

# **PUBLIC SERVICE COMMISSION**



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VOTE 10  
PUBLIC SERVICE COMMISSION

MINISTER  
Hon. S. Silver

DEPUTY MINISTER  
M. Lang

- To provide for an engaged and diverse public service that embraces innovation and delivers positive outcomes for Yukoners.
- To demonstrate leadership in human resource planning and management strategies, advice, and support services to departments and employees.
- To represent the Government of Yukon as employer.

SUMMARY (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
Amounts to be Appropriated				
Operation and Maintenance (Vote 10-1)	59,435	58,268	53,543	51,965
Capital (Vote 10-2)	63	63	63	113
Total Appropriations	59,498	58,331	53,606	52,078

Note: Restated 2024-25 Forecast, 2024-25 Estimate and 2023-24 Actual to be consistent with the 2025-26 Estimate presentation.

**VOTE 10**  
**PUBLIC SERVICE COMMISSION**

FINANCIAL SUMMARY (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
<b>Amounts to be Appropriated</b>				
Operation and Maintenance (Vote 10-1)				
Corporate Services	2,352	2,352	2,352	2,422
People and Culture	7,503	7,614	7,614	7,525
Human Resource Service Centre	9,168	9,064	9,064	9,000
Employee Relations	4,969	5,038	4,788	4,720
Corporate Funds	35,443	34,200	29,725	28,298
Total Operation and Maintenance (Vote 10-1)	59,435	58,268	53,543	51,965
Capital (Vote 10-2)				
Corporate Services	45	15	45	67
People and Culture	8	48	8	46
Employee Relations	10	0	10	0
Total Capital (Vote 10-2)	63	63	63	113
<b>Total Appropriations</b>	<b>59,498</b>	<b>58,331</b>	<b>53,606</b>	<b>52,078</b>
<b>Adjustments for Reconciliation of Expenses</b>				
Amortization Expense	129	170	243	234
Tangible Capital Assets	0	0	0	(46)
<b>Total Expenses</b>	<b>59,627</b>	<b>58,501</b>	<b>53,849</b>	<b>52,266</b>
<b>Summary of Expenses by Category</b>				
Personnel	55,160	53,793	49,318	47,970
Other	4,338	4,538	4,288	4,062
Government Transfers	0	0	0	0
Amortization Expense	129	170	243	234
<b>Total Expenses</b>	<b>59,627</b>	<b>58,501</b>	<b>53,849</b>	<b>52,266</b>

**VOTE 10**  
**PUBLIC SERVICE COMMISSION**

<b>FINANCIAL SUMMARY (\$000s)</b>	<b>2025-26 ESTIMATE</b>	<i>Comparable</i>		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
<b>Revenues</b>				
Third-Party Recoveries				
Operation and Maintenance	<b>335</b>	2,714	314	312
Subtotal Third-Party	<b>335</b>	2,714	314	312
Recoveries from Canada				
Operation and Maintenance	<b>0</b>	5	5	0
Subtotal from Canada	<b>0</b>	5	5	0
<b>Total Revenues</b>	<b>335</b>	2,719	319	312

## PUBLIC SERVICE COMMISSION

## CORPORATE SERVICES

- To provide leadership and decision support services to the Public Service Commissioner's Office and the rest of the department in the areas of finance, administration, and information and privacy management.
- To provide centralized human resource management services to client departments.

PROGRAM SUMMARY (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 10-1)				
Public Service Commissioner's Office	377	427	427	470
Finance and Administration	871	781	781	794
Human Resource Business Partners	1,104	1,144	1,144	1,158
	2,352	2,352	2,352	2,422
Capital (Vote 10-2)				
Office Furniture and Equipment	45	15	45	67
	45	15	45	67
Total included in the Appropriation	2,397	2,367	2,397	2,489
Summary of Appropriation by Allotment				
Personnel	2,116	2,166	2,166	2,199
Other	281	201	231	290
Government Transfers	0	0	0	0
Tangible Capital Assets	0	0	0	0
Total included in the Appropriation	2,397	2,367	2,397	2,489

## PUBLIC SERVICE COMMISSION

## PEOPLE AND CULTURE

- To provide organizational development services including professional development and learning programs, and to provide conflict management services to promote a respectful, healthy and well-functioning workplace.
- To implement Final Agreement obligations related to the representative public service plan and the Employment Equity Policy and lead corporate initiatives to support diverse and inclusive workplaces.
- To collaboratively develop and implement organization-wide human resource initiatives, lead human resource policy development and departmental planning, provide legislative support, provide leadership on employee engagement and recognition programs, and internal and external communications.

PROGRAM SUMMARY (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 10-1)				
Assistant Deputy Minister's Office	336	325	325	359
Organizational Development	3,392	3,550	3,550	3,815
Diversity and Inclusion	2,321	2,300	2,300	1,826
Communications, Policy and Change Initiatives	1,454	1,439	1,439	1,525
	7,503	7,614	7,614	7,525
Capital (Vote 10-2)				
Operational Equipment	8	48	8	46
	8	48	8	46
Total included in the Appropriation	7,511	7,662	7,622	7,571

PUBLIC SERVICE COMMISSION

PEOPLE AND CULTURE  
(Cont'd)

PROGRAM SUMMARY (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
Summary of Appropriation by Allotment				
Personnel	5,840	5,951	5,951	5,957
Other	1,671	1,711	1,671	1,568
Government Transfers	0	0	0	0
Tangible Capital Assets	0	0	0	46
Total included in the Appropriation	7,511	7,662	7,622	7,571



## PUBLIC SERVICE COMMISSION

### HUMAN RESOURCE SERVICE CENTRE

- 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.
- To provide high-volume services, including time and leave administration, staffing functions and human resource system administration.
- To develop, implement and administer corporate staffing and recruitment services and programs including centralized recruiting.
- To provide software solutions that support the quality, security and protection of corporate human resource data within the Government of Yukon.
- To provide people metrics and data analytics to inform decision-making in support of corporate human resource strategies, initiatives and programs.

PROGRAM SUMMARY (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 10-1)				
Assistant Deputy Minister's Office	272	260	260	267
Compensation and Classification	3,220	3,149	3,149	3,348
Staffing Management and Shared Services	3,128	3,107	3,107	2,940
Human Resource Information Systems and Analytics	2,220	2,224	2,224	2,081
Compensation and Benefit Programs	328	324	324	364
Total included in the Appropriation	9,168	9,064	9,064	9,000
Summary of Appropriation by Allotment				
Personnel	8,306	8,202	8,202	8,240
Other	862	862	862	760
Government Transfers	0	0	0	0
Total included in the Appropriation	9,168	9,064	9,064	9,000

## PUBLIC SERVICE COMMISSION

### EMPLOYEE RELATIONS

- To provide labour relations leadership and expertise to the Government of Yukon, including managing grievance and collective bargaining processes.
- To provide corporate leadership and support for health and safety programs and for accommodation and disability management practices and procedures.
- To deliver employee wellbeing supports such as access to counselling, coaching, training and critical incident services.
- To investigate allegations of serious disrespectful conduct, harassment (including sexual harassment), discrimination and violence in the workplace.

PROGRAM SUMMARY (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 10-1)				
Assistant Deputy Minister's Office	245	245	245	243
Labour Relations	1,369	1,582	1,332	1,525
Health, Safety and Wellbeing	3,042	2,875	2,875	2,910
Investigations Office	313	336	336	42
	4,969	5,038	4,788	4,720
Capital (Vote 10-2)				
Operational Equipment	10	0	10	0
	10	0	10	0
Total included in the Appropriation	4,979	5,038	4,798	4,720
Summary of Appropriation by Allotment				
Personnel	3,500	3,319	3,319	3,296
Other	1,479	1,719	1,479	1,424
Government Transfers	0	0	0	0
Tangible Capital Assets	0	0	0	0
Total included in the Appropriation	4,979	5,038	4,798	4,720

## PUBLIC SERVICE COMMISSION

## CORPORATE FUNDS

- To provide funds for annual post-employment, post-retirement and pensionable service buyback expense.
- To provide funds for annual workers' compensation premium expense in accordance with the Yukon *Workers' Safety and Compensation Act*.

PROGRAM SUMMARY (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
Amounts included in the Appropriation				
Operation and Maintenance (Vote 10-1)				
Employee Future Benefits	24,375	23,681	19,487	18,831
Workers' Compensation Payments	11,068	10,519	10,238	9,467
Total included in the Appropriation	35,443	34,200	29,725	28,298
Summary of Appropriation by Allotment				
Personnel	35,398	34,155	29,680	28,278
Other	45	45	45	20
Government Transfers	0	0	0	0
Total included in the Appropriation	35,443	34,200	29,725	28,298

## PUBLIC SERVICE COMMISSION

REVENUES (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
THIRD-PARTY RECOVERIES				
Operation and Maintenance				
Corporate Services				
Human Resource Business Partners	246	227	227	235
People and Culture				
Prior Years' Recoveries	0	5	5	0
Human Resource Service Centre				
Human Resource Shared Services	77	77	77	77
Compensation and Classification	12	0	0	0
Employee Relations				
Prior Years' Recoveries	0	5	5	0
Corporate Funds				
Prior Years' Recoveries	0	2,400	0	0
Total Third-Party Recoveries	335	2,714	314	312
RECOVERIES FROM CANADA				
Operation and Maintenance				
Employee Relations				
Prior Years' Recoveries	0	5	5	0
Total Recoveries from Canada	0	5	5	0
TOTAL REVENUES	335	2,719	319	312

## PUBLIC SERVICE COMMISSION

CHANGES IN TANGIBLE CAPITAL ASSETS AND AMORTIZATION (\$000s)	2025-26 ESTIMATE	Comparable		
		2024-25 FORECAST	2024-25 ESTIMATE	2023-24 ACTUAL
<b>Beginning of the Year</b>				
Cost of Tangible Capital Assets in Service	<b>2,334</b>	2,205	2,169	2,127
Accumulated Amortization	<b>(1,996)</b>	(1,803)	(1,850)	(1,603)
Work-in-Progress	<b>0</b>	0	131	66
Net Book Value	<b>338</b>	402	450	590
<b>Changes during the Year</b>				
Cost of Tangible Capital Assets				
Capital Acquisitions	<b>0</b>	0	0	46
Work-in-Progress put in Service during year	<b>0</b>	97	0	66
Transfers between Departments	<b>0</b>	32	0	(34)
Accumulated Amortization				
Amortization Expense	<b>(129)</b>	(170)	(243)	(234)
Transfers between Departments	<b>0</b>	(23)	0	34
Work-in-Progress				
Capital Acquisitions	<b>0</b>	0	0	0
Work-in-Progress put in Service during Year	<b>0</b>	(97)	0	(66)
Transfers between Departments	<b>0</b>	97	50	0
<b>End of the Year</b>				
Cost of Tangible Capital Assets in Service	<b>2,334</b>	2,334	2,169	2,205
Accumulated Amortization	<b>(2,125)</b>	(1,996)	(2,093)	(1,803)
Net Book Value	<b>209</b>	338	76	402
Work-in-Progress	<b>0</b>	0	181	0
<b>Total Net Book Value and Work-in-Progress</b>	<b>209</b>	338	257	402