**Real Properties Atlantic Report Aug 2023**

The UMCC of Real Prpoerties Atlantic met on 29 June 2023, the chair of the meeting was LCol LeGresley CO of RPOU(A). UNDE was represented at this meeting by Myself Craig Smith VP NS and Dan Frost VP NL/NB.

1. We began with an update from EAP (Employee Assistance Program) they are busy with recruitment especially in NFLD and NB but are continuing the push. They will be running courses this summer and hope to fill vacant positions on completion.
2. ODM gave an update, A portal will be launching with WCB soon that will cut down on wait time to get processed to 2 to 3 days and ODM will be hiring 4 new people in the fall.

1. Dan Frost brought up the issue of security clearances being a challenge in the hiring process and that it was taking more than 10 days to get reliability clearance. The CO said he would investigate but also knew this was an issue for DND as a whole.
2. UNDE had brought up previously issues with staffing and the increase of using internal non-advertised and what could be conceived as favoritism/bias especially when hiring serving military members and holding the job until release. LCol Le Gresley stated going forward a more detailed analysis/attestation will be completed by the hiring manager.
3. A Stand-By pay review was done as the CO feels it could be managed better, he feels the cost of calling in on overtime would be cheaper than paying stand-by pay all the time. He produced a 4 year analysis of cost of stand-by pay, on initial look it seems accurate but we said we would take a look and discuss further.
4. UNDE brought up the issues of increased contracting out of work to specifically to DCC LCol Le Gresley said the RPOPS’s Group Commander had been clear about the need for a hybrid work force that doesn’t reduce the number of public servants, but leverages contracted solutions to find a more sustainable balance. UNDE was clear in its position that it wants to see the Public Service workforce grow and contracting out stop.

Overall it was a good meeting , we will continue to monitor the hiring processes used and the use of internal advertised and non-advertised appointments and the Stand-by pay issues.

Craig Smith VPNS & Dan Frost VPNL/NB