



# PUBLIC SERVICE COMMISSION 2023 SURVEY ACTIONS

## CORPORATE GOALS AS RESULT OF THE 2023 EMPLOYEE ENGAGEMENT LEADERSHIP & FLEXIBILITY, & REMOTE WORK PULSE SURVEY

## CORPORATE ACTIONS COMPLETED

### LEADERSHIP

- Model good leadership and communication from executive level
- Implement consistent performance development conversations (PDPs);
- Provide support for innovation;
- Effective change management;
- Accelerate leadership development across the organization

- The Mid-Level Leaders' program graduated a sixth cohort in December 2023 and was rebranded/ renamed into the Insights Transformational Leadership program, which will be available for supervisors or managers.
- Started the revision of the Public Service Leadership Competencies using an indigenous and antiracism lens.
- Commenced planning on an accelerated leadership program for 2024-2025.

### REMOTE WORK, FLEXIBLE WORK & WORKLOAD BALANCE

- Identify positions appropriate for remote work and provide flexible work options
- Communicate about policies and enablers
- Learn from those who are doing it well
- Foster a culture of respecting various work hours

- Continued the implementation of formal remote work arrangements to encourage flexible work and work-life balance. As of January 2024, 51% of eligible provincial public service employees work remotely part-time or full-time, representing 19% of the overall public service.
- PSC continued as a member of the Future of Work – Interjurisdictional Working Group to share and learn from best practices across the country.

### MENTAL HEALTH AND WELLNESS

- Modernize employee wellness, accessible safety training, education topics and delivery methods to include virtual options
- Promote the You Matter Campaign and website
- Leadership to promote EAP where appropriate

- Continued the You Matter awareness campaign into the fall of 2023, with an Employee Mental Health and Wellbeing Passport Challenge.
- The Employee Assistance Program (EAP) team served 1183 new clients and completed 2106 counselling hours. Both increases demonstrate approximately 3.8% growth from the previous fiscal.
- Posted a new EAP Newsletter on the website quarterly including links to helpful resources, information, and wellness strategies.

CORPORATE GOALS AS RESULT OF  
THE 2023 EMPLOYEE ENGAGEMENT  
LEADERSHIP & FLEXIBILITY,  
& REMOTE WORK PULSE SURVEY

CORPORATE ACTIONS COMPLETED

EQUITY, DIVERSITY & INCLUSION

- Implementation of the Equity, Diversity and Inclusion Strategy (and associated actions)
- Cultivate a supportive, welcoming, and inclusive work environment
- Deliver EDI training courses and workshops to employees and management and continue to promote the Unconscious Bias webinar

- Improved the measurement and data collection for the Diversity and Inclusion Strategy 2022-2025 with the development of a feedback mechanism for annual reporting.
- Continued to enhance equity, diversity and inclusion data collection and management practices for the Civil Service.
- Provided employees with opportunities to provide feedback on innovative ways to foster welcoming, inclusive, supportive workplace environments
- Delivered EDI training courses and workshops to over 400 employees this fiscal year.
- Partnered with the Indigenous Relations Secretariat to launch an online reconciliation learning series, educating over 500 public servants on Indigenous awareness and reconciliation.
- Promoted cultural competency training opportunities such as UPEI's "Be an Ally! Equity, Diversity, and Inclusion in the Workplace", Missing and Murdered Indigenous Woman/Truth & Reconciliation training offered by IRS, and training on Valuing EDI and Human Rights in the Workplace.

RESPECT IN THE WORKPLACE

- Implement Psychological Health and Safety Training for Leaders
- Support accommodations and return to work strategies, and promotion of gender-inclusive language
- Model respectful workplace practices

- Implemented Psychological Health and Safety Training for Leaders (May 2023).
- Reviewed Departmental Occupational Health and Safety program policies updating wording to reflect current department names and gender-neutral terminology.
- Encouraged departments and agencies to utilize the Diversity Talent Pool and Diversity Employment Program.
- Continued to encourage departments/agencies to review language and graphics used in communication, policies and programs to ensure simple, plain language, gender-neutral, culturally respectful and inclusive.