

# Business Plan

2022-23

PUBLIC SERVICE COMMISSION

*Saskatchewan!* 

# Statement from the Minister



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

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I am pleased to present the Public Service Commission’s Plan for 2022-23.

The Plan aligns with Government’s direction and enables the Public Service Commission 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 Commission and the expertise, guidance and support they continue to provide to the Government of Saskatchewan.

The 2022-23 Plan focuses on the strategies needed to deliver on the Growth Plan. These strategies include positioning the Government of Saskatchewan as a diverse and inclusive employer; supporting safer workplaces; and ensuring our workforce has the skills needed to be a high-performing organization.

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 2022-23 Annual Report.

# 2022-23 Budget Highlights

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|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Much of the Commission's work is behind-the-scenes, partnering along-side client ministries to provide human resource and consulting services to help position them to achieve Growth Plan goals and meet the needs of citizens. The current budget enables the Commission to provide service to clients and deliver on the priorities in its operational plan. |
| 2 | Maintain budget of \$7.9 million to provide Employee Relations and Strategic Human Resource services and programs, which includes representing government and external agencies in the negotiation of collective bargaining agreements.                                                                                                                         |
| 3 | \$9.1 million for Human Resource Consulting Services, providing expertise to support client ministry's Growth Plan initiatives, such as providing opportunities for youth with disabilities through the Summer Student Program.                                                                                                                                 |



# Response to Government Direction

*Saskatchewan is back on track.* The Government of Saskatchewan is protecting and strengthening our province, carefully managing spending while investing in priority programs and services and into a strong and growing economy. Government is helping build a better Saskatchewan, investing in needed infrastructure – hospitals, schools, highways and municipal and crown capital projects.

Saskatchewan’s financial picture is improving, with a fiscal plan to return the budget to balance. The resurgent economy helps ensure the services, programs and infrastructure Saskatchewan people value are sustainable today and into the future. Saskatchewan is back on track.

## Saskatchewan’s Vision

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**“...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.”**

>> Government Goals

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 2022-23 annual reports.

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

## Mission

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

## Vision

To be the best human resource organization in the province.

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

The Government of Saskatchewan delivers programs and services to the people of Saskatchewan. Effective leaders provide clarity of purpose, inspire, and engage employees to be their best and deliver on Government's goals safely and effectively. The Government must ensure that current and emerging leaders have the knowledge and skills to be effective in their roles and this includes providing them with the right tools and opportunities to grow and contribute to overall organizational success.

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

Engage and grow senior leadership

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

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

**Performance Measures:** *What success looks like*

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.

## Goal 2: High-Performing Organization

A high-performing organization is one that delivers superior performance and makes a distinctive impact over a long period of time. High performing organizations become that way by design - not by default. They purposefully pay attention to the key people elements that affect performance. This strategic goal is to capture elements of a high-performing organization and implement a long-term plan to achieve our goals.

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**Strategy:** *The approach we will take to achieve our goal*  
Acquire, engage and grow employees

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

- Provide proactive and targeted recruitment for hard-to-recruit and pivotal roles
- Continue to implement 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:** *The approach we will take to achieve our goal*  
Enhance employee and organizational performance

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

- 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
- Provide advice and support culture and engagement initiatives to meet organization's people goals

**Strategy:** *The approach we will take to achieve our goal*  
Improve human resource information and technology

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

- Transform government business with an integrated, cloud-based human resource, financial and procurement system

**Performance Measures:** *What success looks like*

**Turnover Rates** – Voluntary separation of permanent full-time and permanent part-time employees from the Government of Saskatchewan. Continue to monitor voluntary turnover rates against the industry average rate published by the Conference Board of Canada (CBOC). CBOC - Public Administration Voluntary Turnover Rate for 2020-2021 was 5.3 per cent.

### Goal 3: Diverse Workforce and Inclusive Workplace

The Government of Saskatchewan is committed to a diverse workforce and an inclusive workplace. The Inclusion Strategy and Action Plan remove barriers across the organization, create an inclusive workforce and embed inclusion in all aspects of the organization. The Saskatchewan's Growth Plan also provides the direction on *Building an Accessible Saskatchewan for People with Disabilities* including *providing opportunities for youth with disabilities through the Saskatchewan Student Summer Employment program*.

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

Continue to implement the Inclusion Strategy and Action Plan

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

- Review, report and continuously improve on summer student experiencing disability initiative
- Continue to improve and promote the Inclusion Toolkit across the Government of Saskatchewan
- Improve intercultural competence through awareness, education and training
- Renew the Equity, Diversity and Inclusion Policy

**Performance Measures:** *What success looks like*

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.

## Goal 4: Health, Safety and Wellness

The Government of Saskatchewan is committed to ensuring the physical, mental and social well-being of employees, which is critical for *Our Commitment to Excellence* and *consider safety in all we do*. The Saskatchewan's Growth Plan also provides the strategic direction for Executive Government to align their 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

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

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

**Performance Measures:** *What success looks like*

**Executive Government Total Injury Rate**, which includes all injury claims approved by the Workers' Compensation Board.

Each ministry will reduce its injury rate from their 2021 outcome.

**Executive Government Time Loss Injury Rate**, which includes all injury claims approved by the Workers' Compensation Board that require time away from work.

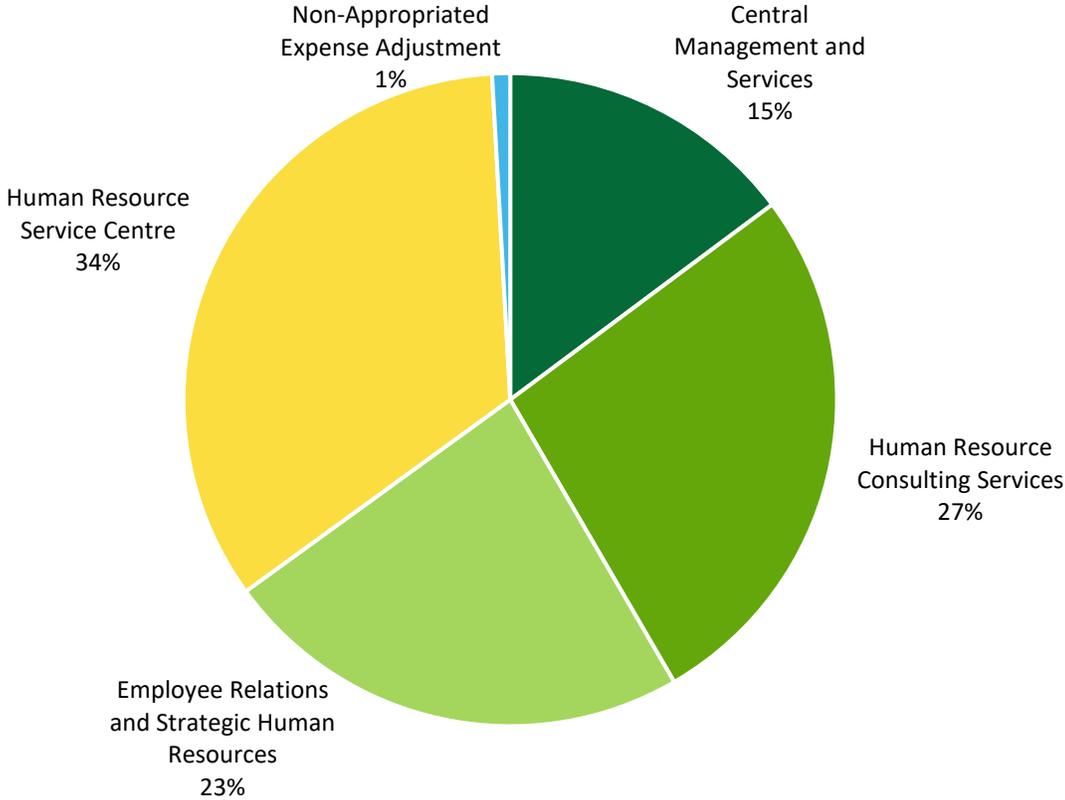
Each ministry will reduce its time loss injury rate from their 2021 outcome.

**Executive Government Physical and Psychological Climate Scores**, which are two indicators based on the annual Safety Survey results.

Each ministry will maintain or increase its physical and psychological safety climate scores from their 2021 outcomes.

# Financial Summary

Public Service Commission 2022-23 Estimates (\$34 million)	(in thousands of dollars)
Central Management and Services (PS01)	\$5,037
Human Resource Consulting Services (PS03)	\$9,128
Employee Relations and Strategic Human Resource Services (PS04)	\$7,955
Human Resource Service Centre (PS06)	\$11,602
<b>Total Appropriation</b>	<b>\$33,722</b>
Non-Appropriated Expense Adjustment	303
<b>Total Expense</b>	<b>\$34,025</b>



**Links to More Information**

[The Public Service Commission](#)  
[Government of Saskatchewan Budget, Planning and Reporting](#)