

HUMAN RESOURCES

SNAPSHOT
MEDIANS
FOR 2016

Total cost for
HR administration
per T4 supported

\$991

HMRS305T (EFFICIENCY)



4.96%
EMPLOYEE
TURNOVER
RATE

HMRS406 (COMMUNITY IMPACT)

KEEP IN MIND:

Influencing Factors

Influencing factors can create variances in comparison data from year-to-year and from municipality-to-municipality.



Degree of Unionization

Impact of labour relations and collective agreements



Economic Situation

Less or more employment opportunities and decrease or increase in retirement rate



Municipal Benefits & Pension Plan

Attract and retain staff to a higher degree than private sector employment



Organizational Form

Varying service delivery of Human Services

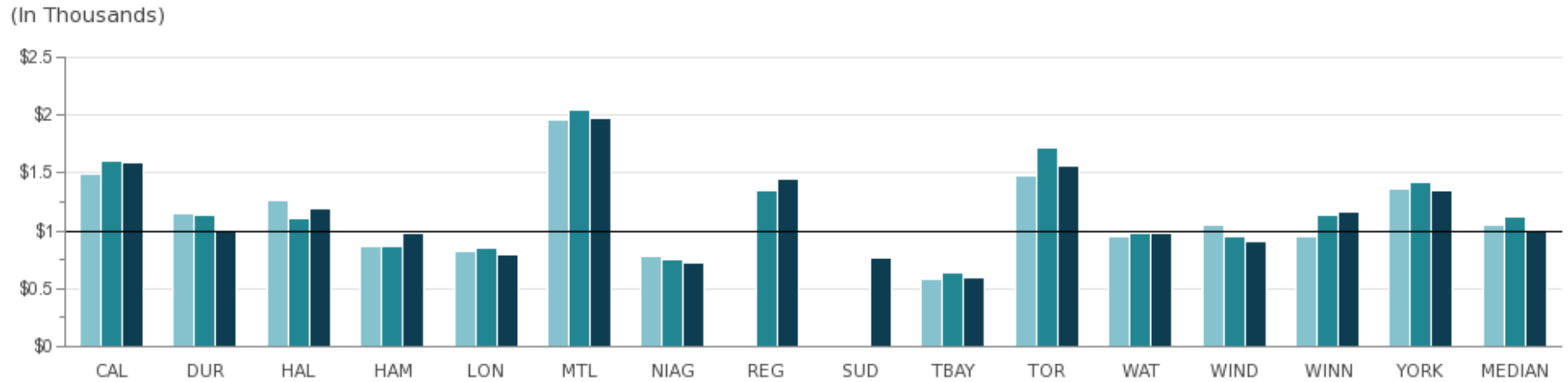


Staffing of Services

Demand on staffing for processing high-turnover job service areas

For a full description of influencing factors, please go to: www.mbncanada.ca

Fig. 14.1 Total Cost for Human Resources Administration per T4 Supported

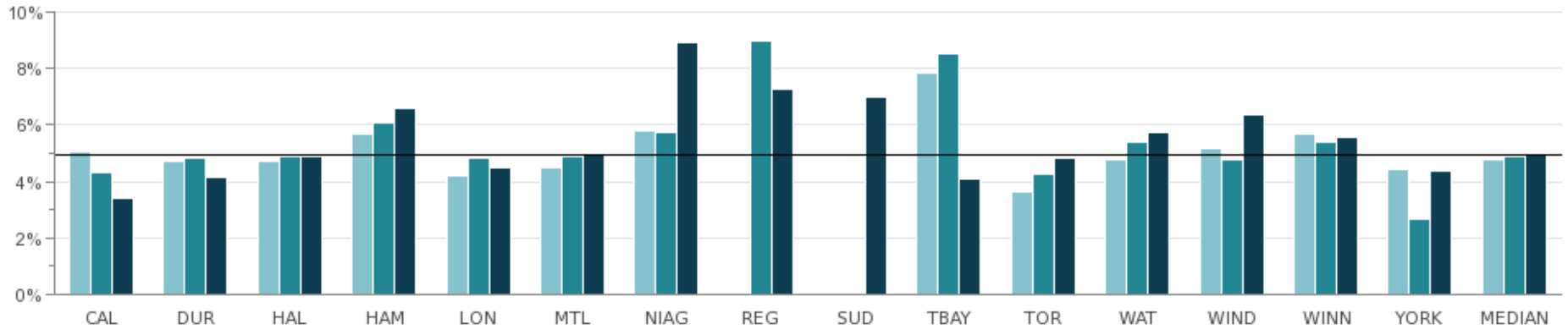


2014	\$1,489	\$1,152	\$1,265	\$864	\$823	\$1,961	\$785	N/A	N/A	\$577	\$1,484	\$952	\$1,052	\$948	\$1,365	\$1,052
2015	\$1,599	\$1,136	\$1,112	\$864	\$848	\$2,050	\$756	\$1,345	N/A	\$636	\$1,727	\$978	\$944	\$1,141	\$1,427	\$1,124
2016	\$1,597	\$991	\$1,196	\$979	\$797	\$1,983	\$716	\$1,453	\$758	\$597	\$1,560	\$982	\$903	\$1,161	\$1,352	\$991

Source: HMRS305T (Efficiency)

Fig. 14.2 Overall Permanent Voluntary Employee Turnover

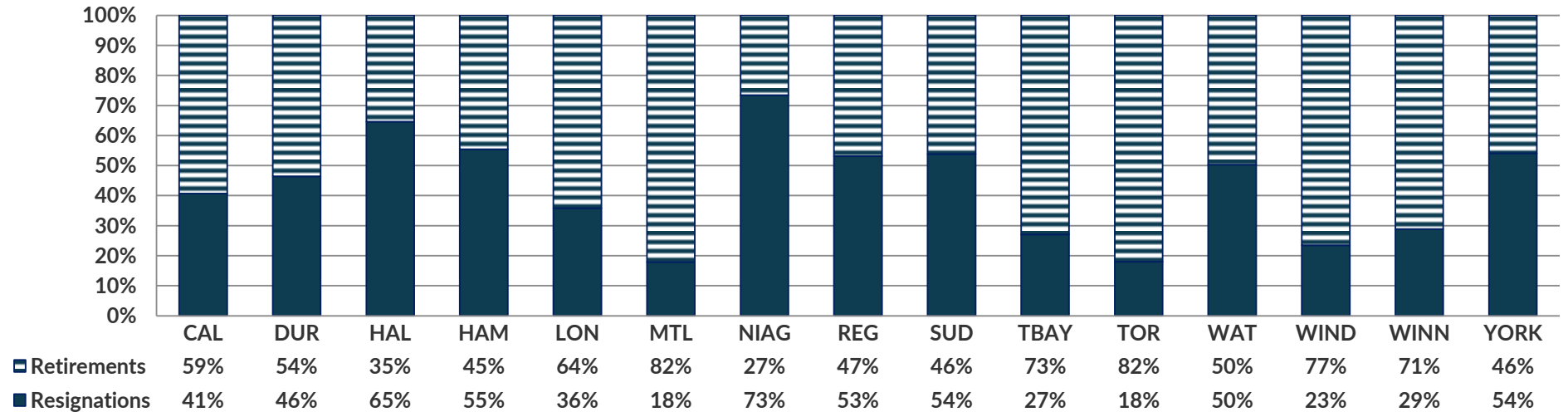
This measure reflects voluntary separations of permanent staff (full-time and part-time), including resignations (voluntary exits) and retirements of any sort.



2014	5.04%	4.72%	4.72%	5.66%	4.19%	4.49%	5.77%	N/A	N/A	7.85%	3.65%	4.76%	5.16%	5.68%	4.44%	4.76%
2015	4.30%	4.81%	4.87%	6.09%	4.84%	4.89%	5.74%	9.01%	N/A	8.53%	4.28%	5.37%	4.75%	5.42%	2.67%	4.88%
2016	3.38%	4.16%	4.91%	6.62%	4.49%	4.96%	8.95%	7.26%	7.00%	4.11%	4.85%	5.75%	6.34%	5.57%	4.38%	4.96%

Source: HMRS406 (Community Impact)

Fig. 14.3 Retirements and Resignations (2016 only)



Source: HMRS801-Retirements (Statistic); HMS800 - Resignations (Statistic)