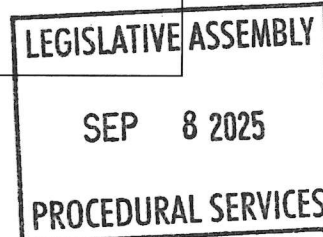


Status Update

September 22, 2025

Chapter 32, Saskatchewan Crop Insurance Corporation-Managing Succession of Human Resources, Report Volume 2, 2021

Recommendation and Status at Time of Audit (Indicate whether new or outstanding)	Page	Current Status (implemented, partially implemented, not implemented)	Actions Taken to Implement Since PA Report	Planned Actions for Implementation	Timeline for Implementation
1. Outstanding Recommendation: We recommend that the Saskatchewan Crop Insurance Corporation set timeframes in which to complete specific key succession management planning processes. (2019 Report – Volume 1, p. 167, Recommendation 2; Public Accounts Committee agreement February 8, 2021)	238	Implemented	As part of the workforce planning process, succession management activities occur annually. Timelines for activities as well as deadlines have been established. These actions take place annually: <ul style="list-style-type: none">• May 31: Update Strategic Workforce Plan and identify changes to critical roles• July 31: Assess talent, nominate and approve candidates for succession planning	No further action required.	Implemented July 2019



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			<ul style="list-style-type: none"> October 31: Complete candidate nominee profiles, candidate interviews and create individual competency development plans 		
2. Outstanding Recommendation: We recommend that the Saskatchewan Crop Insurance Corporation establish a method to periodically evaluate the effectiveness of its succession management processes. (2019 Report – Volume 1, p. 167, Recommendation 2; Public Accounts Committee agreement February 8, 2021)	239	Implemented	<p>In order to evaluate the effectiveness of the succession management processes specific goals and measure have been established. These measures set the framework for evaluation.</p> <p>Specific goals and measures have been identified.</p> <p>Goal: Decrease business disruptions Measure:</p> <ul style="list-style-type: none"> 50% of critical roles 	No further action required.	Implemented July 2019

Recommendation and Status at Time of Audit (Indicate whether new or outstanding)	Page	Current Status (implemented, partially implemented, not implemented)	Actions Taken to Implement Since PA Report	Planned Actions for Implementation	Timeline for Implementation
			<p>with one or more ready now successors</p> <ul style="list-style-type: none"> 80% of critical roles with one or more successors ready within two years 50% of critical roles filled by candidates in the succession plan <p>Goal: Drive employee development Measure:</p> <ul style="list-style-type: none"> 100% of successors have an individual competency development plan <p>Goal: Increase engagement Measure:</p> <ul style="list-style-type: none"> Pulse survey results specific to succession 		

Recommendation and Status at Time of Audit (Indicate whether new or outstanding)	Page	Current Status (implemented, partially implemented, not implemented)	Actions Taken to Implement Since PA Report	Planned Actions for Implementation	Timeline for Implementation
			<p>candidates</p> <ul style="list-style-type: none"> • 5% increase to the career growth engagement driver. <p>In addition, the Succession Management Plan was updated to better reflect the connection between a variety of human resource functions, including performance management, learning and development and talent acquisition. Measures are reviewed annually and presented to the Executive Management Team and Board of Directors.</p>		