

# Annual Report

2025-26

Public Service Commission

# Letters of Transmittal



The Honourable  
Jeremy Harrison,  
Minister Responsible for the  
Public Service Commission

Office of the Lieutenant Governor of Saskatchewan

I respectfully submit the Annual Report for the Public Service Commission for the fiscal year ending March 31, 2026.

As part of our Commitment to Excellence, the Public Service Commission works hard to protect the public service of Saskatchewan and ensure all ministries have the human resource support and tools to deliver their own Growth Plan goals. The commission's delivery of services such as payroll, staffing and labour relations continues to ensure programs and services across the Government of Saskatchewan remain strong.

A handwritten signature in black ink, appearing to read 'Jeremy H.' with a stylized flourish.

Jeremy Harrison  
Minister Responsible for the Public Service Commission



Brittany Csada,  
Chair of the Public Service  
Commission

The Honourable Jeremy Harrison  
Minister Responsible for the Public Service Commission

Dear Minister:

I have the honour of submitting the Annual Report of the Public Service Commission for the fiscal year ending March 31, 2026.

In 2025-26, the commission's accomplishments included: expanding supports to develop the senior leadership pipeline for government through the Executive Talent Pool; building strong teams through expansions of the Corporate Mentorship Program; delivering on the 2025 Employee Engagement and Culture Survey with more than 1,000 tailored reports provided to support ministries; and updating Harassment Policy training to ensure all employees are protected and safe in their workplaces.

A handwritten signature in blue ink, appearing to read 'Brittany Csada' in a cursive style.

Brittany Csada  
Chair of the Public Service Commission

# Organization Overview

The Public Service Commission is the central human resource agency for the Government of Saskatchewan. The commission provides leadership and policy direction to all ministries to enable a high-performing and innovative professional public service. The commission works with ministries to ensure effective workforce management by supporting delivery of services such as payroll, staffing and classification and consulting support including labour relations and organizational development.

In 2025-26, the Public Service Commission had a total of 310 full-time equivalents. The commission is structured into the following five functional areas:

## Communities of Expertise

The Public Service Commission has five specialized Communities of Expertise:

- **Employee and Labour Relations** represent government and certain agencies in negotiation of collective agreements with bargaining agents and provide labour relations advisory and arbitration services to management.
- **Employee Wellbeing and Inclusion** supports employee wellbeing, inclusion and medical accommodations, including corporate health, safety and wellness initiatives, disability management, efforts to develop a representative workforce and the Employee and Family Assistance Program.
- **Organizational Development** creates corporate organizational development frameworks and provides consulting services to support ministries building organizational effectiveness and achieving a high-performing organization.
- **Talent** supports the attraction, management and development of a high-performing public service through talent management programming, recruitment and talent development.
- **Total Rewards** develops and administers benefits and compensation structures and policies for the public service. They are responsible for the classification of jobs by developing and applying standardized evaluation criteria.

## Human Resource Business Partner Teams

The Human Resource Business Partner teams provide human resource consulting and advisory services to all ministries as well as several agencies, boards and commissions. They deliver organizational effectiveness initiatives and help ministries with operational workforce management. Human Resource Business Partner teams support ministries to implement corporate programming to build leadership, management and organizational capacity throughout the public service.

## Human Resource Service Centre

The Human Resource Service Centre provides human resource benefits and payroll administration services to government and acts as the central contact point for general human resource inquiries. They are responsible for the design, development, implementation and operation of government-wide human resource information technology systems required for payroll purposes and human resource management.

## Corporate Services

Corporate Services provides centrally managed finance, planning and improvement and operational services including the accommodations required for the delivery of the commission's mandate. They also lead the development of government-wide human resource strategies and policies and provide legislative services support to the commission.

## Communications

Communications manages the communications function for the Public Service Commission's activities and operations, including cross-government projects and initiatives.

## Mandate

The Public Service Commission is the central human resource agency for the Government of Saskatchewan. The commission provides leadership and policy direction to all ministries to enable a high-performing and innovative professional public service. The commission works with ministries to ensure effective workforce management by supporting delivery of services such as payroll, staffing and classification and consulting support, including labour relations and organizational development.

## Mission

We enable the Government of Saskatchewan to have the right people with the right skills at the right time to deliver on government direction.

## Vision

The Public Service Commission is a high-performing human resource partner that supports the Government of Saskatchewan to meet its goals and respond to emerging needs.

For more information on the Public Service Commission's 2025-26 Business Plan, please visit the [Publications Centre](#).

## Progress on Goal 1: Effective Leadership in the Government of Saskatchewan

The Public Service Commission works with ministries to ensure leaders have the knowledge, capabilities and skills to be effective in their roles. This includes providing them with the right tools and opportunities to effectively and safely deliver Growth Plan initiatives.

### **Strategy:** *The approach we will take to achieve our goal*

Engage and develop senior leadership.

#### **Key Actions:** *What we will do to get there*

- Provide proactive and targeted leadership recruitment service.
  - The commission continued to work with client ministries to strengthen the Government of Saskatchewan's leadership pipeline through the Executive Talent Pool. This formalized process supports ministries in understanding the composition of their leadership talent, identifying high-potential employees and developing successors for future leadership roles.
- Develop and implement systems that support moving senior leaders throughout the organization.
  - The commission continued to leverage talent mobility practices to develop, prepare and move executive leaders. This includes identifying high-potential individuals and developing talent through competency development programming and career conversations.
- Ensure senior leadership has the knowledge and tools necessary to attract, engage and develop employees.
  - The commission delivered many corporate leadership programs to ensure senior leaders are equipped with the necessary knowledge and tools.
  - The commission continued to conduct leadership assessments for senior leaders to support a culture of feedback to reinforce leadership strengths and opportunities for continued development.
  - The commission continued to implement supports to build strong teams and leaders such as executive team development framework, middle manager excellence and leadership development programs.
  - The commission's Corporate Mentorship Program received 766 participant registrations, an increase from the 580 registrations from 2024-25. The introduction of the Group Mentorship model improved program flexibility and reduced the rate of unmatched applicants from nine per cent in 2024-25 to four per cent in 2025-26.

#### **Performance Measure Results:**

The Public Service Commission closely monitors and analyzes internal indicators, including culture and engagement, to understand, manage and improve overall leadership performance.

## Progress on Goal 2: High-Performing Organization

A high-performing organization is one that delivers superior performance and makes a distinctive impact over time. It purposefully pays attention to the key people elements that affect performance. This strategic goal captures elements of a high-performing organization and implements a long-term plan to continue to deliver on Saskatchewan's Growth Plan initiatives.

**Strategy:** *The approach we will take to achieve our goal*

Attract, engage and develop employees

### **KeyActions:** *What we will do to get there*

- Provide proactive and targeted recruitment initiatives and services for hiring managers.
  - The commission continued to use social media platforms, such as LinkedIn, to attract talent and promote careers in the public service. The LinkedIn Talent Pool service was launched in 2025-26 and has established candidate pools for 17 positions. Overall, Talent Pools include approximately 4,000 potentially qualified candidates hiring managers can leverage for hard to fill positions.
  - The commission continued to develop and enhance relationships with post-secondary educational institutions and community-based organizations to engage and foster relationships with future talent.
    - With the launch of the 2026 Summer Student Program, the commission expanded eligibility criteria for students. Student eligibility now includes individuals enrolled in full-time academic studies who are scheduled to graduate in the current academic year, as well as individuals who have graduated from full-time academic studies within the last year. As a result, the government received 800 early applications, compared to 12 in 2024-2025 and 300 in 2023-2024.
    - The commission attended 18 career events, including eight Indigenous-focused events. Six of the eight were new engagement opportunities, including Big River First Nation and Treaty 4. Through these events, the commission connected with over 3,000 attendees.
    - The commission's focus with post-secondary educational institutions contributed to 4,378 student applications and 901 student hires in 2025-26, representing a two per cent increase compared to 2024-25.
  - The commission developed and implemented a Recruitment Strategy Toolkit to support ministries in creating customized recruitment strategies. The toolkit guides hiring managers through key steps in the recruitment process, including identifying position needs, posting opportunities, attracting candidates, interviewing, selecting, hiring and onboarding.

- Developed a new Capabilities and Skills Framework in human resource programs and services.
  - The commission prepared to transition from a 25-year-old competency model to a modernized Capabilities and Skills Framework. The newly developed framework includes six core capabilities expected of all employees and 12 skills, with expected levels of demonstration varying based on job role.
- Continued to enable Middle Manager Excellence through program alignment, communities of practice and implementation support to ministries.
  - This included steering a community of practice for ministry representatives to share information and track progress in supporting middle managers across government, as well as developing capacity building tools for middle managers.

**Strategy:** *The approach we will take to achieve our goal*

Enhance employee and organizational performance

**KeyActions:** *What we will do to get there*

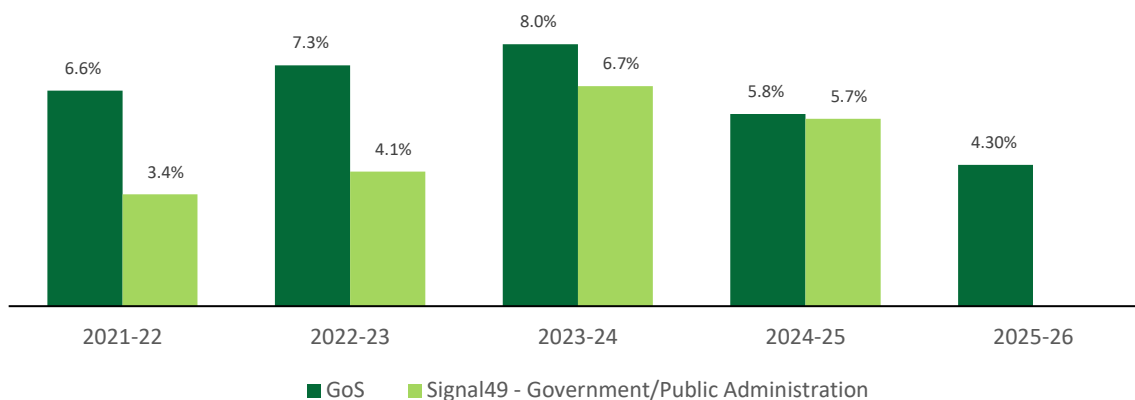
- Enable government to deliver on priorities through effective labour relations and policy development.
  - The commission updated Government of Saskatchewan leave policies impacted by the changes to *The Saskatchewan Employment Act*, introduced in January 2026.
  - The commission introduced mandatory Harassment Policy training for all government employees to support implementation of the recently updated policy and to promote a safe, respectful and harassment-free workplace across government. In 2025-26, 10,035 employees completed the training.
  - The commission began negotiations for the Government of Saskatchewan and the Saskatchewan General Employees' Union (SGEU). The commission also began preparations for upcoming negotiations with the Canadian Union of Public Employees (CUPE), Local 600.
- Provided strategic human resource advice and guidance to help ministries achieve their goals.
  - The commission continued to provide human resource services to the Enterprise Business Modernization Project. This included supports to maintain necessary project resource levels and continued organizational design and workforce transition supports for the ministries impacted by the new government-wide integrated financial, human resource and procurement system.
  - The commission provided operational human resources support aligned with government priorities including organizational structure reviews and designs and work to support leaders in effective people management.
- Provided advice and support for culture and employee engagement initiatives.
  - The commission delivered the 2025 Employee Engagement and Culture Survey and 1,083 tailored reports prepared to support ministries in strengthening organizational culture and engagement.

## Performance Measure Results:

### Voluntary Turnover Rates

The overall voluntary turnover rate of permanent full-time and permanent part-time employees for the Government of Saskatchewan (GoS) in 2025-26 was at 4.3 per cent. The commission monitors voluntary turnover rates against the industry average rate published by Signal49 Research (formerly the Conference Board of Canada).

**GoS and Signal49 Research Voluntary Turnover Rates (March 2026)**



Sources: Government of Saskatchewan, Multi-Informational Database Application System (MIDAS)

Voluntary turnover within the Government of Saskatchewan increased over several years, reaching eight per cent in 2023–24, reflecting heightened workforce mobility. Over the past two years, the turnover rate has declined, aligning more closely with the national public administration average. In 2025–26, turnover decreased to 4.3 per cent, the lowest post-pandemic level, demonstrating sustained improvement in employee retention and strengthening workforce stability. At the time of this report, Signal49 Research data for 2025–26 was not yet available.

The top three reasons for the voluntary turnover within the Executive Government in 2025-26 were: (1) personal reasons, (2) accepting a new position outside of the public service and (3) accepting a position with a provincial Crown corporation or other agency.

This rate is calculated by taking the number of permanent full-time and permanent part-time employees who voluntarily leave the organization and dividing it by the average headcount of the permanent full-time and permanent part-time employees for the fiscal year. This number excludes employees leaving because of retirement. It also excludes casual, contract, temporary and seasonal workers.

## Progress on Goal 3: Representative Workplace

The Government of Saskatchewan is committed to building a workforce that is representative of the province it serves. The Inclusion Strategy and Accessibility Plan outlines steps to remove barriers across the organization, foster a welcoming work environment for a representative workforce and embed principles of accessibility and fairness.

### **Strategy:** *The approach we will take to achieve our goal*

Continue to implement the Inclusion Strategy and Action Plan

#### **KeyActions:** *What we will do to get there*

- Inspire accountability at all levels, starting at the top.
  - The commission introduced a new three-year Inclusion Action Plan, including a focus on accessibility legislation to support barrier-free workplaces.
  - The commission, through the Inclusion Community of Practice, continued to support ministries in the development of inclusion action plans. This support included ongoing guidance, shared learning and access to practical tools and resources from the Inclusion Toolkit to support implementation.
- Improve intercultural competence through awareness, education and training.
  - The commission continued to support Truth and Reconciliation Commission Call to Action #57 by continuing to offer Indigenous Awareness Training to all new employees across the public service. The commission began to explore opportunities to further strengthen public service awareness of Métis history and culture in collaboration with Métis Nation – Saskatchewan (MN-S).
- Enhance talent attraction processes and tools, especially Indigenous recruitment and retention.
  - The commission continued its focus on Indigenous recruitment priorities by increasing participation in career and network opportunities with Indigenous educational institutions, First Nation communities and Indigenous employment organizations.
  - The commission collaborated with MN-S to explore an initial pilot initiative to attract Métis post-secondary student participation in the Government of Saskatchewan Summer Student Program.
  - The commission supported Indigenous recruitment by working with hiring managers to remove systemic barriers in job advertisement language.
- Provide opportunities for youth with disabilities through student employment.
  - Through the Summer Student program, the commission continued to support the Growth Plan priority to increase job opportunities for youth experiencing disabilities. The commission supported this through strengthening post secondary and student connections, resulting in the highest number of summer student applications from individuals who self identified as experiencing a disability, with 206 applications received.

- Under the Summer Student Employment Program, government surpassed the Saskatchewan Human Rights Commission overall recommended representation goals for Indigenous persons and members of a visible minority group. The Government of Saskatchewan hired 901 students in total, including 55 persons with disabilities, 140 Indigenous persons and 128 members of a visible minority group.
- Create an inclusive and supportive workplace for all employees by updating policies and supporting employee diversity networks.
  - The commission continued to support employee diversity networks to create meaningful engagement opportunities for employees. This includes the disAbility Inclusion Network (dAIN), Indigenous Employees Network (IEN), Saskatchewan Visible Minority Employee Association (SVMEA) and Pride Alliance Network (PAN).
  - Following *the Saskatchewan Employment Act* amendments, several Government of Saskatchewan leave policies have been revised to create a more inclusive work environment. For example, extended bereavement leave, increased protection for interpersonal violence leave and additional pregnancy loss leave (within 20 weeks of the due date) were introduced.

### Performance Measure Results:

#### Executive Government Diversity Representation

From 2021 to 2026, the GoS has seen positive trends in representation across diversity groups in the Government of Saskatchewan workforce. Women continue to have the highest level of representation across all management groups, with representation in middle and other management increasing from 56.4% to 57.4%, and representation in senior management rising from 54.0% to 54.7% compared to the previous year. These changes result in overall increases of 1.3 and 6.8 percentage points over the past five years, respectively. Representation of Indigenous Peoples has declined slightly, from 8.7% last year to 8.4%, contributing to an overall decrease of 0.8 percentage points since 2021-22.

## Progress on Goal 4: Health, Safety and Wellness

The Government of Saskatchewan is committed to ensuring the physical, mental and social wellbeing of employees. Saskatchewan's Growth Plan provides strategic direction for Executive Government to align programs and services in creating safer workplaces.

### **Strategy:** *The approach we will take to achieve our goal*

Support implementation of the Corporate Health, Safety and Wellness plan

### **KeyActions:** *What we will do to get there*

- Prevent workplace injury and support employee physical safety.
  - The commission supported training for cross-ministry operational health and safety committee members to strengthen the Workplace Responsibility System, focusing on incident investigations, hazard identification, risk assessment and due diligence.
  - The commission supported a cross-ministry Foundational Pillars assessment team by training members to use the Safety Management System assessment tool and completed a document review.
- Prevent workplace psychological injury, resolve psychological concerns and promote employee mental health.
  - The commission supported increasing awareness of the critical incident stress management program.
  - The commission supported increasing psychological health and safety commitment and processes through the Healthy Workplaces Steering Committee's participation.
  - The Employee and Family Assistance Program (EFAP) provider held five virtual sessions for Government of Saskatchewan employees on various topics, including self-care, time management and using EFAP to build healthier teams. Approximately 2,900 registered for the learning sessions and recordings were made available to all employees.
- Supported medical accommodation in the workplace by providing deep expertise to managers.
  - The Be At Work Program actively provided support through the medical accommodation process so managers, as well as employees, returning from a medical leave of absence had the support needed to be successful in their work or alternate suitable employment.
- Fulfill our Commitment to Excellence through ensuring the physical, mental and social wellbeing of employees, in all we do.
  - The commission supported the sharing of best practices by facilitating discussions for the Safety Champion Council on topics including critical incident stress management, review of *The Occupational Health and Safety Regulations, 2020* from Ministry of Labour Relations and Workplace Safety, and building and workspace security from SaskBuilds and Procurement.

## Performance Measure Results:

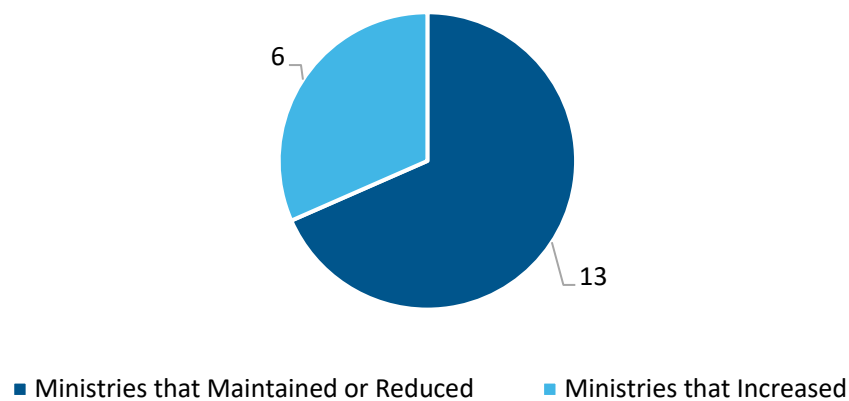
### Executive Government Total Injury Rate

The rate includes all injury claims approved by the Workers' Compensation Board. Each ministry has committed to reducing its injury rate from their previous year outcome.

### Measure Result

More than two-thirds of ministries maintained or reduced their Total Injury Rate compared to the previous year, while six experienced an increase.

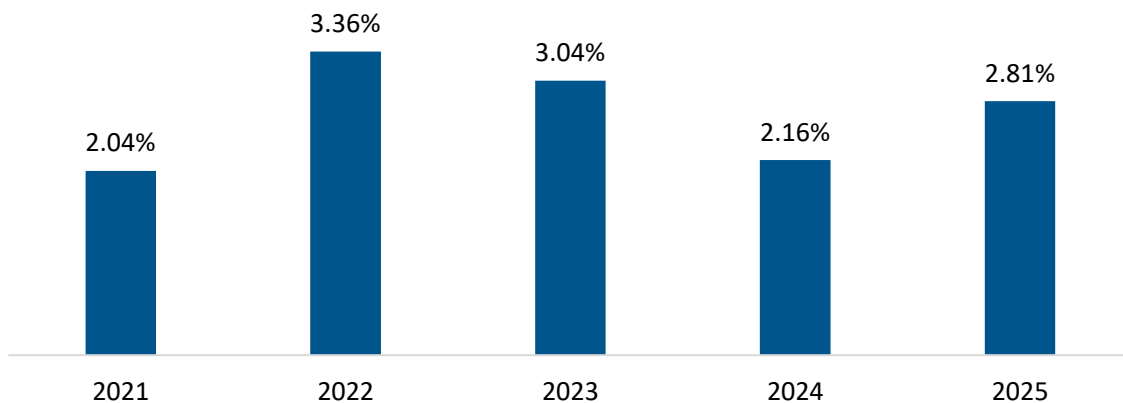
**Government of Saskatchewan Ministries' Total Injury Rate Comparison to Previous Year Outcome**



*Source: Saskatchewan Workers' Compensation Board*

In 2025, the overall GoS total injury rate was 2.81 per cent, reflecting the importance of ongoing efforts to improve workplace safety across the government.

**Government of Saskatchewan WCB Total Injury Rate  
December 31, 2025**



*Source: Saskatchewan Workers' Compensation Board*

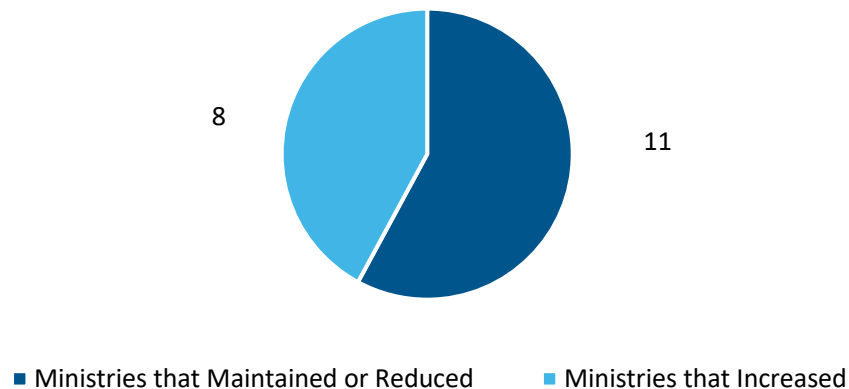
### Executive Government Time Loss Injury Rate

The rate includes all injury claims approved by the Workers' Compensation Board that require time away from work. Each ministry is committed to reducing its time loss injury rate from their 2024 outcome.

### Measure Result

Nearly 60 per cent of ministries (11) maintained or improved their Time Loss Injury Rate compared to the previous year. Eight ministries experienced an increase.

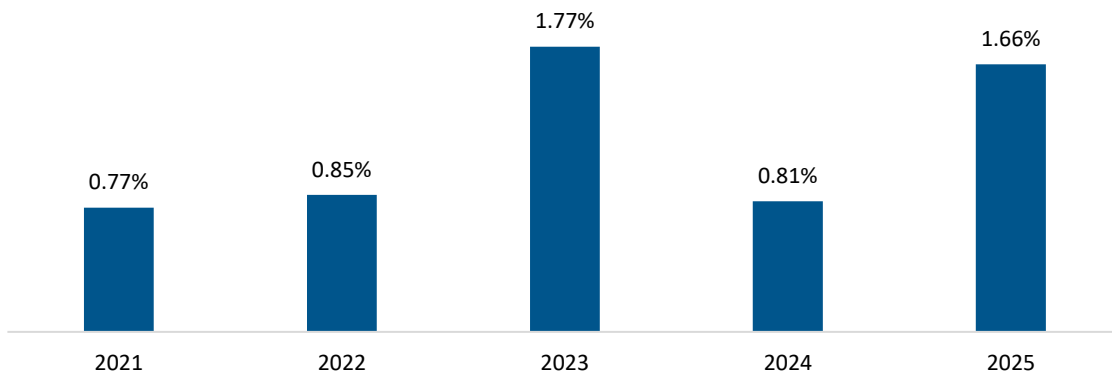
**Government of Saskatchewan Ministries' Time Loss Injury Rate Comparison to Previous Year Outcome**



*Source: Saskatchewan Workers' Compensation Board*

In 2025, the overall GoS time loss injury rate was 1.66 per cent. This reinforces the importance of ongoing efforts to improve workplace safety across the public service.

**Government of Saskatchewan WCB Time Loss Injury Rate  
December 31, 2025**



*Source: Saskatchewan Workers' Compensation Board*

# 2025-26 Improvement and Innovation Highlights

|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | <p>The Public Service Commission modernized and streamlined the competency models used across the Government of Saskatchewan to better reflect the current workplace and government priorities. The newly developed Capabilities and Skills Framework will replace three separate competency models, some of which dated back to 1998 and were no longer aligned with modern work practices. The new approach was informed by engagement with stakeholders to ensure it reflects current leadership expectations, government values such as our Commitment to Excellence, Saskatchewan’s Growth Plan and future workforce needs.</p> <p>By establishing a clear and shared language for skills and capabilities, the framework will strengthen hiring, learning and workforce planning. It will support employee readiness for emerging requirements, including working with data and adapting to change, contributing to a more responsive public service and the effective delivery of government programs and services.</p> |
| 2 | <p>The Public Service Commission continued to support the Human Capital Management stream of the Enterprise Business Modernization Project. This initiative aims to replace government business systems that are more than 20 years old and increasingly costly to maintain, while reducing reliance on manual processes and duplicated work. Implementation is expected to be in 2026-27.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

# Financial Summary

For the period ending March 31, 2026, the Public Service Commission incurred total expenses of \$38.65 million. This represents a variance of \$9.91 million below the 2025-26 operating budget of \$48.56 million. The variance was primarily due to salary and operational savings from the Government Enterprise Management system launching later than initially anticipated.

## Expense Summary

The following table outlines information on the actual and budgeted expenditures, by subvote. Explanations are provided for variances greater than \$100,000.

### Public Service Commission Expense Actuals

| Programs                                                        | 2024-25<br>Actual<br>(\$000s) | 2025-26<br>Budget<br>(\$000s) | 2025-26<br>Actual<br>(\$000s) | 2025-26<br>Variance<br>(\$000s) | Notes |
|-----------------------------------------------------------------|-------------------------------|-------------------------------|-------------------------------|---------------------------------|-------|
| <b>Central Management and Services</b>                          |                               |                               |                               |                                 |       |
| Salaries                                                        | \$1,250                       | \$1,462                       | \$1,348                       | (\$114)                         | 1     |
| Operating Expenses                                              | \$3,720                       | \$4,876                       | \$3,591                       | (\$1,285)                       | 2     |
| Capital Asset Acquisitions                                      |                               |                               | \$46                          | \$46                            |       |
| <b>Subtotal</b>                                                 | <b>\$4,970</b>                | <b>\$6,338</b>                | <b>\$4,985</b>                | <b>(\$1,353)</b>                |       |
| <b>Human Resource Service Centre</b>                            |                               |                               |                               |                                 |       |
| Salaries                                                        | \$8,246                       | \$11,989                      | \$9,084                       | (\$2,905)                       | 3     |
| Operating Expenses                                              | \$3,923                       | \$7,923                       | \$3,886                       | (\$4,037)                       | 4     |
| Capital Asset Acquisitions                                      | \$167                         |                               |                               |                                 |       |
| <b>Subtotal</b>                                                 | <b>\$12,336</b>               | <b>\$19,912</b>               | <b>\$12,970</b>               | <b>(\$6,942)</b>                |       |
| <b>Employee Relations and Strategic Human Resource Services</b> |                               |                               |                               |                                 |       |
| Salaries                                                        | \$9,587                       | \$11,919                      | \$11,170                      | (\$749)                         | 3     |
| Operating Expenses                                              | \$712                         | \$1,118                       | \$734                         | (\$384)                         | 4     |
| <b>Subtotal</b>                                                 | <b>\$10,299</b>               | <b>\$13,037</b>               | <b>\$11,904</b>               | <b>(\$1,133)</b>                |       |
| <b>Human Resource Consulting Services</b>                       |                               |                               |                               |                                 |       |
| Salaries                                                        | \$8,613                       | \$8,636                       | \$8,429                       | (\$207)                         | 1     |
| Operating Expenses                                              | \$171                         | \$230                         | \$140                         | (\$90)                          | 5     |
| <b>Subtotal</b>                                                 | <b>\$8,784</b>                | <b>\$8,866</b>                | <b>\$8,569</b>                | <b>(\$297)</b>                  |       |
| <b>Total Appropriation</b>                                      | <b>\$36,389</b>               | <b>\$48,153</b>               | <b>\$38,428</b>               | <b>(\$9,725)</b>                |       |

|                                            |                 |                 |                 |                  |
|--------------------------------------------|-----------------|-----------------|-----------------|------------------|
| Capital Asset Acquisitions                 | \$167           |                 | \$46            | \$46             |
| Capital Asset Amortization                 | \$338           | \$405           | \$327           | (78)             |
| Other Non-Appropriated Expense Adjustments |                 |                 | (\$59)          | (\$59)           |
| <b>Total Expense</b>                       | <b>\$36,560</b> | <b>\$48,558</b> | <b>\$38,650</b> | <b>(\$9,908)</b> |

**Total FTE Utilization including students (7.1): 310.1**

**Notes:**

1. Due to vacancy savings.
2. Due to accommodations savings associated with the delay in the implementation of the new human resource system.
3. Due to vacancy savings and the intentional delay in staffing the positions needed for the new human resource system.
4. Due to planned operational savings and savings associated with a delay in the implementation of the new human resource system.
5. Due to planned operational savings.

## Revenue Summary

The following table outlines information on the actual and budgeted revenue. Explanations are provided for variances greater than \$25,000.

### Public Service Commission Revenue

|                            | 2024-25<br>Actual<br>(\$000s) | 2025-26<br>Budget<br>(\$000s) | 2025-26<br>Actual<br>(\$000s) | 2025-26<br>Variance<br>(\$000s) | Notes |
|----------------------------|-------------------------------|-------------------------------|-------------------------------|---------------------------------|-------|
| <b>Other Revenue</b>       |                               |                               |                               |                                 |       |
| Casual Revenue             | \$760                         | \$101                         | \$126                         | \$25                            | 1     |
| Previous Year Expenditures | \$22                          |                               | \$49                          | \$49                            | 2     |
| <b>Total Revenue</b>       | <b>\$782</b>                  | <b>\$101</b>                  | <b>\$175</b>                  | <b>\$74</b>                     |       |

#### Notes:

1. Variance due to the write-off of payroll liability accounts in 2024-25 that did not occur in 2025-26.
2. Variance due to prior year expense recoveries.

Additional financial information can be found in the Government of Saskatchewan [Public Accounts](#).

# Report on Disclosures Made Pursuant to Public Interest Disclosure Legislation

## Annual Reporting (2025-26)

*The Public Interest Disclosure Act* (PIDA) requires the tabling of an annual report by the Minister Responsible for the Public Service Commission on internally handled disclosures from all government institutions. In 2025-26, no disclosures were received.

## The Act

PIDA enhances confidence in government institutions and the public service by facilitating the disclosure and investigation of alleged wrongdoings in government institutions and to strengthen protection for public service employees who disclose. Information on PIDA, including a list of designated officers and information on making disclosures and complaints, can be found on [Taskroom](#).

PIDA applies to all employees of provincial ministries, Crown corporations as well as a large number of government agencies, boards and other government institutions, which are set out in [The Freedom of Information and Protection of Privacy Regulations](#). As of 2020, it also applies to most employees of the Saskatchewan Health Authority and the Saskatchewan Cancer Agency.

PIDA describes a wrongdoing as an act or omission in or relating to a government institution or the public service that the employee believes:

- is contrary to law;
- is a substantial and specific danger to the life or health and safety of persons;
- is a substantial and specific danger to the environment;
- is gross mismanagement of public funds or public assets; or
- involves another employee knowingly counseling someone to commit a wrongdoing.

## The Role of the Public Service Commission

The Minister Responsible for the Public Service Commission is responsible for PIDA. The commission plays a central coordination and advisory role to the designated officers regarding the application of PIDA. The commission is responsible for developing procedures for designated officers to manage disclosures and for educating designated officers accordingly. In addition, the commission works with the Ministry of Justice and Attorney General legal counsel and designated officers when disclosures are received within their organizations to help them manage the process.

The commission coordinates the appointment of designated officers in all government institutions and is responsible for creating and maintaining the [PIDA website](#), which provides general information and resources to all employees, as well as tools and templates for designated officers.

In addition, the commission educates public service employees and raises awareness regarding PIDA through an annual employee awareness campaign and the PIDA e-learning module is recommended in the New Employee Onboarding program.

### The Role of the Permanent Heads

PIDA requires the permanent heads/CEOs of government institutions to establish internal procedures for managing disclosures, including the appointment of a designated officer from within their government institution.

### The Role of the Public Interest Disclosure Commissioner

PIDA establishes a Public Interest Disclosure Commissioner as an independent officer of the legislature. PIDA provides the commissioner with the authority to provide education, undertake investigations, make recommendations and initiate systemic reviews when common themes or issues are identified through the complaint process. The commissioner's website can be found at [www.saskpidc.ca](http://www.saskpidc.ca).

### Making Disclosures

PIDA enables disclosure to a designated officer or to the Public Interest Disclosure Commissioner. Information on how to make a disclosure for public service employees can be found on [PIDA website](#).

### Making Complaints of Reprisal

PIDA prohibits reprisals (e.g., dismissal, layoff, suspension, demotion, elimination of a job, reprimand) against public service employees for making (or seeking advice about making) a disclosure of wrongdoing, participating in an investigation about a wrongdoing or declining to participate in a wrongdoing. Any employee who feels they have been the subject of reprisal can make a complaint of reprisal to the Public Interest Disclosure Commissioner who may undertake an investigation and provide a recommendation to the employee's government institution.

### Where to Find More Information on Public Interest Disclosures

Employees and designated officers can find more information about PIDA and its procedures, including links to forms and regulations on [PIDA website](#).

# Appendices

## Appendix A – Governing Legislation

The Public Service Commission is responsible for representing the public interest in the administration of *The Public Service Act, 1998* and *The Public Service Regulations, 1999*. According to section 3 of *The Public Service Act, 1998*, the purposes of the Act are:

- To maintain an independent and professional public service;
- To facilitate providing quality service to the public in a manner that is responsive to changing public requirements;
- To recruit employees to the public service, and to develop a qualified public service in a manner that fulfills the purposes of the Act;
- To strive to develop a public service that represents the diversity of the people of Saskatchewan; and,
- To promote harmonious relations between the GoS, its employees in the public service and the trade unions that represent those employees.

The Minister Responsible for the Public Service Commission has general responsibility for the commission including responsibility for answering questions in the Legislative Assembly. The minister's legal authority is limited to giving direction to the Public Service Commission in carrying out its statutory duties with respect to collective bargaining with trade unions representing government employees.

Public Service Commissioners are appointed by the Lieutenant Governor in Council and are responsible to effectively carry out the provisions of *The Public Service Act, 1998*.

Commissioners have all the powers of commissioners appointed pursuant to *The Public Inquiries Act*, including the power to administer oaths and declarations, to subpoena witnesses and to compel the production of books, papers and records. The chair and other commissioners have exclusive statutory duties respecting all human resource matters laid out in the Act.

## Appendix B – Public Service Commissioners

|                       |           |
|-----------------------|-----------|
| Brittany Csada, Chair | Regina    |
| Nancy Croll           | Regina    |
| James Engel           | Regina    |
| Lionel Prefontaine    | Saskatoon |
| Linda Gallagher       | Regina    |

## Appendix C – 2025-26 Order-In-Council Appointments

In accordance with the provisions of section 31 of *The Public Service Act, 1998*, below is a list of positions that have been transferred to the unclassified division of the public service or excluded from the operation of the Act by the Lieutenant Governor in Council.

| MINISTRY                        | POSITIONS                                                | NUMBERS   |
|---------------------------------|----------------------------------------------------------|-----------|
| Executive Council               | Deputy Chief of Staff - Communications                   | 1         |
|                                 | Executive Director, Communications Services and Strategy | 1         |
| Justice and<br>Attorney General | Case Manager                                             | 1         |
|                                 | Crown Counsel                                            | 20        |
|                                 | Crown Counsel Assistant                                  | 6         |
|                                 | Executive Administrative Assistant                       | 1         |
|                                 | Executive Legal Officer, Court of King's Bench           | 1         |
|                                 | Judicial Application Support Specialist                  | 1         |
|                                 | Judicial Assistant                                       | 3         |
|                                 | Manager of Court Scheduling, Provincial Court            | 1         |
|                                 | Manager, Strategic Operations for Provincial Court       | 1         |
| <b>Total</b>                    |                                                          | <b>37</b> |

## Appendix D – 2025-26 Full-Time Equivalent (FTE) Utilization by Ministry

| MINISTRY                                      | 2025-26<br>Actual <sup>1</sup> |
|-----------------------------------------------|--------------------------------|
| Advanced Education                            | 112                            |
| Agriculture                                   | 347                            |
| Community Safety <sup>2</sup>                 | 3,202                          |
| Education                                     | 296                            |
| Energy and Resources                          | 305                            |
| Environment                                   | 359                            |
| Executive Council                             | 75                             |
| Finance                                       | 412                            |
| Firearms Secretariat                          | 33                             |
| Government Relations                          | 170                            |
| Health                                        | 418                            |
| Highways                                      | 1,310                          |
| Immigration and Career Training               | 237                            |
| Justice and Attorney General                  | 1,147                          |
| Labour Relations and Workplace Safety         | 157                            |
| Parks, Culture and Sport                      | 448                            |
| Public Service Commission                     | 310                            |
| SaskBuilds and Procurement                    | 1,061                          |
| Social Services                               | 1,962                          |
| Trade and Export Development                  | 136                            |
| <b>Executive Government Total<sup>3</sup></b> | <b>12,497</b>                  |

<sup>1</sup> Includes Student FTE utilization.

<sup>2</sup> Pursuant to Order in Council #520/2025, dated December 11, 2025, the Ministry of Corrections, Policing and Public Safety is renamed the Ministry of Community Safety.

<sup>3</sup>Totals may not add due to rounding.