

Business Plan

2026-27

Public Service Commission

Statement from the Minister



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

I am pleased to present the Public Service Commission's Business Plan for 2026-27. As a high-performance HR partner, the Public Service Commission provides human resources leadership and policy direction to all ministries to support them to reach their Growth Plan goals and respond to emerging issues. The commission works with ministries to ensure effective workforce management by supporting delivery of services such as payroll, staffing and classification and consulting advice including labour relations and organizational development.

In alignment with government's direction, the plan positions the Public Service Commission to ensure the Government of Saskatchewan has the skilled workforce required to successfully deliver programs and services for the citizens of Saskatchewan. The 2026-27 Business Plan focuses on continuing to position the commission as a human resources agency for government, ensuring services are innovative and fiscally responsible.

The work of the public service continues to be guided by the Government of Saskatchewan's core values, our Commitment to Excellence: respect and integrity; serving citizens; practicing excellence and innovation; and acting as one team.

In the coming year, I will work to ensure the Public Service Commission operates within its financial parameters. A report on this progress will be included in the commission's 2026-27 Annual Report.

2026-27 Budget Highlights

1	The Public Service Commission largely works in the background, partnering with client ministries to provide human resources and consulting services that support client ministries' Growth Plan initiatives to meet the needs of Saskatchewan citizens. The current budget provides funding to enable the Commission to provide services to client ministries and deliver on its operational plan.
2	The budget includes \$8.579 million for human resource consulting services to support recruitment and retention initiatives, engage and develop senior leadership and support managers with human resource matters.
3	The Commission will utilize \$12.26 million to support managing employee relations and strategic human resources services, including representing the government in the negotiation of collective bargaining agreements, providing labour relations services, developing and administering classification and compensation systems, developing and leading the Corporate Health, Safety and Wellness Plan and managing the Employee and Family Assistance Program.

Government Vision and Goals

Saskatchewan’s Vision

“...to be the best place in Canada—to live, to work, to start a business, to get an education, to raise a family and to build a life.”

>> Government Goals

A Strong Economy

Strong Communities

Strong Families

Saskatchewan’s vision and three goals provide the strategic direction for organizations to align their programs and services to build a strong Saskatchewan.

All organizations will report on progress in their 2026-27 Annual Reports.

Public Service Commission Overview

Overview

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-performance HR partner that supports the Government of Saskatchewan to meet its goals and respond to emerging needs.

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 Growth Plan initiatives.

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

Engage and develop senior leadership.

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

- Strengthen Government of Saskatchewan leadership through programs and services that support assessment and development of leadership skills and leadership mobility within the Government of Saskatchewan.

Performance Measures: *What success looks like*

The Public Service Commission closely monitors and analyzes internal indicators, including culture and engagement, to understand, manage and improve overall leadership effectiveness.

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.

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

- Improve recruitment outcomes for the Government of Saskatchewan through application of the recruitment strategy toolkit, expanded support to hiring managers, talent pools, student employment and targeted engagement through external partnerships.
- Implement a new capabilities and skills framework in human resource programs and services.

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

Enhance employee and organizational performance.

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

- Modernize HR policies to enable government to deliver on priorities.
- Represent government in the negotiation of collective agreement with Saskatchewan Government and General Employees' Union (SGEU) and Canadian Union of Public Employees (CUPE).
- Provide strategic human resource advice and guidance to help ministries achieve their goals.

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

Optimize human resource information and technology.

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

- Transform government business with an integrated, cloud-based financial, human resource and procurement system.

Performance Measures: *What success looks like*

Voluntary Turnover Rates

- Voluntary separation of permanent full-time and permanent part-time employees from the Government of Saskatchewan.

Goal 3: Representative Workplace

The Government of Saskatchewan is committed to building a workforce that is representative of the province it serves. The Inclusion Strategy and Accessibility Plan outlines steps to remove barriers across the organization, foster a welcoming work environment for a representative workforce and embed principles of accessibility and fairness.

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

Implement the Inclusion Strategy and Action Plan.

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

- Build a shared understanding and awareness within the public service about Saskatchewan's Indigenous people by continuing to provide Indigenous Awareness training opportunities.
- Enhance Indigenous recruitment and retention processes and tools.
- Implement the Public Service Commission's responsibilities under the Saskatchewan Accessibility Plan 2024-2027.

Performance Measures: *What success looks like*

The Public Service Commission closely monitors and analyzes a number of internal indicators to implement the Inclusion Strategy.

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 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*

- Administer the Safety Survey to gather insights into employee perceptions of workplace safety.

Performance Measures: *What success looks like*

Executive Government Total Injury Rate

- The rate includes all injury claims approved by the Workers' Compensation Board. Each ministry is committed to reducing its injury rate from their 2025 outcome.

Executive Government Time Loss Injury Rate

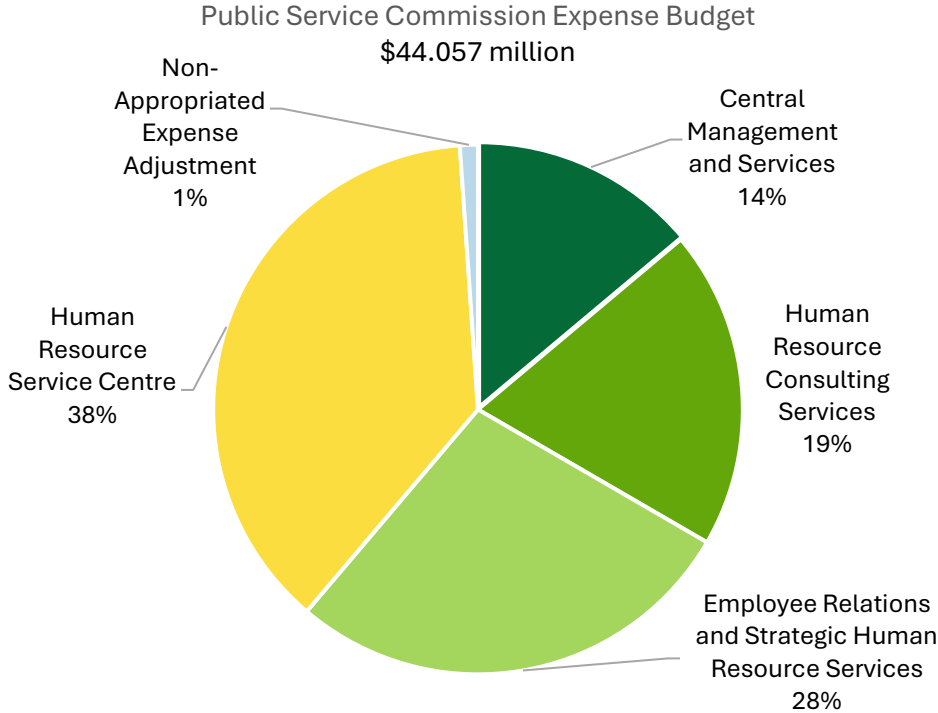
- The rate includes all injury claims approved by the Workers' Compensation Board that require time away from work. Each ministry is committed to reducing its time loss injury rate from their 2025 outcome.

2026-27 Improvement and Innovation Highlights

1	The Government Enterprise Management (GEM) system, a new integrated, cloud-based financial, human resource and procurement platform, will provide an opportunity to modernize and streamline human resource functions for the Government of Saskatchewan. This technology will position the commission to align with industry standards and improve user experience.
2	To improve accessibility in the Government of Saskatchewan, the commission will develop new accessibility-focused training. This initiative aims to foster an inclusive workplace and supports accessibility of programs and services.
3	The commission is modernizing and streamlining the competency framework used across the Government of Saskatchewan. Transitioning from multiple competency models to a single, unified set of skills and capabilities establishes a common language and consistent expectations throughout the public service. This approach strengthens talent management and supports employees at every stage of their career with the government.

Financial Summary

Public Service Commission 2026-27 Estimates (\$44.057 million)	(in thousands of dollars)
Central Management and Services (PS01)	\$6,122
Human Resource Consulting Services (PS03)	\$8,579
Employee Relations and Strategic Human Resource Services (PS04)	\$12,260
Human Resource Service Centre (PS06)	\$16,612
Total Appropriation	\$43,573
Non-Appropriated Expense Adjustment	\$484
Total Expense	\$44,057



Links to more information

- [The Public Service Commission](#)
- [Government of Saskatchewan Budget, Planning and Reporting](#)