

# Supply Ontario Employee Experience and Job Offer Information

AMAPCEO Represented Employees

June 13, 2023



**Supply  
Ontario**

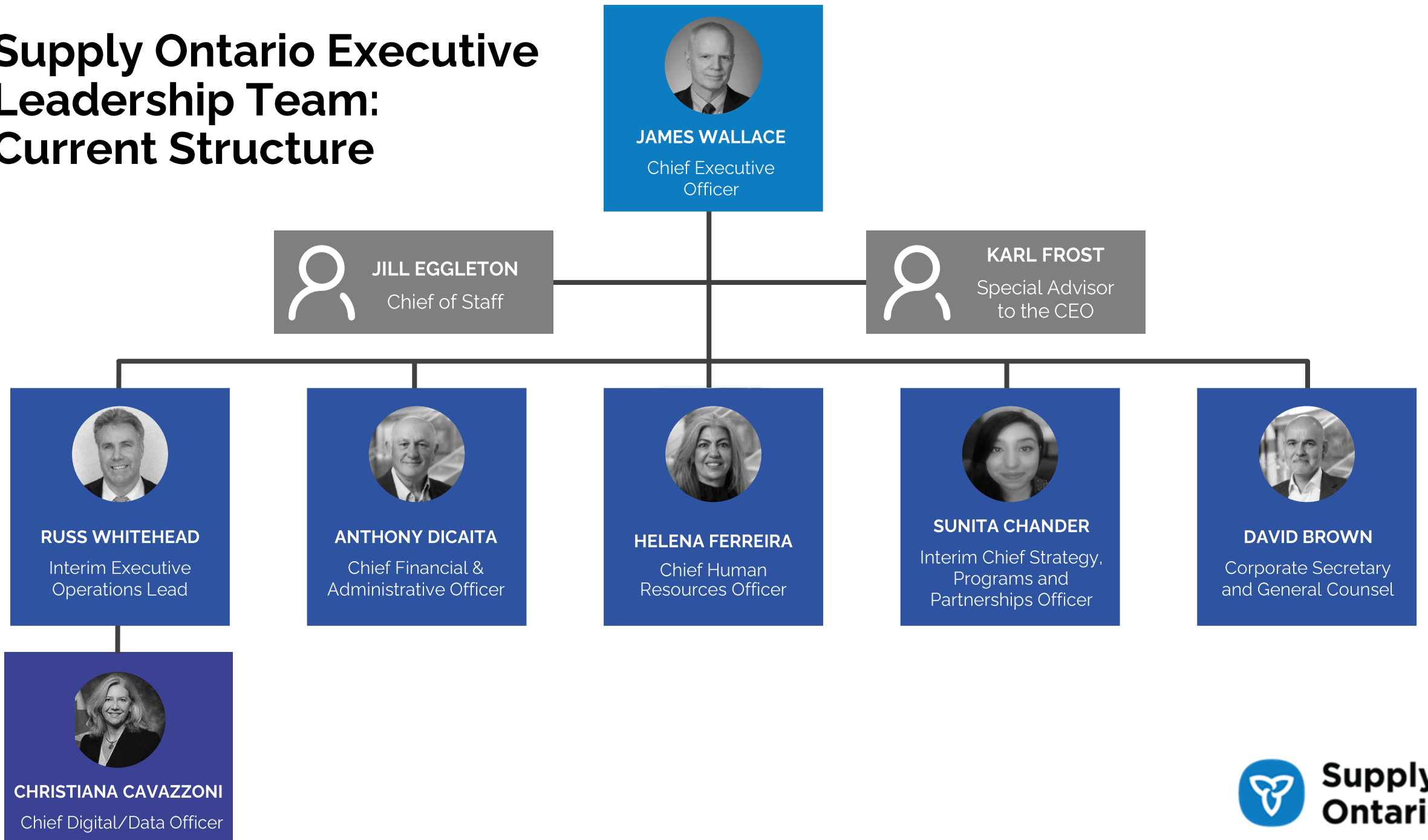
# AGENDA

- Supply Ontario Organizational Structure
- People Strategy
- Mission, Vision and Values
- Value Aligned Behaviours
- Learning and Development
- Diversity, Equity, Inclusion and Belonging (DEIB)
- Job Offer Process

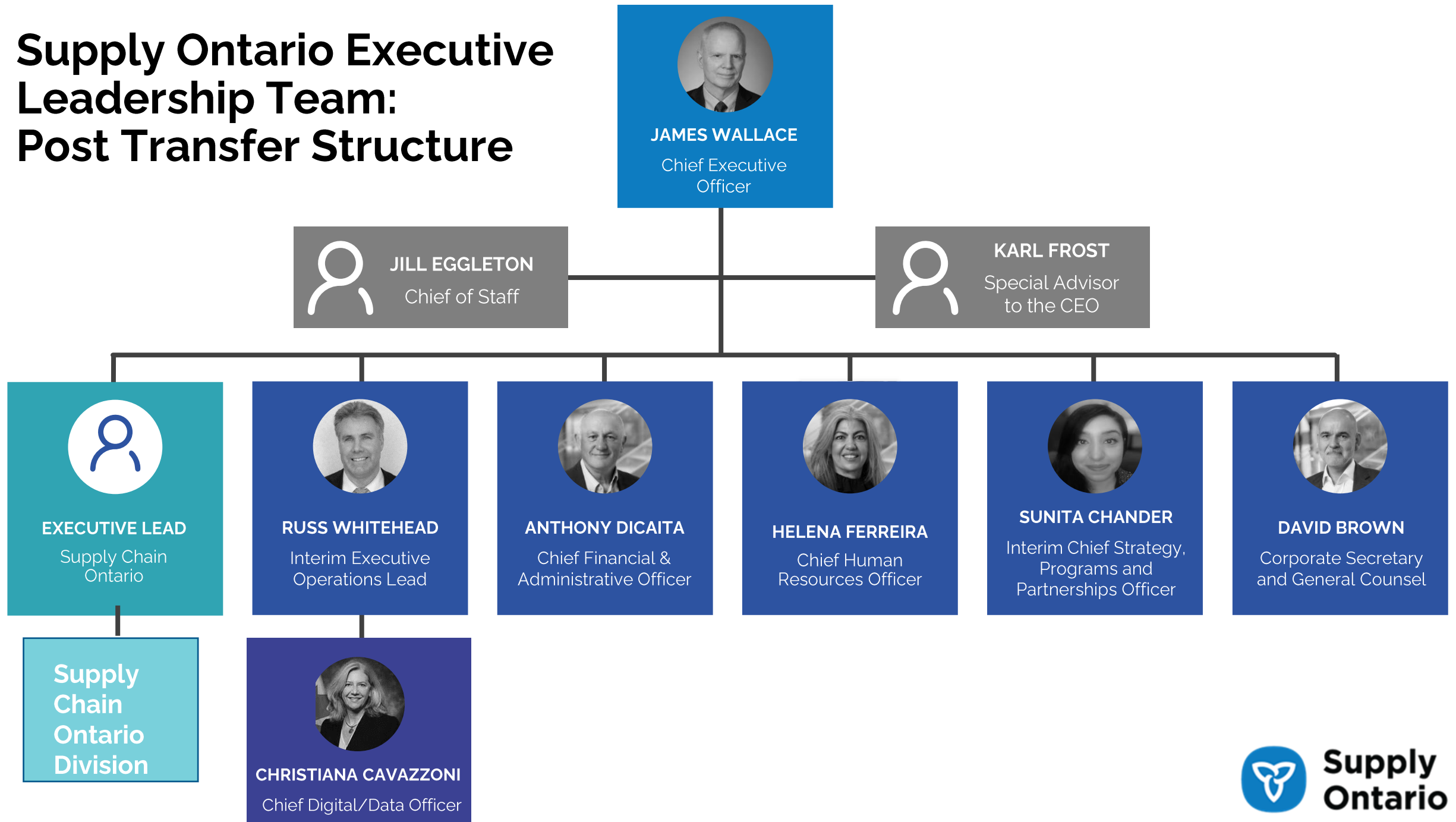
# The Employee Experience



# Supply Ontario Executive Leadership Team: Current Structure



# Supply Ontario Executive Leadership Team: Post Transfer Structure



# People Strategy

Supply Ontario is building its people strategy which will outline initiatives and programs to better attract, develop, retain and inspire our workforce.

Though the people strategy is in development, several initiatives and programs are already in place.

## Supply Ontario People Strategy Goals



**Attract** top talent, building a skilled and diverse agency with the best and brightest workforce



**Develop** talent at all levels, growing capacity and strengthening competencies



**Retain** and inspire talent by creating a great employee experience with an equitable and inclusive workplace culture

# Vision, Mission, and Values

**Vision:** Supply Ontario's vision is to harness Ontario's buying power to enable economic development, province-wide resilience, and value for Ontarians.

**Mission:** Bring cohesion to the public sector supply chain by embracing innovation and leveraging diverse partnerships and relationships with suppliers.

**Values:** Our values are driven by our commitment to our partners , stakeholders and each other to achieve the best outcomes for the people of Ontario.

## Collaboration



Working together to achieve results

## Trust



Building relationships with integrity and accountability

## Excellence



Delivering transformative solutions through innovation



# Values Aligned Behaviours



## Collaboration

- We seek out diverse perspectives and experiences to enrich our thinking.
- We share openly, question respectfully then commit to actions and results.
- We resolve conflicts to strengthen relationships and achieve results.



## Trust

- We build relationships by being accountable for what we do and say.
- We build credibility and confidence with our colleagues and stakeholders through open communication and decision making.
- We inspire trust by welcoming and equally valuing all those with whom we work.



## Excellence

- We deliver value by seeking opportunities to continuously innovate, improve processes and outcomes.
- We nurture ideas and leverage a diverse range of sources to find solutions that deliver results.
- We embrace change with positivity and adaptability.



# Learning and Development

Supply Ontario has a Learning and Development Policy that supports the continuing education of employees which directly benefits the organization by enhancing job performance and preparing employees for career opportunities and future growth within the organization.

## What's different at Supply Ontario?

- SO has a dedicated Learning and Development budget that gives employees access to formal learning opportunities such as:
  - Tuition Assistance
  - Staff Training and Development (courses, seminars, and workshops)
  - Conference Attendance
  - Memberships and Professional Designations (where required to perform job duties)
- Corporate training for all employees
- Informal learning opportunities such as Special Projects and stretch assignments

# Diversity, Equity, Inclusion and Belonging Strategy

Supply Ontario is building a culture where employees where each employee is respected and valued for their differences. Every employee brings unique skills, background and experiences to Supply Ontario, regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or ability. These diverse and different perspectives enrich our organization and our working life.

**Practices & Policies**

Development of programs, practices, and policies throughout SO will include a Diversity and Inclusion lens and language so that we do not inadvertently exclude anyone and to ensure we remove systemic barriers.

**Recognition**

Acknowledgement and recognition of days of cultural, faith, and community significance to foster a sense of inclusion and belonging.

**Data and Demographics**

Collecting census data on our stakeholder and employee populations will allow us to track trends and ensure our programming and policies are tailored to meet the needs of our community and workforce.

**Partnerships**

Creating alliances to give us a clearer lens to those we serve and help inform our programming and policies to best meet their unique needs.

**Un/Learning**

Education for employees/leaders unlearn old paradigms to build knowledge and understanding to reinforce our shared understanding of diversity and inclusion, to enhance cultural competency, foster growth and development aligned to SO Values.

# Job Offer Process Information

## What are the Job Offer Dates?

Stage 1: June 21, 2023

Stage 2: July 7, 2023

## Who will the offer come from?

Offers will be sent out from the [SOJobOffers@supplyontario.ca](mailto:SOJobOffers@supplyontario.ca) mailbox on behalf of the CEO.

## How long do I have to consider offer?

10 business days.

## Deadline to return response?

Stage 1: July 6, 2023

Stage 2: July 21, 2023

## What do I need to send back?

The entire letter with page 4 signed, dated and your decision indicated in the applicable section.

## Where do I send my response?

[SOJobOffers@supplyontario.ca](mailto:SOJobOffers@supplyontario.ca)

## What happens if I am away due to illness or special/compassionate leave on job offer day?

You will still receive your job offer at your work email address on the offer date. If there are any extenuating circumstances, they will be considered on a case-by-case basis



# Job Offer Scenarios for AMAPCEO Represented Employees

## STAGE ONE

### Who will receive Permanent Job Offers in Stage 1 on June 21, 2023?

- ✓ Regular employees with a SCO home position
- ✓ Regular employees on a temporary assignment in an SCO unencumbered position
- ✓ Fixed-term employees in unencumbered SCO position
- ✓ Employees from outside AMAPCEO bargaining unit who are temporarily assigned for more than 30 days where there is no home incumbent

## STAGE TWO

### Who will receive Permanent Job Offers in Stage 2 on July 7, 2023?

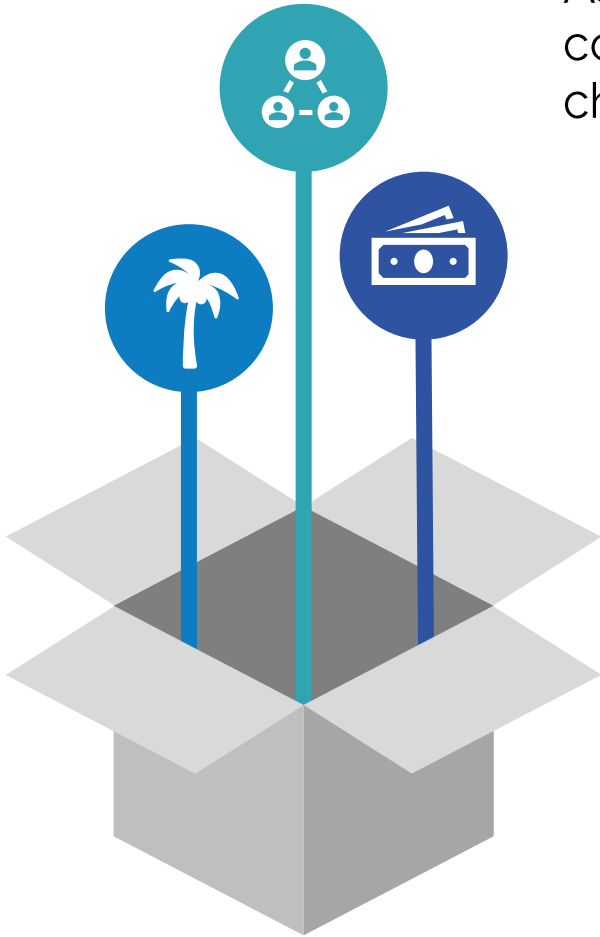
- ✓ Regular employees on a temporary assignment in a SCO encumbered position where the home incumbent has turned down the job offer in Stage 1
- ✓ Fixed-term employees backfilling in a SCO encumbered position where the home incumbent has turned down the job offer in Stage 1
- ✓ Employees from outside AMAPCEO bargaining unit who are temporarily assigned for more than 30 days where the home incumbent has turned down the job offer in Stage 1

# Key Information in the Job Offer Letter for AMAPCEO represented Employees

## What is staying the same?

As this is a Lift and Shift, all your entitlements outlined in the AMAPCEO collective agreement transfer to Supply Ontario. On transfer day, there are no changes to your:

- Benefits
- Pension
- Vacation
- Job title and reporting relationship
- Salary
- Continuous service date/severance date/seniority date



# Next Steps

- Roll up today's questions and add to the FAQs
- Send you Supply Ontario's job offer on June 21, 2023



## Have Questions?

Contact us at  
[SOJobOffers@supplyontario.ca](mailto:SOJobOffers@supplyontario.ca)

