

PUBLIC SERVICE COMMISSION

Note: Restated 2019-20 Forecast, 2019-20 Estimate and 2018-19 Actual to be consistent with the 2020-21 Estimate presentation.



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PUBLIC SERVICE COMMISSION

HUMAN RESOURCE SERVICE CENTRE Compensation and Classification

SUPPLEMENTARY INFORMATION

- To administer employee salary, pension and benefits services for employees.
- To develop and implement classification frameworks and structures that support employment and pay equity.

	2020-21 ESTIMATE	<i>Comparable</i>		
		2019-20 FORECAST	2019-20 ESTIMATE	2018-19 ACTUAL
Classification (#)				
Requests for Classification Review ⁽¹⁾	410	385	410	456
Classification Appeals ⁽²⁾	10	10	15	8
Classification Appeal Board Hearings ⁽³⁾	8	7	10	8

⁽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.

PUBLIC SERVICE COMMISSION

HUMAN RESOURCE SERVICE CENTRE Staffing Management and Solutions

SUPPLEMENTARY INFORMATION

- To provide corporate staffing and recruitment services.

	2020-21	<i>Comparable</i>		
		2019-20	2019-20	2018-19
	ESTIMATE	FORECAST	ESTIMATE	ACTUAL
Staffing (#)				
Competitions under the <i>Public Service Act</i> ⁽¹⁾	597	597	600	576
Competition Appeals	64	64	60	57

⁽¹⁾ Includes indeterminate, term and auxiliary competitions.

PUBLIC SERVICE COMMISSION

PEOPLE AND CULTURE Organizational Development

SUPPLEMENTARY INFORMATION

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

	2020-21 ESTIMATE	Comparable		
		2019-20 FORECAST	2020-21 ESTIMATE	2018-19 ACTUAL
(#)				
Classes Delivered by the Public Service Commission ⁽¹⁾	190	190	100	187
Yukon Government Participants ⁽²⁾	2,500	2,500	2,100	3,052
Participants from Other Organizations ⁽³⁾	100	100	200	127
Total Participants	2,790	2,790	2,400	3,366
Learning Development Fund				
Participants	1,200	1,200	1,200	994
Requests Approved	1,100	1,100	1,100	978
Career Counselling Participants	120	98	96	82

⁽¹⁾ Includes health and safety training delivered by Health, Safety and Wellbeing branch.

⁽²⁾ Includes participants for classes delivered by Health, Safety and Wellbeing branch.

⁽³⁾ Includes participants from First Nation governments, federal government, other levels of government, and non-government organizations.

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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.

	2020-21 ESTIMATE	Comparable		
		2019-20 FORECAST	2019-20 ESTIMATE	2018-19 ACTUAL
(#)				
Employee Grievances	110	108	110	69
Adjudication and/or Court Actions ⁽¹⁾	13	2	12	5
Arbitration/Conciliation Hearings	1	0	1	1
Joint Consultations Held with Yukon Employees' Union	8	8	8	9
Joint Consultations Held with Yukon Teachers' Association	10	11	10	5

(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.

PUBLIC SERVICE COMMISSION

**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.

	2020-21 ESTIMATE	<i>Comparable</i>		
		2019-20 FORECAST	2019-20 ESTIMATE	2018-19 ACTUAL
(#)				
Employee Assistance Participants	1,050	910	1,050	1,048
Employee Assistance Program Files	1,350	1,050	1,350	883
Employee Assistance Program Hours	4,500	4,375	4,000	3,648
Accommodation Participants (open cases)	140	140	80	141