

June 9, 2010

TO: Locals - DFO
National Executive
National and Regional E.O. Representatives

RE: **DFO HR&CS Sector UMCC**

The Human Resources and Corporate Service Sector (HR&CS) UMCC was held on May 25th, 2010. Sister Paula Dignan, Service Officer, attended. The following represents a synopsis of the meeting.

Management provided a brief overview of the areas of responsibilities under HR&CS since DFO's restructuring. There was also an explanation about the evolution of this Sector UMCC and what the focuses of these joint meetings were to be. Overall, this Sector meeting continues to deal with the people-management side of Human Resources nationally – all DFO-wide initiatives related to Human Resources such as Employment Equity, classification, staffing as well as National initiatives related to Real Properties and Information Management and Technical Services (IM&TS).

New Terms of Reference were tabled. Issues brought forward by bargaining agents included the need for action items to be clearly highlighted as part of the Record of Decisions.

DFO IM&TS

The Director-General of IM&TS provided a brief presentation on DFO moving to Web 2.0 which is more interactive. He also spoke about social networking policies. It was noted that DFO is looking into more ways to allow employees to interact with Human Resources' processes using the web. The Department stated that access to social networking is being allowed as long as employees are only accessing these sites during breaks and are not breaching the Public Service Code of Conduct.

Human Resources Management

Employment Equity - DFO tabled an overview document on ***Employment Equity*** (EE) and advised the bargaining agents that progress is being made in meeting EE targets. Bargaining agents were advised that the detailed report on EE statistics will be available in June. UEW requested that a special meeting be held shortly after the report is available so that it could be briefed on critical areas and what initiatives DFO will be putting in place to reduce the EE gaps. DFO advised bargaining agents that there are preliminary plans being put into place to implement a new self-identification campaign.

PSES – The Department provided a document entitled ***PSES DFO Action plan (Final Draft)*** which provides a detailed analysis concerning the results of the 2008 PSES. The Department hopes to have goals that can be met by the Fall of 2010.

DFO explained the process of consultation with respect to the PSES and the valuable and insightful input received from over 300 organizational units crossing every sector and region.

DFO also advised that much of this plan is based on the Employee Engagement Survey that included 21 PSES questions and the survey conducted in the Fall of 2009. What was determined is that employee cynicism is high in terms of the actual plans stemming from the survey results. The Department advised the bargaining agents that it is committed to reversing this cynicism.

The proposed action items from the PSES plan relate to the following themes; i.e., Senior Management and Leadership, Learning and Career Development, Value-Based Staffing, Workload, Communications and Building an Inclusive Workplace.

With respect to the *Value-Based Staffing and Career Development*, the Department noted the need to provide greater flexibility where possible; i.e., identifying essential criteria vs asset criteria. Again, the Department advised the bargaining agents that it is committed to recognizing experience.

With respect to the *inclusive workplace*, the issue of harassment was discussed and the Department noted that TB's new focus was not to be policy-based but rather guidelines and tools to resolve issues and not formalize complaints.

The new Director of Classification spoke briefly about the DFO administrative NMWDs and stated that due to many factors, the implementation of NMWDs for administrative positions in the Department has been delayed. The Director stated that as soon as timelines are in place for the administrative NMWD initiatives and consultation, that information will be shared with the bargaining agents.

Should you have any questions or concerns relating to the issues noted above, please do not hesitate to communicate with the national office.

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers