



PSMA SYMPOSIUM

PSMA On The Move Focus on Implementation

Monday, January 31, 2005
Ottawa Congress Centre, Ottawa, ON

PRELIMINARY AGENDA

Objectives

Symposium participants will:

1. Enhance their capacity to develop and carry out PSMA implementation plans
2. Share and develop approaches, models, and best practices on key PSMA topics
3. Build bridges with members of the various communities that must work together to implement PSMA
4. Broaden their awareness of the potential benefits and implications of PSMA for line managers

Allocation of Seats

To ensure that as many organizations as possible are represented, we have reserved seats for you according to the size of your organization.

- Large departments and agencies that are considered very large (**more than 20,000 employees**) may register up to 15 participants each.
- Other large organizations (**5000 to 19,999 employees**) may register up to 10 participants each.
- Medium-sized organizations (**700 to 4999 employees**) may register up to 8 participants each.
- Small organizations (**less than 699 employees**) may register up to 5 participants each.

Symposium Language

Simultaneous translation will be provided for all plenary sessions. Six of the eight workshops will be offered in both English and French. Simultaneous translation will be provided in the remaining 2 workshops.

PRELIMINARY AGENDA
Monday, January 31, 2005

- 7:45 am -
8:45 am DM & Heads of Agency Breakfast
- 8:30 am Registration and Continental Breakfast
- 9:00 am Overview of Day
Alain Rabeau, Symposium Facilitator
- 9:05 am Words of Welcome
Janice Cochrane, President, Canada School of Public Service
- 9:15 am Keynote Address
The Honourable Reg Alcock, President of Treasury Board
- Public Service Renewal and Human Resources Modernization
"A Great Opportunity will become a Great Legacy"
- 9:50 am Setting the Stage
- Rick Burton, PSHRMAC
Greg Gauld, PSC
Shirley Siegel, HR Council/DND
- 10:05 am Refreshment Break
- 10:30 am Concurrent Sessions*

1. Implementing PSMA in Small Departments and Agencies

Objective, Focus and Format

To provide a forum for sharing approaches for implementing PSMA that addresses the unique characteristics and needs of small departments and agencies.

The workshop will include an overview of the various implementation initiatives currently underway in different departments and agencies; opportunities to exchange experiences and lessons learned to date; and a discussion of how PSHRMAC Secretariat and PSC can support departments and agencies in the upcoming year. While selected departments will kick start our discussions with their experiences, we hope to draw upon everyone's stories, questions and insights.

Resources

The workshop will be led by Louise Henry, Chief, Human Resources, Transportation Safety Board and Chair of the Personnel Advisory Group, Community of Small Organizations, Mary Ferrari, Director PSMA Secretariat, and facilitated by Peter Larson.

2. Implementing PSMA in Regions

Objective, Focus and Format

To provide a forum for sharing approaches for dealing with key PSMA implementation challenges specific to regions.

The workshop will focus on how to build “centres of excellence” on selected aspects of PSMA in different regional departments / agencies, options for sharing regional labour market data for use in human resource planning, and how to share with key stakeholder groups (e.g. labour representatives, learning advisors etc.), the implications of multiple staffing policies and programs within the same region. While the Saskatchewan Federal Council will kick start discussions with their experiences, we hope to draw upon everyone’s stories, questions and insights.

Resources

The workshop will be led by Shasta Mund, Learning Liaison Officer, Saskatchewan Federal Council, Tammy Gedak, Manager Secretariat Operations, Saskatchewan Federal Council and facilitated by Kathleen Connelly.

3. Integrating Human Resource Planning into Business Planning

Objective, Focus and Format

Integrating human resources and business planning is essential to modernizing government. With effective integration, managers will be better able to identify and align resources in order to deliver results. In addition, integration will enable managers to meet the new PSEA’s requirement for transparency in managing their workforce. The purpose of the workshop is to explore what integration could mean in practice.

The workshop will include an overview of Indian and Northern Affairs Canada’s integrated planning toolkit that was developed using the model produced by the Interdepartmental HR Planning Working Group in partnership with the Public Service HR Management Agency (PSHRMA). In addition, both INAC and Fisheries and Oceans Canada will share their practical experience of integrating human resources with business planning. A group discussion will draw upon other departmental/agency experiences and insights.

Resources

The workshop will be led by Roxanne Brascoupé, and Chantal Morrissette, Strategic HR Planning, Indian and Northern Affairs Canada, and Trevor Janzen, Senior HR Advisor, Fisheries and Oceans Canada, and facilitated by Pierre Lacroix.

4. Enhancing the Effectiveness of Labour Management Relations: The Consultation Continuum

Objective, Focus and Format

The intent of the PSLRA is to promote more effective labour management relations. The Act identifies Labour Management Committees (consultation between departments and bargaining agents is mandatory under the new legislation) and co-development, (an enabling provision of the Act), as the means for achieving this intent.

The workshop will include a discussion on how management at Transport Canada have enhanced the effectiveness of labour management relations and key successes factors for engaging in co - development. In addition, PIPSC will share their lessons learned on working jointly with management in a variety of workplaces. While Transport Canada and PIPSC will kick start discussions with their experiences, we hope to draw upon everyone's stories, questions and insights.

Resources

The workshop will be led by François Marion, Director Human Resources Programs and Strategies, Transport Canada and Georges Nadeau, PIPSC, Diane Gibeault will be the facilitator.

5. Developing Staffing Policies and Programs

Objective, Focus and Format

The new PSEA means that departments and agencies must develop their own staffing policies and programs. But how does one get started? Are programs, strategies and policies really needed and if so, in what areas? How can a risk assessment approach help? And what about areas covered by PSC policies? What other information / guidelines do we need? What's involved in developing staffing policies and guidelines and how can we tap the contributions of line managers, bargaining agents and employees? These are just some of the questions and challenges that will be addressed in the workshop.

While Fisheries and Oceans Canada and Statistics Canada will kick start discussions with their experience, we hope to draw upon everyone's experience in order to identify what is currently in place, key gaps that departments must address, and areas where departments will require support.

Resources

The workshop will be led by Patti Kuntz, Director Recruitment and Staffing, DFO and Christine Coffey, DG HR, Stats Canada, and facilitated by Alain Rabeau.

6. How to Develop an Informal Conflict Management System

Objective, Focus and Format

The PSLRA requires that all departments and agencies develop their own informal Conflict Management System. The workshop will enhance participants, understanding of what's involved in developing this key feature of the new HR regime.

The workshop will feature a case presentation of the ICMS at National Defence that has been operational for more than 2 years. The presentation will include how the system was developed, the lessons learned in its design and implementation, key elements of the system, links between the system and the grievance process, and the role of the unions, line managers and human resources in the design and operation of the system. In addition to National Defence's formal presentation, we hope other departments and agencies will informally share their experience with ICMS.

Resources

The workshop will be led by Lucie Allaire, DG HR, National Defence and Lucette Charron, Union Services Officer, Union of National Defence Employees (UNDE).

7. Capitalizing on the Potential of PSLRA and FAA: What Can They Do For Managers

Objective, Focus and Format

The PSLRA and the FAA equip managers with a new set of tools - delegated authorities, early conflict management, co-development - to name a few, that can be used to improve the workplace. However, each tool must be adapted to fit each department's unique mandate, structure and culture. There is no universal solution. The purpose of this workshop is to develop a menu of questions and guidelines that departments can use to develop their approach to realizing the potential of the new legislation.

The workshop will include a brief overview of the two Acts in order to identify what is different and what has stayed the same, a short presentation by Natural Resources Canada on what they see as some of the possible benefits of the PSLRA and the FAA, and a facilitated dialogue with all participants in order to develop the menu of questions and guidelines.

While NRC will kick start discussions, we hope to draw upon everyone's experience and insights.

Resources

The workshop will be led by Richard Tobin, ADM HR Natural Resources Canada (English session only) and Pierre Richer de La Flèche (English and French sessions) and facilitated by Dominique Dennerly.

8. Capitalizing on the Potential of PSEA: What Can It Do For Managers

Objective, Focus and Format

Managers have different expectations of the new PSEA. Some expect the time to staff positions to be dramatically reduced. Others are sceptical that there will be any "real" change. And both managers and human resources professionals are unsure how their roles will change under the new legislation. The purpose of this workshop is to begin to separate PSEA fact from fiction, and to explore, in concrete terms, the range of staffing solutions that PSEA offers to managers.

Correctional Services Canada (CSC) will share what its senior managers recently had to say about how CSC can build on its strengths and overcome challenges to capitalize on the new PSEA. Similarly, Statistics Canada will outline what it sees as the benefits of the new PSEA. While CSC and Stats Can will kick start discussions with their experiences, we hope to draw upon everyone's ideas, insights, and questions.

Resources

The workshop will be led by Katherine Moynihan, DG HR Management Strategies, CSC and Anil Arora, Director General, Census Program Branch, Statistics Canada, and facilitated by Jean Ogilvie.

12:15 pm Lunch

Speakers:

Michèle Demers, President PIPSC
"Hopes for the PSMA: A Labour Perspective"

Monique Boudrias, Executive VP, PSHRMAC
"Working Constructively with Labour"

1:45 pm Concurrent Sessions Repeated

3:15 pm Refreshment Break

3:45 pm Preparing Key Stakeholders for PSMA

Simon Coakeley, ADM HR CSC
Lyse Ricard, ADM Operations CIC
Denise Amyot, ADM Public and Ministerial Affairs SDC
Danielle Auclair, PIPSC

4:15 pm Closing Remarks
Shirley Siegel, Co Chair HR Council

Updated: January 27, 2005 3:00 p.m.