

Public Service Alliance of Canada

MANDATE OF THE JOINT EMPLOYMENT EQUITY COMMITTEE

The Joint Employment Equity Committee was established by agreement of the Alliance Executive Committee on behalf of the PSAC and the staff unions, AEU, UES and CULE (the principals). The work of this Committee is governed by the Statement of Equity, signed on February 10th, 1995 by all the parties together with the respective collective agreements.

The mandate and responsibilities of the committee are substantial. The overall accountability of the committee is governed by the terms of the collective agreements. Individual representatives on the committee are accountable to their principals.

The Committee works with the Senior Human Resources Advisor, responsible for employment equity and the Human Resources Section on the implementation of the PSAC Employment Equity Plan.

The Committee has overall responsibility for the development and the implementation of the PSAC Employment Equity Plan and is composed of representatives from labour and management.

The Committee is responsible for policy development and review. New policies or changes in policy are recommended to the principals who retain the final authority for approval.

The Committee is responsible for identifying barriers to employment equity and making recommendations to the principals to overcome these barriers.

The Committee works with the various Branches and Regions to establish employment equity goals and the means to achieve these goals. It reviews and monitors Branch and Regional strategies and objectives related to the implementation of the PSAC Employment Equity Plan and provide feedback on results.

The Committee is responsible for reporting on committee work to the principals and seeking approvals as required. This includes reports on the development of the overall plan, its goals and methods for achieving these goals.

The Committee promotes the commitment to making employment equity principles an integral part of all internal PSAC activities. It communicates with other PSAC committees and work teams to ensure that employment equity principles are applied in all pertinent activities and projects.