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Session Briefing Note

**PSAC/Yukon Employees'
Union Collective Bargaining**

Public Service
Commission

General response:

- The Yukon government values the work of the Yukon public service and is pleased that a new collective agreement was negotiated with the PSAC/Yukon Employees' Union.
- The agreement is fair and balanced overall, as it recognizes the value of our employees and the services they provide to all Yukoners, while upholding our fiscal responsibility as a government when it comes to managing public funds.
- The agreement also assists employees of the Yukon public service in managing the cost of living while also advancing our recruitment and retention efforts, especially with in-demand health care workers and other key difficult-to-fill positions.
- The agreement contains several updates and new provisions to benefit employees – including wage increases of 10.5 per cent over three years for YEU members, in line with the recently negotiated agreement for federal public servants.
- The new wages are in effect for the July 12, 2023, pay, with retroactive payment scheduled for the October 4, 2023, pay.
- The Yukon government is working hard to implement the new agreement. The new agreement is in effect until December 31, 2024.
- We will continue to work with the PSAC/Yukon Employee's Union to ensure the delivery of quality public services in the Yukon.

Timing response:

- Negotiations are extremely complex. There were several factors, including the increased inflation rates and the availability of the parties, that influenced the timing of this agreement.

Session Briefing Note

PSAC/Yukon Employees' Union Collective Bargaining

Public Service
Commission

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- For the next bargaining cycle, PSAC/YEU can serve notice to bargain any time after September 1, 2024. Prior to receiving bargaining notice, we do not comment on potential bargaining concerns.

Health authority response:

- We understand that there are concerns over the creation of a new health authority. The Public Service Commission and Health and Social Services have been engaging and listening to PSAC/YEU's concerns over the course of two meetings.
- We will continue to engage with PSAC/YEU as work progresses.
- We value our relationship with the union and we will work with them as we establish the new health authority.

Context—this may be an issue because:

- Yukon government and the Public Service Alliance of Canada (PSAC)/Yukon Employees' Union (YEU) reached a new collective agreement on June 6, 2023, and there could be interest from opposition parties and the media.

Background:

- Highlights of the new agreement include:
 - Increase in Acting pay from 5 per cent to 10 per cent.
 - Increase in Auxiliary Benefit Allowance from \$2.00 to \$4.00 per hour.
 - Increase in Shift Premium from \$2.25 to \$3.00 per hour.
 - Increase in Retention Allowance for Social Workers.
 - New Retention Allowance for Correction Officers I & II \$3,000.
 - New Retention Allowance for positions in Student Support Services \$1,000.
 - New Nurse Pay Grids.
 - New Midwives Pay Grid.
 - New Retention Allowance for Primary Care Paramedics (PCP) \$3,000 and Critical Care Paramedics (CCP) \$6,000.

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Session Briefing Note

PSAC/Yukon Employees' Union Collective Bargaining

Public Service
Commission

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- New Retention Allowance for a Primary Health Care Nurse (PHCN) \$8,000 and Primary Health Care Nurse In Charge (PHCNIC) \$18,000.
 - Cultural leave for Indigenous employees to observe or participate in traditional Indigenous activities.
 - The *Public Service Labour Relations Act* is the authority for the collective bargaining and grievance adjudication processes for the Yukon public service.
 - The Public Service Commission (PSC) leads the negotiations on the employer's behalf.
 - Notice to bargain was received from PSAC/YEU on September 7, 2021.
 - Bargaining began in November 2021 and continued until a new agreement was reached on June 6, 2023.

Approved by:


Public Service Commissioner

Oct. 5, 2023
Date Approved

Session Briefing Note

TAB #2

Fall 2023

Yukon Association of Educational Professionals Collective Bargaining

Public Service
Commission

Recommended response:

- The Yukon government values the work and important contributions that educational professionals do in advancing the intellectual, social, and personal development of Yukon students.
 - The current collective agreement expires on June 30, 2024. As such, the Yukon government will work with the Yukon Association of Educational Professionals to reach an agreement that is fair, balanced, fiscally responsible and supports recruitment and retention efforts.
-

Context—this may be an issue because:

- There could be interest as the current collective agreement expires on June 30, 2024.
-

Background:

- The *Education Labour Relations Act* requires that either the Yukon government or Yukon Association of Educational Professionals (YAEP) provide up to three months' notice preceding the expiration to commence collective bargaining renewal or as otherwise provided for in the collective agreement, or by agreement of the parties. Letter of Understanding "G" in the current collective agreement allows notice to be given four months prior to expiry.
 - The *Education Labour Relations Act* is the authority for the collective bargaining and grievance adjudication processes for the Yukon education professions.
 - The Public Service Commission (PSC) leads the negotiations on the employer's behalf.
 - The previous collective agreement expired on June 30, 2021.
 - Notice to bargain was received from YAEP on March 8, 2021.
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Session Briefing Note

TAB #2
Fall 2023

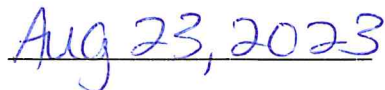
Yukon Association of Educational Professionals Collective Bargaining

Public Service
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- Bargaining began in May 2021, paused during the YAEP summer break, and resumed from September to November 2021.
- The Yukon government and YAEP reached a tentative negotiated agreement on December 2, 2021.
- The current collective agreement is effective from July 1, 2021, to June 30, 2024.
- Highlights from the previous round of bargaining include:
 - Yearly salary increases totaling 5.35% over three years, consisting of:
general wage increases for all staff of 1.75% during the first year and 1.80% during the following two years of the agreement.
 - A 7.5% increase in pay for teachers-on-call effective upon ratification, in addition to the general wage increases.
 - A change of title from 'Aboriginal Language Teacher' to 'Yukon First Nations Language Teacher'.
 - Additional levels of pay based on qualifications for Yukon First Nations Language Teachers and educational assistants.
 - An increase to days in lieu for principals, vice-principals, and team leaders from two to four days per school year for school management responsibilities, which recognize the leadership and management duties they perform outside of the regular school calendar.
 - Embedding of summer programming remuneration into the agreement for school staff who provide school programming in the summer.

Approved by:


Public Service Commissioner


Date Approved

Session Briefing Note**Nursing Retention and
Recruitment Bonuses**Public Service
Commission

Recommended response:

- As of December 1, 2022, and over the next two years, retention and recruitment bonuses will be provided to those in a position for Yukon government where a nursing designation is a requirement.
- This new bonus package serves to address the wage gap we face with other Canadian jurisdictions and helps us with the ongoing recruitment and retention challenges we are facing by creating tools to help attract and retain staff to serve our communities.
- This is not a reflection of the appreciation for the hundreds of other frontline care workers who work tirelessly to contribute to the health, safety, wellbeing, and care of Yukoners.
 - These staff can never be replaced, and we thank each and every one of them.
- We understand that some of our nursing staff have raised questions about the administration of these bonuses. These questions from individual staff have been brought to the attention of the Department of Health and Social Services, who works closely with the Public Service Commission to respond to these concerns as quickly as possible.

Additional response:

- The administration of these bonuses is consistent with our delivery of other compensable allowances outlined in the collective agreement.
- Like the other compensable allowances for nurses, the recruitment and retention bonuses are based on work performed. Employees who are on leave without pay but return during the specified period of time to qualify for any bonuses will receive a prorated amount for the time they are actively performing a position that requires a nursing designation.
- We have received four grievances associated with these bonuses and they will be managed through normal grievance processes.

Session Briefing Note**Nursing Retention and
Recruitment Bonuses**Public Service
Commission

Context—this may be an issue because:

- There has been interest from media and concern from the Yukon Employees' Union on the administration of nursing retention and recruitment bonuses.
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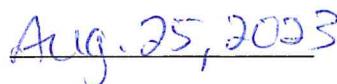
Background:

- To address the issue of nursing turnover, high vacancy rates, rising overtime costs, reliance on agency nurses and to incentivize the hiring of new Registered Nurses, Nurse Practitioners and Licensed Practical Nurses during a health human resources crisis, the Yukon Employees' Union and the Yukon government reached a temporary Letter of Agreement on November 30, 2022, to provide recruitment and retention bonuses for nurses to March 31, 2024.
- **Immediate retention bonuses:**
 - Registered Nurses (including Primary Health Care Nurses / Primary Health Care Nurses-in-Charge) or Nurse Practitioners in a position where a nursing designation is a requirement for the position being performed as of December 1, 2022, received a one-time lump sum Immediate Retention bonus of up-to \$15,000.
 - Licensed Practical Nurses in a position where a nursing designation is a requirement for the position being performed as of December 1, 2022, received a one-time lump sum Immediate retention bonus of up-to \$8,000.
- **Annual retention bonuses:**
 - Registered Nurses (including Primary Health Care Nurses / Primary Health Care Nurses-in-Charge) or Nurse Practitioners in a position where a nursing designation is a requirement for the position being performed as of April 1, 2023, receive biweekly payments as a bonus up-to \$15,000 per annum.
 - Licensed Practical Nurses in a position where a nursing designation is a requirement for the position being performed as of April 1, 2023, receive biweekly payments as a bonus up-to \$8,000 per annum.
- **Expanded scope bonuses:**
 - Primary Health Care Nurses performing work outside of Whitehorse will receive up to an additional \$10,000 under the expanded scope bonus, in

Session Briefing Note**Fall 2023****Nursing Retention and
Recruitment Bonuses**Public Service
Commission

addition to the immediate one-time retention bonus and annual retention bonus.

- In addition to this expanded scope bonus, Primary Health Care Nurses-in-Charge are eligible for an additional \$10,000 bonus.
- This is also in addition to the immediate one-time retention bonus and annual retention bonus.
- **Signing bonuses:**
 - New Registered Nurses and Nurse Practitioners who accept a permanent or term position with a 12-month return of service agreement will receive a \$7,500 signing bonus.
 - New Licensed Practical Nurses who accept a permanent or term position with a 12-month return of service agreement will receive a \$4,500 signing bonus.
- **Exam fees:**
 - Reimbursement of exam fees, within the past 24 months of date of offer, for new nursing graduates hired after December 1, 2022, by the Government of Yukon.
- Yukon government and the Public Service Alliance of Canada (PSAC)/Yukon Employees' Union (YEU) ratified a new collective agreement on June 6, 2023, that is in effect until December 31, 2024.
- The new collective agreement contains new nurse pay grids as well as a new retention allowance, effective April 1, 2024, for a Primary Health Care Nurse \$8,000 and Primary Health Care Nurse In Charge \$18,000.

Approved by:
Public Service Commissioner
Date Approved

Session Briefing Note**Fall 2023****Auxiliary On-Call Employees**Public Service
Commission

Recommended response:

- Auxiliary on-call employees are an important part of the Yukon government workforce.
- They help us deliver services to the public by replacing other employees who are sick or on other leave, and by providing coverage for peak periods and special projects.
- Auxiliary on-call employees are members of the Yukon Employees' Union (YEU), and their terms and conditions of employment are covered in that collective agreement.
- Some of these terms and conditions of employment are similar to those for regular employees, while others are different to better fit the unique role auxiliary-on-call employees play in the organization.
- While not entitled to paid sick leave, auxiliary-on-call employees do receive additional compensation in lieu of health and welfare benefits, leave entitlements. Auxiliary-on-call employees also have access to the Employee and Family Assistance Program.

Additional response:

- The Public Service Commission monitors the use of auxiliary on-call employees across Yukon government and maintains an ongoing dialogue with the Yukon Employees' Union on their appropriate use.

Context—this may be an issue because:

- There have been questions about departments' use of AOCs and benefits AOC employees are entitled to under collective agreements.
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Fall 2023

Auxiliary On-Call Employees

Public Service
Commission

Background:

- The terms and conditions of employment for AOCs are covered by the collective agreement with the Public Service Alliance of Canada/YEU. They receive the same rate of pay as regular employees in the same classification. They generally have no set hours of work and are called in as needed. When they are called in to replace an employee, they work the scheduled hours of the employee being replaced.
- In addition to having no guarantee of hours of work, there are other differences in the terms and conditions of employment for AOCs as compared to regular employees, such as:
 - AOCs receive pay in lieu of leave entitlements,
 - AOC positions are not eligible for pension,
 - severance pay is based on regular hours worked rather than continuous service; and
 - there is a premium paid in lieu of extended health care coverage.
- Letter of Understanding "S" in the collective agreement with YEU establishes a joint committee to monitor the use of AOCs. The LOU also establishes the process to be followed where the parties are unable to agree that an AOC is being utilized in the manner intended under the collective agreement.
- PSC provides YEU with quarterly AOC reports detailing persons employed as AOCs, by department, and number of hours worked. This affords YEU the opportunity to monitor how individuals are being utilized in an AOC capacity.
- Over the 2022/23 fiscal year, there was a total of 964 AOC positions.

Approved by:


Public Service Commissioner

Aug. 23, 2023
Date Approved

Appendix – AOC Employees and Hours Worked

Total Auxiliary On-Call (AOC) Employees and Hours Worked, by Fiscal Year

Department	2019/20		2020/21		2021/22		2022/23	
	Employees	Hours	Employees	Hours	Employees	Hours	Employees	Hours
Community Services	36	23,650.49	34	24,229.93	50	30,552.40	53	25,602.39
Economic Development	7	3,764.75	5	3,957.00	9	3,800.00	10	6,310.5
Education	48	26,352.83	44	23,973.95	49	32,787.31	43	32,612.91
Energy, Mines & Resources	33	20,807.65	34	18,395.13	31	16,364.38	25	13,994.35
Environment	24	12,068.10	21	12,046.37	35	13,082.42	39	13,056.1
Executive Council Office	18	5,817.80	12	4,813.48	9	2,374.45	9	3,782.53
Finance	18	9,568.15	15	13,507.60	19	13,120.50	16	5,880.83
French Language Services Dir.	3	2,329.13	2	870.25	2	277.40	6	1,805.25
Health & Social Services	451	266,499.34	466	341,207.63	493	280,392.68	474	243,550.34
Highways & Public Works ¹	150	76,577.70	114	84,348.63	136	71,133.90	139	71,138.85
Justice	60	38,418.04	75	48,126.68	67	31,466.99	71	39,534.32
Legislative Assembly Office ²	0	-	0	-	1	1,589.00	1	142.5
Public Service Commission	16	3,991.60	9	4,509.75	15	6,885.17	16	7,130.63
Tourism & Culture	41	16,450.75	34	13,548.34	31	13,004.58	31	8,328.05
Women & Gender Equity Dir.	2	2,170.00	2	1,309.50	2	982.50	2	594.3
Worker's Safety & Compensation Board	13	13,456.00	13	11,310.43	10	6,664.77	6	4,310.6
Yukon Housing Corporation	9	6,249.70	8	3,702.20	4	1,670.75	4	1650
Yukon Liquor Corporation	26	14,788.75	16	9,258.85	16	12,054.70	19	15,589.7
Sum of Department Counts	955	542,960.78	904	619,115.69	979	538,203.88	964	495,014.13
YG Total: Unique Employees	905		865		938		927	

1. Count includes Fleet Vehicles Agency.
2. Count includes Elections Office, with use of AOC employment in each quarter.

Session Briefing Note**Fall 2023****Health and Safety Committees –
WSCB Inspections**Public Service
Commission

Recommended response:

- The Workers' Safety and Compensation Board conducted inspections of the safety committee structures and operations in several Yukon government departments.
- The Departments cooperated to provide the information requested during the inspections and have complied with the resulting orders issued by the WSCB to improve and monitor the functioning of our safety committees, including one ongoing reporting requirement to December 2023.
- Since the WSCB inspections started, the Public Service Commission has updated templates for committee minutes and agendas and provided a Rules of Procedure document to help ensure the effectiveness of committees and promote a culture of safety throughout government.

Additional response:

- The General Administration Manual policy 3.48 on Workplace Health and Safety was recently revised to align with legislative changes and add elements of psychological health and safety. It aims to establish consistent safety performance standards across Yukon government.
 - A performance standard on safety committee operations will be developed by the Public Service Commission to set out guidance on structures, processes and reporting for safety committees.
-

Context—this may be an issue because:

- Inspections by Workers' Safety and Compensation Board (WSCB) were prompted by concerns brought forth by the Yukon Employees' Union.
 - The inspection findings received media attention, particularly in relation to the Department of Education.
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Session Briefing Note**Fall 2023****Health and Safety Committees –
WSCB Inspections**Public Service
Commission

Background:

- WSCB occupational health and safety officers have authority to inspect and investigate employer health and safety management systems, committees, and practices. If deficiencies are found, they issue orders to the employer for the purpose of improving safety systems and workplace safety.
- The WSCB completed inspections in the Departments of Education, Justice, Health and Social Services, Energy Mines & Resources and Environment to determine whether committees are operating as expected and had documentation to support their activities.
- Energy Mines & Resources received no orders in response to the inspection. WSCB issued orders to Education, Justice, Health & Social Services.
- The orders consisted of requirements to provide documentation of the functions and operations of the committees as well as ongoing requirements to submit inspection reports and meeting minutes from the committees.
- Departments of Education, Environment, and Justice have complied with orders for one-time reporting requirements.
- Departments of Education and Justice have complied with orders for ongoing reporting and are no longer submitting documents to WSCB.
- Department of Environment is in compliance to date with ongoing orders that conclude in December 2023.
- Health and Social Services are now in compliance with all orders, although they did receive a \$250.00 fine for non-compliance in January of 2023 for failing to provide written notification of compliance. They provided written notice shortly after the fine was issued and completed compliance in May 2023.
- It is possible that WSCB may issue follow-up requirements to any of the departments upon reviewing the documentation submitted in response to orders, but no additional orders have been issued to date.
- The Health, Safety and Wellbeing branch of the Public Service Commission is providing support, resources, and training for departmental leaders to comply with the orders and meet deadlines and, is collecting meeting minutes, and data from committees to monitor functions and identify areas of improvement.

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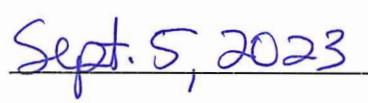
Health and Safety Committees – WSCB Inspections

Public Service
Commission

- As part of performance monitoring, the Public Service Commission provides quarterly reports on committee operations to the Deputy Ministers and to the Health and Safety Leadership Committee (which includes union presidents).
- The Public Service Commission established a safety committee co-chair forum comprised of co-chairs from all department committees which meets regularly to share updates and information about safety matters, tools, processes and trends.
- Yukon's *Workers' Safety and Compensation Act* (WSCA) requires employers with over 20 workers to establish a safety committee to receive, consider and make recommendations to the employer regarding the health and safety of the workers.
- General Administration Manual Policy 3.48 – Workplace Health and Safety requires each department to include a committee in their health and safety management system. Under GAM 3.48 the Public Service Commission is responsible to establish performance standards for departments regarding safety committee structure and operations.
- There are approximately 60 Health and Safety Committees across Yukon government, and at least one committee for every department.
- Some departments organize a central committee with representatives from various workplaces, whereas other departments organize committees by location or program area.
- In some cases, there are additional interdepartmental committees established for shared buildings, such as the Jim Smith Building, to ensure consistency of practices between departments and to jointly address common hazards.
- The YEU and YAEP collective agreements both contain provisions on how the Employer and Union will approach health and safety discussions and establish safety committees.

Approved by:


Public Service Commissioner


Date Approved

Employee and Family Assistance Program

Public Service
Commission

Recommended response:

- The Employee and Family Assistance Program gives employees and their families free counselling, coaching and advisory services to help them proactively respond to work and life challenges.
- Employees can choose from a network of 22 local counsellors for in-person services or they can access a broad network of professionals through online and phone-based services. If an employee is working with a counsellor or has a preferred counsellor with TELUS Health, they can request to see or continue to see, that counsellor.
- The program also includes workplace supports to help public servants process traumatic incidents and a cumulative stress management program for workers who are regularly exposed to psychological hazards as a part of their normal duties.

Additional response:

- Usage reports and client satisfaction surveys indicate a high rate of use of the program and overall satisfaction with the services, with over 50 per cent of counselling taking place in person.
- Recent changes to the program mean that all employees of Yukon government have the same access to supports, including our approximately 282 casual employees who were previously excluded.
- The current program provider is Telus Health, formerly known as LifeWorks. The contract is in place until May 2024.

Context—this may be an issue because:

- An opposition member called attention to the Employee and Family Assistance Program during Committee of the Whole Vote 10 Public Service Commission on April 19, 2023.

Employee and Family Assistance Program

Public Service
Commission

Background:

- The Employee and Family Assistance Program includes the following services:
 - One-on-one short-term solution focused counselling for employees and their spouses/dependents, including 24/7 crisis counselling.
 - WorkLife Services which are coaching/advisory/information services for people who want to proactively address financial, health, legal, family issues or goals.
 - Manager Consultations are available to all people leaders who need support to navigate the demands of their position (such as having a difficult conversation with an employee, being a supportive leader, managing work life balance).
 - Critical incident response debriefing sessions for workplaces who have been impacted by a traumatic event.
 - TELUS Health One App allows employees to access services via a mobile app to book appointments, participate in self-directed care programs, take health assessments, and read about wellbeing topics.
 - Cumulate Stress Management Program for workers in high-risk occupations is a 3-tiered program designed to support employees exposed to trauma and stress as a part of their job to process stress and trauma and build healthy individual and team coping skills to mitigate the risk of injury.
- A publicly tendered contract was awarded to Morneau Shepell as a 3-year contract ending May 2024. Morneau Shepell changed its name to LifeWorks and was then bought by TELUS Health in early 2023. TELUS Health's acquisition of LifeWorks did not change the terms or services in the contract.
- Client services are delivered locally through Yukon-based counsellors who sub-contract with TELUS Health, as well as via a broad network of counsellors and professionals from Alberta, British Columbia, and other parts of Canada. The contract is administered and managed by a regional account manager in Alberta.
- A clinical program manager based out of British Columbia coordinates and consults on critical incident response and cumulative stress management services.

Employee and Family Assistance Program

Public Service Commission

Some local Yukon counsellors provide these specialized services, and others travel to Yukon as needed to provide in-person supports.

Usage data: Yukon based counsellors at Q4 22/23 equals 24; at Q1 23/24 equals 22.

- Annual utilization tends to be higher in public service employers than other industries. A higher utilization rate indicates employees are aware of the program and are choosing to use it to support their wellbeing. Nationally, mental health issues are on the rise.
 - 21/22 YG 19.93% - compared to Industry 16.96%, national 12.33%
 - 22/23 YG 21.78% - compared to Industry 15.99%, national 12.04%
 - 23/24 YG 24.35% (annualized based on Q1) - compared to Industry 13.52%, National 9.37%
- Total Accesses to services in 22/23 was 1040. Case breakdown:
 - Counselling services 88%
 - Critical Incident Response 8%
 - WorkLife Services 3%
 - Manager Consultations 1%
- Counselling method of service in 22/23:
 - In person 53.4%
 - Tele-counselling 26.7%
 - Video Counselling 7%
 - Other methods of service are app chat, online tools, coach chat, consultation, care now counsellor assisted program.
- Satisfaction 22/23 (based on 110 completed surveys):
 - 94% attained goals
 - 73% satisfied with the services
 - 74% would recommend to others
 - 80% would use services again
- Top five counselling issues in 22/23:
 - Personal Stress 20%

Session Briefing Note

TAB #6

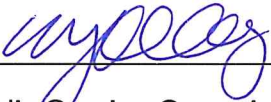
Fall 2023

Employee and Family Assistance Program

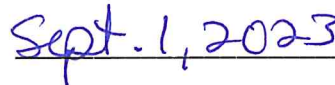
Public Service Commission

- Anxiety 16%
- Workplace Stress 10%
- Post Trauma 6%
- Separation/Divorce 4%

Approved by:



Public Service Commissioner



Date Approved

Recommended response:

- Respectful, healthy and well-functioning workplaces are essential for employee morale, mental health, productivity, and ultimately, for good public service delivery to Yukoners.
- The Yukon government's Respectful Workplace Policy sets out processes for addressing conflict and disrespectful conduct in the workplace. Deputy Ministers and departments are responsible and accountable for maintaining a respectful workplace and the Respectful Workplace Office is responsible for implementing the policy.
- Efforts to prevent and address conflict and disrespectful conduct in the workplace include coaching, group processes, and mediation type services delivered by the Respectful Workplace Office. The Respectful Workplace Office, Organizational Development Branch and Yukon government departments also provide training to support a healthy and respectful workplace.

Context—this may be an issue because:

- Conflict support is an ongoing high-profile subject of interest for labour organizations.

Background:

- The Respectful Workplace Policy (GAM 3.47) was drafted in consultation with both Yukon Employees' Union and Yukon Association of Educational Professionals to replace the former Workplace Harassment Prevention and Resolution Policy. The new policy, which came into force in 2013, introduced Appropriate Dispute Resolution (ADR) to the process of addressing disrespectful conduct in the workplace.
- Since the policy was introduced in 2013, the Respectful Workplace Office (RWO) has received approximately 2981 requests for services. Many complaint requests are framed as harassment or bullying. Following assessment by RWO; however, most are found to be interpersonal conflict.

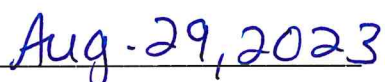
Conflict Support

Public Service Commission

- RWO provides two main service functions for conflict support. One is to promote awareness and increase conflict management skills in the workplace through educational and supportive efforts and the other is to implement appropriate workplace interventions in response to complaints or requests.
- RWO's educational and support efforts involve conducting training courses, presentations, and workshops for employees and managers.
- RWO manages conflict or disrespectful behaviour through:
 - Alternative Dispute Resolution Consultation: An initial informal and confidential exploration of an employee's situation and options.
 - Conflict Coaching: A structured process consisting of a series of private and confidential sessions which allow an employee to proactively develop their own skills to manage an actual or potential conflict.
 - Facilitation: A neutral third party facilitates a dialogue between two employees, or within a work team. Facilitation is like mediation but less structured, allowing for conversations to occur without producing formal agreements.
 - Mediation: A process in which a neutral third party helps parties negotiate a mutually acceptable solution to their issues. The mediator can help frame issues, explore interests, and reach shared understanding.
 - Group Processes: Any collaborative process involving multiple parties, including group and tailored interventions, which help reveal underlying conflict issues through workplace engagement followed by appropriate dispute resolution processes.
- The Respectful Workplace Office launched new online sexual harassment training for employees in Spring 2023.

Approved by:


Public Service Commissioner


Date Approved

Session Briefing Note**Fall 2023****Establishment of
Investigations Office**Public Service
Commission

Recommended response:

- The employer has a duty to investigate and respond to allegations of serious incidents related to discrimination, harassment or violence in the workplace.
- The Yukon government is establishing an internal investigations office within the Public Service Commission to better address such serious incidents.
- The Public Service Commission, through the Respectful Workplace Office, will continue to take a restorative approach to interpersonal conflict and other situations as appropriate.

Additional response:

- The Yukon government's approach to addressing issues of discrimination, harassment and workplace violence was discussed during the latest round of collective bargaining with the Yukon Employees' Union this spring and resulted in changes to related articles of the collective agreement.
- We are working with our union partners to implement these changes for January 2024 and continue to make our workplaces safe and respectful for all employees.

Context—this may be an issue because:

- Union representatives or members of opposition parties may have questions about how the Yukon government is addressing discrimination, harassment, and workplace violence.

Background:

- Currently, one of the responsibilities of the Yukon government's Respectful Workplace Office is initiating and overseeing investigations into disrespectful conduct including discrimination and harassment, within the Yukon government.

Session Briefing Note

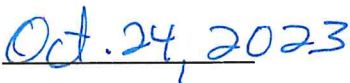
Fall 2023

Establishment of Investigations Office

Public Service
Commission

This includes a wide range of behaviours, ranging from interpersonal conflict to more serious issues of disrespectful conduct and harassment.

- Recently, investigations into serious allegations of disrespectful conduct and harassment, including sexual harassment, have been completed by external investigators.
- Establishing an internal investigations office within the Public Service Commission will support an approach to investigations that is timely, cost-effective, trauma-informed, and integrated with other services that the Yukon government provides employees.
- The Respectful Workplace Office continues to offer conflict resolution services to employees throughout the Yukon government for issues that do not meet the threshold for an investigation. These services, which include conflict coaching, facilitation, mediation, group processes, and training, are an essential component to supporting respectful workplaces throughout Yukon government.

Approved by:
Public Service Commissioner
Date Approved

Session Briefing Note**PSAC/Yukon Employees' Union
Access to Information Request**Public Service
Commission

Recommended response:

- The Public Service Commission is fully committed to complying with all laws and regulations regarding Access to Information and Protection of Privacy requests.
- The information within the YEU newsletter contains some inaccurate information; however, it would be a violation of the Access to Information and Protection of Privacy Act (ATIPPA) to get into the specifics of the requests referred to in the newsletter.
- The Public Service Commission inadvertently provided a copy of a personnel assessment to their Designated Access Officer (DAO) in response to an ATIPP request.
- Personnel assessments must not be disclosed in response to an ATIPP request per s. 71 of the ATIPPA.
- The Public Service Commission requested that their DAO shred the copy of the personnel assessment to protect its confidentiality, consistent with ATIPPA. The DAO agreed and removed the copy from their files, given the Respectful Workplace Office was the custodian of the master personnel assessment.
- The Respectful Workplace Office retains the original master personnel assessment according to the required retention schedule.
- There is no active investigation of the Public Service Commission from the Information and Privacy Commissioner with respect to inappropriate disposal of records.

Additional response:

- All records, including personnel assessments, are retained, and disposed of in accordance with the Public Service Commission's records and retention and disposition schedules that are governed by the Yukon Archives Act. The disposal of working files, including drafts

Session Briefing Note**PSAC/Yukon Employees' Union
Access to Information Request**Public Service
Commission

and duplicate documents, is authorized under the transitory records schedule.

Context—this may be an issue because:

- In the Public Service Alliance of Canada (PSAC)/Yukon Employees' Union (YEU) September 2023 newsletter and subsequent articles on the YEU website, the YEU alleges that the Public Service Commission destroyed documents that YEU claims should not have been destroyed.
 - In their most recent article, YEU proposed that the Yukon government request the Information and Privacy Commissioner conduct an in-depth review.
-

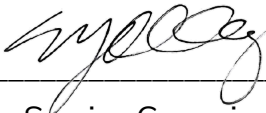
Background:

- The ATIPP Office is the central body which is legislated to provide access requests to and from all ATIPP applicants. The DAO works for each public body as an internal resource to respond to separate public body's access requests.
- When an ATIPP request is made, the DAO will complete an access information summary within 10 business days from the activation date, which is then given to the applicant who submitted the ATIPP request.
- The access information summary includes: each program or area of the public body that holds records related to the request, an estimated number of records that are held and the position of any employees who failed to respond, if any.
- A large number of records can be collected throughout an ATIPP request. Some of the collected records may not be responsive to the request or must be withheld because of ATIPPA.
- While preparing the access information summary, the DAO will remove records that are duplicates, out of scope, or protected under ATIPPA. In the case that's being referred to, the total number of records received was what was included in the access information summary even though some records were duplicates, out of scope, or protected under ATIPPA.
- The Public Service Commission and the DAO agreed, given ATIPPA, that providing the copy of the personnel assessment was prohibited. To ensure the copy of the personnel assessment would not be mistakenly provided in response

Session Briefing Note**PSAC/Yukon Employees' Union
Access to Information Request**Public Service
Commission

to the ATIPP request, the Public Service Commission asked for the record to be removed from the DAO's copies of records.

- The master personnel assessment remains in the custody of the Public Service Commission, Respectful Workplace Office branch pursuant to applicable records schedule.
- Responses to ATIPP requests are undertaken with considerable care and adhere to legislation.

Approved by:

Public Service Commissioner

2023-10-03

Date Approved

Session Briefing Note**Yukon Public Service Labour
Relations Board Annual
Report 2022-23**Public Service
Commission

Recommended response:

- In 2022-23, there were 55 active cases under the *Yukon Public Service Labour Relations Act* down from 59 active cases in 2021-22. Thirty-Five of those cases were carried forward from the previous fiscal years and 20 cases were referred in the current reporting period.
- Ten cases were closed during the reporting period. The 45 remaining cases will be carried forward to the next fiscal year.
- Twenty-seven out of 45 cases relate to grievance adjudication. This includes the determination of grievances that arise from the application or interpretation of collective agreements or arbitral awards or from disciplinary actions or terminations.
- These 27 grievance cases are broken down by eight collective agreement, 10 disciplinary and nine policy.
- Two of the 45 cases relate to complaints for duty of fair representation.
- Sixteen of the 45 cases relate to the application for exclusion of managerial and confidential positions.
- One mediation occurred, while another mediation is scheduled for the next reporting period.

Context—this may be an issue because:

- There could be interest as to how many grievances were received under the *Yukon Public Service Labour Relations Act*.

Background:

- The *Yukon Public Service Labour Relations Act* requires that an annual report be produced each fiscal year.


Session Briefing Note

**Yukon Public Service Labour
Relations Board Annual
Report 2022-23**

Public Service
Commission

- The annual report summarizes caseloads under the Act, grievance adjudication, exclusion of managerial and confidential positions, and mediation activity throughout the 2022-23 fiscal year.
- The Federal Public Sector Labour Relations and Employment Board (FPSLREB) is an independent quasi-judicial statutory tribunal that offers dispute-resolution and adjudication services in key labour relations matters of the federal public sector.
- Under an agreement with the Yukon government, the FPSLREB administers the collective bargaining and grievance adjudication systems for the Yukon public service. When performing these functions, the FPSLREB acts as the Yukon Public Service Labour Relations Board.

Approved by:



Public Service Commissioner

Nov. 16, 2023

Date Approved

Session Briefing Note**Yukon Teachers Labour
Relations Board Annual
Report 2022-23**Public Service
Commission

Recommended response:

- In 2022-23, there were 11 active cases down from 20 active cases in 2021-22. Ten of those cases were carried forward from previous fiscal years and one case was referred in the current reporting period.
- Four cases were closed during the reporting period. The seven remaining cases will be carried forward to the next fiscal year and are waiting to be scheduled for a hearing.
- These seven cases relate to grievance adjudication. This includes the determination of grievances that arise from the application or interpretation of collective agreements or arbitral awards or from disciplinary actions or terminations.
- These seven grievance cases are broken down by two collective agreements, one Disciplinary and four Policy.
- Akin to 2021-22, no managerial and confidential positions, and mediation activities were reported.

Context—this may be an issue because:

- There could be interest as to how many grievances were received under the *Yukon Education Labour Relations Act*.

Background:

- The *Yukon Education Labour Relations Act* requires that an annual report be produced each fiscal year.
- The annual report summarizes caseloads under the Act, grievance adjudication, exclusion of managerial and confidential positions, and mediation activity throughout the 2022-23 fiscal year.
- The Federal Public Sector Labour Relations and Employment Board (FSLREB) is an independent quasi-judicial statutory tribunal that offers dispute-resolution and

Session Briefing Note

**Yukon Teachers Labour
Relations Board Annual
Report 2022-23**

Public Service
Commission

adjudication services in key labour relations and staffing matters of the federal public service.

- Under an agreement with the Yukon government, the FPSLREB administers the collective bargaining and grievance adjudication systems for Yukon teachers. When performing these functions, the FPSLREB acts as the Yukon Teachers Labour Relations Board.

Approved by:


Public Service Commissioner

Nov. 16, 2023
Date Approved

Session Briefing Note**Federal Bill C-58 Anti-scab
Legislation**Public Service
Commission

Yukon public service response:

- The Yukon public service is not impacted by Bill C-58 as our territorial legislation - the *Public Service Labour Relations Act* and the *Education Labour Relations Act* apply.

Other workplaces response:

- Bill C-58 will apply to federally regulated workplaces including air and rail transportation, banking, telecommunications, broadcasting, postal and courier services.
- Bill C-58 may apply to some private sector and municipal employers in the Yukon and the other northern territories as Bill C-58 predominantly amends Part I: Industrial relations of the Canada Labour Code.
- Bill C-58 may have little impact on private-sector employers and municipalities in the Yukon as some of these organizations have specific articles in their collective agreements that do not allow for strikes or lockouts for the duration of their collective agreement.
- The Public Service Commission is not aware of any engagement occurring between the Government of Canada and entities in the Yukon that could be impacted by Bill C-58.

Context—this may be an issue because:

- On November 9, 2023, the federal Minister of Labour and Seniors introduced Bill C-58 for first reading in the House of Commons of Canada and there could be interest if there are any impacts to the Yukon.
-

Background:

- In the provinces, labour relations codes generally set out the roles and rights for certification, bargaining and managing/resolving disputes between employers and unions.
-

Session Briefing Note**Federal Bill C-58 Anti-scab
Legislation**Public Service
Commission

- Private-sector employers and municipalities in the Yukon and the other territories rely on Part I: Industrial relations of the Canada Labour Code in lieu of a territorial labour relations code. Part I: Industrial relations of the Canada Labour Code also applies to federally regulated workplaces.
- Part I: Industrial relations, governs workplace relations and collective bargaining between unions and employers. This part contains provisions related to dispute resolution, strikes and lockouts. It outlines the labour relations rights and responsibilities of employers, trade unions and employees.
- Specifically, Bill C-58 seeks to amend the Canada Labour Code, an Act of the Parliament of Canada to:
 - amend the scope of the prohibition relating to replacement workers by removing the requirement of demonstrating a purpose of undermining a trade union's representational capacity, by adding persons whose services must not be used during legal strikes and lockouts and by providing certain exceptions;
 - prohibit employers from using, during a legal strike or lockout intended to involve the cessation of work by all employees in a bargaining unit, the services of an employee in that unit, subject to certain exceptions;
 - make the contravention by employers of either of those prohibitions an offence punishable by a fine of up to \$100,000 per day;
 - authorize the Governor in Council to make regulations establishing an administrative monetary penalties scheme for the purpose of promoting compliance with those prohibitions, and
 - amend the maintenance of activities process in order to, among other things, encourage employers and trade unions to reach an earlier agreement respecting activities to be maintained in the event of a legal strike or lockout, encourage faster decision making by the Canada Industrial Relations Board when parties are unable to agree and reduce the need for the Minister of Labour to make referrals to the Board.
- The legislation will cover approximately one million employees, working for approximately 22,350 employers.
- Bill C-58 does not apply to the federal public service.

Session Briefing Note

**Federal Bill C-58 Anti-scab
Legislation**

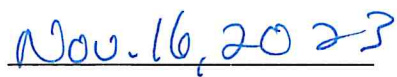
Public Service
Commission

-
- Bill C-58 comes into force 18 months after it receives royal assent.

Approved by:



Public Service Commissioner



Date Approved

Session Briefing Note

Fall 2023

Employee Engagement Survey

Public Service
Commission

Recommended response:

- The employee engagement survey helps us measure the health of the work environments within the Yukon government public service. The survey is conducted every two years.
- The survey planned for 2020 was postponed to the fall of 2021 so the organization could focus on the pandemic response.
- The overall employee engagement score in 2021 remained relatively stable at 72. This is a one-point decrease from the last survey in 2018.

Additional response:

- Results of the 2021 survey at the corporate and department level are publicly available at Yukon.ca.
- Each department receives a report of their engagement levels and Deputy Ministers have the primary responsibility for addressing the results within their departments.
- The Public Service Commission provides support and resources to all departments to help them identify and implement strategies to improve engagement in their departments.
- The next employee engagement survey will take place in the spring of 2024. Federal-provincial-territorial counterparts are working together to examine a survey model nationally, which could inform potential changes to our survey.

Context—this may be an issue because:

- There may be questions about the status and results of the 2021 engagement survey.
-

Session Briefing Note

Fall 2023

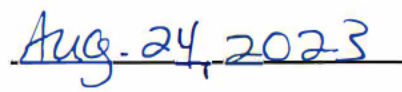
Employee Engagement Survey

Public Service
Commission

Background:

- The Employee Engagement Survey is conducted bi-annually, and the latest survey was originally scheduled for May 2020 before being postponed to 2021. Before the 2021 survey, the last Employee Engagement Survey was conducted in May 2018.
- The 2021 survey had a response rate of 68%, the same response rate as the 2018 survey.
- The survey data is collected and analyzed by the Yukon Bureau of Statistics, and individual responses are confidential.
- Survey results at the corporate and department level are published on Yukon.ca and on Yukonnect (intranet).
- While the 2020 survey was postponed, a Working During COVID-19 Survey was fielded in June 2020 by the Yukon Bureau of Statistics to examine employee experiences working during the pandemic. A report of the survey results was published in September 2020.
- High-level results of the 2021 engagement survey include the following:
 - The overall employee engagement score remained relatively stable at 72, a one-point decrease over the 2018 survey. The score for organizational commitment dropped by two points to 71, and the job satisfaction score remained the same at 73.
 - While the senior leadership score of 58 is lower than the other scores in our engagement model, this score has increased by three points since the 2018 survey, and we will be looking at ways to build on this improvement.
 - Overall, most driver scores remained the same or increased by a small amount in 2021; however, there were decreases for pay and benefits (-4), stress and workload (-2), and tools (-1).

Approved by:


Public Service Commissioner
Date Approved

Session Briefing Note

Public Interest Disclosure of Wrongdoing Act Review

Public Service
Commission

Recommended response:

- The Public Interest Disclosure of Wrongdoing Act supports high standards of accountability and trust in our public service by facilitating the disclosure and investigation of wrongdoing and protecting employees who come forward.
- A review of the legislation is underway, as required by the Act. The review is exploring:
 - whether the Act and its implementation have been effective in facilitating disclosures and protecting employees who do so, and
 - whether there are any areas for improvement.
- A public engagement is ongoing and involves obtaining input from the public, not-for-profits, municipalities, First Nation governments, whistleblower experts and private organizations.
- The results of the engagement will be made public through a “What we heard” report. Information obtained from this engagement will be utilized to form recommendations to improve the Act.

Additional response:

- The Yukon government values feedback from all stakeholders involved in the review including the Public Interest Disclosure Commissioner, who provided valuable, important, and insightful recommendations.
- The recommendations from the Public Interest Disclosure Commissioner and feedback obtained from all other stakeholders will help in identifying potential improvements to the Act.

Context—this may be an issue because:

- There may be questions around the Act review progress and timelines.

Session Briefing Note**Public Interest Disclosure
of Wrongdoing Act Review**Public Service
Commission

- On September 21, 2023, the Public Interest Disclosure Commissioner publicly released recommendations to improve the Act, and this may draw interest.
-

Background:

- The Act's purposes are to:
 - facilitate the disclosure and investigation of "wrongdoings" (significant and serious matters that an employee believes may be unlawful, dangerous to the public or injurious to the public interest);
 - protect employees who make those disclosures; and
 - promote confidence in the administration of public entities.
- The Act, which has been in place since 2015, requires that a review must commence within five years of its coming into force (that is, by June 15, 2020).
- The review is being conducted in two phases. The review began with a high-level first phase in 2020-21 which involved a review of similar legislation in other Canadian jurisdictions, international trends in whistleblower protection, and data pertaining to disclosures of wrongdoing, investigations, and complaints of reprisal.
- The Public Service Commission discussed the two-phased approach with the Public Interest Disclosure Commissioner, who supported the proposed approach given the COVID-19 context and limited capacity in 2020-21.
- A report on the progress of the review was required by the Act to be tabled in the Legislative Assembly on or before June 15, 2021, or if the Assembly is not sitting on that date, within 15 days after the next sitting begins. The report was tabled during the 2022 spring sitting.
- Phase two of the Act review is underway. A confidential online survey of employees of public entities was completed in November 2022.
- A policy discussion paper was distributed to public entities and various stakeholders in March 2023 that sought feedback about their experiences and opinions regarding the Act. This engagement was completed in April 2023.
- Various stakeholders include the Public Interest Disclosure Commissioner, unions, Yukon government departments, and other public entities covered by the Act

TAB #16

Fall 2023

Session Briefing Note

**Public Interest Disclosure
of Wrongdoing Act Review**

Public Service
Commission

(Yukon University, Yukon Hospital Corporation, Yukon Energy Corporation, and
select independent officers of the Legislative Assembly).

Approved by:



Public Service Commissioner

Oct. 30, 2023

Date Approved

Session Briefing Note

Psychological Health and Safety

Public Service
Commission

Recommended response:

- Psychological safety is an emerging area of workplace health and safety which is known to impact employee retention, rates of injury and operational costs for organizations.
- As an employer, we recognize that like physical safety, our responsibility for workplace psychological safety extends beyond critical events like the COVID-19 pandemic. It is an ongoing responsibility with no single fix.
- In 2022, the Public Service Commission worked with a leading expert in psychological health and safety to assess Yukon government workplaces against the 13 factors of psychological safe work environment from the National Standard of Canada for Psychological Health and Safety.

Additional response:

- The assessment provided information and recommendations to inform program development and delivery as we strive to continuously improve the safety of our workplaces.
- Strengths to build upon include Recognition and Reward; Engagement; and Physical Safety. Areas to further develop include Organizational Culture; Clear Leadership & Expectations; and Civility and Respect.
- Yukon government is a national leader in the government sector, becoming one of the first to take a comprehensive approach to assessing our workplaces against best practices in psychological health and safety.
- Following the work of the leading expert, an internal inventory has identified projects and initiatives within the Public Service Commission and across the Yukon government that begin to address the issues of cumulative stress, sexual harassment, burnout, and other workplace factors.
- The Public Service Commission has made strides in other areas that have a positive impact on the psychological health and safety of our employees such as cultural safety training, initiatives under the People Plan and the launch of the Values and Ethics Code.

Context—this may be an issue because:

- The proportion of long-term disability claims related to psychological conditions has increased significantly over the past 10 years. The Yukon government's Workers'

Session Briefing Note

Fall 2023

Psychological Health and Safety

Public Service
Commission

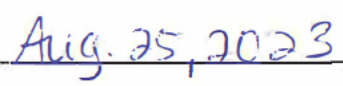
Safety and Compensation Board premiums have increased because of psychological injury claims.

Background:

- In 2022, the Public Service Commission contracted Dr. Joti Samra, one of Canada's leading workplace psychologists, to review YG's risk areas in the 13 factors of psychological health and safety outlined in the National Standard of Canada for Psychological Health and Safety in the workplace.
- The National Standard is a voluntary safety standard developed for Canadian employers by the Mental Health Commission of Canada and the Canadian Standards Association which identifies 13 workplace factors that contribute to the mental health and safety of workers. For example: psychological support; workload management, organizational culture; and civility and respect.
- Dr. Samra's assessment offers priority actions as well as additional recommendations for the employer to consider regarding planning, program delivery, policy development and further assessment within each of the 13 factors.
- Dr. Samra noted three key factors of significant concern and three factors where there is minimal concern. Strengths to build upon include Recognition and Reward; Engagement; and Physical Safety. Concerns to address include Organizational Culture; Clear Leadership & Expectations; and Civility and Respect.
- Though not pervasive across the employer, areas of Yukon government report experiencing discrimination, harassment, exposure to traumatic events impacting psychological health and burnout.
- The assessment methodology included substantial data and documentation review as well as 19 key stakeholder interviews, including the presidents of the Yukon Employees' Union and the Yukon Association of Education Professionals.
- The report was distributed to key stakeholders and senior leaders to guide planning and program decisions and further assessment work over the next few years.

Approved by:


 Public Service Commissioner



 Date Approved

Session Briefing Note**Remote Work**

Public Service
Commission

Recommended response:

- Working from home during the pandemic showed us that remote work arrangements can support the Yukon government to continue providing high-quality programs and services for Yukoners.
- The Yukon government has now transitioned from work-from home measures as a response to the pandemic to a new remote work policy that enables employees to continue working remotely longer-term.

Additional response:

- Remote work has environmental benefits, as people are supported to work from home and reduce their emissions by commuting less.
- The remote work policy also enables employees to work remotely from Yukon communities outside of Whitehorse, in some circumstances.
- Effort is underway to identify potential barriers to working remotely, particularly in Yukon communities. This effort involves engaging our employees this fall to better understand their experiences of working remotely.
- As part of a remote work arrangement, employees and supervisors are required to complete the remote work health and safety checklist to identify and address any potential hazards in the remote workplace.

Context—this may be an issue because:

- There may be questions relating to Yukon government's approach to remote work.
-

Session Briefing Note

Fall 2023

Remote Work

Public Service
Commission

Background:

- The need to update the Yukon government's approach to remote work was identified even before the COVID-19 pandemic began. The new policy replaces a previous "Telework policy" from 2009.
- Objectives of the remote work policy include increased employee satisfaction, a more inclusive workforce, and reduced carbon emissions. Implementing a new remote work policy is identified as an action in the Our Clean Future climate strategy.
- The mandate letter for the Minister responsible for the Public Service Commission also includes direction to modernize human resource policies to allow greater mobility for Yukoners to work from all communities in the Yukon. The new remote work policy includes provisions allowing employees to work remotely from communities outside of Whitehorse that, in part, address this mandate letter commitment.
- As of June 30, 2023, about 262 employees across government, or 4.93 per cent of positions, have active remote work agreements.
- The new policy limits out-of-territory remote work arrangements to exceptional and time-limited circumstances. Approval from the Public Service Commissioner is required for out-of-territory remote work.
- The Public Service Commission consulted with the Yukon Employees' Union and conducted a survey of employees to develop the new remote work policy.

Approved by:


Public Service CommissionerAug. 28, 2023
Date Approved

Staff Housing/ Housing for Employees

Yukon Housing Corporation
Public Service Commission

Recommended response:

- Our government continues to provide employee housing in rural Yukon communities to help with staff recruitment and retention.
- The Public Service Commission's employee housing policy (GAM 3.30) was revised in 2019 to:
 - Prioritize housing for essential positions, such as health professionals and teachers;
 - Limit tenancies to three years to encourage alternative housing options and support private-market housing development; and
 - Help realign each community's rental rates to be closer to the private market.
- A review of the policy changes from 2019 is underway to determine their effectiveness.

Additional response:

- While tenancies are now limited to three years, the policy allows for extensions in some situations, such as where alternative housing options do not exist in an employee's community.
 - In 2022, all employees whose leases were set to expire were granted a one-year extension upon request.
- The policy also permits a hiring department to hold a housing unit, following a vacancy, until a replacement is found to ensure critical positions such as health care and education professionals are secured.
- Through its Housing Initiatives Fund, the Yukon Housing Corporation provides financial support for Yukon wide development of new rental and home ownership housing.

Context:

- Availability of housing for Yukon government employees has been a high-profile issue as it is an important part of staff recruitment and retention in communities.
 - Limiting the number of pets has also been an issue for employees.
-

Staff Housing/ Housing for Employees


Yukon Housing Corporation Public Service Commission

- An October 10 news article highlights staff housing challenges affecting teacher recruitment efforts.

Background:

- The Yukon Housing Corporation employee housing portfolio is currently comprised of more than 150 units being used to house Yukon government employees.
- As of October 2023, there are seven employees on the waitlist.
- Rural private developers and landlords note the Corporation's rents for employee housing have historically been below market rent and have therefore disincentivized private housing investment.
- Rental rates for employees renting prior to May 2019 are being increased per the collective agreements and are limited by the current rent cap.
- In January 2021, Yukon Housing Corporation and the Public Service Commission began reporting the taxable housing benefit received by employee housing tenants who are paying below market rents. These changes are aligned with Canada Revenue Agency requirements.
- Yukon Housing Corporation will be reviewing its own policies, including the pet policy, to ensure they continue to meet the needs of Yukoners.
- A process for requesting an extension to the three-year tenancy limit was developed by the Public Service Commission and the Corporation.
 - The Yukon Association of Educational Professionals and the Yukon Employees' Union provided input as it was developed.

Approved by:



President, Yukon Housing Corporation

Public Service Commissioner

October 11, 2023

Date Approved

Oct. 12, 2023

Date Approved

Session Briefing Note**Senior Leadership Appointments
and Compensation**Public Service
Commission

Recommended response:

- The Yukon government values the expertise and contribution of all people who serve in senior leadership positions in the Yukon public service.
- We are committed to developing a public service that is representative of the Yukon's population, at all levels of the organization.
- Reporting on gender distribution within senior leadership appointments at the midpoint of the year shows:
 - 43 per cent of deputy head appointments are held by women and 57 per cent are held by men.
 - 52 per cent of assistant deputy minister appointments are held by women and 48 per cent are held by men.
 - Deputy head refers to deputy ministers and presidents of corporations.

Additional response:

- Since 2016, 28 deputy heads have resigned, retired, or otherwise left the employment from the Yukon government. Except for the Public Service Commissioner, deputy heads serve at the pleasure of the Premier.
- Severance pay upon resignation or retirement is determined based on provisions set out in Section M, which governs the terms and conditions of employment for managers, legal officers, and deputy heads. Section M, as well as salary ranges for all Yukon government positions, is publicly available.

Session Briefing Note

Fall 2023

Senior Leadership Appointments and Compensation

Public Service
Commission

- The Access to Information and Protection of Privacy Act prohibits the release of an individual's income. To ensure privacy of individuals and compliance with the ATIPP Act, we are unable to disclose total severance payments.

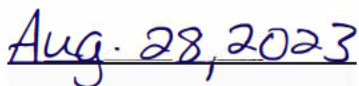
Context—this may be an issue because:

- There has been interest from the media and opposition of senior leadership compensation and gender distribution.

Background:

- News coverage in December 2021 noted that women made up only 17 per cent of deputy heads in the Yukon government at that time.
- The gender distribution among deputy heads has since improved with several new appointments:
 - In July 2022, several deputy heads were newly appointed or appointed to new portfolios. Two of these new appointees are women.
 - Year to date in 2023, five more women assumed deputy head positions.
- Reporting on gender distribution for senior leadership appointments includes active employees, temporary and acting assignments greater than 30 days. All deputy heads are included in the reporting except for the Clerk of the Legislative Assembly. Midyear reporting is from January 2023 to the end of June 2023.
- The specifics of an individual deputy head's income, such as salary and severance provisions, are confidential details of their individual employment contracts. It is not currently possible to release this type of personal information under the Access to Information and Protection of Privacy Act.

Approved by:


Public Service Commissioner
Date Approved

Session Briefing Note**Fall 2023****Gender Pay Equity in YG**Public Service
Commission

Recommended response:

- The Yukon government is committed to equal pay for equal value, as it is defined under the *Human Rights Act*, and does not engage in discriminatory practices regarding salary decisions.
 - Salaries for Yukon government positions are determined by established pay grids, and salaries are increased according to collective agreements and Section M, which sets out terms and conditions for managers.
 - In some cases, employees may negotiate their starting salary when they join the Yukon government. Recent data shows that starting salaries between men and women are comparable, and on average, women who start in management positions have a higher starting salary than men.
-

Context—this may be an issue because:

- There has been recent media attention on gender pay gaps in large organizations in Canada.
-

Background:

- An initial analysis of salary upranges in 2018 found potential systemic differences in starting pay between men and women in the Yukon government. Since then, the systemic difference has been minimized.
 - PSC has tracked salary uprange data – that is, the amount above the minimum salary that a new employee negotiates when they join the Yukon government – in recent years as a key metric for diversity and inclusion.
 - The most recent salary uprange data available, from January 2023, shows that this gap in salary upranges between men and women has closed.
-

Session Briefing Note

Fall 2023

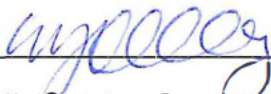
Gender Pay Equity in YG

Public Service
Commission

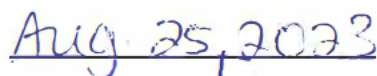
- Salary differences between men and women in the Yukon government in general may stem in part from gender representation in different types of jobs (for example, higher representation of women in health care fields, and higher representation of men in trades roles).
- As of August 1, 2023, approximately 63% of all Yukon government employees are women.
- The following table shows the average hourly starting pay since the 2018-19 fiscal year for men and women in non-management and management positions.

Year	Men	Women
2018-19	\$40.12	\$36.22
2019-20	\$41.09	\$38.34
2020-21	\$41.42	\$41.14
2021-22	\$43.30	\$40.40
2022-23	\$42.66	\$41.34

Approved by:



Public Service Commissioner



Date Approved

Session Briefing Note**Fall 2023****Size of Government/
FTE Growth**Public Service Commission

Recommended response:

- Based on actual hours worked, there were approximately 5,250 FTEs across the Yukon government workforce over the 2022 calendar year.
- This is a decrease of nearly 74 FTEs, or a 1.3 per cent decrease, over the previous calendar year.
- The decrease in FTEs is mainly due to the government's changed response to COVID-19.

Additional response:

- While the size of the Yukon government has increased in recent years, it's grown at a rate consistent with trends over the last two decades as government has adapted to serve a changing society.
- Growth in the departments of Education and Health and Social Services accounts for most of the overall growth in FTEs in the past decade, as the Yukon government has expanded and improved services for Yukoners.

Context—this may be an issue because:

- The 'size of government' is a topic of consistent media and opposition interest.
-

Background:

- The Yukon Financial Advisory Panel report devoted several pages to the "size of government" and growth in spending as a share of GDP (gross domestic product). The report did not provide details that may account for the growth trends. For example:

Session Briefing Note**Fall 2023****Size of Government/
FTE Growth**Public Service Commission

- Growth in government spending as a share of GDP between 1980 and 2015 is partly explained by a notable drop in Yukon's GDP after the 1982 shut-down of the Faro mine.
- Growth in the number of YG jobs as a percentage of the Yukon population is partly attributable to devolution of federal programs.
- Since 2003, 250 federal employees have transferred to YG through devolution of the Northern Affairs Program (246) and a component of Human Resources and Skills Development (4).
- Aside from growth related to devolution, YG has responded to pressures to both expand services and improve service standards in a number of areas, particularly in health care and education.
- The Yukon Bureau of Statistics (YBS) reports monthly on Yukon employment, including a breakdown of employment by public and private sector. This data is based on estimates from Statistics Canada's Labour Force Survey.
- Public and private sector employment in the YBS monthly reports is measured by the number of employed persons in each sector and includes full-time, part-time, permanent, and temporary employees.
- The YBS data for public sector employees includes employees of territorial, federal, municipal and First Nation governments, as well as employees of organizations that are publicly funded such as schools, post-secondary institutions, and hospitals. The YBS data is not broken down by public sector employer. Growth in public sector employment in Yukon is sometimes mistakenly attributed wholly to growth in the Yukon government.

Measuring FTEs

- The FTEs tracked and reported through PSC are based on actual hours worked, measured after the fact. They are determined by looking at all staffed positions, taking part-time jobs and unconventional working hours into account, and calculating how many full-time hours have been worked. Total FTEs are therefore impacted by the number of positions that are vacant within the reporting period.

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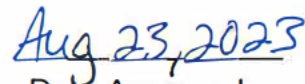
**Size of Government/
FTE Growth**

Public Service Commission

- These FTEs are not equivalent to the projected FTEs reported in the Main and Supplementary budgets.
- The Public Service Commission and the Department of Finance are working together to review both approaches to reporting and to explore further options for improvements in the future.
- See attached Appendix for the number of FTEs by department from 2012-2022.

Approved by:


Public Service Commissioner


Date Approved

Appendix – Number of FTEs by Hours Worked

Total FTEs by Department: 2012 - 2022

Department	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Community Services	288.9	282.2	280.3	283.2	281.7	292.3	298.5	296.4	319.6	337.8	329.3
Economic Development	50.8	52.4	55.3	54.2	52.8	44.2	48.1	50.0	49.9	55.4	56.5
Education	897.6	934.7	935.7	944.7	980.7	1,060.4	1,056.6	1,043.9	1,045.1	1,094.5	1,074
EMR, YDC	253.0	259.4	262.7	266.9	269.8	265.0	255.0	259.7	248.6	264.9	264.7
Environment	191.6	196.5	195.9	203.9	205.5	209.2	213.3	211.3	218.7	228.3	235.3
Executive Council Office	87.3	88.4	90.7	100.7	93.6	84.1	89.0	93.6	87.2	87.5	86.4
Finance	52.8	51.9	54.2	53.9	65.0	80.9	89.7	89.8	79.4	73.1	72
French Language Services Dir.	-	7.7	12.7	14.0	15.5	20.6	23.0	23.6	22.4	23.4	19.3
Highways & Public Works	768.1	776.6	782.5	792.4	788.5	765.7	785.8	813.7	841.0	863.4	870.7
Health & Social Services	905.9	944.3	965.7	958.6	1,021.1	1,114.8	1,183.6	1,408.5	1,479.2	1,488.9	1,441
Justice	247.8	255.3	277.9	275.9	276.2	285.7	275.1	279.2	281.7	296.0	302.5
Leg Assembly and Elec.	11.1	8.2	8.3	10.6	11.6	9.8	8.9	9.3	8.6	8.3	8.7
Public Service Commission	94.4	97.5	95.1	97.3	97.6	101.6	110.6	118.1	138.1	151.8	148.9
Tourism & Culture	97.7	101.0	102.9	100.4	105.2	105.2	106.9	105.9	100.7	106.1	105.8
WCHSB	76.9	76.4	75.4	75.9	79.4	79.2	81.2	84.2	86.2	85.2	78.9
Women & Gender Equity Dir.	8.0	7.6	7.1	6.3	7.1	7.9	8.2	8.5	9.1	8.0	7.5
Yukon Housing Corporation	69.5	71.1	71.8	72.0	65.2	63.9	65.8	64.3	64.1	68.1	65.1
Yukon Liquor, Lotteries Yukon	63.2	60.9	60.4	61.6	63.5	74.0	79.3	84.3	82.4	82.7	83
YG Total	4,164.6	4,272.1	4,334.6	4,372.7	4,479.9	4,664.5	4,778.5	5,044.3	5,162.1	5,323.6	5,249.8
FTE count change over previous year		107.5	62.5	38.1	107.2	184.6	114.0	265.8	117.8	161.5	-73.8
Percent change over previous year		2.6%	1.5%	0.9%	2.5%	4.1%	2.4%	5.6%	2.3%	3.1%	-1.3%

Full-time Equivalents (FTEs) are determined by looking at all staffed positions, taking part-time jobs and unconventional working hours into account, and calculating how many full-time hours have been worked over a period of time. With this measure, two half-time jobs would count as one FTE.

Introduction

- Yukon government employees provide services that Yukoners count on every day.
- Our public service includes the teachers in our schools, the nurses in our community clinics, and the road maintenance workers who keep our highways safe.
- It also includes people who do the critical work behind the scenes to keep our government running, like maintaining IT systems, processing payroll, and managing records.
- While Yukon Bureau of Statistics data shows growth in the public sector, those numbers capture other public sector employers, too.
- And while the Yukon government has grown in recent years, it's grown at a rate consistent with trends over the last 20 years.
- We've hired new public servants to ensure the government can respond to the complex challenges of a changing society.

Public sector jobs data from the Yukon Bureau of Statistics

- Public sector job numbers from the Yukon Bureau of Statistics are sometimes used to criticize growth in the Yukon government since 2016.
- But this is misleading. What the Bureau of Statistics data shows is the number of jobs in the public sector as a whole, based on data estimates from Statistics Canada's Labour Force Survey.
- The number of public sector jobs in the Bureau of Statistics' reports include jobs in territorial, federal, municipal and First Nation governments, as well

as employees of publicly funded organizations such as schools, post-secondary institutions, and hospitals.

- This number isn't the same as the number of jobs in the Yukon government, though of course the Yukon government is a major employer in the territory.
- The size of the public administration sector in the Yukon is similar to that of the Northwest Territories and Nunavut.
- In all three territories, the public administration sector is the largest source of employment.
- This reflects the unique economic, geographic, and demographic realities of the north.

Measuring growth in the Yukon government

- It is true that there has been an increase in the number of employees working for the Yukon government in recent years.
- However, that growth is consistent with the rate at which the Yukon government has grown over the last two decades.
- The most accurate measurement of the size of the Yukon government public service is in FTEs, or full-time equivalents.
- Based on actual hours worked, there were 5,250 FTEs across the Yukon government workforce over the 2022 calendar year.
- This is a decrease of about 74 FTEs, or 1.3 percent decrease, over the previous calendar year of 2021.

- While there may be several reasons for this decrease, it's primarily due to the government's changed response to COVID-19.
- The majority of the decrease in FTEs from 2021 to 2022 came from the departments of Health and Social Services and Education.
- Overall, FTEs in the Yukon government have grown since 2012, by an average of about 3 percent per year.
- But this is actually a lower rate of growth than the 20-year average. Over the past 20 years, Yukon government FTEs increased an average of about 3.9 percent a year.

Reasons for public service growth

Population growth

- The reality is, changes in our territory in recent years have meant that we need more public servants to deliver the programs and services that Yukoners count on.
- We have more people moving to our beautiful territory – the secret is out that the Yukon is an amazing place to live.
- According to Statistics Canada, between 2016 and 2021, the Yukon had the highest rate of population growth of any Canadian province or territory.
- Even over the last ten years we have seen substantial population growth.
- As per Yukon Bureau of Statistics, from March 2013 to March 2023 the Yukon's population has grown by 8,285 people, or 23 percent.

- As we welcome people to the Yukon from other parts of Canada and from other places in the world, we know this means greater need for public services.
- Like education, for example. Student enrolment in our schools grew about 12 percent between May 2016 and May 2023.
- And we've hired more teachers to respond to that need. In the 2020-21 school year, we hired an additional 23 educators.
- In addition to the 23 educators, as announced this past August, we are committed to inclusive and special education by hiring 81 new full-time student support positions over the next three years.
- This means 40 positions in the 2023-24 school year. 21 positions in 2024-25. The remaining 20 positions in 2025-26.
- These new positions, include school wellness counsellors, education assistants, and learning assistance teachers.

Aging population

- Demographics is another factor we have to consider when looking at the size of our public service.
- Like in the rest of Canada, our Yukon population is getting older.
- The number of people over age 65 has increased by 3,000 over the past ten years, and that number is expected to double in the next two decades.
- As people age, their health care needs become more complex, and we have hired more employees to make sure our seniors and elders get the care they deserve.

- We've hired more home and community care staff, to help people live independently and age in place.
- And we've opened Whistle Bend Place, a state-of-the-art continuing care home, to meet the needs of our aging population. When it opened, this facility hired over 140 Yukoners to fill professional roles.

Other improvements in service delivery

- We're proud of the work this government has done to improve services for Yukoners in health care and education, which has meant hiring more staff.
- Additional FTEs in the departments of Education and Health and Social Services account for a large part of the overall growth in the public service in the past decade.
- We've added over 20 employees to staff mental wellness hubs in communities.
- We've established a First Nations school board and opened a new francophone secondary school.
- We're also improving our health care system by working to implement the recommendations of *Putting People First*.
- All of this work involves hiring additional health care and education professionals, and creating other jobs in the public service to make sure we are getting those improvements right.
- We're not done with our work to improve services for Yukoners. We've committed to further investing in our public service by hiring more

education and health care professionals, as part of the confidence and supply agreement.

Conclusion

- As with any issue, the numbers of public sector and public service jobs don't tell the whole story.
- Statistics about the number of jobs in the Yukon's public sector are not the same as the number of Yukon government employees.
- And while the Yukon government public service has grown in recent years, this growth is consistent with trends in government growth over the past two decades.
- The Yukon government has hired the staff it needs to deliver critical public services to Yukoners.
- The point I want to end with is this: the employees that are represented in these job statistics are not just numbers in a spreadsheet.
- Behind those numbers are the people who teach our children in our schools, care for our elders in our continuing care facilities, and deliver critical mental health services in our communities.
- They are real people who come to work every day in the public service with a commitment to serve Yukoners.
- Thank you.

Session Briefing Note**Secondments**

Public Service
Commission

Recommended response:

- Secondments are temporary assignments to, or from, the Yukon government involving another government, government agency or First Nation organization.
- Secondments benefit all parties involved by helping to address shortages of qualified personnel, increasing the effectiveness of inter governmental relationships, and supporting capacity development.
- The assignments range in length from one year to three years, with most being two years or less.
- Currently, there are 40 Yukon government staff on secondment to various Yukon First Nation governments or First Nation organizations.
- There is one Yukon First Nation government employee on secondment to Yukon government.

Additional response:

- There are also two Yukon government employees on secondment to the Federal government, two Yukon government employees on secondment to the Yukon University, and one Yukon University employee on secondment to Yukon government.
- The host organization is typically responsible for salary costs; however, this can be negotiated in some cases, such as when the employee is gaining valuable skills and knowledge which can be brought back to the home organization.

Context—this may be an issue because:

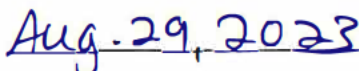
- Questions have been raised in previous sittings about the number and length of Yukon government (YG) secondments.

Session Briefing Note**Secondments**Public Service
Commission

Background:

- A 'Protocol to Govern Temporary Assignments Between First Nation Governments and the Yukon Government' outlines the considerations and arrangements associated with secondments with First Nation governments and organizations. The protocol was created in 1997 and was updated in 2022 as part of the implementation of Breaking Trail Together, YG's representative public service plan.
- The Public Service Commission maintains a webpage on the corporate intranet to post and promote secondment opportunities with other governments.
- Secondments are governed by a Temporary Assignment Staffing Directive, and can include assignments with the federal government, municipal governments, hospitals, other government agencies and First Nation organizations.

Approved by:

Public Service Commissioner

Date Approved

Session Briefing Note**Recruitment and Retention in
the YG Public Service**Public Service
Commission

Recommended response:

- Like governments across Canada, the Yukon government is facing staffing challenges for some positions, such as health care professionals and teachers, because of labour market shortages.
- While individual departments lead recruitment planning and strategies for their own specific workplaces, the Public Service Commission is supporting departments with initiatives to address recruitment and retention challenges across all of government.
- Some of the initiatives that we are working on include:
 - streamlining hiring practices through process improvements;
 - conducting research to understand the barriers Indigenous employees and members of other marginalized groups experience throughout the recruitment process; and
 - focusing on psychological health and safety initiatives to help ensure our workplaces are welcoming for everyone.

Additional response:

- We are continually working to ensure the Yukon government public service is recognized as an employer of choice, and that talented people are attracted locally and nationally to meet the operational and strategic needs of today and tomorrow.
- Yukoncareerpath.ca was recently launched this past spring. The site offers a variety of resources and information for any potential job seeker including details about benefits and career development that make the Yukon government, one of Canada's Top 100 Employers. The site also provides information about living in the territory including

Session Briefing Note**Recruitment and Retention in
the YG Public Service**Public Service
Commission

profiles of each community and more information about recreation, arts and First Nations culture.

Context—this may be an issue because:

- Recruitment and retention, especially of health care professionals and teachers, was topical during past sessions. Labour market pressures and the effects of the pandemic continue to pose challenges in recruitment and retention for Yukon government and many employers.
-

Background:

- Identifying and attracting the best people is one of the overarching goals under the People Plan, the Yukon government's strategic public service plan.
- The People Plan was developed, in part, as a response to the 2018 Government Internal Audit Services report on Talent Acquisition and Retention and includes specific strategies to support the acquisition of 'talent'.
- Several strategies in the People Plan contribute to talent acquisition and retention, including supporting employee wellbeing, embracing diversity and inclusion, enhancing internal mobility, and supporting employee growth and development.
- A tightening labour market has made recruitment and retention increasingly challenging in recent months for employers in the Yukon and across Canada. Contributing factors include:
 - aging workforce demographics, including aging demographics of the Yukon;
 - limited supply of key professionals across Canada, including health care and education professionals; and
 - pandemic impacts, including employee burnout and higher rates of retirement, that have exacerbated existing trends.

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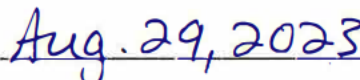
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**Recruitment and Retention in
the YG Public Service**Public Service
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- As of July 2023, the Yukon's unemployment rate was 3.7 per cent while the labour force participation rate was 72.4 per cent. The national unemployment rate was 5.5 per cent. The Yukon's unemployment rate is the lowest in Canada.
- Retirements are expected to contribute to labour market pressures. The following table shows total retirements from the Yukon government for each calendar year since 2018.

Calendar Year	Total Retirements
2018	173
2019	196
2020	134
2021	202
2022	193

Approved by:


Public Service Commissioner
Date Approved

Session Briefing Note**Values and Ethics in the Public Service**Public Service
Commission

Recommended response:

- Yukoners expect that Yukon government public servants will deliver programs and services in a manner that meets the highest standards of integrity, ethics, and professionalism.
 - This past summer, the Yukon government launched a Values and Ethics Code for public servants to help ensure that employees understand common values which guide public service work and expected behaviours in the workplace.
 - The Values and Ethics Code integrates existing laws and policies that guide the conduct of public servants, such as the *Public Service Act*, the *Conflict-of-Interest Policy*, and the *Respectful Workplace Policy*, into a single easy-to-read document.
 - Online training on the Values and Ethics Code is available for all Yukon government employees. Work is ongoing to embed the Code into onboarding and other human resources processes.
-

Context—this may be an issue because:

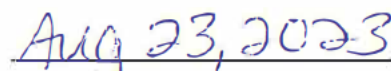
- In the past several years, there have been occasional local media stories and reports on the conduct of Yukon government employees. Questions may arise relating to public service values and ethics.
-

Background:

- Employees' obligations to act ethically already exist in the Yukon government's corporate human resources policies, in the *Public Service Act* and other legislation, and in common law.
-

Session Briefing Note**Fall 2023****Values and Ethics in the Public Service**Public Service
Commission

- However, until the launch of the Values and Ethic Code, there was no one document that clearly described in plain language what is considered professional conduct in the Yukon government public service.
- The code is a new corporate human resources policy in the General Administration Manual (GAM) Volume 3.
- The Values and Ethics Code provides clarity for all employees about the common values that guide their work as public servants, the behaviours expected of them, and the legal and institutional framework in which they operate.
- The Values and Ethics Code also provides increased clarity for the employer to resolve human resources issues.
- In 2018, the Public Service Commission conducted extensive research and engagement to develop a draft values and ethics code. That work included engagement with the Yukon Association of Education Professionals and the Yukon Employees' Union and with senior leaders in Yukon government departments.
- In February 2023, both the Yukon Association of Education Professionals and the Yukon Employees' Union were again asked for their feedback on a revised version of the code. The Code was formally approved in spring 2023 and launched to employees a few months later.
- Developing a Values and Ethics Code for public servants was a Public Service Commission led action identified in the Safer Schools Action Plan.

Approved by:
Public Service Commissioner
Date Approved

Session Briefing Note**Oath of Allegiance – Public
Service Act Amendment**Public Service
Commission

Recommended response:

- The Public Service Act was amended this past spring to remove the requirement for public servants to take an oath of allegiance to the Crown when joining the public service.
- This change supports our efforts to be an inclusive employer and to remove barriers in our hiring process for job candidates from under-represented groups, including some Indigenous employees who may have strongly held beliefs about the colonial relationship between Indigenous people and the Crown.

Additional response:

- Public servants and coroners continue to take an oath of office in which they promise to do their jobs faithfully and to keep information confidential. The oath of office has been modernized and updated to clearly reflect that public servants loyally serve Yukoners through their democratically elected government.
- The change to remove the oath of allegiance does not affect the ethical obligations for all employees that already exist in policy and law.

Context—this may be an issue because:

- There may be questions about implementation of changes to the Public Service Act made in spring 2023 to remove the oath of allegiance requirement for public servants.
-

Background:

- Previously, the Public Service Act required new employees to take both an oath of office and an oath of allegiance. The Coroners Act had a similar provision for
-

Session Briefing Note

Fall 2023

Oath of Allegiance – Public
Service Act AmendmentPublic Service
Commission

coroners, who are appointed from among members of the public service. Both acts were amended in spring 2023 to remove the oath of allegiance requirement.

- The oath of office is a promise that public servants will do their jobs faithfully and keep information confidential. An oath of allegiance is a promise of loyalty to the Crown.
- The oath of allegiance was identified as a barrier in the Yukon government's hiring process, by employees and human resources professionals. Removing this barrier in the government's hiring process supports the goals of Breaking Trail Together, Yukon government's plan for a representative public service.
- Removing the oath of allegiance requirement does not change public servants' responsibilities to act ethically and to serve Yukoners through their democratically elected government. Ethical obligations for public servants are now clearly articulated in a new Values and Ethics Code.
- New employees continue to take an oath of office when they are appointed to a position in the public service. The language of the oath of office was recently updated as part of implementing the changes to the Yukon government's approach to oaths.
- Only employees newly appointed to a position in the public service are required to take the oath of office. Existing employees and employees who move jobs within the public service are not required to re-take the updated oath of office.
- The updated oath of office notes that public servants are loyal to Yukoners through serving their democratically elected government. It also includes a reference to YG's recently introduced Values and Ethics Code.

Approved by:



Public Service Commission

Aug 23, 2023

Date Approved

Session Briefing Note**Diversity and Inclusion in the YG
Public Service**Public Service
Commission

Recommended response:

- As an employer, we are committed to providing culturally safe, diverse, and inclusive workplaces for all employees.
- Some of the Yukon government's initiatives to further diversity, inclusion and belonging in the public service include:
 - extending the Indigenous hiring preference, an action under the representative public service plan, Breaking Trail Together, to 2029;
 - leading a corporate research project to understand the barriers Indigenous employees experience throughout the recruitment process;
 - ensuring the public service is a welcoming place to work for two spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, and asexual, plus employees, as part of the LGBTQ2S+ Inclusion Action Plan, by creating and supporting a new employee forum. The YG Pride employee resource group meets regularly to support employees who are members of the community as well as allies;
 - launching the "Conversations with Diversity" speaker series, which features speakers from a variety of diverse groups, locally and outside of the Yukon, and is available virtually to all Yukon government employees;
 - supporting the Indigenous Employees' Forum (IEF) which provides members opportunities to network, access a culturally safe support system and build relationships with Indigenous role models;
 - organizing the annual Indigenous Employees' Award of Honour;

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Diversity and Inclusion in the YG Public Service

Public Service
Commission

- establishing positions in the Organizational Development branch and Respectful Workplace Office that are dedicated to cultural safety, inclusion and Indigenous priorities;
- reserving seats in our Leadership Pathways program for Indigenous employees; and
- providing regular, government-wide training in the areas of anti-racism, unconscious bias, cultural safety, intercultural competency, and residential school awareness.

Additional response:

- The Yukon Human Rights Act, collective agreements, and the *Respectful Workplace Policy* all address discrimination and how to support respectful workplace conduct.
- The Public Service Commission promotes cultural safety and addresses racism through training, capacity building, and leadership programs.

Context—this may be an issue because:

- Questions may arise relating to racism, diversity, and inclusion in the public service.

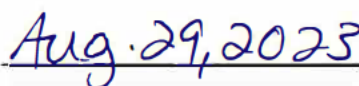
Background:

- Embracing diversity and inclusion is a key action identified in the People Plan, the Yukon government's corporate human resources strategy.
- There are legal, social, and economic imperatives to ensure the Government of Yukon's public service is diverse, inclusive, and representative of the public we serve.
- The Yukon government also has legal obligations under the Final Agreements with Yukon First Nations to develop a plan to increase representation of

Session Briefing Note**Diversity and Inclusion in the YG
Public Service**Public Service
Commission

Indigenous people in its workforce to a level proportional to the Indigenous population within the Yukon.

- As part of the LGBTQ2S+ Inclusion Action Plan recommendations, a new YG Pride employee resource group was established to provide a safe and welcoming space for LGBTQ2S+ employees and allies to come together, share their experiences, and support one another. The group was formed in 2022 and meets every two months.
- Additional initiatives to further diversity and inclusion in the public service include:
 - delivering the American Sign Language Interpreter program;
 - improving data on diversity within the public service by modernizing the 'Self-Identification Form', otherwise known as the workforce census. This work will include updating language related to equity groups, potentially including 2SLGBTQIA+ employees, and launching a campaign to increase response rates across YG departments; and
 - further integrating Gender Inclusive Diversity Analysis (GIDA) by incorporating a diversity and inclusion lens in all People Plan projects.

Approved by:
Public Service Commissioner
Date Approved

Session Briefing Note

Public Service
Commission

**Identifying Barriers to
Indigenous Recruitment and
Retention – Public Engagement**

Recommended response:

- The Yukon government is committed to achieving the vision of Breaking Trail Together by creating an engaging and inclusive workplace experience where employees feel safe, supported and respected as professionals.
- The Yukon government is aware that some Indigenous people experience barriers to employment with the Government of Yukon, and advancement within the organization.
- The identifying barriers to Indigenous recruitment and retention project is seeking to both understand, and address barriers that Indigenous applicants and employees experience throughout the recruitment process and employee experience with the Yukon government.

Additional response:

- A public engagement ran from June to July of 2023 that sought to gather information and stories from both our current and former employees, and members of the public.
- Information gathered from this engagement will inform our report and recommendations for next steps, as well as the next operational plan for Breaking Trail Together. A 'What we heard' report will also be released upon the project's completion.

Context—this may be an issue because:

- The Premier's 2023 mandate letter directs the Minister responsible for the Public Service Commission to continue to implement Breaking Trail Together: an inclusive Yukon Public Service.
-

Session Briefing Note

Public Service
Commission

Identifying Barriers to Indigenous Recruitment and Retention – Public Engagement

Background:

- Chapter 22 of Yukon First Nation Final Agreements obliges the Yukon government to develop a plan to increase representation of Indigenous people in its workforce to a level proportional to the Indigenous population within Yukon.
- Breaking Trail Together, an Inclusive Yukon Public Service, was endorsed by the Yukon government and six Yukon First Nation governments at the September 2019 Yukon Forum. The last representative public service plan began implementation with endorsements from seven Yukon First Nation governments.
- Breaking Trail Together is a ten-year strategic plan and is implemented through successive three-year operational plans.
- The plan is built around three pillars:
 - responsive and barrier-free recruitment;
 - culturally safe and supportive work environments; and
 - training and development opportunities.
- Preference hiring of qualified candidates who self-identify as Yukon First Nation or Indigenous ancestry has been in place at the Yukon government since 2020.
- The hiring preference is a two-tier system. It gives qualified candidates of Yukon First Nation ancestry first priority, and second priority to qualified candidates of Canadian Indigenous ancestry.
- The goal of preference hiring is to increase the representation of Indigenous people within the public service in different occupations and pay levels.
- The percentage of Yukon government employees who self-identify as Indigenous has remained at about 14 per cent since this initiative was introduced.
- The survey covers topics such as recruitment process, online application platform and how the Yukon government can make workplaces more inclusive for Indigenous people.

Approved by:


Public Service Commissioner

Aug. 24, 2023
Date Approved

Session Briefing Note**Representative Public Service Plan
– Indigenous Hiring Preference
Project**Public Service
Commission

Recommended response:

- We continue to work together with First Nation governments to implement our representative public service plan, entitled Breaking Trail Together, an Inclusive Yukon Public Service.
- A key action under the Plan is a project to preference all Yukon government job competitions to qualified Canadian Indigenous applicants, with a priority given to qualified Yukon First Nation applicants.
- The project began in 2020 as a pilot and has been extended to 2029, the full length of Breaking Trail Together. We know how important it is for our public service to reflect the communities we serve, and extending this work will enhance our efforts to reach this important goal.

Additional response:

- Other actions we are taking under the Plan include:
 - creating internship and summer employment opportunities in Yukon government for Indigenous post secondary students;
 - conducting research to identify and address barriers impacting Indigenous recruitment and retention within Yukon government; and
 - maximizing use of the Indigenous Recruitment and Development Program, which helps Indigenous candidates overcome barriers to employment through training opportunities including apprenticeships.

Session Briefing Note**Representative Public Service Plan
– Indigenous Hiring Preference
Project**Public Service
Commission

- Work is underway to develop the next three-year operational plan for Breaking Trail Together, in collaboration with Yukon First Nation governments. Findings from the 'Identifying barriers to Indigenous recruitment and retention project will inform our next plan'.
 - The annual report for Breaking Trail Together will be released this fall, which will provide an update on our progress towards this important work.
-

Context—this may be an issue because:

- The Premier's 2023 mandate letter directs the Minister responsible for the Public Service Commission to implement Breaking Trail Together.
-

Background:

- Chapter 22 of Yukon First Nation Final Agreements obliges the Yukon government to develop a plan to increase representation of Indigenous people in its workforce to a level proportional to the Indigenous population within Yukon.
 - Breaking Trail Together, an Inclusive Yukon Public Service, was endorsed by the Yukon government and six Yukon First Nation governments at the September 2019 Yukon Forum. The last representative public service plan began implementation with endorsements from seven Yukon First Nation governments.
 - Breaking Trail Together is a ten-year strategic plan and is implemented through successive three-year operational plans.
 - The plan is built around three pillars:
 - responsive and barrier-free recruitment,
 - culturally safe and supportive work environments, and
 - training and development opportunities.
 - The current operational plan contains 25 actions, of which 19 are completed or in progress. The remaining actions will be rolled into the next operational plan. The pandemic and response delayed progress on some actions.
-

Session Briefing Note

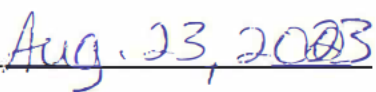
Representative Public Service Plan – Indigenous Hiring Preference Project

Public Service
Commission

- According to the 2021 federal census, Indigenous people represent approximately 22% of the Yukon population. Current Indigenous representation in the Yukon government workforce is approximately 14% (according to the July 2023 statistics from the Yukon government workforce census, which relies on voluntary participation and self-identification). The representation level fluctuates throughout the year.
- Over the course of the Indigenous hiring preference initiative from October 2020 to July 2023, of 1649 hired individuals, 172 were of Indigenous ancestry. Of these 172 individuals, 66 were of Yukon First Nation ancestry and 106 were of other Canadian Indigenous ancestry.
- The pandemic has had an adverse impact on the labour market. The labour force participation rate of the Indigenous population in the Yukon decreased from 71.9 per cent in 2019 to 58.2 per cent, recovering somewhat to 63.5 per cent in 2021. More recently in 2022, the participation rate was 62.5 per cent. The figure for 2023 will not be available until January 2024.

Approved by:


Public Service Commissioner


Date Approved

Session Briefing Note**People Plan**Public Service
Commission

Recommended response:

- We are working to ensure the Yukon government's public service is strong, engaged, and able to effectively deliver programs and services to Yukoners.
- The People Plan is a collaboratively developed human resources strategy intended to support our ongoing efforts to develop an inclusive, engaged and effective public service.
- Several priority projects are underway to put the People Plan into action, including improving recruitment practices, streamlining human resource processes, the identification of projects and initiatives that begin to address the issues of cumulative stress, sexual harassment, and burnout.

Additional response:

- Based on engagement with other Yukon government departments, multiple projects were identified and are currently being implemented under the People Plan.
- The current People Plan expires at the end of 2023 and plans are underway to report on the current plan in the spring of 2024 and design the new plan for launch in 2024.

Context—this may be an issue because:

- The Premier's 2023 mandate letter directs the Minister responsible for the Public Service Commission to continue to implement the People Plan.
-

Background:

- The People Plan focuses on five overarching goals, including:
 - create an engaging and inclusive workplace experience;
 - identify and attract the best people;
-

Session Briefing Note

Fall 2023

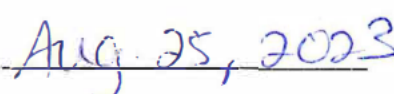
People Plan

Public Service
Commission

- develop the capacity of our people leaders;
- develop and empower employees; and
- build a culture of continuous improvement.
- PSC has a long history of strategic planning and enterprise-wide human resource initiatives aimed at strengthening and empowering employees and the organization.
- The People Plan builds on past initiatives, incorporating feedback from across the Yukon government to strategically prioritize and focus on current needs and objectives. The People Plan was released in 2019 and covers a time frame from 2019-2023. Projects under the People Plan are regularly tracked and monitored with current plans to produce a progress report in the spring of 2024.
- The People Plan was developed, in part, as a response to the 2018 Government Internal Audit Services report on Talent Acquisition and Retention, and it includes specific strategies to support the acquisition of talent.
- In early 2022, PSC identified the following corporate human resource priority projects to meet the goals of the People Plan:
 - Identifying barriers to Indigenous recruitment and retention and shift to a principles-based approach in the recruitment process.
 - Streamline human resource processes across the Yukon government.
 - Conduct a review of psychological health and safety in the workplace.
- In addition to these corporately sponsored priority projects, various additional projects are underway either led by the Public Service Commission or led by departments in close collaboration with PSC.

Approved by:


Public Service Commissioner


Date Approved

Session Briefing Note**Interview and Relocation
Expense Directive**Public Service
Commission

Recommended response:

- The Government of Yukon may offer reimbursement of interview and relocation expenses for job candidates and newly hired employees who are moving to the territory from another jurisdiction.
- The process for providing this support is set out in the Interview and Relocation Expense Directive.

Additional response:

- A review of the directive will consider more flexible options that will ensure we balance fiscal responsibility with the ability to attract the right people to meet the operational and strategic needs.
- For the 2022-23 fiscal year interview and relocation expenses totaled \$916,839.82.
- Over the past six fiscal years, total interview and relocation expenses across the Yukon government averaged about \$800,000 per year. This number fluctuates from year to year.

Context—this may be an issue because:

- In fall 2021 and spring 2022, the Official Opposition asked questions about the Yukon government's relocation policy and expenses associated with the policy.
-

Background:

- The relocation benefits outlined in the directive include but are not limited to:
 - standard travel and accommodation expenses;
 - handling, transport and storage of household items; and
 - real estate and legal fees.

Session Briefing Note

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Interview and Relocation Expense Directive

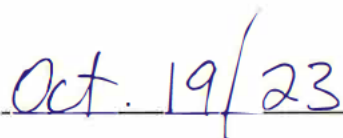
Public Service
Commission

- Under the current directive, departments must choose whether to offer new hires relocation assistance to cover the cost of their entire move, or to offer no relocation assistance at all.
- A relocation under this directive can cost a significant amount, depending on where the candidate is relocating from. The overall cost of a relocation is unknown until well after a job offer is made, which results in budgetary uncertainty for departments.
- The directive was last revised in 2009.
- The following table lists total interview and relocation expenses for the past five fiscal years.

Fiscal Year	Total Expenses
2017/18	\$639,929.32
2018/19	\$899,603.04
2019/20	\$1,061,728.06
2020/21	\$827,196.30
2021/22	\$554,039.48
2022/23	\$916,839.82

Approved by:


Public Service Commissioner


Date Approved

First Nation School Board and Education Pay Issues

Public Service
Commission

First nation school board response:

- We value the tireless efforts from staff at the First Nation School Board and all our employees in the field of education that provide quality education to our students.
- We are committed to ensuring that all staff at the First Nation School Board are paid accurately and on time.
- As soon as it comes to light that an employee has been missed in the regular pay run, departmental HR, and the Public Service Commission work together to rectify the situation as soon as possible, which this case included issuing manual cheques.

Hiring of on-call teachers response:

- We value all our on-call teachers and acknowledge their important work in ensuring classrooms operate efficiently as possible and for their efforts in providing a quality education to our students.
- There is no correlation between the hiring process for on-call teachers and pay. Due to the potentially infrequent nature of on-call work, on-call teachers are timesheet driven but the way they are hired does not directly impact pay.
- Both the Public Service Commission and the Department of Education are working to improve documentation processes to ensure employees are onboarded quickly and hours worked are submitted prior to pay cut off dates.

Context—this may be an issue because:

- The First Nations School Board indicated that some staff had not been paid since the beginning of the school year.

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Fall 2023

First Nation School Board and Education Pay Issues

Public Service
Commission

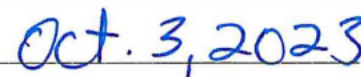
- A media interview on September 28, 2023, with the Yukon Association of Educational Professionals president focused on some teachers not getting paid on time that is due to the systematic complications from the way on-call teachers are hired on a temporary contract.

Background:

- The Executive Director, First Nation School Board raised the issue of staff not being paid to the Deputy Minister, Education on September 19, 2023.
- September 20, 2023, Public Service Commission Payroll reached out to the Department of Education Human Resources to get a list of employees who were missing pay and discuss issues with documentation.
- Department of Education employees that did not receive pay in the September 20, 2023, regular pay run was issued manual cheques as part of a special pay run.
- Payroll operations run on a very tight schedule and must have all the necessary information submitted from departments to meet deadlines for banking transactions.
- On call teachers ensure that education can continue even when regular teachers are absent due to illness, professional development, or other reasons. This helps maintain the consistency and progress of the curriculum.
- All on-call teacher jobs end after each school year. An on-call teacher must apply each year to be on the teacher-on call list through the online system.

Approved by:


Public Service Commissioner


Date Approved

Session Briefing Note**Fall 2023****Temporary Assignment
Interest List**Public Service
Commission

Recommended response:

- The Temporary Assignment Interest List (TAIL) is being implemented to fulfill Action Item number 23 under the Action Plan for the Hidden Valley Elementary School. TAIL is in a pilot phase until November 2024.
- The Action Plan was in response to recommendations from the January 31, 2022, independent review report.
- Action Item 23 is to enhance opportunities for public servants to take positions in different departments to promote employee development and reduce silos, including promoting temporary assignments.
- As recorded on November 2, 2023, 168 employees have expressed interest in being included in the Temporary Assignment Interest List.
- As recorded on November 3, 2023, there are 778 employees on a temporary assignment within the Yukon government.

Context—this may be an issue because:

- The Temporary Assignment Interest List (TAIL) is an action item under the Action Plan for the Hidden Valley Elementary School and there might be interest.

Background:

- The Public Service Commission's Staffing and Management Solutions branch is responsible for TAIL.
- TAIL informs hiring managers of employees who are interested in temporary assignments by creating a Yukon government-wide interest list and sharing it with human resource departments monthly.
- Eligible Yukon government employees who would like to be considered for a temporary assignment can fill out a short form available on Yukonnect.
- This form collects details of an employee's current position and areas of possible interest for temporary assignment opportunities.
- Supervisor approval is not required to be on the list; however, it is recommended as supervisor approval is required to apply for or accept a temporary assignment.
- Employees who have completed the form will remain on the list for one year.

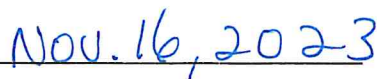
Session Briefing Note

Temporary Assignment
Interest ListPublic Service
Commission

- Departments are not obligated to use the list and it does not replace or change existing staffing methods.
- Employees are still encouraged to take an active role in the search for opportunities by discussing their interest with their supervisor or by following-up on any posted temporary assignments of interest.
- A temporary assignment is an acting assignment where an employee performs duties that are not part of their regular position.
- For example, an employee in a temporary assignment may perform all or some of the duties of an existing position that is temporarily vacant, or they may complete a special, one-time-only project.
- Temporary assignments are a staffing option that can help support operational needs, act as a valuable succession management tool and provide career and development opportunities for employees in the Yukon government.
- Typically, temporary assignments vary in length from 31 days up to two years. In some exceptional circumstances, temporary assignments may be extended beyond two years.
- Indeterminate, term and seasonal employees who have completed their probationary periods are eligible for temporary assignments. Auxiliary on-call employees can take temporary assignment opportunities but only within their own department and for 12 months or less. Casual employees are not eligible.
- During a temporary assignment an employee maintains rights to their substantive position.
- Some temporary assignment opportunities are processed as direct hires while others are posted and open to all interested and eligible employees. The decision to post, or direct hire for, a temporary assignment is left to the hiring department.
- Yukon government employees can view posted temporary assignment opportunities by logging into the e-recruitment job board.

Approved by:


 Public Service Commissioner


 Date Approved

Session Briefing Note

Support for New Health Authority

Public Service
Commission

Recommended response:

- The Public Service Commission is supporting the Department of Health and Social Services with planning for the overall human resources management function of a new, independent health authority, Health and Wellness Yukon.
 - The Public Service Commission is providing support in the areas of human resources management systems, pensions, union engagement, classification, personnel transfer, and legislation.
 - The Public Service Commission is also identifying and planning for the future state of the Yukon government resulting from this large organizational change.
 - Maintaining human resources operational support, functions, and systems for the rest of the Yukon government is a key priority while the Public Service Commission supports the creation of the new, independent health authority.
-

Context—this may be an issue because:

- The creation of Health and Wellness Yukon is a major commitment under Putting People First and there is interest in the human resource management function of a new, independent health authority.
-

Background:

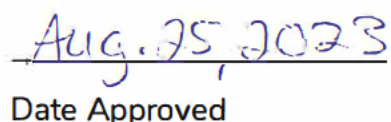
- One of the key recommendations in the Putting People First report is to create an arm's length government agency for the delivery of select health and social services – Health and Wellness Yukon.
 - Health and Wellness Yukon will be a new, arms-length government agency that delivers basic health and social services in the territory and contracts with non-governmental organizations or other providers to deliver specialty services on their behalf.
-

Session Briefing Note

Support for New Health AuthorityPublic Service
Commission

- Health and Wellness Yukon would manage the hospitals currently under the Yukon Hospital Corporation and primary care, long-term care and treatment facilities under the Department of Health and Social Services.
- The creation of an integrated health authority is to improve coordinated care between hospital care, long-term care homes, and social services.
- Key areas that the Public Service Commission is supporting include:
 - Human Resource Management Systems: Analysis and potential implementation of a new or upgraded human resource management system that may be used by both entities;
 - Pension: Review options and provide a labour relations analysis for multi-employer pension plan(s);
 - Union Engagement: support and guidance on union communication and negotiations;
 - Classification: Review the current classification plan and identify options that may be adopted by one or both entities;
 - Personnel Transfer: Conduct analysis of what positions may be transferred and a broader analysis of the options and implications for the transfer of personnel; and
 - Legislative Implications: Determine potential legislative impacts to the Public Service Act, Public Service Superannuation Act, Public Service Group Insurance Benefit Act, Public Interest Disclosure of Wrongdoing Act, and the Public Service Labour Relations Act.

Approved by:


Public Service Commissioner
Date Approved

Session Briefing Note**List of Departmental
Accomplishments**Public Service
Commission

Accomplishments:


- July 17, 2023: Launched a new Values and Ethics Code that integrates existing laws and policies that guide the conduct of public servants.
- July 11, 2023: Amended GAM 3.48 Workplace Health and Safety to improve the Yukon government's health and safety governance.
- June 26, 2023: Conducting a public engagement to learn more about barriers faced by Indigenous Yukoners in territorial government hiring practices and to gather feedback on the overall experience of Indigenous public servants employed by the Yukon government.
- June 20, 2023: Supported the implementation of the Safer Schools Action Plan by being the lead department on actions three, eight, nineteen, twenty, twenty-one and twenty-three.
- June 16, 2023: Led and organized the 2023 Premier's Award for Excellence and Innovation that recognizes the Yukon government's employees' exceptional accomplishments and celebrates their talent and teamwork.
- June 13, 2023: Led and organized Public Service Week activities to recognize and honour the efforts, commitment, and dedication of public servants across the Yukon government.
- June 6, 2023: Successfully negotiated and ratified a new collective agreement with the Yukon Employees Union that is fair, balanced, fiscally responsible and supports recruitment and retention efforts.
- April 26, 2023: Launched online training for all employees on Preventing Sexual Harassment in the Workplace.
- April 25, 2023: Launched the Yukon Career Paths website that showcases a range of opportunities and career paths in the Yukon government.
- March 9, 2023: Amended the Coroners Act and the Public Service Act to remove the Oath of Allegiance to the Crown and support the Yukon government's efforts to be an inclusive employer and remove barriers from the hiring process.

Session Briefing Note**List of Departmental
Accomplishments**Public Service
Commission

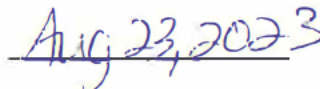
- January 12, 2023: Led and organized the 2022 Indigenous Employees' Award of Honour and the Naats Tláa Award that recognizes the accomplishments of Indigenous Yukon government employees who provide excellent service to the public and colleagues.
- December 16, 2022, to January 27, 2023: Led and organized the 2022 Long Service Awards that recognizes and celebrates employees long service with the Yukon government.
- December 7, 2022: Yukon government is recognized as one of Canada's Top 100 Employers for 2023 for its exceptional health and family-friendly benefits, retirement assistance planning, and employee retention as well as supporting ongoing employee development through tuition subsidies and training opportunities.
- October 12, 2022: Worked with a leading expert in psychological health and safety to assess Yukon government workplaces against the 13 factors of psychological safe work environment.
- October 1, 2022: Amended the Conflict-of-Interest Companion Guide to guide the conduct of public servants by clarifying the issue of power imbalance in intimate partner relationships and the requirement to disclose.
- September 6, 2022: Conducted community outreach tour to provide respectful workplace services including the new Indigenous Connections support position.
- June 16, 2022: Led and organized the 2022 Premier's Award for Excellence and Innovation that recognizes Yukon government employees' exceptional accomplishments and celebrates their talent and teamwork.
- April 25, 2022: Completed phase one of the Public Interest Disclosure of Wrongdoing Act review through the tabling of the Review of the Public Interest Disclosure of Wrongdoing Act Interim Progress Report in the Legislative Assembly.
- April 4, 2022: Extended the Indigenous hiring preference to 2029 to continue efforts to increase representation of Indigenous employees in the Yukon government public service.

Session Briefing Note**List of Departmental
Accomplishments**Public Service
Commission

- February 2, 2022: Led and organized the 2021 Indigenous Employees' Award of Honour and the Naats Tl'áa Award that recognizes the accomplishments of Indigenous Yukon government employees who provide excellent service to the public and colleagues.
- January 31, 2022: Successfully negotiated and ratified a new collective agreement with the Yukon Association of Education Professionals that is fair, balanced, fiscally responsible and supports recruitment and retention efforts.

Approved by:

Public Service Commissioner



Date Approved

Session Briefing Note

Inflation and Affordability

(Corporate Note)

TAB#42

Fall 2023

Finance

Recommended:

- All Yukon households continue to see their budgets stretched by higher prices, with lower-income households often feeling the worst effects.
- At the same time, our government continues to track inflation and its impact on Yukoners, so that we can take steps to ease the burden, as we have been doing for the last year.
- The Government of Yukon continues to work hard to make life more affordable for Yukoners and has announced an extension of the temporary \$150 Inflation Relief Rebate to reduce the impacts that inflation continues to have on Yukoners.
- All non-government residential and commercial electricity customers will see a \$50 credit on their bills starting in November 2023 and running through December 2023 and January 2024.
- Several other measures included in the 2023-24 Budget are helping to make life more affordable for Yukoners.
 - funding for food in Yukon schools;
 - the timber harvesting incentive and a support program for commercial fuelwood harvesters and retailers to boost the fuelwood supply;
 - a quarterly top-up of \$150 to eligible recipients of the Yukon Senior Income Supplement;

Session Briefing Note
Inflation and Affordability
(Corporate Note)

TAB#42
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- o a \$100 monthly increase to eligible Social Assistance recipients;
 - o increasing the Yukon Child Benefit to \$867 per child and tying the benefit amount in future years to the rate of inflation; and
 - o a 10 per cent increase to monthly payments to caregivers with children in out of home care.
- The Government of Yukon has also made significant and ongoing financial investments in Early Learning and Child Care. The new Universal Child Care Program has reduced fees to less than \$10 per day on average.

Additional response:

- This government first established a strong record of making life more affordable for Yukoners with almost \$10 million-worth of inflation relief made available in last year's budget.
- This included more funding for Food Network Yukon, a 10 per cent top up to the Pioneer Utility Grant and rebates on the purchase of firewood.
- Yukoners are also receiving inflation relief from the federal government. This includes the accelerated Canada Workers' Benefit, the elimination of interest on student loans, a doubling of the GST tax credit, dental care and the Canada Housing Benefit for renters.

Session Briefing Note

Inflation and Affordability (Corporate Note)

TAB#42
Fall 2023
Finance

Context—this may be an issue because:

- Inflation has fallen from many decade highs but remains elevated in Canada and in the Yukon.
- Energy prices remain elevated, and higher costs for food and shelter have become prominent drivers of overall inflation in recent months. These are all areas where higher prices are more obvious to consumers.
- Housing affordability has been a concern in the Yukon for several years.
- While remaining above historic norms, inflation of 3.8 per cent in September matched the national figure and was the lowest year-over-year increase in the Whitehorse Consumer Price Index (CPI) since January 2022 (3.7 per cent).

Background:

Key government initiatives addressing inflation in the Yukon

- Our energy programs are successfully encouraging Yukon residents and local businesses to reduce their energy use, save money and choose low carbon options to live and move.
- A significant portion of the Government of Yukon's Five-Year Capital Plan is allocated to housing and land development in order to continue to help address the supply side of the housing equation.
- Yukon Housing Corporation is investing across all parts of the housing continuum, including increase to supportive housing, subsidized Community Housing, and rental subsidy programs.
- This builds on previous programs to improve affordability for Yukoners under previous budgets.
- Last year, the Government of Yukon announced almost \$10 million in new inflation relief measures targeted at vulnerable groups.

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Inflation and Affordability (Corporate Note)

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- The inflation relief rebate covered seven months at a total cost to Government of \$7.6 million. The inflation relief rebate automatically applied a \$50 credit to all residential and commercial ATCO Electric Yukon and Yukon Energy electricity bills.
- Yukoners on social assistance received a one-time payment of \$150.
- Seniors were supported by a 10 per cent top up in the Pioneer Utility grant and a one-time payment of \$150 to recipients of the Yukon Seniors Income Supplement.
- Yukoners who heat their homes with wood are eligible for a \$50 rebate per cord of fuel wood purchased from April 1, 2022 to March 31, 2023. Yukon also introduced the Timber Harvesting Incentive that gives commercial timber harvesters \$10 per cubic metre.
- The pilot program that gave an extra \$500 per month to Extended Family Caregiver agreement caregivers and foster caregivers was extended by 6 months to March 31, 2023.
- In June 2022, the Yukon government extended the Tourism Accommodation Sector Supplement and Tourism Non-Accommodation Sector Supplement programs, administered through Economic Development.

Yukoners are also supported by Federal Government affordability programs:

- Accelerated Canada Workers Benefit payments and new minimum entitlement started in July 2023 (\$4 billion over six years, starting in 2022-23).
- All Canada Student Loans and Canada Apprentice Loans became permanently interest-free starting in April 2023 (\$2.7 billion over five years and \$556.3 million ongoing).
- GST Tax Credit: The GST tax credit has doubled for six months in the current benefit year. Additional payment will be provided in one lump sum, before the end of the benefit year. Targeted to individuals and families with low incomes

Session Briefing Note

Inflation and Affordability (Corporate Note)

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(below \$39,826, and gradually phased out above that level). Single Canadians without children will receive up to an extra \$234, and couples with two children will receive up to an extra \$467 this year. Seniors will receive an extra \$225 on average.

Government initiatives which are indexed to inflation:

- Higher inflation impacts various government of Yukon programs through indexation, (indexation is updated each April unless otherwise noted), including:
 - o Tobacco Tax is updated each January
 - o Comprehensive Municipal Grant Regulation (with a one-year lag).
 - o The minimum wage.
 - o Subsidies for medical travel.
 - o Pioneer Utility grant.
 - o Residential rent caps.
 - o Seniors benefits (updated each October)
 - o Social Assistance Payments (updated each November)
 - o Student Financial Assistance (updated each school year)

Inflation outlook

- Following record annual inflation for Whitehorse of 6.8 per cent in 2022, the same increase seen nationally, monthly inflation has remained elevated in 2023. [September's inflation of 3.8 per cent was the lowest since January 2022 and matched the national increase. Prior to September, Whitehorse inflation had exceeded the Canadian figure for fourteen consecutive months.](#)

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Inflation and Affordability (Corporate Note)

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- Early in the recovery from the COVID-19 pandemic, some price pressures were slower to materialize in the Yukon than in other parts of the country, as inflation for Whitehorse was amongst the lowest in Canada in the first half of 2022.
- Robust price growth in the CPI components of food, shelter and recreation, education and reading material have been key drivers of overall inflation in 2023. Stronger growth in these three components in the Whitehorse CPI, account for much of the difference between the overall levels of inflation for Whitehorse and Canada in recent months.
- The Bank of Canada continues to be aggressive in trying to get inflation under control. With a 0.25 percentage point increase in July, the Bank has raised the target for its overnight rate 4.75 percentage points since January 2022. At 5.0 per cent, the overnight rate is at its highest level since early 2001.
- Most forecasters still expect inflation in Canada will move towards historic norms over the next couple of years as the effect of higher interest rates move through the economy. Canadian inflation is expected to decline from near 7 per cent in 2022, to 3.5-4.0 per cent in 2023. Inflation in 2024 is expected to return to [within](#) the Bank of Canada's target range of 1-3 per cent.
- While inflation in Whitehorse has been stronger in recent months, it generally follows the national trend. Current expectations are for inflation to come in at 5.5 per cent in 2023, before falling to 2.5 per cent in 2024.

Carbon Taxes and Grocery Prices

- The effect of the carbon tax on CPI has contributed to inflation, but only modestly and mostly through the direct effect on fuel prices.
- According to the Bank of Canada, the direct effect of carbon tax is adding 0.15 percentage points to inflation this year.

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- An economist at the University of Calgary¹, estimates that accounting for indirect effects brings this impact to 0.2 percentage points.
- For food in particular, the entire \$65 per tonne carbon tax increases monthly spending on groceries by at most \$20 per month, and likely closer to \$5 per month after accounting for emissions allowances provided by the federal Output Based Allocation system.²
- Overall, food price increases appear to be predominantly driven by other factors as prices have increased across North America independent of the implementation of a carbon tax.
- In the US, with no carbon tax system in place, food prices have increased by 26 per cent since the carbon tax came into effect in Canada in January 2018. In Canada the increase has been a similar 28 per cent.
- Whitehorse recorded an 18 per cent increase in food prices since January 2018 while Urban Alaska reported a 28 per cent increase.

INFLATION RELIEF ACROSS GOVERNMENT

Programs currently in place:

Tourism and Culture:

Community Tourism Destination Development Fund

- In October 2022, the Department of Tourism and Culture announced the creation of the Community Tourism Destination Development Fund, which is slated to run for an initial 3-year term.
- The new annual funding program is available to local businesses, First Nations governments, First Nation Development entities, municipalities and not-for-profit

¹ Trevor Tombe

² Energy and Environmental Policy Trends: Indirect Carbon Tax Costs Reduced By Policy Design, Kent Fellows and Trevor Tombe, University of Calgary

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organizations for projects that will improve tourism-related services and infrastructure.

- Projects can focus on infrastructure like accommodations, attractions, activities and amenities, and special consideration will be given to umbrella projects, where multiple organizations are working together.

Creative and Cultural Industries

- In November 2021, the Department of Tourism and Culture released Creative Potential; Advancing the Yukon's Creative and Cultural Industries, a 10-year strategy to support the growth and development of the creative and cultural industries in the Yukon.
- The CCIS identified 4 strategic objectives and 22 key actions, which reflect input gathered through extensive public and sector engagement.
- We also identified 10 actions in support of pandemic recovery to be completed over 3 years as Phase 1 implementation, which includes:
 - Modernizing existing funding;
 - Offering new funding streams;
 - Industry branding and promotion;
 - Marketing and export strategies;
 - Workshops; and
 - Labour market supports.
- In 2023-24, 3 new funding programs will provide \$450,000 annually to the creative and cultural sectors, including:
 - Express Micro-grant;
 - Indigenous Artists and Cultural Carriers Micro-grant; and
 - Creative and Cultural Career Advancement Fund.

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Additional Funding Programs

- Tourism and Culture also provides annual supports to the tourism and culture sectors through Transfer Payment Agreements (TPAs) with many NGOs across the Yukon and through a number of regular funding programs, including:
 - Advanced Artist Award;
 - Arts Fund;
 - Arts Operating Funds;
 - Cultural Industries Training Funds;
 - Culture Quest;
 - New Canadian Events Fund;
 - Touring Artist Fund;
 - Historic Properties Assistance Program;
 - Historic Resources Fund;
 - Museums Contribution Program;
 - Special Projects Capital Assistance Program (SPCAP); and
 - Tourism Cooperative Marketing Fund;

Yukon Development Corporation:

Inflation Relief Rebate

- The Inflation Relief Rebate (IRR) provides \$50 per month to all non-government residential and commercial electricity customers to help ease the impacts of rising inflation.
- The IRR was subsequently extended for March, April, and May 2023. The budget in 2023-24 is comprised of:

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- \$2,056,000 for program costs in April and May 2023 (costs for March 2023 are included in the 2022-23 Supplementary Estimates #2).
- \$3,246,000 for a further 3 additional months. We will continue to monitor inflation and costs of living, and we anticipate this will show on electricity bills next winter when electricity bills are typically higher.

Economic Development:

Paid sick leave program

- On April 1, 2023, Economic Development launched the Paid Sick Leave Rebate. The program will run for two 12-month blocks:
 - April 1, 2023 to March 31, 2024; and
 - April 1, 2024 to March 31, 2025
- The Paid Sick Leave Rebate is a temporary program that offers up to 40 hours of paid sick leave to employees and self-employed Yukoners that earn less than the average private-sector wage of \$33.94/hour. The program is available to employees regardless of whether their employer offers paid sick leave.

Energy, Mines and Resources:

Energy retrofits and funding to improve efficiency and offset costs

- Our energy programs are successfully encouraging Yukon residents and local businesses to reduce their energy use, save money and choose low carbon options to live and move.
- Energy efficiency programs are available for the transportation sector, renewable heating sector, and the construction sector focusing on high efficiency buildings.
- For existing homes, the Energy Branch offers the Good Energy rebate program for high performance heating systems and upgrades to thermal enclosures including insulation and windows, and high performance new homes. Taking these measures will save homeowners money on their energy costs.

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- For commercial and institutional buildings, the Energy Branch offers rebates for greenhouse gas-reducing retrofits and renewable heating.
- Between January 1, 2018, and June 30, 2023, 176 high-performance retrofits to residential, commercial and institutional buildings have been completed across the territory.
- Innovative programs like the Better Buildings Program, combined with our Good Energy rebates, make energy retrofits more accessible and affordable for Yukoners.
- For First Nation and municipal buildings, the Energy Branch offers retrofit and funding support through its Community Institutional Energy Efficiency Program.
- To help increase the supply of firewood, we distributed \$315,000 to 33 Yukon businesses under the Timber Harvest Incentive program in 2022-23. We are offering this program for another year as it increased timber harvest volumes and prompted new harvesting businesses to emerge. No new applications have been received yet for this year, but we did not anticipate to see them until the fall when the businesses start operating again.
- The Government of Yukon and the Canadian Northern Economic Development Agency combined financial contributions to launch a new \$200,000 support program offering funding for commercial harvesters and retailers.
- The program will help forest sector businesses with the cost of purchases and repairs from local suppliers for harvest equipment, vehicles and trailers, personal protective equipment, and other equipment. For larger harvesting businesses, the funds can also be used for things like planning and administrative costs.
- Applicants have until March 31, 2024, to apply or until available funds are exhausted.

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Yukon Housing Corporation:

Projects under the Five-Year Capital Plan which support housing affordability and those in need include:

- The 47-unit housing complex at 401 Jeckell Street in Whitehorse opened in January 2023. The building provides new homes to Yukoners, including 5 three-bedroom, 12 two-bedroom, 16 one-bedroom and 14 bachelor units.
- A Yukon Housing Corporation Housing Initiatives Fund recipient, Right On Property Group, has completed Boreal Commons, a new 87-unit rental development in Whitehorse's Whistle Bend neighbourhood. This large-scale housing project will help address the need for more rental housing in the Yukon, including for more affordable and accessible units.
- Normandy Living, the Yukon's first private seniors' supportive living community, has officially opened its doors in Whitehorse with 84 modern suites, including housing units for First Nations Elders and affordable units for low-income seniors.
- Triplex housing units in Watson Lake, Mayo and Whitehorse were completed in spring 2022 and are providing affordable homes to families in each of these communities.
- A 10-Plex Mixed-Use Housing complex in Old Crow is under construction.
- Construction of a 10-Plex Housing First Project in Watson Lake started in the summer 2023 and is expected to be completed by fall 2024;
- Two accessible duplexes in Mayo and Carmacks were completed this summer and are now available for YHC clients.

Other highlights from the plan

- More homes will be created for Yukon families in rural communities through the construction of three duplexes in Dawson City and Faro. These homes are on track for completion in summer 2024.

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Health and Social Services:

- A 37.5 per cent top-up to eligible Yukon Senior Income Supplement recipients' monthly payment;
- a \$100 monthly increase to eligible Social Assistance recipients; and
- a 10 per cent increase to monthly payments to caregivers of children in out of home care.

Covid-19 and other temporary inflation relief measures no longer in place:

Tourism and Culture:

COVID-19 Business Relief Programs

- In response to the COVID-19 pandemic, the Government of Yukon acted quickly and decisively by implementing one of the most robust business relief programs in the country. This began with the Yukon Business Relief Program (YBRP) in 2020, which was open to any business from any sector that experienced at least a 30 per cent revenue loss due to the pandemic.
- In that same year, Tourism and Culture (T&C) also launched the Tourism Relief and Recovery Plan (TRRP), which was reviewed and endorsed by the Yukon Tourism Advisory Board (YTAB) and industry.
- The Tourism Relief and Recovery Plan committed \$15 million over 3 years to support the tourism sector and was focused on 4 key themes:
 - Providing tourism sector leadership;
 - Rebuilding confidence and capabilities for tourism;
 - Supporting the recovery of tourism industry operators; and
 - Refining the brand and inspiring travelers to visit.
- Through the TRRP, various financial support programs were rolled out during the course of the pandemic to sustain the tourism industry and prepare it for the eventual reopening of borders, including:

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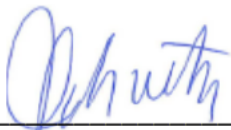
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- Tourism Accommodation Sector Supplement (TASS);
- Tourism Non-Accommodation Sector Supplement (TNASS);
- Culture and Tourism Non-profit Sector Supplement;
- Great Yukon Summer (GYS) program;
- Great Yukon Summer Freeze program;
- ELEVATE program; and
- A top-up to the Tourism Cooperative Marketing Fund (TCMF).

Health and Social Services:

- a one-time \$150 payment to social assistance recipients;
- a one-time payment of \$150 to Yukon Seniors Income Supplement recipients;
- a one-time 10 per cent additional payment to Pioneer Utility Grant recipients;
- a 6-month extension of \$500 per month to caregivers of children in out of home care; and
- a commitment of \$100,000 to Yukon Anti-Poverty Coalition to continue to support food security across the territory.

Approved by:



Deputy Minister, Finance

October 26, 2023

Approved

Truth and Reconciliation Commission – Update on Calls to Action

Executive Council
Office

Recommended response:

- Reconciliation is an ongoing process and a shared responsibility of all governments and individuals in our society.
- Our government is deeply committed to advancing reconciliation through collaboration and partnership with Indigenous governments.
- While there is still more work to do, our efforts are resulting in meaningful change and creating better programs and services for all Yukoners.
- In honour of the National Day for Truth and Reconciliation this year, we shared our progress toward addressing the Truth and Reconciliation Commission's Calls to Action through the release of the Pathways magazine and an accompanying report.
- The magazine and report provide an update on our actions being taken across the Yukon government and in close collaboration with First Nations governments and organizations in areas including child welfare, health, education and justice.

Additional response:

- The Government of Yukon and Yukon First Nations governments are leaders in demonstrating a collaborative approach to reconciliation.
- We will continue our collaborative work to implement and report on the Calls to Action, including through work on Yukon Forum joint priorities and by implementing the *Putting People First* recommendations.

Context—this may be an issue because:

- The 2023 mandate letters include a commitment to fulfill the Truth and Reconciliation Commission's (TRC) Calls to Action.
- CASA 2023 contains a commitment to work with First Nations to continue to implement the TRC recommendations through targeted investment.

Truth and Reconciliation Commission – Update on Calls to Action

Executive Council
Office

- It is expected that the media and opposition will be interested in the fall 2023 public update, which will be the first comprehensive public update since 2016.

Background:

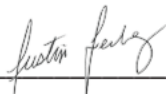
- The TRC report, *Honouring the Truth, Reconciling for the Future*, was released in June 2015. It contains 94 Calls to Action focused on redressing the harms resulting from Residential Schools and creating better relations between the federal, provincial and territorial governments and Indigenous Peoples. Thirty-two of the Calls to Action relate directly to YG.
- YG and Yukon First Nations (YFNs) have collaborated on addressing the Calls to Action under the 2017 Yukon Forum Joint Priority Action Plan and through other reconciliation initiatives, such as supporting the important work of the YFN-led Yukon Residential Schools and Missing Children Project.
- YG has taken additional steps to address the Calls to Action, including:
 - establishing the position of Assistant Deputy Minister of First Nations Initiatives at the Department of Education, signing an agreement to establish a YFN School Board, and entering into education agreements with all YFNs (speaks to Calls 7 and 10 directed to the federal government);
 - supporting Indigenous athletes and the North American Indigenous Games (Call 88);
 - implementing the YFN Procurement Policy (relates to Call 92) and the Representative Public Service Plan: *Breaking Trail Together* (relates to Call 7);
 - working with YFNs and Yukon Indigenous women's groups to implement the Yukon's *Missing and Murdered Indigenous Women, Girls and 2-Spirit+ People Strategy* (MMIWG2S+ Strategy) (relates to Call 41);
 - participating at the Trilateral Table on the Wellbeing of YFN Children and Families to address gaps for culturally appropriate parenting programs (Call 5); and

**Truth and Reconciliation Commission
– Update on Calls to Action**

Executive Council
Office

- receiving input from YFNs on Health and Social Services programming through the Mental Health Advisory Committee (relates to Call 19).

Approved by:



Deputy Minister, Executive Council Office

October 10, 2023

Date

Session Briefing Note

Our Clean Future Implementation

Environment and Energy,
Mines and Resources

Recommended response:

- Our Clean Future is the Government of Yukon's path to address the climate emergency.
- The strategy is continually being strengthened year after year as we assess our progress, review new research, consider the input of others and identify new and innovative solutions.
- We have committed to an ambitious target of reducing our emissions by 45 per cent below 2010 levels by 2030.
- We have also committed to ensuring the Yukon is highly resilient to the impacts of climate change by 2030, because we know the North will face climate impacts.

Additional response:

- It is important to look back on our progress to date and remain diligent in implementation when it comes to addressing climate change.
- We have legislated greenhouse gas emissions targets and associated reporting through the Clean Energy Act. (See EMR BN #31 / ENV #23)
- We launched the five-year Sustainable Canadian Agricultural Partnership this year which will enhance the agriculture sector's resiliency and adaptation to climate change. (See EMR BN # 20)
- In collaboration with Yukon's public utilities, we exceeded our target to install seven megawatts of renewable electricity capacity through the Micro-Generation program by 2030. (See EMR BN #37)
- We launched the Better Buildings program to offer affordable financing for energy retrofits on Yukoners' homes and buildings.

Session Briefing Note
Our Clean Future
Implementation

Environment and Energy,
Mines and Resources

- We established a geohazard mapping program to understand risks from climate change to the Yukon's transportation corridors.
- We advanced emergency preparedness by progressing on Community Wildfire Protection Plans for Dawson City, Mayo, Watson Lake, Beaver Creek, the Town of Faro and the Kluane Lake Region.
- We have begun work on developing flood maps for all flood-prone Yukon communities. Flood maps for the Southern Lakes, Carmacks, and Teslin will be published this fall and in early 2024. The next communities for flood hazard mapping will be Old Crow, Ross River and Dawson/Klondike, with work occurring in 2024-25.
- We completed the installation of a biomass heating system at Elijah Smith Elementary School in May 2023.

Third response:

- Since the release of Our Clean Future in 2020, 43 actions have been completed, 87 are in progress and six are yet to begin.
- Although we have made progress on many of our commitments, there is still significant work required to meet our 45 per cent greenhouse gas emissions target reduction by 2030.
- We are working with industry to establish a mining emissions intensity target for quartz and placer mining operations.
- We will continue to build on Our Clean Future as we learn more and implement new actions. This will be reflected in future annual reports.
- We will continue to work with experts, stakeholders and partner governments across the territory and beyond, to identify opportunities to accelerate and intensify our efforts to reach our ambitious targets.

Session Briefing Note

Our Clean Future Implementation

Environment and Energy,
Mines and Resources

- We established the Yukon Climate Leadership Council to provide advice and perspectives to support us in meeting our greenhouse gas emissions targets. We are working to integrate the work of the Council directly into Our Clean Future and continue to implement existing actions that align with their recommendations.
- With the end of the second Yukon Youth Panel on Climate Change in 2022, we are exploring how to continue mentorship opportunities on climate change for the important voice of youth.


Context — this may be an issue because:

- Climate change is of high interest to Yukoners; they will want to know the government's progress in delivering on Our Clean Future commitments.

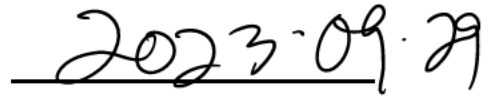
Background:

- Our Clean Future was released on September 14, 2020.
- Our Clean Future contains 136 actions to reduce greenhouse gas emissions and support the Yukon to be highly resilient to the impacts of climate change by 2030.
- The Our Clean Future 2020 Annual Report was publicly released on August 12, 2021. The 2021 Annual Report was publicly released on September 12, 2022.

Approved by:



Deputy Minister
Department of Environment



Date approved



Deputy Minister
Department of Energy, Mines and Resources

September 29, 2023

Date approved

Housing Issues

Yukon Housing Corporation

Recommended response:

- There are challenges the Yukon's housing continuum, including:
 - a lack of affordable rental supply;
 - high house prices and mortgage rates; and
 - homelessness and a lack of access to housing with services.
- Exceptionally high building costs and rising interest rates are creating significant challenges for new housing projects, for both Yukon Housing Corporation and its partners.
- We continue working hard to move projects forward - through collaboration and strong partnerships - to provide relevant solutions to Yukoners' housing needs.

Additional response:

- Our government is seeking to increase housing options across the continuum and to make housing more affordable for Yukoners. (See [Tab #0](#))
 - We continue to work to increase housing and land supply and to provide rental subsidies and support programs for homeowners to offer more affordable options for Yukoners.
 - Following the 2022 Office of the Auditor General's (OAG) report, the Corporation and Department of Health and Social Services continue to progress implementing the OAG's recommendations. ([Tab #09](#))
-

Context:

- On a square footage basis, contractors' bids for YHC projects have more than doubled in the last two years alone.
- The rental vacancy rate in the Yukon for all building types is currently 2.2 per cent (YBS Spring Rental Survey).
- The Banks 5-year average mortgage interest rate increased from 4.75 per cent in February 2022 to 6.24 per cent in May 2023 (Weekly Updates).

Housing Issues

Yukon Housing Corporation

Background:

- In 2022-23, the Yukon Housing Corporation lapsed 34 per cent of its revised capital budget.
 - This was largely due to cancellation and scaling back of projects being supported through the corporation's loans and grants programs.
- New housing projects led by YHC's partners – including the Safe at Home Society and the Vimy Heritage Housing Society – continue to face delays.
- The 5th and Rogers RFP received only a single application. It is currently under review.

Approved by:



Colin McDowell
A/ President, Yukon Housing Corporation

September 8, 2023

Date approved

Session Briefing Note (Corporate)**2023-24 Supplementary Estimates #1****Key Information**

Recommended response:

- The 2023-24 Supplementary Estimates No. 1 forecasts an overall gross increase of \$132.7 million in O&M spending, with an offsetting increase of \$26.8 million in recoveries. The net increase in new O&M spending is forecast at \$105.9 million.
- Revenues are expected to increase by \$18.7 million, mainly to reflect an increase of \$2 million to the Canada Health Transfer and \$15 million for federal funding for Affordable Housing in the North.
- A large portion of the increase in O&M is for the new collective agreement between the Government of Yukon and Yukon Employee's Union. This new collective agreement was ratified in June and accounts for a \$36.9 million increase in O&M.
- The Supplementary Estimates also respond to several new or unanticipated challenges requiring funding. Some of these items include:
 - \$25.0 million for environmental care and maintenance work at the Minto Mine following the cessation of operations at the site in May, which will ensure that our environment remains protected;
 - \$19.6 million for wildland firefighting costs in response to the significant fire season experienced in the territory and which helped ensure the safety of Yukoners;
 - \$14.9 million in response to operational funding pressures at the Yukon Hospital Corporation to ensure that Yukoners have access to the health care services and supports they need;

Session Briefing Note (Corporate)**2023-24 Supplementary Estimates #1****Key Information**

- \$9.8 million in response to cost pressures for Insured Health to support the wellbeing of Yukoners; and
- \$1.9 million to support the Substance Use Health Emergency Strategy, and \$1.4 million for initiatives to support reconciliation with Yukon First Nations governments.
- The Supplementary Estimates also include a \$21.4 million capital allocation to support the development of a marine services platform in Skagway, which will create positive opportunities for Yukon's mining industry and its broader economy. We have identified offsetting adjustments based on timelines, loan program uptake, and the progress of various capital projects to accommodate this new project without any gross changes to capital spending.
- The Yukon government has maintained its surplus by making use of its contingency fund, included as part of Budget 2023-24. This \$50 million contingency fund helped shelter the government's fiscal position and allowed us to respond to emerging challenges throughout the year. The use of the contingency fund has allowed the government to present a revised surplus of \$3.6 million as part of these Supplementary Estimates.

Additional response:

- Changes in the Supplementary Estimates result in a revised year-end net debt of \$423.8 million.

Session Briefing Note (Corporate)

2023-24 Supplementary Estimates #1

Key Information

- The use of the contingency fund will cover the following emergency cost pressures:
 - \$25 million for unplanned maintenance costs at the Minto mine;
 - \$19.6 million for increased wildland firefighting activity.
 - \$2.3 million for other emergency response measures, like the Village of Mayo evacuation in response to the Talbot Creek fire;
 - and \$1.9 million for Substance Use Emergency response.

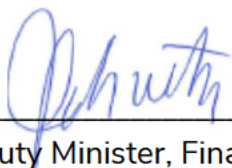
Context—this may be an issue because:

- The 2023-24 Second Appropriation Act is tabled in the fall session and will be the subject of debate.

Background:

- Supplementary Estimates are used annually by a government to account for spending that is unforeseen at the time of tabling the annual Budget. It is common to have one or two spending updates throughout the fiscal year.
- They are tabled during the fall and spring sessions, debated and voted on in the legislature and provide departments with increased spending authority for O&M and Capital for the current fiscal year.

Approved by:



Deputy Minister, Finance

September 29, 2023

[Date approved]