

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.

	2023-24 ESTIMATE	<i>Comparable</i>		
		2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
(#)				
Classes Delivered by the Public Service Commission	150	150	150	218
Yukon Government Participants	3,000	3,000	3,000	2,535
Participants from Other Organizations ⁽¹⁾	100	100	200	58
Total Participants	3,100	3,100	3,200	2,593
Learning Development Fund				
Applications	1,100	1,200	1,000	918
Applications Funded	1,000	1,100	900	724
Career Counselling Participants	150	150	150	117
Career Counselling Sessions	250	250	250	182

⁻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.

	2023-24 ESTIMATE	<i>Comparable</i>		
		2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
Classification (#)				
Requests for Classification Review ⁽¹⁾	580	580	450	567
Classification Appeals ⁽²⁾	10	8	10	9
Classification Appeal Board Hearings ⁽³⁾	5	5	5	2

⁽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.

	2023-24 ESTIMATE	<i>Comparable</i>		
		2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
Staffing (#)				
Competitions under the <i>Public Service Act</i> ⁽¹⁾	880	900	850	881
Competition Appeals	45	45	40	45

⁽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.

	2023-24 ESTIMATE	<i>Comparable</i>		
		2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
(#)				
Staffing Actions	4,500	4,000	3,500	5,717
Leave Without Pay Requests	6,000	6,200	5,000	5,570
Online Timesheets Processed ⁽¹⁾	80,000	78,000	80,000	76,491

⁽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.

	2023-24 ESTIMATE	Comparable		
		2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
(#)				
Employee Grievances	100	110	110	75
Adjudication and/or Court Actions ⁽¹⁾	15	15	7	30
Arbitration/Conciliation Hearings	1	2	1	1
Joint Consultations Held with Yukon Employees' Union	8	8	8	9
Joint Consultations Held with Yukon Teachers' Association	9	9	9	10

⁻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.

	2023-24 ESTIMATE	<i>Comparable</i>		
		2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
(#)				
Employee Assistance Participants	1,800	1,600	1,200	1,257
Employee Assistance Program Files	1,800	1,600	1,200	1,270
Accommodation Participants (open cases)	140	140	120	111

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**EMPLOYEE RELATIONS
Respectful Workplace Office**

SUPPLEMENTARY INFORMATION

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

	2023-24 ESTIMATE	<i>Comparable</i>		
		2022-23 FORECAST	2022-23 ESTIMATE	2021-22 ACTUAL
(#)				
Number of clients	325	300	275	242
Time to close files	< 90	< 90	70	< 90
Total number of workshops/training	650	550	403	329