

Corporate Services

1. Reserved
2. Reserved
3. Reserved
4. Reserved
5. Reserved

Employee Relations

6. Allied Health Providers
7. Auxiliary-on-call employees
8. Clean drinking water
9. Confidential HR matters
10. Health Authority
11. Workplace health and safety
12. Nursing recruitment and retention efforts
13. Psychological health and safety
14. Respectful workplace – conflict prevention and resolution
15. Yukon Employee's Union (YEU) collective bargaining
16. Reserved
17. Reserved
18. Reserved
19. Reserved
20. Reserved

Human Resources Services Centre Division

21. Employee benefits
22. Interview and relocation expense directive
23. Changes to the Public Service Pension Plan
24. Secondments
25. Senior leadership appointments and compensation
26. Yukon Nominee Program
27. Reserved
28. Reserved
29. Reserved
30. Reserved
31. Reserved

People and Culture

- 32. Breaking Trail Together
- 33. Diversity and Inclusion programming
- 34. People Plan
- 35. Public Interest Disclosure of Wrongdoing Act Review
- 36. Recruitment and retention in the public service
- 37. Remote work
- 38. Rural jobs
- 39. Size of government (narrative)
- 40. Values and ethics
- 41. Mandate Implementation Embedding Values
- 42. Employee and Family Assistance Program
- 43. Major Games Participation
- 44. Truth and Reconciliation Training
- 45. Reserved

Joint notes

- 46. Employee housing
- 47. Early Retirement Incentive
- 48. Reserved
- 49. Reserved
- 50. Reserved
- 51. Reserved
- 52. Reserved

Corporate notes

- 53. 2026-27 Budget Highlights
- 54. Reserved
- 55. Reserved
- 56. Reserved
- 57. Reserved
- 58. Reserved

Topic: Support for and current landscape of Allied Health Providers.

Key messages:

- The Yukon government recognizes the vital contributions of health care providers who deliver quality care and strengthen the health system for Yukoners in every community.
- We will work with Health and Social Services on efforts to recruit, retain and support the education of health care providers.
- Government continues to prioritize the recruitment, retention and professional development support of allied health providers to ensure consistent and reliable care for all Yukoners.

Key facts and stats:

- Allied health providers are a cornerstone of the healthcare workforce.
- This group includes a diverse range of regulated and highly skilled professionals, such as occupational therapists, physiotherapists to speech language pathologists to paramedics and social workers.
- They play a key role in improving patient health outcomes.
- Allied health professionals support patients across the full continuum of care — from prevention and early intervention to acute treatment, rehabilitation and community-based supports.

Status

- Cross-departmental health human resource initiatives are ongoing to support recruitment and retention.
- Work continues to modernize regulations, improving licensing and registration processes for allied health providers.

If asked about retention allowances:

- Educational Psychologists, Occupational Therapists, Physiotherapists, School Community Consultants, Positive Behaviour Intervention and Support Consultants and Speech-Language Pathologists, receive up to \$1,000 as an annual retention allowance under the current collective agreement.
- Audiologists receive up to \$3,000 as an annual retention allowance and up to \$1,200 as an annual Market Adjustment Allowance.
- Family and Children Services (FCS) Regional Social Workers receive up to \$5,000 as an annual retention allowance, in addition to a separate retention allowance of up to \$3,000 - \$4,000 for length of continuous service in that role. These FCS Regional Social Workers also receive an annual market adjustment allowance of up to \$875 - \$1,200 depending on whether they hold a bachelor's or master's degree in social work.
- Primary Care Paramedic (PCP), Advanced Care Paramedic (ACP), Community Paramedic (CP), Mobile Paramedic Specialist (MPS), and Critical Care Paramedic Medevac (CCP-Medivac) positions receive up to \$3,000 to \$6,000 as an annual retention allowance.
- Although the collective agreement expired on December 31, 2024, all the terms remain in effect until a new agreement is ratified, including these allowances.

Session Briefing Note

Allied Health Providers

TAB#6
Spring 2026
Public Service
Commission

If asked about retention:

- A comprehensive Health Human Resources Strategy with 25 recommendations is underway to address the shortage of Health care professions including allied health providers.

If asked about licensing and regulation:

- Modernization of the *Health Professions Act*, led by the Department of Community Services, is underway.
- Updates include psychology and pharmacy regulations to clarify licensing requirements, reduce administrative barriers and support more efficient recruitment and registration.
- This work supports more consistent, timely regulatory practices.

Approved by:	
Meagan Lang	February 16, 2026
Public Service Commissioner	Date

Topic: Auxiliary on-call employees

Key messages:

- Auxiliary on-call employees are an important part of the Government of Yukon's workforce.
- They help maintain continuity of public services by filling in for employees on leave and supporting departments during peak periods and special projects.
- Auxiliary on-call employees are members of the Yukon Employees' Union, and their employment terms are set out in the collective agreement with the Public Service Alliance of Canada - Yukon Employees' Union.

Key facts and stats:

- As of February 28, 2026, there are approximately 873 active Auxiliary-on-Call positions. Active Auxiliary-on-Call positions are incumbered and reflect status in the system; it does not confirm that incumbents have worked hours.
- Auxiliary-on-Call positions are released after one year of inactivity.
- The annual counts of Auxiliary-on-Call actual positions over the past two (2) years are as follows:
 - January 2024 (806) to January 2025 (810), (0.5 per cent increase).
 - January 2025 (810) to January 2026 (874), (7.3 per cent increase).
- Some of the terms and conditions of employment for Auxiliary-On-Call positions mirror those of regular employees; others differ to reflect the flexible, as-needed nature of auxiliary-on-call work.

- For instance, auxiliary-on-call employees do not receive paid vacation leave; however, they receive additional vacation pay in lieu of vacation leave credits.
- They also have access to the Employee and Family Assistance Program.

Status:

- The Public Service Commission regularly reviews the use of auxiliary-on-call positions across government.
- Quarterly reports on auxiliary-on-call usage are shared with the Yukon Employees' Union to support transparency and oversight. These reports include data such as the number of employees, the departments in which they work, and the hours worked.

Session Briefing Note

TAB#7
Spring 2026

Auxiliary On-Call Employees

Public Service
Commission

If asked about auxiliary on call terms and conditions:

- The collective agreement stipulates the terms and conditions for auxiliary on call positions, including flexible hours, no guaranteed schedule, and ineligibility for pension and severance based on regular hours worked.
- Auxiliary on call employees receive the same pay rate as regular employees in the same classification.
- Letter of Understanding “S” in the collective agreement establishes a joint committee to monitor usage and provide a dispute resolution process.

If asked about AOC-R:

- Auxiliary Reinforcement (AOC-R) positions are not included in AOC numbers.
- AOC-R positions are established in certain areas to provide Auxiliary Reinforcement employees with guaranteed hours and annual leave, sick leave, health and dental benefits.
- While similar to term positions, AOC-R roles offer additional flexibility in how guaranteed hours are scheduled.

Approved by:	
Meagan Lang	March 12, 2026
_____	_____
Public Service Commissioner	[Date approved]

Clean drinking water

Topic: Drinking water monitoring in youth-occupied facilities

Key messages:

- The Government of Yukon is committed to ensuring access to clean, safe drinking water in youth-occupied facilities.
- Over the last two years, the Yukon government tested the drinking water quality in all Yukon schools and remediated any fixtures that tested over the maximum allowable concentration of lead according to Health Canada's Drinking Water Quality Guidelines.
- A comprehensive water quality monitoring program is now in place to detect and mitigate lead in drinking water in all youth-occupied facilities, including schools, daycares and youth residences.
- The sampling and remediation work is consistent with other Canadian jurisdictions and applicable drinking water standards.

Key facts and stats:

- Yukon students identified elevated lead levels in drinking water at their school during a science project in 2024.
- The Yukon Employees Union filed a grievance related to this issue which is awaiting adjudication.
- The Workers Safety & Compensation Board issued orders to the Department of Education regarding the signage in schools regarding drinking water, which have been complied with.

Status:

- The long-term monitoring program of all youth-occupied facilities began in February 2026 and the results are published on Yukon.ca.

Session Briefing Note

TAB# 8
Spring 2026

Clean drinking water

Public Service
Commission

If asked about testing other facilities:

- As an added precaution, earlier this year the Government of Yukon sampled general water quality in facilities that house adult occupants 24-hours per day, such as continuing care facilities and adult residences.
- The results confirmed that the water in these buildings is also safe to drink.
- The Department of Highways and Public Works has also established a 5-year water sampling cycle for all well and water holding tank systems that aligns with the recommendations in the Canadian Drinking Water Guidelines.

If asked about specific grievances:

- We cannot comment on specific grievances, as they will be addressed through the agreed-upon procedures outlined in the collective agreement and legislation.

Approved by:	
Meagan Lang	February 10, 2026
_____	_____
Public Service Commissioner	[Date approved]

Session Briefing Note

Confidential HR Matters

TAB #9
Spring 2026
Public Service
Commission

Topic: Confidential internal human resource matters.

Key messages:

- Yukoners expect Government of Yukon public servants to deliver programs and services with the highest standards of integrity, ethics and professionalism.
- To protect individual privacy and to maintain the integrity of our processes, the Government of Yukon does not comment on or confirm information related to confidential human resource matters.

Key facts and stats:

- Employees' ethical obligations are outlined in the Government of Yukon's corporate Human Resources policies, the *Public Service Act* and other legislation.
- The Government of Yukon's Values and Ethics Code provides clear guidance on the common values, behavior and legal frameworks that apply to all employees.

Status:

- To maintain the integrity and impartiality of our processes, the Government of Yukon does not comment on or confirm information related to confidential internal human resources matters.
- Allegations of any serious interpersonal misconduct impacting the workplace are referred to the Public Service Commission's Internal Investigation Office for investigation.

Approved by:

Meagan Lang

February 12, 2026

Public Service Commissioner

[Date approved]

Health Authority

Topic: Health Authority: Shāw Kwä'a

Key messages:

- The Government of Yukon has paused its work on the transition to a health authority.
- The government is committed to advancing shared priorities related to health system transformation and recognizes the need to make the system culturally safe, patient-centred and focused on improving the health and wellbeing of Yukoners.
- The Government of Yukon continues to work with unions representing health care workers, the Yukon Hospital Corporation, First Nation governments and health care professionals to strengthen frontline care.

Key facts and stats:

- Under a Memorandum of Understanding, a Health and Wellness Yukon Employer-Union Working Group was established to discuss labour impacts of the transition to a Health Authority.
- This group is led by the Labour Relations branch of the Public Service Commission and includes representatives from the Department of Health and Social Services, the Yukon Hospital Corporation, the Yukon Employees' Union, the Public Service Alliance of Canada and the Professional Institute of the Public Service Canada.
- As of February 2026, regular meetings of the working group have been paused.

Session Briefing Note

TAB #10
Spring 2026

Health Authority

Public Service
Commission

- The Government of Yukon and the Chiefs Committee on Health announced the initial board for the Health Authority in August 2025.

Status:

- Consideration is being given to how the Employer-Union Working Group model may provide an opportunity for continued engagement to advance shared priorities.

Approved by:

Meagan Lang

March 12, 2026

Public Service Commissioner

[Date approved]

Topic: Workplace Health and Safety in Yukon government

Key messages:

- The Public Service Commission supports departments in meeting legislative and policy requirements and is committed to providing a consistent, government-wide policy framework for workplace safety.
- Government-wide performance standards and policies are established to promote a consistent and comprehensive approach to safety.
- The Public Service Commission is implementing STICH, a mobile-accessible system designed to standardize incident and hazard reporting, with the goal of onboarding all government departments by the end of 2025–26 fiscal year.

Key facts and stats:

- Under the *Workers' Safety and Compensation Act*, all Yukon employers must maintain a health and safety management system addressing physical and psychological hazards.
- In 2023, the Public Service Commission updated its Workplace Health & Safety Policy (GAM 3.48) to include psychological safety and clarify employer responsibilities.
- Updates to GAM 3.48 enabled the Public Service Commission to set Performance Standards on a variety of topics to enhance consistency across the Yukon government in support of improved training, communications, safety culture, data collection and performance monitoring.
- Performance standards have been set for incident management and Joint Health and Safety Committees; draft standards for hazard management and workplace violence and harassment are underway.

Session Briefing Note

TAB #11

Spring 2026

Workplace Health and Safety

Public Service
Commission

- The Public Service Commission is leading a Psychological Health and Safety Project aligned with the 2024–27 People Plan and the 2022 Work Environment Assessment Report.
- A government wide Health and Safety Management System review was completed in 2023, as required every three years under the Act.

Status:

- The Public Service Commission collects and analyzes health and safety data across all departments and issues quarterly updates to committees, Deputy Ministers and safety personnel to support informed decision-making.
- The Health and Safety Leadership Committee - comprised of the Public Service Commissioner, a Deputy Minister and the presidents of both the Yukon Employees Union and Yukon Association of Education Professionals - regularly reviews health and safety data and provides recommendations to support the functioning of departmental health and safety committees, address safety trends and address barriers to department safety committee operations.
- Currently, 62 Health and Safety Committees operate across government workplaces, conducting monthly inspections, reviewing reports, investigating complaints and recommending safety improvements.

Approved by:
Meagan Lang

February 12, 2026

Public Service Commissioner

[Date approved]

Nursing recruitment and retention efforts

Public Service
Commission

Topic: Recruitment and retention of nurses in the Yukon.

Key messages:

- The Government of Yukon is focused on ensuring Yukoners continue to have access to safe, reliable health services across the territory, while strengthening recruitment and retention of Registered Nurses, Nurse Practitioners, Registered Psychiatric Nurses and Licensed Practical Nurses.
- The Yukon government recognizes the critical role of front-line health care workers and values their contributions to the health, safety and wellbeing of Yukoners.
- The Government of Yukon is committed to providing competitive compensation for nursing staff.

Key facts and stats:

- Nursing shortages are occurring nationwide, with all jurisdictions experiencing similar recruitment and retention pressures.
- All Registered Nurses, including Nurse Practitioners, performing nursing work in Whitehorse receive an annual market adjustment allowance of up to \$3,000 per year.
- All Registered Nurses, including Nurse Practitioners, performing nursing work outside of Whitehorse receive an additional \$3,000 per year annual market adjustment allowance.
- Nurse Practitioners also receive an annual market adjustment allowance of up to \$12,000.

Nursing recruitment and retention efforts

Public Service
Commission

- The 2022 - 2024 collective agreement established a new retention allowance for Primary Health Care Nurse \$8,000 and Primary Health Care Nurse in Charge \$18,000.
- The 2022 - 2024 collective agreement also established a separate pay grid for nursing positions in the bargaining unit.

Status:

- Collective bargaining is currently underway between the Government of Yukon and the Public Service Alliance of Canada - Yukon Employee's Union to renew the collective agreement that expired in December 2024.
- There is an interim Letter of Agreement with the Yukon Employee's Union that provides signing bonuses and exam fee reimbursement for newly hired Registered Nurses, Nurse Practitioners and Licensed Practical Nurses.

If asked about the Nursing Retention and Recruitment Incentives Letter of Agreement:

- The interim agreement provides a \$7,500 signing bonus for newly hired Nurse Practitioners and Registered Nurses, and a \$4,500 signing bonus for newly hired Licensed Practical Nurses, contingent upon a 12-month service commitment.
- If this service requirement is not fulfilled, the signing bonus is recoverable on a prorated basis.
- Reimbursement is offered for exam fees incurred within 24 months prior to employment for new nursing graduates who accept employment with Yukon government.

Session Briefing Note

TAB #12
Spring 2026

Nursing recruitment and retention efforts

Public Service
Commission

- This temporary agreement is in place until March 31, 2027.

Approved by:

Meagan Lang

February 17, 2026

Public Service Commissioner

[Date approved]

Topic: Psychological Health and Safety in the workplace.

Key messages:

- Psychological safety has a direct impact on employee retention, engagement, injury rates, and overall costs to government.
- Government of Yukon is taking a deliberate approach, using the 13 factors of psychological health and safety together with past assessments and CSA standards to guide programs, policies, action plans, and ongoing assessment work.

Key facts and stats:

- Psychological safety is in legislation, a part of industry standards and in organizational wellbeing practices as an ongoing element of workplace health and safety.
- The Workers' Safety and Compensation Act require employers to address psychological health and safety in their safety management system.

Status:

- The Public Service Commission has established a full-time Psychological Health and Safety Consultant position to provide expert advice, conduct organizational assessments, and coordinate support and training across the public service.
- There are services and support available through our Employee and Family Assistance Program that assist employees who are exposed to psychological hazards in the course of their work.

- The Public Service Commission has revised GAM 3.48 (Workplace Health and Safety), GAM 3.59 (Disability Management and Accommodation) and GAM 3.47 (Respectful Workplace) to demonstrate a commitment to psychological safety and establish processes for responding to incidents.

If asked what projects under the People Plan relate to Psychological Health and Safety:

- Integrating psychological safety into the government's health and safety management system and developing guidelines for reporting incidents.
- Improving the performance evaluation process.
- Reviewing and developing supervisor and leadership programming to prepare supervisors to set the foundation of clear expectations, improve diversity and inclusion, and increase psychological support in the workplace.

Session Briefing Note

TAB #13
Spring 2026

Psychological Health and Safety

Public Service
Commission

If asked what actions the government has undertaken already:

- Revised GAM 3.48 Workplace Health and Safety to include psychological safety standards.
- Updated GAM 3.59 Disability management and Accommodation to reduce barriers for employees returning to work.
- Strengthened its approach to harassment investigations through the establishment of an Investigations Office and the rollout of online training on violence and harassment policies and procedures.
- Enhanced the Employee and Family Assistance Program by introducing a cumulative stress management program for employees in high-stress roles. (e.g., Community Services, Education, Justice, Health, and Social Services).

Approved by:

Meagan Lang

February 10, 2026

Public Service Commissioner

[Date approved]

Respectful Workplace- Conflict Prevention and Resolution

Public Service
Commission

Topic: The Respectful Workplace Policy is the employer's policy on violence and harassment prevention.

Key messages:

- The Government of Yukon is committed to fostering safe, respectful and healthy workplaces that support high-quality public service for Yukoners.
- The Respectful Workplace Policy of the Government of Yukon promotes constructive conflict management, ensures equitable access to conflict resolution mechanisms and facilitates the timely and effective resolution of workplace disputes.
- The Respectful Workplace Policy fulfills requirements under the *Workers Safety and Compensation Act*.

Key facts and stats:

Conflict Management Services (informal support)

- Formerly the Respectful Workplace Office; now part of the Organizational Development Branch within the Public Service Commission.
- Supports employees navigating conflict or incivility.
- Supports leaders, managers and supervisors in managing workplace environments.
- Provides equitable access to informal dispute-resolution tools through conflict coaching, facilitated conversations, mediation and group processes.
- Offers early, accessible support to help resolve conflicts before they escalate.

Session Briefing Note

TAB #14
Spring 2026

Respectful Workplace- Conflict Prevention and Resolution

Public Service
Commission

- Encourages employees to proactively develop conflict-resolution skills to maintain positive working relationships.

Investigations Office (formal process)

- Created in 2024 within the Public Service Commission.
- Investigates serious allegations of harassment, discrimination, abuse of authority, sexual harassment and violence.
- Uses trauma-informed and timely approaches to investigate serious interpersonal misconduct.

Status:

- The Public Service Commission is currently working on a process to outline a clear procedure for employees, supervisors and managers for responding to reports of violence and harassment from external sources.

Approved by:

Meagan Lang

February 12, 2026

Public Service Commissioner

[Date approved]

Yukon Employee's Union (YEU) Collective Bargaining

Public Service
Commission

Topic: Public Service Alliance of Canada (PSAC)/Yukon Employee's Union (YEU) Collective Bargaining Update

Key messages:

- The Government of Yukon recognizes and appreciates the continued hard work and dedication of our employees, who strive to deliver exceptional public services to Yukon residents.
- We are committed to negotiating a new collective agreement that is fair, balanced, and fiscally responsible.
- We are committed to upholding the integrity of the bargaining process and will not be commenting on the specifics of these confidential discussions.
- Comprehensive proposal packages have been exchanged by the Parties and continue to be actively and confidentially negotiated

Key facts and stats:

- The current collective agreement between the Government of Yukon and the Public Service Alliance of Canada/Yukon Employees' Union expired on December 31, 2024. The terms and conditions therein continue while a new agreement is being negotiated.
- The *Public Service Labour Relations Act* and the Public Service Alliance of Canada/Yukon Employees' Union collective agreement govern the collective bargaining processes for the Yukon Public Service.
- Negotiations are led by the Public Service Commission.

Yukon Employee's Union (YEU) Collective Bargaining

Public Service
Commission

- Collective bargaining is a complex process that typically spans several months, potentially resulting in changes to the terms of the agreement, which may include general wage increases, changes to allowances, premium payments, leave provisions and other matters of importance to the Public Service Alliance of Canada/Yukon Employees' Union and the employer.
- Historically, the outcome of Government of Yukon's bargaining with PSAC/YEU is largely considered and often used as a comparator by other bargaining tables in Yukon. (e.g. Yukon Hospital Corp, Yukon Energy, Yukon Association of Education Professionals, Yukon University, etc.)
- Private sector employers, who compete with the public service for talent in Yukon's labour market may also be impacted by Government of Yukon bargaining outcomes.

Status:

- Bargaining sessions have been ongoing since October 7, 2024.
- The next set of dates for negotiations are scheduled to take place May 28 and June 2-4, 2026, with additional dates booked through the summer

If asked about whether YEU being placed under administration by PSAC will affect bargaining:

- The Yukon Employees' Union has been placed under administration by the Public Service Alliance of Canada. We do not expect this to

Session Briefing Note

TAB#15
Spring 2026

Yukon Employee's Union (YEU) **Collective Bargaining**

Public Service
Commission

affect bargaining progress and will continue to work with the YEU as normal.

If asked about why this round of bargaining is taking so long:

- Collective Bargaining is a complex, multi-party process and this round includes an high volume of proposals.

If asked about whether the employer has been unprepared to advance bargaining:

- We disagree with that characterization, but will not comment on the specifics of these confidential discussions.

Approved by:

Meagan Lang

April 9, 2026

Public Service Commissioner

Date approved

Topic: Administration of the Government of Yukon employee benefits plan

Key messages:

- The Government of Yukon is committed to maintaining a strong and sustainable benefits plan that balances affordability, competitiveness and long-term fiscal responsibility.
- We offer one of the most comprehensive public sector benefits plans in Canada.
- Benefit premium rates are reviewed annually to ensure the plan remains financially sustainable and responsive to claims experience, projected costs, insurance reserve requirements and emerging health and insurance trends.

Key facts and stats:

- The Joint Management Committee, representing both employees and the employer, administers group insurance plans under the *Public Service Group Insurance Benefit Plan Act* and sets benefit design and premium rates by consensus.
- The Joint Management Committee Chair or Vice Chair submits annual premium recommendations to the Minister of Finance to ensure rates are sufficient to cover claims and expenses for the upcoming year.
- Mercer Marsh Benefits, a national benefits consulting firm, supports the Committee to ensure the plan remains cost-effective and nationally competitive.
- Canada Life is the current benefit provider.
- Nationally, mental health conditions account for approximately 70 per cent of disability-related costs (Statistics Canada, 2022).

- Premium changes effective April 1, 2026, include a 4 per cent decrease to extended health care, a 6 per cent decrease to dental care, 7.5 per cent increase to basic life and a 20.2 per cent increase to long-term disability.
- Premium changes effective April 1, 2025, included: +11 per cent dental, +23 per cent life insurance, +35.4 per cent long-term disability, and no increase to extended health.
- Work is underway to better integrate psychological health and safety into workplace health and safety systems and to strengthen long-term disability management.

Status: Annual financial reporting for April 1, 2024, to March 31, 2025, was provided to Members of the Legislative Assembly on October 31, 2025.

- The Joint Management Committee met in February 2026 to review premium rates.
- The Minister of Finance approved the premium rates effective April 1, 2026.

If asked about retired employees

- Our retirees continue to receive extended health coverage equivalent to active employees, a benefit that is uncommon among Canadian jurisdictions.
- Participation in the retiree benefits plan is voluntary.
- Retirees may opt out at any time; however, once opted out, they cannot re-enroll.

If asked about recent premium increases

- Premium changes effective April 1, 2026, will result in average monthly employee cost increases of approximately \$5 to \$8 for Yukon Employees' Union members and \$10 to \$13 for Yukon Association of Education Professionals members.
- Increases were driven primarily by higher life insurance and long-term disability claim costs.
- Decreases reflect lower than expected extended health and dental claim costs.
- The largest increase is to long-term disability premiums (20.2 per cent), reflecting a higher volume of accepted claims, longer claim durations and increased claims related to mental health and chronic conditions. These pressures align with national trends.
- Ongoing investments in mental health supports, performance standards and technology are expected to help manage future cost pressures.

If asked about the Canada Life data breach:

- On April 22, 2026, Canada Life confirmed a cyber incident involving unauthorized access, potentially affecting up to 70,000 individuals, mostly associated with one large client.
- The Government of Yukon is a Canada Life client and has been advised it is not the client primarily associated with the incident and that Yukon government employee information was not impacted.
- Canada Life has advised the incident has been contained and systems remain operational.

Session Briefing Note

TAB# 21
Spring 2026
Public Service
Commission

Employee Benefits

- The number of Yukon government employees enrolled in Canada Life benefits is 7,313 which includes 1,947 retirees.

Approved by:
Meagan Lang

April 23, 2026

Public Service Commissioner

Date approved

Interview and Relocation Expense Directive

Public Service
Commission

Topic: Interview and Relocation Expense Directive review and associated costs.

Key messages:

- The Interview and Relocation Expense Directive is under review to modernize provisions, increase flexibility and strengthen cost management.
- Updating the directive supports the Public Service Commission's commitment to being an employer of choice by enhancing recruitment, talent mobility and workforce sustainability in a competitive labour market.
- Clearer rules and guidance will improve consistency, predictability, and fiscal oversight for departments.

Key facts and stats:

- The directive was last updated in 2009.
- In 2024-25, approximately \$603,800 was spent on interview and relocation expenses.
- The five-year annual average for these costs is approximately \$745,079.
- The current directive provides reimbursement for a range of relocation benefits, including travel and accommodation expenses, shipment and storage of household goods, and real estate and legal fees.
- Eligibility for relocation of benefits varies by type of hire (for example, indeterminate, term or casual).

Interview and Relocation Expense Directive

Public Service
Commission

Status: A review of the directive is underway, with completion anticipated in 2026.

- The review is currently in the information gathering stage, including internal discussions, data analysis, literature and policy review and jurisdictional scan.

If asked about current relocation cost

- Relocation costs vary based on candidate origin and household circumstances.
- Total interview and relocation expenses for the past five (5) fiscal years:

Fiscal Year	Total Expenses
2024-25	\$603,769.00
2023-24	\$823,549.00
2022-23	\$916,840.00
2021-22	\$554,039.00
2020-21	\$827,196.00

- Employees who receive relocation assistance must repay a portion of these costs if they voluntarily leave the Government of Yukon within two (2) years of their start date.
- Repayment is pro-rated based on the length of service and may be recovered through salary deductions, other payments owing, or direct invoicing to the Territorial Treasurer of the Yukon.

Session Briefing Note

TAB#22
Spring 2026

Interview and Relocation Expense Directive

Public Service
Commission

- Deputy Ministers have discretion to provide financial relief from repayment obligations, based on factors such as medical or family-related circumstances.

Approved by:	
Meagan Lang	February 4, 2026
_____	_____
Public Service Commissioner	[Date approved]

Changes to the Public Service Pension Plan

Public Service
Commission

Topic: Proposed federal legislative amendments to the *Public Service Superannuation Act* may impact Yukon public servants.

Key messages:

- The Public Service Commission leads human resources management across the Government of Yukon and supports a strong, effective public service.
- The Government of Canada - through the Treasury Board Secretariat – is proposing legislative amendments affecting members of the federal Public Service Pension Plan, which includes Yukon government employees.
- The Government of Yukon continues to engage with the Treasury Board on these proposed changes.

Key facts and stats:

- The *Public Service Superannuation Act* and its regulations govern pension accrual rules and retirement benefits for federal and territorial public service employees.
- The Government of Canada is proposing two amendments to the *Public Service Superannuation Act* that may affect Yukon public servants: (1) introduction of a “25 and out” early retirement option for designated frontline operational positions and (2) modernization of part-time service rules.

Changes to the Public Service Pension Plan

Public Service
Commission

“25 and out”

- The “25 and out” option would allow designated frontline operational positions – such as firefighters, paramedics and correctional officers – to retire with an unreduced pension after 25 years of service, regardless of age.
- Similar provisions apply to federal correctional officers, RCMP members and Canadian Armed Forces personnel.
- The Treasury Board Secretariat has not finalized the details of the program. For instance, the Treasury Board Secretariat has not finalized the definition of “frontline” positions.
- The impact of the program in the Yukon is being considered but not expected to be significant.

Part-time service rules

- Under current Public Service Superannuation Act provisions, members must work at least 12 hours per week to contribute. Their pension contributions are pro-rated, and part-time employees cannot purchase pension credits for hours not worked.
- Canada is proposing to allow employees who temporarily reduce their hours to top up their pension credits for the time not worked.
- This change is intended to address gaps in pension accruals for employees who temporarily reduce their hours. For example, after coming back from a parental leave.
- The cost of the election will be fully borne by the employee and calculated on an actuarial basis.

Session Briefing Note

TAB #23
Spring 2026

Changes to the Public Service Pension Plan

Public Service
Commission

- It is anticipated there will be a transition period of one year to allow all active members time to apply for any previous periods of temporary reductions in hours to be considered pensionable at full time.

Status:

- Federal legislative and regulatory amendments to the *Public Service Superannuation Act* will only come into effect once passed by the federal Parliament.
- The Public Service Commission remains in contact with the Treasury Board Secretariat.

Approved by:	
Meagan Lang	February 12, 2026
_____	_____
Public Service Commissioner	[Date approved]

Topic: Secondments between Yukon government and other organizations

Key messages:

- The Government of Yukon values secondments as a tool that allows employees to temporarily work across jurisdictions, which supports professional growth, knowledge-sharing and improved understanding of how partner governments operate.
- The Government of Yukon supports secondments to deepen collaboration, build strong intergovernmental relationships, and enhance service delivery across sectors.
- The Government of Yukon recognizes secondments as an important mechanism for supporting Chapter 22 Final Agreement and Breaking Trail Together commitments, particularly by fostering training, professional development, capacity building and shared understanding among First Nation governments and Yukon government employees.

Key facts and stats:

- Secondments are temporary assignments between the Government of Yukon and partner governments or organizations.
- As of May 5, 2026, there are 57 active secondments.

Status:

- A breakdown of current secondments:
 - 34 Yukon government staff seconded to First Nation governments or organizations
 - 1 Yukon government staff is seconded to the Yukon Federation of Labour

Session Briefing Note

TAB #24
Spring 2026

Secondments

Public Service
Commission

- 2 from First Nation organizations are seconded to Yukon Government,
- 2 Yukon government employees are seconded to the federal government,
- 1 Yukon government employee is seconded to Yukon University,
- 4 Yukon government employees are seconded to the City of Whitehorse,
- 5 Yukon government employees are seconded to the Yukon Hospital Corporation,
- 8 people from outside organizations are seconded to Yukon Government.

If asked about how secondments support Breaking Trail Together commitments:

- One of the three pillars of Breaking Trail Together is to support training and professional development opportunities.
- Secondments allow Yukon government employees to experience employment in First Nation governments and First Nation government employees to experience employment in Yukon government.
- Secondments build a shared understanding of the work that each organization performs and builds capacity across our public service and FN government organizations, which is one of the goals under Chapter 22 of the Umbrella Final Agreements.

Approved by:	
Meagan Lang	May 7, 2026
_____	_____
Public Service Commissioner	Date approved

Senior Leadership Appointments and Compensation

Public Service
Commission

Topic: Senior leadership appointments and compensation in the Government of Yukon.

Key messages

- The government is committed to building a workforce reflecting Yukon's diversity.
- Gender distribution in senior leadership shows women hold 33 per cent of deputy head roles and 53 per cent of Assistant Deputy Minister roles.
- While compensation for senior leadership is based on publicly available frameworks, personal details are protected by the Access to Information and Protection of Privacy Act (ATIPPA).

Key facts and stats:

- As of April 1, 2026: 5 women and 10 men are in deputy head roles.
- 24 women and 21 men hold Assistant Deputy Minister positions.
- Deputy heads, with the exception of the Public Service Commissioner, serve at the pleasure of the Premier.

Status

- Senior leadership appointments in the Government of Yukon are made by the Premier. These appointments are publicly communicated through an official channel such as a news release.
- The Premier appointed a new deputy minister to the Department of Finance (April 1, 2026)

Session Briefing Note

TAB #25
Spring 2026

Senior Leadership Appointments and Compensation

Public Service
Commission

- The Premier appointed a new deputy minister to the Department of Education (February 12, 2026).
- The Premier appointed new deputy ministers in the Executive Council Office and the Department of Energy Mines and Resources (November 25, 2025).

If asked about severance amounts:

- Salary ranges for deputy heads and terms and conditions of employment under Section M are public; however, individual severance amounts are personal employee information protected by the *Access to Information and Protection of Privacy Act*.

Approved by:

Meagan Lang

April 2, 2026

Deputy Minister, Public Service
Commission

Date approved

Topic: Government of Yukon hiring through the Yukon Nominee Program

Key messages

- The Yukon Nominee Program is an employer-driven immigration program designed to address labour market needs while safeguarding employment opportunities for Canadians and permanent residents.
- Employers must demonstrate a genuine labour market need and demonstrate that efforts to recruit suitable Canadian or permanent resident candidates were unsuccessful before accessing the program.
- The Government of Yukon does not currently use the Yukon Nominee Program for recruiting government positions but remains committed to attracting and retaining talent through other strategies.

Key facts and stats

- The program is delivered by the Department of Economic Development in partnership with Immigration, Refugees and Citizenship Canada.
- While primarily used by the employers in the private sector, the program is also available for applications by municipal, First Nation or territorial governments should they choose to use it.
- Immigration, Refugees and Citizenship Canada have set an allocation of 282 for the Yukon Nominee Program in 2026.
- Demand for the Yukon Nominee Program has exceeded available allocations since 2021 leading to increased pressure on program capacity. This led to a temporary pause on applications from Whitehorse-based employers in May 2024.

- In 2025, the Yukon Nominee Program introduced a new expression of interest intake model, to select those interested in applying to the program that align with the identified territorial priorities.

Status

- In 2026, employers are required to submit an online expression of interest during one of the two intake periods before receiving an invitation to apply to the program.
- The January intake received 324 eligible submissions and 227 were invited to apply based on program priorities for 2026. The second intake period is scheduled for July 2026.
- The application submission period for those employers who received invitations to apply ended on March 4, 2026, and received applications are currently being assessed.

If asked about Government of Yukon using Yukon Nominee Program spots for hiring:

- The Government of Yukon does not currently use Yukon Nominee Program spots for recruiting for government positions.
- We are focused on supporting the private sector's labour market needs, to allow businesses to grow and lead economic growth.

If asked about whether the Government of Yukon hires foreign workers outside of the Yukon Nominee Program:

- The Yukon government recruitments are open to all individuals who have legal authorization to live and work in Canada (including those on valid work permits).

Session Briefing Note

Yukon Nominee Program

TAB #26
Spring 2026
Public Service
Commission

- Eligibility is verified before an offer is made and an individual's work permit or authorization must be compatible with the term of the job being offered.

If asked about how Yukon government's hiring requirements are communicated to foreign workers:

- Yukon government communicates this requirement through clear eligibility conditions embedded in e-recruitment job ads and hiring processes.

Approved by:

Meagan Lang

Public Service Commissioner

Date approved

Topic: Breaking Trail Together: An Inclusive Yukon Public Service is the Government of Yukon's 10-year strategy to increase Yukon First Nation (YFN) and Indigenous representation.

Key messages:

- Breaking Trail Together is a 10-year strategy in place from 2019 to 2029 aimed at increasing the representation of Yukon First Nation and Indigenous employees in the Yukon government.
- The strategy is implemented through successive three-year operational plans. With the current plan ending in 2026, work will begin soon to develop and implement the final operational plan for 2027 to 2029.
- Breaking Trail Together and its operational plans are developed in partnership with Yukon First Nations through the Representative Public Service Working Group, which meets quarterly to review progress and support implementation.
- As Minister of the Public Service Commission, I am making the implementation of the final phase of Breaking Trail Together a top priority to further strengthen Indigenous recruitment, support employee retention and foster career development across the public service.

Key facts and stats:

- Chapter 22: Schedule A, Economic Measures, of Yukon First Nation Final Agreements requires the Government of Yukon to develop a plan to increase Yukon First Nation and Indigenous representation within the public service
- As of February 28, 2026, Yukon First Nation and Indigenous representation in the Yukon government was 13.2 per cent:

- Yukon First Nations representation at 5.74 per cent; and other Canadian Indigenous people represent 7.45 per cent.

Status:

- Breaking Trail Together is currently being implanted through the second of the 3-year operational plans (2023 to 2026)
- Projects and actions for the final operational plan (2027 to 2029) are currently in development.

If asked about actions in the 2023-26 operational plan:

- Our 2026/27 budget includes funding to extend the Elder-in-Residence position for one year, building on the success of the pilot project. The role provides cultural guidance and mentorship across government and supports Indigenous recruitment and retention through Breaking Trail Together.
- A review and evaluation of the Yukon First Nation and Indigenous Hiring Preference will be undertaken as part of the 2027 to 2029 Breaking Trail Together operational plan.
- The Indigenous Training Program originated in the Department of Highways and Public Works and was recently relocated to the Department of Community Services. Current efforts focus on stabilizing the program before expanding to communities. The program's goal is to provide access to training and career development opportunities within the public service for Indigenous youths.

If asked about which Yukon First Nations participated in developing the 10-year BTT strategic plan in 2019?

- Breaking Trail Together, an Inclusive Yukon Public Service' was developed in collaboration between the Government of Yukon and with self-governing Yukon First Nations.

Session Briefing Note

TAB #32

Spring 2026

Breaking Trail Together (BTT)

Public Service
Commission

- The Development Team consisted of representatives from Ta'an Kwäch'än Council, Kwanlin Dün First Nation, Tr'ondëk Hwëch'in, Champagne and Aishihik First Nation, Kluane First Nation, the First Nation of Na-Cho Nyäk Dun and the Government of Yukon. Contributions were made from Little Salmon/Carmacks First Nation. All self-governing First Nations were invited to participate.

Approved by:
Meagan Lang

April 2, 2026

Public Service Commissioner

Date approved

Topic: Yukon government initiatives to advance diversity and inclusion

Key messages:

- Yukon government is committed to fostering a diverse, inclusive and culturally safe workplace through comprehensive diversity and inclusion programming.
- This work is reflected in employment policies, educational programming, initiatives and partnerships designed to build a public service reflective of Yukon's diverse population, and Yukon government commitments under Chapter 22, Schedule A, of the First Nation Final Agreements.

Key facts and stats:

- The Government of Yukon's Employment Equity Policy establishes a framework to support equal access to government jobs for women, Indigenous peoples and people with disabilities.
- The Representative Public Service Plan: Breaking Trail Together, focuses on targeted recruitment, training, retention and advancement opportunities for Yukon First Nation and Indigenous employees.
- For people with disabilities, the Government of Yukon offers training, work experience placements and workplace accommodations - such as American Sign Language interpretation and specialized opportunities like the Moving Forward Program and the Corporate Document Destruction Center.
- As of February 28, 2026, women hold approximately 62 per cent of government positions and approximately 53 per cent of all senior

Session Briefing Note

TAB #33
Spring 2026

Diversity and Inclusion Programing

Public Service
Commission

leadership roles, demonstrating strong progress in gender representation.

- Various 2SLGBTQIA+ initiatives, including the Yukon government Pride Employee Resource Group, safe-space and advocacy activities, educational programs to build cultural competence and policies that address harassment and inclusion.
- Educational courses available to Yukon government employees include 2SLGBTQIA+ Awareness & Inclusion in Services and Practices, Introduction to Cultural Safety and an online course on Preventing Sexual Harassment in the Workplace.

Status:

- The Public Service continues to advance diversity and inclusion across the organization through ongoing policy review, program enhancements, inclusive recruitment practices, leadership development and initiatives that support culturally safe and respectful workplaces.

Approved by:	
Meagan Lang	April 2, 2026
_____	_____
Public Service Commissioner	Date approved

Topic: People Plan: Corporate Human Resource strategy update

Key messages:

- Our government is dedicated to maintaining an effective and professional public service that can deliver high quality programs and services to Yukoners
- The People Plan is the corporate human resources strategy for the Yukon government. It is a comprehensive, ten-year framework designed to strengthen and support the Yukon public service that was built based on engagement with Yukon public service employees.

Key facts and stats:

- In June 2024, the Public Service Commission introduced the People Plan Operational Plan 2024 to 2028, the first three-year operational plan under the People Plan Strategic Plan 2024 to 2034, which outlines concrete actions to support the recruitment, retention and development of a diverse and inclusive public service.
- Twenty (20) projects are included in the People Plan Operational Plan 2024 to 2027, including:
 - Projects that focus on cultural safety.
 - A new suite of leadership development training and support for managers and supervisors.
 - Embedding character-based leadership in HR practices and organizational culture for optimal organizational performance and sustained excellence.
 - Projects focused on safety in the workplace, including implementation of a centralized safety management system.

Session Briefing Note

TAB #34
Spring 2026

People Plan

Public Service
Commission

- Projects focused on HR software system transformation, and improvement of HR business processes.
- The People Plan is centered around five (5) overarching goals:
 1. Create an engaging and inclusive workplace experience.
 2. Identify and attract the most skilled people for their respective roles.
 3. Develop the capacity of our people leaders.
 4. Develop and empower our employees.
 5. Build a culture of continuous improvement.
- The People Plan Strategic Plan builds on the original People Plan (2019 to 2023), maintaining the same goals and guiding principles.

Status:

- A comprehensive mid-point review is underway, which will detail all achievements to date on the 20 projects.

If asked about: Who was consulted?

- The People Plan Operational Plan's development was informed by extensive engagement with employees across all levels of organization, from front-line to senior management and external partners such as Yukon University, the Multicultural Centre of the Yukon, Bring Youth Towards Equity (BYTE), Yukon First Nation Chamber of Commerce and others. Feedback was captured in a What We Heard report shared internally in June 2024.

Approved by:
Meagan Lang

February 12, 2026

Public Service Commissioner

[Date approved]

Public Interest Disclosure of Wrongdoing Act Review

Public Service
Commission

Topic: The *Public Interest Disclosure of Wrongdoing Act* review process

Key messages:

- The *Public Interest Disclosure of Wrongdoing Act* is essential whistleblower legislation.
- The Act enables employees of public entities to report serious concerns without fear of reprisal, such as unlawful acts, risks to public safety, or harm to the public interest.
- The Act also seeks to strengthen public confidence in government institutions.

Key facts and stats:

- The Act came into force on June 15, 2015.
- The Act required an initial review within five (5) years because it was new; that review began in June 2020.
- The Act does not currently require that any subsequent reviews of the legislation take place.
- The review was conducted in two (2) phases:
 - Phase 1 (2020-21): Focused on a comprehensive legislative review, analysis of international trends and data collection related to disclosures, investigations and complaints of reprisals.
 - Phase 2: (2022-24): Included a confidential online survey for employees of public entities, a policy discussion paper shared with stakeholders, and an online public engagement process for Yukoners, conducted from December 1 to December 15, 2023.
- The review was completed using this two-phased approach due to challenges posed by the COVID-19 pandemic and limited resources.

Session Briefing Note

TAB #35
Spring 2026

Public Interest Disclosure of Wrongdoing Act Review

Public Service
Commission

- The Public Interest Disclosure Commissioner supported this methodology.
- The results of the engagement were shared publicly in a “What We Heard” report, released February 28, 2024

Status:

- Ongoing training is provided to public servants to help ensure they understand their rights and responsibilities under the Act.
- The Public Service Commission has carried out a full review of the Act, including research and analysis, internal and public engagement and is determining next steps

Approved by:	
Meagan Lang	April 20, 2026
_____	_____
Public Service Commissioner	Date approved

Recruitment and Retention in the Public Service

Public Service
Commission

Topic: Recruitment and retention in the Yukon public service.

Key messages:

- Our priority is ensuring the public service continues to be an employer of choice – attracting and retaining talented people locally and nationally to provide the services Yukoners rely on today and in the future.
- Each department leads recruitment to meet its operational needs.
- The Public Service Commission provides government-wide leadership, tools and support to address recruitment and retention challenges across the public service.

Key facts and stats:

- The Yukon government has been recognized as one of Canada's Top 100 Employers since 2014, reflecting our commitment to workplace excellence.
- The Yukon, like other jurisdictions, has experienced tightening labour market conditions, including due to an aging workforce and retirements.
- Retirements continue to place pressure on workforce sustainability:

Calendar Year	Total Retirements YG
2025	132
2024	157
2023	163
2022	205
2021	206

Session Briefing Note

TAB#36
Spring 2026

Recruitment and Retention in the Public Service

Public Service
Commission

Status:

- Key initiatives underway include:
 - Streamlining and modernizing hiring practices through process improvements.
 - Implementing the Breaking Trail Together operational plan to increase Yukon First Nation and Indigenous representation.
 - Advancing psychological health and safety initiatives to foster respectful, inclusive and healthy workplaces.
 - Strengthening learning, development and leadership programs to support career growth and retain talent.

If asked about what the Government of Yukon offers:

- The Yukon government offers competitive pay and a comprehensive benefits package, including a defined benefit pension plan.
- Flexible work options and career development opportunities.
- Our government continues to evolve its human resource strategies to remain competitive, responsive and aligned with service delivery needs.

Approved by:

Meagan Lang

April 2, 2026

Public Service Commissioner

Date

Topic: Remote Work Policy Review

Key messages:

- The Remote Work policy provides a framework that enables mutually agreed-upon remote work arrangements, including agreement on the remote work location.
- This approach provides flexibility to ensure operational requirements are met while supporting employees, including in some instances by permitting remote work from rural communities outside of Whitehorse.

Key facts and stats:

- The need to update the Government of Yukon's approach to remote work was identified before the COVID-19 pandemic. The current policy, introduced in 2022, replaces the previous "Telework policy" from 2009.
- Since January 2021, the Public Service Commission has been responsible for centrally tracking employees with work-from-home agreements.
- While the policy supports in territory remote work, out-of-territory arrangements are limited to exceptional and/or time-limited circumstances, requiring approval from the Public Service Commissioner.
- Employee engagement sessions were held in the fall of 2023 to identify potential barriers to remote work, particularly from rural communities. These findings are documented in the "What We Heard" report, as part of the People Plan.

Session Briefing Note

TAB#37
Spring 2026

Remote Work

Public Service
Commission

Status:

- The Remote Work Policy and Guidelines (GAM 3.12) are currently under review.

Approved by:

Meagan Lang

February 12, 2026

Public Service Commissioner

[Date approved]

Topic: Supporting rural employment and enabling Yukoners to live and work in their home communities.

Key messages:

- Our government is committed to maintaining and growing job opportunities in rural communities, recognizing their vital role in supporting local economies and helping Yukoners live and work where they call home.
- Efforts to strengthen rural employment include recruitment initiatives, application of the Remote Work Policy and partnership opportunities through secondments.

Key facts and stats:

Jobs in Rural Yukon vs. Whitehorse

- Rural active positions have grown by 3.3 per cent since 2022, compared to 6.7 per cent growth in Whitehorse.
- In 2025, there were 929 active government positions in rural communities and 5,588 in Whitehorse.
- Active positions include permanent, temporary, AOC/R, casual, seasonal, student, temporary teachers, and teachers-on-call.

Secondments

- Secondments are governed by the *Temporary Assignment Staffing Directive* and may involve partnerships with the federal government, municipal governments, hospitals, other agencies and First Nation governments and organizations.
- Secondments are typically lateral moves where employees temporarily perform duties in a host organization while retaining their substantive position with their home employer.

Session Briefing Note

TAB #38
Spring 2026
Public Service
Commission

Rural Jobs

- Assignments generally last one to three years, with most lasting three years.
- A protocol governs secondments with First Nation governments and organizations to support collaboration and capacity building.

Status:

- The Government of Yukon's Remote Work Policy, in place since 2021, is currently being updated to reflect evolving workplace realities.

If asked about community-based employment:

- The Government of Yukon promotes community-based employment through secondments that provide employees with new experiences, diverse perspectives and skill development opportunities.
- These arrangements also strengthen partnerships across governments and contribute to innovative, effective service delivery.
- As of March 10, 2026, there are 59 secondments between the Government of Yukon and other governments and First Nations organizations.
- Of these, 36 (61 per cent) are with First Nation organizations, demonstrating the value of secondments in partnership-building and addressing workforce needs. Three secondments are based in rural communities, while 56 are in Whitehorse.

Approved by:
Meagan Lang

March 12, 2026

Public Service Commissioner, PSC

[Date approved]

Topic: Overview of the number of Government of Yukon employees and how workforce size is measured and reported.

Key messages:

- The Government of Yukon is focused on ensuring the Yukon's economy is led by a growing, thriving and prosperous private sector.
- We are committed to strong governance and the efficient delivery of high-quality services that improve outcomes for Yukoners.

Key facts and stats:

- In the 2025 calendar year (Q3), the Government of Yukon workforce totaled approximately 5,383 Full-Time Equivalent positions, known as FTEs, based on hours worked.

Status:

- Yukon Bureau of Statistics reports employment across the entire public sector, including federal, municipal, First Nations governments, and publicly funded institutions.
- The Public Service Commission calculates FTEs based on actual hours worked, including part-time and non-standard schedules.
- The Department of Finance reports budgeted FTEs for the fiscal year, which may differ from actual hours worked.
- Yukon Bureau of Statistics counts all employed people, including full-time, part-time, permanent and temporary workers.

Session Briefing Note

TAB #39
Spring 2026

Size of Government

Public Service
Commission

If asked about the why the Government of Yukon has seen increases in FTEs:

- In the 2025 calendar year(Q3), the Government of Yukon's workforce totaled 5,383 Full-Time Equivalent positions based on the hours worked.
- This was an increase of 51 FTEs or about one per cent over the year before (Q3).
- Growth in the Government of Yukon was largely a result of increased FTEs in health care and education, where demand and standards continue to rise.

Approved by:

Meagan Lang

February 12, 2026

Public Service Commissioner

[Date approved]

Department	FTE 2021 Q3	FTE 2022 Q3	FTE 2023 Q3	FTE 2024 Q3	FTE 2025 Q3
Community Services	365.1	351.6	282.5	303.6	311.7
Economic Development	59.6	60.3	57.7	62.2	58.3
Education	791.8	785.9	834.1	906.0	973.4
Energy, Mines & Resources, & YDC	271.3	261.8	270.9	264.4	265.9
Environment	246.6	247.7	265.4	280.4	273.5
Executive Council Office	87.6	88.8	91.4	85.1	88.5
Finance	74.2	70.5	84.9	78.7	78.9
French Language Services Dir.	24.4	18.1	22.6	23.8	24.8
H&PW, PMA, FVA & QP	886.3	891.5	877.8	879.8	837.8
Health and Social Services	1,491.4	1,445.2	1,494.1	1,580.0	1,613.1
Justice	296.5	303.7	307.2	324.4	319.4
Legislative Assembly & Elec.	7.9	8.1	8.8	7.9	10.9
Public Service Commission	151.7	145.6	157.6	151.8	156.3
Tourism & Culture	125.1	127.0	126.4	127.5	119.4
WCB	85.9	79.1	76.2	89.3	88.6
Women's Directorate	7.8	7.1	10.5	12.0	9.1
Yukon Housing Corporation	68.1	63.7	71.2	74.7	72.1
Yukon Liquor & Lottery	86.0	86.8	86.0	80.8	81.6
Yukon government	5,127.4	5,042.6	5,125.4	5,332.3	5,383.4

Note:

1. Number of employees does not include Judges, Elected Members, Employees in the HeadStart Program, Order-in-Council appointees except DMs, Justices of Peace, Co-Op Students, Student Hires, MLA & JD Pensioners, employees on leave without pay for 2 years or more, and Casual-Sporadic employees.
2. Number of employees worked includes employees who worked and were paid for their work hours during the period.
3. Numbers may vary slightly from previous reports due to: (a) revisions to the database – including employee class – after previous reports were generated, and (b) an update to the estimation program and its application to the historical data.
4. In 2025, improvement in YAEP calculations have resulted in revisions to historical FTEs for those employees.

<i>Department</i>	<i>Employees Worked 2021 Q3</i>	<i>Employees Worked 2022 Q3</i>	<i>Employees Worked 2023 Q3</i>	<i>Employees Worked 2024 Q3</i>	<i>Employees Worked 2025 Q3</i>
Community Services	466	438	340	365	378
Economic Development	71	74	70	73	70
Education	1,316	1,317	1,345	1,451	1,529
Energy, Mines & Resources, & YDC	314	310	330	309	305
Environment	296	302	327	333	327
Executive Council Office	108	107	118	102	103
Finance	89	85	106	89	91
French Language Services Dir.	31	25	29	28	29
H&PW, PMA, FVA & QP	1,011	1,043	1,031	1,028	971
Health and Social Services	1,871	1,831	1,894	1,957	1,986
Justice	364	361	363	374	355
Legislative Assembly & Elec.	9	9	11	9	13
Public Service Commission	185	178	183	179	183
Tourism & Culture	179	171	170	168	166
WCB	97	90	82	97	95
Women's Directorate	11	8	13	15	13
Yukon Housing Corporation	77	85	89	93	87
Yukon Liquor & Lottery	102	108	103	99	93
Yukon government	6,438	6,390	6,454	6,648	6,690

Note:

1. Number of employees does not include Judges, Elected Members, Employees in the HeadStart Program, Order-in-Council appointees except DMs, Justices of Peace, Co-Op Students, Student Hires, MLA & JD Pensioners, employees on leave without pay for 2 years or more, and Casual-Sporadic employees.
2. Number of employees worked includes employees who worked and were paid for their work hours during the period.
3. Numbers may vary slightly from previous reports due to: (a) revisions to the database – including employee class – after previous reports were generated, and (b) an update to the estimation program and its application to the historical data.

Topic: Values and Ethics Code

Key messages:

- We are committed to fostering a culture of collaboration and respect, recognizing the experience and continuity that public servants bring in serving all Yukoners.
- Maintaining a neutral, non-partisan public service is essential to ensuring a professional, trusted and effective government
- The Values and Ethics Code allows employees to understand the shared values that guide their work and behaviors, reinforcing a strong ethical foundation across the public service.

Key facts and stats

- Employees' ethical obligations are grounded in the Government of Yukon's corporate HR policies, the *Public Service Act* and other legislation and common law.
- Before the launch of the Values and Ethic Code in 2023, there was no single, plain language document outlining expectations for professional conduct across the Government of Yukon's public service.
- The Values and Ethics Code is a corporate human resources policy in the General Administration Manual (GAM) Volume 3.
- It provides employees with clear guidance on the shared values of the public service, expected behaviours and the legal and institutional framework within which they work.
- The Values and Ethics Code provide clarity for the employer in addressing and resolving employee ethical matters.

Session Briefing Note

TAB#40
Spring 2026

Values and Ethics

Public Service
Commission

- The Public Service Commission began developing the Code in 2018 through extensive research and collaboration with key stakeholders, including the Yukon Association of Education Professionals, the Yukon Employees' Union and senior departmental leaders.
- The Values and Ethics Code was launched in summer 2023 and an online, self-directed mandatory training module available to all government employees

Status:

- It is mandatory for all Government Employees to read and understand the Values and Ethic Code as part of their onboarding to Yukon government.
- The Public Service Commission is supporting awareness of the Values and Ethics Code through a communications campaign delivered via the new SharePoint hub, Quarterly Connect.

Approved by:
Meagan Lang

February 12, 2026

Public Service Commissioner

[Date approved]

Mandate Implementation – Embedding Core Values

Public Service
Commission

Topic: Embedding core values and responsible risk taking in the public service

Key messages:

- The government is advancing a territory-wide, values-driven public service approach to embed more accountability, respect, collaboration, ethical leadership and responsible risk-taking across the Yukon public service.
- This work will be integrated into recruitment, onboarding, learning and development, performance management and awards and recognition programs so that responsible risk-taking and values-based decision-making are modelled and rewarded across the public service.
- By grounding the day-to-day decisions of public servants in shared public service values, the Public Service Commission aims to strengthen public trust, improve service experiences for Yukoners and support a professional and engaged workforce.

Key facts and stats

- Employees' ethical obligations are guided by the Government of Yukon's corporate HR policies, the Values and Ethics Code, the *Public Service Act* and other legislation and common law.

Session Briefing Note

TAB #41
Spring 2026

Mandate Implementation – Embedding Core Values

Public Service
Commission

- The Values and Ethics Code outlines the public service values, expected behaviours and the legal and institutional framework for employees.
- This initiative builds on the Code and supports the government's commitments to efficient, citizen-centred services, reconciliation and rural equity by fostering a more responsive and collaborative public service culture.

Status:

- The Public Service Commission's mandate implementation plan identifies "Empowering Public Servants through Public Service Values" as a priority initiative. The work is currently in the planning stages.
- Proposed activities may include specific leadership development training, onboarding sessions focused on public service values, cross training and collaboration strategies, and enhanced rewards and recognition programs that highlight client service excellence, teamwork and innovation.
- The Public Service Commission will establish a common corporate foundation of shared values

Approved by:	
Meagan Lang	March 16, 2026
_____	_____
Public Service Commissioner	[Date approved]

Employee and Family Assistance Program (EFAP)

Public Service
Commission

Topic: Employee and Family Assistance Program and the transition from TELUS Health to MembersHealth.

Key messages:

- Following a fair competitive procurement process, the Government of Yukon is transitioning from TELUS Health to MembersHealth as the Employee and Family Assistance Program provider.
- This change is to the Employee and Family Assistance Program provider only; it does not change other employee benefit plans.
- There will be no interruption to EFAP services during the transition.
- Employees and eligible family members have access to MembersHealth as of March 16, 2026, by phone, online or through the MembersHealth mobile app.
- Employees can continue to access TELUS Health during the transition: TELUS Health will accept new cases until April 30, 2026, and cases opened on or before that date will continue through to completion.
- If employees contact TELUS Health after May 1, 2026, they will be directed to MembersHealth.

Key facts and stats:

- MembersHealth will provide employees and eligible family members with unlimited counselling cases. Each case includes up to 6 sessions; if additional support is needed, a new case may be opened.

Employee and Family Assistance Program (EFAP)

Public Service
Commission

- MembersHealth provides counselling plus a range of work-life services, such as legal and financial consultations, nutritional counselling and coaching, and leadership supports for supervisors and managers.
- MembersHealth also offers personal care managers to help employees navigate the public mental health system.
- Employee and Family Assistance is confidential within the limits of the law. The employer does not receive information about who uses the service or the nature of the support provided.
- The employer has an easily accessible SharePoint site for employees for current Employee and Family Assistance information, including FAQs and access details, and will be updated throughout April 2026

Status:

- Contract execution and service readiness activities are underway to support service commencement and continuity of care.
- A phased communications rollout began on March 16, including a Global Note, updated SharePoint content and workplace posters to ensure all employees are aware of the change in provider.
- Departments and branches that reference Employee and Family Assistance in training, onboarding, and internal materials are being advised to update content to reflect the new provider by April 30, 2026.

If asked about keeping a current counsellor:

Session Briefing Note

TAB #42
Spring 2026

Employee and Family Assistance Program (EFAP)

Public Service
Commission

- Employees currently receiving services through TELUS Health can complete their existing sessions with their current counsellor without interruption. TELUS Health will continue to accept new cases until April 30, 2026, and cases opened on or before that date will continue through to completion.
- MembersHealth also allows employees to refer a current counsellor/provider to join its network. It typically takes 2 to 4 weeks to confirm qualifications and standards. If the provider cannot or chooses not to join, MembersHealth will connect the employee with another qualified professional.

Approved by:

Meagan Lang

March 16, 2026

Public Service Commissioner

Date approved

Session Briefing Note

Major Games Participation

Spring 2026Public Service
Commission

Topic: Employee participation in Major Games and eligibility for game-related leave

Key messages:

- The Government of Yukon is proud to support Major Games and encourages employees to take part as athletes, volunteers and organizers.
- Employee participation is guided by the Major Games Participation Policy (GAM 3.34), which applies to employees hired under the *Public Service Act* and the *Education Act*.
- Leave requests must be approved in advance by supervisors and are considered based on operational requirements to ensure essential services are maintained.

Key facts and stats:

- The 2026 Arctic Winter Games took place in Whitehorse from March 8 to 15, 2026.
- Employees participating as Team Yukon athletes, coaches, mission staff, members of the cultural contingent or official referees were eligible to apply for leave without loss of pay during the Games under the Yukon government Major Games Participation Policy.
- And because Yukon was hosting this major games event, employees volunteering in lead planning roles were also eligible for leave without loss of pay under this policy.
- Employees volunteering in roles not covered by the policy were able to use vacation leave or leave without pay for their volunteer work during their regular scheduled work hours.

Session Briefing Note**Major Games Participation**

Public Service
Commission

-
- Auxiliary seasonal employees could apply for leave without loss of pay if they were actively working during the Games; the provision does not apply during their off-season.
 - Under GAM 3.34, eligible athletes and volunteers in designated roles may receive up to three weeks of paid leave; eligibility is confirmed through a letter provided by the host organization (e.g., Arctic Winter Games 2026 Host Society).

Status:

- The Arctic Winter Games showcased strong participation and pride across the Yukon public service.
- Many employees contributed to the success of the Games as athletes, coaches, officials, cultural participants and volunteers, while departments continued to deliver services to Yukoners.
- Through the Major Games Participation Policy (GAM 3.34), eligible employees were supported to participate without the loss of pay during the Games.
- Employees also volunteered their personal time and used vacation leave or leave without pay where applicable, to volunteer during their scheduled work hours to support this event.

Session Briefing Note

Major Games Participation

Spring 2026Public Service
Commission

If asked about how many Yukon government public servants volunteered during the Arctic Winter Games 2026:

- There were 83 Yukon government employees on Leave with Pay to serve either as a member of Team Yukon (coach, mission staff, chaperone) or of the Host Society as officials.
- Employees who volunteered in roles not covered by accredited positions under GAM 3.34 were able to use vacation leave or leave without pay.
- Those leave types are managed by departments and are not centrally tracked as “Games volunteering,” so they cannot be reliably counted for the same period but we know that many employees volunteered their time to support the Arctic Winter Games and we are very grateful for their participation.

If asked why the games participation policy used during the 2007 Canada Winter Games differed from the Major Games Participation Policy (GAM 3.34) used today:

- Only volunteers in designated roles were eligible for leave without loss of pay in 2007, consistent with today’s approach; however, the list of eligible roles was temporarily expanded.
- The 2007 Canada Winter Games were a much larger national-scale event, with significantly more athletes, coaches, volunteers, and a longer duration than the Arctic Winter Games, requiring extensive planning and operational support.

Session Briefing Note

Major Games Participation

Public Service
Commission

- To support hosting a national event of that scale, the Government of Yukon introduced a temporary, event-specific policy that replaced GAM 3.34 for the 2007 Games only, expanding eligibility to include certain planning, committee, temporary assignment, and cultural roles; the policy expired once the event concluded.

Approved by:

Meagan Lang

March 18, 2026

Public Service Commissioner

Date approved

Truth and reconciliation training

Public Service
Commission

Topic: Truth and reconciliation training requirements and recommendations across Yukon government

Key messages:

- Truth and reconciliation training supports culturally safe services and workplaces. Many departments require or recommend employees complete specific courses.
- Training requirements vary by department. Common offerings include Yukon First Nations 101, Cultural Safety, Understanding the Umbrella Final Agreement, Residential School Awareness and experiential learning such as the Blanket Exercise.
- The Public Service Commission supports access to training through corporate learning offerings and provides guidance on recommended courses.
- Decisions on mandatory training are set by deputy heads

Key facts and stats:

- In fiscal year 2025-26, 750 Yukon government employees attended truth and reconciliation-related training offered by the Organizational Development Branch of the Public Service Commission.
- These courses include Cultural Safety, Understanding the Umbrella Final Agreement, Residential School Awareness, Yukon First Nations 101 and the Blanket Exercise.
- There is no single government-wide standard. Departments may identify training as mandatory, recommended, or a combination of both.

Session Briefing Note

TAB #44
Spring 2026

Truth and reconciliation training

Public Service
Commission

- Yukon First Nations 101 is commonly used as a foundational course, with additional training selected based on role and context.

Status:

- The Public Service Commission does not mandate training government-wide for Truth and Reconciliation training; deputy heads set mandatory training within their departments.

Approved by:

Meagan Lang

April 20, 2026

Public Service Commissioner

Date approved

Topic: Expanding housing for Yukon government employees

Key messages:

- Yukon Housing works to improve and expand employee housing options in communities through new construction and partnership initiatives.
- Yukon Housing's Five-Year Capital Plan proposes an investment of approximately \$14 million to construct 17 staff units in seven Yukon communities by 2031.
- The Government of Yukon is committed to ensuring that public servants like teachers and nurses delivering essential services in rural Yukon can access employee housing.

Key facts and stats:

- Since 2019, 19 employee housing units have been built, for a total expenditure of \$21.9 million.
- Completion of a teacher duplex in Burwash Landing is scheduled for spring 2026.
- Additional employee housing units are planned for Pelly Crossing in 2027-28 and Ross River and Burwash Landing in 2028-29.
- As of April 24, 2026, Yukon Housing manages 172 employee housing units. 166 are currently occupied or under allocation, and five are under repair.
- As of April 24, 2026, two employees are on the waitlist; total demand from departments is expected to increase as new rural staffing requirements are identified.

Session Briefing Note

TAB# 46
Spring 2026

Employee Housing

Yukon Housing, Public
Service Commission

Status:

- A five-year employee housing plan is under development, and will guide identification and delivery of flexible, mixed-use housing across the Yukon, based on community need and local rental market conditions.
- Work with departments, partners and stakeholders is underway to better understand employee housing needs and explore potential solutions, including leasing arrangements, new construction through tendering and a review of the Employee Housing Policy (GAM 3.30).

If asked about the Public Service Commission's role in Employee Housing Policy:

- PSC prioritizes access to staff housing by identifying which Yukon government positions are critical to delivering services in Yukon communities; and
- Approves exceptions and extensions, including decisions on whether an employee can remain in staff housing beyond the standard tenancy period.

Approved by:

Samantha Paterson

April 27, 2026

President, Yukon Housing

Date approved

Meagan Lang

April 27, 2026

Public Service Commissioner

Date approved

Topic: The Government of Yukon is excluded from the federal Early Retirement Incentive Program.

Key messages:

- The Yukon government's priority is to maintain a stable, sustainable public service that continues to deliver quality programs and services to Yukoners.
- Exclusion from the federal Early Retirement Incentive ensures that Yukon's workforce planning, recruitment and retention strategies remain aligned with our territory's needs, not federal workforce reduction goals.
- The decision reflects the distinct operational and demographic realities of Yukon's smaller public service, where maintaining staffing capacity is essential for service continuity.

Key facts and stats:

- The federal *Public Service Superannuation Act* and its regulations govern pension accrual rules and retirement benefits for federal and territorial public service employees.
- Yukon government employees are members of the Federal Public Service Pension Plan.
- The federal Early Retirement Incentive program allows eligible members of the Federal Public Service Pension Plan to apply to retire early with an immediate unreduced pension - waiving the typical 5 per cent annual early retirement penalty applied before normal age and service requirements are met.

Status:

- The Federal government announced its intention to introduce an Early Retirement Incentive in November 2025, as part of its budget package.
- On February 11, 2026, the Government of Yukon requested that the Treasury Board of Canada Secretariat exclude Yukon from the Early Retirement Incentive Program.
- On February 16, 2026, the Public Service Commission issued a Global Note advising employees that the Yukon government had requested an exclusion. Letters were also sent to employees currently on leave.
- On March 26, 2026, federal legislative amendments enabling the Early Retirement Incentive received Royal Assent, as part of the federal *Budget Implementation Act, 2025* (Bill C-15).
- On March 27, 2026, the the Treasury Board of Canada confirmed that Yukon's exclusion from the Early Retirement Incentive was approved.

If asked about why the Yukon government sought an exclusion:

- While Yukon government employees are members of the federal pension plan, the Early Retirement Program and its criteria were not designed for the Yukon government or its workforce.
- The Early Retirement Incentive is a federal workforce reduction measure. It is designed to manage workforce reductions in the Federal public service to the greatest extent possible through attrition and voluntary departures.
- Since the Government of Yukon is not reducing its workforce, an exclusion was requested and has been approved by the Treasury

Early Retirement Incentive

Public Service
Commission

Board of Canada to avoid unintended impacts on workforce planning and service delivery to Yukoners.

If asked whether Yukon government employees can apply for the federal Early Retirement Incentive now that the bill has received Royal Assent:

No. The Government of Yukon has been excluded from the program, so Yukon government employees are not eligible.

If asked about whether this changes retirement options:

Regular retirement options remain available for all Yukon government employees under the Federal Public Service Pension Plan.

Approved by:

Meagan Lang

Public Service Commissioner

____April 7, 2026_____
Date approved

Budget Highlights – CORPORATE

Topic: Key highlights from the 2026–27 Main Estimates.

Key messages:

- The 2026–27 Main Estimates represent a balance of fiscal discipline in the face of our current financial situation and investment in key priorities to improve the lives of Yukoners.
- The Government of Yukon needs to focus investments on critical priorities and, in time, balance spending.
- Budget 2026 includes gross O&M expenditures of \$1.97 billion, addressing O&M pressures in health and energy affordability, as well as housing, education and public safety.
- The 2026–27 Main Estimates forecast a \$81.8 million deficit as we continue to prioritize service delivery for Yukoners while undertaking further planning for future capital investments.
- As we identify strategic capital investments in future years, these additions to publicly owned assets will have an upward effect on the surplus.

Key facts and stats:

- 2026–27 Operations and Maintenance Expenditures total \$1.97 billion, plus a \$100 million contingency vote, with recoveries totaling \$188 million.
- Capital expenditures are estimated at \$385 million, with \$105.8 million in recoveries.
- Revenue will increase by \$138 million, or 7.6 per cent, over the 2025–26 Main Estimates, which is driven mainly by increased federal transfers.

Budget Highlights – CORPORATE

- Transfers from Canada are forecast to increase by \$130.8 million, due to an increase in the Territorial Formula Financing Grant.
- Tax and General Revenue are expected to increase by \$7.7 million compared to last year's Main Estimates.

Ensuring Reliable Power for Yukoners and Protecting the Integrity of the Electricity Grid:

- Budget 2026 reflects our commitment to make energy affordable through the \$13 million the Affordability Rate Relief program, for rebates on residential electricity bills.
- Major investment in our energy grid is required to ensure our grid is stable. We have earmarked up to \$100 million in additional debt space for Yukon Energy Corporation to undertake critical investments in its infrastructure this year, including upgrades to the Mayo site.

Improve timely access to frontline health care services for Yukoners:

- We have prioritized support to ensuring access to front-line health care, reflected through increased investment in the Yukon Hospital Corporation.
- The 2026–27 Main Estimates include an additional \$12.5 million in O&M funding. Including increases at the supplementary estimates, this is a \$15.8 million or 11.7% increase in O&M funding for the hospital corporation over the 2025-26 Main Estimates.
- We will also move ahead with planning for the Whitehorse General Hospital Expansion and have allocated \$4 million in capital for that planning work in 2026–27.

Budget Highlights – CORPORATE

Theme 3: Increase the affordability and availability of housing and land

- Budget 2026 includes investments to expand the availability of housing stock and make homes more affordable.
- \$16.2 million has been allocated to complete the replacement of the Korbo apartments in Dawson and \$9.2 million for the replacement of the Ryder apartments in Whitehorse.
- The 2026-27 Main Estimates also include \$1.1 million for an anticipated lease agreement for 75 units at the new Winter Crossing development in Whistle Bend.
- \$22.2 million is allocated to advance land development in Whitehorse and rural Yukon.
 - In Whitehorse, work will continue on the Range Point Subdivision. Additionally, Whistle Bend Phases 12 and 13 will be completed, with design work completed for Phases 10 and 11.
 - In rural Yukon, work is planned on the Dredge Pond Phase II subdivision in Dawson and Mitchell Road lots in Faro.

Theme 4: Put the needs of students at the centre of our education system

- Budget 2026 provides additional funding totaling \$2.7 million for more teachers and learning assistants to support students.
- As we continue to assess improvements to how the Department of Education supports our education system, we are moving ahead with planning for a new school in Whitehorse, with \$400,000 for planning in 2026–27.

Budget Highlights – CORPORATE

- Construction of the new school in Burwash will continue, with \$17.3 million in capital earmarked for that project in 2026–27.

Theme 5: Restoring public safety and keeping communities safe

- Budget 2026 includes a significant \$4.3 million increase in funding for the RCMP, which will allow for the hiring of 10 new officers and two support staff, as well as upgrading equipment.
- In addition, \$3.1 million in capital upgrades will be invested in RCMP detachments.
- We are investing an additional \$550,000 for gear, equipment and training for the Fire Marshal's Office. With the \$812,000 provided at the 2025–26 Supplementary Estimates to address ongoing personnel pressures, this is a \$1.4 million year-over-year increase to the Fire Marshal, or a 62 per cent increase in that budget from the 2025–26 Main Estimates.

Theme 6: Creating the conditions to allow the private sector to grow and lead economic growth

- To streamline and refocus government's investment in our tourism, cultural and economic sectors, we are merging the departments of Economic Development and Tourism and Culture.
- The capital budget includes up to \$7.5 million to complete delayed planning work on the proposed Convention Centre.

Approved by:	
Katherine White	March 16, 2026
_____	_____
Deputy Minister, Finance	Date approved