



Public Service Renewal

**Building momentum on renewal:
Pursuing results now... for the future.**

Margaret Bloodworth, Associate Secretary to the Cabinet

**Financial Management Institute of Canada
FMI Professional Development Week 2007
November 28, 2007**



Why renewal, and why now?



Renewal priorities and their current status



Future directions

The ongoing importance of renewal

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“If the Public Service, as a core national institution, does not renew itself for future as well as current service to the government and people of Canada it risks becoming less relevant, less useful and less respected as the years go by.”



“If we do not commit ourselves to a continuing process of renewal, the Public Service will not remain a creative national institution, central to the governance and development of our country.”

14th Annual Report on the Public Service



Work

- **Technology**
- **Pace of change**
- **Public expectations**



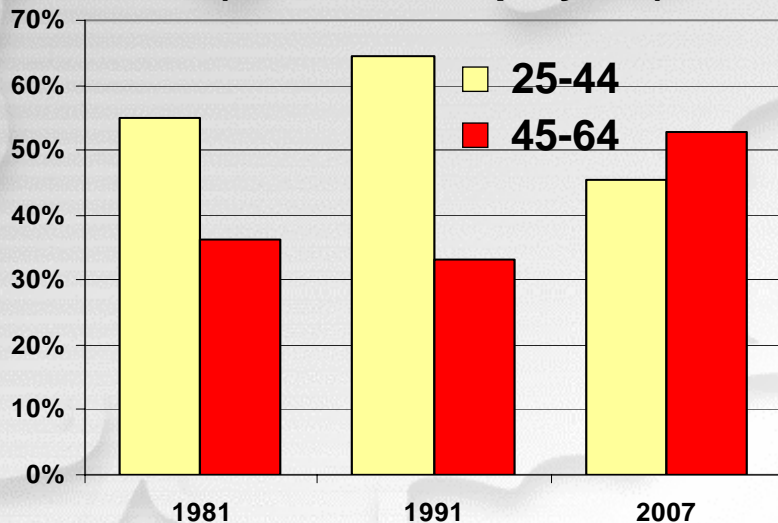
Demographics

- **Aging**
- **Diversity**
- **Labour Market**

Public Service demographics

Demographics of the Overall Federal Public Service by Age Groups

(% of total employees)



Demographics of Public Service Executives

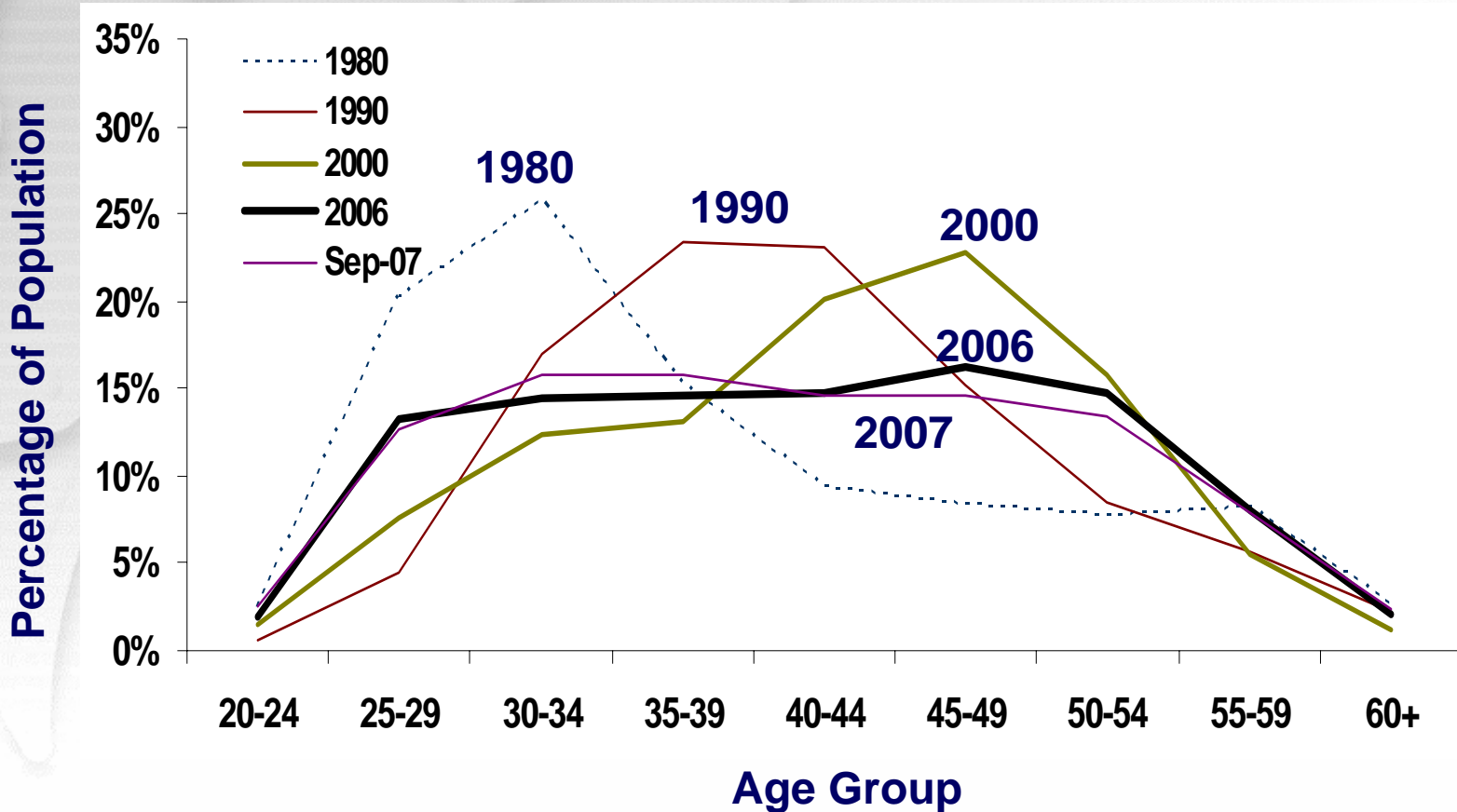
EX Level	Average Age
EX-01	49.8
EX-02	51.5
EX-03	52.8
EX-04-05	53.8

Other Core Demographics

- Average age of new (indeterminate) Public Servants: 36 years
- Average age of Public Servants: 45 years
- Average age of new EX-1s: 47 years
- Public Servants who can retire with non-reduced pensions: 7%
- Executives who can retire with non-reduced pensions: 18.2%






FI Group demographics

Age Distributions of FI Group (FI population up to September 31, 2007)







Principles supporting renewal

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-  **Prioritize and focus**
-  **Measurement matters**
-  **Excellence should be our hallmark**
-  **Renewal is not a top-down exercise**
-  **Be flexible**

Processes supporting renewal

-  **DM's Committee on Public Service Renewal**
-  **Advisory Committee on the Public Service of Canada**
-  **DMs: Clearer guidance, including medium and longer term objectives**
-  **Clerk's Report: annual, measurable, renewal objectives; accountability**



The Clerk's 14th Annual Report (2007) outlined four renewal priorities:

1. Planning

...understanding people requirements over the short and longer term...

2. Recruitment

...renewing & sustaining capacity at all levels...

3. Employee Development

...investing in people...

4. Enabling Infrastructure

...systems, tools and infrastructure...



The 2007-2008 Public Service Renewal Action Plan focuses on:

- **Tangible results**
- **Short-term priority actions**
- **Visible and measurable results.**



Deputy Ministers to report results to the Clerk by early 2008

Planning:

- **Integrated HR and business plans**

Recruitment:

- **Hire 3,000+ post-secondary graduates**
- **Recruitment targets for functional communities**
- **Demographics of entry-level executives**



Employee Development:

- **90% with learning plans / discussions**
- **ADM Talent Management**
- **Modernize performance management / better recognize people management**

Enabling Infrastructure:

- **Second language oral interaction testing delays cut in half**
- **Electronic transfers of employee records**
- **'Fast Track' staffing model**
- **Reducing the number of work descriptions**
- **Streamlined reporting: "web of rules"**

Next Clerk's Report will:

- **Report on progress to date**
- **Outline future work plan**

Longer-term issues:

- **Fostering a culture of innovation and adaptability**
- **Branding**
- **HR data supporting management decision-making**
- **Delivering seamless HR services**
- **Learning and adapting**

 **Renewal demands sustained leadership, time and energy from:**

- **Departments**
- **Central Agencies**
- **Functional Communities**
- **Employees**

 **Members of the financial management community are integral to achieving renewal**