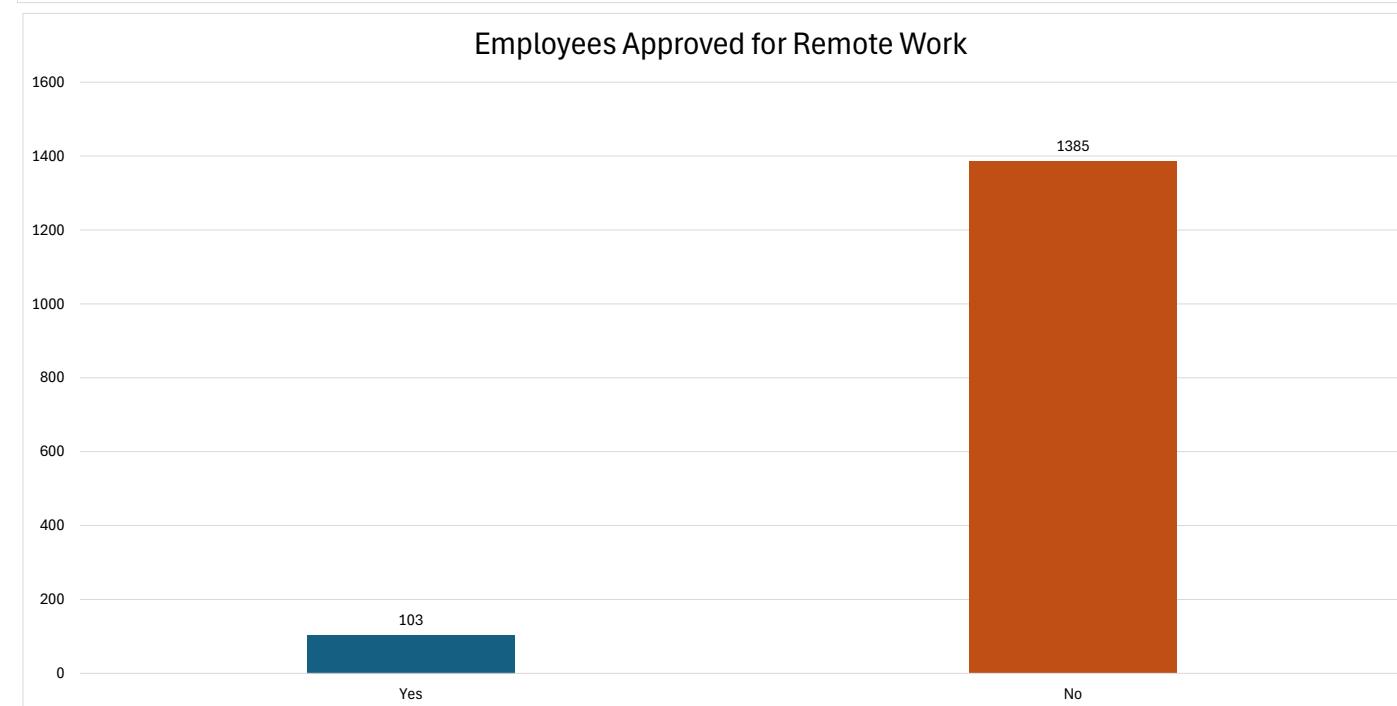
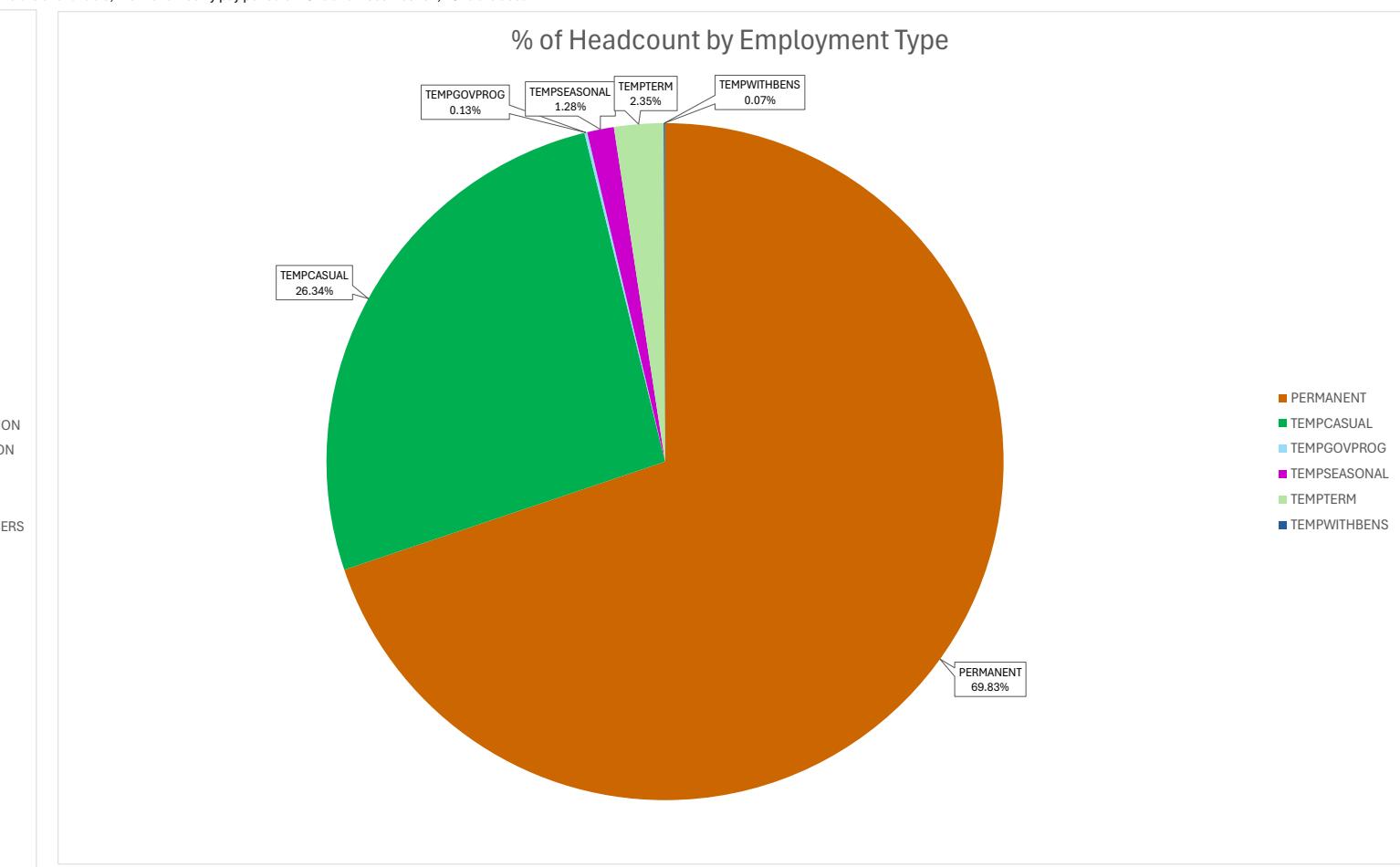
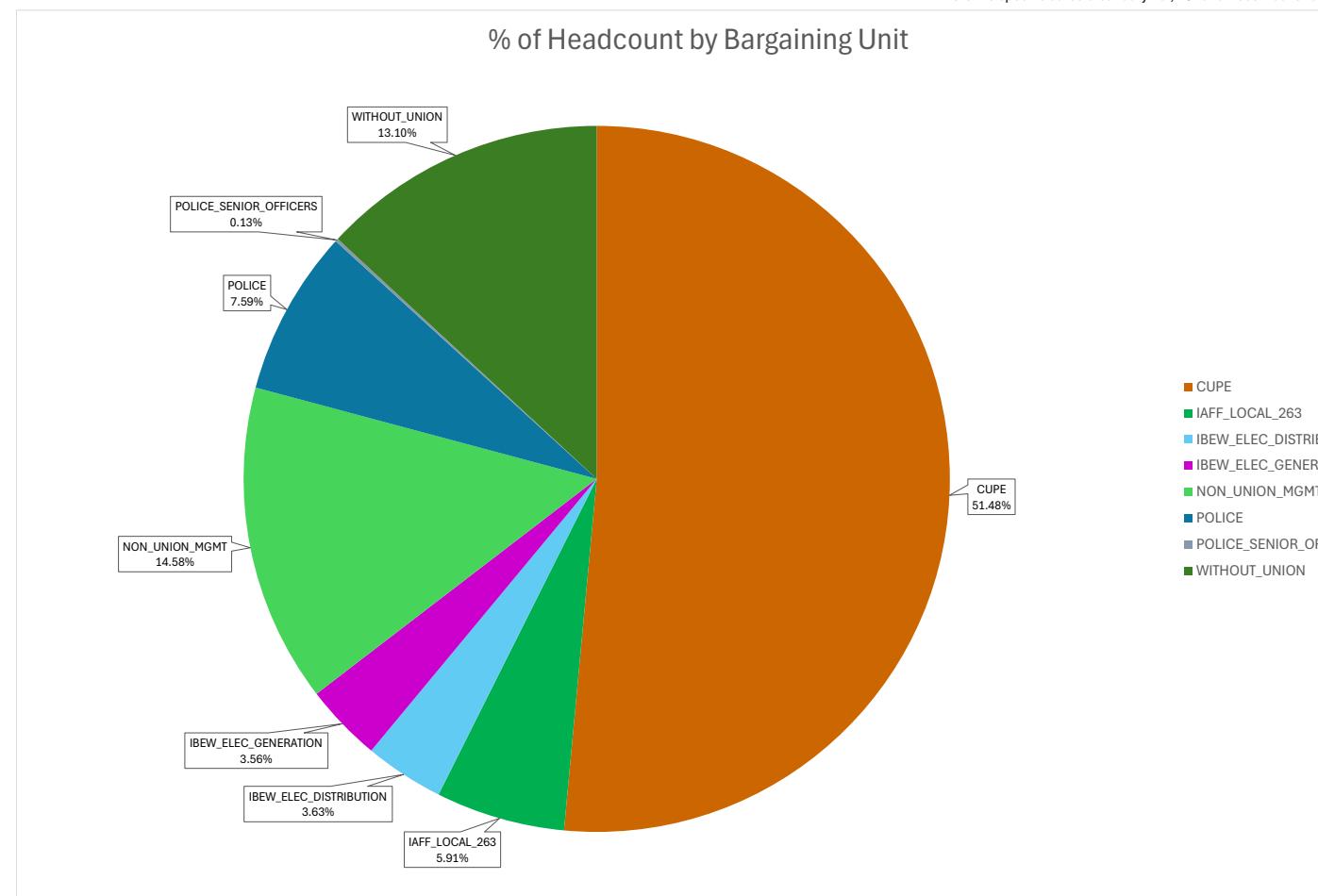


## City of Medicine Hat People Metrics

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

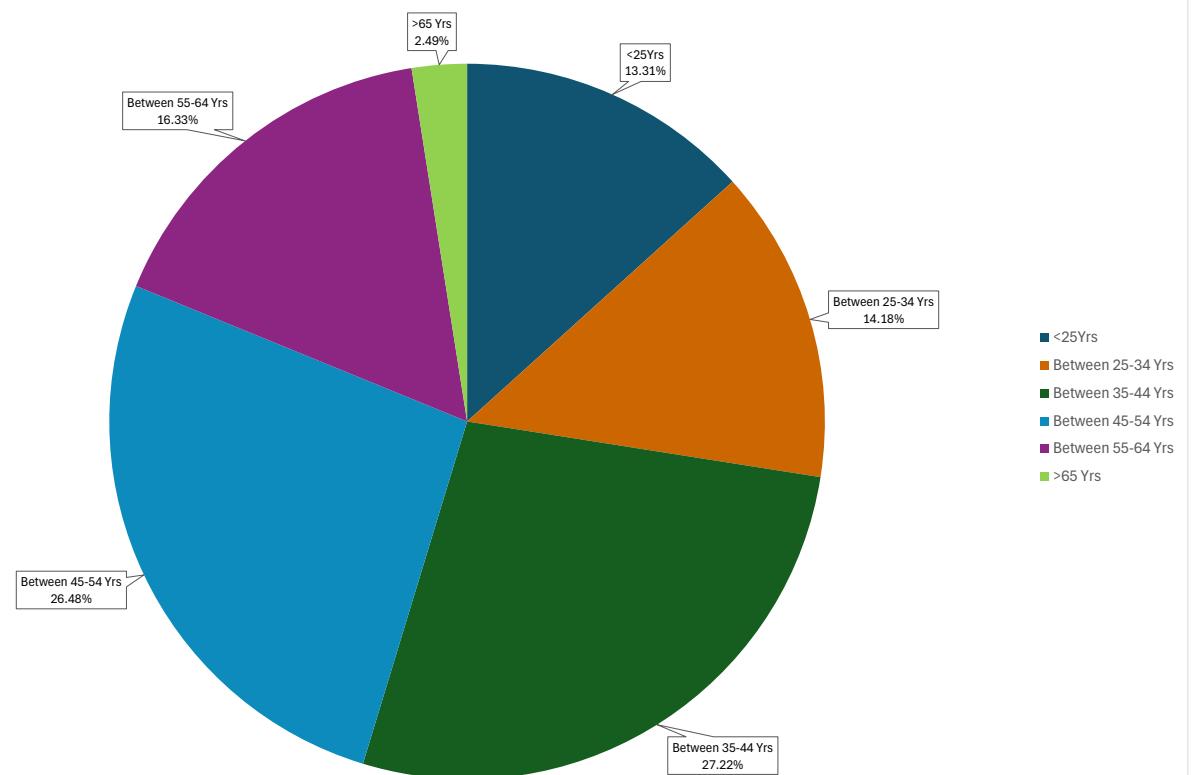
\*Where the specific dates of January 1st, 2025 to December 31st, 2025 are unavailable, the first biweekly pay period of 2025 and December 31, 2025 are used



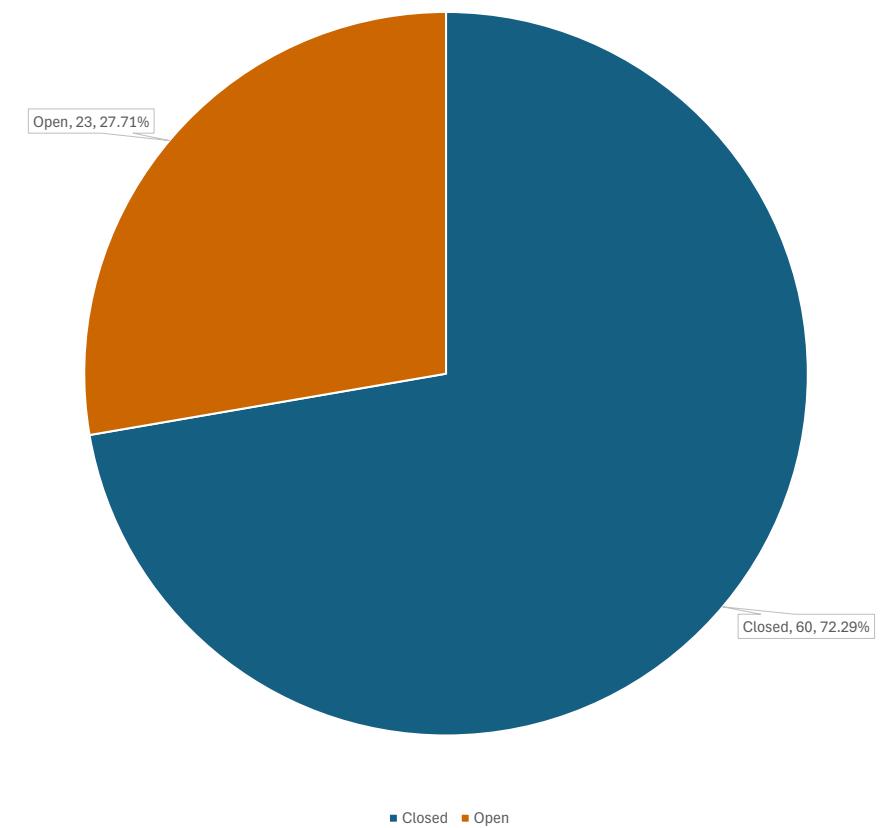
### Employment Type Definitions

<b>Temporary Employee</b>	- 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.
<b>Temp With Benefits</b>	- 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.
<b>Temp Term</b>	- 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.
<b>Temp Seasonal</b>	- Generally, an employee hired to assist in a seasonal capacity, and is subject to layoff at the end of the assignment.
<b>Temp Gov Prog</b>	- 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.
<b>Temp Casual</b>	- 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.

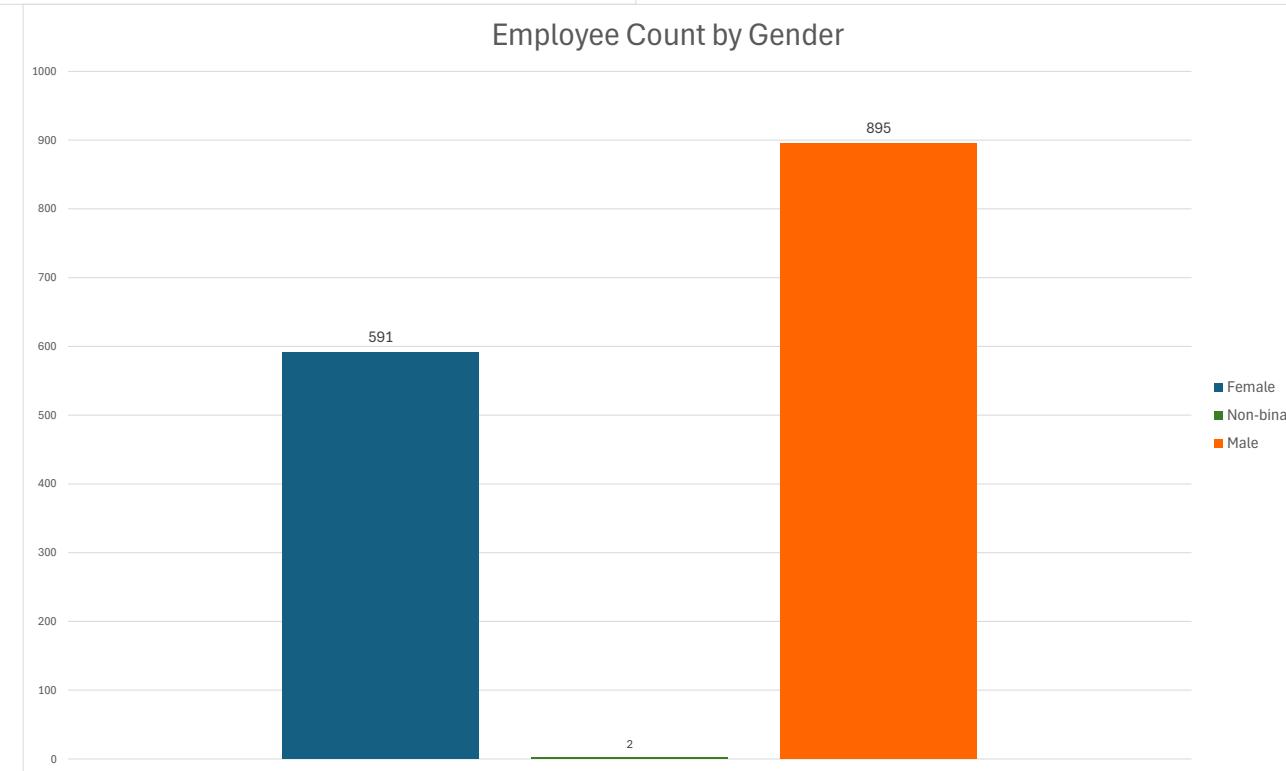
% of EE Population by Age Band



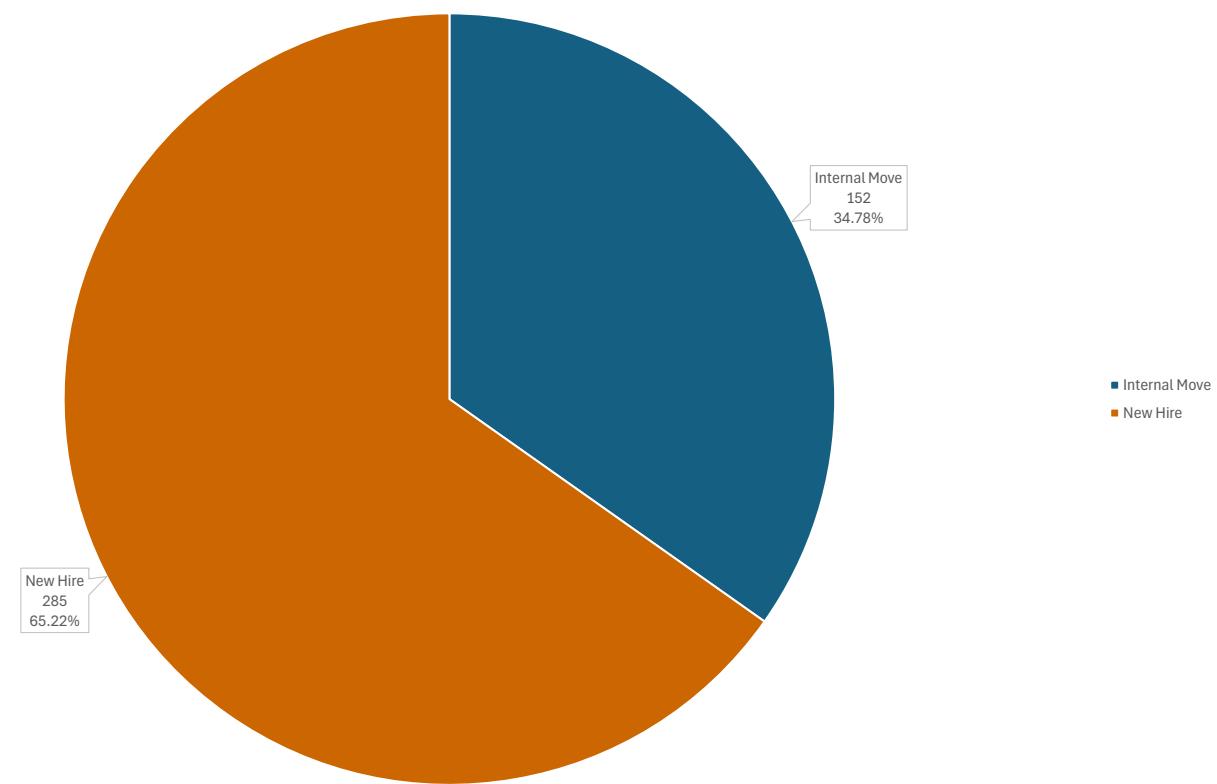
WCB Claims



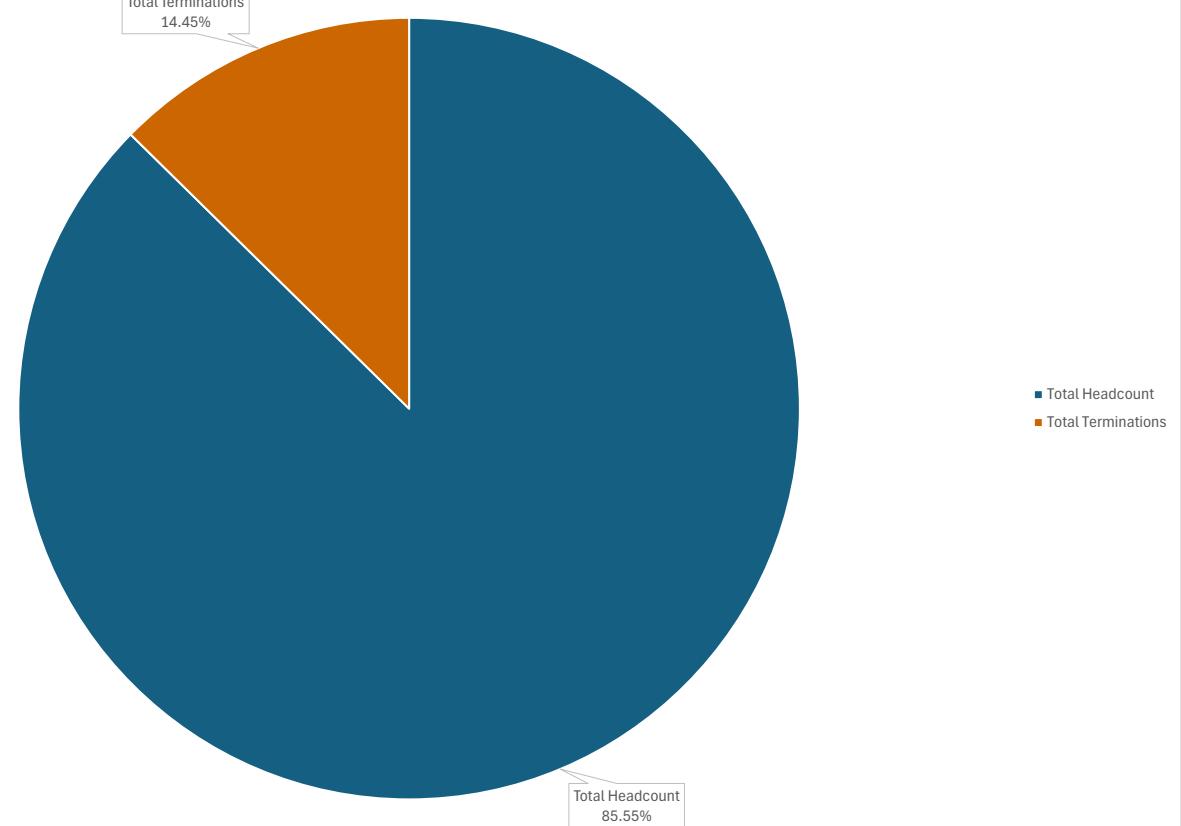
Employee Count by Gender



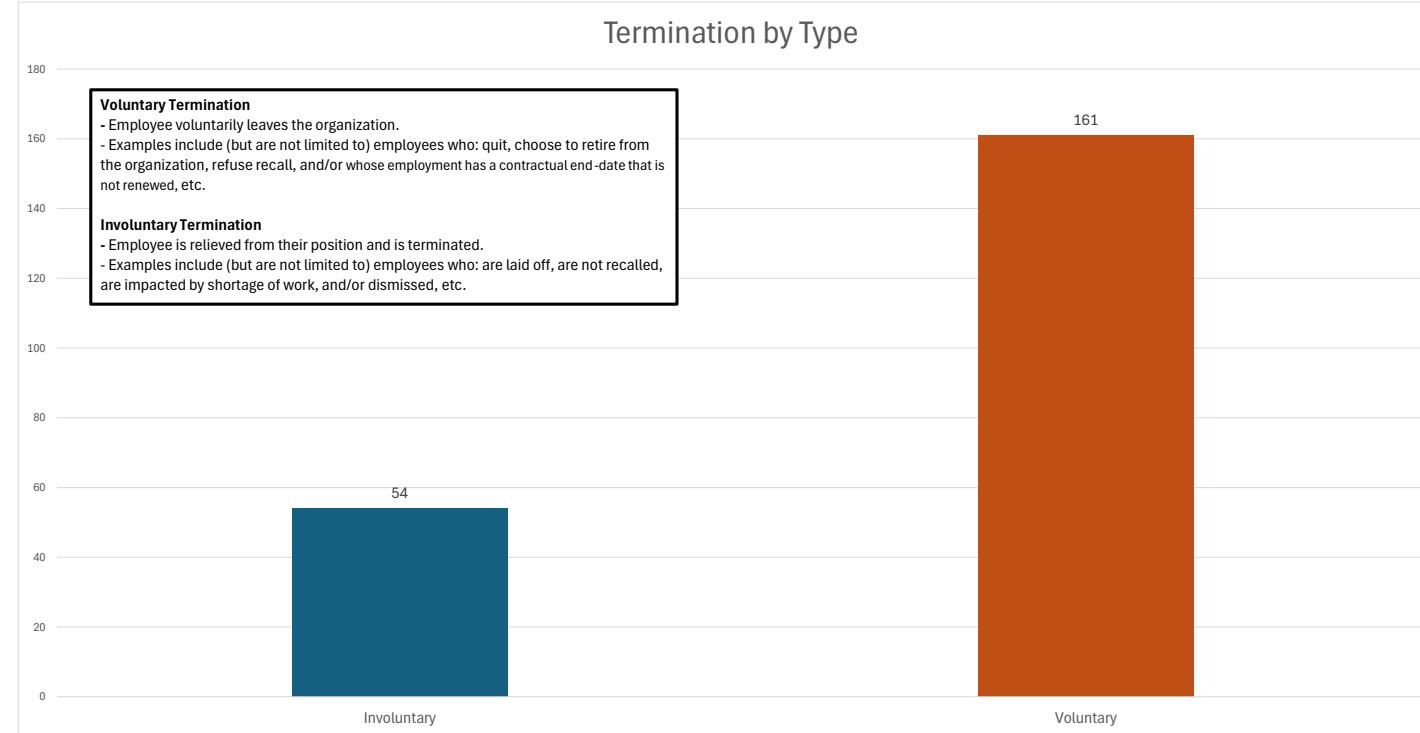
### New Hires



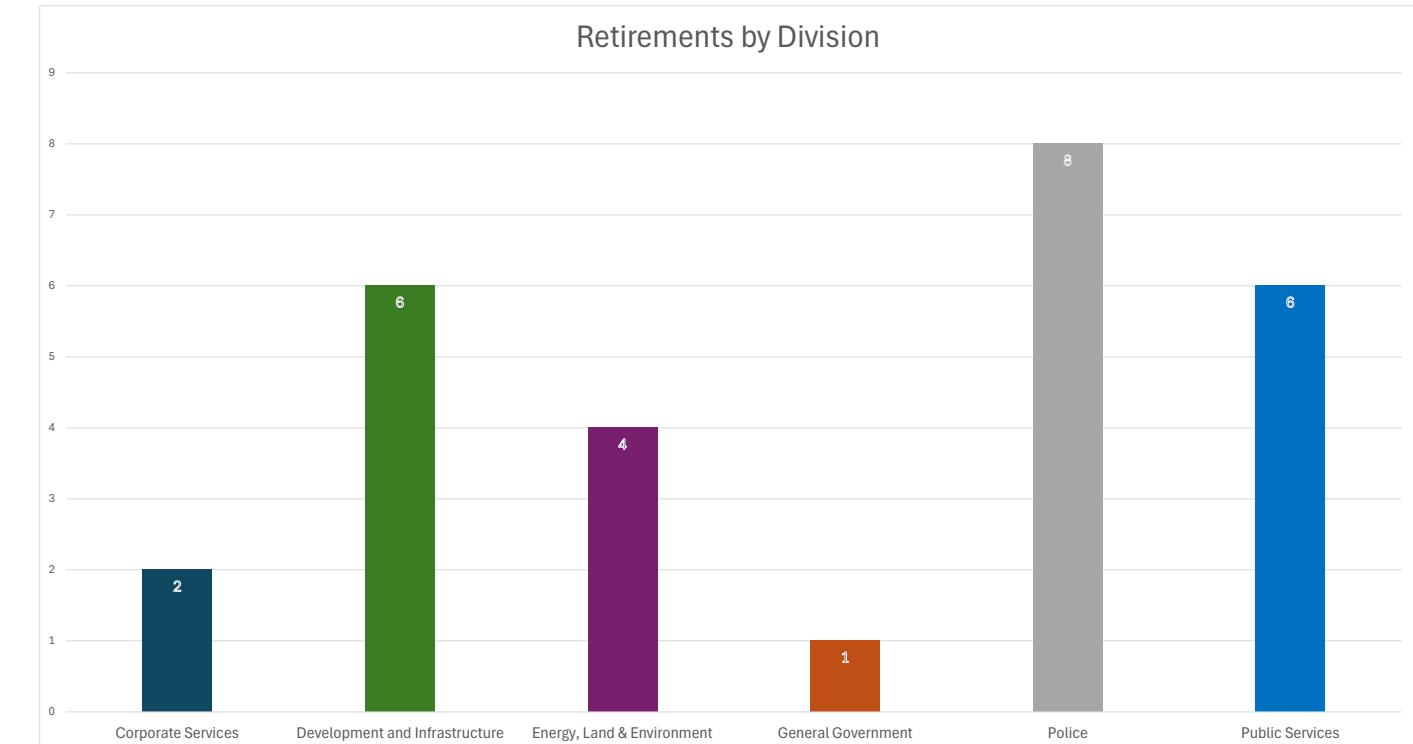
### Terminations & Turnover

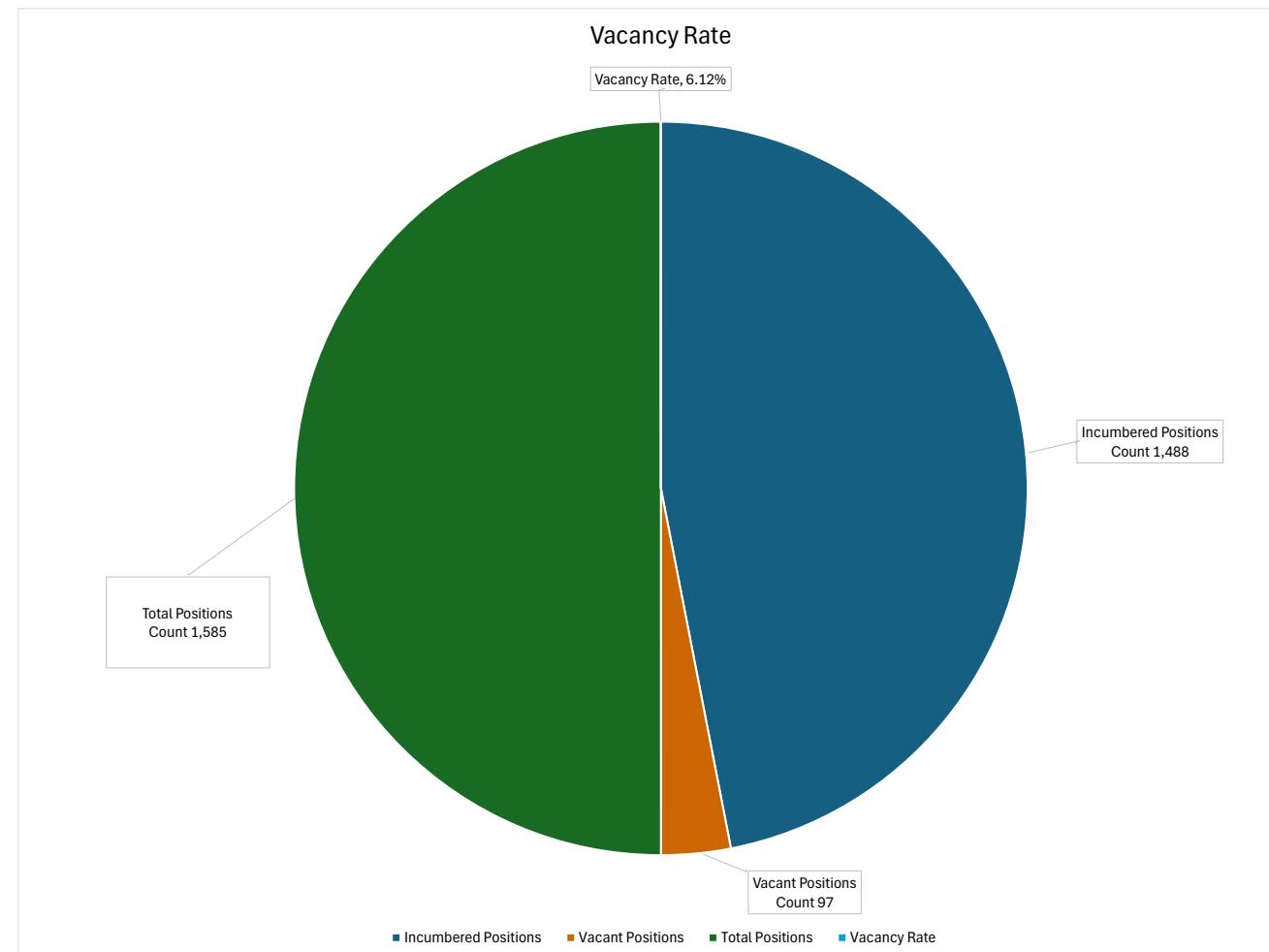


### Termination by Type



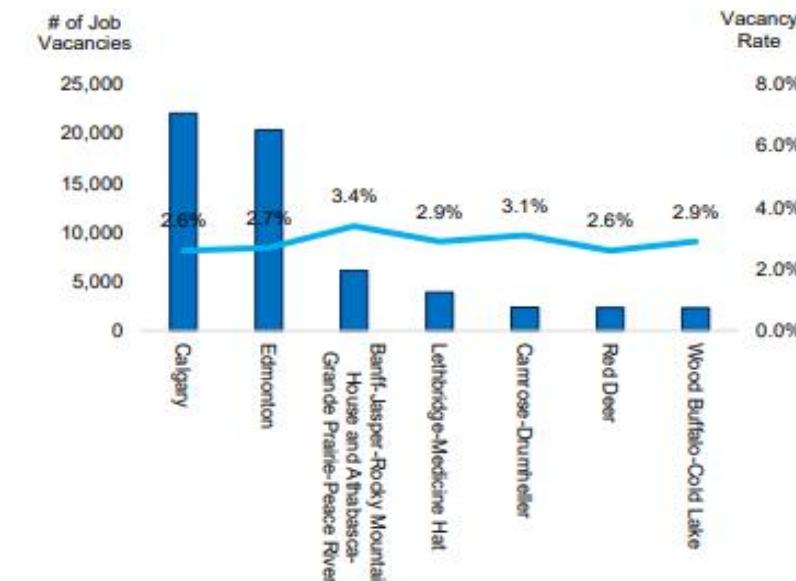
### Retirements by Division





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

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

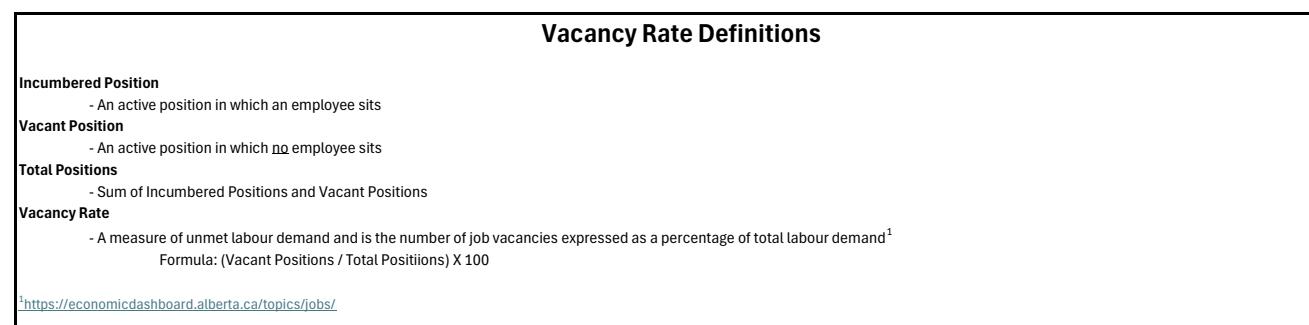


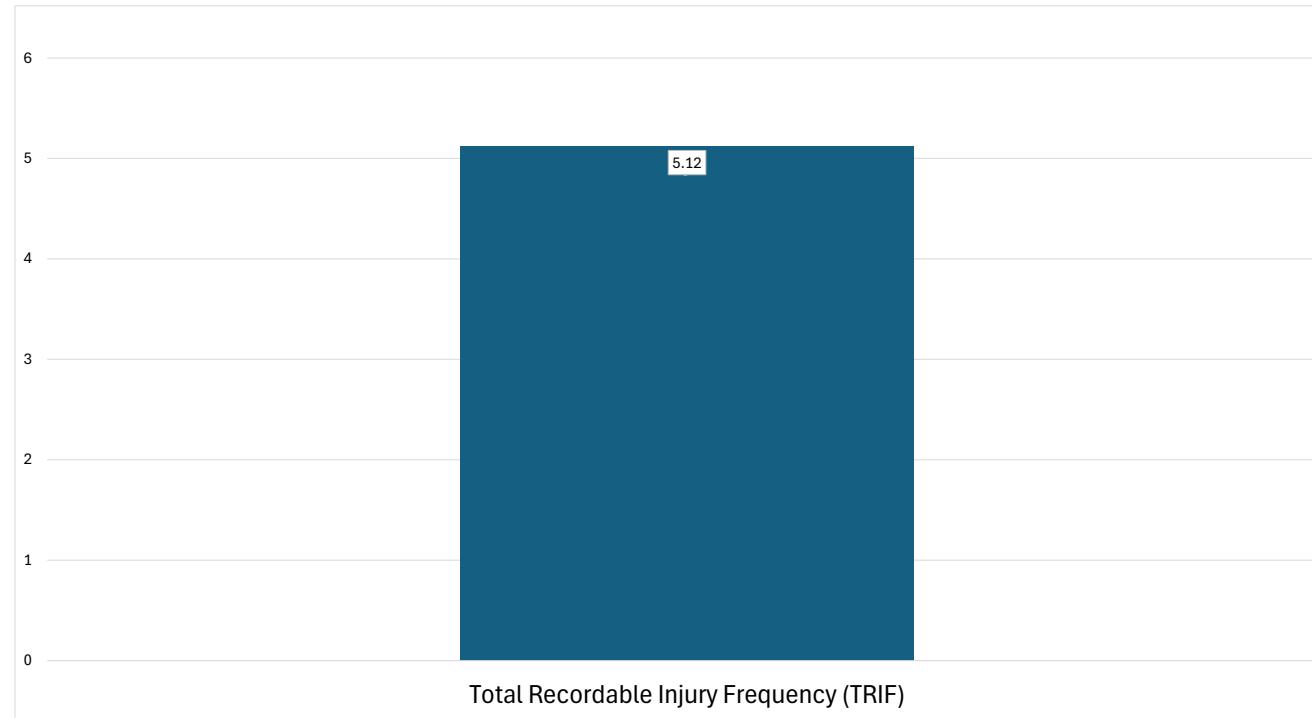
Source: Statistics Canada Job Vacancy Wage Survey (JVWS) Table: 14-10-0398-01 - Job vacancies, payroll employees and job vacancy rate, by economic regions, quarterly, adjusted for seasonality

**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 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:

$$\text{TRIR} = \text{Total recordable Incidents} \times 200,000 / \text{Total Hours Worked}$$

- 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