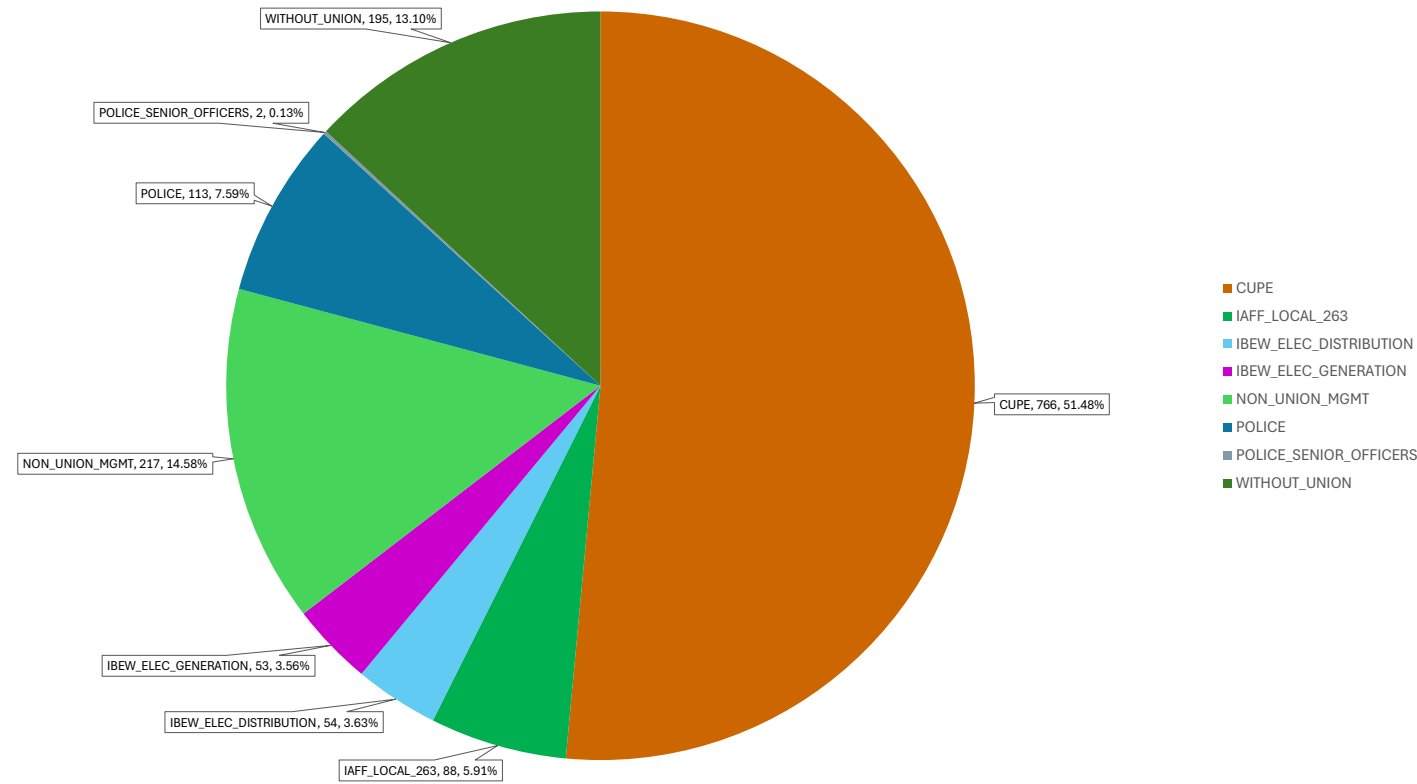


# City of Medicine Hat People Metrics

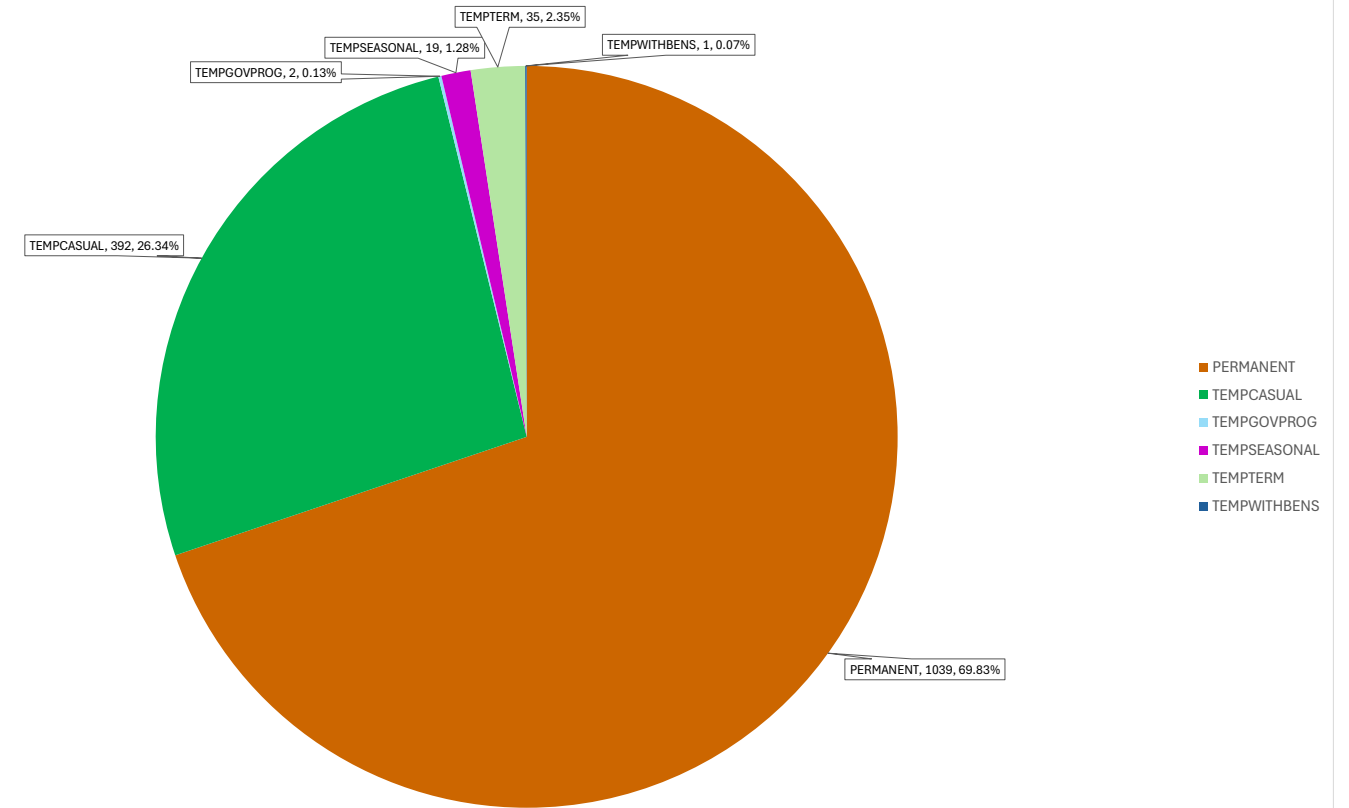
For the dates of January 1 2025 to December 31, 2025\*

\*Where the specific dates of January 1st, 2025 to December 31st, 2025 are unavailable, the first biweekly pay period of 2025 and December 31, 2025 are used

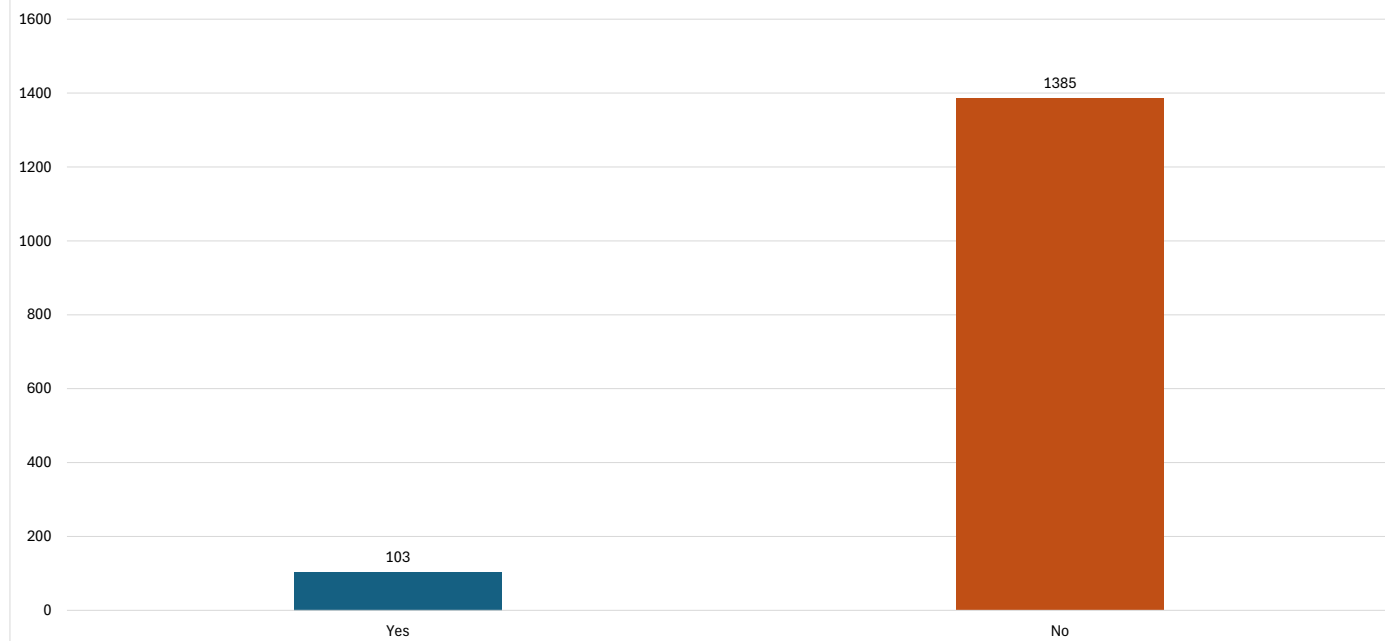
### % of Headcount by Bargaining Unit



### % of Headcount by Employment Type



### Employees Approved for Remote Work



### Employment Type Definitions

**Temporary Employee**

- Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. If there is an end-date, see Temp-Term definition. The employee may or may not be eligible for benefits. If the employee is eligible for benefits, see Temp With Benefits definition.

**Temp With Benefits**

- Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. The employee is eligible for benefits.

**Temp Term**

- Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. There is an end-date to the employee's contract.

**Temp Seasonal**

- Generally, an employee hired to assist in a seasonal capacity, and is subject to layoff at the end of the assignment.

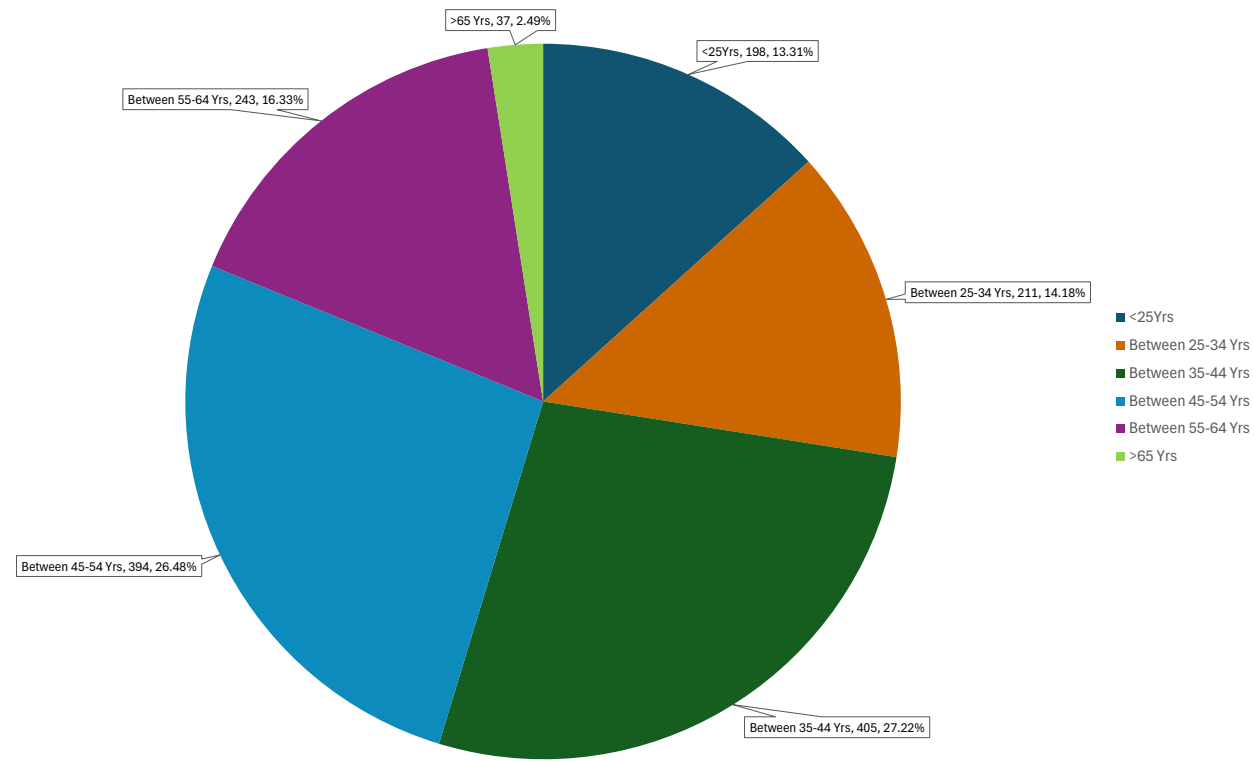
**Temp Gov Prog**

- Generally, an employee hired to assist in a seasonal capacity, and is subject to layoff at the end of the assignment. Funding for the position is provided by the provincial and/or federal government via government grants and programs.

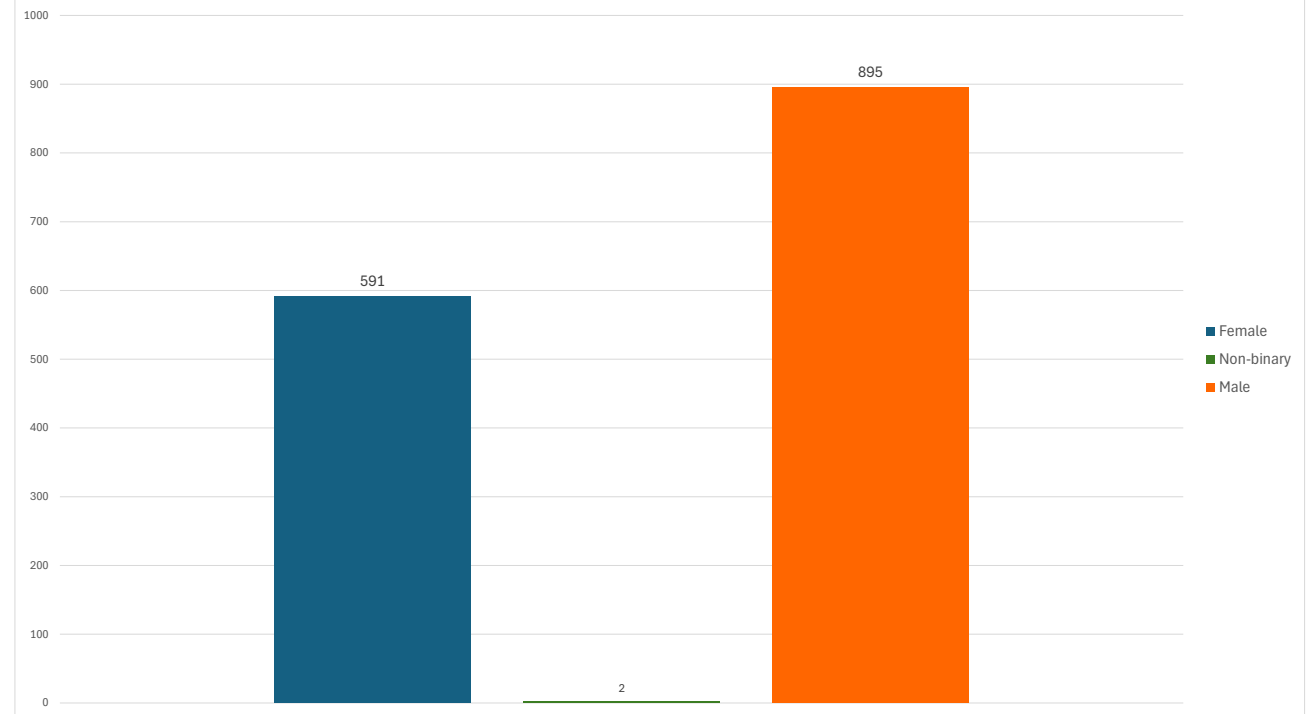
**Temp Casual**

- Generally, an employee hired to assist in peak work periods (including seasonal work), on a part-time or casual basis, and is subject to layoff at the end of the assignment.

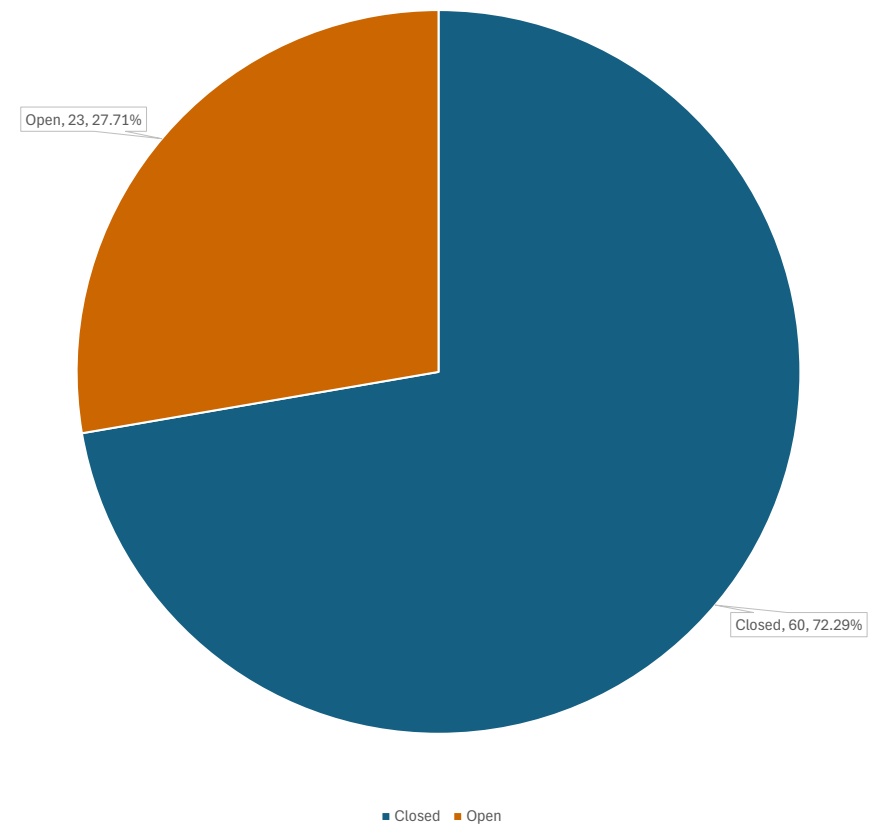
% of EE Population by Age Band



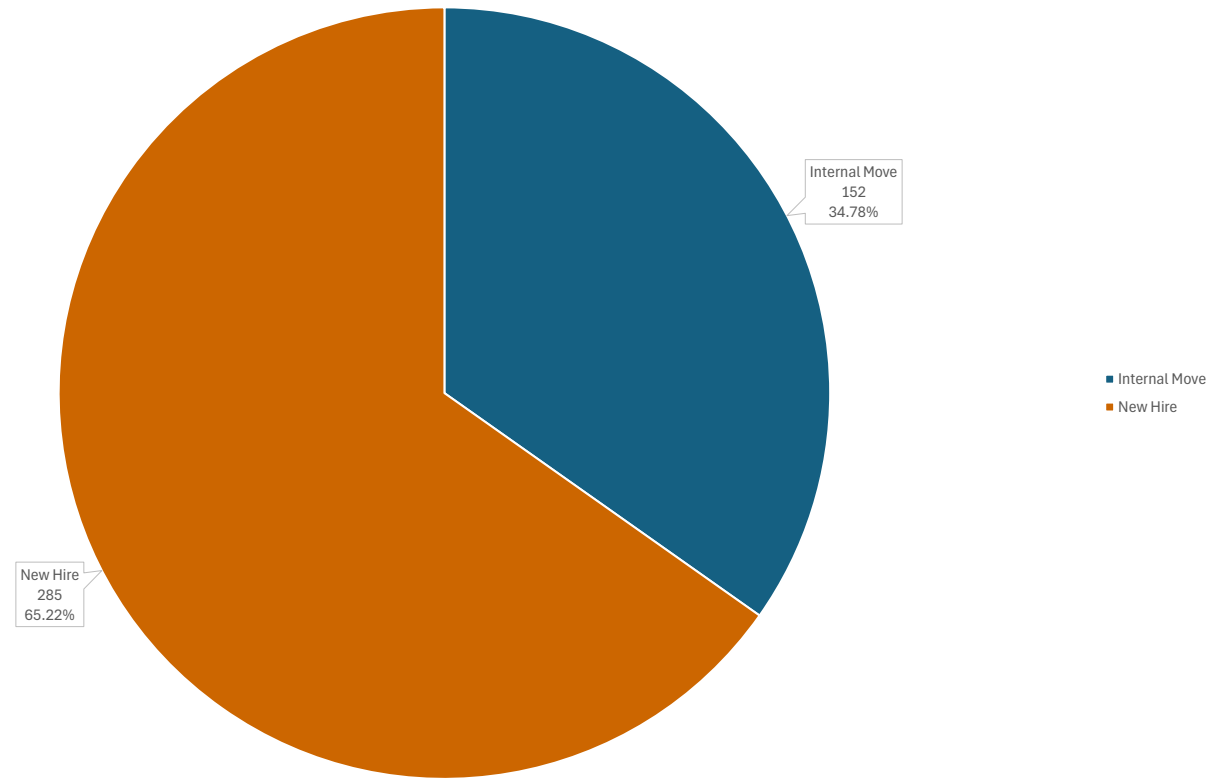
Employee Count by Gender



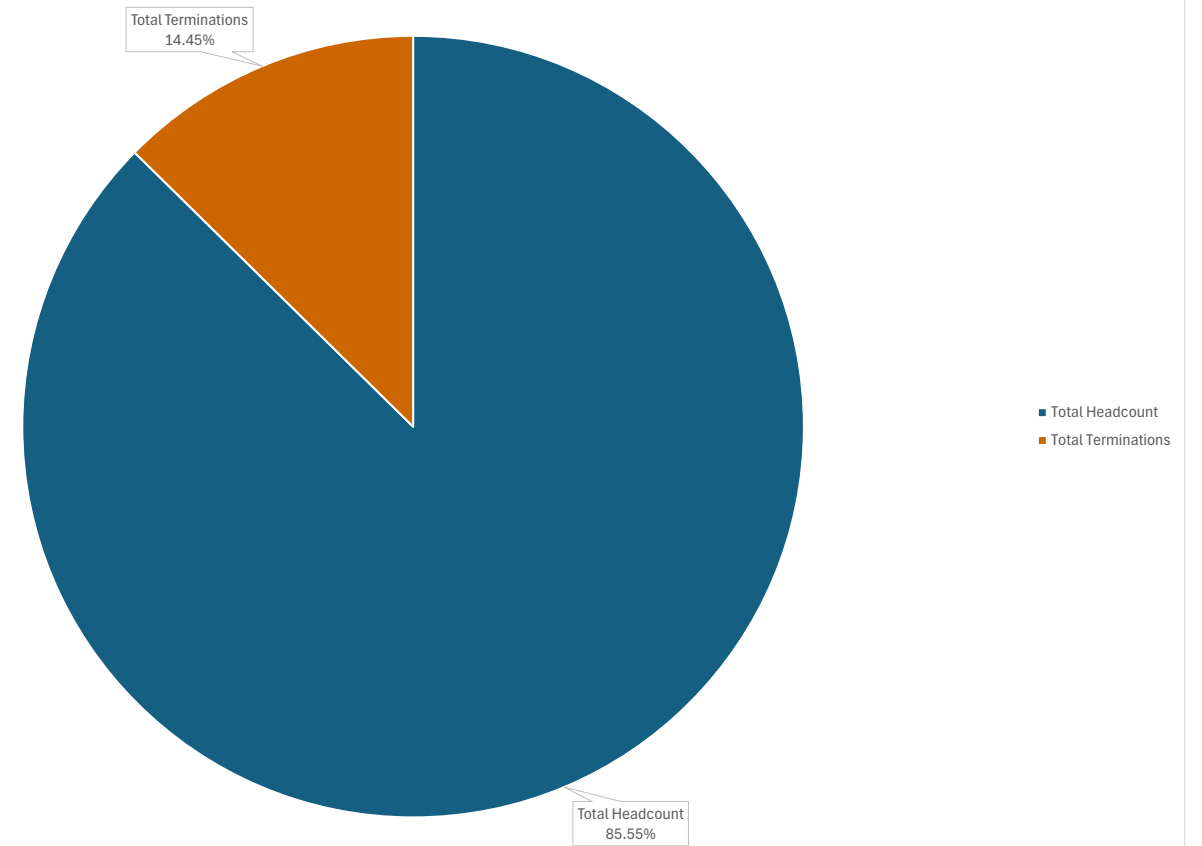
WCB Claims



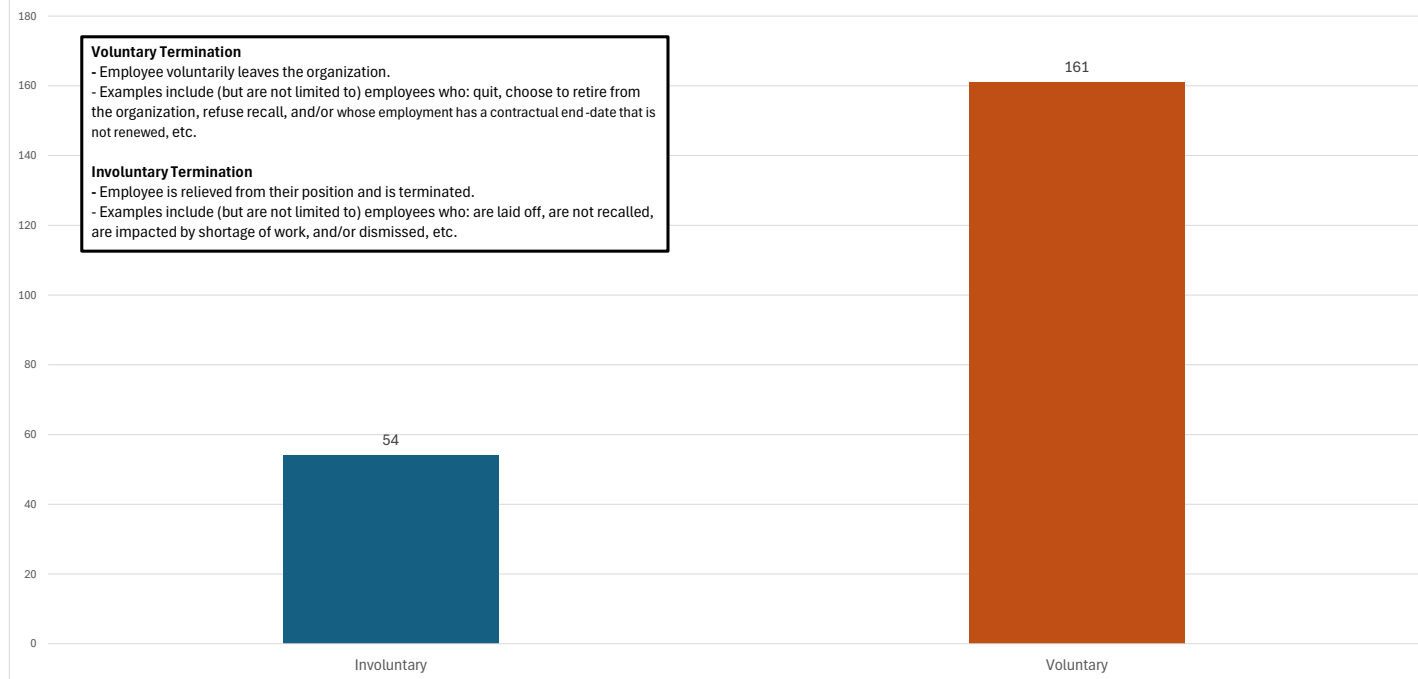
New Hires



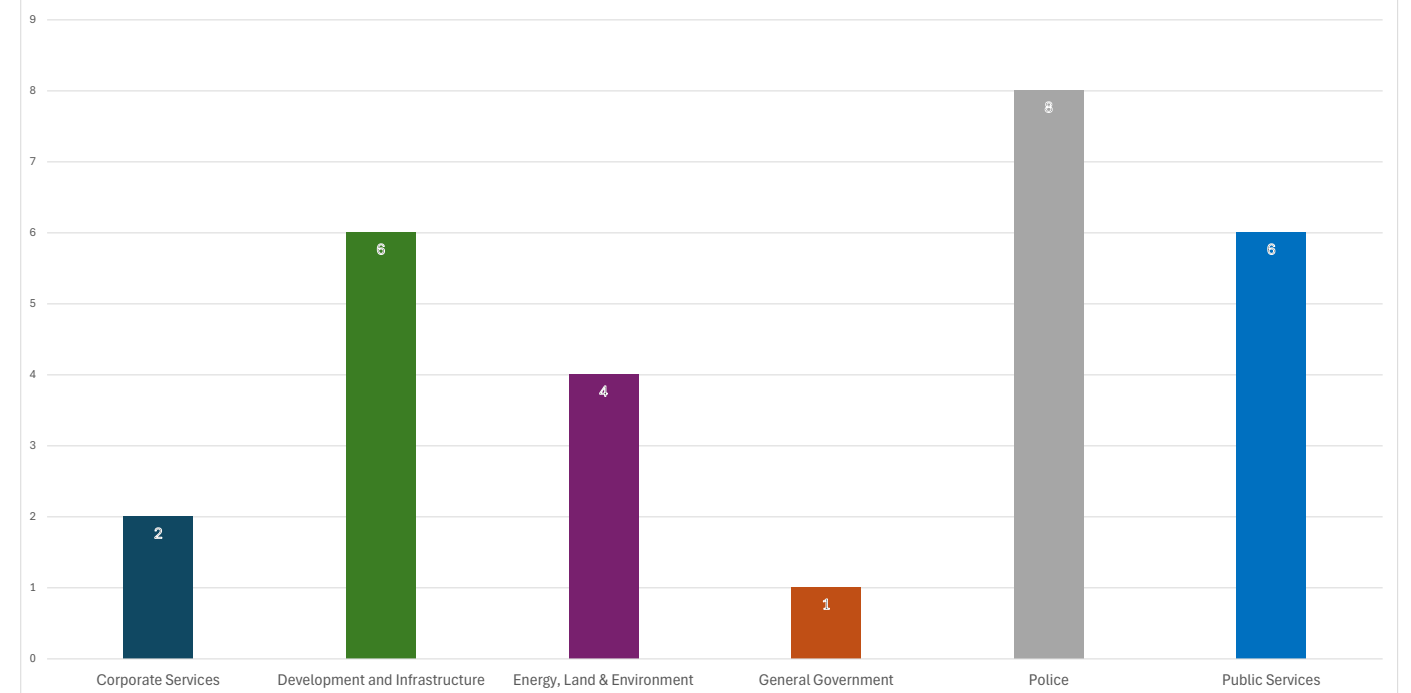
Terminations & Turnover



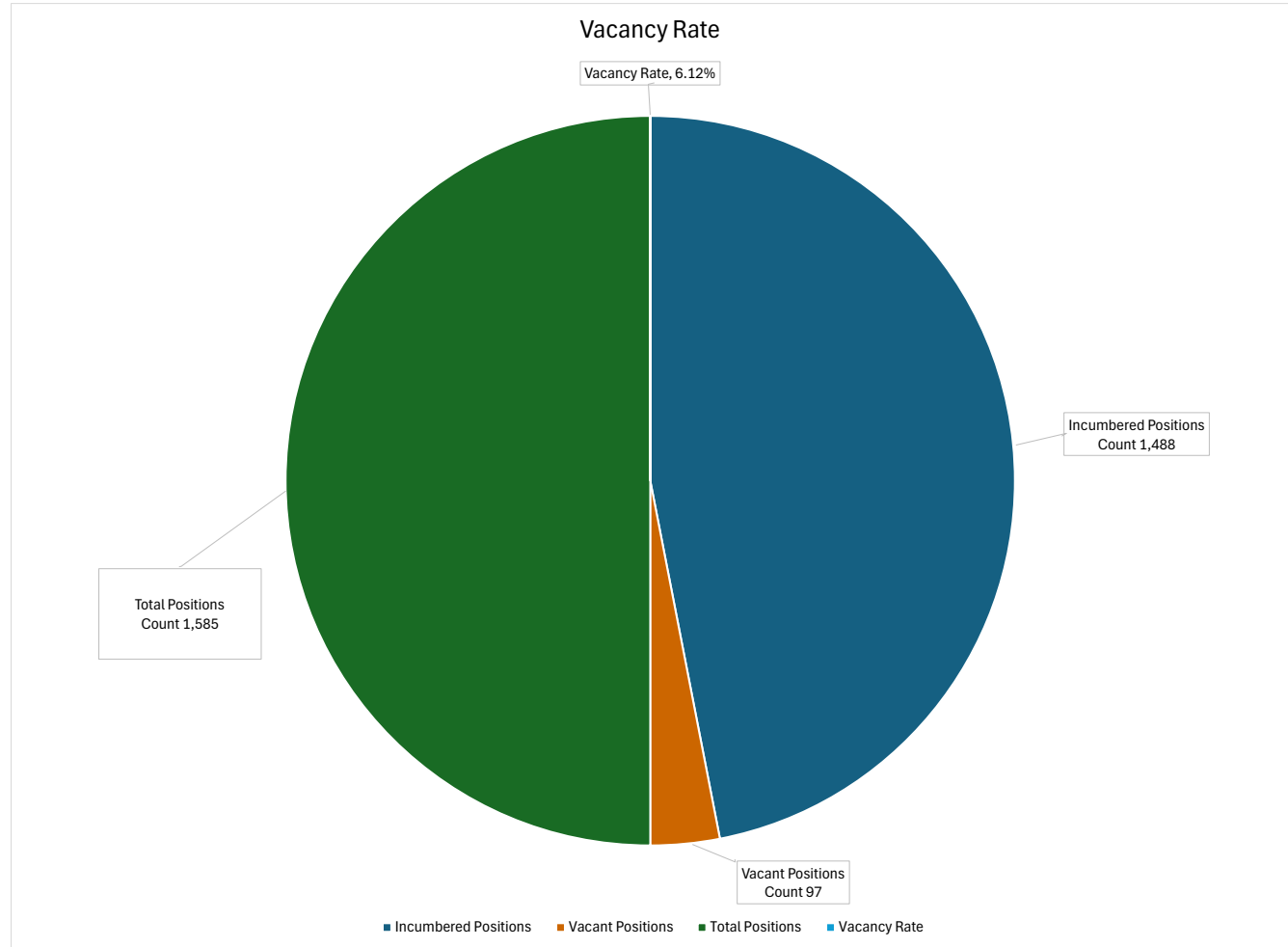
Termination by Type



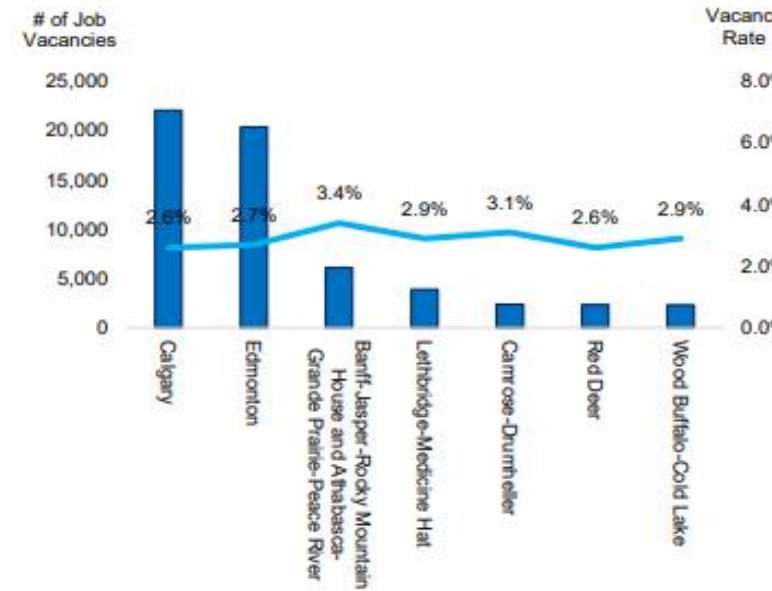
Retirements by Division



**Vacancy Benchmarks**  
From Alberta's Job Vacancy report for Q3 2025



**Figure 3: Number of Job Vacancies and Vacancy Rate Q3 2025 (Seasonally Adjusted)**



Source: Statistics Canada Job Vacancy Wage Survey (JVWS) Table: 14-10-0398-01 - Job vacancies, payroll employees and job vacancy rate, by economic regions, quarterly, adjusted for seasonality

**Figure 4: Number of Job Vacancies and Vacancy Rate by Industry, Q3 2025 (Unadjusted for Seasonality)**

Industry	Number	Rate
All Industries	62,400	2.9%
Accommodation and food services	9,310	5.3%
Construction	8,940	4.2%
Retail trade	7,770	3.1%
Health care and social assistance	5,935	2.1%
Transportation and warehousing	4,180	3.3%
Professional, scientific and technical services	3,845	2.7%
Other services (except public administration)	3,510	4.4%
Manufacturing	3,155	2.4%
Administrative and support, waste management and remediation services	3,040	2.9%
Wholesale trade	2,805	2.6%
Educational services	2,030	1.4%
Public administration	1,655	2.2%
Mining, quarrying, and oil and gas extraction	1,505	1.5%
Finance and insurance	1,490	2.0%
Real estate and rental and leasing	965	2.4%
Arts, entertainment and recreation	855	1.7%
Agriculture, forestry, fishing and hunting	735	2.6%
Information and cultural industries	370	1.4%
Management of companies and enterprises	175	1.1%
Utilities	130	0.7%

Source: Statistics Canada, Table 14-10-0442-01 Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by industry sector, quarterly, unadjusted for seasonality.

**Total Active Recruitments at December 31, 2025**

24

**Vacancy Rate Definitions**

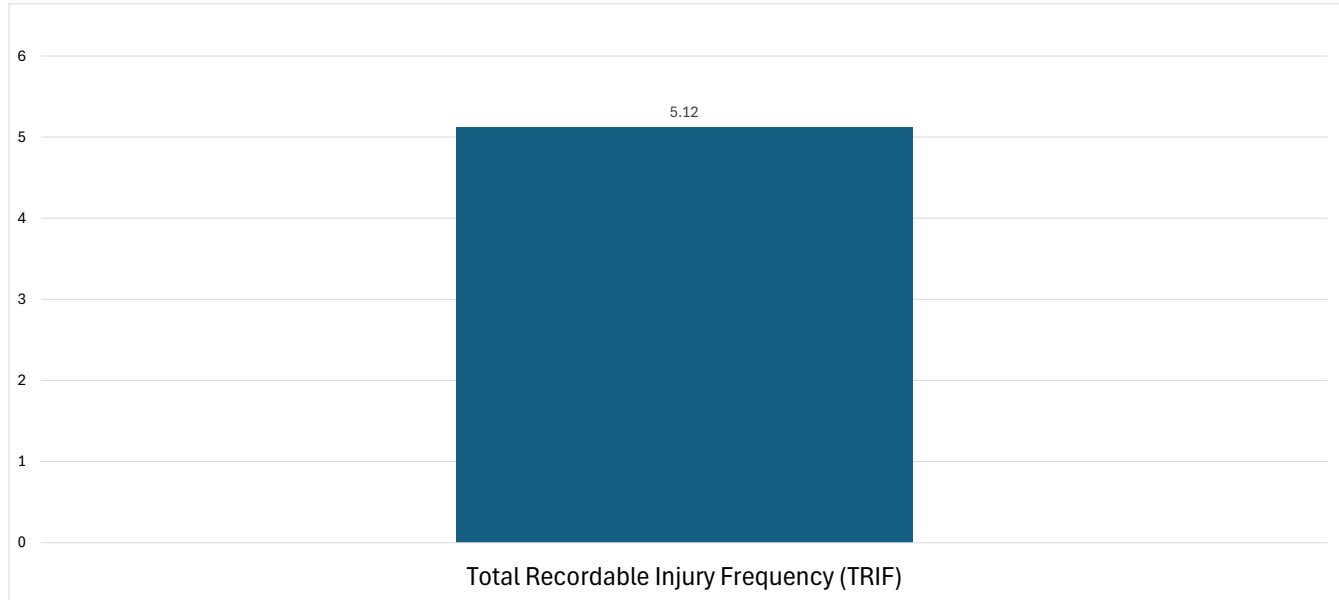
**Incumbered Position**  
- An active position in which an employee sits

**Vacant Position**  
- An active position in which no employee sits

**Total Positions**  
- Sum of Incumbered Positions and Vacant Positions

**Vacancy Rate**  
- A measure of unmet labour demand and is the number of job vacancies expressed as a percentage of total labour demand<sup>1</sup>  
Formula: (Vacant Positions / Total Positions) X 100

<sup>1</sup><https://economicdashboard.alberta.ca/topics/jobs/>



### Total Recordable Injury Frequency Definitions

**Total Recordable Injury Frequency**  
 - The number of recordable injuries (requires more than first aid) there are for every 100 full time workers.

**Total Recordable Incident Rate (TRIR)**  
 - A way to measure workplace safety by looking at how many injuries happen compared to the number of hours worked. It lets organizations of different sizes be compared fairly using a standardized formula.  
 - The calculation takes the number of recordable incidents (injuries that require more than basic first aid) and adjusts it to a standard number of work hours.  
 - The formula is:  

$$TRIR = \frac{\text{Total recordable Incidents} \times 200,000}{\text{Total Hours Worked}}$$
  
 - The 200,000 represents the hours worked by 100 employees, working 40 hours per week for 50 weeks per year, and is a standardized number in the safety industry for comparing safety performance across different organizations and industries  
 \*number from June 30, 2025

