

## FMI Halifax Chapter

January 20<sup>th</sup> 2010

### **Title: Career Planning – Breakfast / morning event**

The speakers at this event were Janet Briggs and Norma Hubley .

The sessions were initiated by Janet Briggs from the Nova Scotia Public Service Commission who spoke about career path models. The Public Service Values are summarized as: Respect, Integrity, Diversity, Accountability and The Public Good. Janet presented the new programs that were intended to give a progression from new entry to Deputy minister. The competencies and demographics involved in the training and development necessary for progression in the various field of study were highlighted as well as the challenges of salary competitiveness and employee recognition. Being fully aware of the need for succession training presented challenges. Janet felt that this approach, while not new in its basic feature, breathed new life into the career planning of provincial employees. She stressed that employee development is the key to success in this area. In the arena of competencies and consistency in training and summarized by stating that job satisfaction is crucial to overall success.

The next morning speaker was Norma Hubley from Treasury Board Secretariat of the Government of Canada who brought with her the experience from her previous position with the OCG. She addressed the Competency profiles and Assessment and the 3 year plan. She stressed that *Thinking is Learning* and inter-departmental assignments enhanced the growth of the individual.

Both speakers addressed the subject in a complementary manner that accepted the challenges and suggested positive ways and means of meeting the challenges.