



University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES AND EQUITY

TO: Business Board

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DATE: April 14, 2008 for April 28, 2008

AGENDA ITEM: 5(a)

ITEM IDENTIFICATION:

Human Resources and Equity Annual Report, 2007

JURISDICTIONAL INFORMATION:

The Business Board is responsible for approving and monitoring employment policy (for administrative staff), benefit programs and terms and conditions of employment. The Business Board is also responsible for reviewing an annual report on environmental health and safety and for ensuring that the University is in compliance with the Occupational Health and Safety Act

PREVIOUS ACTION TAKEN:

This is an annual report.

OVERVIEW:

This report provides a summary of all of the major activities and accomplishments within the portfolio of the VP Human Resources and Equity. This year, for the first time, we have included the Health and Safety annual report within this larger report to present employee health and safety within the broader context of the employment experience.

The report is organized in 5 main parts. Part A provides an overview of activities focused on enhancing the employment relationship and experience. Part B summarizes progress made in the areas of organizational development and learning; Part C provides a brief summary of activities related to equity and diversity; and Part D of the report describes our activities and progress in promoting workplace wellness. Part E summarizes the health and safety outcomes and initiatives. Appendices to the report contain additional, more detailed information.

HIGHLIGHTS:

Employee Experience and Development

1. UofT was again named one of Canada's Top 100 Employers and one of the Top 50 Employers in the Greater Toronto Area. We are also very pleased to announce that MediaCorp has named U of T one of Canada's Best Diversity Employers for 2008, the first year the company has run this competition.
2. The first comprehensive staff and faculty experience survey was conducted in October/November, 2006. Survey results were very positive in many areas, exceeding benchmark data. Survey results have been rolled out to divisions. Four university-wide working groups have been formed to address key opportunities for improvement identified through the survey. Several working groups have also been formed at the divisional level to recommend more local initiatives.
3. The on-line recruitment system implemented in 2006 has been successful in increasing and broadening our applicant pool, streamlining internal recruitment processes and providing actionable data on recruitment and selection activities. The on-line recruitment system will be implemented for faculty in 2008.
4. Advisory Committees have been established for Professional/Managerial staff and several related communications initiatives have been launched to provide opportunities for dialogue both within this group and between members of the group and the administration.
5. Several renewal collective agreements were concluded in 2007 and we are engaged in intensive preparations for bargaining in 2008 when 15 collective agreements will be expiring. Negotiations continue with USW (representing over 3,000 administrative staff members) over the implementation of a new job evaluation system.
6. This year the University established a new on-line career development resource centre for staff. New initiatives in leadership development, succession planning and mentoring were also launched.

Health and Safety

1. There is increasing oversight of health and safety by the various regulatory bodies. In 2007 **all** Ontario universities were identified by the Ministry of Labour as having among the highest accident rates within the Education Sector (including numerous school boards). As a result, UofT can expect to experience increased inspections. The report outlines a number of ways in which we are reviewing and improving our health and safety performance and programs to improve performance.

2. The University has 44 Joint Health and Safety Committees in the various buildings on the St. George, UTM and UTSC campuses. Compliance of these committees, in terms of meeting at least 4 times per year, is now at 77%, compared to the 46% meeting compliance noted in 2006.
3. Environmental Health and Safety (EHS) has initiated the development of performance indicators for the various practice areas. These are outlined in the report and will improve our ability to benchmark our performance against other institutions and to monitor our own performance improvement over time.
4. We continue to place a strong emphasis on training, in particular e-learning. Six new online courses were launched in 2007. The intensive training program in radiation protection for those who use these materials is ongoing. A mandatory training program for biosafety license holders and lab workers is now in effect.
5. Tracking and benchmarking of work-related injuries and illness is ongoing. In 2007 there were fewer accidents and fewer days lost due to work related injuries than in any of the past 7 years. There were 3 critical injuries.
6. The University's compliance record with respect to Ministry of Labour orders remained favourable. There were four Ministry of Labour orders issued in 2007, each related to the occurrence of a critical injury. All of the orders have been complied with.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

While there are no specific financial or planning implications at this time, we do note that there are ever increasing provincial and federal compliance expectations with respect to health and safety for which the University receives no additional funding.

RECOMMENDATION:

This report is for information.