

RECORD OF DECISION (ROD)
National Union-Management Consultation Committee
(NUMCC)
1400 Merivale Road (T3-1-351)
May 30, 2018 9:00 am – 4:00 pm

1. Welcome and Opening Remarks

Chair: Paul Glover, President, Canadian Food Inspection Agency (CFIA)

- Fabian Murphy, National President of the Agriculture Union of PSAC provided opening remarks and advised he was pleased to be back at the table and expressed his appreciation for the simultaneous translation.
- Hussien Bashah expressed his appreciation being at the table in his role replacing Dr. Lina Johansson as the Acting President of the CFIA-PIPSC Consultation Team.
- Paul Glover provided opening remarks on behalf of the Agency, and welcomed participants from the Agriculture Union (PSAC), Professional Institute of the Public Service of Canada (PIPSC) and The Canadian Food Inspection Agency (CFIA) and recognized the new members around the table and had them introduce themselves. He touched upon the positive aspects of survey results from the NUMCC and the areas where improvements still need to be done such as sharing docs in advance and how we are making linkages with lower levels. He indicated that early consultations have been beneficial and thanked the table for working well together and the good dialogues that help solve problems together. He spoke to the PSES results on trust and confidence in senior management and committee that we will continue to address them and asked for the Union's feedback.
- In regards to the Agenda for the day, Hussien Bashah requested their item be put at the beginning of the day and Paul Glover agreed.
- Fabian Murphy asked if the President had any comments on Minister MacAulay's statement about CFIA being "fully funded". The President expressed that he was pleased with the question raised and indicated his optimism given that the Government has some ambitious agenda items, including export and import growth.
- Record of Decision from November 1, 2017 was previously approved by Co-Chairs.
- France Pégeot, Executive Vice President of CFIA introduced herself and talked about her background, her outreach so far and expressed that she was happy to be here for her first meeting of the NUMCC.

Review of Action Items from the November 2017 NUMCC:

- Minutes from the last CBSA/CFIA senior level meetings were shared with Union Presidents on May 1st and we will continue to do so when made available.
- CFIA agreed the minutes from the following committees will be posted on Merlin going forward: NUMCC, Human Resources Branch UMCC, and Operations Branch UMCC. As for the Nationally Distributed Staff (NDC) UMCC, Hussien indicated this might not be necessary and will circle back.
- Results from the UMCC survey shared and information flow needs to be improved. Fabian indicated key messages developed following last meeting was very valuable in getting messages out early. It was suggested that we look at incorporating this into the Terms of Reference to capture this.
- The Unions expressed concerns over staffing issues in the Operations branch in Quebec. Union members expressed concerns of nepotism. Paul Glover confirmed that there will be action to review these allegations and appropriately deal with any findings. CFIA has been developing an action plan with the senior management team in Quebec that will be shared with the Union and the staff.
- Item on lessons learned from grievances has been moved to the HRB UMCC. Labour Relations has been working to assess and compile lessons learned from grievances and interpretations of court decisions with a view to developing tools and training for managers. Information will be posted on Merlin where permissible, subject to the Privacy Act. Fabian acknowledged the substantial work done on both sides to deal with the legacy grievances and thanked all for their efforts.

- In regard to professional development, this item has been moved to the National Career Development Consultation Committee (NCDCC). Dr. Ayman Soryal expressed that going to these types of conferences need to have a manager's approval. He indicated a directive or communication is needed to ensure they free employees up to attend.
- Fabian Murphy raised an issue around one of the action items on the first page of the ROD regarding nepotism in Quebec and asked Nicole Bouchard-Steeves to talk off-line about ongoing efforts there.
- Paul Glover wrapped up the Action item discussion expressing how efficiently we were able to review them and how far the Committee has come, and how things are moving very well. Fabian Murphy shared the same sentiments.

Action Items:

- UMCC Minutes agreed to and will be translated and posted on Merlin. Hussien Bashah was to double-check if those minutes of the NDC should also need to be posted.
- The UMCC Framework Working Group to look at best practices in improving information flow and look into suggestion of incorporating and capturing the new key messages practice into the Terms of Reference.
- Lessons learned from grievances continue to be shared with NUMCC by way of an Annex item to report back on progress.
- Issue on communications to managers on professional development to be discussed at NCDCC.
- Ongoing updates on DSDP will be shared at future UMCC's.

Standing Items

2. Phoenix

Presenter: Nancy Martel, Executive Director, Human Resources Services, CFIA

Purpose:

- Provide update regarding ongoing Phoenix Issues.

Key Points of Discussion:

- Nancy Martel discussed the mandatory training and how it is needed and encouraged to get higher than the 50% currently, the system does not work very effectively for past or late transactions. She indicated that timing matters and a campaign is underway to target messaging and training on specific actions (e.g. ongoing and quick videos on acting or overtime).
- Nancy talked about the realignment in her Directorate and explained that her team will be divided into 3 teams – a phone line with live agents will be available – the second team will deal with current and new cases – the third team will deal with the backlog. She acknowledged there are a lot of cases but progress is happening, so new realignment is working and showing progress and Nancy asked for feedback on how to support members. There are still limitations with the system.
- Houman Vafaie asked how Unions could provide feedback (i.e. via email). Nancy responded that whatever format/forum works. Nancy indicated a new email address for the pay service center will be provided and phone line where you will have live compensation advisors answering.
- Rick Cormier asked how our slaughter inspectors will take training given the access and time issues already on mandatory training. Rick asked if we can ensure we are contacting the employee and following up on cases. Nancy expressed that there are 33 Comp Advisors for the team. She also expressed that some issues are out of CFIA's control and that we are managing the priority cases and cannot control PSPC's workload.
- Rick asked Paul Glover about costing for Phoenix. Paul answered funding for 33 FTEs was set aside; however, numbers of open cases decreased for a while and have since gone back up. They realized this wasn't a good thing, as this is not a temporary situation and needed to stabilize folks, as we kept losing people to other government departments. He reiterated that cost has not increased but it's now committed for longer term to stabilize.
- Dr. Ayman Soryal expressed that the realignment was a good initiative and it's good progress to have someone to call and asked if there would be a generic email that one could be referred to in the interim. Nancy indicated that the realignment has already started and suggested to continue communicating concerns the way they are currently. A new HR Portal will be developed to help as well and allow for triaging in the near future.

- Fred Jamieson asked about formalized training (i.e. for filing PARs). He indicated that members are being patient, sending in their PAR's, then if nothing, are they grieving? He expressed that setting expectations and limitations will be an important issue in communications.
- Paul Glover thanked Nancy's team for their work and expressed that trying to put a human face/interaction by answering phones will go a long way to help CFIA take care of CFIA employees. He indicated that we want to solve and prevent problems in particular prevent hardships either long or short term. He acknowledged that as time goes on people get frustrated. He indicated our focus needs to be on solving the cases not the issue as that is really what went wrong. It may take a little longer but goal is to fix it on the front end.
- Rick Cormier mentioned that several managers have not gotten training. Paul indicated that we are now targeting those managers and they are getting called to ensure training is completed.
- Hussien Bashah then asked about plan for work needed for new collective agreements. Nancy indicated that discussions had already begun with PSPC and CFIA and lessons learned from the core public service to ensure things run smoothly

Action Item(s):

- No action items

3. Mental Health

Presenters: Chantal Seeton, Executive Director, Workplace Health & Diversity Directorate /Jennifer Nasrallah, Manager, Mental Health & Wellness, CFIA

Purpose:

- Provide update to the Committee regarding CFIA's ongoing work on Mental Health.

Key Points of Discussion:

- Chantal Seeton introduced Jennifer Nasrallah as the new Manager, Mental Health and Wellness.
- She updated the Committee on the progress related to the mental health file at the CFIA. She indicated that the Sub-committee of the National Occupational Health Policy Committee (NOHS PC) dedicated to the mental health file has met 7 times since November.
- The Committee has been focusing on the 5 critical psychosocial factors identified as the biggest concern for the Agency and have performed a detailed deeper dive into a gap analysis exercise against them including a policy review of the 5 key policies that impact psychological health and safety.
- The Committee has begun planning the action the Agency should be undertaking to address risks identified and more to come on this work soon.
- Chantal highlighted that through their work some of the Agency's vulnerable populations included Persons with Disabilities, Employees in 3rd party establishments and Veterinarians and some key locations included Manitoba, PEI, Alberta, and Ontario.
- Chantal also mentioned that a joint communication strategy has been also developed.
- Next steps are to continue to work on action plan through the Fall to prioritize what the best investment is for the Agency and that action is targeted.
- Paul Glover asked when we will be in a position to implement. Chantal responded that the Committee's next meeting was in June and the NOHS PC was scheduled for end of July to further finalize the action plan. It is anticipated the strategy and action plan would be ready in late Fall.
- Rick Cormier thanked Chantal and expressed that the sub-committee group is working well. He asked how many employees took the online training. Chantal indicated she would get the data and share at the next subcommittee.
- Hussien Bashah asked about how Health and Safety will do not only physical assessment, but psychological ones. Chantal indicated that a similar approach to how we identify physical hazards is being used for psychological hazards and that is what the national committee is doing first so they can then provide a guidance document to Health & Safety Committees in the future on how they would do that at an Area and local level.
- Fred Jamieson expressed the need to specialize duty to accommodate approach with our mental health strategy as there are no tools yet and these cases are tricky. He praised the work on building awareness.

- Fabian Murphy asked after a review of the summary why our Veterinarians stood out. Chantal indicated that the Committee had a good discussion around this and the likelihood was that they are mainly sitting in a third party establishment and dealing face to face with 3rd parties. Rick Cormier added that Animal health inspectors meet some rough farmers when going to do testing on farms and in slaughterhouses.
- Dr. Ayman Soryal indicated that the President's visit to the NOHS PC was well received and had a very good impact.

Action Item(s):

- Chantal to provide data on the Mental Health online training at the next Mental Health subcommittee.

4. Agency Workplace Optimization Initiative (AWOI)

❖ Presenter: Nancy Fahey, Executive Director, Assets and Security Management Directorate, CFIA

Purpose:

- To provide an update to the committee on the Agency's Workplace Optimization Initiative (AWOI).

Key Points of Discussion:

- Nancy Fahey provided a deck with information on the initiative and the Employee Town Halls.
- She expressed that the Union has been involved at each flagship, and that Union representation has been chosen by Union Executives.
- She indicated that the Union Executive has been kept up to date and is put in the loop well in advance. NOHS PC is being updated on a quarterly basis.
- Nancy spoke to the Town halls and their objectives of employee engagement for best solutions. She summarized feedback from front line on what they have heard.
- Nancy spoke to the pre-occupancy surveys and how they build on the town hall discussions and identified challenges faced in workplaces including systemic issues needing to be addressed and the plan forward to deal with those.
- Nancy also mentioned the information sharing with Unions through GCConnex, newsletters and need to keep information sharing consistent.
- Dr. Ayman Soryal expressed that there needs to be two-way communication and employees are expecting a response to their concerns raised at the Town halls and the project team needs to loop back. Nancy indicated that some challenges were complex and will take time (e.g. digital signatures).
- Fred Jamieson indicated that there is a lot of information out there about Skyline, but no timeline or who is going where. Nancy explained that decisions had been made and a draft message was to go to VP's from the VP of Corporate Management Branch (CMB) imminently. Human Resources were the ones to go. They will move to Tupper as swing space and return.
- Fabian Murphy asked questions around lessons learned from PSPC, the Building Emergency Response Teams (BERT) and systemic issues. Nancy responded that they have been learning from PSPC, Security is on each project team and are accountable for the BERTs and that they can involve them in the conversations as the initiative keeps rolling out.
- Fabian asked what was next after the flagships. Paul Glover indicated that CFIA is the first to really be doing this with the employee engagement and lots of folks are watching us and that this will help set standards. He explained that the Agency would pause after the flagships, assess and then decide and would engage the Unions at that point.
- Hussien Bashah advised of an increase in stress levels and mental health impacts in departments who have previously done this and we should address this before going ahead. Nancy responded that previously in other departments there was no engagement with employees, which is why we are taking this approach to decrease the level of anxiety and a reason why a change manager is coming in.
- Milton Dyck asked about the town halls for the HR employees. Nancy indicated that she would send the invites for the following week to attend. Milton expressed that he was not a fan of this initiative and foresees lots of issues going forward. Nancy replied they will be taking the lessons learned and addressing early in the game. Paul Glover added that we will take a pragmatic approach to solutions and will work through them and reminded that our fallback option is Workplace 2.0 given CFIA is not to that standard.

- This fallback is not a good one and with this one we get to design what people need instead. Paul indicated he was sympathetic to their concerns and we will keep working through them.
- Paul indicated this will continue to be a standing item on the agenda.

Action Item(s):

- No action items.

New Business

5. Status of the Agency's modernizing and enhancing communication for mobile services

❖ Item requested by: PIPSC

Presenters: Hussien Bashah, Acting President, CFIA National Consultation Team, PIPSC / AJ Preece, Vice-President, Innovation, Business and Service Development Branch (IBSDB), CFIA

Purpose:

- To discuss the ongoing work and plans to enhance the communication tools connectivity for the employees in the field.

Key Points of Discussion:

- AJ Preece presented an update on the mobile strategy. Guy Charron, Director of Mobility was introduced.
- AJ spoke to the removal strategy for old Blackberry 5 and some 10s and replacing with Samsung 8. Tablets are to come out as well as laptops that are mobile enabled. A team is set up to work on this.
- Focus is on more access, simplicity of access and ease of access.
- They are listening to Town Halls, PSPC, SSC and making changes – suppliers, back-end processes.
- AJ indicated that a team will be left behind on site to assist with the transition for a period of time. There are over 220 super-users who did testing.
- Hussein Bashah indicated that he is hearing that employees are still having issues after they are done. They need to use personal email as Blackberry not working. Hussien advised of network connectivity issues and asked when new implementation is coming. Guy Charron confirmed it is not implemented and its working on case by case basis and he will need to ensure connectivity and signals. Paul Glover indicated we are looking to build in a way for how work can still happen offline when no connectivity (e.g. Newfoundland).
- Fabian Murphy expressed concerns about videoconferencing being part of our program and asked if there has been any talk about Skype for Business. AJ indicated that there is trouble with the bandwidth and they are hoping to expand it as we get money.

Action Item(s):

- Item to return to NUMCC next year.

6. Stakeholder Engagement Framework

❖ Item requested by: CFIA

❖ Presenter: Tanya Day, Executive Director, Corporate and e-Communications Directorate, CFIA

Purpose:

- To present the Stakeholder Engagement Framework.

Key Points of Discussion:

- Tanya Day spoke to the framework being a continuation of the Engagement Wheel previously discussed and is about engaging not just externally but internally as well
- It is intended to help the Agency be better coordinated, reducing duplication and add more rigour and ensure we brief our people first so no surprises.
- Tanya encouraged feedback from Bargaining Agents and that they are looking to develop tools and best practices
- Part of framework will touch upon what we are doing well and what we can improve

- Tanya spoke of the launch of a SharePoint site to collect information. Online surveys help but face to face most successful
- Definition is evolving based on feedback and suggestions welcome. Accountability - it's a shared responsibility by all
- Testing some of the suggested solutions – tools are all online on Merlin
- Sprint solutions have been taking place – 5 weeks for end time of sprint
- Paul Glover expressed that the purpose is to bring consistency and if we engage/consult with employees we are very serious about that continuum – we need to do something with that feedback
- Fabian Murphy expressed he sees some potential challenge with Bargaining Agents since we don't have access to see information on Merlin but was supportive of consistent approach.
- Dr. Ayman Soryal expressed he can see the collaborative improvements and is very appreciative even at this table and at NOSH PC.
- Milton Dyck asks for clarification on Hotspots and Sprints. AJ Preece explained they were innovation hubs that takes in ideas for solution building for short periods of time (such as 30-60-90 days) and report back on the results – it's either a Win or Lose.
- Milton Dyck then expressed that Unions should be consulted prior to employees and should be engaged and is concerned that Unions might be omitted from urgent consultations.
- Paul Glover spoke to setting the tone with management of working with our employees to create a culture that understands if we are going to succeed, we need to work together and listen, or give folks a chance to share their ideas. Paul indicated we will need to figure out a way to ensure that Bargaining Agents are consulted on large issues.

Action Items(s):

- No action items.

7. HR Strategic Planning Framework

Item Requested by: CFIA

Presenter: Darlène de Gravina, Vice-President, Human Resources Branch, CFIA

Purpose:

- To present the proposed HR Strategic Planning Framework to provide awareness on how the Agency is proposing to approach HR planning.

Key Points of Discussion:

- Darlène presented the HR Strategic Planning Framework placemat and advised that it is to be for broad HR planning for all Agency initiatives. Darlène summarized that the goal is to ensure an engaged workforce where employees have a voice, effective change management is in place and realistic plans and timelines are set.
- Fabian Murphy expressed that it looks like a good plan and asked whether we have considered for SFCR coming up. Darlène and Paul Glover responded that yes it is intended for all initiatives to use this strategy.
- Dr. Ayman Soryal asked about the innovation principle and if she could provide more examples. Darlène responded that it would be in the tools and workspaces such as the looking at modernizing some of the tools for more mobility, virtual teams working in more remote locations. Dr. Soryal indicated how HR should ensure communications to Management via UMCC. Paul Glover expressed that decision communicated taken at this table should be communicated from this table (not HR) to ensure consistency.
- Paul Glover gave credit to Mary Gardiner and Colleen Barnes for the people centric approach and how he is struck by employees dedicated to this Agency and our commitment back is through communication tools. If we start with people, the rest should fall into place. Managers need to manage and delegate decisions and Colleen has been working very hard to rebuild that oversight capacity.
- Maryse Valiquette advised she is pleased to see this leadership and asked if it is the plan to modify the culture given that some managers maintain the "old ways" re: lack of respect or transparency. Paul Glover advised that one creates a new culture by setting and being clear about expectations about respect, transparency, engagement and consultation, which all lead to better outcomes. Nicole Bouchard-Steeves also expressed that we need to continue to evolve and change. She is trying to promote early engagement and we have had some success but with lots of efforts. It will take time, but we are

going in the right direction.

- Houman Vafaie asked about training and use of digital tools as we are leading people on notion IT is being revolutionized. Paul Glover responded that the pace is increasing and we need to change dynamic. We are going to have to be a learning organization to try to keep up. Right now training isn't working as effectively as it could and we need to talk about that and how we are planning our training.
- Fred Jamieson expressed the need to remain competitive salary-wise to keep our staff. He advised that the CFIA is recruiting the "best and the brightest" but that we need to retain them. Salaries need to be competitive and we fall behind the Core in the timing of our negotiations. He spoke to the SR classification initiative and the need to take initiatives in bite sizes, as lengthy initiatives leave employees frustrated especially with the younger generation that expect things to be quick and nimble. Paul Glover agreed that both the CFIA and PIPSC face a challenge in that all Separate Employers have to wait until the Core starts a pattern with their salary rates before we can negotiate ours. We need to think long term and manage expectations. Paul Glover agreed it is a challenge and if we want to be an employer of choice we need to give reasons for them to not want to leave and manage expectations. While compensation matters, the nature and quality of the work also matter and help encourage employee retention.

Action Items

- No action items.

8. Inspectorate of the Future White Paper: Going Forward

Item Requested by: PSAC

Presenter: Fabian Murphy, National President, Agriculture Union, PSAC

Purpose:

- To discuss where the CFIA sees itself going forward in terms of staff complement and what positions are being planned for.

Key Points of Discussion:

- Fabian Murphy advised that he was skeptical about the White Paper and appreciated to have joined in the conversations with consultation and engage with the pilots and indicated there is still more room for engagement as members have expressed some issues. Paul Glover expressed that we are not wed to the paper, we are wed to the process and training is important and asked Darlène de Gravina to work with Bargaining Agents on a plan prior to NUMCC, as CFIA is sensitive to their concerns around the skepticism.
- Nicole Bouchard-Steeves explained the paper was forward-thinking and built a few years ago to provide assurance to staff that we were thinking and looking ahead. Things are going to continue to change and we will continue to evolve the document to stay aligned with the Agency's strategic priorities. She indicated that the goal was to have a nimble and confident workforce and the need that we continue to have the right people at the right place at the right time doing the right things. She expressed the need to elaborate and define training, recognizing that learning needs to continue onsite with peer and leadership support. We also want to be more predictable in the actions we will take when work changes, systematically working through steps with a fundamental principal of looking for opportunities to minimize any negative impacts on our workforce wherever possible.
- Paul Glover acknowledged that the discussion seems to keep coming back to training. He asked Darlène de Gravina to do some work on understanding the concerns raised about training, and asked that it be discussed at the next NUMCC. He advised training did not always have to be only in a classroom setting but could be virtual, shadowing, or in the field, etc. Fabian Murphy advised he appreciates looking into the future; however, reducing the work and passing it over to industry from the inspectors, they remain skeptical about reduction of work. Paul Glover acknowledged the scepticism, as the Agency has been talking about transformation for years, and that we are sensitive to employees' needs and perceptions. He reassured Fabian that the changes were not about reducing staff but about modernizing. The world is becoming more digital and automated and we need to evolve with it. Discussions will be held with the Unions as we determine appropriate path forward.

- AJ Preece expressed that the nature of training is so different in a digital world. She raised that question of how do we connect inspectors with others and learn from others in this digital work with some of the platforms like GCCollab or GCConnex. Communication is top down, bottom up and horizontal and we need to understand how you begin to develop their personal hubs to communicate in this way regarding training.
- Milton Dyck expressed that the purpose of this item was about reduction of staff, shifting people's work and the stress coming from members at local and regional level and asked how we have thought ahead to things like staffing levels, employee transition/workforce adjustment and has this plan been shared. Paul Glover reaffirmed that employees are too valuable to want anybody slipping out the back door. Nicole Bouchard-Steeves explained that they are still building and working on what needs to change and assured there is no secret list. Milton expressed the need for this to be nationally driven, so it's not one plant here or there. Paul Glover respectfully disagreed, as they are all different. For example: Two plants test MSIP-Hog and had very different outcomes. It may be a national initiative, but a different approach may be required for each location. Paul reinforced that the HR Framework will assist with this, when completed. Fabian Murphy expressed that there is an Employment Transition Policy at the CFIA and Paul reinforced that it is the minimum to strive for and we can aspire to more. Colleen Barnes spoke to the People First playbook as an example of something that would complement the employment transition policy. Milton appreciates the people centric approach but questioned some office closures in BC and Atlantic as an issue and the appearances of a loss of CFIA reach creates worries for other members. Paul responded that we need to take a closer look as this as some of the offices we closed didn't even have any people working out of it and will get back on this.

Action Item(s):

- CFIA to review office closures in BC and Atlantic and respond to PSAC's query.

9. Establishment Risk Assessment (ERA)

Item Requested by: CFIA

Presenter: Colleen Barnes, Associate Vice-President, Policy and Programs / Tammy Switucha, Senior Director, Program Planning and Requirements Division, CFIA

Purpose:

- To provide an update on the ERA model.

Key Points of Discussion:

- Colleen Barnes spoke to the model giving objective evidence on where we need to go and she is looking at getting views on this initiative, as they are looking to move it out for Dairy. The model algorithm and data collection procedure were previously presented at the last NUMCC in 2017 and Union Representatives were also consulted on the proposed approach in dairy. Feedback from inspectors will inform if this will work in the real world. It was explained that this is not about changes or decrease to inspection capacity. The roll out is likely not until the Fall now and will only start with dairy and they will see how it goes before rolling out further.
- Maryse Valiquette asked if this was just going to be for dairy and Tammy reiterated that yes for now but other commodities may come in the future.
- Rick Cormier raised concerns that dairy inspectors weren't involved in risk assessment. Tammy explained that it is just an algorithm and needs to take into account real people/inspector discretion and is for decision-making on where we organize our work and a starting point for planning. She did indicate they were involved in the development.
- France Pégeot expressed that we make choices all the time and something could happen but it could happen anywhere so analytics help us to make better decisions on where resources should be placed. Paul Glover explained that this is just an algorithm and provides a starting point for inspection planning, not an ending point. He expressed that it's better that they are categorized in some way instead of treating them all the same. It is one input to how we make our choices and provides some support and confidence. Findings of inspections can change the ratings and do not take away the judgement of the inspector. Paul Glover confirmed that inspectors will have the final say on inspections and that we have to trust our inspectors. Nicole Bouchard-Steeves reinforced that it is an input into how to plan their work and will provide support to what we will do what we will already. She also stated that ratings can change based on new policies as well and that it doesn't take away an Inspector's input.

Rick Cormier asked how we categorize a new establishment and Nicole responded as a high risk until it's assessed.

- A question was raised on where ERA came from and has it been tested in the field. Tammy indicated we looked to the European experience and Australia and based on biological risk compliance history of establishment, volume, cumulative assessment.
- Milton Dyck asked if this means we will lessen inspection on the 90% that are good/low risk. Paul Glover responded that we are going to be data-driven and trying to systematize inspection, not based just on track record, but who it's for, how complex the process is, and it will tell us if they need to be treated differently.
- Fabian Murphy asked if there is re-evaluation built into this as risk can change due to new policies. AJ Preece explained that the system will trigger much faster than the paper process.
- Paul expressed that it's important for us for us to validate the tool and we will have to learn from this and the model will change to respond to change of work. When it's working then employees' work will be more meaningful and will have greater impact. Staff is working and they want to have an impact and will be proud of the impact they have on risk. Paul asked Nicole and her team to have conversations with folks and that if they hear things to let them know, so that we can talk to management.

Action Item(s):

- CFIA to share more information about the algorithm and its rationale.

Round Table and Closing

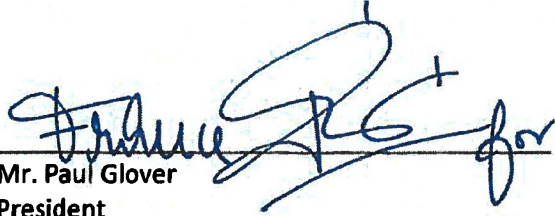
❖ Presenters: All

- Fabian Murphy expressed his appreciation for the good discussions and is happy to see training will be an agenda item on next meeting and looking forward to participating. This sentiment was echoed by many at the table.
- Dr. Ayman Soryal made a comment around good progress on stabilization of long-term actings and asked about plan for long-term term appointments. Paul Glover expressed that the Agency is not in a financially stable place to do it now, but he will work with Darlène on what basic things we can do to address the concern.
- Chairs closed the meeting and thanked all participants for their participation for their consultation and collaboration.
- The next meeting will be scheduled for November 22, 2018. PIPSC will chair the meeting.

Action Item(s):

- Darlène to work with Bargaining Agents to look at what the issues are around training at this organization (i.e. # of mandatory training, data, definition of training) and bring forward a plan at the next NUMCC meeting.

Co-Chairs	Paul Glover, President, CFIA Fabian Murphy, National President, Agriculture Union, PSAC Hussien Bashah, Interim President, CFIA National Consultation Team, PIPSC	
CFIA Attendees:	France Pégeot Darlène de Gravina AJ Preece Yves Bacon Nicole Bouchard-Steeves Jonathan Massey-Smith Colleen Barnes Chantal Seeton Theresa Iuliano Primal Silva	Shelley St. George for Fred Gorrell Brenda Dagenais Karen Trousdale (observer) Nancy Martel (observer) Susan Loignon (observer)
PSAC Attendees:	Fabian Murphy Patrick St-Georges Rick Cormier Milton Dyck	
PIPSC Attendees:	Hussien Bashah Stephanie Frechette Dr. Ayman Sorryal Maryse Valiquette Houman Vafaie Dr. Douglas Aitken Fred Jamieson Dr. Witold Wince	
Secretariat:	Christine de Meester-Guloy Tessa Ghadban	



Mr. Paul Glover
President
Canadian Food Inspection Agency

OCT 16 2018

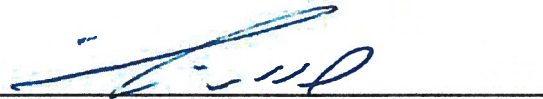
Date



Mr. Fabian Murphy
National President, Agriculture Union
Public Service Alliance of Canada

Oct 22/18

Date



Mr. Hussien Bashah
Interim President, CFIA National Consultation Team
Professional Institute of the Public Service of Canada

Oct. 19, 2018

Date