



Sharing the Load Conference co-chairs Len Eichel (left) and Donna Ward (right) chat with guest speaker Doris Anderson.

Spreading the word on Sharing the Load

by Judith Froome

It was clear throughout the recent "Sharing the Load — Finding a Balance" Conference that equality and justice in the workplace means a better use of resources and the maintenance of economic competitiveness in addition to creating a better lifestyle for all.

The one-day event, co-chaired by Donna Ward (GTA) and Leonard Eichel (DGIR), at Hull's Palais des Congrès, attracted more than 220 participants from headquarters, the regions and observers from other federal departments and agencies.

The day began with a report by Élisabeth Châtillon, who headed the action committee

set up after last year's conference. Châtillon announced that the conference would become a yearly event and that an outside consultant would be hired by the Department to guide the action plan during the next six months.

Keynote speaker Doris Anderson, former editor of *Chatelaine* magazine and forerunner in the Canadian women's movement, outlined the gains women had made in the last 20 years and recounted a few personal experiences of how men and women are treated differently in the workplace.

(continued on page 4)

Communications Canada welcomes new Deputy Minister

Marc Rochon has been appointed to the post of Deputy Minister of Communications Canada. Rochon becomes the Department's eighth Deputy since 1969.

Coming from the Department of the Secretary of State, where he served as Under-Secretary since 1991, Rochon brings almost 25 years of experience as a public servant to his new duties at Communications Canada. Rochon also served as Assistant Secretary to Cabinet at the Office of the Privy Council, where he was in charge of Senior Personnel Management, and has made stops during his career at Supply and Services Canada and the Public Service Commission.

Born in Sturgeon Falls, Ontario, Rochon, along with his wife Andrée, and daughter, Christiane, live in Gatineau.



Marc Rochon

Senior Executive Network

Electronic messaging service keeps public service managers in touch

For many managers in the federal public service the Senior Executive Network is a godsend.

SEN is a computerized network which provides access to information of common interest and an electronic messaging service for senior managers within the federal public service.

"SEN is designed to work within the confines of our clients' existing computer environment. SEN uses a telecommunications package called GEMDES which is purchased for the federal government by the Government Telecommunications Agency, based in the Department of Communications," says Kim McKinnon, a managing editor of *The Mandarin*, one of several information sources within the SEN.

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"Within that, our electronic messaging is on a system called ENVOY 100 and our notice board is on a system called INET 2000," says McKinnon.

The network evolved in June 1990 after the Clerk of the Privy Council formed a sub-committee consisting of assistant deputy ministers to look into ways of improving

Private sector content is also available on the SEN such as *First Edition*, which contains information gathered from a variety of Southam Press sources and several broadcast stations. *Postime*, another information source, offers a daily digest of news and editorial coverage from the major English and French print media in Eastern Canada and national broadcast media.

"Our mandate is to get government news out quickly and concisely ... We want to encourage them to go to their computers first before using the telephone to track down the information,"
says McKinnon

communication between managers of various government departments.

"At the time, an information network didn't exist so people weren't sharing information and were constantly reinventing the wheel," says McKinnon, a former reporter with CHEZ 106 radio and associate producer for CBC Radio's local morning show in Ottawa.

The network provides early coverage of government issues, major news events, cabinet shuffles and immediate release of documents such as the budget, the Constitution, unity debates and exclusive feature interviews with senior managers involved in key issues.

The Mandarin, which is put together by journalists for the SEN, is the only daily news service in the federal public service.

"Our mandate is to get government news out quickly and concisely. We specifically look for stories that will benefit our clients. We want to encourage them to go to their computers first before using the telephone to track down the information," says McKinnon.

All information services provided through the SEN are available in either English or French.

"The network also has six dedicated notice boards kept current by information providers from several federal departments and private industry. This information is tailored to the specific needs of senior management," says McKinnon.

The Privy Council Office, the Public Service Commission, and Statistics Canada are a few of the federal government departments that provide information to the SEN.

SEN is currently available in 60 government departments and agencies and has more than 900 clients.

McKinnon says the software is free but there is a fee for training and a monthly charge administered to the clients in order to pay for the private sector information providers. There is also a usage charge assessed by Telecom Canada.

Since its establishment, SEN has been funded each year by the Treasury Board. McKinnon says this will continue until the network is able to go to full cost-recovery.

(Reprinted with permission from *The Hill Times*)

Ontario Region sends first nominee to CAP training

by Sonya Verheyden

Carol McGrath, Acting Director for Human Resources in the Ontario region, recently took up a new posting in the Career Assignment Program (CAP). On October 13, she left Communications Canada to relocate in Gatineau, just outside of Ottawa, for nine weeks of classroom training. As the first Ontario Regional Office nominee to the program, Carol sees this new direction as a positive move in her future.

"I never plan which direction I will take next or what long term goals will be most important for me. I have to be ready to deal with whatever is thrown in my career path."

That is not surprising coming from someone who has had such a diverse and varied career in the public service. Originally from Winnipeg, Carol has worked in various federal government departments including Public Works, Employment and Immigration, Supply and Services, Fisheries and Oceans. She has worked in as many cities and has fond memories of Vancouver, her first posting with the Department of Communications.

Carol's move to Toronto came in 1990 when Dave Lyon, Executive Director for Ontario offered her the possibility of coming to the Ontario region. She was already considering work in the Toronto area. Carol laughs as she recalls, "Dave persuaded me that I was already a part of the DOC family now, and that I just had to stay on." Not wanting to leave the Department, but wanting to relocate to Toronto, this offer was a golden opportunity.

Carol managed the Telework project, another interesting challenge. The project pushed her to learn to manage from a line perspective, and to foster co-operation and consensus in a group setting without relying on traditional management hierarchy. "This was a very important skill to master because it can be applied to virtually every task that I undertake," says Carol.

Already a skilled manager, Carol will no doubt be a great asset wherever she goes. With her experience, knowledge and vitality, Ontario Region's loss will certainly be Ottawa's gain.



Carol McGrath

GE conversion to affect 1,300 employees at DOC

Tremendous change will soon be brought to the way we write and classify positions in the Public Service. "Gender free" descriptions aimed at eliminating discrimination and a new group (GE) will substantially simplify the evaluation of positions while incorporating provisions of the Canadian Human Rights Act respecting equal pay for work of equal value. The new GE group will apply to approximately 100,000 public service employees across Canada, including 1,300 within the Department of Communications.

"While introduction of the new simplified system will facilitate management of our classification system, other significant advantages will be the elimination of barriers between support and officer groups and the ease of lateral movement between positions at the same GE level," according to Judith Farley, GE Conversion Project Manager.

The Department of Communications has started the conversion process which involves updating GE job descriptions and evaluating each position. During the next four months, managers within ADMCM and ADMCP will be actively involved in updating their job descriptions and

a number of managers from throughout the Department will participate on committees to evaluate the positions using a universal job evaluation plan, notes Farley. The evaluation plan was developed by a committee of over 70 public service managers with the PS2000 classification simplification task force. Positions from other sectors and regions will be reviewed and evaluated between February and December 1993.

The GE group will consist of three separate sub-groups to be known as General Services, Finance, and Management Trainee. The General Services sub-group will amalgamate all positions currently classified as ST, AS, CR, OE, IS, OM, DA, PM, PG, WP, CM, and PE. The Finance sub-group will consist of existing FI positions, and the Management Trainee sub-group of existing MM positions.

GE conversion will not result in a reduction in salary. Management and employees will be kept informed of developments through information sessions and *CommunicInfos*. Plans are also under way to establish a departmental hot line to deal with questions concerning the conversion.

Three branches working together to produce electronic phone listings in time for Christmas

Frustrated by telephone listings that are never quite up-to-date? A number of branches are working together to change all of that with a new automated version of the departmental telephone directory.

The Engineering Programs Branch (DGEP) has undertaken to provide all employees with an electronic version of the telephone directory before Christmas this year and the Telecommunications Group of Facilities Management (DGAT/DFMR) is committed to keeping this new "411" service current. The Informatics Group (DGIM) will provide end-user support.

An electronic version of the departmental telephone directory was first developed by DGEP in 1988. This application, known as 411, was made available to all of the regions and to many employees at Headquarters. This application is not to be confused with GTA's electronic directory of

the National Capital Region. Although 411 serves a useful purpose, no mechanism was in place to keep the information current.

This newer version will be kept up-to-date and is available in both official languages. It has three separate telephone directories (personal, group and departmental), a quick search capability and an auto dial capability if you have a modem connected to your personal computer. The departmental directory lists the employees' name, title, work location, group, facsimile number and phone number.

This does not mean the end to the old paper directory. The paper directory will continue to be issued in parallel to the electronic directory for some time. Although the goal is to provide each and every employee with the electronic directory and eventually reduce the number of printed directories to

a minimum, we are not there yet. In order to run 411, the user's IBM compatible type of computer must be connected to either a Novell or a Banyan Vines Network with the software installed on it. Non-IBM compatible type machines are, at present, not supported (SUN, MacIntoshes, etc.)

Within the next few weeks, your LAN administrator will advise you as to when and how the 411 service can be used. There is no cost involved and the training required is virtually nil as all the operating instructions are on the screen. However, user manuals will be provided and a hotline will be set up should you have any questions.

In the new year, once you have all had a chance to get accustomed to using 411, DGIM will be soliciting your suggestions for improvements to the system.

Spreading the word

(continued from page 1)

Anderson's presentation focussed not only on what women had to gain, but on how society could benefit through the equality of women in the workforce. She emphasized that Canadian women are very serious about their jobs and that many talented women are leaving the public and corporate sectors just at the point where their knowledge and experience could contribute most.

Women's and people's issues are being addressed in the BC/Yukon Region as was noted by Ginger Stones, Director, Management Services, B.C./Yukon Region, who reported on the Regional DOC Women's Conference held recently in Vancouver.

Neighbours Consulting closed the morning with a provocative presentation and exercise on gender awareness, through a group discussion session.

A lively discussion moderated by Barbara Bloor, ADMCM, wrapped up the day's program and included talks by Glenda Simms, president of the Canadian Council on the Status of Women, Georgina Wyman, senior vice-president International Management Bata Ltd., and Suzanne Robinson, founding partner of Gilpin Robinson Inc. They too agreed that public servants must develop partnerships to create a better-balanced workplace by drawing on the experiences of both men and women.

More than once during the day it was stated that it has taken generations to establish the current management system and it will take generations to undo it. Progress is indeed slow and in the words of Doris Anderson, "Women are still treated as junior members



Conference participants at morning group discussion

of the club. It is only now being realized that we have not been making use of one of our greatest resources — women."

Conference organizers included Anne Marie Giannetti, Louise Lappa, Patricia Jatton, Joanne Williamson and Chantal Racine.

See you next year!