

PUBLIC SERVICE COMMISSION



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PUBLIC SERVICE COMMISSION

PEOPLE AND CULTURE Organizational Development

SUPPLEMENTARY INFORMATION

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

	2024-25 ESTIMATE	Comparable		
		2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
(#)				
Classes Delivered by the Public Service Commission	154	180	150	174
Yukon Government Participants	3,500	3,450	3,000	3,795
Participants from Other Organizations ⁽¹⁾	400	350	100	416
Total Participants	3,900	3,800	3,100	4,211
Learning Development Fund				
Applications	1,000	1,000	1,100	872
Applications Funded	800	600	1,000	662
Career Counselling Participants	150	140	150	148
Career Counselling Sessions	200	190	250	202

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

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HUMAN RESOURCE SERVICE CENTRE Compensation and Classification

SUPPLEMENTARY INFORMATION

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

	2024-25 ESTIMATE	<i>Comparable</i>		
		2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
Classification (#)				
Requests for Classification Review ⁽¹⁾	1,500	1,400	580	546
Classification Appeals ⁽²⁾	10	10	10	11
Classification Appeal Board Hearings ⁽³⁾	2	1	5	2
Payroll - T4's produced	8,800	8,800	8,800	8,795

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

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

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

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**HUMAN RESOURCE SERVICE CENTRE
Staffing Management and Solutions**

SUPPLEMENTARY INFORMATION

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

	2024-25 ESTIMATE	<i>Comparable</i>		
		2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
Staffing (#)				
Competitions under the <i>Public Service Act</i> ⁽¹⁾	850	740	880	1,002
Competition Appeals	45	50	45	46

⁽¹⁾ Includes indeterminate, term and auxiliary competitions.

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**HUMAN RESOURCE SERVICE CENTRE
Human Resource Shared Services**

SUPPLEMENTARY INFORMATION

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

	2024-25 ESTIMATE	<i>Comparable</i>		
		2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
(#)				
Staffing Actions	4,500	4,400	4,500	4,397
Leave Without Pay Requests	6,100	6,070	6,000	6,634
Online Timesheets Processed ⁽¹⁾	88,200	88,000	80,000	87,671

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

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EMPLOYEE RELATIONS Labour Relations

SUPPLEMENTARY INFORMATION

- To provide labour relations leadership and expertise to the Government of Yukon, including managing grievance and collective bargaining processes.

	2024-25 ESTIMATE	Comparable		
		2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
(#)				
Employee Grievances	110	100	100	90
Adjudication and/or Court Actions ⁽¹⁾	55	52	15	66
Arbitration/Conciliation Hearings	0	0	1	4
Joint Consultations Held with Yukon Employees' Union	15	7	8	0
Joint Consultations Held with Yukon Teachers' Association	15	15	9	8

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

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**EMPLOYEE RELATIONS
Health, Safety and Wellbeing**

SUPPLEMENTARY INFORMATION

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

	2024-25 ESTIMATE	<i>Comparable</i>		
		2023-24 FORECAST	2023-24 ESTIMATE	2022-23 ACTUAL
(#)				
Employee Assistance Participants	800	740	1,800	799
Employee Assistance Program Files	1,200	1,035	1,800	1,190
Accommodation Participants (open cases)	145	133	140	119

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EMPLOYEE RELATIONS Respectful Workplace Office

SUPPLEMENTARY INFORMATION

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

	2024-25	<i>Comparable</i>		
		2023-24	2023-24	2022-23
	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
(#)				
Number of clients	250	260	325	267
Total number of participants in workshops/training	900	903	650	645