



**Compte rendu du 27 juin 2016
Minutes of June 27, 2016**

**Comité consultatif
patronal-syndical de la CFP**

**PSC Labour-Management
Consultation Committee**

Pièce 15150
22, rue Eddy, Gatineau

Room 15150
22 Eddy Street, Gatineau

La CFP favorise l'utilisation des deux langues officielles dans le cadre de ses réunions et encourage les participants à intervenir dans la langue officielle de leur choix.

The PSC promotes the use of both official languages at its meetings and encourages attendees to participate in the official language of their choice.

	<u>Partie patronale / Management</u>	<u>Partie syndicale / Bargaining Agent</u>
Membres présents/ Membres in Attendance:	Janelle Wright (Coprésidente / Co-chair) Christine Donoghue Gerry Thom Suzanne Charbonneau Stan Lee Marie-Claude Lehoux Blair Haddock Tim Pettipas	Bob Kingston (Coprésident / Co-chair) Fabian Murphy Philip Lillies
Invités / Guests:	Chantal Thibert Véronique Charette	
Absences / Regrets:	Chantal Butler Denis Bilodeau	Sara Boulé-Perroni Isabelle Pétrin
Secrétaire / Secretary:	Karine Proulx	



SGDDI-RDIMS

1. Propos d'ouverture

Janelle Wright et **Bob Kingston** ont souhaités la bienvenue aux membres.

2. Approbation de l'ordre du jour et du compte rendu de la réunion du 8 décembre 2015.

L'ordre du jour a été adopté. Le compte rendu a été approuvé.

3. Mise à jour de la présidente

1. Opening remarks

Janelle Wright and **Bob Kingston** welcomed members.

2. Approval of the agenda and the minutes of December 8, 2015.

The agenda was approved. The minutes were approved.

3. Update from the President

Christine Donoghue, acting on behalf of the President, provided an update on the Public Service Commission's (PSC) activities and priorities.

Ms. Donoghue informed members that PSC will undergo a series of organizational changes to support the renewed vision and mission, and build on the foundation for public service renewal that was established through the New Direction in Staffing. She specified that this reorganization will have no impact on the employees.

Ms. Donoghue announced the following permanent changes, which has come into effect on July 4, 2016.

Mr Gerry Thom Acting Senior-President will be responsible for Policy and Corporate Affairs Branch.

Mr. Tim Pettipas, Vice-President, will be responsible for the Strategic Direction and Renewal Branch.

Mr. Stan Lee, Vice-President, will be responsible for the Oversight Branch.

And Ms. Stéphanie Poliquin, Vice-President, formerly from the Department of Justice, will be responsible for Services and innovation Branch.

There will be no changes to the Investigations Branch, the Corporate Secretariat, or Legal Services.

This re-alignment will enable the future direction of the PSC and achieve a better integration and collaboration across the organization. It will also allow the PSC to support departments more effectively

Ms. Donoghue informed members that following the federal election, the PSC is now within the portfolio of the Minister of Public Services and Procurement for the purpose of reporting to Parliament. She confirmed that the Annual Report was tabled.

The modernization of the system - how the PSC views the system, the footprints in the departments are examples that Ms. Donoghue provided from the annual report.

Ms. Donoghue reiterated that unadvertised selection process will not be the norm. However, this option could be used to staff certain group for which recruitment always is a challenge. She also confirmed that the sub-delegation should remain at the lowest level possible.

Ms. Donoghue said the the PSC was entering its third year of performance management with the system that still seems to have its challenges.

Ms Donoghue confirmed that an All Staff Meeting will take place in the fall. As for the Wellness Pilot Project, she was pleased to advise that this initiative is having a great success and consequently meets the employees wellness requirements.

Ms. Donoghue advised that meeting sessions with Senior Management started. These meeting were created to engage staff for a better communication between the Employer and its employees. Three session of 15 minutes occurred with the President. These meetings will resume in fall and will remain until Ms. Donoghue remains the A/President.

Mr. Kingston, raised a concern with regards to collaboration. He reminded the members that Unions should be involve before creating stuff. Collaboration usually means developing together and not putting something forward that another party has to accept.

4. Coaching service for PSC employees.

Ms. Chantal Thibert, coach, presented an update on the coaching service that was launched in January 2016 as a one year pilot in support of the organization's commitment to improve wellness in the workplace and Public Service Employee Survey results.

She reminded the members of the different service offered, but the issues covered by the coaching

service must be related to work and/or wellbeing in the workplace.

Ms. Thibert confirmed that the service is generating a lot of interest from employees and the preliminary feedback is very positive. She currently has 32 active participants. The individual coaching duration vary based on topic but it is usually of a duration of two to four months. She confirmed that 2/3 of the participants are represented members. 75% are women.

Mr. Fabian Murphy, First National Executive Vice-President from the National Office of the Agriculture Union of the Public Service Alliance of Canada mentioned that it would appreciate continuing updates on this subject. More specifically he would be interested in seeing the concerns, trends that Ms. Thibert would see over the next year.

5. Employment Equity

Ms. Véronique Charette, is the new Employment Equity Advisor. She is replacing Alexandra Roy who is now responsible for Human Resources Planning.

The three year (2016-2019) Action Plan is postpone to October. A working group was put together to work on the plan. A first meeting is schedule on June 28, 2016.

Ms. Charette informed the members that two groups requires special attention; the visible minorities in the CS group and the women in the EC group. Nevertheless, it is important to stress the improvement for the visible minorities in the AS group and for the Women in the CS category.

Ms. Charette also listed many activities and communications related to commemorative dates and events; Black History month, the Aboriginal week, etc.

Ms. Charette announced that Mr. Stan Lee is the new Champion for the Diversity Committee.

People Management Plan

Ms. Charette informed the members that this is a five year plan. She added that some strategies will be executed in collaboration with the Diversity Committee.

6. Change Management

Bob Kingston, National President of the National Office of the Agriculture Union for the Public Service Alliance of Canada mentioned to the members that he feels there is not much inclusion and believes that communication should be more proactive. It appears sometimes that employees' perspectives are not taken into account.

Mr. Murphy also added that he would expect discussions at local LMCC on changes and potential impacts to employees. He also reminded the members that technological changes are required to be discussed as per the collective agreements.

7. Public Service Employee Survey (PSES)

Mr. Kingston mentioned that many of the items regarding Employment Equity and Health and Safety were addressed. Nonetheless, the union should be more involve. Mr. Kingston also confirmed that they have the capacity to provide people on all of the files. The Employer should reach out first at the national level and then Public Service Alliance of Canada members will be delegated.

8. Performance Management

Further to Mr. Kingston's concerns with regards to the performance ratings, Ms. Donoghue responded that there is a misunderstanding of the ratings. She suggested that to alleviate this misunderstanding a pre and post-communication should occur between the responsible supervisor and the employee.

Ms. Marie-Claude Lehoux, Labour Relations Advisor presented numbers on Performance Management. For the fiscal year 2015-2016, 89% of the PSC employees received a rating of "*Succeeded*" or above This represents a decrease of approximately 2% with the previous fiscal year 2014-2015. As for the rating "*Did not meet*", the percentage remains the same in comparison to last year; 0.68%.

Ms. Lehoux confirmed that over a hundred emails were received from managers with regards to Performance Management. The three main subjects raised were: system issues, rating information and how to prepare for a constructive discussion when meeting with the employee.

9. Values and Ethics

Ms. Janelle Wright, Director General for the Human Resources Branch informed the members that the PSC revised its values and ethics program and established a three action plan for the period of 2015-2018.

She added that the Employer is presently preparing the 2015-2016 annual report on the program, which will be tabled at the Executive Management Committee in the summer (*August*) and the Internal Audit Committee in the fall (*September*).

Ms. Wright also informed employees that they may contact the Champion of Values and Ethics (Denis Bilodeau), as the Senior Officer for Values and Ethics, or their union representative to seek assistance and raise matters of concern.

Frequently asked questions for violence prevention and resolution were also drafted. The Employer is presently consulting with the Occupational Health and Safety Policy Committee on this work.

The Department is engaged in discussions with the Treasury Board of Canada Secretariat (TBS) Informal Conflict Management Services (ICMS) office to explore expanding the existing Memorandum of Understanding (MOU) to include an Ombudsperson-type service this year. Unfortunately, the ICMS office has informed us that they are unable to provide such a service at this time.

Finally, Ms. Wright mentioned that the Employer is presently working on the development of a Web page dedicated to well-being in the workplace, which will have components related to values and ethics.

10. Informal Conflict Management Services

Ms. Marie-Claude Lehoux informed the members that by the end of the fiscal year 2015/2016, 32 cases were registered for ICMS services and offered to PSC's employees.

Ms. Lehoux presented a few concerns further to the final report. In comparison between the fiscal year 2014-2015 and 2015-2016, the AS group showed an increase going from 14% to 25 %.

The alleged harassment, Management Practices and Performance issues went from 9% in 2014-2015 to

15% in 2015-2016. As well, the Conflict Coaching is the service provided to clients that experienced a significant increase. Finally, Ms. Lehoux informed the members that 4 complaints were avoided due to ICMS service.

11. Round Table

Mr. Gerry Thom informed the members of the Mental Health Passport which is an excellent document to read. He also mentioned that with the recent organizational changes, he is inviting employees to have a chat with him on innovation, the renewal and other matter of interest.

Bob Kingston advised the members that although the Mental Health Passport is a good product it should still go through the consultative cycle.

12. Closing Remarks

Janelle Wright and Bob Kingston thanked all members for their presence. The meeting will be held in December 2016.

Signed at Gatineau, this _____ day of
_____, in the year _____.

Janelle Wright
Directrice générale, Direction de la gestion des
ressources humaines, Commission de la fonction
publique /
Director General, Human Resources Management
Directorate, Public Service Commission

Bob Kingston
Président national, Syndicat de l'agriculture, Alliance
de la Fonction publique du Canada /
National President, Agriculture Union, Public Service
Alliance of Canada