

AGENDA		
Meteorological Service of Canada (MSC) Labour Management Consultation Committee (LMCC) November 20, 2019 1:30 – 4:00 pm		351 St. Joseph Blvd Gatineau, Quebec 8th floor / Room 8013
Items	Lead	Time
1. Welcome and adoption of agenda Recognize secretarial approval of the April 29 Record of Decision over the summer and follow up on previous action items.	Diane Campbell	15 min
Discussion items		
<u>2. Items submitted by MSC:</u> 1) Early preparations for next 10-year strategy 2) Updates on Directorate re-organizations 3) Updates on PSES follow-up actions; see Document 2.3	MSC management and Union representatives from UHEW & PIPSC	20 min
<u>3. Items submitted by PIPSC:</u> 1) None submitted	MSC management and Union representatives from UHEW & PIPSC	30 min (TBC)
Break		15 min
<u>4. Items submitted by UHEW:</u> 1) MSC Demographics; see Doc. 4.1a; 4.1b 2) MSC Staffing; see Doc. 4.2 3) Telework 4) Mandatory Training 5) Joint Learning Program – Training 6) Respect and prevention of violence in the workplace - Harassment and Violence Prevention and intervention mechanisms 7) Fear of reprisal 8) Telematics 9) Compensatory Time	MSC management and Union representatives from UHEW & PIPSC	60 min
5. Next Meeting and Adjournment	Diane Campbell/Union representatives	10 min

Members
MSC- Labour Management Consultation Committee

MSC:

Diane Campbell, Assistant Deputy Minister MSC

Michel Jean, DG, Canadian Centre for Meteorological and Environmental Prediction (CCMEP)

David Harper, DG Monitoring & Data Services

Russ White, DG, Prediction Services

Jen Collette, DG, Policy, Planning & Partnerships

ECCC/HR:

Madison Ala on behalf of Sophie Lamothe, Team Lead, Labour Relations

Pascal Héon, Human Resources Manager

UHEW:

Todd Panas

Julie Lavictoire

PIPSC:

Waheed Khan

Bill Sukloff

MINUTES		
Meteorological Service of Canada (MSC) Labour Management Consultative Committee (LMCC) April 29, 2019 1:00 – 4:00 pm Eastern	351 St. Joseph Blvd Gatineau, Quebec 8th floor / Room 8013	
Items	Lead	Time
1. Welcome and adoption of agenda The Record of Decision from the November 2018 meeting is approved. See attached tables for updates to action items.	Diane Campbell	15 min
Discussion items		
<u>2. Items submitted by MSC:</u> 1) Update on recent appointments in executive positions <ul style="list-style-type: none"> - Recent appointments to EX positions reviewed. It was noted that David Grimes will be retiring in August 2019. 2) Key takeaways from 2018 PSES Results <ul style="list-style-type: none"> - MSC management will retain its key priority areas focussed on Senior Management Communication and engagement; and Healthy Workplace. DGs to undertake Directorate-level engagement. - Results will be used to inform the refresh of the People Plan as well as the Branch roll-out of the Mental Health Strategy. - MSC keeping close eye on response rates, for signals of potential survey fatigue - Management and union acknowledged the need to bring the number of harassment and discrimination situations as low as possible; making sure that managers have the appropriate training and skills to address performance management; that the union provides appropriate support where employees are not engaging constructively; and that union stewards have the appropriate training to resolve issues collaboratively with management. - PIPSC noted the importance of streamlining administrative burden on employees and strong presence from line managers in creating a positive work environment. - PIPSC requested MSC support for a Fear of Reprisal campaign that will soon be launched across the Department. 	MSC management and Union representatives from UEW & PIPSC	20 min

<ul style="list-style-type: none"> - PIPSC noted concerns, not specific to MSC, that union stewards may not be receiving the support needed to attend to union activities and asked for increase support in this regard. <p><i>ACTION (49): Bring forward PSES as a discussion item for September.</i></p>		
<p><u>. Items submitted by PIPSC:</u></p> <p>1) Pay issues, particularly for shift workers</p> <ul style="list-style-type: none"> - PIPSC informed MSC that they have requested that the PSC dedicate a resource to address pay issues for shiftworkers within the Departmental POD. - MSC has been working to identify system improvements to help address concerns specific to shiftworkers. Recent improvement to synchronize Phoenix and MyGCHR schedules is an example of those efforts. <p><i>ACTION (50): Russ committed to sharing some information about MSC's efforts to resolve pay issues with unions.</i></p> <p>2) PC Professional Development Leave</p> <ul style="list-style-type: none"> - PIPSC expressed concern, based on anecdotal reports, that staff are receiving significant scrutiny on requests under 18.04, and not being approved for leave under this new clause. Concerns will be raised at the bargaining table with TBS. - HRB statistics indicate that less than 10% of the Departmental employees eligible for this leave have applied. - Management noted that, in granting any form of leave, managers can ask questions to make sure the request meets the guidelines for that leave. <p><i>ACTION (51): Management will gather more insight on some of the considerations in reviewing leave requests under Professional Development to share with the unions. Unions will bring back what is being heard across different ECCC Branches.</i></p>	<p>MSC management and Union representatives from UHEW & PIPSC</p>	<p>60 min</p>

<p>3) Contracting out IT work (from the last meeting agenda, which was not addressed)</p> <ul style="list-style-type: none"> - PIPSC reiterated collective agreement language that identifies the need to consider internal capacity prior to contracting out of IT work and to factor in costing for internal resources on new projects. Grievances are now being filed against the Department for this issue. - Management noted that MSC does consider resources for internal IT capacity in its program proposals (for both MSC and CSFB). This practice will continue. - Internal resources are considered for any IT work. Contracting is sometimes required on fast turnaround projects where necessary skillsets may not be available internally. - CCMEP invests heavily in training for specialized IT staff; contracting is not an issue. <p>4) Under-classification of PCs (follow up from the last meeting)</p> <ul style="list-style-type: none"> - Management noted the importance of identifying the correct classification group and standard for each position and committed to being disciplined when considering staff movement between the MT and PC groups. - Classification was noted to be a separate issue from compensation, which is discussed at bargaining tables. - DGs acknowledged their role in identifying and resolving these potential concerns. <p>5) CMC Dorval Move – cancellation and future plans (follow up from last meeting)</p> <ul style="list-style-type: none"> - PIPSC expressed their thanks for the deferral of the Dorval move and invited additional information and engagement on next steps. - Management noted that union representatives were extremely helpful and professional in outlining the concerns and providing the appropriate information to help inform management of the implications of the decision. Management reiterated its commitment to keep unions informed. 	<p>MSC management and Union representatives from UHEW & PIPSC</p>	<p>60 min</p>
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<p>6) Automated Weather Stations (message to all staff)</p> <ul style="list-style-type: none"> - PIPSC requested that additional information be provided to unions in advance of broad messages so that they can help provide support and answer employee questions on impacts to workforce and work quality. - Management confirmed that no staff reductions are anticipated as a result of the message. <p><i>ACTION (52): Management to provide heads' up to unions for future messaging on broad operational messaging.</i></p>		
Break		15 min
<p><u>4. Items submitted by UHEW:</u></p> <p>Items were not discussed due to lack of time.</p> <ol style="list-style-type: none"> 1) Respect and violence in the workplace 2) Grievances and Complaints statistics 3) Fear of reprisal 4) Mental Health 5) Hiring and Staffing Practices 6) Duty to Accommodate: procedures and challenges 7) MDS Directorate re-organization 	<p>MSC management and Union representatives from UHEW & PIPSC</p>	60 min
<p>5. Next Meeting and Adjournment</p> <p><i>ACTION (53): Future agendas will alternate between UHEW and PIPSC agenda items. MSC (Jen Collette) to develop template to solicit agenda items to better articulate objectives and requirements for each item, as well as priority for discussion.</i></p> <p><i>ACTION (54): Management to endeavor to have minutes drafted and circulated within 6 weeks of the meeting.</i></p> <ul style="list-style-type: none"> - Next meeting to be scheduled in the Fall of 2019. 	<p>David Grimes/Union representatives</p>	10 min

Members
MSC- Labour Management Consultative Committee

Present April 29, 2019

MSC:

Diane Campbell, Associate ADM

Jen Collette, A/DG, Policy, Planning & Partnerships

Russ White, DG, Prediction Services

David Harper, DG Monitoring & Data Services

Michel Jean, DG, Canadian Centre for Meteorological and Environmental Prediction (CCMEP)

Jennifer Milton, Director, CCMEP

EC/HR:

Sophie Lamothe, Team Lead, Labour Relations

Pascal Héon, Human Resources Manager

UHEW:

Shimen Fayad

PIPSC:

Waheed Khan

Bill Sukloff

With regrets

David Grimes, Assistant Deputy Minister, MSC

Todd Panas, UHEW

Julie Lavictoire, UHEW

OPEN or NEW ACTIONS AS OF DISCUSSIONS OF APRIL 2019

Action Item	Date when item was originated	Status
ACTION #44: Consider to include unions in the orientation sessions for new employees to share information regarding union aspects	November 14, 2018	<p>UPDATE APRIL 2019</p> <p>Union information was included in most recent orientation sessions however feedback provided by attendees indicated that this information was less relevant for students.</p> <p>PIPSC encouraged MSC to promote the concept of PVM-wide orientation sessions to HRB. PIPSC expressed continued interest in providing basic union contact information to students and in receiving invitations to orientation sessions to allow for networking.</p> <p>MSC (Jen Collette) committed to include union information in the sessions and to look for opportunities to optimize orientation on a building by building basis.</p>
ACTION # 47: EE- Unions to ask HRB for employment equity information. ADM will write to HRB to support this request	November 14, 2018	<p>UPDATE APRIL 2019</p> <p>Clarification received that employment equity statistics are desired. Minutes from November are revised accordingly. Information will be provided within the coming weeks.</p>
<p>ACTION # 48: Meeting to discuss work functions in PC positions – PIPSC and MSC</p> <p>Mechanism for classification to be discussed with DGs CCMEP and PSD</p>	November 14, 2018	See item 3.2 of April 29 meeting

Closed Actions as of April 2019

Action Item	Date when item was originated	Status
ACTION #2: Michel Jean to address the communications issue surrounding the distinction between staff (such as an MT-06) who are working shift schedule versus the role they play as project managers.	October 11, 2012	<p>ACTION #2: Michel Jean will develop guidelines around the application of different roles that MTs may have as shift workers in operations and as project managers working during regular day hours (Oct 11, 2012).</p> <p>Oct 30, 2014: Work in progress, with re-org most of it will fall under Diane C, There is a new work description for MT-05 and 06 being reviewed in classification (impetus being OL issues); they are not expected to change significantly, but must be shared when they are come out of classification. Under new org structure the MT-08 positions is to focus on operational considerations from prediction centers. Keep item opened.</p> <p>Nov 4 2015: PIPSC asked for clarification about being consulted on new job description for operational MTs. Diane Campbell responded by confirming that when drafts are available they will engage unions.</p> <p>June 9, 2017: Michel Jean updated that work was still underway and should remain open.</p> <p>November 20, 2017: It was updated that work was still underway and should remain open.</p> <p>May 25, 2018: Diane Campbell indicates that MT-05 and MT-06 work descriptions have been reviewed.</p> <p>ACTION CLOSED. SEE NEW ACTION 39</p>
ACTION # 7: Actions will be taken to reduce delays in pay (CLOSED)	Oct 21, 2015	<p>Following an ad-hoc meeting between MC/EC & PIPSC on issues pertaining to delays in pay.</p> <ul style="list-style-type: none"> • HRB to share with unions their analysis of issues with pay, once available. • HRB and MSC will explore ways to continue to inform and better equip managers and employees about the process so as to reduce potential errors with PAR forms and delays. HRB will communicate the process for having managers request salary advances for particular cases (e.g. for students who are moving city for their work term). HRB will also examine how the 'Trusted Sources' could provide greater feedback to managers/employees on specific requests, and/or how they can use the escalation process. • HRB will examine options for the wording in letters of offer as it pertains to expectations around timelines for receipt of pay/increase. HRB will also examine wording to make reference to union contact within the letters of offers for represented positions. • PIPSC will examine the provision that they have to contact directly the Pay Center on particular pay issues on behalf of their members. <p>June 9, 2017: David Grimes noted that this was a departmental issue although MSC is implicated greatly due to its unique work arrangements. PIPSC noted that Phoenix is not sufficiently flexible to accommodate many types of leaves. It was agreed that broader issues around Phoenix was best placed in the context of ECCC LMCC.</p> <p>November 20, 2017: David Grimes noted that issues that affected all of ECCC such as Phoenix would be addressed at ECCC LMCC. Specific implementation issues can remain within the purview of MSC LMCC. It was agreed that this item be closed.</p> <p>ACTION CLOSED</p>

ACTION#8: MSC Management will monitor to PNR pilot on integration of local issues within regional LMCC	Nov 4 2015	<p>On agenda of May 4 meeting.</p> <p>June 9, 2017: Discussions still ongoing. Keep open but request update at next meeting where we will strive to close.</p> <p>November 20, 2017: HRB committed to take stock of the pilot in PNR and report back secretarially, including making a recommendation on whether to close this item.</p> <p>May 25, 2018: Information is to be received from HRB</p> <p>UPDATE NOV 2018 Regional consultations may have a place but most decisions are being made at UMCC. The DM will be taking stock and identify how issues should be addressed at the department level.</p> <p>UHEW suggested local and regional hybrid to raise matters. PIPSC suggested that delegates at regional level identify issues to be raised at Branch level ACTION CLOSED</p>
ACTION #25 Performance Management Program to become a standing item on the agenda		June 9, 2017: ACTION CLOSED
ACTION #26: MSC to report annually (in fall) on the previous fiscal year's numbers of acting assignments		<p>Was on agenda for Nov 4, 2015 meeting and statistics were provided in the RoD.</p> <p>June 9, 2017: Make this a standard item for every meeting. Item closed.</p> <p>November 20, 2018: A report on the number of acting assignments will be circulated secretarially.</p> <p>May 25, 2018: Information for FY 2016-17 sent on May 23, 2018</p> <p>ACTION CLOSED NOV 2018</p>
ACTION #28: Pilot on 3rd party monitoring for field staff.	October 31, 2016	<p>Geneviève Bécharde to consult with unions in December/early 2016 on the outcomes of the pilot.</p> <p>June 9, 2017: Geneviève Bécharde updated that plans were sent for consultations for a 4-month pilot including table top exercise. It was confirmed that field supervisors were engaged in the design of the pilot. PIPSC sought to be kept informed and requested that feedback be shared. An update will be provided at the fall meeting on the status of the initiative and aim within the next year to evaluate the path forward.</p> <p>November 22, 2017: It was requested by unions to keep this open.</p> <p>ACTION CLOSED NOV 2018</p>
ACTION #29: Share previous versions of Newsreel	June 9, 2017	<p>Newsreel was published on:</p> <ul style="list-style-type: none"> -November 22, 2016 -February 2, 2017 -March 22, 2017 -June 13, 2017 -July 21, 2017 -October 23, 2017 <p>Shared with unions.</p> <p>November 22, 2018 : It was recommended that this item be closed. Unions to be included under the regular distribution of Newsreel.</p> <p>May 25, 2018: Latest Newsreel of April 5, 2018 sent to PIPSC and UHEW members of LMCC on May 28, 2018. All will be added to the distribution list used for the dissemination of this information.</p> <p>ACTION CLOSED</p>

ACTION #30: Provide information on planned ADM webcast.	June 9, 2017	<p>ADM Webcast not scheduled. Message to all staff sent on November 6.</p> <p>May 25, 2018: Unions will be kept abreast of other opportunities for ADM to engage with staff. An ADM Webcast was held on December 14, 2017, and national round tables were held in over 15 offices from November 2017 to May 2018.</p> <p>Update from LMCC Nov 2018: Item no 2 addresses item. Unions will be notified of communication activities from the ADM</p> <p>ACTION CLOSED NOV 2018</p>
Action Item 31 : MDS to confirm business continuity and back up plans within NEEC and inform unions secretarially.	November 20, 2017	<p>May 31, 2018: Geneviève Béchard sent information on February 14, 2018 (update of action item received secretarially).</p> <p>ACTION CLOSED</p>
Action Item 32: MDS to confirm how the custodian role will be exercised. Unions will be informed secretarially.	November 20, 2017	<p>May 31, 2018: Item will be discussed at the next MDSD management meeting to be held on June 6, 2018. Information will be sent to labor thereafter. (update of action item received secretarially)</p> <p>ACTION CLOSED</p>
Action Item 33: Update to be provided at the spring 2018 meeting including whether and when the OPP funding that would support these MART staff is due to sunset.	November 20, 2017	<p>May 25, 2018: discussed during LMCC May 25.</p> <p>Refer to item 2.2 Transition underway, individuals cross-trained, cross-branch to observe ice, pollution. Funding for TC Protection Plan is ongoing funding. Managers continue to be engaged during transition</p> <p>Update from Nov 2018 meeting: Transfer done successfully, some issues with phenix but support is in place to support</p> <p>ACTION CLOSED NOV 2018</p>
Action Item 34: Communications to water survey staff through their newsletter to explain mitigation measures being taken by MSC to restore work-life balance and provide a choice between leave and overtime pay.	November 20, 2017	<p>May 25, 2018: information is planned to be communicated in next newsletter.</p> <p>ACTION CLOSED</p>
Action Item 35: Provide demographic analysis for MT, EG and PC showing trends over time.	November 20, 2017	<p>On agenda for May 25 meeting.</p> <p>May 25, 2018: MSC annual demographics update shared on May 25, 2018 through email by D. Fernando.</p> <p>ACTION CLOSED</p>
Action Item 37: Delete Albert Skiba, as attendant, from Nov 2017 RoD	May 25, 2018	ACTION CLOSED NOV 2018
Action Item 38: Request approval from Todd Panas (UHEW) regarding Nov 2017 RoD	May 25, 2018	ACTION CLOSED NOV 2018
Action item 39: Work descriptions for (operational) MT-05 and MT-06 Follow up to action item 2: Diane Campbell to share new MT-05 and MT-06 work descriptions with Waheed Khan and Bill Sukloff and consult as to next steps. New WD to be used for promotion through recent processes.	May 25, 2018	ACTION CLOSED NOV 2018
Action Item 43: Waheed Khan to share link of TED talk to support development of Scientific Integrity Policy for ECCC	May 25, 2018	<p>TED link:</p> <p>ACTION CLOSED NOV 2018</p>

<p>ACTION # 27: MSC to develop a way forward to provide choice to employees on overtime compensation in cash or time.</p>	<p>October 31, 2016</p>	<p>Geneviève Béchard to contact Daryl Hoelke to identify a way forward for fiscal year 2017-18.</p> <p>June 9, 2017: Geneviève Béchard explained operational challenges associated with LWOP. Since February 2017, requests are being reviewed on a case by case basis. However, she indicated that realistically in many offices there was no capacity to accommodate these requests.</p> <p>November 22, 2017: It was requested by unions to keep this open.</p> <p>UPDATE NOV 2018 UHEW and ADM have discussed the matter. Following measures were taken:</p> <ul style="list-style-type: none"> - Work-life balance: Worked with employees for more flexibility (ex: compressed work days if required and upon agreement) - Al Pietroniro will communicate and ensure consistent approach - David Harper will convey decision to MDSD staff that compensatory time could be considered in lieu of overtime. Outline of process will also be communicated in 2 weeks after verifying consistency within MDSD. <p>This approach may not be feasible in all years and will need to be monitored for consistency. Operational requirements (and surge events) may require specific work practices. UHEW thanked the ADM for this approach and noted that it would be fair and equitable.</p> <p>PIPSC indicated that item will be raised at the bargaining table.</p> <p>UPDATE APRIL 2019 ACTION CLOSED APRIL 2019. MSC commits to carrying forward the spirit of the action item, enabling flexibility as much as feasible. Example of message sent by David Harper to MDSD staff on December 7, 2018 was shared with PIPSC and UHEW on April 29 2019.</p>
<p>ACTION #45: Russ White to share CSFB update document, and Michel Jean to share technical plan for CMC</p>	<p>November 14, 2018</p>	<p>UPDATE APRIL 2019 Document was shared in November 2018. MSC will continue to share information on facilities moves as appropriate, recognizing that these are moving targets.</p> <p>ACTION CLOSED APRIL 2019</p>
<p>ACTION # 46: Provide overview process on how we help mitigate issues with Phenix (Russ White)</p>	<p>November 14, 2018</p>	<p>UPDATE APRIL 2019 Description of process was provided shortly after the last LMCC.</p> <p>ACTION CLOSED APRIL 2019</p>



2018 Public Service Employee Survey (PSES) Actions Taken by MSC

Meteorological Service of Canada

Labour Management Consultation Committee

November 20, 2019



Canada

Overview

1. MSC Results – PSES 2018

Response Rates

Strengths, Weaknesses

Priorities for 2019-2020

2. MSC Directorate Level Actions Taken

PPP

CCMEP

MDSD

PSD



MSC – PSES 2018

Response Rates

- The number of respondents are approximate, as not all respondents answered every question
- The survey was sent to 1476 MSC employees, on average it was submitted by 708 employees (response rates vary per question), giving MSC a response rate to the PSES of 48%

Directorate/Division	Number of Respondents	Number of Employees
Prediction Services Directorate	239	589
Prediction Services Operations West	72	
Prediction Services Operations Central	46	
Prediction Services Operations East	28	
Marine and Ice Services	20	
Aviation and Defense Services	37	
National Program & Business Development / DGO	27	
Canadian Centre for Meteorological and Environmental Prediction Services	109	221
Canadian Meteorological Centre Operations	42	
National Prediction Development	32	
Training & Career Development / Forecast Systems Integration	28	
Monitoring Data and Services Directorate	260	584
National Hydrological Services	120	
Atmospheric Monitoring and Data Services	83	
Radar and Upper Air / Monitoring Strategies	42	
Policy, Planning, and Partnerships Directorate and ADMO	32	50



MSC – PSES 2018

- 2018 results are generally consistent with 2017 (less than 5% change)
- A significant increase was noted in the area of departmental actions to improve awareness of mental health

Strengths

- ✓ Job fit with interests and skills
- ✓ Immediate supervision
- ✓ Respect and acceptance within work units

Weaknesses

- × Inefficient business processes and flow of information
- × Resolution of compensation issues as a result of the Phoenix Pay System
- × Harassment and Discrimination



MSC – PSES Priorities for 2019-2020

- Senior Management Communication and Engagement
- Healthy Workplace

As committed in Spring 2019, MSC DGs were to undertake Directorate-specific engagement and to initiate appropriate actions

- Senior management commits to strengthen communication across the organization and to endeavor to provide clarity of direction in tasking work.
- MSC continues to implement its Mental Health Plan which will include supports for managing stress and encouraging civility and respect in the workplace.
- MSC will encourage conversations on values and ethics in the workplace.
- Training will be offered to strengthen leadership in providing feedback and having difficult conversations.



Directorate-specific Actions

PPP	CCMEP
<ul style="list-style-type: none">• Held two Harassment Training Sessions over the summer with one coming up in November• Initiated an “Ideas Wall” project with monthly questions and discussion topics, which allows for anonymous feedback to management• Opened up Management Committee meetings to all PPP employees; Agendas and RODs are posted on Directorate ecolab• Held an “All Staff” meeting with focused session on mental health involving a guest speaker	<ul style="list-style-type: none">• A summary of the issues raised in PSES was sent to all CCMEP employees• For each of the 4 CCMEP divisions, the DG held an open discussion with employees, and the participation of the director• Two groups were created to provide ongoing training to employees at the workplace during the year (IT and science)• A web page with the resources related to HR have been created and contact points for HR issues (payroll problem) were set up



Directorate-specific Actions

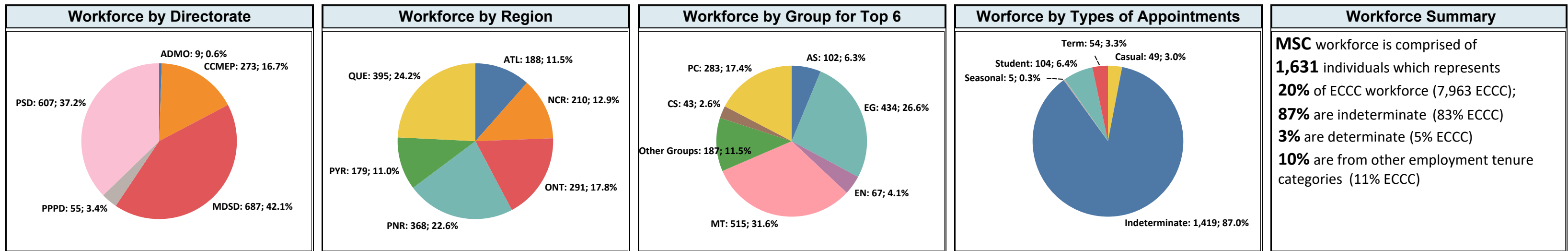
MDSD	PSD
<ul style="list-style-type: none">• To improve communication, MDSD produced weekly highlights of major accomplishments and priorities as well as increased the frequency of DG and Director visits to regional offices through Town Hall presentations and Q&A sessions• MDSD implemented many initiatives to improve mental health including two Workplace Wellness training sessions led by the OCM in March 2019 and a Work/ Life Balance session in January 2019 as well as a Mental Health Awareness training session provided in December 2019 (among others)• MDSD is developing a Strategic HR plan to incorporate actions to respond to key issues highlighted by the PSES Survey, such as succession planning	<p><u>National Level</u></p> <ul style="list-style-type: none">• PSD is developing a roadmap and project management structure to effectively implement their transition• Developing a quarterly newsletter to meet staff needs and developing and engagement plan for DG and EXs to meet with staff <p><u>Division Level</u></p> <ul style="list-style-type: none">• PSD has encouraged open office hours• Opened meetings focused on a specific topic• Leveraging a mental health fora to engage staff in a discussion around well being• Investing in the tracking of staff pay challenges



Fact Sheet on MSC's Workplace and Workforce 2019-2020

The following indicators represent the branch's measured performance on ECCC's People Management Priorities and Commitments

► Data from **My GCHR** as of **June 30, 2019** based on the current job (e.g. data reflects actings and assignments) It includes indeterminate, seasonal or term (>3 months) tenure, those on leave with or without pay and the non-employee population.



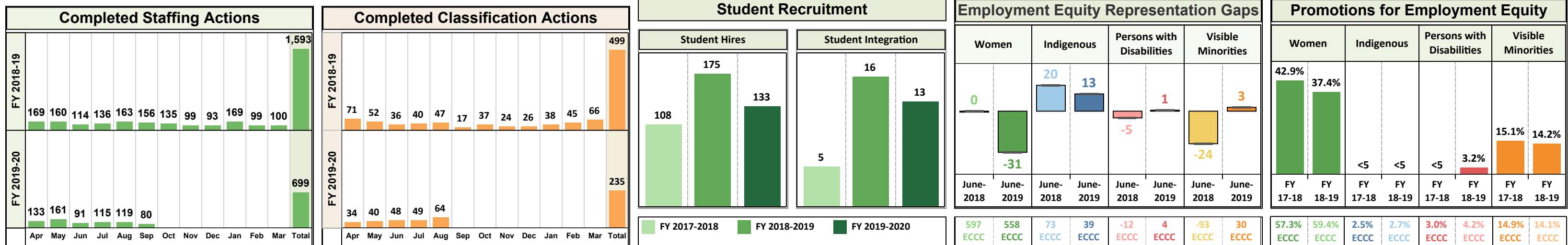
► Data from **My GCHR** as of **September 10, 2019**

On-going Staffing	Completed Staffing	On-going Classification	Completed Classification
188	699	332	235

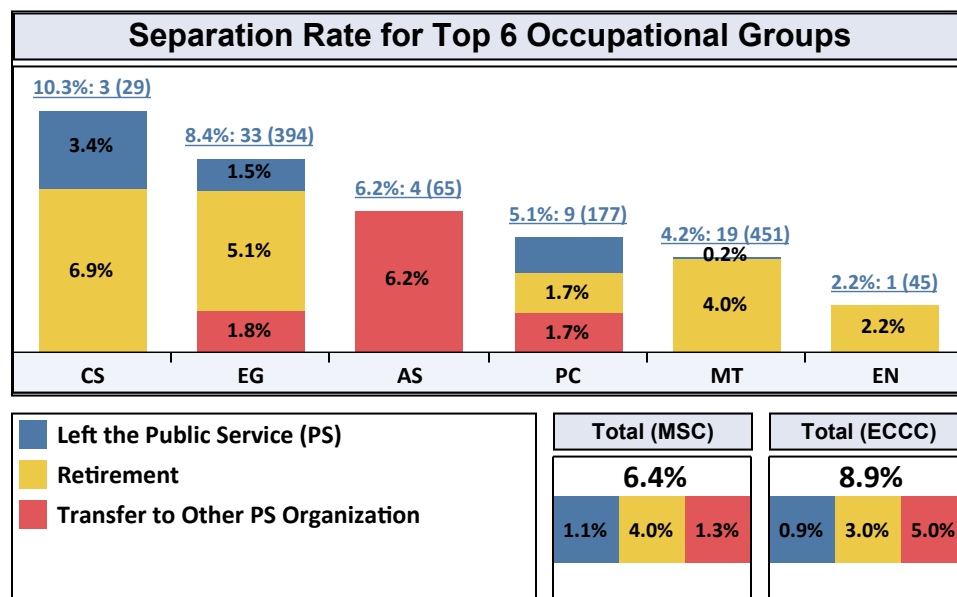
► Data from **My GCHR** as of **September 10, 2019**
► FY 2019-2020 represents data from **April 1, 2019** to **September 10, 2019**.

► Data from **My GCHR** from **June 30, 2018** and **June 30, 2019**
► This report includes information on indeterminate, term employees of three months or more, and seasonal. Employees on leave without pay are excluded.

► Data from **My GCHR** as of **June 30, 2019**
► This report includes information on indeterminate, term employees of three months or more, seasonal and leave without pay.
► Information for small numbers (<5) is suppressed.

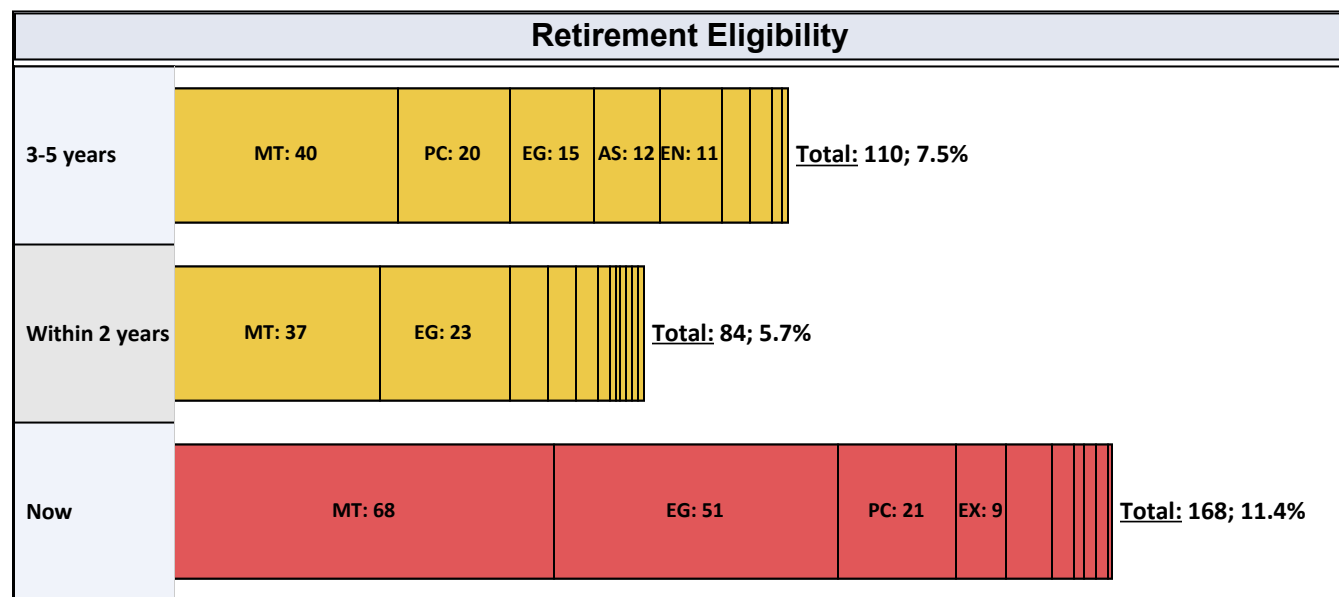


► Data from **My GCHR** for FY 2018-2019 as of **June 30, 2019**
► Separation rate %: total number of separations / indeterminate population as of Apr 1, 2018

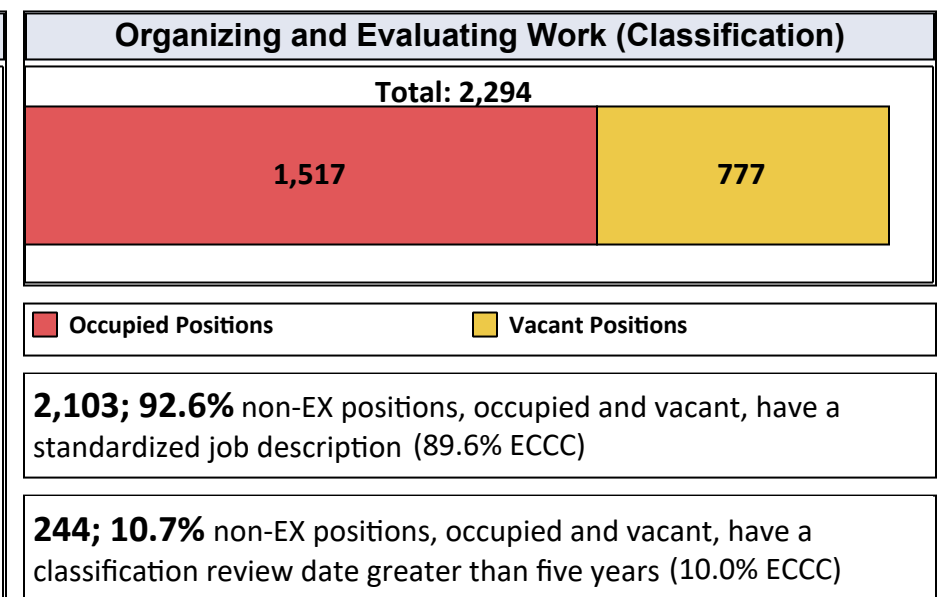


► Data from **My GCHR** as of **June 30, 2019**

► This report includes information on indeterminate, term employees of three months or more, and seasonal, based on their substantive positions.



► Data from **My GCHR** as of **August 08, 2019**



► Acronyms, glossary and reference document used for this Fact Sheet are available [here](#)

Disclaimer ► The information found in this fact sheet is intended to support managers with integrated business and human resources planning as well as succession planning.
► Most data contained in the fact sheet reflects My GCHR data available as of the date of extraction and may not be up to date due to Pay Center backlog.

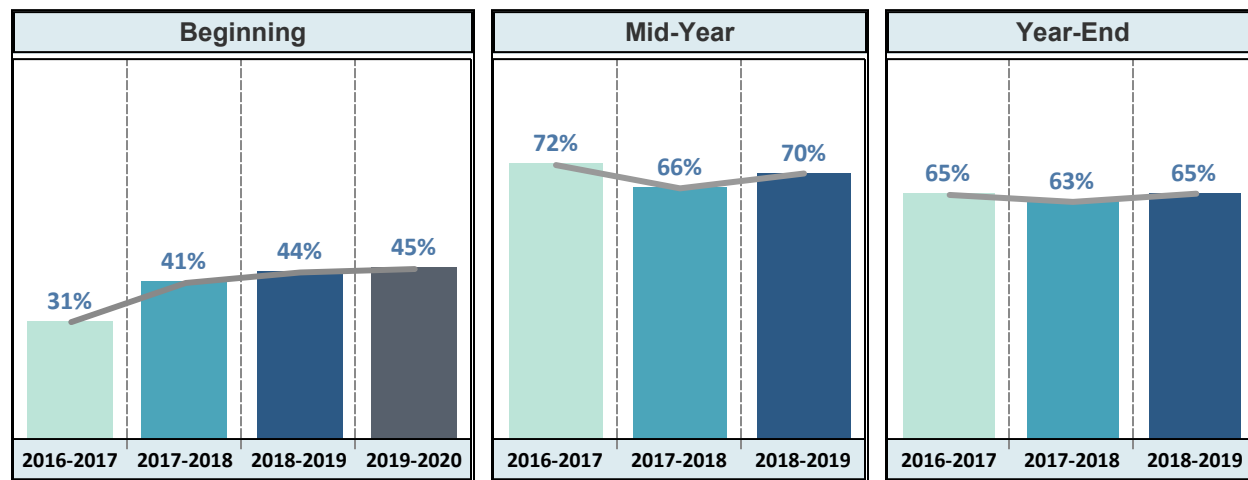
MSC's Fact Sheet Related to ECCC's People Management Priorities 2019-2020

The following indicators represent the branch's measured performance on ECCC's People Management Priorities and Commitments

► Data from **Public Service Performance Management Application** as of **September 10, 2019**
 ► Completion Rate is based on the **Treasury Board of Canada Secretariat** standard deadline.

► Data from **My GCHR** as of **June 30, 2019** based on the current job (e.g. data reflects actings and assignments) It includes indeterminate, seasonal or term (>3 months) tenure, those on leave with or without pay and the non-employee population.
 ► Information for the Supervisors section and for the Executives section is from **My GCHR** and **PSC Test Results Search Tool** as of **June 30, 2019**.
 * Language results have not been regularly updated in **My GCHR** since 2016 due to various system and business process challenges. As a result, the statistics provided may overestimate the number of employees with expired results or employees that do not meet the language profile of their position.

Performance Agreements Completed in a Timely Fashion



77% of **MSC** employees have a Learning and Development Plan in FY 2019-2020 (83% ECCC)

Official Languages

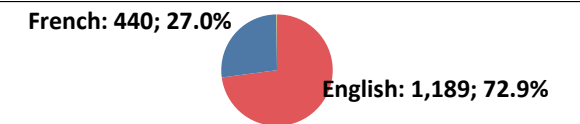
Bilingual Capacity

Employees*
421; 79% of **MSC** employees in bilingual positions meet the language requirements of their position, (2,016; 70% ECCC)
243; 58% of them have expired Second Language Evaluation (SLE) results (53%; 1,070 ECCC)

Supervisors
33 supervisory positions are impacted by the EMC decision on the Office of the Commissioner to the Official Languages (OCOL) recommendations
27; 82% of them are occupied (335; 84% ECCC)
16; 59% of these occupied positions do not meet the CBC level (211; 63% ECCC)

Executives
91% of **MSC** Executives have valid SLE results (90% ECCC)

First Official Language



► Data from **ICSS DM Dashboard** as of **June 30, 2019**

9 employees have been hired through a non-imperative staffing process and are currently in their two-year period to attain bilingual standards (24 ECCC)

MSC has received **1** new official language (OL) complaint in Q1 2019-2020 and has **7** active OL complaints as of June 30, 2019

► Data from **My GCHR** as of **June 30, 2019**

Workplace Wellness

From April 1, 2018 to June 30, 2019, **34 MSC** employees were on leave for illness and disability

MSC employees took an average of **8.7** paid sick days in FY 2018-2019

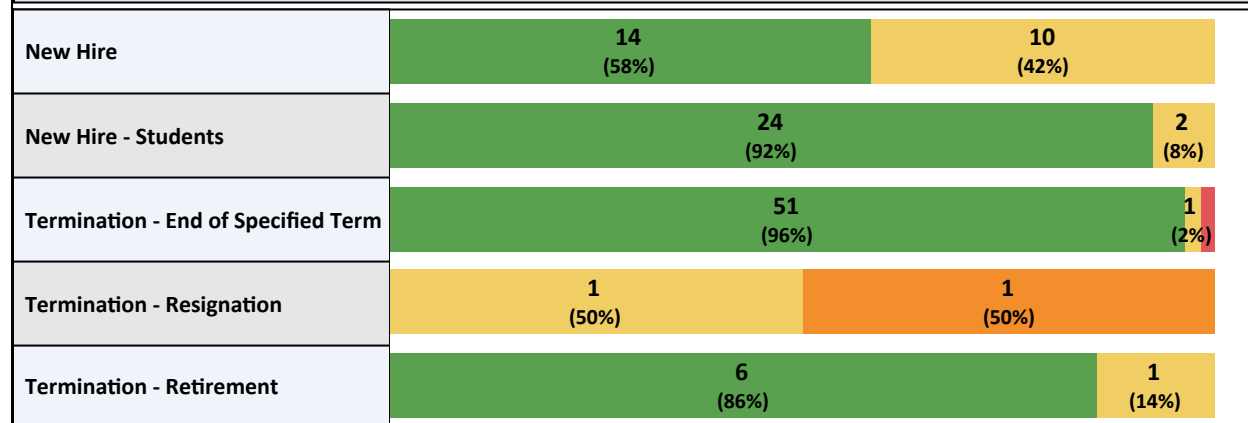
ECCC employees took an average of **7.8** paid sick days in FY 2018-2019

► Data from **Occupational Health and Safety (OHS) Team** as of **September 4, 2019**

94 accidents/incidents in the workplace were reported in **MSC** in FY 2018-2019, compared to **78** accidents/incidents in FY 2017-2018

► Data from **My GCHR** as of **August 31, 2019**

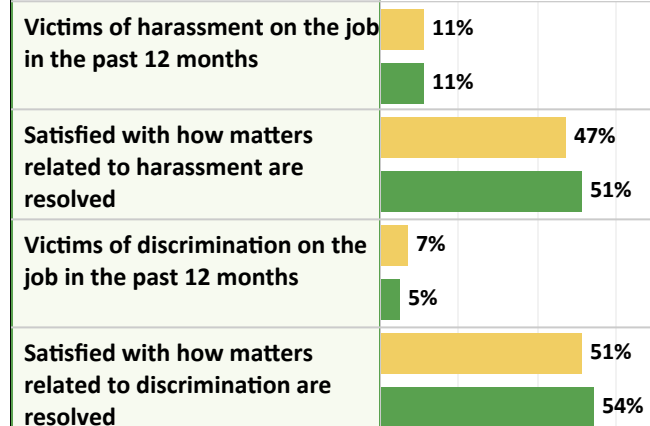
Timeliness Indicators - August 2019



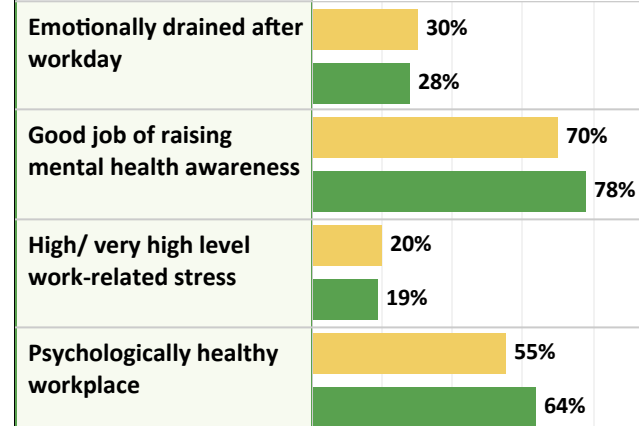
On Time 1-30 Days Late 31-60 Days Late Over 90 Days Late

► Data from the **2018 PSES Report** as of **February 27, 2019**

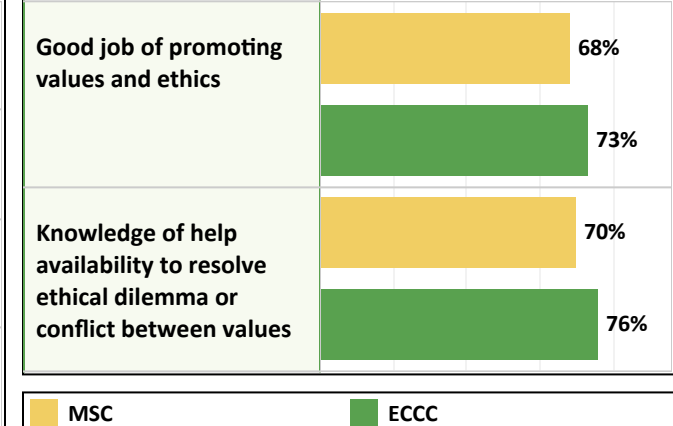
Harassment and Discrimination



Mental Health

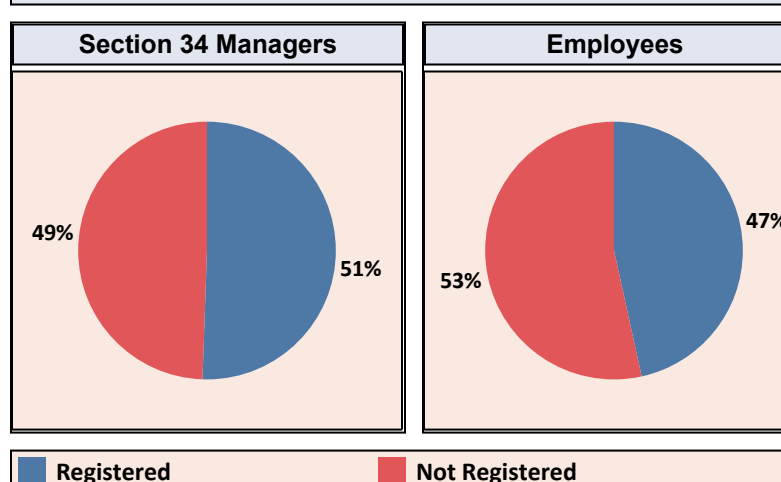


Values and Ethics



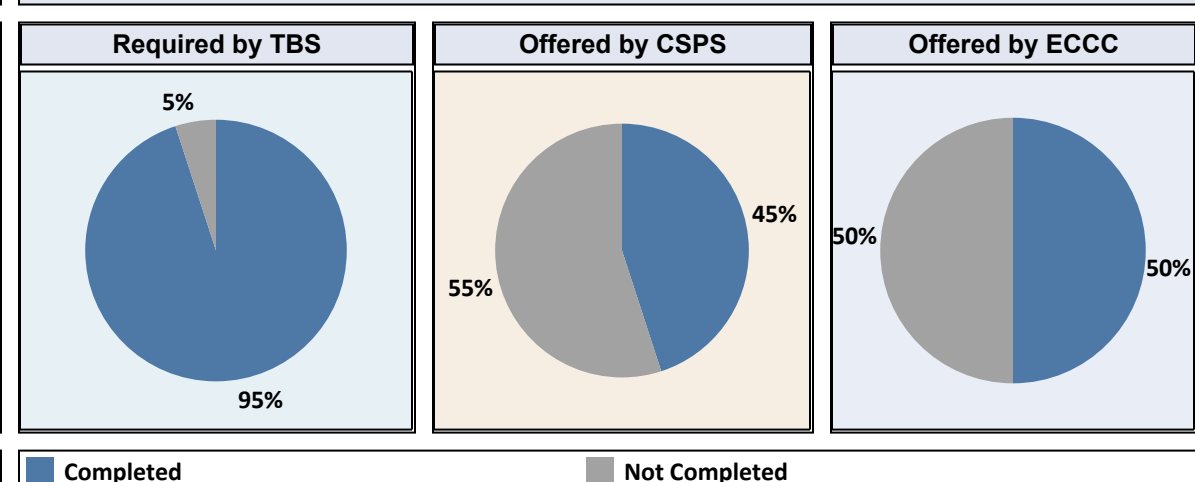
► Data from **Treasury Board of Canada Secretariat** as of **August 31, 2019**

HR-to-Pay Mandatory Training Registration Rate



► Data from **Executive Group Services and Programs** as of **September 6, 2019**

EX Mandatory Training



► **Acronyms, glossary and reference document** used for this Fact Sheet are available [here](#)

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Disclaimer ► The information found in this fact sheet is intended to support managers with integrated business and human resources planning as well as succession planning.
 ► Most data contained in the fact sheet reflects **My GCHR** data available as of the date of extraction and may not be up to date due to **Pay Center** backlog.

Environment and Climate Change Canada – Environnement et Changement climatique Canada
Department Level Employment Equity Gaps as of December 31, 2018 / Écart de l'équité en matière
d'emploi au niveau ministériel en date du 31 décembre 2018

		Women Gap / Écart- Femmes	Aboriginal Peoples Gap / Écart- Autochtones	Persons with disabilities Gap / Écart-Personnes handicapées	Visible minorities Gap / Écart- Minorités visibles
EX	Executive / Direction	15	-7	7	2
TOTAL		15	-7	7	2
SCIENTIFIC & PROFESSIONAL					
SCIENTIFIQUE et PROFESSIONNEL					
BI	Biological Sciences / Sciences biologiques	8	4	-5	-27
CH	Chemistry / Chimie	4	0	-2	-8
EN-ENG	Engineering and Land Survey / Génie et arpentage	76	4	-4	1
EC	Economics and social science services / Économique et services de sciences sociales	107	4	-5	-37
LS	Library Science / Bibliothéconomie	-1	1	0	-2
MA	Mathematics / Mathématiques	#	#	#	#
MT	Meteorology / Météorologie	-21	5	-8	-14
PC	Physical Sciences / Sciences physiques	285	1	-14	81
SE-REM	Scientific Research / Recherche scientifique	-1	0	-1	-2
SE-RES	Scientific Research / Recherche scientifique	-22	-1	-6	-10
TOTAL		435	19	-43	-16
ADMIN. & FOREIGN SERVICE					
ADMIN et SERVICE EXTÉRIEUR					
AS	Administrative Services / Services administratifs	56	15	16	24
CO	Commerce / Commerce	#	#	#	#
CS	Computer Sys. Admin. / Gestion des systèmes d'ordinateurs	-14	0	7	7
FI	Financial Administration / Gestion des finances	19	0	-4	8
IS	Information Services / Gestion d'information	3	1	0	-1
PE	Personnel Administration / Gestion du personnel	11	5	8	7
PG	Purchasing and Supply / Achat et approvisionnement	9	1	3	1
PM	Programme Administration / Admin. des programmes	29	0	4	-3
TOTAL		123	23	33	41
TECHNICAL / TECHNIQUE					
EG	Engineering and Scientific Support / Soutien tech. & scien.	-23	3	1	-17
EL	Electronics / Électronique	-1	0	0	-1
GT	General Technical / Technicien divers	-17	1	-8	-1
TI	Technical Inspection / Inspection technique	#	#	#	#
TOTAL		-42	4	-8	-21
ADMINISTRATIVE SUPPORT					
SOUTIEN ADMINISTRATIF					
CR	Clerical & Regulatory / Commis aux écritures et aux règlements	-2	0	3	-1
DA	Data Processing / Traitement des données	#	#	#	#
TOTAL		-2	0	3	-1
OPERATIONAL / EXPLOITATION					
GL-ELE	General Labour and Trades / Manœuvre et hommes de métier	#	#	#	#
GL-MAN	General Labour and Trades / Manœuvre et hommes de métier	#	#	#	#
GL-DMO	General Labour and Trades / Manœuvre et hommes de métier	#	#	#	#
GL-MST	General Labour and Trades / Manœuvre et hommes de métier	#	#	#	#
GL-PCF	General Labour and Trades / Manœuvre et hommes de métier	#	#	#	#
GL-PIP	General Labour and Trades / Manœuvre et hommes de métier	#	#	#	#
GL-COI	General Labour and Trades / Manœuvre et hommes de métier	#	#	#	#
GS-BUS	General Services / Services divers	#	#	#	#
GS-FOS	General Services / Services divers	#	#	#	#
GS-STS	General Services / Services divers	-2	1	1	-1
GS-MPS	General Services / Services divers	#	#	#	#
TOTAL		-3	-1	3	-2
TOTAL		505	36	-1	5

Source: Latest availability estimates developed and provided by TBS based on annual review (March 2015) and 2006 Census of Canada and PALS. /
Estimations les plus récentes des taux de disponibilité de la population active établies et fournies par SCT en se fondant sur la révision annuelle (mars 2015) ainsi que sur le recensement du Canada 2006 et l'EPLA

Notes:

1. Totals may not equal the sum of components due to rounding. / Les sommes peuvent ne pas refléter le total des catégories en raison de l'arrondissement des chiffres.
2. National Representation Minus Casuals, Terms <3 Months and employees on leave without pay (LWOP) / Représentation nationale en excluant les employés occasionnels, déterminés < 3 mois et les employés en congé non payé (CNP).
3. #####: The information has been suppressed for confidentiality purposes where totals equal 5 employees or less / ##### : Les données dont les totaux sont égaux ou inférieurs à 5 ont été supprimées pour des raisons de confidentialité.
4. AS group from *Adm. Support* added to AS total in *Adm. Foreign*; EG and EN have been combined under *Scientific and Professional*. / Le groupe AS sous *Soutien administratif* est ajouté au total des AS sous *Admin et service extérieur*; EG et EN ont été combinés sous *Scientifique et professionnel*.
5. GS-MPS has been excluded / GS-MPS a été exclu.

Distribution of Staffing Transactions related to Staffing for MSC

Fiscal Year 2018-2019

Directorate	Casual Hiring	Indeterminate Hiring	Student Hiring	Term Hiring	Casual Extension	Student Extension	Term Extension	Appointment from other departments	Deployment Same/Equivalent Lvl	Internal Promotion(ECCC)	Grand Total
Cdn Cent Meteo&Env Prediction	20	31	33	17	4	6	1	14	17	17	166
Monitoring & Data Services	39	24	73	13	10	4	10	14	14	40	233
Policy, Plan & Partnerships	12	3	12	1	4	1			4	3	50
Prediction Services	45	8	48	2	8	9	6	9	29	82	246
Grand Total	116	66	166	33	26	20	17	37	64	142	688