

PUBLIC SERVICE COMMISSION



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PUBLIC SERVICE COMMISSION

PEOPLE AND CULTURE Organizational Development

SUPPLEMENTARY INFORMATION

- To provide organizational development services including professional development and learning programs.

	2022-23 ESTIMATE	<i>Comparable</i>		
		2021-22 FORECAST	2021-22 ESTIMATE	2020-21 ACTUAL
(#)				
Classes Delivered by the Public Service Commission	150	150	150	149
Yukon Government Participants	3,000	2,100	3,000	2,136
Participants from Other Organizations ⁽¹⁾	200	200	200	63
Total Participants	3,200	2,300	3,200	2,199
Learning Development Fund				
Applications	1,000	1,000	1,000	818
Applications Funded	900	900	900	585
Career Counselling Participants	150	160	40	142
Career Counselling Sessions	250	260	240	240

⁽¹⁾ Includes participants from First Nation governments, federal government, other levels of government, and non-government organizations.

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HUMAN RESOURCE SERVICE CENTRE Compensation and Classification

SUPPLEMENTARY INFORMATION

- To administer all compensation including payroll, pension and benefits services for all employees.
- To develop and implement classification frameworks and structures that support employment and pay equity.

	2022-23 ESTIMATE	<i>Comparable</i>		
		2021-22 FORECAST	2021-22 ESTIMATE	2020-21 ACTUAL
Classification (#)				
Requests for Classification Review ⁽¹⁾	450	450	400	434
Classification Appeals ⁽²⁾	10	10	10	11
Classification Appeal Board Hearings ⁽³⁾	5	3	5	3

⁽¹⁾ Represents employee and departmental requests for classification reviews.

⁽²⁾ Represents the number of employee and Deputy Minister appeals submitted to the Public Service Commission.

⁽³⁾ Represents the number of appeals heard before the Classification Appeal Board.

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HUMAN RESOURCE SERVICE CENTRE Staffing Management and Solutions

SUPPLEMENTARY INFORMATION

- To develop, implement and administer corporate staffing and recruitment services and programs including centralized recruiting.

	2022-23 ESTIMATE	<i>Comparable</i>		
		2021-22 FORECAST	2021-22 ESTIMATE	2020-21 ACTUAL
Staffing (#)				
Competitions under the <i>Public Service Act</i> ⁽¹⁾	850	800	750	749
Competition Appeals	40	38	50	36

⁽¹⁾ Includes indeterminate, term and auxiliary competitions.

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HUMAN RESOURCE SERVICE CENTRE Human Resource Shared Services

SUPPLEMENTARY INFORMATION

- To provide high-volume services, including pay, leave and staffing functions, and human resource system administration.

	2022-23 ESTIMATE	<i>Comparable</i>		
		2021-22 FORECAST	2021-22 ESTIMATE	2020-21 ACTUAL
(#)				
Staffing Actions	3,500	3,300	3,000	3,142
Leave Without Pay Requests	5,000	4,700	6,200	4,494
Online Timesheets Processed ⁽¹⁾	80,000	78,000	35,000	76,298

⁽¹⁾ Timesheets produced through the Time, Leave & Labour system.

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EMPLOYEE RELATIONS Labour Relations

SUPPLEMENTARY INFORMATION

- To provide labour relations leadership and expertise to the Government of Yukon and to manage collective bargaining processes.

	2022-23 ESTIMATE	<i>Comparable</i>		
		2021-22 FORECAST	2021-22 ESTIMATE	2020-21 ACTUAL
(#)				
Employee Grievances	110	110	110	344
Adjudication and/or Court Actions ⁽¹⁾	7	13	7	1
Arbitration/Conciliation Hearings	1	1	1	1
Joint Consultations Held with Yukon Employees' Union	8	8	8	8
Joint Consultations Held with Yukon Teachers' Association	9	9	9	8

(1) Adjudication is the fourth and final step in the grievance procedure. It is the determination of a grievance by an independent adjudicator when the parties to a grievance have not been able to resolve the matter grieved through the steps in the grievance procedures provided for in the applicable collective agreement.

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**EMPLOYEE RELATIONS
Health, Safety and Wellbeing**

SUPPLEMENTARY INFORMATION

- To provide corporate leadership and support for health and safety programs and for accommodation and disability management practices and procedures.

	2022-23 ESTIMATE	<i>Comparable</i>		
		2021-22 FORECAST	2021-22 ESTIMATE	2020-21 ACTUAL
(#)				
Employee Assistance Participants	1,200	1,200	1,200	1,068
Employee Assistance Program Files	1,200	1,000	1,000	954
Employee Assistance Program Hours	1,100	5,000	5,000	4,891
Accommodation Participants (open cases)	120	145	110	128

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EMPLOYEE RELATIONS Respectful Workplace Office

SUPPLEMENTARY INFORMATION

- To promote a respectful, healthy and well-functioning workplace and to address disrespectful conduct and interpersonal conflict in the workplace

	2022-23 ESTIMATE	<i>Comparable</i>		
		2021-22 FORECAST	2021-22 ESTIMATE	2020-21 ACTUAL
(#)				
Number of clients	275	260	260	253
Percentage of total files closed in 1-90 days	70	70	70	70
Total number of employees in workshops/training	403	367	367	350