



FMI – 2009 PD Week Human Capital Stream

Ann Marie Sahagian
Assistant Comptroller General
Office of the Comptroller General
Transformation Management, Capacity Building
& Community Development
November 2009

Presented by:
Douglas M. Lloyd
Executive Director
Financial Systems Authority
Office of the Comptroller General



- “People are our most important resource”
- “You are only as good as the people working for you”
- “Individually, we are only one drop. Together, we are an ocean.”



Public Service Renewal

- “To continue to serve Canadians with excellence in the 21st century will require new approaches, new thinking and a new generation of public service leaders.”
- “Renewal is essential to the future of the public service; the status quo is not an option.”



Key Demographic Factors

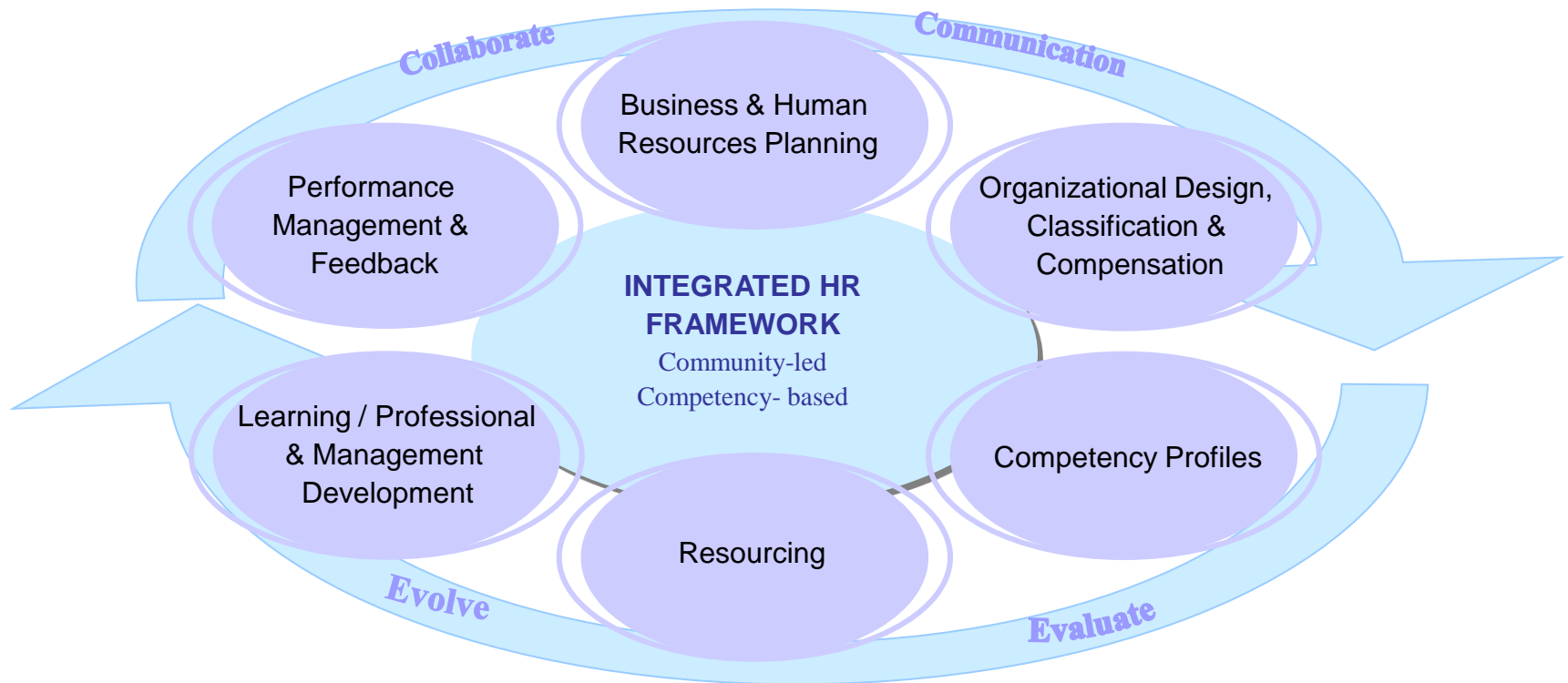
- The Public Service must compete nationally for talent
- The Public Service must continue to strive to reflect the demographic profile of the Canadian Population
- Low recruitment levels during the 1990s means that we have a largely missing generation of future leaders, and hence we will be managing a transition to a largely younger and less experienced generation of managers and leaders.



Priority Areas


- Planning
- Recruitment
- Employee Development
- Enabling infrastructure

Integrated Human Resources Framework





Business & Human Resource Planning



Organizational Design, Classification & Compensation



Competency Profiles




Resourcing





Learning / Professional & Management Development



Performance Management & Feedback



CAST - Business & Human Resource Planning

- CICA identified need to train more CA's
- Public Service wanted home-grown CA's
- Partnership with third professional accounting body
- Demographics
- What competencies do we need in the future



CAST - Business & Human Resource Planning

- Program Design
- Requirements to become an Approved Training Office
- Recruitment Strategy
- Partners
- Universities





CAST – Org Design, Classification and Compensation

- Org Design includes more than the Training Principal and the students
- Counselling members (must be a CA)
- Host Departments
- Line Managers (must be a professional Accountant)



CAST – Competency Profiles

- CICA Guide to the Uniform Final Exams
- FI – CFO Career Path – Competency Profiles
- Training Plans



Competency - Assessment

- Competency assessment is done by CA students, validated by line manager, approved by Counselling member and Training Principal
- Competency achievement is submitted to CA governing body when practical experience is completed



CAST - Resourcing

- CFO Umbrella
- Cash Managed
- Cost Shared
 - OCG pays for program administration, recruitment, training
 - Departments pay for salaries



CAST – Resourcing

- Recruitment
 - Post Secondary
 - Competency based



CAST Learning/Professional & Management Development

- Three areas of Learning
 - **University** – mandatory courses
 - **Professional program** – provincial guideline
 - **Competency development** – progressively complex work assignments



CAST – Performance Management & Feedback

- Self-assessment tool
- Map performance to CICA competencies
- Map performance to FM Community competencies
- Report to ICAO on Competency Development
- Report to PS on FI competency Development



- Questions?

