

Business Plan

2024-25

Public Service Commission

Saskatchewan! 

Statement from the Minister



*The Honourable Dustin Duncan
Minister Responsible for the Public Service Commission*

I am pleased to present the Public Service Commission's Plan for 2024-25.

The Business 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 skilled 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 2024-25 Business Plan focuses on the human resources strategies needed to support ministries to deliver on the Growth Plan. The Business Plan includes a strong focus on enhanced inclusion-based recruitment and retention approaches, especially Indigenous recruitment and retention; preventing workplace injury and supporting psychological safety in the workplace, with a focus on promoting employee mental health.

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 the Public Service Commission operates within its financial parameters and a report on progress will be included in the Commission's 2024-25 Annual Report.

2024-25 Budget Highlights

1	Much of the Commission’s work is behind-the-scenes, partnering alongside client ministries to provide human resource and consulting services to help position them to support client ministries’ Growth Plan initiatives and meet the needs of the citizens of Saskatchewan. The current budget enables the Commission to provide services to client ministries and deliver on its day-to-day operational plan.
2	Work within a budget of \$9.1 million for Human Resources Consulting Services, focusing on recruitment initiatives, such as providing human resource expertise and support for Indigenous recruitment and retention; continuing a Corrections, Policing and Public Safety talent recruitment pilot project; leveraging social media to connect with talent and position public service careers; and providing ongoing support for managers on human resource matters.
3	Work within a budget of \$8.7 million for Employee Relations and Strategic Human Resource Services, which includes representing government and external agencies in the negotiation of collective bargaining agreements; serving as the Public Interest Disclosure Office for the provincial public service; and developing and leading the Corporate Health, Safety and Wellness Strategic and Inclusion Action Plans.

Government Vision and Goals

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."

>> 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 2023-24 annual reports.

Public Service Commission Overview

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-performance HR partner that supports the Government of Saskatchewan to meet its goals and respond to emerging needs.

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 on 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*

- Develop and implement systems that support moving senior leaders throughout the organization.
- Ensure senior leadership has the knowledge and tools necessary to acquire, engage and develop 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 leadership 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. It purposefully pays 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 continue to deliver on Saskatchewan's Growth Plan initiatives.

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

Acquire, engage and develop employees

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

- Provide proactive and targeted recruitment for hard-to-recruit and pivotal roles.
- Develop and embed the capabilities and skills framework in human resource programs and services.
- Continue to evolve and implement the corporate learning and development strategy and plan.
- Develop, implement and evaluate actions that enable middle manager excellence.

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 for culture and employee engagement initiatives.

Performance Measures: *What success looks like*

Voluntary 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).

Goal 3: Diverse Workforce and Inclusive Workplace

The Government of Saskatchewan is committed to enhancing workforce diversity and fostering an inclusive workplace, focusing on continuous improvement. The Inclusion Strategy and Action Plan removes barriers across the organization, creates an inclusive workforce and embeds inclusion in all aspects of the organization. Saskatchewan's Growth Plan provides direction on Building an Accessible Saskatchewan for People with Disabilities, including providing opportunities for youth with disabilities through the Saskatchewan Summer Student 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*

- Inspire accountability at all levels, starting at the top.
- Improve intercultural competence through awareness, education and training.
- Enhance talent acquisition processes and tools, especially Indigenous recruitment and retention.
- Provide opportunities for youth with disabilities through student employment.
- Create an inclusive and supportive workplace for all employees by updating policies and supporting employee-level diversity networks.

Performance Measures: *What success looks like*

Executive Government Diversity Representation

The percentage of employees who self-declared belonging to one of the designated equity groups: Indigenous Peoples, persons with disabilities, members of visible minority groups and women in middle and senior management.

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 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 support employee physical safety.
- Prevent workplace psychological injury, resolve psychological concerns and promote employee mental health.
- Support medical accommodation in the workplace by providing deep expertise to managers.
- Fulfill Our Commitment to Excellence through ensuring the physical, mental and social wellbeing of employees, in all we do.

Performance Measures: *What success looks like*

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 2023 outcome.

Executive Government Time Loss Injury Rate

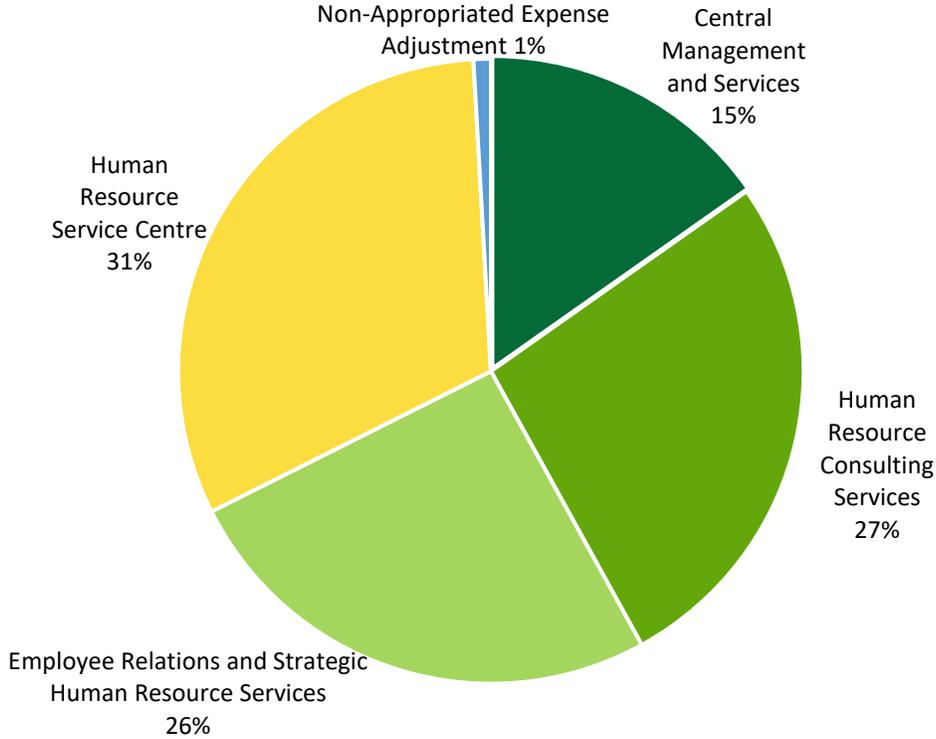
The rate includes all injury claims approved by the Workers' Compensation Board that require time away from work. Each ministry has committed to reducing its time loss injury rate from their 2023 outcome.

2024-25 Improvement and Innovation Highlights

1	The Public Service Commission is improving Indigenous recruitment by taking a more proactive and targeted approach. This includes developing and implementing the Indigenous Recruitment, Retention and Inclusion Framework and Action Plan. This framework will serve as a guide to attracting and retaining Indigenous employees.
2	The Public Service Commission is working with the Ministry of Corrections, Policing and Public Safety on an innovative pilot project to support the ministry’s goal to attract and retain the workforce required for the future Growth Plan priorities. The Public Service Commission’s Talent Branch has a team dedicated to the ministry’s recruitment and retention that leverages existing expertise, processes and resources to ensure best practice service and consistency in application of the staffing process.
3	<p>In November 2023, a Memorandum of Understanding was signed between the Government of Saskatchewan and Métis Nation-Saskatchewan to formalize, expand and enhance the relationship between parties and to identify opportunities to educate the provincial public service about Métis. In 2024, the Public Service Commission and the Métis Nation-Saskatchewan will establish and define a coordinated partnership with the goals of:</p> <ul style="list-style-type: none">• Creating a shared understanding of the current educational resources used in the Saskatchewan public service to educate employees about Métis history;• Developing and improving access to educational resources about Métis history for the Saskatchewan public service;• Implementing the delivery of those educational resources; and• Exploring approaches for how the Public Service Commission and Métis Nation-Saskatchewan can work together to increase the presence of Métis people in the public service.

Financial Summary

Public Service Commission 2024-25 Estimates (\$34.069 million)	(in thousands of dollars)
Central Management and Services (PS01)	\$5,189
Human Resource Consulting Services (PS03)	\$9,115
Employee Relations and Strategic Human Resource Services (PS04)	\$8,723
Human Resource Service Centre (PS06)	\$10,737
Total Appropriation	\$33,764
Non-Appropriated Expense Adjustment	\$305
Total Expense	\$34,069



Links to More Information

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