

# Annual Report

2024-25

Public Service Commission

# Letters of Transmittal



The Honourable  
Jeremy Harrison,  
Minister Responsible for the  
Public Service Commission

Office of the Lieutenant Governor of Saskatchewan

I respectfully submit the Annual Report for the Public Service Commission for the fiscal year ending March 31, 2025.

The Public Service Commission is committed to developing a strong public service that supports the Government of Saskatchewan to deliver on its commitments to the people of the province. The Commission works with ministries to ensure effective workforce management by supporting delivery of foundational services such as payroll, staffing and labour relations.

A handwritten signature in black ink, appearing to read 'Jeremy H.' with a stylized flourish at the end.

Jeremy Harrison  
Minister Responsible for the Public Service Commission

The Honourable Jeremy Harrison  
Minister Responsible for the Public Service Commission

Dear Minister:

I have the honour of submitting the Annual Report of the Public Service Commission for the fiscal year ending March 31, 2025.

In 2024-25, the Commission's accomplishments included: supporting the recruitment and retention of qualified, high-performing employees, including those in hard-to-recruit roles; negotiating and implementing new collective bargaining agreements with the Saskatchewan Government and General Employees' Union (SGEU) and the Canadian Union of Public Employees (CUPE, Local 600); and expanding the options available to employees through the Employee and Family Assistance Program, including new Elder and Knowledge Keeper Services.

A handwritten signature in black ink, appearing to read 'Greg Tuer' with a stylized flourish at the end.

Greg Tuer  
Chair of the Public Service Commission



Greg Tuer,  
Chair of the Public Service  
Commission

# Organization Overview

The Public Service Commission supports the recruitment, development and retention of employees through strong workplace culture and government-wide initiatives. This includes Our Commitment to Excellence and core values, inclusion, health, safety and wellness, employee networks, learning and development as well as innovation and continuous improvement.

In 2024-25, the Public Service Commission had a total of 287 full-time equivalents. The commission is structured into the following five functional areas:

## Centres of Excellence

The Public Service Commission has five specialized Centres of Excellence:

- **Employee and Labour Relations** represents the government and certain agencies in the negotiation of collective agreements with bargaining agents and provides labour relations advisory and arbitration services to management.
- **Employee Wellbeing and Inclusion** supports employee wellbeing, inclusion and medical accommodations, including corporate health, safety and wellness initiatives, disability management, efforts to develop a representative workforce and the Employee and Family Assistance Program.
- **Organizational Development** develops corporate organizational development frameworks and provides consulting services to support ministries in building organizational effectiveness and a high-performing organization.
- **Talent** supports the attraction, management and development of a high-performing public service through talent management programming, recruitment and talent development.
- **Total Rewards** develops and administers benefits and compensation structures and policies for the public service. They are responsible for the classification of jobs by developing and applying standardized evaluation criteria.

## Human Resource Business Partner Teams

The Human Resource Business Partner teams provide human resource consulting and advisory services to all ministries as well as several agencies, boards and commissions. They deliver organizational effectiveness initiatives and help ministries with operational workforce management. Human Resource Business Partner teams support ministries to implement corporate programming to build leadership, management and organizational capacity throughout the public service.

## Human Resource Service Centre

The Human Resource Service Centre provides human resource benefits and payroll administration services to government and acts as the central contact point for all employee general human resource inquiries. They are responsible for the design, development, implementation and operation of government-wide human resource information technology systems required for payroll purposes and human resource management.

## Corporate Services

Corporate Services provides centrally-managed finance, planning and improvement and operational services; this includes the accommodations and office equipment required for the delivery of the commission's mandate. They also lead the development of government-wide human resource strategies and policies and provide legislative services support to the commission.

## Communications

Communications manages the communications function for the Public Service Commission's activities and operations, including cross-government projects and initiatives.

## Mandate

The Public Service Commission is the central human resource agency for the Government of Saskatchewan. The commission provides leadership and policy direction to all ministries to enable a high-performing and innovative professional public service. The commission works with ministries to ensure effective workforce management by supporting delivery of services such as payroll, staffing and classification and consulting support, including labour relations and organizational development.

## Mission

We enable the Government of Saskatchewan to have the right people with the right skills at the right time to deliver on government direction.

## Vision

The Public Service Commission is a high-performing human resource partner that supports the Government of Saskatchewan to meet its goals and respond to emerging needs.

For more information on the Public Service Commission's 2024-25 Business Plan, please visit the [Publications Centre](#).

## Progress on Goal 1: Effective Leadership in the Government of Saskatchewan

The Public Service Commission works with ministries to ensure leaders have the knowledge, capabilities and skills to be effective in their roles. This includes providing them with the right tools and opportunities to effectively and safely deliver on Growth Plan initiatives.

**Strategy:** *The approach we will take to achieve our goal*

Engage and develop senior leadership

### **KeyActions:** *What we will do to get there*

- Develop and implement systems that support moving senior leaders throughout the organization.
  - The commission enhanced talent mobility practices to develop, prepare and move executive leaders within Executive Government to where they are most needed. This includes identifying high-potential individuals and developing talent through competency development programming and career conversations.
- Ensure senior leadership has the knowledge and tools necessary to attract, engage and develop employees.
  - The commission delivered a range of corporate leadership programs to ensure senior leaders are equipped with the necessary knowledge and tools.
  - The commission continued to deliver Executive Education and Enhancing Management Talent programs.
    - Sixty-nine new leaders from across the Government of Saskatchewan graduated from the programs in 2024-25. A total of 163 participants have graduated from the programs since their inception in 2015 (Executive Education) and 2016 (Enhancing Management Talent).
  - The commission conducted leadership assessments for senior leaders to support a culture of feedback to reinforce leadership strengths and opportunities for continued development.
  - The commission continued to implement supports to build strong teams and leaders such as executive team development framework, middle manager excellence and leadership development programs.
  - The commission continued to establish an executive talent pool to identify high-potential leaders and continue their development. HR Business Partner teams collaborated with clients to assess internal talent and ensure ongoing leadership growth.

### **Performance Measure Results:**

The commission closely monitors and analyzes a number of internal indicators, including culture and engagement, to understand, manage and improve overall organizational performance.

## Progress on Goal 2: High-Performing Organization

A high-performing organization is one that delivers superior performance and makes a distinctive impact over time. It purposefully pays attention to the key people elements that affect performance. This strategic goal captures elements of a high-performing organization and implements a long-term plan to continue to deliver on Saskatchewan's Growth Plan initiatives.

### **Strategy:** *The approach we will take to achieve our goal*

Attract, engage and develop employees

#### **KeyActions:** *What we will do to get there*

- Provide proactive and targeted recruitment for hard-to-recruit and pivotal roles.
  - The commission identified short and long-term solutions to support ministries to address current labour market challenges.
  - The commission continued to use social media platforms, such as LinkedIn, to advertise, source and recruit and promote careers in the public service. This includes launching the Government of Saskatchewan's LinkedIn Career Life Page and using LinkedIn talent pools for selected occupational groups—such as auditors and business analysts. To date, the commission has established seven LinkedIn talent pools to support targeted attraction strategies.
  - The commission continued to develop and enhance relationships with post-secondary educational institutions and community-based organizations to engage and foster relationships with future talent.
    - The commission completed 10 student engagement events with the post-secondary educational institutions.
    - The commission's focus with post-secondary educational institutions contributed to 4,326 student applications and 882 student hires in 2024-25.
    - Another focus was to engage with students with disabilities through the educational institutions' Accessibility Centres.
    - The commission participated in 16 community-based engagement events to foster relationships with community-based organizations with equity group members seeking employment. The intent of such engagements is to build a better understanding of our recruitment processes and connect them with opportunities.
  - The commission ensured new hiring managers have the knowledge and resources needed to attract and hire talent. This included providing consultation support to hiring managers on effective job advertising approaches, identifying competencies required for the role and providing applicant assessment screening tools.

- Develop and embed the capabilities and skills framework in human resource programs and services.
  - The commission is planning a transition from the current 25-year-old model to a modernized capabilities and skills framework. In the past year, the commission developed training materials that will support managers during implementation which is tied to the launch of the Government Enterprise Management (GEM) System, a government-wide, cloud-based integrated financial, human resource and procurement system that will replace more than 60 systems that the Government of Saskatchewan currently uses.
- Continue to evolve and implement the corporate learning and development strategy and plan.
  - The commission's Corporate Mentorship Program received 580 participant registrations, resulting in 240 mentor-mentee matches. The program creates opportunity for the participants to share knowledge, build relationships and grow professionally.
  - Due to client needs, the commission continued to deliver government-wide courses, such as respect in the workplace, effective leadership, communication, coaching, team building, change management, strategic orientation and inclusive leadership.
- Develop, implement and evaluate actions that enable middle manager excellence.
  - The commission continued to support the implementation of Middle Manager Excellence program across ministries. This includes a community of practice for ministry representatives to share information and track progress to support middle managers across government.
  - The commission continued to develop capacity building tools for middle managers, including staffing and performance management, and continued to support each ministry leadership team to make progress on implementing ministry action plans.

**Strategy:** *The approach we will take to achieve our goal*

Enhance employee and organizational performance

**KeyActions:** *What we will do to get there*

- Enable government to deliver on priorities through effective labour relations and policy development.
  - The commission implemented updated representative workforce policies. These changes aim to ensure the Saskatchewan public service reflects the province's diverse population and fosters inclusivity for all employees. These policies guide a culture of inclusivity and accessibility where all employees can fully participate, are valued and engaged.
  - The commission updated its Harassment Policy to provide a clearer and more accessible process. Key improvements included modernized language and a broadened, easier-to-understand definition of harassment; increased transparency and clearer confidentiality parameters; a revised Harassment Complaint Form with secure electronic submission; and a streamlined process.

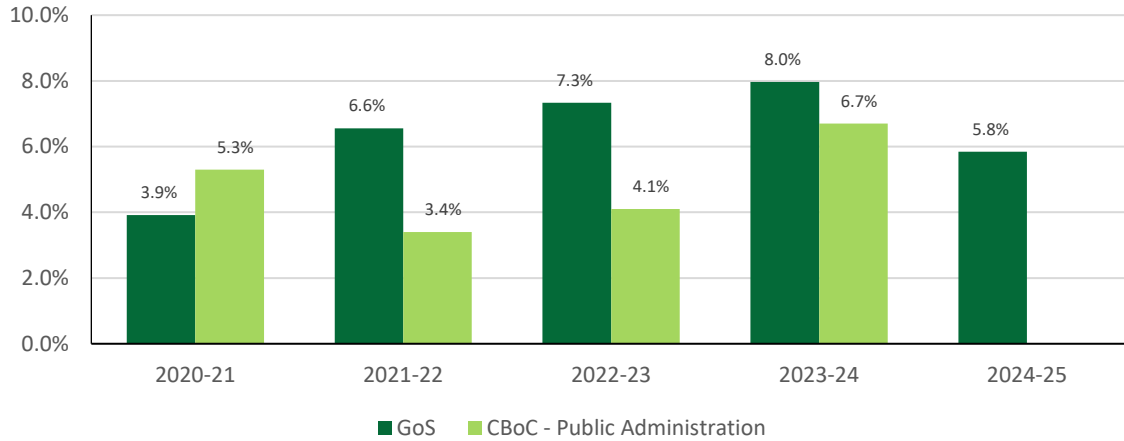
- The Government of Saskatchewan signed a new Collective Bargaining Agreement (CBA) with the Saskatchewan Government and General Employees' Union (SGEU) and the Canadian Union of Public Employees (CUPE, Local 600). In addition to the application of negotiated CBA changes the commission also implemented a renewal of the SGEU classification plan.
- Provide strategic human resource advice and guidance to help ministries achieve their goals.
  - The commission supported multiple ministries in executive team development to support building their leadership for high-performing organizations and effective leadership.
  - The commission continued to support the Ministry of Corrections, Policing and Public Safety with the establishment of the Saskatchewan Marshals Service. The commission provided targeted support to the organizational design, classification, compensation, recruitment and labour relations activities.
  - Building from a successful pilot between the commission and the Ministry of Corrections, Policing and Public Safety, the organizations established a permanent joint team to support recruitment and retention in custody facilities. In 2024-25, the team hired over 300 correctional officers and facility youth workers.
  - The commission continued to provide HR services to the Enterprise Business Modernization Project. This included supports to maintain necessary project resource levels, continued organizational design, and workforce transition supports for the ministries impacted by the new government-wide integrated financial, human resource and procurement system.
- Provide advice and support for culture and employee engagement initiatives.
  - The commission provided support to ministries in implementing actions to improve engagement and value-based culture, based on the 2023 Employee Engagement and Culture Survey results.

### **Performance Measure Results:**

#### **Voluntary Turnover Rates**

The overall voluntary turnover rate of permanent full-time and permanent part-time employees for the Government of Saskatchewan (GoS) in 2024-25 was at 5.8 per cent. The commission will continue to monitor voluntary turnover rates against the industry average rate published by the Conference Board of Canada (CBoC).

### GoS and CBoC Voluntary Turnover Rates (March 2025)



Sources: Government of Saskatchewan, Multi-Informational Database Application System (MIDAS)

The GoS voluntary turnover rate has increased in recent years, exceeding the national average for the public administration sector and reaching 8 per cent in 2023-24. In 2024-25, the upward trend reversed, with the turnover rate declining to 5.8 per cent. At the time of this report, the CBoC data for 2024-25 was not yet available.

The top three reasons for the voluntary turnover within the Executive Government in 2024-25 were: (1) personal reasons, (2) accepting a new position outside of the public service and (3) accepting a position with a provincial Crown corporation or other agency.

This rate is calculated by taking the number of permanent full-time and permanent part-time employees who voluntarily leave the organization and dividing it by the average headcount of the permanent full-time and permanent part-time employees for the fiscal year. This number excludes employees leaving because of retirement. It also excludes casual, contract, temporary and seasonal workers.

## Progress on Goal 3: Diverse Workforce and Inclusive Workplace

The Government of Saskatchewan is committed to a diverse and inclusive workforce, representative of the province it serves. The Inclusion Strategy and Action Plan provides the guidance and actions to remove barriers across the organization, create an inclusive workforce and embed inclusion in the organization. Saskatchewan's Growth Plan provides direction on Building an Accessible Saskatchewan for People with Disabilities, including providing opportunities for youth with disabilities through the Saskatchewan Summer Student Employment program.

### **Strategy:** *The approach we will take to achieve our goal*

Continue to implement the Inclusion Strategy and Action Plan

### **KeyActions:** *What we will do to get there*

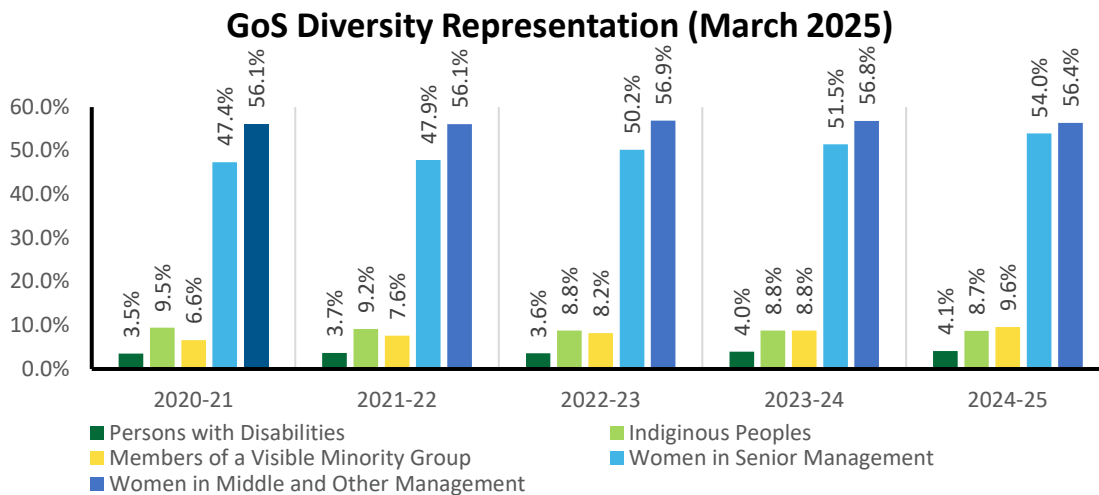
- Inspire accountability at all levels, starting at the top.
  - The commission, through the Inclusion Community of Practice, continued to support ministries in developing and executing inclusion action plans with resources from the Inclusion Toolkit. Examples are actions to improve recruitment and retention of public servants who are members of diversity groups and the enhancement of an inclusive workplace.
  - The commission facilitated a government-wide senior leadership discussion about inclusion, diversity current initiatives and opportunities.
- Improve intercultural competence through awareness, education and training.
  - The commission completed the annual update to the Inclusion Toolkit. The Toolkit was refreshed with a glossary of terms sourced from the Canadian Centre for Diversity and Inclusion.
- Enhance talent attraction processes and tools, especially Indigenous recruitment and retention.
  - The commission continued to address Indigenous recruitment and retention priorities by increasing participation in career and network opportunities with educational institutions and First Nations organizations.
  - The commission continued to identify opportunities with Métis Nation-Saskatchewan (MN-S) to explore educational options for public service employees about the Métis to support the Truth and Reconciliation Commission Call to Action #57. The commission worked with the MN-S on an approach to attract and increase representation of Métis post-secondary students into the GoS Summer Student Employment Program.

- Provide opportunities for youth with disabilities through student employment.
  - The commission continued to focus on diversity hiring and prioritizing students with disabilities, Indigenous students and visible minority students for the 2024 Summer Student Employment Program. This initiative, directed from the Growth Plan, aligns with actions related to Building an Accessible Saskatchewan for People with Disabilities and the Provincial Disability Strategy.
  - Under the 2024 Summer Student Employment Program, the GoS hired 882 students, including 59 persons with disabilities, 118 Indigenous persons and 104 members of a visible minority group. The Government of Saskatchewan achieved its highest-ever representation of hires for students with disabilities and members of visible minority groups.
- Create an inclusive and supportive workplace for all employees by updating policies and supporting employee diversity networks.
  - The commission continued to support a renewal of employee diversity networks. All four diversity networks are establishing work plans for the upcoming year.
  - The commission implemented updated representative workforce policies to support an inclusive workplace.

**Performance Measure Results:**

**Executive Government Diversity Representation**

The percentage of employees who self-declared belonging to one of the designated equity groups: Indigenous Peoples, persons with disabilities, members of visible minority groups and women in middle and senior management.



Over the past five years, the GoS has generally seen positive trends in representation across diversity groups. However, the representation of Indigenous Peoples has shown a slight decrease during this period. Women in both Senior Management and Middle and Other Management consistently demonstrate the highest representation rates among the diversity groups.

## Progress on Goal 4: Health, Safety and Wellness

The Government of Saskatchewan is committed to ensuring the physical, mental and social wellbeing of employees. Saskatchewan's Growth Plan provides strategic direction for Executive Government to align their programs and services in creating safer workplaces.

### **Strategy:** *The approach we will take to achieve our goal*

Support implementation of the Corporate Health, Safety and Wellness plan

### **Key Actions:** *What we will do to get there*

- Prevent workplace injury and support employee physical safety.
  - The commission supported client ministries with workplace violence prevention plan consultations and implemented Violence in the Workplace training for all employees.
  - The commission continued work to further the Foundational Pillars Safety Management System from WorkSafe Saskatchewan and implemented resources and tools to support the Workplace Responsibility System, which is the philosophy that everyone in the workplace is responsible for health and safety.
- Prevent workplace psychological injury, resolve psychological concerns and promote employee mental health.
  - The commission implemented a contract for the Employee and Family Assistance Program, which provides 24-hour voluntary and confidential personal health and wellbeing support that is short-term and goal-focused. The program was expanded to include Elder and Knowledge Keeper Services, cognitive behavioural therapy, additional well-being services and learning sessions.
  - The commission continued to support clients to implement an Employee Mental Health Strategy, Action Plan and campaign to raise awareness and reduce stigma, promote healthy practices and inclusion and build resilience.
  - The commission continued to support the implementation of the Canadian National Standard for Psychological Health and Safety in the Workplace.
- Support medical accommodation in the workplace by providing deep expertise to managers.
  - The commission moved to a centralized medical accommodation model to provide enhanced internal expertise to address increasing complex cases, and provide more timely, consistent and direct consultation services to managers.

- The Be At Work Program actively provided support through the medical accommodation process so new and existing managers as well as employees returning from a medical leave of absence had the supports they need to be successful at work, in their own position or alternate suitable employment.
- Fulfill Our Commitment to Excellence through ensuring the physical, mental and social wellbeing of employees, in all we do.
  - The commission supported implementation of the 2024 Safety Survey. The survey gives ministries important information about how employees view the safety of their workplaces and helps identify areas where the physical and psychological health, safety and wellbeing of employees can be improved.
  - The commission, through the Safety Champion Council, participated in discussions related to health, safety and wellness practices and resources available in ministries.

**Performance Measure Results:**

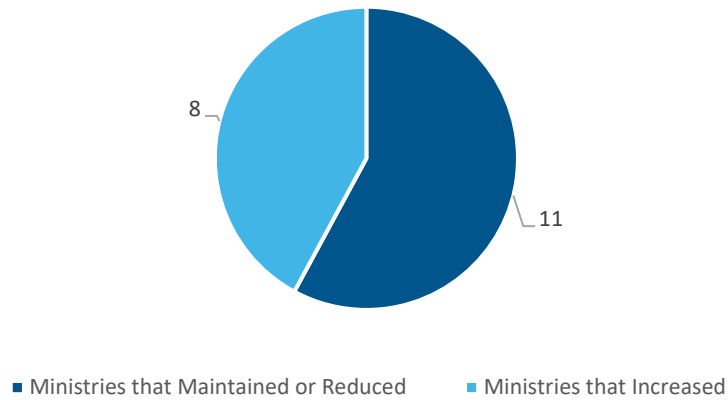
**Executive Government Total Injury Rate**

The rate includes all injury claims approved by the Workers' Compensation Board. Each ministry has committed to reducing its injury rate from their previous year outcome.

**Measure Result**

Eleven ministries' Total Injury Rate improved compared to the previous year. Eight ministries' injury rates increased.

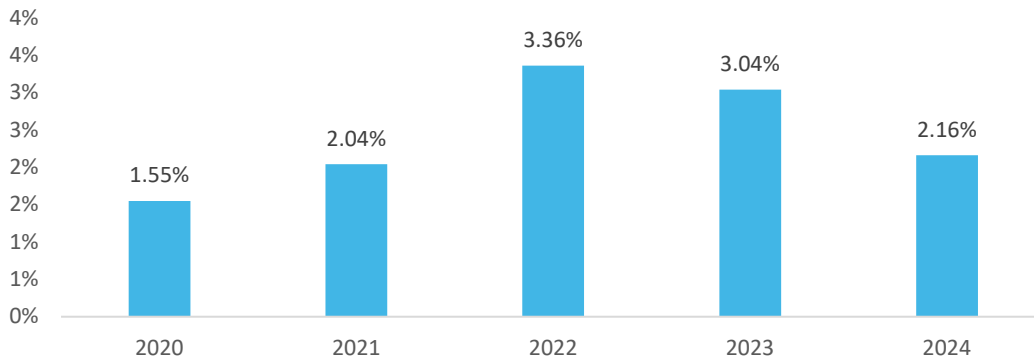
**GoS Ministries' Total Injury Rate Comparison to Previous Year Outcome**



Source: Saskatchewan Workers' Compensation Board

In 2024, the overall GoS total injury rate continued its downward trend, reaching 2.16 per cent, reflecting ongoing efforts to improve workplace safety across the government.

**GoS Total Injury Rate  
December 31, 2024**



Source: Saskatchewan Workers' Compensation Board

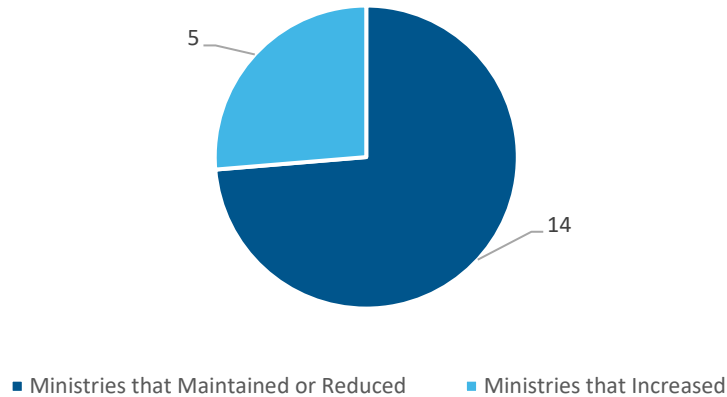
### Executive Government Time Loss Injury Rate

The rate includes all injury claims approved by the Workers' Compensation Board that require time away from work. Each ministry has committed to reducing its time loss injury rate from their previous year outcome.

### Measure Result

14 ministries' Time Loss Injury Rate improved compared to the previous year. Five ministries' injury rates increased.

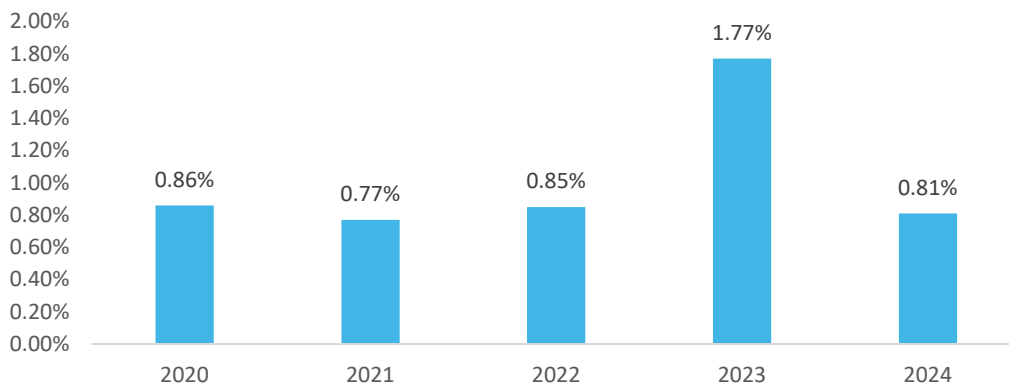
Government of Saskatchewan Ministries' Time Loss Injury Rate Comparison to Previous Year Outcome



Source: Saskatchewan Workers' Compensation Board

In 2024, the overall GoS time loss injury rate declined from a high of 1.77 per cent to 0.81 per cent, underscoring the effectiveness of ongoing efforts to improve workplace safety across the public service.

GoS Time Loss Injury Rate December 31, 2024



Source: Saskatchewan Workers' Compensation Board

# 2024-25 Improvement and Innovation Highlights

<p><b>1</b></p>	<p>The Public Service Commission improved Indigenous recruitment by taking a more proactive and targeted approach through a multi-year project. In 2024-25, the commission focused on the development of an initial draft of the Indigenous Recruitment, Retention and Inclusion Framework and Action Plan. This framework will serve as a guide to attracting and retaining Indigenous employees.</p>
<p><b>2</b></p>	<p>The Public Service Commission continued a partnership with the Ministry of Corrections, Policing and Public Safety (CPPS) on an innovative pilot project to support the ministry’s goal to attract and retain the workforce required for Growth Plan priorities. The success of this pilot led to the transition of the pilot team to a permanent partnership model between the commission and CPPS.</p> <p>The pilot team developed a workforce plan with specific objectives to increase the number and diversity of hires in custody facilities. Results achieved include:</p> <ul style="list-style-type: none"> <li>• 113 per cent increase in total applications resulting in over 270 front-line employees entering the workforce, doubling 2023-24 new hires;</li> <li>• 67 per cent increase in new hires who self-declared as Indigenous Persons;</li> <li>• 102 per cent increase in new hires who self-declared as visible minority; and</li> <li>• 326 per cent increase in new hires who self-declared as women in underrepresented roles.</li> </ul>
<p><b>3</b></p>	<p>In November 2023, a three-year Memorandum of Understanding was signed between the GoS and Métis Nation-Saskatchewan (MN-S) to formalize, expand and enhance the relationship between parties and to explore opportunities to work together to support the Truth and Reconciliation Commission’s Call to Action #57 to provide education to public service employees.</p> <p>The commission and MN-S established a coordinated multi-year approach to create a shared understanding of existing Métis-history learning resources across the Saskatchewan public service and collaboratively explore strategies for increasing Métis representation within the public service.</p>

## 4

The Public Service Commission modernized the SGEU Classification Plan, as agreed to through collective bargaining. The Classification Plan Renewal project was carried out during the fiscal year. Through the project, the commission re-allocated unused job evaluation points to each position, resulting in an increase in classification levels for more than two-thirds of SGEU employees. The redistribution of points was applied equitably to all positions and did not target specific occupations.

This is the first time the SGEU Classification Plan was updated since it was implemented in 1998. Results achieved by the modernization included:

- Advancement of the Equal Pay for Work of Equal Value pay equity framework resulting from review and reduction of some supplemented salary ranges;
- Improved market competitiveness that in turn will help the GoS recruit and retain skilled workforce needed to serve citizens.

# Financial Summary

For the period ending March 31, 2025, the Public Service Commission incurred total expenses of \$36.56 million. This represents a variance of \$2.491 million over the 2024-25 operating budget of \$34.069 million. The variance was primarily in salary and was due to updated compensation for government employees that was negotiated with the union and resulted in a mid-year in-scope collective bargaining agreement settlement, out-of-scope economic adjustments and Classification Plan Renewal adjustments.

## Expense Summary

### Public Service Commission Expense Actuals

Programs	2023-24 Actual (\$000s)	2024-25 Budget (\$000s)	2024-25 Actual (\$000s)	2024-25 Variance (\$000s)	Notes
<b>Central Management and Services</b>					
Salaries	\$1,245	\$1,206	\$1,250	\$44	1
Operating Expenses	\$3,703	\$3,983	\$3,720	(\$263)	2
<b>Subtotal</b>	<b>\$4,948</b>	<b>\$5,189</b>	<b>\$4,970</b>	<b>(\$219)</b>	
<b>Human Resource Service Centre</b>					
Salaries	\$7,776	\$7,328	\$8,246	\$918	1
Operating Expenses	3,457	\$3,409	\$3,923	\$514	3
Capital Asset Acquisitions			\$167	\$167	4
<b>Subtotal</b>	<b>\$11,233</b>	<b>\$10,737</b>	<b>\$12,336</b>	<b>\$1,599</b>	
<b>Employee Relations and Strategic Human Resource Services</b>					
Salaries	\$7,810	\$7,967	\$9,587	\$1,620	1
Operating Expenses	\$943	\$756	\$712	(\$44)	2
<b>Subtotal</b>	<b>\$8,753</b>	<b>\$8,723</b>	<b>\$10,299</b>	<b>\$1,576</b>	
<b>Human Resource Consulting Services</b>					
Salaries	\$8,423	\$8,874	\$8,613	(\$261)	1
Operating Expenses	\$267	\$241	\$171	(\$70)	2
<b>Subtotal</b>	<b>\$8,690</b>	<b>\$9,115</b>	<b>\$8,784</b>	<b>(\$331)</b>	
<b>Total Appropriation</b>	<b>\$33,624</b>	<b>\$33,764</b>	<b>\$36,389</b>	<b>\$2,625</b>	

Capital Asset Acquisitions			\$167	\$167	4
Capital Asset Amortization	\$305	\$305	\$338	\$33	5
<b>Total Expense</b>	<b>\$33,929</b>	<b>\$34,069</b>	<b>\$36,560</b>	<b>\$2,491</b>	

**Total FTE Utilization including students (10.1): 287**

**Supplementary Estimates:**

The 2024-25 budget does not include the supplementary estimates funding of \$3.206 million which was approved in December 2024 due to increases for in-scope collective bargaining agreement settlement, out-of-scope economic adjustments and Classification Plan Renewal adjustments.

**Notes:**

1. Due to updated compensation for government employees that was negotiated with the union and resulted in a mid-year in-scope collective bargaining agreement settlement, out-of-scope economic adjustments and Classification Plan Renewal adjustments, netted with vacancy savings and an organizational realignment.
2. Due to operational savings.
3. Due to the cancellation of payroll liability accounts as well as information technology expenses being higher than budgeted.
4. For leasehold improvements to relocate a branch into an existing space.
5. Amortization on the leasehold improvements to accommodate the branch relocation.

## Revenue Summary

### Public Service Commission Revenue

	2023-24 Actual (\$000s)	2024-25 Budget (\$000s)	2024-25 Actual (\$000s)	2024-25 Variance (\$000s)	Notes
<b>Other Revenue</b>					
Casual Revenue	\$45	\$5	\$760	\$755	1
Previous Year Expenditures	\$18		\$22	\$22	2
<b>Total Revenue</b>	<b>\$63</b>	<b>\$5</b>	<b>\$782</b>	<b>\$777</b>	

#### Notes:

1. Revenue from Minister's Office cost sharing agreement as well as revenue associated with the write-off of payroll liability accounts.
2. Prior year expense recoveries.

Additional financial information can be found in the Government of Saskatchewan Public Accounts located at <https://publications.saskatchewan.ca/#/categories/893>

# Report on Disclosures Made Pursuant to Public Interest Disclosure Legislation

## Annual Reporting (2024-25)

*The Public Interest Disclosure Act* (the Act) requires the tabling of an annual report by the Minister Responsible for the Public Service Commission on internally handled disclosures from all government institutions. In 2024-25, no disclosures were received.

## The Act

*The Public Interest Disclosure Act* (PIDA) enhances confidence in government institutions and the public service by facilitating the disclosure and investigation of alleged wrongdoings in government institutions and to strengthen protection for public service employees who disclose. Information on the Act, including a list of designated officers and information on making disclosures and complaints, can be found on [Taskroom](#).

The Act applies to all employees of provincial ministries, Crown corporations as well as a large number of government agencies, boards and other government institutions, which are set out in [The Freedom of Information and Protection of Privacy Regulations](#). As of 2020, it also applies to most employees of the Saskatchewan Health Authority and the Saskatchewan Cancer Agency.

The Act describes a wrongdoing as an act or omission in or relating to a government institution or the public service that the employee believes:

- is contrary to law;
- is a substantial and specific danger to the life or health and safety of persons;
- is a substantial and specific danger to the environment;
- is gross mismanagement of public funds or public assets; or
- involves another employee knowingly counseling someone to commit a wrongdoing.

## The Role of the Public Service Commission

The Minister Responsible for the Public Service Commission is responsible for the Act. The commission plays a central coordination and advisory role to the designated officers regarding the application of the Act. The commission is responsible for developing procedures for designated officers to manage disclosures and for educating designated officers accordingly. In addition, the commission works with the Ministry of Justice and Attorney General legal counsel and designated officers when disclosures are received within their organizations to help them manage through the process.

The commission coordinates the appointment of designated officers in all government institutions and is responsible for creating and maintaining the PIDA website, which provides general information and resources to all employees, as well as tools and templates for designated officers.

The website can be found at: [Public Interest Disclosure Act \(PIDA\)](#). In addition, the commission educates public service employees and raises awareness regarding PIDA through an annual employee awareness campaign and the PIDA e-learning module is recommended in the New Employee Onboarding program.

## The Role of the Permanent Heads

The Act requires the permanent heads/CEOs of government institutions to establish internal procedures for managing disclosures, including the appointment of a designated officer from within their government institution.

## The Role of the Public Interest Disclosure Commissioner

The Act establishes a Public Interest Disclosure Commissioner as an independent officer of the legislature. The Act provides the commissioner with the authority to provide education, undertake investigations, make recommendations and initiate systemic reviews when common themes or issues are identified through the complaint process. The commissioner's website can be found at [www.saskpidc.ca](http://www.saskpidc.ca).

## Making Disclosures

The Act enables disclosure to a designated officer or to the Public Interest Disclosure Commissioner. Information on how to make a disclosure for public service employees can be found on [The Public Interest Disclosure Act](#) webpage.

## Making Complaints of Reprisal

The Act prohibits reprisals (e.g., dismissal, layoff, suspension, demotion, elimination of a job, reprimand) against public service employees for making (or seeking advice about making) a disclosure of wrongdoing, participating in an investigation about a wrongdoing or declining to participate in a wrongdoing. Any employee who feels they have been the subject of reprisal can make a complaint of reprisal to the Public Interest Disclosure Commissioner who may undertake an investigation and provide a recommendation to the employee's government institution.

## Where to Find More Information on Public Interest Disclosures

Employees and designated officers can find more information about the Act and its procedures, including links to forms and regulations at [Public Interest Disclosure Act \(PIDA\)](#).

# Appendices

## Appendix A – Governing Legislation

The Public Service Commission is responsible for representing the public interest in the administration of *The Public Service Act, 1998* and *The Public Service Regulations, 1999*. According to section 3 of *The Public Service Act, 1998*, the purposes of the Act are:

- To maintain an independent and professional public service;
- To facilitate providing quality service to the public in a manner that is responsive to changing public requirements;
- To recruit employees to the public service, and to develop a qualified public service in a manner that fulfills the purposes of the Act;
- To strive to develop a public service that represents the diversity of the people of Saskatchewan; and,
- To promote harmonious relations between the GoS, its employees in the public service and the trade unions that represent those employees.

The Minister Responsible for the Public Service Commission has general responsibility for the commission including responsibility for answering questions in the Legislative Assembly. The minister's legal authority is limited to giving direction to the Public Service Commission in carrying out its statutory duties with respect to collective bargaining with trade unions representing government employees.

Public Service Commissioners are appointed by the Lieutenant Governor in Council and are responsible to effectively carry out the provisions of *The Public Service Act, 1998*.

Commissioners have all the powers of commissioners appointed pursuant to *The Public Inquiries Act*, including the power to administer oaths and declarations, to subpoena witnesses and to compel the production of books, papers and records. The chair and other commissioners have exclusive statutory duties respecting all human resource matters laid out in the Act.

## Appendix B – Public Service Commissioners

Greg Tuer, Chair	Regina
Nancy Croll	Regina
James Engel	Regina
Lionel Prefontaine	Saskatoon
Linda Gallagher	Regina

## Appendix C – 2024-25 Order-In-Council Appointments

In accordance with the provisions of section 31 of *The Public Service Act, 1998*, below is a list of positions that have been transferred to the unclassified division of the public service or excluded from the operation of the Act by the Lieutenant Governor in Council.

MINISTRY	POSITIONS	NUMBERS
Corrections, Policing and Public Safety	Senior Advisor to Deputy Minister	1
Executive Council	Access and Personnel Coordinator	1
	Deputy Chief of Staff to the Premier	1
	Deputy Chief of Staff - Issues Management and External Relations	1
	Executive Director of Corporate Services	1
Justice and Attorney Chambers	Administrative Assistant, Saskatoon Judges'	1
General	Courtroom Technology Manager	1
	Courtroom Technology Solution Architect	1
	Crown Counsel	21
	Crown Counsel Assistant	4
	Executive Administrative Assistant to the Chief	1
	Judge of the Provincial Court	
	Information Technology and Security Architect	1
	Information Technology Manager	1
	Judicial Desktop Support Analyst	2
	Manager, Court Policy and Operations	1
	Provincial Court Case Manager	1
	Senior Information Technologist	2
<b>Total</b>		<b>42</b>

## Appendix D – 2024-25 Full-Time Equivalent (FTE) Utilization by Ministry

<b>MINISTRY</b>	<b>2024-25 Actual<sup>1</sup></b>
Advanced Education	117
Agriculture	337
Corrections, Policing and Public Safety	2,994
Education	285
Energy and Resources	299
Environment	362
Executive Council	73
Finance	378
Firearms Secretariat	29
Government Relations	165
Health	394
Highways	1,288
Immigration and Career Training	251
Justice and Attorney General	1,111
Labour Relations and Workplace Safety	160
Parks, Culture and Sport	441
Public Service Commission	287
SaskBuilds and Procurement	1,045
Social Services	1,904
Trade and Export Development	122
<b>Executive Government Total<sup>2</sup></b>	<b>12,044</b>

<sup>1</sup> Includes Student FTE utilization.

<sup>2</sup>Totals may not add due to rounding.