**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

|  |  |
| --- | --- |
| **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** |