

HUMAN RESOURCES MANAGEMENT

Aurel Malo

Managing Partner

DiBrina Sure Human Resources



Conseil des Services du District de
Manitoulin-Sudbury
District Services Board

Summary

Overview of HR Services

Employees by Service Areas

Bargaining Units

Key Initiatives

How are the Services Provided

Unique combination of contracted services and in-house support.

Service Agreement with DiBrina Sure HR Inc.

In-house HR Support position (Melody Ouellette)

Services Provided by DiBrina Sure HR Inc.

Labour Management including:

union negotiations, grievance management, employee relations committees, collective agreement interpretations, general advice and guidance.

Salary administration including:

Pay equity, management wages, surveys, etc.

Services Provided by DiBrina Sure HR Inc.

HR Board Committee - Coordination / Admin representative

Management Committee

Job descriptions

Policies and Procedures

Management Training

Recruitment and Selection

General Advice and Guidance on all HR related matters

Human Resources

The Manitoulin-Sudbury DSB employs approximately 171 staff:

EMS: 124

Housing: 13

Ontario Works: 23

Children's Services: 1

Administration: 10

Total: 171 (111 FT / 60 PT)

Collective Bargaining Status

EMS – represented by OPSEU – CA expires December 31, 2011 – in bargaining.

ISS/IAM and Finance: represented by CUPE - New Contract ratified in 2012 - expires December 31, 2014.

Key Initiatives

Updating all HR job descriptions

Revising/creating HR Administrative Processes

OPSEU Collective Bargaining

Management Development (Management Committee)

Thank You & Questions



Conseil des Services du District de
Manitoulin-Sudbury
District Services Board