**Labour Management Consultation Commette (LMCC)**

**Comité de consultation patronale- syndicale (CCPS)**

**First Nations and Inuit Health Branch**

**Direction générale de la santé des premières Nations et des Inuits**

**Minutes / Procès-verbal**

**Monday, May 28, 2018 1:00 p.m. - 3:00 p.m.**

**Le lundi, 28 mai, 2018 13 : 00 – 15 : 00**

**Ottawa (Ontario)**

**Co-Chairs / Coprésidents**

**Valerie Gideon** (Senior Assistant Deputy Minister FNIHB/Sous-ministre adjointe principale DGSPNI)

**Todd Panas** (National President – UHEW / Président national, STSE)

**Départemental Participants / Participants ministériels**

Ayoub, Jeffrey

Booker, Douglas

Budgell, Richard

Chartrand, Stephane

Conn, Keith

De Guzman, Mary Jane

Doidge, Scott

Doran, Lori

Doyle, Marie

Gillis, Leila

Hadden-Jokiel, Paula

Hughes, Kristina

Jones, Catherine

Keays-White, Debra

Korbo, Michelle

Kulbacki, Jacqueline

LaPlante, Linda

Marin-Comeau, Chantal

Pelletier, Paul

Pinay, Crystal

Smith, Pam

Thomas, Lana

Wong, Tom

**Union Participants / Participants des syndicats**

Tardif, Ginette (PIPSC/IPFPC)

**Absent / Absent(e)**

Buckland, Robin

Cameron, Joanne

Campbell, Alexander

Candussi, Gloria

Giannakoulis, Nick (CAPE/ACEP)

Pruneau, Jean

Romain, Stéphane

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| **1. Opening Remarks / Introductions**  **Roundtable**  The A/Regional ADM:   * Administrative challenges ahead as we go through the transition   The UHEW President:   * Importance of maintaining management’s participation to consultative committees (especially to Regional UMCC and OHS committees). | **1. Mot d’ouverture / Présentations** |
| **2. Transformation Update**  *Valerie Gideon/Jocelyn Andrews*   * Volunteers to be trained facilitators * Sessions amongst staff * Reports about sessions / monthly report highlighting what people are saying * Further information to be posted on the intranet * Subgroups will analyse the information * Focus on engaging nurses * Leadership wants regional offices to launch external engagement across the department to support transformation and engagement * No end date to this transformation initiative * 35-40% of staff have been involved * Survey will be sent to all staff so they can contribute their views * Strategic plan will be shared with all staff for feedback * Partners have been invited to ensure transparency * Tri-chair PS Engagement Committee - Sheila Murphy ISC / Joe Wilde CIRNA * Minister Bennett (CIRNA) confirmed 2500 employees who have participated/contributed views to both ministers about the strategic plan for ISC   ***Commitment Item*:**  *Ensure Occupational Health & Safety Committees will be established in each region* | **2. Transformation – Mise à jour** |
| **3. PSES 2017 Results**  *Valerie Gideon / Lana Thomas & Suma*   * PSES ISC overview of results * Employee engagement has improved - Senior Management will have town hall meetings to share results * Stress went down 13% * Psychological Health went down to .52% * Harassment dropped by 1% * Committee will advise Valerie on which areas to focus * Respect in the Workplace Champions - Todd & Valerie   *Todd Panas*   * Overview of results shows huge similarity between current responses from members * HC/ISC comparison to other departments shows positive improvement * Results are disappointing - 26% harassment (Highest in the Public Service); 30% for Indigenous employees * Promote/communicate to participate in survey (nurses get 1 hour reimburse time) * Identified harassment from: coworkers, higher authority * Do a better job with exit interviews, PMA 360 evaluations, pulse surveys to target harassment/discrimination * A FNIHB Staffing Subcommittee should be created | **3. Résultats du SAFF 2017** |
| **4. Fear of Reprisal / Respect in the Workplace**  *Todd Panas*   * Workplace culture remains a challenge and working together with management shows solidarity * Toxic environment seems to be the root causes that we should focus on * Members submitting harassment complaints * Would like to propose Respect in the Workplace Day * #1 issue: members fear that they are going to lose their job * Fear of reprisal * What are we doing to support the members * Would like to propose Joint Labour Management symposium with bargaining agents to promote better working relations   ***Commitment Item*:**  *Union driven Respect in the Workplace Day – November 29, 2018*  *Respect in the Workplace Tool Kit – includes values and ethics; speaking notes for managers* | **4. Crainte de représailles** |
| **5. Respect/Respect**  *Todd Panas*  It is recommended that unions be consulted when the DM will appoint the Champion for the Respect Committee. | **5. Respect/Respect** |
| **6.** **Violence/Harassment**  *Todd Panas*   * Best way to resolve violence complaints could be through mediation/apology/handshake * The longer it takes to explore this avenue the longer it will take to reach resolution * PM introduced that violence complaint can be filed verbally * Apology is more automatic opposed to spending money * We have due diligence to act when we receive complaint - acknowledgement to complainants within a week * Verbal complaints need to be taken just as seriously * Recommends Bill 65 training   *Valerie Gideon*   * LR sometimes will answer immediately but will write correspondence like a lawyer * Encourage all managers to communicate with their employees using their own language first * Allows for an opportunity for quick resolution * Would like to encourage open communication with LR and the union to allow proactive approaches to dealing with issues as they arise * Explore informal avenues first * Apology out of the Manager is as equally important as that of the co-worker/employee   ***Commitment Item:***  *Joint Workplace Intervention: Action Plan*  *Pulse Survey (Discrimination & Harassment)* | **6. Violence / harcèlement** |
| **7. Job Postings & Staffing Procedures & Acting positions**  *Todd Panas*   * Procedures on how to staff positions need to be transparent in each of the regions * Suggest joint committee on staffing * Big 3 complaints:   #1 Phoenix  #2 Staffing  #3 Harassment - then comes telework   * Staffing pools are being abused by the joint committee with ISC | **7. Des offres d’emploi et les procédures de dotation et postes intérimaires** |
| **8. Aboriginal People’s Employment Program (APEP)** *Valerie Gideon*   * Program’s target is to have 30% representation of Indigenous employees by 2020 * Department will fill existing and future vacancies with Aboriginal focus * Section 16 CHRA allows use of Indigenous pools   ***Commitment Item:***  *Ensure Aboriginal student program has Indigenous board members* | **8. Programme d'emploi pour les Autochtones (PEA)** |
| **9. Performance Commitments for FNIHB Senior Management / Be the Change Work plan**  *Valerie Gideon*   * Improving workplace wellness is the focus * FNIHB will be part of change process - how to support transition * Subcommittee on change management - joint work plans identify and provide internal services based on business needs * Partnership / decentralize and encourage decisions to made closer to the ground level * Job opportunities outside NCR to Regions and ongoing devolution initiatives to First Nations   Todd Panas   * Performance commitment that managers have to be role models * Improve workplace wellness - action oriented and engage in open door policy * Lack of understanding/transparency; there is no rationale for lack of commitment * Accountability for early intervention   ***Commitment Item:***  *Be the Change Workshop - June, 2018* | **9. Plan de Travail « Soyez le Changement »/**  **Les engagements de la haute direction de la DGSPNI en matière de rendement** |
| **10. Round Table**   * Leila Gillis working on a National Nursing Retention Strategy and a strategy to engage all at exit Interviews * Tom Wong indicates that security clearances are always delayed * Michelle Korbo – during discussions on transition in Saskatchewan it was noted that there are different classifications in Non-Insured (general concerns with PM-05 at CIRNA and PM-04 at ISC for the same duties) | **10. Tour de table** |
| **Next Meeting**  To be planned in 2-3 months | **Prochaine rencontre** |