

February 6, 2013

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

RE: **NRCan - UMCC Meeting - January 30, 2013**

The NRCan UMCC met on January 30, 2013 with Brother Todd Panas, National President, and Brother Daryl Hoelke, Executive Assistant, attending. The following is a synopsis of the discussions that took place.

Public Service Employees' Survey

The Department presented an overview of the results as analyzed by NRCan. The bargaining agents requested a meeting to discuss the Action Plan. The Department stated that it encouraged managers to consult with the staff at the local and sector levels and this is being done. However, the Department did welcome discussions with the bargaining agents at the national level and a meeting will be scheduled in the very near future. All of the analysis and communiqués have been posted on the NRCan intranet site and WIKI has been used to encourage all staff to be engaged at all levels.

Workforce Adjustment - Update

The Department provided an overview of the status of WFA. Of the 581 positions affected, 224 have been retained. 55 positions are vacant, 64 positions have alternated and 38 of those have alternated within NRCan. 234 staff chose opting, 45 for Option A and 43 for Options B, C-1 and C-2. 42 will be issued a second letter and are employed within the Compensation Group. The remaining 81 are on leave without pay or on long-term disability.

Talent Management

The Department provided an overview with respect to the Talent Management initiative. Performance feedback is conducted on a regular basis with employees engaged in assignments. The leadership development courses are offered and available to all employees and have been expanded to include those employees in the regions so that they too can develop their careers.

UEW questioned the status of the EG Career Progression Plan. The Department responded that recommendations will be available and reported upon at the next NRCan-CFS meeting. UEW noted that these recommendations might be applied across all Sectors within NRCan. Although the EG Career Progression Plan was originally a pilot within CFS, it might prove to be beneficial and applicable throughout all of NRCan.

There was a discussion about the title "Talent Management". The Department clearly stated that the talents of all NRCan employees are to be managed and not just the talents of managers.

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Values and Ethics

The Department stated that Values and Ethics have been developed over the past months by way of the WIKI. Self-assessment tools to determine risks of activities and employee involvement in those activities are very generic so as to be applied to all employees. The tools are in draft form and have yet to be reviewed by the Executive Management Committee. Following this review, a meeting will be scheduled with the bargaining agents to discuss the tool.

The bargaining agents suggested several approaches to best introduce and determine how to use the assessment tool. The Department welcomed the comments and invited further discussions during the planned meeting at the end of March.

Common Human Resources Business Process (CHRBP)

The Department outlined the government-wide introduction of a Common Human Resources Business Process. This CHRBP is to improve efficiency and reduce duplication making the process more user-friendly. The Department advised that further updates will be provided as the CHRBP is developed and rolled out.

Wellness and Disability Management Initiative

The Department provided a status report with respect to the Wellness and Disability Management Initiative. The Department outlined the workplace health initiative that was promoted in October and noted the promotion of a range of services available to employees. The extensive use of WIKI was noted by the Department.

Workplace Well-Being

The Department noted that a report has been developed and it will be communicating with the bargaining agents to arrange a meeting in the very near future to discuss it. UEW noted the need to have attention paid to mental health. The Department recognized the need to be aware of mental health but also noted that in most cases, the issues and identification of conditions affecting mental health are extremely complex to both recognize and address.

Employment Equity (EE)

The Department presented an update on EE representation levels by way of a slide deck. As of September 2012, the Department overall has exceeded the EE levels within the Department's total population in all equity groups. Within specific work descriptions, there are still gaps in EE levels in Women, Persons with Disabilities, Visible Minorities in Science, and also Aboriginal peoples in the EG Category.

Prevention of Harassment and Discrimination

UEW encouraged the Department to take a proactive approach and continue to strive to create a workplace free of harassment.

UEW took the opportunity to promote its Anti-Bullying Campaign. The Department agreed that Respectful Workplace attitudes would lead to a better workplace.

UEW noted that the Joint Learning Program has a module on anti-bullying and encouraged the Department to include this training within its training program relating to the prevention of harassment and discrimination in the workplace.

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

Submitted on behalf of the national office