



SICK LEAVE AND OVERTIME
METRICS REPORT

2009 Q4 – 2013 Q4

NOVEMBER 2014

General Notes:

Source: HSCIS 2009 to 2013

- Data is annualized to a 365-day reporting period.
- Providence Health Care (PHC) data is included with the health authorities (HAs).
- Worksite Service type, includes long term care, home support, mental health and child development centre, is based on HEABC Membership database.
- Figures on FTEs per bargaining unit are presented as reported. No normalization has been made for the consolidation of LPNs from Facilities and Community to Nurses in 2013.

Calculation & Methods

FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining unit and year (Nurses- 1879.2 before 2013 and 1950 since 2013, Health Sciences- 1879.2 hours, Community & Facilities- 1950 hours).

Sick leave and overtime (OT) hours are reported in different methods by source of data.

Payroll Extract:

- HAs and PHC sick leave and OT hours are as reported.
- Affiliates worksites do not provide data on hours. Estimated hours are calculated by dividing sick leave and OT paid amounts by the wage rate per employee record.

Web Entry:

- Affiliate worksites submit through web entry do not provide data on hours and costs are reported at a designated group level. Estimated hours are calculated by dividing sick leave and OT paid amounts by the weighted average wage rate per bargaining unit.

Sick leave paid days: Sick leave hours divided by the standard work hours per day for each respective bargaining unit for each reported year.

We welcome your comments and feedback on this report. If you have any questions or comments, please contact HEABC's Knowledge Management department at:

Phone: 604.714.2255

Email: knowledge@heabc.bc.ca



Contents

1	Long Term Care	1
2	Home Support Agency	6
3	Mental Health	11
4	Child Development Centre	16
	Appendix	21



Section I

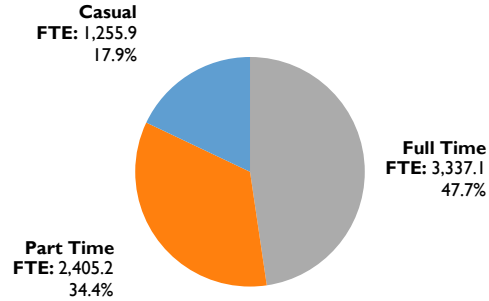
Long Term Care

- FTEs by Job Status - 2013
- FTEs by Job Status - Trend
- Sick Leave Comparison
- Overtime Comparison

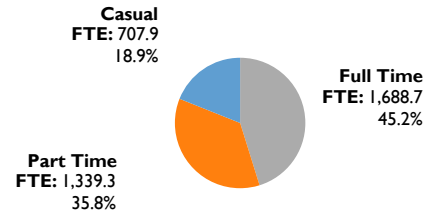
FTEs by Job Status - 2013 Long Term Care

■ Full Time
 ■ Part Time
 ■ Casual

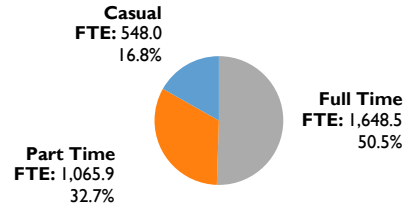
Industry: 6,998 FTEs



Affiliates: 3,736 FTEs



Health Authorities & PHC: 3,262 FTEs



Reported FTEs & Sites - 2013 Industry Total

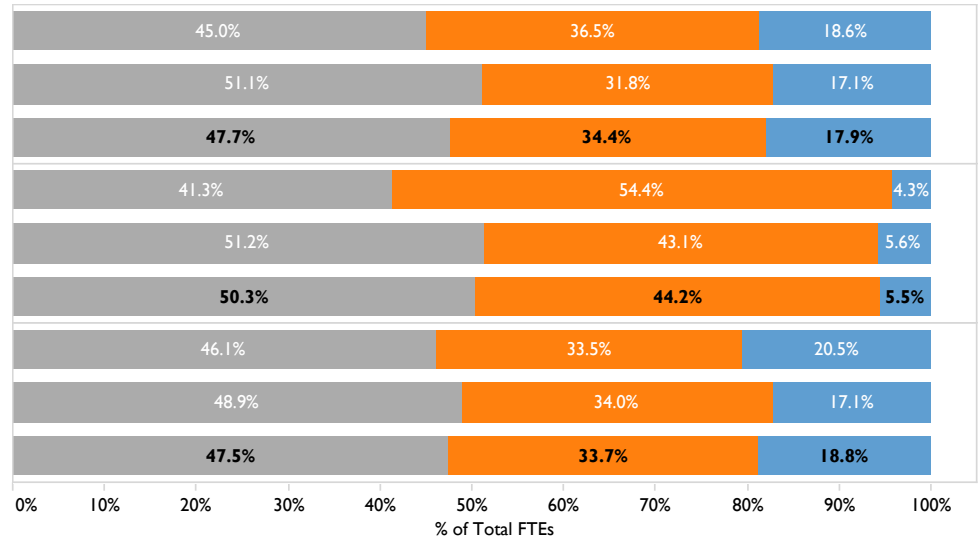
	FTEs		# of Sites	
	Affiliates	HAs & PHC	Affiliates	HAs & PHC
	3,735.9	3,262.3	62	43

By Designated Group

	FTEs	FTEs	# of Sites	# of Sites
	Affiliates	HAs & PHC	Affiliates	HAs & PHC
Facilities	2,919.9	2,360.8	54	43
Health Sciences	8.6	85.9	6	38
Nurses	807.4	815.6	58	43

By Designated Group

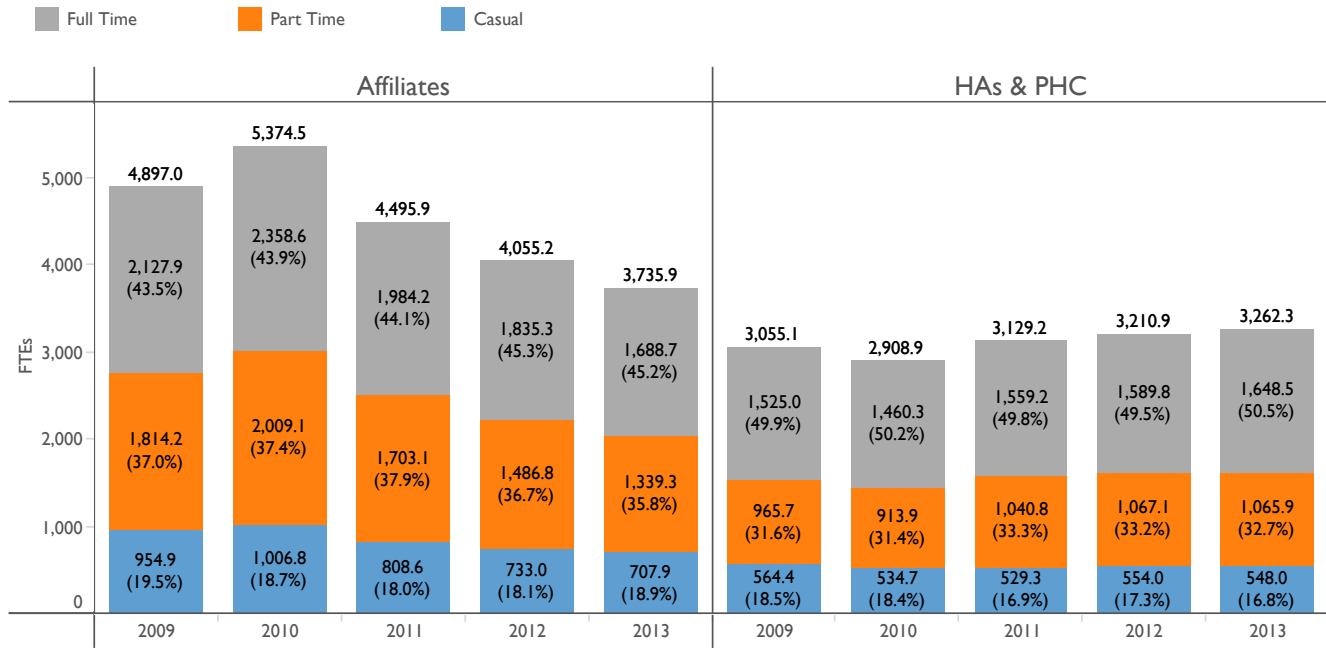
		Full Time	Part Time	Casual
Facilities	Affiliates	1,313.0	1,064.4	542.4
	HAs & PHC	1,205.6	751.9	403.3
	Total	2,518.6	1,816.4	945.8
Health Sciences	Affiliates	3.5	4.7	0.4
	HAs & PHC	44.0	37.0	4.8
	Total	47.5	41.7	5.2
Nurses	Affiliates	372.1	270.2	165.1
	HAs & PHC	398.9	276.9	139.8
	Total	771.0	547.1	305.0



Source: HSCIS 2009 Q1 to 2013 Q4

Notes:
 - Data is annualized to a 365-day reporting period
 - FTE = Straight-time Hours divided by the annual Standard Work Hours for a full-time employee according to bargaining group (Nurses & Health Sciences - 1879.2 hours, Community & Facilities - 1950 hours)

FTEs by Job Status - Trend Long Term Care

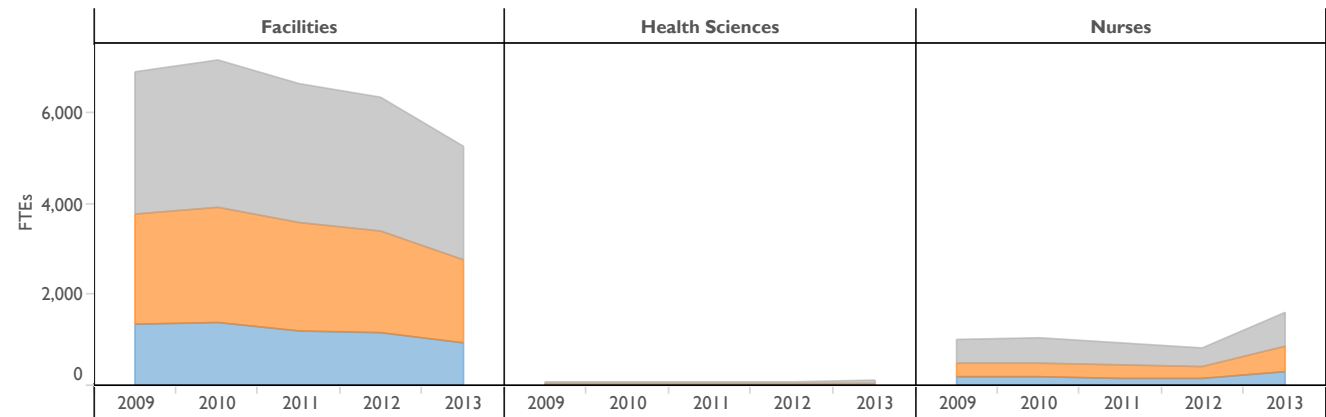


Reported FTEs & Sites

YEAR	FTEs		# of Sites	
	Affiliates	HAs & PHC	Affiliates	HAs & PHC
2009	4,897.0	3,055.1	82	49
2010	5,374.5	2,908.9	93	49
2011	4,495.9	3,129.2	73	43
2012	4,055.2	3,210.9	68	43
2013	3,735.9	3,262.3	62	43

Facilities	YEAR	FTEs		# of Sites	
		Affiliates	HAs & PHC	Affiliates	HAs & PHC
Facilities	2009	4,234.5	2,656.5	74	45
	2010	4,674.1	2,507.2	85	44
	2011	3,930.4	2,702.3	65	43
	2012	3,561.1	2,791.4	58	43
	2013	2,919.9	2,360.8	54	43
Health Sciences	2009	13.5	54.8	11	34
	2010	13.0	58.2	10	32
	2011	11.8	65.7	9	36
	2012	10.6	79.3	7	38
	2013	8.6	85.9	6	38
Nurses	2009	649.0	343.7	70	48
	2010	687.4	343.5	82	43
	2011	553.7	361.2	66	42
	2012	483.4	340.3	59	42
	2013	807.4	815.6	58	43

By Designated Group



Source: HSCIS 2009 Q1 to 2013 Q4

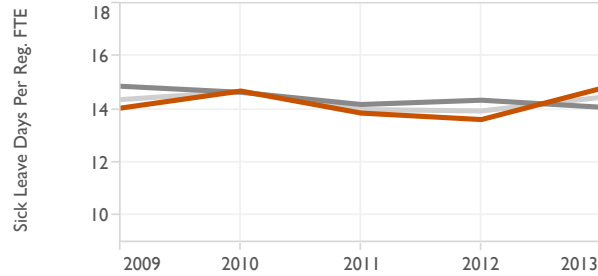
Notes:

- Data is annualized to a 365-day reporting period

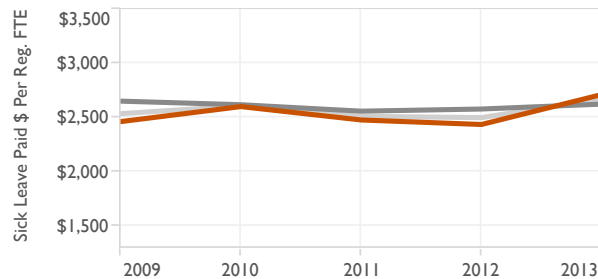
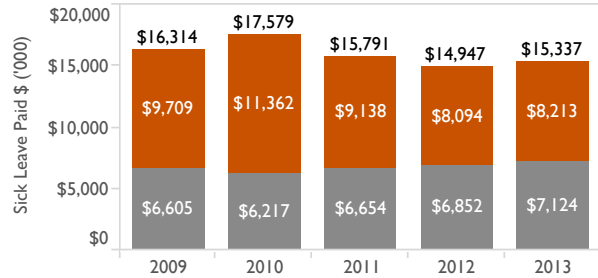
- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining group and year (Nurses - 1879.2 before 2013 and 1950 since 2013, Health Sciences - 1879.2 hours, Community & Facilities - 1950 hours).

Sick Leave Comparison Long Term Care

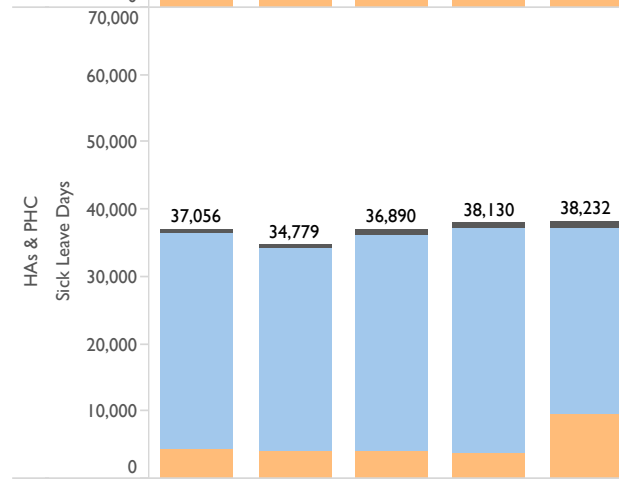
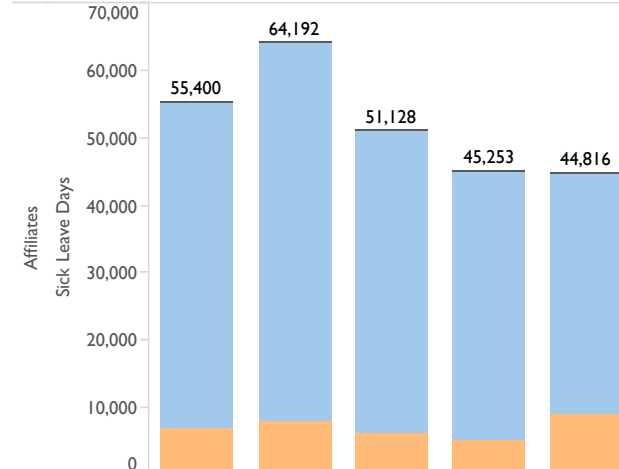
Sick Leave Days



Sick Leave Cost



Legend: Industry (grey), HAs & PHC (dark grey), Affiliates (orange)



Legend: Health Sciences (dark grey), Facilities (blue), Nurses (orange)

Reported FTEs & Sites

Year	Industry Total			
	Reg. FTEs		# of Sites	
	Affiliates	HAs & PHC	Affiliates	HAs & PHC
2009	3,942.1	2,490.7	82	49
2010	4,367.7	2,374.2	93	49
2011	3,687.3	2,599.9	73	43
2012	3,322.2	2,656.9	68	43
2013	3,028.0	2,714.3	62	43

Facilities	Year	By Designated Group			
		Reg. FTEs	HAs & PHC	# of Sites	HAs & PHC
Facilities	2009	3,407.7	2,144.9	74	45
	2010	3,792.3	2,023.1	85	44
	2011	3,228.5	2,223.5	65	43
	2012	2,916.7	2,286.0	58	43
	2013	2,377.5	1,957.5	54	43
Health Sciences	2009	13.0	51.9	11	34
	2010	12.6	55.0	10	32
	2011	11.6	62.3	9	36
	2012	10.6	77.0	7	38
	2013	8.2	81.1	6	38
Nurses	2009	521.3	294.0	70	48
	2010	562.8	296.2	82	43
	2011	447.3	314.1	66	42
	2012	394.8	293.9	59	42
	2013	642.3	675.8	58	43

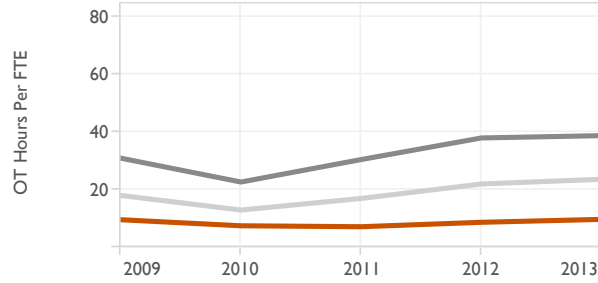
Source: HSCIS 2009 Q1 to 2013 Q4

Notes:

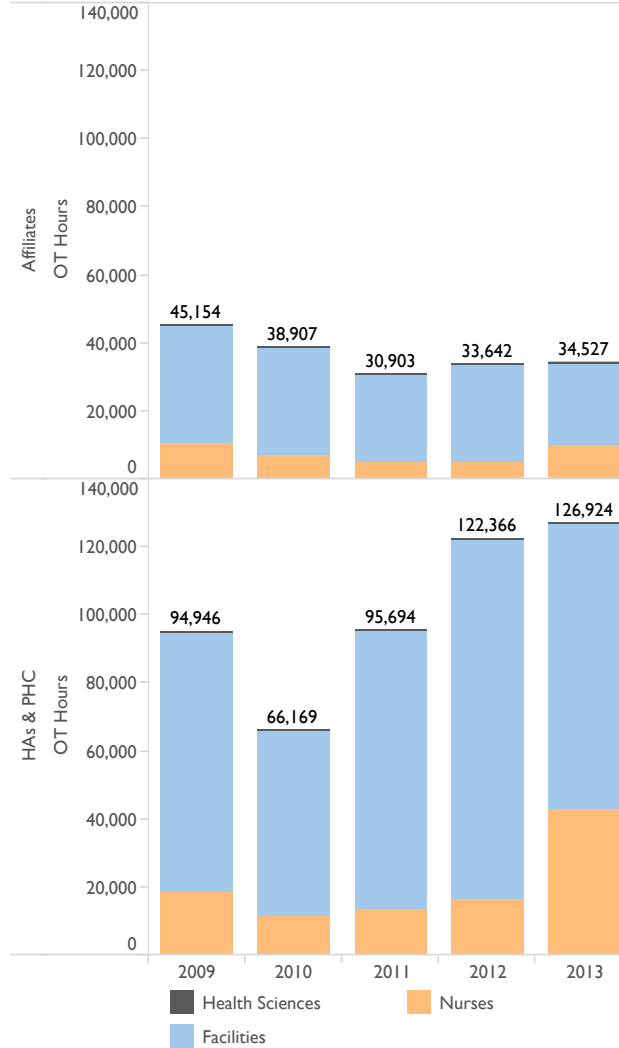
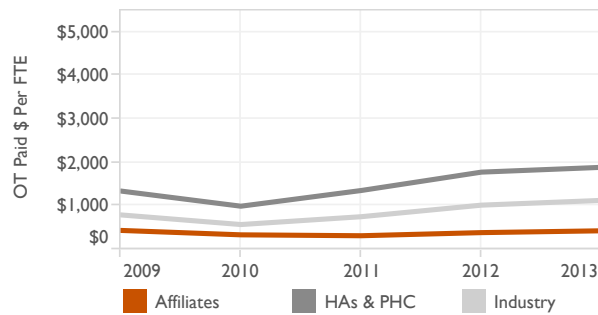
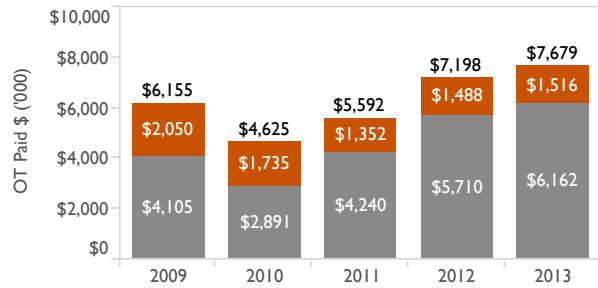
- Only regular employees are entitled to paid sick leaves.
- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining unit and year (Nurses- 1879.2 before 2013 and 1950 since 2013, Health Sciences- 1879.2 hours, Community & Facilities- 1950 hours).
- Sick leave paid days: Sick leave hours divided by the standard work hours per day for each respective bargaining unit for each reported year.
- Only worksites that include sick leave expenditure in their compensation data submission are included in the FTE and site count.

Overtime Comparison Long Term Care

Overtime Hours



Overtime Cost



Reported FTEs & Sites

Year	Industry Total		# of Sites	
	FTEs		Affiliates	HAs & PHC
2009	4,698.7	3,055.1	77	49
2010	5,185.9	2,908.9	87	49
2011	4,307.8	3,129.2	69	43
2012	3,858.8	3,210.9	63	43
2013	3,545.8	3,262.3	56	43

Facilities	Year	FTEs		# of Sites	
		Affiliates	HAs & PHC	Affiliates	HAs & PHC
Facilities	2009	4,069.4	2,656.5	69	45
	2010	4,521.7	2,507.2	80	44
	2011	3,775.3	2,702.3	61	43
	2012	3,400.2	2,791.4	54	43
	2013	2,768.1	2,360.8	50	43
Health Sciences	2009	13.5	54.8	11	34
	2010	13.0	58.2	10	32
	2011	11.8	65.7	9	36
	2012	10.6	79.3	7	38
	2013	8.6	85.9	6	38
Nurses	2009	615.8	343.7	66	48
	2010	651.3	343.5	77	43
	2011	520.7	361.2	62	42
	2012	447.9	340.3	54	42
	2013	769.1	815.6	52	43

Source: HSCIS 2009 Q1 to 2013 Q4

Notes:

- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining unit and year (Nurses- 1879.2 before 2013 and 1950 since 2013, Health Sciences- 1879.2 hours, Community & Facilities- 1950 hours).
- OT hours Includes reported hours for Regular Workday OT, Regular Day off OT, OT Insufficient Notice, Call Backs, Other OT and Total OT. Banked or CTO hours are not included.
- Only worksites that include OT expenditure in their compensation data submission are included in the FTE and site count.

Section 2

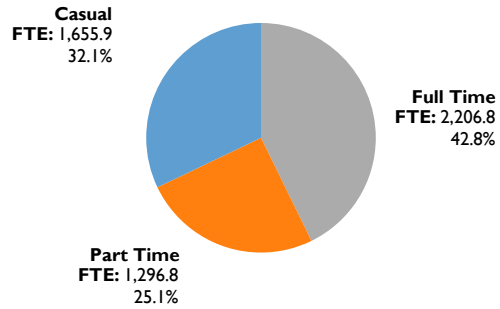
Home Support Agency

- **FTEs by Job Status - 2013**
- **FTEs by Job Status - Trend**
- **Sick Leave Comparison**
- **Overtime Comparison**

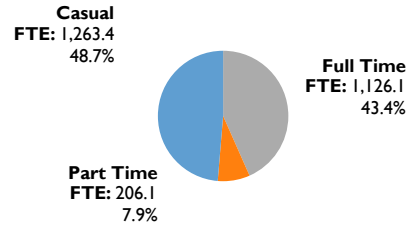
FTEs by Job Status - 2013 Home Support Agency

Full Time Part Time Casual

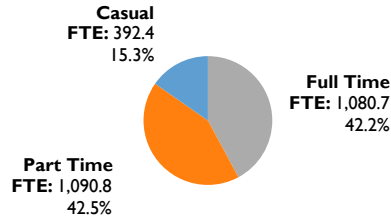
Industry: 5,159 FTEs



Affiliates: 2,596 FTEs



Health Authorities & PHC: 2,564 FTEs



Reported FTEs & Sites - 2013 Industry Total

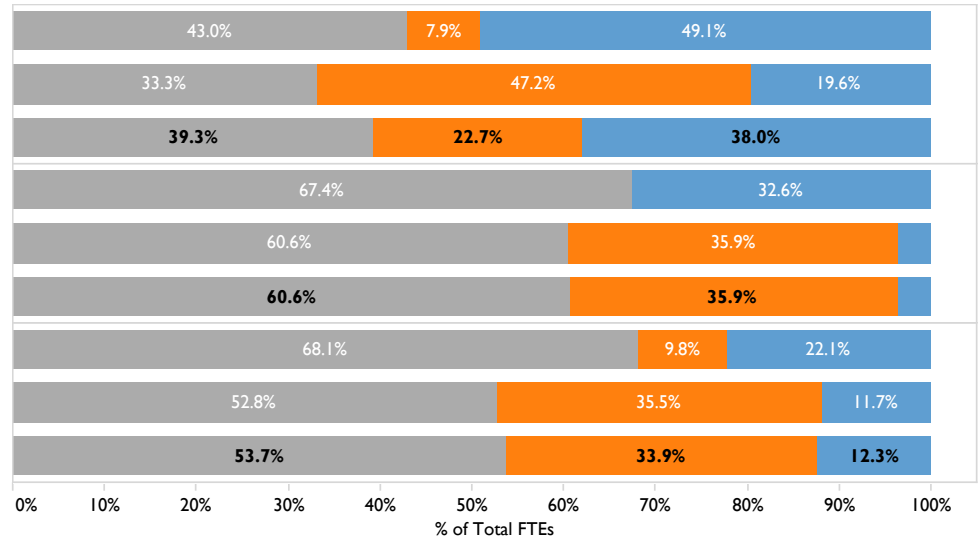
FTEs		# of Sites	
Affiliates	HAs & PHC	Affiliates	HAs & PHC
2,595.6	2,563.9	8	32

By Designated Group

Designated Group	Affiliates FTEs	HAs & PHC FTEs	Affiliates Sites	HAs & PHC Sites
Community	2,552.1	1,538.2	8	27
Health Sciences	0.6	349.4	1	22
Nurses	42.9	676.3	5	32

By Designated Group

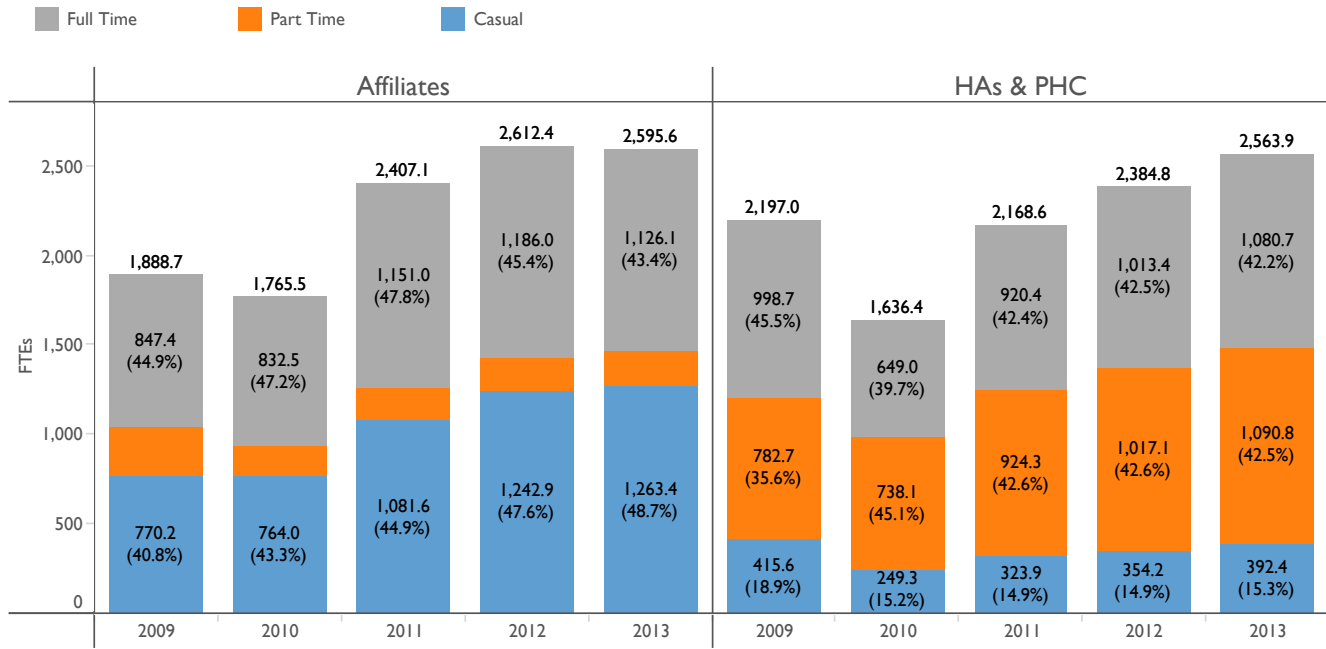
		Full Time	Part Time	Casual
Community	Affiliates	1,096.5	201.9	1,253.7
	HAs & PHC	511.7	725.4	301.2
	Total	1,608.2	927.2	1,555.0
Health Sciences	Affiliates	0.4		0.2
	HAs & PHC	211.8	125.6	12.0
	Total	212.2	125.6	12.2
Nurses	Affiliates	29.2	4.2	9.5
	HAs & PHC	357.3	239.8	79.2
	Total	386.5	244.0	88.7



Source: HSCIS 2009 Q1 to 2013 Q4

Notes:
 - Data is annualized to a 365-day reporting period
 - FTE = Straight-time Hours divided by the annual Standard Work Hours for a full-time employee according to bargaining group (Nurses & Health Sciences - 1879.2 hours, Community & Facilities - 1950 hours)

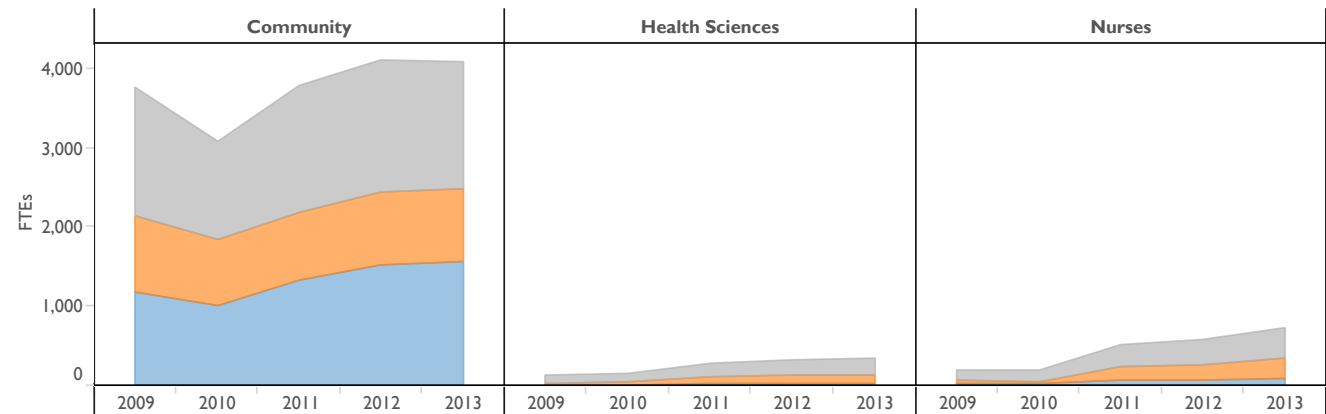
FTEs by Job Status - Trend Home Support Agency



Reported FTEs & Sites

YEAR	FTEs		# of Sites		
	Affiliates	HAs & PHC	Affiliates	HAs & PHC	
Industry Total					
2009	1,888.7	2,197.0	10	38	
2010	1,765.5	1,636.4	7	38	
2011	2,407.1	2,168.6	8	33	
2012	2,612.4	2,384.8	8	32	
2013	2,595.6	2,563.9	8	32	
By Designated Group					
Community	2009	1,882.9	1,870.9	10	38
	2010	1,761.3	1,313.4	7	38
	2011	2,398.5	1,391.8	8	28
	2012	2,603.4	1,506.3	8	27
	2013	2,552.1	1,538.2	8	27
Health Sciences	2009	0.2	130.3	1	6
	2010	1.0	143.6	1	6
	2011	0.9	277.0	1	22
	2012	0.6	315.0	1	23
	2013	0.6	349.4	1	22
Nurses	2009	5.7	195.9	4	23
	2010	3.2	179.4	3	16
	2011	7.7	499.8	4	31
	2012	8.5	563.5	4	31
	2013	42.9	676.3	5	32

By Designated Group



Source: HSCIS 2009 Q1 to 2013 Q4

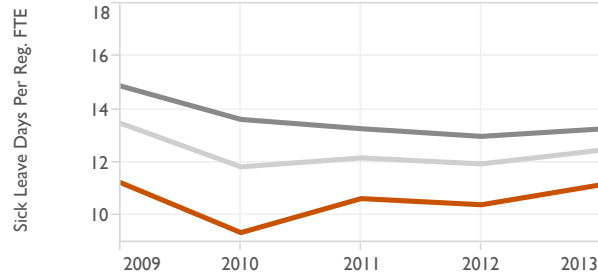
Notes:

- Data is annualized to a 365-day reporting period

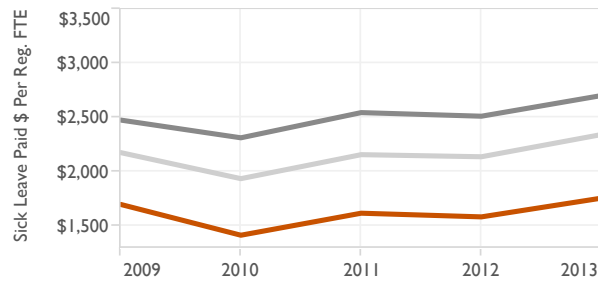
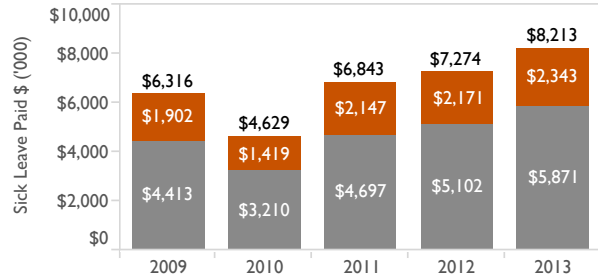
- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining group and year (Nurses - 1879.2 before 2013 and 1950 since 2013, Health Sciences - 1879.2 hours, Community & Facilities - 1950 hours).

Sick Leave Comparison Home Support Agency

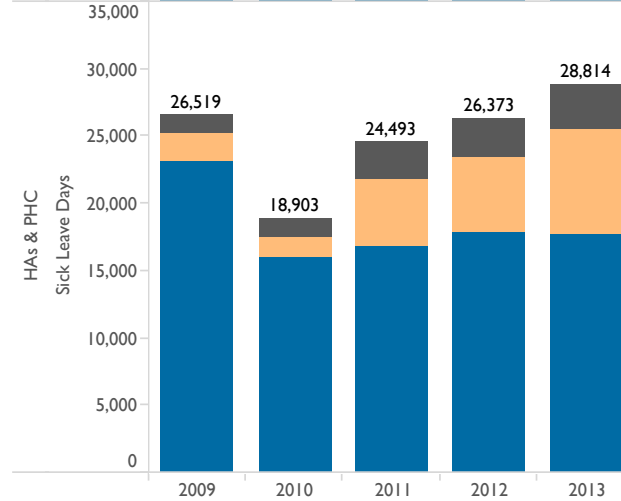
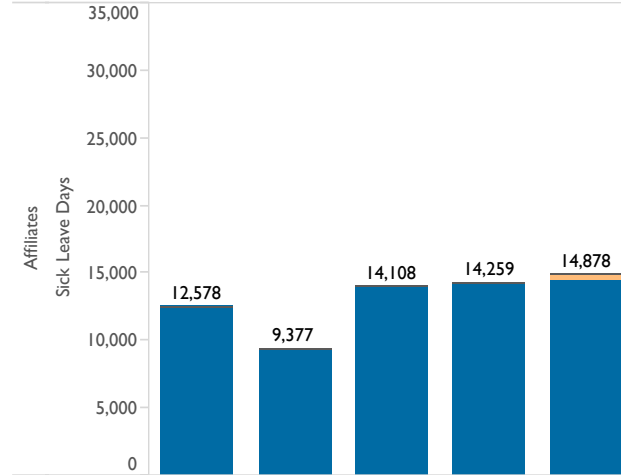
Sick Leave Days



Sick Leave Cost



Legend: Industry (Grey), HAs & PHC (Dark Grey), Affiliates (Orange)



Legend: Health Sciences (Dark Grey), Nurses (Orange), Community (Blue)

Reported FTEs & Sites

Year	Industry Total		# of Sites	
	Reg. FTEs		Affiliates	HAs & PHC
2009	1,118.6	1,781.5	10	38
2010	1,001.6	1,387.1	7	38
2011	1,325.5	1,844.7	8	33
2012	1,369.4	2,030.5	8	32
2013	1,332.1	2,171.5	8	32

By Designated Group

Designated Group	Year	Reg. FTEs		Affiliates	HAs & PHC
Community	2009	1,113.3	1,475.8	10	38
	2010	998.0	1,081.2	7	38
	2011	1,319.7	1,138.7	8	28
	2012	1,362.0	1,225.1	8	27
	2013	1,298.3	1,237.0	8	27
Health Sciences	2009	0.2	125.4	1	6
	2010	1.0	138.7	1	6
	2011	0.9	266.2	1	22
	2012	0.6	303.9	1	23
	2013	0.4	337.3	1	22
Nurses	2009	5.1	180.4	4	23
	2010	2.6	167.2	3	16
	2011	4.9	439.8	4	31
	2012	6.9	501.6	4	31
	2013	33.4	597.1	5	32

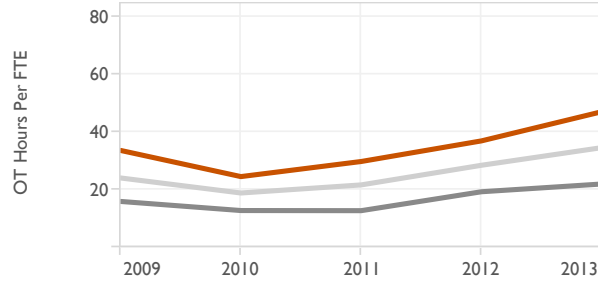
Source: HSCIS 2009 Q1 to 2013 Q4

Notes:

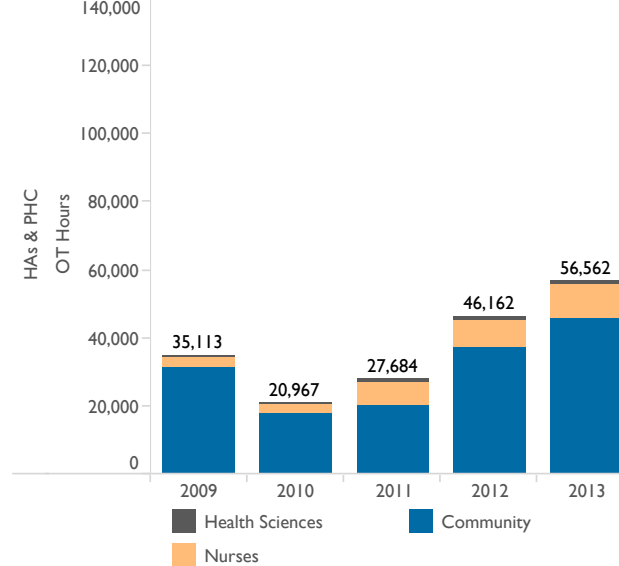
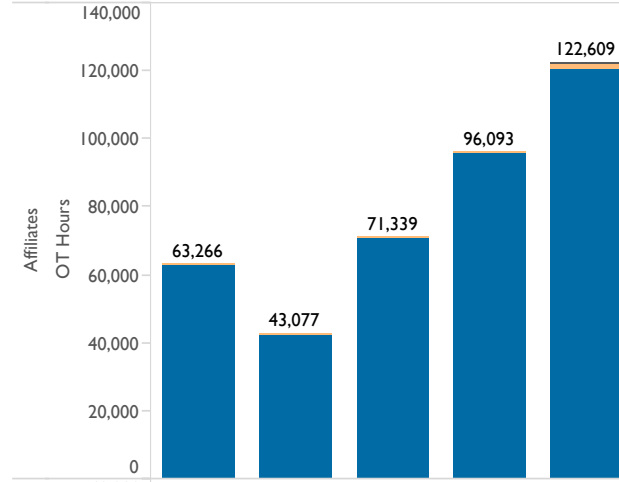
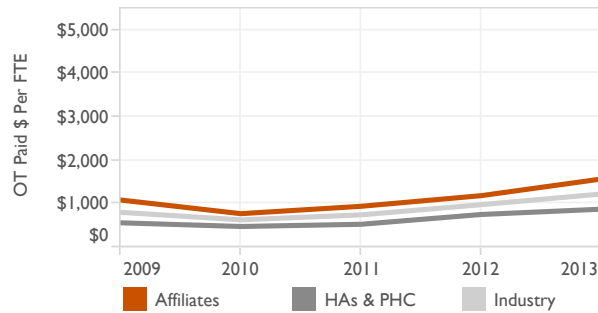
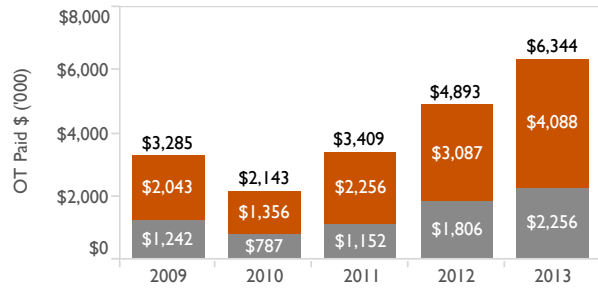
- Only regular employees are entitled to paid sick leaves.
- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining unit and year (Nurses- 1879.2 before 2013 and 1950 since 2013, Health Sciences- 1879.2 hours, Community & Facilities- 1950 hours).
- Sick leave paid days: Sick leave hours divided by the standard work hours per day for each respective bargaining unit for each reported year.
- Only worksites that include sick leave expenditure in their compensation data submission are included in the FTE and site count.

Overtime Comparison Home Support Agency

Overtime Hours



Overtime Cost



Reported FTEs & Sites

Year	Industry Total		# of Sites	
	FTEs		Affiliates	HAs & PHC
2009	1,874.2	2,197.0	9	38
2010	1,748.2	1,636.4	6	38
2011	2,386.1	2,168.6	7	33
2012	2,591.5	2,384.8	7	32
2013	2,595.6	2,563.9	8	32

By Designated Group

Group	Year	FTEs		Affiliates	HAs & PHC
Community	2009	1,869.0	1,870.9	9	38
	2010	1,745.8	1,313.4	6	38
	2011	2,379.2	1,391.8	7	28
	2012	2,583.9	1,506.3	7	27
	2013	2,552.1	1,538.2	8	27
Health Sciences	2009		130.3		6
	2010		143.6		6
	2011		277.0		22
	2012		315.0		23
	2013	0.6	349.4	1	22
Nurses	2009	5.1	195.9	3	23
	2010	2.5	179.4	2	16
	2011	7.0	499.8	3	31
	2012	7.7	563.5	3	31
	2013	42.9	676.3	5	32

Source: HSCIS 2009 Q1 to 2013 Q4

Notes:

- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining unit and year (Nurses- 1879.2 before 2013 and 1950 since 2013, Health Sciences- 1879.2 hours, Community & Facilities- 1950 hours).
- OT hours Includes reported hours for Regular Workday OT, Regular Day off OT, OT Insufficient Notice, Call Backs, Other OT and Total OT. Banked or CTO hours are not included.
- Only worksites that include OT expenditure in their compensation data submission are included in the FTE and site count.

Section 3

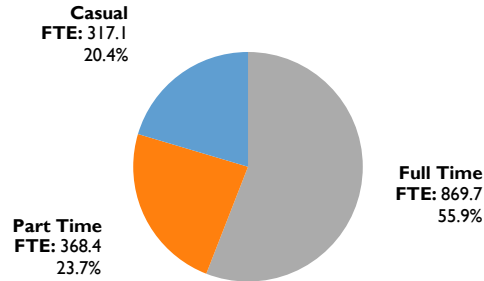
Mental Health

- **FTEs by Job Status - 2013**
- **FTEs by Job Status - Trend**
- **Sick Leave Comparison**
- **Overtime Comparison**

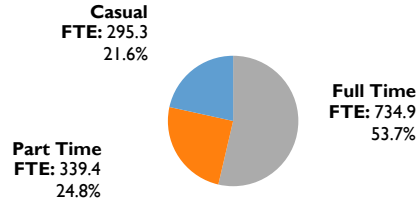
FTEs by Job Status - 2013 Mental Health

■ Full Time
 ■ Part Time
 ■ Casual

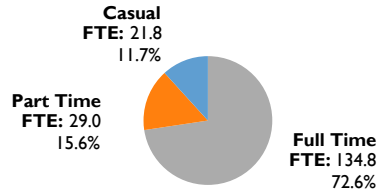
Industry: 1,555 FTEs



Affiliates: 1,370 FTEs



Health Authorities & PHC: 185.5 FTEs



Reported FTEs & Sites - 2013 Industry Total

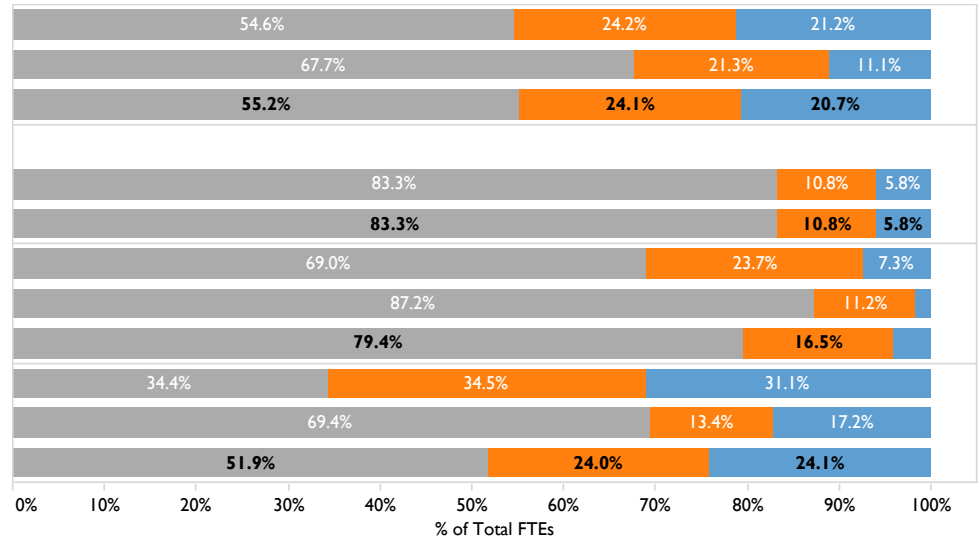
FTEs		# of Sites	
Affiliates	HAs & PHC	Affiliates	HAs & PHC
1,369.6	185.5	76	5

By Designated Group

Designated Group	Affiliates FTEs	HAs & PHC FTEs	Affiliates # of Sites	HAs & PHC # of Sites
Community	1,279.8	65.7	75	4
Facilities		24.5		2
Health Sciences	15.7	21.2	7	3
Nurses	74.1	74.1	32	4

By Designated Group

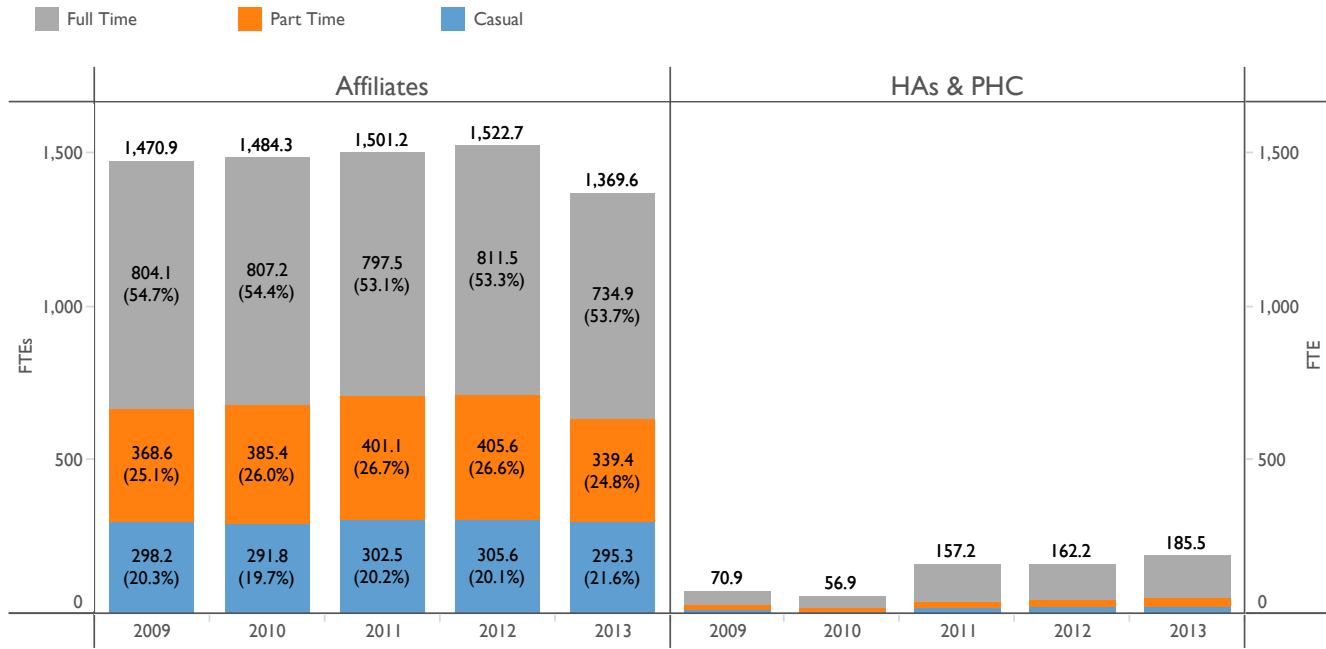
Designated Group		Full Time	Part Time	Casual
Community	Affiliates	698.6	310.1	271.1
	HAs & PHC	44.5	14.0	7.3
	Total	743.1	324.1	278.4
Facilities	Affiliates			
	HAs & PHC	20.4	2.7	1.4
	Total	20.4	2.7	1.4
Health Sciences	Affiliates	10.8	3.7	1.2
	HAs & PHC	18.5	2.4	0.3
	Total	29.4	6.1	1.5
Nurses	Affiliates	25.5	25.6	23.0
	HAs & PHC	51.4	10.0	12.7
	Total	76.9	35.5	35.8



Source: HSCIS 2009 Q1 to 2013 Q4

Notes:
 - Data is annualized to a 365-day reporting period
 - FTE = Straight-time Hours divided by the annual Standard Work Hours for a full-time employee according to bargaining group (Nurses & Health Sciences - 1879.2 hours, Community & Facilities - 1950 hours)

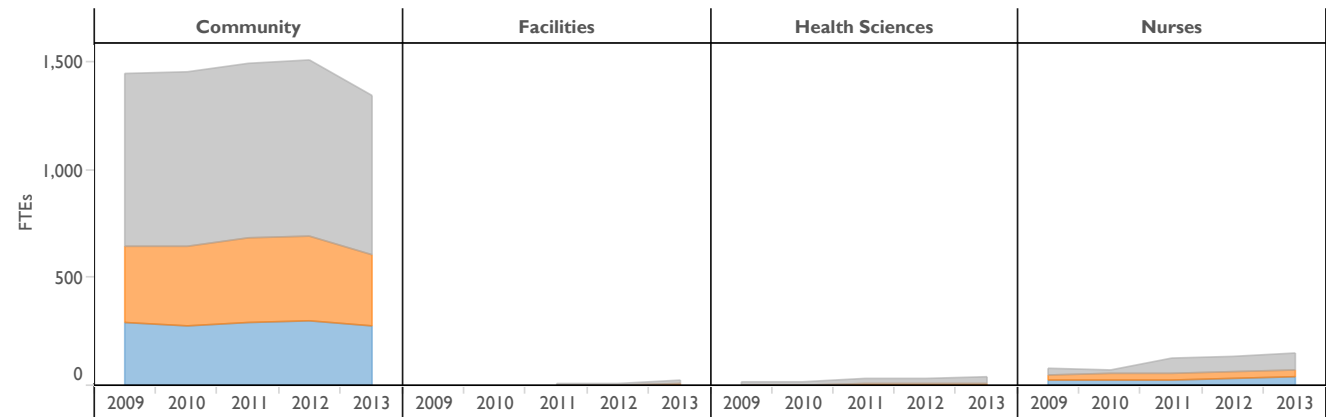
FTEs by Job Status - Trend Mental Health



Reported FTEs & Sites

YEAR	FTEs		# of Sites	
	Affiliates	HAs & PHC	Affiliates	HAs & PHC
2009	1,470.9	70.9	94	5
2010	1,484.3	56.9	92	5
2011	1,501.2	157.2	93	5
2012	1,522.7	162.2	98	6
2013	1,369.6	185.5	76	5

By Designated Group



Designated Group	YEAR	FTEs		# of Sites	
		Affiliates	HAs & PHC	Affiliates	HAs & PHC
Community	2009	1,388.5	61.2	94	5
	2010	1,400.7	49.7	92	4
	2011	1,417.5	76.2	93	4
	2012	1,443.5	68.2	98	5
	2013	1,279.8	65.7	75	4
Facilities	2009				
	2010				
	2011		7.8		2
	2012		11.6		2
	2013		24.5		2
Health Sciences	2009	11.2	1.0	7	1
	2010	15.5	1.3	8	2
	2011	15.2	18.1	8	3
	2012	12.3	19.4	7	4
	2013	15.7	21.2	7	3
Nurses	2009	71.2	8.7	38	3
	2010	68.2	6.0	35	3
	2011	68.6	55.1	32	4
	2012	66.9	63.1	32	5
	2013	74.1	74.1	32	4

Source: HSCIS 2009 Q1 to 2013 Q4

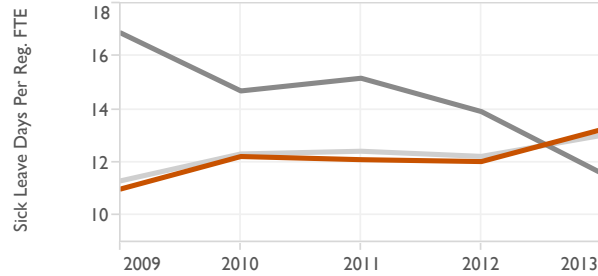
Notes:

- Data is annualized to a 365-day reporting period

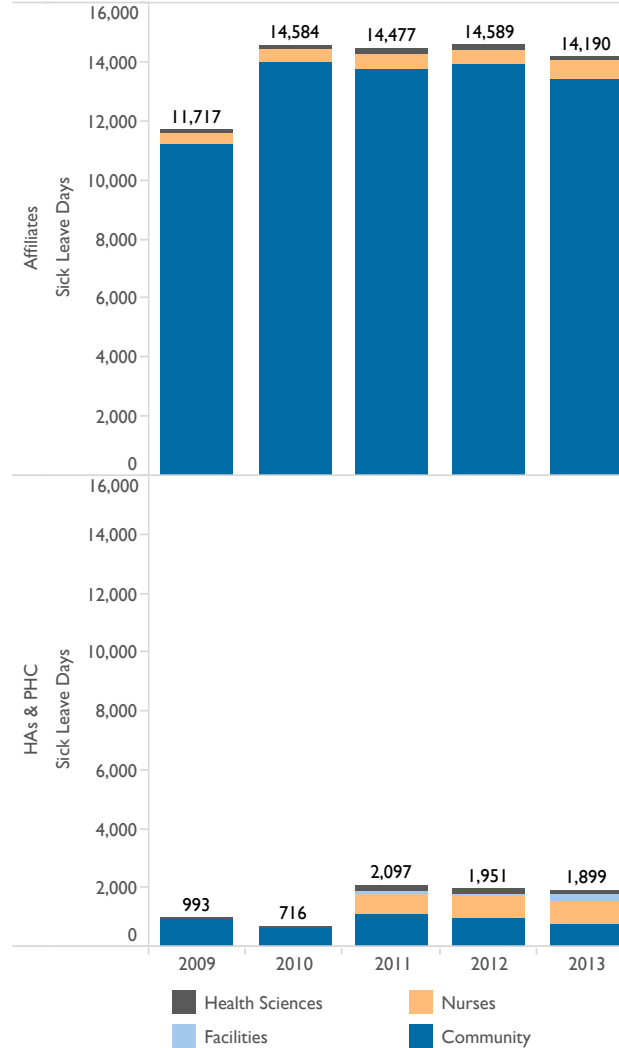
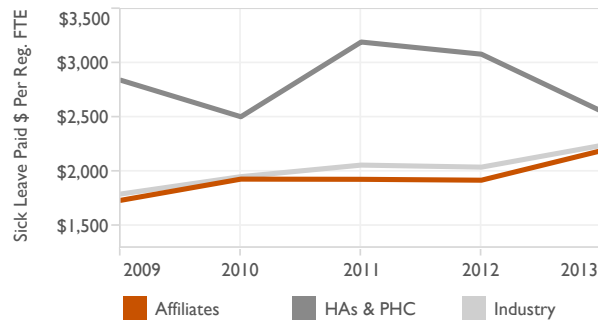
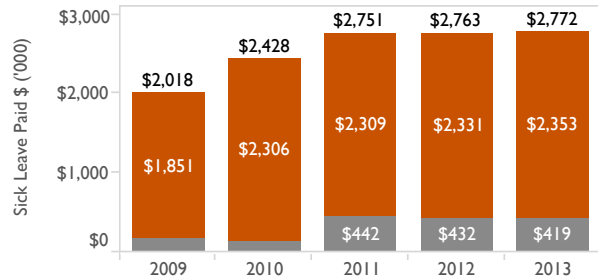
- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining group and year (Nurses - 1879.2 before 2013 and 1950 since 2013, Health Sciences - 1879.2 hours, Community & Facilities - 1950 hours).

Sick Leave Comparison Mental Health

Sick Leave Days



Sick Leave Cost



Reported FTEs & Sites

Year	Industry Total			
	Reg. FTEs		# of Sites	
	Affiliates	HAs & PHC	Affiliates	HAs & PHC
2009	1,064.8	58.8	93	5
2010	1,192.6	48.7	92	5
2011	1,195.4	138.2	91	5
2012	1,211.8	140.2	96	6
2013	1,071.4	163.7	75	5

By Designated Group					
Community	2009	1,011.1	52.4	93	5
	2010	1,129.9	42.5	92	4
	2011	1,133.9	63.5	91	4
	2012	1,152.3	58.3	96	5
	2013	1,007.7	58.4	74	4
Facilities	2009				
	2010				
	2011		6.8		2
	2012		10.6		2
	2013		23.1		2
Health Sciences	2009	11.0	1.0	7	1
	2010	15.3	1.0	8	2
	2011	14.4	18.0	8	3
	2012	12.0	18.7	7	4
	2013	14.6	20.9	7	3
Nurses	2009	42.6	5.5	37	3
	2010	47.4	5.2	35	3
	2011	47.1	49.8	32	4
	2012	47.5	52.5	32	5
	2013	49.1	61.3	31	4

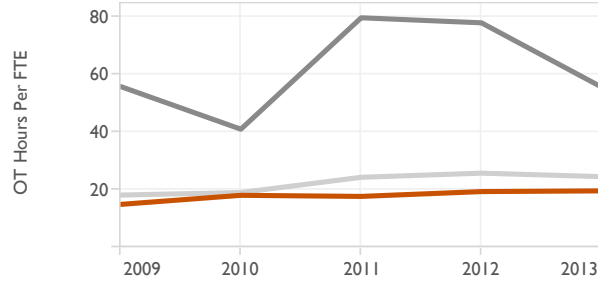
Source: HSCIS 2009 Q1 to 2013 Q4

Notes:

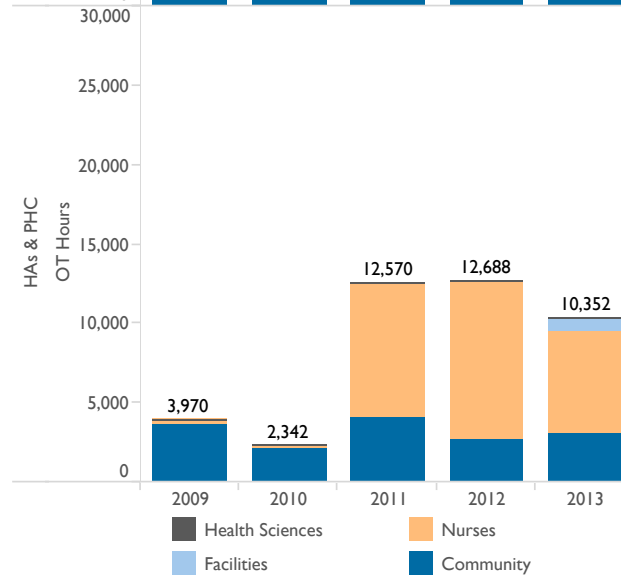
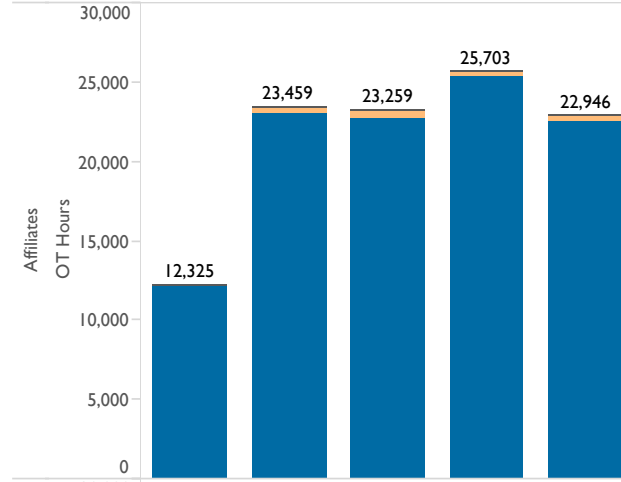
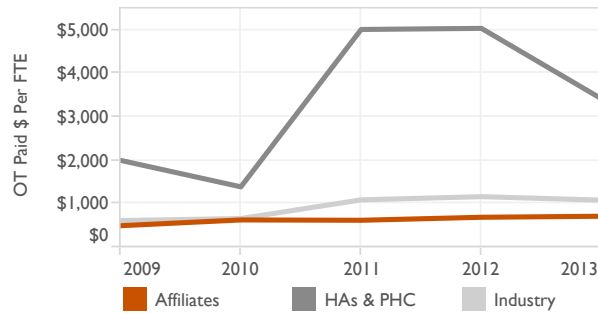
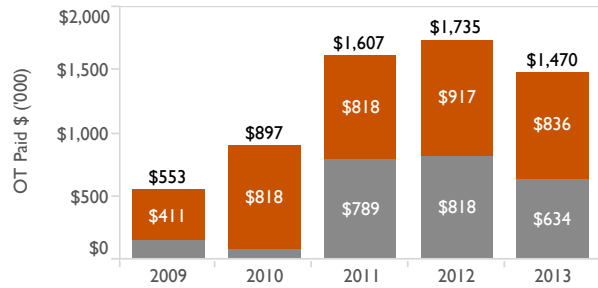
- Only regular employees are entitled to paid sick leaves.
- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining group and year (Nurses- 1879.2 before 2013 and 1950 since 2013, Health Sciences- 1879.2 hours, Community & Facilities- 1950 hours) .
- Sick leave paid days: Sick leave hours divided by the standard work hours per day for each respective designated group for each reported year.
- Only worksites that include sick leave expenditure in their compensation data submission are included in the FTE and site count.

Overtime Comparison Mental Health

Overtime Hours



Overtime Cost



Reported FTEs & Sites

Year	Industry Total		# of Sites	
	FTEs		Affiliates	HAs & PHC
2009	824.2	70.9	66	5
2010	1,295.2	56.9	66	5
2011	1,311.4	157.2	65	5
2012	1,323.8	162.2	70	6
2013	1,166.8	185.5	50	5

		By Designated Group			
Group	Year	FTEs		Affiliates	HAs & PHC
Community	2009	767.7	61.2	66	5
	2010	1,226.4	49.7	66	4
	2011	1,241.9	76.2	65	4
	2012	1,258.5	68.2	70	5
	2013	1,095.3	65.7	49	4
Facilities	2009				
	2010				
	2011		7.8		2
	2012		11.6		2
	2013		24.5		2
Health Sciences	2009	3.4	1.0	4	1
	2010	7.6	1.3	6	2
	2011	7.3	18.1	6	3
	2012	6.1	19.4	5	4
	2013	7.4	21.2	5	3
Nurses	2009	53.1	8.7	31	3
	2010	61.2	6.0	30	3
	2011	62.2	55.1	28	4
	2012	59.2	63.1	28	5
	2013	64.1	74.1	27	4

Source: HSCIS 2009 Q1 to 2013 Q4

Notes:

- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining group and year (Nurses- 1879.2 before 2013 and 1950 since 2013, Health Sciences- 1879.2 hours, Community & Facilities- 1950 hours) .
- OT hours Includes reported hours for Regular Workday OT, Regular Day off OT, OT Insufficient Notice, Call Backs, Other OT and Total OT. Banked or CTO hours are not included.
- Only worksites that include OT expenditure in their compensation data submission are included in the FTE and site count.

Section 4

Child Development Centre

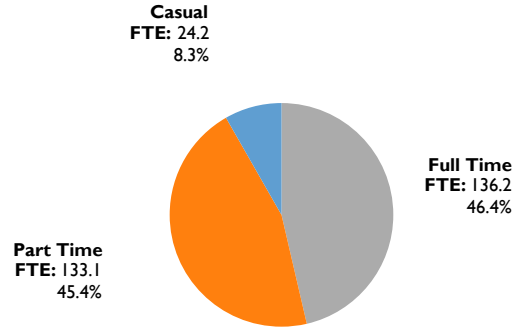
- **FTEs by Job Status - 2013**
- **FTEs by Job Status - Trend**
- **Sick Leave Comparison**
- **Overtime Comparison**

FTEs by Job Status - 2013 Child Development Centre

*Child development centre is a service provided only through the affiliate worksites.

■ Full Time ■ Part Time ■ Casual

Affiliates: 293.5 FTEs



Reported FTEs & Sites - 2013 Industry Total

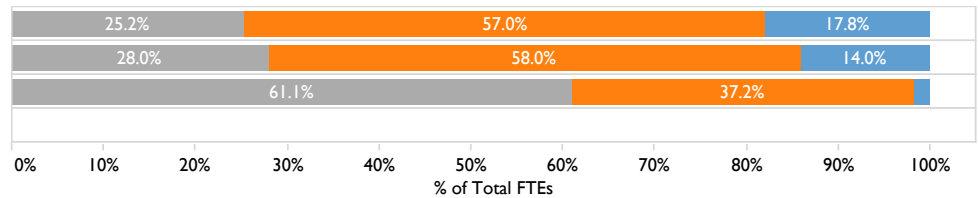
FTEs	# of Sites
Affiliates	Affiliates
293.5	9

By Designated Group

Designated Group	FTEs	# of Sites
Community	117.2	8
Facilities	3.6	1
Health Sciences	172.7	9

By Designated Group

Designated Group	Sub-Group	Full Time	Part Time	Casual
Community	Affiliates	29.6	66.8	20.9
Facilities	Affiliates	1.0	2.1	0.5
Health Sciences	Affiliates	105.6	64.3	2.9
Nurses	Affiliates			

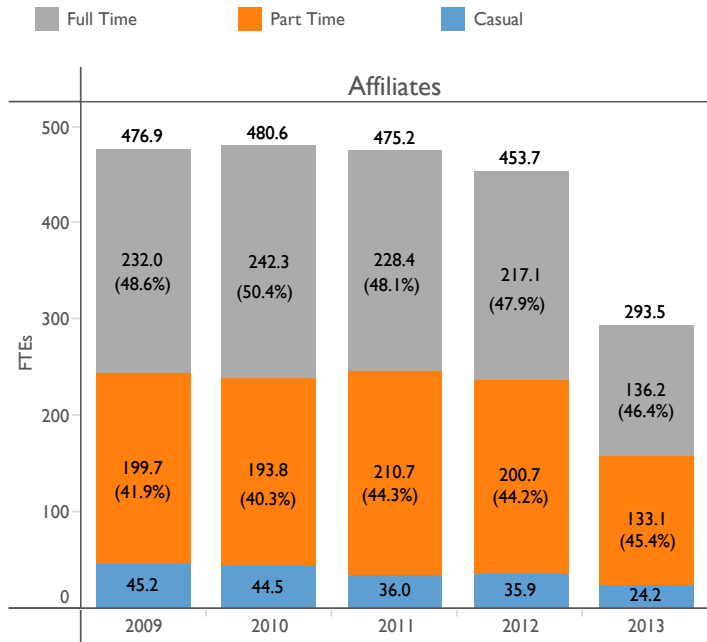


Source: HSCIS 2009 Q1 to 2013 Q4

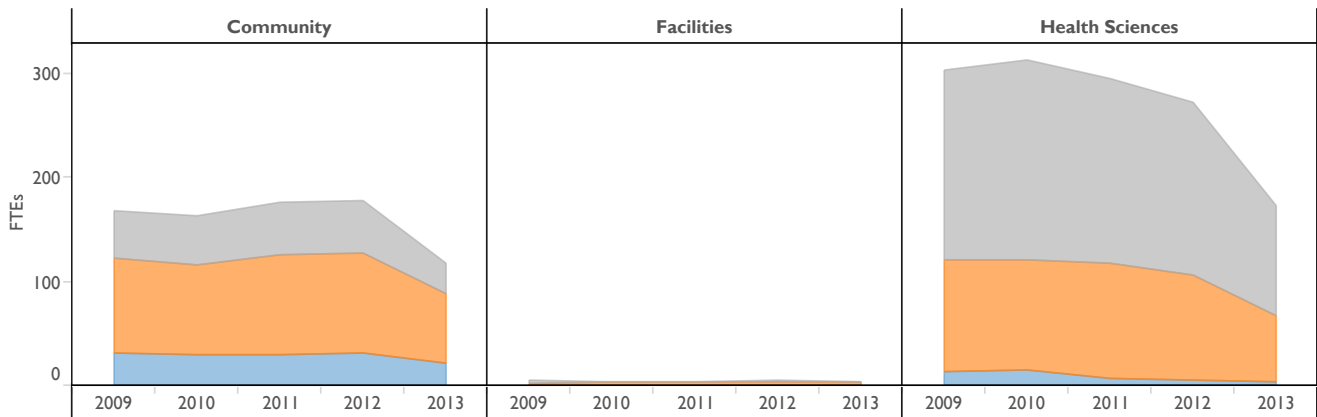
- Notes:
- Data is annualized to a 365-day reporting period
 - FTE = Straight-time Hours divided by the annual Standard Work Hours for a full-time employee according to bargaining group (Nurses & Health Sciences - 1879.2 hours, Community & Facilities - 1950 hours)

FTEs by Job Status - Trend Child Development Centre

*Child development centre is a service provided only through the affiliate worksites.



By Designated Group



Source: HSCIS 2009 Q1 to 2013 Q4

Notes:

- Data is annualized to a 365-day reporting period

- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining group and year (Nurses - 1879.2 before 2013 and 1950 since 2013, Health Sciences - 1879.2 hours, Community & Facilities - 1950 hours).

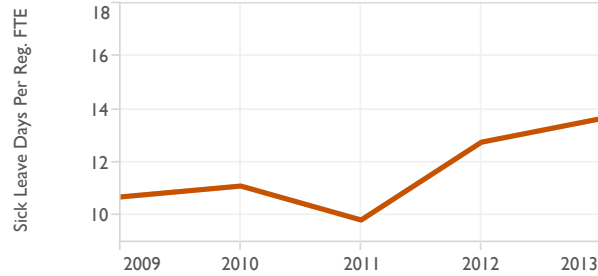
Reported FTEs & Sites

		Industry Total	
		FTEs	# of Sites
		Affiliates	Affiliates
YEAR			
2009		476.9	14
2010		480.6	14
2011		475.2	14
2012		453.7	13
2013		293.5	9
		By Designated Group	
Community	YEAR	FTEs	# of Sites
	2009	168.5	12
	2010	163.0	12
	2011	176.2	13
	2012	177.0	12
	2013	117.2	8
Facilities	YEAR	FTEs	# of Sites
	2009	4.3	1
	2010	3.8	1
	2011	3.6	1
	2012	4.4	1
	2013	3.6	1
Health Sciences	YEAR	FTEs	# of Sites
	2009	304.1	14
	2010	313.7	14
	2011	295.4	14
	2012	272.3	12
	2013	172.7	9

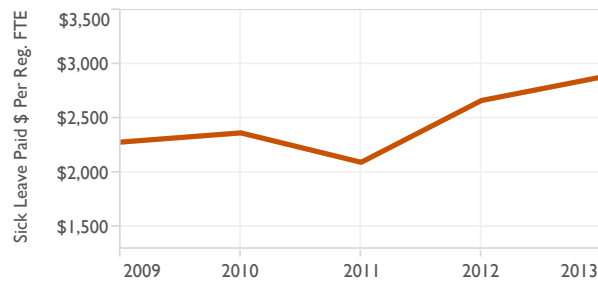
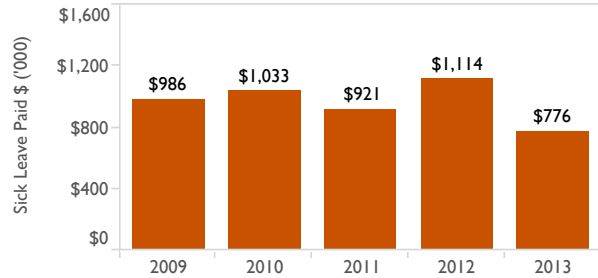
Sick Leave Comparison Child Development Centre

*Child development centre is a service provided only through the affiliate worksites.

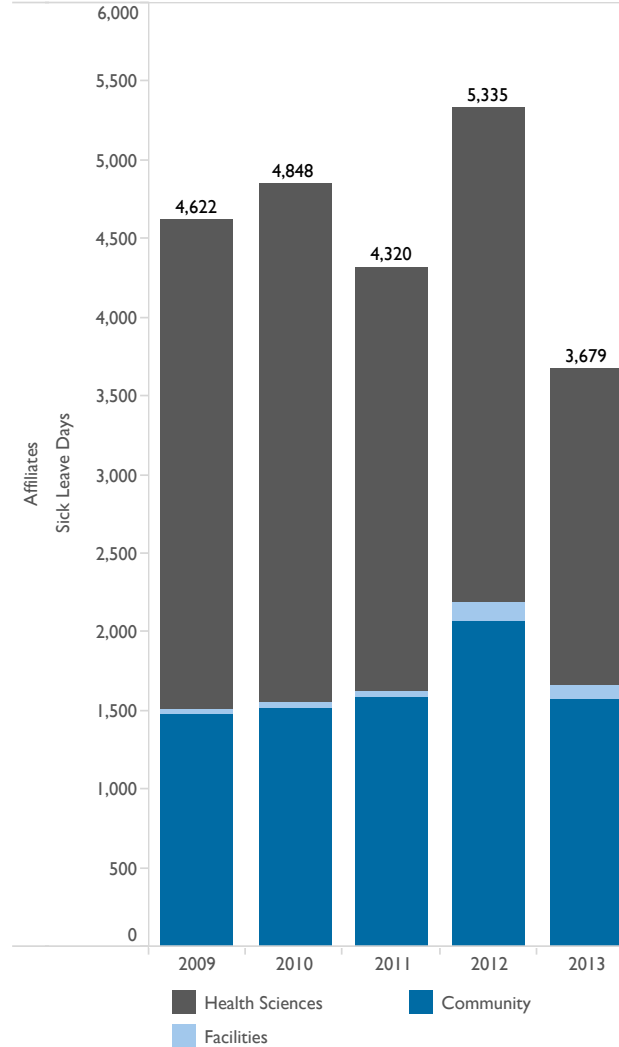
Sick Leave Days



Sick Leave Cost



Industry HAs & PHC Affiliates



Reported FTEs & Sites

Industry Total			
Year	Reg. FTEs		# of Sites
	Affiliates		Affiliates
2009	431.7		14
2010	436.1		14
2011	439.1		14
2012	417.8		13
2013	269.3		9

By Designated Group			
Designated Group	Year	Reg. FTEs	
		Affiliates	# of Sites
Community	2009	137.3	12
	2010	133.3	12
	2011	147.2	13
	2012	145.8	12
	2013	96.3	8
Facilities	2009	3.9	1
	2010	3.3	1
	2011	3.4	1
	2012	4.1	1
	2013	3.1	1
Health Sciences	2009	290.5	14
	2010	299.5	14
	2011	288.5	14
	2012	267.9	12
	2013	169.9	9

Source: HSCIS 2009 Q1 to 2013 Q4

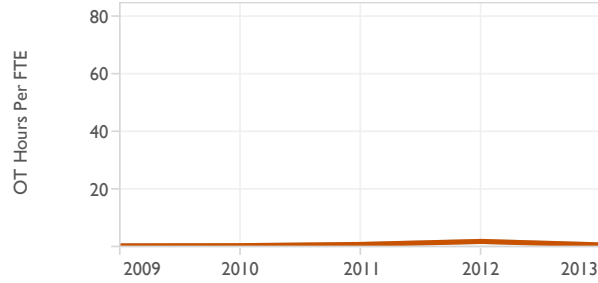
Notes:

- Only regular employees are entitled to paid sick leaves.
- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining group and year (Nurses- 1879.2 before 2013 and 1950 since 2013, Health Sciences- 1879.2 hours, Community & Facilities- 1950 hours) .
- Sick leave paid days: Sick leave hours divided by the standard work hours per day for each respective designated group for each reported year.
- Only worksites that include sick leave expenditure in their compensation data submission are included in the FTE and site count.

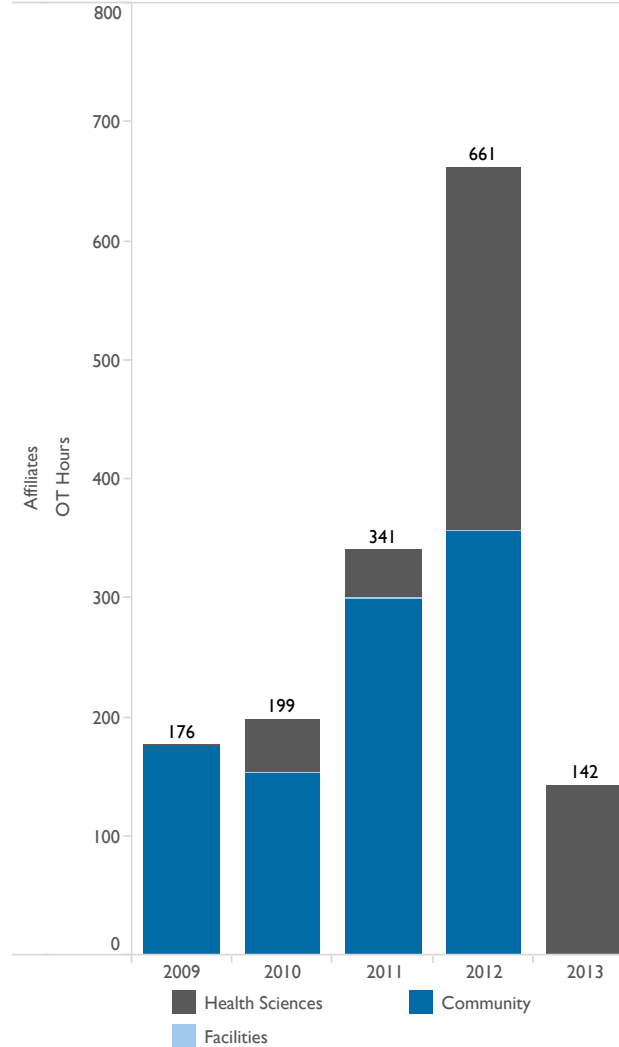
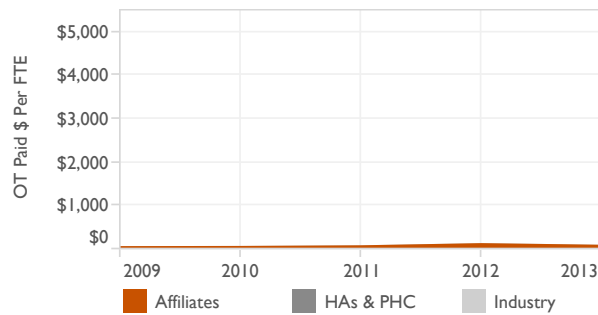
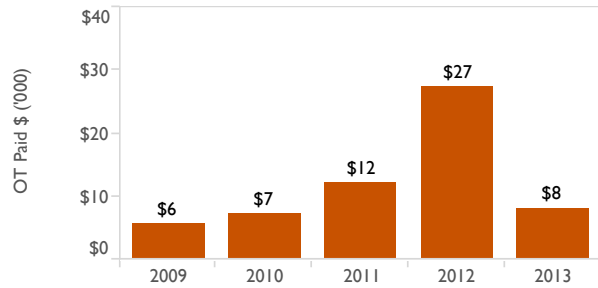
Overtime Comparison Child Development Centre

*Child development centre is a service provided only through the affiliate worksites.

Overtime Hours



Overtime Cost



Reported FTEs & Sites

Industry Total			
Year	FTEs		# of Sites
	Affiliates	Industry	
2009	343.4		10
2010	347.8		10
2011	340.8		10
2012	322.6		9
2013	171.2		6

By Designated Group			
Group	Year	FTEs	# of Sites
Community	2009	118.5	8
	2010	118.3	8
	2011	132.3	9
	2012	132.3	8
	2013	74.9	5
Facilities	2009	4.3	1
	2010	3.8	1
	2011	3.6	1
	2012	4.4	1
	2013	3.6	1
Health Sciences	2009	220.6	10
	2010	225.7	10
	2011	204.9	10
	2012	185.9	8
	2013	92.7	6

Source: HSCIS 2009 Q1 to 2013 Q4

Notes:

- FTE: Straight-time Hours divided by the annual standard work hours for a full-time employee according to bargaining group and year (Nurses- 1879.2 before 2013 and 1950 since 2013, Health Sciences- 1879.2 hours, Community & Facilities- 1950 hours) .
- OT hours Includes reported hours for Regular Workday OT, Regular Day off OT, OT Insufficient Notice, Call Backs, Other OT and Total OT. Banked or CTO hours are not included.
- Only worksites that include OT expenditure in their compensation data submission are included in the FTE and site count.

Appendix

- **Sick Leave in Long Term Care**
- **Overtime in Long Term Care**
- **Sick Leave in Home Support Agency**
- **Overtime in Home Support Agency**
- **Sick Leave in Mental Health**
- **Overtime in Mental Health**
- **Sick Leave in Child Development Centre**
- **Overtime in Child Development Centre**

Appendix

Sick Leave in Long Term Care

Sick Leave Paid: 2009 - 2013

Year	Sick Leave Paid \$			Sick Leave Days			Sick Leave Paid \$ Per Reg. FTE			Sick Leave Days Per Reg. FTE		
	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry
2009	\$9,709,024	\$6,605,041	\$16,313,921	55,400	37,056	92,455	\$2,463	\$2,652	\$2,536	14.1	14.9	14.4
2010	\$11,361,991	\$6,217,231	\$17,579,019	64,192	34,779	98,970	\$2,601	\$2,619	\$2,607	14.7	14.6	14.7
2011	\$9,137,582	\$6,656,301	\$15,791,365	51,128	36,901	88,019	\$2,478	\$2,559	\$2,512	13.9	14.2	14.0
2012	\$8,094,486	\$6,852,412	\$14,946,898	45,253	38,130	83,383	\$2,437	\$2,579	\$2,500	13.6	14.4	13.9
2013	\$8,213,006	\$7,123,598	\$15,336,605	44,816	38,232	83,047	\$2,712	\$2,624	\$2,671	14.8	14.1	14.5

Sick Leave Paid: 2009 - 2013 by Designated Group

Facilities	2009	\$7,794,371	\$5,292,299	\$13,086,526	48,317	32,178	80,494	\$2,287	\$2,467	\$2,357	14.2	15.0	14.5
	2010	\$9,074,419	\$4,927,533	\$14,001,953	55,966	30,084	86,050	\$2,393	\$2,436	\$2,408	14.8	14.9	14.8
	2011	\$7,300,231	\$5,289,322	\$12,589,552	44,742	32,060	76,801	\$2,261	\$2,379	\$2,309	13.9	14.4	14.1
	2012	\$6,554,703	\$5,526,198	\$12,080,901	39,919	33,444	73,363	\$2,247	\$2,417	\$2,322	13.7	14.6	14.1
	2013	\$5,856,002	\$4,570,253	\$10,426,254	35,686	27,838	63,524	\$2,463	\$2,335	\$2,405	15.0	14.2	14.7
Health Sciences	2009	\$31,100	\$135,513	\$166,613	116	532	647	\$2,386	\$2,611	\$2,566	8.9	10.2	10.0
	2010	\$39,892	\$157,614	\$197,302	151	613	763	\$3,154	\$2,865	\$2,919	12.0	11.1	11.3
	2011	\$22,018	\$196,409	\$215,909	82	758	830	\$1,905	\$3,110	\$2,922	7.1	12.0	11.2
	2012	\$16,968	\$223,955	\$240,923	64	851	915	\$1,597	\$2,908	\$2,749	6.0	11.1	10.4
	2013	\$15,910	\$235,657	\$251,567	57	865	922	\$1,940	\$2,907	\$2,818	6.9	10.7	10.3
Nurses	2009	\$1,883,554	\$1,177,228	\$3,060,782	6,966	4,347	11,314	\$3,613	\$4,005	\$3,754	13.4	14.8	13.9
	2010	\$2,247,680	\$1,132,084	\$3,379,764	8,075	4,082	12,157	\$3,994	\$3,822	\$3,935	14.3	13.8	14.2
	2011	\$1,815,334	\$1,170,570	\$2,985,903	6,304	4,084	10,388	\$4,058	\$3,727	\$3,921	14.1	13.0	13.6
	2012	\$1,522,814	\$1,102,260	\$2,625,073	5,270	3,835	9,105	\$3,857	\$3,750	\$3,811	13.3	13.0	13.2
	2013	\$2,341,095	\$2,317,688	\$4,658,784	9,073	9,528	18,602	\$3,645	\$3,430	\$3,535	14.1	14.1	14.1

Appendix

Overtime in Long Term Care

Overtime: 2009 - 2013

Year	OT Paid \$			OT Hours			OT Paid \$ Per FTE			OT Hours Per FTE		
	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry
2009	\$2,049,860	\$4,105,015	\$6,154,875	45,154	94,946	140,101	\$436	\$1,344	\$794	9.6	31.1	18.1
2010	\$1,734,559	\$2,890,776	\$4,625,335	38,907	66,169	105,077	\$334	\$994	\$571	7.5	22.7	13.0
2011	\$1,351,555	\$4,240,300	\$5,591,855	30,903	95,694	126,597	\$314	\$1,355	\$752	7.2	30.6	17.0
2012	\$1,487,658	\$5,710,038	\$7,197,697	33,642	122,366	156,008	\$386	\$1,778	\$1,018	8.7	38.1	22.1
2013	\$1,516,151	\$6,162,438	\$7,678,589	34,527	126,924	161,451	\$428	\$1,889	\$1,128	9.7	38.9	23.7

Overtime: 2009 - 2013 by Designated Group

Facilities	2009	\$1,370,741	\$2,910,150	\$4,280,891	34,906	76,161	111,067	\$337	\$1,095	\$636	8.6	28.7	16.5
	2010	\$1,250,589	\$2,118,133	\$3,368,723	31,715	54,235	85,951	\$277	\$845	\$479	7.0	21.6	12.2
	2011	\$1,013,552	\$3,311,088	\$4,324,640	25,997	82,203	108,200	\$268	\$1,225	\$668	6.9	30.4	16.7
	2012	\$1,129,786	\$4,500,410	\$5,630,196	28,516	105,495	134,011	\$332	\$1,612	\$909	8.4	37.8	21.6
	2013	\$951,220	\$3,574,023	\$4,525,243	24,552	84,090	108,642	\$344	\$1,514	\$882	8.9	35.6	21.2
Health Sciences	2009	\$141	\$25,151	\$25,291	3	521	524	\$10	\$459	\$370	0.2	9.5	7.7
	2010	\$183	\$15,927	\$16,111	4	305	309	\$14	\$274	\$226	0.3	5.2	4.3
	2011	\$0	\$14,868	\$14,868	0	264	264	\$0	\$226	\$192	0.0	4.0	3.4
	2012	\$0	\$14,176	\$14,176	0	234	234	\$0	\$179	\$158	0.0	3.0	2.6
	2013	\$0	\$9,960	\$9,960	0	166	166	\$0	\$116	\$105	0.0	1.9	1.8
Nurses	2009	\$678,978	\$1,169,714	\$1,848,692	10,245	18,264	28,509	\$1,103	\$3,403	\$1,927	16.6	53.1	29.7
	2010	\$483,786	\$756,715	\$1,240,502	7,188	11,629	18,817	\$743	\$2,203	\$1,247	11.0	33.9	18.9
	2011	\$338,003	\$914,343	\$1,252,346	4,907	13,227	18,134	\$649	\$2,531	\$1,420	9.4	36.6	20.6
	2012	\$357,873	\$1,195,452	\$1,553,325	5,125	16,637	21,762	\$799	\$3,513	\$1,971	11.4	48.9	27.6
	2013	\$564,931	\$2,578,455	\$3,143,386	9,975	42,667	52,642	\$735	\$3,161	\$1,984	13.0	52.3	33.2

Appendix

Sick Leave in Home Support Agency

Sick Leave Paid: 2009 - 2013

Year	Sick Leave Paid \$			Sick Leave Days			Sick Leave Paid \$ Per Reg. FTE			Sick Leave Days Per Reg. FTE		
	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry
2009	\$1,902,131	\$4,413,459	\$6,315,590	12,578	26,519	39,097	\$1,701	\$2,477	\$2,178	11.2	14.9	13.5
2010	\$1,418,903	\$3,209,605	\$4,628,508	9,377	18,903	28,280	\$1,417	\$2,314	\$1,938	9.4	13.6	11.8
2011	\$2,146,655	\$4,696,657	\$6,843,313	14,108	24,493	38,601	\$1,619	\$2,546	\$2,159	10.6	13.3	12.2
2012	\$2,171,486	\$5,102,347	\$7,273,833	14,259	26,373	40,631	\$1,586	\$2,513	\$2,139	10.4	13.0	12.0
2013	\$2,342,836	\$5,871,340	\$8,213,392	14,878	28,818	43,692	\$1,759	\$2,703	\$2,344	11.2	13.3	12.5

Sick Leave Paid: 2009 - 2013 by Designated Group

Community	2009	\$1,891,995	\$3,502,224	\$5,394,219	12,541	23,143	35,684	\$1,699	\$2,373	\$2,083	11.3	15.7	13.8
	2010	\$1,411,747	\$2,406,942	\$3,818,689	9,349	15,989	25,338	\$1,415	\$2,226	\$1,837	9.4	14.8	12.2
	2011	\$2,134,424	\$2,546,643	\$4,681,067	14,062	16,815	30,877	\$1,617	\$2,236	\$1,904	10.7	14.8	12.6
	2012	\$2,156,693	\$2,694,486	\$4,851,180	14,204	17,852	32,056	\$1,583	\$2,199	\$1,875	10.4	14.6	12.4
	2013	\$2,253,384	\$2,695,024	\$4,948,408	14,480	17,753	32,232	\$1,736	\$2,179	\$1,952	11.2	14.4	12.7
Health Sciences	2009	\$0	\$350,959	\$350,959	0	1,340	1,340	\$0	\$2,800	\$2,796	0.0	10.7	10.7
	2010	\$2,026	\$364,327	\$366,353	9	1,377	1,386	\$2,034	\$2,627	\$2,623	9.1	9.9	9.9
	2011	\$3,970	\$727,730	\$731,699	17	2,769	2,786	\$4,388	\$2,734	\$2,740	18.8	10.4	10.4
	2012	\$2,577	\$762,840	\$765,418	11	2,905	2,916	\$4,501	\$2,510	\$2,514	18.8	9.6	9.6
	2013	\$0	\$849,575	\$849,575	0	3,229	3,229	\$0	\$2,518	\$2,515	0.0	9.6	9.6
Nurses	2009	\$10,136	\$560,276	\$570,412	37	2,036	2,073	\$2,000	\$3,106	\$3,076	7.3	11.3	11.2
	2010	\$5,130	\$438,337	\$443,467	19	1,538	1,556	\$2,003	\$2,621	\$2,612	7.3	9.2	9.2
	2011	\$8,262	\$1,422,285	\$1,430,547	29	4,909	4,938	\$1,690	\$3,234	\$3,217	6.0	11.2	11.1
	2012	\$12,216	\$1,645,021	\$1,657,236	44	5,615	5,659	\$1,777	\$3,280	\$3,260	6.4	11.2	11.1
	2013	\$89,452	\$2,326,741	\$2,415,409	398	7,836	8,231	\$2,679	\$3,895	\$3,831	11.9	13.1	13.1

Appendix

Overtime in Home Support Agency

Overtime: 2009 - 2013

Year	OT Paid \$			OT Hours			OT Paid \$ Per FTE			OT Hours Per FTE		
	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry
2009	\$2,043,219	\$1,242,044	\$3,285,263	63,266	35,113	98,379	\$1,090	\$565	\$807	33.8	16.0	24.2
2010	\$1,356,250	\$786,727	\$2,142,977	43,077	20,967	64,044	\$776	\$481	\$633	24.6	12.8	18.9
2011	\$2,256,341	\$1,152,236	\$3,408,577	71,339	27,684	99,023	\$946	\$531	\$748	29.9	12.8	21.7
2012	\$3,086,789	\$1,806,121	\$4,892,910	96,093	46,162	142,255	\$1,191	\$757	\$983	37.1	19.4	28.6
2013	\$4,088,437	\$2,255,649	\$6,344,086	122,609	56,562	179,170	\$1,575	\$880	\$1,230	47.2	22.1	34.7

Overtime: 2009 - 2013 by Designated Group

Community	2009	\$2,035,498	\$1,002,194	\$3,037,692	63,136	31,391	94,527	\$1,089	\$536	\$812	33.8	16.8	25.3
	2010	\$1,352,632	\$585,337	\$1,937,969	43,022	17,983	61,005	\$775	\$446	\$633	24.6	13.7	19.9
	2011	\$2,243,159	\$685,273	\$2,928,432	71,142	20,377	91,519	\$943	\$492	\$777	29.9	14.6	24.3
	2012	\$3,078,094	\$1,244,273	\$4,322,366	95,963	37,434	133,397	\$1,191	\$826	\$1,057	37.1	24.9	32.6
	2013	\$3,989,213	\$1,572,685	\$5,561,898	120,563	45,783	166,346	\$1,563	\$1,022	\$1,360	47.2	29.8	40.7
Health Sciences	2009		\$19,885	\$19,885			334		\$153	\$153		2.6	2.6
	2010		\$17,569	\$17,569			306		\$122	\$122		2.1	2.1
	2011		\$34,131	\$34,131			595		\$123	\$123		2.1	2.1
	2012		\$53,696	\$53,696			922		\$170	\$170		2.9	2.9
	2013	\$0	\$43,391	\$43,391	0	714	714	\$0	\$124	\$124	0.0	2.0	2.0
Nurses	2009	\$7,721	\$219,965	\$227,686	130	3,388	3,518	\$1,510	\$1,123	\$1,133	25.4	17.3	17.5
	2010	\$3,618	\$183,821	\$187,439	55	2,677	2,732	\$1,460	\$1,025	\$1,031	22.0	14.9	15.0
	2011	\$13,182	\$432,832	\$446,014	197	6,713	6,909	\$1,895	\$866	\$880	28.3	13.4	13.6
	2012	\$8,696	\$508,152	\$516,848	130	7,806	7,936	\$1,130	\$902	\$905	16.8	13.9	13.9
	2013	\$99,223	\$639,573	\$738,797	2,045	10,065	12,111	\$2,315	\$946	\$1,027	47.7	14.9	16.8

Appendix

Sick Leave in Mental Health

Sick Leave Paid: 2009 - 2013

Year	Sick Leave Paid \$			Sick Leave Days			Sick Leave Paid \$ Per Reg. FTE			Sick Leave Days Per Reg. FTE		
	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry
2009	\$1,850,575	\$167,343	\$2,017,919	11,717	993	12,711	\$1,738	\$2,845	\$1,796	11	17	11
2010	\$2,304,699	\$122,168	\$2,427,935	14,580	716	15,300	\$1,933	\$2,508	\$1,956	12	15	12
2011	\$2,309,030	\$441,532	\$2,750,562	14,477	2,097	16,574	\$1,932	\$3,196	\$2,063	12	15	12
2012	\$2,329,868	\$432,219	\$2,763,059	14,588	1,951	16,540	\$1,923	\$3,084	\$2,044	12	14	12
2013	\$2,352,837	\$418,786	\$2,771,623	14,190	1,899	16,089	\$2,196	\$2,558	\$2,244	13	12	13

Sick Leave Paid: 2009 - 2013 by Designated Group

Community	2009	\$1,720,265	\$148,790	\$1,869,055	11,234	927	12,161	\$1,701	\$2,841	\$1,757	11	18	11
	2010	\$2,140,579	\$105,559	\$2,246,138	13,976	656	14,632	\$1,895	\$2,484	\$1,916	12	15	12
	2011	\$2,121,712	\$175,594	\$2,297,306	13,776	1,073	14,849	\$1,871	\$2,764	\$1,919	12	17	12
	2012	\$2,154,612	\$154,383	\$2,308,995	13,944	960	14,904	\$1,870	\$2,647	\$1,907	12	16	12
	2013	\$2,138,425	\$124,254	\$2,262,680	13,417	771	14,189	\$2,122	\$2,127	\$2,122	13	13	13
Facilities	2009												
	2010												
	2011		\$14,963	\$14,963		91	91		\$2,210	\$2,210		13	13
	2012		\$11,554	\$11,554		61	61		\$1,085	\$1,085		6	6
	2013		\$35,267	\$35,267		212	212		\$1,530	\$1,530		9	9
Health Sciences	2009	\$23,824	\$3,359	\$27,183	98	11	109	\$2,156	\$3,377	\$2,257	9	11	9
	2010	\$30,054	\$1,103	\$32,225	119	4	127	\$2,038	\$1,110	\$1,982	8	4	8
	2011	\$51,047	\$49,854	\$100,901	198	198	395	\$3,549	\$2,766	\$3,113	14	11	12
	2012	\$44,387	\$55,061	\$99,630	187	152	339	\$3,713	\$2,944	\$3,245	16	8	11
	2013	\$31,744	\$36,886	\$68,629	135	139	273	\$2,178	\$1,765	\$1,935	9	7	8
Nurses	2009	\$106,486	\$15,195	\$121,681	385	55	441	\$2,499	\$2,782	\$2,531	9	10	9
	2010	\$134,066	\$15,506	\$149,572	485	56	541	\$2,827	\$2,967	\$2,841	10	11	10
	2011	\$136,272	\$201,121	\$337,393	503	736	1,239	\$2,890	\$4,036	\$3,479	11	15	13
	2012	\$130,870	\$211,220	\$342,880	457	779	1,236	\$2,771	\$4,024	\$3,428	10	15	12
	2013	\$182,668	\$222,379	\$405,047	638	777	1,415	\$3,717	\$3,625	\$3,666	13	13	13

Appendix

Overtime in Mental Health

Overtime: 2009 - 2013

Year	OT Paid \$			OT Hours			OT Paid \$ Per FTE			OT Hours Per FTE		
	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry
2009	\$410,869	\$141,950	\$552,818	12,325	3,970	16,295	\$498	\$2,003	\$618	15	56	18
2010	\$818,002	\$79,309	\$897,311	23,459	2,342	25,801	\$632	\$1,394	\$664	18	41	19
2011	\$818,064	\$788,560	\$1,606,624	23,259	12,570	35,829	\$624	\$5,017	\$1,094	18	80	24
2012	\$917,172	\$817,966	\$1,735,137	25,703	12,688	38,391	\$693	\$5,043	\$1,168	19	78	26
2013	\$836,039	\$633,965	\$1,470,003	22,946	10,352	33,298	\$717	\$3,418	\$1,087	20	56	25

Overtime: 2009 - 2013 by Designated Group

Community	2009	\$400,592	\$118,904	\$519,495	12,177	3,634	15,811	\$522	\$1,944	\$627	16	59	19
	2010	\$790,605	\$62,432	\$853,037	23,009	2,113	25,122	\$645	\$1,257	\$668	19	43	20
	2011	\$788,643	\$165,159	\$953,802	22,790	4,035	26,825	\$635	\$2,166	\$724	18	53	20
	2012	\$898,985	\$105,843	\$1,004,829	25,418	2,681	28,098	\$714	\$1,553	\$757	20	39	21
	2013	\$806,584	\$130,016	\$936,600	22,476	3,125	25,601	\$736	\$1,979	\$807	21	48	22
Facilities	2009												
	2010												
	2011		\$3,076	\$3,076		75	75		\$395	\$395		10	10
	2012		\$4,358	\$4,358		87	87		\$376	\$376		7	7
	2013		\$30,756	\$30,756		715	715		\$1,256	\$1,256		29	29
Health Sciences	2009	\$176	\$0	\$176	5	0	5	\$52	\$0	\$40	1	0	1
	2010	\$1,376	\$11	\$1,387	30	1	31	\$182	\$9	\$157	4	0	3
	2011	\$1,000	\$221	\$1,221	17	4	21	\$137	\$12	\$48	2	0	1
	2012	\$1,070	\$238	\$1,307	19	4	23	\$176	\$12	\$51	3	0	1
	2013	\$1,386	\$5,312	\$6,698	25	84	109	\$187	\$250	\$234	3	4	4
Nurses	2009	\$10,101	\$23,046	\$33,147	143	336	479	\$190	\$2,645	\$536	3	39	8
	2010	\$26,021	\$16,866	\$42,887	420	228	648	\$425	\$2,824	\$638	7	38	10
	2011	\$28,420	\$620,105	\$648,525	452	8,456	8,908	\$457	\$11,259	\$5,529	7	154	76
	2012	\$17,117	\$707,527	\$724,644	267	9,917	10,184	\$289	\$11,222	\$5,928	5	157	83
	2013	\$28,068	\$467,881	\$495,950	445	6,428	6,873	\$438	\$6,316	\$3,589	7	87	50

Appendix

Sick Leave in Child Development Centre

*Child development centre is a service provided only through the affiliate worksites.

Sick Leave Paid: 2009 - 2013

Year	Sick Leave Paid \$			Sick Leave Days			Sick Leave Paid \$ Per Reg. FTE			Sick Leave Days Per Reg. FTE		
	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry
2009	\$985,697		\$985,697	4,622		4,622	\$2,284		\$2,284	10.7		10.7
2010	\$1,032,768		\$1,032,768	4,848		4,848	\$2,368		\$2,368	11.1		11.1
2011	\$921,041		\$921,041	4,320		4,320	\$2,097		\$2,097	9.8		9.8
2012	\$1,114,122		\$1,114,122	5,335		5,335	\$2,667		\$2,667	12.8		12.8
2013	\$776,310		\$776,310	3,679		3,679	\$2,883		\$2,883	13.7		13.7

Sick Leave Paid: 2009 - 2013 by Designated Group

Community	2009	\$219,994		\$219,994	1,473		1,473	\$1,603		\$1,603	10.7		10.7
	2010	\$228,926		\$228,926	1,519		1,519	\$1,718		\$1,718	11.4		11.4
	2011	\$238,610		\$238,610	1,579		1,579	\$1,621		\$1,621	10.7		10.7
	2012	\$310,750		\$310,750	2,070		2,070	\$2,131		\$2,131	14.2		14.2
	2013	\$243,414		\$243,414	1,577		1,577	\$2,527		\$2,527	16.4		16.4
Facilities	2009	\$5,761		\$5,761	33		33	\$1,484		\$1,484	8.6		8.6
	2010	\$4,980		\$4,980	28		28	\$1,506		\$1,506	8.4		8.4
	2011	\$8,094		\$8,094	45		45	\$2,374		\$2,374	13.1		13.1
	2012	\$21,461		\$21,461	118		118	\$5,222		\$5,222	28.8		28.8
	2013	\$16,025		\$16,025	85		85	\$5,202		\$5,202	27.6		27.6
Health Sciences	2009	\$759,942		\$759,942	3,115		3,115	\$2,616		\$2,616	10.7		10.7
	2010	\$798,862		\$798,862	3,301		3,301	\$2,668		\$2,668	11.0		11.0
	2011	\$674,337		\$674,337	2,696		2,696	\$2,337		\$2,337	9.3		9.3
	2012	\$781,912		\$781,912	3,147		3,147	\$2,919		\$2,919	11.7		11.7
	2013	\$516,871		\$516,871	2,017		2,017	\$3,043		\$3,043	11.9		11.9

Appendix

Overtime in Child Development Centre

*Child development centre is a service provided only through the affiliate worksites.

Overtime: 2009 - 2013

Year	OT Paid \$			OT Hours			OT Paid \$ Per FTE			OT Hours Per FTE		
	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry	Affiliates	HAs & PHC	Industry
2009	\$5,689		\$5,689	176		176	\$17		\$17	0.5		0.5
2010	\$7,130		\$7,130	199		199	\$20		\$20	0.6		0.6
2011	\$11,969		\$11,969	341		341	\$35		\$35	1.0		1.0
2012	\$27,476		\$27,476	661		661	\$85		\$85	2.0		2.0
2013	\$8,134		\$8,134	142		142	\$48		\$48	0.8		0.8

Overtime: 2009 - 2013 by Designated Group

Community	2009	\$5,689		\$5,689	176		176	\$48		\$48	1.5		1.5
	2010	\$4,647		\$4,647	154		154	\$39		\$39	1.3		1.3
	2011	\$9,859		\$9,859	300		300	\$74		\$74	2.3		2.3
	2012	\$10,637		\$10,637	358		358	\$80		\$80	2.7		2.7
	2013	\$0		\$0	0		0	\$0		\$0	0.0		0.0
Facilities	2009	\$0		\$0	0		0	\$0		\$0	0.0		0.0
	2010	\$0		\$0	0		0	\$0		\$0	0.0		0.0
	2011	\$0		\$0	0		0	\$0		\$0	0.0		0.0
	2012	\$0		\$0	0		0	\$0		\$0	0.0		0.0
	2013	\$0		\$0	0		0	\$0		\$0	0.0		0.0
Health Sciences	2009	\$0		\$0	0		0	\$0		\$0	0.0		0.0
	2010	\$2,483		\$2,483	45		45	\$11		\$11	0.2		0.2
	2011	\$2,110		\$2,110	41		41	\$10		\$10	0.2		0.2
	2012	\$16,840		\$16,840	303		303	\$91		\$91	1.6		1.6
	2013	\$8,134		\$8,134	142		142	\$88		\$88	1.5		1.5

HEABC

HEALTH EMPLOYERS
ASSOCIATION OF BC

200 - 1333 West Broadway
Vancouver, BC V6H 4C6
T 604.736.5909
F 604.736.2715

www.heabc.bc.ca