

# Public Service Employee Relations Commission

## 2002/03 – 2004/05 Service Plan Summary

### **Mission**

The Commission provides Human Resource leadership, governance and management to assist the public service effectively deliver programs and services to British Columbians.

### **Strategic Shifts**

Strategic shifts in human resource management are necessary to achieve economies of scale, reduce costs, give managers more flexibility and ensure accountability for results. Cabinet endorsed the following strategic shifts for the Commission:

1. *Workforce Adjustment* – to quickly transition the workforce from today's business practices to the business practices of tomorrow.
2. *Public Service Renewal* – to rebuild and sustain a professional public service capable of providing quality services which meet the needs of British Columbians.
3. *HR Re-organization* - to ensure that the HR organization for the BC public service is efficiently and effectively organized, staffed and supported.

### **Core Business Areas**

The Commission has four core business areas:

- HR Strategy and Policy
- Organizational Development (recruitment and selection, appointment and retention, learning and development, executive services)
- Compensation (pay, benefits and job classification)
- Labour Relations

### **Major Initiatives**

Please note that given the nature of the programs and services provided by the Commission, each core business area contributes to the delivery of the Commission's programs and services. Therefore it is not possible to specifically assign a particular program or service to a specific business area.

*Major Programs and Services the Commission will continue to deliver over the next three years:*

- Provide policy development and advice, assistance, direct services and programs to Ministries in staffing, compensation, learning and development, occupational health and safety.
- Negotiate and administer collective agreements within government's fiscal mandate.

*Major Programs and Services the Commission will deliver differently over the next three years:*

- Establish, implement and manage the workforce adjustment guidelines and process to transition the public service to government's new business practices.
- Redesign and consolidate the government HR service delivery structure to support government direction to shared services, achieve efficiencies and provide quality services to clients.
- Develop and maintain a corporate HR plan for the public service, including strategies to address significant HR issues such as succession, retention and recruitment.
- Establish and implement a comprehensive performance management framework for the Commission including benchmarking and performance evaluation and measurement.
- Implement a comprehensive executive management program that includes succession planning, recruitment, selection, orientation, compensation, core competencies, performance management, career planning, training and development.
- Evaluate, streamline and update all HR legislative, policy and program frameworks. This includes the establishment of a simplified, merit-based recruitment and staffing process and simplified job evaluation and classification processes.
- Establish and implement a comprehensive performance management system with an initial emphasis on management employees.
- Establish a corporate training strategy and provide enhanced employee development opportunities based on corporate requirements and personal learning plans.
- Refine and further utilize alternative dispute resolution methods for employer-employee relations issues.

*Major Programs and Services the Commission will no longer deliver:*

- The Commission will not discontinue any major programs or services. However, there will be consolidation of HR services resulting in a more streamlined and responsive service to Ministries.

## Ministry Resources (million \$)

	Fiscal Year				Percentage Change*** 2001/02 to 2004/05
	(restated estimates) 2001/02	2002/03	2003/04	2004/05	
Operational Expenditures	10	9	8	7	-35%
Special one time funding	16*	0	0	0	-100%
Total Operating Expenses	26**	9	8	7	-35%****
FTEs	258	197	186	170	-34%

\*The 2001/02 restated special one time funding target reflects \$2M for the Youth Employment Program, \$9M for severance settlements, and \$5M for death & retiring allowance.

\*\*Represents 2001/02 Blue Book Estimates prior to the elimination of the special one time funding of \$16M.

\*\*\*Percentage change may differ due to rounding.

\*\*\*\*Percentage change is based on the difference between the restated 2001/02 operational expenditures of \$10M and the 2004/05 target of \$7M.

### Attachments

Report on New Era Commitments and major initiatives assigned by the Premier included as Attachment 1.

## Government Priorities relating to the Public Service Employee Relations Commission

### **New Era Commitments Achieved**

- Pass Merit Employment legislation to restore a professional, non-partisan public service.

### **Key Projects (June 25, 2001 letter from the Premier) Achieved**

- Define the role of the Merit Commissioner.

### **New Era Commitments Included in 02/03 – 04/05 Service Plan**

- N/A

### **Key Projects Included in 02/03 – 04/05 Service Plan**

- Develop a strategy for the recruitment and retention of a professional public service. The renewal project is underway and Phase One was completed January 1, 2002.