

# ARTICLE 29 MINUTES

## MINISTRY OF ATTORNEY GENERAL

January 27th, 2011

### Attending:

#### MANAGEMENT MEMBERS:

Julie Spiteri *Co Chair (Organizational Development Team)*  
Colin Richardson (*Court Services Branch*) by Polycom  
Monica Rauter (*Justice Services Branch*)

#### UNION MEMBERS:

Russell Katzer *Co Chair (Court Services Branch)*  
Cynthia Egli (*Justice Services Branch on Polycom*)  
Connie Randrup (*Court Services Branch*)  
Derrick Goodwin (*Court Services Branch*)  
Mike Eso (*BCGEU Staff Representative*)

#### GUEST OF MANAGEMENT MEMBERS :

None

#### Recording Secretary:

Melanie Sinclair (*ODT*)

### Review of Minutes

- Revision to minutes, Derrick to be listed under Union Members.
- Suggestion for minutes reflect overall discussion by item and outcomes rather than individual's statements.

### 1. Employee Performance and Development Plans

- @Work site is recommended for up to date information on EPDP.
- Update to the committee on the survey conducted by BC Stats regarding EPDP and Professional development. Background, professional development scores declined, across public service and therefore a second survey was conducted to dig deeper as to why the scores were low. Discussion by members on results of survey and how it takes time to see and measure the effects of work place's efforts to improve their work environment.
- Update that the current E Performance Tool will change but everyone is encouraged to continue to use EPDP as a structured process to encourage more conversations between employee and supervisor. In addition, the BC Public Service Agency is reviewing the results and is working on a new or revised tool and process for June.

### 2. New Items

- a) Attendance Management Program at Sheriff Services. Union raised concerns as Sheriff Services' staffing at critical level. Additional concern raised about correctional officers supporting Sherriff Services due to staffing levels. Discussion regarding ministry's continuing efforts to address this issue.
- b) Management excluded employees doing bargaining unit work. Union raised concern regarding this issue. Employer requested specific examples of this issue in order to properly respond.

- c) Court Clerks clothing allowance. Update from union that issue has been resolved and clerks will be getting their money in February.
- d) Court Clerks recruitment and retention. Concern raised by union that staffing levels are low due to retirements and other departures. No response requested from employer.
- e) Courthouse Hazard Rating/1<sup>st</sup> Aid Needs Assessment. Question raised by union regarding assessments for courthouses. TO DO: Colin Richardson to follow up.

## **2. Terms of Reference.**

- Fuller discussion on Terms of Reference deferred to next meeting, any comments should go back to Melanie via email in preparation for next meeting.

\*Next meeting March 24<sup>th</sup>, 1:00 to 3:00pm, 2994 Douglas St.