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Opening Remarks for  
Patrick Borbey  
President of the  
Public Service Commission of Canada  
on  
Interim Estimates 2019–2020 and the 2017-18 Departmental  
Report  
  
Government Operations and Estimates Committee  
February 25, 2019

Check against delivery

I am pleased to be here today to discuss the 2019–20 Interim Estimates and the 2017-18 Departmental Report of the Public Service Commission of Canada (PSC). Joining me are Phillip Morton, Vice-President, Corporate Affairs and Chief Financial Officer as well as Patricia Jaton, Vice-President, Policy and Communications.

For over a century, the PSC has been charged with promoting and safeguarding merit-based appointments and protecting the non-partisan nature of the public service in collaboration with other stakeholders.

The PSC reports directly to Parliament.

### **Interim Estimates**

The PSC resource level for 2019-20 is relatively consistent with the level that was provided through the 2018-19 Main Estimates. For 2019-20, there is a reduction of approximately \$200,000 from the previous year. This is mostly attributed to the contribution that was made towards the Budget 2018 Fiscal Dividend for Shared Services Canada. Our Interim Estimates are also consistent with last year and represent four twelfths (4/12) of the Mains.

The PSC requests these resources to continue recruiting a world-class, non-partisan public service. This means maintaining our focus on the renewal of the public service, bringing in the skills to address today's and tomorrow's challenges, and reflecting the rich diversity of Canada. As we expect that a large number of our employees will retire over the next 5 to 10 years, we must hire talent at all levels, from all parts of the country.

## **Hiring the workforce of the future**

Under the delegated staffing system set out in the *Public Service Employment Act*, the PSC continued to fulfil its responsibilities by providing policy guidance and expertise, conducting oversight, and delivering innovative staffing and assessment services to support departments and agencies.

In 2017-18 the total number of hiring activities increased by 11.4% with 53 361 hires. Our students program remained strong, with close to 13 000 hires — increasing for the fifth consecutive year. It's a trend we'll need to continue. Students are essential to the future of the public service, and the number of hires is still lower than it was 10 years ago.

We don't have a choice. We need to improve and speed up staffing, but without compromising quality of hire and access to all Canadians. The public service, like all organizations, is competing for top talent.

I am pleased that departments and agencies have taken up the challenge of modernization with innovative approaches and methods to attract candidates such as speed staffing, hackathons and the use of new assessment tools.

The PSC also continued its work on modernizing its recruitment system. The GC Jobs Transformation project will replace the current platform with one that will be flexible, modern, inclusive and user-centric.

In addition, we have been experimenting with pilot projects in our approach to staffing. For instance, we are working with departments and agencies to simplify how we assess second language proficiency.

In delivering our mandate, we cannot lose sight of our role in building a diverse, accessible and inclusive workforce. In partnership with the Office of the Chief Human Resources Officer, two programs are supporting progress in that area:

- the Indigenous Student Employment Opportunity resulted in 186 Indigenous students hired for the summer of 2018, and
- the Youth Accessibility Summer Employment Opportunity resulted in 61 hires.

We are also expanding our approach to diversity beyond the four employment equity groups to include veterans, youth, LGBTQ2+ and regional representation, to name a few. Last year we continued to see an increase in hires in the National Capital Region. We must attract and hire more regional employees to build a diverse and representative workforce across the country.

As I mentioned earlier, the PSC ensures a merit-based and non-partisan public service. Last year the PSC conducted a System-Wide Staffing Audit. I am pleased to report that findings indicated that hiring practices were based on merit and remained non-partisan.

### **Looking Forward**

We are proud of the PSC's role in building the Government of Canada's workforce, and in maintaining public trust in this institution. To deliver excellent programs and services that support all Canadians, in collaboration with our partners, we must continue to push the boundaries of how we attract, recruit and renew the public service. The journey to simplify and improve recruitment and staffing has begun, but this culture change will take time and sustained efforts.

We would be pleased to answer your questions.

Thank you.