means that it must assess its activities in accordance with the Environmental Assessment Act in order to minimize adverse environmental effects. Activities related to the new Act include:

- ✓ Training on the Act for Real Estate, Transmission and Environment divisions.
- ✓ Development of an Environmental Assessment [EA] procedure by the Environment and Legal Departments to ensure a standardized approach for conducting EAs.
- ✓ Conducted one EA at the West Carleton transmission facility as part of the planning to build a national parts warehouse facility on the property.
- ✓ Posted EA as prescribed, on the Public Registry.

Environmental Site Assessments [ESA]

The following types of Environmental Site Assessments were conducted as part of ongoing environmental risk management:

- ✓ 8 Phase I ESAs, 5 of which were conducted in relation to leasing or potential sale of properties
- ✓ 7 Phase II ESAs
- ✓ 1 Phase III ESA
- ✓ 12 ESA/Hazardous Material Surveys
- ✓ 4 Hazardous Material Surveys

Two sites require further monitoring of ground water for the presence of hydrocarbons. Ground water sampling is occurring in Fredericton on a quarterly basis due to the discovery of contamination during the removal of a fuel tank. Calgary's Phase III report recommends Human Health Risk Assessment that will determine the level of Human Risk associated with the presence of creosote related ground water contamination in the subsurface beneath the site related to off site environmental concerns.

Soil Contamination Remediation at Camp Fortune

- ✓ Detected limited amount of diesel fuel contamination under floor at the Camp Fortune Transmission Division facility.
- ✓ Suspected that residual fuel was left in abandoned under slab fuel supply lines.
- ✓ Remediation started in September 2006 and the situation will be monitored until its completion.

Federal Halocarbon Regulation - Management and Ozone Depleting Substances (ODS) – Incidents Reported to Environment Canada

Reportable Incidents

- ✓ During this period 12 releases of halocarbons [R-22 refrigerant] between 0.45 kg - 45 kg occurred at our buildings, resulting in repairs to defective equipment.
- ✓ Two of these were reported, as prescribed, to Environment Canada in the semi-annual reports covering the period July 1 – December 31, 2005 and January – June 2006 respectively.
- ✓ The 24.15 kg release in July of 2006 in Calgary will be reported as prescribed in January 2007.
- ✓ Developed and updated database for major Transmission Division locations with Heating, Ventilation and Air Conditioning units of a capacity of >5.4 tonnes.

Halon Removal

- ✓ Removed 515.61 kg of Halon at eight [8] transmission facilities

PCB Management

- ✓ No "in-use" PCB leaks detected year-to-date.
- ✓ Proposed changes to the PCB regulations to be assessed.

Petroleum Product and Allied Petroleum Product Tanks

There are proposed changes to the Storage Tank Systems for Petroleum Products and Allied Petroleum Products Regulations (proposed under the Canadian Environmental Protection Act [CEPA] 1999). Regulation expected to be promulgated in fall of 2007

- ✓ Replaced 2 fuel storage tanks were replaced in northern locations
- ✓ Repaired leaks detected following routine inspection in pump seals in 2 aboveground storage tanks in Toronto [18,000 litres] - No release into the environment.
- ✓ Replaced 5 fuel tanks at 5 transmitter sites.
- ✓ RFQ was sent out for replacement of 900 & 1100-litre diesel fuel storage tanks at 13 Transmission Division sites in Ontario.
 - Tanks at these 13 locations currently do not meet provincial code and are thus subject to not being filled by fuel suppliers.
 - Quotations are expected at the end of September 2006.

RF Radiation Levels/Safety Code 6

- ✓ Conducted non-ionizing radiation/Safety Code 6 surveys at 24 transmission facilities
- ✓ Recommendations included installation of fencing and warning signage.

Species At Risk Act (SARA) – Projects/Funding Request

Project to identify species at risk on CBC/Radio-Canada owned properties [Transmission Division] continues. Work related to project included:

- ✓ Partnered with Public Works and Government Services [Quebec Region] to manage project in all provinces and territories outside of the province of Quebec.
- ✓ Acquired \$20k funding from Environment Canada and \$20k from Transmission Division.
- ✓ Seeking additional \$40k from Environment Canada for balance of 2006-2007.
- ✓ Phase II project results expected at the end of 2006.
- ✓ Submitting additional funding requests to Environment Canada for 2007-2008 in order to complete the project.

Vehicles – Fleet Management

2 diesel vehicles added to the fleet had speed regulator devices installed preventing the vehicles from driving in excess of 105 km/hr.

OTHER ACTIVITIES

CBC/Radio-Canada Environment is working with the Legal Department to further understand the environmental legislative requirements of the new Environmental assessment act of 2006.

Other activities include ongoing monitoring of Water and Energy Consumption, Waste Management and Indoor Air Quality and Mould Investigations.

PLANS FOR THE FUTURE

The impact of the proposed Petroleum Storage Tank and PCB Regulations on our Real Estate and Transmission Division operations needs to be assessed.

GLOSSARY

For clarification purposes, the following definitions refer to terms used and highlighted the text with a **shaded font**.

Attendance

There are three dimensions to attendance: perseverance, punctuality and performance satisfying the expectations of the employer.

Disability

A physical or mental incapacity resulting from an illness, injury or disfigurement that limits a person's physical, psychological and/or social functioning.

Workers' Compensation claims

Claim submitted by an employee as a result of an accident occurring at work that caused the employee to sustain a disabling injury or an injury requiring medical treatment.

STD - Short Term Disability – Sick Leave

The Corporation provides most of its employees with salary insurance for short-term disabilities requiring brief sick leaves for the first 85 days of disability.

LTD – Long Term Disability

When the short-term disability period expires (after 85 days), an employee may qualify for long-term disability benefits. The main difference between the two is that an external insurer administers long-term disability claims. During the first 24 months of long-term disability, employees incapable of performing their duties at CBC/Radio-Canada are usually eligible for disability insurance benefits under the terms of the policy.

Special Leave

When deemed appropriate, supervisors may, in accordance with Human Resources Policies and the Collective Agreements, authorise employee leave for emergencies as well as for family, religious or other obligations. Type of special leave can include: Bereavement, Marriage, Divorce, Parental leave, Jury duty, Moving, Domestic emergency

ESA

Environmental Site Assessments

Phase I ESA

The purpose of the Phase I Environmental Site Assessment (ESA) is to identify potential areas of hazardous waste contamination or environmental liability associated with a property.

Phase II ESA

The purpose of a Phase II ESA usually requires an intrusive investigation (i.e. soil borings, probing, hand borings) to determine if the hazardous waste contamination identified in a Phase I investigation has impacted the subject property. The information gathered in the Phase II ESA is summarized in a Phase II Report, which will be reviewed by the client. Upon review of this report, the client will determine if remediation activities will be necessary to accomplish their goals.

Phase III ESA

A Phase III Environmental Site Assessment (ESA) may be required when a Phase II ESA finds contamination above the recommended levels of local, provincial, or federal regulations or upon a client's request. A Phase III ESA requires the subject property to be remediated to a satisfactory level, which satisfies all parties involved.

HAZMAT Survey – [Hazardous Materials Survey]

The purpose of a HAZMAT survey is to identify the existence of hazardous materials on a property that may require special handling for disposal purposes related to building modifications, demolitions or the sale/purchase or lease of a property. e.g. asbestos, lead, petroleum products, mercury, PCBs.

EBAUCHE



**LA SANTÉ ET LE MIEUX-ÊTRE
2006-2011**

L'ART DE L'ÉQUILIBRE

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Les priorités organisationnelles et le mieux-être

Une organisation créative doit fournir un environnement sain où la créativité peut s'épanouir.

CBC/Radio-Canada s'est donné comme priorité de mettre en valeur son engagement à l'égard de l'ensemble de ses employés. La Société s'est également fixé des priorités sur plusieurs autres fronts cette année : l'équité en matière d'emploi, les langues officielles, la santé et la sécurité au travail, la diversité des effectifs et la planification de la continuité des activités.

La Société, comme bien d'autres employeurs au Canada, fait face à des défis de taille découlant de l'évolution accélérée du milieu de travail actuel. L'âge moyen des travailleurs augmente. Les coûts des régimes d'avantages sociaux sont en hausse constante. Une partie de ces coûts est compressible, mais la majeure partie est inévitable. Enfin, les employés subissent des niveaux de stress plus élevés tant dans leur vie personnelle que professionnelle : on note donc une augmentation de l'absentéisme et du présentéisme.

Les risques en matière de santé auxquels les employés et l'organisation sont exposés sont interdépendants. Or, l'organisation et ses employés s'efforcent de maîtriser les coûts liés à la santé. Nous y voyons donc une occasion de promouvoir un changement efficace dont les répercussions se feront sentir non seulement sur les résultats financiers de l'entreprise, mais également sur la santé, la productivité et l'engagement des employés.

Au même titre, CBC/Radio-Canada vise à démontrer qu'elle est une entreprise bien gérée. Elle désire générer des revenus qui seront réinvestis dans la programmation et renforcer son engagement à l'égard de ses employés.

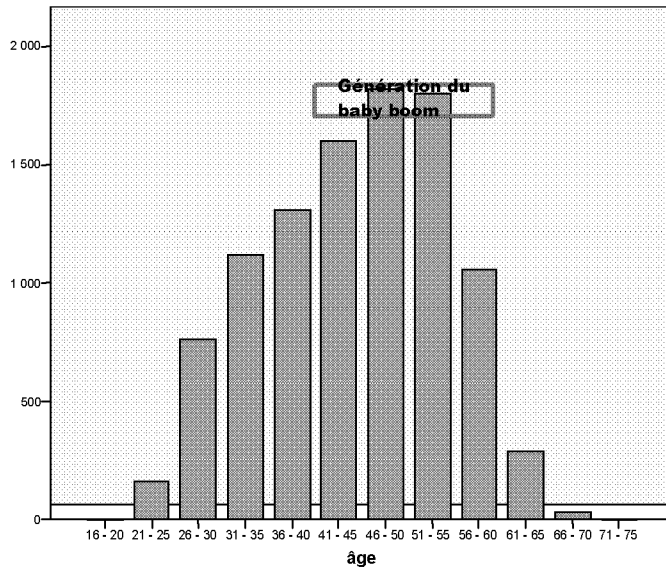
Contexte organisationnel

En 2005-2006, le coût total des salaires était de 550 millions. Dans ce contexte, on doit considérer les coûts de la rémunération globale, qui incluent la masse salariale, non pas comme une simple dépense à porter au bilan, mais comme un actif – le capital humain – qu’il faut optimiser. Résultat; le maintien et l’amélioration du plein potentiel de notre force de travail.

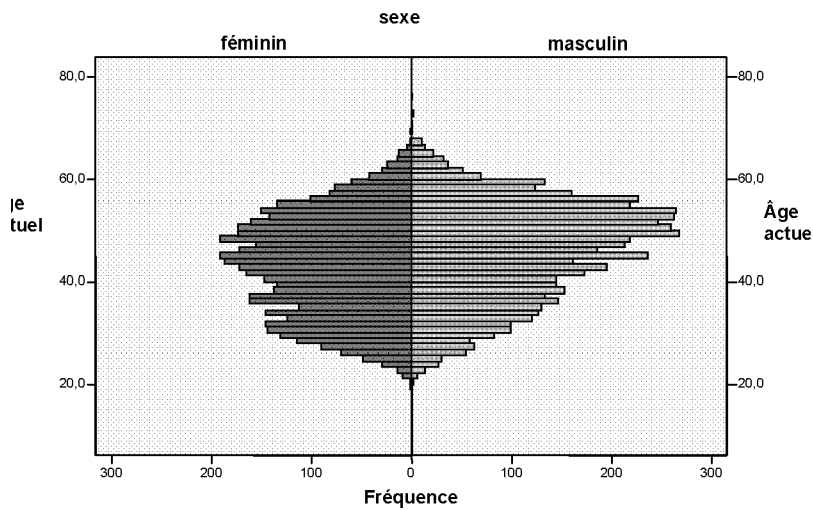
Grâce à un programme d’avantages sociaux généreux, l’entreprise investit des sommes considérables dans la « réparation » et l’« entretien » de cet actif. La santé et le mieux-être organisationnels se veulent donc un moyen efficace de maintenir et d’améliorer les capacités et la santé des personnes.

Les employés sont l’un des actifs les plus importants de la Société. Le capital humain est composé de personnes et de leurs besoins uniques en alimentation, sommeil, repos, travail et rapports sociaux. Les environnements qui menacent, dévalorisent ou ignorent ces éléments essentiels sont la cause de dysfonctionnements à des degrés variés chez les personnes, notamment l’insatisfaction, la maladie, le présentisme et l’augmentation du taux de roulement du personnel.

Au Canada, à la fin de 2006, 50 % des représentants de la génération du baby-boom auront plus de 50 ans et, en 2015, 48 % des travailleurs auront entre 45 et 64 ans.



Répartition de l'âge actuel (par sexe)



Moyenne d'âge : 44,8
Écart type : 9,73

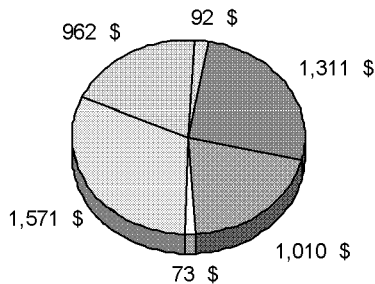
La population que constituent les employés de la Société est caractérisée par la présence en grand nombre d'hommes issus du baby-boom et de familles en âge d'avoir de jeunes enfants et des parents avec des besoins spéciaux (génération sandwich). Ce sont donc des personnes aux besoins particuliers et des groupes qui présentent des risques tout aussi différents. Une stratégie efficace de santé et de mieux-être organisationnels doit donc prévoir des mesures ciblées, variées et axées sur les réalités opérationnelles.

Ces constats annoncent, comme le confirment des projections internes, une augmentation constante des coûts directs des soins de santé.

Par conséquent, il faut prévoir une augmentation des maladies chroniques, une hausse des coûts indirects liés à la consommation de médicaments et de soins de santé et ainsi une augmentation de l'absentéisme, de l'invalidité et des coûts indirects de la maladie. En même temps, on note que l'accès aux soins préventifs de santé dans les régimes publics provinciaux devient de plus en plus difficile.

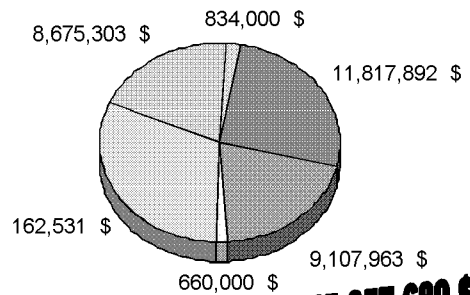
Total des coûts (par employé et pour l'ensemble de la Société)

Coûts directs par employé



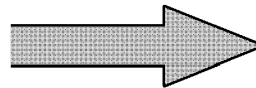
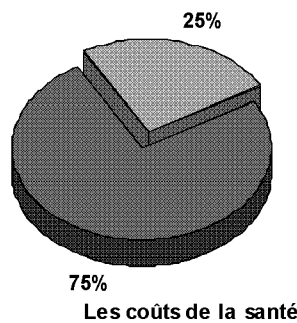
Total par employé : 5 019 \$

Coûts directs pour la Société



Total pour la Société : 45 257 689 \$

Nous savons déjà qu'une partie importante de ces coûts est évitable¹.



- Dépression
- Stress
- ↑ Taux de sucre dans le sang
- Excès de poids
- Tabagisme
- ↑ Tension artérielle
- Sédentarité

Ces réalités constituent donc le filigrane de la priorité qui est donnée pour améliorer la santé et le rendement des employés, dans le cadre d'une approche saine et responsable.

¹ Andersen et al., AJHP, 15(1). p. 45-52.

Une stratégie gagnante

Faire le lien entre les objectifs opérationnels et le mieux-être des personnes pourrait bien s'avérer l'une des stratégies gagnantes pour démontrer le plein potentiel des modèles de gestion et du modèle de prestation de services des Ressources humaines mis en œuvre récemment. En effet, une démarche fondée sur des stratégies de santé intégrées pourrait avoir les résultats suivants :

- ✓ améliorer le niveau d'engagement et de satisfaction des employés;
- ✓ maximiser l'utilisation des régimes d'avantages sociaux;
- ✓ réduire les coûts liés à la santé, aux blessures et aux absences;
- ✓ améliorer la santé et la productivité des employés;
- ✓ améliorer le rendement de l'organisation;
- ✓ concrétiser la mise en œuvre d'une stratégie globale en matière de gestion du capital humain.



TOUT EN PRÉSERVANT LES PERSONNES CRÉATIVES ET ÉNERGIQUES QUI ONT FAIT NOTRE IMAGE DE MARQUE, NOUS DEVONS PRENDRE DES RISQUES, OSER DES EXPÉRIENCES ET LES ÉTONNER EN LEUR OFFRANT UN PROJET DE MIEUX-ÊTRE QU'ELLES N'ATTENDRAIENT PEUT-ÊTRE PAS DE LA PART DE LEUR ORGANISATION.

La stratégie de santé et de mieux-être organisationnels vise à préserver la valeur productive de l'actif. Un tel programme constitue un élément important dans l'atteinte de l'efficacité organisationnelle par la prévention et le contrôle des coûts de réparation.

Dans la perspective de contribuer au succès de l'organisation, plusieurs options stratégiques ont été envisagées dans la définition du programme de santé et de mieux-être organisationnels. Ces options s'appuient sur différentes approches de gestion des risques pour la Société.

Stratégies	Options de gestion
Accepter les risques	Absorber les coûts
Transférer les risques	Coassurance / limiter l'accès aux régimes
Éliminer les risques	Aucun employé participant aux régimes
Réduire les risques	Programme de santé et de mieux-être

Dans la mesure où l'entreprise désire préserver l'esprit des régimes d'avantages sociaux déjà mis en place, les coûts qui s'y rattachent ne sont pas facilement transférables. Globalement, les coûts des régimes d'avantages sociaux sont équivalents aux coûts des demandes d'indemnités plus les frais d'administration.

Nos fournisseurs de programmes d'avantages sociaux appliquent déjà une gestion responsable des contrats et ont fait des efforts importants pour maîtriser la hausse des frais d'administration des régimes. Le seul moyen d'infléchir la courbe d'augmentation des frais est donc d'agir pour réduire le nombre ou les coûts des demandes d'indemnités en s'attaquant aux facteurs de risques qui contribuent à l'augmentation de ces coûts. Le programme de santé et mieux-être organisationnels vise cet objectif.

Une approche opérationnelle

Influencer ou modifier le comportement des personnes par l'entremise de programmes de santé et de mieux-être organisationnels ciblés est donc la voie tout indiquée. Nous proposons donc une stratégie qui vise à réduire la portion des coûts compressibles par une approche opérationnelle de gestion, une approche ciblée, dirigée et en lien avec la réalité opérationnelle des composantes.

Ce programme de santé et de mieux-être organisationnels est calqué sur la réalité opérationnelle. À ce titre, il reconnaît les particularités de chaque composante. Dans ce contexte, la vision proposée s'appuie sur une participation volontaire des employés, mais nécessite un investissement tant personnel qu'institutionnel.

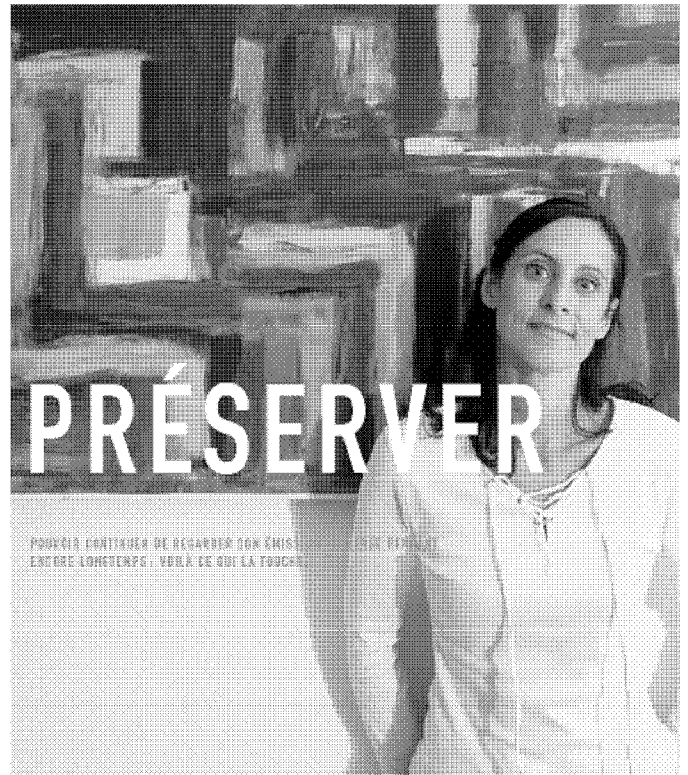
Les entreprises qui ont emprunté cette voie constatent, après coup, une amélioration importante du climat de travail et de la perception des employés à l'égard de l'entreprise et de ses dirigeants. Ces effets, parfois considérés comme moins concrets, vont largement au-delà de l'investissement institutionnel lié au mieux-être.

Notre approche de mieux-être s'appuie sur deux axes :

- 1. des mesures individuelles visant la santé globale des personnes;**
- 2. des mesures organisationnelles de santé et de mieux-être au travail.**

Permettre à chacun d'exprimer son potentiel en inspirant et en facilitant l'adoption de comportements et d'attitudes de santé : voilà ce qui nous guide.

LE PASSÉ EN HÉRITAGE. L'AVENIR EN PERSPECTIVE POUR DEMEURER PERTINENTS.
CBC | RADIO-CANADA DOIT REJOINDRE UN PLUS GRAND NOMBRE DE CANADIENS PAR LE BIAIS DE PLATEFORMES DIFFÉRENTES, EN LEUR OFFRANT LES ÉMISSIONS DE NOUVELLES, D'INFORMATION ET DE DIVERTISSEMENT QUI

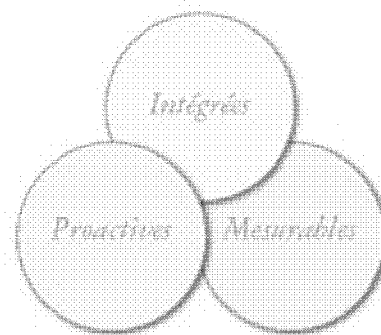


Objectifs stratégiques

- ✓ Être un partenaire actif pour maintenir et préserver le plein potentiel des employés.
- ✓ Renforcer l'engagement des employés envers l'organisation.
- ✓ Infléchir la courbe d'accroissement des coûts de la rémunération globale.

Objectifs opérationnels

- ✓ Mobiliser les ressources organisationnelles autour d'un objectif commun : le mieux-être.
- ✓ Mettre en place de mesures visant la réduction des effets des facteurs de risque propres à l'organisation et à sa population.
- ✓ Livrer des mesures de santé et de mieux-être concrètes tout en prenant en considération les particularités opérationnelles de chaque composante et les besoins individuels.
- ✓ Mesurer les effets de l'investissement en santé et en mieux-être sur le capital humain.



Orientations et priorités en matière de gestion des ressources humaines

À l'échelon national, les Ressources humaines sont responsables de la stratégie intégrée en matière de ressources humaines qui doit permettre à CBC/Radio-Canada de poursuivre l'orientation qu'elle a choisie.

Les Services-conseils sont chargés de fournir à la Société une expertise, une perspective et une expérience en vue d'appuyer les composantes et de leur permettre d'atteindre leurs objectifs. Comme ils sont en première ligne, ils sont responsables de fournir toute la gamme des services.

Les Services experts sont responsables de la conception, de l'élaboration et de la réalisation des programmes et des processus de pointe qui contribueront à soutenir les activités stratégiques et à faciliter le travail des Services-conseils des RH et des leaders de la Société.

Les Services partagés procurent tous les services transactionnels et gèrent des activités d'infrastructure sensibles aux effets d'échelle. Ils doivent également fournir aux RH les outils électroniques nécessaires à leur réussite.

Toutes les fonctions des ressources humaines sont interreliées et reconnaissent les responsabilités générales qu'elles doivent assumer au sein de la Société dans l'élaboration et l'application des politiques et des pratiques de ressources humaines.

La mise en place d'un programme de santé et de mieux-être organisationnels ne peut être le projet d'une seule personne. Nous devons tirer parti de la synergie créée par une bonne cohésion

au sein des Ressources humaines et mobiliser toutes les ressources de l'organisation afin d'atteindre nos objectifs.

La santé et le mieux-être

Qu'est-ce que le mieux-être?

- ✓ Le mieux-être correspond à un style de vie qui exige que l'on se prenne en main et que l'on fasse des choix santé, qui fait la promotion du bien-être individuel grâce à un bon dosage de choix sains.
- ✓ Le mieux-être est un concept holistique, qui prend en considération la personne dans sa globalité et ne se préoccupe pas seulement de sa tension artérielle, de son cholestérol, de son activité physique ou de la composition de ses repas le midi. Le mieux-être comporte des aspects physiques, sociaux, émotionnels, professionnels, spirituels et intellectuels.

Ce que le mieux-être n'est pas :

- ✓ Il ne s'agit pas d'atteindre la perfection. Le mieux-être ne signifie pas qu'il faut bannir à jamais toutes les habitudes qui peuvent nuire à la santé, mais préconise qu'il faut s'informer sur un régime santé, sur la manière de manger et de vivre pour maximiser sa santé et sa qualité de vie.
- ✓ Il ne s'agit pas d'avoir peur de la maladie. Le mieux-être propose de penser à soi et de reconnaître les bienfaits de se prendre en charge plutôt que de confier cette responsabilité à quelqu'un d'autre.

Grâce à des ensembles coordonnés et intégrés de mesures, ce programme offrira les ressources et les services nécessaires pour éduquer et soutenir les employés afin qu'ils améliorent leur propre mieux-être, ainsi que pour appuyer les composantes qui les aident.

Ce que les autres entreprises font

L'objectif des programmes de mieux-être dans les entreprises se transforme. Les programmes en matière d'éducation et de formation représentent la majeure partie des initiatives de promotion de la santé offertes par les employeurs de nos jours (c'est-à-dire pour 75 % des employeurs qui ont participé à un sondage réalisé par Hewitt Associates). Toutefois, le pourcentage d'employeurs qui offrent des programmes d'éducation et de formation est en baisse, de 83 %, en 1992, à 75 %, en 2002. En comparaison, le pourcentage d'utilisation de méthodes d'évaluation des risques pour la santé a augmenté de 12 %, passant de 66 % à 78 %. L'utilisation de programmes incitatifs a augmenté de 25 %, passant de 14 % à 39 %.

Des programmes spéciaux sont également offerts par la majorité des employeurs. Plus des trois quarts des employeurs qui ont des projets de promotion de la santé (76 %) offrent des programmes ciblés, notamment des vaccins contre la grippe pour les adultes (76 %), des soins pour le mieux-être des bébés et des enfants (49 %), des soins prénataux (40 %), des cliniques sur les lieux de travail (23 %) ainsi que de la gestion thérapeutique (15 %). Il faut toutefois reconnaître que la situation au Canada et aux États-Unis est différente, et que la majorité des

données compilées traitent de la situation américaine, où l'employeur paie souvent la totalité de la facture pour tous les soins de santé.

À CBC/Radio-Canada, ainsi que dans d'autres entreprises au Canada, les troubles psychologiques, y compris le stress, l'anxiété et la dépression, sont la principale cause des congés d'invalidité de courte et de longue durée. Les entreprises canadiennes sont de plus en plus préoccupées par la prévalence croissante de ces troubles.

Selon Mercer, les coûts des médicaments augmentent de 10 % à 12 % par an, et on s'attend à ce que les coûts globaux des soins de santé augmentent d'environ 10 % par an et que, d'ici 2007, les employeurs consacrent 8 % de leur masse salariale à payer ces avantages sociaux. À CBC/Radio-Canada, le Régime d'assurance maladie complémentaire (RAMC) représente 3,5 % de la masse salariale.

Selon le Conference Board du Canada, les conditions sociales, familiales et financières des employés peuvent aussi expliquer l'importance des maladies psychologiques. Par exemple, il est démontré que la présence d'enfants d'âge préscolaire est un indicateur important d'absentéisme. Il est facile de supposer que ces absences sont liées aux soins des enfants. Ce phénomène est encore plus marqué dans les familles monoparentales.

Autre phénomène : les soins à des parents malades qui entraînent aussi des absences. Outre la nécessité de s'occuper des personnes âgées, le vieillissement de la population accentuera l'absentéisme, puisque le nombre de jours de travail perdus a tendance à augmenter avec l'âge. Et que dire des problèmes grandissants de santé mentale, d'insatisfaction au travail, de démotivation, des problèmes conjugaux ou financiers et de toxicomanie qui ont eux aussi un effet sur l'absentéisme. Pour certains, la maladie peut devenir un moyen de fuir les problèmes personnels. Tous ces éléments contribuent à rendre la situation de plus en plus complexe à gérer.

Parmi les stratégies actuellement utilisées pour améliorer la présence au travail, on trouve notamment :

- ✓ l'instauration de conditions favorisant l'engagement des employés par rapport à l'organisation (culture d'entreprise et satisfaction au travail);
- ✓ la promotion de la santé en milieu de travail : campagnes antitabac, promotion de l'activité physique;
- ✓ de l'information sur les bonnes habitudes alimentaires et autres;
- ✓ des campagnes de vaccination contre la grippe;
- ✓ de l'information sur la gestion du stress;
- ✓ la possibilité de faire du travail à temps partiel ou du travail partagé;
- ✓ le télétravail;
- ✓ les horaires souples;
- ✓ les programmes d'aide aux employés;

La mise en œuvre du programme de santé et de mieux-être

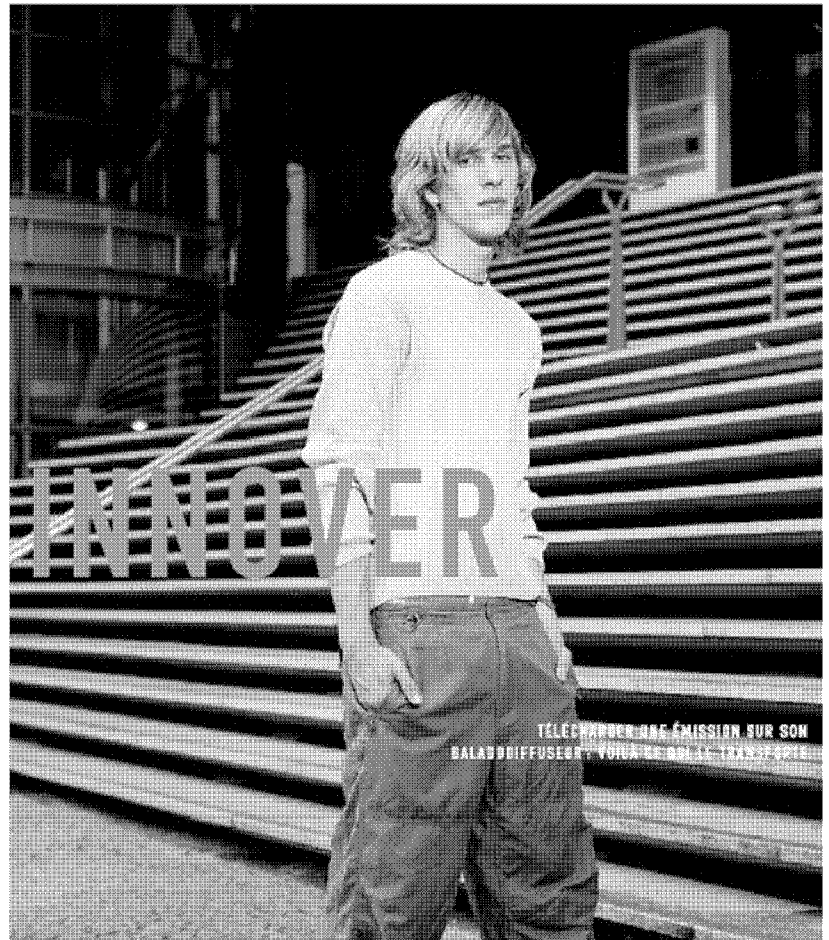
Effets sur les activités

Certaines activités nécessitent une participation de l'employé pendant les heures de travail. Leur mise en œuvre se fera en tenant compte de la réalité opérationnelle afin de minimiser les effets sur la production.

Investissement de l'employé

Malgré la participation volontaire, une telle approche demandera des employés un engagement personnel à développer de saines habitudes de vie tant au travail que dans la vie personnelle.

Les investissements en temps et en argent de l'organisation seront largement compensés par une réduction des effets négatifs des absences et du présentisme. Dans une stratégie opérationnelle intégrée, le déploiement d'activités planifiées est beaucoup moins coûteux et perturbant que des absences soudaines, imprévues, qui échappent à tout cadre de gestion. On sait que les absences entraînent des coûts indirects importants comme les heures supplémentaires, le remplacement, la formation et les pertes d'occasions.



Offrir une solution accessible et rassembleuse qui prend sa source dans un idéal de qualité de vie : voilà ce qui nous inspire.

Un programme intégré de santé et de mieux-être organisationnels

Mesures organisationnelles

Dans la foulée des sondages auprès des employés de 2001 et de 2004, la direction et les syndicats de CBC/Radio-Canada ont reconnu la nécessité de régler certains des enjeux liés au mieux-être des employés mis au jour dans les sondages.

Aussi, en réaction aux résultats de ces sondages, la Société entend mettre davantage l'accent sur le mieux-être des employés et sur les programmes d'orientation. Entre autres initiatives destinées au personnel, mentionnons les changements organisationnels.

Les Ressources humaines ont fait une priorité des questions de santé et de mieux-être organisationnels. Elles visent la mise en œuvre de stratégies globales, intégrées et proactives pour la santé et le mieux-être des employés et de l'organisation dans son ensemble, et pour superviser les activités en matière de sécurité et d'environnement.

Consciente de la nécessité de compiler des données objectives sur les questions relatives à la santé, la Société a administré un sondage sur le bien-être des employés en juin 2005. Une liste de recommandations a été adoptée en janvier 2006 pour résoudre les problèmes de santé et de sécurité au travail et s'attaquer aux facteurs de risque de maladies mentales. Avec l'aide du professeur Brun, la Société et les syndicats ont décidé de travailler sur six facteurs clés :

- ✓ Reconnaissance des employés
- ✓ Respect en milieu de travail
- ✓ Participation à la prise de décision
- ✓ Relations avec les superviseurs
- ✓ Charge de travail
- ✓ Équilibre travail-vie personnelle

Les résultats du sondage ont conduit à l'adoption de mesures concrètes visant à concerter les efforts de la direction, des syndicats et de l'ensemble du personnel pour résoudre les problèmes auxquels sont confrontés les employés. La Société a par ailleurs prouvé son engagement à agir afin de réduire, voire d'éliminer l'effet des facteurs de risque dénoncés en instaurant un programme de mieux-être au travail. Plusieurs sous-comités ont été mis sur pied pour étudier des moyens de réduire les risques cernés.

Des ateliers sur le respect et la reconnaissance ont été mis en place en collaboration avec Développement organisationnel et formation (RH) et les représentants des syndicats. Le cursus de l'atelier sur le respect a été approuvé par un comité mixte en septembre dernier; il commencera à être donné comme prévu à l'ensemble du personnel en 2007.

Grâce au soutien financier des syndicats, plusieurs initiatives de portée locale ont pu être mises de l'avant, notamment des causeries éducatives sur l'heure du lunch, des clubs de marche, des cours de yoga, des séminaires sur la santé mentale, etc.

Mesures individuelles

Sur le plan individuel, nous constatons que les risques pour la santé nécessitent un investissement personnel de chaque personne. Afin d'optimiser le mieux-être global, l'engagement individuel constitue une priorité dans l'atteinte des objectifs liés à la santé.

À titre indicatif, les données sur l'utilisation des différents régimes d'avantages sociaux nous indiquent que les facteurs de risque prédominants pour la santé sont les suivants :

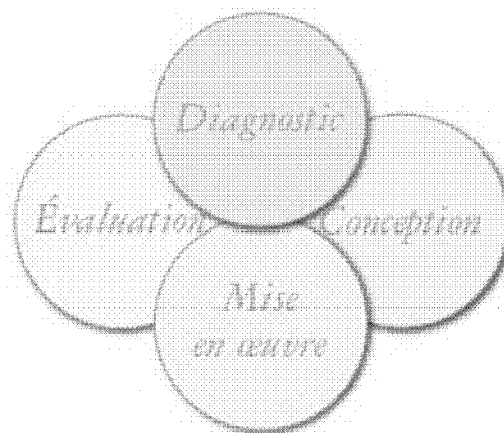
- ✓ Les problèmes cardiovasculaires;
- ✓ La santé mentale;
- ✓ Les troubles musculosquelettiques;
- ✓ Les troubles gastro-intestinaux;
- ✓ Le cancer;
- ✓ Les dépendances.

Globalement, un modèle d'investissement qui vise l'engagement des personnes doit comprendre un volet institutionnel, constitué d'initiatives de santé organisationnelle et de mesures de soutien visant à aider les personnes à développer de saines habitudes de vie et à optimiser les outils de réparation mis à leur disposition. Pour sa part, l'employé doit investir dans la prise en charge de ses facteurs de risque.

Moyens d'action

Les raisons d'agir :

- ✓ Amélioration de la santé et de la sécurité des employés;
- ✓ Protection du capital humain;
- ✓ Amélioration de la satisfaction des employés;
- ✓ Attraction et conservation des meilleurs candidats;
- ✓ Amélioration du rendement, de la productivité, de la compétitivité et de la rentabilité;
- ✓ Protection de l'organisation et de ses représentants contre toute responsabilité juridique connexe;
- ✓ Meilleur rendement des investissements en santé, en sécurité et en productivité;
- ✓ Diminution des coûts liés aux blessures et aux absences;
- ✓ Retour au travail plus rapide;
- ✓ Meilleur contrôle des futures augmentations des coûts liés aux ressources humaines;
- ✓ Amélioration des processus et des rapports fondés sur les meilleures pratiques.



<i>Prévention</i>	<i>Gestion</i>	<i>Évaluation</i>
<ul style="list-style-type: none"> • Programmes de prévention et initiatives de santé et de mieux-être • Gestion de la présence et des risques pour la santé • Intervention avant l'absence • Santé et sécurité au travail • Ergonomie • Programme d'aide aux employés • Éducation, formation et encadrement touchant les questions de santé liées ou non au travail 	<ul style="list-style-type: none"> • Gestion intégrée de la présence au travail et interventions en santé globale • Programmes de retour au travail et de mesures d'adaptation • Programmes d'assistance aux gestionnaires • Satisfaction, mobilisation et conservation des employés • Formation et encadrement • Stratégies de gestion du changement et du talent • Programmes de reconnaissance • Plan de communication du changement • Politiques facilitant l'accès aux congés de compassion • Outils d'information électroniques 	<ul style="list-style-type: none"> • Établissement d'un indice de mesure de la santé organisationnelle et individuelle • Repérage des risques de maladies et de blessures et évaluation des coûts • Revues de processus • Diagnostic de la santé organisationnelle • Repérage des risques pour la santé • Évaluation du niveau d'engagement des employés • Évaluation et suivi des indicateurs de rendement • Évaluation du rendement des fournisseurs • Analyses comparatives

Ressources

Les Ressources humaines et la Santé et le Mieux-être organisationnels agissent à titre de partenaires stratégiques, apportant un savoir-faire, une perspective et une expérience pour soutenir l'organisation et lui permettre d'atteindre ses objectifs avec son personnel.

La mise en place d'activités santé individuelles ciblera six principaux thèmes, soit l'alimentation, l'activité physique, la gestion du stress, le sommeil, la santé mentale et la santé en général. Ainsi, un questionnaire personnalisé sera offert aux employés afin qu'ils puissent établir leur profil par rapport aux critères de santé canadiens. Les données personnelles de ces questionnaires demeureront confidentielles. Cependant, il sera possible d'obtenir un portrait global de la santé des employés de la Société, qui permettra de confirmer l'orientation prise par les programmes de santé.

De l'information et de l'éducation seront offertes sous forme de services personnalisés assurés par un professionnel de la santé, au téléphone ou en personne, de capsules, d'ateliers, de conférences ou dans le cadre du portail électronique.

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Mesure de santé et mieux-être					
Mon profil de santé @ ma portée	40,000 \$	8,000 \$	20,000 \$	8,000 \$	20,000 \$
Service personnalisé de consultation sur la santé	10,000 \$	12,000 \$	12,000 \$	12,000 \$	12,000 \$
Capsules santé	2,500 \$	20,000 \$	20,000 \$	10,000 \$	10,000 \$
Conférence sur sujet ciblés		35,000 \$	35,000 \$	35,000 \$	35,000 \$
Cliniques de dépistage		50,000 \$	50,000 \$	40,000 \$	40,000 \$
Défis santé		20,000 \$	20,000 \$	25,000 \$	25,000 \$
Appui aux initiatives locales de santé	60,000 \$	65,000 \$	70,000 \$	75,000 \$	80,000 \$
Ligne d'assistance au gestionnaire	5,000 \$	50,000 \$	50,000 \$	50,000 \$	50,000 \$
Portail ma santé@ma portée	2,000 \$	2,500 \$	2,500 \$	2,500 \$	2,500 \$
Vaccination antigrippale	45,000 \$	47,500 \$	50,000 \$	53,000 \$	56,000 \$
Développement d'un indice de mesure de santé globale	35,000 \$	50,000 \$			
Mesure et contrôle		1,500 \$	15,000 \$	15,000 \$	15,000 \$
Sous total mieux-être	199,500 \$	361,500 \$	344,500 \$	325,500 \$	345,500 \$

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Programmes					
Programme d'aide aux employés	660,000 \$	680,000 \$	690,000 \$	700,000 \$	710,000 \$
Gestion d'invalidité et santé au travail	141,750 \$	178,000 \$	192,588 \$	207,175 \$	221,763 \$
Santé & Sécurité	55,750 \$	285,000 \$	299,250 \$	314,213 \$	329,923 \$
Environnement		206,000 \$	256,000 \$	276,000 \$	289,800 \$
Sous total programmes	857,500 \$	1,349,000 \$	1,437,838 \$	1,497,388 \$	1,551,486 \$

Formations					
Respect	150,000 \$	200,000 \$	70,000 \$	25,000 \$	20,000 \$
Reconnaissance	5,000 \$	275,000 \$	175,000 \$	25,000 \$	20,000 \$
Gestion de la Présence au Travail	75,000 \$	75,000 \$	70,000 \$	50,000 \$	50,000 \$
Santé et sécurité	520,000 \$	550,000 \$	350,000 \$	350,000 \$	350,000 \$
Sous total formation	750,000 \$	3,798,000 \$	3,540,675 \$	3,444,775 \$	3,542,971 \$
Total des programmes et formations	1,607,500 \$	5,147,000 \$	4,978,513 \$	4,942,163 \$	5,094,457 \$
Grand Total	1,807,000 \$	5,508,500 \$	5,323,013 \$	5,267,663 \$	5,439,957 \$

Rendement de l'investissement

Le programme a des retombées bénéfiques à plusieurs niveaux :

- ✓ Il favorise la santé physique et psychologique des individus.
- ✓ Il contribue à prévenir ou à diminuer l'absentéisme.
- ✓ Il permet de réduire les coûts d'invalidité.
- ✓ Il accroît la motivation et la satisfaction au travail.
- ✓ Il mobilise l'ensemble du personnel et génère un dynamisme positif pour le climat organisationnel.
- ✓ Il diminue le taux de roulement du personnel et favorise le recrutement.

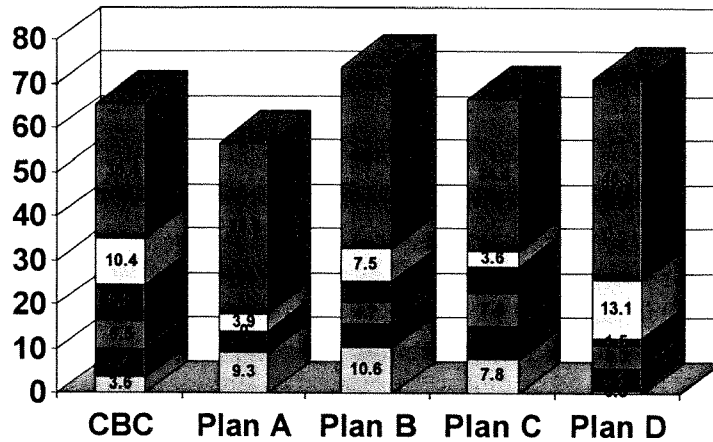
Afin de mesurer le rendement du programme en proportion du capital investi, les facteurs suivants devront être considérés :

- ✓ Les frais fixes liés à l'administration des programmes (PAE, gestion des invalidités, santé et sécurité au travail et gestion environnementale);
- ✓ Le développement d'un indicateur de mesure sur la santé globale;
- ✓ L'effet des changements organisationnels sur la santé des personnes;
- ✓ La démographie;
- ✓ Les tendances canadiennes en matière de santé;
- ✓ L'intégration de l'approche de santé et de mieux-être dans toutes les sphères décisionnelles de l'organisation.

Nous recommandons une évaluation du rendement de l'investissement basée sur la méthode de la valeur économique ajoutée (VEA). Cette méthode d'évaluation est appropriée compte tenu de la nature institutionnelle de ce projet. Elle permet de calculer la valeur d'un projet pour chacune des composantes et peut être utilisée pour évaluer le rendement année après année. Finalement, la VEA tient compte des coûts en immobilisations et en exploitation, et permet donc de déterminer l'apport du programme de santé et de mieux-être sur les résultats globaux et sur la gestion de l'actif humain.

Nous estimons que le rendement de l'investissement des programmes de santé et de mieux-être, une fois les frais fixes d'administration et les éléments contextuels pris en considération, sera équivalent à une fois et demie les sommes investies une fois la mise en œuvre terminée.

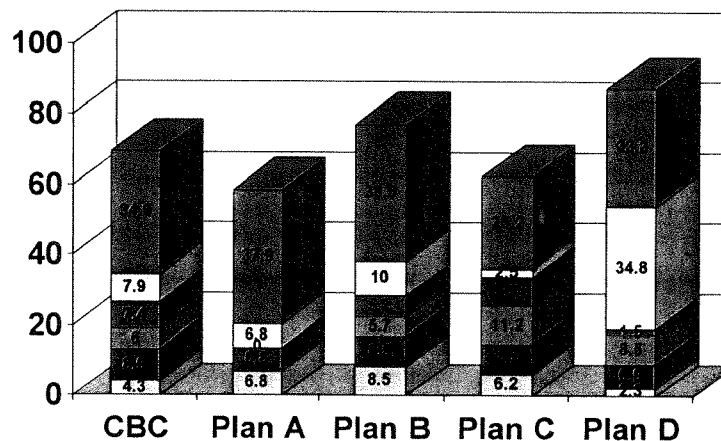
Percentage of Amount Charged to Plan- Plan Comparison



	CBC	Plan A	Plan B	Plan C	Plan D
Back	3.6	9.3	10.6	7.8	0.8
Cancer	6.4	4.8	5.4	7.5	5.1
Circulatory System	6.5 *		4.7	7.6	5.3
Musculoskeletal	8.2	0	4.9	5.9	1.5
Nervous System	10.4	3.9	7.5	3.6	13.1
Psychiatric	30.4	38.5	40.7	34.4	45.3

* Too few claims to report and still ensure employee rights to confidentiality.

Percentage of Open Claims - Plan Comparison

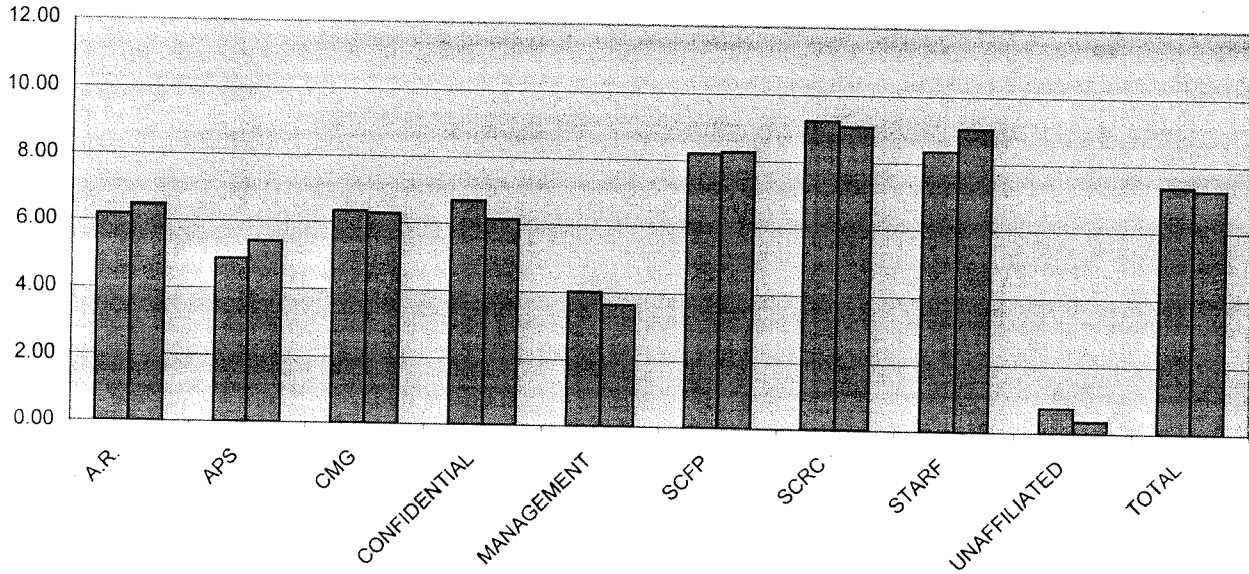


	CBC	Plan A	Plan B	Plan C	Plan D
Back	4.3	6.8	8.5	6.2	2.3
Cancer	8.9	6.8	8.5	8.7	6.9
Circulatory System	6 *		5.7	11.2	8.5
Musculoskeletal	7.4	0	5.7	7.5	1.5
Nervous System	7.9	6.8	10	2.5	34.8
Psychiatric	34.9	37.9	38.5	26.2	33.3

* Too few claims to report and still ensure employee rights to confidentiality.

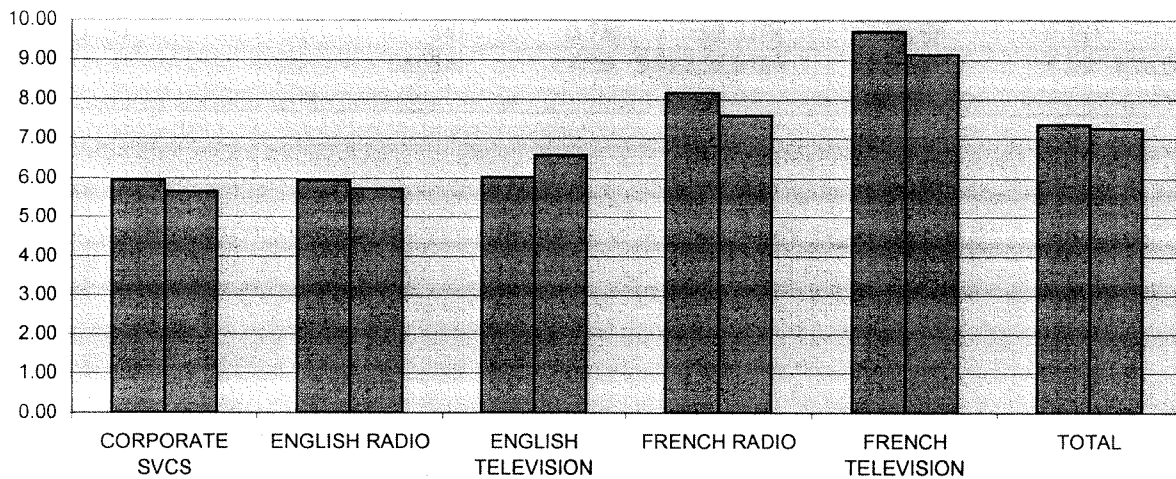
Summary of Short Term Disability (Sick Leave) per Union Affiliation

	2006/2007			2005/2006		
	STD days	Days per FTE	STD cost	STD days	Days per FTE	STD cost
A.R.	1980	6.18	\$505,364	1990	6.45	\$527,995
APS	3473	4.87	\$830,259	4082	5.39	\$1,031,464
CMG	31538	6.34	\$7,639,944	25681	6.28	\$5,677,683
CONFIDENTIAL	1352	6.68	\$207,139	1195	6.14	\$187,508
MANAGEMENT	4281	4.02	\$1,221,177	4060	3.65	\$1,146,733
SCFP	5248	8.23	\$871,898	5230	8.28	\$877,389
SCRC	10598	9.22	\$2,175,374	10392	9.07	\$2,201,493
STARF	9568	8.37	\$1,903,436	10198	9.05	\$2,037,365
UNAFFILIATED	14	0.75	\$2,379	6	0.36	\$1,180
TOTAL	68054	7.36	\$15,356,970	62835	7.26	\$13,688,809



Summary of Short Term Disability (Sick Leave) per Component

	2006/2007			2005/2006		
	STD days	Days per FTE	STD cost	STD days	Days per FTE	STD cost
CORPORATE SVCS	7814	5.95	\$1,771,967	7165	5.66	\$1,597,958
ENGLISH RADIO	6995	5.95	\$1,694,133	5927	5.73	\$1,337,854
ENGLISH TELEVISION	17796	6.03	\$4,121,176	17332	6.58	\$3,920,858
FRENCH RADIO	8252	8.18	\$1,893,466	7476	7.59	\$1,631,448
FRENCH TELEVISION	27196	9.71	\$5,876,227	24935	9.13	\$5,200,690
TOTAL	68054	7.36	\$15,356,970	62835	7.26	\$13,688,809



10/31/2005
CBC/RADIO-CANADA- #32200
MAINTENANCE CLAIMS/DOSSIERS MAINTENANCE

Diagnosis/Diagnostic	No. of claimants/nb de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	12	7%
Neoplasms/Néoplasies (140-239)	12	7%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	3	2%
Psychotic Disorders/Troubles psychotiques (290 - 299,9)	23	14%
Non-Psychotic Disorders/Troubles non-psychotiques (300 - 316)	36	21%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	28	17%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	8	5%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)	2	1%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	4	2%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)		
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)		
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	3	2%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	24	14%
Congenital anomalies/Anomalies congénitales (740-759)	2	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	3	2%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	7	4%
* Other/Autre	1	1%
Total	168	100%

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10/31/2005
 CBC/RADIO-CANADA #32200
 ACTIVE CLAIMS/DOSSIERS ACTIFS

Diagnosis/Diagnostic	No of claimants/nb de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)		0%
Neoplasms/Néoplasies (140-239)	18	11%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	2	1%
Psychotic Disorders/Troubles psychotiques (290 - 299,9)	17	10%
Non-Psychotic Disorders/Troubles non-psychotiques (300 - 316)	68	42%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	7	4%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	11	7%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)		
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	4	2%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)	3	2%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)		
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)		0%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	20	12%
Congenital anomalies/Anomalies congénitales (740-759)		0%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	4	2%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	7	4%
* Other/Autre	1	1%
Total	162	100%

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1/31/2006
 CBC/Radio-Canada #32200
 Maintenance Claims/Dossiers maintenance

Diagnosis/Diagnostic	No of claimants/nb de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	12	7%
Neoplasms/Néoplasies (140-239)	13	8%
endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	3	2%
Psychotic Disorders/Troubles psychotiques (290 - 299,9)	24	14%
Non-Psychotic Disorders/Troubles non-psychotiques (300 - 316)	37	22%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	27	16%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	8	5%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)	2	1%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	4	2%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)		0%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)		0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	3	2%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	25	15%
Congenital anomalies/Anomalies congénitales (740-759)	2	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	3	2%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	7	4%
*Other/Autre	2	1%
Total	172	100%

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1/31/2006
 CBC/Radio-Canada # 32200
 Active Claims/Dossiers actifs

Diagnosis/Diagnostic	No of claimants/nb de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)		0%
Neoplasms/Néoplasies (140-239)	16	11%
endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)		0%
Psychotic Disorders/Troubles psychotiques (290 - 299,9)	20	13%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	61	40%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	7	5%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	10	7%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)		0%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	4	3%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)	2	1%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)		0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)		0%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	18	12%
Congenital anomalies/Anomalies congénitales (740-759)		0%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	4	3%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	7	5%
*Other/Autre	2	1%
Total	151	100%

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	Active		Maintenance		Total	
	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%
Diagnosis/Diagnostic						
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	0	0%	12	7%	12	4%
Neoplasms/Néoplasies (140-239)	14	11%	12	7%	26	9%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	0	0%	3	2%	3	1%
Psychotic Disorders/Troubles psychotiques (280 - 299.9)	19	15%	24	14%	43	14%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	47	36%	37	22%	84	28%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens(320-389)	6	5%	28	16%	34	11%
Diseases of the circulatory system/Maladies de l'appareil circulatoire(390-459)	9	7%	8	5%	17	6%
Diseases of the respiratory system/Maladies de l'appareil respiratoire(460-519)	0	0%	2	1%	2	1%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	4	3%	4	2%	8	3%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire(600-629)	0	0%	2	1%	2	1%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)	0	0%	0	0%	0	0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	0	0%	3	2%	3	1%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	17	13%	25	15%	42	14%
Congenital anomalies/A normales congénitales (740-759)	0	0%	2	1%	2	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	4	3%	3	2%	7	2%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	7	5%	7	4%	14	5%
*Other/Autre	3	2%	0	0%	3	1%
Total	130	100%	172	100%	302	100%

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Breakdown of LTD claims by type of diagnosis
Répartition des réclamations pour l'ILD par type de diagnostic
CBC's experience versus GWL's block of business
Expérience de Radio-Canada par rapport à l'ensemble des clients de la Great-West

	CBC / Radio-Canada	GWL's block of business / Ensemble des clients de la Great-West
Diagnosis/Diagnostic	%	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	4%	2%
Neoplasms/Néoplasies (140-239)	9%	7%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	1%	2%
Psychotic Disorders/Troubles psychotiques (290 - 299,9)	14%	12%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	28%	13%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	11%	12%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	6%	9%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)	1%	2%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	3%	2%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)	1%	1%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)	0%	0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	1%	1%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	14%	25%
Congenital anomalies/Anomalies congénitales (740-759)	1%	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	2%	4%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	5%	7%
*Other/Autre	1%	1%
Total	100%	100%

Source of data: GWL (CBC's statistics as of April 30, 2006 and GWL's block of business statistics as of December 31, 2005)

Source de données: Great-West (les statistiques de Radio-Canada sont en date du 30 avril 2006 et celles de la Great-West en date du 31 décembre 2005)

Breakdown of LTD claims is based on the number of claimants.

Les réclamations de l'ILD sont réparties selon le nombre de réclamants en invalidité.

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CBC/Radio-Canada
 Breakdown of LTD claims statistics by diagnosis/Répartition des réclamations d'ILD selon le diagnostic
 As of October 31, 2006/Au 31 octobre 2006

Diagnosis/Diagnostic	Active		Maintenance		Total	
	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	0	0%	13	7%	13	4%
Neoplasms/Néoplasies (140-239)	16	12%	14	8%	30	10%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	2	2%	2	1%	4	1%
Psychotic Disorders/Troubles psychotiques (290 - 299.9)	14	11%	28	16%	42	14%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	51	39%	37	21%	88	28%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	0	0%	27	15%	27	9%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	7	5%	7	4%	14	5%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)		0%		0%	0	0%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	2	2%	2	1%	4	1%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)	2	2%		0%	2	1%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)		0%		0%	0	0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)		0%	3	2%	3	1%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	20	15%	24	14%	44	14%
Congenital anomalies/Anomalies congénitales (740-759)		0%	2	1%	2	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	2	2%	2	1%	4	1%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	9	7%	8	5%	17	6%
*Other/Autre	7	5%	8	5%	15	5%
Total	132	100%	177	100%	309	100%

Source of data/Provenance des données: Great-West

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CBC/Radio-Canada
Breakdown of LTD claims statistics by diagnosis/Répartition des réclamations d'ILD selon le diagnostic
As of January 31, 2007/Au 31 janvier 2007

Diagnosis/Diagnostic	Active		Maintenance		Total	
	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	0	0%	14	8%	14	5%
Neoplasms/Neoplasies (140-239)	18	13%	12	7%	30	10%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	0	0%	3	2%	3	1%
Psychotic Disorders/Troubles psychotiques (290 - 299.9)	15	11%	29	17%	44	14%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	50	37%	36	21%	86	28%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens(320-389)	4	3%	28	16%	32	10%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	8	6%	7	4%	15	5%
Diseases of the respiratory system/Maladies de l'appareil respiratoire(460-519)	0	0%	2	1%	2	1%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	6	4%	3	2%	9	3%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire(580-629)	2	1%	2	1%	4	1%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)	0	0%	0	0%	0	0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	0	0%	3	2%	3	1%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	19	14%	24	14%	43	14%
Congenital anomalies/Anomalies congénitales (740-759)	0	0%	2	1%	2	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	3	2%	2	1%	5	2%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	9	7%	8	5%	17	5%
*Other/Autre	1	1%	0	0%	1	0%
Total	135	100%	175	100%	310	100%

Source of data/Provenance des données: Great-West

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CBC/Radio-Canada
 Breakdown of LTD claims statistics by diagnosis/Répartition des réclamations d'ILD selon le diagnostic
 Historical statistics/Données historiques

Diagnosis/Diagnostic	10/31/2005		1/31/2006		4/30/2006		7/31/2006		10/31/2006		1/31/2007	
	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	12	4%	12	4%	12	4%	15	4%	13	4%	14	5%
Neoplasms/Neoplasies (140-239)	30	9%	29	9%	26	9%	27	9%	30	10%	30	10%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	5	2%	3	1%	3	1%	5	2%	4	1%	3	1%
Psychotic Disorders/Troubles psychotiques (280 - 299.3)	40	12%	44	14%	43	14%	42	14%	42	14%	44	14%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	104	32%	98	30%	84	28%	89	28%	88	28%	86	28%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	35	11%	34	11%	34	11%	34	11%	27	9%	32	10%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	19	6%	18	6%	17	6%	15	5%	14	5%	15	5%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)	2	1%	2	1%	2	1%	2	1%	0	0%	2	1%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	8	2%	8	2%	8	2%	9	3%	4	1%	9	3%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)	3	1%	2	1%	2	1%	4	1%	2	1%	4	1%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	3	1%	3	1%	3	1%	3	1%	3	1%	3	1%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	44	13%	43	13%	42	13%	40	13%	44	14%	43	14%
Congenital anomalies/Anomalies congénitales (740-759)	2	1%	2	1%	2	1%	2	1%	2	1%	2	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	7	2%	7	2%	7	2%	6	2%	4	1%	5	2%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	14	4%	14	4%	14	4%	14	5%	17	6%	17	5%
*Other/Autre	2	1%	4	1%	3	1%	0	0%	15	5%	1	0%
Total	330	100%	323	100%	302	100%	307	100%	309	100%	310	100%

Source of data/Provenance des données: Great-West

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CBC/Radio-Canada
 Breakdown of LTD claims statistics by diagnosis/Répartition des réclamations d'ILD selon le diagnostic
 Historical statistics/Données historiques

Diagnosis/Diagnostic	10/31/2005		1/31/2006		4/30/2006		7/31/2006		10/31/2006	
	No. of claimants/nb. de réclamants	%	No. of claimants/nb. de réclamants	%	No. of claimants/nb. de réclamants	%	No. of claimants/nb. de réclamants	%	No. of claimants/nb. de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	12	4%	12	4%	12	4%	15	5%	13	4%
Neoplasms/Neoplasies (140-239)	30	9%	29	9%	26	9%	27	9%	30	10%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	5	2%	3	1%	3	1%	5	2%	4	1%
Psychotic Disorders/Troubles psychotiques (290 - 299.9)	40	12%	44	14%	43	14%	42	14%	42	14%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	104	32%	98	30%	84	28%	89	29%	88	28%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	35	11%	34	11%	34	11%	34	11%	27	9%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	19	6%	18	6%	17	6%	15	5%	14	5%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)	2	1%	2	1%	2	1%	2	1%	0	0%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	8	2%	8	2%	8	3%	9	3%	4	1%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)	3	1%	2	1%	2	1%	4	1%	2	1%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)	0	0%	0	0%	0	0%	0	0%	0	0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	3	1%	3	1%	3	1%	3	1%	3	1%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	44	13%	43	13%	42	14%	40	13%	44	14%
Congenital anomalies/Anomalies congénitales (740-759)	2	1%	2	1%	2	1%	2	1%	2	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	7	2%	7	2%	7	2%	6	2%	4	1%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	14	4%	14	4%	14	5%	14	5%	17	6%
*Other/Autre	2	1%	4	1%	3	1%	0	0%	15	5%
Total	330	100%	323	100%	302	100%	307	100%	309	100%

Source of data/Provenance des données: Great-West

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CBC/Radio-Canada
 Breakdown of LTD claims statistics by diagnosis/Répartition des réclamations d'ILD selon le diagnostic
 As of April 30, 2007/Au 30 avril 2007

Diagnosis/Diagnostic	Active		Maintenance		Total	
	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	0	0%	13	7%	13	4%
Neoplasms/Néoplasies (140-239)	20	17%	14	8%	34	11%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	0	0%	0	0%	0	0%
Psychotic Disorders/Troubles psychotiques (290 - 299.9)	14	12%	30	17%	44	15%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	39	33%	39	22%	78	26%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	6	5%	27	15%	33	11%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	0	0%	7	4%	7	2%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)	0	0%	0	0%	0	0%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	0	0%	4	2%	4	1%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)	2	2%	2	1%	4	1%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)	0	0%	0	0%	0	0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	0	0%	3	2%	3	1%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	17	14%	24	13%	41	14%
Congenital anomalies/Anomalies congénitales (740-759)	0	0%	2	1%	2	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	0	0%	0	0%	0	0%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	9	8%	7	4%	16	5%
*Other/Autre	11	9%	6	3%	17	6%
Total	118	100%	178	100%	296	100%

Source of data/Provenance des données: Great-West

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CBC/Radio-Canada
 Breakdown of LTD claims statistics by diagnosis/Répartition des réclamations d'I.L.D. selon le diagnostic
 Historical statistics/Données historiques

Diagnosis/Diagnostic	10/31/2005	1/31/2006	4/30/2006	7/31/2006	10/31/2006	1/31/2007	4/30/2007
	No of claimants/dé réclamants	No of claimants/dé réclamants	No of claimants/dé réclamants	No of claimants/dé réclamants	No of claimants/dé réclamants	No of claimants/dé réclamants	No of claimants/dé réclamants
	%	%	%	%	%	%	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	12	12	12	15	13	14	13
	4%	4%	4%	5%	5%	4%	4%
Neoplasms/Neoplasms (140-239)	30	29	26	27	30	30	34
	9%	9%	9%	8%	10%	10%	11%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	5	3	3	5	4	3	0
	2%	1%	1%	2%	2%	1%	0%
Psychotic Disorders/Troubles psychotiques (280 - 295.9)	40	44	43	42	42	44	44
	12%	14%	14%	14%	14%	14%	15%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	104	96	84	89	86	86	78
	32%	30%	28%	29%	28%	28%	26%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-349)	35	34	34	34	27	32	33
	11%	11%	11%	11%	11%	9%	11%
Diseases of the circulatory system/Maladies de l'appareil circulatoire (350-439)	19	18	17	15	14	15	7
	6%	6%	6%	5%	5%	5%	2%
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)	2	2	2	2	0	2	0
	1%	1%	1%	1%	0%	1%	0%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	8	8	8	9	4	9	4
	2%	2%	2%	3%	3%	3%	1%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)	3	2	2	4	2	4	4
	1%	1%	1%	1%	1%	1%	1%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-679)	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	3	3	3	3	3	3	3
	1%	1%	1%	1%	1%	1%	1%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	44	43	42	40	44	43	41
	13%	13%	13%	13%	13%	14%	14%
Congenital anomalies/Anomalies congénitales (740-759)	2	2	2	2	2	2	2
	1%	1%	1%	1%	1%	1%	1%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (760-799)	7	7	7	6	4	5	0
	2%	2%	2%	2%	2%	2%	0%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-899)	14	14	14	14	17	17	16
	4%	4%	4%	4%	5%	5%	5%
Other/Autre	2	4	3	0	15	1	17
	1%	1%	1%	0%	5%	0%	6%
Total	300	323	302	307	308	310	296
	100%	100%	100%	100%	100%	100%	100%

Source of data/Provenance des données: Great-West

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CBC/Radio-Canada
 Breakdown of LTD claims statistics by diagnosis/Répartition des réclamations d'ILD selon le diagnostic
 Historical statistics/Données historiques

Diagnosis/Diagnostic	10/31/2005	10/31/2006	1/31/2007	4/30/2007	7/31/2007
	No of claimants/nb de réclamants	No of claimants/nb de réclamants	No of claimants/nb de réclamants	No of claimants/nb de réclamants	No of claimants/nb de réclamants
	%	%	%	%	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	12	13	14	13	14
Neoplasms/Neoplasies (140-239)	30	30	30	34	32
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	5	4	3	0	5
Psychotic Disorders/Troubles psychotiques (290 - 299.9)	40	42	44	44	43
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	104	88	86	78	82
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens (320-389)	35	27	32	33	31
Diseases of the circulatory system/Maladies de l'appareil circulatoire (390-459)	19	14	15	7	14
Diseases of the respiratory system/Maladies de l'appareil respiratoire (460-519)	2	0	2	0	0
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	8	4	9	4	7
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire (580-629)	3	2	4	4	6
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)	0	0	0	0	0
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	3	3	3	3	2
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	44	44	43	41	44
Congenital anomalies/Anomalies congénitales (740-759)	2	2	2	2	0
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (760-799)	7	4	5	0	5
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	14	17	17	16	15
*Other/Autre	2	15	1	17	3
Total	330	309	310	296	303
	100%	100%	100%	100%	100%

Source of data/Provenance des données: Great-West

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CBC/Radio-Canada
 Breakdown of LTD claims statistics by diagnosis/Répartition des réclamations d'ILD selon le diagnostic
 As of July 31, 2007/Au 31 juillet 2007

Diagnosis/Diagnostic	Active		Maintenance		Total	
	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%	No of claimants/nb de réclamants	%
Infectious and parasitic diseases/Maladies infectieuses et parasitaires (001-139)	0	0%	14	8%	14	5%
Neoplasms/Néoplasies (140-239)	20	16%	12	7%	32	11%
Endocrine, nutritional and metabolic diseases, and immunity disorders/Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires (240-279)	2	2%	3	2%	5	2%
Psychotic Disorders/Troubles psychotiques (290 - 299.9)	13	10%	30	17%	43	14%
Non-Psychotic Disorders/Troubles Non-psychotiques (300 - 316)	45	35%	37	21%	82	27%
Diseases of the nervous system & sense organs/Maladies du système nerveux et des organes des sens(320-389)	2	2%	29	16%	31	10%
Diseases of the circulatory system/Maladies de l'appareil circulatoire(390-459)	7	6%	7	4%	14	5%
Diseases of the respiratory system/Maladies de l'appareil respiratoire(460-519)	0	0%	0	0%	0	0%
Diseases of the digestive system/Maladies de l'appareil digestif (520-579)	3	2%	4	2%	7	2%
Diseases of the genitourinary system/Maladies de l'appareil génito-urinaire(580-629)	3	2%	3	2%	6	2%
Complications of pregnancy, childbirth, and the puerperium/Complications de la grossesse, de l'accouchement et des suites de couches (630-676)	0	0%	0	0%	0	0%
Diseases of the skin and subcutaneous tissue/Maladies de la peau et du tissu cellulaire sous-cutané (680-709)	0	0%	2	1%	2	1%
Diseases of the musculoskeletal system and connective tissue/Maladies du système ostéo-articulaire des muscles et du tissu conjonctif (710-739)	19	15%	25	14%	44	15%
Congenital anomalies/Anomalies congénitales (740-759)	0	0%	0	0%	0	0%
Symptoms, signs, and ill-defined conditions/Symptômes, signes et états morbides mal définis (780-799)	3	2%	2	1%	5	2%
Injury and poisoning/Lésions traumatiques et empoisonnements (800-999)	8	6%	7	4%	15	5%
*Other/Autre	2	2%	1	1%	3	1%
Total	127	100%	176	100%	303	100%

Source of data/Provenance des données: Great-West

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Table 1001 Summary by period of absences

		more10days			1		
		0			1		
		nbDaysAbs			nbDaysAbs		
unit		Count	Sum	Mean	Count	Sum	Mean
	A.R.	384	727.7564	1.895199	44	1362.5	30.96591
	APS	1329	2171.408	1.633866	35	1386.644	39.61841
	CMG (ALL)	8244	15292.44	1.854978	315	10590.24	33.61982
	CONFIDEN	403	645.245	1.601104	19	708.3542	37.2818
	HISTORIC,	79	182.6479	2.311999	10	393.6129	39.36129
	HISTORIC,	35	85.1016	2.431474	5	163.7297	32.74594
	HISTORIC,	160	403.8671	2.524169	10	382.3535	38.23535
	HISTORIC,	107	228.9779	2.13998	14	473.4778	33.81984
	MANAGEM	1185	2142.845	1.808308	53	1700.811	32.09077
	SCFP	1487	2476.245	1.665262	85	3036.124	35.7191
	SCRC	2331	4429.879	1.90042	183	6573.922	35.92307
	STARF	2587	5051.396	1.952608	153	5730.094	37.45159
	UNAFFILIA	3	4.4483	1.482767	0	.	.
	Total	18334	33842.26	1.845874	926	32501.87	35.09921

Table 1002 Summary by person with absences

		more10days			Yes		
		No			nbDays		
		nbDays			nbDays		
unit		Count	Sum	Mean	Count	Sum	Mean
	A.R.	184	728	3.96	39	1,363	34.94
	APS	555	2,171	3.91	35	1,387	39.62
	CMG (ALL)	3,304	15,292	4.63	285	10,590	37.16
	CONFIDEN	181	645	3.56	17	708	41.67
	HISTORIC,	79	183	2.31	10	394	39.36
	HISTORIC,	35	85	2.43	5	164	32.75
	HISTORIC,	160	404	2.52	10	382	38.24
	HISTORIC,	54	229	4.24	14	473	33.82
	MANAGEM	648	2,143	3.31	49	1,701	34.71
	SCFP	525	2,476	4.72	74	3,036	41.03
	SCRC	904	4,430	4.90	161	6,574	40.83
	STARF	847	5,051	5.96	129	5,730	44.42
	UNAFFILIA	3	4	1.48	-	.	.
	Total	7,479	33,842	4.52	828	32,502	39.25

41.0287

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31-10-2006

RADIO CANADA CONTRAT 32200

(Québec / Maritimes)

* Ce rapport inclut tous les dossiers acceptés

Nombre total de dossiers ouverts

mars-06	119 dossiers	Moins 24 mois	58
		Plus 24 mois	61
oct-06	121 dossiers	Moins 24 mois	56
		Plus 24 mois	65

Nombre de dossiers dont les réclamants sont considérés en invalidité permanente

mars-06	59 dossiers	Moyenne d'âge	56
		Moins 24 mois	3
		Plus 24 mois	56
oct-06	65 dossiers	Moyenne d'âge	55
		Moins 24 mois	4
		Plus 24 mois	61

Nombre de dossiers actifs

mars-06	60 dossiers	Moyenne d'âge	50
		Moins 24 mois	55
		Plus 24 mois	5
oct-06	56 dossiers	Moyenne d'âge	51
		Moins 24 mois	52
		Plus 24 mois	4

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31/10/06

RADIO CANADA CONTRAT 32200

BUREAU DES RÈGLEMENTS DE MTL

DOSSIERS- MAINTENANCES

Diagnostics

Nb de réclm. %

	Nb de réclm.	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)	2	3%
Néoplasies/Neoplasms (140-239)	10	15%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)	2	3%
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	10	15%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	14	22%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)	8	12%
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)	2	3%
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)	2	3%
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	9	14%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)	5	8%
* Autre / Other	1	2%
Total	65	100%

* Afin de respecter la confidentialité des renseignements, les diagnostics ayant moins de 2 cas ont été transférés dans la catégorie autre.

La Great-West

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31-10-06

RADIO CANADA CONTRAT 32200

BUREAU DES RÈGLEMENTS DE MTL

DOSSIERS-ACTIFS

Diagnostics

Nb de réclm. %

	<u>Nb de réclm.</u>	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)		
Néoplasies/Neoplasms (140-239)	8	14%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	4	7%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	29	51%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)		
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)		
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	6	11%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)	2	4%
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)	5	9%
* Autre / Other	2	4%
Total	56	100%

Great-West Life

your Benefits Solutions People

10/31/2006

RADIO CBC POLICY 32200

OTTAWA CLAIMS OFFICE

Total number of open claims

March 2006	42 Files	* pending decisions	
		Less 24 mths	12
		More than 24 mths	30

October 2006	41 Files	* pending decisions	
		Less 24 mths	
		More than 24 mths	

Total claims under which employee is considered to be totally disabled on a permanent basis.

March 2006	24 Files	Average age	54
		Less 24 mths	0
		More than 24 mths	24

October 2006	25 Files	Average age	53
		Less 24 mths	0
		More than 24 mths	25

Total number of active claims

March 2006	18 files	Pending decisions	
		Average age	48
		Less 24 mths	12
		More than 24 mths	6

October 2006	16 files	Pending decisions	
		Average age	48
		Less 24 mths	10
		More than 24 mths	6

10/31/2006
CBC POLICY 32200
OTTAWA CLAIMS OFFICE
ACTIVE CLAIMS

Diagnosis

	Nb of claims	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)		
Néoplasies/Neoplasms (140-239)		
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	5	31%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	6	38%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)		
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)		
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	2	12%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)		
* Autre / Other	3	19%
Total	16	100%

*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

Great-West Life

Your Benefits Solutions People

10/31/2006

CBC POLICY 32200

OTTAWA CLAIMS OFFICE

MAINTENANCE CLAIMS

Diagnosis

	Nb of claims	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)		
Néoplasies/Neoplasms (140-239)	2	8%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	4	16%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	7	28%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)	2	8%
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)		
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	5	20%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)		
* Autre / Other	5	20%
Total	25	100%

*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

This report is confidential, and has been designed to aid in the administration of the group benefit plan. Only authorized benefit plan administrators may view this information.

3/31/2006
RADIO CBC POLICY 32200
OTTAWA CLAIMS OFFICE

Total number of open claims

Sep-05	41 Files	*pending decisions	0
		Less 24 mths	13
		More than 24 mths	28
March 2006	42 Files	* pending decisions	
		Less 24 mths	12
		More than 24 mths	30

Total claims under wich employee is considered to be totally disabled on a permanent basis.

Sep-05	18 Files	Average age	56
		Less 24 mths	0
		More than 24 mths	18
March 2006	24 Files	Average age	54
		Less 24 mths	0
		More than 24 mths	24

Total number of active claims

Sep-05	23 Files	Pending decisions	0
		Average age	47
		Less 24 mths	13
		More than 24 mths	10
March 2006	18 files	Pending decisions	
		Average age	48
		Less 24 mths	12
		More than 24 mths	6

3/31/2006
CBC POLICY 32200
OTTAWA CLAIMS OFFICE
MAINTENANCE CLAIMS

Diagnosis

	Nb of claims	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)		
Néoplasies/Neoplasms (140-239)	2	8%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	4	17%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	6	25%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)	2	8%
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)		
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	5	21%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)		
* Autre / Other	5	21%
Total	24	100%

*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

3/31/2006
 CBC POLICY 32200
 OTTAWA CLAIMS OFFICE
 ACTIVE CLAIMS

Diagnosis

Nb of claims %

Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)		
Néoplasies/Neoplasms (140-239)		
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	7	39%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	6	33%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)		
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)		
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-678)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	3	17%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)		
* Autre / Other	2	11%
Total	18	100%

*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

4/30/2007

RADIO CBC POLICY 32200
OTTAWA CLAIMS OFFICE

Total number of open claims

March 2006	42 Files	* pending decisions	
		Less 24 mths	12
		More than 24 mths	30
October 2006	41 Files	* pending decisions	
		Less 24 mths	10
		More than 24 mths	31

Total claims under wich employee is considered to be totally disabled on a permanent basis.

October 2006	25 Files	Average age	53
		Less 24 mths	0
		More than 24 mths	25
April 2007	25 Files	Average age	55
		Less 24 mths	0
		More than 24 mths	25

Total number of active claims

October 2006	16 files	Pending decisions	
		Average age	48
		Less 24 mths	10
		More than 24 mths	6
April 2007	16 files	Pending decisions	
		Average age	51
		Less 24 mths	8
		More than 24 mths	8

4/30/2007
 CBC POLICY 32200
 OTTAWA CLAIMS OFFICE
 ACTIVE CLAIMS

Diagnosis

	Nb of claims	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)		
Néoplasies/Neoplasms (140-239)		
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	7	44%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	2	13%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)		
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)		
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	2	13%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)		
* Autre / Other	5	31%
Total	16	100%

*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

4/30/2007

CBC POLICY 32200

OTTAWA CLAIMS OFFICE

MAINTENANCE CLAIMS

Diagnosis

	Nb of claims	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)		
Néoplasies/Neoplasms (140-239)	2	8%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	4	16%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	7	28%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)	2	8%
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)		
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	5	20%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)		
* Autre / Other	5	20%
Total	25	100%

*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

This report is confidential, and has been designed to aid in the administration of the group benefit plan. Only authorized benefit plan administrators may view this information.

4/30/2007
RADIO CBC POLICY 32200
SCARBOROUGH CLAIMS OFFICE

Total number of open claims

October-2006	145 files	* pending decisions	
		Less 24 mths	42
		More than 24 mths	103
April - 2007	139	* pending decisions	
		Less 24 mths	38
		More than 24 mths	101

Total claims under which employee is considered to be totally disabled on a permanent basis.

October-2006	87 files	Average age	55
		Less 24 mths	1
		More than 24 mths	86
April - 2007	87	Average age	56
		Less 24 mths	1
		More than 24 mths	86

Total number of active claims

October-2006	58 files	Average age	49
		Less 24 mths	41
		More than 24 mths	17
April - 2007	52	Average age	50
		Less 24 mths	39
		More than 24 mths	13

4/30/2007
CBC POLICY 32200
SCARBOROUGH CLAIMS OFFICE
ACTIVE CLAIMS

Diagnosis

	<u>Nb of claims</u>	<u>%</u>
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)		
Néoplasies/Neoplasms (140-239)	11	21%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	4	8%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	14	27%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)	5	9%
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)		
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)	2	4%
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	10	19%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)	4	8%
* Autre / Other	2	4%
Total	52	100%

*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

4/30/2007
 CBC POLICY 32200
 SCARBOROUGH CLAIMS OFFICE
 MAINTENANCE CLAIMS

Diagnosis

	Nb of claims	%
Maladies infectieuses et parasitaires/infectious and parasitic diseases (001-139)	11	13%
Neoplasies/Neoplasms (140-239)	2	2%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders (290 - 299.9)	15	17%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	17	20%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-399)	16	18%
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)	5	6%
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)	2	2%
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cutané sous-cutané Diseases of the skin and subcutaneous tissue (680-709)	3	3%
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	10	11%
Anomalies congénitales/Congenital anomalies (740-759)	2	2%
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)	3	0%
Lésions traumatiques et empoisonnements/injury and poisoning (800-999)	1	3%
* Autre / Other	1	1%
Total	87	100%

*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

9/30/2005

RADIO CBC POLICY 32200
OTTAWA CLAIMS OFFICE

Total number of open claims

March-05	37 Files	*pending decisions	0
		Less 24 mths	9
		More than 24 mths	28
Sep-05	41 Files	* pending decisions	0
		Less 24 mths	13
		More than 24 mths	28

Total claims under wich employee is considered to be totally disabled on a permanent basis.

March 05	19 Files	Average age	56
		Less 24 mths	0
		More than 24 mths	19
Sep-05	18 Files	Average age	56
		Less 24 mths	0
		More than 24 mths	18

Total number of active claims

March-05	18 Files	Pending decisions	0
		Average age	46
		Less 24 mths	9
		More than 24 mths	9
Sep-05	23 Files	Pending decisions	0
		Average age	47
		Less 24 mths	13
		More than 24 mths	10

9/30/2005
 CBC POLICY 32200
 OTTAWA CLAIMS OFFICE
 MAINTENANCE CLAIMS

Diagnosis

	<u>Nb of claims</u>	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)	0	
Néoplasies/Neoplasms (140-239)	0	
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)	0	
Troubles mentaux/Mental disorders (290-319)	7	39%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)	0	
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)	0	
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)	0	
Maladies de l'appareil digestif Diseases of the digestive system (520-579)	0	
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)	0	
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)	0	
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)	0	
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	5	28%
Anomalies congénitales/Congenital anomalies (740-759)	0	
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)	0	
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)	0	
* Autre / Other	6	33%
Total	18	100%

*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

9/30/2005
 CBC POLICY 32200
 OTTAWA CLAIMS OFFICE
 ACTIVE CLAIMS

Diagnosis

	<u>Nb of claims</u>	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)	0	
Néoplasies/Neoplasms (140-239)	2	9%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)	0	0%
Troubles mentaux/Mental disorders (290-319)	13	57%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)	3	13%
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)	0	
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)	0	
Maladies de l'appareil digestif Diseases of the digestive system (520-579)	0	
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)	0	
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)	0	
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)	0	
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	2	9%
Anomalies congénitales/Congenital anomalies (740-759)	0	
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)	0	
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)	0	
* Autre / Other	3	13%
Total	23	100%

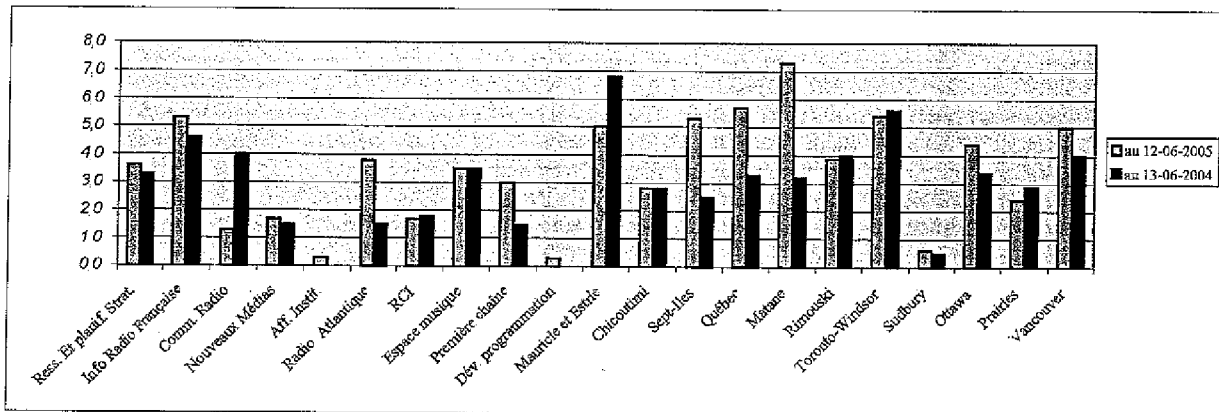
*To respect the confidentiality of claims we have transferred diagnosis that has less than 2 claims in the Other category

No Réf. : RF-RH-01

Juin 2005

Taux d'assiduité des employés - Radio française & RCI

Moyenne Jours/Ept*	Radio Française				Radio-Canada-CBC			
	Congés spéciaux	Congés Ild	Congés maladie	Total	Congés spéciaux	Congés Ild	Congés maladie	Total
	0,2	1,70	1,70	3,6	0,1	1,70	1,50	3,3



	Nb d employés	Congés spéciaux		Congés Ild		Congés maladie		Total des congés		Congés spéciaux	Congés Ild	Congés maladie	Total congés										
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.														
		au 12-06-2005												au 13-06-2004									
Ressources et planif. Stratégique	166	34,5	0,2	306,0	1,9	228,9	1,5	569,4	3,6	0,3	1,6	1,4	3,3										
Info Radio Française	150	22,7	0,2	332,2	2,3	401,8	2,8	756,7	5,3	0,3	2,2	2,1	4,6										
Promotion, analyse et diffusion	36	0,0	0,0	1,0	0,0	40,9	1,3	41,9	1,3	0,1	2,0	1,9	4,0										
Nouveaux Médias	117	25,5	0,2	51,0	0,5	105,9	1,0	182,4	1,7	0,1	0,0	1,4	1,5										
Dir. Affaires institutionnelles	3	0,0	0,0	0,0	0,0	1,0	0,3	1,0	0,3	0,0	0,0	0,0	0,0										
Radio Atlantique	53	6,5	0,1	41,0	0,8	150,5	2,9	198,4	3,8	0,1	0,0	1,4	1,5										
RCI	67	6,0	0,1	51,0	0,8	53,5	0,8	110,5	1,7	0,0	0,1	1,7	1,8										
Espace musique	67	3,0	0,0	153,0	2,3	80,9	1,2	236,9	3,5	0,2	1,8	1,5	3,5										
Première chaîne	86	4,4	0,1	72,0	0,9	157,4	2,0	233,8	3,0	0,0	0,0	1,5	1,5										
Dévelop. de la programmation	6	0,0	0,0	0,0	0,0	2,0	0,3	2,0	0,3	0,0	0,0	0,0	0,0										
Mauricie, Estrie et Rouyn	19	7,6	0,4	51,0	2,7	35,0	1,9	93,6	5,0	0,0	2,7	4,1	6,8										
Chicoutimi	27	0,0	0,0	57,0	2,2	14,1	0,6	71,1	2,8	0,0	2,0	0,8	2,8										
Sept-Îles	21	0,0	0,0	102,0	5,0	5,3	0,3	107,3	5,3	0,0	0,6	1,9	2,5										
Québec	43	7,5	0,2	153,0	3,6	82,0	1,9	242,5	5,7	0,1	0,0	3,2	3,3										
Matane	20	4,0	0,2	0,0	0,0	139,0	7,1	143,0	7,3	0,2	0,0	3,0	3,2										
Rimouski	26	9,4	0,4	51,0	2,0	40,1	1,5	100,5	3,9	0,1	2,5	1,4	4,0										
Toronto-Windsor	39	0,0	0,0	153,0	4,0	53,8	1,4	206,8	5,4	0,2	3,0	2,4	5,6										
Sudbury (note 1)	15	8,4	0,5	0,0	0,0	1,0	0,1	9,4	0,6	0,2	0,0	0,3	0,5										
Ottawa	28	16,0	0,6	51,0	1,9	51,0	1,9	118,0	4,4	0,1	1,8	1,5	3,4										
Prairies	66	5,0	0,1	102,0	1,6	44,8	0,7	151,8	2,4	0,1	1,9	0,9	2,9										
Vancouver	26	1,0	0,0	51,0	2,2	65,5	2,8	117,5	5,0	0,3	2,2	1,6	4,0										
Total Radio française	1091	159,0	0,2	1829,2	1,7	1770,0	1,7	3758,2	3,6	0,2	1,3	1,7	3,2										
Total Radio Canada-CBC	10108	1294,0	0,1	15186,6	1,7	13871,6	1,5	30352,2	3,3	0,2	1,6	1,4	3,2										

*Ept= Équivalent plein temps

Les données nous proviennent des rapports hiérarchiques des Ressources Humaines et concernent les gens payés par VIP uniquement. Dans VIP, les communications relèvent de la télévision donc apparaissent dans leur indicateur.

Coût total - Radio Française	
Année 2005/2006	417 730 58 \$
Année 2004/2005	502 199 60 \$
variation	-17%

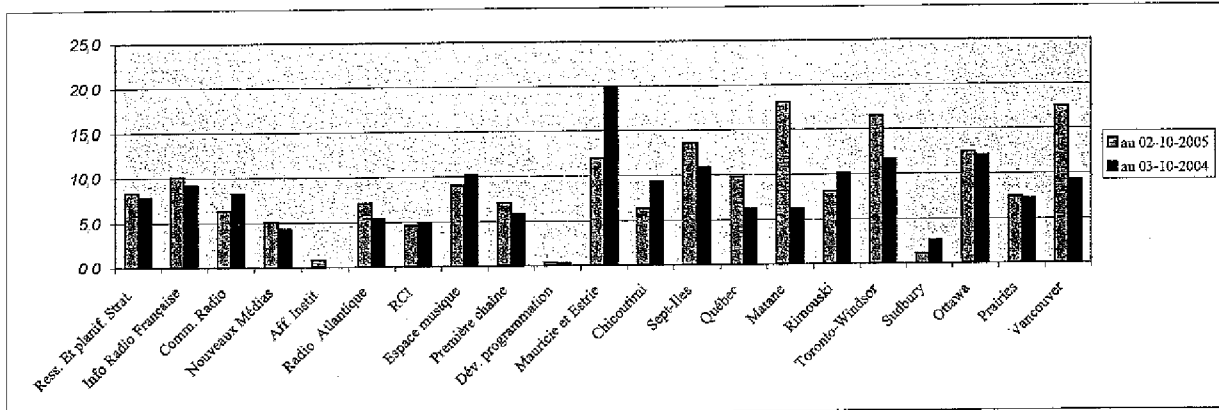
Note 1 : Les données pour la station de Sudbury ne sont disponibles que pour 15 personnes alors qu'en réalité l'effectif est de 20 personnes

No Réf. : RF-RH-01

Septembre 2005

Taux d'assiduité des employés - Radio française & RCI

Moyenne Jours/Ept*	Radio Française				Radio-Canada-CBC			
	Congés spéciaux	Congés Ild	Congés maladie	Total	Congés spéciaux	Congés Ild	Congés maladie	Total
	0,4	5,00	3,30	8,7	0,4	4,90	3,50	8,8



	Nb d employés	Congés spéciaux		Congés Ild		Congés maladie		Total des congés		Congés spéciaux	Congés Ild	Congés maladie	Total congés
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.	Moy.	Moy.	Moy.	Moy.
		au 02-10-2005								au 03-10-2004			
Ressources et planif. Stratégique	169	81,7	0,5	746,0	4,7	495,4	3,1	1323,1	8,3	0,6	4,1	3,1	7,8
Info Radio Française	152	68,3	0,5	840,2	5,7	578,5	3,9	1487,0	10,1	0,5	4,1	4,6	9,2
Promotion, analyse et diffusion	37	7,0	0,2	131,0	3,9	74,7	2,2	212,7	6,3	0,4	1,8	6,0	8,2
Nouveaux Médias	122	42,5	0,4	131,0	1,2	381,5	3,5	555,0	5,1	0,4	0,0	3,9	4,3
Dir. Affaires institutionnelles	3	0,0	0,0	0,0	0,0	2,4	0,8	2,4	0,8	0,0	0,0	0,0	0,0
Radio Atlantique	52	21,5	0,5	100,0	2,1	214,1	4,5	335,6	7,1	0,5	0,1	4,8	5,4
RCI	68	26,0	0,4	131,0	2,0	145,5	2,2	302,5	4,6	0,3	1,3	3,3	4,9
Espace musique	68	10,6	0,2	450,0	7,1	105,0	1,7	565,6	9,0	0,3	6,3	3,6	10,2
Première chaîne	78	3,0	0,1	157,0	2,6	254,4	4,3	414,4	7,0	0,1	0,0	5,7	5,8
Dévelop. de la programmation	7	0,0	0,0	0,0	0,0	2,5	0,4	2,5	0,4	0,1	0,0	0,2	0,3
Mauricie, Estrie et Rouyn	19	24,6	1,3	106,0	5,8	90,6	4,9	221,2	12,0	0,5	9,7	9,7	19,9
Chicoutimi	27	5,0	0,2	137,0	5,2	23,9	0,9	165,9	6,3	0,1	5,1	4,1	9,3
Sept-Iles	22	1,0	0,0	262,0	12,5	22,2	1,1	285,2	13,6	0,1	4,4	6,4	10,9
Québec	54	17,2	0,4	313,0	6,7	124,0	2,7	454,2	9,8	0,2	0,0	6,0	6,2
Matane	20	4,0	0,2	102,0	5,2	250,0	12,7	356,0	18,1	0,6	0,0	5,6	6,2
Rimouski	26	10,4	0,4	131,0	5,2	61,6	2,5	203,0	8,1	0,2	6,1	3,9	10,2
Toronto-Windsor	38	1,0	0,0	393,0	13,2	97,5	3,3	491,5	16,5	0,2	7,6	3,9	11,7
Sudbury (note 1)	11	1,0	0,1	0,0	0,0	7,9	1,0	8,9	1,1	1,0	0,0	1,6	2,6
Ottawa	22	20,0	1,2	131,0	7,7	61,0	3,6	212,0	12,5	0,4	6,8	4,9	12,1
Prairies	58	9,3	0,2	262,0	5,8	63,2	1,4	334,5	7,4	0,3	5,2	1,7	7,2
Vancouver	26	1,0	0,1	209,0	10,8	128,4	6,6	338,4	17,5	0,9	5,4	3,0	9,3
Total Radio française	1086	359,0	0,4	4863,2	5,0	3202,1	3,3	8424,3	8,7	0,4	3,3	4,1	7,8
Total Radio Canada-CBC	10307	2930,6	0,4	39270,9	4,9	28150,6	3,5	70352,1	8,8	0,4	4,1	3,3	7,8

*Ept= Équivalent plein temps

Les données nous proviennent des rapports hiérarchiques des Ressources Humaines et concernent les gens payés par VIP uniquement
 Dans VIP les communications relèvent de la télévision donc apparaissent dans leur indicateur

Coût total - Radio Française	
Année 2005/2006	781 099 37 \$
Année 2004/2005	1 111 756 29 \$
variation	-30%

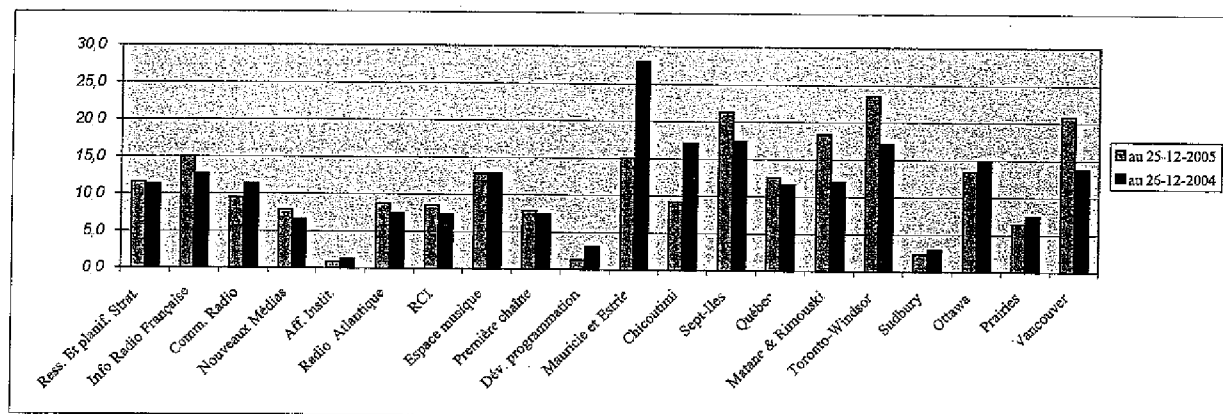
Note 1 : Les données pour la station de Sudbury ne sont disponibles que pour 11 personnes alors qu'en réalité l'effectif est de 20 personnes

No Réf.: RF-RH-01

Décembre 2005

Taux d'assiduité des employés - Radio française & RCI

Moyenne Jours/Ept*	Radio Française				Radio-Canada- CBC			
	Congés spéciaux	Congés Ild	Congés maladie	Total	Congés spéciaux	Congés Ild	Congés maladie	Total
	0,6	6,40	5,00	12,0	0,5	6,80	5,30	12,6



	Nb d employés	Congés spéciaux		Congés Ild		Congés maladie		Total des congés		Congés spéciaux	Congés Ild	Congés maladie	Total congés
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.				
		au 25-12-2005											
		au 26-12-2004											
Ressources et planif. Stratégique	167	129,5	0,8	1048,0	6,6	669,3	4,2	1846,8	11,6	0,9	6,0	4,4	11,3
Info Radio Française	156	107,6	0,7	1215,2	8,2	912,2	6,1	2235,0	15,0	0,7	5,7	6,3	12,7
Promotion, analyse et diffusion	39	7,0	0,2	191,0	5,5	130,8	3,8	328,8	9,5	0,4	3,0	8,0	11,4
Nouveaux Médias	125	65,1	0,6	213,0	1,9	588,0	5,3	866,1	7,8	0,6	0,0	6,0	6,6
Dir. Affaires institutionnelles	3	0,0	0,0	0,0	0,0	2,4	0,8	2,4	0,8	0,0	0,0	1,3	1,3
Radio Atlantique	55	30,0	0,6	125,0	2,5	275,4	5,6	430,4	8,7	0,5	1,0	5,9	7,4
RCI	68	43,0	0,6	191,0	2,9	333,0	5,0	567,0	8,5	0,4	2,1	4,8	7,3
Espace musique	77	18,6	0,3	678,0	10,0	167,6	2,5	864,2	12,8	0,4	7,9	4,6	12,9
Première chaîne	94	13,9	0,2	161,0	2,2	402,9	5,4	577,8	7,8	0,2	0,2	7,0	7,4
Dévelop. de la programmation	8	1,0	0,1	0,0	0,0	8,6	1,2	9,6	1,3	0,1	0,0	3,0	3,1
Mauricie, Estrie et Rouyn	17	30,0	1,8	106,0	6,4	115,0	6,9	251,0	15,1	0,9	15,8	11,3	28,0
Chicoutimi	26	6,0	0,2	191,0	7,6	35,5	1,4	232,5	9,2	0,2	7,8	9,1	17,1
Sept-Îles	22	3,0	0,1	382,0	18,1	66,0	3,1	451,0	21,3	0,4	7,7	9,3	17,4
Québec	47	21,2	0,5	247,0	5,8	269,0	6,3	537,2	12,6	0,3	0,0	11,3	11,6
Matane & Rimouski	46	34,9	0,8	323,0	7,5	430,8	10,0	788,7	18,3	0,6	4,6	6,8	12,0
Toronto-Windsor	39	6,0	0,2	568,0	17,8	174,0	5,5	748,0	23,5	0,5	10,8	5,9	17,2
Sudbury	16	5,9	0,5	0,0	0,0	23,2	1,8	29,1	2,3	0,6	0,0	2,4	3,0
Ottawa	30	21,0	0,9	186,0	8,0	105,5	4,5	312,5	13,4	0,5	9,1	5,2	14,8
Prairies	63	13,3	0,3	191,0	3,9	111,3	2,2	315,6	6,4	0,4	3,6	3,5	7,5
Vancouver	26	1,0	0,0	270,0	13,0	162,0	7,8	433,0	20,8	1,0	7,8	5,0	13,8
Total Radio française	1124	558,0	0,6	6477,2	6,4	4982,4	5,0	12017,6	12,0	0,6	4,7	6,1	11,4
Total Radio Canada- CBC	10668	4372,1	0,5	55759,0	6,8	43454,2	5,3	103585,3	12,6	0,8	8,2	7,2	16,2

*Ept: Équivalent plein temps

Les données nous proviennent des rapports hiérarchiques des Ressources Humaines et concernent les gens payés par VIP uniquement

Dans VIP, les communications relèvent de la télévision donc apparaissent dans leur indicateur

L'indicateur de rendement de l'assiduité pour le troisième trimestre reflète la même hiérarchie qu'auparavant même si celle-ci a subi certains changements dans VIP

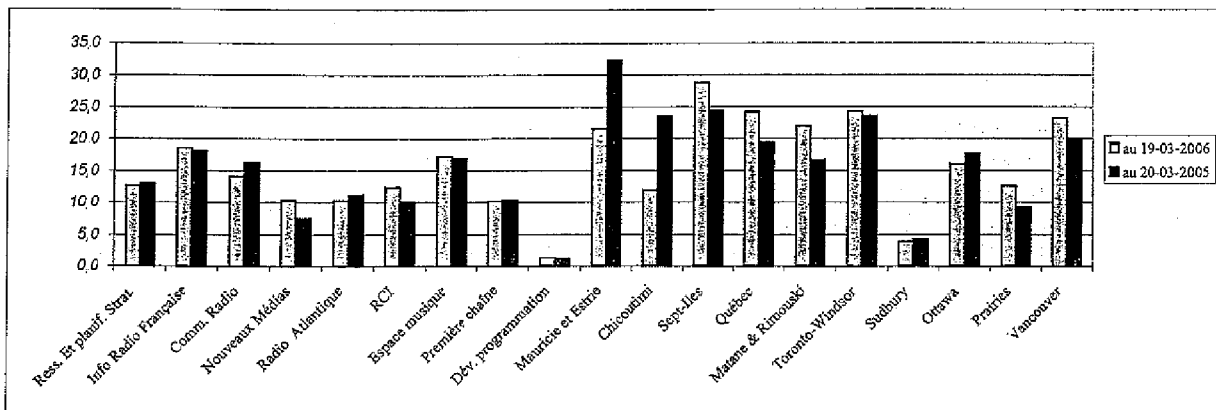
Coût total - Radio Française	
Année 2005/2006	1 234 336 08 \$
Année 2004/2005	1 429 014 18 \$
variation	-14%

No Réf.: RF-RH-01

Mars 2006

Taux d'assiduité des employés - Radio française & RCI

Moyenne Jours/Ept*	Radio Française				Radio-Canada-CBC			
	Congés spéciaux	Congés Ild	Congés maladie	Total	Congés spéciaux	Congés Ild	Congés maladie	Total
	0,7	7,60	6,90	15,2	0,7	8,70	7,00	16,4



	Nb d employés	Congés spéciaux		Congés Ild		Congés maladie		Total des congés		Congés spéciaux	Congés Ild	Congés maladie	Total congés
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.	Moy.	Moy.	Moy.	Moy.
		au 19-03-2006								au 20-03-2005			
Ressources et planif. Stratégique	158	173,5	1,2	814,0	5,4	895,3	6,0	1882,8	12,6	1,3	5,5	6,2	13,0
Info Radio Française	151	164,5	1,1	1391,2	9,6	1138,7	7,9	2694,4	18,6	0,9	7,9	9,4	18,2
Promotion, analyse et diffusion	37	11,2	0,3	251,0	7,4	221,6	6,5	483,8	14,2	0,4	4,9	11,0	16,3
Nouveaux Médias	127	74,2	0,6	333,0	2,9	770,2	6,8	1177,4	10,3	0,6	0,5	6,4	7,5
Radio Atlantique	55	38,0	0,8	125,0	2,5	348,9	7,0	511,9	10,3	0,6	2,7	7,9	11,2
RCI	67	55,0	0,8	251,0	3,8	510,2	7,8	816,2	12,4	0,5	3,1	6,5	10,1
Espace musique	78	25,7	0,4	906,0	12,8	291,5	4,1	1223,2	17,3	0,5	10,3	6,1	16,9
Première chaîne	93	22,3	0,3	221,0	3,0	506,7	6,9	750,0	10,2	0,4	1,1	8,8	10,3
Dévelop. de la programmation	8	0,6	0,1	0,0	0,0	9,0	1,2	9,6	1,3	0,2	0,0	1,0	1,2
Mauricie, Estrie et Rouyn	17	31,0	1,9	106,0	6,3	223,0	13,3	360,0	21,5	1,3	19,2	11,7	32,2
Chicoutimi	26	8,0	0,3	239,0	9,5	53,2	2,1	300,2	11,9	0,2	10,7	12,7	23,6
Sept-Îles	22	5,1	0,2	502,0	23,7	104,3	4,9	611,4	28,8	0,7	13,4	10,3	24,4
Québec	35	21,2	0,7	317,0	9,9	434,3	13,6	772,5	24,2	0,3	3,8	15,3	19,4
Matane & Rimouski	43	34,5	0,9	383,0	9,6	454,8	11,5	872,3	22,0	0,7	6,6	9,4	16,7
Toronto-Windsor	41	12,0	0,4	688,0	20,4	118,0	3,5	818,0	24,3	0,7	15,6	7,3	23,6
Sudbury	20	8,7	0,6	0,0	0,0	49,2	3,3	57,9	3,9	0,7	0,0	3,6	4,3
Ottawa	33	35,1	1,3	241,0	8,7	168,6	6,1	444,7	16,1	0,8	11,2	5,7	17,7
Prairies	94	30,1	0,4	398,4	5,2	540,3	7,0	968,8	12,5	0,5	3,1	5,6	9,2
Vancouver	30	7,0	0,3	330,0	14,5	192,5	8,5	529,5	23,3	1,0	9,9	9,1	20,0

Total Radio française	1140	757,1	0,7	7787,7	7,6	7072,1	6,9	15616,9	15,2	0,8	6,3	8,1	15,2
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Total Radio Canada-CBC	10319	5837,8	0,7	71082,9	8,7	57802,9	7,0	134723,6	16,4	0,8	7,8	7,0	15,6
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*Ept= Équivalent plein temps

Les données nous proviennent des rapports hiérarchiques des Ressources Humaines et concernent les gens payés par VIP uniquement

L'indicateur de rendement de l'assiduité pour le dernier trimestre reflète la même hiérarchie qu'auparavant même si celle-ci a subi certains changements dans VIP sauf Affaires institutionnelles qui se retrouve maintenant sous la TV et Les Prairies sous René Fontaine dont le nombre d'employés a augmenté

Coût total - Radio Française	
Année 2005/2006	1 698 067 79 \$
Année 2004/2005	1 934 209 58 \$
variation	-12%

La Great-West

Nous sommes votre solution en avantages sociaux

30-04-2007

RADIO CANADA CONTRAT 32200

(Québec / Maritimes)

* Ce rapport inclut tous les dossiers acceptés

Nombre total de dossiers ouverts

oct.-06	121dossiers	Moins 24 mois	56
		Plus 24 mois	65
avril-07	113 dossiers	Moins 24 mois	47
		Plus 24 mois	66

Nombre de dossiers dont les réclamants sont considérés en invalidité permanente

oct.-06	65 dossiers	Moyenne d'âge	55
		Moins 24 mois	4
		Plus 24 mois	61
avril-07	66 dossiers	Moyenne d'âge	55
		Moins 24 mois	5
		Plus 24 mois	61

Nombre de dossiers actifs

oct.-06	56 dossiers	Moyenne d'âge	51
		Moins 24 mois	52
		Plus 24 mois	4
avril-07	47 dossiers	Moyenne d'âge	53
		Moins 24 mois	42
		Plus 24 mois	5

La Great-West

Nous sommes votre solution en avantages sociaux

30-04-07

RADIO CANADA CONTRAT 32200
BUREAU DES RÈGLEMENTS DE MTL
DOSSIERS-ACTIFS

Diagnostics

	Nb de réclm.	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)		
Néoplasies/Neoplasms (140-239) <i>CANCER</i>	7	14%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	3	6%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	23	49%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)		
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)		
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)		
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	5	11%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)	5	11%
* Autre / Other	4	9%
Total	47	100%

La Great-West

Nous sommes votre solution en avantages sociaux

30-04-07

RADIO CANADA CONTRAT 32200
BUREAU DES RÈGLEMENTS DE MTL
DOSSIERS- MAINTENANCES

Diagnosics

Nb de réclm. %

	<u>Nb de réclm.</u>	%
Maladies infectieuses et parasitaires/Infectious and parasitic diseases (001-139)	2	3%
Néoplasies/Neoplasms (140-239)	10	15%
Maladies endocriniennes de la nutrition et du métabolisme et troubles immunitaires Endocrine, nutritional and metabolic diseases, and immunity disorders (240-279)		
Troubles psychotiques / Psychotic Disorders/ (290 - 299,9)	11	17%
Troubles Non-psychotiques / Non-Psychotic Disorders (300 - 316)	15	23%
Maladies du système nerveux et des organes des sens Diseases of the nervous system & sense organs (320-389)	9	14%
Maladies de l'appareil circulatoire/Diseases of the circulatory system (390-459)	2	3%
Maladies de l'appareil respiratoire/Diseases of the respiratory system (460-519)		
Maladies de l'appareil digestif Diseases of the digestive system (520-579)	4	6%
Maladies de l'appareil génito-urinaire Diseases of the genitourinary system (580-629)		
Complications de la grossesse, de l'accouchement et des suites de couches Complications of pregnancy, childbirth, and the puerperium (630-676)		
Maladies de la peau et du tissu cellulaire sous-cutané Diseases of the skin and subcutaneous tissue (680-709)		
Maladies du système ostéo-articulaire des muscles et du tissu conjonctif Diseases of the musculoskeletal system and connective tissue (710-739)	9	14%
Anomalies congénitales/Congenital anomalies (740-759)		
Symptômes, signes et états morbides mal définis Symptoms, signs, and ill-defined conditions (780-799)		
Lésions traumatiques et empoisonnements/Injury and poisoning (800-999)	4	5%
* Autre / Other		
Total	66	100%

* Afin de respecter la confidentialité des renseignements, les diagnostics ayant moins de 2 cas ont été transférés dans la catégorie autre.



REPORT OF THE
CCSB JOINT SUB-COMMITTEE
ON
DISABILITY MANAGEMENT

MAY 26, 2006

Background

The Joint Sub-committee on Disability Management was mandated by the CCSB to develop an integrated approach to disability management aimed at improving employee health and reducing the number of days lost from work for health reasons. Costs related to short- and long-term disability have increased at a rate of approximately 9% annually over the past five years and Mercer Human Resource Consulting estimates that improved disability management could save the corporation between \$2.1 million and \$3.5 million annually. (See Appendix A.)

Objectives

The sub-committee's key objectives are to:

1. Mitigate the impact of disabilities on employees and the organization by promoting early intervention, timely return to work, and effective disability management;
2. Reduce/contain costs associated with time lost due to short- and long-term disability;
3. Recommend and evaluate changes to roles and responsibilities in claims and case management;
4. Promote attendance management by providing training and information for all managers and union representatives;

Approach

The sub-committee has examined the following reports:

- 1998 CBC Health Promotion Study prepared by Mercer Human Resource Consulting
- 1999 CBC Joint Disability Management Program draft document prepared by the previous Joint Disability Management Sub-committee;
- 2001 Health Promotion and Disability Management Program report prepared by the previous Joint Disability Management Sub-committee;
- 2002 Work Attendance Management Short-Term Disability Plan audit report prepared by Aon Consulting.

In addition, the sub-committee has met with the Health Services nurses based in Toronto and Montreal to review structural, procedural, and workload issues.

Findings

In assessing the present state of disability management at the CBC, the sub-committee made the following observations:

1. The current workloads of primary Health Services staff are such that most of their time must be spent on claims management. As a result, disability management functions are significantly neglected, particularly those pertaining to returns-to-work and related follow-ups.
2. Some managers resist accommodating certain returns-to-work due to budget or productivity concerns;
3. Attendance management training rolled out to managers and some union representatives in the French networks has had a positive effect on the management of sick leave.
4. The Joint Disability Management Program document drafted in 1999 provides a solid foundation for effective and collaborative disability management.

Initiatives

Significant progress has been made in recent months in promoting and improving disability management. Recent steps include:

1. The creation of two new Claims Manager positions and the appointment of a Senior Disability Case Manager in line with a recommendation by the sub-committee to separate and increase claims management resources in order to allow case managers to focus on early intervention, return-to-work planning, and timely follow-up
2. Roll-out of Integrated Attendance Management training to some areas of the English networks by Human Resources;
3. Revision of the 1999 Joint Disability Management Program document by the current Joint Sub-committee on Disability Management to better reflect today's environment.

The Joint Disability Management Program proposes the creation of a corporate Joint Disability Management Committee that will support and further these initiatives.

Next Steps

Key next steps for the corporate Joint Disability Management Committee will be to:

1. Assess results of the implementation of the Disability Management Centre's new service delivery model and determine whether or not there is a need for an additional position for the national coordination of the return-to-work process. (June - August 2006)
2. Develop a proposal for submission to Human Resources and Skills Development Canada (HRSDC) to obtain subsidization for an initiative to increase awareness and accountability of managers and union representatives through the provision of training and information on attendance and disability management. (June 2006)
3. Develop a strategic communication plan to support the Disability Management Program. (June – Sept. 2006)
4. Develop systems to improve absence reporting. (June – Sept. 2006)
5. Monitor, on an on-going basis, the use of ad hoc local teams to facilitate the return-to-work process.
6. Ensure consistency, equity, and support in the application of the Joint Disability Management Program outlined on the following pages.



JOINT DISABILITY MANAGEMENT PROGRAM
2006

MISSION STATEMENT

CBC/Radio-Canada and its bargaining agents are committed to establishing and maintaining a safe, healthy work environment for all employees. The Corporation and its unions will cooperate to jointly foster wellness in the workplace through health promotion, injury and illness prevention, and effective disability management. The Corporation and the unions will jointly make every reasonable effort to rehabilitate and integrate employees who are injured, ill, or disabled, and to accommodate and provide transitional work and training opportunities to employees with functional work limitations. The corporate Disability Management Program, which is based on mutual trust, respect, and ethical conduct, is designed as a benefit to all employees with temporary or permanent functional work limitations to promote a successful return to work within the context of the employee's physical and mental limitations. This program, which requires the active participation of employees with functional limitations and the collaboration of labour and management, is designed to:

1. Reduce risks that contribute to physical and psychological disabilities, absenteeism, and associated costs;
2. Promote early intervention;
3. Facilitate safe and timely return work; and
4. Protect the employability and respect the dignity of the employee, the Corporation's most valuable asset.

POLICY & PROCEDURES

The corporate Disability Management Program is a joint labour-management effort to minimize the impact of impairments (resulting from injury, illness, or disease) on the capacity of employees to work safely and effectively.

A. Principles

1. The program focuses on the identification of risk factors that relate to the health and wellness of CBC-RC employees and requires the development of prevention, health, and wellness programs to minimize or eliminate the impact that these factors have on employee health and well-being.
2. The confidentiality of medical information and the right to privacy of employees are paramount.
3. The program is mandatory for all employees.
4. The early intervention and resolution of a disability requires:
 - a. The timely utilization of internal and/or community-based services;
 - b. Labour and management involvement, support, and accountability;
 - c. Timely return-to-work strategies and protection of the employability of employees with functional limitations; and
 - d. High levels of communication, coordination, and cooperation of participants, internal and external to CBC-RC.

B) Components

1. Written policy and procedures;
2. A corporate Joint Disability Management Committee;
3. A corporate return-to-work coordination component;
4. Return-to-work teams;
5. A communication plan:
 - a. Internal - with employees, union representatives, supervisors, line management, and Human Resources (including Health, Safety and Environment);
 - b. External – with treating physicians, other health care professionals, and insurance claims adjusters;
6. A plan to analyze data on disabilities;
7. A training plan for unions and managers (e.g. 'Integrated Attendance Management');
8. On-going evaluation of the effectiveness of the program.

ROLES & RESPONSIBILITIES

Corporate Disability Management Committee Members

In order to ensure consistency, equity, and support in the application of return-to-work policy and procedures, a corporate Joint Disability Management Committee will be established to represent the unique needs and interests of employees with functional limitations. Reporting to the CCSB, the committee will meet at least four times a year and consist of four union and four management representatives. Committee membership will be determined by the CCSB. The corporate committee will be responsible for:

1. Recommending fair and equitable policies and procedures related to the overall mission of the program;
2. Reviewing and recommending resolutions to issues identified by Return-to-Work Teams;
3. Recommending a communication plan;
4. Assessing the effectiveness of the program;
5. Ensuring and participating in the orientation and training of labour and management representatives; and
6. Making recommendations on health and wellness promotion programs.

All members of the committee are required to maintain confidentiality.

Return-to-Work Teams

Local Return-to-Work teams will be established on an ad hoc basis to deal with individual disability management cases. The Return-to-Work team will:

1. Review all relevant information related to work return barriers and functional work limitations;
2. Establish the return-to-work-plan and timetable;
3. Participate actively in the return-to-work process;
4. Monitor progress and adjust the return-to-work plan if necessary;
5. Identify internal resources to facilitate return-to-work interventions;
6. Facilitate open communication between employees, supervisors, union representatives and managers;
7. Identify options for transitional work and facilitate accommodation of functional work limitations;
8. Resolve problems;
9. Refer general or non-resolved issues to the corporate committee.

Where appropriate, the Disability Case Manager will provide the employee's physician with information regarding the proposed return-to-work plan to obtain recommendations.

ROLES & RESPONSIBILITIES

Return-to-Work Teams (continued)

Return-to-work teams will consist of the following:

1. Employee
2. Union representative
3. Supervisor
4. Human Resources, including the Disability Management Centre.
(Outside of Montreal and Toronto, the Disability Management Centre may participate by conference call.)

The teams may call upon additional resources as needed, including the Insurers Rehabilitation Services in the case of LTD.

Disability Management Centre

The Disability Management Centre is responsible for:

1. Administering disability management;
2. Providing of guidance and support to establish return-to-work plans in accordance with functional abilities and restrictions;
3. Ensuring the coordination of all interventions in disabilities management;
4. Reviewing all relevant information related to work return barriers, treatment plan, work restrictions and other information relevant to return to work planning.
5. The Disability Management Centre will be the bridge between the local return-to-work teams and the corporate committee;
6. Liaising with the treating physician to clarify functional abilities, validate the return-to-work plan, and establish a return-to-work date.
7. Arranging for rehabilitation and/or work hardening programs;
8. Coordinating and participating in local return-to-work team meetings and in the identification and implementation of return-to-work solutions.

Employees with Functional Limitations

Participants in the Disability Management Program will be responsible for:

1. Maintaining regular attendance in the on-site work and rehabilitation components of the program;
2. Performing only those work tasks that are consistent with their work functional limitations and abilities, as recommended by treatment and rehabilitation specialists.

ROLES & RESPONSIBILITIES

Immediate Supervisors

Immediate supervisors will take an active role in the Disability Management Program by:

1. Identifying alternative productive work options, as necessary.
2. Monitoring the safe work practices of employees participating in the program to ensure that the employees do not exceed their work functional limitations during participation in transitional work activities.
3. Informing Health Services of perceived progress as well as potential obstacles to the employee's successful completion of the transitional work program.

Human Resources

Human Resources will be responsible for:

1. Participating in the identification of alternate work options, both temporary and permanent, as necessary.
2. Ensuring that reasonable accommodations are made and playing a role in the resolution of conflict concerning accommodation or transitional work arrangements
3. Participating in return-to-work planning
4. Ensuring adherence to Human Resources policy, labour and human rights legislation, and collective agreements.

Senior Management

Senior management responsibilities will include:

1. Provision of the human and financial resources required for the implementation of the Disability Management Program
2. Provision of support for supervisors endeavouring to provide work accommodations, transitional work options, and training opportunities to employees with functional limitations.

Union Leadership Representatives

Union leaders will:

1. Provide support for early intervention and return to work plans
2. Provide support for inter-union mobility among employees participating in return to work activities.

RETURN TO WORK

Transitional Work

A key component of the Disability Management Program is transitional work as an interim step in the recovery and conditioning of an employee. Transitional work represents an opportunity to protect employee's abilities, while reducing disability costs related to wage replacement benefits, lost productivity, and unnecessary lost time. Transitional work will include any job, task, function or combination of tasks or functions that an employee with work functional limitations may perform safely, for pay, and without risk of re-injury to the employee or risk to others.

Hierarchy of Return to Work Options

The Return-to-Work Team will explore all realistic and attainable return-to-work options for employees with functional limitations in adherence to personnel policies, collective agreements and applicable legislation. Within the hierarchy of return-to-work options, all higher-level options must be exhausted before consideration is given to subsequent options:

1. Determine if the employee can perform his/her existing job without modifications;
2. If not, then determine if he/she can perform the essential functions of his/her existing job, with modification of its accessory functions;
3. If not, then determine if he/she can perform another job in its existing form; and
4. If not, then determine if he/she can perform the essential functions of another existing and available job with modification of its accessory functions.

Time Parameters of the Transitional Work Program

The expected duration of the return to work program is eight weeks or less. Under extenuating circumstances, the Transitional Work Program may be extended beyond eight weeks.

TRAINING

Integrated Attendance Management training will be delivered to all union representatives and managers involved in disability management.

DATA COLLECTION AND ANALYSIS

A system that tracks occurrences and duration of LTD and STD will serve as a basis for monitoring trends and measuring success. The National Disability Management Committee will analyze statistical data from the system and make recommendations to develop, implement, and/or modify programs in health promotion, prevention and disability management.

Rapport sur l'absence au travail - Services français

Types de congés	Moyenne jours/Ept*		Écart vs l'année passée		
	au 20-08-06	au 21-08-05	Favorable	Défavorable	%
Congés spéciaux	0,3	0,4	(0.1)		
Congés Illd	3,3	3,7	(0.4)		
Congés maladie	4,1	3,7		0,4	10,8%
Total	7,7	7,8			



Tendance



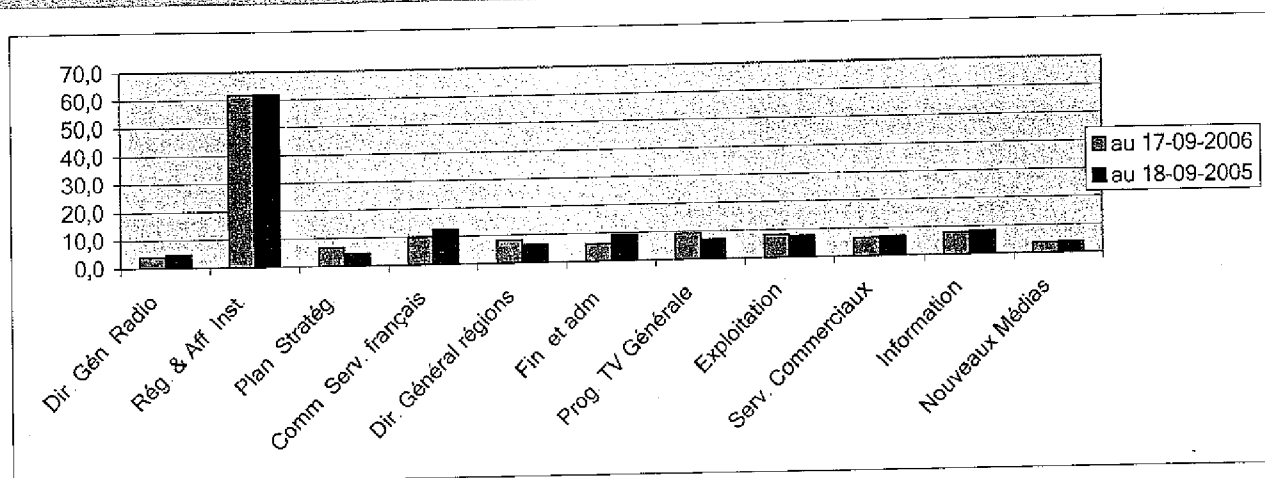
Évaluation des congés de maladie

Commentaires

Le résultat est de 4.1 jours en moyenne pour les congés de maladie alors que l'année dernière à la même période le résultat était de 3.7 jours. On note présentement une augmentation de 10.8%.

Réel : 4.1 Écart : 0.4

Cible : 3.7



	EPT	Congés spéciaux		Congés ILD		Congés maladie		Total des congés		Congés spéciaux	Congés Illd	Congés maladie	Total congés
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.	Moy.	Moy.	Moy.	Moy.
		au 17-09-2006						au 18-09-2005					
Dir. gén. Radio	254,7	84,2	0,3	332,0	1,3	577,1	2,3	993,3	3,9	0,2	1,9	2,7	4,8
Affaires institutionnelles	6,0	0,0	0,0	360,0	60,4	7,7	1,3	367,7	61,7	0,0	60,4	1,4	61,6
Dir. Planif. stratégique	29,3	8,2	0,3	120,0	4,1	68,8	2,3	195,0	6,7	0,5	1,7	2,2	4,4
Comm. Services français	121,8	26,8	0,2	817,0	6,7	352,4	3,0	1 209,2	9,9	0,3	9,1	3,3	12,7
Dir. général Régions	1 056,1	316,3	0,3	4 097,0	3,9	4 140,9	3,9	8 554,2	8,1	0,3	2,7	3,4	6,4
Dir. Finances et Administration	114,6	31,7	0,3	480,0	4,2	198,6	1,7	710,3	6,2	0,5	5,1	3,6	9,2
Dir. Programmes TV générale	191,1	42,6	0,2	743,0	3,9	972,6	5,1	1 758,2	9,2	0,3	3,7	2,9	6,9
Production tech. Radio-Canada	1 158,2	467,4	0,4	2 741,8	2,4	6 171,9	5,3	9 381,1	8,1	0,4	3,0	4,2	7,6
Dir. gén. Service commercial	127,3	17,0	0,1	466,0	3,7	344,4	2,7	827,4	6,5	0,3	1,1	5,5	6,9
Dir. gén. Information	627,9	239,3	0,4	2 095,1	3,3	2 626,4	4,2	4 960,8	7,9	0,3	4,5	3,5	8,3
Nouveaux médias	104,2	72,6	0,7	168,0	1,6	144,9	1,4	305,5	3,7	0,3	0,0	3,6	3,9
Total Services français	3 813,2	1 307,1	0,3	12 419,9	3,3	15 634,6	4,1	29 361,5	7,7	0,4	3,7	3,7	7,8
Total Radio-Canada/CBC	9 080,6	3 058,0	0,3	33 480,2	3,7	27 934,4	3,1	64 472,6	7,1	0,4	4,4	3,3	8,1

*Ept= Équivalent plein temps

Les données nous proviennent des rapports hiérarchiques des Ressources humaines et concernent les gens payés par VIP uniquement.


La hiérarchie dans le système VIP pourrait influencer les données par secteur

Coût total - Services français	
Année 2006/2007	3 595 552,98 \$
Année 2004/2005	3 136 270,21 \$
Variation	15%

Rapport sur l'absence au travail - Services français

RH-01

Types de congés	Moyenne jours/Ept*		Écart vs l'année passée		
	au 10-12-06	au 11-12-05	Favorable	Défavorable	%
Congés spéciaux	0,5	0,5			
Congés Ill'd	4,9	5,4	(0,5)		
Congés maladie	6,6	5,9		0,7	11,9%
Total	12,0	11,8			

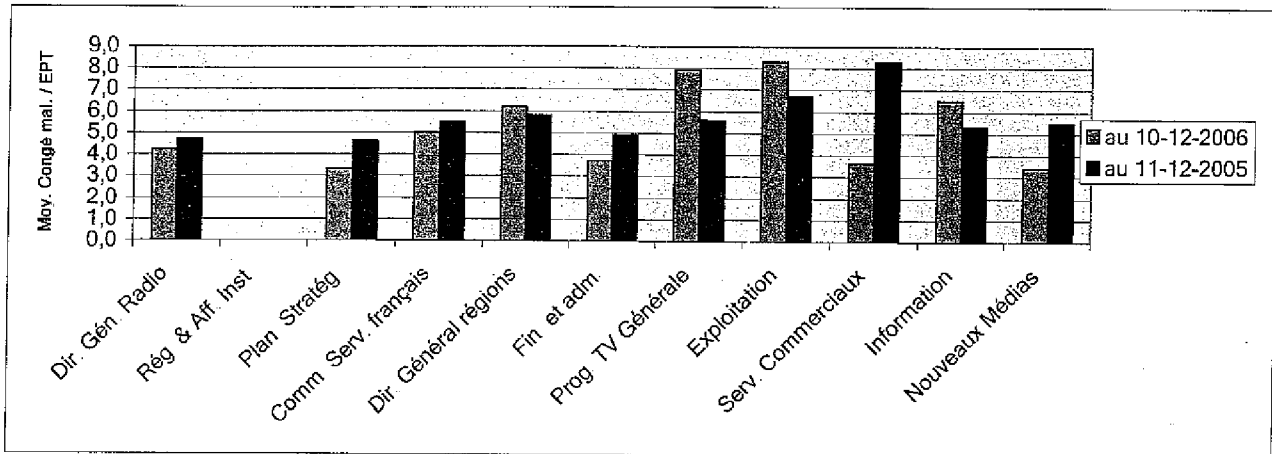


Évaluation des congés de maladie

Commentaires
Le résultat est de 6,6 jours en moyenne pour les congés de maladie alors que l'année dernière à la même période le résultat était de 5,9 jours. On note présentement une augmentation de 11,9 %

Tendance
↗

Réel : 6,6 Écart : 0,7
Cible : 5,9



	EPT	Congés spéciaux		Congés ILD		Congés maladie		Total des congés		Congés spéciaux	Congés Ill'd	Congés maladie	Total congés
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.				
Dir. gén. Radio	238,0	103,8	0,4	452,0	1,9	997,2	4,2	1 547,0	6,5	0,4	2,8	4,7	7,9
Cabinet VP	4,0	0,0	0,0	540,0	135,5	0,0	0,0	540,0	135,5	0,0	135,5	0,0	135,5
Dir. Planif. stratégique	23,5	11,6	0,5	0,0	0,0	77,8	3,3	89,4	3,8	0,8	0,0	4,6	5,4
Comm. Services français	130,3	56,0	0,4	1 221,0	9,4	650,7	5,0	1 927,7	14,8	0,5	12,8	5,5	18,8
Dir. général Régions	1 065,0	532,6	0,5	5 849,2	5,6	6 817,2	6,2	13 099,0	12,3	0,5	5,6	5,8	11,9
Dir. Finances et Administration	114,6	63,8	0,6	770,0	6,7	426,6	3,7	1 260,4	11,0	0,7	7,3	4,9	12,9
Dir. Programmes TV générale	220,5	101,4	0,5	1 349,0	6,1	1 747,5	7,9	3 197,9	14,5	0,4	6,0	6,6	12,0
Production tech., Radio-Canada	1 146,8	697,2	0,6	3 997,8	3,5	9 524,7	8,3	14 219,7	12,4	0,6	4,3	6,7	11,8
Dir. gén. Service commercial	124,5	36,3	0,3	706,0	5,7	453,2	3,6	1 195,5	9,6	0,5	2,5	8,3	11,3
Dir. gén. Information	615,1	345,3	0,6	2 850,4	4,6	4 000,4	6,5	7 196,1	11,7	0,5	6,2	5,3	12,0
Nouveaux médias	92,2	93,1	1,0	228,0	2,5	315,2	3,4	636,3	6,9	0,5	0,3	5,5	6,3

Total Services français	3 768,0	2 042,2	0,5	18 368,3	4,9	24 805,3	6,6	45 215,8	12,0	0,5	5,4	5,9	11,8
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Total Radio-Canada/CBC	8 983,3	4 717,1	0,5	49 521,2	5,5	44 578,1	5,0	98 816,4	11,0	0,5	6,2	5,0	11,7
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*Ept= Équivalent plein temps
Les données nous proviennent des rapports hiérarchiques des Ressources humaines et concernent les gens payés par VIP uniquement
La hiérarchie dans le système VIP pourrait influencer les données par secteur

Coût total - Services français	
Année 2008/2007	5 712 154,61 \$
Année 2004/2005	5 029 605,00 \$
Variation	14%

Rapport sur l'absence au travail - Services français

Types de congés	Moyenne jours/Ept*		Écart vs l'année passée		
	au 18-03-07	au 19-03-06	Favorable	Défavorable	%
Congés spéciaux	0,8	0,7		-0,1	
Congés Ild	6,8	7,1	(0,3)		
Congés maladie	9,4	8,4		1,0	11,9%
Total	17,0	16,2			



Tendance



Évaluation des congés de maladie

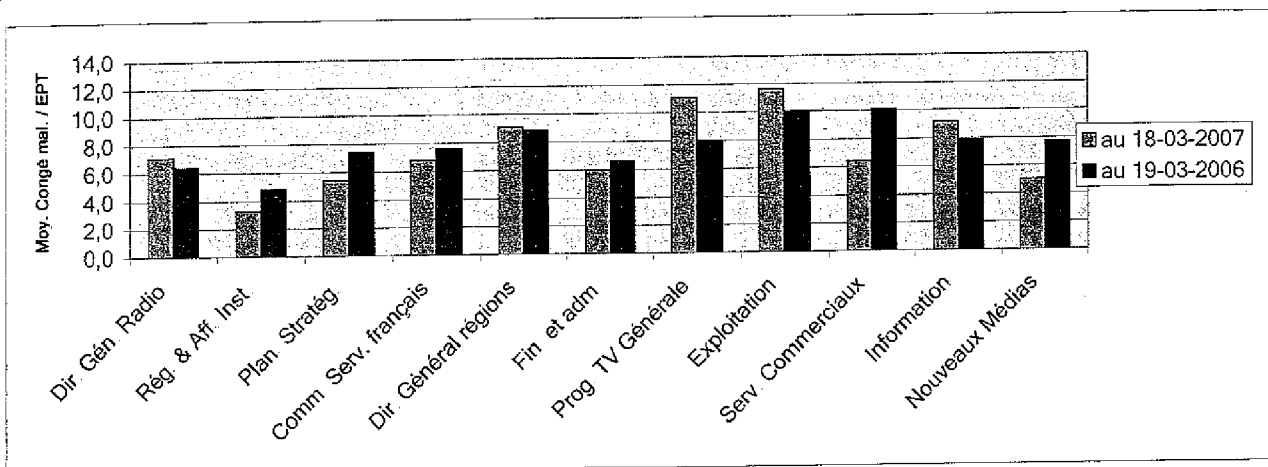
Commentaires

Le résultat est de 9,4 jours en moyenne pour les congés de maladie alors que l'année dernière à la même période le résultat était de 8,4 jours. On note présentement une augmentation de 11,9 %

Réal : 9,4

Écart : 1,4

Cible : 8,0



	EPT	Congés spéciaux		Congés ILD		Congés maladie		Total des congés		Congés spéciaux	Congés Ild	Congés maladie	Total congés
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.				
		au 18-03-2007						au 19-03-2006					
Dir. gén. Radio	219,1	121,2	0,6	629,0	2,9	1 571,8	7,1	2 322,0	10,6	0,5	4,2	6,4	11,1
Cabinet VP	12,7	10,2	0,8	0,0	0,0	41,7	3,3	51,9	4,1	0,4	0,0	4,8	5,2
Dir. Planif. stratégique	25,4	19,3	0,6	125,0	4,9	137,5	5,4	281,8	11,1	0,7	8,7	7,4	16,8
Comm. Services français	132,3	84,9	0,6	1 689,0	12,8	899,2	6,8	2 573,1	20,2	0,7	17,5	7,8	25,8
Dir. général Régions	1 064,8	752,7	0,7	8 590,0	8,1	9 717,1	9,1	19 059,8	17,9	0,8	7,5	8,9	17,2
Dir. Finances et Administration	112,4	102,8	0,9	1 090,0	9,7	672,4	6,0	1 865,2	16,6	0,9	10,3	6,6	17,8
Dir. Programmes TV générale	220,6	141,8	0,6	1 710,8	7,8	2 449,7	11,1	4 302,3	19,5	0,6	7,3	8,0	15,9
Production tech., Radio-Canada	1 133,7	943,1	0,8	5 789,3	5,1	13 108,2	11,6	19 840,6	17,5	0,9	5,8	10,0	16,7
Dir. gén. Service commercial	125,0	70,7	0,6	882,0	7,0	797,8	6,4	1 750,5	14,0	0,6	4,9	10,1	15,6
Dir. gén. Information	607,5	477,1	0,8	3 828,4	6,3	5 596,3	9,2	9 901,8	16,3	0,8	8,6	7,9	17,3
Nouveaux médias	94,1	120,0	1,3	358,5	3,8	471,8	5,0	950,3	10,1	0,7	1,0	7,7	9,4

Total Services français	3 764,8	2 844,8	0,8	25 692,0	6,8	35 485,5	9,4	64 002,3	17,0	0,7	7,1	8,4	16,2
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Total Radio-Canada/CBC	8 954,7	6 313,2	0,7	67 443,2	7,5	65 040,8	7,3	138 797,2	15,5	0,7	8,2	7,1	16,0
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*Ept= Équivalent plein temps

Les données nous proviennent des rapports hiérarchiques des Ressources humaines et concernent les gens payés par VIP uniquement. La hiérarchie dans le système VIP pourrait influencer les données par secteur

Coût total - Services français	
Année 2006/2007	8 250 796,36 \$
Année 2005/2006	7 117 872,02 \$
Variation	16%

Short Term Disability: Clarification on the process

The following aims at clarifying some key elements of the Disability Management process extracted from a comprehensive set of guidelines. These have been developed to establish consistency and equity in the management of leave throughout the Corporation. This represents a real challenge, given the great diversity in our operations, activities and work places. The complete document is structured to reflect the role of the parties at various phases in the management of leaves from the first day of leave until the return to regular work.

In short, in the management of sick leaves;

- The employee must inform his/her supervisor of the reason for his/her absence and, when required, produce satisfactory evidence of his/her inability to perform their duties
- The supervisor plays a pivotal role throughout the leave management process
- Disability Management Services is responsible for any measure related to the medical condition of an employee on leave as a result of a disability
- The immediate supervisor must remain in touch with the employee and Disability Management Services. For employees, this tends to emphasize the organization's interest in them and in its focus on returning the employee to work, while giving meaning to the efforts of healing and rehabilitation. The employee's contact with the immediate supervisor should occur regularly.
- Human Resources is responsible for ensuring that employees receive the benefits they are entitled to, that the provisions of the Collective Agreement are applied and for supporting employees, managers and the Disability Management Services, as required.

Process maps have been drawn and are available

Integrate process maps

What is expected?

According to HR Policy 2.2.7, In cases of illness or injury, employees must notify their supervisors in accordance with departmental or location procedures. Procedures contained in collective agreements are to be followed, as applicable. Upon request, employees will produce satisfactory evidence (submitted by a medical practitioner) of their inability to perform their duties. Failure on the employee's part to produce the required evidence may result in absence without pay for all of the period of absence.

Application of the Policy indicates the following:

When an employee becomes disabled and is absent from work four and more consecutive working days, Disability Management should be advised so that the employee can be contacted regarding appropriate medical documentation to be completed by the employee's attending physician and returned to Disability Management. On occasion, an independent medical examination may be required by Disability Management. More

information on independent medical examination can be found in the complete guidelines. For details on the medical certificate see Intranet: http://intranet/hr_hses_en/

The CMG Collective Agreement indicates:

82.2 In all cases of illness and disability in excess of three (3) days, the employee must, if required, produce satisfactory evidence (certified by a qualified medical practitioner) of inability to perform duties using either the medical absence form provided by the CBC or other satisfactory documentation.

What constitute satisfactory medical evidence?

According to the Collective Agreements and Corporate Policy, to justify a medical leave, an employee must produce a medical certificate acceptable to the CBC, or, a doctors letter acceptable to the CBC, confirming the employees inability to do his/her regular job. The onus is not on the Union representative, but on the employee who is requesting compensation to provide this information.

The following items are considered essential in processing the application for a leave:

- Employees identity
- Attending physician's identity
- Attending physician's signature
- Date of the doctor's visit
- Date of the next appointment, if applicable
- Starting date of the disability
- Expected end date of the disability
- Nature of the disability/illness and functional limitations
- Date of and details for an adapted return to work with details of restrictions, if applicable.

It is up to the employee to prove that he/she is medically incapable of carrying out the normal duties of his/her job. The employee must therefore ensure that his/her doctor, when preparing the appropriate Medical Absence Report, states:

- The nature of the disability/illness and functional limitations
- How is the employee incapable of doing his/her normal job
- Considerations related to a gradual or adapted return to work

How the information will be assessed:

To receive disability benefits, the employee must have a medical condition, or have incurred a non work-related disabling injury, as a result of which they are incapable of performing the normal duties of their job or of any other available and suitable modified duties. Therefore, the employee must satisfy the three following conditions:

- The employee must be incapacitated as a result of illness or injury.
- The condition requires medical support; and

- The condition makes the employee incapable of performing the normal duties of his/her job or of any other similar position.

These three criteria consistently require that a medical opinion on the extent of the employees incapacity be obtained from a licensed doctor and member of a College of Physicians.

What happens if the satisfactory medical evidence is not received:

An incomplete document is unacceptable as proof. Failure to justify a leave with the proper documentation can result in non-payment of disability benefits. It is also important that the employee signs the form allowing medical information to be sent to designated personnel in Disability Management to facilitate the swift processing of applications for a sick leave of 4 or more days as well as long-term disability claims.

Confidentiality of medical information:

All medical documents must be sent directly to Disability Management Services for assessment and records keeping purposes, as well as to protect the confidentiality of medical information.

Disability Management Services keeps confidential medical records related to leaves. This information is stored in accordance with the applicable legislation, regulations and policies. Only Disability Management Services personnel may access confidential medical records.

However, communication with the supervisor is necessary to ensure sound management of absences and personnel. This includes important information (name, disability date and functional limitations, along with details on the conditions surrounding the return to work) needed by supervisors to manage their staff. Messages sent electronically or by internal mail do not include confidential medical information (such as diagnosis, doctors notes, medical opinion of the disabling condition, treatment and medical specialty) and must be handled in a manner that ensures every individuals right to privacy.

What is the process when the absence is related to a situation in the workplace

- Medical justification have been requested or is required and not submitted by the employee 15 days after the first day of absence.
- Employee does not show-up for a confirmed appointment with Disability Management of for an Independent medical examination.
- Disability Management is unable to contact the employee because he/she is out of town/country and did not advise.
- Presence of a medical condition, but absence of appropriate treatment.
- Documentation indicate a medical condition that does not limit ability to perform duties
- Documentation indicate a medical condition but no functional limitations

- Documentation not submitted by a Doctor (MD); Physician recognised by a college of physician or a recognised surgeon dentist. E.g.: absences justified by psychologists, midwives, chiropractors and cannot be accepted.
- Independent Medical Examination concludes to the ability to work and no further info has been received for the treating doctor.

Each time the employee is absent, regardless of the length of absence or recent number of cumulative absences:

- Ask about the reason for the absence: illness or personal. Apply the provisions in force for authorizing leave and check that the correct codes are used for compensating this leave.
- Contact the employee during the day if you were unable to talk directly during the call notifying you of the absence. Ask the reason for the absence and, where appropriate, how long it is likely to last.
- If the absence is to last for more than three (3) days, request that a medical absence form be sent to Disability management by fax or electronically.

An employee is absent during a period that is critical for company activities such as Christmas holidays, periods of very heavy workload, during known staff shortages

- Do not hesitate to meet with the employee to share your concerns.
- If, in your opinion, absenteeism is prevalent among the group as a whole, draft and hand out during a group meeting a statement explaining your concerns and their source. Remain open to suggestions.
- When you believe it to be warranted, and after checking with Human Resources, you can require written justification of an absence if particular circumstances arise.
- Assess whether the situation warrants a meeting with the employee upon his return to work.
- When the employee next reports for work, meet with him and obtain his commitment to take the necessary steps to prevent a recurrence.

Performance and Sick Leave

You should meet with an employee when he/she shows signs of a personal problem resulting in declining performance or behaviour such as:

- ✓ Frequent absences
- ✓ Punctuality problems
- ✓ Poor performance
- ✓ Inappropriate behaviour in the workplace
- ✓ Conflicts in the workplace
- ✓ Negative feed back from clients/colleagues

Or when the employee expresses

- ✓ Difficulties with customers
- ✓ Difficulties with job-related tasks
- ✓ Difficulties in his dealings with co-workers or managers
- ✓ Difficulties with the work schedule
- ✓ Request to change position / schedule / location /assignment

Not intervening is in itself a form of intervention that can be perceived as being lax, soft or too tolerant.

Early intervention is always preferable. Indeed, it is easier to approach an employee about a minor or recent shortcoming and have him or her rectify the situation than one that has been persistent for some time.

Collective agreements do not prevent a manager from taking action. At the most, collective agreement provisions protect employees from an employer who takes action that is abusive, arbitrary or discriminatory.

When meeting with the employee, ask for the reasons explaining the situation and seek for a commitment from him/her to take steps to resolve issues

Allowing the employee to remain productive in the workplace has to be a priority. From prevention and Disability Management's perspective, it's important to keep the employee engaged in resolving issues while remaining at work. However, sometimes it's necessary that the employee be removed from the workplace for a period of time. If this is due to a disabling medical condition, sick leave benefits will apply.

Typically the above-mentioned situations should not lead to sick leave. If the employee mentions it is the result of a medical problem, ask the employee for solutions to his/her problem without entering into any medical details. If appropriate, suggest reasonable temporary adjustments.

Only if no agreeable solution can be found and when the employee cannot perform because of a medical situation, request that a medical absence form be sent to Disability management, preferably electronically or by fax.

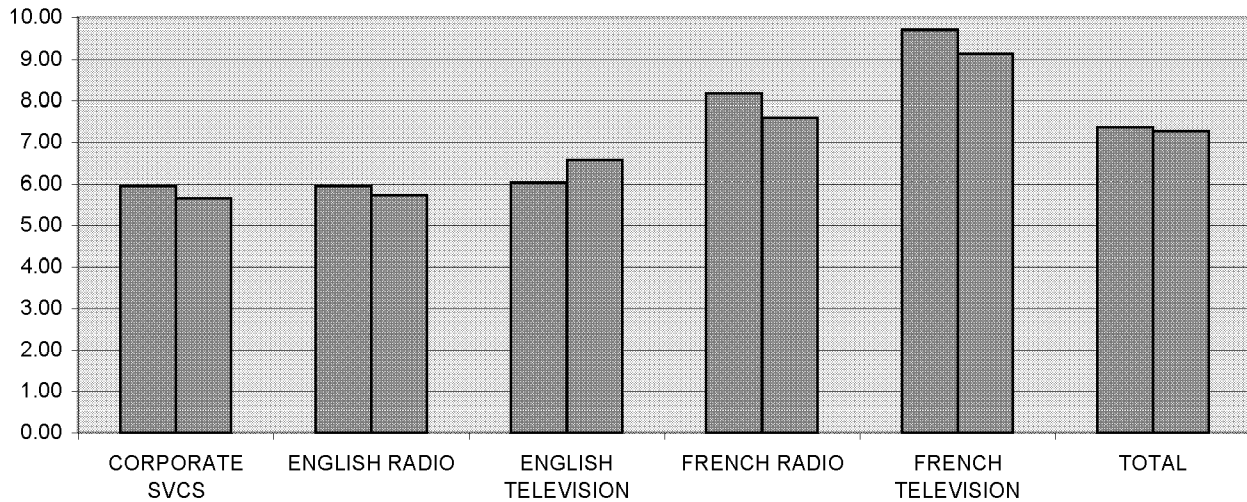
Then restate that you are willing to temporarily accommodate the employee in the workplace while the medical aspect is being evaluated.

A simple check list:
For Judith to complete.

Note: This document should be read while keeping in mind this diversity, along with the provisions of the Collective Agreements.

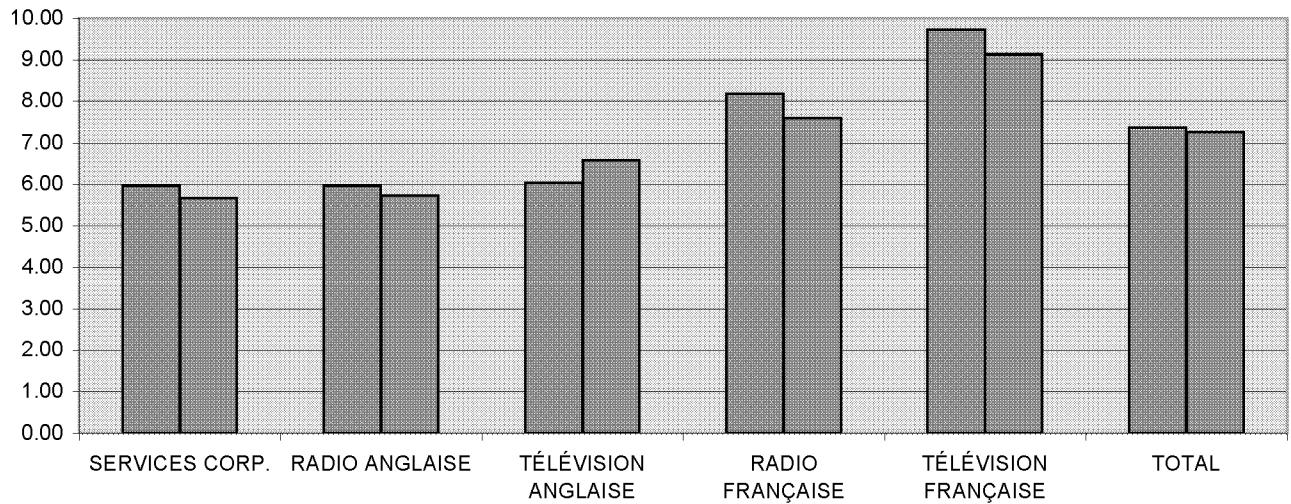
Summary of Short Term Disability (Sick Leave) per Component

	2006/2007			2005/2006		
	STD days	Days per FTE	STD cost	STD days	Days per FTE	STD cost
CORPORATE SVCS	7814	5.95	\$1,771,967	7165	5.66	\$1,597,958
ENGLISH RADIO	6995	5.95	\$1,694,133	5927	5.73	\$1,337,854
ENGLISH TELEVISION	17796	6.03	\$4,121,176	17332	6.58	\$3,920,858
FRENCH RADIO	8252	8.18	\$1,893,466	7476	7.59	\$1,631,448
FRENCH TELEVISION	27196	9.71	\$5,876,227	24935	9.13	\$5,200,690
TOTAL	68054	7.36	\$15,356,970	62835	7.26	\$13,688,809



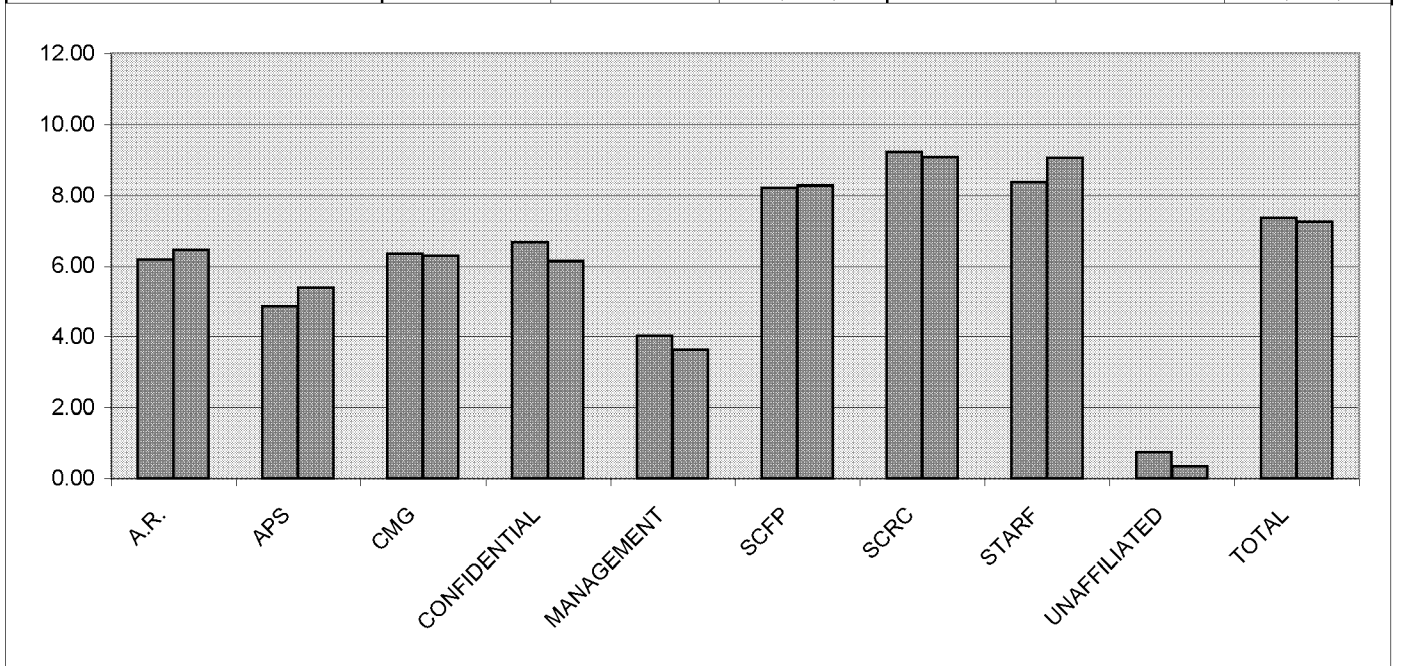
Sommaire des invalidités de courte durée (congés de maladie) par composante

	2006/2007			2005/2006		
	Jours ICD	Jours par ETP	Coûts ICD	Jours ICD	Jours par ETP	Coûts ICD
SERVICES CORP.	7814	5.95	\$1,771,967	7165	5.66	\$1,597,958
RADIO ANGLAISE	6995	5.95	\$1,694,133	5927	5.73	\$1,337,854
TÉLÉVISION ANGLAISE	17796	6.03	\$4,121,176	17332	6.58	\$3,920,858
RADIO FRANÇAISE	8252	8.18	\$1,893,466	7476	7.59	\$1,631,448
TÉLÉVISION FRANÇAISE	27196	9.71	\$5,876,227	24935	9.13	\$5,200,690
TOTAL	68054	7.36	\$15,356,970	62835	7.26	\$13,688,809



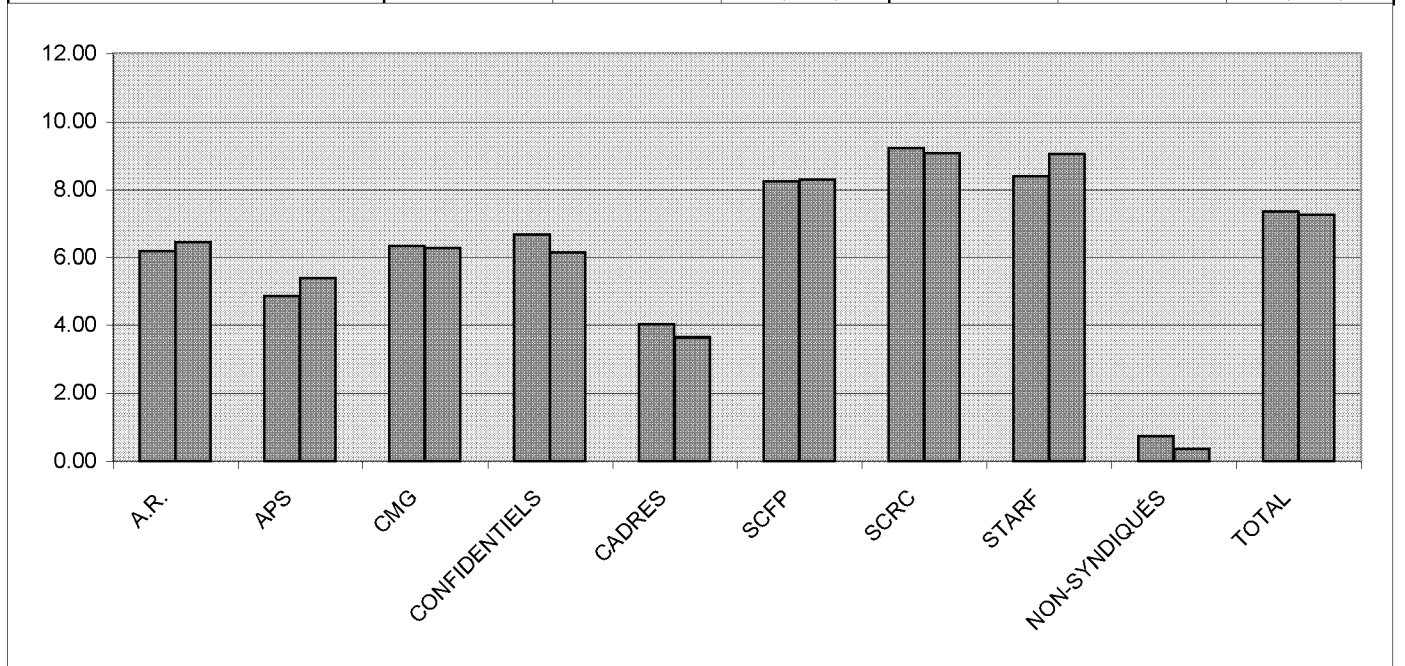
Summary of Short Term Disability (Sick Leave) per Union Affiliation

	2006/2007			2005/2006		
	STD days	Days per FTE	STD cost	STD days	Days per FTE	STD cost
A.R.	1980	6.18	\$505,364	1990	6.45	\$527,995
APS	3473	4.87	\$830,259	4082	5.39	\$1,031,464
CMG	31538	6.34	\$7,639,944	25681	6.28	\$5,677,683
CONFIDENTIAL	1352	6.68	\$207,139	1195	6.14	\$187,508
MANAGEMENT	4281	4.02	\$1,221,177	4060	3.65	\$1,146,733
SCFP	5248	8.23	\$871,898	5230	8.28	\$877,389
SCRC	10598	9.22	\$2,175,374	10392	9.07	\$2,201,493
STARF	9568	8.37	\$1,903,436	10198	9.05	\$2,037,365
UNAFFILIATED	14	0.75	\$2,379	6	0.36	\$1,180
TOTAL	68054	7.36	\$15,356,970	62835	7.26	\$13,688,809



Sommaire des invalidités de courte durée (congés de maladie) par affiliation

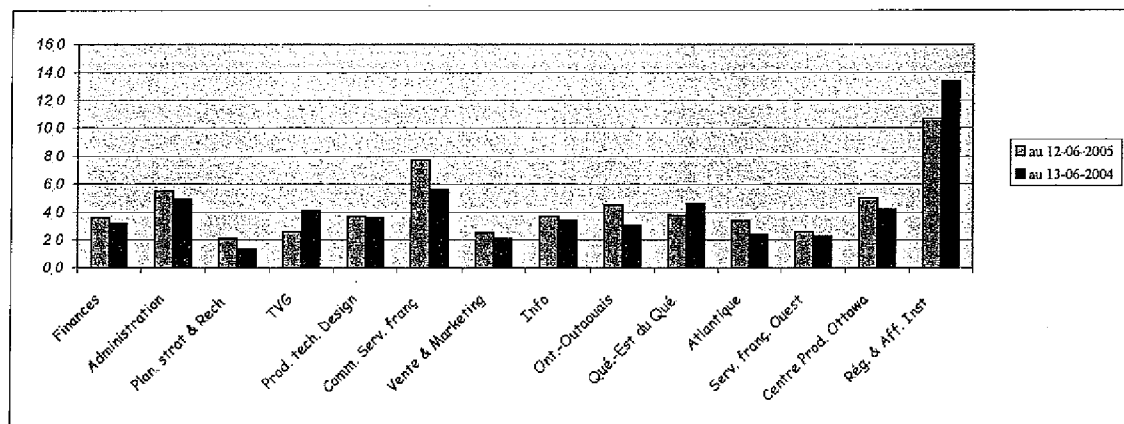
	2006/2007			2005/2006		
	Jours ICD	Jours par ETP	Coûts ICD	Jours ICD	Jours par ETP	Coûts ICD
A.R.	1980	6.18	\$505,364	1990	6.45	\$527,995
APS	3473	4.87	\$830,259	4082	5.39	\$1,031,464
CMG	31538	6.34	\$7,639,944	25681	6.28	\$5,677,683
CONFIDENTIELS	1352	6.68	\$207,139	1195	6.14	\$187,508
CADRES	4281	4.02	\$1,221,177	4060	3.65	\$1,146,733
SCFP	5248	8.23	\$871,898	5230	8.28	\$877,389
SCRC	10598	9.22	\$2,175,374	10392	9.07	\$2,201,493
STARF	9568	8.37	\$1,903,436	10198	9.05	\$2,037,365
NON-SYNDIQUÉS	14	0.75	\$2,379	6	0.36	\$1,180
TOTAL	68054	7.36	\$15,356,970	62835	7.26	\$13,688,809



1er trimestre 2005-2006

Rapport d'assiduité - Télévision française

Moyenne jours/Ept*	TV française				Radio-Canada/CBC			
	Congés spéciaux	Congés Ild	Congés maladie	Total	Congés spéciaux	Congés Ild	Congés maladie	Total
	0,2	1,50	2,10	3,8	0,1	1,70	1,50	3,3



	EPT	Congés spéciaux		Congés Ild		Congés maladie		Total des congés		Congés spéciaux Moy.	Congés Ild Moy.	Congés maladie ¹ Moy.	Total congés Moy.
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.				
		au 12-06-2005											
Finances	83,8	16,2	0,2	102,0	1,2	183,3	2,2	301,5	3,6	0,2	1,7	1,3	3,2
Administration	34,0	3,4	0,1	153,0	4,5	30,6	0,9	187,0	5,5	0,1	3,8	1,0	4,9
Plan. strat. et recherche	33,3	3,0	0,1	0,0	0,0	66,9	2,0	69,9	2,1	0,2	0,0	1,2	1,4
Programmes(TVG)	204,5	20,4	0,1	266,0	1,3	245,3	1,2	531,7	2,6	0,1	2,2	1,8	4,1
Production technique & Design	999,9	176,0	0,2	1 234,0	1,2	2 289,7	2,3	3 699,7	3,7	0,2	1,4	2,0	3,6
Comm. Service français	91,6	15,8	0,2	385,0	4,2	304,9	3,3	705,7	7,7	0,2	3,5	1,9	5,6
Ventes et Marketing	107,2	13,4	0,1	51,0	0,5	203,7	1,9	268,1	2,5	0,2	0,9	1,0	2,1
Programmes (Info)	536,1	67,0	0,1	857,0	1,6	1 059,4	2,0	1 983,4	3,7	0,1	1,3	2,0	3,4
TV franç. Ontario-Ontariens	44,0	8,6	0,2	27,0	0,6	162,3	3,7	197,9	4,5	0,1	1,7	1,3	3,1
TV franç. Québec et Est du Qué.	120,6	28,3	0,2	97,0	0,8	332,8	2,8	458,1	3,8	0,2	1,1	3,3	4,6
TV franç. Atlantique	125,9	30,2	0,2	171,0	1,4	226,7	1,8	427,9	3,4	0,2	1,0	1,2	2,4
Services français Ouest	157,0	25,9	0,2	204,0	1,3	178,3	1,1	408,2	2,6	0,1	1,0	1,2	2,3
Centre prod. Ottawa	154,2	14,2	0,1	479,0	3,1	277,8	1,8	771,0	5,0	0,1	2,3	1,8	4,2
TV rég. et Affaires institut.	15,9	0,0	0,0	133,0	9,6	17,0	1,1	170,0	10,7	0,2	9,2	4,0	13,4

Total Télévision française	2 691,1	426,3	0,2	4 179,0	1,5	5 620,8	2,1	10 226,1	3,8	0,2	1,5	1,9	3,6
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Total Radio-Canada/CBC	9 197,6	1 294,0	0,1	15 186,6	1,7	13 871,6	1,5	30 352,2	3,3	0,1	1,6	1,4	3,1
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*Ept= Équivalent plein temps

Les données nous proviennent des rapports hiérarchiques des Ressources humaines et concernent les gens payés par VIP uniquement

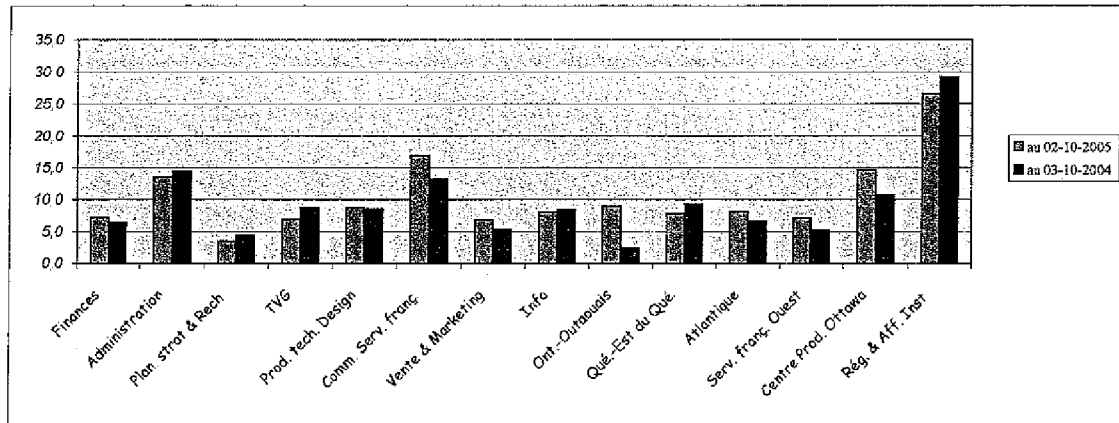
Hiérarchiquement dans VIP les Communications relèvent de la Télévision et donc se retrouvent dans l'indicateur de la TV

Coût total - Télévision française	
Année 2005/2006 (1er trim.)	1 173 282,05 \$
Année 2004/2005 (1er trim.)	1 075 714,09 \$
Variation	9%

2^e trimestre 2005-2006

Rapport d'assiduité - Télévision française

Moyenne jours/Ept*	TV française				Radio-Canada/CBC			
	Congés spéciaux	Congés Ild	Congés maladie	Total	Congés spéciaux	Congés Ild	Congés maladie	Total
	0,4	4,20	4,40	9,0	0,4	4,90	3,50	8,8



	EPT	Congés spéciaux		Congés Ild		Congés maladie		Total des congés		Congés spéciaux	Congés Ild	Congés maladie	Total congés
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.				
		au 02-10-2005											
Finances	84,0	56,3	0,7	262,0	3,1	294,8	3,5	613,1	7,3	0,4	3,6	2,4	6,4
Administration	33,9	9,4	0,3	333,0	9,8	118,3	3,5	460,7	13,6	0,4	11,1	2,9	14,4
Plan. strat. et recherche	32,0	22,4	0,7	0,0	0,0	89,5	2,8	111,9	3,5	0,4	1,4	2,7	4,5
Programmes(TVG)	181,5	43,7	0,2	741,0	4,1	486,1	2,7	1 270,8	7,0	0,3	5,0	3,5	8,8
Production technique & Design	996,8	411,8	0,4	3 248,0	3,3	5 111,7	5,1	8 771,5	8,8	0,5	3,3	4,8	8,6
Comm. Service français	94,4	29,8	0,3	1 097,0	11,6	468,3	5,0	1 595,1	16,9	0,3	6,6	6,3	13,2
Ventes et Marketing	107,8	36,7	0,3	136,0	1,3	571,3	5,3	744,0	6,9	0,7	1,9	2,8	5,4
Programmes (Info)	546,3	189,4	0,3	2 233,0	4,1	2 003,0	3,7	4 425,4	8,1	0,3	4,2	4,0	8,5
TV franç. Ontario-Ontariens	35,5	13,1	0,4	75,0	2,1	231,5	6,5	319,6	9,0	0,2	0,0	2,2	2,4
TV franç. Québec et Est du Qué.	116,9	62,8	0,5	265,0	2,3	595,9	5,1	923,7	7,9	0,5	2,6	6,2	9,3
TV franç. Atlantique	123,6	59,7	0,5	433,0	3,5	520,5	4,2	1 013,2	8,2	0,4	2,9	3,4	6,7
Services français Ouest	120,1	43,9	0,4	345,0	2,9	475,6	3,9	864,5	7,2	0,3	1,7	3,2	5,2
Centre prod. Ottawa	129,6	35,2	0,3	1 338,0	10,3	518,8	4,0	1 892,0	14,6	0,4	5,7	4,6	10,7
TV rég. et Affaires institut.	16,0	7,0	0,4	393,0	24,6	24,2	1,5	424,2	26,5	0,4	20,6	8,2	29,2

Total Télévision française	2 616,0	1 025,2	0,4	10 947,0	4,2	11 571,6	4,4	23 543,8	9,0	0,4	3,8	4,2	8,4
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Total Radio-Canada/CBC	7 994,6	2 930,6	0,4	39 270,9	4,9	28 150,6	3,5	70 352,1	8,8	0,4	4,1	3,3	7,8
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*Ept= Équivalent plein temps

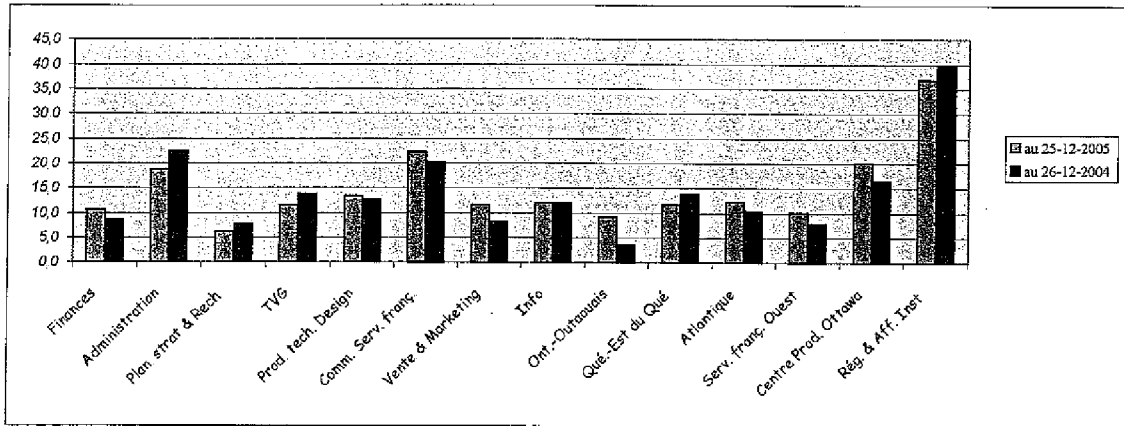
Les données nous proviennent des rapports hiérarchiques des Ressources humaines et concernent les gens payés par VIP uniquement
Hiérarchiquement dans VIP les Communications relèvent de la Télévision et donc se retrouvent dans l'indicateur de la TV

Coût total - Télévision française	
Année 2005/2006 (2 ^e trim.)	2 506 882,96 \$
Année 2004/2005 (2 ^e trim.)	2 795 265,43 \$
Variation	-10%

3^e trimestre 2005-2006

Rapport d'assiduité - Télévision française

Moyenne jours/Ept*	TV française				Radio-Canada/CBC			
	Congés spéciaux	Congés Ild	Congés maladie	Total	Congés spéciaux	Congés Ild	Congés maladie	Total
	0,6	5,90	6,90	13,4	0,5	6,80	5,30	12,6



	EPT	Congés spéciaux		Congés Ild		Congés maladie		Total des congés		Congés spéciaux	Congés Ild	Congés maladie	Total congés
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.	Moy.	Moy.	Moy.	Moy.
		au 25-12-2005									au 26-12-2004		
Finances	81,2	73,3	0,9	382,0	4,7	414,0	5,1	869,3	10,7	0,6	4,8	3,3	8,7
Administration	33,4	14,8	0,4	453,0	13,6	161,0	4,8	628,8	18,8	0,5	16,8	5,2	22,5
Plan. strat. et recherche	32,4	25,4	0,8	0,0	0,0	175,5	5,4	200,9	6,2	0,5	1,6	5,6	7,7
Programmes(TVG)	177,1	60,4	0,3	1 077,0	6,1	916,8	5,2	2 054,2	11,6	0,5	7,4	5,9	13,8
Production technique & Design	996,3	629,7	0,6	4 771,0	4,8	7 949,2	8,0	13 349,9	13,4	0,7	4,8	7,2	12,7
Comm. Service français	91,2	59,5	0,7	1 452,0	15,9	522,3	5,7	2 033,8	22,3	0,4	10,3	9,6	20,3
Ventes et Marketing	114,6	53,7	0,5	264,0	2,3	1 022,7	8,9	1 340,4	11,7	1,0	2,4	4,9	8,3
Programmes (Info)	531,4	277,9	0,5	2 982,0	5,6	3 170,0	6,0	6 429,9	12,1	0,5	5,8	5,9	12,2
TV franç. Ontario-Outaouais	33,3	19,1	0,6	76,0	2,3	211,2	6,3	306,3	9,2	0,3	0,0	3,2	3,5
TV franç. Québec et Est du Qué.	115,1	98,2	0,9	228,0	2,0	1 032,0	8,9	1 358,2	11,8	0,6	3,6	9,6	13,8
TV franç. Atlantique	122,3	69,3	0,6	613,0	5,0	834,4	6,8	1 516,7	12,4	0,5	4,3	5,7	10,5
Services français Ouest	125,5	65,9	0,5	501,0	4,0	713,2	5,7	1 280,1	10,2	0,4	2,7	4,8	7,9
Centre prod. Ottawa	136,7	56,2	0,4	1 847,0	13,5	845,3	6,2	2 748,5	20,1	0,5	8,3	7,6	16,4
TV rég. et Affaires institut.	16,9	12,0	0,7	573,0	33,8	40,3	2,4	623,3	36,9	0,5	29,6	9,6	39,7
Total Télévision française	2 611,9	1 519,4	0,6	15 327,0	5,9	18 153,3	6,9	34 999,7	13,4	0,6	5,6	6,7	12,9
Total Radio-Canada/CBC	8 221,1	4 372,1	0,5	55 759,0	6,8	43 454,2	5,3	103 585,3	12,6	0,6	5,9	5,0	11,5

*Ept= Équivalent plein temps

Les données nous proviennent des rapports hiérarchiques des Ressources humaines et concernent les gens payés par VIP uniquement

Hiérarchiquement dans VIP, les Communications relèvent de la Télévision et donc se retrouvent dans l'indicateur de la TV

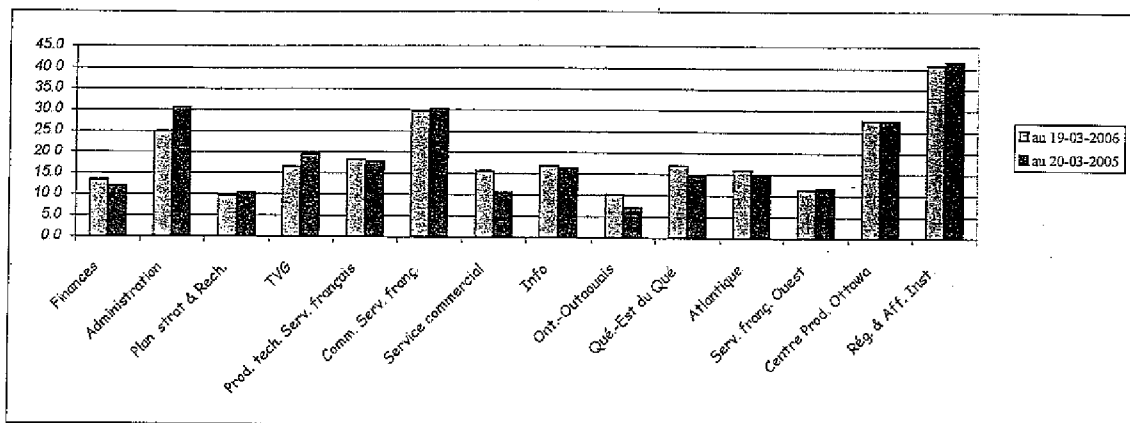
L'indicateur de rendement de l'assiduité pour le troisième trimestre reflète la même hiérarchie qu'auparavant même si celle-ci a connu certains changements dans VIP

Coût total - Télévision française	
Année 2005/2006 (3e trim.)	3 946 573,95 \$
Année 2004/2005 (3e trim.)	3 755 827,27 \$
Variation	5%

Année 2005-2006

Rapport d'assiduité - Télévision française

Moyenne jours/Ept*	TV française				Radio-Canada/CBC			
	Congés spéciaux	Congés Ild	Congés maladie	Total	Congés spéciaux	Congés Ild	Congés maladie	Total
	0.7	7.30	9.10	17.1	0.7	8.70	7.00	16.4



	EPT	Congés spéciaux		Congés Ild		Congés maladie		Total des congés		Congés spéciaux	Congés Ild	Congés maladie	Total congés
		Jours	Moy.	Jours	Moy.	Jours	Moy.	Jours	Moy.				
		au 19-03-2006											
Finances - Gestion	80.7	86.3	1.1	502.0	6.2	492.9	6.1	1 081.2	13.4	0.9	6.4	4.6	11.9
Finances - Administration	33.5	23.5	0.7	573.0	17.1	241.4	7.2	837.9	25.0	0.5	22.2	7.9	30.6
Plan. strat. et recherche	32.8	33.6	1.0	0.0	0.0	281.0	8.6	314.6	9.6	0.8	1.5	8.0	10.3
Programmes(TVG)	170.0	79.6	0.5	1 450.0	8.5	1 275.9	7.5	2 805.5	16.5	0.7	10.1	8.7	19.5
Production tech. Serv. français	919.8	713.5	0.8	6 227.0	6.8	9 800.4	10.6	16 740.9	18.2	0.9	6.7	10.2	17.8
Comm. Services français	84.3	73.1	0.9	1 831.0	21.7	600.0	7.1	2 504.1	29.7	0.5	16.0	13.7	30.2
Service commercial	114.9	67.2	0.6	527.0	4.6	1 197.8	10.4	1 792.0	25.6	1.1	3.0	6.4	10.5
Programmes (Info)	526.6	418.7	0.8	4 104.0	7.8	4 376.5	8.3	8 899.5	16.9	0.6	7.4	8.3	16.3
TV franç. Ontario-Ontariens	36.8	27.6	0.7	76.0	2.1	268.5	7.3	372.1	10.1	0.6	0.0	6.5	7.1
TV franç. Québec et Est du Qué.	124.2	126.7	1.0	262.0	2.1	1 722.7	13.9	2 111.4	17.0	0.8	2.1	11.7	14.6
TV franç. Atlantique	123.2	78.2	0.6	790.0	6.4	1 102.3	9.0	1 970.5	16.0	0.6	5.8	8.4	14.8
Services français Ouest	107.2	84.9	0.8	473.0	4.4	653.9	6.1	1 211.8	11.3	0.5	4.9	6.3	11.7
Centre prod. Ottawa	137.0	108.3	0.8	2 438.0	17.8	1 235.8	9.0	3 782.1	27.6	0.8	14.3	12.4	27.5
TV rég. et Affaires institut.	22.0	14.3	0.7	753.0	34.3	126.2	5.7	893.5	40.7	0.5	31.0	10.0	41.5

Total Télévision française	2 524.3	1 866.0	0.7	18 343.0	7.3	22 956.0	9.1	43 165.0	17.1	0.7	7.1	8.9	16.7
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Total Radio-Canada/CBC	8 214.9	5 837.8	0.7	71 082.9	8.7	57 802.9	7.0	134 723.6	16.4	0.8	7.8	7.0	15.6
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*Ept= Équivalent plein temps

Les données nous proviennent des rapports hiérarchiques des Ressources humaines et concernent les gens payés par VIP uniquement.

L'indicateur de rendement de l'assiduité pour le quatrième trimestre reflète la même hiérarchie qu'auparavant même si celle-ci a connu certains changements dans VIP sauf les Affaires institutionnelles qui sont regroupées et que l'on retrouve sous la TV.

Coût total - Télévision française	
Année 2005/2006	5 130 379.43 \$
Année 2004/2005	5 017 749.64 \$
Variation	2%