

EDS Sets Positive Tone for HR Modernization at CSC

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The Correctional Service of Canada (CSC) launched its training on the *Public Service Modernization Act* (PSMA) at the Executive Development Symposium (EDS), December 7-9, 2004, giving the Service a head start on its implementation of this cornerstone legislation for modernizing human resources management in the public service.

Executives from across Canada gathered at the NAVCanada Centre in Cornwall, Ontario, to learn about upcoming changes that will be part of the public service-wide human resources modernization. The PSMA will bring about the biggest change to the way public service employees are hired and managed in more than 35 years.

In his opening remarks, Acting Commissioner Don Head gave an [overview of CSC's current priorities](#), touching on the challenges CSC has faced in the past year.

Simon Coakeley, Assistant Commissioner, Human Resources Management Sector, offered introductory comments on the PSMA, remarking that this is a "once in a lifetime" opportunity for symposium participants to help shape CSC's response to the PSMA.

HR modernization aims to simplify the way public service staffing operates, making sure that processes are transparent, fair and accessible. It also aims to modernize the labour relations regime by encouraging managers, unions and employees to join together to create a more collaborative and productive working environment. The PSMA also integrates learning into a continuum.

Collin Reany, a consultant provided by the Canada School of Public Service (formed in April 2004 through the PMSA), facilitated the plenary and group discussions on upcoming changes to labour relations and staffing practices. In fact, the Canada School of the Public Service will use its experience with CSC as a "best practice" for future learning events with other government departments.

Plans to implement the PSMA at CSC are in development. Employees will be receiving training and complete information on how the new legislation will affect them over the coming year.

Last year's EDS included a keynote presentation on values and ethics in the public service. This year, the regional deputy commissioners presented information on the activities completed in their regions in response to their mandate to promote values and ethics (information on these activities will be published for employees separately).

The EDS also provided time for formal and informal discussions and networking among staff, including discussion groups about corporate messaging and issues affecting institutions of various security levels.

Mr. Head closed the symposium on Thursday by thanking participants for their high level of engagement in the discussions and challenging them to become "agents of change" at CSC. He credited the staff of the Correctional Management Learning Centre for their hard work in coordinating the conference, as well as the EDS planning team headed by Arden Thurber, Director General, Learning and Development. The next EDS will be held in spring 2005. ■