

# **Public Service Staff Relations Board**

**2003-2004  
Estimates**

**A Report on Plans and Priorities**

Approved

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**Minister**



## **TABLE OF CONTENTS**

Section I: Chairperson's Message .....	1
Section II: Raison d'Être .....	3
Section III: Planning Overview .....	5
Section IV: Plans and Priorities.....	7
Section V: Organisation .....	9
5.1 Business Line .....	9
5.2 Accountability .....	9
5.3 Departmental Planned Spending.....	10
Annex A: Net Cost of Program for the Estimates Year .....	11
Annex B: Other Information .....	13
Listing of Statutes and Regulations Administered by the Public Service Staff Relations Board .....	13
References: Listing of Statutory and Departmental Reports.....	13
Contacts for Further Information.....	14



## **SECTION I: CHAIRPERSON'S MESSAGE**

I would like to state at the outset that the primary objective of the Board over the period covered by this report remains the effective administration of the collective bargaining and grievance adjudication systems in the federal public service.

However, by the time this Report on Plans and Priorities is tabled, the *Task Force on Modernizing Human Resources Management's* proposals for renewed labour relations within the Public Service of Canada will likely have been released. Such a milestone will give us the ideal opportunity to seek ways to rejuvenate the processes of both collective bargaining and adjudication.

I am hopeful that the new legislative regime will emphasize the need for a more structured and innovative dispute resolution process, as I believe that the implementation of such a process is critical to improved relations between employees and employers.

We at the Board believe that it is critical for good labour relations to develop and promote a mindset of dispute resolution. We currently offer our clients an introductory course on mediation. But the Board must do more to meet the challenge. A more elaborate training program on dispute resolution would facilitate the ongoing transfer of knowledge and competencies to clients. Our training enables employee and employer representatives to use the dispute resolution process at the local level earlier on, before a situation escalates, possibly beyond repair.

The Board remains committed in its desire to foster better relations in the Public Service, built on trust and respect. We will therefore continue to cooperate and consult with employers and bargaining agents to ensure that their needs are understood and met. Of course, new legislation will require new regulations. To facilitate the transition, we intend to initiate a consultation process with our clients concerning the new regulations.

This is a critical moment for labour relations in general and for the Board in particular. With the right resources, we can build a stronger, more effective and more transparent system that will serve the needs of federal public servants for years to come.

Yvon Tarte  
Chairperson



## **MANAGEMENT REPRESENTATION STATEMENT**

I submit, for tabling in Parliament, the 2003-2004 Report on Plans and Priorities (RPP) for the Public Service Staff Relations Board.

This document has been prepared based on the reporting principles and disclosure requirements contained in the *Guide to the Preparation of the 2003-2004 Report on Plans and Priorities*.

- It accurately portrays the Board's plans and priorities.
- The planned spending information in this document is consistent with the directions provided in the Minister of Finance's Budget and by the Treasury Board Secretariat.
- It is comprehensive and accurate.
- It is based on sound underlying departmental information and management systems.

The reporting structure on which this document is based has been approved by Treasury Board Ministers and is the basis for accountability for the results achieved with the resources and authorities provided.

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Yvon Tarte  
Chairperson

Date: February 2003

## ***SECTION II: RAISON D'ÊTRE***

Our mission is to promote and support harmonious employer-employee relations in the federal Public and Parliamentary Service, hence enabling the government to provide its services to Canadians with a minimum of disruption.

We shall:

- Conduct hearings in accordance with the law, the principles of natural justice and render timely decisions;
- Assist the parties, where possible, to resolve their differences on their own;
- Ensure that all processes are impartial and open;
- Consult with the parties to facilitate and improve the Board's processes;
- Educate and inform clients and the public on the Board's role, services and jurisprudence;
- Promote a work environment that fosters the development of a knowledgeable and co-operative staff, and;
- Ensure efficient and effective use of our resources





### **SECTION III: PLANNING OVERVIEW**

The Board is funded through operating expenditures. Since the essential functions performed by the Board are non-discretionary in nature and must be provided at the request of the parties, this funding mechanism has been effective up to now. However, as we foresee the implementation at the Board of a more elaborate training program on dispute resolution techniques, the Board is in the process of asking authorization from Treasury Board to establish a net voting authority that would enable the Board to recover direct costs related to training from clients. The funds recovered from clients would then be reinvested in the training program.

Ultimately, the planning context and strategic direction of the Board will be guided by the labour relations concerns of public servants normally expressed through their bargaining agents, as well as the concerns of public service employers in managing the public service and implementing the program approved by the government of the day.

The legislative changes that the *Task Force on Modernizing Human Resources Management* intends to propose will undoubtedly have an impact on the strategic direction of the Board and labour relations. Additional funding from the Treasury Board will be required to fulfill any new role assigned to the Board.

The Board continues to be faced with issues arising from the creation of special agencies as separate employers. The restructuring of bargaining units, the conduct of representation votes and the determination of managerial and confidential exclusions add to the Board's workload.

The implementation of a classification reform will have a significant impact on bargaining and could result in increased requests for the Board's assistance and intervention.



## **SECTION IV: PLANS AND PRIORITIES**

<b>Strategic Outcome</b>	<b>Priorities</b>
Maintain an environment that fosters harmonious labour relations in the federal Public Service workplace, thereby minimizing the possibility of labour unrest which could result in the disruption of the implementation of government programs	<p>Implement and administer new legislation.</p> <p>Revise regulations in accordance with new legislation.</p> <p>Implement a more elaborate training program on dispute resolution processes.</p> <p>Produce an educational training video on expedited and formal adjudication processes.</p> <p>Implement a modern management framework.</p> <p>Continue to update the Board's website in accordance with GOL criteria.</p>

The first two priorities identified in the above table are totally dependent on the results of the *Task Force on Modernizing Human Resources Management's* report. Once the proposed legislative changes are made public, the Board will realign its resources accordingly.

As part of its communications strategy, the Board plans to produce a second video that will explain the expedited and formal adjudication processes. The production of this video will only be made possible if the Board's request to recover direct costs related to training from clients is approved by Treasury Board.

In addition to delivering its essential functions, the Board will continue to participate actively in government-wide initiatives. The Board expects to finalize the development of its modern management action plan early in 2003-2004; in the meantime, initiatives to integrate modern comptrollership as a key element of the Board's management improvement agenda are already underway. Furthermore, we continue to update the Board's website in accordance with the Government On-Line initiative.





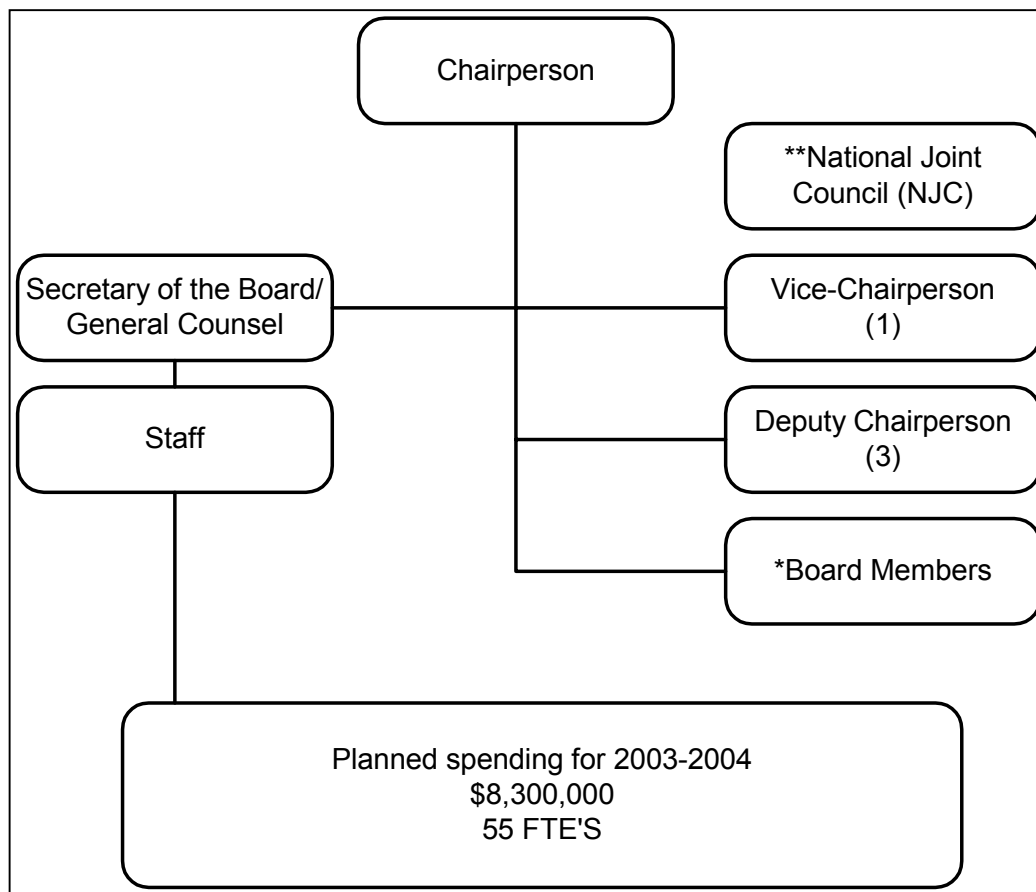
## SECTION V: ORGANISATION

### 5.1 Business Line

The Public Service Staff Relations Board has one business line: public service staff relations.

### 5.2 Accountability

#### Public Service Staff Relations Board (PSSRB)



\* The number of Board members is determined by the Governor in Council. Members may be appointed on a full-time or part-time basis.

\*\* The Board has no direct involvement in the operations of the National Joint Council.

The Board is responsible to Parliament through such Minister of the Crown, other than a member of the Treasury Board, as the Governor in Council



may designate. During virtually all of the years since the Board's inception, the designated Minister has been the President of the Queen's Privy Council for Canada. The Minister's responsibility under the Act is to lay the Board's annual report before Parliament each year and to sign such documents as are required pursuant to the *Financial Administration Act*. The Minister is also the line of communication with the Governor in Council for purposes of appointments to the Board.

### 5.3 Departmental Planned Spending

(\$ millions)	Forecast Spending 2002-2003*	Planned Spending 2003-2004	Planned Spending 2004-2005	Planned Spending 2005-2006
Budgetary Main Estimates	5.9	6.6	6.2	6.2
<b>Plus:</b>				
Adjustments **	1.1	0.0	0.0	0.0
Cost of services received without charge	1.7	1.7	1.7	1.7
Net Cost of Program	8.7	8.3	7.9	7.9
<b>Full time Equivalents</b>	<b>55</b>	<b>55</b>	<b>55</b>	<b>55</b>

\* Reflects the best forecast of total planned spending to the end of the fiscal year.

\*\* Adjustments represent approvals obtained since the Main Estimates and include those obtained through Supplementary Estimates.

The planned spending for 2003-2004 includes an amount of \$469,000 for the Human Resources Modernization initiative. This amount will not be available in future years.

## **ANNEX A: NET COST OF PROGRAM FOR THE ESTIMATES YEAR**

(\$ millions)	Public Service Staff Relations
Net Planned spending (Gross Budgetary and Non-budgetary Main Estimates)	6.6
<b>Plus</b>	
Services received without charge	
Accommodation provided by Public Works and Government Services Canada (PWGSC)	1.4
Contributions covering employer's share of employees' insurance premiums and expenditures paid by Treasury Board Secretariat	0.3
<b>2003-2004 Net Program Cost</b>	<b>8.3</b>







## **ANNEX B: OTHER INFORMATION**

### **Listing of Statutes and Regulations Administered by the Public Service Staff Relations Board**

- *Public Service Staff Relations Act*, R.S.C. 1985, c. P-35
- P.S.S.R.B. Regulations and Rules of Procedure, 1993
- *Parliamentary Employment and Staff Relations Act*, R.S.C. 1985 (2d Supp.), c. 33
- P.E.S.R.A. Regulations and Rules of Procedure
- Certain provisions of Part II of the *Canada Labour Code*, R.S.C. 1985, c. L-2
- Yukon's *Education Staff Relations Act*, S.Y. 2001, c. 14
- Yukon Teachers Staff Relations Board Regulations and Rules of Procedure
- *Yukon Public Service Staff Relations Act*, R.S.Y. 1986, c. 142
- Regulations and Rules of Procedure of the Yukon Public Service Staff Relations Board

### **References**

#### **Listing of Statutory and Departmental Reports**

- Public Service Staff Relations Board Annual Report
- Public Service Staff Relations Board Performance Report
- *Parliamentary Employment and Staff Relations Act* Annual Report
- Yukon Public Service Staff Relations Board Annual Report
- Yukon Teachers Staff Relations Board Annual Report
- *Access to Information Act* Annual Report
- *Privacy Act* Annual Report
- Annual Management Report on Official Languages
- PSSRB Summaries of Decisions (a summary of decisions of the Public Service Staff Relations Board issued twice yearly)



## Contacts for Further Information

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