

PUBLIC SERVICE COMMISSION



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PUBLIC SERVICE COMMISSION

PEOPLE AND CULTURE Organizational Development

SUPPLEMENTARY INFORMATION

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

	2021-22 ESTIMATE	<i>Comparable</i>		
		2020-21 FORECAST	2020-21 ESTIMATE	2019-20 ACTUAL
(#)				
Classes Delivered by the Public Service Commission	150	150	190	173
Yukon Government Participants	3,000	2,500	2,500	2,751
Participants from Other Organizations ⁽¹⁾	200	200	100	38
Total Participants	3,350	2,850	2,790	2,962
Learning Development Fund				
Applications	1,000	900	1,200	910
Applications Funded	900	650	1,100	634
Career Counselling Participants	40	142	120	120

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

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HUMAN RESOURCE SERVICE CENTRE Compensation and Classification

SUPPLEMENTARY INFORMATION

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

	2021-22 ESTIMATE	<i>Comparable</i>		
		2020-21 FORECAST	2020-21 ESTIMATE	2019-20 ACTUAL
Classification (#)				
Requests for Classification Review ⁽¹⁾	400	400	410	390
Classification Appeals ⁽²⁾	10	10	10	15
Classification Appeal Board Hearings ⁽³⁾	5	3	8	5

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

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

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

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HUMAN RESOURCE SERVICE CENTRE Staffing Management and Solutions

SUPPLEMENTARY INFORMATION

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

	2021-22 ESTIMATE	<i>Comparable</i>		
		2020-21 FORECAST	2020-21 ESTIMATE	2019-20 ACTUAL
Staffing (#)				
Competitions under the <i>Public Service Act</i> ⁽¹⁾	750	725	597	692
Competition Appeals	50	45	64	35

⁽¹⁾ Includes indeterminate, term and auxiliary competitions.

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HUMAN RESOURCE SERVICE CENTRE Human Resource Shared Services

SUPPLEMENTARY INFORMATION

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

	2021-22	<i>Comparable</i>		
		2020-21	2020-21	2019-20
	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
(#)				
Staffing Actions	3,000	2,600	0	2,266
Leave Without Pay Requests	6,200	5,900	0	5,611
Online Timesheets Processed ⁽¹⁾	35,000	34,600	0	34,038

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

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EMPLOYEE RELATIONS Labour Relations

SUPPLEMENTARY INFORMATION

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

	2021-22	<i>Comparable</i>		
		2020-21	2020-21	2019-20
	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
(#)				
Employee Grievances	110	105	110	134
Adjudication and/or Court Actions ⁽¹⁾	7	14	13	0
Arbitration/Conciliation Hearings	1	1	0	1
Joint Consultations Held with Yukon Employees' Union	8	7	8	9
Joint Consultations Held with Yukon Teachers' Association	9	9	10	8

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

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**EMPLOYEE RELATIONS
Health, Safety and Wellbeing**

SUPPLEMENTARY INFORMATION

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

	2021-22 ESTIMATE	<i>Comparable</i>		
		2020-21 FORECAST	2020-21 ESTIMATE	2019-20 ACTUAL
(#)				
Employee Assistance Participants	1,200	1,133	1,050	1,105
Employee Assistance Program Files	1,000	1,022	1,350	958
Employee Assistance Program Hours	5,000	5,046	4,500	4,960
Accommodation Participants (open cases)	110	85	140	112