

STATUS UPDATE

PAC Meeting: September 6, 2022

Public Service Commission:

4.1 Consistent Prompt Removal of User Access Needed

Chapter 12, Public Service Commission, 2018 Report Volume 2					
Recommendation (state) Indicate: New /Outstanding	Page # In PA Report	Current Status (implemented, partially implemented, not implemented)	Action Taken to Implement since PA Report	Planned Actions for Implementation	Timeline for Implementation
Outstanding: We recommend the Public Service Commission follow its established procedures for removing user access to its computer systems and data [2010 Report – Volume 2; Public Accounts Committee agreement June 7, 2011] Status: Partially Implemented	72	Fully Implemented	In the Summary of Implemented Recommendations chapter in the Provincial Auditor's 2019 Report – Volume 2, this was reported as implemented.	None	N/A

STATUS UPDATE

PAC Meeting: September 6, 2022

Public Service Commission:

4.1 Timely Reports about Adequacy of Service Provider Controls Needed

Chapter 11, Public Service Commission, 2019 Report Volume 2					
Recommendation (state) Indicate: New /Outstanding	Page # In PA Report	Current Status (implemented, partially implemented, not implemented)	Action Taken to Implement since PA Report	Planned Actions for Implementation	Timeline for Implementation
New: We recommend the Public Service Commission agree in writing on a deadline with its service provider for receiving the annual audit report on security controls at the data centre hosting PSC Client. Status: Not Implemented	77	Fully Implemented	The Provincial Auditor reported this recommendation as fully implemented in its 2021 Report – Volume 1, Chapter 3	None.	N/A

STATUS UPDATE

PAC Meeting: September 6, 2022

Public Service Commission:

3.1 Agreement for Receiving Report on Service Provider Controls Needed

Chapter 3, Public Service Commission, 2020 Report Volume 1					
Recommendation (state) Indicate: New /Outstanding	Page # In PA Report	Current Status (implemented, partially implemented, not implemented)	Action Taken to Implement since PA Report	Planned Actions for Implementation	Timeline for Implementation
Outstanding: We recommend the Public Service Commission agree in writing on a deadline with its service provider for receiving the annual audit report on security controls at the data centre hosting PSC Client. [2019 Report – Volume 2, p.77 Recommendation 1; Public Accounts Committee has not yet considered this recommendation as of May 15, 2020] Status: Partially Implemented	36	Fully Implemented	The Provincial Auditor reported this recommendation as fully implemented in its 2021 Report – Volume 1, Chapter 3	None.	N/A

STATUS UPDATE

PAC Meeting: September 6, 2022

Public Service Commission:

4.2 Employment Equity Policy Needs to be Modernized

Chapter 4, Public Service Commission, 2022 Report Volume 1					
Recommendation (state) Indicate: New /Outstanding	Page # In PA Report	Current Status (implemented, partially implemented, not implemented)	Action Taken to Implement since PA Report	Planned Actions for Implementation	Timeline for Implementation
<p>New: We recommend the Public Service Commission modernize the Employment Equity Policy to align with good practice.</p> <p>Status: Partially Implemented</p>	52	Partially Implemented	<p>Created a Project Charter to undertake the renewal of the Equity Policy.</p> <p>Building a workplan to identify roles and responsibilities</p> <p>Gathering information on best practices, engage in literature review</p> <p>Gathering Interjurisdictional information on Equity Policies in other jurisdictions</p>	<p>Develop the policy framework</p> <p>Identify Advisory and Working group members</p> <p>Assess stakeholder engagement and who will need to provide input and review</p>	2022-24

4.4 Inclusion Strategy Needs Clear Indicators and Timeframe for Measuring Progress

Chapter 4, Public Service Commission, 2022 Report Volume 1					
Recommendation (state) Indicate: New /Outstanding	Page # In PA Report	Current Status (implemented, partially implemented, not implemented)	Action Taken to Implement since PA Report	Planned Actions for Implementation	Timeline for Implementation
<p>New: We recommend the Public Service Commission set clear indicators for measuring progress and a timeframe for its inclusion strategy.</p> <p>Status: Partially Implemented</p>	55	Partially Implemented	<p>Report out and continuous improvement for summer student experiencing disability initiative in Fall 2022.</p> <p>Identifying opportunities to continue to set clear indicators, measure progress and expand the one-year action planning cycle building out the continued success of that process.</p>	Establish short, medium, and long-term goals, measures, and indicators of progress in equity, diversity and inclusion planning processes.	2022-24

4.5 Expanded Inclusion Toolkit Needed to Support Inclusive Ministry Workplaces

Chapter 4, Public Service Commission, 2022 Report Volume 1					
Recommendation (state) Indicate: New /Outstanding	Page # In PA Report	Current Status (implemented, partially implemented, not implemented)	Action Taken to Implement since PA Report	Planned Actions for Implementation	Timeline for Implementation
<p>New: We recommend the Public Service Commission expand its inclusion toolkit to embed diversity and inclusion concepts consistent with good practice.</p> <p>Status: Partially Implemented</p>	56	Partially Implemented	<p>Added the newly developed Gender Transition Guidelines to the toolkit</p> <p>Consistent and regular communication about the content and availability of the Inclusion Toolkit</p> <p>Current research to gather and collate new materials on:</p> <ul style="list-style-type: none"> - Glossary for commonly used terms in current resources, - Indigenous Inclusion and Recruitment, -Material related to Persons with Disabilities -Addition content on Racialized groups -Additional 2SLGBTQ content and intersectionality in equity seeking groups 	Refresh and update of existing content	Ongoing- The toolkit will constantly evolve as understanding does.

4.8 Ministry Inclusion Plans and Progress Reports Not Monitored by the Commission

Chapter 4, Public Service Commission, 2022 Report Volume 1					
Recommendation (state) Indicate: New /Outstanding	Page # In PA Report	Current Status (implemented, partially implemented, not implemented)	Action Taken to Implement since PA Report	Planned Actions for Implementation	Timeline for Implementation
<p>New: We recommend the Public Service Commission monitor ministry diversity and inclusion plans and progress reports to help ministries increase diversity and inclusion in their workplaces.</p> <p>Status: Partially Implemented</p>	60	Partially implemented	<p>Leveraged the Inclusion Community of Practice to gather individual Ministry Diversity and Inclusion plans</p> <p>Developed tools and templates to assist Ministries to develop their written Inclusion Action Plans for 2022-23</p> <p>Housed Inclusion Action plans in a single location for ease of access and review by all members of the Inclusion Community for Practice.</p>	<p>Have Ministry representatives describe their “progress to plan” at regular Inclusion Community of Practice meetings</p> <p>Formalize a process to gather, monitor and report progress on ministry Equity, Diversity, and Inclusion plans, analyzing themes.</p>	2022-23

4.10 Insufficient Analysis to Identify Implementation Issues and Support Corrective Action

Chapter 4, Public Service Commission, 2022 Report Volume 1					
Recommendation (state) Indicate: New /Outstanding	Page # In PA Report	Current Status (implemented, partially implemented, not implemented)	Action Taken to Implement since PA Report	Planned Actions for Implementation	Timeline for Implementation
<p>New: We recommend the Public Service Commission sufficiently analyze diversity and inclusion data to identify and address risks that may prevent ministries from achieving cross-ministerial diversity and inclusion goals.</p> <p>Status: Not Implemented</p>	63	Not Implemented	<p>Explore analysis options for data we are currently able to gather using Midas, Taleo, Ministry Progress reports, Corporate Inclusion Action Plan Progress Reports and GOS Culture Survey</p> <p>Inform the diversity data gathered in Oracle HCM.</p> <p>Re-established relationship with the Saskatchewan Human Rights Commission to support information flow and equity reporting.</p>	Oracle HCM will allow for more effective analytics, the ability to identify trends and drive evidence-based solutions.,	2022-24

4.11 Public Reporting Needed to Show Accountability and Commitment

Chapter 4, Public Service Commission, 2022 Report Volume 1					
Recommendation (state) Indicate: New /Outstanding	Page # In PA Report	Current Status (implemented, partially implemented, not implemented)	Action Taken to Implement since PA Report	Planned Actions for Implementation	Timeline for Implementation
<p>New: We recommend the Public Service Commission implement a written policy for reporting diversity and inclusion results to its senior management and to the public to demonstrate accountability and commitment for workplace diversity and inclusion.</p> <p>Status: Not Implemented</p>	64	Not yet implemented	<p>Explore options to develop internal benchmarks.</p> <p>Joined Talent Acquisition and EDI IJ Subcommittee to inform best practice approaches.</p>	The Commission will develop a clear public reporting process	2023-24

Date Prepared: August 3, 2022