

5.4.5.11 Human Resources Management Community

5.4.5.11.1 Profile

The human resources management community is composed of 129 employees of which 104 are non-rotational, classified in the PE (Personnel Administration) group (35) as well as employees classified in the AS (24), CR (50), SCY (7), FS (10), and EX (3) groups. Generally they are employed in SPD and SBD.

5.4.5.11.2 The Public Service plan

In May 1997, the Subcommittee responsible for the human resources management community presented to COSO a report prepared by the Personnel Renewal Council highlighting the four key challenges facing the HR community: readiness capacity, making a new role operational, business management and community health. The strategy for renewal supports current initiatives with a view to engaging the community, aligning energies and taking action.

The primary goal is to help the community become a more strategic business partner. The subcommittee will help the community develop the capacity to participate as a full player, understand the collective dynamics of an organisation and the impact of management decisions, and understand and contribute to departmental business lines.

In support of this goal, the following initiatives have been undertaken:

- a Learning Advisory Panel has been formed to develop a corporate learning strategy for the community;
- a program has been launched to educate DMs on how the HR community can support departmental business objectives;
- five working groups are now establishing a community profile, identifying core competencies, reviewing selection standards, developing performance measures for the HR function, and developing a set of guiding principles and a code of ethics;
- a communications program is being developed including the creation of vehicles for dialogue amongst all levels of the community and its clients and WEB sites to share information regularly; and
- a recognition program has been launched by the Personnel Renewal Council.