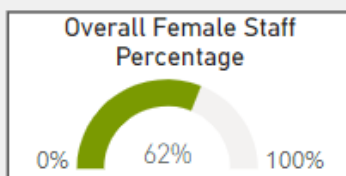
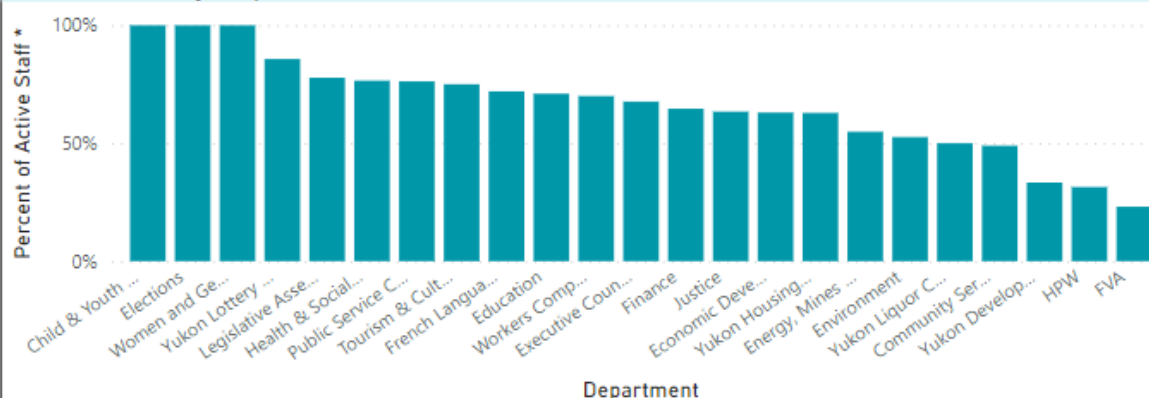


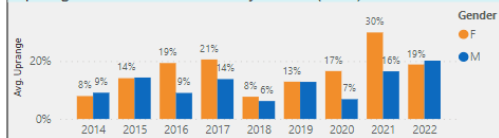
## Women in the Workplace



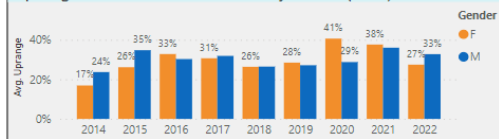
### Female Staff by Department



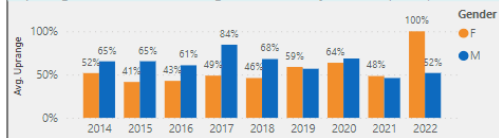
### Uprange Percent of Low Salary Grade (1-10)



### Uprange Percent of Medium Salary Grade (1-10)



### Uprange Percent of Management Salary Grade (1-10)



### Current Fiscal

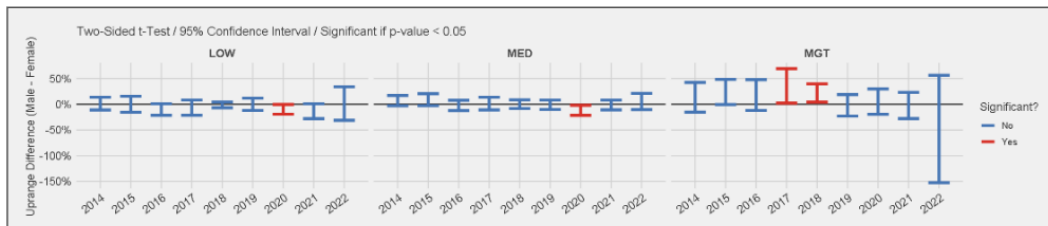
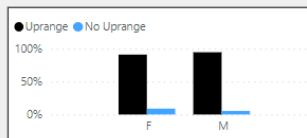
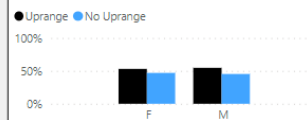
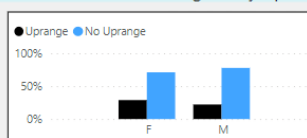
Male Uprange  
**20%**  
Female Uprange  
**19%**

\* Note: data for the current fiscal year is likely incomplete, unless the report refresh date (top-right) reads March 31st.

Male Uprange  
**33%**  
Female Uprange  
**27%**

Male Uprange  
**52%**  
Female Uprange  
**100%**

### Percent of Hires Receiving Salary Uprange



Results from **two-sided t-Tests** for each year and salary group. If the C.I. crosses the 0 line then we cannot say, within our certainty level, that there is a difference between genders for salary uprange at hire time.

## Media Request – Our Response

Time and Date	December 23
News Org, name of reporter & phone number/contact	Lawrie Crawford Yukon News
Others contacted by the reporter	N/A
Affected departments	Public Service Commission
News deadline/Story to appear	2 p.m., December 23
Recommended spokesperson, title	Zara Soukoroff, Communications Analyst
Time/Date interview completed	

## Media Request – Our Response

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News deadline/Story to appear	2 p.m., December 23
Recommended spokesperson, title	Zara Soukoroff, Communications Analyst
Time/Date interview completed	

### Subject/Questions:

- Provide the Pay grid for deputy ministers, managers and legal officers to January 1, 2022.
- Is the up to 8% annual performance bonus per person or per position held?
- How many individual departments, and thus how many deputy head positions, are there in the Yukon government?
- The male and female breakdown of DM00 level positions back to 1990 in five-year increments to 2020 (1990, 1995, 2000, etc.).
- Are all deputy heads (President vs. Deputy Minister title) compensated at the same level (DM00)?
- Lawrie mentioned she may also want a spokesperson and would contact Minister Streicker's office.

### Suggested response:

- Pay grid updated on Yukon.ca and provided via email already: <https://yukon.ca/en/pay-grid-deputy-ministers-managers-legal-officers>
- A manager or legal officer, including an ADM, is eligible for a Performance Award of up to 7% annually. A Deputy Minister is eligible for an annual Performance Award of up to 10%. The Performance Award entitlement is per person, not per position held.
- Presidents of Crown Corporations are considered to be Deputy Ministers for pay and benefit administration purposes. There is no difference in their compensation entitlements under Section M, terms and conditions of employment for managers, legal officers and deputy ministers.
- Conditions of employment for managers, legal officers and deputy ministers can be found here: <https://yukon.ca/en/conditions-employment-managers-legal-officers-deputy-ministers>
- As of December 23, 2021, the position titles with a DM00 classification are as follows:

Department	Position Title
Community Services	Deputy Minister - Community Services
Economic Development	Deputy Minister - Economic Development
Education	Deputy Minister - Education
Energy, Mines & Resources	Deputy Minister - Energy - Mines and Resources
Environment	Deputy Minister - Environment
Executive Council Office	Deputy Minister - ECO

Finance	Deputy Minister - Finance
Health & Social Services	Deputy Minister - Health and Social Services
Health & Social Services	Deputy Minister - Health
Highways & Public Works	Deputy Minister - Highways and Public Works
Justice	Deputy Minister - Justice
Legislative Assembly	Clerk of Legislative Assembly
Public Service Commission	Public Service Commissioner
Tourism & Culture	Deputy Minister - Tourism and Culture
Workers Compensation	President - Yukon Workers' Compensation Health and Safety Board
Yukon Development Corp	President - YDC
Yukon Housing Corporation	President - Yukon Housing Corporation
Yukon Liquor Corporation	President - Yukon Liquor Corporation

- The Public Service Commission is able to provide data beginning in the year 2000. The gender breakdown of individual people holding positions classified as DM00 positions are provided below in five-year increments:

	Female DM00	Male DM00	Total of DM00
01-APR-2000	3	13	16
01-APR-2005	4	10	14
01-APR-2010	4	11	15
01-APR-2015	5	10	15
01-APR-2020	4	12	16

- Deputy ministers serve at the pleasure of the Premier

## Media Request – Our Response

Time and Date	December 23
News Org, name of reporter & phone number/contact	Lawrie Crawford Yukon News
Others contacted by the reporter	N/A
Affected departments	Public Service Commission
News deadline/Story to appear	asap
Recommended spokesperson, title	Zara Soukoroff, Communications Analyst
Time/Date interview completed	

### Subject/Questions:

The list contains 18 departments with 00DMs.

The table goes to 2020 with a total of 16 DMs.

So can you confirm that as of Dec 16, 2021 there are 3 women with DM classifications out of the list of 18 DM positions?

### Suggested response:

- The gender breakdown of individual people holding positions classified as DM00 positions as of today are:

	Female DM00	Male DM00	Total of DM00
24-DEC-2021	3	12	15

- Earlier this month, Premier Silver, appointed Michael Hale as an additional Deputy Minister with the Department of Health and Social Services to oversee the development of the new public health agency. Mr. Hale will begin in this position in early January, and is not reflected in the above numbers.