

June 28, 2012

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

RE: **NRCan LMCC Meeting – June 27, 2012**

The NRCan LMCC met on June 27, 2012 with Brothers Todd Panas, National President, Nic Humphreys, Regional Vice-President, BC/Yukon, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

Values and Ethics Program Update

The Department noted that the updated Code was introduced at the same time as the announcement concerning the Public Service budget cuts and further noted that this was unfortunate inasmuch as employees had other pre-occupations. The Department commented that it was a very important document and one where employee involvement was important. The Department will be scheduling information sessions which will include case studies on the Code of Values and Ethics.

The Department noted that over the summer months, it will be working on developing tools for employees such as a Self-Assessment Tool. UEW indicated its interest in participating in the development of the Self-Assessment Tool.

UEW also raised concerns with the Code itself and more particularly with the Human Rights and Freedom of Speech aspect contained therein.

Public Service Employee Survey

The Department provided an overview of the results. The Deputy Minister noted that he was surprised by the results as he was under the impression that the Department was doing well. NRCan had a 71.4% participation rate.

Although the Department has made some positive headway in staffing (fair selection, encouragement to innovate, hiring people who can do the job) and Employee Engagement (job satisfaction, positive employee relationships with managers), it still has to focus on Senior Leadership and Direction, Workload and Overtime, Official Languages, Harassment and Discrimination and Career Development.

Public Service Employee Survey (Cont'd)

UEW commented that the same recurring themes stand out and although the Department has always developed an action plan, there have been no concrete results. UEW noted that the areas of focus could be addressed at the supervisor and management levels by having concrete actions with solutions to deal with the controlling and paternalistic leadership styles. UEW proposed that a sub-committee be struck to review and find solutions. The Deputy Minister did not support creating a Committee and felt that action items should be tailored by Sector.

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

Submitted by the national office