



Message from the Minister

I am pleased to present the Saskatchewan Public Service Commission's 2011-12 Annual Report Highlights.

This report demonstrates progress towards commitments as of March 31, 2012.

The report provides progress on key strategic themes and actions designed to ensure that an independent, qualified, and professional public service is in place to provide service to the people of Saskatchewan. It also communicates key achievements under the Lean Initiative, for which I am also responsible.

The initiatives pursued in 2011-12, and the results achieved, are communicated to the legislature and to the Saskatchewan people through the annual report.

Honourable Nancy Heppner

*Minister of Central Services
Minister Responsible for
the Public Service Commission
Minister Responsible for the Lean Initiative*

Mission:

The Public Service Commission provides excellence in human resource management to enable a high-performing and innovative professional public service to do their best work for Saskatchewan citizens.



Public Service Commission 2011-12 Annual Report Highlights

The Saskatchewan Advantage



Photo Credit: Tourism Saskatchewan/Greg Huszar Photography

Ministry Overview

The Public Service Commission (PSC) is the central human resource agency for the Government of Saskatchewan.

The PSC provides leadership and policy direction for the development of a professional public service based on merit.

The PSC also delivers human resource services including staffing and classification of positions, and works with ministries in the delivery of human resource services.

In its daily operations, the PSC provides labour relations advice and consultation; administers wage and salary services; provides compensation research and advice; and develops classification plans to evaluate all public service jobs.

As well, the PSC represents the employer in collective bargaining with its public service unions – Saskatchewan Government and General Employees' Union (SGEU) and Canadian Union of Public Employees Local 600 (CUPE-600).

The PSC provides strategic organizational and human resource leadership to all government ministries with initiatives such as workforce and succession planning, change management, and organizational design. It also provides a full range of human resource consulting and advisory services to all ministries, as well as a variety of employment services and the Employee and Family Assistance Program.



PSC Employee Wavell Starr, Aboriginal Talent Consultant

For more information on the PSC, see www.psc.gov.sk.ca or call 306-787-7592.



Photo Credit: Tourism Saskatchewan/Paul Austing

The Public Service Commission: Excellence in Human Resource Management

Delivered effective and efficient human resource services to 20 ministries in the Saskatchewan public service:

- Supported the development of 18 ministry workforce plans;
- Staffed 1,333 permanent full-time positions;
- Completed 1,237 classification actions;
- Managed the payroll system and payroll operations for client ministries and government agencies, solving 110,808 client cases and providing 311,860 payments; and
- Counseled 1,241 employees through the Employee and Family Assistance Program.

Provided support for the Lean initiative across Government. Fifty-eight Lean projects were undertaken by ministry project teams, which identified numerous ways to improve customer service, reduce processing time, eliminate non value-added work, generate cost savings and improve workplaces.



PSC employee Ray Deck maps public service processes the Lean way



Photo Credit: Tourism Saskatchewan/Greg Huszar Photography

Financial Summary

2011-12 Budget (000s)	2011-12 Actual (000s)	Variance (000s)
\$37,993	\$37,050	\$(943)

Actual FTEs: 327.8

VISION

A secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing a high quality of life for all.



Photo Credit: Tourism Saskatchewan/Greg Huszar Photography

Our 2011-12 Significant Achievements

The PSC contributes to Government's goals of economic growth, securing Saskatchewan and keeping promises by working to build and maintain a professional public service and a high performing organization. The PSC's activities in 2011-12 included:

- Championing Public Service Renewal on behalf of Executive Government, to improve the quality of programs and services provided to Saskatchewan citizens and engage employees.
- Leading the development, implementation and management of the Lean methodology across the public service, to drive process improvements across ministries and make government more efficient, effective, and citizen-centred.
- Supporting government's plan to reduce the size of the Saskatchewan public service by 15 per cent by 2014-15. A reduction of 802 FTEs (6.4 per cent) has been achieved over the past two years.
- Developing a People Management Plan to support public service renewal and enable a high performing and innovative professional public service to do their best work for Saskatchewan citizens.
- Developing a corporate workforce planning framework to help public service leaders identify and address the recruitment, retention and succession needs of all ministries and the public service as a whole. Workforce planning is a process that will assist government leaders to ensure a productive workforce is available to deliver programs and services to Saskatchewan citizens, now and into the future.



Photo Credit: Tourism Saskatchewan/Kevin Hogarth Photography