



Public Service Commission Annual Report Highlights from 2010-11

Message from the Minister



*The Honourable June Draude
Minister Responsible for the
Public Service Commission*

I am pleased to present the Public Service Commission's 2010-11 Annual Report Highlights, which highlights the PSC's most notable accomplishments in support of Government's vision and goals.

The PSC's Annual Report and Highlights also demonstrate how the Commission has contributed to the progress of our *Government's Direction for 2010-11: Balanced. Forward-Looking. Responsible.*

In a time of global fiscal uncertainty and difficult financial circumstances, the Government of Saskatchewan has delivered responsible management and forward-looking policies. In spite of these challenges, the PSC has made real progress towards government's commitments.

For more information please see the PSC's Annual Report or visit the PSC's website.

Commission Overview

The Public Service Commission is the central human resource agency for the Government of Saskatchewan. Its mission is to ensure excellence in human resource management to enable a high-performing and innovative professional public service to do their best work for Saskatchewan citizens.

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

In its daily operations, the PSC provides labour relations advice and consultation; administers wage and salary services; provides compensation research and advice; develops classification plans to evaluate all public service jobs; leads corporate human resource initiatives; and 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 also provides a full range of human resource consulting and advisory services to all government ministries, as well as a variety of employment services and the Employee and Family Assistance Program.



VISION

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

Our 2010-11 Significant Achievements

The Public Service Commission contributes to Government's goals of economic growth, security and promises by working to build and maintain a professional public service.

The actions and strategies contained in this highlights sheet reflect both PSC-specific results as well as corporate-wide results, depending on the nature of the action taken.

- Continued to stabilize and fine-tune PSC service delivery across the public service.
- Delivered effective and efficient human resource services to 21 ministries in the Saskatchewan public service:
 - ~ Revised Ministry Client Service Agreements to standardize PSC service offerings and incorporate service metrics; staffed 906 permanent full-time positions; completed 1,173 classification actions; managed the payroll system and payroll operations for client ministries and government agencies; addressed 113,936 client cases and provided 313,840 pay cheques; and provided access to counseling for 909 employees through the Employee and Family Assistance Program.
- Developed and implemented an Attendance Support Policy to increase public service productivity and engagement and address attendance management, return-to-work and sick time usage.
- Partnered with ministries to integrate a values-based culture focused on service excellence, teamwork, integrity, respect and innovation by aligning values with public service renewal priorities; introducing workforce planning; team building; and incorporating workplace principles and values into employee training initiatives, and employee work and learning plans.
- Provided competitive and fiscally responsible compensation, to ensure Government continues to remain competitive in the labour market.
- Provided Aboriginal cultural awareness through orientation, professional development and Aboriginal cultural awareness programs.
- Completed the establishment of an Employee Service Centre at the PSC to create efficiencies in corporate payroll and administrative processes, including reducing costs.

Leading Renewal

The PSC was mandated to lead Public Service Renewal. Renewal is an opportunity for the Government of Saskatchewan to revitalize the array of programs and services offered to the public, to ensure they are appropriate, effective and efficient.

The PSC helped to identify priority areas for public service renewal, including:

- Core business and citizen-centered service delivery, to ensure the public is provided with what it needs and wants;
- Simplified processes, and applied corporate-wide approaches to activities and action where possible;
- People management strategies to support a high-performing, respected and professional public service.

Lean

Lean is an improvement process being introduced across ministries to make government more efficient, effective and citizen-centered.

The PSC provided central coordination for the corporate Lean initiative. It also incorporated Lean process improvement methods into its own management practices.

Workforce Adjustment

The PSC developed and implemented a Workforce Adjustment Strategy to support Government's commitment to reduce the size of the Saskatchewan public service by 15 per cent over four years. A reduction of 528.5 FTEs (4.1 per cent) was achieved in 2010-11.

Financial Summary

2010-11 Budget (000s)	2010-11 Actual (000s)	Variance (000s)
\$36,873	\$36,238	(635)

Actual FTEs: 337.7