

Public Service Commission



Plan for 2021-22

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Statement from the Minister



*The Honourable Jim Reiter
Minister Responsible for the
Public Service Commission*

I am pleased to present the Public Service Commission's Plan for 2021-22.

Government Direction and Budget 2021-22 is focused on protecting Saskatchewan people through the remainder of the pandemic, building the infrastructure that a strong economy needs, and growing Saskatchewan to help ensure a strong economic recovery.

The Plan aligns with Government's direction and enables the Public Service Commission (PSC) to deliver on its mission to ensure the Government of Saskatchewan has the workforce required to successfully deliver on its priorities and meet the needs of citizens.

As Minister Responsible for the Public Service Commission, I am proud of the Public Service Commission and the expertise, guidance and support they continue to provide to the Government of Saskatchewan. They ensure government has the workforce it needs to sustain high-quality public services delivered in the most effective and efficient way possible.

The 2021-22 Plan focuses on strengthening senior leadership succession; creating an inclusive workplace for all employees; and ensuring managers have the supports they need to be successful in their roles to help government meet its goals. PSC will continue improving employee engagement and performance; enhancing learning and development; and improving employee health, safety and wellness.

The work of the public service continues to be guided by its core values – showing respect and integrity; serving citizens; practicing excellence and innovation; and acting as one team.

In the coming year, I will work to ensure that the Public Service Commission operates within its financial parameters and a report on progress will be included in the Commission's 2021-22 Annual Report.

Response to Government Direction

Protect. Build. Grow. The Government of Saskatchewan is committed to protecting Saskatchewan people through the rest of the pandemic as life returns to normal and our economy grows. Investing in infrastructure like hospitals, schools, and highways will help build a strong economy and create jobs for strong families, strong communities, and a better quality of life.

Saskatchewan's Vision

"... to be the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life."



A Strong Economy



Strong Communities



Strong Families

Saskatchewan's vision and three goals provide the strategic direction for organizations to align their programs and services to build a strong Saskatchewan.

All organizations will report on progress in their 2021-22 annual reports.

Operational Plan

Mandate Statement

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 foundational services such as payroll, staffing and classification, and strategic support including labour relations and organizational development.

Mission Statement

The Public Service Commission ensures the Government of Saskatchewan has the workforce to successfully deliver on its priorities to meet the needs of citizens.

Government Goals



A Strong Economy



Strong Communities



Strong Families

Government direction from *Saskatchewan's Growth Plan*: Improving Productivity, Innovation and Better Outcomes in Government

Organization Goal

Effective Leadership in the Government of Saskatchewan

Strategy

Acquire leadership capability

Key Actions

- Continue to provide proactive and targeted leadership recruitment services for the Government of Saskatchewan

Strategy

Engage and grow senior leadership

Key Actions

- Implement actions that support moving talent throughout the organization
- Ensure senior leadership has the knowledge and tools necessary to acquire, engage and grow employees

Performance Measures

The Public Service Commission closely monitors and analyzes a number of internal indicators, including culture and engagement, to understand, manage and improve overall organizational performance



Government Goals

A Strong Economy

Strong Communities

Strong Families

Government direction from *Saskatchewan's Growth Plan*: Improving Productivity, Innovation and Better Outcomes in Government

Organization Goal

High-Performing Organization

Strategy

Acquire, engage and grow employees

Key Actions

- Provide proactive and targeted recruitment for hard-to-recruit and pivotal roles
- Continue implementation of the corporate learning and development plan
- Enhance the performance management framework for employees
- Provide improved resources, tools and supports for middle managers to ensure success in their roles

Strategy

Enhance employee and organizational performance

Key Actions

- Enable government to deliver on priorities through effective labour relations and policy development
- Provide strategic human resource advice and guidance to help ministries achieve their goals
- Support culture and engagement initiatives

Strategy

Improve human resource information and technology

Key Actions

- Explore options to transform government business with an integrated, cloud-based human resource, financial and procurement system

Performance Measures

Turnover Rates

Continue to monitor turnover rates against the industry average published by the Conference Board of Canada. Conference Board of Canada - Government Voluntary Turnover Rate for 2020 was 4.7 per cent



Government Goals

A Strong Economy

Strong Communities

Strong Families

Government direction from *Saskatchewan's Growth Plan*:

- Improving Productivity, Innovation and Better Outcomes in Government
- Building an Accessible Saskatchewan for People with Disabilities by providing opportunities for youth with disabilities through the Saskatchewan Student Summer Employment program

Organization Goal

Diverse Workforce and Inclusive Workplace

Strategy

Continue to implement the Inclusion Strategy and Action Plan

Key Actions

- Support ministries to identify, develop and execute Inclusion Action Plans
- Enhance inclusion-based recruitment and retention approaches
- Continue to apply inclusion principles to human resource policies, programs and services
- Provide opportunities for youth with disabilities through student employment

Performance Measures

The Public Service Commission has an Inclusion Strategy and Action Plan and is committed to building an inclusive workplace. The Commission closely monitors and analyzes a number of internal indicators to implement the Inclusion Strategy



Government Goals



Government direction from *Saskatchewan's Growth Plan*:

- Improving Productivity, Innovation and Better Outcomes in Government
- Creating Safer Workplaces

Organization Goal

Health, Safety and Wellness

Strategy

Support implementation of the Corporate Health, Safety and Wellness plan

Key Actions

- Prevent workplace injury and promote safety
- Manage time loss and sick leave
- Prevent workplace psychological injury and promote psychological health
- Create a culture of health, safety and wellness

Performance Measures

Executive Government Total Injury Rate

Each ministry will reduce its injury rate from their 2020 outcome¹

Executive Government Timeloss Injury Rate

Each ministry will reduce its injury rate from their 2020 outcome¹

Executive Government Physical and Psychological Climate Scores

Maintain or improve the annual Psychological Safety Climate Score of 3.47 (2020 results) and Physical Safety Climate Score of 3.45 (2020 results)

¹ 2020 injury rate results are lower than was projected due to work-from-home during COVID-19; this may present challenges to further lower the 2020 results.

Highlights

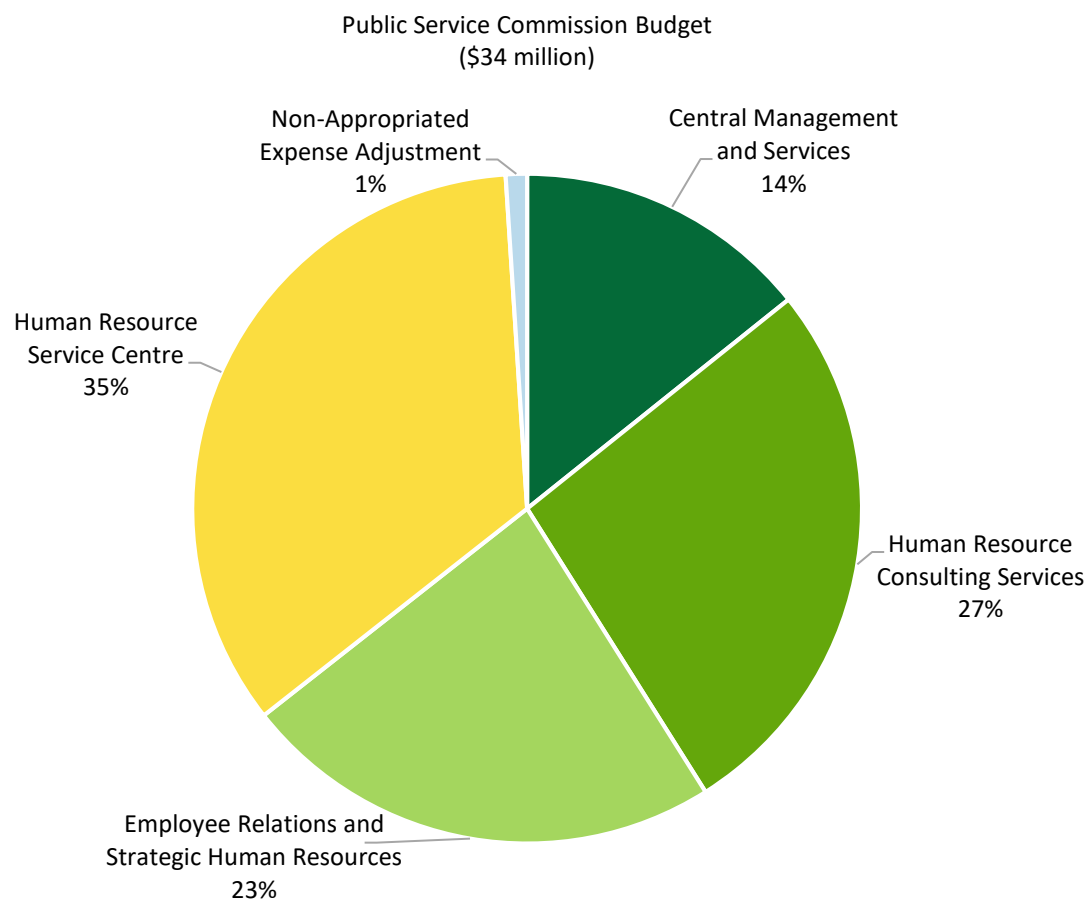
2021-22 Budget Highlights:

- Support senior leadership development; carry out targeted leadership recruitment and implement mechanisms to move talent throughout the organization to address strategic leadership needs
- Strengthen the role of middle managers; enhance employee learning and development; and improve employee engagement and performance to create a high-performing public service to serve citizens
- Explore options to transform government business processes through an integrated, cloud-based human resource, financial and procurement system
- Continue to implement an Inclusion Strategy and Action Plan to support an inclusive workplace and diverse workforce, including enhancing inclusion-based recruitment and retention approaches; continuing to apply inclusion principles to human resource policies, programs and services and provide opportunities for youth with disabilities through student employment
- Continue to implement the Health, Safety and Wellness Plan, including promoting mental health awareness; preventing workplace psychological and physical injury; and enhancing safety culture
- Continue to provide human resource support to ensure Government of Saskatchewan has the workforce it needs to sustain high-quality public services, delivered in the most effective and efficient way possible

Financial Summary

Public Service Commission 2021-22 Estimates (\$34 million)	(in thousands of dollars)
Central Management and Services (PS01)	\$ 4,859
Human Resource Consulting Services (PS03)	\$ 9,128
Employee Relations and Strategic Human Resources (PS04)	\$ 7,955
Human Resource Service Centre (PS06)	\$ 11,778
Total Appropriation	\$ 33,720
Non-Appropriated Expense Adjustment	\$ 305
Total Expense	\$ 34,025

For more information, see the Budget Estimates at: <http://www.saskatchewan.ca/budget>



For More Information

Please visit the Organization’s website at <https://www.saskatchewan.ca/government/government-structure/boards-commissions-and-agencies/public-service-commission>