

DEPTID	DEPTID DESCR	Days In Office	Data Collection Date	Telework Agreement Active	Monday	Tuesday	Wednesday	Thursday	Friday	Days (Locked)
060-7651	Deputy Minister's Office	S.1 5; S.2 2	11-Aug-21	Yes	Yes	Yes	Yes	Yes	Yes	S.1
060-7651	Deputy Minister's Office		11-Aug-21	Yes	Yes	Yes	Yes	Yes	Yes	5;
060-7651	Deputy Minister's Office		11-Aug-21	Yes	Yes	Yes	Yes	Yes	Yes	S.2
060-7651	Deputy Minister's Office		20-Jul-21	No	No	No	No	No	No	S.2
060-7651	Deputy Minister's Office		11-Aug-21	Yes	Yes	Yes	Yes	Yes	Yes	2
060-5003	DMO-Correspondence Unit		11-Aug-21	Yes	Yes	Yes	Yes	Yes	Yes	
060-5003	DMO-Correspondence Unit		11-Aug-21	No	No	No	No	No	No	
060-5003	DMO-Correspondence Unit		17-Aug-21	No	No	No	Yes	Yes	Yes	
060-5003	DMO-Correspondence Unit		17-Aug-21	Yes	Yes	No	No	No	No	

DEPTID	DEPTID DESCR	Days In Office	Data Collection Date	Telework Agreement Active	Monday	Tuesday	Wednesday	Thursday	Friday	Days (Locked)	
060-1442	Community Gaming Grants	s. 15; s. 22	8/16/2021		No	No	Yes	Yes	Yes	s. 15; s. 22	
060-1442	Community Gaming Grants		7/30/2021		No	Yes	Yes	Yes	No		
060-1442	Community Gaming Grants		8/5/2021		No	No	No	No	No		
060-1442	Community Gaming Grants		8/17/2021		No	No	No	No	No		
060-1442	Community Gaming Grants		8/19/2021		No	No	No	Yes	Yes		
060-1442	Community Gaming Grants		8/18/2021		No	No	No	No	No		
060-1442	Community Gaming Grants				Yes	Yes	Yes	Yes	Yes		
060-1442	Community Gaming Grants		8/19/2021		No	No	No	No	No		
060-1442	Community Gaming Grants		8/9/2021		No	No	Yes	Yes	Yes		
060-1442	Community Gaming Grants		8/17/2021		No	No	No	No	No		
060-1442	Community Gaming Grants		8/3/2021		No	No	No	No	No		
060-1442	Community Gaming Grants										
060-1442	Community Gaming Grants		8/19/2021		No	No	No	No	No		
060-1442	Community Gaming Grants		7/22/2021		No	No	No	No	No		
060-1442	Community Gaming Grants				Yes	Yes	Yes	Yes	Yes		
060-1442	Community Gaming Grants		7/27/2021		No	No	No	No	No		
060-1442	Community Gaming Grants		8/10/2021		No	No	No	No	No		
060-1921	Anti-Fraud and Investigations			19-Aug		No	No	No	Yes		Yes
060-1921	Anti-Fraud and Investigations										
060-1921	Anti-Fraud and Investigations			19-Aug		Yes	No	Yes	No		Yes
060-1986	Business Operations		2021/08/04		No	No	No	Yes	Yes		
060-1986	Business Operations		2021/08/20		No	No	Yes	Yes	No		
060-1986	Business Operations		2021/08/06		Yes	No	Yes	No	No		
060-1986	Business Operations		2021/08/20		No	Yes	Yes	No	No		
060-1986	Business Operations		2021/08/20		No	No	Yes	Yes	No		
060-1986	Business Operations		2021/08/20		No	No	No	Yes	Yes		
060-1986	Business Operations		2021/08/12		No	Yes	Yes	No	No		
060-1986	Business Operations		2021/08/10		No	No	Yes	No	No		
060-1986	Business Operations										
060-1986	Business Operations		2021/08/12		No	Yes	Yes	Yes	No		
060-1986	Business Operations		2021/08/06		No	Yes	Yes	Yes	No		
060-1986	Business Operations		2021/08/11		No	Yes	No	Yes	No		
060-1986	Business Operations		2021/08/17		No	Yes	Yes	Yes	No		
060-1986	Business Operations		2021/08/16		No	Yes	Yes	Yes	No		
060-1986	Business Operations		2021/08/12		No	Yes	No	No	No		
060-1986	Business Operations		2021/08/12		No	Yes	Yes	Yes	No		
060-1986	Business Operations		2021/08/20		Yes	Yes	Yes	No	No		
060-1986	Business Operations		2021/08/06		No	No	Yes	Yes	No		
060-1955	Entrepreneur Immigration		8/16/2021		No	Yes	No	Yes	No		
060-1955	Entrepreneur Immigration		8/16/2021		No	No	Yes	No	No		
060-1955	Entrepreneur Immigration		8/16/2021		No	Yes	No	No	No		
060-1955	Entrepreneur Immigration		8/16/2021		No	No	Yes	Yes	Yes		
060-1955	Entrepreneur Immigration		8/16/2021		No	No	No	Yes	No		
060-1955	Entrepreneur Immigration		8/16/2021		No	No	Yes	No	No		
060-1955	Entrepreneur Immigration		8/16/2021		No	No	No	No	No		
060-1955	Entrepreneur Immigration		8/16/2021		No	No	No	No	Yes		
060-1955	Entrepreneur Immigration		8/16/2021		No	No	No	Yes	No		
060-1955	Entrepreneur Immigration		8/16/2021		No	No	No	No	Yes		
060-1955	Entrepreneur Immigration		8/16/2021		Yes	No	Yes	No	No		
060-1955	Entrepreneur Immigration		8/16/2021		Yes	No	No	No	No		
060-1953	Immig Prog Branch - PNP		11-Aug		No	Yes	Yes	No	No		
060-1953	Immig Prog Branch - PNP		11-Aug		No	Yes	Yes	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	Yes	No	No		
060-1954	Skills Immigration		20-Aug		No	Yes	Yes	No	No		
060-1954	Skills Immigration		20-Aug		No	No	Yes	No	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug								
060-1954	Skills Immigration		20-Aug		No	No	Yes	No	No		
060-1954	Skills Immigration		20-Aug		No	No	No	No	No		
060-1954	Skills Immigration		20-Aug		No	No	Yes	No	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060-1954	Skills Immigration		20-Aug		No	No	No	Yes	No		
060											

060-1954	Skills Immigration	s.15; s.22	20-Aug	No	No	No	Yes	No	s.15; s.22
060-1954	Skills Immigration		20-Aug	No	No	Yes	No	No	
060-1954	Skills Immigration		20-Aug	No	No	No	No	No	
060-1954	Skills Immigration		20-Aug	No	No	Yes	No	No	
060-1954	Skills Immigration		20-Aug	No	Yes	Yes	No	No	
060-1954	Skills Immigration		20-Aug	No	No	No	Yes	No	
060-1954	Skills Immigration		12-Aug	No	Yes	Yes	Yes	No	
060-1954	Skills Immigration		20-Aug	No	No	No	No	No	
060-1954	Skills Immigration		20-Aug	No	No	Yes	No	No	
060-1954	Skills Immigration		20-Aug	No	No	Yes	No	No	
060-1979	Immig Policy and Integration		Active	Yes	Yes	Yes	Yes	Yes	
060-1979	Immig Policy and Integration		Active	Yes	No	No	No	Yes	
060-1979	Immig Policy and Integration		Active	Yes	Yes	Yes	Yes	Yes	
060-1937	Immigrant Integration Unit		Active	Yes	Yes	Yes	Yes	Yes	
060-1937	Immigrant Integration Unit		Active	Yes	Yes	Yes	Yes	Yes	
060-1937	Immigrant Integration Unit		Active	Yes	No	No	No	Yes	
060-1937	Immigrant Integration Unit		Active	Yes	Yes	Yes	Yes	Yes	
060-1937	Immigrant Integration Unit		Active	Yes	Yes	Yes	Yes	Yes	
060-1937	Immigrant Integration Unit		Active	Yes	Yes	No	No	Yes	
060-1937	Immigrant Integration Unit		Active	Yes	No	No	No	Yes	
060-1937	Immigrant Integration Unit		Active	Yes	Yes	Yes	Yes	Yes	
060-1937	Immigrant Integration Unit		Inactive						
060-1937	Immigrant Integration Unit	Inactive	No	No	No	No	No		
060-1980	Immigration Policy Unit	Active	Yes	Yes	Yes	Yes	Yes		
060-1980	Immigration Policy Unit	Active	Yes	Yes	Yes	Yes	Yes		
060-1980	Immigration Policy Unit	Active	Yes	Yes	Yes	Yes	Yes		
060-1980	Immigration Policy Unit	Active	Yes	Yes	No	Yes	Yes		
060-1980	Immigration Policy Unit	Active	Yes	Yes	No	Yes	Yes		
060-1982	Intgov Rel and Credential Rec	Inactive	Yes	Yes	Yes	Yes	Yes		
060-1982	Intgov Rel and Credential Rec	Active	Yes	Yes	No	Yes	Yes		
060-1982	Intgov Rel and Credential Rec	Inactive							
060-1982	Intgov Rel and Credential Rec	Active	Yes	Yes	Yes	Yes	Yes		
060-1982	Intgov Rel and Credential Rec	Active	Yes	No	No	No	Yes		
060-0511	Community and Trans Policy	8/16/2021	No	Yes	Yes	Yes	No		
060-0511	Community and Trans Policy	8/11/2021	Yes	Yes	Yes	No	No		
060-0511	Community and Trans Policy	8/11/2021	Yes	No	Yes	No	Yes		
060-0511	Community and Trans Policy	8/11/2021	No	No	Yes	Yes	Yes		
060-0511	Community and Trans Policy	8/30/2021	No	No	No	No	No		

DEPTID DESCR	Days In Office	Data Collection Date	Telework Agreement Active	Monday	Tuesday	Wednesday	Thursday	Friday	Days (Locked)
Governance and Structure	s.15; s.22	8/27/2021		No	Yes	Yes	Yes	No	s.15; s.22
Governance and Structure		8/27/2021							
Governance and Structure		8/27/2021		Yes	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		Yes	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		Yes	Yes	Yes	Yes	Yes	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		Yes	Yes	Yes	Yes	Yes	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	No	Yes	Yes	Yes	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Governance and Structure		8/27/2021		No	Yes	Yes	Yes	No	
Public Libraries Branch		44435		No	No	Yes	Yes	Yes	
Public Libraries Branch		44435		No	Yes	Yes	No	Yes	
Public Libraries Branch		44435		No	Yes	No	Yes	Yes	
Public Libraries Branch		44435		No	No	No	No	Yes	
Public Libraries Branch		44435		No	No	No	No	Yes	
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/24/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/23/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
Planning & Land Use Management		8/25/2021							
ED, LG Finance		8/25/2021		Yes	Yes	Yes	Yes	Yes	
ED, LG Finance		8/25/2021 Active		Yes	Yes	Yes	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021		Yes	Yes	Yes	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021 Active		Yes	Yes	Yes	Yes	Yes	
ED, LG Finance		8/25/2021		Yes	Yes	Yes	No	Yes	
ED, LG Infra & Engineering		8/25/2021		Yes	No	Yes	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021		Yes	No	Yes	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021		Yes	No	Yes	Yes	Yes	
ED, LG Finance		8/25/2021		No	No	Yes	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021		No	Yes	Yes	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021 Active		Yes	No	Yes	Yes	Yes	
ED, LG Finance		8/25/2021		Yes	Yes	Yes	Yes	Yes	
ED, LG Finance		8/25/2021		Yes	No	No	Yes	No	
ED, LG Finance		8/25/2021		Yes	Yes	No	No	No	
ED, LG Infra & Engineering		8/25/2021		Yes	No	No	No	Yes	
ED, LG Infra & Engineering		8/25/2021		Yes	Yes	No	No	No	
ED, LG Infra & Engineering		8/25/2021 Active		Yes	Yes	No	No	Yes	
ED, LG Infra & Engineering		8/25/2021		No	No	Yes	Yes	No	
ED, LG Finance		8/25/2021		Yes	No	No	No	No	
ED, LG Finance		8/25/2021		No	Yes	Yes	No		
ED, LG Finance		8/25/2021		No	Yes	Yes	No	No	
ED, LG Finance		8/25/2021		Yes	No	No	No	Yes	
ED, LG Finance		8/25/2021		No	No	Yes	Yes	No	
ED, LG Finance		8/25/2021		No	No	No	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021		Yes	No	No	No	Yes	
ED, LG Infra & Engineering		8/25/2021		No	No	No	No	No	
ED, LG Infra & Engineering		8/25/2021		Yes	No	Yes	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021		Yes	No	Yes	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021		No	No	No	No	No	
ED, LG Infra & Engineering		8/25/2021		No	No	Yes	No	Yes	
ED, LG Infra & Engineering		8/25/2021		No	No	No	Yes	Yes	
ED, LG Infra & Engineering		8/25/2021		Yes	No	No	No	Yes	
ED, LG Infra & Engineering		8/25/2021		No	Yes	No	Yes	No	

ED, LG Infra & Engineering	s.15; s.22	8/25/2021	No	No	No	No	No
ED, LG Infra & Engineering		8/25/2021	Yes	No	Yes	Yes	Yes
ED, LG Infra & Engineering		8/25/2021	Yes	No	No	Yes	No
ED, LG Infra & Engineering		8/25/2021	Yes	Yes	Yes	Yes	Yes
ADM LG, Ops & Client Relations			Yes	No	Yes	No	No
ADM LG, Ops & Client Relations			Yes	No	No	Yes	No
ADM LG, Ops & Client Relations			No	Yes	No	Yes	No
ADM LG, Ops & Client Relations			Yes	Yes	Yes	No	Yes
ADM LG, Ops & Client Relations			Yes	No	No	Yes	No
ADM LG, Ops & Client Relations			Yes	No	No	No	Yes
ADM LG, Ops & Client Relations			No	Yes	No	Yes	No
Loc Gov Policy, Res and Leg			No	Yes	No	No	No
Loc Gov Policy, Res and Leg			No	Yes	No	No	No
Loc Gov Policy, Res and Leg			No	No	No	Yes	Yes
Loc Gov Policy, Res and Leg		8/24/2021	No	No	Yes	Yes	Yes
Loc Gov Policy, Res and Leg		8/24/2021	No	No	Yes	Yes	Yes
Loc Gov Policy, Res and Leg		8/24/2021	Yes	Yes	No	No	Yes
Loc Gov Policy, Res and Leg		8/24/2021	No	Yes	No	Yes	No
Loc Gov Policy, Res and Leg		8/24/2021	Yes	Yes	No	No	Yes
Loc Gov Policy, Res and Leg		8/24/2021	Yes	No	Yes	No	Yes
Loc Gov Policy, Res and Leg		8/24/2021	No	Yes	Yes	Yes	No
Loc Gov Policy, Res and Leg		8/24/2021	Yes	Yes	No	Yes	No
Loc Gov Policy, Res and Leg		8/24/2021	No	Yes	Yes	No	No
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration		8/26/2021	Yes	Yes	No	Yes	No
U.E.L. - Administration		22-Jul-21	Yes	No	Yes	No	Yes
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration		8/16/2021	Yes	Yes	No	No	Yes
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration		8/11/2021	No	Yes	No	Yes	Yes
U.E.L. - Administration							
U.E.L. - Administration		8/23/2021	Yes	Yes	Yes	No	No
U.E.L. - Administration							
U.E.L. - Administration		8/11/2021	Yes	Yes	Yes	Yes	No
U.E.L. - Administration		8/12/2020	No	No	Yes	Yes	Yes
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration							
U.E.L. - Administration		8/11/2021	No	No	Yes	Yes	Yes
U.E.L. - Administration		8/16/2021		No		No	

DEPTID	DEPTID DESCR	Days In Office	Data Collection Date	Telework Agreement Active
060-7655	Information Systems	s.15; s.22	<Awaiting Occ	Active
060-7655	Information Systems		8/25/2021	Active
060-7655	Information Systems		8/20/2021	Active
125-8006	Information Systems Branch		8/20/2021	Inactive
060-7655	Information Systems		8/25/2021	Active
060-7655	Information Systems		8/25/2021	Active
060-7655	Information Systems		8/23/2021	Active
060-7655	Information Systems		8/24/2021	Inactive
125-8006	Information Systems Branch		8/25/2021	Active
060-7655	Information Systems		8/20/2021	Inactive
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/19/2021	Active
060-7655	Information Systems		8/25/2021	Inactive
125-8006	Information Systems Branch			
125-8006	Information Systems Branch		8/25/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active
125-8006	Information Systems Branch		8/20/2021	Active
060-7655	Information Systems		<Awaiting Occ	Active
060-7655	Information Systems		8/24/2021	Active
125-8006	Information Systems Branch		8/20/2021	Active
125-8006	Information Systems Branch		<Awaiting his	Active
127-1806	ISB EAO Maintenance Support		<Labour Exec	Active
125-8006	Information Systems Branch		8/20/2021	Active
060-7655	Information Systems		8/23/2021	Active
060-7655	Information Systems		8/20/2021	Active
125-8006	Information Systems Branch		8/19/2021	Active
127-1805	LBR ESB Transformation Support		<Labour Exec	Active
060-7655	Information Systems		8/20/2021	Active
125-8006	Information Systems Branch		8/20/2021	Active
127-1805	LBR ESB Transformation Support		<Labour Exec	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active
125-8006	Information Systems Branch		8/25/2021	Active
125-8006	Information Systems Branch		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/23/2021	Active
060-7655	Information Systems			
127-1805	LBR ESB Transformation Support		<Labour Exec	Active
060-7655	Information Systems		8/23/2021	Active
060-7655	Information Systems		8/23/2021	Active
060-7655	Information Systems		<Awaiting Occ	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/25/2021	Active

060-7655	Information Systems	s.15;	8/25/2021	
060-7652	Financial Services	s.22		
060-7652	Financial Services			
060-7652	Financial Services		8/17/2021	
060-7652	Financial Services		8/17/2021	
060-7652	Financial Services		8/17/2021	
060-7652	Financial Services			
060-7652	Financial Services			
060-7652	Financial Services		8/17/2021	
060-7652	Financial Services		8/17/2021	
060-7652	Financial Services		8/17/2021	
060-7652	Financial Services		8/17/2021	
060-7652	Financial Services		8/17/2021	
060-7652	Financial Services		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch			
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
125-8004	Financial Services Branch		8/17/2021	
060-7652	Financial Services Branch		8/17/2021	
060-5341	ADM's Office, Mgmt. Services			
060-5341	ADM's Office, Mgmt. Services		8/17/2021	
060-5341	ADM's Office, Mgmt. Services		8/17/2021	
060-5341	ADM's Office, Mgmt. Services			
060-5341	ADM's Office, Mgmt. Services			
125-8008	JTT, MSD-ADM's Office			
125-8008	JTT, MSD-ADM's Office			
060-7649	Corporate Planning and Priorit		8/23/2021	
060-7649	Corporate Planning and Priorit		8/24/2021	
060-7649	Corporate Planning and Priorit		8/25/2021	
060-7649	Corporate Planning and Priorit		8/26/2021	
060-7649	Corporate Planning and Priorit		8/27/2021	
060-7649	Corporate Planning and Priorit		8/28/2021	
060-7649	Corporate Planning and Priorit		8/29/2021	
060-7649	Corporate Planning and Priorit		8/30/2021	
060-7649	Corporate Planning and Priorit		8/31/2021	
125-8009	Correspondence Branch		9/1/2021	
125-8009	Correspondence Branch		9/2/2021	
125-8009	Correspondence Branch		9/3/2021	
125-8009	Correspondence Branch		9/4/2021	
125-8009	Correspondence Branch		9/5/2021	
125-8009	Correspondence Branch		9/6/2021	
060-7600	Info Mgmt and Strat Init		9/7/2021	

060-7600	Info Mgmt and Strat Init	s.15;	9/8/2021	
060-7600	Info Mgmt and Strat Init	s.22	9/9/2021	
060-7600	Info Mgmt and Strat Init		9/10/2021	
060-7600	Info Mgmt and Strat Init		9/11/2021	
060-7600	Info Mgmt and Strat Init		9/12/2021	
060-7600	Info Mgmt and Strat Init		9/13/2021	
060-7600	Info Mgmt and Strat Init		9/14/2021	
060-7600	Info Mgmt and Strat Init		9/15/2021	
060-7656	Strategic Human Resources		8/13/2021	
125-8002	Strategic Human Resources		8/23/2021	
060-7656	Strategic Human Resources		8/13/2021	
060-7656	Strategic Human Resources		8/13/2021	
060-7656	Strategic Human Resources		8/13/2021	
125-8002	Strategic Human Resources		8/13/2021	
060-7656	Strategic Human Resources		8/23/2021	
125-8002	Strategic Human Resources		8/13/2021	
125-8002	Strategic Human Resources		8/13/2021	
060-7656	Strategic Human Resources		8/13/2021	
125-8002	Strategic Human Resources		8/23/2021	

Division	DEPTID	DEPTID DESCR	Days In Office	Data Collection Date	Telework Agreement Active
MSD	060-7655	Information Systems	s.15; s.22	<Awaiting	Active
MSD	060-7655	Information Systems		8/25/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/25/2021	Active
MSD	060-7655	Information Systems		8/25/2021	Active
MSD	060-7655	Information Systems		8/23/2021	Active
MSD	060-7655	Information Systems		8/24/2021	Inactive
MSD	060-7655	Information Systems		8/20/2021	Inactive
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/19/2021	Active
MSD	060-7655	Information Systems		8/25/2021	Inactive
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		<Awaiting	Active
MSD	060-7655	Information Systems		8/24/2021	Active
MSD	060-7655	Information Systems		8/23/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/23/2021	Active
MSD	060-7655	Information Systems		8/23/2021	Active
MSD	060-7655	Information Systems		8/23/2021	Active
MSD	060-7655	Information Systems		<Awaiting	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/20/2021	Active
MSD	060-7655	Information Systems		8/25/2021	Active
MSD	060-7655	Information Systems		8/25/2021	
MSD	060-7652	Financial Services			
MSD	060-7652	Financial Services			
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services			
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services		8/17/2021	
MSD	060-7652	Financial Services Branch		8/17/2021	

MSD	060-5341	ADM's Office, Mgmt. Services		
MSD	060-5341	ADM's Office, Mgmt. Services	s.15;	8/17/2021
MSD	060-5341	ADM's Office, Mgmt. Services	s.22	8/17/2021
MSD	060-5341	ADM's Office, Mgmt. Services		
MSD	060-5341	ADM's Office, Mgmt. Services		
MSD	060-7649	Corporate Planning and Priorit		8/23/2021
MSD	060-7649	Corporate Planning and Priorit		8/24/2021
MSD	060-7649	Corporate Planning and Priorit		8/25/2021
MSD	060-7649	Corporate Planning and Priorit		8/26/2021
MSD	060-7649	Corporate Planning and Priorit		8/27/2021
MSD	060-7649	Corporate Planning and Priorit		8/28/2021
MSD	060-7649	Corporate Planning and Priorit		8/29/2021
MSD	060-7649	Corporate Planning and Priorit		8/30/2021
MSD	060-7649	Corporate Planning and Priorit		8/31/2021
MSD	060-7600	Info Mgmt and Strat Init		9/7/2021
MSD	060-7600	Info Mgmt and Strat Init		9/8/2021
MSD	060-7600	Info Mgmt and Strat Init		9/9/2021
MSD	060-7600	Info Mgmt and Strat Init		9/10/2021
MSD	060-7600	Info Mgmt and Strat Init		9/11/2021
MSD	060-7600	Info Mgmt and Strat Init		9/12/2021
MSD	060-7600	Info Mgmt and Strat Init		9/13/2021
MSD	060-7600	Info Mgmt and Strat Init		9/14/2021
MSD	060-7600	Info Mgmt and Strat Init		9/15/2021
MSD	060-7656	Strategic Human Resources		8/13/2021
MSD	060-7656	Strategic Human Resources		8/13/2021
MSD	060-7656	Strategic Human Resources		8/13/2021
MSD	060-7656	Strategic Human Resources		8/13/2021
MSD	060-7656	Strategic Human Resources		8/23/2021
MSD	060-7656	Strategic Human Resources		8/13/2021
ISSP	060-1442	Community Gaming Grants		8/16/2021
ISSP	060-1442	Community Gaming Grants		7/30/2021
ISSP	060-1442	Community Gaming Grants		8/5/2021
ISSP	060-1442	Community Gaming Grants		8/17/2021
ISSP	060-1442	Community Gaming Grants		8/19/2021
ISSP	060-1442	Community Gaming Grants		8/18/2021
ISSP	060-1442	Community Gaming Grants		
ISSP	060-1442	Community Gaming Grants		8/19/2021
ISSP	060-1442	Community Gaming Grants		8/9/2021
ISSP	060-1442	Community Gaming Grants		8/17/2021
ISSP	060-1442	Community Gaming Grants		8/3/2021
ISSP	060-1442	Community Gaming Grants		
ISSP	060-1442	Community Gaming Grants		8/19/2021
ISSP	060-1442	Community Gaming Grants		7/22/2021
ISSP	060-1442	Community Gaming Grants		
ISSP	060-1442	Community Gaming Grants		7/27/2021
ISSP	060-1442	Community Gaming Grants		8/10/2021
ISSP	060-1921	Anti-Fraud and Investigations		19-Aug
ISSP	060-1921	Anti-Fraud and Investigations		
ISSP	060-1921	Anti-Fraud and Investigations		19-Aug
ISSP	060-1986	Business Operations		#####

[illegible]

ISSP	060-1954	Skills Immigration	s.15; s.22	20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1954	Skills Immigration		20-Aug
ISSP	060-1979	Immig Policy and Integration		Active
ISSP	060-1979	Immig Policy and Integration		Active
ISSP	060-1979	Immig Policy and Integration		Active
ISSP	060-1937	Immigrant Integration Unit		Active
ISSP	060-1937	Immigrant Integration Unit		Active
ISSP	060-1937	Immigrant Integration Unit		Active
ISSP	060-1937	Immigrant Integration Unit		Active
ISSP	060-1937	Immigrant Integration Unit		Active
ISSP	060-1937	Immigrant Integration Unit		Active
ISSP	060-1937	Immigrant Integration Unit		Active
ISSP	060-1937	Immigrant Integration Unit		Active
ISSP	060-1937	Immigrant Integration Unit		Inactive
ISSP	060-1937	Immigrant Integration Unit		Inactive
ISSP	060-1980	Immigration Policy Unit		Active
ISSP	060-1980	Immigration Policy Unit		Active
ISSP	060-1980	Immigration Policy Unit		Active
ISSP	060-1980	Immigration Policy Unit		Active
ISSP	060-1980	Immigration Policy Unit		Active
ISSP	060-1982	Intgov Rel and Credential Rec		Inactive
ISSP	060-1982	Intgov Rel and Credential Rec		Active
ISSP	060-1982	Intgov Rel and Credential Rec		Inactive
ISSP	060-1982	Intgov Rel and Credential Rec		Active
ISSP	060-1982	Intgov Rel and Credential Rec		Active
ISSP	060-0511	Community and Trans Policy		8/16/2021
ISSP	060-0511	Community and Trans Policy		8/11/2021
ISSP	060-0511	Community and Trans Policy		8/11/2021

[illegible]

LGD	060-7667	ED, LG Finance	s.15;	8/25/2021
LGD	060-7799	ED, LG Infra & Engineering	s.22	8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021 Active
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021 Active
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7667	ED, LG Finance		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7799	ED, LG Infra & Engineering		8/25/2021
LGD	060-7674	ADM LG, Ops & Client Relations		
LGD	060-7674	ADM LG, Ops & Client Relations		
LGD	060-7674	ADM LG, Ops & Client Relations		
LGD	060-7674	ADM LG, Ops & Client Relations		
LGD	060-7674	ADM LG, Ops & Client Relations		
LGD	060-7674	ADM LG, Ops & Client Relations		
LGD	060-7674	ADM LG, Ops & Client Relations		
LGD	060-5004	Loc Gov Policy, Res and Leg		
LGD	060-5004	Loc Gov Policy, Res and Leg		
LGD	060-5004	Loc Gov Policy, Res and Leg		8/24/2021
LGD	060-5004	Loc Gov Policy, Res and Leg		8/24/2021
LGD	060-5004	Loc Gov Policy, Res and Leg		8/24/2021
LGD	060-5004	Loc Gov Policy, Res and Leg		8/24/2021
LGD	060-5004	Loc Gov Policy, Res and Leg		8/24/2021
LGD	060-5004	Loc Gov Policy, Res and Leg		
LGD	060-5004	Loc Gov Policy, Res and Leg		8/24/2021
LGD	060-5004	Loc Gov Policy, Res and Leg		8/24/2021

LGD	060-7715	U.E.L. - Administration	s.15; s.22
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	8/26/2021
LGD	060-7715	U.E.L. - Administration	22-Jul-21
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	8/16/2021
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	8/11/2021
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	8/23/2021
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	8/11/2021
LGD	060-7715	U.E.L. - Administration	8/12/2020
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	
LGD	060-7715	U.E.L. - Administration	8/11/2021
LGD	060-7715	U.E.L. - Administration	8/16/2021
DMO	060-7651	Deputy Minister's Office	11-Aug-21
DMO	060-7651	Deputy Minister's Office	11-Aug-21
DMO	060-7651	Deputy Minister's Office	11-Aug-21
DMO	060-7651	Deputy Minister's Office	20-Jul-21
DMO	060-7651	Deputy Minister's Office	11-Aug-21
DMO	060-5003	DMO-Correspondence Unit	11-Aug-21
DMO	060-5003	DMO-Correspondence Unit	11-Aug-21
DMO	060-5003	DMO-Correspondence Unit	17-Aug-21
DMO	060-5003	DMO-Correspondence Unit	17-Aug-21

Ministry and Division Totals

Days in Office	Ministry	LGD	ISSP	MSD	% Ministry	%LGD	%ISSP	%MSD
5	35	24	s.15; s.22		10%	19%	2%	7%
4	6	s.15; s.22			2%	5%	0%	0%
3	109				30%	48%	20%	21%
2	87				24%	10%	15%	48%
1	55				15%	10%	29%	5%
0	42				12%	6%	20%	9%
Blank	29				8%	2%	13%	10%
Total	363	126	123	114	100%	100%	100%	100%
				Staff less than 3 days	51%	27%	64%	62%
Days in Office - Mgmt.	Ministry	LGD	ISSP	MSD	% Ministry	%LGD	%ISSP	%MSD
5	5	s.15; s.22			4%	3%	2%	10%
4	3				3%	10%	0%	0%
3	43				38%	55%	30%	33%
2	22				19%	16%	13%	33%
1	23				20%	3%	36%	10%
0	5				4%	6%	4%	3%
Blank	13				11%	6%	15%	10%
Total	114	31	53	30	100%	100%	100%	100%
				Staff less than 3 days	44%	26%	53%	47%
Days in Office Non-Mgmt	Ministry	LGD	ISSP	MSD	% Ministry	%LGD	%ISSP	%MSD
5	30	s.15; s.22			12%	24%	3%	6%
4	3				1%	3%	0%	0%
3	66				26%	44%	12%	17%
2	65				25%	8%	16%	54%
1	32				13%	12%	23%	4%
0	36				14%	6%	28%	11%
Blank	23				9%	2%	18%	10%
Total	255	97	74	84	100%	100%	100%	100%
				Staff less than 3 days	52%	27%	68%	68%

Band 4/5

Days in Office	Ministry	LGD	ISSP	MSD
2	5	s.15; s.22		
1	0			
0	1			
Total	6			

Band 1-3

Days in Office	Ministry	LGD	ISSP	MSD
2	10	s.15; s.22		
1	4			
0	2			
Total	16			

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Days in Office	Ministry	LGD	ISSP	MSD
2	65	s.15; s.22		
1	32			
0	36			

DEPTID	DEPTID DESCR	Days In Office	Data Collection Date	Telework Agreement Active
060-1442	Community Gaming Grants	s.15; s.22	8/16/2021	Active
060-1442	Community Gaming Grants		7/30/2021	Active
060-1442	Community Gaming Grants		8/5/2021	Active
060-1442	Community Gaming Grants		8/17/2021	Active
060-1442	Community Gaming Grants		8/19/2021	Active
060-1442	Community Gaming Grants		8/18/2021	Active
060-1442	Community Gaming Grants			Active
060-1442	Community Gaming Grants		8/19/2021	Active
060-1442	Community Gaming Grants		8/9/2021	Active
060-1442	Community Gaming Grants		8/17/2021	Active
060-1442	Community Gaming Grants		8/3/2021	Active
060-1442	Community Gaming Grants			Inactive

060-1442	Community Gaming Grants	s.15; s.22		
			8/19/2021	Active
060-1442	Community Gaming Grants			
			7/22/2021	Active
060-1442	Community Gaming Grants			
				Active
060-1442	Community Gaming Grants			
			7/27/2021	Active
060-1442	Community Gaming Grants			
			8/10/2021	Active
060-1921	Investigations		19-Aug	Active
060-1921	Investigations			Inactive
060-1921	Investigations		19-Aug	Active
060-1986	Operations		2021/08/04	Active
060-1986	Operations		2021/08/20	Active
060-1986	Operations		2021/08/06	Active
060-1986	Operations		2021/08/20	Active
060-1986	Operations		2021/08/20	Active
060-1986	Operations		2021/08/20	Active
060-1986	Operations		2021/08/12	Active
060-1986	Operations		2021/08/10	Active
060-1986	Operations			Inactive
060-1986	Operations		2021/08/12	Active
060-1986	Operations		2021/08/06	Active
060-1986	Operations		2021/08/11	Active
060-1986	Operations		2021/08/17	Active
060-1986	Operations		2021/08/16	Active
060-1986	Operations		2021/08/12	Active
060-1986	Operations		2021/08/12	Active
060-1986	Operations		2021/08/20	Active
060-1986	Operations		2021/08/06	Active
060-1955	Immigration		8/16/2021	Active
060-1955	Immigration		8/16/2021	Active
060-1955	Immigration		8/16/2021	Active
060-1955	Immigration		8/16/2021	Active
060-1955	Immigration		8/16/2021	Active
060-1955	Immigration		8/16/2021	Active
060-1955	Immigration		8/16/2021	Active
060-1955	Immigration		8/16/2021	Active
060-1955	Immigration		8/16/2021	Active

060-1955	Immigration	s.15; s.22	8/16/2021	Active
060-1955	Immigration		8/16/2021	Active
060-1955	Immigration		8/16/2021	Active
060-1953	Branch - PNP		11-Aug	Active
060-1953	Branch - PNP		11-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Inactive
060-1954	Immigration		20-Aug	Active
060-1954	Immigration			Inactive
060-1954	Immigration		20-Aug	Active
060-1954	Immigration			Inactive
060-1954	Immigration		20-Aug	Active
060-1954	Immigration			Inactive
060-1954	Immigration		20-Aug	Active
060-1954	Immigration			Inactive
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration			Inactive
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration			Inactive
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration			Inactive
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		12-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active
060-1954	Immigration		20-Aug	Active

060-1979	Immig Policy and Integration	s.15; s.22	Active
060-1979	Immig Policy and Integration		Active
060-1979	Immig Policy and Integration		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Active
060-1937	Immigrant Integration Unit		Inactive

060-1937	Immigrant Integration Unit	s.15; s.22	Inactive
060-1980	Immigration Policy Unit		Active
060-1980	Immigration Policy Unit		Active
060-1980	Immigration Policy Unit		Active
060-1980	Immigration Policy Unit		Active
060-1980	Immigration Policy Unit		Active
060-1982	Intgov Rel and Credential Rec		Inactive
060-1982	Intgov Rel and Credential Rec		Active
060-1982	Intgov Rel and Credential Rec		Inactive
060-1982	Intgov Rel and Credential Rec		Active
060-1982	Intgov Rel and Credential Rec		Active
060-1982	Intgov Rel and Credential Rec		Active
060-0511	Community and Trans Policy	8/16/2021	Active
060-0511	Community and Trans Policy	8/11/2021	Active
060-0511	Community and Trans Policy	8/11/2021	Active

060-0511	Community and Trans Policy	s.15; s.22		
			8/11/2021	Active
060-0511	Community and Trans Policy			
			<u>8/30/2021</u>	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active
060-7673	Governance and Structure			
			8/27/2021	Active

060-7673	Governance and Structure	s.15; s.22	8/27/2021	Active
060-7673	Governance and Structure		8/27/2021	Active
060-7673	Governance and Structure		8/27/2021	Active
060-7673	Governance and Structure		8/27/2021	Active
060-7673	Governance and Structure		8/27/2021	Active
060-7673	Governance and Structure		8/27/2021	Active
060-0501	aries Branch		8/27/2021	Active
060-0501	aries Branch		8/27/2021	Active
060-0501	aries Branch		8/27/2021	Active
060-0501	aries Branch		8/27/2021	Active
060-0501	aries Branch		8/27/2021	Active
060-7661	Planning & Land Use Management		8/25/2021	Active
060-7661	Planning & Land Use Management		8/25/2021	Active
060-7661	Planning & Land Use Management		8/25/2021	Active
060-7661	Planning & Land Use Management		8/25/2021	Active
060-7661	Planning & Land Use Management		8/25/2021	Active
060-7661	Planning & Land Use Management		8/25/2021	Active

060-7661	Planning & Land Use Management	s.15; s.22		
			8/25/2021	Active
060-7661	Planning & Land Use Management			
			8/25/2021	Active
060-7661	Planning & Land Use Management			
			8/25/2021	Active
060-7661	Planning & Land Use Management			
			8/25/2021	Active
060-7661	Planning & Land Use Management			
			8/25/2021	Active
060-7661	Planning & Land Use Management			
			8/25/2021	Active
060-7661	Planning & Land Use Management			
			8/25/2021	Active
060-7661	Planning & Land Use Management			
			8/24/2021	Active
060-7661	Planning & Land Use Management			
			8/25/2021	Active
060-7661	Planning & Land Use Management			
			8/23/2021	Active

060-7661	Planning & Land Use Managemen t	s.15; s.22		
060-7661	Planning & Land Use Managemen t			Active
060-7661	Planning & Land Use Managemen t		8/25/2021	Active
060-7661	Planning & Land Use Managemen t		8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7667), LG Finance			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active
060-7799. Engineering			8/25/2021	Active

s.15; s.22

060-7799	Engineering	8/25/2021	Active
060-7799	Engineering	8/25/2021	Active
060-7799	Engineering	8/25/2021	Active
060-7799	Engineering	8/25/2021	Active
060-7799	Engineering	8/25/2021	Active
060-7799	Engineering	8/25/2021	Active
060-7674	ADM LG, Ops & Client Relations		Active
060-7674	ADM LG, Ops & Client Relations		Active
060-7674	ADM LG, Ops & Client Relations		Active
060-7674	ADM LG, Ops & Client Relations		Active
060-7674	ADM LG, Ops & Client Relations		Active
060-7674	ADM LG, Ops & Client Relations		Active
060-7674	ADM LG, Ops & Client Relations		Active
060-7674	ADM LG, Ops & Client Relations		Active
060-5004	Loc Gov Policy, Res and Leg		Active
060-5004	Loc Gov Policy, Res and Leg		Active
060-5004	Loc Gov Policy, Res and Leg		Active
060-5004	Loc Gov Policy, Res and Leg	8/24/2021	Active
060-5004	Loc Gov Policy, Res and Leg	8/24/2021	Active

060-5004	Loc Gov Policy, Res and Leg	s.15; s.22		
			8/24/2021	Active
060-5004	Loc Gov Policy, Res and Leg			
			8/24/2021	Active
060-5004	Loc Gov Policy, Res and Leg			
			8/24/2021	Active
060-5004	Loc Gov Policy, Res and Leg			
				Active
060-5004	Loc Gov Policy, Res and Leg			
				Active
060-5004	Loc Gov Policy, Res and Leg			
			8/24/2021	Active
060-5004	Loc Gov Policy, Res and Leg			
			8/24/2021	Active
060-7715	U.E.L. - Administrati on			
				Active
060-7715	U.E.L. - Administrati on			
				Active
060-7715	U.E.L. - Administrati on			
				Active
060-7715	U.E.L. - Administrati on			
			8/26/2021	Active
060-7715	U.E.L. - Administrati on			
			22-Jul-21	Active
060-7715	U.E.L. - Administrati on			
				Active
060-7715	U.E.L. - Administrati on			
				Active

060-7715	U.E.L. - Administrati on	s.15; s.22	Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on	8/16/2021	Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on	8/11/2021	Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on	8/23/2021	Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on	8/11/2021	Active
060-7715	U.E.L. - Administrati on	8/12/2020	Active
060-7715	U.E.L. - Administrati on		Active

060-7715	U.E.L. - Administrati on	s.15; s.22	Active
060-7715	U.E.L. - Administrati on		Active
060-7715	U.E.L. - Administrati on	8/11/2021	Active
060-7715	U.E.L. - Administrati on	8/16/2021	Active
060-7651	Deputy Minister's Office	11-Aug-21	Active
060-7651	Deputy Minister's Office	11-Aug-21	Active
060-7651	Deputy Minister's Office	11-Aug-21	Active
060-7651	Deputy Minister's Office	20-Jul-21	Active
060-7651	Deputy Minister's Office	11-Aug-21	Active
060-5003	DMO-Corres pondence Unit	11-Aug-21	Active
060-5003	DMO-Corres pondence Unit	11-Aug-21	Active
060-5003	DMO-Corres pondence Unit	17-Aug-21	Active
060-5003	DMO-Corres pondence Unit	17-Aug-21	Active
060-7655	Information Systems	th Assessment>	Active
060-7655	Information Systems	8/25/2021	Active

060-7655	Information Systems	s.15; s.22	8/20/2021	Active
060-7655	Information Systems		8/25/2021	Active
060-7655	Information Systems		8/25/2021	Active
060-7655	Information Systems		8/23/2021	Active
060-7655	Information Systems		8/24/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/19/2021	Active
060-7655	Information Systems		8/25/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems	lth Assessment>		Active
060-7655	Information Systems		8/24/2021	Active
060-7655	Information Systems		8/23/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active
060-7655	Information Systems		8/20/2021	Active

s.15;
s.22

060-7655	Information Systems	8/20/2021	Active
060-7655	Information Systems	8/20/2021	Active
060-7655	Information Systems	8/23/2021	Active
060-7655	Information Systems		Inactive
060-7655	Information Systems	8/23/2021	Active
060-7655	Information Systems	8/23/2021	Active
060-7655	Information Systems	lth Assessment>	Active
060-7655	Information Systems	8/20/2021	Active
060-7655	Information Systems	8/20/2021	Active
060-7655	Information Systems	8/20/2021	Active
060-7655	Information Systems	8/20/2021	Active
060-7655	Information Systems	8/25/2021	Active
060-7655	Information Systems	8/25/2021	Active
060-7652	Financial Services		Inactive
060-7652	Financial Services		Active
060-7652	Financial Services	8/17/2021	Active
060-7652	Financial Services	8/17/2021	Active
060-7652	Financial Services	8/17/2021	Active
060-7652	Financial Services		Inactive

060-7652	Financial Services	s.15; s.22	Inactive
060-7652	Financial Services	8/17/2021	Active
060-7652	Financial Services	8/17/2021	Active
060-7652	Financial Services	8/17/2021	Active
060-7652	Financial Services	8/17/2021	Active
060-7652	Financial Services	8/17/2021	Active
060-7652	Financial Services	8/17/2021	Active
060-7652	Financial Services Branch	8/17/2021	Active
060-5341	ADM's Office, Mgmt. Services		Inactive
060-5341	ADM's Office, Mgmt. Services	8/17/2021	Active
060-5341	ADM's Office, Mgmt. Services	8/17/2021	Active
060-5341	ADM's Office, Mgmt. Services		Inactive
060-5341	ADM's Office, Mgmt. Services		Active
060-7649	Corporate Planning and Priorit	8/23/2021	Active
060-7649	Corporate Planning and Priorit	8/24/2021	Active
060-7649	Corporate Planning and Priorit	8/25/2021	Active

060-7649	Corporate Planning and Priorit		8/26/2021	Active
060-7649	Corporate Planning and Priorit	s.15; s.22	8/27/2021	Active
060-7649	Corporate Planning and Priorit		8/28/2021	Active
060-7649	Corporate Planning and Priorit	s.15; s.22	8/29/2021	Active
060-7649	Corporate Planning and Priorit		8/30/2021	Active
060-7649	Corporate Planning and Priorit		8/31/2021	Active
060-7600	Info Mgmt and Strat Init	s.15; s.22	9/7/2021	Active
060-7600	Info Mgmt and Strat Init		9/8/2021	Active
060-7600	Info Mgmt and Strat Init		9/9/2021	Active
060-7600	Info Mgmt and Strat Init		9/10/2021	Active
060-7600	Info Mgmt and Strat Init		9/11/2021	Active
060-7600	Info Mgmt and Strat Init		9/12/2021	Active

s.15; s.22

060-7600	Info Mgmt and Strat Init		Active
		9/13/2021	
060-7600	Info Mgmt and Strat Init		Active
		9/14/2021	
060-7600	Info Mgmt and Strat Init		Active
		9/15/2021	
060-7656	Strategic Human Resources		Active
		8/13/2021	
060-7656	Strategic Human Resources		Active
		8/13/2021	
060-7656	Strategic Human Resources		Active
		8/13/2021	
060-7656	Strategic Human Resources		Active
		8/13/2021	
060-7656	Strategic Human Resources		Active
		8/23/2021	
060-7656	Strategic Human Resources		Active
		8/13/2021	

Branch	Total	0 Days	1 Day	2 Days	3 Days	4 Days	5 Days
Community Gaming Grants	s.15; s.22						
Anti-Fraud and Investigations							
Business Operations							
Entrepreneur Immigration							
Immig Prog Branch - PNP							
Skills Immigration							
Immig Policy and Integration							
Immigrant Integration Unit							
Immigration Policy Unit							
Intgov Rel and Credential Rec							
Community and Trans Policy							
Governance and Structure							
Public Libraries Branch							
Planning & Land Use Management							
ED, LG Finance							
ED, LG Infra & Engineering							
ADM LG, Ops & Client Relations							
Loc Gov Policy, Res and Leg							
U.E.L. - Administration							
Deputy Minister's Office							
DMO-Correspondence Unit							
Information Systems							
Financial Services							
Financial Services Branch							
ADM's Office, Mgmt. Services							
Corporate Planning and Priorit							
Info Mgmt and Strat Init							
Strategic Human Resources							

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Withheld pursuant to/removed as

s.13 ; s.17

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Withheld pursuant to/removed as

s.13

BU Descr	Telework Agreement Active	Telework Data Collection Date	Days In Office
Municipal Affairs	Active	8/10/2021	0
Municipal Affairs	Active		0
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active		3
Municipal Affairs	Active	9/11/2021	5
Municipal Affairs	Active		5
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	8/10/2021	1
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active	8/13/2021	3
Municipal Affairs	Active	8/23/2021	2
Municipal Affairs	Active	8/16/2021	1
Municipal Affairs	Active		5
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active	8/16/2021	1
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/25/2021	0
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/17/2021	3
Municipal Affairs	Active	8/17/2021	0
Municipal Affairs	Active		3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/29/2021	2
Municipal Affairs	Active	8/19/2021	0
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/20/2021	0
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active	8/20/2021	3
Municipal Affairs	Active		2
Municipal Affairs	Active		5
Municipal Affairs	Active	8/23/2021	5
Municipal Affairs	Active	8/16/2021	3
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active	8/18/2021	0
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active		1
Municipal Affairs	Active	8/11/2021	3
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/16/2021	2
Municipal Affairs	Active		3
Municipal Affairs	Active	8/23/2021	2
Municipal Affairs	Active	8/6/2021	3
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/25/2021	1

Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/4/2021	2
Municipal Affairs	Active	8/25/2021	0
Municipal Affairs	Active	8/16/2021	3
Municipal Affairs	Active	8/13/2021	3
Municipal Affairs	Active	8/12/2021	3
Municipal Affairs	Active	8/25/2021	0
Municipal Affairs	Active	8/17/2021	2
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	8/25/2021	1
Municipal Affairs	Active	8/16/2021	3
Municipal Affairs	Active	9/7/2021	3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active		3
Municipal Affairs	Active	8/13/2021	
Municipal Affairs	Active	8/24/2021	2
Municipal Affairs	Active	8/23/2021	2
Municipal Affairs	Active	8/20/2021	
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs			
Municipal Affairs	Active		3
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/17/2021	3
Municipal Affairs	Active		3
Municipal Affairs	Active	8/12/2021	1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/20/2021	0
Municipal Affairs	Active	8/24/2021	3
Municipal Affairs	Active		0
Municipal Affairs	Active	8/25/2021	1
Municipal Affairs	Inactive		
Municipal Affairs	Active	9/10/2021	2
Municipal Affairs	Active	8/25/2021	4
Municipal Affairs	Active	8/25/2021	5
Municipal Affairs	Active	8/27/2021	5
Municipal Affairs	Active	8/20/2021	3
Municipal Affairs	Active	8/19/2021	2
Municipal Affairs	Active	8/16/2021	1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	7/20/2021	0
Municipal Affairs	Active	8/20/2021	3
Municipal Affairs	Active	8/6/2021	2
Municipal Affairs	Active		0
Municipal Affairs	Active	8/24/2021	2
Municipal Affairs	Active	8/20/2021	3

Municipal Affairs	Active		5
Municipal Affairs	Active	8/16/2021	1
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs		8/28/2021	
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	9/15/2021	3
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Inactive		
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/16/2021	1
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/16/2021	2
Municipal Affairs	Active	9/13/2021	3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	9/2/2021	3
Municipal Affairs	Active	8/20/2021	0
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/25/2021	1
Municipal Affairs	Active	8/17/2021	3
Municipal Affairs	Active	8/16/2021	1
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/25/2021	0
Municipal Affairs	Active	8/23/2021	3
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/17/2021	3
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/17/2021	2
Municipal Affairs	Active		0
Municipal Affairs	Active		0
Municipal Affairs	Active	9/14/2021	2
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	7/30/2021	3
Municipal Affairs	Active	8/25/2021	1
Municipal Affairs	Inactive		
Municipal Affairs	Active	9/7/2021	2
Municipal Affairs	Active	8/24/2021	3
Municipal Affairs	Active	9/15/2021	3
Municipal Affairs	Active		5
Municipal Affairs	Active	8/11/2021	5
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active	8/3/2021	0
Municipal Affairs	Active	9/8/2021	2
Municipal Affairs	Active		0

Municipal Affairs	Inactive		
Municipal Affairs	Active	8/20/2021	3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/16/2021	1
Municipal Affairs	Active		0
Municipal Affairs	Active	8/17/2021	2
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/16/2021	3
Municipal Affairs	Active		5
Municipal Affairs	Active		2
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/11/2021	3
Municipal Affairs	Active	8/16/2021	1
Municipal Affairs	Active	8/25/2021	0
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active		5
Municipal Affairs	Active	8/24/2021	2
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/11/2021	3
Municipal Affairs	Active	8/17/2021	0
Municipal Affairs	Active	8/24/2021	2
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	9/12/2021	5
Municipal Affairs	Active		0
Municipal Affairs	Active	7/22/2021	0
Municipal Affairs	Active		3
Municipal Affairs	Active		1
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active		5
Municipal Affairs	Active	8/19/2021	3
Municipal Affairs	Active	9/10/2021	4
Municipal Affairs	Active	9/15/2021	2
Municipal Affairs	Active	8/25/2021	1
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	7/22/2021	3
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	9/10/2021	3
Municipal Affairs	Active	8/20/2021	3
Municipal Affairs	Active		5
Municipal Affairs	Active	8/27/2021	2
Municipal Affairs	Active	8/25/2021	0
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	8/11/2021	2
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	8/11/2021	2
Municipal Affairs	Active		1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/19/2021	2
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/27/2021	1

Municipal Affairs	Active	8/17/2021	0
Municipal Affairs	Active		5
Municipal Affairs	Active	8/26/2021	3
Municipal Affairs	Active	8/23/2021	3
Municipal Affairs	Active	8/5/2021	0
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/11/2021	5
Municipal Affairs	Active	8/11/2021	3
Municipal Affairs	Active	9/7/2021	2
Municipal Affairs	Active	8/20/2021	3
Municipal Affairs	Active	8/24/2021	2
Municipal Affairs	Active		3
Municipal Affairs	Active	8/12/2020	3
Municipal Affairs	Active	9/13/2021	3
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active		3
Municipal Affairs	N/A	8/31/2021	
Municipal Affairs	Inactive		
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active	8/11/2021	3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active		5
Municipal Affairs	Active	8/13/2021	1
Municipal Affairs	Active	8/12/2021	2
Municipal Affairs	Active		0
Municipal Affairs	Active		1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/27/2021	4
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	8/16/2021	3
Municipal Affairs	Active	8/16/2021	1
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active		3
Municipal Affairs	Active	8/17/2021	3
Municipal Affairs	Active	8/25/2021	5
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active	8/11/2021	4
Municipal Affairs	Active	8/12/2021	3
Municipal Affairs	Active	8/19/2021	3
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/23/2021	4
Municipal Affairs	Active	8/17/2021	2
Municipal Affairs	Active	8/25/2021	2
Municipal Affairs	Active	8/16/2021	5
Municipal Affairs	Active	7/27/2021	0
Municipal Affairs	Active	8/25/2021	0
Municipal Affairs	Active	8/25/2021	2

Municipal Affairs	Inactive	8/20/2021	0
Municipal Affairs	Active	8/27/2021	5
Municipal Affairs	Active	8/27/2021	3
Municipal Affairs	Active	8/20/2021	1
Municipal Affairs	Active	8/25/2021	1
Municipal Affairs	Active	8/30/2021	2
Municipal Affairs	Active	8/24/2021	3
Municipal Affairs	Active		3
Municipal Affairs	Active	8/24/2021	3
Municipal Affairs	Active	8/6/2021	2
Municipal Affairs	Active	8/25/2021	1
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	8/17/2021	2
Municipal Affairs	Active		5
Municipal Affairs	Active	8/20/2021	2
Municipal Affairs	Active	8/25/2021	3
Municipal Affairs	Active	8/11/2021	5
Jobs, Economic Recovery & Inn	Active	7/28/2021	3
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/16/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/23/2021	0
Jobs, Economic Recovery & Inn	Active	7/26/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	9/21/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/17/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/17/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	9/21/2021	3
Jobs, Economic Recovery & Inn	Active	8/17/2021	5
Jobs, Economic Recovery & Inn	Active	8/13/2021	3
Jobs, Economic Recovery & Inn	Active	8/12/2021	3
Jobs, Economic Recovery & Inn	Active	8/5/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	5
Jobs, Economic Recovery & Inn	Active	7/27/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/19/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	4
Jobs, Economic Recovery & Inn	Active	8/11/2021	3
Jobs, Economic Recovery & Inn	Active	7/22/2021	3
Jobs, Economic Recovery & Inn	Active	8/13/2021	1
Jobs, Economic Recovery & Inn	Active	8/23/2021	0
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	9/21/2021	3

Jobs, Economic Recovery & Inn	Active	8/17/2021	3
Jobs, Economic Recovery & Inn	Active	8/24/2021	2
Jobs, Economic Recovery & Inn	Active	7/29/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/17/2021	3
Jobs, Economic Recovery & Inn	Active	8/9/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	7/28/2021	3
Jobs, Economic Recovery & Inn	Active	8/9/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/12/2021	3
Jobs, Economic Recovery & Inn	Active	8/20/2021	3
Jobs, Economic Recovery & Inn	Active	8/5/2021	1
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/5/2021	3
Jobs, Economic Recovery & Inn	Inactive	9/21/2021	5
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	7/29/2021	3
Jobs, Economic Recovery & Inn	Active	8/8/2021	4
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	0
Jobs, Economic Recovery & Inn	Active	9/6/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	9/3/2021	2
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	9/4/2021	2
Jobs, Economic Recovery & Inn	Active	8/16/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	7/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	5
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/12/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/23/2021	2
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/19/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	7/22/2021	3
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/27/2021	2
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/26/2021	3

Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/19/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	7/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	9/21/2021	5
Jobs, Economic Recovery & Inn	Active	8/1/2021	2
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/17/2021	2
Jobs, Economic Recovery & Inn	Active	7/22/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/16/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/23/2021	5
Jobs, Economic Recovery & Inn	Active	7/26/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/17/2021	2
Jobs, Economic Recovery & Inn	Active	8/17/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	9/7/2021	2
Jobs, Economic Recovery & Inn	Active	8/18/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	inactive	9/17/2021	5
Jobs, Economic Recovery & Inn	Active	8/20/2021	5
Jobs, Economic Recovery & Inn	Active	8/19/2021	3
Jobs, Economic Recovery & Inn	Active	8/17/2021	5
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn		9/7/2021	
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/13/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	9/21/2021	1
Jobs, Economic Recovery & Inn	Active	8/10/2021	3
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	5
Jobs, Economic Recovery & Inn	Inactive	9/15/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	8/9/2021	1
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/12/2021	3

Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	9/5/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	5
Jobs, Economic Recovery & Inn	Active	9/21/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	2
Jobs, Economic Recovery & Inn	Active	8/23/2021	2
Jobs, Economic Recovery & Inn	Active	9/21/2021	5
Tourism, Arts, Culture & Sport	Inactive	9/16/2021	0
Tourism, Arts, Culture & Sport	Inactive	9/16/2021	5
Tourism, Arts, Culture & Sport	Active	8/26/2021	5
Tourism, Arts, Culture & Sport	Active	8/19/2021	5
Tourism, Arts, Culture & Sport	Inactive		
Tourism, Arts, Culture & Sport	Active	8/30/2021	4
Tourism, Arts, Culture & Sport	Active	9/1/2021	3
Tourism, Arts, Culture & Sport	Active	8/17/2021	1
Tourism, Arts, Culture & Sport	Active	8/27/2021	5
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	7/30/2021	2
Tourism, Arts, Culture & Sport	Active	7/29/2021	2
Tourism, Arts, Culture & Sport	Active	8/5/2021	2
Tourism, Arts, Culture & Sport	Active	8/25/2021	2
Tourism, Arts, Culture & Sport	Active	8/30/2021	5
Tourism, Arts, Culture & Sport	Active	8/11/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	5
Tourism, Arts, Culture & Sport	Active	8/19/2021	3
Tourism, Arts, Culture & Sport	Active	8/30/2021	3
Tourism, Arts, Culture & Sport	Active	8/17/2021	3
Tourism, Arts, Culture & Sport	Active	8/30/2021	3
Tourism, Arts, Culture & Sport	Active	8/12/2021	3
Tourism, Arts, Culture & Sport	Active	8/27/2021	4
Tourism, Arts, Culture & Sport	Active	8/23/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	4
Tourism, Arts, Culture & Sport	Active	8/26/2021	0
Tourism, Arts, Culture & Sport	Active	8/27/2021	5
Tourism, Arts, Culture & Sport	Active	8/25/2021	4
Tourism, Arts, Culture & Sport	Inactive		
Tourism, Arts, Culture & Sport	Active	8/9/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/18/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Inactive		
Tourism, Arts, Culture & Sport	Active	9/22/2021	0
Tourism, Arts, Culture & Sport	Active	8/17/2021	3
Tourism, Arts, Culture & Sport	Active	8/20/2021	2
Tourism, Arts, Culture & Sport	Active	8/9/2021	3

Tourism, Arts, Culture & Sport	Active	8/20/2021	3
Tourism, Arts, Culture & Sport	Active	1/4/2021	0
Tourism, Arts, Culture & Sport	Active	8/24/2021	3
Tourism, Arts, Culture & Sport	Active	8/4/2021	3
Tourism, Arts, Culture & Sport	Active	8/23/2021	3
Tourism, Arts, Culture & Sport	Active	8/24/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/12/2021	3
Tourism, Arts, Culture & Sport	Active	8/13/2021	3
Tourism, Arts, Culture & Sport	Active	9/7/2021	2
Tourism, Arts, Culture & Sport	Active	8/26/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/10/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	5
Ministry of Labour			
Ministry of Labour	Active	8/30/2021	5
Ministry of Labour	Active	8/19/2021	5
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour			
Ministry of Labour	Active		0
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active		5
Ministry of Labour	Active	8/25/2021	3
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active		5
Ministry of Labour	Active	8/30/2021	5
Ministry of Labour	Active		5
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/26/2021	2
Ministry of Labour	Active	8/13/2021	2
Ministry of Labour			
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/19/2021	4
Ministry of Labour	Active	8/13/2021	4
Ministry of Labour	Active	8/13/2021	4
Ministry of Labour	Active	9/7/2021	1
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	9/8/2021	1
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/23/2021	1
Ministry of Labour	Active	9/2/2021	1
Ministry of Labour	Active	8/10/2021	5
Ministry of Labour	Active	8/19/2021	5
Ministry of Labour	Active		1
Ministry of Labour	Active	8/31/2021	0
Ministry of Labour	Active		1
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Inactive		

Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/13/2021	4
Ministry of Labour	Active	7/30/2021	5
Ministry of Labour	Active	9/2/2021	5
Ministry of Labour	Active	9/2/2021	1
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/19/2021	5
Ministry of Labour	Active		1
Ministry of Labour	Active	8/24/2021	3
Ministry of Labour	Inactive		
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/11/2021	5
Ministry of Labour	Active	8/26/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/19/2021	3
Ministry of Labour	Active	9/1/2021	1
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/13/2021	2
Ministry of Labour	Active	8/30/2021	5
Ministry of Labour	Active	9/1/2021	2
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	9/16/2021	1
Ministry of Labour	Active		2
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/23/2021	3
Ministry of Labour	Active	8/26/2021	1
Ministry of Labour	Active		0
Ministry of Labour	Active	9/8/2021	1
Ministry of Labour			
Ministry of Labour			3
Ministry of Labour	Inactive		
Ministry of Labour	Active	7/30/2021	5
Ministry of Labour	Active	9/10/2021	3
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/17/2021	5
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Active		2
Ministry of Labour	Active	8/26/2021	5
Ministry of Labour	Active	8/19/2021	3
Ministry of Labour	Active		0
Ministry of Labour	Active	8/25/2021	3
Ministry of Labour	Active		0
Ministry of Labour	Active		3
Ministry of Labour	Active	8/30/2021	3
Ministry of Labour	Active	8/2/2021	1
Ministry of Labour	Active	8/25/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/13/2021	2
Ministry of Labour	Active	9/2/2021	1

Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/24/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/25/2021	1
Ministry of Labour	Active		1
Ministry of Labour	Inactive		
Ministry of Labour	Active		5
Ministry of Labour	Active	8/23/2021	5
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active		2
Ministry of Labour	Active	9/3/2021	3
Ministry of Labour	Active		5
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active	8/4/2021	1
Ministry of Labour	Active	8/31/2021	5
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	9/7/2021	3
Ministry of Labour	Inactive		
Ministry of Labour	Active		5
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/18/2021	3
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active		5
Ministry of Labour	Active		1
Ministry of Labour	Active	9/7/2021	1
Ministry of Labour	Active	8/31/2021	5
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/25/2021	4
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	9/1/2021	2
Ministry of Labour	Active	9/2/2021	1
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/26/2021	3
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Active	8/20/2021	2
Ministry of Labour	Inactive		
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active	8/26/2021	2
Ministry of Labour	Active	8/30/2021	3
Ministry of Labour	Active		5
Ministry of Labour	Active	9/14/2021	3
Ministry of Labour	Active	9/14/2021	1
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Active	8/31/2021	2
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/13/2021	3

Ministry of Labour	Inactive		
Ministry of Labour	Active	9/10/2021	3
Ministry of Labour	Active	8/26/2021	2
Ministry of Labour	Active	9/10/2021	3
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active		1
Ministry of Labour	Active	9/13/2021	1
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/26/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active		3
Ministry of Labour	Active		3
Ministry of Labour	Active		5
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour			
Ministry of Labour	Active	8/25/2021	1
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active		2
Ministry of Labour	Active	8/25/2021	1
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active	9/3/2021	5
Ministry of Labour	Active	9/1/2021	4
Ministry of Labour	Active	9/7/2021	2
Ministry of Labour	Active	9/7/2021	2
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active	9/3/2021	2
Ministry of Labour	Active		3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active		5
Ministry of Labour	Active	9/7/2021	2
Ministry of Labour	Active		5
Jobs, Economic Recovery & Inn	Active	7/28/2021	3
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/16/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/23/2021	0
Jobs, Economic Recovery & Inn	Active	7/26/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	9/21/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/25/2021	3

Jobs, Economic Recovery & Inn	Active	8/17/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/17/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	9/21/2021	3
Jobs, Economic Recovery & Inn	Active	8/17/2021	5
Jobs, Economic Recovery & Inn	Active	8/13/2021	3
Jobs, Economic Recovery & Inn	Active	8/12/2021	3
Jobs, Economic Recovery & Inn	Active	8/5/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	5
Jobs, Economic Recovery & Inn	Active	7/27/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/19/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	4
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/11/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	7/22/2021	3
Jobs, Economic Recovery & Inn	Active	8/13/2021	1
Jobs, Economic Recovery & Inn	Active	8/23/2021	0
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	9/21/2021	3
Jobs, Economic Recovery & Inn	Active	8/17/2021	3
Jobs, Economic Recovery & Inn	Inactive	9/21/2021	
Jobs, Economic Recovery & Inn	Active	8/24/2021	2
Jobs, Economic Recovery & Inn	Active	7/29/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/17/2021	3
Jobs, Economic Recovery & Inn	Active	8/9/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	7/28/2021	3
Jobs, Economic Recovery & Inn	Active	8/9/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/12/2021	3
Jobs, Economic Recovery & Inn	Active	8/20/2021	3
Jobs, Economic Recovery & Inn	Active	8/5/2021	1
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/5/2021	3
Jobs, Economic Recovery & Inn	Inactive	9/21/2021	5
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	7/29/2021	3
Jobs, Economic Recovery & Inn	Active	8/8/2021	4

Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	0
Jobs, Economic Recovery & Inn	Active	9/6/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	9/3/2021	2
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	9/4/2021	2
Jobs, Economic Recovery & Inn	Active	8/16/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	7/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	5
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/12/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/23/2021	2
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/19/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	7/22/2021	3
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/27/2021	2
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/19/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Active	7/23/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	9/21/2021	5
Jobs, Economic Recovery & Inn	Active	8/1/2021	2
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/17/2021	2
Jobs, Economic Recovery & Inn	Active	7/22/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/16/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/23/2021	5
Jobs, Economic Recovery & Inn	Active	7/26/2021	2

Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/17/2021	2
Jobs, Economic Recovery & Inn	Active	8/17/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	9/7/2021	2
Jobs, Economic Recovery & Inn	Active	8/18/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	inactive	9/17/2021	5
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/20/2021	5
Jobs, Economic Recovery & Inn	Active	8/19/2021	3
Jobs, Economic Recovery & Inn	Active	8/17/2021	5
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	9/21/2021	0
Jobs, Economic Recovery & Inn		9/7/2021	
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/13/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/16/2021	0
Jobs, Economic Recovery & Inn	Active	9/21/2021	1
Jobs, Economic Recovery & Inn	Active	8/10/2021	3
Jobs, Economic Recovery & Inn	Active	8/23/2021	3
Jobs, Economic Recovery & Inn	Inactive		
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	5
Jobs, Economic Recovery & Inn	Inactive	9/15/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	0
Jobs, Economic Recovery & Inn	Active	8/9/2021	1
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/12/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	9/5/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	5
Jobs, Economic Recovery & Inn	Active	9/21/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	3
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/25/2021	2
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	3
Jobs, Economic Recovery & Inn	Active	8/20/2021	2
Jobs, Economic Recovery & Inn	Active	8/26/2021	2

Jobs, Economic Recovery & Inn	Active	8/23/2021	2
Jobs, Economic Recovery & Inn	Active	9/21/2021	5
Tourism, Arts, Culture & Sport	Inactive	9/16/2021	0
Tourism, Arts, Culture & Sport	Inactive	9/16/2021	5
Tourism, Arts, Culture & Sport	Active	8/26/2021	5
Tourism, Arts, Culture & Sport	Active	8/19/2021	5
Tourism, Arts, Culture & Sport	Inactive		
Tourism, Arts, Culture & Sport	Active	8/30/2021	4
Tourism, Arts, Culture & Sport	Active	9/1/2021	3
Tourism, Arts, Culture & Sport	Active	8/17/2021	1
Tourism, Arts, Culture & Sport	Active	8/27/2021	5
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	7/30/2021	2
Tourism, Arts, Culture & Sport	Active	7/29/2021	2
Tourism, Arts, Culture & Sport	Active	8/5/2021	2
Tourism, Arts, Culture & Sport	Active	8/25/2021	2
Tourism, Arts, Culture & Sport	Active	8/30/2021	5
Tourism, Arts, Culture & Sport	Active	8/11/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	5
Tourism, Arts, Culture & Sport	Active	8/19/2021	3
Tourism, Arts, Culture & Sport	Active	8/30/2021	3
Tourism, Arts, Culture & Sport	Active	8/17/2021	3
Tourism, Arts, Culture & Sport	Active	8/30/2021	3
Tourism, Arts, Culture & Sport	Active	8/12/2021	3
Tourism, Arts, Culture & Sport	Active	8/27/2021	4
Tourism, Arts, Culture & Sport	Active	8/23/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	4
Tourism, Arts, Culture & Sport	Active	8/26/2021	0
Tourism, Arts, Culture & Sport	Active	8/27/2021	5
Tourism, Arts, Culture & Sport	Active	8/25/2021	4
Tourism, Arts, Culture & Sport	Inactive		
Tourism, Arts, Culture & Sport	Active	8/9/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/18/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Inactive		
Tourism, Arts, Culture & Sport	Active	9/22/2021	0
Tourism, Arts, Culture & Sport	Active	8/17/2021	3
Tourism, Arts, Culture & Sport	Inactive		
Tourism, Arts, Culture & Sport	Active	8/20/2021	2
Tourism, Arts, Culture & Sport	Active	8/9/2021	3
Tourism, Arts, Culture & Sport	Active	8/20/2021	3
Tourism, Arts, Culture & Sport	Active	1/4/2021	0
Tourism, Arts, Culture & Sport	Active	8/24/2021	3
Tourism, Arts, Culture & Sport	Inactive	9/17/2021	
Tourism, Arts, Culture & Sport	Active	8/4/2021	3
Tourism, Arts, Culture & Sport	Active	8/23/2021	3
Tourism, Arts, Culture & Sport	Active	8/24/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/12/2021	3
Tourism, Arts, Culture & Sport	Active	8/13/2021	3
Tourism, Arts, Culture & Sport	Active	9/7/2021	2
Tourism, Arts, Culture & Sport	Active	8/26/2021	3

Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/10/2021	3
Tourism, Arts, Culture & Sport	Active	8/24/2021	0
Tourism, Arts, Culture & Sport	Active	9/21/2021	0
Tourism, Arts, Culture & Sport	Active	8/25/2021	3
Tourism, Arts, Culture & Sport	Active	8/25/2021	5
Ministry of Labour			
Ministry of Labour	Active	8/30/2021	5
Ministry of Labour	Active	8/19/2021	5
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour			
Ministry of Labour	Active		0
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active		5
Ministry of Labour	Active	8/25/2021	3
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active		5
Ministry of Labour	Active	8/30/2021	5
Ministry of Labour	Active		5
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/26/2021	2
Ministry of Labour	Active	8/13/2021	2
Ministry of Labour			
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/19/2021	4
Ministry of Labour	Active	8/13/2021	4
Ministry of Labour	Active	8/13/2021	4
Ministry of Labour	Active	9/7/2021	1
Ministry of Labour			
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	9/8/2021	1
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	9/21/2021	0
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/23/2021	1
Ministry of Labour	Active	9/2/2021	1
Ministry of Labour	Active	8/10/2021	5
Ministry of Labour	Active	8/19/2021	5
Ministry of Labour	Active		1
Ministry of Labour	Inactive		
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/31/2021	0
Ministry of Labour	Active		1
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/13/2021	4
Ministry of Labour	Active		5
Ministry of Labour	Active	7/30/2021	5

Ministry of Labour	Active	9/2/2021	5
Ministry of Labour	Active	9/2/2021	1
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/19/2021	5
Ministry of Labour	Inactive		0
Ministry of Labour	Active		1
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/24/2021	3
Ministry of Labour	Inactive		
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/11/2021	5
Ministry of Labour	Active	8/26/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/19/2021	3
Ministry of Labour	Active	9/1/2021	1
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/13/2021	2
Ministry of Labour	Active	8/30/2021	5
Ministry of Labour	Active	9/1/2021	2
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	9/16/2021	1
Ministry of Labour	Active		2
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/23/2021	3
Ministry of Labour	Active	8/26/2021	1
Ministry of Labour	Active		0
Ministry of Labour	Active	9/8/2021	1
Ministry of Labour			
Ministry of Labour			3
Ministry of Labour	Inactive		
Ministry of Labour	Active	7/30/2021	5
Ministry of Labour	Active	9/10/2021	3
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/17/2021	5
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Active		2
Ministry of Labour	Active	8/26/2021	5
Ministry of Labour	Active	8/19/2021	3
Ministry of Labour	Active		0
Ministry of Labour	Active	8/25/2021	3
Ministry of Labour	Active		0
Ministry of Labour	Active		3
Ministry of Labour	Active	8/30/2021	3
Ministry of Labour	Active	8/2/2021	1
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/25/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Inactive		

Ministry of Labour	Active	8/13/2021	2
Ministry of Labour	Active	9/2/2021	1
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/24/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/25/2021	1
Ministry of Labour	Active		1
Ministry of Labour	Inactive		
Ministry of Labour	Inactive		
Ministry of Labour	Inactive		
Ministry of Labour	Inactive	8/26/2021	5
Ministry of Labour	Active		5
Ministry of Labour	Active	8/23/2021	5
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active		2
Ministry of Labour	Inactive		
Ministry of Labour	Active	9/3/2021	3
Ministry of Labour	Active		5
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active	8/4/2021	1
Ministry of Labour	Active	8/31/2021	5
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	9/7/2021	3
Ministry of Labour	Inactive		
Ministry of Labour	Active		5
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active	8/18/2021	3
Ministry of Labour	Active	8/25/2021	5
Ministry of Labour	Active		5
Ministry of Labour	Active		1
Ministry of Labour	Active	9/7/2021	1
Ministry of Labour	Active	8/31/2021	5
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/25/2021	4
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	9/1/2021	2
Ministry of Labour	Active	9/2/2021	1
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/26/2021	3
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/20/2021	2
Ministry of Labour	Inactive		
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active	8/26/2021	2
Ministry of Labour	Inactive		
Ministry of Labour	Inactive		

Ministry of Labour	Active		0
Ministry of Labour	Active	8/30/2021	3
Ministry of Labour	Active		5
Ministry of Labour	Active	9/14/2021	3
Ministry of Labour	Inactive		
Ministry of Labour	Active	9/14/2021	1
Ministry of Labour	Active	8/13/2021	1
Ministry of Labour	Active	8/31/2021	2
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Inactive		
Ministry of Labour	Inactive		
Ministry of Labour	Active	9/10/2021	3
Ministry of Labour	Active	8/26/2021	2
Ministry of Labour	Active	9/10/2021	3
Ministry of Labour	Active	8/26/2021	2
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active		1
Ministry of Labour	Active		0
Ministry of Labour	Active	9/13/2021	1
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/26/2021	3
Ministry of Labour	Active		0
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active		3
Ministry of Labour	Active		3
Ministry of Labour	Active		5
Ministry of Labour	Active	8/13/2021	5
Ministry of Labour			
Ministry of Labour	Active	8/25/2021	1
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active		5
Ministry of Labour	Active		2
Ministry of Labour	Inactive		
Ministry of Labour	Active	8/25/2021	1
Ministry of Labour	Active	9/7/2021	2
Ministry of Labour	Inactive		
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active	9/3/2021	5
Ministry of Labour	Inactive		
Ministry of Labour	Inactive		
Ministry of Labour	Active	9/1/2021	4
Ministry of Labour	Active	9/7/2021	2
Ministry of Labour	Active	9/7/2021	2
Ministry of Labour	Active		0

Ministry of Labour	Inactive		
Ministry of Labour	Active	9/3/2021	1
Ministry of Labour	Active	9/3/2021	2
Ministry of Labour	Active		3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	3
Ministry of Labour	Active	8/13/2021	0
Ministry of Labour	Active		5
Ministry of Labour	Active	9/7/2021	2
Ministry of Labour	Active		5

RE: Telework Data submitted for Econ Sector

From: Laferriere, Kelly MUNI:EX
To: Monner, Laura PSA:EX <Laura.Monner@gov.bc.ca>
Cc: Sharp, Andrew JERI:EX <Andrew.Sharp@gov.bc.ca>
Sent: February 22, 2022 2:03:45 PM PST
Attachments: image001.jpg

Thank you so much Laura!

I have submitted the ticket as of now under number **#220222-000762**. It makes perfect sense to go through the systems, and I actually forgot we were supposed to take that route for these types of requests. Sorry about that!

Kelly

From: Monner, Laura PSA:EX <Laura.Monner@gov.bc.ca>
Sent: February 22, 2022 1:48 PM
To: Laferriere, Kelly MUNI:EX <Kelly.Laferriere@gov.bc.ca>
Cc: Sharp, Andrew JERI:EX <Andrew.Sharp@gov.bc.ca>
Subject: RE: Telework Data submitted for Econ Sector

Hi Kelly,

Yes, I think I can get this for you. Would you mind requesting it via an AskMyHR ticket, using the category 'HR Software Systems Support' -> 'Request Analytics'? Please say that it's for me, either in the subject line or the first line of the note – I'll keep an eye out for it in our group inbox. I appreciate you taking this extra step, because it helps us track the requests for data that we receive, which gives us good insight into our work at the end of a few months.

Thanks Kelly.

Laura Monner, MA
Manager, Data Partnerships
Business Intelligence Team

Corporate Services Division | BC Public Service Agency
810 Blanshard Street | Victoria BC | V8W 2H2
Phone: 778 698-7938

Preferred pronouns: she, her

Fortunate to be working on the traditional territory of the Lekwungen-speaking peoples, which includes the Esquimalt and Songhees First Nations.

From: Laferriere, Kelly MUNI:EX <Kelly.Laferriere@gov.bc.ca>
Sent: February 22, 2022 12:01 PM
To: Monner, Laura PSA:EX <Laura.Monner@gov.bc.ca>
Cc: Sharp, Andrew JERI:EX <Andrew.Sharp@gov.bc.ca>
Subject: Telework Data submitted for Econ Sector

Hi Laura,

Is it possible to get the rolled up telework data (.csv or .xls) for the economy sector ministries we submitted for the unreleased telework dashboard? We are starting to see requests from our executive for this information and I am trying to get ahead of them now. Those ministries are MUNI, JERI, LBR and TACS.

I was hoping for the dashboard data because I want to ensure perfect alignment between ministry data and the PSA data. If you can't provide it, I completely understand and we can work with the data we submitted to you months ago. My apologies if you are no longer the correct person for this request!

Kelly Laferriere | Manager, Strategic Human Resources | Economy Sector
| Help End Violence Against Women and Children |

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Withheld pursuant to/removed as

s.13

Page 073 of 129

Withheld pursuant to/removed as

s.13 ; s.22

People getting telework reports

From: Laferriere, Kelly MUNI:EX
To: Hunt, Jennifer JERI:EX <Jennifer.Hunt@gov.bc.ca>
Sent: March 1, 2022 3:59:15 PM PST

Exec Director	Exec Director	Exec Director	Exec Director	Exec Director
Alana Best	Claire Avison	Jason Gabitous	Leslie Teramoto	Paul Pawlowski
Amy Schneider	Danine Leduc	Jeff Vasey	Lucas Corwin	Rachel Holmes
Andreas Ritzer	Dave Haralds	Jessica Brooks	Maija Duffy	Rebecca Johnston
Angelo Cocco	David Pyatt	Joanna White	Marijke Edmondson	Rhonda McGinnis
Bobbi Plecas	Deb Zehr	John Blakely	Mary Walsh	Steve Anderson
Brian Bedford	Debbie Smollett	Jonn Braman	Michelle Dann	Tara Faganello
Brian Jonker	Elizabeth Vickery	Kara Woodward	Morningstar Pinto	Tejindar Parhar
Brian Urquhart/Sandy Leveque	Eric Ommundsen	Kelly Gilday	Neilane Mayhew	Tim Lesiuk
Carling Helander	Gerri Sinclair	Kerry Pridmore	Nick Grant	Trevor Hughes
Chris Rathbone	James Harvey	Kim Lacharite	Okenge Yuma Morisho	#N/A

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Labour ADM/Policy and Legislation			No
Labour ADM/Policy and Legislation			No
Management Services Division	Active	9/15/2021 Yes	Previously Completed
Management Services Division	Active	8/17/2021 Yes	Previously Completed
Management Services Division		Yes	Previously Completed
Management Services Division	Active	Yes	Previously Completed
Management Services Division	Inactive		Previously Completed
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	Inactive	8/26/2021	Previously Completed
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Office of Mass Timber Implementation	Active	8/20/2021 Yes	Previously Completed
Office of Mass Timber Implementation	Active	8/20/2021 Yes	Previously Completed
Office of Mass Timber Implementation	Active	8/20/2021 Yes	Previously Completed
Office of Mass Timber Implementation	Active	8/20/2021 Yes	Previously Completed
Office of Mass Timber Implementation	Active	8/20/2021 Yes	Previously Completed
Office of Mass Timber Implementation	Active	8/20/2021 Yes	Previously Completed
Office of Mass Timber Implementation	Active	8/20/2021 Yes	Previously Completed
Office of Mass Timber Implementation	Active	8/20/2021 Yes	Previously Completed
Office of Mass Timber Implementation	Active	8/20/2021 Yes	Previously Completed
Office of Mass Timber Implementation	Inactive		Previously Completed
Office of Mass Timber Implementation			No

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[illegible]

Management Services Division	Active	8/25/2021	Yes	Previously Completed
Management Services Division	Active	8/20/2021	Yes	Previously Completed
Management Services Division	Active	8/25/2021	Yes	Previously Completed
Management Services Division	Active	8/20/2021	Yes	Previously Completed
Management Services Division	Active	8/20/2021	Yes	Previously Completed
Management Services Division	Active	8/19/2021	Yes	Previously Completed
Employers' Advisers Office	Active		Yes	Previously Completed
Employment Standards Branch	Active		Yes	Previously Completed
Employment Standards Branch	Active		Yes	Previously Completed
Employment Standards Branch	Active		Yes	Previously Completed
Management Services Division	Inactive	8/20/2021	No	Previously Completed
Management Services Division	inactive			Previously Completed
Management Services Division			Yes	No
Management Services Division			Yes	Yes
Management Services Division			Yes	No
Management Services Division			Yes	Yes
Management Services Division			Yes	Yes
Management Services Division			Yes	Yes
Management Services Division			Yes	Yes
Management Services Division			Yes	Yes
Management Services Division			Yes	No
Management Services Division			Yes	Yes
Management Services Division			Yes	Yes
Management Services Division			Yes	Yes
Management Services Division			Yes	No
Management Services Division			Yes	Yes
Trade and Industry Development	Active	9/3/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/19/2021	Yes	Previously Completed
Trade and Industry Development	Inactive			Previously Completed
Trade and Industry Development				No
Trade and Industry Development				No
Trade and Industry Development				No
Trade and Industry Development				No
Trade and Industry Development				No
Trade and Industry Development				No
MUNI DMO	Active	8/11/2021	No	Previously Completed
MUNI DMO	Active	7/20/2021	Yes	Previously Completed
MUNI DMO	Active	8/11/2021	No	Previously Completed
MUNI DMO	Active	8/11/2021	Yes	Previously Completed
MUNI DMO	Active	8/17/2021	Yes	Previously Completed
MUNI DMO	Active	8/17/2021	Yes	Previously Completed
MUNI DMO			No	No
MUNI DMO			No	No
Tourism Sector Strategy	Inactive	9/16/2021		Previously Completed
Tourism Sector Strategy	inactive	9/16/2021		Previously Completed
Tourism Sector Strategy				No
Small Business and Economic Development	Active	8/26/2021	Yes	Previously Completed
Small Business and Economic Development	Active	8/26/2021	Yes	Previously Completed
Small Business and Economic Development	Active	8/26/2021	Yes	Previously Completed
Small Business and Economic Development	Active	8/26/2021	Yes	Previously Completed
Small Business and Economic Development	Active	8/26/2021	Yes	Previously Completed
Small Business and Economic Development	Active	2/23/2022	Yes	Previously Completed
Small Business and Economic Development	N/A	8/26/2021	Yes	Previously Completed
Small Business and Economic Development	N/A		No	
Small Business and Economic Development	Active	9/14/2021	Yes	Previously Completed
Small Business and Economic Development	N/A		No	
Sport and Creative Sectors	Active	8/10/2021	Yes	Previously Completed
Sport and Creative Sectors	Inactive		No	Previously Completed
Sport and Creative Sectors			No	No
Sport and Creative Sectors			Yes	No
Small Business and Economic Development	Active	8/6/2021	Yes	Previously Completed
Small Business and Economic Development				No
Small Business and Economic Development				No
Small Business and Economic Development				No
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	9/7/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/27/2021	Yes	Previously Completed
Local Government Division	Active	8/23/2021	Yes	Previously Completed
Local Government Division			No	No
Local Government Division			Yes	Previously Completed
Local Government Division			Yes	Previously Completed
Local Government Division			Yes	Previously Completed
Local Government Division			No	No
Local Government Division			No	No
Labour ADM/Policy and Legislation	Active	8/24/2021	Yes	Previously Completed
Labour ADM/Policy and Legislation			Yes	Previously Completed
Labour ADM/Policy and Legislation			Yes	Previously Completed
Labour ADM/Policy and Legislation			No	No
Labour ADM/Policy and Legislation			Yes	Previously Completed
Labour ADM/Policy and Legislation			No	No
Labour ADM/Policy and Legislation			Yes	Previously Completed
TACS DMO			No	No
TACS DMO			No	No
TACS DMO			No	No
Investment and Innovation	Active	8/25/2021	Yes	Previously Completed
Investment and Innovation	Active	7/29/2021	Yes	Previously Completed
Investment and Innovation	Inactive		Yes	Previously Completed
Investment and Innovation			Yes	No
Investment and Innovation			Yes	No
Trade and Industry Development	Active	8/16/2021	Yes	Previously Completed
Trade and Industry Development	Active	7/26/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/26/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/24/2021	Yes	Previously Completed
Trade and Industry Development	Active	7/26/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/9/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/16/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/19/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/12/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/23/2021	Yes	Previously Completed
Trade and Industry Development	Active	9/21/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/18/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/11/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/5/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/9/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/5/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/10/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/12/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/12/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/12/2021	Yes	Previously Completed
Trade and Industry Development	Active	9/7/2021	Yes	Previously Completed
Trade and Industry Development	Active	9/1/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/25/2021	Yes	Previously Completed
Trade and Industry Development	Active	8/25/2021	Yes	Previously Completed

[illegible]

Hi Rhonda,

Please find telework rollup information for each of the Economy Sector Ministries below. The best I can offer for all of these values is an estimate due to the way data has been collected and with spotty return rates from our ED group. Actual number of completed/written telework agreements may differ from this. Additionally, this excludes the new branches that transferred to us from FLNR.

The numbers will not add up to the total headcounts found in our dashboards because the information is now out of date, and because certain organizations (e.g., Islands Trust & WCAT) followed their own process with no report backs.

TACS Telework Agreement Status (Active agreement, No Agreement/Blank)						
Active			66 (68 with accommodation requests) or 84%			
No Agreement/Blank Cell			13 or 16%			
Total			81			
Active telework agreements by number of days in the office						
	Zero Days	One Day	Two Days	Three Days	Four Days	Five Days
Headcount	s.15; s.22					
Percent of Headcount ¹	4%	1%	9%	69%	9%	7%

¹total may not add up to 100% due to rounding; excludes individuals that do not have an agreement which means they should be in the office 5 days per week (see No Agreement/Blank Cell)

JERI Telework Agreement Status (Active agreement, No Agreement/Blank)						
Active						
No Agreement/Blank Cell						
Total						
Active telework agreements by number of days in the office						
	Zero Days	One Day	Two Days	Three Days	Four Days	Five Days
Headcount						
Percent of Headcount ¹						

¹total may not add up to 100% due to rounding; excludes individuals that do not have an agreement which means they should be in the office 5 days per week (see No Agreement/Blank Cell)

MUNI Telework Agreement Status (Active agreement, No Agreement/Blank)						
Active						
No Agreement/Blank Cell						
Total						
Active telework agreements by number of days in the office						
	Zero Days	One Day	Two Days	Three Days	Four Days	Five Days
Headcount						
Percent of Headcount ¹						

¹total may not add up to 100% due to rounding; excludes individuals that do not have an agreement which means they should be in the office 5 days per week (see No Agreement/Blank Cell)

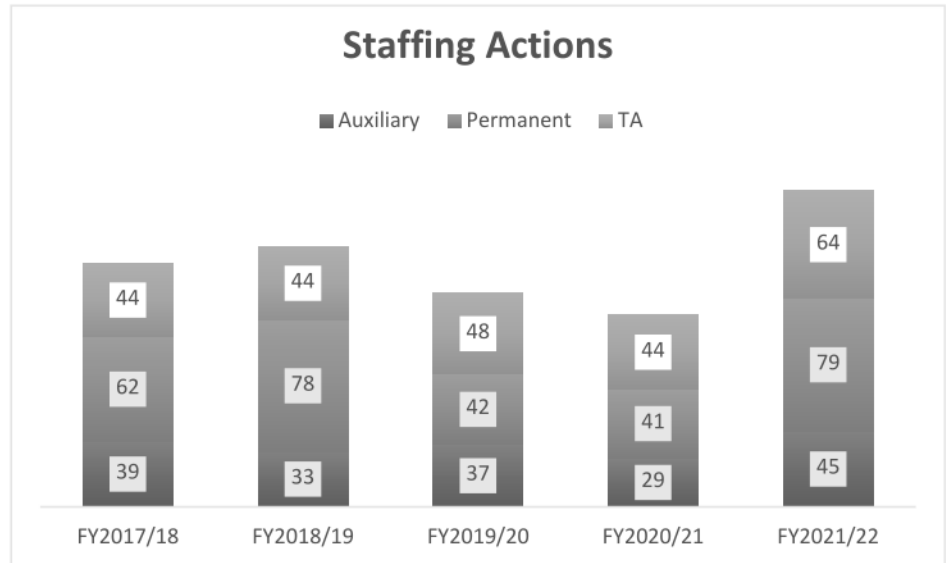
LBR Telework Agreement Status (Active agreement, No Agreement/Blank)						
Active						
No Agreement/Blank Cell						
Total						
Active telework agreements by number of days in the office						
	Zero Days	One Day	Two Days	Three Days	Four Days	Five Days
Headcount						
Percent of Headcount ¹						

¹total may not add up to 100% due to rounding; excludes individuals that do not have an agreement which means they should be in the office 5 days per week (see No Agreement/Blank Cell)

MUNI WFH Outputs

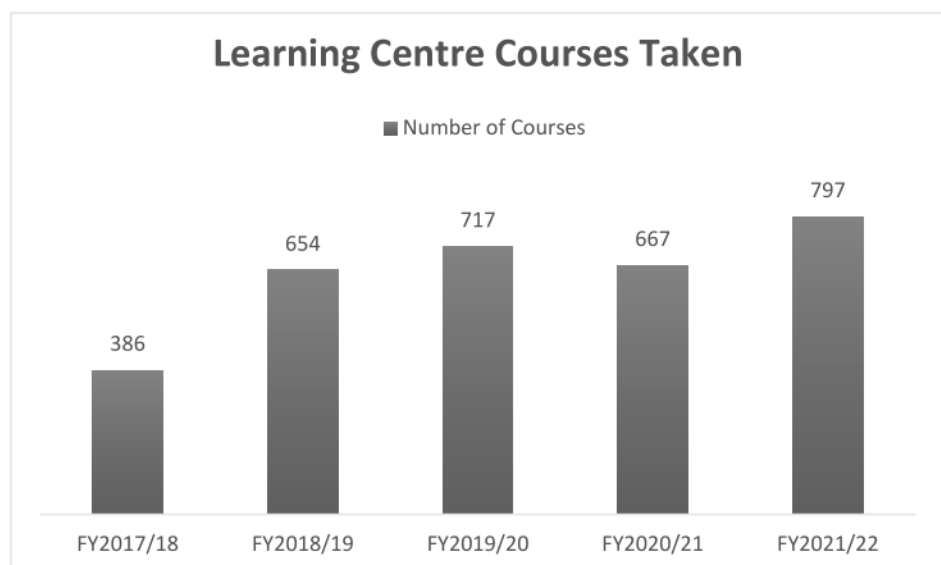
Staffing Actions

This staffing data shows all hires for auxiliary staff (including recalls and rehires), temporary assignments (both under and over 7 months), as well as all permanent hires for the last 5 fiscal years. This data is reflective of only the current make up of MUNI/MSD, which means it would include all staffing actions from the Immigration Programs, but not include any staffing actions from previous branches such as Housing. Some interesting points in the data: TAs have remained steady throughout the last 5 fiscal years including during the height of the pandemic and seeing an increase of almost 50% in the last fiscal year, although there was a drop in staffing actions during the 2020/21 fiscal year those numbers increased to their highest time in 5 years in the subsequent fiscal year.



Learning and Development

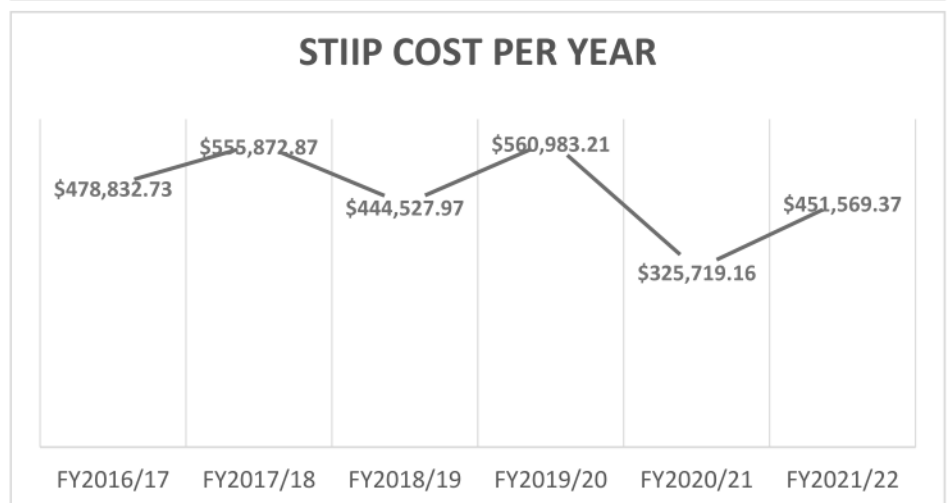
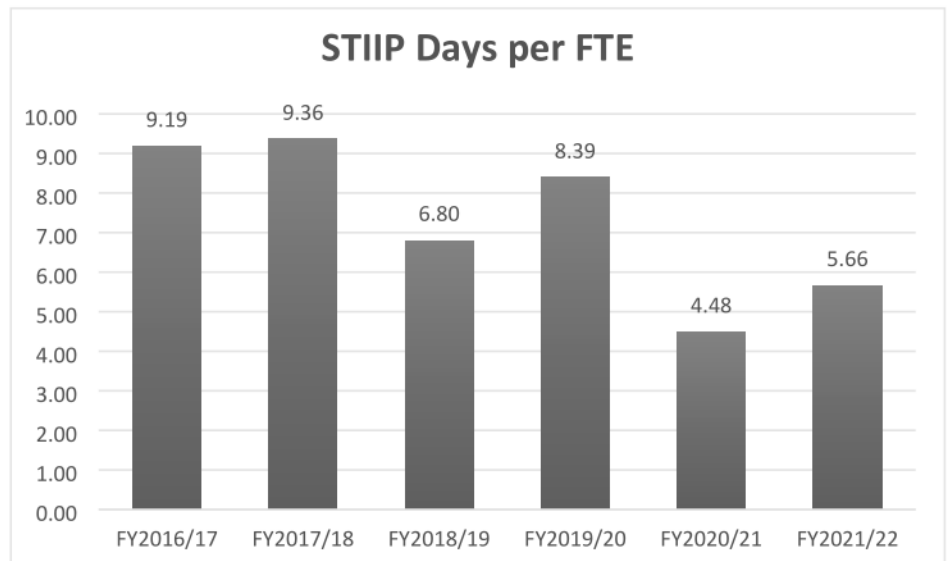
The learning and the development data is taken directly from the Learning Centre and is a representation of all courses taken by employees currently in MUNI over the last 5 fiscal years. There has also been a filter applied so that all mandatory courses have been removed from the data since cyclical nature of these courses would cause courses to spike in specific years. It's very clear that employees have been taking more courses year over year with the learning centre with the 2021/22 fiscal year being the highest so far.



STIIP Tracking

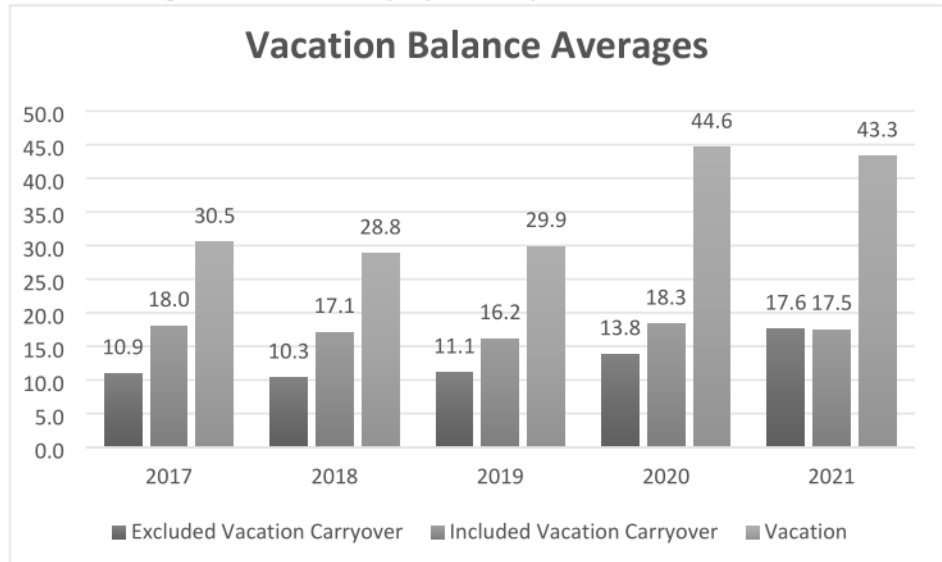
STIIP data has been captured for the last 6 fiscal years and is reflected in both a per FTE basis as well as the total cost to the ministry. This data is again reflective of the current make up of MUNI. The STIIP days per FTE have remained between 7 and 9 days per FTE, however during the pandemic years the number of STIIP days dropped dramatically by half and remained there over the last two fiscal years.

The STIIP cost to the ministry has fluctuated around similar amounts before dropping during the onset of the pandemic, matching the same pattern in the STIIP days per FTE. The last fiscal year is roughly the same amount as the 2018/19 fiscal year, however this could be explained by rising salaries in both included and excluded positions over that period of time.



Vacation Balances

The data for this visual is showing the average of the total remaining balances from vacation banks and carryover banks. This is represented in calendar year and not fiscal because of the nature vacation days are allotted and tracked. The data shows that end of year vacation balances hovered at 30 hours remaining per employee, where as during the pandemic that number only changed by approximately 15 hours. This indicates that while employees were taking less vacation during the pandemic they still were taking time off. This is also shown through the included employees carryover which remained at approximately 17 hours over the last 5 years, which means that there wasn't an increase in leaving large amounts of unused vacation hours in their bank.



ITEM	Fiscal 2019/20	Fiscal 2020/2021	Fiscal 2021/22	Reporting Branch(es)
LGD FTEs				Corporate
LEGISLATIVE, POLICY AND MANDATE PRIORITY				
# of Cabinet Submissions				Corporate
# of Treasury Board Submissions				Corporate
# of Orders in Council				Corporate
# of Minister's Orders				Corporate
# of Local govt bylaws approved or registered	223	189	212	LGIF
# of Briefing Notes (not including UBCM Convention)				Corporate
STRATEGIC CLIENT/ PARTNERS AND BUSINESS RELATIONS AND COMMUNICATION				
# Meetings with local government, First Nations, and library leaders	162	208	203	LGD Sum
# of Minister Calls with Local Government Leaders	0	69	71	PRL
# of Deputy Minister calls with Senior Local Government Staff	0	5	9	PRL
# of Minister / UBCM Executive meetings	8	9	14	OCRU
# of MUNI-UBCM Regular Staff Meetings (ADM/UBCM Exec Dir)	5	9	4	OCRU
# of MUNI Minister's UBCM Convention meetings managed	109	82	78	OCRU
# of MUNI meetings with library partners	8	34	11	PLB
# of MUNI Minister's First Nations Summit meetings managed	32	0	16	GSB
# of Briefing Notes (UBCM Convention)	143	126	121	OCRU
# of Correspondence (Minister or Executive responses)				Corporate
# of Correspondence (direct replies + branch initiated)	243	237	230	ALL
# of Bulletins, circulars, guidance materials, and website updates implemented	36	89	121	GSB, LGIF, PLUM, PRL, PLB
PROGRAM DELIVERY				
# Grant programs delivered by partners	5	14	13	GSB, LGIF, PLUM
# Grant programs administered by MUNI	20	22	24	GSB, LGIF, PLUM, PLB
# of grant applications/proposals	479	1292	376	GSB, LGIF
# of approved grants	710	809	922	GSB, LGIF, PLB
# Contracts				Corporate

Item	2019/20	2020/21	2021/22	2022/23 (YTD)
# of Auxiliary Hires	37	29	45	30
# of TA Hires	48	44	64	33
# of Permanent Hires	42	41	79	61
# of Learning Centre Courses Taken	717	667	797	301
# of STIP Days per Full Time Employee	8.39	4.48	5.66	2.85
STIP Cost for MUNI	\$560,983.21	\$325,719.16	\$451,569.37	\$211,145.55
# of DM All Staff Meetings held	N/A	3*	10	5
Average participation in All Staff Meetings (% of ministry total)	N/A	77%*	75%	72%
# Views of All Staff Meeting on intranet page	N/A	366*	1713	424
# Downloads of All Staff Meeting Agenda	N/A	142*	904	224
# of DM Communications Sent to Staff	22	54**	49	20

* A new format was implemented in February 2021. Previous All Staff meetings (both in person and virtual) were not measured and recorded the same way.

** (Kenge appointe

WES Driver	WES 2018 Score (Feb 2018)	WES 2020 Score (Feb 2020)	WES 2022 Score (Feb 2022)
Executive Level-Management	67	62	75
Empowerment	71	67	74
Stress & Workload	66	62	68
Tool & Workspace	64	64	73
Vision, Mission & Goals	66	65	70

RE: Output / Productivity Working from Home

From: Rai, Diana MUNI:EX <Diana.Rai@gov.bc.ca>
To: Best, Alana MUNI:EX <Alana.Best@gov.bc.ca>
Sent: July 20, 2022 11:10:55 AM PDT
Attachments: Output_Productivity_Working_from_Home.xlsx, image001.png
Let me know if this is sufficient or if you prefer as a PPT.

Regards,

Diana Rai
778-698-2847

From: Best, Alana MUNI:EX <Alana.Best@gov.bc.ca>
Sent: July 20, 2022 10:49 AM
To: Rai, Diana MUNI:EX <Diana.Rai@gov.bc.ca>
Subject: FW: Output / Productivity Working from Home

Hi Diana – can you please organize these. Thanks.

Alana Best, CPA (she/her)

ADM / EFO

Management Services Division

Ministry of Municipal Affairs

Ministry of Tourism, Arts, Culture & Sport

Written on ləkʷəŋən Peoples' lands, where the Songhees and Esquimalt First Nations' traditional relationships with this land continue today.



Where ideas work



From: Holmes, Rachel MUNI:EX <Rachel.Holmes@gov.bc.ca>
Sent: July 20, 2022 9:40 AM
To: Best, Alana MUNI:EX <Alana.Best@gov.bc.ca>
Subject: FW: Output / Productivity Working from Home

To add to the mix. (David's first and then Lynne's is underneath). Just waiting on the immigration side

R

Rachel Holmes

Assistant Deputy Minister
Immigration Services and Strategic Planning
Ministry of Municipal Affairs

rachel.holmes@gov.bc.ca
250.818.2462

From: Pyatt, David E MUNI:EX <David.Pyatt@gov.bc.ca>
Sent: Tuesday, July 19, 2022 4:23 PM
To: Holmes, Rachel MUNI:EX <Rachel.Holmes@gov.bc.ca>

Cc: Jensen, Chris A MUNI:EX <Chris.Jensen@gov.bc.ca>; Wempe, Sarah MUNI:EX <Sarah.Wempe@gov.bc.ca>; Tang, Lynne MUNI:EX <Lynne.Tang@gov.bc.ca>; Helander, Carling MUNI:EX <Carling.Helander@gov.bc.ca>; Vatne, Brian R MUNI:EX <Brian.Vatne@gov.bc.ca>; Zehr, Deb MUNI:EX <Deb.Zehr@gov.bc.ca>
Subject: RE: Output / Productivity Working from Home

From CGG:

Outreach & Policy	2019/20 FY	2020/21 FY	2021/22 FY
FTEs (Policy Analyst and Manager included)	2	1.6	2
Outreach Meetings/Calls	*	39**	146
Outreach Presentations	19	12	9
Outreach Emails	765	489	750
Policy Items Reviewed for Guidelines	74	75	62
Briefing notes	25	17	22
Data analysis/exports for GCPE, MO, Annual Report, etc.	*	38	33

*2019/20 - no stats kept.
 **2020/21 - stats tracked starting Jan. 2021 - Mar. 31 2021

Operations	2019/20 FY	2020/21 FY	2021/22 FY
FTEs (Grant Analysts, Team Leads, Director and ED included)	14.25	15	14.5*
OT hours	70	0	92.5
Applications Assessed***	5,811	5,636	5,496
Regular Application (takes approx.. 3x longer processing time than Renewed funding apps)	4,812	4,640	4,442
Renewed Funding Application (Quick application)	999	996	1,054
Reconsiderations Assessed*	203	139	147
Duty Line Phone Calls - Incoming	6,326	4,971	4,198

*Six month vacancy of Director position
 **These numbers decreasing represents a positive shift for CGG and indicates Outreach and regular application assessments are decreasing the need for Reconsideration Assessments

Administration	2019/20 FY	2020/21 FY	2021/22 FY
FTEs	1	1	1
General Support Emails (Admin)	2,400	2,937	2,734

From: Tang, Lynne MUNI:EX <Lynne.Tang@gov.bc.ca>
Sent: Monday, July 18, 2022 5:23 PM
To: Holmes, Rachel MUNI:EX <Rachel.Holmes@gov.bc.ca>; Vatne, Brian R MUNI:EX <Brian.Vatne@gov.bc.ca>; Helander, Carling MUNI:EX <Carling.Helander@gov.bc.ca>; Jensen, Chris A MUNI:EX <Chris.Jensen@gov.bc.ca>; Pyatt, David E

MUNI:EX <David.Pyatt@gov.bc.ca>; Wempe, Sarah MUNI:EX <Sarah.Wempe@gov.bc.ca>; Zehr, Deb MUNI:EX <Deb.Zehr@gov.bc.ca>

Subject: FW: Output / Productivity Working from Home

Hello all,

I've completed the stats below for OICs/MOs and RFLs.... I am not quite sure what to put down for the FTE's column.

Item	FTEs	2019/20	2020/21	2021/22
# of Contracts	3	92	153	140
# Solicitations/RFPs	3	17/9	15/10	17/6
# TB Subs	3	37	40	22
# Cabinet Submissions	3	17	11	6
# Order in Council/MO's	TBC	35	59	51
# Request for Legislation	TBC	5	5	5
s.17		s.17	s.17	s.17

As you can see, the volume of RFLs has remained consistent, but OICs/MOs have increased over the time period.

Please let me know if you have any questions or concerns.

Best, Lynne

Metrics on WFH Performance

As part of our presentation to executive for allowing 4 days WFH (telework), we provided metrics on the areas in our branch:



I have asked my team to update with 2021 numbers but would like to confirm if this information is sufficient for our report back to executive.

Most of the key (e.g., technical fixes implemented, privacy impact assessments, etc.) are truly sector wide and can not be broken down by Ministry as we utilize so much shared infrastructure and resources that divide their time across Ministries.

If I were to break down this information by Ministry, then the metrics provided will be effectively inaccurate/no value as they will not be able to provide a meaningful representation of workload/effectiveness

A simple example using purely fictitious numbers for the number of privacy impact assessments per month:

Month	# for MUNI	# for JERI
Jan	10	10
Feb	0	20

If we only use MUNI numbers, the information reflects that productivity dropped (0 performed in Feb) when in actuality productivity doubled overall.

Oct 3 ExComm Agenda Package

From: Nelson, Shirley D MUNI:EX <Shirley.Nelson@gov.bc.ca>
To: Faganello, Tara MUNI:EX <Tara.Faganello@gov.bc.ca>, Best, Alana MUNI:EX <Alana.Best@gov.bc.ca>, Holmes, Rachel MUNI:EX <Rachel.Holmes@gov.bc.ca>, Allison, Mike GCPE:EX <Mike.Allison@gov.bc.ca>, Porcher, Elizabeth MUNI:EX <Elizabeth.Porcher@gov.bc.ca>
Cc: Wilkins, Christina MUNI:EX <Christina.Wilkins@gov.bc.ca>, Grimmer, Andrea MUNI:EX <Andrea.Grimmer@gov.bc.ca>, Maase, Lily MUNI:EX <Lily.Maase@gov.bc.ca>, Thomson, Lia MUNI:EX <Lia.Thomson@gov.bc.ca>, Rai, Diana MUNI:EX <Diana.Rai@gov.bc.ca>, Wempe, Sarah MUNI:EX <Sarah.Wempe@gov.bc.ca>, Brubacher, Kelly MUNI:EX <Kelly.Brubacher@gov.bc.ca>
Sent: September 29, 2022 3:21:24 PM PDT
Attachments: Oct 3 ExComm Agenda Package.pdf

Hi everyone, attached is the agenda package for Monday's Executive Committee meeting – also uploaded to the Exec SharePoint [site](#).

Note: The Minutes for the September 20th meeting has been uploaded to the SharePoint [site](#) as well.

Thanks.

Shirley Nelson

Manager, Executive Operations
Deputy Minister's Office | Ministry of Municipal Affairs
Office: 778-698-1575; cell: 250-896-8822
Shirley.Nelson@gov.bc.ca

Agenda

Executive Committee

Executive Boardroom 615 OR Dial-In: s.15; s.17 | Participant ID: s.15; s.17 | Okenge as Moderator
October 3, 2022 | 8:30 – 10:00 am

Attendees:

Okenge Yuma Morisho, Alana Best, Tara Faganello, Rachel Holmes, Mike Allison, Elizabeth Porcher, Kelly Brubacher (Scribe), Shirley Nelson (Chair)

Regrets:

Item	Time	Topic	Lead	Purpose	Materials
s.13					
2.	8:40am (15 mins)	WFH Guidelines / Telework Agreement	Tara	Discussion	Attached
3.	8:55am (20 mins)	Productivity/Outputs Discussion (ADMs to speak to their input).	Okenge	Discussion	Attached
s.13					

Next Meeting(s):

October 17, 31; November 14, 28; December 12

Proposed Future Agenda Items:

s.13

Flexible Work Agreements – Planning and Land Use Management Branch Policy

Last Updated: August 11, 2022

As the province returns from a state of emergency and work the BC Public Service is supporting the adoption of flexible work options beyond the pandemic. The Ministry of Municipal Affairs will be following the corporate direction, with some discretion to apply the framework in our work environment and service delivery context.

Within our ministry and branch, we will approach support for flexible work in a way that effectively supports our obligations to the public, our organizational effectiveness, our wellness and our culture.

Key principles established by the PSA with regards to flexible work include the following:

- Telework is a *voluntary* privilege not an entitlement nor a term of employment.
- The employee is *regular full-time or part-time*.
- The employee's *work performance history is fully satisfactory*.
- The arrangement is *operationally feasible and provides benefit to the employee and employer*.
- Service standards and employee performance are expected to be maintained or improved.
- *Home office facilities are adequate* and meet safety/security/confidentiality requirements.
- Remote work *should not generate any additional net costs for the employer* and upfront costs can be recouped over a reasonable period.
- Completion of a signed *telework agreement is mandatory*, and it must be reviewed annually.
- The telework *agreement may be terminated* by either the employer or employee provided written notice is given within 30 days.
- Telework results *only in a change to the work location* of an employee. Other aspects of the employment relationship – including employee benefits, entitlements, responsibilities, salary administration, and the application of terms and conditions of employment, collective agreements and workplace policies – remain unchanged.
- Current employees must have *completed all mandatory corporate training* prescribed by the Public Service Agency before a telework agreement can be approved.
- Requests for remote work *three days or more a per week also require approval by the employee's Assistant Deputy Minister or Executive Lead*, in addition to supervisor approval.

In addition to the above, the following branch policies will apply with regards to flexible work arrangements:

Analysts, Managers, Directors, Executive Director – # of wfh days / days in the office

- Two days or more in the office per week (three days out including wfh, flex and ETO)

Office Coordinator, Administrative Assistant – # of wfh days / days in the office

- Three days in the office per week (two day out including wfh and flex)

New Staff – # of wfh days / days in the office

- Three to four days in the office, based on experience in public service and supervisor input (one to two days out including wfh, flex and ETO) through the probation period



- Supervisors are required to be in the office with new staff reports for the first three to four weeks of their employment
 - In the event that a supervisor needs to be out of the office on days when the direct report is in, identification of another Manager or Director to provide backfill support is required

BRANCH WIDE POLICY

- The assignment of wfh days will be determined by the ED and Directors, based on a review of all requests. Consistent in person coverage within the office will underpin scheduling decisions
- All staff are expected to come into the office on wfh days if required for meetings or other events. These could include, but are not limited to: executive briefings, staff meetings, workshops
- Wfh days should not typically be 'made up' eg shifted to a different day if someone needs to be in the office on a scheduled wfh day.
- As a general rule, work days should be completed either fully at home or fully in the office
- These policies are being established at the outset of the new flexible work approach and may be changed as experience and feedback supports new learning
- Approval for work from home agreements is subject to the approval from executive. Requests for 3 days a week wfh should not be considered final until approved at the ADM level.



TOTAL MINISTRY PRODUCTIVITY

Ministry Totals	Productivity Count	Productivity %	% Increase or Remained the same
Increase Greater than 10%	42	51%	80%
Neutral (increase or decrease under 10%)	24	29%	
Decrease Greater than 10%	16	20%	

* Note that FTE counts remained stable across the divisions

DEPUTY MINISTER'S OFFICE

DMO TOTAL	Productivity Count	Productivity %	% Increase or Remained the same
Increase Greater than 10%	3	38%	50%
Neutral (increase or decrease under 10%)	1	13%	
Decrease Greater than 10%	4	50%	

Briefing Notes Processed By Division	2019/20	2020/21	2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
LGD	201	172	223	-14%	11%	-
MSD	101	35	11	-65%	-89%	↓
ISSPD	0	0	48	0%	100%	↑
Total	302	207	282	-31%	-7%	↓

The ISSP Division was amalgamated with MSD until spring of 2021 which reflects the decrease in MSD briefing notes.

CLIFF Records Procossed	2019/20	2020/21	2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
Reply Directs	1410	1783	500	26%	-65%	↓
For ADM Signature	35	51	78	46%	122%	↑
For DM Signature	48	157	255	227%	431%	↑
For Minister's Signature	588	394	387	-33%	-34%	↓

IMMIGRATION SERVICES & STRATEGIC PLANNING

DIVISION TOTALS	Productivity Count	Productivity %	% Increase or Remained the same
Increase Greater than 10%	6	40%	73%
Neutral (increase or decrease under 10%)	5	33%	
Decrease Greater than 10%	4	27%	

IMMIGRATION PROGRAMS	2019 CY	2020 CY	2021 CY	% Change 2019 over 2020	% Change 2019 over 2022	Productivity
Skills Immigration decisions	71	75	74	6%	4%	-
Entrepreneur Immigration decisions	7581	7449	7532	-2%	-1%	-
Public inquiries	866	534	482	-38%	-44%	↓
Requests for Information Responses	9591	18642	14908	94%	55%	↑

IMMIGRATION POLICY INTEGRATION	FY19/20	FY20/21	FY21/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
FTEs	8	9	9	13%	13%	↑
Full scale procurement for programs	0	1	2	100%	200%	↑
Contract modifications	43	43	64	0%	49%	↑

Items	2019/20	2020/21	2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
# of Contracts	92	153	140	66%	52%	↑
# Solicitations	17	15	17	-12%	0%	-
#RFPs	9	10	6	11%	-33%	↓
# TB Subs	37	40	22	8%	-41%	↓
# Cabinet Submissions	17	11	6	-35%	-65%	↓
# Order in Council/MO's	35	59	51	69%	48%	↑
# Request for Legislation	5	5	5	0%	0%	-
s.17	s.17	s.17	s.17	s.17	s.17	s.17

MANAGEMENT SERVICES DIVISION

DIVISION TOTALS	Productivity Count	Productivity %	% Increase or Remained the same
Increase Greater than 10%	18	55%	91%
Neutral (increase or decrease under 10%)	12	36%	
Decrease Greater than 10%	3	9%	

STRATEGIC HUMAN	2019/20	2020/21	2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
# of Auxiliary Hires	37	29	45	-22%	22%	↑
# of TA Hires	48	44	64	-8%	33%	↑
# of Permanent Hires	42	41	79	-2%	88%	↑
# of Learning Centre Courses Taken	717	667	797	-7%	11%	↑
# of STIP Days per Full Time Employee	8.39	4.48	5.66	-47%	-33%	↑
STIP Cost for MUNI	\$560,983.21	\$325,719.16	\$451,569.37	-42%	-20%	↑
# of DM Communications Sent to Staff	22	54	49	145%	123%	↑
WES Driver	WES 2018 Score (Feb 2018)	WES 2020 Score (Feb 2020)	WES 2022 Score (Feb 2022)	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
Executive Level-Management	67	62	75	-7%	12%	↑
Empowerment	71	67	74	-6%	4%	-
Stress & Workload	66	62	68	-6%	3%	-
Tool & Workspace	64	64	73	0%	14%	↑
Vision, Mission & Goals	66	65	70	-2%	6%	-
INFORMATION SYSTEMS	Fiscal 2019/20	Fiscal 2020/2021	Fiscal 2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
Program Area Custom Application Releases	148	164	177	11%	20%	↑
Service Desk Requests Fulfilled	4680	5410	5725	16%	22%	↑
Security Assessments (STRA)	15	57	69	280%	360%	↑
Privacy Assessments (PIA)	91	113	105	24%	15%	↑
Client Fulfillment Task Fulfilled (e.g., application access)	3028	3673	3358	21%	11%	↑
Technical Fixes Implemented (e.g., server operating system patch installation)	131	140	158	7%	21%	↑
FINANCIAL SERVICES	2019/20	2020/21	2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
# of Contracts	92	153	140	66%	52%	↑
# Solicitations	17	15	17	-12%	0%	-
#RFPs	9	10	6	11%	-33%	-
# TB Subs	37	40	22	8%	-41%	↑
# Cabinet Submissions	17	11	6	-35%	-65%	↓
Dollar Value Contingencies (\$M)	355	650	96	83%	-73%	-
FOI Requests	2019/20	2020/21	2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
# FOI Requests Closed	340	222	139	-35%	-59%	↓
# Overdue FOI Requests	62	52	41	-16%	-34%	↑
FOI Average of Total Process Days	47.9	55.9	64.3	17%	34%	↓
Corporate Reporting 2022	Number of Reports	On Time and Compliant with Legislation	Productivity			
Service Plan for the Economy Sector Ministries and Crowns	12	12	-			
Annual Service Plan Reports for the Economy Sector Ministries and	12	12	-			
Estimates Support 2022	Number of Physical Binders	On time for estimates	Productivity			
MUNI	6	Yes	-			
JERI	5	Yes	-			
Labour	4	Yes	-			
TACS	10	Yes	-			

LOCAL GOVERNMENT DIVISION

DIVISION TOTALS	Productivity Count	Productivity %	% Increase or Remained the same
Increase Greater than 10%	15	58%	81%
Neutral (increase or decrease under 10%)	6	23%	
Decrease Greater than 10%	5	19%	

Legislative, Policy & Mandate Priority	Fiscal 2019/20	Fiscal 2020/2021	Fiscal 2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
# of Local govt bylaws approved or registered	223	189	212	-15%	-5%	-
Strategic Client / Partners and Business Relations and Communications	Fiscal 2019/20	Fiscal 2020/2021	Fiscal 2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
# Meetings with local government, First Nations, and library leaders	162	208	203	28%	25%	↑
# of Minister Calls with Local Government Leaders	0	69	71	100%	100%	↑
# of Deputy Minister calls with Senior Local Government Staff	0	5	9	100%	100%	↑
# of Minister / UBCM Executive meetings	8	9	14	1%	75%	↑
# of MUNI-UBCM Regular Staff Meetings (ADM/UBCM Exec Dir)	5	9	4	80%	-1%	↑
# of MUNI Minister's UBCM Convention meetings managed	109	82	78	-25%	-28%	↓
# of MUNI meetings with library partners	8	34	11	325%	36%	↑
# of MUNI Minister's First Nations Summit meetings managed	32	0	16	-100%	-50%	↓
# of Correspondence (direct replies + branch initiated)	243	237	230	-2.5	-5%	-
# of Bulletins, circulars, guidance materials, and website updates implemented	36	89	121	147%	236%	↑
Program Delivery	Fiscal 2019/20	Fiscal 2020/2021	Fiscal 2021/22	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
# Grant programs delivered by partners	5	14	13	180%	160%	↑
# Grant programs administered by MUNI	20	22	24	10%	20%	↑
# of grant applications/proposals	479	1292	376	170%	-22%	↑
# of approved grants	710	809	922	14%	30%	↑

Community Gaming Grants Outreach, Policy & Operations	2019/20 FY	2020/21 FY	2021/22 FY	% Change 19/20 over 20/21	% Change 19/20 over 21/22	Productivity
Outreach Meetings/Calls	0	39	146	39%	146%	↑
Outreach Presentations	19	12	9	-37%	-53%	↓
Outreach Emails	765	489	750	-36%	-2%	↓
Policy Items Reviewed for Guidelines	74	75	62	1%	-16%	-
OT hours	70	0	93		33%	↑
Applications Assessed (Increased productivity with decreased assessments)	5,811	5,636	5,496	-3%	-5%	-
Regular Application (approximately 3x longer processing time than renewed funding apps)	4,812	4,640	4,442	-4%	-8%	-
Renewed Funding Application (Quick application)	999	996	1,054	-1%	6%	-
Reconsiderations Assessed (Increased productivity with decreased)	203	139	147	-32%	-28%	↑
Duty Line Phone Calls - Incoming	6,326	4,971	4,198	-21%	-34%	↓
Administrative General Support Emails	2400	2,937	2,734	22%	14%	↑



Flexible Work Proposal FSB JoAlana.msg.ics

From: Best, Alana MUNI:EX
White, Joanna JERI:EX <Joanna.White@gov.bc.ca>
To: October 18, 2022 1:47:59 PM PDT
Sent: October 18, 2022 1:47:00 PM PDT
Received: FSB Flexible Work Proposal.pptx, FSB_Telework_Appendix.docx
Attachments: Normal (5)
Priority: (UTC-08:00) Pacific Time (US & Canada)
Address:
Calendar Item Type: REQUEST

Microsoft Teams meeting

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Click here to join the meeting [s.15; s.17](#)
[s.15; s.17](#)

Meeting [s.15; s.17](#)
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Or call in (audio only)

[s.15; s.17](#) #<tel:[s.15; s.17](#) #> Canada, Victoria

Phone Conference ID: [s.15; s.17](#)

Find a local number <https://dialin.teams.microsoft.com/1d2ee6b0-0212-4b1a-bc91-f2c7e4ecc3be?id=276203065> |
Reset PIN <https://dialin.teams.microsoft.com/usp/pstnconferencing>

Toll-free (audio only): 1-888-600-3289

Learn More <https://aka.ms/JoinTeamsMeeting> | Meeting
options https://teams.microsoft.com/meetingOptions/?organizerId=6984f575-8c6d-4525-b0cf-091f51fc5760&tenantId=6fdb5200-3d0d-4a8a-b036-d3685e359adc&threadId=19_meeting_NDE0YzZiM2ltYzc0NC00NDg4LTg3NTQtYzc0ODMwOTQ2ZGJi@thread.v2&messageId=0&language=en-US

TELEWORK AGREEMENT – FSB Appendix

FSB Telework Agreement Appendix

In addition to the terms and conditions set out in my Telework Agreement, I agree that the following criteria will be met:

In-office Attendance

- I will attend in-person meetings as required by my supervisor.
- I will be available in-office as required by management staff and other ad hoc circumstances (e.g. training, mail/deposits, Estimates/binder building, etc.)
- I will attend in-office team building days.
- When a new team member starts whom I will be working
- I will work at least a half day in-office when I am either asked or chosen to work in the office.
- I will come into the office on a more regular basis when a new team members start who I will be working with directly (as determined by supervisor)
- I understand that statutory holidays, vacation, and flex days are not considered as days in the office.
- My travel time between home and office is personal time, not work time.
- If I am within my probation period I will come into the office 2 days/week minimum

Remote Meetings

- My camera will default to “on” while attending meetings remotely. However, my camera can be “off” for meetings with more than 6 participants.
 - For meetings with more than 6 participants, I will be prepared to turn my camera on when speaking or if asked.
- While attending in-person meetings where others may be remote, I will utilize rooms equipped with Microsoft Teams hardware or have video enabled.

For Supervisors

- I will perform a semi-annual review with staff who report to me to ensure they are in compliance with the terms and conditions of their Telework Agreement and appendix.
- I will perform a quarterly review with staff who report to me to ensure their job performance is satisfactory and adjust telework agreements if appropriate.

Last Updated: August 16, 2021

TELEWORK AGREEMENT – FSB Appendix

- I, or delegate, will attend in-office for the first week of onboarding new staff who report to me.
- When a new team member starts, I will come into the office on a more regular basis and ask team members within the same area to come in more regularly for training/team building, etc.

Employee Acknowledgement

I have read and agree with the above criteria. I fully understand the duties, responsibilities, obligations and conditions for telework expressed in this document. I also understand that these are in addition to my normal duties, responsibilities and obligations as a BC Public Service employee.

Employee Signature

Print Name

Date

Last Updated: August 16, 2021

FSB Flexible Work Proposal.pptx

From: Urquhart, Brian JERI:EX <Brian.Urquhart@gov.bc.ca>
To: Best, Alana MUNI:EX <Alana.Best@gov.bc.ca>, White, Joanna JERI:EX <Joanna.White@gov.bc.ca>
Cc: Leveque, Sandy MUNI:EX <Sandy.Leveque@gov.bc.ca>
Sent: October 27, 2022 11:46:55 AM PDT
Attachments: FSB Flexible Work Proposal.pptx

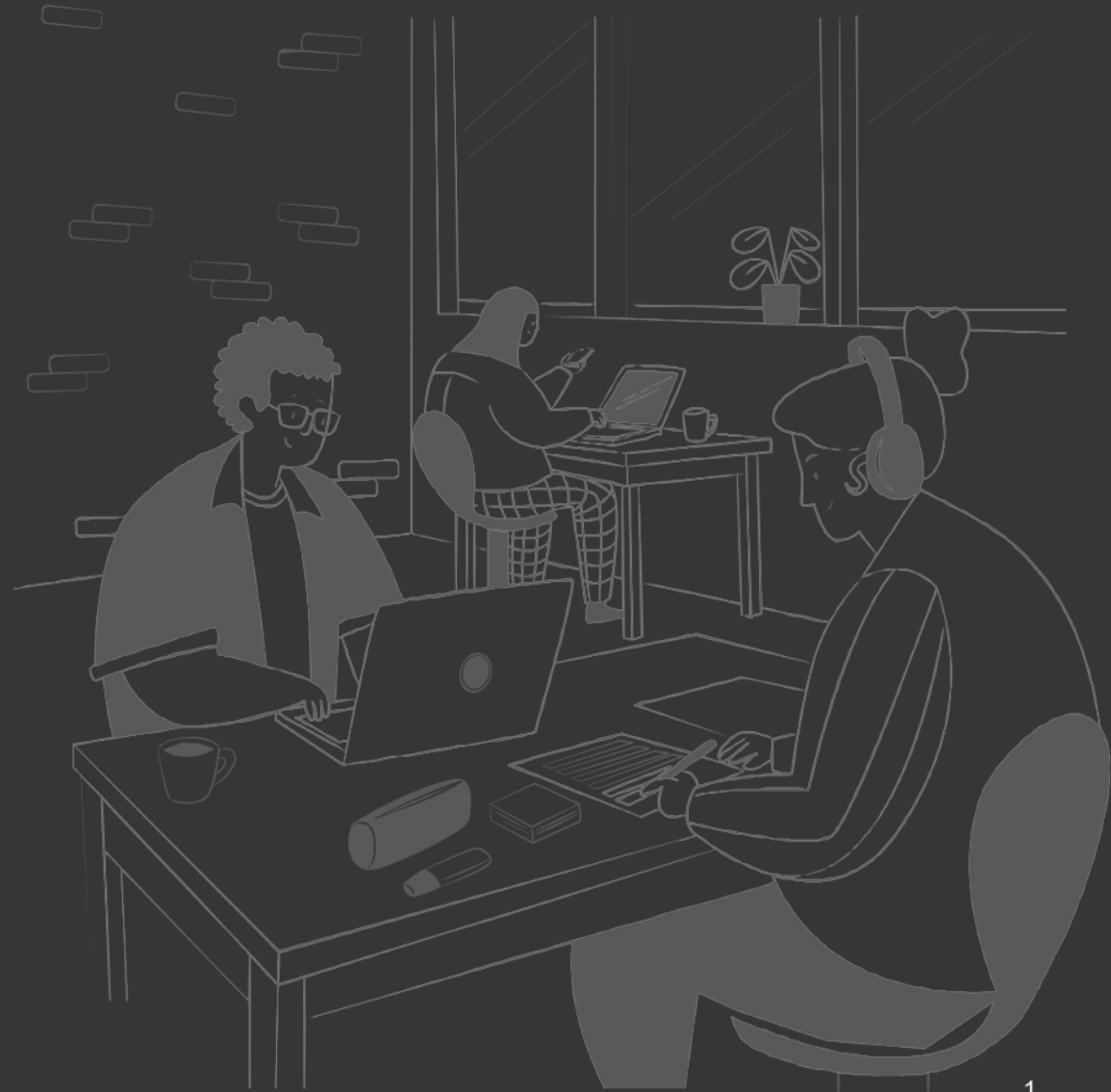
Thanks for your support yesterday. Attached, for your records if you want it (if not we have it saved) is the updated version of the proposal with the suggested edit made.

Thanks again,

Brian Urquhart CPA, CA | CFO & Executive Director
Ministry of Jobs, Economic Recovery and Innovation & the Ministry of Labour
☎ (236) 478-1767 | ✉ brian.urquhart@gov.bc.ca

Financial Services Branch

Flexible Work Proposal



Executive Summary

The Financial Service Branch (FSB) offers cost-effective financial support in the areas of financial planning and reporting, financial operations, procurement, and contract policy and review.

Several years ago, the branch began to provide more flexible work arrangements (up to two days working from home per week) as part of the move to an LVVS environment. A transition to 100% work from home was required in 2020 as a result of the pandemic and throughout this time the FSB continued to perform at a high level.

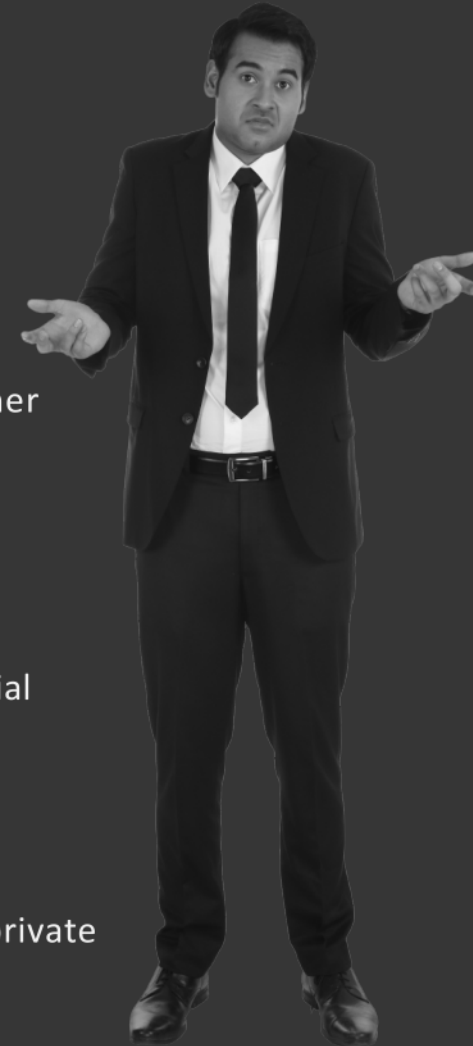
It is the firm belief of the FSB that one size does not fit all when it comes to flexible work arrangements in the B.C. public service. Our commitment to providing excellent client service delivery will not be jeopardized by providing staff with an option for more flexible work arrangements.

We expect that allowing staff with more flexibility will increase morale and ensure that we are competitive with the current labour market.



Why do we need to be more flexible?

- ✓ We now have tools and technology that support remote work
- ✓ More frequent ability to meet with internal and external colleagues/stakeholders via Teams
- ✓ Screen share feature is ideal for training. We can have one online session with multiple attendees rather than several smaller in person sessions. Sessions can also be recorded for future training purposes
- ✓ Can easily collaborate with program area clients located throughout BC
- ✓ Increased staff morale with flexibility to maintain a more balanced work/life/home routine
- ✓ Extremely tight labour market presents challenges to attract/retain staff, especially highly skilled financial positions/professionals with CPAs who are in high demand
- ✓ Proposal aligns with WFH days of FSB Vancouver staff, ISB, some CPP staff, and other FSB shops in government.
- ✓ Much of our work is confidential. It is difficult and inefficient for our staff to consistently be moving to private rooms within the office when they can more efficiently have private calls from home.



Key Accomplishments During Pandemic

Small Business Grant Programs

Over \$550M in SB grant programs spent in FY21 and FY22. Supported entire program, including TB submissions, set up of intake and payment system, procurement, financial reporting, etc.

JERI Funding

Supported numerous Pandemic and Recovery TB Submissions (Small Business Grant Programs, Value added Manufacturing/Supply Chains, Agritech, Launch Online, Future Leaders, Mass Timber, Digital Bootcamps, etc.)

Labour Funding

Supported several TB subs and RFLs during pandemic: ESB variance/complaints processing, Old Growth Retirement Bridging Program, WSBC COVID-19 Employer Reimbursement Program, Permanent Paid Sick Leave, ETC.

TACS Funding

Tourism Recovery Initiatives, Arts Culture Creative Sector Resilience, Amplify BC – Creative BC, Covid-19 Community Economic Recovery Infrastructure Program, Sport League Fund, Sport Sector Recovery

MUNI Funding

Provided financial support for several new COVID-19 initiatives (Community Economic Recovery Infrastructure Program, Restart funding for Local Governments, Local Government Development approval Program, Strengthening Communities' Services Program)

Contract & Procurement Training Sessions

Offered virtual training sessions allowing us to reach staff across all 4 ministries in various locations around Province.

Improved Records Keeping

More efficient filing system. Files on hand electronically rather than having to hunt down paperwork, retrieve off-site files. Reduced all paper submissions for solicitation and contract documents

Electronic AP Processing

Electronic AP processing was organized, documented and established to facilitate the move to working from home.

Central Reporting

Met all central agency reporting deadlines, including reporting on Pandemic and Recovery expenditures

Comparison to other FSB Shops

SDPR

Allowed 100% Work from Home (depending on operational need)

AEST

Allowed 100% work from home

OAG

Allowed 100% Work from Home

EDUC

Majority 1 days in office, some 2 days
Expectations higher for managers (Band 4/5's - 3 days, Band 2's - 2 days). Begun posting remotely for some positions with Exec approval

ENV, EMLI, FOR, LWRS (CSNR)

Most are 1 day in office. Also hiring remote all over the Province (0 days in office)

Current Econ Sector

3 days in office if you have a resident spot, 2 days if mobile

HLTH

3 days in office

This is having a very negative impact on recruitment and retention

TRAN

3 days in office, 2 days work from home

Hiring and Retention

- ✓ Greater need for flexibility to remain competitive attracting and retaining skilled workers in today's labour market (ability to work from home is a top concern of applicants)
- ✓ Common theme from staffing processes is WFH flexibility is often a key criteria for candidates accepting and applying on positions.
- ✓ Lessons learned from less flexible Ministry (HLTH) who has noted recruitment/retention concerns due to inflexibility
- ✓ Many federal government entities remain 100% remote and pose risk to pull talent pool away from FSB and the BCPS (Not only flexible but higher compensation packages for equivalent roles)
- ✓ BCPS is not competitive with financial packages compared to other sectors, however work flexibility is a perceived benefit that can be awarded without any fiscal cost to ministries
- ✓ High turnover also takes staff time away from general duties as additional time is spent on administrative hiring processes.
- ✓ Due to lack of suitable candidates on previous competitions, the branch has started to expand the geographic location of some job postings (less days in office)

Proposed Flexible Work Arrangement

We propose staff work in the office a minimum of 1 day per week. This would apply to all positions, pending approval of telework agreements by ADMs.

Further, we propose to pilot this arrangement for a period of 6 months and evaluate its effectiveness.

As necessary, in collaboration with executive, we will refine and adjust the arrangement.

Requests that fall below the minimum number of days will be reviewed on an exception basis.



Aligns with ISB's current agreement and improves competitiveness with other financial shops within government



Flex, holiday, and vacation days are not considered as days in the office



Staff will be expected to work in office for:

- Training
- As needed for binder building, etc.
- Team building events
- Other meetings (if required)
- In-person mandated events



Financial Operations will always have 2 staff scheduled to come in on a given day to ensure someone is available for deposits/mail/scanning

Planned Approach

Our planned approach includes the following items to be included as an appendix to employee telework agreements

GENERAL

- ☐ Staff understand/agree that WFH is a privilege, not a right, and can be revised/ revoked based on operational needs/performance concerns
- ☐ Staff retain their pre-pandemic assigned work schedule and be available during those hours
- ☐ Agreements reviewed annually
- ☐ Vacation and flex days are not considered as days in the office

NEW STAFF

- ☐ First week in office
- ☐ During probation, a minimum required office attendance of 2 days a week
- ☐ Post-probation agreement revisited (based on performance)
- ☐ Staff onboarding will include training resources to ensure proficiency with collaboration tools and technology

IN-OFFICE ATTENDANCE

- ☐ In-person meetings (as required by Supervisor)
- ☐ Travel from home to office/return is personal time, not work time
- ☐ In-office attendance is expected when required/requested by management staff and other ad hoc circumstances (e.g., training, DM meetings, mail/deposits, Estimates/budget binder building, etc.)
- ☐ Staff to attend scheduled team building events, etc.
- ☐ When a new staff members starts, supervisor and coworkers in same area will come in on a more regular basis for training/team building, etc.

EQUIPMENT

- ☐ Staff will ensure appropriate personal equipment, internet connectivity, dedicated work space, ergonomic configuration, furniture, etc. to ensure to remain productive

Planned Approach (cont.)

REMOTE MEETINGS

- ☐ When available, in-office meeting room bookings to utilize rooms equipped with Microsoft Teams hardware (camera/microphone)
- ☐ Video enabled for hybrid (office/remote) meetings
- ☐ Cameras will default to “on” for meetings
 - Camera can be “off” for meetings greater than 6 Participants (staff will be prepared to turn their camera on at any time when speaking or if asked).

SUPERVISORS

- ☐ Regular 1:1 (supervisor/employee) meetings
- ☐ Semi-annual review to ensure agreement compliance
- ☐ Quarterly review to ensure satisfactory performance
- ☐ Safety check-ins – to follow up with staff who aren’t online when anticipated
- ☐ In-person (or delegate) for first week of onboarding new staff; as required for offboarding

Anticipated Concerns and Remediations

Following are potential concerns executive may be considering in light of broader public sector flexible work arrangements, as well as FSB currently implemented or planned remediations.

PRODUCTIVITY

- ✓ Ensure staff are comfortable with all tools and technology that support remote work via in-house training and learning material
- ✓ Increased productivity:
 - ✓ Able to take confidential calls more readily (not required to move to a private room)
 - ✓ Some roles require deep concentration
- ✓ Immediately address performance concerns that arise between annual MyPerformance reviews
- ✓ Staff must maintain a satisfactory MyPerformance rating to continue working from home
- ✓ Staff must complete all mandatory training requirements
- ✓ In person training to new staff

ENGAGEMENT/CULTURE

- ✓ Regular 1:1
- ✓ Strong utilization of collaboration tools
- ✓ All-staff meetings (monthly)
- ✓ Section & Branch meetings/team building events
- ✓ Demonstrated staff engagement in remote meetings (e.g., ability to 'text/chat' and share visual content)
- ✓ Remote collaboration culture built-in to IM/IT, often text messages/chats have replaced the water cooler conversations
- ✓ Required to be onsite to train new staff

Anticipated Concerns and Remediations (cont.)

CLIENT SERVICES

- ✓ Continued onsite financial ops support (mail, deposits, etc.)
- ✓ Significant client meetings in-person if requested
- ✓ Cameras on for client meetings

MISSED OPPORTUNITIES ("OUT OF SIGHT, OUT OF MIND")

- ✓ No known issues since implementing hybrid model in 2018
- ✓ Proven track record of non-bias and inclusivity by providing staff opportunities to work on projects aligned with their skillset and goals regardless of work location

PRIVACY & SECURITY

- ✓ Continued education and awareness (e.g. staff meetings, ad-hoc presentations, email reminders)



Ministry	Days in Office Count										Total Days	
	0 days		1 day		2 days		3 days		4 days		5 days	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Jobs, Economic Recovery & Inn	18	6.04%	8	2.68%	86	28.86%	158	53.02%	4	1.34%	24	8.05%
Active	18	6.16%	8	2.74%	86	29.45%	156	53.42%	4	1.37%	20	6.85%
Inactive		0.00%		0.00%		0.00%	2	33.33%		0.00%	4	66.67%
Ministry of Labour	32	9.25%	74	21.39%	38	10.98%	80	23.12%	12	3.47%	110	31.79%
Active	31	9.06%	74	21.64%	38	11.11%	78	22.81%	12	3.51%	109	31.87%
Inactive	1	50.00%		0.00%		0.00%		0.00%		0.00%	1	50.00%
(blank)		0.00%		0.00%		0.00%	2	100.00%		0.00%		0.00%
Municipal Affairs	31	12.06%	46	17.90%	60	23.35%	92	35.80%	5	1.95%	23	8.95%
Active	30	11.72%	46	17.97%	60	23.44%	92	35.94%	5	1.95%	23	8.98%
Inactive	1	100.00%		0.00%		0.00%		0.00%		0.00%		0.00%
Tourism, Arts, Culture & Sport	10	9.62%	2	1.92%	12	11.54%	56	53.85%	8	7.69%	16	15.38%
Active	8	8.00%	2	2.00%	12	12.00%	56	56.00%	8	8.00%	14	14.00%
Inactive	2	50.00%		0.00%		0.00%		0.00%		0.00%	2	50.00%
Grand Total	91	9.05%	130	12.94%	196	19.50%	386	38.41%	29	2.89%	173	17.21%

Ministry	Count of Days in Office												Total Days	Total Perc.
	0		1		2		3		4		5			
	Days	Perc.	Days	Perc.	Days	Perc.	Days	Perc.	Days	Perc.	Days	Perc.		
JERI	17	6%	19	7%	74	26%	154	54%	7	2%	16	6%	287	100%
Investment and Innovation	s.15; s.22													100%
JERI DMO														100%
Management Services Division														100%
Office of Mass Timber Implementation														100%
Small Business and Economic Development														100%
Trade and Industry Development													100%	
LBR	13	7%	45	23%	18	9%	47	24%	17	9%	52	27%	192	100%
Employers' Advisers Office	s.15; s.22													100%
Employment Standards Branch														100%
Labour ADM/Policy and Legislation														100%
Labour DMO														100%
Workers' Advisers Office														100%
MUNI	33	13%	67	27%	33	13%	89	35%	8	3%	21	8%	251	100%
Immigration Services and Strategic Planning	s.15; s.22													100%
Local Government Division														100%
MUNI DMO														100%
TACS	3	4%	1	1%	6	9%	47	69%	6	9%	5	7%	68	100%
Arts and Culture	s.15; s.22													100%
Sport and Creative Sectors														100%
Tourism Sector Strategy														100%
Grand Total	66	8%	132	17%	131	16%	337	42%	38	5%	94	12%	798	100%

Telework Agreement Status by Employee ID Count

Telework Agreement Status by Employee ID Count						
Ministry	Accomodation Requested	No	Yes	(blank)	Grand Total	
JERI		1	18	288	34	341
Investment and Innovation			4	42	2	48
JERI DMO				1	6	7
Management Services Division	1		6	102	5	114
Office of Mass Timber Implementation				8	5	13
Small Business and Economic Development			4	49	4	57
Trade and Industry Development			4	86	11	101
(blank)					1	1
LBR		4	22	204	48	278
Employers' Advisers Office			2	39	0	41
Employment Standards Branch	4		17	96	35	152
Labour ADM/Policy and Legislation			2	5	2	9
Labour DMO				1	3	4
Workers' Advisers Office			1	57	1	59
(blank)				6	7	13
MUNI			8	251	23	282
Immigration Services and Strategic Planning			1	134	9	144
Local Government Division			3	113	14	130
MUNI DMO			4	4	0	8
TACS		2	7	66	6	81
Arts and Culture			2	27	0	29
Sport and Creative Sectors			2	18	1	21
TACS DMO			3		0	3
Tourism Sector Strategy	2			21	5	28
(blank)					0	
Grand Total		7	55	809	111	982