

December 23, 2009

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

Re: **Human Resources UMCC Meeting - November 16th, 2009**

The DFO Human Resources UMCC met on November 16, 2009. Sister Paula Dignan, Service Officer, attended on behalf of UEW. The following is a synopsis of the discussions that took place.

- The Department provided an update on the ***Public Service Employee Survey*** (PSES). A first draft of action items was presented.

The contact information for the PSES committees for each Sector and Region was provided to the bargaining agents as were the highlights from the National Committee's first analysis meeting with information on proposed action plans. Once this report is reviewed by DFO senior management, it will be available for distribution and posted on the DFO website. UEW requested that the Department provide it with a copy of the report once available.

- The Department provided information on the ***Health of Human Resources (HR)***. DFO's HR Branch has developed data that categorizes issues related to staffing, Employment Equity, attrition rates, etc. Further analysis of this data is required but several areas of interest include the use of acting terms, casual statistics and non-advertised hiring processes. Just as with the PSES survey, once the document has been approved by DFO senior management, it will be available for review on the DFO intranet site and provided to the bargaining agents.
- Following the meeting, UEW was advised that the DFO National Human Resources Sector will merge with the Infrastructure and Information Management Sector to form the new ***Human Resources and Corporate Services Sector***.

Should you have any questions concerning the information provided above, please do not hesitate to communicate with the national office.

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers.