

PSPC Takes Flight!

Our local initiatives

And so much more!



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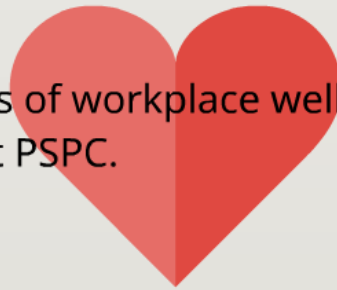


Engagement & Contributions

Making best use of talent

Welcoming and Onboarding

These are all aspects of workplace well-being that we hold dear at PSPC.



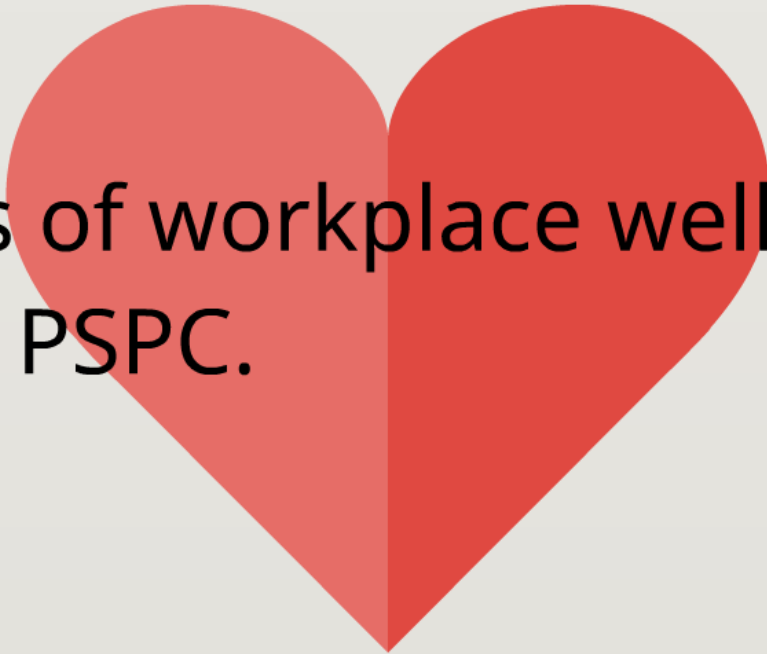
Here are a few initiatives that are taking place in our Branches and Regions, from coast to coast.

Recruitment

Learning and Performance

Feedback

Healthy workplace



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Staffing processes

The **Pacific Region** used a staffing process to engage their employees in becoming **board members**. About 10 employees volunteered and gained experience being "on the other side of the table" during a staffing process. Read about Liza Wong's experience on this board:

<http://bit.ly/2fDz2Pm>

The **Parliamentary Precinct Branch** piloted three staffing processes with reduced timelines (EN-03, AR-04 and AS-05), implemented improvements to their student hiring process for 8 month terms and overlaps.

The **Real Property Branch** lifted geographical restrictions from their competitive processes, where possible. Employees can compete for roles across the country and provide a wider range of opportunities.

More on staffing

The **Human Resources Branch (HRB)** has taken significant steps in improving the time to staff. NCA-specific processing time for internal and external advertised processes have improved by 25% over the last fiscal year.

The wide variety of staffing inventories put in place helped us improve our time-to-process!

- national inventory for clerical and administrative positions with no closing date (available since June 2016);
- inventories with no closing date for Engineers, Discipline Architects, Project Managers, Property Facility Officer, and Building Systems Technicians Inventory;
- and more on-going inventories on jobs.gc.ca for a variety of positions.

The branch also manages a departmental **Pool Management Tool** designed to make it easier to search for information on the department's advertised processes.

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Healthy & Compassionate Environment

Western Region launched a 2-year program of mandatory employee training on mental health awareness in the workplace after noticing a significant increase in the use of their Employee Organizational Assistance Program.

Our **Managers' Network**, focused its 2016 efforts on destigmatizing mental health in the workplace.

- 14 workshops in the NCR (+ via WebEX for regions) in collaboration with the Well-Being Directorate.

All branches and regions are holding workshops and courses on mental health awareness and related topics!





Healthy & Compassionate Environment

Ontario Region's Wheelchair Challenge

Quebec Region's Recognition Relay

Panels on Harassment in the **Ontario Region**
and **Finance and Administration Branch**

Atlantic Region's Interdepartmental Learning
Seminar: Promoting Well-Being through Civility
and Inclusion

Pacific Region's Wellness Committee &
Branch Resiliency Strategy

Providing opportunities to contribute

Regional Directors General are available for informal discussions with employees!

Quebec Region developed a document outlining all mandatory training for new employees, sorted by position type.

Our **Diversity Networks** also provide a wide variety of ways for employees to contribute!

Engaging employees in innovation
The Innovation Service is looking for projects to improve services that they can better serve in areas of innovation, learning and user experience.
- user experience research
- service design
- data management of email and web services and program performance

In 2015, we launched the #Ageprint 2020 in a new G.Prefa page
It was an initiative started by an employee who wanted to make a difference and help others easily implement #Ageprint 2020 activities. Since it launched with last year's report, it has grown to include initiatives from across the government and we are getting excellent feedback on it!

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The #Ageprint 2020 report is now available in a new format on the website. It is available in French and English.

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"Inspired by the initiatives on Blueprint 2020 in a Box, the Ministers' Regional Offices Program has an active Virtual Book Club. Since our employees are geographically dispersed, we hold our "book club" meetings via WebEX. It has been invaluable in getting us reading more, to know each other on a more personal level and expose us to new and different perspectives and insights."
- Robyn Atkinson, Ministers' Regional Offices Program

"We [started] our own TED Tuesdays, [using Blueprint 2020 in a Box instructions]! We've held a few of them and they have been very successful - everyone is really enjoying engaging informally on interesting ideas."
- Veronica Silva, Real Property Branch

2020 IN A BOX
OBJETIF 2020 CLÉS EN MAIN

Engaging employees in innovation!

The **Translation Bureau** is leading the way by giving its employees a voice in how they can better foster a culture of innovation, learning and continuous improvement.

- over 60 engagement sessions
- consulted over 1,000 employees
- first Innovation Summit at which 200 employees and managers participated!

The **Integrated Services Branch** invited employees to give feedback on innovation projects at the Rapid Results 50 and 100 day marks.

The **Chief Information Officer Branch** organized a series of *Innovation Cafés*.

Other...

Formal and informal recognition of various formats is taking place from coast to coast to coast!

★ Instant awards ★ PSPC Awards of Excellence
Client Service Awards ★ And more! ★

Language exchange program between the Shediac and Matane offices so employees can practice their second official language and expand their work experiences!

Carpooling parking spaces in the Matane office!

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