



## *Annual Report 2014-2015*

### *Message from the CEO of the PEI Public Service Commission*

An organization's greatest source of innovation is its employees.

Our provincial Public Service employees are especially well-positioned to offer new ideas, since they also live in the community and use government programs and services. We welcome these ideas and use them to improve the quality, safety, and efficiency of how we serve our fellow Islanders.

The Employee Innovation Awards program supports, encourages, rewards, and recognizes employees and their ideas. It encourages all employees to submit suggestions to reduce government costs, improve service to the public, or enhance workplace wellness or safety. Suggestions can result in employee recognition, gifts, or cash rewards.

As the CEO of the Public Service Commission (PSC), I support the program in its mandate of continuously improving the Public Service through innovation. I want to thank the Employee Innovation Awards Advisory Council and especially its program coordinator, Pam Webster, for taking time from their busy work schedules to ensure the success of the program.

Thanks also to the employees who submitted innovative suggestions over the past year. I encourage all employees to keep the ideas and suggestions flowing.

*Andrew Thompson, CEO, PEI Public Service Commission*



## Message from the co-chairs of the Employee Innovation Awards Advisory Council



Melissa MacLaren



Carla Millar

The Employee Innovation Awards Program was created in 1998 to encourage innovation within the Public Service. It recognizes and rewards individuals and teams who suggest ways to reduce government cost, improve service to the public, or enhance workplace safety or wellness.

Since the launch of the program, there have been over 307 suggestions submitted.

As co-chairs of the council responsible for delivering the program, we would like to thank our colleagues from across government for submitting ideas to the program this past year. We strongly encourage everyone to continue to submit suggestions.

Departments that have implemented an innovative idea within the past fiscal year are also encouraged to enter their innovation for the Departmental Innovation Award. Departmental innovations are judged by a council subcommittee and a winner is recognized each year during Public Service Week.

We only recently began our journey as co-chairs of the council, and we wish to thank the council members and Program Coordinator Pam Webster for their support as we navigate this new terrain. The experience so far has been enriching because it provides a tangible way to improve government and affords an opportunity to work with a diverse, cross-departmental group of peers.

In the coming year, we plan to further promote the program to encourage more employees to submit their suggestions. There are many great ideas out there waiting to be shared, implemented, and recognized that will help us work collectively to build a better Public Service and a better workplace.

Thank you,

*Melissa MacLaren, co-chair of Employee Innovation Awards Advisory Council*

*Carla Millar, co-chair of Employee Innovation Awards Advisory Council*

## About the program

The Employee Innovation Awards program is intended to encourage innovation within the Public Service and recognize and reward employees and teams for suggesting innovations. These innovations must be implemented and significantly reduce government costs, improve service to the public, or result in improvement to workplace safety or wellness.

Since the program's launch in the spring of 1998, there has been a steady stream of suggestions received – although some years have been busier than others. For various reasons many of them could not be implemented, but there has been a good number that have been implemented and resulted in a cash award, gift award, or a certificate presented to the suggester.

There are six categories an implemented suggestion will be measured against. The program guidelines describe the various categories. An implemented suggestion will result in either a cash award prize due to savings to a department, or a non-cash award.

When a suggestion results in a cash savings, the suggester has an opportunity to earn 10 per cent of the value of net savings – up to a maximum of \$5,000. If it is not possible to calculate what the cost savings would be for the suggestion, then the suggester will receive an award of \$100.

Council members are appointed by their deputy minister for a three-year term. A chair and vice chair are chosen from among the members and the program coordinator is an employee of the Public Service Commission. This committee meets every three weeks; however, communication on suggestions is ongoing. The role of a council member includes advocating for the employee who submitted the suggestions, liaising between the suggester and a representative of the department who is tasked with determining whether or not the suggestion can be implemented.

## *New courier delivery model wins Departmental Award 2014*

The Employee Innovation Award Council received nominations for the Departmental Award in May of 2014. Entries were judged on a number of criteria and a winner was chosen by a three-person sub-committee.

The winner of the 2014 Departmental Award was the Communications PEI division of Executive Council with their submission "Introduction of New Courier Mail Delivery Model" The award was presented during PSC week in June 2014.



*Left to right: Ivan MacArthur, Senior Policy Analyst, Wally Somers, Postal Administration, Pamela Webster, Coordinator, Employee Innovation Awards Council, Sheri Coles, Communications PEI*

## *Summerside parking improvement implemented during fiscal 2014-15*



*Melissa MacLaren, Employee Innovation Awards Council member from the Department of Innovation and Advanced Learning; Neil Stewart, Deputy Minister of Innovation and Advanced Learning (middle, seated); and Skills PEI Summerside Staff*

Accidents and fender-benders were all too common in the parking lot of the Access PEI location in Summerside.

The 90-degree angled parking spaces did not allow enough space for two vehicles to back out at the same time, and the lines were faded and due for repainting. With an average of 350 clients using the parking lot each day, an improvement to service and safety was needed.

On behalf of the staff at Skills PEI Summerside, Ken MacDougall of the then-Department of Innovation and Advanced Learning submitted a suggestion to create 45-degree angled parking spaces. This would make it easier to park and improve the flow of traffic through the lot.

The suggestion was a Category 4 award, meaning it had an impact on the local office/branch, the department, and all of the public service with possible impact on the general public. The deputy minister of Innovation and Advanced Learning presented the group with an award and celebration for their suggestion.

Thanks go out to the staff at Skills PEI Summerside for their concern for the clients and staff who use the parking lot.

## *Current Council Members As of March 31, 2015*

Melissa MacLaren, Co-Chair - Department of Innovation and Advanced Learning  
Carla Millar, Co-Chair - Department of Agriculture and Forestry  
Pamela Webster, Program Coordinator - P.E.I. Public Service Commission  
Carrie Keizer - Department of Community Services and Seniors  
Art Corrigan - Department of Education and Early Childhood Development  
Michele Ling - Department of Environment, Labour and Justice  
Allie McAlduff - Department of Finance, Energy and Municipal Affairs  
Kellie Mulligan - Department of Fisheries, Aquaculture and Rural Development  
John Morrison - Department of Health and Wellness  
Mark Derry - Department of Tourism and Culture  
Brad Gordon - Department of Transportation and Infrastructure Renewal  
Kevin Gotell - Union of Public Sector Employees

### *Thanks to departing council members*

The Employee Innovation Awards Council would like to thank all past members who have dedicated their time and efforts to embracing and advancing innovation within the Public Service.



### *Statistics from the beginning of the program to March 31, 2015:*

Suggestions Received	308
Suggestions Implemented	85
Gift Awards (Includes Awards of \$100 Cash Award for Category 5)	58
Implemented but No Gift Award Presented	1
Cash Awards	6
Certificate Awards	19
Non-Implemented Suggestions	196
Withdrawn Suggestions	21
Suggestions Currently Under Consideration	2