

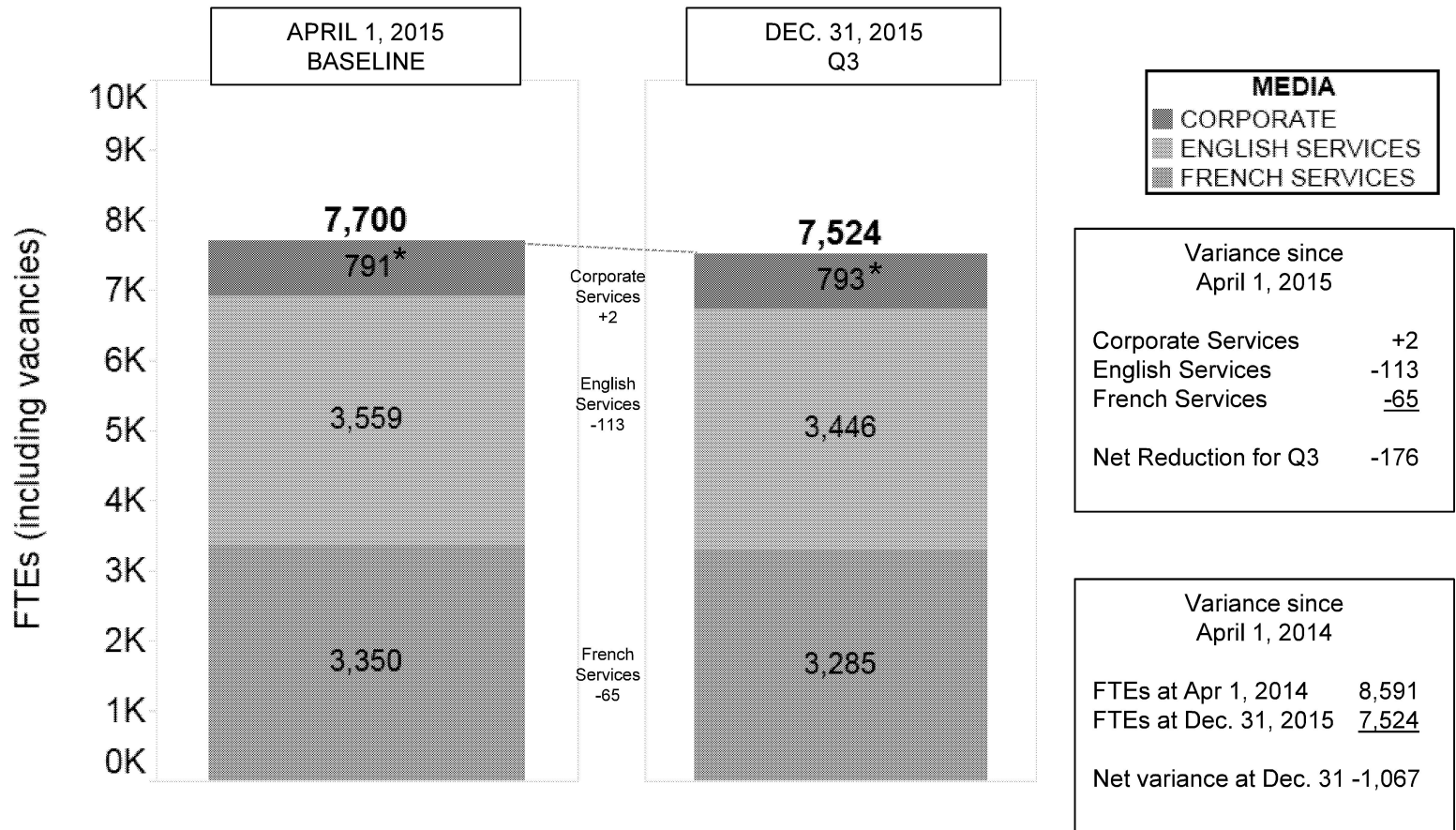


Q3 WORKFORCE NUMBERS

TO:	Human Resources and Governance Committee
MEETING:	February 23, 2016
FROM:	Josée Girard, Vice-president, People and Culture
PURPOSE:	Quarterly information on the workforce
DATE:	February 12, 2016



2015/16 Q3 FULL-TIME EQUIVALENTS

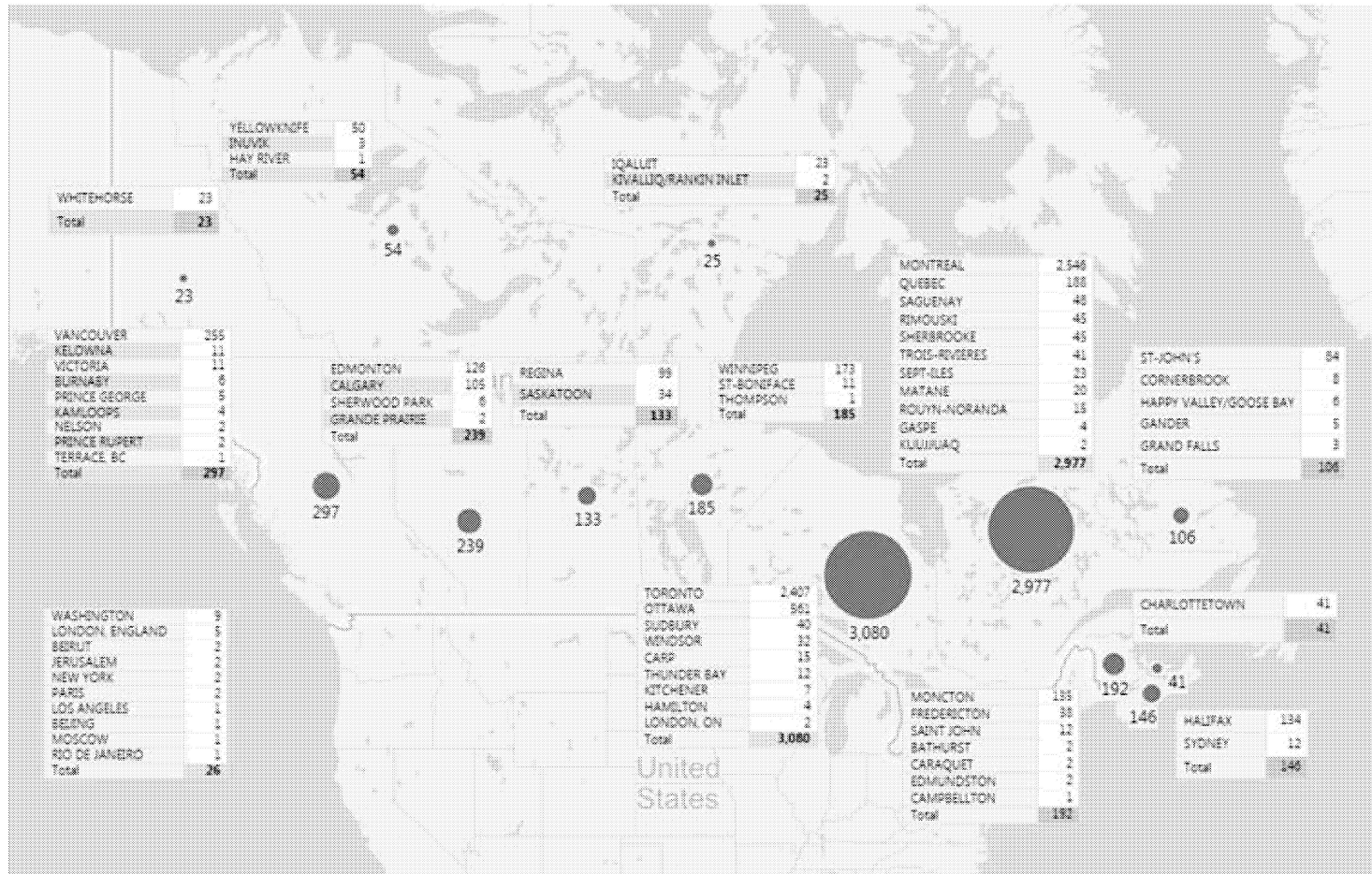


* Includes 24 FTEs in Corporate Services that are employees reporting to and/or paid by the Pension Fund

Note: Reductions achieved so far are in line with the forecasts in our financial and strategic plans.



Q3 FTEs BY LOCATION – 7,524 FTEs





APPENDIX: DEFINITION OF FTEs

The FTE Tracking report includes the following:

- All permanent positions (includes the base positions of employees on leave for less than two years instead of their backfill)
- All unique secondary assignments (not backfill)
- All unique Long-term contract positions of more than 13 weeks (not backfill)
- All unique Long-Term temporary employees (not backfill)
- All long-term vacancies in the position types listed above
- Part-time employees are counted as a portion of a FTE (a 60% part-time employee is counted as 0.6 of an FTE)

The following have been excluded from the count:

- Short-term temporary positions of less than 13 weeks; they are not considered part of our ongoing workforce
- Employees on leave using Long Services Gratuity
- Backfill Employees in all position types listed in the first section of the page
- Employees on Long-term disability (LTD) or other absence for more than 2 years as they are typically permanently replaced